

A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES- With Special Reference to Autonomous Degree colleges

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Abstract

The concept of work life balance has come from the fact that an individual's work life and personal life may put forth conflicting demands on one another and the demands from both the domains are equally important. Work life balance refers to maintaining the balance between responsibilities at work and at home. Work life balance is one of the most challenging issues being faced by the women employees in the 21st century because of the type of roles they play at home and the spill over of personal life over work life. Work-life balance is one such HR practice that enables the employees particularly working women to give proper prioritization between work and family roles. Hence, work-life balance has become a growing concern in Autonomous colleges. The present research aims at analysing the various factors like demographic, work related stress, family related stress and the various methods of balancing family and work environment, and its impact on work life balance, work culture, prominent factor leading to job satisfaction and the outcome of personal life with professional life. The study is based on both the primary source of information and secondary source. Primary data is collected through questionnaire and secondary information is taken from websites, articles, Journals etc.

Key words: work life balance, women, family, Autonomous college, teachers personal life, professional life, Stress

Introduction

There is a saying by the great talented scientist Albert Einstein that “Life is like riding a bicycle. To keep our balance we must keep moving”. While riding if there is an imbalance and if the rider is unable to control he may fall down. This is true for all employees who are facing work life balance issues especially for women employees who face many challenges both at work place and home. If they are not capable to maintain the balance the repercussions will be severe. Today with increasing demands at work place the interface between work life and personal life assumed consequence which demands more attention Kumari K Thriveni Devi V Rama (2012)

There is a significant increase in each individual's work life due to intense and competitive work environment. There is a lot of pressure on individuals especially on women leading to a number of problems. Women should be able to balance their work life and personal life, which is the main part of achieving a work-life balance. There is a lot of research going on to study how to balance an individual's work life. Organisations are also giving importance to work life balance to get the best out of their employees. We should be able to lead a 'Rainbow Life', dispense required time for physical fitness, meditation, prayer, family, social relationships and professional obligation. Research finds that some work-life balance programme help the employees manage their work and family better. (Thomas and Ganster, 1995). There have been an increase concern in the boundary between employee work and non work lives. (Hochschild 1997).

Changes in the socio-economic environment have brought the importance of work-life balance and salaried jobs are much more in demand. There are lots of youngsters who migrate in search of jobs for better standard of living. Today's families understand the importance of each other's responsibilities and priorities at work, managing work and family involves challenges for every women. However, teachers at high level designations and heavy pay have long working hours, day schedules, and deadlines at work leads to low approbation, relationship issues, disquietude about home and children. Everyone's priority is to achieve better standard of living, but it should not be at the cost of neglecting health and family

Education courses are getting high importance due to high employment opportunities so that every institution is now trying to secure a place in top list of education institutions. To provide better education the contribution of the faculty has become more complex which is in turn leading to pressure for the faculty to deliver the best. In order to tackle with this employees the organisations need to motivate their employees in order to enhance productivity. A healthy balance at work and personal life of employees is a strategy that the new age employers are aiming at.

Demographic Variables and Work Life Balance

Demographic variables such as age, income, experience, marital status influence the women employees in their work life balance. Various studies were conducted in this direction to determine the impact of demographic variables on work-life balance of women employees. Changes in the workplace and in employee demographics in the past few decades have led to an increased concern for understanding the boundary and the interaction between employee work and non-work lives. Work-life balance captured management's attention in the 1980s, more due to the growing number of women with dependent members when she is not at home. It is quite natural that with increasing number of dependents she will have more

responsibilities that may affect her work-life balance. This reveals that there is some relationship between demographic variables and work–life balance.

Need for and Importance of the study

In the era of competition, Autonomous colleges face the challenge of huge stress, more work pressure, long working hours etc which pose to number of issues. Very often the teachers work intrudes into family/personal life and vice versa. Growth in dual career households in India, coupled with increased number of nuclear families has made work life integration a major challenge in India. Lack of government mandate to WLB is another problem. Therefore this study is undertaken to overview the issue of work life balance in Autonomous colleges

Review of Literature

Shreyas B (2017)¹ has identified that work life balance of woman employees has become an important subject since, the time has changed from men earning the family living in today's world, where both men and woman equally share the responsibility of earning for the betterment of their family. The study was made on Respondents on various schools of different taluks of Dakshina Kannada. It was suggested that Management should take a holistic approach to design and implement policies to support the teaching staff to manage their work life balance which would add to the performance of these staff members.

