



# **Influence of work life balance and stress management on job satisfaction among the women faculty in educational institutions**

**S.N. MURTY KODUKULLA <sup>1\*</sup>, HARI KRISHNA PRASAD. K<sup>2</sup>**

1&2 Assistant Professor, School of Management Studies-M.R.P.G. College,  
Vizianagaram, Andhra Pradesh

## **ABSTRACT**

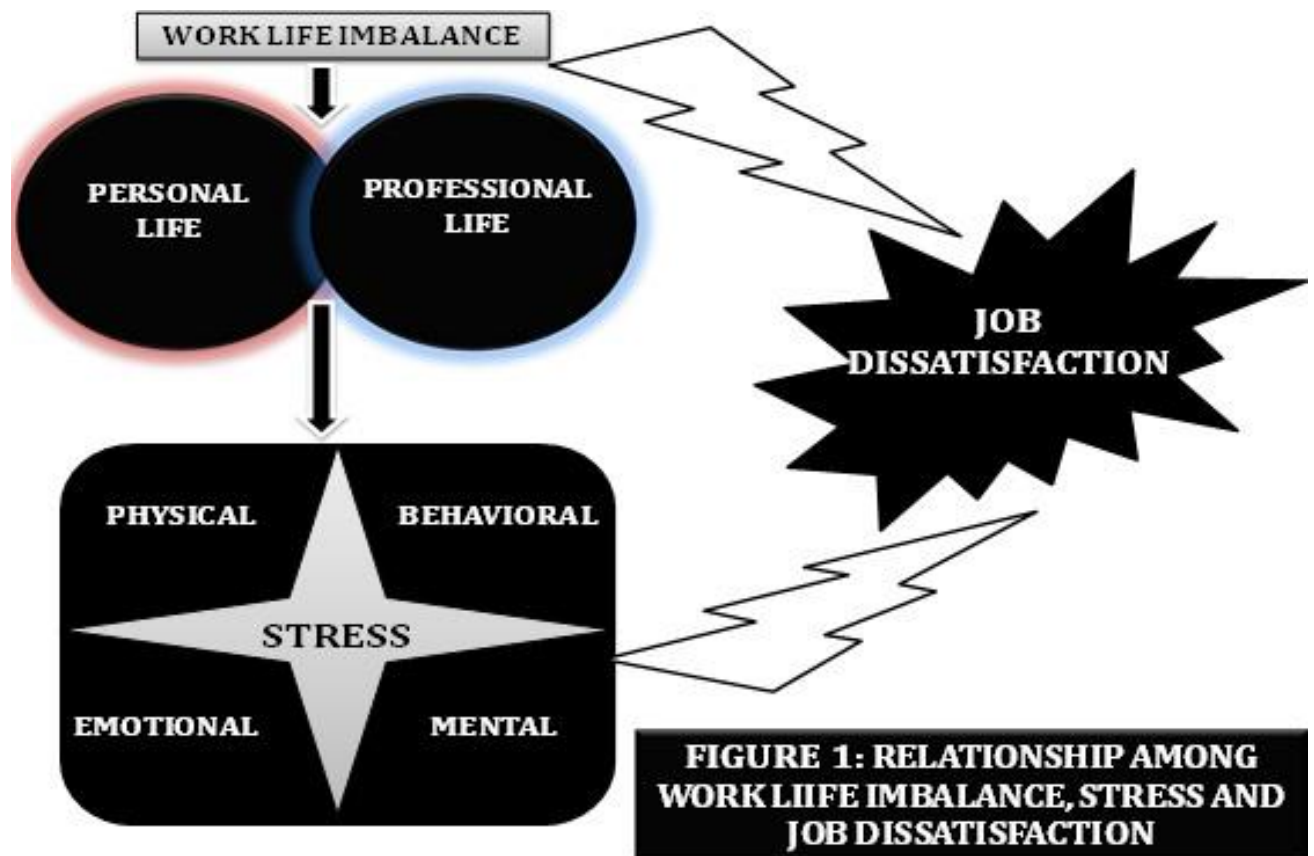
Through proper balance of work life women can manage stress in today's competitive workplace which results to job satisfaction. Everywhere in the world, there is stress related to finding a work-life balance, which affects everyone. When there is no job satisfaction, it becomes critical. Gaining consistency between professional and personal work is necessary for work-life balance in order to lessen conflict between professional and household life. Any organization's overall performance is based on the performance of its personnel, which in turn depends on a number of factors. These factors may have an impact on job satisfaction. To determine how far work-life balance and stress management affect job satisfaction, an empirical study is undertaken among women academicians working in educational institutions. For better understanding and conclude the study, secondary data has been used . The study's observations imply that the elements that contribute to job satisfaction, such as supportive social groups, accommodating working conditions, mentally challenging work, impartial rewards, and employee-oriented policies, can also be used to manage WLB and stress. The study's conclusion is that work-life balance and stress management are ongoing issues that need to be managed rather than being problems that need to be solved.

