A Comparative Study of Perception of Female Academia towards Work Life Balance in Public and Private Sector

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Abstract: Today the most stimulating issue for women in the education sector is work life balance. With enhanced education and employment prospects, in a large number of families, both husband and wife work together to increase the family income or to meet the day to day requirements. The present study focuses on the topic of work-life balance of female academia in their personal and professional life in the context of perception comparing the public and private sectors. To determine the views, a survey is conducted on over five hundred female academicians, including visiting faculties, assistant professors, associate professors, and professors from public and private educational institutions located at various places in India. The results point out that no significant difference exists between public and private sector academia regarding various factors (individual and family time management, time management for kids and cooking, and time management for self-healing) of personal life perception, and a significant difference exists in the case of Job Satisfaction and Recognition factor of professional life perception while no difference exists in work environment and time management factors. Based upon these factors, this study will help the public and private sector employers to understand the perception of their employees towards work-life balance and will help them in making appropriate policies.

I. INTRODUCTION

In the contemporary context, the rise in industrialization and level of education has led to a notable growth in the job prospects for women. The escalation in the number of working women has brought about a necessity to scrutinize the discourse surrounding the equilibrium between work commitments and personal life, along with its associated consequences. The concept of work-life balance encapsulates the endeavor to effectively manage both personal and professional schedules, thereby facilitating a wholesome and harmonious lifestyle (Lakshmi & Gopinath, 2013). Personal life encompasses the various activities that an individual engages in within the confines of their home, including dedicating quality time and attending to the needs of family members, whereas professional life pertains to the array of tasks carried out by an individual in a workplace setting. Karpagham and Magesh (2017) investigated that employees are significantly impacted by their working hours. Prolonged working hours can lead to an increase in personal health issues and stress (Dev & Raj, 2017). As highlighted by Posig and Kickul (2004), conflicts often emerge from a clash of "roles" within the spheres of work and family, primarily stemming from a blend of personal and professional expectations and pressures. Agarwal and Lenka (2015) determined that individuals should conscientiously fulfill all designated roles, as failure to do so can create difficulties for all parties involved. Consequently, women often find themselves balancing family and work responsibilities across a range of roles. Based on our knowledge, less literature is available related to

the perception of female academicians for balancing both personal and professional life. Therefore, this research has been done to perform a relative analysis of the public and private sector female academia to find out the perception level about work life balance in their personal and professional life. The data has been collected and analyzed using EFA (exploratory factor analysis) t-test and one way ANOVA to provide suggestions for improving the perception level in the personal and professional life of female academicians.

1.1 Objectives of the study

- To compare the perception of female academia towards personal life in public and private sector.
- To compare the perception of female academia towards professional life in public and private sector.
- To provide suggestions for improving the perception level in the personal and professional life of female academicians.

II. REVIEW OF LITERATURE

A proper equilibrium between work and personal life is essential for the attainment of individual and professional objectives. Gupta and Sharma (2013) emphasized the complexities faced by married individuals in effectively managing their work and personal responsibilities. Peeters et al. (2005) highlighted the inherent conflict between family demands and job requirements, resulting in an uneven distribution. Sandhiya (2020) asserted that the discord between work and personal life leads to elevated levels of stress and pressure. The primary stressors include inadequate communication, excessive workloads, and a lack of familial support. Kudachimath and Rotti (2014) expounded on the detrimental aspects of the current work environment, such as cutthroat competition, work-related stress, high absenteeism rates, employee turnover, and strained interpersonal relationships, which impede achieving a work-life balance. Within the highly competitive market, maintaining a work-life balance is imperative for businesses as it enriches the organizational culture and family life (Noronha & Aithal, 2019). Balamurugan and Sreeleka (2020) identified working conditions, job satisfaction, and working hours as pivotal factors influencing the work-life balance of female academics. Uddin (2021) proposed that amidst the COVID-19 pandemic, the performance of working women improved by effectively integrating their domestic and professional roles. Organizations offering enhanced work-life balance opportunities are more likely to retain their employees (Fapohunda & Tinuke, 2014). Rout, Lewis, and Kagan (1999) explicated that female professors experience pressure to manage familial responsibilities prior to and after work hours. Kelliher and Anderson (2010) observed that employees with shorter work hours and working remotely exhibit higher levels of organizational commitment and job satisfaction. Tasnim et al. (2017) asserted that the implementation of flexible working hours benefits numerous working women, enhancing their productivity and ultimately leading to increased job satisfaction. Agarwal and Lenka (2015) highlighted that women often sacrifice career advancement to navigate gender biases and achieve a work-life balance. Spector and Cinnamon (2017) emphasized the significant impact of social support on an individual's career progression. Recent research by Khatreja (2023) revealed through a survey that female employees show a preference for employers with inclusive policies promoting work-life balance across all organizational levels. The existing literature indicates a scarcity of studies focused on the work-life balance of female academics, particularly in comparing the perceptions of those in public and private sectors. Therefore, the study titled "A Comparative Study of Perception of Female Academia towards Work Life Balance in Public and Private Sector" aims to explore differences in personal and professional life perceptions among female academics in these sectors.

