

WORK-LIFE-BALANCE

A Study on Working Women in teaching profession

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Abstract: The present world might be characterized by innovation, technological advancement and accelerated progress and development in all most every possible field, but we all know that every coin has two sides and the other side of this demands the extended working hours. Due to heavy workload, it becomes difficult to maintain a balance between work and life. Work-life balance describes two terms i.e work (career, ambitions) and life (love feelings) and to maintain the balance between these two is WLB. This paper focus on, work-life balance for women working in educational sectors because it is seen more as women issue due to the conventional mindset of people, that the responsibility of women is just to manage the day to day affairs of the family instead of working outside. But now the time has changed from conventional to modern where both men and women earn for the betterment of the family. For a working woman is become difficult to manage their professional and personal life if the family and organization are not supportive. Such imbalance creates the negative impact on both personal and professional life which in turn take the form of social issues like increasing numbers of divorce, infertility due to high-stress level, health issues. Family and organisation play an important role as if both are supportive it become easy for a women to achieve the balance. Organisation policies related to work-life balance leads to healthy synergy on the working atmosphere of the organization and its employee.

This paper examines the different perception of an employee regarding the impact of work-life balance facilities on their performance absenteeism and health. Along with this, its focus on the causes of work-life balance and the role of government, organization, and family to support women in achieving work-life balance. This research is Descriptive research different types of samples have been collected from various educational institutes to demonstrate the diverse work culture and the impact of work pressure on women's lives and how women are handling the work as well as day to day activities in parallel. In this research, a primary data collection method questionnaire is used to collect the data and samples, cluster those data based on the most relevant cause(s). Based on these samples of questionnaire data, relevant causes and their impacts on working women life have been studied and compared. This paper elaborates the various policies and rules of organization and government that facilitate the work-life balance for working women. This paper also describes the various initiative taken by the international government and different suggestions have been provided by the author to reduce those cause(s). The author tried to find out the best way to deal with the causes and tries to find out the way to maintain the balance between the work and the day to day activities of the life.

Key Terms- Work Life Balance , Research Design, Survey Method , Questionnaire, Sampling.

I. INTRODUCTION

The role of men and women have changed significantly over past 50 years. Now both men and women earn for the betterment of the family. Women are a key person in the family, as it plays different roles in the family. Due to so much responsibility for the organization and the family increase the workload of the women and it becomes difficult for her to create a balance between her professional life and personal life. The research shows that work pressure has intensified. Heavy work pressure creates an adverse impact on the performance of the women in the organization as well as in the family which in turn affects the organization development and also creates absenteeism problem in the organization. In order to avoid all this, it is necessary to maintain a balance.

As more and more women are joining the workforce nowadays and his change has increased the importance of Work life balance as an area of concern who believe in the quality of work life. Work-life-balance indicates two terms i.e Work and Life we can say they are the two side of the same coin, Work refers to Professional life (Career, Growth Advancement Ambitions etc) whereas Life refers to (feelings, emotions, love etc). Both work and life play an important role in our life as work, whether it is paid or unpaid helps us to make our own identity, helps in personal development, gives us a reason of existences, contribute to our social status on the other hand life give us happier and healthier lives satisfaction etc. In short, I can say that WLB is a balance between the personal life and professional life. It is the responsibility of each and every person to maintain a balance between these two. But the balance of today may be different tomorrow. It may also differ from individual to individual whether an individual is single or married, there are children or not and also when one starts a new career.

