



Work Life Balance Among Female Faculty Members of Higher Educational Institutions in Jabalpur

***Dr. Shruti Punj**

Associate Professor

Department of Commerce and Management

Mata Gujri Mahila Mahavidyalaya(Autonomous), Jabalpur (M.P.)

Abstract

Work Life Balance (WLB) has emerged as a challenge in Human Resource Management. The main aim of WLB is to bring harmony, balance and cordiality in professional and personal life among employees of different organizations. Employees have diversified roles to play in their organization, society and family. They have been working in their organizations and experience a great amount of pressure which surely needs to be addressed in today's scenario. The focus is mainly on bringing harmony and coordination among such roles. This research study has emphasized on WLB among the female faculties having different age group, work experience, marital status, monthly income, children etc and currently associated with Educational Institutions in Jabalpur and is focused mainly on understanding the WLB among female faculty members working in Higher Educational Institutions in Jabalpur, study impact of WLB on satisfaction towards personal life of selected Female Faculties and evaluate the difference between WLB practices among female faculty members of different departments of Higher-Educational Institutions. A sample of 100 female faculties working in Higher Educational Institutions in Jabalpur has been considered for this study. The data has been analyzed through frequency, percentage, ANOVA and Regression. The result indicated that there is a significant difference between WLB practices among female faculty members of different departments in Educational Institutions in Jabalpur.

Keywords: Work Life Balance, Female Faculties, Satisfaction.

1. Introduction

Work Life Balance can be referred to as a concept which supports efforts which are put in for splitting energy and time among family, work and various other important life aspects in harmonized way. During the recent

time, WLB has emerged as a challenge in Human Resource Management. The main aim of WLB is to bring harmony, balance and cordiality in professional and personal life among employees of different organizations. Faculties are said to be very important in Human resource in any academic organization and play a vital role Educational institutions. There are many challenging roles in the educational institutions like counseling of students, teaching, career planning, training, development and many other extra-curricular roles being played by the faculties. A faculty needs to take care of their family members putting in lots of efforts. The female faculty members need to put in extra efforts in managing work at their work place and home. The male faculty members do not focus much on WLB, when their spouse (if married) or their mother takes care of their household activities. A female faculty has to play the role of a guide, researcher, friend, a member of society, a good citizen and a philosopher.

2. Overview to ‘Work-Life Balance’:

Word ‘equilibrium’ represents a balance between situations where the two ends are given due importance and justice in a way that the outcomes which are generated by these ends are accepted therein. The imbalance represents a situation where in the ends have led to embarrassing and disputable outcome. When the issues associated with the subject are minimized and this would further reduce the imbalance thus helping in reaching balancing act. The life of human beings is built around work. Every individual has to work whether it is as per their choice or not and many activities are undertaken and performed by him. Each individual undertakes economic activities which include working towards earning for livelihood and is termed as ‘occupation.’ This research study has emphasized on work life balance among the female faculties currently associated with Educational Institutions in Jabalpur. Faculty members having different designation have been considered in this study i.e. Director / Principal, Professor, Associate Professor and Assistant Professor.

3. Review of Literature

Dowling D. W. (2017) has elaborated the case of U.S. Military regarding support to the families of employees’ and has laid down a very important example for the other Companies. This article denoted that there exists a source of solutions, resolution and insight which is actually unexpected and it helps in resolving the issues faced by working parents. The employees need to manage different challenges which come up in life related to kids and career and they have to maintain balance between different members of the family and also the other employees working in the Institute or any other organization. There are some practical ways which indicate that the employees who are working should aim to find a way so that they do not face any challenge in future. US military, for facing such ongoing challenges, the individuals and military have made an attempt to develop creative and practical solution which works.

Knight R. (2017) in a review at Harvard Business Review article has presented convincing ways for bosses so that they allow working from home. As per author, work from home would increase efficiency, engagement and productivity. This has made compelling argument. The author suggested being constructive, flexible and experimental, the bosses should be convinced to work from home. The author suggested talking to HR about implementation of new workplace policy or to form smaller group of colleagues for investigating how are the other organization handling workers remotely in a successful manner.

