



A Study On Work-Life Balance Of Women Faculties In Degree Colleges In Udupi District

Smt. Madhulika V Bhat

Research Scholar,
Commerce & Business Management
OPJS University, Churu, Rajasthan

Dr. K Sravan Kumar

Assistant Professor
Commerce & Business Management,
OPJS University, Churu, Rajasthan

Abstract:

In the present scenario, due to many changes happening in the work place and family systems, a vast majority of women are finding it difficult to achieve a desired Work-Life Balance. In comparison with men, women have more responsibilities at home. Though there are studies on Work- Life Balance, relatively there are fewer studies on work-life balance of women employees. The studies were more confined to sectors like IT/BPO. Therefore there is a need to study how women are balancing their work and family life in Education sectors. Teaching faculty members may experience role stress because of multiple roles they play in society. The conflict between work and family demands may all put a strain on the teaching faculty members. Today, career for women is continuously challenged by the increasing demands at work place. When the day is completed at the office, they will have responsibilities and commitments to handle at home. Even women professional are in high position in their office, they have to return from office in correct time, cook, clean and look after their family affairs. This makes them more stress and leads to some health problems. Majority of the working women are stretching themselves to discharge their roles at office and home and in the process experience work-life imbalance which will have undesirable consequences for

individuals in the form of increased levels of stress complaints, depression, lower mental health, higher family conflicts, less life satisfaction, etc. The present study aims at investigating the level of faculty work life balance in women of degree colleges of Udupi district.

Introduction:

“Work infringes completely on the quantity and quality of time I spend with family. I’ve missed out on too much of my children’s lives. And I’ve allowed other areas of my life to suffer. I’m too busy to read, go hear live music, or do other things I love, and I’ve managed to promote my physical health-like walking in the woods- for short periods of time. I can’t help thinking that my work suffers from the dissatisfaction I feel elsewhere”. (Jenna Porter, a forty eight-year-old mother of three children, who worked as a manager at a small real estate firm in Philadelphia): Stew Friedman, Wharton School of Business, “Indian Management, Vol 56, Issue-11 Nov2017”. A human being is a worker. If not, the person is nothing. Work is the law of every human being. If a person wants to enjoy life, he has to work. Work is indeed an honor and nothing can be accomplished without work. Yet he works all the time as he has a family to take care of. It is said that man is a social being he has to interact with neighbors, relatives, colleagues, friends and others. It is difficult for human being to handle work family relationships. In the last two decades a large number of women are working in equal number with men in all kinds of employments especially in the service sector. It can be observed that majority of the women are shouldering all types of responsibilities equal to men irrespective of the sector in which they are working. The presence of the women can be felt at all levels of management and participation in crucial decisions at the top level of the organization. In the present times the contribution of women in economic growth is quite significant. In the earlier days man was the only breadwinner and woman used to confine herself to household activities and care of the children. In the present scenario both men and women are having equal opportunities. Irrespective of the sector it is observed a large of women competing with men. Women are playing a larger role in both social and cultural arena. They have proved themselves as active participants in the development process of the nation. The contribution of women is significant in family, economy, work and employment, still they remain invisible and ignored. With the growth of industrialization and economic restructuring, there is a change the role of women on the society. As the participation of both men and women are becoming equal, more protection has to be provided for women at the work place. Their presence in the education sector is quite impressive in the present scenario on