In this paper, we will talk about the Work-life Balance of working women in the teaching profession, because we all know that as compare to all other sectors like IT women are mostly working in educational sectors and it has become a very important topic nowadays. Now women are playing an equal role like men they also earn for the betterment of their family. Earlier the women were

more confined to household work as they were not educated because at that time they were not allowed to study. Women of those time were not even aware of their fundamental rights, conditionally or unconditionally they have to obey their family. But now the time has been changed from conventional, where only men earn modern, where they both earn for their family. Thinking of most of the Indians family now has been changed regarding the education of women, now family feels that it is their responsibility to provide education to their daughter also. According to the All Indian survey on higher education given by MHRD, the total enrolment of girls in higher education were 15.37 million. Today not only men but women are also coming forward and performing well in almost every field (ex Sania Mirza, Mary Com, Kalpana Chawla) they have made their own position in all over the world. As per the data in the contribution of women in U.S labor force is almost 47%. About 3 out of 10 works as a government worker in order to serve the country. In U.S women participation in labor workforces has been increased from 32% in 1984 to 56.8% in 2016. Women % in some occupations (U.S) is distributed as a Social worker of 82%, Lawyer of 36% and Education administration of 65%.

Now we can say both women and men are equal in terms of education, achievements, etc. Due to globalization organization needs more employee this opens the door for both men and women which increases the percentage of working women from recent time. Some women do the job in order to support their family while some do for their own interest, growth satisfaction. They continue to work even after marriage. According to the 2011 census, 41% of working women were married as compared to 26% of unmarried women.

As per the above data, more working women are married. But we all know that married women have more responsibilities than unmarried. Along with the work they have to manage their personal family (children, in-laws) also. Women have lots of burden with all sorts of work throughout their life from reproduction to all household chores even they also have to face discrimination and sexual harassment. As per the recent data in 2015-2016 in India, the participation of women has been decreased as that of the 2011-2012. Only 23% of Indian women are part of the workforce. In 2011-12 the female labour force participation rate were 25.4%, 2012-13 it was declined by almost 3% (22.6%), 2013-14 it was 25.8% but in 2015-16 it was again decline by 2% i.e 23.7%. We can see the decline rate of working women from 2011-2016. The contribution of Indian female in GDP is only 17% as compared to China 41%, Latin America 33%. From the above data, we can conclude that the percentage of women workforce has been decreased the main causes can be work-life imbalance sexual harassment discrimination and so on.

As per the MHRD data in all over India, the number of teachers in all education institute in 2012-13 was 1083811. The female teachers were 426436 almost 60.65%. Earlier teaching job was preferred by most of the people because of its short working hours, less burden etc. But now things have been changing, earlier the teacher's task was just to taught a lesson on the blackboard but now there is a drastic change in the teaching methods. Due to technological advancement, teaching profession not only demands their time in an institution but also extended to their homes. Earlier the studies were done through textbooks but now teachers have to put extra efforts in order to provide their students the best knowledge through, games, activities, assignments, case studies which demand not their time but also their energy. The extra-curricular activities also increase the workload of teachers as they have to look after all the activities seminars function etc. Most of the institutes/ universities are affiliated with a different association, NGO's etc which is also maintained by their faculties which in turn demands their time and efforts. Due to this much of workload the women are not able to spend the quality time with their family, not able to take care of their children which increases the level of conflict in the family. For working women both family and organization the two sides of the same coin because if the family is not supportive she cannot make a proper balance between her personal life and professional life same applies with the organization. Both family and organisation must support the women so that it would become easy for her to manage everything, the organisation should also consider WLB as an extension of fringe benefits offered Institution/ universities must provide day care facilities for their children giving them free concession so that they can make their children study in the same institute/universities. Along with the family and organization, the government also plays an important role in achieving WLB. The government should make it compulsory for the private organization to provide maternity leave and childcare leave to women employee. In the USA as per the Family and Medical Leave provide the working employee to take the unpaid leave. The Balancing Act was also introduced by the Department of Labor in order to provide Child Care and medical assistance. UK Government initiated a campaign on work-life balance in 2000. The Government of India also introduces the Maternity Benefit Act of 1961 this Act says that a three-month paid leave to be given to all women workers. This paper will focus on the causes of Work life Imbalance, Role of Family Organisation and Government in achieving work-life balance.

