



Work-Life-Balance of Working Women on Higher Education Sector

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ABSTRACT

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Women are having a vital role in their families and at workplaces. In the transitioning society; the traditional roles of women as homemakers and caretakers are deeply entrenched with their social lives. The women have always been given a lower status; as comparative to men. In earlier days, the customs of the society and religious factors are not allowing the women to enter in the jobs market. Now in the modern era, there are lots of changes in women's life. The present life of working women is very challenging. They are facing lots of problems in their personal life and professional life, because they are not able to deliver the required time to their families and organizations. In today's scenario, work-life balance (WLB) has emerged as an important and universal concern for working women. Working women are grabbing their space at par with the men and have become more aspiring and career-oriented. They are ignoring the other aspects of their lives and losing the quality time with: children and family, relaxation time and also time for their hobbies. Their work and office responsibilities demand stretchable working hours, target-based operations and this situation generates undue stress upon them. Sometimes, they have to hire the services of a third person, to take care of their children and ageing parents at home.

Keywords : Modern Era, Work-Life Balance

I. INTRODUCTION

The women working in the Higher Education Sector are witnessing acute stress to balance between workplace and home in these days. Flexible learning with the use of Information Technologies have increased their working hours and most of the time, they remain busy in managing and conducting the classes along with the other job related like: admissions, attendance, fee, exams, record keeping, administrative work etc. This has

increased the working hours in the education sector from early morning to late night and impacting the personal lives of the working women, employed in this sector.

"A good WLB (work-life balance) is witnessed, when your work, social and personnel commitment, manageable proportions of your time provides personal fulfilment" Tony Nudd. In the past few decades, a major transformation has found in the profiles of women employees. Families have

currently moved from the traditionally male breadwinner role to dual-earner breadwinner role (being couples) with the increased socio-economic responsibilities.

"The work-life balance is a harsh reality for so many women, who are forced every day to maintain the impossible choices. Do they take their kids to the doctor...and risk getting fired? Do they work weekends so they can afford to send their kids to better childcare...even though it means less time with their families? Do they take another shift at work, so they can pay for piano lessons for their kids...even though it means they have to stop volunteering for the PTA? It just shouldn't be this difficult to raise healthy families." - Michelle Obama.

The main aim of the work-life balance is to learn about: when, where and how to work. This can be obtained, when a working woman is satisfied with her personal and professional life.

Women in the pre-centuries were restricted to their homes and a very few were allowed to work in the factories/business/farm sectors/petty shops. Rarely some women were permitted to get higher education and permission to this was fully depending upon the permission of their parents/guardians.

With the rapid growth in the economy, the women have secured more space for themselves to acquire higher knowledge, learning and jobs. Women are almost entering into every field of industry/sectors. This situation has created a major challenge for working women, to fulfil the enhanced role and responsibilities towards their homes; children,

parents, husband, relatives, social society and office with full satisfaction altogether.

Sometimes, she has to take care of her extended family member and as a result, she encounters significant stress to maintain a balance between her career and family life. Hence, working women are required to deal with various activities and extended responsibilities simultaneously in their lives to maintain a balance between personal and professional lives. With the increased workload, they have to encounter a significant pressure and strain upon their health also.

Working women have to discharge various roles and responsibilities throughout their life. When they are unable to balance between professional and personal life; conflict takes place. Hence, it is a need of the situation of the working women to maintain a balance between professional and personal life.

Significance of WLB (Work-Life Balance) to women

In these days, women are working and discharging shoulder to shoulder with the men to increase their socio-economic status. Women have obtained good education, knowledge & experience and significantly contributing to uplift their family and status. During the study, it has been found that women are more stressed in comparison to men, as they have to work from early of the morning to late night to meet the daily needs of family members with the increased workload, role and responsibilities.

Hence, there is a dire need to make a balance between professional and personal life. Working women have to contribute their life such a way that they get satisfaction in discharging various roles of their lives. This will be a win-win situation, where

the both employer and employee are satisfied with their role and responsibilities.

II. Literature Review

[Monika Jindal, (2016)] has found that” working women having higher salaries are maintaining their work-life much better as compared to working women with lower salaries, as with higher income the working women can support their domestic life with ease without stress in the house”.

[Mayesha Tasnim, Muhammed Zakir Hossain, Fabiha Enam, (2017)] has explained “the truth of the balance maintained in work lives of working women in the various private companies of Bangladesh. This study revealed that the work-life balance depends on the circumstances of the concerned women workers facing long working hours, work overload and inadequate behaviour of the management”.