III. HYPOTHESIS

H_{01}: There is no significant difference in various aspects of personal life perception about work life balance in public and private sector female academia.

H_{02}: There is no significant difference in various aspects of professional life perception about work life balance in public and private sector female academia.

IV. RESEARCH METHODOLOGY

The present study has been done to compare the public and private sector female academia regarding various aspects in personal and professional life perception of work life balance. For collecting the opinion of female academia, a self-structured questionnaire has been used which consists of 20 parameters related to personal life perception and 20 parameters related to professional life perception. The scale used for taking values of each parameter is five points Likert-type summated rating scale. Over five hundred female academicians of universities and colleges (both public and private) have been approached to determine their views. The target audience located at various places in India includes professors, associate professors, assistant professors, and visiting faculty. The sampling used in this research is Simple random sampling.

V. ANALYSIS AND INTERPRETATION

For analyzing the data, SPSS 20 (Statistical Package for Social Sciences) has been used. EFA (exploratory factor analysis) categorizes the parameters related to personal and professional life perception into six factors. Statistical tools used for the analysis of the factors are mean score, standard deviation, t-test and one way ANOVA.

5.1 Personal Life Perception

First of all, for comparing public and private sector female academia EFA has been applied on all the parameters concerning personal life perception. After applying EFA three factors come out which are shown in Table 1, namely individual and family time management, time management for kids and cooking, and time management for self-healing.

Table 1 Factor Analysis of Perception towards Personal Life

Factors	Parameters
Individual and family time management	I wish to manage time for physical activities.
	I desire to have my breakfast in the morning without hurry.
	I wish to relax for a minimum of two hours per day.
	I desire to regularly enjoy my hobbies or interests outside of work.
	I dream to sleep for minimum eight hours at night.
	I expect that my spouse equally shares household activities.
	I anticipate that my spouse contributes in academics of our children.
	I wish to sit, chat and play with kids regularly.
	I wish to go for family trips during vacation at least once in a year.
	I dream to spend quality time with my family.
	I expect to go on weekend shopping with my family.
	I wish to have good relation with relatives.
Time management for kids and cooking	I desire to have time to take my kids for outing.
	I feel, I should have time to drop and pick the kids from tuitions and extracurricular activities.
	I want to cut vegetables myself regularly.
	I wish to cook and serve to my family a balanced and healthy diet.
Time management for self-healing	I hope to devote sometime for spiritual activities every day.
	I want to meditate everyday.

Source: Primary Data

5.2 Statistical Hypothesis of Personal Life Perception

Hypothesis I

H_{01}: There is no significant difference in various aspects of personal life perception about work life balance in public and private sector female academia.

To test this main hypothesis following sub- hypothesis were proposed:

$H_{01.1}$:   There is no significant difference in the personal life perception of female academia towards variable age.

To analyze the personal life perception of female academia independent sample t-test and one-way ANOVA are used across the demographic variable age. First of all for comparing public and private sector female academia independent sample t-test has been applied on factors concerning personal life perception parameters. The table 2 reveals that the mean value for public and private sector female academia respondents is 1.8344 and 1.8778 with S.D. 0.7124 and 0.7431 for individual and family time management factor. The p value is 0.463. It means there is no significant difference at 0.05 level in the personal life perception of public and private sector female academia towards individual and family time management factor. Further table 2 reveals that no significant difference at 0.05 level is found in the personal life perception of public and private sector female academia respondents towards time management for kids and cooking (Mean= 2.1209 & 2.0889 with S.D.= 0.79197 & 0.78151, p value=0.617), time management for self-healing (Mean=2.1997 & 2.1695 with S.D.= 0.89873 & 0.90023, p value=0.679).

From the above analysis it is clear that there is no significant difference at 0.05 levels in the personal life perception of public and private sector female academia respondents.

Table 2 Comparative Analysis of Perception towards Personal Life (based on factors)

Factors	Category	Mean	Std. Deviation	p value
Individual and family time management	public	1.8344	0.71243	0.463
	private	1.8778	0.7431	0.463
Time management for kids and cooking	public	2.1209	0.79197	0.617
	private	2.0889	0.78151	0.617
Time management for self-healing	public	2.1997	0.89873	0.679
	private	2.1695	0.90023	0.679

*significant at 0.05 level   Source: Primary Data

To further examine the difference between personal life perception of public and private sector female academia, t-test has been applied on the basis of demographic variable age.

5.3 Personal life perception of Existing Employees across Age

$H_{01.1}$:   There is no significant difference in the personal life perception of female academia towards variable age.

