

## **Work Life Balance of Women Employees in Education Sector**

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### **Abstract -**

Women are finding themselves in a stress mind involving choice between family and Occupational advancement. Most affected women are those in highly demanding jobs like In Education sector. The objectives of this study were to explain the influence of work-life balance on job satisfaction and commitment of women employees. Women are the formal employees were traditionally confined to secretarial position, teaching, nursing etc. Many researcher have find out use of working hours is associate with lower level of conflict those employees who take benefit from childcare centers, referrals services and other family. The present study to know the results of an empirical analysis of the work life balance issues faced by the working women. Processing of the generated data revealed a number of issues related to work life balance, including the fact that women struggle to highly demand cultural issues, job performance and peer group related problem.

### **Paper type -** Review

### **Key words -** Work life balance, Women, Workload and Family.

### **Introduction**

Women role in society has been changed all over the world. Many number of women

working full time and have stress in same working places. In education sector women employees work at offices and also work at

home. The main issue of working women has developed out of demographic and social changes their results in a more diverse model.

A number of researchers have found that use of flexible working hours is associated with lower levels of work-to-life conflict. Studies have found that employees who benefit from childcare centers, referral services and other family supportive practices report higher levels of commitment to the organization. In a study of the participants attributed an increase in job satisfaction to increased flexibility in the location and timing of their work. Similarly, a survey of working parents found a correlation between self-rated productivity, flexibility and satisfaction with work-life balance and enjoyment of one's job. The research established that work-life balance has a positive influence on employee Commitment and job satisfaction.

### **Objectives of the study**

- (1) To study the Problems and challenges faced by working women with the help of extensive review of literature.
- (2) To study and compare the factors extracted from the review which prevent women executives to grow.

### **Review of literature**

Punia, V. & Kamboj, M. (2013) has studied on quality of work life-balance between the educational institution and home life of women employees but also it affects the student behavior. It gives us a satisfaction and a degree of teaching to the teachers and professors. According to males and females status work life balance has not show the significant variation will be found in this paper. Teaching department gave knowledge to the student and receive satisfaction from student. Today self made questionnaire are used by student and researchers as a tool or weapon to collect data. In this paper art teacher revels benefits than others teachers in highest quality of balance in work life.

Yadav, K. R. & Dabhade, N. (2014) has studied on work life balance of women employees in education sector. In today life balance work life balance of women employees is a highly demanded woman working condition is increase the job satisfaction continuous in life. If there are no reserved vacancy for the women employees it creates a big problem for womens. Standard deviation is used to check the reality of data not taken by respondent of educational sector. Arean, A. & Kumar, R. (2015) has studied on every field changing are occurring time to time according to

technology. In India most of women are found in the four walls of house and this scenario is changed and now women's participate in technology revolution. Cadmic is a thing in the nature which never ends and we cannot divide our knowledge. It concludes that survey was intended to provide information. This paper review that these study provides a good direction to present study.

Thakur, A. & Geete, V. (2014) observed on work life balance of female employees stated that during the modernization Indian families are undergoing continuous changes. At present explain the Indian women's to educational opportunities higher than some years ago. Our country is called the mother earth before modernization women do worshipped as goddess. Delina, G. & Raya, R. P. (2013) has studied on work life balance of working women was an accomplish to challenges faced by working women in made balance between family and work life. In this paper Descriptions of sample method, Data collection methods were used. Many factors affect the work life balance of married women. This paper showed on women effect more stress, headaches, weight gain and depress etc. This paper get the various problem faced by all working women in case of work life balance

so very high. Sharma, P. & Dr. Dayal, P. (2015) has observed women employees working in educational sector of India. This study was to examine the various factors influencing the women employees of work life bank. Sampling technique and data collection method was used in this paper. This study concluded that women employee's work better when they worked for family and personal interests. In this paper corporate world is increase demand of WLB. It becomes exceedingly difficult to maintain the work life balance.

Shujat, et al. (2011) has studied on impact of work life balance on employee's job satisfaction in private banking sector of India. To maximize the level of employees' satisfaction, Primary data were collected through questionnaires with 5 point Likert scale, and snow ball sampling method. This study conclude to identified the impact of work life balance on employee job satisfaction and to identify which factor of work life balance have more influence on employee job satisfaction in banking sector. In this paper banking sector employees improve their payment structure and policies. Banks provide training facility to its candidates and maintain workforce turnover. Work life balance is not aware by job satisfaction. Hafiz, S. (2017) has studied

on work life balance among women employees in sector-with references to identify the perception of women employees for benefits and challenges towards work life balance. Both primary and secondary data are collected for this study. The work life balance has become a serious for professionals of banking industry both in private and public sector. In this paper found the consequences on gender basis and demographic basis. In this study women do the all responsibility for both personnel and family interest.