Work Life Balance = Healthy Life + Satisfactory lives both professional and personal

II. LITERATURE REVIEW

The studies by the several researchers have been reviewed in this, through their studies, highlighted that there is a correlation between the work-life balance and working women. The literature review on WLB has been framed up in view of its gained popularity with the major aim to have prosperity of society and the realization of fulfilling lives for its employee by supporting the growth of every employee and further development of Organisation, through their studies, Furthermore, the past research work shows the dramatic contribution to this topic. **Mackey and Boxall (2000)** consider the factors of Long Working hours and demonstrates the findings that long working hours are slight to report greater imbalance in the work-life relationship. **Wesley and Mathuswamy (2005)** consider the factors of Family conflicts and work conflict and founded that work to family conflicts was more than family to work conflicts, thus indicating that permeability of work into the family as compared to the family into work. **Vijaya Mani (2013)** consider the factors like Role conflict, lack of recognition, gender discrimination, quality of health, time management and revealed the

impact of these factors on work-life balance of women professionals in India. **Purushottam Arvind Petare** considers the factors of Role of women, career advancement, work stress child care etc. and Concluded that women should follow some strategies like planning and organize the work at home as well as at organization and the role of the organization in helping women. **Elizabeth Asmith (2008)** consider the Importance of Flexible Time and Describe the importance of flexible time in reducing the work-life imbalance.

III. RESEARCH METHODOLOGY

The research design used in the study is Descriptive research. The data is collected through the Primary and Secondary Data. Primary Data is the first-hand data which we collect through surveys, field study, experiments, basically in which we collect the fresh data. In this paper, survey method has been used in which Questionnaire was distributed to the full time and visiting faculty in various colleges of West Delhi. Secondary data is the second-hand data which we collect through internet magazine, newspaper, it basically the data that have been already collected by and readily available for other sources. In this paper Internet, newspaper, Research papers have been used.

Steps involved in conduction of survey method

- Identify the audience : In this paper the audience is the faculty(women) of the universities.
- Find a survey method: In this Questionnaire has been used to collected the data
- Conduct the survey
- Analyze the Data : In this pie charts has been used to analyse and interpret the data.
- At the last the report has been made.

3.1 Sample and Sampling

Sampling is a process in which a sample is collected from the large population on the basis of some criteria. In this stratified sampling has been used. The sample size is 100. The questionnaire was distributed to teachers based on different discipline. In order to collect the data through Questionnaire, we have chosen two criteria :

- On the basis of the Age difference.
- On the basis of Marital Status.

Table 3.1: Grouping of Respondent on the basis of Age

Age Groups	Respondents
25-30	30
30-40	11
40-50	9
More than 50	0
Total	50

Table 3.2: On basis of Marital status

Status	Respondents
Married	25
Unmarried	25
Total	50

IV. ANALYSIS AND FINDINGS

4.1 Causes of work life Imbalance

- The Inability of manage time
- Heavy workload
- No help from family
- uncooperative institute
- extended working hours.

