



“Work-life balance influence the quality of life and efficiency of work: a study conducted among the female faculty members at Nanded District of Maharashtra state.”

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Abstract:

In this radical world of today, no individual is free from stress and no profession is stress free. The main objective of the study is to know how working female faculty members manage their work life and family life and also to study the inability to achieve work-life balance and the frequency of stress experienced. Data was collected from the female teachers of various higher education colleges in Nanded District. This article highlights the issues connected with the factors that determine work life balance with respect to female teachers. A total of 100 teacher's responses from various colleges of higher education in Nanded District are included in the study. The respondents' response was measured by the following stressors: workload, conditions at work, and relationships with colleagues at work, work with students, work organisation, and social recognition and status. Statistical analysis reveals that the main cause of imbalance of work-life balance is heavy work & extent working hours followed by inability to prioritize the work and time management.

Keywords:

Stress, Work – life balance, Female faculty, Higher education, Educational Institutions

Introduction:

In the present competitive world, the speed at which change is taking place is certainly overwhelming and breathe taking. In this drastic world of today, no individual is free from stress and no profession is



stress free. Everyone experiences stress, whether it is within the family, study, work, or any other social or economic activity. Nowadays, stress is an unavoidable part of life due to increasing workload and complexities in daily life. Stress has become the core concern in the life of everyone, but still everybody desires stress-free life. The educational sector is not an exception to this scenario. Each educational Institution, with the great expectations of the students and their parents, competes with one another for excellent efficiency; phenomenal performance and unbeatable uniqueness. Teachers are the most resourceful persons not only for schools and colleges but also for the society. They shape the society through their mighty intervention in the life of students. Teaching is no longer merely hard work; it has become a highly stressful profession. Though it is a very broad subject which speaks about both career development on one side and the family care on the other side, it is very necessary to know how the people balance the professional demands and domestic compulsions. Work-life balance of female faculty members has become an important subject since men and women started equally sharing their responsibility of earning for the betterment of their family life. A new and growing world can be built up by young brains and educational Institutions. Teachers have a major contribution in nurturing, educating and developing these brains. All the above development can be possible only when the teachers' work-life balance is achieved.

Literature review:

☒ Comish & Swindle (1994) states it as a mental as well as physical condition that affects an individual's personal health, effectiveness, productivity, and quality of work.

☒ Both women and men prefer working in organizations that support work-life balance. Men appeared to benefit more than women (Burke 2002).

☒ Men feel more satisfied when they achieve more on the job even at the cost of ignoring the family. On the other hand, women stress that work and family are both equally important and both are the sources of their satisfaction. For them the former is more important. When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family and they do not like one crossing the other (Burke 2002).

☒ Fisher and Layte (2003) consider three distinct sets of measures of work-life balance, viz. proportion of free time, the overlap of work and other dimensions of life, and the time spent with other people.

☒ Louise Heslop (2005) have studied that the work and family outcomes such as role interference, stress strain and life satisfaction are related to several strategies and orientation.

☒ Niharika and Supriya (2010) have studied the work-based factors and family related factors that are considered to contribute to work life balance. Work based factors are flexi time, option to work part

time and freedom to work from home and the family related factors are child care facility and flexibility to take care of emergencies at home.

☐ Vijaya Mani (2013) has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, and elderly and children care issues, quality of health, problems in time management and lack of proper social support.

☐ Rajesh K. Yadav, Nishant Dabhade (2013) has concluded that the women working in all types of professions demonstrating that there are no gender differences in work. The increasing demands at work place, the interface between work life and personal life needs more attention. It leads to stress and such situation affects person's health both physiologically and psychologically.

Objectives of the study:

1. To know how working female faculty members, manage their work life and family life.
2. To know the stress level of working female at work place.
3. To find out the causes of work life imbalance.
4. To study the inability to achieve work life balance and the frequency of stress experienced.
5. To find out the ways to achieve work life balance.

Methodology:

☐ Primary data was collected using questionnaire which was distributed to permanent, visiting and on contract female faculties in various colleges in Nanded District.

☐ Secondary data was collected from journals and research articles to support the research.

Sample and sampling

☐ Primary data was collected from the female teachers of various colleges of higher education in Nanded District.

☐ Sample size is 100.

☐ Questionnaire was distributed to the female faculty members belonging to various disciplines.

