

## Work Life Balance Of Women Faculties: A Study on Selected Colleges of Bargarh District

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### Abstract

In the changing scenario women are not only busy in the domestic work but also come forward to facing the challenges and enter into many professions. Most of the women are prefer to enter into the teaching profession. Recently teaching job not only confined with only teaching in classroom but they also need to perform duties of an administrator, resource person, innovator, counselor, managers etc. These responsibilities arises high level of stress. The biggest challenges for women faculties are how to balance the demands of family and professional life. This study identifies the various challenges and issues faced by women faculties to maintain work life balance.

**Keywords:** *Work life balance, women faculties, domestic, professional life, stress.*

### 1. Introduction

Work life balance of women employee has become an important challenge in today's scenario. Men and women both are equally participate in income generation activities to satisfy their home needs. In early age women only confined with their household activities but in recent situation made their mark in each and every field. Work life balance for teaching professional has become one of the greatest challenges in recent world. Teacher's workload not only confined in the institutions but also extend to their home. Teachers need to extra times for productive and effective in their profession. Thus it is very necessary to study the work life balance with respect to the teachers specially women.

Work-Life Balance is the relationship between time and space of work & non-work in societies where income is predominantly generated and distributed through labor markets. Work-Life Balance is being aware of different demands on time and energy saving the ability to make choices in the allocation of time and energy knowing what values to apply.

Work Life Balance means the competence to schedule the hours of an individual Professional and Personal life so as to lead a healthy and peaceful life. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life (K.Santhana Lakshmi & S.Sujatha Gopinath, March 2013). This study attempts to know the work life balance of women employee in teaching profession.

### 2. Literature Review

N.Krishna Reddy et al, (2010) concluded that the married women employees indeed experience Work Family Conflict (WFC) while

attempting to balance their work and family lives. Thus, Organization needs to formulate guidelines for the management of WFCs. Niharika and Supriya (2010) have studied the work based factors and family related factors that are considered to contribute to work life balance. Work based factors are flexi time, option to work part time and freedom to work from home and the family related factors are child care facility and flexibility to take care of emergencies at home. They are related to job satisfaction and performance of the employees.

Reddy and Vranda (2011) that various factors related to work-family and family-work conflict among married women employees. The study found that work-family and family-work conflict was higher among the women having the eldest child between 7-10. Various variables which affect the work-family conflict and family-work conflict are number of children, age of the children, and education of women and nature of work. These are some of the findings which suggests that work life balance is not a single way approach as it includes some of the different aspects also like responsibilities, cooperation from family, working hours, work demands, flexibility in working hours etc. these are some of the points which is considered by every working woman for evaluating work life balance.

Shalini and Bhawna (2012) reported in their study, Quality of work life is being used by the organizations as a strategic tool to attract and retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work.

Vijaya Mani (2013) has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health,

problems in time management and lack of proper social support based on conflict and enrichment.

Julka.T&Mathur.U(2017) reported in their study managing work life balance (WLB) has become an issue for both the employees and HR departments since WLB tensions may reduce performance, overall job satisfaction and finally increase the fluctuation rate. Having a balance between job and non-work is a biggest challenge for the professional people. The role of working women has changed throughout the world due to economic conditions and social demands. This has resulted in a scenario in which working women have tremendous pressure to develop a career as robust as their male counterparts while sustaining active engagement in personal life. The increasing responsibilities on the personal front with the technological blessings like advanced mobile phones, notepads, etc. that keeps work life integrated with personal life also creates stress on personal and professional fronts in this knowledge age. This affects the person's physical, emotional and social well-being. This paper is an attempt to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life.

### 3. Objectives

- To study the impact of work life balance on women faculties in Bargarh district.
- To identify the factors affecting work-life balance.

### 4. Work Life Balance and Women Employee

Work life balance is most important in women employees. Today's women are career oriented. For fulfilling demands of their needs they face many challenges. Women can balance between profession and home. Women have multiple responsibilities at work. Successfully achieving work life balance will ultimately create a more satisfied workforce that contributes to productivity and success in the workplace. Organizations have empower the women through various schemes like forum, committees, grievance redressal system, suggestion schemes where a women is empowered to share their views, complaints and suggestions with the top level management and finding their solutions.

### 5. Research Methodology

**RESEARCH DESIGN**-Descriptive in research

**DATA SOURCES**- Both primary and secondary data can be collected for the study. Primary data can be collected through questionnaire and secondary data can be collected through various research papers and articles.

