

Work Life Balance among Women Faculties Working in B-Schools

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ABSTRACT

The work life balance concept has come into limelight from the reality that an individual's work life and personal life may lead to the conflicting demands on one another. Demands from both the domains are equally rated. Work life balance is upholding the balance between work place responsibilities and home. It supports the efforts of employees to split their time and energy between work and the other important aspects of their lives.

Work life balance is one of the most challenging issue being faced by the women employees in the 21st century because of the type of roles they play at home and the spill over of personal life over work life. The present paper is an attempt to analyse the relationship between marital status and work life balance of female academician.

Keywords : Work Life Balance, Marital Status, Women Employees

INTRODUCTION

Work Life Balance

Work Life Balance can be defined as a state of equilibrium achieved between an employee's prime priorities of their work place and their personal life. Most psychologists suggest that the demands of an employee's work place should not overpower the individual's ability to live his personal life apart from business environment.

Work Life Balance can be stated as the perfect combination of work and life both not interfering with each other. Even a full day is not enough to perform work-related and personal-related duties or responsibilities. For some of the employees, even finding time outside work for other activities like study, volunteer ship, taking care of their own health or participating in sport and recreation is very difficult and unmanageable.

If talked about Balance, Work and Life cannot be weighed as equal in weigh balance, as priorities at home and work place differ depending about the relation in family and designation in institute. Nor can one say that Work-Life Balance remain same over time as activities and their preference change with time and so the need to balance both.

If Married Women's with Kids are talked about, their priority towards institution and their attention towards family would vary in large proportion as she has to play dual role of being a mother and a working professional as well. Similarly the definition of right balance varies for Single women as compared to Married Women.

There is no ideal work life balance as each individual is unique and the 'right' balance for each one would change as per time and priorities.

Components of Work-Life Balance

Stress Management

Stress is a psychological accompanied with physical reaction to the demands of life. Stress can generate for any reason ranging from a minor demand unfulfilled to the inability to face multiple challenges daily. Stress Management help mind and body to adapt and adjust.

Time Management

Managing time is second most important component that signifies activities at work place and at home should be prioritised with availability of time .If time is not fully utilised and work is not done at right time, it disrupts the work life balance of employees whether being male or female. The highest achievers manage their time exceptionally well.

Technology Management

Technology management is the set of practices that build and gives competitive edge to the firm on the basis of knowledge and know-how of technology. It not only builds but leverages information to make use of and improve individual's performance and worth of products, systems, and services. Technological change is a combination of invention and innovation and thus if technology is rightly analysed and used, it favours work life balance.

Self-Management

One can only manage others if he can manage himself successfully. Balancing education, work, pleasure, health and household responsibilities well , enables a person to be well managed and high achiever. Utilising all the resources optimally and being your own master contributes to self-management.

Change Management

Change management provides a structured approach for supporting the individuals in any organization to move from their present state to their own future states. Change is inevitable and only permanent thing in world. One who adapts changes in their personal lives and professional environment along with time tends to be more successful as compared to those who resist change.

Thus, Knowing how to manage work enables a professional women to set priorities for self, family, relationships, work and society. A Balanced Women fits the need of all roles expected out of her. Balancing Work-Life improves quality of Life, business and Society as well and also raises Morale and Commitment to strive for more.

REVIEW OF LITERATURE

In a study conducted by **Phadnis, 2013** in IT industry ,the findings stated that women's have to compromise with their career, keeping family as a priority and this is the reason why women's are rare found at top position and in large proportion employed at lower levels.

Manisha Purohit, 2013, stated in his research work that balancing work along with life has become a necessity for employee and laying down a base for good HR Policies and strategies is a need of time for employer to retain his wide-ranging workforce.

Ramadoss (2012) inferred in his study in IT industry that one's control over job, ability to cope with available resources and managers backing for family related issues, enable an employee to maintain a positive work life balance and be at ease in managing both.

(Aiswarya and Ramasundram, 2012), concluded the fact that stress creates bodily and emotional disturbances which lays an impact on workers productivity too. Thus, it's the top most factor that hinders work life balance. In a survey conducted by **(Shefalee Vasudev, 2011)**, consensus stated Indian women's are more stressed as compared to womens of other countries as most of the women's in India lack their family support.

Mathew and Panchanatham (2011) identified factors that affect work life balance of women employees. A few factors in the list are multiple roles played by womens, care taking of dependents, health issues, time management problems, improper social support.

Rupashree and Shivganesh (2010) reported significant relationships between independent variables like supervisors support and work family culture to job satisfaction & commitment. Also Supervisor support & Job Characteristic is directly related to work family enrichment. Work-life benefits and policies and job outcome measures had no significant association.

