

AN EMPIRICAL STUDY OF WORK LIFE BALANCE OF WOMEN EDUCATIONIST

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ABSTRACT

Many studies have been done on Work Life Balance Practices but no exclusive study is done on women faculty members of Indore. Employees of Education Institutions are thought to be having high Job Satisfaction level with perfect Work Life Balance. But it is not true. There is a need to discuss the subject in detail. It was found by the researcher that Government Educational Institutions are having less working hours and their HR facilities were also different from the Private Educational Institutions. The Private institutions especially professional institutions are having hectic schedules and due to which there can be difference in the work life balance Practices and impact of it on their job and family. So the main objective is to do the comparative study of Government Educational Institutions and Private Educational Institutions in respect to Work Life Balance. The topics: Work family conflict and Psychological Health issues are part of Work Life Balance study so they will also be covered in this research paper. Empirical Study is done in which Questionnaire is prepared and Sample of 60 women educationist from different Educational Institutions of Indore are taken. T test is applied to find out the difference in the Work life balance of the Women Employees of Govt. Educational Institutes and Private Educational Institutes.

Key words: Work Life Balance Practices, HR Strategy, Work family conflict, Psychological Health issues, Government Educational Institutions, Private Educational Institutions.

INTRODUCTION

Work Life Balance, in its broadest sense, is defined as a satisfactory level of involvement or 'fit' between the multiple roles in a person's life (Hayman, 2005). Work Life Balance Practices are those institutionalized structural and procedural arrangements, as well as formal and informal Practices that make it easier for individuals to manage the often -conflicting worlds of work and family lives (Osterman, 1995).

The common work Life Balance Practices in India are: Part-time working where the employee works for reduced number of working hours per day or fewer days a week. Job Sharing, where a full-time job is split and the work, responsibilities and benefits of the work are shared between two people. It can be on the basis of week split or day or week on/week off. They receive the full benefits of full time staff including the career progression. Flex time where the starting and finishing time of work can be varied according to the choice of the employees except at the core working hours. Compressed hours are where by an employee instead of doing eight hours of shift five days a week can do four days of 10 hours shift or nine-day fortnight. E-working is initiated where proper safeguarded flexible arrangements would benefit the employee through saving on commuting time. Multiple shifts where employee changes the work hours over the

month or through the year depending upon the demands of the job and their own convenience. The other practices include Childcare centers for mother's convenience that are having small children to look after. Elder care centers for parents and Maternity leave for pregnant ladies. Many wellness Programs are also implemented in the organization for stress relieve, enjoyment, hobbies etc. It can be yoga, meditation, recreational activities, planning for vacations.

Women [have to play diversified roles](#) in job and family due to which there is always **Work family Conflicts**. This occurs because of high expectations of the people associated with both roles. The female employees have to cope with the demand of family, spouse and children. This can interfere with the responsibilities of the job. Some female employees regret of not giving proper time to family, children and job, this leads to dissatisfaction in life. Sometimes they are forced to leave the job also. Recent trends have made more difficult to adequately balance their job and family.

Psychologist Paye Crosby reports that work family conflicts are causing too much of stress in employees life which is increasing the number of divorce and separations. The imbalance in work life is creating many **Psychological health issues** like mental illness, anger, irritation, nervousness, loss of confidence, stress, strain, tension. When all these symptoms remain for a longer time it leads to thyroid, hypertension, diabetes, sleepless nights ,depression etc. The research has shown high correlation of health issues with job commitment, performance, satisfaction and engagement.

OBJECTIVE OF THE STUDY

1. To identify the Work life Balance Practices applicable in Educational Institutes of Indore.
2. To compare the Work Life Balance Practices of Government Educational Institutions with Private Educational Institutions.
3. To compare the Work family Conflicts of Women Educationist working in Government Educational Institutions and Private Educational Institutions.
4. To compare the Psychological Health issues of Women Educationist working in Government Educational Institutions with Private Educational Institutions.

LITERATURE REVIEW

Burke (2002) did a study on the difference in the attitude and values of men and women towards job. He found that women and men both prefer working in organizations that support work-life balance. Men appeared to benefit more than women. Men feel more satisfied when they achieve more on the job even at the cost of ignoring the family. On the other hand, women stress that work and family are both equally important and both are the sources of their satisfaction. For them the former is more important. When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family and they do not like one crossing the other.

