

# Work Life Balance of Female Employees in Education Sector

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**Abstract-** Work-life balance forms a major characteristic of the quality of work and life of individuals especially women, who are trying to deal with multiple roles (e.g. employee, partner, and career). The balance does not always denote an equal distribution of time, energy or other resources between the work and non-work domains but is a highly individualized and an impulsive concept of being able to manage one's work, family and personal life in a self-fulfilling way. This research study is exploratory and empirical study in nature. Simple random sampling method was used to gather information from 100 Female employees working in Gwalior District across various education Institutions (Government, Autonomous and Private Institutions). Data was analyzed through SPSS and exploratory factor analysis was applied to identify the factors of work life balance.

**Keywords:** Work life balance, Organization, Education, Female, Employees

## I. INTRODUCTION

A person to live a life that is both happy and healthy is acquired when there is worklife Balance. To those wishing to have good quality of life, Work-life Balance becomes a primary concern (Breitenecker & Shah, 2018). The notion of Work-life Balance has been described by the majority and according to them, life covers a great collection of activities not related to work for instance household chores and childcare which they achieved by maintaining harmony between work and life. (Semlali & Hassi, 2016) Since the decades, the concept of Work-life Balance has been declared as crucial as to both organizations and people. Also, it greatly leads to impact the performance of the organizations with the improvement in productivity of employees.

Education is critical to a country's progress and economic well-being, and it also serves as a springboard for other endeavors (Singh & Singh,

2015). Higher education has long been seen as a vital part of society's progress and development, bringing new ideas and perspectives to a variety of fields. In this situation, the teaching staff is seen as providing the basis for improving society and the advancement of the state through increasing the range of knowledge (Atta & Khan, 2016). First and foremost, teachers need to be given better and more flexible working circumstances. Improve the quality of work life in institutions so that employees may perform better and maintain a lower level of stress in the workplace (Subbarayalu & Al Kuwaiti, A., 2019).

Work-life balance forms a major characteristic of the quality of work and life of individuals especially women, who are trying to deal with multiple roles (e.g. employee, partner, and career). The balance does not always denote an equal distribution of time, energy or other resources between the work and non-work domains but is a highly individualized and an impulsive concept of being able to manage one's work, family and personal life in a self-fulfilling way. Workplace characteristics also forms the determinants of how men and women experience work family balance, such as duration of working hours, family friendly policies, managerial practices and organizational cultures.

## II. BACKGROUND OF THE STUDY

With the increased pace of urbanization, women's participation in education and mass literacy campaigns, our modern economic sector has witnessed mass entrance of women workers, combining domestic duties with paid employment outside their home. Introduction to various educational programmes has greatly influenced women's position giving a raise in their standards and eventually boosting their confidence level especially in urban areas. Rapid development could

be seen with regard to women's career development. This has provided women with broad outlook, created awareness and increased their desire for personal growth. This, along with financial pressure, has influenced women's decision to enter the work force.

The need for workers to balance work and home life increased substantially with increasing diverse workforce with more and more women engaging in paid labour. Also dual career families, single parent families were among others (Brough & Kelling, 2002; Frone, Russell & Cooper, 1992; Frone & Yardley, 1996).

### III. STATEMENT OF THE PROBLEM

The daily confirmations around us are the evidences of what workers face as a result of multiple demands on their time. Women are an integral part of the paid labour force that cannot be dispensed with (Barnett, Marshall & Sayer, 1992). Quite a lot of demographic changes including more working mothers, dual career couples and working single parents make one ponder on the influence of work on families' lifestyles, and how women juggle demands of the job and family (Frone, 2003). This implies that women combine two jobs at the same time: as paid employees and as mothers or wives but the association between reproductive role and productive role is relatively incompatible because both roles are demanding (Isuigo-Abanihe, 2011).

Average Indian woman will probably feel irresponsible if her family duties and responsibilities are not pleasing to her. In a sense, the interplay between work and family demands, pressures on employees and organizations are indeed some of the most significant contemporary phenomena of employment in the manufacturing and construction sector, which is characterized with long work hours, weekend work and overtime that make working hours longer and more tedious resulting in more pressures on women working in the sector.

Although several studies have assessed the challenges of women in paid work with emphasis on productivity and organisational commitment, not much has been done on female education sectors with reference to the impact of paid work on perceived labour turnover among women because of their inability to cope with the demands of their

work and family roles. This study, therefore, will fill this gap by investigating the work-life balance policies that may have helped or deterred female education sectors from balancing their family and work obligations.

