"Exploring Work-Life Balance Among Female Employees at Lovely Professional University: A Comprehensive Study"

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Abstract

This comprehensive study investigates into the intricate concept of work-life balance among female employees at Lovely Professional University in India. The research employs a descriptive design, utilizing questionnaires to explore factors influencing work-life balance. The study underscores the challenges faced by working mothers in managing professional and family responsibilities, emphasizing the delicate balance required. A comparison between public and private sector workplaces is drawn, highlighting the unique dynamics of each. Factors affecting work-life balance, such as competition among colleagues, lack of support, and health issues, are identified. The study's objective includes examining work-life balance. The literature review synthesizes insights from global studies, presenting varied perspectives on challenges faced by women in maintaining work-life equilibrium. The methodology involves questionnaire-based data collection from female employees at the university, using statistical tools for analysis. The study identifies variables like marital status, travel preferences, job satisfaction, work-life balance, and career growth for in-depth exploration. The data analysis includes hypothesis testing, revealing insights into job satisfaction, working hours, and family support. The discussion provides practical suggestions for employers and concludes with a call for fostering a supportive work environment.
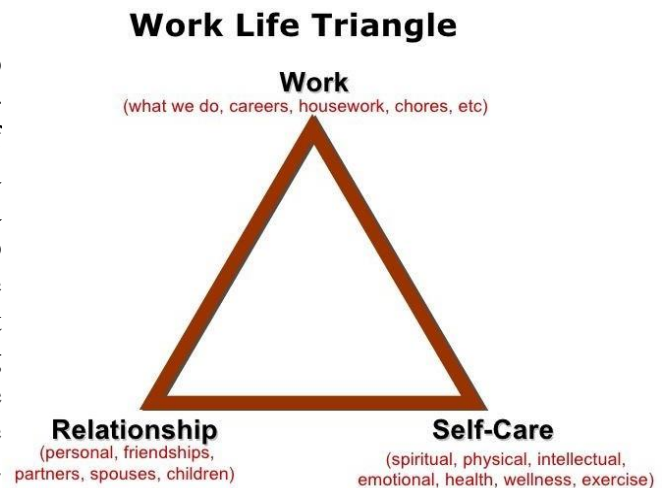
Key Words: Work-Life Balance, Family, Female Employees, Work Environment, Career Growth, Productivity, Private sector.

Introduction

Work-life balance is about juggling your job and personal life. It means finding a way to manage your work and personal responsibilities without too much conflict. It's not about having an equal amount of work and personal time, but having control over when, where, and how you work. It's a positive state of mind. Work-life balance is finding a good fit between the different roles in your life. This term is still popular, especially with the rise of millennials in the workforce. Employers are trying to figure out how to attract millennial workers. Work-life balance is a new buzzword in the business world. Employees across various sectors want to know how they compare to others in this regard. It's about being equally engaged and satisfied with your work and family life. Work is more demanding today, which is why it's important to balance it with personal life. Being overworked, long hours, and a stressful work environment can harm physical and mental health and family life. The UK government has recognized this and is trying to help employees balance work and home life. Nowadays, women are not just at home; they are working alongside men. Work-life balance is crucial for working mothers as it allows them to manage both their careers and family life. The private sector plays a vital role in a country's economy, as it focuses on making a profit and provides employees with opportunities to showcase their skills.

Work Life Triangle

In the work-life triangle, there are three parts: work, relationships, and self-care. We can group them into two categories: work on one side and relationships plus self-care on the other. When a woman's personal life is out of balance, it can reduce her productivity at work. Being a working mother is a big responsibility. To have a successful career and financial independence, she also needs to take care of her growing child. Both roles are demanding, and it's a tough job to do them well without neglecting one or the other. Many moms struggle finding better ways to balance these two domains and often are confronted with this guilt from outside sources like pressure from husband, family, and friends" (Maiya & Bagali, 2014).