**Keywords:** Family; Employee's satisfaction; Stress; Performance; Productivity and Rewards etc.

## 1. INTRODUCTION

India is an emerging economy and the majority of the employees in female category are employed in several organizations where as education sector is the major contributor. Therefore the subject of this study is working women who employed in educational institutions. Examining the effects of Balancing the work life and stress management towards job satisfaction is the main aspect of the study. Work affects employee's identity, sense of well being as well as their value and standing in society. Work is used to refer the services rendered under employment. One becomes established in the human race through work, it strengthen bonds between people advances and cultural objectives and gives meaning to her existence. Work is productive activity that aims to fulfill human wants and wishes. It can be understood that work needs to be satisfying job to increase the relationship between employer and employee for mutual benefit.

Concerns about work-life balance and stress management are progressively becoming regular topics of conversation in India, particularly when it comes to female employees' job satisfaction. Work-life harmony is a state of equilibrium where demands on both the personal and professional lives are equal. Each function has a unique set of requirements, and when those requirements conflict with one another, several issues arise and a great deal of tension is produced. People use the phrase "stress" to describe the sensation of having too much on their plate, feeling overwhelmed, and not being able to handle all the demands and problems that are being put on them. There are precisely hundreds of distinct kinds of stressors, which are what produce stress. Any situation in life that a person perceives as dangerous, challenging, or unbearably stressful has the potential to produce stress. In actuality, work and life overlap, interact, and increase stress. Productivity and morale are lowered by problems related to stress. On the other side, if female employees are not happy in their jobs, it leads to extreme stress and an unbalanced work-life balance. Employers should keep in mind while creating stress and work-life rules that employee dedication can be the difference between businesses that can compete in the marketplace and those that can't. Women who live unbiased lives spread their efforts and energies across important priorities.



An organization's biggest resource is its workforce. The success of a company depends on its ability to draw in and keep the best candidates. It focuses on human characteristics that affect an employee's performance and job satisfaction when it comes to the human environment. According to one definition, job satisfaction refers to how positively nostalgic employees are about working for the company. Innovative ideas are generated by employees who are happy in their jobs. People might show stronger loyalty to the company

Efficient work life balance and stress management practices will make the employees more satisfaction in their job. Though lot of researches have been conducted in the areas of work life balance ,stress and job satisfaction minimum effort in research have been done in relating to all these three variables particularly in education sector. This effort will produce factual convincing information on working women in educational institutions. All the academic Institutions' administration must be able to manage their female staff while designing the policies, failing which the institutions may face shortage of intellectuality, efficiency and effectiveness.

## 2. WORTH OF COLLISION OF WORK LIFE BALANCE AND STRESS WITH JOB SATISFACTION TO THE WOMENEMPLOYEES

The main focus of this study is about the fact that when WLB and Stress met with the job performance then job dissatisfaction comes as an outcome. Since there isn't a single work-life balance or stress management strategy that works for everyone. Stress, work-life balance, and satisfaction requirements vary according to a person's stage of life and job. Different stages of life and career have different Stress, Work Life balances and satisfaction needs. Different corporate criteria and commitments are necessary. When there is a contradiction between personal and work life, it leads to an imbalance and tension. In addition, if an employee achieves the expected results but does not receive the intended reward, it can cause tremendous stress, especially for female employees.

