

**WORK-LIFE BALANCE, WORK SATISFACTION AND WORK
PERFORMANCE OF WOMEN COMMERCIAL DRIVERS
FROM ROAD TRANSPORT SECTOR**

Thesis Submitted in Partial Fulfilment of the
Degree of Doctor of Philosophy in Commerce

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80 _ RECOMMENDATION

Suggestions and Recommendations

Based on the findings of the study related with work-life balance, work satisfaction and work performance of women commercial drivers the following are the suggestions given to the self-employed women commercial drivers and Policymakers.

To Women Commercial Drivers

- Enhancing self-confidence, boldness, and mental stability through self-defense training, such as karate or Silambam, can empower women drivers.
- Participating in stress management programs and assertiveness training can help build resilience and confidence.
- Regular workshops on situational awareness and conflict resolution can prepare women to handle challenging situations effectively.
- The study finds that women commercial drivers ably manage their work and life. So married women should feel encouraged to join this field without hesitation.

To Policymakers

- Initiatives such as emergency financial aid, scholarships for drivers' children, and support for managing household expenses can alleviate financial strain and promote a supportive environment.
- Policies to motivate women to enter the field include offering electric vehicles, concessional fuel cards, and organizing exclusive meetings through drivers' unions to address challenges.
- Toll-free helplines for women drivers can ensure immediate assistance in emergencies, encouraging more women to join the profession confidently.
- Governments can establish lounges equipped with restrooms and other facilities exclusively for women commercial drivers, enhancing their convenience and comfort.

To Commercial Drivers' Associations

- Establishing exclusive stands for women drivers can create safer and more supportive environments for them.
- Associations and co-workers can provide emergency financial support to women drivers during times of need, fostering a sense of community and security.

- Providing workshops for families to better understand the challenges faced by women commercial drivers can foster family support. Open communication and financial planning assistance, such as budgeting and savings strategies, are essential.

To Women in General

- The study reveals that most women commercial drivers are above 30 years old, indicating that middle-aged women are successfully pursuing careers in this field.
- Commercial driving offers excellent self-employment opportunities for graduate women, breaking the stereotype that it is only for undereducated or uneducated women.
- The study highlights that a significant number of married women thrive in this field. This demonstrates that marriage should not deter women from considering commercial driving as a career.
- The study highlights that customer support significantly enhances the work satisfaction and performance of women commercial drivers. Women entering this field should feel reassured about customer interactions.
- Self-employed women in commercial driving enjoy flexible schedules, allowing them to increase their income by taking more rides.
- Flexible work hours make this profession an attractive option for women seeking better work-life balance.
- Commercial driving requires minimal educational qualifications, making it an accessible career choice for women with limited formal education.
- A key finding reveals limited family support for women commercial drivers. Families are encouraged to extend their understanding and support to empower women pursuing careers in commercial driving.