schools and Universities. Women form a major chunk among the domination of women faculty is found not only in arts and science colleges but also in colleges of engineering and technology. It is a fact that they are committed to the physical, intellectual and moral well-being of the students and in shaping the personality of the students. It is not an exaggeration to say that women shape the destiny of the nation in the classrooms. In spite of this remarkable growth and active participation of women in all walks of life, their role in the family remained more or less unchanged. She continues to be “load stone to all hearts and loadstar to all eyes”. Home continues to be woman’s special domain. The proverbial statement that “men build houses but women build homes” continues to be true even in the twenty-first century. Yet a lot of women who are employed still have to take care of all household chores, the responsibility of looking after children and taking care of the elders at home by balancing their work. As a result, balancing both family and career is taking a back-seat, resulting in mental distress and thereby the deterioration of her personal health. In such a situation, adjusting both work and family has become a biggest challenge to women employees. It is becoming quite common for women to deal with both the organizational demands and house hold chores simultaneously and as a result, work-life balance engages the attention of employees as well as their employers. Hence many organizations are initiating policies for their women employees for sound balance of both work and life. A study by Nielson in April 2008 revealed that 20 percent of the Indian women employees felt that their utmost concern is balancing work and family life. They feel stressed to balance their work commitments with family, personal and social commitments. The consequences of work-family imbalance can be desolate for individual workers and for the organization. Improper balance of work and personal lives leads to absenteeism, lack of sleep, break up of relations, lack of concentration of work, decreased morale of the employees, depression etc

Work -Life Balance-Concept The term work-life balance is commonly used to describe the practices and policies that are followed to achieve a balance between the demands of the work place and demands of their personal lives. The concept work-family has become a subject of concern because of the conflicting demands that resulted from the stress they are experiencing at their work place which is showing a negative effect on their personal lives. As women play multiple roles in the family such as mother, daughter, wife, daughter-in-law, friend and employee, conflict becomes a natural phenomenon in their regular lives. In order to manage the conflicts that are faced by women it is advisable to start from both the domains i.e their work and family. It can be understood that work-life balance is adjustment of women work patterns to their personal life for the fulfillment of

their responsibilities. A good work-life balance helps the organization to achieve its goals in an effective way. It cannot be understood balancing work and life means adjusting the total time equally for one's work and personal life. A good work-life balance includes the involvement of employee in the achievement of goals of the organization and also enjoyment of the personal/family life.

Characteristics of Work-Life Balance

- 1 Values, ethics and importance of family/personal life
- 2 Worthy and healthy living
- 3 Achievement of both individual and family goals
- 4 Social status and dignity
- 5 Increasing satisfaction and contentment both at work and family
- 6 Improvement in standard of living and adaptability to change

The above characteristics are uniform and common in all societies and they have wider meaning based on education, culture and socio-economic environment. A framework of quality of life will show its association between individual, family, organization and the society. These links influence each other in making a meaningful, purposeful, fruitful and integrated life of the individual.

Factors influencing work-life balance Individual:

As per the views of the American Cardiologists, individuals can be classified into two types: Type A and B. Individuals who are more active, workaholic, energetic, competitive and enthusiastic can be considered to be Type A, while Type B are calm, having lot of patience to deal with things, balanced and right minded. Hence the individuals who fall under Type A cannot balance their work-life as they are more workaholic. Sometimes work-holism becomes another barrier that disturbs the work-life balance of the employees belonging to Type-A. This makes an individual who addict to work environment to stay at work place for long hours, getting more involved in work makes such individuals to spend less time with their family. Workaholic employees are those who are not interested in any other subject other than his job. This workaholic who are interested in working for long hours aware of the fact that it damages his/her health, personal relations and their personal lives too. Human beings are not only meant for work all the time but suffer from many health issues. It is said that workaholic employees are like alcoholics, ignoring their personal life i.e interacting more with their families and their personal responsibilities.

Family- This plays a vital role of the individual in balancing his work and life is family. The responsibilities such as taking care of their spouse, children, elders, dependents, household chores etc effects the work life of an employee. We can see in all countries especially in India all the household chores are taken care of by women. The increasing demands of the family and also work are becoming challenging tasks for women to balance their family and work together. Due to the increasing responsibilities of women at home, sometimes they have to risk their careers which become a stress for them. It is observed that women having less responsibilities at home experiences less work-life imbalance.

Review of Literature

The emphasis of present study is more to understand the work life balance of women employees working degree colleges in Udupi District. This review of literature presented by various authors provides an understanding with the present research problem.

