
A Study on Work-Life Balance of Female Employees in Education Sector

Anshu Thakur,

Asst. Professor, Acropolis Institute of Technology and Research, Indore

Abstract

There is lot of controversies about the work life balance. It is common perception that it is very difficult to make a balance between professional and personal life. This research has tried to identify the work life balance of female employees of education sector. For the purpose of research the data were collected from 40 female employees. It has been came out that female employees were facing lot of problems in balancing between work and life. Though they are able to balance their personal and professional life up to certain extent.

Keywords: - Female Employee, Work Life Balance, Stress.

1. Introduction

The time has been changed, women are no more only engaged in house hold work in addition to their traditional role like men they are working/engaged in all most all the area of economic activities.. With the increasing opportunities and globalization of the Indian economy contribution of women in the society through earning has increased. Now more women are coming out of their safe shells to work and earning money for the betterment of their families and proving their hidden and unexplored qualities. The women those who are working outside their home to earn money are bearing the tow fold responsibilities. One is at home and other one is at office.

Working women lives are like managing act that includes multiple responsibilities at work, on top of managing the daily routine responsibilities of life and home. With the passage of time nuclear families increased and this change faded away the concept of 'ideal home' in which the earning member's spouse took care of home. With improved education and employment opportunities today, most homes are ones in which both the parents are working, because of necessity and the desire to augment incomes. Though a woman has to carry both career development on one hand and the family care on the other hand but it is important for her to strike a balance between the professional demands and domestic compulsions. Professional life means the aim to grow and earn respect in the organization and society at large and personal life means taking care of family, children, parents, health and pending the leisure time effectively.

Poor unbalanced work life results in psychological and physiological stress which not only adversely affects the performance that leads to frustration but also has a impact on her attitude and finally exhibits her tantrums on the family which created disturbances in the family and affect the grooming of children who are future of the nation. Bad work life balance leads to improper management of time. So she neither able to concentrate on her professional life nor on her personal life completely. It causes emotional imbalance and is subjected to enormous stress. This mental stress lead to physical stress and causes ill health which can be short time set back like headache, gastritis, body ache etc or lead to long term illness like cardiac problems, high blood pressure , diabetes or other psychiatric problems. She not only become a bad professional but also become a poor homemaker. This failure leads to depression and she loses her image both at work and at home.

2. Objectives:

- To study how the working women maintain a balance between life-work.

3. Review of Literature:

The literature review on Work-life Balance has been framed up in view of its gained popularity with the major aim to have prosperity of society and the realization of fulfilling lives for its employees by supporting the growth of every employee and the further development of the companies. The literature identifies its effect on various quality life conditions i.e Job Satisfaction, Work Stress,

Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with Work-life Balance and its practices/policies. In this paper, an endeavour has been made to provide an overview of various aspects of Work-Life Balance through the review of existing literature. Higgins et al. (1992), Hochschild (1989), Kelley and Voydanoff (1985), Hochschild (1989) Thompson & Walker (1989) revealed that working women face well-documented conflicts due to their continuing role as primary caretakers for their homes, children, and/or elderly parents being women's greater responsibility for children and other family members and they experience more interruptions than men resulting common household problems. However, at family front researcher like Milkie and Peltola (1999) stated that one will feel less successful in achieving their own work-family balance if spouse has to do the smaller portion of housework whereas Kiecolt (2003) found that who find work a haven spends no more hours at work than those with high work-home satisfaction. However, Higgins and Duxbury (1992) expressed that work conflict is a greater source of work-family conflict whereas personal or family lives, interfere with work are associated for fewer hours but work that interferes with life matters as revealed by the researcher Reynolds (2005).

The literature on Work-life balance with different prospective are studied and available, in recent years, there has been an increased interest in work family interface in the human resource management literature, especially regarding the sources and outcomes of conflict between these two spheres. A number of studies have addressed this issue from different perspectives. Greenhaus and Beutell (1985) and Greenhaus et al. (1989) examined the antecedents of conflict between family and work, Goodstein (1994) and Ingram and Simons (1995) presented an institutional perspective on organizations' responses to work-family issues. In addition, Campbell, Campbell and Kennard (1994) have studied the effects of family responsibilities on the work commitment and job performance of women. The work-family issue is even further expanded to address the relationship of business-marriage partners (Foley & Powell, 1997).

Rebecca Bundhun quotes in "The National (2009), an Abu Dhabi National Paper 1 that "Women and men generally have a different perception of what the "life" part of the balance involves. For women it tends to be devoting more time to family, while for men it is spending more time pursuing personal interests. She also quoted the paper of Dr Katty Marmenout, a research fellow at the INSEAD School in Abu Dhabi with his words that "work-life balance is not simply about equally dividing the time spent on one's work and personal life, but establishing a harmony that reflects an individual's priorities. So, this allows for acceptance of the happy workaholic or the satisfied stay-at-home mum or dad. "How can we measure or evaluate work-life balance? The best indicator would be that it should feel right," she said. Whereas researcher Murphy and Doherty (2011) revealed that it is not possible to measure work-life balance in an absolute way as there are personal

circumstances which influence the way that is perceived but establishing a harmony that reflects an individual's priorities whereas employees must draw a firm line between their home and work lives and be confident that the line is in the right place (Harvard Business Review, page 184).