Papandrea D. (2017) has observed that there are many people who have been struggling to maintain a balance between kids, work, and obligations and even dream to have a full night sleep. As per the author, every person is actually pulled or is attached with so many things, and hence gets carried out in different directions and this becomes quite exhaustive. The author has suggested various strategies to deal with work life balance such as scheduling activities, creation of supportive network, keeping themselves quite busy so that they maintain a balance between saving and sanity.

Kaish A. (2017) has highlighted that there are mainly five main signs of toxic job wherein a person gets stuck and have an urge towards balancing their work life. When the individuals tend to choose their co-workers even above family and friends, their level of happiness during their working in their workplace actually defines overall happiness. A job could become toxic when a person is unable to sleep properly, could not stop thinking beyond their work and when their office desk becomes their living space. The author has suggested that when the individuals get stuck in such type of toxic jobs, then they should move ahead into some other job which gives importance to work-life balance.

4. Objectives of the Study

1. To understand the work-life balance among female faculty members working in Higher Educational Institutions in Jabalpur
2. To study impact of Work-life Balance on satisfaction towards personal life of selected Female Faculties
3. To evaluate difference between Work-life Balance practices among female faculty members of different departments of Higher-Educational Institutions
4. To suggest various measures to improve the Work-life Balance

5. Hypothesis of the study

H₀₁: There is no significant difference between Work-life Balance practices among female faculty members of different departments in Higher Educational Institutions in Jabalpur

H_{a1}: There is a significant difference between Work-life Balance practices among female faculty members of different departments in Higher Educational Institutions in Jabalpur

H_{02} : Work-life Balance has no significant effect on satisfaction towards personal life of Female Faculties Higher Educational Institutions in Jabalpur

H_{a2} : Work-life Balance has a significant effect on satisfaction towards personal life of Female Faculties Higher Educational Institutions in Jabalpur

6. Research Methodology

This study is descriptive in nature. Different characteristics of the target population i.e. female faculty members have been studied. The work life balance among selected female faculty members and the impact which it makes on their level of satisfaction towards their work and personal life is the main focus area of this study. A sample of 100 female faculties working in Higher Educational Institutions in Jabalpur has been considered in this study. Sample has been selected through convenience sampling method. Primary data has been collected through structured questionnaire which includes descriptive questions like age, marital status, monthly income, work life balance etc. The questionnaire includes few questions based on multiple choice and others based on 5 point likert scale. The data has been analyzed through frequency and percentage. Further hypothesis has been tested through ANOVA and Regression.

7. Limitations of the Study

1. The researcher has chosen the area of study as Jabalpur only.
2. The study was conducted during a specific time frame and considering dynamic nature of the Educational Institutions, the result might get obsolete with time
3. The area is restricted; hence results cannot be generalized for the entire educational fraternity.
4. While data was being collected through questionnaire, limited questions were considered to be asked from the respondents.

8. Data Analysis

8.1 Demographic Profile

(a) Age of the Faculty Members

S. No.	Category	No. of Faculties
1	Less than 30 years	14
2	30 to 40 years	40
3	41 to 50 years	29
4	51 and above	17
	Total	100

Female faculty members belonging to different age groups have been considered in this study. The age category has been divided into four categories i.e. less than 30, 30 to 40, 41 to 50 and 51 and above. Majority faculty members are in the age category of 30 to 40 years i.e. 40%. The work life balance of faculty members who are teaching in different Educational Institutions have been studied. It is important to note that the faculty members considered in the less than 30 years or even above 51 years have varied experiences and with age they develop a different way of tackling the work life.

(b) Designation

S. No.	Category	No. of Faculties
1	Director / Principal	4
2	Professor	6
3	Associate Professor	13
4	Assistant Professor	77
	Total	100

Faculty members having different designation have been considered for this study i.e. Director / Principal, Professor, Associate Professor and Assistant Professor. Majority faculty members who have been a part in this study are Assistant Professors i.e. 77%. The work life is different for female faculty members based on their work load, the way they have been dealing with the problems, if any, being faced in their institutes, their family members, etc. The work life has been studied on different parameters in this study.

