

Work Life Balance of Women Employees of teaching faculties in Karnataka State

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Abstract

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 ever-increasing work pressure is taking a toll on the working women leaving them with less time for themselves. 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. Thus, achieving work life balance is a necessity for working women to have a good quality of life. This paper is an attempt to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life. The various factors affecting the work-life balance of married working women have been examined in this study. The tool used for the study is the manual on work-life balance of The Industrial Society (now the Work Foundation) by Daniels and McCarragher. Data were subjected to descriptive statistics and it was found that the problems faced by the working women of ts in terms of work-life balance are quite high. The results also indicate that the work-life balance of individuals affect their quality of life.

Keywords: Work-life balance, working women, personal life, work life.

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1. INTRODUCTION

Work life balance of women employees has become an important subject since the time has changed from men earning the family living in today's world where both men and women equally share the responsibility of earning for the betterment of their family life. Hence it is for the betterment of their family life. Hence it is very necessary to know how the women balance very professional and domestic life. In the initial stages, women had to struggle a lot to establish their identity in this competitive world, both in the society as well as in the professional life. But with the advancement in educational and training institutions, things have improved to a great extent. Historical data from employment survey in India indicates that the employment rate of women has remarkably increased by 3.6% per year from the year 1991 to 2001. Women in India have broken barriers and built bridges in the professional flat forms. Work-Life Balance focuses on two main aspects called Achievement and enjoyment. This means that a woman should be able to have job satisfaction (Enjoyment) and at the same time be able to grow up in his career (Achievement) when a working woman is able to achieve and enjoy her professional and personal life, it means she has a positive work-Life Balance. After the Industrial Revolution in the second half of the 18th century, there was a tremendous change in the pattern and concept of professionalism. This has given a new dimension to work-life balance. But there is no one perfect shape to work-life balance. It varies from individual to individual because priorities differ according to individual life styles. It not only changes in

priorities but also changes in status, like when one is unmarried, after marriage, after childbirth, when a new career begins and this keeps on changing till one's retirement.

2. LITERATURE REVIEW

Work-life balance is defined as an employee's perception that multiple domains of personal time, family care, and work are maintained and integrated with a minimum of role conflict.^[1]

Work- family balance reflects an individual's orientation across different life roles, an inter-role phenomenon.^[2] Work-life balance is a key issue in all types of employment as dual-career families have become common and high work demands with long working hours have become the norm. The importance of helping employees achieve a balance between the demands of their work and their home lives has been emphasized. Demographic changes as seen in the increasing number of women in the workplace and dual career families have generated an increasingly diverse workforce and a greater need of employees to balance their work and non-work lives.^[3] The knowledge economy has created greater access for women coupled with factors such as changes in marital patterns and smaller families. This has led to an increase in the number of working women and, hence, working mothers.^[4]

The gift of this knowledge era for women is occupational opportunity and mobility. But this gift has become a great challenge for the working women of today as they are not only exposed to the same working environment as men but in turn are also exposed to the pressures created by the multiple

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role demands and conflicting expectations. "By fulfilling their economic needs, employment has no doubt made women independent with an identifiable social status but it has also made them to juggle into two main domains of life- work and family. They have stepped into work place but the role responsibilities of women still remain the same, i.e., women may be a top executive, still the "nurturing" or "care giving" roles are considered much a part of feminine roles." [5]