Data analysis & interpretation:

Demographic profile:

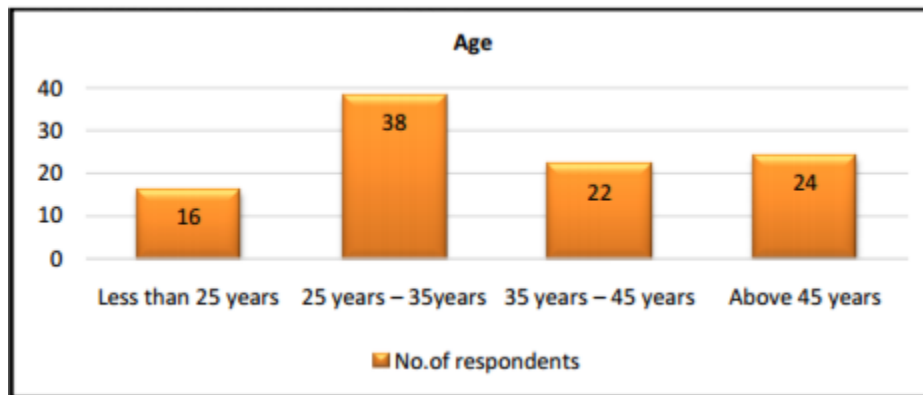
1. Age:

Table 5.1 shows the respondents age

Age	No. of Respondents	Percentage
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Less than 25 years	16	16%
25 years – 35years	38	38%
35 years – 45 years	22	22%
Above 45 years	24	24%
Total	100	100%

Source: Primary data Chart 5.1 represents the respondents age



The above table and chart 5.1 present the frequency of age distribution of the respondents. This represents that 38% of the respondents were from the age group of 25 years to 35 years, 24% of the respondents were from above 45years, 22% of the respondents were from the age group of 35 years to 45 years, and remaining 16% of the respondents were from the age group of less than 25 years. This means that majority of the respondents belonged to the age category between 25years to 35 years and least were less than 25 years of age.

2. Marital Status:

Table 5.2 shows the respondents marital status

Marital Status	No. of Respondents	Percentage
Unmarried	31	31%
Married	54	54%
Divorced	05	05%
Separated	03	03%
Single parent	07	07%
Total	100	100%

Source: Primary data

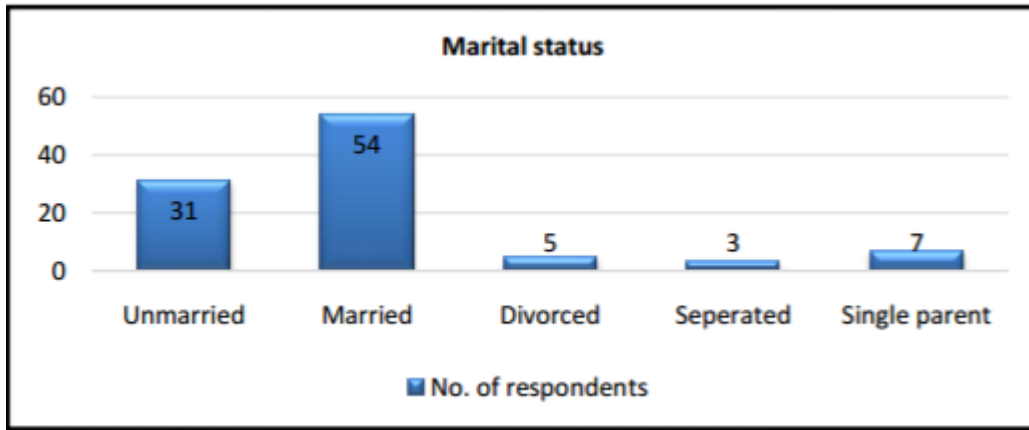


Chart 5.2 shows the respondents marital status

The above table and chart 5.2 present the frequency on marital status of the respondents. This represents that 31% of the respondents were unmarried, 54% of the respondents were married, 05% of the respondents were divorced, 03% respondents were separated and remaining 07% respondents were single parent. This means that majority of the respondents were married and least were separated.

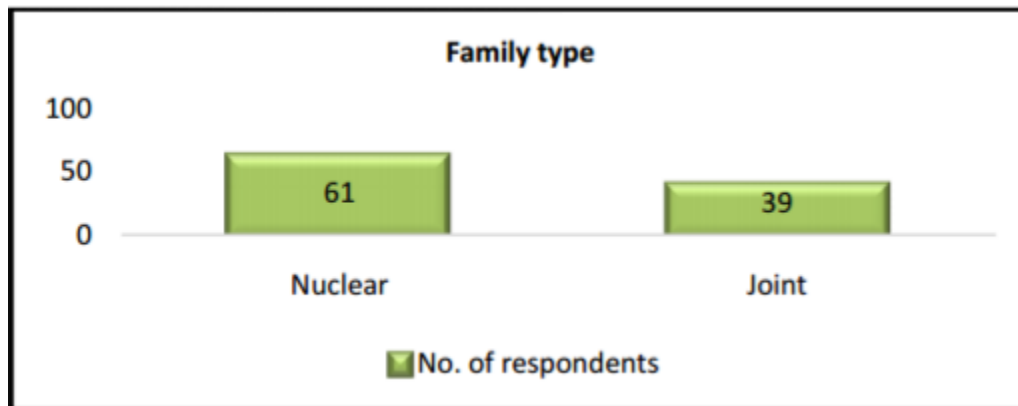
3. Type of Family:

Table 5.3 shows the respondents family type

Type of family	No. of Respondents	Percentage
Nuclear	61	31%
Joint	39	54%
Total	100	100%

Source: Primary data

Chart 5.3 represents the respondent's family type



The above table and chart 5.3 present the frequency on family type of the respondents. This represents that 61% of the respondents were from nuclear family and remaining 39% of the respondents were joint family. This means that majority of the respondents were from nuclear family and least were from joint family.

