



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

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

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### ABSTRACT

*The issue of how to best combine work and personal life is now one that is on the minds of almost everyone in the workforce. Maintaining a healthy work-life balance may be crucial in reaching professional and personal objectives. The authors of this research begin by examining the variables that have a role in the work-life balance of those working in schools and universities. Second, it looks at whether or not these variables affect men and women differently. Finally, it investigates whether workers' professions (public sector and private sector) affect the effect of various variables on work-life balance. A detailed literature evaluation is compiled for this study from a wide variety of sources, including scholarly journals, academic papers, internet resources, etc. A standardized questionnaire using a five-point Likert scale was developed for the current investigation. The stress component was determined to be the most significant of the nine elements considered in the research. This research adds to the literature suggesting there are several barriers to work-life balance, many of which are connected to the issues examined here. Work-life balance is hampered by a number of factors, including but not limited to time and work conflicts, stress, travel issues, people's attitudes toward their jobs, an excessive number of responsibilities in both the home and the workplace, a lack of coordination between the two, the expectations of family members, and so on.*

**Keywords:** work-life balance, personal life, profession

### 1.0 INTRODUCTION

There is a distinct place in Indian history for women. Women in India still mostly play the traditional roles of housewife and caregiver, despite the country's rapid social transformation. In India, women have always faced more obstacles than males. Historically low rates of female labor force participation may be attributed to social, cultural, and religious barriers. Several things have changed for Indian women in the contemporary era.

The current working woman's life is difficult. Problems in both their private and professional lives abound for them. They have a hard time striking a balance between their career and personal lives since they are not allowed enough time to devote to their family and organization. Nowadays, work-life balance is on the minds of both companies and workers. Maintaining a healthy work-life balance is essential for success in both your personal and professional life. Work-life imbalances negatively affect workers' personal lives; hence, it's crucial for professionals to strike a healthy work-life balance.

There is no doubt that in the last ten years, women all over the globe have gotten more education and have taken on greater professional roles. Even though things have improved greatly in the previous decade, women who commute to metropolitan centres still need to be prepared to deal with sexist comments and looks from strangers. Many people's views on women in the workplace have shifted as more women have entered the workforce, and this has helped spread acceptance of women's professional potential. Women are sometimes given preference for occupations where they are expected to be submissive because of the money they may be purchased with.

There is still a widespread misconception that individuals in the working class lack moral fiber. Instructions for doing one's job in a company are crucial to the proper functioning of the business. The term "work life balance" refers to the harmony between an employee's personal and professional life while they are at work. Throughout the last several decades, scholars have paid a lot of attention to women's work lives.

## 2.0 LITERATURE REVIEW

The term "work-life balance" refers to an employee's sense of harmony between their several spheres of responsibility, such as work, personal life, and family.

According to the research, (Clark, 2020; Unperson & Yandle, 2019) It is an inter-role phenomenon that people's priorities change depending on how much time they spend in each of their many positions in life.

It is worth spending the extra hour reading Liz's (2019) analysis of the major roadblocks women face in the workplace related to positions of management as a significant issue. The study provides the rationale for doing so from a business perspective.

It is the foundation of diversity management and a potentially only provide advantages to women even when the labour market is weak. for female executives are not even close to being proven. It is also shown that a more robust equal chances strategy is problematic, since it highlights women's differences to males and the need for special treatment. The article goes on to say that more needs to be done with male managers to humanize the workplace for people of both sexes who want to live fulfilling lives.

According to **Batty (2021)**, "Women are not treated equally to males, the traditional attitude continues to rule their lives, in the topics of marriage, taking up occupations, or even in determining their own choices or preferences, the conventional dictum plays a big part."

According to Arora (2019), it's not easy to balance a rigorous career with caring for a family and young child. Although if experts have high confidence in their abilities to handle any situation, role conflict is something every professional must face at some point.

She elaborated by saying that the cultural norm in India is that women should put their families first. Women who hold down paid employment also serve as primary caregivers for their children, according to **Abraham (2022)**.

They're multitasking mothers who manage to keep tradition alive while embracing the new world. Career-focused women, according to **Farhat (2022)**, pose the biggest threat to family peace. Despite the fact that she was a working woman, even so-called "modern husbands" still expected their wives to serve them and the family.

Notwithstanding the fact that Indian women have achieved legal parity with males, according to **Dahlstrom (2021)**, their primary role is still seen as one of domesticity and child rearing.

For women, it means prioritizing their families, while for males it means making time for themselves. According to her, "work-life balance is not simply about equally dividing the time spent on one's work and personal life, but establishing a harmony that reflects an individual's priorities." This idea comes from the paper written by **Dr. Katy Marienau**, a research fellow at the INSEAD School in Abu Dhabi. That's right; now we can all cheer on the successful entrepreneur or the contented housewife.