Dr. Manisha, & Kumar, R. S. (2016) has studied on Journal of research & development in technology and management science. Challenges faced by working women in banking sector. To study the challenges faced by working women in Govt. and Private Sector. Data analysis method, questionnaire and interviews were used in this methodology. Women are facing cooperative attitude from their bosses who motivate their work. Economic development of banking sector, women are the part of villages. In global periods banks are the backbone of any society. This paper has increase challenges of banks to manage diverse employees. Diversity is not managed by its employees due to lack of skill. In this

paper age, gender.etc is examining the family and personnel life.

Kumari, et al. (2013) has studied on work life balance of women employees. To state many aspects of work are more difficult at home than personnel life. Work life balance motivate to designed for employees help balance their family work and personal life. Different factor of work life balance are more stressed gave to women employees. Personnel and professional life of woman increase role of a two side of coin. Das, J. & Kanta, T. S. (2017) has concluded on work life balance of women in banking sector to know the various determinant of work life balance of women in bank employees. The stratified random sampling technique has been used for order to collect the primary data. When asked to women employees about working atmosphere in Banks, then 31% said participative and 22% said independent, impulsive constantly. In that paper influence the work life balance of women employees to find the imbalances of gender, organization level, and personnel life of working women.

Emmanuel, R. & Balaji, A. (2014) has found on work life balance of women employees in bank. To know the major factors that effect on the Work life balance of women

professional in today socio-economic system. Simple random sampling technique was used in this paper. A well worked life organizational culture should be developed and implemented hard Family get together can be organized by the employer. Professional and personal commitment is a very common problem for women workers. Major finding in this paper is conflict between each other. Statistical tools are used for target responses to analysis the data collected.

Bohra, S. (2016) has concluded this paper motivated to working women in India. Banks main aimed are supporting working women by giving care of their medical expenses, taking health initiatives, providing maternity leave, and safety and security work from home option. Data collection method was used. This paper conclude that Indian working women are looking for companies which are not just offering good pay package but are more motivated where she finds pleasant working environment, crèches facilities ,convenient location , work life balance etc.

Sunder. & Kumar, P. (2012) has studied of women employees in banks in Pondicherry union territory India. Sample and questionnaire method were used in this

paper. This paper showed very difficult to balance home life and work life. Main issues in this paper are imbalances work life of women and not have geography finding. Work life imbalances effect on whole family and society not only and individual. Higher risk of working women imbalances than men. They work not only for her but also for own family.

Narayana, M. S. & Neelima, J. (2017) has studied on work life balance of women employees to identify the work life balance of the women employees in education sector of India. Both primary and secondary data were used. It is concluded that from the above study that women employees working in the education sector to maintain a balance between works of family can have serious reason on the life of an individual. Work and personal life conflict occur when the burden, obligations and responsibilities of work and family roles become incompatible. Women are in working kitchen and those women she worked in factories, banks. Some women learn education and forced to be father, brother attitude towards the girls. The well developed economy has worked for giving education, empowerment to women. Only education is not empowerment but also give job to women.

Hans, et al. (2015) has concluded that occupational stress and quality of work life in private college of women. To identified the level of Quality Work of Life in private collage of women. Both primary and secondary data were used in this paper. Descriptive and conclusive methods were used in this research paper. Moderate stress can be show as positive stress to foster individual performance and organizational climate. A good quality work life found the management lecture less than high lecture. Some women learn education and forced and forced to be father, brother attitude towards the girls. A negative relationship was set up by two constent. Better quality work life balance compare two factor occupational and family work life imbalances. Goyal, K. A. & Agrawal, B. A. (2015) has studied issue and challenges of work life balance in banking industry of India. Objective of this paper is to identify issue related to work life balance in banking industry in India. Analysis and interpretation for achieve the objective. Work life balance is an importance area of human and resource management which is more attention from policy makers, organization, management researcher's employees and their representatives globally. Education sector is a latest institution in India. Various needs of

student is painful that is taken by university employees. During the hard working it becomes the imbalances among professional and family life. Human resources quality is dependent on output of banking sector.