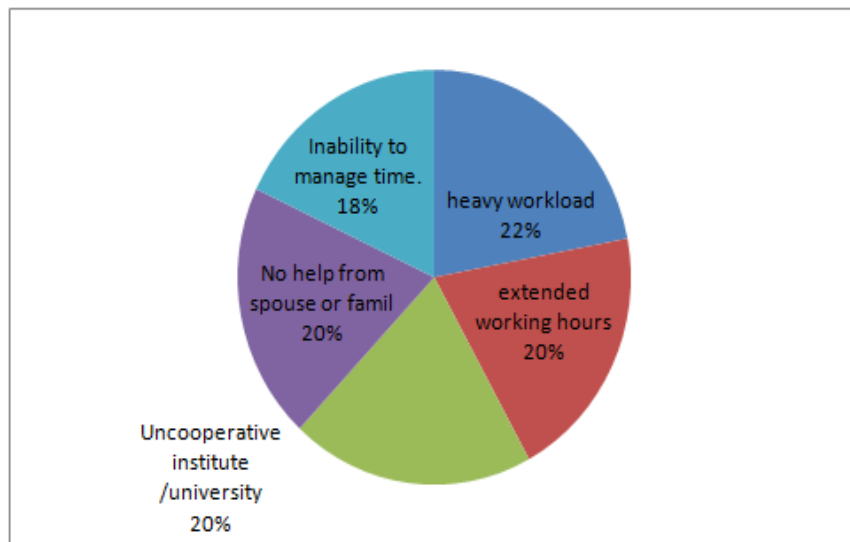


Figure 4.1: Pie-Chart distribution of the causes of Imbalance in the work-life.

From the above data, 22% respondent 's accounted heavy workload as a cause of Work life Imbalance, 20% as extended working hours, 20% as Uncooperative institute/university, 10% as No help from spouse or family and rest18% as Inability to manage time.

4.2 Do Family and Organisation plays an important in achieving WLB?

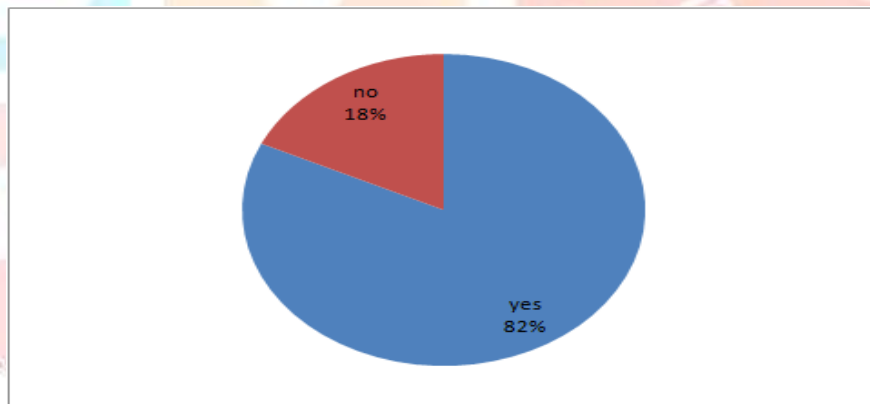


Figure 4.2: Pie-Chart distribution of the family and organisation in achieving work-life balance.

From the above figure, it seems that 82% respondents accounted that yes family and organization plays an important role in achieving work-life balance, and rest 18% does not feel that they play an important role.

4.3 Should organization have the separate policy for WLB?

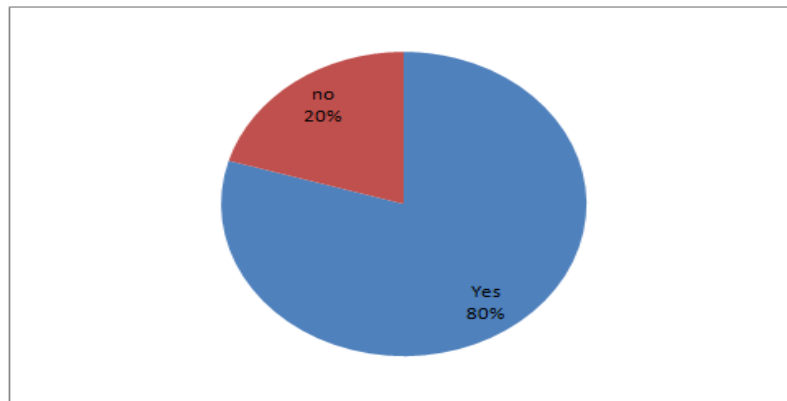


Figure 4.3: Pie-Chart distribution of the agreement of the organisation on separate policies.

From the above figure, it seems that 80% respondent accounted that yes they should have separate policies, rest 20% does not feel that they should have separate policies.

4.4 Do you feel that imbalance may create a negative impact on performance and increase absenteeism problem in the organization?