Research shows that benefits from work – life balance has positive effects on women, but also on other employees. Holtzman and Glass (1999) indicated that longer maternity leave, flexible working hours and the possibility to work at home have a positive relation with job satisfaction. Dreher (2003) also indicated that benefits from work – private life balance.

Fisher and Layte (2003) considered three distinct sets of measures of work -life balance, viz. proportion of free time, the overlap of work and other dimensions of life, and the time spent with other people. Several reviews have highlighted other issues such as age, gender, life-cycle stage, ethnicity, citizenship, and childcare arrangements which also merit attention (Wallace and Cousins 2004).

Rosser (2004) did his research on work life balance of teachers. He said that teaching is definitely a stressful profession and another reason to study teachers in this respect is, there are overwhelming teachers in this profession. Clark (1989) concluded that it is the teaching profession that has different dimensions such as pattern of work, authority, identification and career etc, and most important thing is that all these dimensions differ with different institutes and subjects that is why this field is most preferred for Work family conflict.

Near (1989) studied the feasible ways in which work and life away from work are connected among university faculty members. This study identifies differences on the basis of rank and gender, and also suggests implication of family friendly policies for institutions of higher education.

Winslow and Jacobs (2004) find out relationship between faculty workload and their dissatisfaction. The authors find proof that how many professors are discontented because of their workload. In addition, dissatisfaction enhances among those working the longest hours. The data also point out that extended hours on the job really contribute to research efficiency. The extended hours demanded by faculty jobs therefore pretense problem for those parents (professors) who want to splurge time with their families and their children.

RESEARCH METHODOLOGY

The research methodology for the study

a. Data Collection Methods: The data has been collected from both primary and secondary method. Primary data has been collected with the help of a structured questionnaire which is divided into two sections: Section one consist of Demographical Variables and second with questions related to Work life Balance Practices, work family conflicts and Psychological Health problems. Personal interviews and discussions are also done. Secondary data is collected from various sources such as books, journals, Magazines, Company reports, websites, etc.

b. Research Design: The study is Descriptive in nature.

c. Sampling: The sample of 60 Female Educationist from Government colleges and Private colleges of Indore were selected by convenient sampling technique for survey. Most of the women employees are married and are middle aged from 28years to 45 years. They are of the same post. This is done to get the fair results.

d. Research Tools and Techniques: Questionnaire of likert scale was developed in 1 to 5 scale, 1- strongly disagree, 2- disagree, 3- neutral, 4- agree, 5- strongly agree. The hypotheses were

tested using T test with 5% significance level. Frequency, Percentage Analysis was also done to explain the details of the research.

e. Hypotheses Testing

Ho1: There is no difference in the Work Life Balance Practices in Government Educational Institutions and Private Educational Institutions.

Ho2: There is no difference in the Work Family Conflicts of Female Educationist working in Government Educational Institutions and Private Educational Institutions.

Ho3: There is no difference in the Psychological health issues of Female Educationist working in Government Educational Institutions and Private Educational Institutions.

DATA ANALYSIS AND INTERPRETATION

The empirical study is explained objective wise:

1. To identify the Work life Balance Practices applicable in Educational Institutes of Indore.

Ten Work Life Balance Practices which are found in **Educational Institutions** were identified for the study. Flexible working Hours, Multiple shifts, Child Care Centers, Work Sharing, Employee Wellness Scheme, Paid Maternity Leave (6month), Telecommuting, Elder Care Centers, work from home, part time job and compressed work week. All these facilities adopted by the Educational Institutions can help in creating a balance between work and life to a great extent. During the study it was found that four of these facilities are not applicable to education field. In teaching you have to interact with the students personally so Work from home and Telecommuting are omitted from the research. Elder Care centers were not available in any of the Educational Institutes and compressed work week are not common in Educational Institutes. Part time jobs mean visiting faculty in the teaching Institutes, Only full time employees are considered for research.

2. To compare the Work Life Balance Practices of Government Educational Institutions with Private Educational Institutions.

To compare the educational Institutes hypothesis was formulated.

Ho1: There is no difference in the Work Life Balance Practices in Government Educational Institutions and Private Educational Institutions.

