



A Paradigm Study on Impact of Work Life Imbalance Among the Faculty Members At Delhi Ncr

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ABSTRACT

This paper explores the incidence of anxiety among working women in Delhi. The result surprisingly reveals a high incidence of work-life imbalance among working women in Delhi. It can be used as an eye-opener for both the employees and employers who need to see this issue as a seriously and take corrective action. Work-life balance (WLB) refers to the capacity of members of the labour market to participate in various domains and manage the multi-faceted demands associated with their social roles.

KEYWORDS :

Introductions:

In India, the demographic changes are seen in the forms of increasing number of women in the workforce (Census of India, 2001) and increasing number of nuclear as well as dual earner families (Bharat, 2003; Rajadhyaksha and Bhatnagar, 2000; Komarraju, 1997; Sekaran, 1992), which have put considerable pressure on both men and women to manage their work and family obligations.

Work: Work is defined as paid employment and it also includes the extra unpaid hours, the time taken to travel to and from work and the more intractable problems of academics, hoteliers, farmers and others who work from home and where the border between home and work is very porous.

Life: Life outside work also includes free time. This is normally thought of as time when there are no commitments determined by others. It can be distinguished from leisure, which is normally considered to be the pursuit of specific activity.

Balance: In English language "balance" is a complex word with a variety of meanings. As a noun, balance is a set of scales, a weighing apparatus; it is also the regulating gear in clocks.

Indian Higher Education:

India has a matchless history of education starting from "Takzhashila" which was an early center of learning dating back to at least the 5th Century BCE (Hartmut Scharfe, 2002). Takzhashila was a seat of Vedic learning, best known for the reason that of the association of the strategist "Chanakya" who later helped to consolidate the Emperor Chandragupta Maurya of ancient India.

Anxiety:

The term "Anxiety", a translation from Freud's (1936) "angst", describes the effect of combined negative affect (emotion), and physiological arousal. This basically refers to anxiety as an "evolved defense system that has served through eons of time to protect organisms from survival threats" (Ohman, 2000 p. 227). Anxiety is a psychological and physiological state characterized by cognitive, somatic, emotional, and behavioural components.

State-Trait anxiety

Anxiety can be either a short term "state" or a long term "trait" Trait anxiety reflects a stable tendency to respond with state anxiety in the anticipation of threatening situations. It is closely related to the personality trait of neuroticism. State anxiety reflects a "transitory emotional state or condition of the human organism that is characterized by subjective, consciously perceived feelings of tension and apprehension, and heightened autonomic nervous system activity."

Work-Family Conflict:

Work and family role conflict is a form of inter-role conflict in which the role pressure from the work and family domains are mutually in-

compatible in some respect and demand of participation in one role makes participation in the other role almost difficult.

Lack of balance between work and non work activities are related to reduce psychological and physical well being (Sparks et al., 1999; Frone et al., 1997; Thomas and Ganster, 1995; Martens et al., 1999; Felstead et al., 2002).

Psychological Description of the Anxiety Dimensions Dimension Tn (Tension)

The person who scores high on Tn tends to be very tense, excitable, frustrated, driven, restless, fretful and impatient.

Dimension Gp (Guilt Proneness)

The person who scores high on dimension Gp tends to be depressed, apprehensive, troubled, moody, a worrier, full of foreboding and brooding. He has a childlike tendency to anxiety in difficulties.

Dimension Ma (Maturity)

The person who scores high on dimension Ma is easily affected by feelings and tends to be low in frustration tolerance, changeable and plastic.

Dimension Su (Suspiciousness)

The person who scores high on Su tends to be suspicious, mistrusting, doubtful and hard to fool. He is often involved in his own ego, is self opinionated, and interested in internal, mental life. He is usually deliberate in his actions, unconcerned about other people, a poor team member.

Dimension Sc (Self Control)

The person who scores high on dimension Sc will not be bothered with will control and regard for social demands.

Objectives

Main Objectives:

- To study the anxiety level of females and males.
- To understand the significant difference of females and males on anxiety.

Research Methodology

Sample Unit: Females and Males working in different organizations.

Sample Size: 50

Male: 25

Female: 25

Procedure for Data Collection: A structured questionnaire- studying 5 dimensions like Maturity, Tension, Self Control, Guilt Proneness, and Suspiciousness was used.

Data Analysis: Data analysis done by using SPSS.

Results and findings.

Group Statistics		
	SEX	Mean Score
Guilt proneness	Male	4.26
	Female	5.00
Maturity	Male	2.21
	Female	2.65
Self control	Male	2.37
	Female	3.85
Suspiciousness	Male	5.84
	Female	6.85
Tension	Male	4.89
	Female	5.80
Total score	Male	4.05
	Female	5.30
Trait anxiety	Male	14.16
	Female	20.20
State anxiety	Male	12.89
	Female	18.30

Table 1: Mean scores of males and females

Interpretation of results

Guilt proneness: Female scored 5.00 on mean score as compared to male who scored 4.26 that is to say that female scored higher than male.

Maturity: Female scored 2.65 on mean score as compared to male who scored 2.21 that is to say that female scored higher than male.

Self Control: Female scored 3.85 on mean score as compared to male who scored 2.37 that is to say that female scored higher than male.

Suspiciousness: Female scored 6.85 on mean score as compared to male who scored 5.84 that is to say that female scored higher than male.

Tension: Female scored 5.80 on mean score as compared to male who scored 4.89 that is to say that female scored higher than male.

In a nutshell on Mean Score- Female scored higher than male on Guilt proneness, Maturity, Self Control, Suspiciousness, Tension, Total score, Trait anxiety and State anxiety.

Interpretation of t-test results:

- Significant difference does exist between female and male on self control.
- Significant difference does not exist between female and male on suspiciousness.
- Significant difference does exist between female and male on state score.

Conclusion:

The study results indicate that women do experience a higher level of stress as compared to men. The study looks into the stress levels of women working in varied organizations in Delhi.

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