Mwangi Lucy Wambui et al (2017)² Has undertaken a case study in Kabarak university. The purpose of the study was to examine the effects of work life balance on employees performance. The research used descriptive technique. To determine if the independent variables influence the dependent variable Chi-square tests was done. The study focussed that work family priorities conflict affected the performance of employees that women should try to create a balance between work and family. The Findings of the study reveals that Institutions both private and public should put a policy in place and provide employee assistance programs to ensure that their employees continue being productive.

Meharaj A. et al. (2015)³ Analysed at ascertaining work environment, impact of work-life balance, work culture, influential factor leading to job satisfaction and the outcome of personal life with professional life. The study was focussed on Autonomous colleges. Creating a good work-life balance is the challenge for many teaching professionals. The findings reveal these multiple roles of teaching professionals constantly keep them under pressure and lead to imbalance in their work and personal life. In present times, young teaching professionals are increasingly confronted with a problem of conflict between work role and an equally demanding role at home.

Kumaraswamy M et al (2015)⁴ analyzed that it is important for employees to maintain a healthy balance between work and their private lives. Generally those employees who have better work-life balance contribute more towards the success of the organization. The organization can render better service to the customers by having productive and efficient employees. The findings suggest that family sphere changes that have impacted the work life balance of individuals in today's context include nuclear families, single parent households, and dual earning parents, parents working at different locations and increasing household work.

Shalini et al (2012)⁵ reported in their study, "Quality of work life balance "is being used by the organizations as a strategic tool to attract and retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work.

OBJECTIVE'S OF THE STUDY

- To analyze the level of work life balance of working women
- To study the relationship between demographic and work life balance of teachers in autonomous degree colleges

Research methodology:

The Study comprise of literature review from secondary data. The secondary data sources consist of various articles, Journals, etc which provided information about Work life balance importance. It also includes primary data from 70 women teachers working in Autonomous Degree teachers from Twin cities of Hyderabad and Secunderabad.

Hypothesis: The following hypothesis was formulated in order to achieve the above objectives.

H₀₁. There is no significant difference in the level of work life balance among married and unmarried teachers

H₀₂ There is no significant difference in the level of work life balance on the basis of age.

H₀₃. There is no significant difference in the level of work life balance on the basis of experience

The tools and techniques used for analysis are Percentages, t- Test and F- Test.

ANALYSIS:

Sample distribution

Table1:1

Frequency Distribution of Married status of the Respondent

Marital Status	Frequency	Percent
Unmarried	19	27.1

Married	51	72.9
Total	70	100.0

The present data was tabulated and analysed with the help of tables to know the married and unmarried women of sample colleges. The total no of respondents are 70, out of which 51(72.9%) are Married and 19(27.1%) are Unmarried

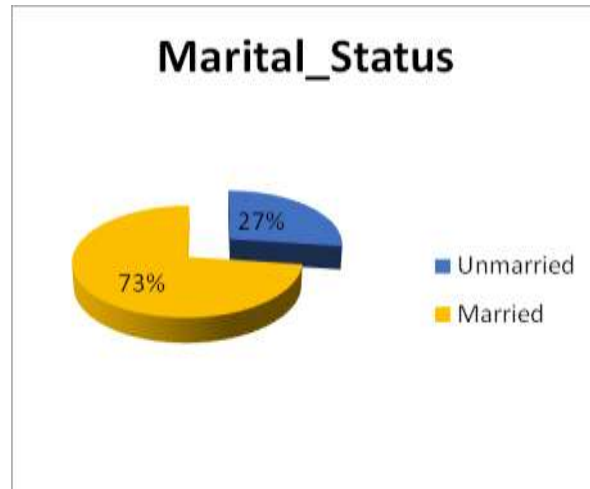


Table: 2

Frequency Distribution of Age of the Respondent

Age	Frequency	Percent
23-25	14	20.0
31-35	35	50.0
36-40	11	15.7
Above 40	10	14.3
Total	70	100.0

Respondents were requested to state their age by giving close ended options. 1) 23-25 2)31-35 3) 36-40 4) Above 40. Maximum numbers of teachers are in age group of 31-35 i.e 50% and 20% are found in the group of 23-25 and 11% in the age group of 36-40 and 10% are above 40. Hence it is concluded that most of the teachers are comparatively younger and are of 31-35 years of age.