Hyman and Summers (2004) classified seven major problems which are associated with current practices over work-life balance these are unevenness of adoption across different sectors and organizations, lack of formalization of policies at organizational level, restricted employee voice over the introduction and implementation of policies, policies are primarily to meet business needs rather than those of employees, there is no evidence of reduction in working hours, tangible and intangible work intrusions into domestic life, domestic responsibilities are still conducted primarily by women irrespective of their employment status. Researcher Vloeberghs (2002) revealed that there is a need for a practical instrument to measure the present situation of work-life balance. However, as revealed by the researcher Eikhof et. al. (2007), the current work-life balance policies are narrow in terms of addressing the needs and aspirations of employees but there is need for its realization as reflected in Emerald article, Human Resource Management International Digest, Vol.12 Iss: 7 (2004) which emphasized that the employers are realizing for its responsiveness and take initiative in trying to meet employee expectations for flexible benefits that help with their work-life balance.

Miller (1978) emphasized that earlier the work life used to begin at age 16 and end at age 70 and now begins at 20 and ends at 62 for most of the working persons. However, restrained effects of the increase in average length of life over the last 80 years may be associated with certain changes in work-life history as more people reach the older ages with their health to permit them to enjoy leisure and image of the retirement years. In spite of that changing view of marriage like relationships also affects work-life balance as many women are no longer expecting lifelong partners, and consequently they stress the importance of acquiring skills and qualifications as stated by researcher Lewis et al. (1999) whereas in contradiction to the above Milkie and Peltola (1999) stressed that happier marriages are related to a greater sense of success in balancing work and family.

Crooker et al. (2002) have studied the relationship between life complexity and dynamism that affect work-life balance. The authors have explained individual value systems on the relationship between life complexity and work-life balance. Guest (2002) has explored the reasons why work-life balance has become an important topic for research and policy in some countries especially European countries.

Mcdowell (2004) has elaborated the ways in which organizations and institutions operate at a range of spatial scales as well as new sets of responsibilities towards co-workers, members of households and the public.

Morris and Madsen (2007) have shown the importance of work-life balance. By better understanding work-life theory, HR professionals can contribute to the strategic development of policies, practices, programs and interventions. Moore (2007) conducted a research to compare work-life balance issues workers and managers of an MNC. It was concluded that many of the managers are not able to achieve work-life balance. In a research,

To establish and illustrate the levels of awareness of work-life balance policies within the surveying profession in Australia and New Zealand, Wilkinson (2008) conducted a research. It was concluded that the consequences of an imbalance between work and personal or family life is emotional exhaustion, cynicism and burnout.

The importance of managing an employee's WLB has increased markedly over the past 20 years (De Bruin & Dupuis, 2004). There have been changes in several areas that directly impact on this issue. Firstly, jobs have become more complex and employees have been put under pressure to produce quality results in shorter timeframes and with fewer resources (Hosie, Forster & Servatos, 2004) that has resulted in a redefinition of 'normal working hours'. Secondly, the demographic make-up of the labor force (i.e. gender, ethnicity, dual career couples, religion, multi-generational workplaces etc), and thirdly the very nature of the employment contract has necessitated that organisations effectively manage their employee's wellbeing, stress and job satisfaction (Greenhaus & Powell, 2006).

Organizational interest in the management of the WLB derives from evidence that "there is little doubt any more that there is a clear connection between the way people are managed and organizational performance" (Purcell, 2002:1), and that with the onset of predicted skill-shortages, the ability to offer effective WLB employment opportunities may become a source of competitive advantage.

Ideally, the WLB concept requires organizations to effectively integrate employees' work and non-work roles such that levels of multiple-role conflict, and the associated stress and job-dissatisfaction, are minimized or avoided (De Bruin & Dupuis, 2004; Greenblatt, 2002). In attempts to achieve a WLB, however, western organizations have tended to adopt a limited set of policies such as on-site child-care facilities, on-site gymnasiums, telecommuting opportunities, and even on-site sleeping quarters for the employee and their family (Hacker & Doolen, 2003; Hyman & Summers, 2004). Each has attempted to increase the flexibility by which employees can enact their work-roles whilst simultaneously enabling them to enact their family-based roles to the minimum extent necessary.

4. Research Methodology

The study was exploratory in nature. Survey technique was used to collect primary data. The scope of the study included married female employees, working in any organization or running their own business in Indore. The study was conducted in 2013. There were

40 respondents chosen from Dewas those who were working on full time basis employees.

The respondents included married working women working as a teacher in schools having kids. Respondents were Graduate with Engineering, in commerce field, science and Post Graduate with MBAs and some of them were completed their doctorate allied disciplines.

The data has been collected through structured questionnaire having Likert's five-point scale of agreement was applied where the respondents have to fill one choice ranging from strongly disagree to strongly agree.