**SAMPLE SIZE**-50

**SAMPLING TECHNIQUE**-Simple random sampling

**STATISTICAL TOOL**- Analysis of data done through percentage

**TABLE 1: GROUPING THE RESPONDENTS ON THE BASIS OF AGE**

GROUPS	RESPONDENTS
20-30 Years	25
30-40 Years	15
40-50 Years	10
ABOVE 50 Years	0
<b>TOTAL</b>	<b>50</b>

**TABLE 2: GROUPING THE RESPONDENTS ON THE BASIS OF SALARY**

GROUPS	RESPONDENTS
Upto Rs.10,000	5
Rs.10,000 to Rs.20,000	10
Rs.20,000 to Rs.30,000	20
Above Rs.30,000	15
<b>Total</b>	<b>50</b>

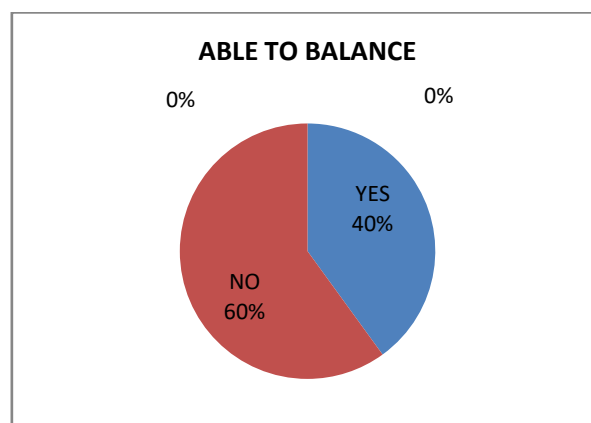
**TABLE 3: GROUPING THE RESPONDENTS ON THE BASIS OF MARITAL STATUS**

GROUPS	RESPONDENTS
UNMARRIED	15
MARRIED	35
<b>Total</b>	<b>50</b>

### 6. Data Analysis and Interpretations

#### Q.1 I am able to balance my personal and professional life well

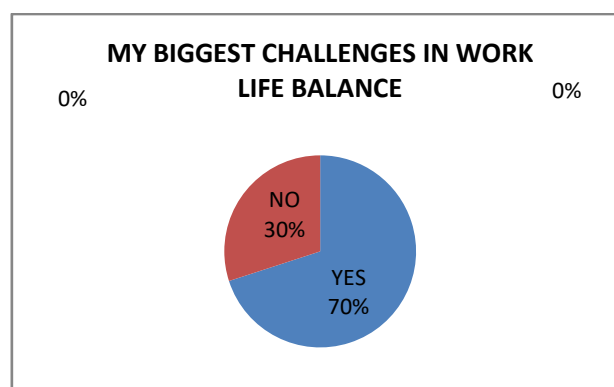
RESPONSES	NO.OF RESPONDENTS	PERCENTAGE
YES	20	40
NO	30	60
<b>Total</b>	<b>50</b>	<b>100</b>



From the above table we found out the total 50 respondents from various colleges, 40% felt out that balance both personal life and professional life and 60% respondents are not balance between personal and professional life.

#### Q.2 As a working woman, my biggest challenges in work-life balance.

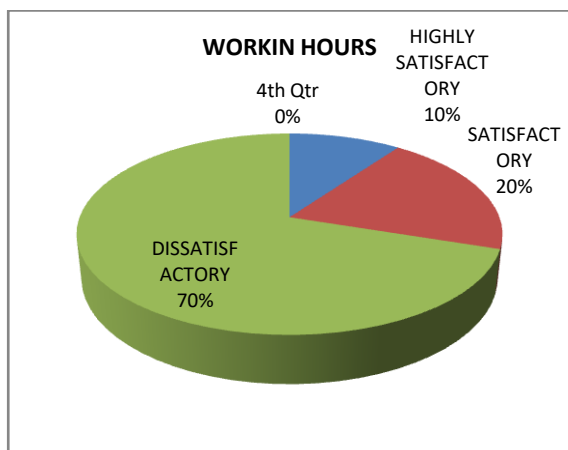
RESPONSES	RESPONDENTS	PERCENTAGE
YES	35	70
NO	15	30
<b>TOTAL</b>	<b>50</b>	<b>100</b>



From the above table we found out the total 50 respondents from various colleges, 70% felt out that work life balance is the biggest challenges and 30% respondents are felt that that is not a biggest challenges.

