

## Work Life Balance of Women Employees – With Reference To Teaching Faculties of Bharathiar University Affiliated Colleges, Coimbatore



## Management

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### ABSTRACT

*Work life balance of women in teaching faculties is in advance the field place in highly discussed topics. It is a vital aspect to develop teaching effectiveness and satisfaction in the perspective of student learning. Work life and personal life are inter-connected and interdependent. Spending more time in office, handling students and handling the pressure situation in job can interfere and affects ones personal life. Even Sometimes, household works are incomplete. On the other hand, personal life can also be challenging too far above the ground if you have dependents like a kid or aged parents, elderly people as well as financial problems or even family problems, which can interfere in the work life leading to absenteeism, work/job stress and lack of attention in the workplace and also in work. This article addresses the work life balance among women teaching faculty. The factors affecting their work life balance and also identify how to attain work life balance strategies from those who already maintain a good work life balance and well being of the working women.*

### INTRODUCTION:

Work – life Balance of women employees has become an important area under discussion since the moment in time has changed from man earning the family living in today's world where both men and women equally share the responsibility of earning for the betterment of their family life. Thus it is for the betterment of their family life. Therefore, it is very essential to identify how the women balance very professional and family life. In the initial stages, women had to kick a lot to institute their uniqueness in this competitive world, both in the society as well as in the professional life. But with the development in educational and training institutions, things have better to a great extent. Work-Life Balance focuses on two main aspects called Achievement and enjoyment. This means that a woman should be able to have job satisfaction (Enjoyment) and at the same time be able to grow up in his career (success) when a working woman is able to achieve and enjoy her professional and personal life; it means she has a positive work-Life Balance.

### Work – Life Balance

Work-Life Balance does not mean a corresponding stability. It means the capacity to schedule the hours of professional and personal life so as to lead a healthy and peaceful life. It is not a new concept. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life. When a woman achieves a successful work-life balance, she has job satisfaction and becomes highly committed and productive and succeeds in her career. But, in certain cases the women is not able to succeed due to failure in balancing her work and personal life. She is unable to set her priorities. As a result she withdraws from her work due to simple reasons like taking care of her children, aged in laws/parents, and other family pressures. If the man is able to share some of her responsibilities, she would be successful women. With the advancement in technology, and education and revolution in the industrial sector, there has been a little change in Indian men too. Both the partners need to schedule their working hours and personal hours so that they lead a professionally and personally healthy life.

### Importance of Work-Life Balance for Women

Studies have shown that the majority of women are working 40-45 hrs/week out of which almost 53% of them struggle to attain work-life-balance. The reason behind this

struggle is that they are being challenged by the demands of their organization versus the commitments of their home. They need to manage the daily requirements of their family as one side and the multiple schedules, meetings, business requirements and other routine responsibilities at work. Women at work need to be taken good care by their employers.

Organizations have many such facilities like, Transport, Canteen, Day care centers, Postal/saving schemes, Flexi-working hours, part-time working, provide the in order about work-life balance policies and special leave arrangement such as Annual leave & public holiday leave, Career Break leave, Leave for elective representative, Leave to attend as witness at court in your organization, Health care centers, rewards & recognition, career growth, Insurance plans, Job rotation, Incentives, Performance related pays, Rest rooms and other government schemes like maternity, marriage, sick leave benefit, & medical benefits.

And other Work life balance options like Staff counseling, Organizational psychology unit, Workplace Health support, Social clubs, Pre-retirement club, Women's network, Breast feeding support groups etc. These schemes help the women employees to work peacefully without any family, children tension so that they able to give their best at work. Moreover, organizations have women empowerment schemes like Forums, Committees, Grievance redresses system, suggestion schemes where a women is empowered to share her views, complaints and suggestions with the Top Management and receive solutions for the same.

### Optimistic Work-Life Balance

To achieve a positive work-Life Balance, w women should be pro-active and plan her professional and personal schedules well in advance so that both are similarly balanced and the end result is satisfaction. The bellow figure represents few strategies to strike a positive WLB.

When a woman follows the above strategies regularly, she would be successful professional as well as an outstanding family maker.

### Strategy on Work-Life-Balance in Organizations:

If an organization needs to be successful with committed and productive women, it needs to not only lay down schemes and strategies, but also needs to formulate poli-

cies and guide lines that can monitor these schemes. The following steps are mandatory to formulate the policy on WLB.

Identification of the need for introducing WLB Policy.

Creation of a Task-force that can lead this activity.

Formulate the policy on WLB based on the company’s vision & mission’s statement.

Form a committee that comprises of representatives from organization as well as workers category.

Conduct workshops to enhance knowledge and necessity of this policy.

Communicate the policy to all the employees.

**NEED FOR THE STUDY- LITERATURE REVIEW**

Work life balance studied the effects of family life on women’s job performance and work attitudes. The result revealed that women with children were significantly lower in occupational commitment relative to women without children; contrary to expectation, women with younger children outperformed women with older children.

The importance of work-life balance highlights the current concern within society and organizations about the impact of multiple roles on the health and well-being of skilled women and its implications regarding work and family performance, and women’s role in society. The following variables influencing the experience of work-life balance were identified while reviewing the international literature.

Organization culture and work dynamics: Organizational values supporting work-life balance have positive work and personal well-being consequences.

Personal resources and social support: Several studies confirmed the positive relationship between personalities, emotional support and well-being..

The concept of work life imbalance and eventually role conflict of employed women, has gathered attention in the recent times.