In a research work by **Niharika and Supriya, (2010)** five factors that influence work life balance were identified. Among these two factors relate to family stating availability of crèche facility and flexi time to deal with home related urgency, and three factors relate to work environment namely work from home facility, flexi time and work in part time.

Amita Singh (2010), in her study on work-life balance in IT industry's in India identified factors that promote supportive work environment. Flexi time facility, work from home and work in part time induce supportive work place environment in the organization.

(Lucie & Olga, 2009) identified relation between work and Family as any kind of intrusion between family and work creates emotional imbalance, decrease level of commitment and force a women employee to either quit or switch job.

Retaining women employees in IT Industry depends on three factors namely availability of Mentor, Organization climate and work life balance **(Eileen & Jeria, 2009)**. Various organizational policies create work family conflict. Thus good HR policies should be implemented in the organization which reduces work-life imbalance and hence conflict **(Duncan Gallie, 2009)**.

OBJECTIVE

- 1) To study the work life balance among B-School women faculties (Indore City).
- 2) To study the relationship between marital status and work life balance of female academician.

Data Analysis and Interpretation

The primary method of data collection was used and sample size of 100 was taken from various B-Schools of Indore. Both single and married women's working are included in the study. Instruments used for study consists of 19 items based on marital status, societal relationship, work hours, crèche facility and other issues affecting work environment.

Table 1 : Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Married	60	60.0	60.0	60.0
Unmarried	40	40.0	40.0	100.0
Total	100	100.0	100.0	

The above table indicate 60% of the total women's working in B-School are Married and 40% are unmarried.

Table2: Number of Years spent working in B-School.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0-5 years	83	83.0	83.0	83.0
5- 10 years	17	17.0	17.0	100.0
Total	100	100.0	100.0	

83% of women tenure in this organization is in between 0- 5 years only 17% of women were found to be associated with this organization in between 5 – 10 years.

Table 3 : How often do you think or worry about your work(when you are not actually at work or travelling to work)?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Never think about work	19	19.0	19.0	19.0
Sometimes	69	69.0	69.0	88.0
Often	3	3.0	3.0	91.0
Always	9	9.0	9.0	100.0
Total	100	100.0	100.0	

69% of women were found to be worried about their work sometimes even when they are not at their work place which is actually alarming situation for an institute. 19 % never think about their work, 3% were often found to be worry about their work and only 9% were always found to be worry about their work even when they are away.

Table 4 : What are the initiatives your institute has taken for managing work life?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Provide Flexible Work Timings	34	34.0	34.0	34.0
Provide leaves to manage work life	38	38.0	38.0	72.0
None of the above	28	28.0	28.0	100.0
Total	100	100.0	100.0	

34% women said that institute provide flexible work timings, 38% says leaves are provided to manage work life, 28% feels their institute don't take any initiative to manage their work life.

Table 5 : Do you have more pressure of work in the institute or it is evenly distributed?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Have Pressure	38	38.0	38.0	38.0
Work is evenly distributed	62	62.0	62.0	100.0
Total	100	100.0	100.0	

62% women found their work is evenly distributed while 38% feel they have more work pressure as compare to others.

Table 6: How do you rate Flexible working hours provided by the institute due to current work life management policy

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Good	59	59.0	59.0	59.0
Average	36	36.0	36.0	95.0
Poor	5	5.0	5.0	100.0
Total	100	100.0	100.0	

59% find "Flexible working hours as good option, 36% have average opinion, 5% found poor option as a part of current work life management policy

Table 7 : How do you rate the leave policy of the institute?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Satisfactory	46	46.0	46.0	46.0
Dissatisfactory	54	54.0	54.0	100.0
Total	100	100.0	100.0	

54% women are dissatisfied, 46% were found to be satisfied by the leave policy of the institute.

Table 8 : Does the institute organize holiday camps and picnics to manage work life and personal life?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Satisfactory	46	46.0	46.0	46.0
Dissatisfactory	54	54.0	54.0	100.0
Total	100	100.0	100.0	

46% women said that their institute organize holiday camps and picnics to manage work life and personal life while 54% were disagree on the same.