### 3.0 BACKGROUND OF THE STUDY

However, the conventional belief is that women in most poor nations are not allowed outside of their homes. Despite their best efforts, they are unable to actively contribute to the economic growth of their society because of their status as citizens of a conservative developing nation. Moreover, when women attain economic independence, their position inside the house and family evolve as a result. Female WLB is important to investigate because of the dramatic increase in women entering the workforce during the 2020.

Additionally, maintaining work-life balance is the most difficult problem for women in the workforce, despite its significance to a positive work environment and a happy family life. Workplace stress may be mitigated and burnout avoided by striking a healthy work-life balance and keeping it that way.

Consequently, the purpose of the current research is to assess the variables influencing the work-life balance of female workers at private higher education institutions in Kabul. However, female workers in Afghanistan experience the barest minimum of work-life balance, despite the fact that this lack may have serious repercussions for their health, happiness, and productivity. This research aims to examine the variables affecting the work-life balance of women in the academic sector by taking into account these characteristics.

The phrase "work-life balance" was coined during the Women's Liberation Movement, which fought for better working conditions for women and longer maternity breaks.

Yet, the idea dates back to the time of the Industrial Revolution, much before the emancipation struggle. The typical worker put in 100 hours per week, which had serious social and health consequences, especially for the growing number of children who were also in the workforce. After hearing many pleas for change, the first nation to adopt the 40-hour work week with its revised Fair Labour Standards Act also decided to reduce the number of hours that children and women were required to work. Women who successfully juggle careers outside the house with caring for their own families are typically held up as role models.

Everyone with a family and a full-time job should adhere to this standard, but studies suggest that working mothers are more likely than working fathers to take on additional domestic obligations. Because of this, more women than ever are juggling responsibilities outside the workplace while being held to the same productivity standards as males. The burden of these duties is unevenly distributed, and while they try to juggle everything, their separate spheres of existence keep seeping into one other. So, the notion of work-life balance has gained popularity among women, with the aim of preventing one aspect of their lives from dominating the others.

Nonetheless, the current ideas about work-life balance are individualistic and continue to put the burden of finding a solution on women. In addition, the challenges they confront from wearing so many different hats usually end up being good for society as a whole. This continues the trend of society benefitting off of women while denying any responsibility for their disproportionate share of household chores and other forms of inequality.

#### **4. RESEARCH METHODOLOGY**

##### **METHODS FOR DATA COLLECTION & VARIABLES OF THE STUDY**

###### **Methods for data collection**

Primary Data & Secondary Data

###### **Primary Data**

The primary source of data was collected by a questionnaire.

###### **Secondary Data**

The secondary source of data was collected from

Books

Journals

Magazines

Web's big data es

###### **Sampling**

The sample technique utilized for data gathering is convenient sampling. The convenience sampling method is a non-probability strategy.

## Sampling size

Big data indicates the numbers of people to be surveyed. Though large samples give more reliable results than small samples but due to constraint of time and money,

## Plan of analysis

Diagrammatic representation through graphs and charts

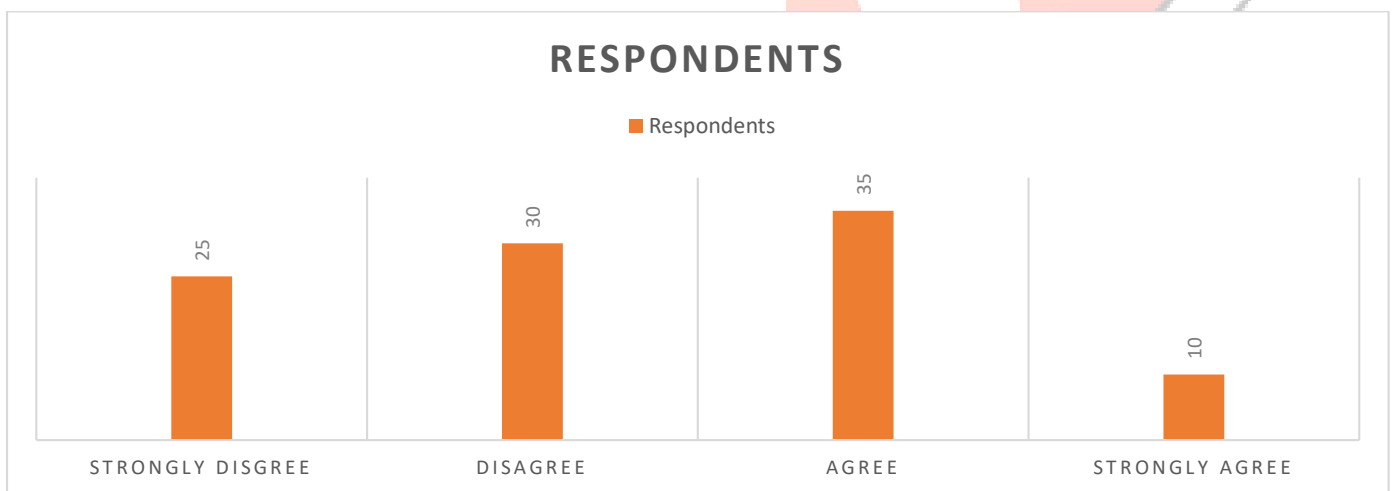
Big data able inferences will be made after applying necessary statistical tools.