The working environment for women in India is changing extremely quickly as a result of falling trade barriers, contemporary technological advancements, an internationally organized market place, fierce economic competition, and shifting family and population patterns. These variables cause women to experience intense anxiety, which is then greatly exacerbated if both the husband and wife work, they have developing children, and they have elderly parents. Due to a sense of lost control over one's life and the depressing belief that there is never enough time to have a rational stability and balance in life, this constant worry can disrupt the psychological comfort of women. Poor stress management and work life policies lead to decreasing proficiency, higher absence rates, low staff morale, ineffective teamwork, and employee health issues. Aside from this, there are a range of factors that influence whether women employees are positive or negative about their jobs. Furthermore, some employees may be happy with a few areas of their job but unhappy with the rest. Factors that contribute to favorable or negative perceptions of work-life balance and stress have an impact on job satisfaction.

This psychological stress for women leads to physical stress, which causes illness, headaches, gastritis, body aches, de-motivation, low morale, and other symptoms, or it leads to long-term cardiac difficulties, high blood pressure, diabetes, or other psychiatric problems, and poor job performance. All of these issues cause work-life conflict, high stress, and job unhappiness, particularly among female employees. By effectively assessing stressors, causes of work life imbalance, and job dissatisfaction, organizations can implement the necessary measures to create healthy work life management and stress programmes that will be the differentiating factor of a mediocre business to increase the performance and productivity of its employees.

The challenges being discussed here are not insurmountable, but they do necessitate ongoing work and reevaluation on a regular basis. Work may take over your life. Recognizing what is vital and required, as well as working for what is appreciated, will result in a work-life balance and satisfaction.

Stress management is doable. Using management skills will allow a person to achieve job satisfaction while dealing with stress at work and at home. There are many reasons why people get stressed out at work, and it's impossible to stop them all. It might potentially be dangerous. Positive results can occasionally arise from stress. The ability of individuals to handle stress appears to be the key; it can occasionally inspire, renew, and help people to do more. By using organizational measures to regulate or lessen some of the main causes of stress, the educational sector can aid working women. It can be said that with the change of satisfaction determinants, level of job satisfaction also varies [3,9,10,12-16].

### 3. IMPACT OF WORKLIFE BALANCE AND STRESS ON JOB SATISFACTION

- Women always struggle to balance heavy workloads, family priorities, household responsibilities leading to physical and psychological stress.
- Providing flexible working schedules concerning about the productivity with effective results can be better option towards job satisfaction and stress management.
- Reducing workplace inequality, work burden and treatment at workplace which really can improve their performance as they feel the workplace is stress free and feel comfortable to work.
- In minimizing the work stress on female employees especially in education sector regular counseling and mentoring programs may help to build the confidence and accustom to face the stress situation.
- Rewarding and recognizing is a part of performance management. It is an art of identification, praise, getting feedback by one or more superior, peer group, College management and students. Failure in getting proper positive feedback from these groups leads to stress and job satisfaction.
- All behavioral aspects relating to the job such as teaching, harmonious relations with students, peer communication, group behavior will affect due to stress and imbalance in work life.
- Pay gaps compared to male category is likely to effect the overall performance leading to stress. By eliminating salary negotiations and fixed salaries for certain roles with fixed raise amounts for quantifiable performance improvement.

