

WORKLIFE BALANCE OF WOMEN FACULTY MEMBERS IN EDUCATIONAL INSTITUTIONS

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Abstract

The work-life balance encourages employees to divide their time based on priorities and maintain balance by allocating family time, health, vacation, etc., as well as work, business travel, etc. It is an important concept in the business world because it helps motivate employees and increase their loyalty to the company. This paper deals about the work life balance in an Educational institution. The major objective of the study is to assess how well the individuals are able to manage their professional life and personal life. The data has been collected from 100 female members of faculty in an education institution. The main tool used for the data collection is the questionnaire. For the purpose of the study the data has been collected and various statistical tool such as SPSS and excel have been used to extract the output. The analysis used in this study includes percentage analysis, mean score, Kruskal Wallis test, Mann Whitney U test, Friedman analysis. The results revealed that 94% of the respondents are able to manage their work life balance. The study also suggested taking a vacation for faculty members, prioritize their work, balance physical and mental fitness, schedule carefully and leave work at work place.

Keyword: *Work-life balance, Female faculty members, physical fitness, mental fitness*

1. INTRODUCTION

Work life balance is the concept that tells about the prioritize between "work" and "Life style". Work says about the career and ambition whereas lifestyle says about the health, pleasure, family, meditation etc. The prioritization of work life balance is the individual choice.

One of the equilibrium states of their employment status and their convenience of the employee of a private lifestyle achieved between the main priorities.

Research has shown that work and home (or family) is the two most important areas in the life of the working individual. When the individual is employed in an organization, he/she does not give up his life in exchange for work instead he/she tries to maintain the balance between them. This balance is necessary for a healthy life.

Although men and women are involved in working to meet their needs, the burden is still greater on women in terms of family expectations, home management, child care and parents. In our culture, women face greater challenges to balance personal and professional lives. Hence it is important to know how women balance between professional and local life. Since demand for employment has increased and long working hours became a reality, the issue of balance in working life is gaining an increased attention. Unbalanced work life will make them not to attend the work which in result creates stress and less focus on work.

People are social creators who spend time for one's own personal, family and society to satisfy various needs and demands. On an average an individual spend 8 hours in office and rest to travel and with family, so there is less time to satisfy the personal needs. In the current situation people spend more time on work by working hard, learning to adopt new changes.

A work-life balance analysis can help both employees and employers. In the employee's perspective, women can understand the factors that influence them to achieve balance or imbalance in their working life. From the perspective of the employer, the organization will be able to know what to do to make employees work in a good environment, and how to train them to balance their work and their lives.

2. PROBLEM IDENTIFICATION

Lack of flexibility in work, high working pressure and long working hours pose stress for workers, which reduce the functionality and productivity both in work place and house. In society, there is a growing concern that the quality of personal and work life is becoming progressively worse. This resulted in poor staff involvement and performance in their work place, because the employee who finds it difficult to balance his family life properly, also face difficulties in managing tasks in his workplace

3. OBJECTIVES AND SCOPE

This study is undertaken to study the socio-economic profile of the women faculty members, assess how well they are able to manage their professional life and personal life, find the facilities that organisation offers for the work life balance and recommend and suggest ways for improving work-life balance.

The scope of the study is to discover the balance of working life of women in an educational institution. The study will give a lot of knowledge to the organization in the knowledge of the balance of work life of women and the way they work.

4. LITERATURE REVIEW

Bharath S (2003)^[1] analysed women work and family in rural India. The study focused on how to analyse the lifestyle and working area of rural women. The study was conducted with the sample of 132 rural working women. The study is carried out using Regression and ANOVA. And concluded that there is a huge variation in work life among them and due to the growth of technology in the economy this is balanced.

Krishna Reddy (2010)^[2] analysed the work life balance among married girls staff. The most objective is to check varied factors that result in family work conflict and work family conflict. The study has been conducted with the sample of ninety married working girls aged within the middle of twenty and fifty. The study is distributed using percentage analysis, Regression and analysis of variance. And terminated that the organization should look to the work life conflict of the staff since they were related to the task satisfaction and performance of the employees. S.Pathak (2011)^[3] analysed Management of pressure among ladies staff challenges. The study concentrate on

to produce an overview of the modifications needed to govern the most important operation, and pressure, among ladies. The study has been conducted with the trial of 274. The study is administrated using percentage analysis and Regression. And finished the advice of women to be mentored on time management reception and workplace. Networking boards, cultural programs and profession guidance are few different suggested methods.

A.Vasumathi (2011)^[4] analysed Work life balance of women workers. The key goal of the study is to discovery the rationale of labor life imbalance for unmarried women. The study has been conducted with the sample of 159 individuals from Jaipur.

Vejandla Venkat Rama Krishnam Raju (2011)^[5] analysed a Study on work life balance of women Employees in community and remote Banks. The main focus of the study is to create the awareness about the stress busters among women employees' organisation and their families. The study has been conducted with the sample of 94 people from Hyderabad. The study is carried out using percentage analysis and Regression. And concluded that the origination have different policies and there is variation in work life.