[Mansi Tiwari, (2017)] has explored “the exact scenario of the work-life balance of working women in private institutions. Both primary and secondary data was used and the study was confined to private institutions in Gwalior. It was inferred that private institutions demand higher expectations at work. As of now, teaching jobs do not offer beneficial policies for working women which should be taken as prime consideration to encourage the participation of more and more women in the education sector”.

[Sumathi and R. Velmurugan, (2018)] has conducted an analytical study “the factors affecting the balance of work-life in women faculty of Arts & Science Colleges in Coimbatore, Tamil Nadu, India. The study concluded that women staff members

work over-time and take the remaining work at home to complete the assigned work in the given deadlines. It has also been found that higher salary may not be the reason for better work-life balance”. Richard Welford (2008) findings on work balance proved that “there is an alarmingly high pressure on the working women, which are not only causing their health; but also putting a stress on the mind and body of the working women”. “Work-life-balance is an essential part of Corporate Social Responsibility”. Organizations must realize that an inadequate work-life-balance puts a harmful impact on ‘staff performance’, ‘satisfaction’ and ‘retention’. The provisions and means offered may fluctuate from organizations to organizations and professions.

Minitha V Raj and A Mahalakshmi (2015) have concluded in their research that “the stress appears to play a negative role on women’s lives and work overload is a major source of the stress experienced”. This study has revealed that the stress on women employees is based on the different role-based stress; caused due to unclear responsibilities, task-based stress, policy-based stress, work overload based stress, high and self-expectation based stress.

III. Research Gap

Women are having a vital role in their families and at workplaces. In the traditional role of women as homemakers and caretakers are deeply entrenched with their social lives. Now in the modern era, there are lots of changes in women's lives and the present life of working women is very challenging. Working women are grabbing their space at par with the men and have become more aspiring and career-oriented. Working women are ignoring the other aspects of their lives; and losing the quality time with their children and families, relaxation

time and also time for their hobbies. Working women are more stressed in comparison to men, as they have to work from early of the morning to late night to meet out the daily needs of family members with office responsibilities.

Hence, there is a dire need to study the gaps between the professional and personal life of Working women so that they may able contribute their life in such a way that they get complete satisfaction while discharging various roles of their lives.

IV. Objective and Methodology of the Study

The main objective of the study is to examine the various factors affecting “Work-Life-Balance” of working women in higher education sector. This aim of the study was to find out the satisfaction level of the working women in respect to their professional and personal lives. So there was a need to study both the sectors systematically for research. During the study, it has been found that the balance between professional and personal life is significantly important to obtain family satisfaction and work satisfaction. The study has disclosed that working women are facing more stress due to long working hours, travelling time, increased office workload, family responsibilities etc. They found themselves more stressful, anxious and pressurized and even cannot find sufficient time for their personal care and household works.

Present work is a study on "Work-Life-Balance of Working Women on Higher Education". This research describes how the women of Higher Education balance their life while working. In this study, a stratified random sampling technique was used for primary data collection. The data was

collected through an approved/valid questionnaire using Google form. Primary data involve a well-constructed and self-developed tool for the measure of work-life-balance of working women. Advanced decisions were made when formulating objectives, designing method, selecting the sample for data collection. At last, data analysis and reporting were planned with expertise's approval and data analysis was done using the SPSS-22, ANOVA and t-test.

In this study, the data was collected from the primary source. Primary sources involve a well-constructed and self-developed tool for the measurement of the Work-Life-Balance of working women in Higher Education sectors. 50 women's from Higher Education sector were selected randomly from the Delhi NCT region. The samples were drawn from the population of the working women of Higher Education Sectors of the following characteristics:

- i) Demographic: age, status, income, experience etc.
- ii) Nature of Organizations: PSU, Private, Government organizations

A questionnaire has been designed having multiple-choice questions and short statements based on five-point Liker Scale. The 'contents validity' has been used to validate the concept.

V. Women Work-Life Balance (WLB) in the Higher Education Sector

In these days, the women working in the Higher Education Sector are witnessing acute stress to balance between workplace and home. Flexible learning has increased their working hours and most of the time, they remain busy in managing and conducting the classes besides the other

responsibilities related to administrative work, admissions, attendance, fee, exams, record keeping etc. This has increased the working hours in the education sector from early morning to late night and impacting the personal life of the working women, employed in this sector.

Working women are ignoring the other aspects of their lives; and losing the quality time with children and families, relaxation time and also time for their hobbies. Working women are more stressed in comparison to men, as they have to work from early of the morning to late night to meet out the daily needs of family members with office responsibilities,

According to Cinamon, Rich & Westman (2007), has found that "the women working in Higher Education, work for long hours and face different job stress, such as large class sizes, student misbehavior, parent management, lecture preparation, attendance management, award management, reporting formats, misc. administrative work etc.