To test the above said hypothesis t test and one-way ANOVA is applied for all the factors of personal life perception across age. Age is divided into four groups. First age group is between 22-30 years, second age group is 31-40 years, third age group is 41-50 years, and fourth age group is above 50 years.

Table 3 shows the results of independent sample t-test. The table reveals that there is no significant difference at 0.05 level in the personal life perception of public and private sector female academia respondents across first age group towards Individual and family time management (Mean=1.7542 & 1.7892 with S.D.= .64055 & 74075, p value=.750), time management for kids and cooking (Mean=2.1398 & 2.1062 with S.D.= .75611 & .79404, p value=.780), time management for self-healing (Mean=2.2373 & 2.2484 with S.D.= .81132 & .94612, p value=.937).

Table 3 Comparative Analysis of Perception towards Personal Life of First Age Group

Factor	Category	Mean	Std. Deviation	p value
Individual and family time management	public	1.7542	.64055	.750
	private	1.7892	.74075	
time management for kids and cooking	public	2.1398	.75611	

	private	2.1062	.79404	.780
Time management for self-healing	public	2.2373	.81132	
	private	2.2484	.94612	.937

*significant at 0.05 level   Source: Primary Data

It is analyzed that respondents of public and private sector female academia across first age groups have same perception towards individual and family time management, time management for kids and cooking, and time management for self-healing. Thus, it has been found that personal life perception is the same in both public and private sector female academia across first age group.

Table 4 revealed that there is no significant difference at 0.05 level in the perception towards personal life of public and private sector female academia across second age group with regard to individual and family time management (Mean=1.8393 & 1.9654 with S.D.= .76945 & .73746, p value=.174), time management for kids and cooking (Mean=2.0731 & 2.0530 with S.D.= .87350 & .74668, p value=.842), time management for self-healing (Mean=2.2727 & 2.1144 with S.D.= .95673 & .79370, p value=.137).

Table 4 Comparative Analysis of Perception towards Personal Life of Second Age Group

Factor	Category	Mean	Std. Deviation	p value
Individual and family time management	public	1.8393	.76945	
	private	1.9654	.73746	.174
Time management for kids and cooking	public	2.0731	.87350	
	private	2.0530	.74668	.842
Time management for self-healing	public	2.2727	.95673	
	private	2.1144	.79370	.137

*significant at 0.05 level   Source: Primary Data

It is interpreted that respondents of public and private sector female academia across second age groups have same perception towards individual and family time management, time management for kids and cooking, and time management for self-healing. Thus, it has been found that personal life perception is the same in both public and private sector female academia across second age group.

Table 5 described that there is no significant difference at 0.05 level in the perception towards personal life of public and private sector female academia across third age group with regard to individual and family time management (Mean=1.8143 & 2.0455 with S.D.= .67435 & .79087, p value=.182), time management for kids and cooking (Mean=2.1214 & 2.2273 with S.D.= .66586 & .89612, p value=.613), time management for self-healing (Mean=2.0000 & 2.0455 with S.D.= .82532 & 1.12238, p value=.837).

Table 5 Comparative Analysis of Perception towards Personal Life of Third Age Group

Factor	Category	Mean	Std. Deviation	p value
Individual and family time management	public	1.8143	.67435	.182
	private	2.0455	.79087	
Time management for kids and cooking	public	2.1214	.66586	.613
	private	2.2273	.89612	
Time management for self-healing	public	2.0000	.82532	.837
	private	2.0455	1.12238	

*significant at 0.05 level   Source: Primary Data

It is examined that respondents of public and private sector female academia across third age group have same perception towards individual and family time management, time management for kids and cooking, and time management for self-healing. Thus, it has been found that personal life perception is the same in both public and private sector female academia across third age group.

Table 6 extracted that there is no significant difference at 0.05 level in the perception towards personal life of public and private sector female academia across fourth age group with regard to individual and family time management (Mean=2.0500 & 1.7853 with S.D.= .59463 & .51572, p value=.359), time management for kids and cooking (Mean=2.3700 & 1.89000 with S.D.= .65000 & .77682 p value=.093), time management for self-healing (Mean=2.2200 & 1.6000 with S.D.= .89069 & 1.54772, p value=.148).

Table 6 Comparative Analysis of Personal Life Perception of Fourth Age Group

Factor	Category	Mean	Std. Deviation	p value
Individual and family time management	public	2.0500	.59463	.359
	private	1.7833	.51572	
Time management for kids and cooking	public	2.3700	.65000	.093
	private	1.8000	.77862	
Time management for self-healing	public	2.2200	.89069	.148
	private	1.6000	.54772	

*significant at 0.05 level   Source: Primary Data

It is analyzed that respondents of public and private sector female academia across fourth age group have same perception towards individual and family time management, time management for kids and cooking, and time management for self-healing. Thus, it has been found that personal life perception is the same in both public and private sector female academia across fourth age group.

