



Role of Work- Family Enrichment in Improving Life Satisfaction of Women Academicians in Higher Education

KEYWORDS

Work-family enrichment, Work support, Family support, Life satisfaction

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ABSTRACT

This study proposes a theoretical model in which work-family enrichment functioned as the mediator between work support (support from supervisor, co-workers, organization), family support (friends and family members) and life satisfaction. The inclusion of work to family enrichment extends prior research and allows for a more detailed assessment of the effects of work support and family support which enriches both the work and family, leading to a consequence of life satisfaction. Simple linear regression is used to measure the relationship between work support, family support, work-family enrichment, family- work enrichment and life satisfaction. Work support and family- work enrichment showed positive significance compared to family support and work- family enrichment.

INTRODUCTION

Conceptually, enrichment between work and family is bi-directional. Work-family enrichment occurs, when ones involvement in work provides skills, behaviors, or positive mood which influences the family life in a positive way. Family-work enrichment, however, occurs when ones involvement in the family domain results in positive mood, feeling of success or support that help individuals to cope better with problems at work, feel more confident and in the end being more productive at work. The total population of the world is 6,615,852,000, out of which 3,291,805,000 (51%) are females. The total population of India is 1.27 billion, out of which 614.4 million are females. The total population of women in Tamil Nadu is 31,004,770. The total population of women in the Erode zone is 1,272,222. The total number of women working in the Erode district is 425407. Two-thirds of the world's work is done by women. This project specifically emphasize on the work-life enrichment of women in academic stream.

CONCEPTUAL FRAMEWORK

This study on work- family enrichment among the women academicians deals with the analysis of how the work- family enrichment factors (work support, family support) have an influence on the outcome factor (life satisfaction). The variables that influence the work support may have a positive effect on work, which enriches the family, leading to work- family enrichment or have a positive effect on family, which enriches the work, leading to family- work enrichment. These variables that influence the work support may also, directly have positive effects on life, leading to life satisfaction. The variables that influence the family support may have a positive effect on work, which enriches the family, leading to work- family enrichment or have a positive effect on family, which enriches the work, leading to family- work enrichment. These variables that influence the family support may also, directly have positive effects on life, leading to life satisfaction.

REVIEW OF LITERATURE

Angela-viviana Baquero (2013) the study counted with 12 participants, seven female and five male. The research method was based on qualitative interviews to male and female German nationals individuals in assistant and middle to upper-level managerial positions located in relevant companies in Munich, Germany. German managers do experience bidirectional work- family enrichment through a conception of role accumulation that promotes positive effects on one domain on the other. Career success is perceived by German managers through many objective and subjective discern-

ments in which it is included work-life enrichment as a success factor, especially for female German managers.

Meguellati achour (2013) findings show that the effect of work-family demands on life satisfaction is significant for female employees that the supervisory support of employees has an effect in the increase of life satisfaction of employees.

STATEMENT OF THE PROBLEM

Most of the studies, relating to the work- family of the women academicians were done regarding the work- family imbalance, work- family conflict, work- life stress. Many researchers ignored about the positive effects and outcomes of work-family of women academicians. Thus, the researcher felt the need to study about the enrichment factors of work- family which leads to life satisfaction. Thus, the researcher decided to do a study on the topic, work- family enrichment among the women academicians. For years, research on work-family conflict focused on how work life and home life created problems for each other and examined how people could buffer these life domains from each other. Recently, it has been found that the opposite can be true, that work can improve home life and home can improve work life.

OBJECTIVES

- To study the impact of support (work & family) on work-family enrichment.
- To study the role of work family enrichment as a mediating factor between support and life satisfaction
- To measure the life satisfaction as a consequence of support and enrichment
- To offer suitable mechanisms for further enrichment of work and family roles played by the women academicians.

RESEARCH METHODOLOGY

The design followed in this study is the descriptive because the goal was to measure their involvement in work, which enriches their family and their involvement in family, which enriches their work. Convenience sampling is used in this study, in which population elements are selected for inclusion in the sample based on the ease of access. The researcher was permitted to collect data from only 9 colleges out of 13 higher educational institutions in Erode district. Thus the researcher estimated the sample size target to be at 180, in the idea of distributing 20 questionnaires per college, among 9 colleges. The response was received from only 145 respondents. Response rate is 80.5%. Data were collected through structured questionnaire. Data were collected from various past studies and other sources like magazine, newspaper, reports and web sites etc. Percentage analyses, Mean procedure,

T- test, One-way ANOVA are used as the analytical tools.