T. Narayana Rao, Dr. V. Srinivasa Prasad (2017) in their study defined stress as a pressure or mental emotion caused due to many adverse demands of the individuals. They also stated that more stress can be observed in BPO's where women forms the majority of the work force. They have analysed the factors of stress faced by women employees in their sample study conducted in various BPO's in Visakhapatnam city. They have suggested the BPO's, different strategies to make their employees balance their work and life in a better way.

V. R. Akshaya & Dr. S. Usha (2017) expressed that the most important factor in any human's life is stress. It is a playing a major role in the health and performance of any employee. Many negative consequences can be observed such as illness, high absenteeism rate, low productivity and high attrition rate. They also advised many organizations to understand the level of stress faced by their employees and to take relevant measures to overcome that stress so that employees feel better and lead a more comfortable life.

A. Mohanty (2016) reviewed that the changing demands of work place is causing imbalance in the lives of the employees working in the organization the women employees.. The increasing stress levels and more demands from the organizations are showing an adverse effect on the employees

and it is the responsibility to create a flexible environment which enables employees to manage their work and personal life which brings a mutual benefit to both organizations and employees as well.

V. Swathi, M. Sudhir Reddy (2016) have identified in their study that women have multiple roles to play in both the organizations and their families as well. In the changing environment of the organizations, women are likely to follow job rotation which requires more attention towards their work. The roles played by them in their family are wife, a mother, a sister, In-law and a earner indeed. Therefore playing all the major roles will make the women employees feel stressed.

Balaji (2014) observed in their study that married employees are experiencing more level of stress due to the time they spend at work, non flexible work hours and the number of dependents of the family to take care of. These factors shows an adverse affect on both the psychological and physical well being of the employees and also leads to stress and pressure on them.

Malhotra et al. 2012 conducted a survey with the help of descriptive, Pearson – correlation method and the result reveals that salary, job task, colleagues, sense of purpose, career path opportunity, work environment, autonomy and workload are the major variables to introduce the stress among the employees. When stress increases it gives risen to problems such as pressure, strain, anxiety, tension, trauma to the employees and ultimately it shows a negative impact on the productivity of the employees which causes work – life imbalance. Organizations have to introduce some programs which makes an employee to balance their work and life.

Prof. Parul Tripathi & Prof. Sandeep Bhattacharjee (2012), analyzed that women in India have proved their mettle in the work domain. Behind such success lies a big story of struggle and freedom in the traditional social arena. Besides, changing roles of working women, they have maintained the traditional work ethos of household. In their study, they noted that devotion towards finding the root causes of the existing problems faced by the working women. It also aims at finding feasible solutions that have been practiced elsewhere and needs to be adopted at other social fronts.

Kalliath (2011) “Despite the increasing participation of women in the work force, India remains largely a hierarchical male dominated society. The culture, traditions and family role-structures have

not changed significantly and women on average still bear responsibilities for daily household chores, such as cooking, shopping, providing care for children and aged family members.”

Stephen (2011) “The consequences associated with work to family conflict have been found to be predominantly negative. In such situation, the employees work interferes with the family and such interference leads to negative consequences with employees, work attitudes and absenteeism”.

N. Krishna Reddy (2010) in his study quoted that Family–work conflict (FWC) is more likely to exert negative influence on the family domain, resulting in lower work satisfaction and greater internal conflict within the family. It is identified that variables such as the size of family, the age of children, the work hours and the level of social support impact the experience of WFC. It is also important to consider the consequences of these variables have on psychological distress and wellbeing of the working women

Cassirer & Reskin (2000), Marsden, Kalleberg, & Cook (1993), Bielby (1992) stated in their study that organizations where gender inequalities are more, women are likely to be less committed and not interested to pay much attention towards their work when compared to men as they are only the central priority of organizations.

Zubrick et al. (2000) focused on the welfare of the employees. It is identified that women whose partner is employed may help her in reducing their working hours since it becomes a challenge for the women employee to balance both work and life simultaneously.