**Q.3 How is the working hours of the organization?**

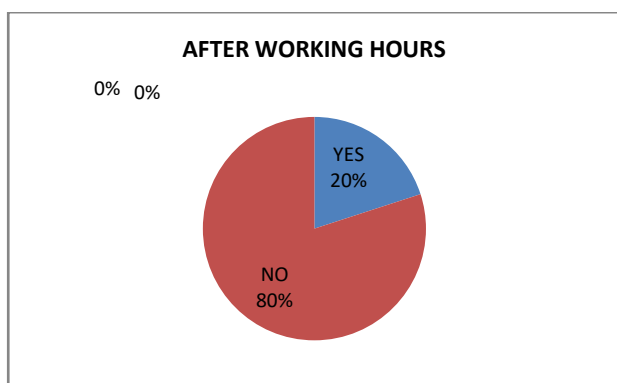
RESPONSES	RESPONDENTS	PERCENTAGE
Highly satisfactory	5	10
Satisfactory	10	20
Dissatisfactory	35	70
Total	50	100



From the above table we found out the total 50 respondents from various colleges, 10% respondents are highly satisfy with the working hours of the organization, 20% are satisfy and 70% are dissatisfy with the working hours of the organization.

**Q.4 Dose after working hours you get enough time for your family?**

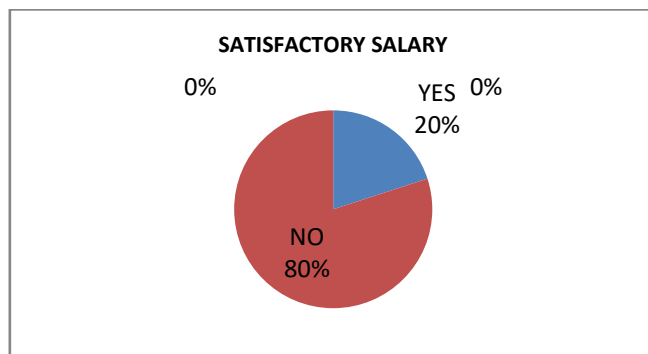
RESPONSES	RESPONDENTS	PERCENTAGE
YES	10	20
NO	40	80
TOTAL	50	100



From the above table we found out the total 50 respondents from various colleges, 20% felt out that after working hour they gave sufficient time for her family and 80% respondents are do not gave mush time to her family.

**Q.5 Does the organization provide satisfactory salary according to your work?**

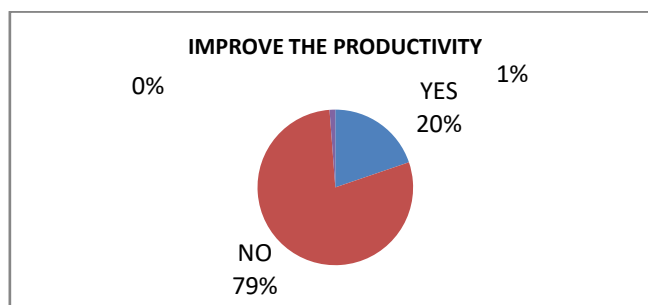
RESPONSES	RESPONDENTS	PERCENTAGE
YES	20	40
NO	30	60
TOTAL	50	100



From the above table we found out the total 50 respondents from various colleges, 20% felt out that the salary structure is satisfy and another 80% respondents are not satisfy with the salary.

**Q.6 DO YOU THINK QUALITY OF WORK LIFE OF THE ORGANIZATION HELPS TO IMPROVE YOUR PRODUCTIVITY.**

RESPONSES	RESPONDENTS	PERCENTAGE
YES	20	40
NO	30	60
TOTAL	50	100



From the above table we found out the total 50 respondents from various colleges, 40% felt out quality of work life increase the productivity and another 60% respondents are not agree with statement.

**FINDINGS**

- Most of the faculties are feeling that work life balance is the biggest challenges.
- Women faculties are not balanced between personal life and professional life.
- Due to long working hours faculties are not given sufficient times to her family members.
- Most of the faculties are not satisfied with the salary structure of the colleges.

**SUGGESTIONS**

- The working hours should be flexible.
- For balancing personal life and professional life through the various welfare schemes.
- Various incentives schemes can be provide to the faculties members for improvement of quality of work life.
- Quality of work life leads to better productivity of the organization.

**7. Conclusion**

Work life balance is the important factor for the women. Women are maintain both professional and personnel life. Certain factors like lengthy working hours, rigid policy, salary structure, leave policy etc. That leads to dissatisfy the women employees. Organizations should need to adopt the human resource strategies and

policies to overcome the various issues of the work life balance of women in the recent business environment.

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