

Work Life Balance among Working Women

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ABSTRACT

Purpose: This paper focuses to explore the relation between factors of work life balance and behavior of professional women working as a teacher in private colleges and universities in Moradabad region.

Theoretical Framework: In today's scenario every working individual, be it any gender require peace, good health, relaxation of mind and soul, healthy relations with others and this is possible if they are able to balance work and family. Work life imbalance beyond the limit causes damage mentally as well as physically which depends upon psychosocial and health background and hence it should be closely monitored.

Design/methodology/approach: The study is descriptive in nature and the data is collected through primary source i.e., with the help of questionnaire. The sample of working professionals has been taken for the research selected through convenient sampling and the data collected analyzed with the help of percentage analysis and chi-square test.

Findings: The study found that organizational, financial and social factors are the major factors of work life balance. So, it is recommended that the private college, universities and related authorities have at most focused to optimize their policies to balance the WLB of employees.

Keywords: work life balance, working women, behavior

INTRODUCTION

The term work life balance first appears in women Liberation Movement. WLB) is defined as a state of balance, where the demands of a person's occupation and personal life are equal (Sharkey J. 2019). Greenhouse and colleagues (2003) define work-family balance as the "extent to which an individual is equally engaged in -and equally satisfied with- his or her work role and family role".

In simple words Work life balance can be explained as a normal feeling occurred in the individual when able to balance certain demands of work and family. The causes of these demands and events can be many such as work, relationships, financial pressure etc.

The studies on work life balance examined that the main reasons for workplace balance are exploitations faced mentally and physically mainly suffered by females. Other common symptoms in women include headaches, difficulty in sleeping, tiredness, back pain, stomach pain, improper eating habits, problems related to skin, lack of energy, upset stomach, loss of temperament, low positive thinking, lack of concentration.

A Working Professional Woman has to perform responsibility of both her family and her work, at times performing and balancing between them can be problem. This is the very well-known fact which cannot be avoided that females are more sensitive than males. The brain of females are highly active, which makes it makes difficult for a female to avoid all incidents and due to this active brain females are not able to avoid any situation moreover the suffers from pressure in performing multiple role and this leads to mental ill health in them.

REVIEW OF LITERATURE

Lakshmypriya et. al. (2023) identified the factors that influence the work-life balance of women entrepreneurs in the field of agriculture and allied products and how family demands affect their work-life balance. The findings revealed a positive spillover between the domains that significantly enhances the quality of life of women entrepreneurs.

Manikandan et. al. (2023) identified work-life imbalance and emotional intelligence among college teachers. This study sheds light on the elements that affect college instructors' worries about hierarchies. The measurable devices utilized in this exploration are the chi square and Garrett positioning. The investigation revealed that numerous educators feel that they will have a peaceful work life and be able to manage their work life if they are given proper awareness and training on handling emotional intelligence.

Mayya S.M et. al. (2021) tried to indicate relation of better WLB with the upper age group, gender, and faculties of science discipline and after multiple regression analysis it was found that WLB was associated with gender and age.

Singh. H., and Sharma. R., (2020) further depicts that in Punjab there were more number of male faculties. Work life Balance of faculties is impacted by presence of children and being married and ultimately affect their performance in job.

Dikshit S. and Acharya S. A. (2017) tried to examined the effect of workplace stress on WLB. Study also examined the relationship between demographic factors and stress in maintaining balance in life. Role ambiguity was a factor which was found to be different for male and females. It was concluded that factors of stress differ in both private and public colleges teachers.

Meharunisa S. (2019) worked on the factors affecting stress and its impact on balancing work life and personal life in female faculties. The study was conducted on Northern India with a sample size 208 female faculty. It was concluded that stress is responsible for low performance of employee and affect their work life. For the study samples were selecting through random purposive technique and the tools used were correlation, regression, ANOVA analysis. The study found several factors affecting stress and work life like hectic work schedule, discrimination and lack of training which also impact employee productivity.

Senthilkumar K.G., S. Chandrakumaramangalam and Manivannan L. (2012) aims to find various demographic variable and their relationship with the stress level in maintain balance among personal and professional life. It was concluded that females suffer from stress more and maximum respondents are not satisfied with WLB. So, to be successful in the environment an organization should implement programmes which enable faculties to have WLB as it is a combined effort of both employers and employees.

Zaheer A., Islam J., Darakhshan N. (2016) aimed to find level of work life balance in working women working in academics. Purposive sampling was chosen for the study. Maximum respondent was married, fall into the age group of 36-45 and have experience of 5 to 10 years. Study reveals that average relationship exists between stress and WLB in faculty. Efficiency and effectiveness of organization will improve if it works on WLB of faculties.

Joseph A., Kumar P. ((2017) reviews descriptive study and analysed that most of faculty feel stress in managing work and personal life as they do not have time for family and also maximum faculty have problem with working hours. The study provided suggestions to implement programs which help faculties to balance stress and stress

Need of the Study

Females play a vital role in the society and for them maintaining a balance in life is necessary but females suffer from stress due to multiple roles performed by females. As stress is a factor which creates imbalance but it is required to understand identify the causes of work life balance also the methods which can reduce stress.

Objectives of the Study

1. To Know the factors leading to Work life balance.
2. To Know the different perspective of Work life balance with respect to age group.

RESEARCH METHODOLOGY

The study is descriptive in nature and the data is collected through primary source i.e., with the help of questionnaire. The sample of 257 working professionals has been taken for the research selected through convenient sampling and the data collected analyzed with the help of percentage analysis and chi-square test.