Work/life balance as a satisfactory level of involvement or ‘fit’ between the multiple roles in a person’s life. Although definitions and explanations vary, work/life balance is generally associated with equilibrium, or maintaining an overall sense of harmony in life.

The study of work/life balance involves the examination of people’s ability to manage simultaneously the multi-faceted

demands of life. Although work/life balance has traditionally been assumed to involve the devotion of equal amounts of time to paid work and non-work roles, more recently the concept has been recognized as more complex and has been developed to incorporate additional components..

**OBJECTIVES OF THE STUDY**

To observe the effect of work life balance on women’s performance and work attitude

To find out the factors affecting work-life balance

**Sample**

Primary data was collected from the faculty members of Bharathiar University affiliated colleges, Coimbatore.

Sample size is 50.

Questionnaire was distributed to the teaching faculties belonging to various disciplines.

**RESEARCH METHODOLOY**

• Research design proposed for the study is ‘Descriptive’ type of research service. This type of research deals with quality of responses from the respondents, attitudes, interests, technical skills, experience, behavioral, beliefs and values, emotions, personality, self-concept etc.,

• Primary data was collected by questionnaire survey method based on a pilot study.

• Secondary data was collected from journals and Research articles to support the research.

**ANALYSIS AND RESULTS FINDINGS**

As one of the objectives set for this paper is to identify the factors that influence work life balance among women, Factor analysis was conducted to ascertain the relative strength of various factors in this regard. The KMO measure indicated sample adequacy of 0.579 which is fairly good. The Bartlett’s test confirmed normality of the samples as supported by statistically significant Chi-square value.

**Table- 1 KMO and Bartlett’s Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.579
Bartlett’s Test of Sphericity	Approx. Chi-Square	312.934
	Df	45
	Sig.	.000

It could be noted from Table 2, that among various factors included for the factor analysis, the first three components alone explained more than 73% of variance in Work life balance. This means the factors chosen for analysis are relevant.

**Table - 2 Total Variance Explained**

Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings			
dimension	1	3.762	37.621	37.621	3.762	37.621	37.621	3.756	37.071	37.566
	2	2.002	20.002	57.623	2.002	20.002	57.623	1.952	19.92	58.138
	3	1.740	15.401	73.024	1.740	15.401	73.024	15.351	15.341	73.024
	4	.968	9.678	82.702						
	5	.666	6.618	89.32						
	6	.333	3.330	92.65						
	7	.310	3.074	95.724						
	8	.210	2.099	97.823						
	9	.135	1.350	99.173						
	10	.082	.827	100.00						

**Note: Extraction Method: Principal Component Analysis.**

By analyzing the Rotated component matrix it is clear that first component has four factors with heavy loading, viz. marital status, working hours, requirement of flexibility, additional working hours and over time. It is very clear that it is the volume and length of working hours which deform the work life balance. This is more unique in the case of married women, as any additional working hours at the organizational level deny them the time required to attend to the children and the other dependents. Among the factors classified in to components, the above factors alone influence more than 38% of work life balance. This test yielded a result confirming the above expectations. Out of a total of 50 women employees, 30 women employees [60%] accepted overtime work. The test result indicated statistically significant relationship between marital status and overtime work. It was also found that among these 30 married women 14 preferred to work in the weekends while the remaining were prepared to work in the morning or evening of every working day. One more finding is that these 37% of the married women mainly work for financial reasons. Based on this discussion it is established that married women are more affected and their work life balance is severely distorted.

The second component lists three factors, viz., and number of dependents, childcare and reason for overtime with heavy factor loading. If the dependents at home at able-bodied people but unemployed, at least by extending support in child care, the work life balance of the married women could remain tolerable. But this is challenged by the financially viable condition of the family, which force the married women to accept overtime work.

The third component contains 3 factors with heavy loading, viz. number of dependents, support of the functional head and ability to discuss freely the work life balance issues with the functional head. While the number of dependents is inversely related to work life balance problem, [i.e., larger the dependents lesser is the balance and vice versa], the supportive functional head can always help to minimize the work life balance related consequences. When this problem can be discussed with the functional head, the married women would be able to lessen their imbalance in work life balance.

**Table - 3 Rotated Component Matrix<sup>a</sup>**

	Component		
	1	2	3
Mar	.853	.107	.308
Dependent	.155	.720	.522
Childcare	.077	.896	.048
WWHhour	.832	.160	.234
ResnReqFlex	.862	-.035	-.036
AddnlHours	.947	.055	-.099
Overtime	.846	.164	-.175
Whyovvertime	-.027	.708	.375
Headsupport	-.126	.261	.691
DissWithHead	.154	-.163	.656

**Note: Extraction Method: Principal Component Analysis.  
Rotation Method: Varimax with Kaiser Normalization  
<sup>a</sup>Rotation converged in 5 iterations.**

#### **Work Life Balance Index [WLBI]**

WLBI was constructed for the respondents taking in to account all those factors which cause work life balance related problems. It was found that the average work life balance was around 73%, within a range of 92 % and 58% This clearly points out that there is a wide range [34%] between the sample respondents. That is, there women who are able to achieve a high work life balance along with other wom-

en who have a poor work life balance index. Apart from addressing the Work life balance related problems, specific counseling for women with low WLBI so that they can learn to manage themselves better. Institution with more than 30% of women staff need to consider methods of easing this problem for women.

#### **CONCLUSIONS**

From the above conversation, it is practical to conclude that present organizations, in particular educational institutions, should address the Work Life Balance related issues among their staff, specifically women and take a holistic move toward to design and implement policies to support the teaching staff to manage their work life balance which would add to the presentation of these staff members.

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