



A STUDY ON WORK- LIFE BALANCE OF FEMALE EMPLOYEES IN EDUCATION SECTOR

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Abstract

Women in the workforce today place a high value on work-life balance, and if their jobs don't provide them with the security and fulfillment they need, problems may result. The two aspects of your life must be in balance between your professional and personal lives in order to establish work-life balance and reduce conflict. Any organization's effectiveness ultimately depends on how well its people perform, which in turn depends on a variety of factors. These variables may have an impact on both family and work happiness. It is a widely held belief that striking balance between work and personal life is exceedingly tough. The study aimed to determine the work-life balance among female educators. Data from 152 female employees were gathered for the study project. It was discovered that female workers have a lot of difficulty juggling their professional and personal lives. Even yet, they can manage to some measure to juggle their personal and professional lives. The results suggest that WLB may be obtained through factors that boost job satisfaction, such as helpful co-workers, supportive work environments, cognitively challenging work, equal rewards, and employee-focused policies. The goal of this study is to learn more about how women see work-life balance in the field of education.

Keywords: Female Employee, work – life balance, Stress, Family, Employee's satisfaction.

INTRODUCTION

The times have changed, and women are no longer limited to domestic duties in addition to their traditional roles; they now work or are involved in almost every aspect of society. The economic contribution of women to society via earning has expanded with the expansion of possibilities and the globalization of the Indian economy. Today, more women are stepping out of their comfort zones to work, support their families, and demonstrate their untapped potential while also showing their worth. The Dual obligations fall on women who work outside the house to support themselves.

Working women's lives are characterized by juggling several tasks at work as well as the regular obligations of life and family. When nuclear families became more common throughout time, the notion of "ideal household," where the earning member took care of the home expenses only, faded. Due to need and the desire to increase wages, most houses today with greater education and career prospects have two working parents. Even while women must combine the demands of their jobs with their obligations to their families, they must also carry out both professional development and family duties. In order to succeed professionally and get respect from the company and society at large, one must also take care of their family, including their parents, children, and other relatives, as well as their own health and well-being.

Poor work-life balance causes physiological and psychological stress, which not only negatively impacts performance and causes dissatisfaction, but also has a negative impact on health, influence on her attitude and ultimately displays her temper outbursts in front of the family, causing commotion and compromising the upbringing of the nation's future leaders. Ineffective time management results forms a poor work-life balance. As a result, she was unable to fully focus on her personal life or her career. It creates emotional instability and experiences a great deal of stress. Physical strain causes mental stress, which triggers illness that can take the form of either short-term issues like headache, gastritis, or other body aches or long-term diseases like high blood pressure or heart difficulties. She lost her ability to maintain her home and her competitive edge at work. Depression and anxiety are brought on by this failure. In work and at home, she starts to lose her reputation.

DESCRIPTION OF THE PROBLEM

Women who work in the education industry in India have an uneven work-life balance.

NEED FOR THE STUDY

The nature of working life and how it relates to overall quality of life have long been hotly contested topics in the discussion of work-life balance. Most women nowadays find it challenging to strike the correct Work-Life Balance since both the family and the workplace are changing. Yet, there have been several unexpected consequences, such as divorce, suicide, psychiatric problems, etc. Women are more accountable for the household than men are. Although there are several studies on work-life balance, even though a lot less studies on the topic specifically for female professionals. Hence, research on how female educators balance their time between work and family is vital.

OBJECTIVES

Primary objective

- To study how women employees feel about the organization's work-life balance policy.
- To determine the difficulties women workers have in balancing work and life.

Secondary objective

- To highlight the advantages of female employees maintaining a healthy work-life balance.
- To become familiar with the current work-life balance strategies used by female employees.
- To provide firms and female workers with some advice on how to combine work and life.

SCOPE OF THE STUDY

Women working in education sector are the only participants in the current study. For the purposes of the study, female workers who have worked in a public or private education sector —were taken into consideration.

