

Work Life Balance of Working Women in Education Sector

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Abstract:

Work and family life, both are the important sides for any of the employee to control. This is a type of situation where an employee needs to justice the status between personal & professional lives. They need to know how much & how long they need to work hard so that in the end it will be a win- win situation for an employee in the connection with satisfaction from work & personal life both. The notion of Work life Balance is important to understand, especially in the case of female employees because in today era, women are not doing only household activities; they are also working outside to earn a living. Women are working in every field, even though historically reserved for men. This research is about to study the concept of work life balance, to study relationship between social and demographic factors with work life balance and to examine various factors responsible for the work life balance position of working women.

Keywords: Work Life Balance, Working women, Education

1. INTRODUCTION

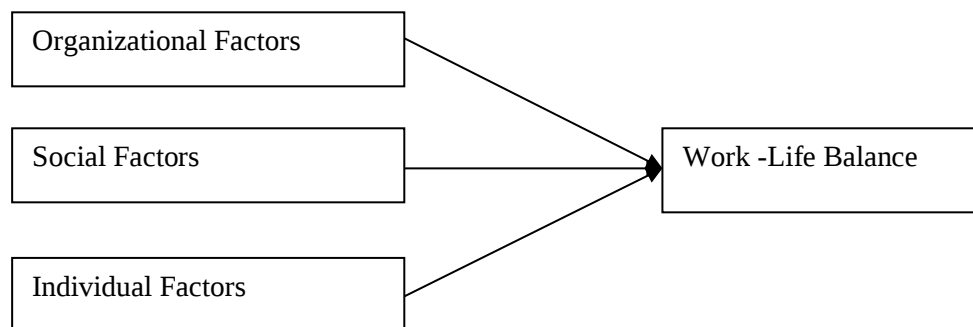
Work-Life Balance depicts a relation between personal and professional life domains. Work-life balance is a two-way approach where both the organization and employee working in an organisation have to take necessary actions to achieve Work-Life Balance. With a healthy work environment, working conditions and leave policy, the organisation can help to achieve work life balance and the employee can achieve the work life balance by way of proper management of time between individual and work life. A healthy work life balance is significant for female employees where the family and work duties have constitutes many threats and problems for women.

According to Cambridge Dictionary, “work-life balance as the amount of time spent doing a job, as compared to the amount of time spent with your family and on things you enjoy.” According to Forbes, “work-life balance is one of the most important components of a healthy work environment and work-life balance is essential to reducing stress and preventing burnout in the workplace.”

Greenhaus (1985) defines “Work life balance as satisfaction and good functioning at work and at home with a minimum role conflict”.

Felstead (2002) defines “Work life balance as the relationship between cultural times and spaces of work and non working societies where income is predominately generated and distributed through the labour market.” According to Elliot (2003), “Work life balance has defined as the work and life satisfaction by managing both responsibilities adjacently.”

2. CONCEPTUAL MODEL OF STUDY



3. REVIEW OF LITERATURE

Authors	Year	Description
Ali Raza Memon, Dr. Aisha Bashir Shah and Dr. Faiz Muhammad Shaikh	2017	This study identified that work hours, overtime, travelling, lack of support from family members and household duties are major problems faced by married working women. This paper also proved that it is difficult for married female workers with a child to manage their family and work life, because they confront lots of problems like child care and child education. Conflicts between work and family affect the health of working women.
Dr. Shilpi Sarna, Prof. Shenki Tyagi, Prof. Aniruddha Ghosh	2018	This paper suggested that work-life balance factors like an opportunity at work, stress at work and at home are notable issues which subscribed to the value of

		women's position at work. The study observed that a small change in the opportunity for enhancing skills can increase workplace effectiveness.
Nidhi Nitinbhai Patel	2019	This paper focused on the link between employee satisfaction at work as well as at home and psychological health. This paper also explored the various measures to enhance work-life balance position of employees. The study examined the positive effect of work-life balance on employees' wellbeing and performance. The study examined that psychological health is positively related to work satisfaction, but psychological health is not related to family satisfaction.
Diana, Anis Eliyana, Inanta Indra	2020	In this study, organizational commitment was taken as a moderating variable. It was explored that work family conflict directly affects job satisfaction and organizational commitment has moderate effect between work family conflict and job satisfaction. It was suggested that management should provide opportunity to employees to inbuilt a feeling of ownership.
C.B.Ragothaman and R. N. Chitra	2021	In this study, a descriptive analysis was done to measure the quality of work-life balance of respondents and after evaluation. It was observed that 33% people strongly agree that they feel stressed at work, 46.7% strongly satisfied with the job and 56.2% respondents feel that adequate WLB practices improve their productivity. It was suggested that self-development and leisure activities be conducted to keep them motivated and energetic.