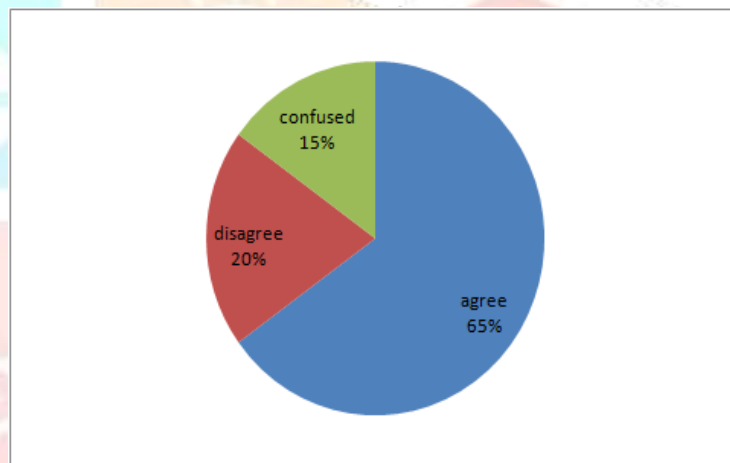


Figure 4.4 Pie chart distribution on negative impact of imbalance on performance and absenteeism

As per the above 65% respondent are strongly agree that imbalance impact negatively on performance and increase absenteeism problems in the organisation while 20% are disagree on this and rest 10% are confused.

4.5 On the following parameter do you feel your family will support you?

4.5.1 If you are required to stay back in the institute.

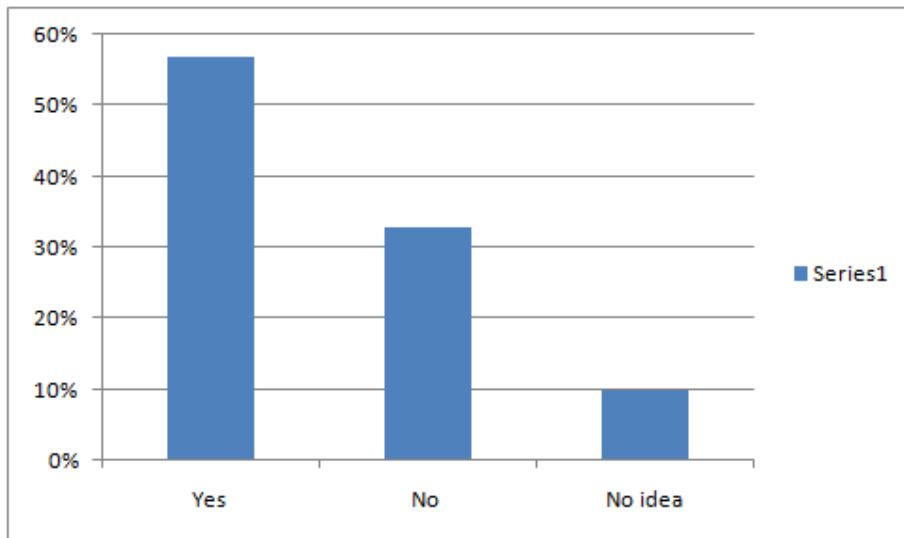


Figure 4.5.1 Bar Graph distribution on opinion of different teachers on their perception

