



A Study on Work Life Balance Among Women Faculties Working in Arts & Science Colleges with Special Reference to Coimbatore City

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ABSTRACT

The Indian scenario has been changing drastically due to globalization, high degree of competitiveness and work culture of organization. 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. Work-life balance is about people having a measure of control over when, where and how they work. Striking a balance between professional and personal commitments is a dilemma for many of today's workers. Institutions believe in providing a balanced life for their employees as they know that today's knowledge workers are less concerned about financial security which earlier bound them to their employers. This kind of approaches have already entered in the various Educational Institutions, some of them already started measures for the balance in work as well as personal life.

Keywords : Professional Life, Personal commitments

1. INTRODUCTION

Over the past few decades, a dramatic change has occurred in the labour market and demographic profiles of employees. Families have shifted from the traditional male 'breadwinner' role to dual-earner couples and single parent families. Work – life Balance of women employees has become an important subject since the time has changed from men was the breadwinner, to today's world where both men and women equally sharing the responsibility of family life. Work – life balance for teaching professional has become one of the greatest challenges 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.

1.2. STATEMENT OF THE PROBLEM

One first needs to understand about work life imbalance, as with the understanding of the origin, causes and effects of this imbalance, the balancing act becomes easier. Today the deadlines are getting tighter and an individual's job is not only to match that deadline but also to give quality output. Due to this work pressure it becomes exceedingly difficult to maintain a family life. The transition from work life imbalance to work life balance has obvious benefits to all institutions and its employees. Work life balance on an individual level can bring phenomenal changes in his life and can also heavily impact a society. This study aims at identifying the level of work life balance among women faculties in arts & science colleges in Coimbatore district.

1.3 REVIEW OF LITERATURE

Work life and personal life are the two sides of the same coin. According to various work life balance surveys, more than 60% of the respondent professionals surveyed said that are not able to find a balance between their personal and professional lives. They have to make tough choices even when their work and personal life is nowhere close to equilibrium.

Burke (2002) , observes that both women and men prefer working in organisations 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. On the other hand, women stress that work and family are both equally important and both are the sources of their satisfaction. For them the former is more important. When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family and they do not like one crossing the others.

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. Sometimes they need to even work beyond the normal eight hours. This has further intensified the work demands on employees. Consequently, there are growing reports of stress and work imbalance.

Rupashree and Shivganesh (2010) in their study reported that supervisor support and work-family culture are positively related to job satisfaction and affective commitment. No significant association was found between Work-life benefits and policies and job outcome measures. Job characteristics and supervisor support were positively related to work-to-family enrichment. Work-to-family enrichment mediated the relationships between job characteristics and job outcomes and between supervisor support and affective commitment.

1.4 OBJECTIVES OF THE STUDY

- To know about the level of work life balance among working women faculties.
- To determine the factors affecting work life balance.
- 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.
- To identify the gap in work life balance with home life dimensions & work life dimensions.
- To suggest strategies to maintain a healthy work life balance.

1.5 RESEARCH METHODOLOGY

1.5.1. Research Design:

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

individual, or a group.

1.5.2. Sampling Design & Size

From the 48 Arts & Science Colleges in Coimbatore District, the researcher has selected 275 women faculties by using convenience sampling.

Data Collection

Primary Data

The primary data is collected by direct survey on the women faculties 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 faculties in and around Coimbatore district.

Secondary Data

The researcher has collected secondary data from relevant studies from newspapers, books, magazines, journals and websites.

1.5.3. Statistical Analysis

Percentage Analysis, Chi-square test, Factor Analysis, Anova and Gap Analysis.

2. WOMEN IN TEACHING

Teaching is a holy profession and anyone related to this field is respectful and honorable because they play a vital role in developing a person's life. The role of women in teaching profession is not less important than the male teachers; instead it is observed that a woman can be a best teacher due to the God gifted qualities of motherly nature.