Work Life Triangle

Work (what we do, careers, housework, chores, etc)

Relationship (personal, friendships, partners, spouses, children)

Self-Care (spiritual, physical, intellectual, emotional, health, wellness, exercise)

Work Place at Public and Private Sector

Public sector organizations focus less on making a profit and offer stable working conditions. In contrast, private sector companies are all about making money and can be less reliable due to intense competition. In the public sector, employees often have fixed, unchanging roles. In the private sector, employees are more flexible and do various tasks as needed. Private sector jobs usually have a slimmer workforce, so employees often must work harder and have less flexibility. Public sector jobs tend to have more staff, so the workload is lighter, and there is more room for flexibility. Due to globalization, countries are welcoming foreign investors, and many industries are rapidly growing in the private sector. Government jobs have limited openings, and they are often more competitive to get than private sector jobs.

Factors that affect Work Life Balance

Work-life balance is crucial for employees because achieving a good balance can boost productivity, while an imbalance can harm productivity. This is especially important for women as they often juggle multiple tasks at home and in the workplace. Several factors affect an employee's work-life balance. Here are some of them:

- Competition among the colleague.
- Lack of support from the family and bosses.
- Lack of trust worthy persons.
- Health and Illness.
- Need of financial support.
- Skills.
- Technology and its overuse.

Objective of the study

- To study the work life balance of female employees working in Lovely Professional University, India.
- To examine the factors effecting the work life balance in Lovely Professional University, India.

Literature review

Uddin (2021) conducted qualitative research in Bangladesh, examining work-life balance challenges for working women during COVID-19. Findings emphasize the influence of traditional gender norms and marriage on work-life balance, suggesting the need for women to adopt unique strategies like role prioritization and obtaining family support for effective management. rewrite this on a simple humanize way.

Gálvez, Tirado & Martínez (2020) explored the impact of telework on work-life balance for female teleworkers in Spain through qualitative research involving 24 interviews and 10 focus groups. The findings reveal that achieving work-life balance is crucial for social sustainability, with female teleworkers emphasizing its direct connection and its significance in achieving broader societal goals.

Nagy (2020) investigated the influence of digital technology, especially mobile devices, on the work-life balance of executive women. The study, based on twenty interviews with Hungarian women in senior management roles, highlighted the paradoxical impacts of modern technology on their dual roles as dedicated mothers and employees, offering insights into the challenges in the post-socialist context.

Adisa, Raheem & Isiaka (2019) investigated the influence of patriarchy on women's work-life balance in Nigeria using a qualitative approach. The study found that male dominance, excessive subordination of females, domestic gender-based division of labor, and higher patriarchal tendencies contribute to challenges in achieving work-life balance in Sub-Saharan Africa, particularly in Nigeria.

Arham, Norizan, Radzuan & Alwi (2019) conducted a preliminary study in Malaysia to explore the relationship between household responsibilities, financial needs, and workplace factors in relation to work-life conflicts among 118 women. The findings revealed significant effects of household responsibilities and financial needs on work-life conflicts, specifically focusing on employed women at the time of data collection.

Khare and Kapoor (2019) investigated work-life balance among women labor in NCR, India, finding a significant impact of both work-related and personal life factors on the well-being of female workers, with over 40% attributing their ill health to work-related stress.

Kumar, Sonia, and Chougule (2019) investigated work-life balance among women employees in the service sector in Sangli, focusing on 120 participants. The study revealed that most women in the service sector were in the middle productive age group, married, and residing in joint families, shedding light on factors influencing their work-life balance using a WLB scale.

Hasan and Hossain (2018) examined the work-life balance for women in the banking sector in Bangladesh, with a focus on 104 participants. The study found that many female bank employees were satisfied with their performance, and it suggested that reducing discrimination in terms of salary and facilities could enhance professional performance.

Rachel and Babu (2018) conducted an empirical study analyzing the impact of work-life balance on women employees in the banking sector. The study, based on interviews with a 10% sample size from ICICI and SBI banks in Coimbatore district, revealed positive outcomes, indicating successful management of work-life balance by women in the banking sector.