Mohammad Rahim Uddin (2013)^[6] analysed the work life balance: A study on female teachers of private school in Bangladesh. The main purpose of the study is to discovery the cause for the work life imbalance. The study has been conducted with the sample of 320 female faculties. The study is carried out using percentage analysis and Regression. And concluded that the work life is moderate and can be upgraded by guaranteeing flexible working hours, residential facilities, and transport facilities for the female faculties

Minitha V Raj (2013)^[7] analysed the work life balance of women in IT professionals. The main focus of the study is to classify the factors that lead to stress among women IT Professionals. The study has been conducted with the model of 100 women IT employees. The study is carried out using correlation and frequency analysis. And concluded that the stress level does not depend on age it arises mainly due to improper sleep pattern and the organization must provide the recreational facilities to the employees.

Deepa N (2013)^[8] analysed the work life balance of women in India. The motivation of the study is the dares

of actual application of work life balance policies, which can help HR managers to exercise caution before submitting WLBs in their establishments. The survey includes the sample of 150 employees in an IT sector in Chennai. The study is carried out using percentage analysis and Regression. And concluded that work life balance policy is different across organizations and there is still a long way to go when WLBP becomes strategic HR initiatives in most organizations.

Anshu Thakur (2014)^[9] analysed the work life balance of female employees in teaching area. The attention of the study is the challenges work life balance in an education institution. The survey includes the sample of 180 employees in an IT sector in Chennai. The study is carried out using Z test and presented the data using bar chart and pie chart. And concluded women fill more time in the organisation to complete the work which leads to spend a lesser time for family.

Suganya V and Dr Sasirekha V (2014)^[10] analysed the work life balance of women employee with mention to BPO sector in Chennai. The main key focus of the study is to find out the tricky faced by the women in BPO sector and the outcome of work life balance on women performance and work attitude. The study has been conducted with the sample of 711 employees in a BPO sector in Chennai. The study is carried out using percentage analysis and Independent Sample T-test. And concluded that the marital status of the individual affects the work life balance, work life conflicts, psychosomatic disorders and turnover plans.

5. RESEARCH METHODOLOGY

The research design adopted in descriptive study. The data is collected from the primary source Data is collected on the topic of work life balance of female teaching faculties in an Education institution.

Non-probability sampling method is used to select the sample. It is the method of sampling where the researcher selects the samples based on the researcher's autonomy instead of random selection. The sample is not a proportion of the population. The sample size is 100.

Data collected was analyzed using Kruskal Wallis Test, Friedman analysis, Mann – Whitney U Test Compute analysis, Mean Score.

6. DISCUSSION OF FINDINGS

It was observed that the work life has influence over the respondent's personal life and their way of personal life has got an influence in their work place behaviour.

It is observed that the organization facilities has a greater influence on the over the overall work life balance of the female faculty members.

Particulars	Mean	Rank	Percentage
Working environment	4.17	1	83.4
Flexible Working hours	3.8	2	76
Flexible work arrangement / job sharing	3.77	3	72.2
Reduced working hours and work load	3.71	4	72.6
Residential facility	3.68	5	71.6
Transport facility	3.61	6	71
Children schooling	3.58	7	75.4
Child care centre	3.55	8	74.2

Table 1. Mean Score of various factors influencing WLB

From the table the working environment is rated high with the score of 4.17 and child care centre is rated as low with the mean score of 3.55.

As good working environment creates strong and supportive culture that helps for the growth and development for individuals and the organization. So individual work life is balanced with result a good impact on organization.

Followed by the flexible working hours as 3.8 it enhances company image as a family-friendly place to work and reduce employee turnover in terms of organization view. Then the job sharing as 3.77 when people work together we gain two brains that is two sets of enthusiasm and creativity, and two employees committed to the success. Then when the working hours as 3.71 so is reduced employees feel relaxed so their turnover reduces. When they are provided with good residential facility as 3.68 the travel time get reduced and they may feel safe and comfort.

Then transport facility as 3.61 there are many people who travel long to the work location if good bus facility is provided their stress level is reduced.

Then the children schooling as 3.58 where the working women get benefits for their children to study in the organization. Finally, Child care centre as 3.55 women

feel relaxed when the organization offers good crèche women feel relief.

Response Statements	Mean Rank
Your job keep you disturbed from giving attention to your family	7.60
My colleagues are supportive to maintain my work life balance	5.77
Spouse/parents are cooperative to maintain a work life balance	5.03
your job and family interfere with one another	5.81
Managing the demand of work and personal life	5.20
Getting recognized for the work you perform	5.15
If employees have good work-life balance the organization will be more effective and successful	3.81
Think about the work when you are not in the work place	5.93
Take work home	7.60
Miss out any quality time with your family or your friends because of work pressure	6.95
Feel tired or depressed because of work	7.17

It is observed through Friedman's test that the respondents rating on the statements are different.

6. CONCLUSION

It becomes very important to study what women are going through in their careers as they will also deal with their families, at the same time, pressure and pressure work much more than others like a lot of time management, business management, Child management, everything is put under housekeeping standards. It is crucial to research work and family fully. Women play a key role in teaching profession. The role of education is constantly changing and evolving. The new change in the teaching environment puts pressure on teaching professionals, leading to imbalances in personal life and working life. To achieve a balanced working life, every woman must use some plans and

services such as planning, organizing and setting boundaries in both the personal and professional place.

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