



## A Study on Work Life Balance Among Women Faculty Members in Arts And Science Colleges with Special Reference to Coimbatore City

Dr .R. Anitha

Head & Associate Professor Department of Business Management  
Dr. SNS Rajalakshmi College of Arts and Science Coimbatore-641049

### ABSTRACT

*In terms of Indian context, the concern over work-life balance is gradually becoming a common talk especially for women employees. Work life balance is a state of equilibrium in which the demand of both professional and personal life is equal. Each role having different set of demands and when such role demands overlap, multiple problems are faced. In reality life and work over-lap and interact. In designing the work life policies employer should think that the commitment of employees can make the difference between those companies which compete at the marketplace and those which cannot. A balanced life for women is one where they spread their energy and effort between key areas of importance. This research study aims to figure out the working environment of public sector banks for women employees and what is the perception of women about the initiative and policies of banks and effects of those initiatives on their lives. The present research study deals with the Work Life Balance among the women working in different educational institutions in order to determine the level of their work life balance which is having high importance on their total wellbeing and their productivity.*

**Key words :** Work life; Job satisfaction; working women; Social relationship; Family; work life balance etc.

### 1. INTRODUCTION

Due to changes in the labor market and the changing nature of work, work-life balance is now at the top of the agenda for government and Private bodies. It is recognized that work-life balance can lead indirectly to productivity gains through increased retention and helps organizations to respond to customer needs more effectively. The arrival of globalization makes the people working across countries; as a result, concept of fixed working hours is vanishing away. Instead of just 7 or 8 a day, people are spending as much as 12-16 hours every day in office. Therefore, tension and work related pressure, responsibilities at family makes an individual difficult to find balance between work and personal life. Professional working in BPO industry, top executives, doctors, nurses, bank employees, and IT professionals are the few examples who are facing the burden of work life imbalance constantly.

Work – life balance for teaching professional has become one of the greatest challenge in today's world. Teachers work load not only demand their time in the institution but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending to various institution related functional requirements.

#### 1.1 STATEMENT OF THE PROBLEM

Work-life balance is used to describe the equilibrium between responsibilities at work and responsibilities outside paid work; having a work-life balance means that this equilibrium is in the right position for the individual concerned. For some people it means spending more time in paid work and less time at home, while for others it means ensuring that paid work does not infringe on time needed for other responsibilities. It is about managing our work commitments with career goals, and our responsibilities at home and the wider community. Work life and personal life are inter-connected and inter-dependent. Work life and personal life are the two sides of the same coin. People have to make tough choices even when their work and personal life is nowhere close to equilibrium. This study aims at identifying the level of work life balance among women faculty Members in Arts & Science Colleges at Coimbatore district

### 2. REVIEW OF LITRETURE

- Burke (2002) observes that both women and men prefer working in organizations that support work-life balance. Men appeared to benefit more than women. Men feel more satisfied when they achieve more on the job even at the cost of ignoring the family.
- The purpose of article of Joanna Hughes, Nikos Bozionelos (2007) is to explore the views of male workers in a male dominated occupation on issues that pertain to work-life balance. It emerged that work-life imbalance was not only a source of concern, but also that it was the major source of dissatisfaction for participants.
- Rai (2009) while some employees work in the standard time

some others need to be available for work that normally starts early in the evening and continues well through the night.

### 3. OBJECTIVES:

- To know about the level of work life balance among working women faculty Members.
- To study the demographic profile of the respondents and its influence towards work life balance.
- To study how the individual factors affects work life balance and influences the overall work life balance.

#### 3.1 RESEARCH METHODOLOGY:

**Research Design:** The research design used by the researcher is descriptive in nature which studies about the characteristics of a particular

**Sampling Design & Size:** From the 48 Arts & Science Colleges in Coimbatore District, the researcher has selected 275 women faculty members by using convenience sampling.

**The primary** data is collected by direct survey on the women faculty members who are affected by imbalance in their work life. This has been done through the questionnaire method. The researcher used a structured closed ended questionnaire for the purpose of data collection. Information was gathered from 275 women faculty members in and around Coimbatore district and the researcher has collected secondary data from relevant studies from newspapers, books, magazines, journals and websites.