Following personal characteristics of females make them perfect for teaching profession:

- Females are good in academics as compared to males, whereas males are more towards technical side i.e. practical rather than theory.
- They can handle kids easily, due to their motherly nature.
- Females are more convincing and have good communication skills.
- Females are comparatively more responsible than males, and teaching, being a profession of character building, requires responsible people.
- Students perceive female teachers as soft and kind in nature as compared to male teachers thus they feel free to talk to female teachers.
- Teaching is best suitable for a woman's life due to the fact that females have other family commitments and engagements.
- Due to several reasons females require career breaks and teaching profession allows it thus making it best fit.
- Social prestige associated with teaching is what makes this a best profession for females.

3. WORK LIFE BALANCE

Work-life balance is the proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other.

Work-life balance, in its broadest sense, is defined as a satisfactory level of involvement or 'fit' between the multiple roles in a person's life.

People's perception of work-life balance is very subjective, as reflected by various descriptions of work-life balance by employees:

"A good balance is a four-day workweek. This allows me to get all the 'stuff' (groceries, laundry, cleaning) done in one day and still have two to do what I want."

"If the dream job has stress within in tolerable / manageable limits, then I will have achieved a Work - Life balance."

4. ANALYSIS & INTERPRETATION

4.1. CROSS TABULATION ANALYSIS

AGE OF THE RESPONDENTS AND WORK LIFE BALANCE

Age of the Respondents	Work Life Balance			Total
	High	Medium	Low	
Less than 25 years	14	26	28	68
	25.5%	27.7%	22.2%	24.7%
25 to 35 years	24	37	61	122
	43.6%	39.4%	48.4%	44.4%
35 to 45 years	13	21	23	57
	23.6%	22.3%	18.3%	20.7%
Above 45 years	4	10	14	28
	7.3%	10.6%	11.1%	10.2%
Total	55	94	126	275
	100.0%	100.0%	100.0%	100.0%

Interpretation

The above table shows that the percentage of high level of perception of the respondents towards work life balance of the women faculties 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 faculties 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

H₀: There is no significant relationship between nature of the institution of the respondents working and work life balance among women faculties.

H₁: There is significant relationship between nature of the institution of the respondents working and work life balance among women faculties.

NATURE OF THE INSTITUTION OF THE RESPONDENTS WORKING AND WORK LIFE BALANCE AMONG WOMEN FACULTIES

Factor	χ ² Value	Table Value	D.F	Remarks
Nature of the Institution	1.522	9.488	4	Not Significant

Interpretation

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 faculties." does not hold good. From the above 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 faculties.

4.3. FACTOR ANALYSIS

Factor analysis was conducted by the researcher in the following stages.

- Desk research
- Formulation of questionnaire
- Collection of data

- Feeding and processing the input
- Analysing the output
- Identification of factors and naming them

TABLE NO. 4.3.1
KMO AND BARTLETT'S TEST

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.918
Bartlett's Test of Sphericity	Approx. Chi-Square	2204.53
	D.O.F	66
	S.L	1%

TABLE NO.4.3.2
COMMUNALITIES

Factors	Initial	Extraction
I am able to arrange childcare / elderly care when I am at work	1.000	.777
I am able to spend quality time with spouse to discuss family affairs.	1.000	.699
I agree that I have time to enjoy life outside work with family and friends	1.000	.689
I am able to contribute time for hobbies & Interest	1.000	.717
My organization's policy for family leave time is adequate.	1.000	.733
I agree that I am able to strike a balance between work and family despite my regular work style	1.000	.596
I agree that I have a satisfactory work hour pattern	1.000	.600
I have enough time and opportunity to complete my tasks.	1.000	.741
I am provided with meaningful information about changes, process and results.	1.000	.480
I am clear about what is expected of me to do my job	1.000	.657
I understand that there is a great degree of personal responsibility in this job	1.000	.611
I feel enthusiastic about my work	1.000	.742

Extraction Method: Principal Component Analysis.
Interpretation

The above table 3 Bartlett's test of sphericity and Kaiser Meyer Olkin measures of sample adequacy are used to test the appropriateness of the factor model. Bartlett's test is used to test the null hypotheses, that is, to find out that the variables are not correlated. Since the approximate Chi-square value on significance of the level of perception towards work life balance among women faculties working in Arts and Science Colleges is 2204.53 which are significant at 1% level, and consequently, the test leads to the rejection of the null-hypotheses. The value KMO statistics (0.918) is also high (greater than 1%). Thus, the factor analysis is considered an appropriate technique for analyzing the correlation matrix.