(c) Marital Status

S. No.	Category	No. of Faculties
1	Married	78
2	Unmarried	22
	Total	100

Majority faculty members under this study are married i.e. 78% and remaining are unmarried i.e. 22%. The work life balance among the faculty members who are married is quite different as compared to those who are unmarried. The work life may be bit easier among the unmarried ones as compared to those who are married. The married faculty members have a lot of responsibilities which could be associated with their spouse, children, elderly at home and other members of the family. The female faculty members need to adjust a lot in their family and work in their Institute.

(d) Number of Children

S. No.	Category	No. of Faculties
1	0	35
2	1	43
3	2	14
4	2+	8
	Total	100

Among the faculty members considered in this study majority faculty members are having one child i.e. 43%. followed by no child i.e. 35%, then 2 children i.e. 14% and remaining 8% are having 2+ children. The number of children also matters when the work life balance is concerned, there are so many tasks which are associated with the children like their education, food, health etc. which have to be taken care of while dealing with children. The work life balance is also dependent upon the number of children since a female faculty member having more children need to spend more money on their education, food, gifts, health etc. and this might lead to more dependency on the income of the faculties.

(e) Monthly /Income

S. No.	Category	No. of Faculties
1	Less than 30,000	43
2	Between 30,000 to 50,000	22
3	Between 50,000 to 80,000	20
4	80,000 and Above	15
	Total	100

Majority female faculty members are having their monthly income less than Rs. 30,000 i.e. 43% followed by between 30,000 to 50,000 i.e. 22%, between 50,000 to 80,000 i.e. 20% and remaining 15% are having income above 80000. There are very few female faculties who have been a part of this study having a very high income. Thus, management of the institutes should try and understand the need of the female faculties; they should make an attempt to understand the financial requirements of female faculties so that they could be provided with a high salary to help them manage their work life balance well.

(f) Teaching Experience

S. No.	Category	No. of Faculties
1	Less than 3 yrs.	37
2	3 to 5 yrs.	29
3	6 to 10 yrs.	23
4	More than 10 yrs.	11
	Total	100

The teaching experience of the faculty members has been divided into four categories. Majority faculty members are having an experience of less than 3 years i.e. 37%, followed by 3 to 5 years i.e. 29%, then 6 to 10 years i.e. 23% and remaining 11% are having more than 10 years of experience. The faculty members having more experience have more inputs about managing their work in the Institute and this makes them manage their work at home also. The faculties who are not having much experience find it difficult to face challenges which come up in their job.

(g) Department

S. No.	Category	No. of Faculties
1	Management	16
2	Pharmacy	21
3	Engineering	19
4	Other Graduation Courses	44
	Total	100

The faculty members teaching in different departments in the Institutes have been considered. Majority of faculties (44%) are teaching in other graduation courses like B.Com, B. Sc. etc. followed by Pharmacy i.e. 21%, then Engineering department i.e. 19% and remaining 16% are from the Management department. The workload, working culture, the number of faculty members in each department could vary and in a similar way the work life balance among the faculty members also vary based on their department.

8.2 Work Life Balance

(a) Agreement towards Work Involvement

S. No.	Statement	SA	A	U	D	SD	Total
1	I do the most important work	4	8	9	28	51	100
2	I have made a good progress in reaching my goals	3	6	12	29	50	100
3	I am happy to be in academics	15	26	13	25	21	100
4	I am too much involved in my work	4	13	15	39	29	100
5	Many of my friends have interest in my work	3	13	21	37	26	100
6	My life goals are centered around my work	5	13	14	27	41	100

The agreement level of the female faculty members towards different statements related to work involvement has been studied. Majority faculty members i.e. 51% have strongly disagreed that they are doing the most important work in their Institute, similarly 50% have strongly disagreed towards the statement which states that they are making good progress in moving towards their goals, Majority faculty members have indicated “agree” that they are happy while working in academics. Majority faculty members have disagreed that they are involved in too much work and that many of their friends are having interest in their work. Majority members strongly disagree that their life goals are centered on their work. The agreement towards work involvement plays a very important role because when faculty members understand the importance of the work they have been carrying out in their Institute is important, only then there is a possibility that they will be able to manage their work properly.

