

Analysis the Work-Life Balance Among Female Lecturers in Colleges of Thane District

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Abstract – Work life balance gives the bonds that hold a person with their work and personal life. To be balanced with work and life, individual should know himself or herself. Here a portion of the scientists express their examination report about work life balance. The work environment therefore plays a vital role in maintaining a balance in the lives of female lecturers. Flexible job arrangements may accommodate the demands of their communities. The present research is therefore an effort to address the issue of woman lecturers, their degree of target fulfillment and the variables that affect career advancement.

Key Words – Work Life Balance, Female Lecturers, Job Satisfaction

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INTRODUCTION

The term Work Life Balance was first authored in 1986. It doesn't mean equivalent balance yet is of attempting to plan an equivalent number of hours for every one of your different work and personal activities. The correct balance of you today will presumably be distinctive for you tomorrow. Along these lines the center of successful work life balance definition are of two key idea, they are day by day accomplishment and delight.

Work life balance is the right balance of work & personal activities through legitimate calendar an equivalent number of hours for every one of your activities by plan and priority. Work life balance gives the bonds that hold a person with their work and personal life. To be balanced with work and life, individual should know himself or herself. Here a portion of the scientists express their examination report about work life balance. Work Life Balance as the degree to which an individual is similarly occupied with and similarly happy with their work job and family job. In this manner, employees who experience high work life balance are the individuals who display comparable speculation of time and duty, to work and work areas.

In the current situation of life, where the life style, rivalries & other outside & inside requests on an individual gets critical to fit into any social set up, a healthy & positive psyche is extremely fundamental. Brain science at work today is a significant division, to keep employees roused & fulfilled to work & perform well. This isn't just for the Institutional advantages yet in addition for personal growth and

progress, for example, self-confidence, emergency the board and critical thinking & so forth. Employees go through portion of their day at work & afterward come back to their personal life at night. Adjusting among their personal and expert responsibilities suppose a fundamental job in their life in keeping up a decent & constructive physiological, psychological, social and emotional health.

In addition, with this expanding industrialization and education, work open doors for ladies have likewise expanded. Because of expanding monetary conditions, it has become a need that both a couple need to work to have a typical life. In this quickly developing and serious world, as each conceivable open door for work is expanded, the Institutions need to make a friendly air where employees can balance their expert and personal life.

Just when a business has a positive Work Life Balance (WLB) can be profitable and give the best to the Institution. Subsequently educational organizations and numerous business elements are working out plans which can draw in just as hold their employees. A fruitful work-life balance helps in the achievement of personal objectives. It helps in finding some kind of harmony between workplace, family and friends, community, hobbies, sleep and game/work out. In the event that an association coordinates work-life balance, it will be a decent instrument to hold the employees and increment their personal satisfaction. Today, work is generally seen as a wellspring of personal fulfillment. A decent

balance in work and life can assume an extraordinary job in the achievement of personal and expert objectives. The goal is to comprehend the different issues that have gone to the cutting edge because of the dynamic of work. A balanced life is one where we spread our vitality and exertion like emotional, scholarly, innovative, otherworldly and physical – between key regions of significance. Work-life 'imbalance' has over some stretch of time pulled in concern on account of expanding issues identified with representative health, dreariness at workplace, declining levels of profitability and effectiveness at the worker level.

Work-Life-Balance is the process by which work and lifestyle are organized. Work-Life-Balance takes a gander in Psychology, in both positive & negative aspects of change between professional & personal life. Numerous investigations have been carried out that illuminate strife between work and life. The present investigation illuminates various parts of Work-Life-Balance & methods of modification used by the workers to keep the balance.

Work-life balance, although the relations among work & family works, additionally includes different jobs in unusual everyday issues. Work-life balance is an expansive idea including appropriate organizing between "work" (career and desire) on one hand and "life" (health, pleasure, leisure, family and otherworldly turn of events) on the other. Work-life balance implies various things to various individuals and various things at various phases of life. In any case, any definition for anybody must incorporate the issues of absence of time and fatigue. Proficient life implies the expect to develop and win regard in the association and society everywhere and Personal life implies dealing with family, children, parents, health and investing the leisure energy adequately. With the advancement in educational, financial and social guidelines, things have improved, as it were, and the job of faculty in adjusting their lifestyle is less burdening.