Shiva and Jadeja (2018) examined work-life balance among women employees in Tamil Nadu, aiming to identify hindrances to career development. With a sample size of 200 and a mix of primary (questionnaire) and secondary sources, the study found higher organizational satisfaction among women in the public sector and a correlation between longer working hours and increased work-life conflict.

Methodology

Research Design

The research used a descriptive research design. More particularly, it assists in answering the what, when, where, and how questions pertaining to the research dilemma, instead of the why of the dilemma.

Target Population

Defining the target population should be second step after establishing study objectives. Here in our research our target population will be all the female employees in Lovely Professional University India.

Questionnaire Design and Administration

To ascertain diverse themes related to work-life balance, we conducted a comprehensive literature review. Identified themes served as the foundation for the development of a questionnaire, which was subsequently administered to a sample of 50 female employees. The questionnaire played a pivotal role in achieving the research objectives. A Five-Point Likert Scale was employed for the questionnaire.

Sampling Technique

A judgmental sampling was used for selecting the respondents of the study where the respondents agreed to express their opinion towards work life balance. 40 questionnaires were collected back, of which 17 questionnaires were found to be incomplete and were not found suitable for the study. 3 questionnaires were found to be extremely skewed in their responses and hence were rejected. 20 questionnaires were found to qualify for the analysis after the data cleaning process.

Statistical Tools

To investigate and explore the factors affecting the work-life balance of female employees at Lovely Professional University, we conducted an exploratory factor analysis. Additionally, we employed multiple regression analysis to identify the key factors that predict adoption behavior.

Identification of Variables – Looping & Test Variables

S.NO	Identifies variable
Looping variable	Unmarried women
	Married women
Test variables	Travel preferences
	Job satisfaction
	Work-life balance
	Career growth

Data Analysis and Hypothesis testing

➤ **Job Satisfaction**

```
NPAR TESTS
  /K-S(NORMAL)=Job_satisfaction
  /MISSING ANALYSIS.
```

NPar Tests

[DataSet0]

One-Sample Kolmogorov-Smirnov Test

		Job_satisfaction
N		20
Normal Parameters[a]	Mean	2.8500
	Std. Deviation	1.66307
Most Extreme Differences	Absolute	.255
	Positive	.217
	Negative	-.255
Kolmogorov-Smirnov Z		1.142
Asymp. Sig. (2-tailed)		.147

a. Test distribution is Normal.

P-value = 0.147 which is greater than 0.05. Hence,

H0 = Accepted as it is normally distributed into two populations.
Here we have used the Independent Sample T-test

T-Test

[DataSet0]

Group Statistics

	Age_group	N	Mean	Std. Deviation	Std. Error Mean
Job_satisfaction	Unmarried	10	1.3000	.48305	.15275
	Married	10	4.4000	.51640	.16330

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Job_satisfaction	Equal variances assumed	.750	.398	-13.864	18	.000	-3.10000	.22361	-3.56978	-2.63022
	Equal variances not assumed			-13.864	17.920	.000	-3.10000	.22361	-3.56993	-2.63007

H0 = No significant differences between the mean of the 2 populations
H1 = There is a significant difference between the mean of 2 population
0.00<0.05   Hence H0 is not as accepted. There is a difference in means