LIMITATIONS

- This study of work- family enrichment is limited only to the women academicians of the Erode zone and hence cannot be generalized.
- We cannot expect immediate responses from the academicians. We need to wait for some days to get complete response, due to their busy schedule.

ANALYSIS AND INTERPRETATION

Table 5.1 Model Summary of Work Support and Family-Work Enrichment

Model summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.454	.207	.201	.60227
2	.528	.278	.268	.57639

Table 5.2 ANOVA of Work Support and Family- Work Enrichment

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	13.499	1	13.499	37.216	.000
	Residual	51.871	143	.363		
	Total	65.370	144			
	Regression	18.194	2	9.097	27.381	.000
	Residual	47.176	142	.332		
	Total	65.370	144			

Table 5.3 Coefficients of Work Support and Family- Work Enrichment

Coefficients						
Model	B	Unstandard coefficients		Standard coefficients	T	Sig.
		Std. Error	Beta			
1	(Constant)	2.516	.226		11.140	.000
	WS mean	.359	.059	.454	6.101	.000
2	(Constant)	1.601	.325		4.919	.000
	WS mean	.264	.062	.334	4.267	.000
	FWE mean	.315	.084	.294	3.759	.000

The results for the work support dimension indicate that the independent variable is a rather strong predictor of the dependent variable (life satisfaction). Beta value of 0.454 shows a positive correlation between the variables, indicating a rather good contribution to explaining the dependent variable. The significance shows that this dimension made a statistically significant contribution to the variation of the dependent variable. Work support is statistically significant at the 5% significance level, in other words, results support the hypothesis H1, at p<0.05 level, reaching the highest level of significance.

The results for the family- work enrichment dimension indicate that the independent variable is a rather strong predictor of the dependent variable (life satisfaction). Beta value of 0.315 shows a positive correlation between the variables, indicating a rather good contribution to explaining the dependent variable. The significance shows that this dimension made a statistically significant contribution to the variation of the dependent variable. Family- work enrichment is statistically significant at the 5% significance level, in other words, results support the hypothesis H1, at p<0.05 level, reaching the next highest level of significance.

FINDINGS

The average mean of work support is 3.74. The average mean of family- work enrichment is 4.04. The average mean of life satisfaction is 3.86. The two dimension's Beta value (work support= 0.454, family- work enrichment= 0.315) shows a positive correlation between the life satisfaction and the work- family enrichment factor dimensions (work support, family- work enrichment). The significance value also supports the hypotheses, and there is a significant relationship between life satisfaction and the dimensions (work support, family- work enrichment).

DISCUSSIONS

The dimensions of work support have a positive influence towards the outcome life satisfaction. Thus, the women academicians can gain more support to work, if their family/ friends keep listening to their work- related problems, giving suggestions, celebrate their work- related success, and if the coworkers keep giving aid in making work- related decisions, give assistance in implementing work- related ideas and give advice about the problems encountered at the job.

The dimensions of family- work enrichment have a positive influence towards the outcome, life satisfaction. Thus, it is suggested for the women academicians to keep up their involvement with their family, in order to bring about more such positive outcomes at work like, gaining knowledge, having good mood, acquiring skills, being happy and cheerful, being focused, gaining knowledge on new things and effective time utilization.

CONCLUSION

A study on work- family enrichment among the women academicians in the Erode zone was done, in order to analyze the work- family enrichment factors that influence their life. It has been inferred that work support and family- work enrichment factors influence life satisfaction more than the family support and work- family enrichment factors. It was a pleasure when most of the women academicians, took responsibility to fill in the questionnaire, in spite of their busy schedule. The researcher felt the topic very interesting and it was a different experience, approaching many women academicians, in various colleges. The project study has also provided useful suggestions to the women academicians, to improve on family support and work-family enrichment in order to further enrich their life.

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