Work – life balance for encouraging proficient has gotten perhaps the best test in today's world. Educators work load request their time in the establishment as well as stretch out to their home in order to get readied for the next day, aside from keeping up understudy records and taking care of different organization related useful prerequisites. Instructors need to spend additional hours consistently to be compelling and gainful in their calling with the goal that they could arrive at more elevated levels and face the difficult air. In addition, instructors look forward towards educating, yet need to likewise concentrate on delicate abilities and life aptitudes with the goal that they produce great experts as well as grow productive members of society

Work Life Balance among Women Teachers

Significance of a Positive Work Life Balance is significant on account of working Women. They need to deal with the home just as the workplace. Work-Life Balance doesn't mean an equivalent balance. It implies the ability to plan the long periods of expert and personal life to lead a healthy and tranquil life. It's anything but another idea. It stresses the qualities, mentalities and convictions of ladies in regards to their age to work in arranging and adjusting their work and personal life. At the point when a lady accomplishes a fruitful work-life balance, she has job fulfillment and turns out to be exceptionally dedicated and profitable and prevails in her career. Be that as it may, in specific cases the ladies can't prevail because of ineptitude in adjusting her work and personal life. She can't set her needs. Therefore, she pulls back from her work because of basic reasons like dealing with her children, matured parents in law/parents, and other family pressures. In the event that the man can share a portion of her duties, she would be fruitful ladies. Ladies have had fruitful WLB, on the grounds that their spouses shared an equivalent association both in expert and personal life. With the headway in innovation, and education and unrest in the mechanical part, there has been a little change in Indian men as well. Both the accomplices need to plan their working hours and personal hours with the goal that they lead an expertly and personally healthy life.

Satisfaction of Employees due to Work Life Balance

Job fulfillment is the degree of happiness an individual feels with respect to their job. This inclination is chiefly founded on a person's view of fulfillment. Job fulfillment can be affected by an individual's capacity to finish required assignments, the degree of correspondence in an association, and the manner in which the executives treats employees. Job fulfillment falls into two levels: affective job fulfillment and psychological job fulfillment. Affective job fulfillment is an individual's emotional inclination about the job all in all. Subjective job fulfillment is the means by which fulfilled employees feel concerning some part of their job, for example, pay, hours, or advantages. Job fulfillment has recognized various components like prize framework in work, saw nature of oversight, working conditions, and individual determinates, for example, status and position, age gathering, conjugal status, and long stretches of experience that cause individuals to get fulfilled or disappointed with their job. The present investigation analyzes the connection between job fulfillment and work-life balance among ladies employees in India. Right off the bat, the relationship is analyzed between the various

develops Career opportunities, Recognition, Work task, Pay, Work/life balance, Superior subordinate relationship, and representative fulfillment. Second, keeping the work-life balance as an intervening develop, it is broke down whether it prompts representative fulfillment. Job fulfillment has been characterized as how much employees have a positive and compelling direction towards work by the association. Work decides an individual's worth and spot in the public arena and it impacts one's psychological personality & feeling of prosperity.

OBJECTIVES

1. To recognize the problems of women lecturers in work life balance.
2. To evaluate the effect of personal life on work culture.

METHODOLOGY

Methodology consists of the whole phases of a particular study that remain significant towards particular research conducted efficiently. This study uses descriptive, statistical methods while analyzing the data collected. This part contains numerous tasks which study overall problems, data collection as well as procedures concerning designing and carrying out essential researches that guide scholar on what, why and how to collect and evaluate data, as well as procedures for drafting results towards driving conclusion in research

Research Methodology

Research Methodology includes sample design, procedure for collection of data, method of analysis and tools of analysis of the study.

Sample Design

Comparable simple random sampling is use for experiments of colleges as a stratum and woman lecturers as the main sampling category. As of the year, the number of Arts and Science Colleges in Thane district will collect. The Proportional Chance Sampling Method was used to gather data from 33 Arts and Science Colleges in the then Area.