The Null hypothesis is tested by applying Independent sample T test at 5% significant level. WLB Practices of Flexible working Hours, Child Care Centers, Paid Maternity Leave (6month) and Work Sharing are rejected whereas multiple shifts and Employee Wellness Scheme are accepted. The mean value explains that there are less WLB Practices available in Private Institutes.

Table 1: Results of Independent sample T test

Factors	T Value	df	Sig. Level	Result
Flexible working Hours	8.333	56	.000	Rejected
Multiple shifts	.522	58	.604	Accepted
Child Care Centers	5.580	58	.000	Rejected
Paid Maternity Leave (6month)	10.206	58	.000	Rejected
Work Sharing	10.556	58	.000	Rejected
Employee Wellness Scheme	1.588	58	.118	Accepted

3. To compare the Work family Conflicts of Women Educationist working in Government Educational Institutions and Private Educational Institutions.

Compare the educational Institutes hypothesis was formulated.

Ho2: There is no difference in the Work Family Conflicts of Women Educationist working in Government Educational Institutions and Private Educational Institutions.

The Null hypothesis was tested by applying Independent sample T test at 5% significant level. The hypothesis was accepted at .885 sig. level that means no difference was found in the work family conflicts of women educationist in both the organizations. The mean value of 4.235 explains that all the women educationist face the problem of family work conflict.

Table 2: Results of Independent sample T test

Factor	T Value	df	Sig. Level	Result
Work Family Conflict	.145	58	.885	Accepted

4. To compare the Psychological Health issues of Women Educationist working in Government Educational Institutions and Private Educational Institutions.

To compare the educational Institutes hypothesis was formulated.

Ho3: There is no difference in the Psychological health Issues of Women Educationist working in Government Educational Institutions and Private Educational Institutions.

The Null hypothesis was tested by applying Independent sample T test at 5% significant level. The hypothesis was rejected at .025 sig. level that means there is a difference in the psychological health issues faced by women educationist of both type of Institutions. The mean value of Government Educational Institutions is 2.33 and mean value of Private Educational Institutions is 4.40 which explain that the women educationist working in the private Institutes are facing more Psychological Health problems than the Government Institutions.

Table 3: Results of Independent sample T test

factor	T Value	df	Sig. Level	Result
Psychological Health Issues	2.125	58	.025	Rejected

RECOMMENDATIONS

The main purpose of the study is to attract the attention of the HR Team to make more strategies for Work life balance. Some of the recommendations are

- The HR Team should listen to the problems faced by the women educationist and take necessary actions.
- Time Management should be taught to all the employees and priorities of the work should be set.
- Virtual teaching classes should also be introduced.
- When there are no classes the shifts and flexible working hours practices should be inculcated.
- Stress Management should be taught.
- More of wellness and fitness Programs should be introduced like yoga, meditation, recreational activities for employees.
- Special Policies should be made for Emergency issues like pregnancy, small children, and unwell elders.
- At home front also lot of changes have to be made to create a balance in the life of women.
- Husband and elders have to understand the nature of the job of the lady and have to lend a helping hand to her.
- They can arrange helpers at home to share the responsibilities.
- All the members of the house have to create a balance in the life of the women, so that she can have some time for herself and have less stress and issues in life.

CONCLUSION

There is so much of work pressure on the Faculty Members for performance. The reasons can be; the changing environment, competition, student and corporate demand, changing culture etc. These factors are making strong impact on the family life of the employees, which is creating the need of Work Life Balance Practices. The results of the study shows that WLB Practices are better in Government than Private Educational Institutions but still both of them are not having sufficient WLB Practices. Work family conflicts are present in the life of the entire women educationist. India is a male dominating country so women have to face lot of difficulties in managing the household activities. By default it is the responsibility of the women to handle all home related problems due to which they have to compromise with their job and career. Women Educationist has the burden of house and work. They regret of not giving proper time to both their jobs. Due to this Work life Imbalance they are having Psychological problems like depression, loss of confidence, not able to enjoy any role of life. Some are having problem of

thyroid and diabetes also. The psychological health issues were found more in the private educational institutions. Work demand and competition with less WLB practices, are making women educationist unhealthy with lot of stress, tension and strainful life. There is an urgent need to revise WLB Practices in education field.

LIMITATIONS OF THE STUDY

The study is limited to women educationist of limited Professional Institutes of Indore. The study is having limited sample whereas the result can vary with large sample and also by including other University and colleges. There is lot of scope for further detail study.

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