Lakshmi S and Kumar S (2011), "Women working in Higher Education in these days are facing the continuous full-time work till the end/close of the day; especially in the private educational institutions; and most of them carry the office responsibilities and commitments to home".

According to the Department for Education and Employment, (2000), "Work-Life Balance, is not just about the women managing between home and family. That is also about to adjust the working patterns, so that everyone, regardless of age, race or gender, can find a rhythm to combine work with their other responsibilities or aspirations. It is very

important to find the true meaning of Work-Life Balance".

Indian women from all the socio-economic classes; have entered into paid work occupations due to rise in the education level of women. As per 'Olson-Buchanan and Boswell, 2006' study "it is very important to understand that how individuals divide or segment their work and life roles, including the degree to which individuals perceive intrusion of one role into the other by way of technology and job description".

Factors Influencing the (WLB) Work-Life Balance:

1. Work-family conflict (WFC) and Family work conflict (FWC)
2. Profession development
3. Work pressure
4. Role of women

1. Work-Family-Conflict (WFC) and Family-Work-

Conflict (FWC): The conflicts between the WFC and FWC occurs, when the working women engaged themselves more in one field either in Profession or in Family. When the work is more empowered and time-consuming then Family suffers and FWC occurs or when the Family is more empowered and Work suffers then WFC occurs.

2. Profession Development: Professional development means, all-round career development of the working women comprising their growth, performance, promotion avenues, job assignments, working hours and environment, HR Policies etc.

3. Work Pressure: Working women find themselves in work pressure due to long working hours, travelling time, job responsibilities, career advancements along with family responsibilities towards their children, husband, in-laws for daily

needs. This regular working stress leads to more stress and health problems upon working women.

4. Role of Women: Working women has to play different roles in different situations at the workplace and home simultaneously. At the workplace, they are discharging the role a professional in the capacity of a boss, colleague or subordinate with the aim to achieve maximum career growth and at home as a wife, mother and daughter-in-law for family responsibilities.

Components of Work-Life Balance

Time-balance refers to equivalent time being provided to both 'work and family' roles. Involvement-balance refers to equivalent levels of 'psychological involvement' in both 'work and family' roles. Lastly, satisfaction-balance refers to both 'work and family' role that has to be managed in proper excellence. It plays an indispensable role in paying a good effort to the women employees. In Today's fast-paced workplace in Higher Education Sector, most of the women are the urge to do more, faster and with fewer resources. Women are expected to be exemplary in profession and parents with a fulfilling personal life.

Long working hours

In the current scenario, workplaces are transforming themselves into target-oriented scenarios. In most of the Institutions, they have to work for long working hours beyond the 8 hours of the day. In the beginning, a few years back, the working women were not allowed to work in the Institution beyond 4.00 PM. But these days with the rapid growth of education sector, the women are allowed to work up to 6.00 P.M in a day. The educational institute hasset a daily work target for its employees, with a result most of the employees

have to work in late hours to complete their given work.

Travelling Time

Even though in these days, women are very strong in their psychological and physical attitude, but everyone will feel tired and weak, if travelling time is increased to reach their offices. Most of the institutions are situated in Gurgaon, Delhi, Noida and Faridabad. The women residing in one city have to travel in the cross districts for their jobs. Normally for day shift, they have to start at 6.30 AM and after the close of the shift, they come back to their homes around 8.30 PM. Almost 5 hours a day, they have to travel for their jobs. This puts an adverse impact on the health of working women.

VI. Findings

Based on age, majority of respondents (49.0 %) were of age less than equal to 25 years, 32.3 % of respondents were of 25-35 years and only 13.7% respondents were of age more than equal to 35 years. 83.0 % of respondents are "married" and 17.0 % of respondents are "single".

Based on the nature of organization 100 % each of respondents are working in higher education sector. Based on designation, in the higher education sector, 30.67 % respondents are professor, 25.33 % respondents are supporting staff, 24.67 % respondents are the assistant professor and 19.33 % respondents are technical staff.

According to income, majority of respondents i.e. 32.7 % having income between Rs20000 to Rs30000, 33.3% respondents having income between Rs30000 to Rs50000, 20% respondents are having income

between Rs50000 to Rs70000. Only 14% respondents are having income above Rs70000.

On the basis experience, the majority of respondents (22.7 %) were having 5 to 6 years, 29.0 % respondents having 6-7 years, 46.7 % respondents having 8-10 years' experience. 1.7 % respondents were having experience of above 10 years.

The primary data was obtained from the respondents are converted to numerical data and then the data are fitted with statistical tools to get the desired results. The percentages of their levels of agreement were discussed.