4.5.2 If you are required to go on college trips

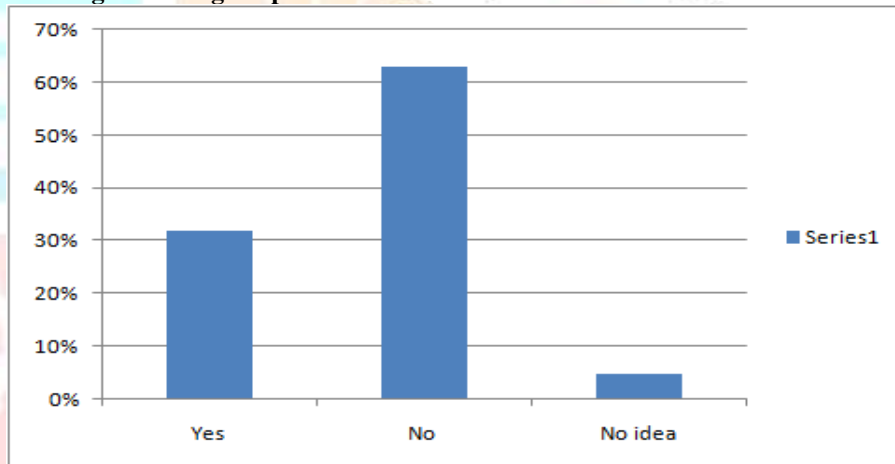


Figure 4.5.2 Bar Graph distribution on opinion of different teachers on their perception

4.5.3 If your working hours are extended.

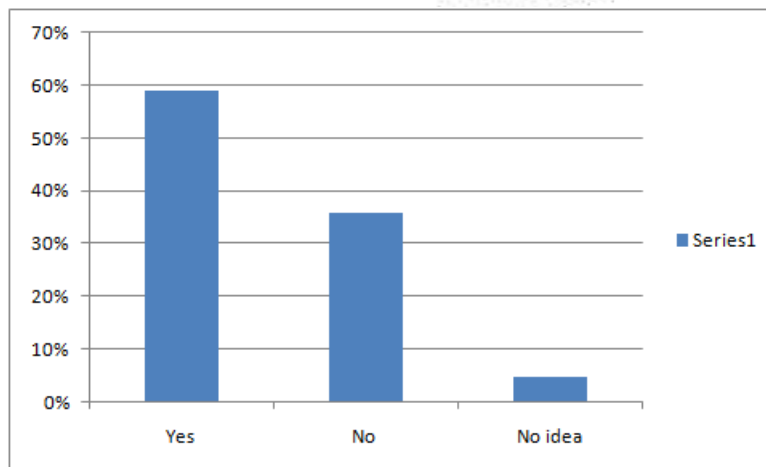


Figure 4.5.3 Bar Graph distribution on opinion of different teachers on their perception

4.5.4 If you are required to attend Institute events at night.

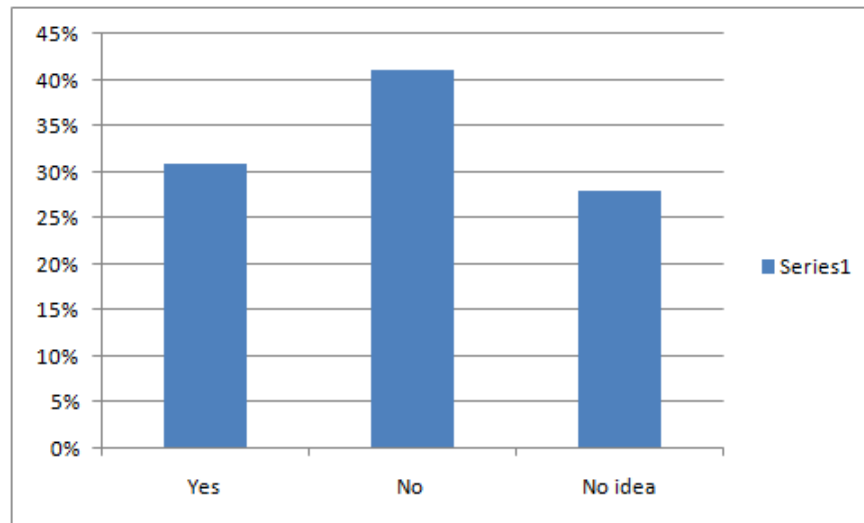


Figure 4.5.4 Bar Graph distribution on opinion of different teachers on their perception

4.6. Do you feel that Government should make it compulsory to follow the policies made by them for Private Universities?

- Yes, it should be made compulsory
- No, the private institute should follow their own policies
- 50-50 ratio