4. No.of Children:

Table 5.4 shows the respondents number of children

No. of Children	No. of Respondents	Percentage
None	16	16%
One	32	32%
Two	38	38%
Three	11	11%
More than three	03	03%
Total	100	100%

Source: Primary data

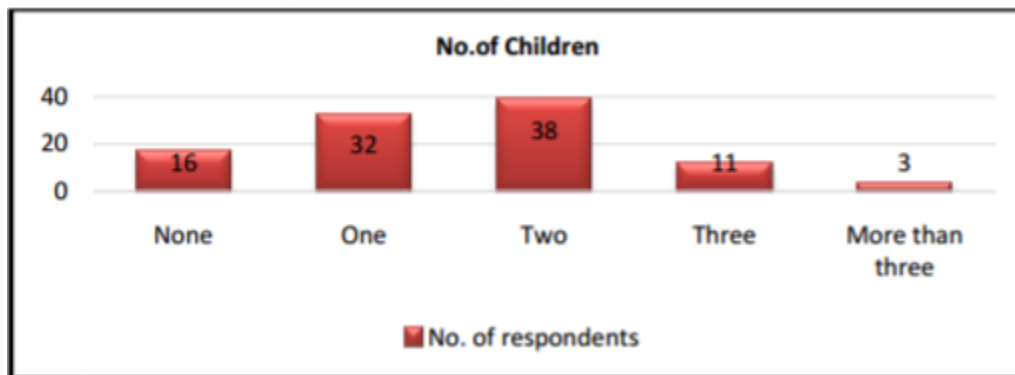


Chart 5.4 represents the respondent's number of children

The above table and chart 5.4 present the frequency on no. of children of the respondents. This represents that 16% of the respondents had no children, 32% of the respondents had only one child, 38% of the respondents had two children, 11% of the respondents had three children and remaining 03% of the respondents had more than three children. This means that majority of the respondents had two children and least had more than three children.

Job profile

5. Educational qualifications:

Table 5.5 shows the respondents educational qualifications

Educational Qualifications	No. of Respondents	Percentage
Ph. D, NET and SLET	03	03%
Doctorate/Ph. D	12	12%
Post-graduate & M. Phil	21	21%
M. Phil	07	07%
NET	06	05%
SLET	02	06%
Post-graduate	49	49%
Total	100	100%

Source: Primary data

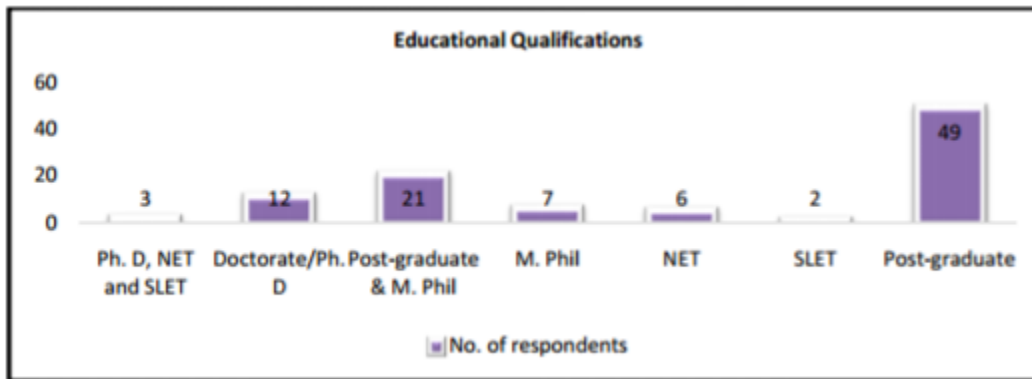


Chart 5.5 represents the respondent’s educational qualifications

The above table and chart 5.5 present the frequency on respondent’s educational qualifications. This represents that 03% of the respondents qualification is Ph.D, NET and SLET, 12% of the respondents qualification is Ph.D, 21% of the respondents qualification is Post graduate & M.Phil, 07% of the respondents qualification is M.Phil, 06% of the respondents qualification NET, 02% of the respondents qualification is SLET and remaining 49% of the respondents qualification is post graduate. This means that majority of the respondent’s educational qualification is post graduate and least has SLET.

