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Perception on Work Life Balance among Working Women faculty in first grade Colleges

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Abstract

In the last few decades, there has been a drastic societal change; we find change in family structure and existence of nuclear families. In the families we find dual earning couples who have equal rights as well as duty in managing their family. In this process of balancing work and personal life they are trying to strike a balance between both which has become a challenge they face on a day to day basis. In this paper effort has been taken to study about the working women who are in teaching profession as to what are the problems they are facing in their career development and how they balance their work and family and finally an analysis is done about their satisfaction level in teaching profession. It is an empirical study where data is collected from a convenient sample using a questionnaire tool through a survey method, further the collected data is analyzed using relevant statistical tool and there by based on the findings, conclusion and suggestion are given.

Key words: Work life balance, Satisfaction level, Psychological and emotional balance.

Introduction

The need for balancing work-family of working women is very important. In olden days man was considered as breadwinner and women was consider as home maker but today everything was changed .Both men and women have equal responsibility in work and family. In order to balances work and family the women have to plan their career effectively. The good work-family balances includes the priorities fixing by working women, awareness of current working position and environment, update latest technology, fix schedule such a manner that sufficient time with family, monitoring self performance and improve the area when and where required.

More and more women now perceive employment and career paths are critically important to them and that parenting as an option is currently unattractive since they feel that parenting is incompatible with their career. Working women have the sense if they want to be succeeded; doing dual role both office and family is totally out of the question.



Review of the literature

The literature review gives us an idea about what and how previous studies have done. Some reviews relating to Work life balance are given below:-

- **Guttek et al. (1991)** conducted a study using two separate samples of employed people with families, a systematically selected sample of psychologists and a volunteer sample of managers. The findings indicated that the two types of perceived work family conflict (work interference with family and family interference with work) were clearly separable and relatively independent of each other. The people perceived less family interference with work than work interference with family.
- **In 1994 Campbell, Campbell and Kennard** have studied the effects of family responsibilities on the work commitment and job performance of women.
- **Hammer et al. (1997)** collected the data from 399 dual-earner couples and found that work family conflict had strong crossover effects for both males and females, indicating that individual's level of work family conflict was a significant predictor of their partner's level of work family conflict.
- In the **2009** an National paper in Abu Dhabi, the author of the paper **RebeccaBundhun** says that "Women and men generally have a different perception of what the "life" part of the balance involves. For women it tends to be devoting more time to family, while for men it is spending more time pursuing personal interests. She also quoted the paper of DrKattyMarmenout, a research fellow at the INSEAD School in Abu Dhabi with his words that —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. So, this allows for acceptance of the happy workaholic or the satisfied stay-at-home mum or dad. "How can we measure or evaluate work-life balance? The best indicator would be that it should feel right," she said.
- **Marafi H (2013)** -This paper identifies issues faced by employees in education sector when they have to work on weekends or take any special classes other than the scheduled ones. These employees experience negative work-life balance and health issues. This leads to family disturbance and ultimately leads to de-motivation and also scope for turnover. However, if adequate compensation is provided and prior information is given this will help to reduce the negative effect of work life of the employee.



- **K.Santhana Lakshmi et al, (March 2013)** have examined that the Educational institutions should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement the policies to support the teaching staff to manage their WLB.

Objectives of the Study

1. To study about problems faced by working women in their career development
2. To study about how working women balance their work and family.
3. To study about that satisfaction level in teaching profession.
4. To provide valuable suggestions to balance work and family life.

Scope of the Study

This study was undertaken in various private, aided and government colleges with the purpose to gather more details about work and family balances by working women. This research helps to create awareness among the working women to balance their work life.

Research Methodology

Primary data

The research has been developed through observation and collection of data through questionnaires. Theory is developed on the basis of field visits and result of the data analyzed.

Secondary Data:

Theory is developed on the basis referring secondary like books, journals and magazines related websites, News papers,

Sample Size:

The questionnaire was given to 45 samples. Data was collected from 45 women working in private, aided and government colleges. Non probabilities sampling techniques was used. The various tests like percentage analysis, correlation, weighted average method. Questionnaire was used to collect the details from working women. In questionnaire question include profile details, work-family details, and teaching satisfaction details.

Limitations of the Study

1. The study is focused only to literate working women
2. The duration of project is very short period.
3. The study is focused only to the women working in first grade colleges.



Statistical analysis

Hypothesis Testing using 2 Proportions test

Sample Size = 45

1. I have a Work Life Balance.

Ho = Women have work life balance

Ha = Women do not have work life balance

Table Showing Work Life Balance

Particulars	No. of Respondents
Strongly Agree	4
Agree	25
Neutral	9
DisAgree	7
Total	45

Using 2 Proportions test

Test and CI for Two Proportions

Sample X N Sample p

1. 25 45 0.555556

2. 20 45 0.444444

Difference = p (1) - p (2)

Estimate for difference: 0.111111

95% CI for difference: (-0.0942080, 0.316430)

Test for difference = 0 (vs not = 0): Z = 1.06 P-Value = 0.289

Fisher's exact test: P-Value = 0.399

Inference - Since the P Value is 0.289 (and greater than 0.05)

Ho is accepted and Ha is rejected

2. Hours of work at work place affect my family life.

Ho = Hours of work at work place affect family life

Ha = Hours of work at work place do not affect family life

Particulars	No. of Respondents
Agree	25
Neutral	7
DisAgree	13
Total	45



Using 2 Proportions test

Test and CI for Two Proportions

Sample X N Sample p

1 25 45 0.555556

2 20 45 0.444444

Difference = p (1) - p (2)

Estimate for difference: 0.111111

95% CI for difference: (-0.0942080, 0.316430)

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Findings

1. 56% of the respondents agree that they cancel their personal appointment due to their work.
2. 56% of the respondents agree that their working hours are suitable for Work Life Balance.
3. As per the survey it is found that 47% of the respondents feel that commutation to work place affects their work life balance.
4. 56% of the respondents are spending the required time with their family.
5. As per the survey it is found that 62% of the respondents state that sometimes their job make them feel tired to do things that need attention at home.
6. As per the analysis 69% of the respondents state that their work causes stress.
7. As per the data analysis it reveals that 67% of the respondents have emotional and psychological problems due to work life imbalance.
8. 75% of the respondents are satisfied with their teaching profession as per the analytical data.
9. 69% of the respondents face problems in their career development due to improper work life balance.

Suggestions

There are many strategies to help maintain a work-lifebalance for women, including careful time scheduling, prioritization, and setting long-term goals. Finding balance can also be dependent on having a workplace atmosphere that is conducive to personal health.

Properly scheduled time may be one of the most useful ways to create a work-lifebalance for women. With unscheduled time, it is too easy to get distracted by unimportant issues, allowing hours or even entire days to slip past. While it is important to schedule work time to effectively complete goals, those seeking a work-lifebalance also need to treat personal goals with as much care and importance. Scheduling time for meeting with friends, going to the gym, or even grabbing some personal time can help create a healthy social and personal life, and may reduce stress from the workplace.



Conclusion

Today's career women are continually challenged by the demands of full-time work and when the day is done at the work place, they carry more of the responsibilities and commitments to home. The majority of women are working 40-45 hours per week and 56% are struggling to achieve work/life balance. Women reported that their lives were a juggling act that included multiple responsibilities at work, heavy meeting schedules, business trips, on top of managing the daily routine responsibilities of life and home. "Successfully achieving work/life balance will ultimately create a more satisfied workforce that contributes to productivity and success in the workplace." Employers can facilitate WLB with many schemes that can attract women employees and satisfy their needs.

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