### IV. REVIEW OF LITERATURE

Shobha Sundaresan (2014) this study investigates the factors affecting work life balance among working women and the consequences of poor-work life balance. Data were obtained through a structured questionnaire administered to 125 randomly selected working women across organizations/institutions in Bangalore City. The respondents to the survey were from a random sample of women who were engaged in paid employment or who were self-employed. The survey instrument was distributed among 125 such working women and 116 survey responses have been collected. Results indicate that a significant proportion of working women are experiencing difficulty in balancing work and family due to excessive work pressure, too little time for themselves and the need to fulfill others' expectations of them. Majority of the working women experience job spill over into the home as they have to put in longer hours. Major consequences of poor work-life balance are high levels of stress and anxiety, disharmony at home, experiencing job burnout and inability to realize full potential. They feel irritable and resentful often due to their inability to balance work and family life.

Saloni Pahuja (2016) examined work life balance of female's employees. Major purpose of this study is to evaluate work-life balance of female employees working in Axis Bank and to analyse the relationship and impact of work life balance on working female employees' personal life and profession life. The research design is descriptive and causal in nature. The area of study is Delhi/ NCR. Sample size constituted of 100 employees of Axis banks. Employees of Axis bank were randomly selected. Three to five employees were selected randomly from the different branches. Majority of the respondents expressed that there is no separate policy for work life balance in their organisation and many people were doing work overtime. Also management has not done much in terms of designing and implementing effective work life balance policies and practices. It was found that the

number of hours worked per week, the amount and frequency of overtime, and inflexible work schedule increase the likelihood of bankers to experience conflict between their work and family roles as it kills their time to perform family related activities. Findings revealed that employees in Axis Bank have medium level of Work Life Balance. Also there is significant positive relationship and impact of work life balance on employee's personal and professional life.

S. Hashimi (2021) in his study revealed that the research is to evaluate the factors impacting work-life balance of female employees in private higher education institutions in Kabul, Afghanistan. A sample of 219 female employees was targeted and exploratory factor analysis (EFA) has been employed in order to ascertain the factors impacting the work- life balance. The study found seven factors like, non-supportive job environment (job nature), poor family and work support system, working hours, work overload, family domain, burdened role and job sharing and ineffective WLB policy as the antecedents impacting work life balance of female employees in private higher education institutions in Afghanistan.

V. Vishnukanth Rao et al. (2022) conducted a study on the work-life balance of female employees at university in sultanate of Oman. A study was conducted to identify the challenges and opportunities faced by female employees in education institutions and how well the female employees can manage their professional life and personal life. It is a descriptive study conducted to find the opinions of female employees towards work life balance at University in Oman. The population of the proposed research include all female teaching staff of the University (population is 83) by including all the departments (BSD, ELC, Engineering and IT). The sample size is 68 with (95% confidence level). The instrument consists of demographic variables and Likert five point scales to know the opinions of female employees and some closed and open-end questions were used to get proper responses. After collecting the data, SPSS-22 is used for analysing the data by using parametric tests. A one way ANOVA was conducted to compare the opinions of female employees towards work environment. From the analysis it is evident that there is a difference of opinion among female

employees of the University towards work environment.

Dr. Mary Sudharshini Fernando (2024) Major objective of the study is to determine the factors affecting work-life balance and to examine the effect of work life balance on Job performance. among working women during work from home through a study of 50 ladies working in the IT area in Pondicherry. The primary data is collected by using primary methods such as questionnaires. Majority of the respondents expressed that there is no separate policy for work life balance in their organisation and many people were doing work overtime. Also, management has not done much in terms of designing and implementing effective work life balance policies and practices. If the personal and professional lives of female employees are balanced, they can devote more time to their children and can focus on their upbringing. It was found that the number of hours worked per week, the amount and frequency of overtime, and inflexible work schedule increase the likelihood of employees to experience conflict between their work and family roles as it kills their time to perform family related activities. Also, there is significant positive relationship and impact of work life balance on employee's professional life. Study also revealed some of employees feel so stressed that they are not able to handle family responsibilities even after coming from workplace as they feel so tired and exhausted because of long working hours. Breaks are also very short so they were not able to take proper rest. However, their company provides no policy as such to help their employees meet their family commitment. The analysis also reveals that five factors namely, Job Nature, Work Load, Job Environment, Organizational Support, and Family Domain constitute work-life-balance of women professionals. The result of correlation analysis also confirms the positive correlation among the above five factors.

#### Objectives of the study

1. To examine the various factors affecting "Work-Life-Balance" of working women.
2. To recommend and suggest ways for improving Work Life Balance.

#### Research Design

The study utilized quantitative research methods. This research study is exploratory and empirical study in nature to understand the work life balance in female employees.