**Statistical Analysis:**Percentage Analysis, Chi-square test, Factor Analysis and ANOVA

#### 4.1. CROSS TABULATION ANALYSIS

Research shows that the percentage of high level of perception of the respondents towards work life balance of the women faculty members was the highest (43.6%) among the respondents belong the age between 25 and 35 years, and the lowest was (7.3%) among the respondents belong to the age above 45 years. The percentage of medium level of perception was the highest (39.4%) among the respondents in the age from 25 to 35 years, and the same was lowest (10.6%) among the respondents belong the age above 45 years. Finally, the percentage of low level perception towards work life balance existing among women faculty members working in arts and science colleges was the highest (48.4%) among the respondents belong the age from 25 to 35 years and the same was lowest (11.1%) among the respondents belong the age above 45 years.

#### 4.2. CHI-SQUARE ANALYSIS

It is clear from the above table that the calculated Chi-square value is less than the table value and the result is significant at 5% level.

Hence, the hypothesis "nature of the institution of the respondents working and work life balance among women faculty members." does not hold good. From the analysis, it is concluded that there is no relationship between the nature of the institution of the respondents working and work life balance among women faculty members.

#### 4.3. FACTOR ANALYSIS

From the analysis, it is evident that the respondents agreed to the fact that all the twelve factors are intended to achieve the level of importance of work life balance among women faculty members working in their colleges. But, mostly influenced factor is considered to be the respondents find enough time and opportunity to complete their tasks and the respondents were able to contribute time for hobbies of interest.

The work life balance among women faculty members working in Arts and Science Colleges were studied with the help of a multivariate analysis. Factor analysis was chosen, from the multivariate analysis. For this purpose sixteen factors were selected for analysis, Principal component analysis, rotated component matrix and component transformation matrix were used to derive the results. Factor analysis shows that out of twelve factors only two statements influence work life balance among women faculty members working in Arts and Science colleges in Coimbatore District.

#### 4.4. ANOVA

The calculated value of  $F = 0.238$  is less than the table value 3.84 at 0.05 level of significance for the level of degree of freedom (3,274), the null hypothesis is accepted. Hence there is no significant variance between job tenure of the respondents and the work life / home life dimensions.

The calculated value of  $F = 0.407$  is less than the table value 3.84 at 0.05 level of significance for the level of degree of freedom (3,274), the null hypothesis is accepted. Hence there is no significant variance between job tenure of the respondents and the work design dimensions.

#### 5. FINDINGS:

- 69% of the respondents work 6 days in a week.
- 35% of the respondents were suffering from frequent head-ache.
- 49% of the respondents sometimes feeling tired or depressed because of work.
- 45% of the respondents manage their stress arising from their work by listening to music.
- 67% of the respondents feel flexible starting time may be implemented as a policy and practice by the institution.
- The score value analysis states that the percentage of high level of perception of the respondents towards work life balance of the women faculty members was the highest 43.6% among the respondents belong the age between 25 and 35 years.
- It is found from the factor analysis that the respondents agreed to the fact that all the twelve factors are intended to achieve the level of importance of work life balance among women faculty members working in their colleges.

#### SUGGESTIONS

- Considering the personal needs of women employees, the practices should be a flexible shift system that facilitates employees to work in the institution.
- The institutions should talk with family members and close friend of the women employees. Employee's children day celebrations, Pizza Parties, picnic, cultural programs in a year for relieving stress and create feeling of the belongingness with the institution.
- Grievance handling: A majority of the sample women faculty members felt that they were discriminated in terms of benefits. This would adversely affect their interest at work place. Hence, the management can attempt to learn the grievances of the respondents and maintain equality between male and female in the provision of benefits including the provision of Organizational Development initiatives.

#### 7. CONCLUSION

Women constitute an important section of the workforce. From the above discussion, it is reasonable to conclude that modern organizations, especially educational institutions, should address the Work Life Balance related issues among their staff, specifically women & take a holistic approach to design and implement policies to support the teaching staff to manage their work/life balance.

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