Many women today are wearing multiple hats in their attempts to balance both career and home/family responsibilities. Concern about family can interfere with work to a great extent and worries about work issues can also be exhibited in the family front. Women in India (87%) are most stressed/pressured for time.[6] Several studies have explained the effect of work-life conflict on the health of working women. ASSOCHAM's study based on the survey of 103 corporate female employees from 72 various companies/organizations across 11 broad sectors of the economy focused on the issues of corporate female employees. One of their significant finding is that high psychological job demands like long working hours, working under deadlines, without clear direction leads 75 percent of the working females suffer depression or general anxiety disorder than those women with lowest level of psychological job demand.[7] Striking a perfect balance between personal life and professional life is becoming near to impossible. There is real balance only when the individual feels that she has done justice to all her roles and is satisfied about it. Work- life balance problems can be really serious and needs to be addressed in due time. In the renowned book, 'Work and Family: Allies or Enemies', Friedman and Greenhaus (2000) argue that conflict between work and family has real consequences. It significantly affects the quality of family life and career attainment of both men and women. The consequences for women may include serious constraints on career choices, limited opportunity for career advancement and success in their work-role, and the need to choose between two apparent opposites—an active and satisfying career, or marriage, children, and a happy family life. Work and family balance, in a way, deals with the role balance of an individual both at home and work. Work-Life Balance Programs (WLBPs) developed by employee friendly organizations can be a good solution to solve the problems of work-life balance. WLBPs have been found to increase employee control over time and place of work[8] and reduced workfamily conflict [9] and stress.[10] Kirchmeyer (2000) views living a balanced life as "achieving satisfying experiences in all life domains, and to do so requires personal resources such as energy, time, and commitment to be well distributed across domains". The purpose of striving very hard both at home and work at the cost of her individual health and well-being for every married working woman is to have a good quality of life. But this quality of life that she craves for is often influenced by work life balance. Any imbalance in the work and family of an individual can hamper the quality of life thoroughly for the individual. Kofodimos (2003) suggests that imbalance—in particular work imbalance—arouses high levels of stress, detracts from quality of life, and ultimately reduces individuals' effectiveness at work.

3.RATIONALE OF THE STUDY

This study is basically for assessing the work life balance of female teachers. The purpose is also to present and discuss specifically the problems women face in the process of balancing their work and family life. Previously, the female workforce in India was mainly employed in non-managerial, subordinate or low-profile positions. Now, they occupy almost all categories of positions in the workplace. These changes in work culture have added to women's duties and responsibilities to their family as well as to society. The conflicts between competing work demands and personal and family needs seem to be the most probable reason for this scenario of work-life conflicts. Research conducted by Rout, Lewis and Kagan (2011) finds that women in India experience considerable pressure, in the morning before going out to work and after work, to do all that is necessary for the family. According to Peeters, Montgomery, Bakker and Schaufeli (2008), pressures from the job and family domains are often incompatible, giving rise to imbalance. Therefore, the concept of WLB, along with its implications, is a core issue that must be investigated as the number of working women is on the rise and the problems they face because of it is without doubt quite serious. This study is proposed to examine the effect of long working hours, satisfaction level of female teachers and stress level in managing the work life balance in professional colleges of TS

4.Objective of study

- To know how working females manage their work life and family life of professional colleges of TS.
- To know the stress level of working female at work place.

5.RESEARCH METHODOLOGY

Research design proposed for the study is 'Descriptive' type of research. This type of research deals with quality of responses from the respondents, attitudes, interests, technical skills, experience, behavioural, beliefs and values, emotions, personality, self concept etc., Primary data was collected by questionnaire survey method. Secondary data was collected from journals and articles available on internet.

1. Sample: Primary data was collected from the faculty members of TS. Sample size is 30. Questionnaire was distributed to the teaching faculties belonging to various disciplines.
2. Analysis and Results: As one of the objectives of study is to know which factor affects more in managing their work life and family life. The result for the same is that most of female faculties has chosen working hours.

6.Analysis and interpretation

Opinion Percentage Yes 34 No 66 Total 100 Interpretation: The analysis show that most of the female's teachers of professional colleges are not satisfied with the working hours of the organization. Only 34% are satisfied. 4) Table II showing time for family after working hours Opinion % High Stress _ Normal Stress 64 Low Stress 36 Interpretation: The tale shows that most of the female teachers are not having enough time for their family.64% are facing problems because of working hours. As the second objective of the study is to know the stress level at workplace. The result for the same is that most of females have normal stress level. 3.Table showing stress level in managing work life and family life: 5) Interpretation: The data shows that most of female teachers have normal stress in managing their work life

and family life. Only 36% of the sample size have low stress.

6) Limitation of Study: The study was limited only two colleges of TS with a very small sample size of 30 respondents.

7.CONCLUSIONS

From the above discussion, it is reasonable to conclude that modern organizations, especially educational institutions, should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work life balance which would add to the performance of these staff members.

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