Collection of data

This analysis is focused on primary and secondary results. Information on the demographic background of women lecturers, work-life balance problems, goal-setting views, influences affecting career growth and approaches implemented to meet work-life needs has been gathered from female lecturers. The form of informal interviews was introduced in order to recognize the issues of woman lecturers. To that purpose, a detailed questionnaire composed of Likert's scale with correct comments identifying issues in the work-life relationship was utilized,

incorporating approaches embraced by woman lecturers.

Method of Analysis

Upon completion of the data collection, the completed questionnaire was correctly updated to make it eligible for coding. The Master Table was designed to outline all the details found in the questionnaire. The tables were prepared with the help of the Master Table Classification.

Subject to review

Keeping in mind the scope of the sample Woman lecturers were divided into two groups according to their marital status. Likert172-Type scale methodology was used to assess the degree of perception and disposition towards the concerns of woman lecturers in the working climate.

Tools of Analysis

The following methodological methods have been used to evaluate the goals of this study;

Conventional research in particular, percentage analysis is used to analyze the psychological profile of the respondents. All details are converted into percentages and presented in table form.

ANALYTICAL FRAMEWORK

In order to classify, the women lecturers are categorized based on their marital status. Percentage analysis and cross tabulation has been used to classify the problems encountered by most of the women lecturers. Marital status is taken as the base value to compare with other factors. In work life balance, marital status of the women lecturers influence the other study variables. In this study Chi-square test is used to analyse the significance of relationship between different study variables. In order to test the significance of association between work life balance and various attributes of women lecturers such as their personal aspects (age, qualification, etc.) family size, nature of family, family income, following χ^2 test was used.

$$\chi^2 = \frac{\sum (O-E)^2}{E}$$

With (c— 1) (r-1) degrees of freedom where

O = Observed frequency

E = Expected frequency

c = Number of columns

r = Number of rows

If the calculated value of χ^2 exceeds the Table value at 5 percent level of significance with (c-1) (r-1) degrees of freedom, χ^2 value is taken as significant, then H₀ is rejected, but if the Table value is more than the calculated value of χ^2 , the χ^2 value is considered insignificant, then H_q is accepted.

PERSONAL ASPECTS

Personal factors such as age, qualification, marital status, family size, nature of family, individual income, family income, present and previous experience in colleges are considered as the important factors influencing work life balance. Marital status is considered as the base value to compare with other factors and also considered as the important influencing factor in work life balance.

Classification of respondents based on age and marital status

S.No	Age in years	Married(120)		Unmarried(80)		Total(200)	
		N	%	N	%	N	%
1.	Below 25	8	6.7	40	50.0	48	24.0
2.	26 – 30	49	40.8	33	41.3	82	41.0
3.	31 – 35	28	23.3	6	7.5	34	17.0
4.	36 – 40	20	16.7	1	1.2	21	10.5
5.	41 and above	15	12.5	0	0	15	7.5
	Total	120	100	80	100	200	100

Source: Primary Data

Classification of respondents based on qualification

S.No	Qualification	Married(120)		Unmarried(80)		Total(200)	
		N	%	N	%	N	%
1.	P.G	24	20	20	25	44	22
2.	P.G. M.Phil	86	71.7	60	75	146	73
3.	P.G.,M.Phil.,Ph.D	10	8.3	0	0	10	5
	Total	120	100	80	100	200	100

Source: Primary Data

Chi-Square Test for Independency

Calculated value of χ^2	Table value of χ^2	Inference
7.285*	5.99	H ₀ is rejected

d.f. = 2 p < 0.05 sig

d.f. : Degrees of freedom.

* Indicates that the χ^2 value is significant at 5 per cent level with 2. degrees of freedom.

Classification of respondents based on size of the family

S.No	Family members	Married(120)		Unmarried(80)		Total(200)	
		N	%	N	%	N	%
1.	Less than 3	58	48.3	14	17.5	72	36
2.	4-5	51	42.5	54	67.5	105	52.5
3.	More than 6	11	9.2	12	15	23	11.5
	Total	120	100	80	100	200	100

Source: Primary Data

Managing work life balance

Managing Work life balance is an important issue among human being. Once the tact is known to them, their life becomes happy. In this framework, the respondents are asked to state their awareness on it. Further it is also related with marital status of the respondents in order to know how far they are well aware on managing work life balance depending upon their marital status. A two-way Table is arranged to represent the same details. Table shows the awareness of work life balance & marital status of the respondents.