Table 9

S.no.	Statement	Yes	No
1	Are you satisfied with the working hours of the institute.	58	42
2	Does after working hours you get enough time for your family	51	49
3	Do you feel you are able to balance your work life	62	38
4	Does the institute take initiatives to manage work life of its employees	48	52
5	Do you think policy for work life management helps to increase productivity to the institute	86	14
6	Do you generally feel you are able to balance your work life due to work life management policy of the institute?	70	30
7	Do you think with the efficient work life management policy ,institute is able to retain its employees	76	24
8	Does the institute provide creche facility	14	86
9	Does the institute provide maternity and paternity leave to the employees	80	20
10	Do you think that you have good career prospects in the institute	64	36
11	Does the institute offers In - House Doctor facility for its employees	65	35
12	Do you think that if employees have good work – life balance the institute will be more effective and successful	94	6

The above table statistics indicates policy of work life balance will enable women employees to enhance its productivity as well it also help institute to retain talent. An institute needs to take initiatives to manage their employees work life, providing crèche facility could be one step for the same ,Flexi work time approach should also be implemented

Ho: There is no association between marital status and work life balance of female academicians

Chi- square test is used to identify the relationship between marital status and work life balance of female academician.

Marital Status of Respondents and Work life balance

Marital Status	Able to Balance Work-Life	Unable to Balance Work-Life	Total
Married	33	31	64
	51.50%	48.50%	100%
Unmarried	29	7	36
	80.50%	19.50%	100%
Total	62	38	100

It is evident from the above table that respondent who are unmarried are able to balance their work life more i.e 80.50% in comparison to the married female academician i.e 51.50%, the reason for this may be that unmarried female are more career oriented and they are able to balance their work life whereas the females who were married unable to create a balance in between work place and household responsibilities.

Chi-Square Tests

		Value	df	Asymp. Sig. (2-sided)
Yes	Pearson Chi-Square	22.435 ^b	9	.008
	Likelihood Ratio	30.124	9	.000
	Linear-by-Linear Association	6.651	1	.010
	N of Valid Cases	62		
NO	Pearson Chi-Square	13.284 ^c	6	.039
	Likelihood Ratio	15.289	6	.018
	Linear-by-Linear Association	1.047	1	.306
	N of Valid Cases	38		
Total	Pearson Chi-Square	34.659 ^a	13	.001
	Likelihood Ratio	44.053	13	.000
	Linear-by-Linear Association	18.167	1	.000
	N of Valid Cases	100		

After the application of test following values are generated where $X^2(df=13, N=100)= 34.659, (p<.05)$. It shows there is a relationship between marital status of respondents and their work life balance” Hence the Ho is rejected and inference can be drawn that marital status plays significant role in the work life balance of female academician

RECOMMENDATIONS AND CONCLUSION

Quality of Work Life (QWL) states that people are the utmost vital assets of an organization as they are responsible and capable of making valuable contribution and thus they should be treated with dignity and respect. The most important factor that has come out from this study is that working women find difficulty in maintaining work-life balance due to lack of time for thy self and household responsibilities. Working Women's are less accepted in today's society. Work life balance is becoming a major issue and a matter of concern for individuals as well as for organizations. Today it become so complex at home as well as at work that it has affected the quality of life and career graph of women employees . This has led to a doubtful situation for women's to make a choice between time-honoured career and successful marriage. This research has provided insight into the problems faced by women working as academician and their quality of life in relation to their work.

It is necessary for organizations to have good HR practices and policies and processes in place, especially for its women employees to ensure that they enjoy good quality of life.

Flexi work timing, a friendly leave policy and a few hours to fulfil their personal commitments enable them to maintain a good quality of life and proper work-life balance. Crèche can also be provided in the office premises to help women employees concentrate more on work and simultaneously see to the well being of their children . Moreover, the policies of maternity leave, for all the employees' compulsory annual health checkups should be formulated. Financial rewards such as commission, bonuses, profit-sharing and stock option plans supplemented by non- financial rewards like vacations, company car, health insurance and, pension cover would act like a step-up. An in-house employee review should be conducted yearly in which all employees have the opportunity to voice their opinion on work environment including conditions at work place, work management and factors related to job description, job security, etc. which would help the HR community to frame women related policies which are friendly to them . Work-life balance policies have the potential to improve employee morale, job satisfaction, performance level and to lower absenteeism. Problems are to be dealt at ground level by families as well as organizations and policies have to be multi-pronged.

In today's global marketplace, companies should campaign programs related to work life balance which are imperative for success .Married women are trying best to perform at work place, single mothers are trying their best to raise their children and make a living, couples are struggling in managing their responsibilities towards career and marriages. Initiative towards balancing of work life related programs from employer end, provides a win-win state for employers as well as for employees.

Thus awareness about the aggravation and the strain busters among the working women, their families, their organizations and community at large and their willingness and ability to tackle the same will make the work place a better environment to work in.

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