After analyzing the perception towards personal life of public and private sector female academia across all age groups it is found that perception towards personal life is same in both public and private sector female academia. So, the hypothesis ($H_{01.1}$) is accepted.

For analyzing public and private sector individually on the basis of age, ANOVA is applied. Table 7 shows the result of descriptive statistics of public sector and Table 8 shows the result of ANOVA statistics. The ANOVA statistics assumes that the variances across age groups are equal and this assumption is tested with the help of Levene's test for equality of variances.

Table 7 Descriptive Statistics w.r.t. Age on Perception towards Personal Life of Public Sector

Factors	Age Groups (years)	Mean	S.D.
Individual and Family Time Management	22-30	1.754	.640
	31-40	1.839	.769
	41-50	1.814	.674
	above 50	2.050	.594
Time Management for Kids and Cooking	22-30	2.139	.756
	31-40	2.073	.873
	41-50	2.121	.665
	above 50	2.370	.650
Time Management for Self-healing	22-30	2.237	.811
	31-40	2.272	.956
	41-50	2.000	.825
	above 50	2.220	.890

Source: Primary Data

Table 8 revealed that there is no significant difference in the perception towards personal life of different age groups across all the factors in public sector. This table highlights the result for ANOVA statistics for all the factors of individual and family time management, time management for kids and cooking, and time management for self-healing. The significance value of levene's test for equality of variances is more than the significant level of 0.05 for the factors of individual and family time management, time management for kids and cooking, and time management for self-healing. As assumption of homogeneity of variances is not violated, the result of F statistics are considered to identify the significant difference among age groups.

Table 8 ANOVA Statistics w.r.t. Age on Perception towards Personal Life of Public Sector

Factors	Age Groups (years)	Levene's Statistic	Sig.	F value	Sig.
Individual and Family Time Management	22-30	0.565	.638	1.034	.378
	31-40				
	41-50				
	above 50				
Time Management for Kids and Cooking	22-30	1.089	.354	1.023	.383
	31-40				
	41-50				
	above 50				
Time Management for Self-healing	22-30	1.223	.302	1.538	.205
	31-40				
	41-50				
	above 50				

Significant at 0.05 level   Source: Primary Data

It is studied on the basis of significance value from F statistics that no significance difference found in the perception of respondents for all the factors of perception towards personal life (individual and family time management, time management for kids and cooking, and time management for self-healing). To know the exact difference multiple comparisons with Tukey method is applied. Table 9 shows the result of multiple comparisons of public sector. It is observed that in case of age there is no significant difference in perception towards personal life of public sector of female academia for individual and family time management, time management for kids and cooking, and time management for self-healing.

Table 9 Multiple Comparisons w.r.t. Age on Perception towards Personal Life of Public Sector

Dependent Variables	Age Group in years (I)	Age Group in years (J)	Mean Difference (I-J)	Sig.
Individual and Family Time Management	22-30	31-40	-.085	.864
		41-50	-.060	.964
		above 50	-.295	.305
	31-40	41-50	.025	.995
		above 50	-.210	.518
	41-50	above 50	-.235	.488
Time Management for Kids and Cooking	22-30	31-40	.066	.946
		41-50	.018	.999
		above 50	-.230	.616
	31-40	41-50	-.048	.974
		above 50	-.296	.305
	41-50	above 50	-.248	.534

Factor				
Time Management for Self-healing	22-30	31-40	-.035	.994
		41-50	.237	.440
		above 50	.017	1.000
	31-40	41-50	.272	.152
		above 50	.052	.993
	41-50	above 50	-.220	.718

The mean difference is significant at the 0.05 level.   Source: Primary Data

Table 10 shows the result of descriptive statistics of private sector and Table 11 shows the result of ANOVA statistics. The ANOVA statistics assumes that the variances across age groups are equal and this assumption is tested with the help of Levene's test for equality of variances.

Table 10 Descriptive Statistics w.r.t. Age on Perception towards Personal Life of Private Sector

Factor	Category	Mean	Std. Deviation
Individual and family time management	22-30years	1.7892	.74075
	31-40years	1.9654	.73746
	41-50years	2.0455	.79087
	above 50years	1.7833	.51572
Time management for kids and cooking	22-30years	2.1062	.79404
	31-40years	2.0530	.74668
	41-50years	2.2273	.89612
	above 50years	1.8000	.77862
Time management for self-healing	22-30years	2.2484	.94612
	31-40years	2.1144	.79370
	41-50years	2.0455	1.12238
	above 50years	1.6000	.54772

Source: Primary Data

Table 11 analyzed that there is no significant difference in the perception of personal life of different age groups across all the factors in private sector. This table highlights the results for ANOVA statistics for all the factors of Individual and family time management, Time management for kids and cooking, and Time management for self-healing. The significance value of levene's test for equality of variances is more than the significant level of 0.05 for the factors of Individual and family time management, Time management for kids and cooking, and Time management for self-healing. As assumption of homogeneity of variances is not violated and the results of F statistics are considered to identify the significant difference among groups.