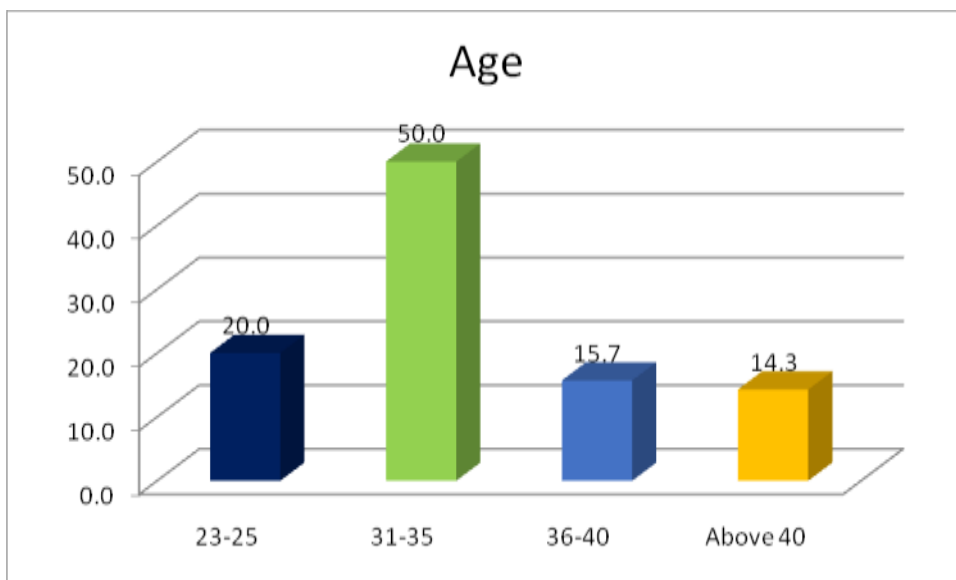
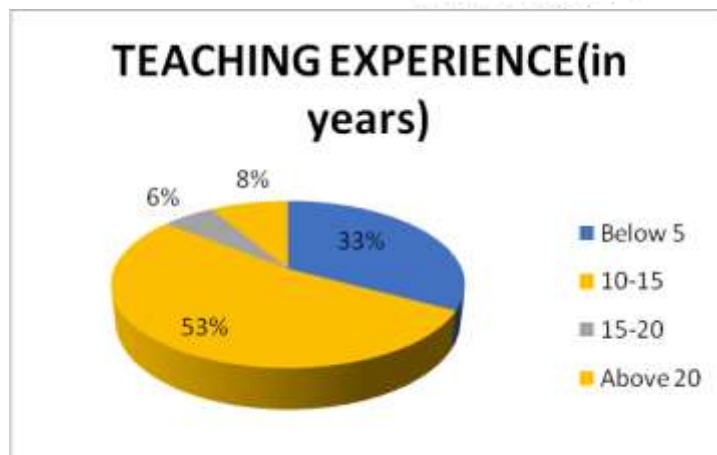


Table: 3
Frequency Distribution of Experience of the Respondent.

Experience	Frequency	Percent
Below 5	23	32.9
10-15	37	52.9
15-20	4	5.7
Above 20	6	8.6
Total	70	100.0

Analysis of the data furnished in table shows the Frequency and Percentage of the Respondent according to their Experience. The total number of respondents are 70, 37(52.9%) are 10-15 years of experience, 23(32.9%) are below 5 years, 6(8.6%) are 15-20 years of experience and 4(5.7%) are Above 20 years of experience. Most of respondents are 10-15 years of experience group.



The study was collected from 70 women teachers working in Autonomous Degree colleges in twin cities of Hyderabad and Secunderabad. The Questionnaire comprised of 36 items of work life balance scale and demographic variables (age, marital status & experience) work life balance and balancing work and family was measured on five point scale.