For the purpose of data analysis t- test has been applied with the help of statistical software SPSS.

5. Results and Interpretations

For the purpose of the study following hypothesis has been created.

H₀₁: There is no significant difference in the mean value of thinking about work when not at work.

H₁₁: There is a significant difference in the mean value of thinking about work when not at work.

The hypothesis that there is no significant difference in the mean value of thinking about work when not at work has been rejected (P=.000<.050). Hence it can be said that there is a difference women think about the work when they are not at work.

H₀₂: There is no significance difference in the mean value of spending too much time at work

H₁₂: There is a significant difference in the mean value of spending too much time at work

The hypothesis that there is no significant difference in the mean value of spending too much time at work has been rejected (P=.000<.050). Hence it can be said that there is a difference in the mean value of spending too much time at work. It may be like that women spend less time at work than the others one. The reason may be that the nature of the work is so.

H₀₃: There is no significant difference in the mean value of missing quality time with friends and family due to work.

H₁₃: There is a significant difference in the mean value of missing quality time with friends and family due to work

The hypothesis that there is no significant difference in the mean value of missing quality time with friends and family due to work has been rejected (P=.000<.050). Hence it can be said that there is a difference in the mean value of missing quality time with friends and family due to work. Hence it can be interpreted that due to work load and heavy pressure of time the were not able to spend quality time with family.

H₀₄: There is no significant difference in the mean value of domestic work gets affected

H₁₄: There is a significant difference in the mean value of domestic work gets affected

The hypothesis that there is no significant difference in the mean value of domestic work gets affected has been rejected ($P=.000<.050$). Hence it can be said that there is a difference in the mean value of domestic work gets affected. Hence it can be interpreted that due to work load their domestic work get affected.

H₀₅: There is no significant difference in the mean value of various activities of home effects work.

H₁₅: There is a significant difference in the mean value various activities of home effects work.

The hypothesis that there is no significant difference in the mean value of various activities of home effects work. has been rejected ($P=.000<.050$). Hence it can be said that there is a difference in the mean value of various activities of home effects work.. Hence it can be interpreted that due to domestic responsibilities and other domestic factors official work affected.

H₀₆: There is no significant difference in the mean value of stress at home distracts work

H₁₆: There is a significant difference in the mean value of stress at home distracts work

The hypothesis that there is no significant difference in the mean value of stress at home distracts work has been rejected ($P=.000<.050$). Hence it can be said that there is a difference in the mean value of stress at home distracts work. Hence it can be interpreted that due to home stress work official work gets affected.

H₀₇: There is no significant difference in the mean value of satisfaction with company's support for personal problems.

H₁₇: There is a significant difference in the mean value of satisfaction with company's support for personal problems.

The hypothesis that there is no significant difference in the mean value of satisfaction with company's support for personal problems has been rejected ($P=.000<.050$). Hence it can be said that there is a difference in the mean value of satisfaction with company's support for personal problems. Hence it can be interpreted that company has a system to support for working women so that they can balance their professional and personal life well.

6. Analysis

- Working women maintain work life balance every women is not think about his official work when she was at home or at some other place(H₀₁).Because when you are always involved irrespective of the time in your job mentally it affects your personal life. In

the same way the work pressure or the stress of work place has not always been brought at home which affects positively the balance in the life.(H₀₆).

- When some employees spends much time on the work place as compare to other or more than required it also affects the personal life. Generally female employee prefer to be on time at their home. (H₀₂). Spending quality time with the family members and friends has also an important factor and it becomes difficult for working women to spare and spend such time with family and friends.

7. Conclusion

The present research is an attempt to explore the equilibrium between the professional and personal life of working women those who are serving in education sector. Every professional is struggling to make balance between personal and professional life and tries to put all the efforts. Though it is not so easy but not very difficult also at the same time. This can be an easy statement for a male employee but when the employee is a female than it really becomes very difficult for her to make a balance in this dual role of her life. This can be said by the observation that , they are mentally engaged in office work when not in office. Due to their family responsibilities they spend much time at work and due to which they are running in short of quality time for their friends and family. Office responsibilities affects their personal liabilities and responsibilities toward the family instead of all this they and their organisation supports them to cope up with this situation and in making the balance between personal and professional life.

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Results of t - test

One-Sample Test

Question	Test Value = 0					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Q1	19.695	39	.000	3.525	3.16	3.89
Q2	19.367	39	.000	3.375	3.02	3.73
Q3	20.424	39	.000	3.250	2.93	3.57
Q4	16.240	39	.000	3.375	2.95	3.80
Q5	15.790	39	.000	2.225	1.94	2.51
Q6	11.898	39	.000	1.950	1.62	2.28
Q7	12.333	39	.000	1.675	1.40	1.95
Q8	11.147	39	.000	1.975	1.62	2.33
Q9	15.903	39	.000	2.925	2.55	3.30
Q10	12.353	39	.000	3.000	2.51	3.49
Q11	12.559	39	.000	2.675	2.24	3.11
Q12	13.393	39	.000	2.975	2.53	3.42