Table 11 ANOVA Statistics w.r.t. Age on Perception towards Personal Life of Private Sector

Factors	Age Groups (years)	Levene's Statistic	Sig.	F value	Sig.
Individual and Family Time Management	22-30	0.440	0.725	1.683	0.171
	31-40				
	41-50				
	above 50				
Time Management for Kids and Cooking	22-30	1.059	0.367	0.563	0.640
	31-40				
	41-50				
	above 50				
	22-30	2.121	0.098	1.350	0.258

Time Management for Self-healing	31-40				
	41-50				
	above 50				

*significant at 0.05 level   Source: Primary Data

It is revealed on the basis of significance value from F statistics that no significance difference found in the perception of respondents for all the factors of perception towards personal life (individual and family time management, time management for kids and cooking, and time management for self-healing). To know the exact difference multiple comparisons with Tukey method is applied.

Table 12 shows the result of multiple comparisons of private sector. It is found that in case of age there is no significant difference in perception towards personal life of private sector of female academia for individual and family time management, time management for kids and cooking, and time management for self-healing.

Table 12 Multiple Comparisons w.r.t. Age on Personal Life Perception of Private Sector

Dependent Variables	Age Group in years (I)	Age Group in years (J)	Mean Difference (I-J)	Sig.
Individual and Family Time Management	22-30	31-40	-.176	.213
		41-50	-.256	.428
		above 50	.0058	1.000
	31-40	41-50	-.080	.967
		above 50	.182	.950
	41-50	above 50	.262	.891
Time Management for Kids and Cooking	22-30	31-40	.053	.945
		41-50	-.121	.905
		above 50	.306	.825
	31-40	41-50	-.174	.773
		above 50	.252	.894
	41-50	above 50	.427	.689
Time Management for Self-healing	22-30	31-40	.133	.617
		41-50	.202	.755
		above 50	.648	.387
	31-40	41-50	.068	.988
		above 50	.514	.593
	41-50	above 50	.445	.749

The mean difference is significant at the 0.05 level.   Source: Primary Data

5.4 Professional Life Perception

For comparing public and private sector female academia, various parameters concerning professional life perception are analyzed. EFA has been applied and three factors, namely work environment, time management, and job satisfaction and recognition come out which are shown in Table 13.

Table 13 Factor Analysis of Perception towards Professional Life

Factors	Parameters
Work Environment	I should be free to come up with new ideas at work.
	I hope to be clear about my duties and responsibilities at work.
	I desire my work should not keep me away from my family often.
	I expect to receive the respect which I deserve from colleagues and staff.
	If asked, I desire to offer suggestions to my colleagues.
	I hope my colleagues assist me in handling work-related issues.
	I wish my college provides sufficient facilities to do my work.
	I dream my college provides the financial security which I need.
	I hope my college provides child care assistance.
	I desire my college enhances self-esteem and dignity of teachers.
	I dream to have good working environment in college.
Time Management	I wish to have scope for flexibility of time at workplace.
	I expect not to do overtime.
	I desire to work for a maximum of six hours per day.
	I anticipate not to get extra duties in free lectures.
	I hope that I am energetic at the end of the working hours.
	I expect to give my attention for urgent personal issues in office time.
	I wish to have sufficient time for preparing my lectures.
Job Satisfaction and Recognition	I feel that there is a lack of recognition for good teaching.
	Sometimes, I consider leaving academics for another occupation.

Source: Primary Data

5.5 Statistical Hypothesis of Professional Life Perception

The following hypothesis were developed to achieve the aforesaid research objective.

Hypothesis II

H_{02}: There is no significant difference in various aspects of professional life perception about work life balance in public and private sector female academia.

To test this main hypothesis following sub- hypothesis were proposed:

$H_{02.1}$: There is no significant difference in the professional life perception of female academia towards variable age.

To analyze the professional life perception of female academia independent sample t-test and one-way ANOVA are used across the demographic variable age. First of all for comparing public and private sector female academia independent sample t-test has been applied on factors concerning professional life perception parameters. Table 14 reveals that the mean value for public and private sector female academia respondents is 1.8259 and 1.9131 with S.D.= .70669 and 0.76992 for work environment factor. The p value is 0.147. It means there is no significant difference at 0.05 level in the professional life perception of public and private sector female academia towards work environment factor. Further Table 14 reveals that no significance difference is found in the professional life perception of public and private sector female academia respondents towards time management (Mean= 2.0850 & 2.1353 with S.D.= 0.72123 & 0.75727, p value=0.402), and significance difference towards job satisfaction and recognition (Mean=2.9221 & 2.7047 with S.D.= 0.83646 & 0.92116, p value=0.002).