Hypothesis

H1: - Factors of work life balance and behavior of women in the workplace are independent to each other.

H2 There is no association between factors of WLB and psychological Behaviour of professional.

DATA ANALYSIS AND INTERPRETATION

Table 1: Demographic profile of the respondents

Demographic Variable		Frequency	Percentage
Designation	Assistant Professor	177	68.9
	Associate Professor	57	22.2
	Professor	23	8.9
Experience	1 Year-3 Years	77	30.0
	More than 3 Years-8 Years	100	38.9
	More than 8 Years-13 Years	57	22.2
	More than 13 Years	23	8.9
Age	25 years-35 Years	191	74.3
	More than 35 Years-45 Years	53	20.6
	More than 45 Years	13	5.1

Interpretation- Table: 1 show that there were 177 Assistant Professors, 57 Associate Professors and 23 Professors. There are 38.9% of respondents who had experience between 3 years to 8 years, 30% of respondents had experience of 1 to 3 years, 22.2% of respondents had experience between 8 years to 13 years and 8.9% have more than 13 years of teaching experience. It is also found that 74.3% of the respondents belong to the age group of 25 years to 35 years, 20.6% came between 35 years to 45 years and 5.1% were more than 45 years old.

Table 2: Factors of Study

	Factors	Frequency	Percentage
Factors of WLB	Organizational Factors	58	22.6
	Personal Factors	42	16.3
	Financial Factors	56	21.8
	Family Factors	45	17.5
	Social Factors	56	21.8
Work-Place Behaviour	Higher Absenteeism	79	30.7
	Poor Performance	50	19.5
	Frequently Job Quitting	46	17.9
	Job Dissatisfaction	82	31.9
Psychological Behaviour	Aggression	45	17.5
	Negative Attitude	49	19.1
	Sadness	60	23.3
	Lack of Concentration	103	40.1

Interpretation- Table: 2 reveals that organizational factors, financial factor and social factors are almost equally responsible for WLB among professional women which are followed by family factors and personal factors. Job dissatisfaction found among most of the respondents as an effect of work life imbalance which is followed by higher absenteeism with respect to work-place behavior. Along with that respondents were mainly suffered from lack of

concentration due to work life imbalance with respect to Psychological Behaviour.

Hypotheses Testing - H_{01} : Factors of WLB and work-place behavior of Professional women are independent to each other.

Table 3: Chi-Square Test Statistics

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	91.836 ^a	12	.000
Likelihood Ratio	102.903	12	.000
Linear-by-Linear Association	38.889	1	.000
N of Valid Cases	257		

a. 0 cells (.0%) have expected count less than 5.

b. The minimum expected count is 7.52.

Interpretation-In table: 3, Pearson Chi-Square test statistics is 91.836 (df=12), $p=.000$. Since the p value of test statistics is less than significance p value of 0.05 which depicts that the null hypothesis is rejected. Hence factors of WLB and work-place behavior of professional women are dependent to each other.

H_{02} There is no association between factors of WLB and psychological behavior of professional women.

Table 4: Chi-Square Test Statistics

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	73.645 ^a	12	.000
Likelihood Ratio	74.436	12	.000
Linear-by-Linear Association	15.855	1	.000
N of Valid Cases	257		

a. 0 cells (.0%) have expected count less than 5.

b. The minimum expected count is 7.35.

Interpretation At 5% confidence level with 12 degrees of freedom, the value of chi-square test statistics is 73.645 at $p < .05$. Hence, it falls in the rejection region. Thus, the researchers reject the null hypothesis and conclude that there is an association between factors of WLB and psychological behavior of professional women.

CONCLUSIONS

- The researchers found that most of the professional women were Assistant Professor in selected private colleges and universities.
- According to research it is found that most of the female teachers have teaching experience between 3 years to 8 years. Along with that most of the respondents belongs to age group of 25 years to 35 years with respect to age.
- On the basis of data, it found that organizational factors, financial factor and social factors are almost equally responsible for causing work life balance among professional women which are followed by family factors and personal factors.

- Data reveals that job dissatisfaction and higher absenteeism found most prevailing behavior of respondents with respect to work-place behavior due to factors of work life imbalance m e a n w h i l e frequently job quitting is least prevailing behavior among them.
- Researchers found that respondents were mainly suffered from lack of concentration due to work and life imbalance while aggression is least depicted behavior with respect to psychological behavior.
- The results of Chi square test statistics depict that both work-place behavior and psychological behavior of professional women are dependent on factors of WLB.

DISCUSSION AND RECOMMENDATIONS

Work life balance is key precedent of human behavior either it is men or women meanwhile it plays crucial role in case of professional women. So, it creates the need to describe the factors of WLB and its relation or association with work-place behavior and psychological behavior of professional women specially who involve in profession of teaching in private college and universities. The study found that organizational, financial and social factors are the major factors of work life balance. So, it is recommended that the private college, universities and related authorities have at most focused to optimize their policies to balance the WLB of employees.

LIMITATION OF THE STUDY

The study is conducted for private college and universities of Moradabad only due to time constraint. Also, researchers have taken only the sample size of 257 respondents without any consideration of demographic profile of respondents.

FUTURE SCOPE OF THE STUDY

The future study should be extended to other educational organizations also to get more insight about work life balance and its effects on human behavior.

The future study will be more fruitful if it considers also the demographic profile of respondents with some other vital variables.

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