DELIVERABLES OF THE STUDY

The ability to regulate one's work environment is known as work-life balance. When a person experiences dual satisfaction in both their paid and unpaid roles, it is successful. When a person balances his or her own career with their personal life, it helps the individual, business, and society as a whole. To the point, the purpose of the study on balancing work – life is: "Live to work. Don't work to live."

REVIEW OF LITERATURE

The study on work-life balance was created in light of its increasing popularity with the primary goal of promoting societal progress and realizing through fostering each employee's development and the continued success of the

company, it helps its employees live satisfying lives. Employment satisfaction, work stress, and other factors of quality of life are all affected, according to the research.

Several research have looked at this problem from various angles. A few of the publications on this topic are reviewed.

Professional development, workplace stress, career goals, work-family conflict, family-work conflict, and child care were among the factors identified by J. Sudha's (2014) study in relation to work-life balance (WLB) and its practices. Also, it gave a comprehensive picture of the various challenges that female workers must face in order to attain balance in the work-life.

Sahana Maiya and Dr. M. M. Bagali spoke on the difficulties in balancing work and family obligations in an essay that was released in April 2014. It was obvious that the challenges faced and the delicate balancing act required were connected. The survey also uncovered some specific Human resource department efforts for better work-life balance.

Prof. K. Triveni Kumari and Dr. V. Rama Devi (2013) highlighted work-life balance as one of the most challenging difficulties encountered by female employees in the twenty-first century due to the obligations women employees have at the home and intrusion of personal life into professional life.

A study published in March 2013, Prof. K.Santhana Lakshmi found that educational institutions should adopt a comprehensive approach when designing and implementing policies to help teaching staff members in managing their work-life balance.

Women who are responsible for maintaining the health of aging parents need assistance balancing their personal and professional duties, according to a May 2013 paper by Professor S.Padma and M. Sudhir Reddy that looked at the impact of family support on work-life balance.

Studies have shown that work-life balance is essential for the well-being and productivity of employees. According to Galinsky, Bond, and Friedman (1993), work-life balance is defined as the ability of individuals to balance their work responsibilities with their personal and family life. The education sector has been identified as a highly demanding profession that requires long working hours and intense job demands. This has made it difficult for female employees to balance their work and personal life.

According to Satinder Singh's (2013) study, work-life balance and the practices and regulations that surround it have an impact on a number of quality-of-life factors, such as career advancement, job satisfaction, work stress, absenteeism, appreciation, and the competitive climate. An effort has been made to provide an overview of various Work-Life Balance issues in this study by assessing existing studies

According to N.Krishna Reddy et al. (2010), married women workers do in fact suffer Work Family Conflict (WFC) when striving to manage their personal and professional life. Because they affect employee performance and work satisfaction, the organization must develop policies for the handling of WFCs.

In their 2010 study, Niharika and Supriya looked at both family-related and work-related elements that are thought to affect work-life balance. Flextime, the ability of working part-time, as well as the freedom of work from home are job-related considerations, whereas child care services and the ability to handle crises at home are family-related factors.

In their study, which was released in July 2009, Rincy V. Matthew and N. Panchanatham emphasized the large variations in the severity of WLB difficulties that the various types of women entrepreneurs encountered. In order to address the significant WLB issues encountered by Indian women entrepreneurs, the research also offers recommendations for academics, management consultants, human resource specialists, and the women entrepreneurs themselves.

A qualitative research on gender, work-life balance, and how people in their mid-life manage the overlaps between paid job and other responsibilities was conducted by Carol Emslie and Kate Hunt in January 2009.

The different values, attitudes, and ideas that women have concerning job anxiety in formal work environments are discussed by Ms. Lakshmipriya and Ms. Neena.S. in their essay, which was published in April 2008. The authors place particular emphasis on finding a balance between work and personal life.

In his study from April 2005, Gregg Schoenfeld explores the work-life balance attained by recent MBA graduates and looks at the underlying causes of people's views of balance and imbalance. A question on work-life balance was added in the annual MBA Alumni Viewpoint Survey, which was performed in April 2005 by the Graduate Management Admission Council® (GMAC®).