From the above analysis it is clear that the difference is significant at 0.05 level in the professional life perception of public and private sector academia in case of job satisfaction and recognition whereas insignificant in case of work environment and time management. So, the hypothesis H_{02} is rejected.

Table 14 Comparative Analysis of Perception towards Professional Life (based on factors)

Factor	Category	Mean	Std. Deviation	p value
Work Environment	public	1.8259	.70669	.147
	private	1.9131	.76992	.147
Time Management	public	2.0850	.72123	.402
	private	2.1353	.75727	.402
Job Satisfaction and Recognition	public	2.9221	.83646	.002*
	private	2.7047	.92116	.002*

*significant at 0.05 level   Source: Primary Data

To further examine the difference between professional life perception of public and private sector female academia, t-test has been applied on the basis of demographic variable age.

5.6 Professional Life Perception of Existing Employees across Age

$H_{02.1}$: There is no significant difference in the professional life perception of female academia towards variable age.

To test the above said hypothesis independent sample t-test is applied for all the factors of perception towards professional life across age. Age is divided into four groups. First age group is between 22-30 years, second age group is 31-40 years, third age group is 41-50 years, and fourth age group is above 50 years.

Table 15 shows the results of independent sample t-test. The table reveals that there is no significant difference at 0.05 level in the professional life perception of public and private sector female academia respondents across first age group towards work environment (Mean=1.6949 & 1.8657 with S.D.= .47231 & .79780, p value=.057), time management (Mean=2.0791 & 2.1024 with S.D.= .61926 & .77543, p value=.836), job satisfaction and recognition (Mean=2.7571 & 2.6078 with S.D.= .86399 & .87369, p value=.265).

Table 15 Comparative Analysis of Perception towards Professional Life of First Age Group

Factor	Category	Mean	Std. Deviation	p value
Work Environment	public	1.6949	.47231	.057
	private	1.8657	.79780	
Time Management	public	2.0791	.61926	.836
	private	2.1024	.77543	
Job Satisfaction and Recognition	public	2.7571	.86399	.265
	private	2.6078	.87369	

*significant at 0.05 level   Source: Primary Data

It is analyzed that respondents of public and private sector female academia across first age groups have same perception towards work environment, time management, and job satisfaction and recognition. Thus, it has been found that professional life perception is the same in both public and private sector female academia across first age group.

Table 16 described that there is no significant difference at 0.05 level in the perception towards professional life of public and private sector female academia across second age group with regard to work environment (Mean=1.8825 & 1.9931 with S.D.= .77201 & .76284, p value=.240), time management (Mean=2.0942 & 2.1624 with S.D.= .77706 & .69678, p value=.453), job

satisfaction and recognition (Mean=2.9177 & 2.8051 with S.D.= .83350 & .95812, p value=.311). It is observed that respondents of public and private sector female academia across second age group have same perception towards work environment, time management, and job satisfaction and recognition. Thus, it is found that perception towards professional life is same in both public and private sector female academia across second age group.

Table 16 Comparative Analysis of Perception towards Professional Life of Second Age Group

Factor	Category	Mean	Std. Deviation	p value
Work Environment	public	1.8825	.77201	.240
	private	1.9931	.76284	
Time Management	public	2.0942	.77706	.453
	private	2.1624	.69678	
Job Satisfaction and Recognition	public	2.9177	.83350	.311
	private	2.8051	.95812	

*significant at 0.05 level   Source: Primary Data

Table 17 analyzed that there is no significant difference at 0.05 level in the perception towards professional life of public and private sector female academia across third age group with regard to work environment (Mean=1.7701 & 1.8967 with S.D.= .75296 & .65453, p value=.481), time management (Mean=1.9952 & 2.1894 with S.D.= .69329 & .95438, p value=.300), job satisfaction and recognition (Mean=2.9381 & 2.8636 with S.D.= .79914 & 1.06239, p value=.726). It is examined that respondents of public and private sector female academia across third age group have same perception towards work environment, time management, and job satisfaction and recognition. Thus, it is found that perception towards professional life is same in both public and private sector female academia across third age group.

Table 17 Comparative Analysis of Perception towards Professional Life of Third Age Group

Factor	Category	Mean	Std. Deviation	p value
Work Environment	public	1.7701	.75296	.481
	private	1.8967	.65453	
Time Management	public	1.9952	.69329	.300
	private	2.1894	.95438	
Job Satisfaction and Recognition	public	2.9381	.79914	.726
	private	2.8636	1.06239	

*significant at 0.05 level   Source: Primary Data

Table 18 interpreted that there is no significant difference at 0.05 level in the perception towards professional life of public and private sector female academia across fourth age group with regard to work environment (Mean=1.9418 & 1.5455 with S.D.= .57787 & .33402, p value=.152), time management (Mean=2.2933 & 2.2667 with S.D.= .65313 & .80450, p value=.936), and significant difference at 0.05 level towards job satisfaction and recognition (Mean=3.2933 & 2.6000 with S.D.= .81831 & .64118, p value=.046). It is analyzed that respondents of public and private sector female academia across fourth age group have same perception towards work environment and time management whereas different perception towards job satisfaction and recognition. Thus, it is found that perception towards professional life is different in both public and private sector female academia across fourth age group.