#### Sampling Technique

Simple random sampling method was used to gather information from respondents of the study.

#### Population

Female employees working in Gwalior District across various education Institutions (Government, Autonomous and Private Institutions) have been selected as population of the study.

#### Sample size

There totally 120 questionnaires were printed and distributed to the female employees directly, with assumption that respondents may fill the questionnaire casually which will result in error. As expected 100 questionnaires were filled correctly, which were found useable and surveys are valid and being collected, which is 83.3% response rate over the whole survey. The overall sample size for the study was 100 female employees.

#### Questionnaire Design

The questionnaire has two parts. First part contains question related to demographic variable and work-family balance policy in organisation. Second part comprised 46 closed-ended items to measure variables used in the study. These items were measured on a five-point Likert scale that ranged from “strongly disagree” to “strongly agree”. Data was analyzed by using SPSS Version 23.0 for Windows software; the reliability and validity of the measures are tested; and the exploratory factor analysis was applied to find out the factors of worklife balance.

#### Conceptual Framework of the Study

Work-life balance, in its broadest sense, is defined as a satisfactory level of participation or fit between the numerous roles in a person's life (Hudson, 2015). It is about the interaction between paid work and other activities, including unpaid work in families and community, leisure and personal development. Greenhaus, Collins and Shaw (2013) referring Work-life balance to work-family balance opines that work-family balance is the extent to which an individual is equally self engaged and

equally satisfied with his or her work role and family role. Clark (2019) defines work-life balance as contentment and good functioning at work and at home with negligible role conflicts. Work-life balance is about finding the right balance between one's work and one's life (outside work) and about feeling comfortable with both work and non-work commitments. Barrera (2017) proposes a situation that involves employers working constructively with their employees to put in place arrangements, which take into account the needs of the business as well as the non-work aspects of employee's lives. These arrangements and applications are facilities which are utilized by organizations to gain advantage to balance the voluntary employees personal and work lives. These advantageous facilities are-flexible working hours, autonomy in the work facilities (Dwyer, Jamieson & Moxham, 2017), choosing the hours of start and end of the work, tele-working, home working, electronic working, family permissions, assistance programs for employees, counselling services, child care services etc. Employees and employers are both middle to the subsequent use and successful accomplishment of these policies and practices. Work Life Balance initiatives can be broadly divided into four dominant categories which include flexible working arrangement (home working, compressed hours); leave arrangement (annual leave, Parental leave); dependent care assistance (Child care arrangements and Crèche) and general services (Employment assistant programs) (De Cieri & Bardoel, 2019). Organizations can implement various work-life balance initiatives that may assist employees to better balance their work and family responsibilities, gain improvements in well-being and provide organizational benefits (Greenhaus, 2019). There are a large variety of family friendly policies which include, but are not limited to the following: flexible working hours, job sharing, part-time work, compressed work weeks, parental leave, telecommuting, on-site child care facility (Hartel, 2017). Employee Performance in a firm is a very important area in the workplace. It can be interpreted equal to the quality of work performed by the employee. It can help the firm increase and utilize the capacity of the human resources it has. It translates into good service delivery and interaction in which affects every of the organization. To achieve this, organization, need to make polices that will encourage employee performance.

## Factor Analysis for Work Life Balance Factors

Varimax to identify variables whose factor loadings are over 0.3 and Eigen values with at least 1 and not less.

Exploratory Factor Analysis was used on each variable using Principal Component Analysis and

KMO and Bartlett's test

Table No. 1 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.776
Bartlett's Test of Sphericity	Approx. Chi-Square	11398.113
	df	703
	Sig.	.000