RESEARCH GAP

A literature review revealed that there have been several studies on the subject of work-life balance in general and among women in particular. This study's exclusive emphasis was on women working in education sector. Because earlier studies had focused on other fields, such as IT, but had not given the education sector enough attention, this study has focused on the women who work in the education industry only.

RESEARCH METHODOLOGY

An organized approach to addressing the research topic is known as research methodology. Although research methodology has many facets and research technique is one of them, it may be thought of as a science that studies how research is conducted scientifically.

RESEARCH DESIGN

Setting the circumstances for the collection and analysis of data pertinent to the study's aim is the process of creating a research design, which is a blueprint for the desired research activities. The next step in this descriptive research is to set objectives and specify the kind of data that will be needed to uncover the feature.

DATA COLLECTION METHOD

For the analysis of this study, the following data collection methods were used:

Primary- The data for this study was gathered via a questionnaire technique, which was completed by female employees.

Secondary - Information gathered through periodicals, books, newspapers, websites, etc.

Sample Method

Convenient random sampling methodology was used to determine the sample size for this study.

Sample Size

200 female employees from public and private sector of education industry—were used as the study's sample size.

DATA ANALYSIS

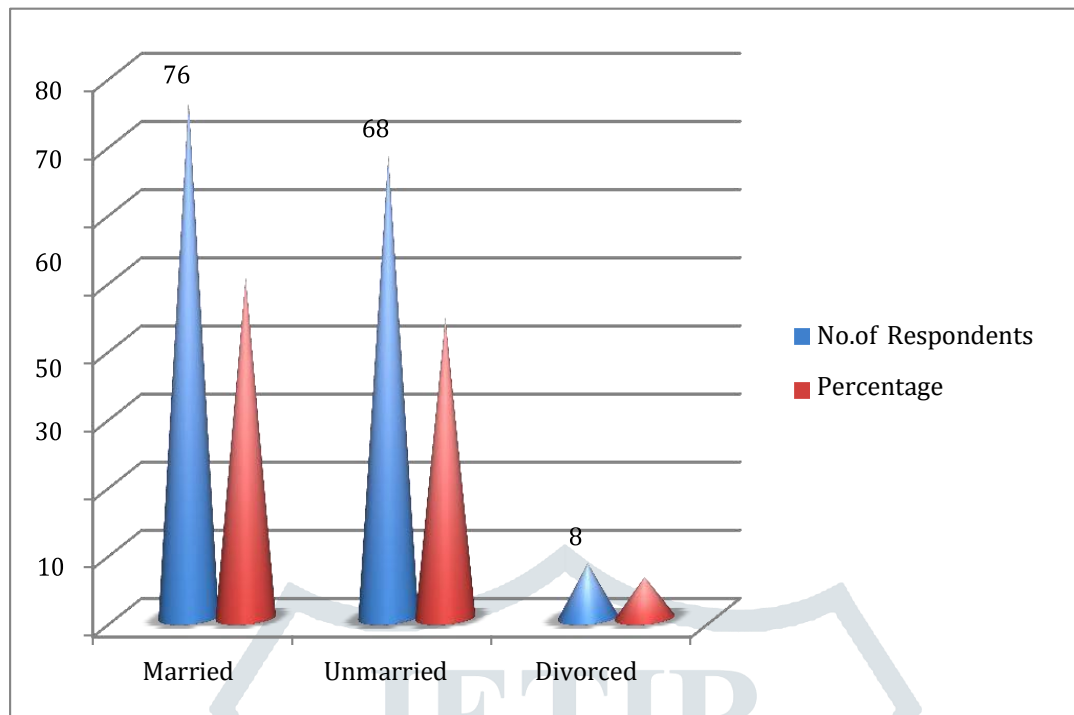


Figure:1 Marital Status

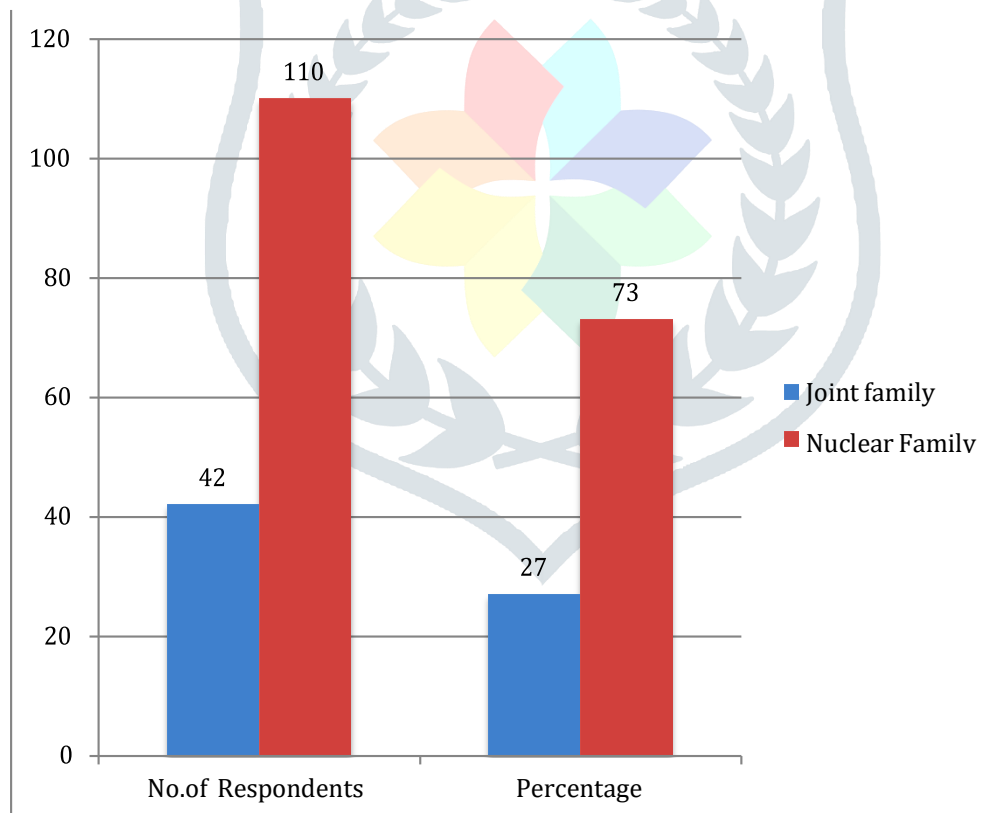
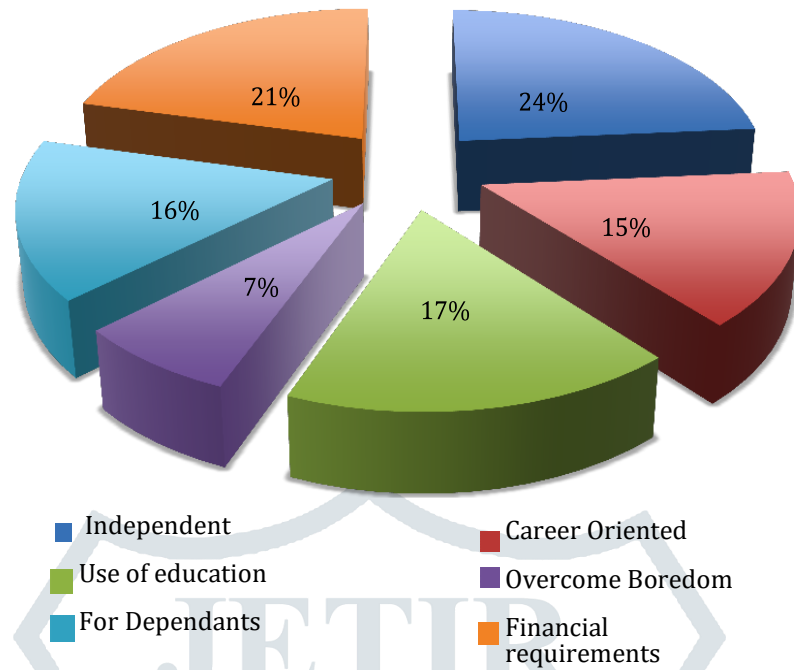
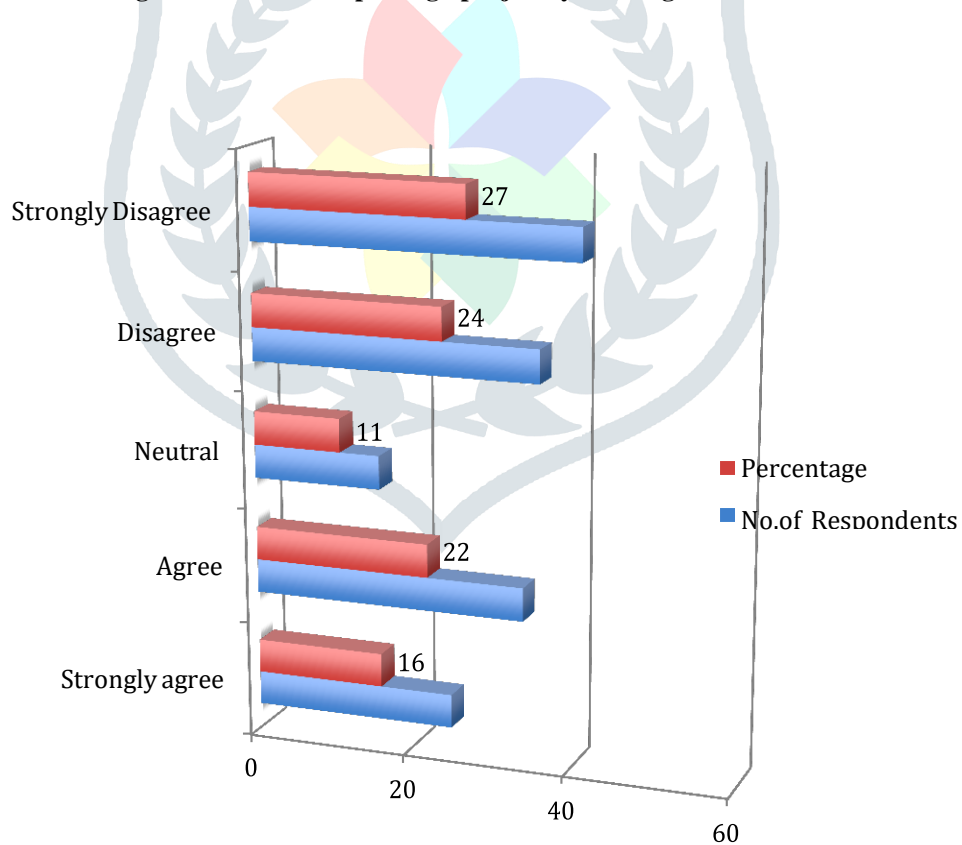