Table 18 Comparative Analysis of Perception towards Professional Life of Fourth Age Group

Factor	Category	Mean	Std. Deviation	p value
Work Environment	public	1.9418	.57787	.152
	private	1.5455	.33402	
Time Management	public	2.2933	.65313	.936
	private	2.2667	.80450	
Job Satisfaction and Recognition	public	3.2933	.81831	.046*
	private	2.6000	.64118	

*significant at 0.05 level   Source: Primary Data

After analysing the perception towards professional life of public and private sector female academia across all age groups, it is found that difference is significant in the perception towards professional life of public and private sector female academia in case of job satisfaction and recognition where fourth age group is dominant and insignificant in case of work environment and time management. So, the hypothesis $H_{02.1}$ is rejected.

For analyzing public and private sector individually on the basis of age, ANOVA is applied. Table 19 shows the result of descriptive statistics of public sector and Table 20 shows the result of ANOVA statistics. The ANOVA statistics assumes that the variances across age groups are equal and this assumption is tested with the help of Levene's test for equality of variances.

Table 19 Descriptive Statistics w.r.t. Age on Perception towards Professional Life of Public Sector

Factors	Age Groups (years)	Mean	S.D.
Work Environment	22-30	1.694	.472
	31-40	1.882	.772
	41-50	1.770	.752
	above 50	1.941	.577
Time Management	22-30	2.079	.619
	31-40	2.094	.777
	41-50	1.995	.693
	above 50	2.293	.653
Job Satisfaction and Recognition	22-30	2.757	.863
	31-40	2.917	.833
	41-50	2.938	.799
	above 50	3.293	.818

Source: Primary Data

Table 20 revealed that there is no significant difference in the perception of professional life of different age groups across all the factors in public sector. This table highlights the result for ANOVA statistics for all the factors of work environment, time management, and job satisfaction and recognition. The significance value of levene's test for equality of variances is more than the significant level of 0.05 for the factors of work environment, time management, and job satisfaction and recognition. As assumption of homogeneity of variances is not violated, the result of F statistics are considered to identify the significant difference among age groups.

It is analyzed on the basis of significance value from F statistics that no significant difference is found in the perception of respondents for all the factors of perception towards professional life (work environment, time management, and job satisfaction and recognition). To know the exact difference multiple comparisons with Tukey method is applied. Table 21 shows the result of multiple comparisons of public sector. It is found that in case of age there is no significant difference in perception towards professional life of public sector female academia for work environment, time management, and job satisfaction and recognition.

Table 20 ANOVA Statistics w.r.t. Age on Perception towards Professional Life of Public Sector

Factors	Age Groups (years)	Levene's Statistic	Sig.	F value	Sig.
Work Environment	22-30	1.380	0.249	1.380	.249
	31-40				
	41-50				
	above 50				
Time Management	22-30	1.256	0.290	1.067	.363
	31-40				
	41-50				
	above 50				
Job Satisfaction and Recognition	22-30	0.428	0.733	2.451	.064
	31-40				
	41-50				
	above 50				

Significant at 0.05 level   Source: Primary Data

Table 21 Multiple Comparisons w.r.t. Age on Perception towards Professional Life of Public Sector

Factors	Age Group in years (I)	Age Group in years (J)	Mean Difference (I-J)	Sig.
Work Environment	22-30	31-40	-.187	.306
		41-50	-.075	.931
		above 50	-.246	.459
	31-40	41-50	.112	.686
		above 50	-.059	.980
	41-50	above 50	-.171	.723
Time Management	22-30	31-40	-.015	.999
		41-50	.083	.913
		above 50	-.214	.599
	31-40	41-50	.098	.777
		above 50	-.199	.576
	41-50	above 50	-.298	.288
Job Satisfaction and Recognition	22-30	31-40	-.160	.587
		41-50	-.181	.606
		above 50	-.536	.306
	31-40	41-50	-.020	.998
		above 50	-.375	.156
	41-50	above 50	-.355	.259

The mean difference is significant at the 0.05 level.   Source: Primary Data

Table 22 shows the result of descriptive statistics of private sector and Table 23 shows the result of ANOVA statistics. The ANOVA statistics assumes that the variances across age groups are equal and this assumption is tested with the help of Levene's test for equality of variances.