Objectives

1. To analyze the perception levels of women faculty relating to work in UG level
2. To examine the level of stress faced by them
3. To understand the awareness about legal provisions for women faculty
4. To study the various work-life balance initiatives adopted by different universities
5. To offer suggestion for effective implementation and improvement of factors of worklife balance.

Research Methodology

The expression “Work-Life Balance” was first used in the late 1970s to describe the balance between an individual’s work and personal life (new ways to work and the working mother’s association in the UK) and in the United States, this phrase was first used in 1986, as a separation between work and home life has diminished, this concept has become more relevant than ever before. The concept of work-family (life) balance has emerged from the acknowledgement that an individual’s work-life and personal/family life may exert conflicting demands on each other. Work-Life Balance (WLB) refers to effectively combining working life with private obligations or aspirations. Balance threatens destabilized when stress cannot be adjusted through recreation or time off. The formula has been promoted since the beginning of the nineties, when Human Resource Managers of larger organizations become aware of an increase in the rate of burn-out syndromes of their personnel and the need, desires of employees to reconcile family and work. Human Resource Professional follow the same line of argumentation as Lyn Mayes (May 2006) Acting Operations Manager NZBCSD (New Zealand Business Council for Sustainable Development) in promoting a win-win situation for both sides - the argument is a balanced relationship between work life and private life reduces stress, increases the personnel’s overall satisfaction and quality life and thus increases the efficiency of work. But the term Work-Life Balance is not as clearly defined as it cited. There is a flow of research monographs, seminars and conferences about this issue, manifesting the heterogeneous use of them (Taylor, 2003). WLB strategies in an organizational setting include policies covering flexible work arrangements, child and dependent care and family and parental leave (Bardoel et al., 1998; Kramar 1997). WLB ranges from a narrow understanding of WLB primarily addressing the reconciliation of work and family life to an enlarged understanding including healthcare, training and lifelong learning as well.

Method of Data Collection:

Keeping the objectives of the study in mind, the following methodology has been adopted for conducting the present study, both primary and secondary source of data have been used for this study.

The study focuses on perceptions and attitudes of employees with regard to work-life balance parameters like autonomy at work place, stress at work place, work-life balance, employee support initiatives, legal awareness, work-life balance initiatives. While the views and opinions on broad

issues have been collected from women faculty working in various departments in selected UG colleges with the help of Observation method & information collected through word of mouth. The sample respondent employees are the main source of information for this study.

The secondary data has been collected from different text books, journals, periodicals, university websites, administrative records, management reports and special project reports. This data has been largely used in providing the theoretical background of the subject and profiles of the selected colleges.

Population and Sample:

Hence this thesis is to study the Work-Life Balance of women faculty in the selected colleges of Udupi district existing in Karnataka state, govt colleges and two private colleges (keeping the constraints relating to cost of getting information, time to collect the information and manpower in mind) are selected at random from the list of Managlore universities affiliated colleges and private colleges existing in Udupi district respectively.

Findings:

1. After obtaining opinions for different work life balance parameters basing on the responses given by the women faculty, it is inferred that the average scores of these four parameters were found to be varying one from the other.

2. observation of work life balance parameters are found to be varying among themselves on the further analysis inferred that the parameters “stress at work place and work life balance doesn’t show any difference in case of average scores.

In all other cases namely Autonomy at work place and stress at work place, Autonomy at work place and Work-life balance, Autonomy at work place and Work-life balance initiatives, Stress at work place and work-life balance, Stress at work place and work-life balance initiatives, Work life balance and work life balance initiatives, it was inferred that the differences in the average scores are differing from each other.