Dr. Kuruvilla, M. & Seema, S. P. (2014) has studied attitude towards women's employees to compare the attitude of man and women towards women employment for the total sample and the sub sample formed on the basis of employee and student gender. Sampling method was used in this paper. Women work participation is not only a requirement for personal attitude but also to show the economic performance of communities, villages and the world. When the education is again and again after some time, a positive trend has showed various roles. In this study highly favorable satisfied female employees from her working balances. Male student still have a negative attitude towards women employees and their perception regarding gender roles and life goals of women intervention process in favors of women emancipation.

Yadav, R. K. & Dabhade, N. (2014) has studied work life balance among the working women in banking sector. There objective of research was to study the work life balance of working women. Hypothesis



and sampling techniques were used. Job satisfaction influences employee morale, turnover and their social behavior which can be corrupted for organizational success. Working women of some govt. colleges and national institute of India (running in banking sector) were taken up in the study. The objective of this study attain the job of working women satisfied from job that are working in banking sector. Work life balance and their activity gave the satisfaction from job. Kaur, M. (2014) has studied family work challenges and their impact on career: Study of Indian women executives to study the organizational barrier against women career advancement to the senior position. Random sampling and questionnaire method was used in the study. An important finding of the present study indicate that majority of the female professional respond that how family responsibility would affect their career decisions. In the current environment women show the self believe and proven competences. The present study explains the dilemma face by working women.

Yadav, K. N. (2013) has studied satisfaction with work life balance to identify the major factors that influence the work life balance among categories of women police personnel. Survey should do for standard

questionnaire for data collection. The finding revealed that most of the police women dissatisfied with work life balance most of the police women work 8-9 hours daily at different location and sometimes in different department with different bosses and colleagues. Neagative impact of family work and dissatisfaction are very likely by women employees. To know the various factor of satisfaction in banking department.

Shiva (2013) has studied on work life balance and challenges faced by working women to study about challenges faced by working women in their career development Null hypothesis and alternative hypothesis. Women worked in public sector having more organization satisfaction than private sector. In this paper determine the work life balance of 200 women in India. After used of test, result showed the work life balances and lack of organizational satisfaction among working women. Balamurugan, G. & Thendral, M. (2016) has studied on reason behind work life imbalance for women at it and in around trichy. To analyze and study the challenges faced by women employees day and night shift. Data collection and analysis method were used in this paper. Only least number of respondents was dissatisfied with teamwork in the organization. Women show the role in all

around area. They effort expand for her family realization their emotional and social component. So it is important for women to balance between their family and work. These paper aims to analysis difference between male and female employees.

David. & Panchanatham, N. (2013) has studied a review of work life balances among working women explain the effective work life balance. This paper uncovered the review of the different difficulties and issues confronted by Women workers to accomplish WLB. Data collection method was used. This paper talked about the effect of working women on work life balance. Life is the most comparative factor for carriers and development. The greater part of women goal to support their children and family. The greatest challenges for women imbalances between family and profession.

Sunder, & Kumara, P. (2012) has studied a study on women employees in banks in Pondicherry union territory India. To study the factors preventing women employees from aspiring for higher post. Sample design method was used in this research paper. It is resulted from the above study that women employees working in banking industry in Pondicherry find it very difficult to balance home life and work life. The job of banking

sector is gave the stressed to women and opportunity for qualification up gradation by all women employees. Women employees have trait better than male employees and their interesting subject to studied. Jailaxmi. & Gautem, A. (2017) has studied work life balance of bank employees as related to age gender and marital status to study the relationship between Work Life Balance and selected demographic variables of bank employees. The collected data was analysis by chi square test. The study finds the significant relationship between Age (.05) and marital status (.05) while no significant relationship has been found between Gender and Work Life Balance. Changes occur in all over world with the change in information technology. Changes in the banking sector of customer dealing that effect the family life and professional life. Most of the study is maintain the male and female employees

Mathew, R. & Panchanatham, N. (2011) has studied an exploratory study on the work life balance of women employee's entrepreneurship. The objective of the present study was to explore the challenges faced by women. Qualitative method was used in this paper. This study incorporated the results of an empirical analysis of the WLB issues faced by the women



entrepreneurs of South India. In India socio-cultural environment and an increase in educational opportunities and know talents and skill of working women. Women have overburdened work and it explores difficulty to balance their family work and personnel life.

Kumara & Pandey, K. M. (2011) has studied Job satisfaction in public and private sector. The main purpose of this example is to compare the differences in job satisfaction among public and private sector. Questionnaire via e-mail and data analysis method were used in this paper. The results are interpreted in the context of how a country's cultural, social, and economic

structures contribute to the development of particular forms of private and public school.

