

# A Study on Work Life Balance of Women Employees in Higher Education Academics

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## ABSTRACT:

The best work-life balance is different for everyone because all have different priorities and different lives. Especially for married women employees in higher education creating a work life balance is a matter of concern. There are various factors which affect the work life balance flexible working hours, targets, and family and spouse support and work life balance policy of organization. The present study is based on non random convenient sampling technique. Primary data has been collected from 50 women faculty members. For percentage analyses the statistical tools have been used to analyze the study. The questionnaire had 51 items. The study conducted on married faculty members from the higher education institutes of the Navsari region regarding the challenges that they face in balancing professional life and personal life. Majority of were in the age group of 30-40 years and were teacher and lecturer as on initial stage. The majority were married and their monthly salary has been between the ranges of Rs.30,001 and Rs.40,000 and having two children, within the age group of 3 to 8. The majority was neutral towards for criticism or appropriate feedback for work performance from their superior, Effective Work life balance (WLB) to make them to stay healthy, satisfaction with working hours, satisfaction towards recognition for good performance of work. The working women find difficult to make special household activities. They are able to manage work life balance for the routine activities. The most of the teachers are at initial stages and few able to climb ladder to next level. There is stagnancy in the number of female per 100 male teachers and especially in higher posts which require more work or time the ratio is low as compare to other posts. The promotion to higher post requires a better work life balance to devote time and attention on research and development.

**Keywords:** Work Life Balance, Academics Performance, Working Women Work Life Balance.

## INTRODUCTION:

Work-Life Balance does not mean creating an equal balance. Trying to schedule an equal number of hours for each of the various work and personal activities is usually unrealistic and fruitless. Best individual work-life balance will vary person to person over time, often on a daily basis. The best work-life balance is different for each individual as all have different priorities and different lives. As a result, a good working definition of Work-Life Balance (WLB) is meaningful daily achievement and enjoyment in each of four life quadrants: Work, Family, Friends and Self. Especially while talking about married women employees in higher education academics creating a work life balance is a matter of concern. There are various factors which affect the work life balance flexible working hours, targets, family and spouse support and work life balance policy of organization. WLB strategies have been defined as those that enhance the autonomy of workers in the process of co-coordinating and integrating work and non-work aspects of their lives (Felstead et al., 2002). The study covered married faculty members from the higher education institutes of the Navsari region regarding the challenges that they face in balancing professional life and personal life.

## LITERATURE REVIEW:

Hubbard, Alexandra G (2016) this study aimed to contribute to the literature on women, technology, and work-life balance (WLB). By identifying both instructional and non-instructional female employees at an institution of higher education, the study facilitated a comparison between the perceived levels of WLB and impact of technology on the balance. The results show difference between the perceptions of WLB with regard to the instructional and non-instructional employees surveyed. Though there was a significant difference, rather than negative perceptions, instructional faculty viewed ICTs as helpful for WLB. A lower perception of control for instructional faculty was anticipated because of the different pressures that come with their careers.

Lester, J. (2015) asserts that in response to demographic shifts, colleges and universities implemented new policies, adopted new practices and created professional development opportunities to gain support for work-life balance. The study examined two institutions of higher education to challenge the notion that organizational change can be simply created and to examine the impact of fragmented cultures and individual identity on change. The two major themes—symbolic meaning of policies and children and discontinuity of symbols and policies—that emerged in this study provide evidence of the need for campuses to contend with organizational culture and in particular, on symbols and discourses intentionally presented to reflect work-life balance acceptance. This study concluded with recommendation of how leaders, faculty and policymakers can support work-life balance within higher education despite the ambiguity and complexity of organizational life.

Alireza Yousefya, Maryam Baratalib (2011) study illustrated that whether women's employment and their tendency to have an active social working life is related to their level of higher education. The instrument for collecting data was researcher developed questionnaire the items of which tapped the role of higher education in women's employment and promotion of their career. The reliability of the questionnaire was 90 percent. Both descriptive and inferential statistical techniques such as chi square t-test and one way ANOVA were used for analyzing

the data. The findings revealed that women with degrees at higher educational levels enjoyed better job positions. It was also found out that higher education plays a key role in employment and promotion of women in their working life.

**OBJECTIVES:**

The objectives of the study are:

- To study the occurrence of work-life balance problem among the working women.
- To study how various factors affecting work-life balance influences the working women from higher education academics.
- To study the work-life balance problems of married working women across their demographic profile.

**RESEARCH METHODOLOGY:**

Non random convenient sampling technique has been used for the study. Primary data was collected from 50 women faculty members. ANOVA and percentage analysis were the statistical tools used to analyze the study. The questionnaire had 51 items. The scope of the study was limited to the married faculty members from the higher education institutes of the Navsari Region regarding the challenges that they face in balancing professional life and personal life.

**DATA ANALYSIS AND ITS INTERPRETAION:**

The All India Survey report on Higher Education 2015-16 published by Ministry of Human Resource Development (MHRD), Government of India, New Delhi show the gender wise growth and distribution data in higher education.