TABLE: Awareness of the respondents on work life balance

S.No	Awareness	Married(120)		Unmarried (80)		Total(200)	
		N	%	N	%	N	%
1.	Yes	114	95.0	71	88.8	185	92.5
2.	No	6	5.0	9	11.3	15	7.5
	Total	120	100	80	100	200	100

Source: Primary Data

Role in the work place

The designation and role of the women lecturers differ in work place. The different roles in the work place are head of the department, professor, reader, senior grade lecturer and lecturer. The work load will increase automatically if the role of the lecturers is changed from one state to another. The higher the position leads to higher the responsibility in all aspects. But the time spared for family will decline to some extent. This also creates work life imbalance. In this framework the respondents are classified according to their role in work place along with their marital status as shown in Table.

TABLE: Role of the respondents in work place

S.No	Role in work place	Married(120)		Unmarried(80)		Total(200)	
		N	%	N	%	N	%
1.	Head of the department	14	11.7	3	3.8	17	8.5
2.	Professor	20	16.7	9	11.3	29	14.5
3.	Reader	11	9.2	3	3.8	14	7.0
4.	Senior grade lecturer	26	21.7	20	25.0	46	23.0
5.	Lecturer	49	40.8	45	56.3	94	47.0
	Total	120	100	80	100	200	100

Source: Primary Data

Problem consideration in work place

Lecturers need stress free environment to maintain the balance in work and life. Hence the Colleges have to consider the problems of

lecturers which enable them to lead a happy life. Table shows the problem consideration in work place and marital status.

TABLE: Problem consideration and marital status of the respondents

S.No	Consideration	Married(120)		Unmarried(80)		Total (200)	
1.	Yes	80	66.7	48	60.0	128	64.0
2.	No	40	33.3	32	40.0	72	36.0
	Total	120	100	80	100	200	100

Source: Primary Data

Dual role of women lecturers

Family works of the lecturers are affected due to the dual role played by them. Therefore respondents are unbalanced in their family commitment and work. In this framework an effort is made to know the effect of dual role played by respondents. Table presents the effect in family work due to dual role played by respondents and marital status.

TABLE: Dual role and marital status of the respondents

S.No	Effect of dual role	Married(120)		Unmarried(80)		Total(200)	
		N	%	N	%	N	%
1.	Reducing the percentage of work shared	52	43.3	38	47.5	90	45.0
2.	Missing dead lines and appointments	9	7.5	4	5.0	13	6.5
3.	Preoccupied with own thoughts	17	14.2	13	16.3	30	15.0
4.	Spending more time in worrying about future	13	10.8	15	18.8	28	14.0
5.	Unbalancing family commitment and work	29	24.2	10	12.5	39	19.5
	Total	120	100	80	100	200	100

Source: Primary data

Extent of managing work life balance

All the lecturers are managing work life balance but the extent of managing it varies from one person to another. In this study the extent of managing work life balance is rated from very high to very low. Table presents a two way classification of both extent of managing work life balance and marital status of the respondents.

TABLE: Extent of managing work life balance and marital status

S.No	Extent	Married(120)		Unmarried(80)		Total (200)	
		N	%	N	%	N	%
1.	Very high	0	0	0	0	0	0
2.	High	11	9.2	3	3.8	14	7.0
3.	Moderate	81	67.5	57	71.3	138	69.0
4.	Low	22	18.3	19	23.8	41	20.5
5.	Very low	6	5.0	1	1.3	7	3.5
	Total	120	100	80	100	200	100

Source: Primary Data

CONCLUSION

Work life balance is an important strategic issue in many organisations. Role and responsibility both are tied with each other. In view of the emerging policy trends women's participation in all the sectors and in all spheres of economy one can presume that

women in top ranking post would increase in future. In order to analyse such factors influencing work life balance and career development of women lecturers the researcher presents an in-depth study of problems of women lecturers in work life balance, the effect of their personal life on work culture, the factors influencing career development and the strategies adopted to balance work life needs. Women lecturers also felt that the income is affected while taking long leave and also face problem from the management while taking leave. The study reveals that the system of work in the college affects the work life balance in the college. Colleagues are also affecting work life balance in the college.

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