4. RESEARCH METHODOLOGY

• Sampling Design

In this research, primary data is used to collect information about the perception of employees on impact of factors on their WLB position from working women in the education sector. Secondary data is collected from multiple sites and journals.

• Research objectives

1. To analyse the factors that affect the work-life balance of working women.
2. To analyse the level of work-life balance of working women
3. To make a comparison of work-life balance situation among private and government institutes

• Research methods

Cronbach alpha test is used to check the reliability of statements and simple percentage analysis to check the level of agreement. Statistical tools like mean, ANOVA and T-test are used to analyse data.

5. DATA ANALYSIS AND INTERPRETATION

• Reliability Analysis

The Value of Cronbach alpha is .905 for 28 statements, which is very good (above 0.80) and indicate the goodness of the scale questionnaire. Thus, all factors were proved internally consistent and reliable.

Objective 1

To analyze the factors that affects the work-life balance of working women.

Table 1 Descriptive Statistics- Mean Analysis

VARIABLES	NO.	MEAN	STANDARD DEVIATION
Long working hours make me tired which affects my ability to perform family duties.	150	5.46	1.468
I can manage the work related demands with respect to students.	150	5.99	1.046
There is flexibility in workload and the amount of time.	150	5.21	1.531
The quantity of work expected to me is reasonable.	150	5.58	1.327
WORK LOAD	150	5.56	1.384
My family supports me to fulfill the work duties.	150	6.20	1.099
My family show concern about my job related problems.	150	5.75	1.419

I have sufficient support from my family in making decision related to my work/family.	150	6.10	1.294
My family suggests me during my difficult time at work.	150	6.05	1.250
SUPPORT FROM FAMILY	150	6.025	1.281
Casual leaves are sufficient to fulfill responsibility at family.	150	4.59	1.925
Maternity leaves are sufficient for pregnancy and delivery period to look after child in initial months.	150	4.75	1.904
Study leaves are sufficient to pursue higher studies	150	4.71	1.801
Child care leaves are sufficient to take care of child.	150	4.35	1.915
LEAVE FACILITIES	150	4.60	1.893
My superior helps me in emergency at family.	150	5.57	1.430
The organization cares for my wellbeing.	150	5.20	1.497
The organization considers for my career growth.	150	5.06	1.520
Help is available from organization when I have a problem.	150	4.97	1.580
ORGANISATION SUPPORT	150	5.20	1.522
Due to social service activities, I am limiting my work by neglecting research work.	150	4.12	1.973
Due to my pre-occupation with societal activities, I find it difficult to complete work on time.	150	4.03	1.968
Due to social service activities, I feel tired. As such, I could not work actively at work.	150	3.92	1.902
Involvement in Social function reduces my time for work responsibilities.	150	4.21	1.829
SOCIAL RESPONSIBILITIES	150	4.07	1.922
I am physically fit to perform duties at both places.	150	5.91	1.307
I am mentally able to solve work problems and family problems.	150	6.00	1.129
I feel tired to look after my official duties as well as family duties.	150	4.89	1.765
I cannot discharge my duties properly at the workplace due to my personal problems	150	4.09	2.050
PERSONAL FACTORS	150	5.22	1.694
Due to family responsibilities (childcare, elder care, household tasks) I find it difficult to meet the demand of work.	150	4.39	1.886
Many a time, i have to postpone things at work due to family responsibilities (childcare, elder care, household tasks)	150	4.53	2.019

I find it difficult to discharge my duties properly at work due to family responsibilities (childcare, elder care, household tasks)	150	4.09	1.976
Due to more family responsibilities (child care, elder care, household tasks), i am unable to focus onmy personal wellbeing	150	4.81	1.820
FAMILY RESPONSIBILITIES	150	4.455	1.944
Factors affecting work life balance of working women	150	5.018	0.995

Table 1 explains the perception on the factors that influencing the work life balance of working women in private and government educational institutes.

It is explored from above table is that perception on the factors that influencing the work life balance of working women in private and government educational institutes is higher in case of “Family Support” (M= 6.025) when compared to others.

It is also explored that perception on the factors that influencing the work life balance of working women in private and government educational institutes is lesser in case of “Social Responsibilities” (M= 4.07) when compared to others.