H₀₁. There is no significant difference in the level of work life balance among married and unmarried teachers

Table: 4

Level of work related stress, Family related stress and balancing work and family with Demographic factor - Marital status

Group Statistics					t-test for Equality of Means			
Marital_Status		N	Mean	Std. Deviation	Std. Error Mean	t	df	Sig. (2-tailed)
Work related stress	Unmarried	19	3.7276	.96522	.22144	1.826	68	.072
	Married	51	4.0934	.64868	.09083			
Family related stress	Unmarried	19	3.3275	1.05049	.24100	0.319	68	.751
	Married	51	3.3943	.65483	.09169			
Balancing work and Family	Unmarried	19	3.5263	.83788	.19222	2.833	68	.006
	Married	51	4.0333	.59183	.08287			

Source: Primary data

Table 4 represents the mean, standard deviation, and the test between married and unmarried women in work related stress it is observed that married women Mean score is 4.0934, SD is 0.64868, similarly Unmarried women Mean score is 3.7276, SD is 0.96522. The calculated t-value is 1.826, df =68, $p=0.072 > 0.05$ level of Significance. Here critical value at 5% Level significance at 68 degrees of freedom is 1.99.

It can be concluded that calculated t-value is 1.826 is less than critical value 1.99. Hence accept null hypothesis and conclude that there is no significance mean difference between married and unmarried women in work related stress.

The test between married and unmarried women in family related stress, of which is been observed that married women Mean score is 3.3943, SD is 0.65483, similarly Unmarried women Mean score is 3.3275, SD is 1.05049. The calculated t-value is 0.319, df =68, $p=0.751 > 0.05$ level of Significance. Here critical value at 5% Level of significance at 68 degrees of freedom is 1.99. Hence it can be concluded that calculated t-value is 0.319 which is less than the critical value 1.99, Hence accept null hypothesis and conclude that there is no significance mean difference between married and unmarried women in family related stress.

The test between married and unmarried women in balancing work and family related stress which is been observed that married women Mean score is 4.0333 SD is 0.59183 similarly Unmarried women Mean score is 3.6263, SD is 0.83788. The calculated t-value is 2.833, df =68, $p=0.006 < 0.05$ level of Significance and critical value at 5% Level of significance at 68 degrees of freedom is 1.99. Here Calculated t-value is 2.833 which is

more than critical value 1.99, Hence reject null hypothesis and conclude that there is a significance mean difference between married and unmarried women in balancing work and family related stress and married people are having better balancing of work and family than unmarried women.

H₀₂ There is no significant difference in the level of work life balance on the basis of age.

Table: 5

Level of work related stress, Family related stress and balancing work and family with Demographic factor - Age

		N	Mean	Std. Deviation	Std. Error		Sum of Squares	df	Mean Square	F	Sig.
Work related stress	23-25	14	3.9118	.51475	.13757	Between Groups	1.276	3	.425	.731	.537
	31-35	35	4.1143	.79022	.13357	Within Groups	38.386	66	.582		
	36-40	11	3.7487	1.03104	.31087	Total	39.662	69			
	Above 40	10	3.9588	.58499	.18499						
	Total	70	3.9941	.75816	.09062						
Family related stress	23-25	14	3.6032	.93443	.24974	Between Groups	1.109	3	.370	.606	.613
	31-35	35	3.3492	.76703	.12965	Within Groups	40.256	66	.610		
	36-40	11	3.3434	.66935	.20182	Total	41.365	69			
	Above 40	10	3.1889	.70087	.22164						
	Total	70	3.3762	.77427	.09254						
Balancing work and Family	23-25	14	3.6500	.63821	.17057	Between Groups	2.173	3	.724	1.516	.219
	31-35	35	4.0343	.78401	.13252	Within Groups	31.536	66	.478		
	36-40	11	3.6727	.64667	.19498	Total	33.709	69			
	Above 40	10	4.0000	.35901	.11353						
	Total	70	3.8957	.69895	.08354						

Source: Primary data

Table 5 shows that in case of Work related stress when age is taken as demographic factor we test between Age categories in work related stress, mean and S.D of each group also presented the calculated F-value which is 0.731, $p=0.537 > 0.05$ level of Significance. The critical value at 5% Level of significance at (3,66) degrees of freedom is 2.74. The calculated F-value is 0.731 which is less than the critical value is 2.74. Hence accept null hypothesis and conclude that there is no significance mean difference between Age groups in work related stress.