Figure:2 Family type of women employees

Reasons for working of respondents**Figure:3 Reasons for picking up a job by working women****Figure: 4 Balance of work and life by working women**

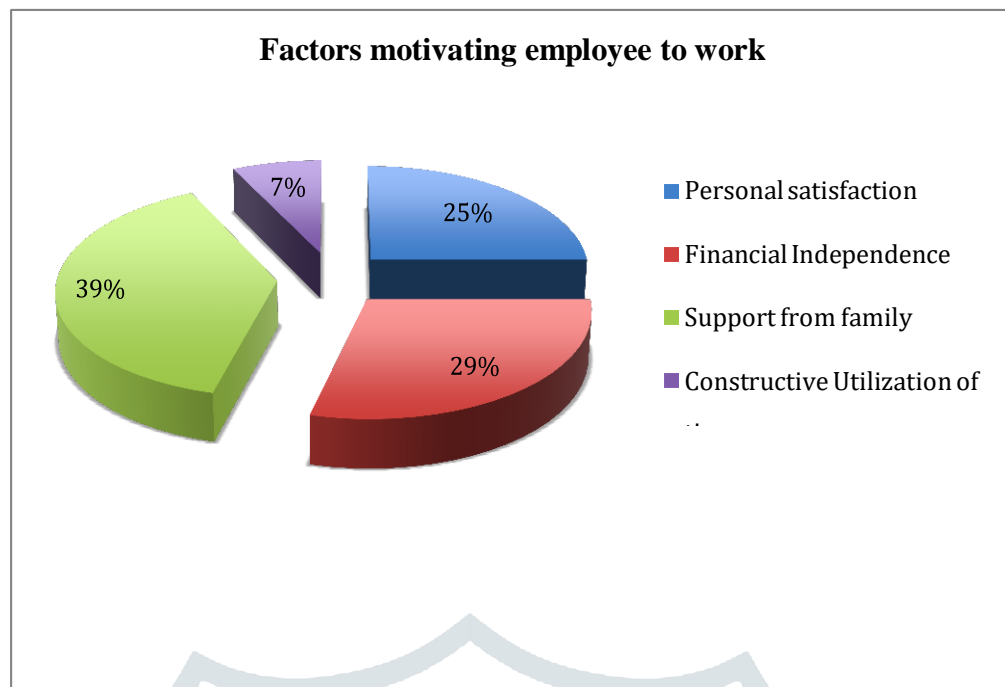


Figure: 5 Factors motivating women employee to work

INFERENCE:

- The majority of workers in the education sector agree that maintaining work-life balance is crucial.
- The capacity of an employee to maintain a healthy balance between work and family is significantly influenced by their marital status; 55% of respondents were married, 43% were single, and the last 3% were divorced.
- Past financial experiences, present financial demands, future financial requirements, use of academic qualifications, overcoming home boredom, career orientation, taking care of dependents, and independence are some of the justifications offered for accepting the job.
- The majority of women in the workforce employ time-management strategies, drive their own automobiles to work, make enough preparations, and utilize social media to juggle work and personal obligations.
- Recent research has shown that the kind of family—joint or nuclear—had little impact on how well female professionals combine their work and personal lives. This is probably brought on by increases in pay and other perks.
- In contrast to education and other areas of the service sector, the present trend of employment in the banking or financial sector has somewhat grown. 73% of respondents in the poll are from monogamous families, while 27% are from mixed families.

LIMITATIONS & SCOPE

The study project is limited to exploring concerns with work-life balance for women working in the education industry. It does not include women who work in other industries, such as manufacturing or agriculture. The employed male population is excluded. The study doesn't include those who are self-employed or jobless, therefore there may be a range in the degree of imbalance in the population as a whole. The survey solely refers to female workers in education industry. There is potential for doing study in the future on a larger scale, such as the entirety of service industry.

In order to obtain more conclusive findings, future study must concentrate on a larger sample. Also, it must focus on recognizing individual variations so that firms may start employee-specific programs to enhance work-life balance. The scale's dimensions were determined using a tiny sample size. The results' stability is therefore dubious.

CONCLUSION

The majority of female employees use time management strategies, drive their own automobiles to work, appropriately prepare in advance, and use social media to balance work and home life.

Recent research has shown that the kind of family—joint or nuclear—had little impact on how well female professionals combine their work and personal lives. This is probably brought on by increases in pay and other perks. Also, compared to education and other service-related fields, the present trend of employment in the banking or financial business has somewhat grown. 27% of respondents are from blended families, compared to 73% of respondents from monogamous homes.

In the past, there was a clear separation between work and home. Nowadays, work is more likely to interfere with personal time, and it may be difficult to strike a balance between the two. Work-life balance is still possible. Analyze your connection with work to begin. Use the above-mentioned precise tactics after that to aid in finding a healthy balance.

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