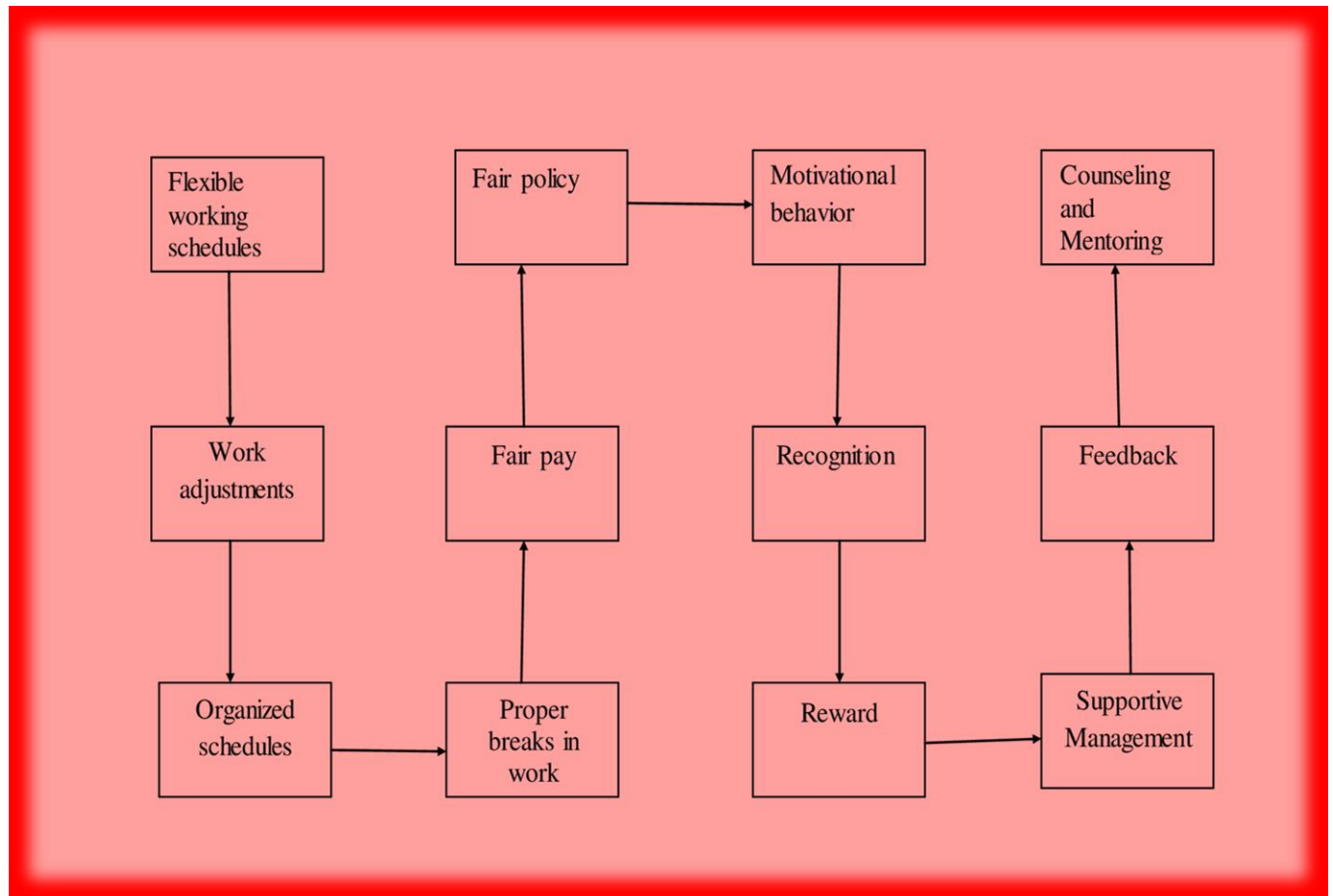
According to Herzberg two factor theory conducive working environment, physical conditions are equally significant for job satisfaction. In education sector the premises, infrastructural facilities play vital role. Lack of these may result to dissatisfaction and work-related stress.

Too much stress at workplace and home creates lot of dissatisfaction about the job, this may induce a

confusion state of mind while discharging the responsibilities.

Women faculty may respond to stress in many ways like Impatience ,anger, Frustration ,fear,Anxiety,panic,Confusion,Insecurity,Hopelessness,Unhappieness,Projecting higher emotions.

### Approaches to manage stress and WLB



### CONCLUSIONS:

Since couple of decades the role of women increasing day by day in all prominent sectors where education sector is no where exempted. The contributions of women in educational sector is quite phenomenal as being Indians always presume that mother is first guru of everyone. Women faculty are really making significant contribution in moulding the behavior and learning pattern of students at all levels.

Being a woman, whatever may be the sector her roles and responsibilities are quite similar and balancing them in every day is quite challenging. During this process the female faculty really faces lot of problems where it have a direct impact on balancing work life leading to stress and later dissatisfaction about the job.

As it is became a regular process where women also want to prove themselves in their respective fields efforts should be made from their side to overcome the stress situation so as the college management, because women services totally cannot be replaced by male category in any field. Well known management techniques may help in minimizing the problems occurred during work life balance situation and reduce stress through which ultimate job satisfaction may be attained.

**Conflict of Interest:** The authors declare that they have no conflict of interest.

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