➢ **No. of Working Hours**
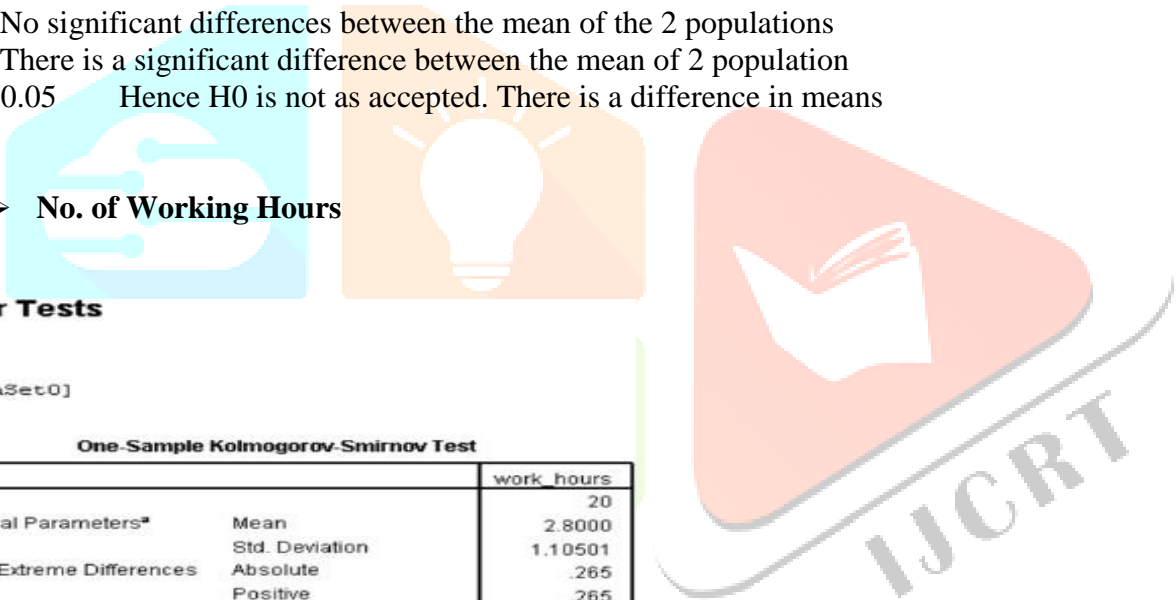
NPar Tests

[DataSet0]

One-Sample Kolmogorov-Smirnov Test

		work_hours
N		20
Normal Parameters[a]	Mean	2.8000
	Std. Deviation	1.10501
Most Extreme Differences	Absolute	.265
	Positive	.265
	Negative	-.261
Kolmogorov-Smirnov Z		1.187
Asymp. Sig. (2-tailed)		.119

a. Test distribution is Normal.

```
T-TEST GROUPS=Age_group(1 2)
  /MISSING=ANALYSIS
  /VARIABLES=work_hours
  /CRITERIA=CI(.9500).
```

P value:-0.119 which is greater than 0.05. Hence,
H0 = Accepted, as it is normally distributed.

> ➢ **No. of working days**

NPar Tests

[DataSet0]

One-Sample Kolmogorov-Smirnov Test

		working_days
N		20
Normal Parameters[a]	Mean	1.6500
	Std. Deviation	.48936
Most Extreme Differences	Absolute	.413
	Positive	.258
	Negative	-.413
Kolmogorov-Smirnov Z		1.846
Asymp. Sig. (2-tailed)		.002

a. Test distribution is Normal.

```
NPAR TESTS
  /M-W= working_days BY Age_group(1 2)
  /MISSING ANALYSIS.
```

P-value :- 0.002 which is less than 0.05. Hence,
H0 = Rejected as it is not normally distributed. So, here we will apply the MANN WHITNEY test

Mann-Whitney

Ranks

	Age_group	N	Mean Rank	Sum of Ranks
working_days	Unmarried	10	12.00	120.00
	Married	10	9.00	90.00
	Total	20		

Test Statistics[b]

	working_days
Mann-Whitney U	35.000
Wilcoxon W	90.000
Z	-1.371
Asymp. Sig. (2-tailed)	.170
Exact Sig. [2*(1-tailed Sig.)]	.280[a]

a. Not corrected for ties.
b. Grouping Variable: Age_group

Here we have used Mann Whitney Test
H0 = No significant difference between the mean of 2 population
H1 = There is a significant difference between the mean value of 2
population 0.28>0.05, Hence H0 is accepted there is no difference in the mean of 2 population

➢ **How much quality time do you spend with your family**

NPar Tests

[DataSet0]

One-Sample Kolmogorov-Smirnov Test

		Time_with_family
N		20
Normal Parameters[a]	Mean	2.5500
	Std. Deviation	1.19097
Most Extreme Differences	Absolute	.188
	Positive	.178
	Negative	-.188
Kolmogorov-Smirnov Z		.842
Asymp. Sig. (2-tailed)		.477

a. Test distribution is Normal.