Table 5 shows that Age categories in family related stress, of mean and S.D of each group is also presented. The calculated F-value is 0.606, $p=0.613 > 0.05$ level of Significance. The critical value at 5% Level of significance at (3, 66) degrees of freedom is 2.74. The Calculated f-value is 0.606 is less than the critical value

2.74. Hence accept null hypothesis and conclude that there is no significance mean difference between Age groups in work related stress

Table 5 shows that Age categories in Balancing work and family related stress and mean and S.D in each group also presented the calculated F-value which is 1.516, $p=0.219 > 0.05$ level of Significance. The critical value at 5% Level of significance at (3, 66) degrees of freedom is 2.19. The calculated F-value is 1.516 which is less than the critical value 2.19, hence accept null hypothesis and conclude that there is no significance in mean difference between Age groups in balancing work and family related stress.

H₀₃. There is no significant difference in the level of work life balance on the basis of experience.

Table: 6

Level of work related stress, Family related stress and balancing work and family with Demographic factor -

		N	Mean	Std. Deviation	Std. Error		Sum of Squares	df	Mean Square	F	Sig.
Work related stress	Below 5	34	4.0260	.70991	.12175	Between Groups	2.822	2	1.411	2.566	.084
	10-15	34	4.0311	.75584	.12963	Within Groups	36.840	67	.550		
	15-20	2	2.8235	1.16465	.82353	Total	39.662	69			
	Total	70	3.9941	.75816	.09062						
Family related stress	Below 5	34	3.4542	.74830	.12833	Between Groups	1.584	2	.792	1.334	.270
	10-15	34	3.3464	.79173	.13578	Within Groups	39.781	67	.594		
	15-20	2	2.5556	.78567	.55556	Total	41.365	69			
	Total	70	3.3762	.77427	.09254						
Balancing work and Family	Below 5	34	4.0382	.62281	.10681	Between Groups	3.101	2	1.550	3.394	.039
	10-15	34	3.8147	.70416	.12076	Within Groups	30.608	67	.457		
	15-20	2	2.8500	1.20208	.85000	Total	33.709	69			
	Total	70	3.8957	.69895	.08354						

Experience

Source: Primary data

Table 6 shows the test between experience categories in work related stress, of mean and S.D of each group also presented the calculated F-value which is 2.566, $p=0.084 > 0.05$ level of Significance. The critical value at 5% Level of significance (2, 67) degrees of freedom is 3.13. The calculated F-value is 2.566 is less than the critical value 3.13, hence accept null hypothesis and conclude that there is no significance mean difference between experience groups in work related stress.

Table 6 shows the test between experience categories in family related stress of mean and S.D of each group also presented the calculated F-value is 1.334, $p=0.270 > 0.05$ level of Significance. The critical value at 5% Level of significance at (2, 67) degrees of freedom is 3.13. The Calculated F-value is 2.566 is less than critical value 3.13, hence accept null hypothesis and conclude that there is no significance mean difference between experience groups in Family related stress.

Table 6 shows the test between experience categories in balancing work and family related stress and mean and S.D of each group also presented the calculated F-value which is 3.394, $p=0.039 < 0.05$ level of Significance. Here critical value at 5% Level of significance at (2, 67) degrees of freedom is 3.13. The calculated F-value is 3.394 which is more than the critical value 3.13, hence reject null hypothesis and conclude that there is a significance mean difference between experience groups in balancing work and family.

Findings

The teachers are sufficiently satisfied from their job as mean is more than 3, the teachers are able to manage work related stress and family related stress irrespective of their age, experience and marital status, Balancing work and family is found to be difficult in most of the teachers in marital status and experience wise. When age is taken as criteria teachers are able to balance both work and family. Work life balance is minimum in case of teachers in the age group of 23-25.

Suggestions

A teacher can be successful in life when she is content with her work and personal life and is able to strike a balance between the two. Women should also be aware of the context under which she is working due to these reasons she is able to keep track of her emotions and manage people management skills both at work and family. She should ensure that she finds time for herself and not allow herself to be worked out which will only add to her stress. Along with proper sleep, diet and physical exercise, deep breathing, meditation or indulging in hobbies, social service activities and spending quality time with family.

Conclusion

To conclude that in autonomous educational institutions, management should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work life balance which would add to the performance of these staff members.

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