It is also explored that perception on the factors that influencing the work life balance of working women in private and government educational institutes is above the average level since most of the mean value is above 4.43 (85.71%) out of 7.

The overall mean value of the that perception on the factors that influencing the work life balance of working women in private and government educational institutes is 5.018, it means that perception on the factors that influencing the work life balance of working women in private and government educational institutes is above average level.

Objective 2

To analyze the level of work life balance of working women

Table 2 Descriptive Analysis – Mean analysis

VARIABLES	NO.	MEAN	STANDARD DEVIATION
I am satisfied with my ability to meet the needs of job and family.	150	6.10	.801
I am satisfied withthe way I divide my time between work and family.	150	5.98	.893
I am satisfied with my performance in multiple roles of life.	150	5.96	.897
I am satisfied that Iam able to further my interests and hobbies	150	5.65	1.238
LEVEL OF WORK LIFE BALANCE	150	5.922	0.984

The overall mean value of level of work life balance among working women in private and government educational institutes is 5.922 which is above average level which indicates that respondents agree that they work life balance in life.

Objective 3

Comparison of work life balance situation among working women in private and government institutes.

Null hypothesis

There is no significant difference in Work Life Balance Position of working women in private and government institutes.

Table 3 Independent T- test

		Levene's test		T-test for equity of means		
		F	Sig.	t	df	sig. 2 tailed
I am satisfied with my ability to meet the needs of job and family	Equal variances assumed	1.392	.240	1.558	148	.121
	Equal variances not assumed			1.566	130.289	.120
I am satisfied with the way I divide my time between work and family.	Equal variances assumed	.189	.664	.818	148	.415
	Equal variances not assumed			.817	146.467	.415
I am satisfied with my performance in multiple roles of life.	Equal variances assumed	.000	.997	.538	148	.591
	Equal variances not assumed			.537	146.196	.592
I am satisfied that I am able to further my interests and hobbies	Equal variances assumed	.118	.732	.810	148	.419
	Equal variances not assumed			.810	147.973	.419

Statements	Type	N	Mean	Std. Deviation	T	Remarks
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Received: 22 Oct. 2022

Revised: 1 Nov. 2022

Final Accepted for publication: 7 Nov 2022

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I am satisfied with my ability to meet the needs of job and family	Government	74	6.20	.619	1.558	P>0.05
	private	76	6.00	.938		
I am satisfied with the way I divide my time between work and family.	Government	74	6.04	.928	0.818	P>0.05
	private	76	5.92	.860		
I am satisfied with my performance in multiple roles of life.	Government	74	6.00	.936	0.538	P>0.05
	private	76	5.92	.860		
I am satisfied that I am able to further my interests and hobbies.	Government	74	5.73	1.231	0.810	P>0.05
	private	76	5.57	1.247		

Table 3 inferred that p value is greater than 0.05 so we accept the null hypothesis which indicates that there is no significant difference in Work Life Balance Position of working women in private and government institutes.

6. FINDINGS

1. Working women in government institutes are more satisfied with their ability to meet the needs of job and family with a mean 6.20 when compared to working women of private institutes (M= 6.00)
2. Working women in government institutes are more able to divide time between work and family duties with a mean 6.04 when compared to working women of private institutes (M= 5.92)
3. Working women in government institutes are more satisfied with their performance in multiple roles with a mean 6.00 when compared to working women of private institutes (M= 5.92)
4. Working women in government institutes are more able to meet the personal care activities with a mean 5.57 when compared to working women of private institutes (M= 5.53)

7. SUGGESTIONS

Based on results, it is suggested that with family support, working women will be more capable of balancing their life. Flexible work schedule, organizational support and proper leave facilities should be provided to improve work life balance position of working women. Working women should manage their time so that they can have time for their personal care. Women should prepare their work schedule to perform multiple roles in their life and women should be appreciated by society rather than criticizing. It will mentally help them to achieve success in their career and managing their work life and family life smoothly.

8. CONCLUSION

Received: 22 Oct. 2022

Revised: 1 Nov. 2022

Final Accepted for publication: 7 Nov 2022

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For working women, managing multiple roles is a very tedious task. Work life and family life are two sides of a coin but are not independent from each other. A balance between both domains is very essential. This research is conducted to analyze various factors of work-life balance and overall work-life balance of working women. It was found that support from family is the most influencing factor of work-life balance as compared to others and government sector employees are more satisfied as compared to private sector employees.

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