1. It is certain that majority of respondents i.e. 37.0 % always work more than 12 hours in a day, 20.7 % respondents often normally work more than 12 hours in a day, 19.3 % respondents at times work more than 12 hours in a day, 15.7 % respondents rarely normally work more than 12 hours in a day, 7.3 % respondents never normally work more than 12 hours in a day.
2. Further, majority of respondents (50.0 %) not able to balance their work-life, 18.0 % respondents often not able to balance their work-life, 15.7 % respondents sometimes not able to balance their work-life, 11.3 % respondents rarely not able to balance their work-life and 4.7 % respondents never balance their work life.
3. It is ascertained that the majority of respondents (53.3 %) always worry about their work, 20.3 % respondents often worry about their work, 11.7 % respondents sometimes worry about their work, 9.3 % respondents rarely worry about their work, and 5.3 % respondents never worry about their work.
4. It is ascertained that the majority of respondents (56.7 %) always unable to spend enough time with their family, 18% respondents often unable to spend enough time with their family, 13.3 % respondents sometimes unable to spend enough time with their family, 9.7 % respondents rarely unable to spend enough time with their family, 2.3 % respondents never unable to spend enough time with their family.
5. It is ascertained that the majority of respondents (52.7 %) always miss quality time with their family or friends because of pressure of work, 19.0 % respondents often miss quality time with their family or friends because of the pressure of work, 14.0 % respondents sometimes miss quality time with their family or friends because of pressure of work, 11.7 % respondents rarely miss quality time with their family or friends because of pressure of work, 2.7 % respondents never miss quality time with their family or friends because of the pressure of work.
6. It is certain that majority of respondents (57.0 %) respondents always feel tired or depressed because of work, 16.7 % respondents often feel tired or depressed because of work, 10.7 % respondents sometimes feel tired or depressed because of work, 9.7 % respondents rarely normally feel tired or depressed because of work, 6.0 % respondents never feel tired or depressed because of work.
7. It is certain that majority of respondents (37.0 %) strongly agree flexible working hours is important to be included in the policy, 20.7 % respondents agree that flexible working hours important to be included in the policy, 19.3 %

respondents are neutral about it, 15.7 % respondents disagree that flexible working hours important to be included in the policy and 7.3 % respondents strongly disagree that flexible working hours important to be included in the policy.

8. It is ascertained that 66.3 % respondents, WLB policy in the organization should be “customized” to individual needs while 33.7 % respondents do not think so.
9. It is observed that majority of respondents (38.3 %) normally work in a week, 31.0 % respondents work 5 days normally in a week, 11.7 % respondents work 6 days normally in a week and 10.0 % respondents work less than 5 days in a week.
10. It is observed that majority of respondents i.e. 34.7 % work more than 12 hours normally in a day, 21.0 % respondents work 8 to 9 hours normally in a day, 20.0 % respondents work 9 to 10 hours normally in a day, 16.3 % respondents work 10 to 12 hours normally in a day, 8.0 % respondents work 7 to 8 hours normally in a day.
11. It is observed that 56.7 % respondents manage their work stress from yoga, 18.0 respondents use meditation, 13.3 % respondents use entertainment, 9.7 % respondents use dance for managing stress arising from work, and 2.3 % respondents use music to manage stress arising from work.

VII. Conclusion

This study has been piloted to quantify the WLB of working women in Higher Education sector in the current era to identify that how many women are satisfied from their work and able to maintain the

effective relationship between personal and professional lives.

The sample survey has revealed that the women working in the Higher Education Sector are facing too many conflicts in discharging their personal and professional responsibilities and causing their health issues by generating acute stress and anxiety and even they do not find time for their relaxation and take care of their health issues.

It is found that flexible learning has increased the working hours for the women, working in the Higher Education sector. Most of the time, they remain busy in preparing their lectures, managing/conducting the classes along with the other responsibilities related to administrative work, admissions, attendance, fee, exams, record keeping etc. This has drastically increased the working hours in the education sector. Women working in this sector have to work from early morning to late night in a very hattrick and time-bound manner and this is impacting the personal lives of the working women. This study concluded that “work-life balance” is highly significant and needs a balance between the family and work with satisfaction without any psychological distress. The study showed that major conflicts occur between ‘professional and personal lives’ of married working women due to the factors: long working hours, increased work pressure, target-oriented work, career aspects, travelling time, child care, old parents care and fulfillment of the routine day to day domestic responsibilities.

VIII. Limitations of the Study

1. Since the subjects of the study across occupations were drawn from Higher Education sector, organizational factors like

culture, climate etc and its effect on work-life balance and thereof have not been considered.

2. The limitation of using self-reports could have resulted in an inflated score on psychological wellbeing, work-life balance and family life satisfaction.

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