(b) Agreement towards Burnout

S. No.	Statement	SA	A	U	D	SD	Total
1	Emotionally exhausted towards my work	6	18	16	36	24	100
2	Not much interested in my work as compared to the initial phase	3	9	17	41	30	100
3	Accomplished many worthwhile tasks in my job	3	12	27	36	22	100
4	Feel tired when I begin my day	3	6	26	41	24	100
5	Working whole day is quite strainful	5	10	24	40	21	100
6	Resolve problems which arise at workplace	4	6	21	40	29	100

Majority faculty members have disagreed towards the statement that they are “Emotionally exhausted towards work” i.e. 36%, similarly for “Not much interested in my work as compared to the initial phase”, “Accomplished many worthwhile tasks in my job” and all the remaining statements mentioned above. The faculty members should consider their work as important and should never feel exhausted while working. They

play a very important role in the life of the students and also build their future. Disagreement of the faculty members towards the above indications of burnout is showing a positive sign, that majority of the selected female faculty members are not facing much issues in their working condition. There are some faculties who are facing such issues of burnout and should try to identify the reasons which have resulted in issues like feeling exhausted in their work, feeling strainful etc.

(c) Work Provisions Provided by Institutes

S. No.	Provision	SA	A	U	D	SD	Total
1	Flexible working hours	1	2	6	31	60	100
2	Flexible starting time	8	13	33	27	19	100
3	Flexible ending time	9	14	32	28	17	100
4	Job sharing	1	2	10	42	45	100
5	Sabbatical leaves	3	5	9	50	33	100
6	Paid time off	3	11	19	44	23	100

There are different provisions provided by the Institute. Majority of faculty members have indicated strongly agree towards Flexible working hours i.e. 60% and similarly for Job sharing i.e. 45%. Majority faculty members have indicated undecided response towards Flexible starting time (33%) and Flexible ending time (32%). Majority have indicated a response as disagree towards Sabbatical leaves (50%) and toward Paid time off (44%). Majority faculty members are indicating that there are very less work provisions being provided by their Institutes. Very few Institutions are providing flexibility in working hours, starting and ending time. There might be some genuine reasons for inability to teach in Institute for a few days or months. The Management and Principal of the Institutes should try to understand the genuine problem and then aim at providing a solution to it.

8.3 Satisfaction towards Work and Personal Life

(a) Opinion about Work satisfaction

S. No.	Opinion	SA	A	U	D	SD	Total
1	Working hours	1	3	8	21	67	100
2	Recognition for good performance	1	4	11	43	41	100
3	Challenging opportunities at workplace	3	6	15	39	37	100
4	Respect by the other employees	3	7	9	38	43	100
5	Policies, procedures and rules	3	4	12	32	49	100
6	Work quality in college	1	3	5	28	63	100

Majority faculty members have strongly disagreed that they are satisfied with working hours (67%), respect by the other employees (43%), policies, procedures and rules (49%) and work quality in college (63%). The faculty members disagreed that they are satisfied with challenging opportunities at workplace (39%) and recognition for good performance (43%). The faculty members have either disagreed or strongly disagreed towards the above constraints related to working in the Institute, which means very few faculty members are actually satisfied with the working environment and it is important that the higher officials of the Institute take due care about the working of the faculty members and also provide them ample amount of opportunities which could encourage them for working for longer tenure in the same Institute.