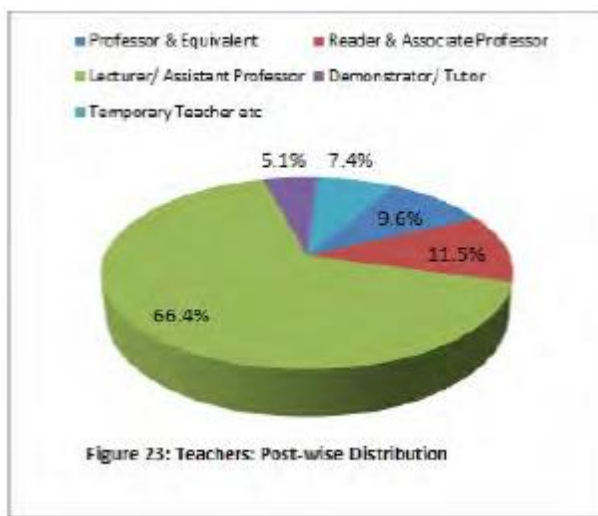


Fig.1 Teacher’s Post Wise Distribution

Source: AISHE 2015-16

Fig1. Shows that most of the teachers are at initial stages and few able to climb ladder to next Level. The promotion to higher post requires a better work life balance to devote time and attention on research and development.

Fig.2 Post wise distribution female per 100 male teachers

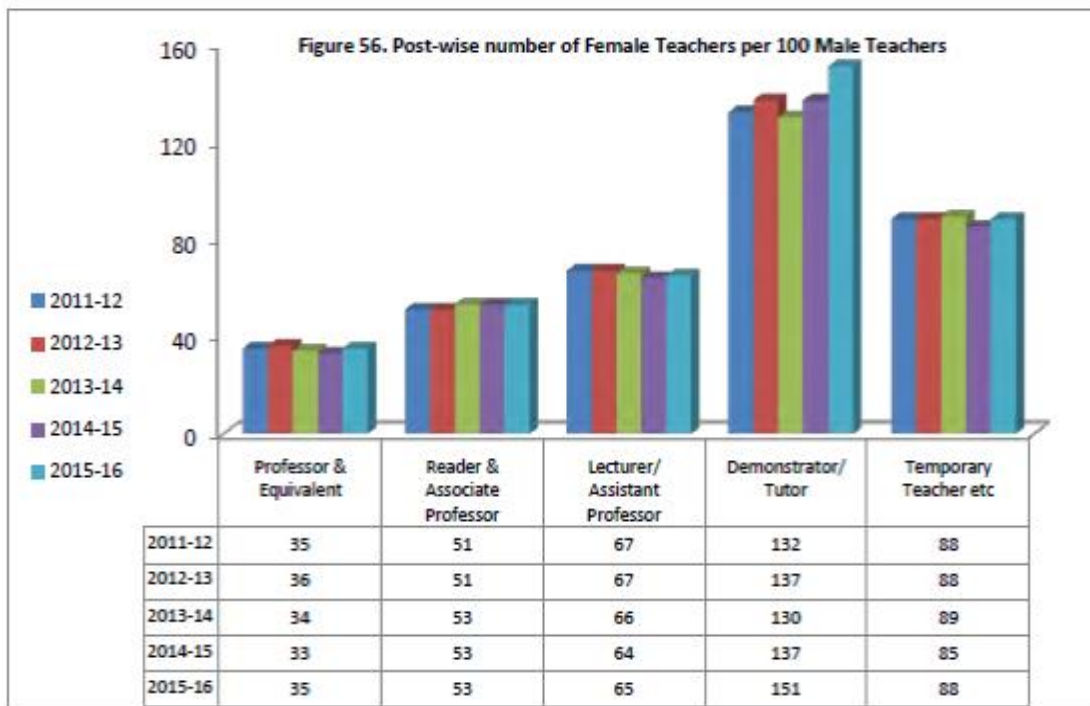
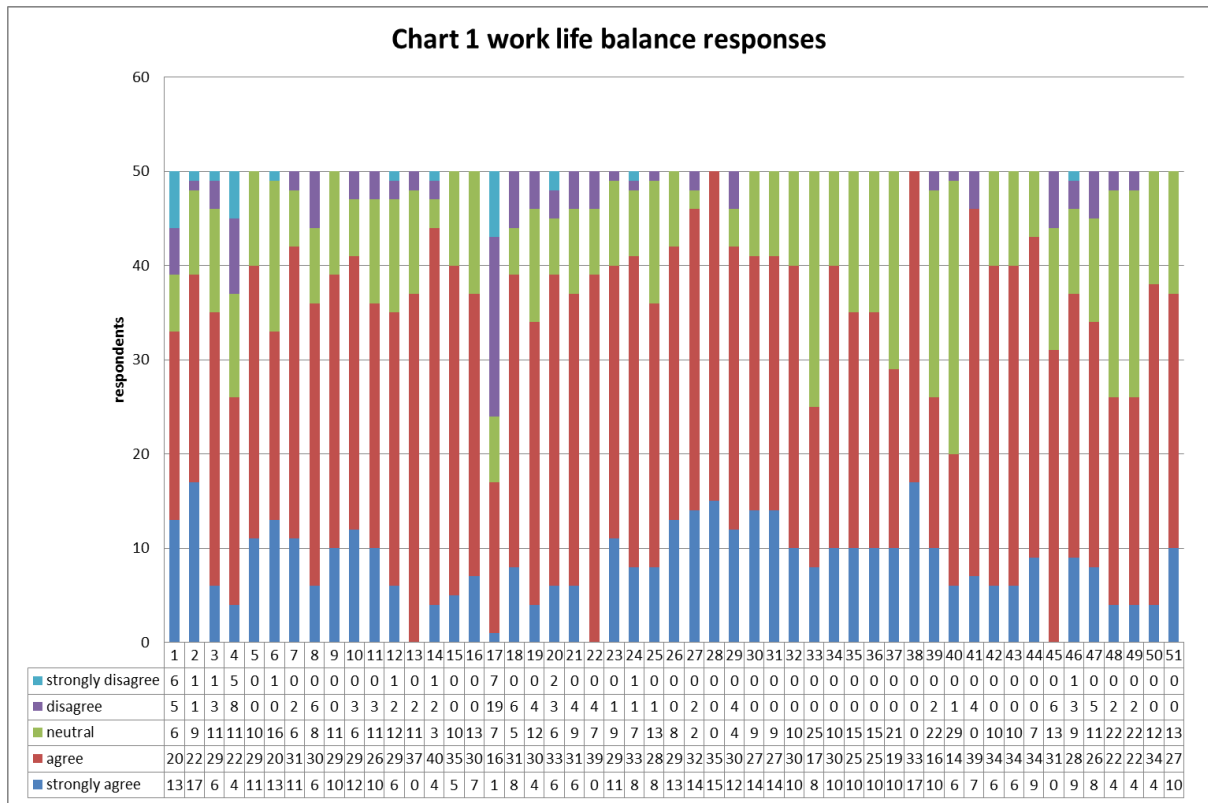