TABLE NO.4.3.3
COMPONENT TRANSFORMATION MATRIX

Component	1	2
1	.733	.680
2	.680	-.733

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

Factors influencing the respondents towards achieving their work life balance

It could be observed from the above factor analysis that twelve different components have been selected and analyzed. Each component offered different outcome focuses on the influence to achieve the work life balance among women faculties working in Arts and Science Colleges. Out of these factors, only two factors such as the respondents find enough time and opportunity to complete their tasks and the respondents were able to contribute time for hobbies of interest have satisfied the situation.

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 faculties 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.

Conclusion

The work life balance among women faculties working in Arts and Science Colleges was 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 faculties working in Arts and Science colleges in Coimbatore District.

4.4.ANOVA

H₀ : There is no significant association between job tenure of the respondents and the work life / home life balance, work design and work context dimensions

H₁ : There is significant association between job tenure of the respondents and the work life / home life balance, work design and work context dimensions

Table No. 4.3.4
Analysis of VARIANCE in dimensions of WORK LIFE / HOME LIFE BALANCE, WORK DESIGN AND WORK CONTEXT THAT LEADS TO WORK LIFE BALANCE with respect to JOB TENURE of the Respondents

		Sum of Sq	Df	Mean Square	F	Result
Work life / Home Life	Between Groups	27.261	3	9.087	.238	NS
	Within Groups	10367.2	271	38.256		
	Total	10394.5	274			
Work Design	Between Groups	43.716	3	14.572	.407	NS
	Within Groups	9704.56	271	35.810		
	Total	9748.27	274			
Work Context	Between Groups	8.672	3	2.891	.122	NS
	Within Groups	6418.69	271	23.685		
	Total	6427.367	274			

Interpretation

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 re-

spondents 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.

The calculated value of $F = 0.122$ 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 context dimensions.

5. FINDINGS

- Most (69%) of the respondents work 6 days in a week.
- 35% of the respondents are suffering from frequent headaches.
- Almost half (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.
- More than half (51%) of the respondents do not think that a separate policy is framed by the management for work life balance.
- Most (67%) of the respondents feel flexible starting time may be implemented as a policy and practice by the institution.
- 52% of the respondents agree that employee having good work-life balance in the institution will be more effective and successful.
- The score value analysis states that the percentage of high level of perception of the respondents towards work life balance of the women faculties was the highest (43.6%) among the respondents belong to the age between 25 and 35 years.
- It is inferred that the highest level of acceptance was towards the policy of the organization for family leave time is adequate that confines the work life and home life dimension among women faculties working in Arts and Science Colleges in Coimbatore and the lowest level of acceptance was that the respondents were able to arrange for child care / elderly care when they are at work.
- 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 faculties 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.

6. SUGGESTIONS

- Flexible time schedule: Considering the personal needs of women employees, the practices should be a flexible shift system that facilitates employees to work in the institution.
- Sharing among the family members & sponsoring employees' oriented events: 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.
- Tuition reimbursement: If the employees are looking for the opportunity to further their education, then a tuition reimbursement program may be just the right motivation for them.
- Grievance handling: A majority of the sample women faculties 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.
- Training programs: The discussion made with the respondents indicated that the provision of training in the related necessary filed was almost nil or negligible in all the institutions. Hence, the institution can arrange for internal training programmes for the interested faculty members.

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 which would add to the performance of these staff members. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations.

Factor	χ^2 Value	Table Value	D.F	Remarks
Nature of the Institution	1.522	9.488	4	Not Significant

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