(b) Opinion about Personal Life Quality/ Satisfaction

S. No.	Opinion	SA	A	U	D	SD	Total
1	Free and leisure hours	2	5	16	35	42	100
2	Get sufficient sleep of 8 hours	2	4	9	37	48	100
3	Have breakfast in morning without hurry	1	2	14	30	53	100
4	Enjoy family trips once every year	1	9	24	44	22	100
5	Weekend shopping and outing with family	1	8	27	42	22	100
6	Leisure hours at weekend	2	8	18	45	27	100
7	Spending quality time for myself	4	2	10	41	43	100
8	Spending quality time with family	2	6	13	54	25	100

Majority faculty members have indicated that they disagree or strongly disagree towards the above constraints which indicate the personal life of the faculty members. Free and leisure hours are required in the life of faculty members. During whole day the female faculties are engaged in either teaching or carrying out some other co-curricular or extra-curricular task. In the evening when they reach home, again they get engaged in their household work. They should get some extra time at home, for this it is important that the higher authorities of the Institute do not engage their faculty members for extra time, so that they can manage their work life well. The faculty members need sufficient sleep, they should have time for having breakfast, enjoy family trip with family, have leisure time during weekend, and they should have time which they could easily spend for themselves and their family. Time for self and family is very important as they encourage being relaxed and this would make them go again back to work with full energy.

8.4 Hypothesis testing

- **H_{01} : There is no significant difference between Work-life Balance practices among female faculty members of different departments in Educational Institutions in Jabalpur**
- **H_{a1} : There is a significant difference between Work-life Balance practices among female faculty members of different departments in Educational Institutions in Jabalpur**

The above hypothesis is based on Work-life Balance practices among female faculty members of different departments in Educational Institutions in Jabalpur. For understanding whether difference exists among the faculty members of different departments, ANOVA has been applied through SPSS 20.

The different factors of Work Life balance which have been considered in this study are work involvement, burnout and work provisions. The response has been considered from the female faculty members on 5 point likert scale which ranges between strongly agree to strongly disagree.

ANOVA

Work_Life_Balance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	61.121	3	20.374	48.849	.023
Within Groups	40.039	96	.417		
Total	101.160	99			

The mean response towards these factors of work life balance has been considered to represent the main factor considered for finding out the difference in work life balance among female faculty members based on their experience in their department and also the workload which they have been sharing in their own department. There are different departments considered in the study i.e. pharmacy, engineering, management and other graduation streams. The significant value in the table above is 0.023 which is less than 0.05 (at 5% level of significance) indicating that the null hypothesis has been rejected i.e. H_{01} : There is no significant difference between Work-life Balance practices among female faculty members of different departments in Educational Institutions in Jabalpur and the alternate hypothesis has been accepted i.e. H_{a1} : There is a significant difference between Work-life Balance practices among female faculty members of different departments in Educational Institutions in Jabalpur. The female faculties in Management and other departments like B. Com, etc. may not require much variation in their working as there is not much change in the technology. There is a paradigm shift in the technologies being used in Pharmacy and Engineering. The work life balance varies among the faculty members of different departments.

- **H_{02} : Work-life Balance has no significant effect on satisfaction towards personal life of Female Faculties.**

H_{a2} : Work-life Balance has a significant effect on satisfaction towards personal life of Female Faculties.

The above hypothesis is based on Work-life Balance practices among female faculty members working in different Educational Institutions in Jabalpur and to understand the impact of Work life balance, Regression have been applied through SPSS 20. The independent variable is the Work Life Balance. There are different factors of Work Life balance which have been considered in this study, they are work involvement, burnout and work provisions. The response has been considered from the female faculty members on 5 point likert scale which ranges between strongly agree to strongly disagree.

The dependent variable is the satisfaction in personal life of the faculty members. The following constraints have been considered to understand the satisfaction in personal life:

- Free and leisure hours
- Get sufficient sleep of 8 hours
- Have breakfast in morning without hurry
- Enjoy family trips once every year
- Weekend shopping and outing with family
- Leisure hours at weekend
- Spending quality time for myself
- Spending quality time with family

The satisfaction towards the above constraints has been considered as 5 point likert scale ranging from strongly agree to strongly disagree.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.036 ^a	.001	-.009	1.32258

a. Predictors: (Constant), Work_Life_Balance

The above table indicates the value of R and R square. The value of R is 0.036 which means there is very slight correlation between work life balance and satisfaction in personal life. The value of R square is also very less i.e. 0.001.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.217	1	.217	.124	.026 ^b
	Residual	171.423	98	1.749		
	Total	171.640	99			