Table 22 Descriptive Statistics w.r.t. Age on Perception towards Professional Life of Private Sector

Factors	Age Groups (years)	Mean	S.D.
Work Environment	22-30	1.865	.797
	31-40	1.993	.762
	41-50	1.896	.654
	above 50	1.545	.334
Time Management	22-30	2.102	.775
	31-40	2.162	.696
	41-50	2.189	.954
	above 50	2.266	.804
Job Satisfaction and Recognition	22-30	2.607	.873
	31-40	2.805	.958
	41-50	2.863	1.062
	above 50	2.600	.641

Source: Primary Data

Table 23 described that there is no significant difference in the perception of professional life of different age groups across all the factors in private sector. This table highlights the result for ANOVA statistics for all the factors of work environment, time management, and job satisfaction and recognition. The significance value of levene's test for equality of variances is more than the significant level of 0.05 for the factors of work environment, time management, and job satisfaction and recognition. As assumption of homogeneity of variances is not violated, the result of F statistics are considered to identify the significant difference among age groups.

Table 23 ANOVA Statistics w.r.t. Age on Perception towards Professional Life of Private Sector

Factors	Age Groups (years)	Levene's Statistic	Sig.	F value	p value
Work Environment	22-30	0.794	.498	1.001	.393
	31-40				
	41-50				
	above 50				
Time Management	22-30	1.078	.359	.233	.874
	31-40				
	41-50				
	above 50				
Job Satisfaction and Recognition	22-30	1.605	.188	1.274	.283
	31-40				
	41-50				
	above 50				

Significant at 0.05 level   Source: Primary Data

It is analyzed on the basis of significance value from F statistics that no significant difference is found in the perception of respondents for all the factors of perception towards professional life (work environment, time management, and job satisfaction and recognition). To know the exact difference multiple comparisons with Tukey method is applied. Table 24 shows the result of multiple comparisons of private sector. It is found that in case of age there is no significant difference in perception towards professional life of private sector female academia for work environment, time management, and job satisfaction and recognition.

Table 24 Multiple Comparisons w.r.t. Age on Perception towards Professional Life of Private Sector

Dependent Variables	Age Group in years (I)	Age Group in years (J)	Mean Difference (I-J)	Sig.
Work Environment	22-30	31-40	-.127	.532
		41-50	-.030	.998
		above 50	.320	.797
	31-40	41-50	.096	.949
		above 50	.447	.581
	41-50	above 50	.351	.794
Time Management	22-30	31-40	-.060	.917
		41-50	-.087	.959
		above 50	-.164	.964
	31-40	41-50	-.026	.999
		above 50	-.104	.991
	41-50	above 50	-.077	.997
Job Satisfaction and Recognition	22-30	31-40	-.197	.300
		41-50	-.255	.615
		above 50	.007	1.000
	31-40	41-50	-.058	.993
		above 50	.205	.962
	41-50	above 50	.263	.938

The mean difference is significant at the 0.05 level.   Source: Primary Data

VI. CONCLUSION AND FUTURE SCOPE

The main findings of the study are that no significant difference exists between public and private sector female academia regarding personal life perception, while a significant difference exists in professional life perception. After applying EFA (exploratory factor analysis) on parameters related to personal life perception, three factors, namely individual and family time management, time management for kids and cooking, and time management for self-healing come out. In professional life perception, three factors emerge, Individual, Nuclear Family, and Entire Family. The result of the t-test applied on the abovementioned factors reveals that the difference is insignificant at 0.05 levels in the personal life perception of public and private sector female academia across all the factors, and there is a significant difference in professional life perception due to lack of job satisfaction and recognition factor, and insignificant difference in case of work environment and time management factors. The analysis shows that in case of demographic variable age, there is insignificant difference in the perception towards personal life of female academia of public and private sector across all age groups whereas significant difference in case of perception towards professional life in which individuals above 50 years age are dominant. Female academicians in private sector have the worst perception, possibly due to the continued frustration over the years. During this age, the financial needs increase as they have to settle their children, look after their higher studies expenses and also bear their wedding expenses. These factors increase the overall burden on them which are not met in private sector. On the other hand after applying ANOVA individually on public and private sector academicians, it is found that there is insignificant difference in public and private sector in both personal and professional life.

In general, male academicians in the private sector also face similar problems in their personal and professional life. A similar study can be done on them to understand their problems and offer mitigation policies. Further, a study can also be performed on the satisfaction in the personal and professional life of public and private sector female academia.

VII.RECOMMENDATIONS

Firstly, the job satisfaction and recognition factor reveals that women academicians in the private sector do not receive acknowledgement for good teaching and are ready to leave academics for some other profession. To overcome this problem, organisations may introduce monthly and semester best teaching awards to encourage the teachers and acknowledge good teaching. Feedback from students can be taken to decide the award winner. Another major reason for leaving academics for private sector academia is inadequate designation and pay scale. Private sector organizations do not offer appropriate designations like the assistant professor, and they also do not offer perpetual positions. Most of them employ ad-hoc faculty who are paid a nominal salary. So, to provide job satisfaction to the employees, the private sector should provide proper designation, appropriate positions, and pay scale.

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