3. The study of variation of the work life balance parameters (Autonomy at work place, stress at work place, work life balance and work life balance initiatives) over different socioeconomic and demographic parameters reveals the following:

- The variations of all the work life balance parameters are found to be varying over age except in case of average scores of work life balance initiatives.
- The variations of all the work life balance parameters are found to be varying over number of children except in case of average scores of work life balance initiatives.
- The variations of all the work life balance parameters are found to be varying over age of children except in case of average scores of autonomy at work place and work life balance initiatives.
- The variations of all the work life balance parameters are found to be varying over work sector except in case of average scores of work life balance initiatives.
- The variations of all the work life balance parameters are found to be varying over designation in all the cases.
- The variations of all the work life balance parameters are found to be varying over monthly income except in case of average scores of work life balance initiatives.
- The variations of all the work life balance parameters are found to be varying over experience
- The variations of all the work life balance parameters are found to be independent over spouse's job in case of average scores of all the cases.
- The variations of all the work life balance parameters are found to be varying over number of domestic servants engaging by respondents except in case of stress at work place.
- The variations of all the work life balance parameters are found to be varying over transport except in case of average scores of work life balance initiatives.
- The variations of all the work life balance parameters are found to be varying over distance travelled in all the cases.
- The variations of all the work life balance parameters are found to be varying over dependents except in case of Autonomy at work place.

4. The study of variation of the employee support initiatives over different socio-economic and demographic parameters reveals the following:

- Age is showing a significant impact on all the nine statements on employee support initiatives.
- The number of children possessing is also having significant impact on all the statements of employee support initiatives except the case of "Reduction of work load during pregnancy".
- The age of children of the respondents is also having significant impact on all the statements of employee support initiatives except in the cases of "Pooling of leave entitlements,

Opportunity to return to same job after maternity leave, Existence of counseling services for employees, parenting or family support programs and Existence of work life balance policy in the organization”.

- The dependents of the respondents are also having significant impact on all the statements of employee support initiatives except in the cases of “Sabbatical Leave”.
- The qualification of the respondents is also having significant impact on all the statements of employee support initiatives except in the cases of “Sabbatical Leave, Pooling of leave entitlements, Opportunity to return to same job after maternity leave, Reduction of work load during pregnancy, Staggered to return to work after pregnancy, Equal access to promotion, training and development, Existence of work life balance policy or not.
- The work sector of the respondents is also having significant impact on all the statements of employee support initiatives except in the cases of Knowledge on Sabbatical Leave, Pooling of leave entitlements, Opportunity to return to same job after maternity leave, Existence of work life balance policy or not.
- The designation of the respondents is also having significant impact on all the statements of employee support initiatives except in the cases of Knowledge on Sabbatical Leave, Pooling of leave entitlements, Opportunity to return to same job after maternity leave, counseling services for employees, Parenting or family support programs.
- The monthly income of the respondents is also having significant impact on all the statements of employee support initiatives.
- The experience of the respondents is also having significant impact on all the statements of employee support initiatives except in the cases of Knowledge on Sabbatical Leave, Pooling of leave entitlements, Opportunity to return to same job after maternity leave, Counseling services for employees, Parenting or family support programs, Existence of work life balance policy.
- The respondents spouse’s job is also having significant impact on all the statements of employee support initiatives except in the cases of Knowledge on Sabbatical Leave, Reduction of work load during pregnancy, Staggered return to work after pregnancy, Parenting or family support programs, Equal access to promotion, training and development.
- The domestic servants of the respondents engaging is also having significant impact on all the statements of employee support initiatives except in the cases of Knowledge on Sabbatical

Leave, Reduction of work load during pregnancy, Staggered return to work after pregnancy, Equal access to promotion, training and development, Existence of work life balance policy.

- The transport facilities utilized by respondents is not having significant impact on all the statements of employee support initiatives except in the cases of Parenting or family support programs.
- The distance travelled by the respondents is also having significant impact on all the statements of employee support initiatives except in the cases of Reduction of work load during pregnancy, staggered return to work after pregnancy.