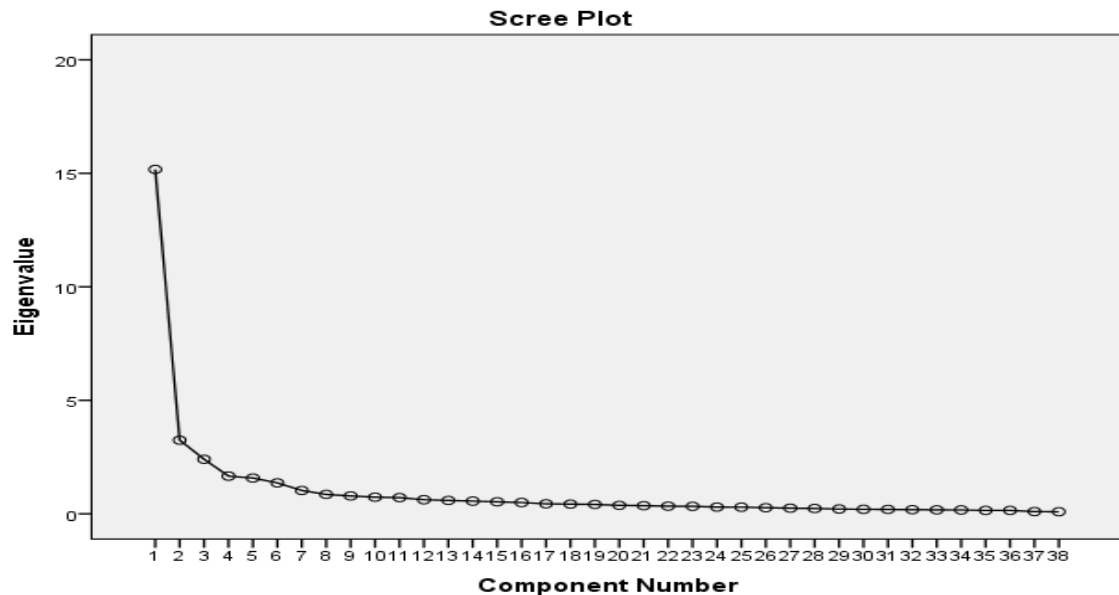
The value of KMO is .776 which is greater than 0.5 so we can say that data is adequate as well as normally distributed. Hence the sample is adequate enough and suitable for factor analysis. The result of Bartlett test of chi square is 11398.113 with degree of freedom is 703 and level of significance is .000.

Table No. 2 Total Variance and Factor Loadings

Factor Name	Total Eigen Values	% of Variance	Items Converged	Factors Loads
Time Management	11.223	26.473	I can complete my official work within regular working hours	.868
			I rarely bring office work home	.825
			I am able to allocate time effectively for both work and personal life	.821
			I do not feel rushed due to lack of time for personal responsibilities	.795
			I can manage time well even during peak workloads	.742
Organizational Support	9.118	18.750	My supervisor is understanding of my personal commitments	.884
			My workplace encourages work life balance practices	.855
			I can take time off from work for personal need without hesitation	.774
			My workload is manageable and does not interfere with my home life	.727
			My organization supports flexible work arrangements	
Family and Personal Life	6.986	15.070	I spend enough quality time with my family	.810
			I am able to attend important family events	.786
			I feel emotionally connected to my family members	.685
			I am satisfied with the time I get for myself outside work	.677
			My personal relationship are not negatively affected by my job	
Social Support	5.683	12.391	My social environment encourages working women	.848
			My extended family or community offers a support during personal emergencies	.795
			I do not feel judged by society for being a working women	.750

			I am not able to rely on relatives or friends for help when work gets demanding	.735
			My domestic responsibilities are shared fairly among family members	.787

Fig Scree Plot



#### Description of factors

**Time Management:** This factor has emerged the most important determinant of work life balance total variances (26.473). Major elements of this factor include I can complete my official work within regular working hours, I rarely bring office work home, I am able to allocate time effectively for both work and personal life, I do not feel rushed due to lack of time for personal responsibilities and I can manage time well even during peak workloads

**Organizational Support:** This factor has emerged the second important determinant of work life balance total variances (16.750). Major items of this factor constitute My supervisor is understanding of my personal commitments, My workplace encourages work life balance practices, I can take time off from work for personal need without hesitation, My workload is manageable and does not interfere with my home life and My organization supports flexible work arrangements.

**Family and Personal Life:** This factor has emerged the third important determinant of work life balance total variances (15.070). Major elements of this factor include, I spend enough quality time with my family, I am able to attend important family events, I feel emotionally connected to my family members, I am satisfied with the time I get for myself outside

work and My personal relationship are not negatively affected by my job.

**Social Support:** This factor has emerged the third important determinant of work life balance total variances (12.391). Major elements of this factor include My social environment encourages working women, My extended family or community offers a support during personal emergencies, I do not feel judged by society for being a working women, I am not able to rely on relatives or friends for help when work gets demanding and My domestic responsibilities are shared fairly among family members.

#### V. CONCLUSION

Work-life balance is responsible for shaping the attitude of employees and their personal lives (Oludayo, et al., 2015). Out of various factors which affect the efficiency of workers at the workplace, work-life balance is one of them (Kamau, et al., 2013). Those having balanced career and life most probably seem to be more effective in the work and vice versa. The result of the study come out with the fact that there are four factors which impact work life balance of female employees i.e. Time management, organizational support, family and personal life and social support. The manager of

organization must focus on these factors to achieve work life balance and to achieve employee performance.

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