- a. Dependent Variable: Personal_life
- b. Predictors: (Constant), Work_Life_Balance

The significant value in the table above is 0.026 which is less than 0.05 (at 5% level of significance) indicates that the null hypothesis has been rejected i.e. H_{02} : Work-life Balance has no significant effect on satisfaction towards personal life of Female Faculties and the alternate hypothesis has been accepted i.e. H_{a2} : Work-life Balance has a significant effect on satisfaction towards personal life of Female Faculties. The work life balance has a significant effect on satisfaction among female faculties as when they work in their Institutes with proper work management and they keep a track about the time being allotted to them, their responsibilities etc., it creates a good impact on the students and also the higher officials of the Institute since they are able to complete their work on time. There are many faculty members who are not much satisfied with their work life balance and this has rather affected their satisfaction towards their personal life. The faculty members need sufficient sleep, they should have time for having breakfast, enjoy family trip with family, have leisure time during weekend, and they should have time which they could easily spend for themselves and their family. Time for self and family is very important as they encourage being relaxed and this would make them go again back to work with full energy.

9. Conclusion

The life of human beings is built up around work. Every individual has to work whether it is as per their choice or not. Many activities are undertaken and performed by human beings. Each individual undertakes economic activities which include working for earning a livelihood. The work life is different for female faculty members based on their work load, the way they have been dealing with the problems, if any, faced in Institute, their family members, etc. The married faculty members have a lot of responsibilities which could be associated with their spouse, children, elderly at home and other members of the family. The female faculty members need to adjust a lot in their family and work in their Institute. There are very few female faculties who have been a part of this study having a very high income. It is thus necessary that the Management of the Institute understands the needs of the female faculties and also make an attempt to understand the financial requirements of female faculties so that they can be provided with a high salary thus enabling the female faculties to manage their work life balance well.

10. Suggestions

1. Seminars should be conducted by Educational Institutions to promote a healthy work-life balance.
2. The Institutes should be concerned about faculty member's well-being and should not only focus on their job performance.
3. Whenever a faculty is facing a burnout at work, he or she should be allowed to take a break and relax.

4. The working hours of faculty members should be quite flexible; this encourages them to work for longer duration.
5. Maintaining a work life balance is not an easy task, hence the female faculties should give sufficient time to themselves and their family.
6. Female faculty members should make an attempt to identify and drop out all those activities which involve their extra time whether at work or home.
7. Workout activities should be scheduled in a way that they can achieve them like walk, exercise and other such activities.
8. The Female faculty members should take out time to visit their friends and loved ones even for a few minutes.

References

- Dowling, D. W. (2017, May 11). What the U.S. Military Can Teach Companies About Supporting Employees' Families. Retrieved May 16, 2017, from <https://hbr.org/2017/05/what-the-u-s-military-can-teach-companies-about-supporting-employees-families>
- Kalish, A. (2017, April 28). 5 Clear Signs you're Stuck in a Toxic Job (and Don't Even Know It). Retrieved May 16, 2017, from <https://www.themuse.com/advice/5-clear-signs-youre-stuck-in-a-toxic-job-anddont-even-know-it>
- Knight, R. (2017, May 08). How to Convince Your Boss to Let You Work from Home. Retrieved May 16, 2017, from <https://hbr.org/2017/05/how-toconvince-your-boss-to-let-you-work-from-home>
- Nwazor, T. (2017, April 24). 5 Simple Ways You Can Create a Perfect Work-Life Balance. Retrieved May 16, 2017, from <https://www.entrepreneur.com/article/292974>
- Papandrea, D. (2017, May 01). Balancing Work with a Busy Home Life? Here are 3 Ways to Keep Your Sanity. Retrieved May 16, 2017, from <https://www.themuse.com/advice/balancing-work-with-a-busy-home-life-hereare0-3-ways-to-keep-your-sanity?ref=carousel-slide-1>