5. The study of variations in the level of legal awareness that was possessed by the respondents over different socio-economic and demographic parameters reveals the following :

- The age of the respondents is also having significant impact on all the statements of Legal Awareness.
- The age of children of the respondents is also having significant impact on all the statements of legal awareness except in the cases of Benefits of Maternity benefit act, Knowledge on sexual harassment at work place.
- The dependents of the respondents are also having significant impact on all the legal awareness statements except in the cases of Knowledge on benefits of equal remuneration act.
- The qualification possessing by the respondents is also having significant impact on all the statements of legal awareness except in the cases of Knowledge on sexual harassment at work place.
- The work sector of the respondents in which they are working is also having significant impact on all legal awareness statements except knowledge on benefits of maternity act, Knowledge on sexual harassment at work place.
- The designation of the respondents is also having significant impact on all the legal awareness statements except in the cases of Knowledge on benefits of maternity act, Knowledge on sexual harassment at work place.
- The monthly income of the respondents is also having significant impact on all the legal awareness statements.
- The experience of the respondents is also having significant impact on all the legal awareness statements except in the cases of Knowledge on benefits of maternity act, knowledge on sexual harassment at work place.

- The respondents spouse's job is also having significant impact on all the legal awareness statements except in the case of Knowledge on benefits of maternity benefit act.
- The domestic servants engaged by the respondents is also having significant impact on all the legal awareness statements except in the cases of Knowledge on benefits of equal remuneration act, Knowledge on paternity leave.
- The transport facilities utilized by the respondents are not having significant impact on all the legal awareness statements.
- The distance travelled by the respondents to reach the colleg from their usual residence is also having significant impact on all the legal awareness statements except in the cases of Knowledge on benefits of equal remuneration act, Benefits of medical termination of pregnancy act, Knowledge on benefits of paternity leave.

Limitations:

1. The study is limited to a few UG colleges of Udupi district
2. The study does not cover women belonging to other professions in these selected colleges
3. The sample is limited to 150 respondents from different colleges. The sample size can be enhanced for getting more accurate results if money and time are not constraints.
4. The study covers work life balance and its variables only among women faculty working from various colleges of Udupi district. It does not take opinions of male faculty and administrators existing in the colleges into consideration.

Hypothesis:

1. The socio-economic and demographic background of the women faculty in the colleges has an impact on work-life balance.
2. The autonomy provided by the colleges to the women faculty has a bearing on work-life balance.
3. Stress at work place has an impact on work-life balance of women faculty.
4. Employee support initiatives existing in the colleges influence the work-life balance of women faculty.
5. Awareness about legal provisions influences the work-life balance of women faculty.
6. To test the significant difference among different work- life balance parameters.

Suggestions:

Based on the findings of the study, some suggestions were suggested to both the women faculty and also colleges in which they are working to ensure a proper work life balance. These suggestions will help the women faculty to handle their personal life and work at different colleges in a better and balanced way.

1. Respondents expressed that the colleges are not providing sufficient work life balance initiatives programs. So affiliated & private college are suggested to provide work life balance initiatives to ensure proper work life balance to women faculty.
2. colleges are suggested to encourage the women faculty to avail sabbatical/study leave as the percentage of utilizing such facilities is very low.
3. suggestions to encourage the women faculty to avail the facility of pooling of leave entitlements.
4. suggestions to give opportunity to return to the same job after availing maternity leave.
5. As the facility of reduction of work load during pregnancy is not observed completely it is advised to implement the same in a big way.
6. More counseling programs have to be initiated to make the women faculty aware of the facilities been provided for them and utilization of those in a proper way such as parenting or family support programs, Medical termination of pregnancy act 1971, paternity leave while the mother is nursing the child.
7. It was observed that the situation of staggered return to work after pregnancy is more and if the colleges can minimize that work load, the women faculty can come out of stress.

Future scope of the study:

The present study is related to work-life balance of women faculty in selected colleges of Mangalore University in Udupi district only. There is future scope for doing research on a wider basis like all the universities existing in Karnataka. This can be done on sectoral basis like Academic universities alone, technical universities and professional universities alone as conditions are varying from one sector of universities to another sector of universities. Further research can be focused by taking bigger sample in order to get results with more precision. This work can be extended by taking the opinions of administrators of the various colleges and universities also. The work life balance situations prevailing in state and private universities can be obtained separately and compared.

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