Findings & suggestions will be given to make the study more useful.

## 5.0 DATA ANALYSIS

- Employers try to boost sales by offering what they think are the aspects that would most positively affect the work-life balance of their female workers.

CATEGORY	RESPONDENTS	PERCENTAGE
Strongly Disagree	25	25%
Disagree	30	30%
Agree	35	35%
Strongly Agree	10	10%



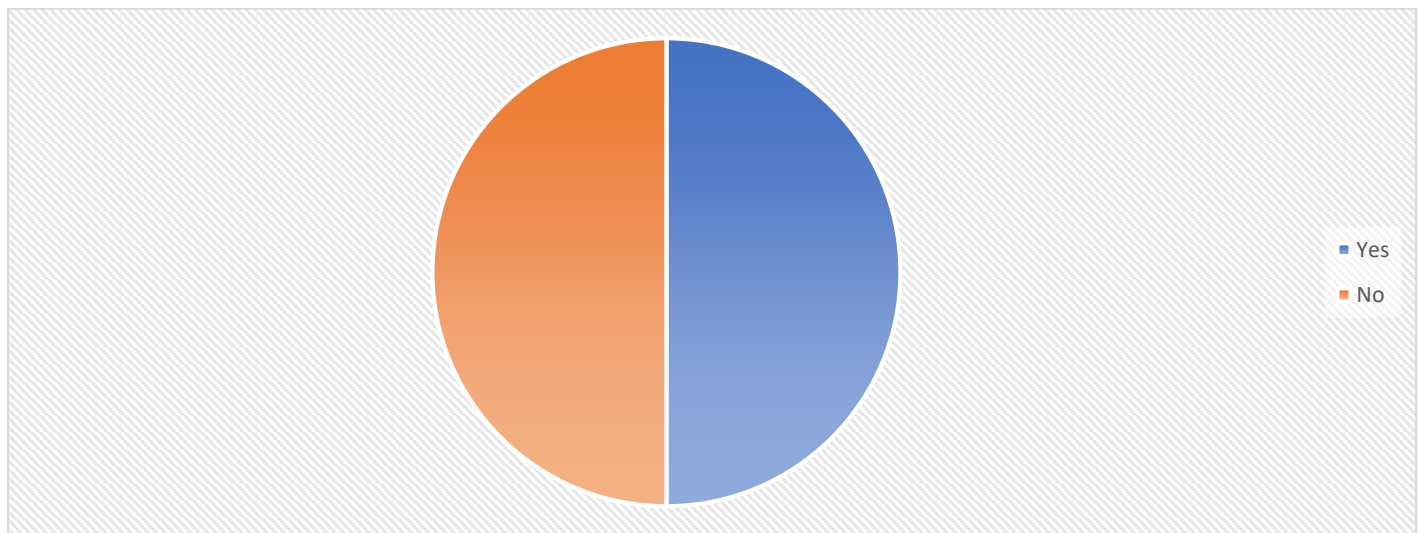
(Source: Primary Data)

## Interpretation

The findings indicate that 35% are in agree, 25% are Strongly Disagree, 10% strongly agree, and 25% disagree.

2. Would you say that you have a positive work balance as a woman?

CATEGORY	RESPONDENTS	PERCENTAGE
Yes	50	50%
No	50	50%



(Source: Primary Data)

## Interpretation

Typically, out of 100 replies, 50% of respondents believe you can maintain a work-life balance, and 50% of respondents disagree.

## 6. CONCLUSION

The dual role itself is a significant source of tension. The findings showed that women had specific difficulties in the workplace due to their gender. Women are torn between social pressures to conform to traditional gender roles and the pressure to achieve one's full professional potential.

This article depicts the difficulties experienced by professional women who must balance the expectations of their families with the norms of their organizations.

According to the data, a large percentage of women have trouble striking a balance between these two fundamental aspects of existence.

This essay emphasizes the need of a healthy work-life balance for professional women in India. The company and its workers both stand to gain from this. Work-life activities are valued by the company since they are thought to increase productivity among workers, which in turn benefits the business.

This method helps businesses keep hold of their most important workers. As can be seen from the aforementioned research, corporations are beginning to understand the significance of work-life balance and are making efforts to lower the stress levels of their female workers. Stress is a major hindrance to women's professional and personal success, and this article emphasizes several strategies for coping with it.

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