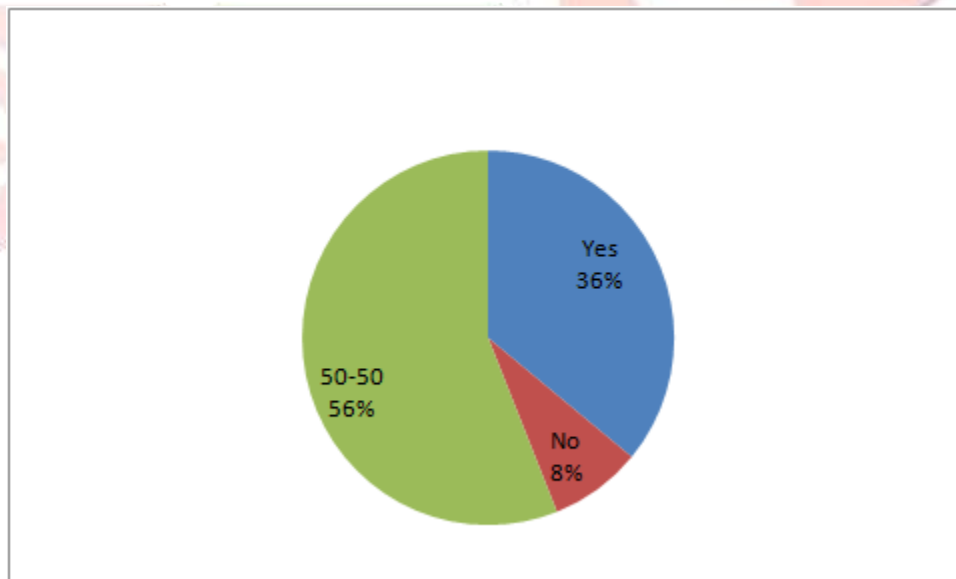


Figure 4.5: Pie-Chart distribution of the compulsion on the separate policies for private universities.

As per the above data, 36% respondents accounted yes it should be made compulsory to follow the policies made by the government, while 56% accounted 50-50 ratio and rest 8% accounted that no private institutions should follow their own policies.

V. CONCLUSION

Women play an important role in the family. She is the backbone of her family. Women have many responsibilities from working as an employee in the family to work as the main member of the family. For women, it is very important to maintain a balance between her professional and personal life otherwise it may lead to social issues and also it may create a negative impact on her performance in the organization as well as in the family.

From the conducted survey it is clear that different employees have different perception regarding the impact of imbalance on their performance as well the increase in absenteeism and health problem. In the teaching context change in teaching methods, increases the workload on teachers as she has to make lots of assignments presentation in order to give the best knowledge to her students. Being a teacher she should follow some strategies like planning and organizing, the work at home as well as at institute/universities. An organization must adopt some human resources strategies so that it will become easier for a woman to create a balance.

5.1 Role of government for work life balance

- White paper on work-life imbalance
- The Government should supervise whether the universities are following the policies made by them.
- The Government should make it compulsory for every university whether it is private or Government.
- UGC must keep a track on whether the university is providing the pay set by the UGC norms.

5.2 Role of university for work life balance

- Avoid part-time to work during an early stage of child care
- should provide maternity leave and child care leave to women.
- Should organize seminars for work-life balance.
- Commitment to hiring.
- Should create women-friendly workplace.

5.3 Role of Family for work life balance

- The Family should provide every possible help to the women.
- Spouse and children should try to motivate women.
- The Family should provide internal support to women.

5.4 Further Suggestions

- An Organization must provide maternity leave for at least 13 weeks to women employees.
- An Organization can give employees greater flexibility in how they work, which in turns helps the organization to keep their commitment to the organization.
- An Organization should provide necessary facilities like daycare facilities for their child/ children and give them fee concession so that their children can study in the same school.
- Women should try to manage the time.
- Try to nurture herself.
- Avoid long working hours.

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