Dab hade, N. & Yadav, K. (2013) has studied to study the perception about the work life balance amongst the working women in education sector of India. Data collected through questionnaire method. Respondents reporting show the average of work life balance and are often happen with their working statement. A work life balance is a common in working women. Work life policies think the commitment on employees and differences between market place and merge of institution. Perception of women employees about policies and initiative factor that taken by education sector.

**Table 1: Factor (influencing work life balance) extracted from the review of literature**

F1:-Excessive work load, F2:-Job performance, F3:-Cultural issues, F4:-Workplace related problem, F5:-Workload problem, F6:-Superiors related problem, F7:-Peer group related problem.							
Authors	F1	F2	F3	F4	F5	F6	F7
Shujat, S.(2011)	✓	✓					✓
Hafiz, S.(2017)					✓	✓	✓
Narayana, M. S.(2017)		✓	✓	✓			
Emmanuel, R. & Balaji, A.(2014)	✓		✓				✓
Yadav, N. K.(2013)		✓	✓				
Mathew, V. & Panchanatham, N.(2011)	✓		✓		✓		
Padma, S.& Reddy, M. S.(2013)		✓				✓	✓
Thriveni, K. & Devi, V. R.(2013)	✓	✓	✓		✓		
Sunder, K. & Kumar, A.(2012)	✓	✓			✓		✓
Bohra, S.(2016)		✓	✓		✓		
Sharma, P. & Dayal, P.(2015)		✓	✓			✓	✓

Jailaxmi, & Gautam, A.(2017)					✓		✓
Kuruvilla, M. & Seema S. P.(2014)			✓				✓
Yadav, R. K. & Dabhade, N.(2014)		✓					
Mahal, P. K.(2014)		✓	✓				
Goyal, K. A. & Babel, A. A.(2015)	✓		✓	✓			
Das, J. & Pany, T. K.(2017)	✓		✓	✓	✓		
Manisha, & Singh, R. K.(2017)			✓		✓		
David, S. & Panchanatham, N.(2013)	✓		✓				
Kumari, G. & Pandey, K. M.(2011)		✓	✓				✓
Yadav, R. K.(2014)		✓	✓				✓
Total	8	12	15	3	8	3	10

It is revealed from the above table that there are 7 factors which are commonly used in earlier studies and are considered as influencing factors for work life balance. So, it is concluded from the table that cultural issues, job performance and peer group related problem are the most studied variables and most important variables influencing intention to work life balance.

## Conclusion and Findings

There are numerous factors which influence the behavior of the work life balance. The findings have shows that women workplace and workload significantly influence work-life balance where as designation, age, marital status, qualification, experience of the respondents is clear that job satisfaction is positively related to work- life balance and negatively related to cultural issues. The study also revealed that peer group related problem and cultural issues predict job satisfaction of the employees. The present study identified the various factors that influence the work life balance of women employees. The results indicated that Cultural issues, Job performance and Peer

group related problem are the most studied variables and most important variables influencing intention to work life balance. So we can conclude that these three factors are the most studied factors in the past studies. The present study to know the results of an empirical analysis of the work life balance issues faced by the working women. Processing of the generated data revealed a number of issues related to work life balance, including the fact that women struggle to highly demand cultural issues, job performance and peer group related problem. The work life balance issues that they faced role of cultural issues, health maintenance problems, headache, dependent care issues and lack of sufficient supportive network resources. These issues pose very

specific demands on the individual's role system. Although supportive network resources, quality of health and stressed are positive predictors of work life balance and Cultural issues are negative predictors. Even though the majority of respondents struggle with work life balance issues, there exist significant variations in the perception of work life balance among the various categories of women in society, depending on age group, education level, income and marital status. As the work their personal and family roles quite often contradict each other, these women struggle to strike a balance between work and personal life. As a result, work-life imbalances and conflict have become a serious role of working women in society.

**Females are not e-mails, don't delete them.**

### **Recommendations**

The concept of work-life balance has generally popular in many organizations all over the world. Women's participation in employment has taken a positive relation with many women taking responsibility at different levels in organizations. It has also become work life balance is an issue for everyone, not only women. With double

career, family responsibilities are now being shared. The recommends are as the following:

- 1) Organizations need to explore work-life balance strategies to women take up work responsibility and still be able to effectively take care of non-job needs.
- 2) Work-life balance is included as a part of human resource practices to job satisfaction and creativity.
- 3) Other educational institutions seriously look at the issue of helping their employees balance their work and family responsibilities in order to have satisfied and improve all issues.

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