P-value :- 0.477 which is greater than 0.05. Hence,

T-Test

[DataSet0]

Group Statistics

	marital_status	N	Mean	Std. Deviation	Std. Error Mean
Time_with_family	unmarried	10	3.6000	.51640	.16330
	married	10	1.5000	.52705	.16667

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Time_with_family	Equal variances assumed	.375	.548	9.000	18	.000	2.10000	.23333	1.60978	2.59022
	Equal variances not assumed			9.000	17.993	.000	2.10000	.23333	1.60977	2.59023

H0 = Is accepted as the population is distributed normally.
H0 = No significant difference between the mean value of 2 populations.
H1 = There is a significant difference between the mean value of 2 populations.
0.0 < 0.05 Hence, H0 is rejected.

So, it shows that there is a significant difference between the populations. Compared to unmarriedwomen married women spend more time with family.

➢ **Family Support:-**

NPar Tests

[DataSet0]

One-Sample Kolmogorov-Smirnov Test

		support
N		20
Normal Parameters[a]	Mean	1.5000
	Std. Deviation	.51299
Most Extreme Differences	Absolute	.335
	Positive	.335
	Negative	-.335
Kolmogorov-Smirnov Z		1.499
Asymp. Sig. (2-tailed)		.022

a. Test distribution is Normal.

P value = 0.022 which is less than 0.05. Hence,

H0 = Rejected as the population is not normally distributed.
So, we will apply Mann Whitney Test as the population is not normally distributed.

Mann-Whitney

Ranks

	su...	N	Mean Rank	Sum of Ranks
martial_status	yes	10	10.50	105.00
	no	10	10.50	105.00
	Total	20		

Test Statistics[b]

	martial_status
Mann-Whitney U	50.000
Wilcoxon W	105.000
Z	.000
Asymp. Sig. (2-tailed)	1.000
Exact Sig. [2*(1-tailed Sig.)]	1.000[a]

a. Not corrected for ties.
b. Grouping Variable: support

H0 = No significant difference between the mean of 2population.
H1 = There is a significant difference between the mean value of the population.
1 > 0.05 Hence H0 is accepted so, it shows that is no significant difference between the mean of 2 populations.

➢ **Do you prefer a job which has a lot of traveling?**

NPar Tests

[DataSet0]

One-Sample Kolmogorov-Smirnov Test		preference
N		20
Normal Parameters^a	Mean	1.5000
	Std. Deviation	.51299
Most Extreme Differences	Absolute	.335
	Positive	.335
	Negative	-.335
Kolmogorov-Smirnov Z		1.499
Asymp. Sig. (2-tailed)		.022

a. Test distribution is Normal.

P value = 0.022 which is less than 0.05 Hence,
H0=rejected as the population is not normally distributed.

Mann-Whitney

Ranks

	pr...	N	Mean Rank	Sum of Ranks
martial_status	yes	10	9.50	95.00
	no	10	11.50	115.00
	Total	20		

Test Statistics^b

	martial_status
Mann-Whitney U	40.000
Wilcoxon W	95.000
Z	-.872
Asymp. Sig. (2-tailed)	.383
Exact Sig. [2*(1-tailed Sig.)]	.481^a

a. Not corrected for ties.

b. Grouping Variable: preference

H0 = Accepted as the population is distributed normally.

H1 = There is a significant difference between the mean value of 2 populations.

0.481 > 0.05 Hence, H0 is accepted as there is no difference between the population.