Fig.2 shows that there is stagnancy in the number of female per 100 male teachers and especially in higher posts which require more work or time the ratio is low as compare to other posts.

### PRIMARY DATA ANALYSIS:

Table1: Demographic Profile of Respondents							
	Particulars	No. of respondents	In percentage (%)		Particulars	No. of respondents	In percentage (%)
30-40	23	46%	Lecturer	11	22%		
41-50	12	24%	Assistant Professor	8	16%		
above 50	9	18%	Associate Professor	6	12%		
			HOD	4	8%		
Marital status	Single	5	10%	Director	4	8%	
	Married	45	90%	Teacher	16	32%	
Year of Service	less than 1	5	10%	Monthly Salary	Less than Rs. 20,000	4	8%
	01 to 10	21	42%		Rs. 20,001 - 30,000	16	32%
	11 to 20	24	48%		Rs. 30,001- 40,000	20	40%
	Above 20	0	0%		Above Rs. 40,000	10	20%
					Age of Children	0-2	4
03 to 08	25	50%	1	18		36%	
09 to 15	21	42%	2	24		48%	
Above 15	0	0%	2+	4		8%	
Number of Dependents	0	4	8%	Family Size	1 to 2	0	0%
	1	14	28%		3 to 4	21	42%
	2	20	40%		5	20	40%
	2+	12	24%		Above 5	9	18%

**Table 1** shows the distribution of respondents in terms of their demographic characteristics. Out of 50 respondents a majority of 23 respondents were in the age group of 30-40 years, majority of respondents were teacher and lecturer. According to survey majority of respondents were married and their monthly salary is between the ranges of Rs. 30,001 and 40,000. Out of 50 respondents majority of respondents having 2 children, within the age group of 3 to 8.



Above Chart 1 shows the agreement of working women in academics with respect to statements related to work life balance. For the statement “I can plan and prepare healthy sweets & snacks during festivals” mostly respondents are disagreeing. The respondents are neutral towards for criticism or appropriate feedback for work performance from their superior, Effective Work life balance to make them to stay healthy, satisfaction with working hours, satisfaction towards recognition for good performance of work.

**CONCLUSION AND RECOMMENDATION:**

The present study on Work Life Balance of Women Employees in Higher Education Academics concludes that all have different priorities and different lives and therefore the best work-life balance is different for different persons. Especially if we talk about married women employees in higher education academics creating a work life balance is a matter of concern. The study also found that there are various factors i.e., flexible working hours, targets, family and spouse support and work life balance policy of organization which affect the work life balance.

The study also focuses that the majority of the respondents was neutral towards for criticism or appropriate feedback for work performance from their superior. Especially as in higher posts which require more work or time the ratio is low as compare to other posts and the stagnancy in the number of female per 100 male teachers were also found. The promotion to higher post requires a better work life balance to devote time and attention on research and development. Besides, the working women were able to manage work life balance for the routine activities only and find it difficult to make special household activities. Therefore to stay healthy with satisfaction with regard to working hours in general and satisfaction towards recognition for good performance of work in particular it is imperative to maintain Effective Work Life balance between professional life and personal life.

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