➢ **Do you feel stressed to earn more?**

NPar Tests

[DataSet0]

One-Sample Kolmogorov-Smirnov Test

		preference
N		20
Normal Parameters^a	Mean	3.6500
	Std. Deviation	1.26803
Most Extreme Differences	Absolute	.259
	Positive	.153
	Negative	-.259
Kolmogorov-Smirnov Z		1.157
Asymp. Sig. (2-tailed)		.137

a. Test distribution is Normal.

P value = 0.137 which id greater than 0.05 Hence,

H0 = Is accepted as the population is normally distributed.

T-Test

[DataSet0]

Group Statistics

	martial_ status	N	Mean	Std. Deviation	Std. Error Mean
preference	unmarried	10	3.1000	1.52388	.48189
	married	10	4.2000	.63246	.20000

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
preference	Equal variances assumed	13.308	.002	-2.108	18	.049	-1.10000	.52175	-2.19615	-.00385
	Equal variances not assumed			-2.108	12.011	.057	-1.10000	.52175	-2.23668	.03668

H0 = There is no significant difference between the mean f 2 populations.

H1 = There is a significant difference between the mean value of the 2 populations.

0.057 > 0.05 Hence, H0 is accepted there is no difference in the mean of the 2 populations.

➢ **Do you feel you have career growth?**

NPar Tests

[DataSet0]

One-Sample Kolmogorov-Smirnov Test

		promotion
N		20
Normal Parameters[a]	Mean	1.6500
	Std. Deviation	.74516
Most Extreme Differences	Absolute	.269
	Positive	.269
	Negative	-.231
Kolmogorov-Smirnov Z		1.204
Asymp. Sig. (2-tailed)		.110

a. Test distribution is Normal.

P value = 0.110 which is greater than 0.05 Hence,

H0 = accepted as the population is normally distributed.
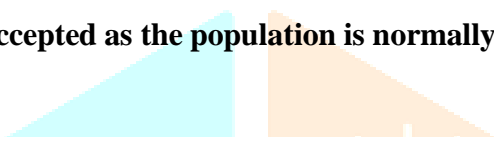
T-Test

[DataSet0]

Group Statistics

	martial_status	N	Mean	Std. Deviation	Std. Error Mean
promotion	unmarried	10	1.4000	.51640	.16330
	married	10	1.6000	.51640	.16330

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
promotion	Equal variances assumed	.000	1.000	-.866	18	.398	-.20000	.23094	-.68519	.28519
	Equal variances not assumed			-.866	18.000	.398	-.20000	.23094	-.68519	.28519

H0 = There is no significant difference between the mean of the wo population. H1 = There is a significant difference between the mean of 2 populations.
0.398 < 0.05, Hence H0 is accepted there is no difference between the population.

Discussion and suggestion

After conducting a thorough literature review, we compiled a dataset and developed a questionnaire using Google Forms to gather responses from our target demographic. Our study honed in on 50 employed women within the private sector, soliciting their participation in the survey. In total, we received 40 completed responses. These responses were then subjected to various tests, categorized by the differentiating factor of marital status, distinguishing between married and unmarried women. The test variables were aligned with the questionnaire's content. We analyzed the data based on these variables and formulated conclusions by comparing the hypotheses corresponding to each questionnaire.

Suggestion:

➢ Work-life balance (WLB) initiatives can enhance productivity and reduce job-related stress. Employers should also try to assess workload and job demands comprehensively.

➢ Female employees should have access to benefits like flexible working hours, job sharing opportunities, and necessary breaks to facilitate the harmonization of their family and professional lives. These measures indicate the organization's commitment to supporting their well-being.

➢ Employers should conduct a thorough evaluation of employee training, communication channels, reward systems, coworker relationships, and the overall work environment to identify areas for improvement in promoting work-life balance.

➢ Effective and empathetic management is vital for minimizing conflicts between work and family life. Top-level management should recognize the significance of work-life balance and lead by example.

➢ Providing on-site infant/childcare facilities can greatly assist working women in managing their family responsibilities while pursuing their careers.

➢ Foster a workplace environment that is free from harassment and discrimination to ensure a supportive and inclusive atmosphere for all employees.

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