6. Designation:

Table 5.6 shows the respondents designations

Designation	No. of Respondents	Percentage
Professor	06	06%
Reader/Sr. Lecturer/Associate Professor	16	16%
Lecturer/Assistant Professor	78	78%
Total	100	100%

Source: Primary data

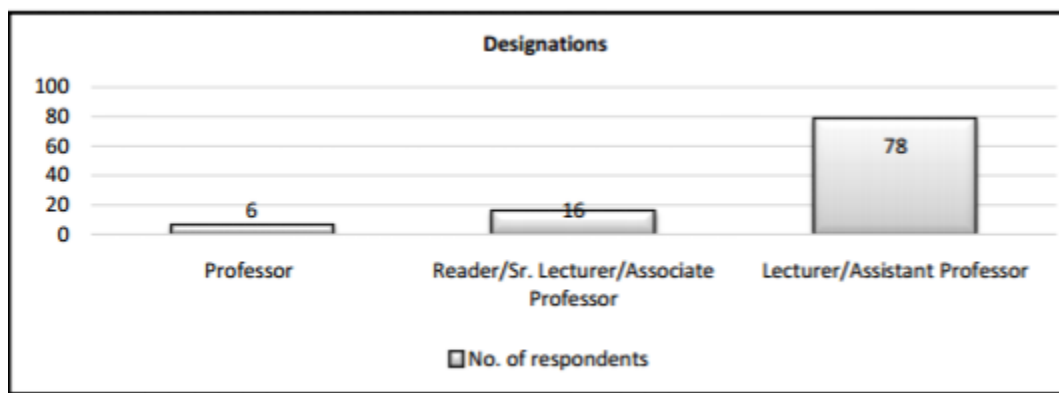


Chart 5.6 represents the respondent's designations

The above table and chart 5.6 present the frequency on designations of the respondents. This represents that 06% of the respondents were Professors, 16% of the respondents were readers/Sr. lecturer/Associate professors and remaining 78% of the respondents were lecturers/Assistant Professor. This means that majority of the respondents were lecturers/Assistant professors and least were professors.

7. Years of work experience:

Table 5.7 shows the respondents years of work experience

Years of work experience	No. of Respondents	Percentage
Below 2yrs	17	17%
Between 2yrs – 6yrs	36	36%
Between 6yrs - 14yrs	26	26%
Between 14yrs – 30yrs	12	12%
Above 30yrs	09	09%
Total	100	100%

Source: Primary data

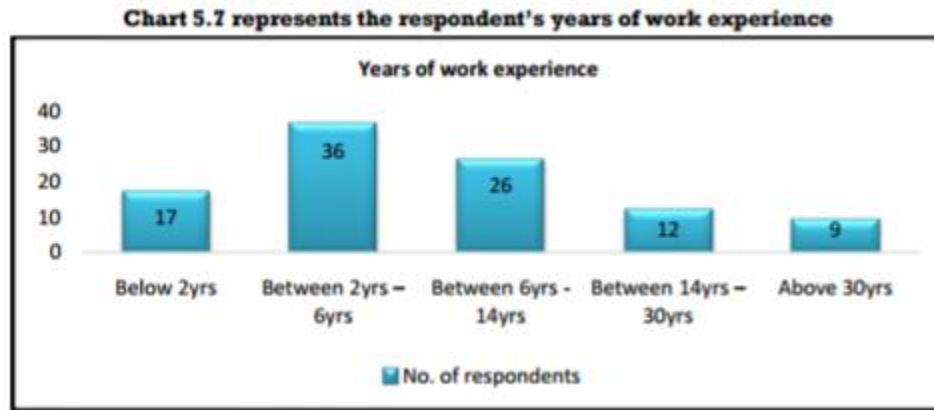


Chart 5.7 represents the respondent's years of work experience

The above table and chart 5.7 present the frequency on years of the experience of the respondents. This represents that 17% of the respondents had below 2yrs of work experience, 36% of the respondents had between 2yrs to 6yrs of work experience, 26% of the respondents had between 6yrs to 14yrs of work experience, 12% of the respondents had between 14yrs to 30yrs of work experience, and remaining 30% of the respondents had above 30yrs of work experience. This means that majority of the respondents had had between 2yrs to 6yrs of work experience, and least above 30yrs.

8. Monthly income:

Table 5.8 shows the respondents monthly income in rupees:

Monthly income (Rs)	No. of Respondents	Percentage
Less than 15,000/-	24	24%
15,000 -25,000/-	36	36%
25,000 -35,000/-	17	17%
35,000 – 45,000/-	11	11%
45,000 – 55,000/-	07	07%
55,000 -65,000/-	03	03%
Above 65,000/-	02	02%
Total	100	100%

Source: Primary data

Chart 5.8 represents the respondent's monthly income

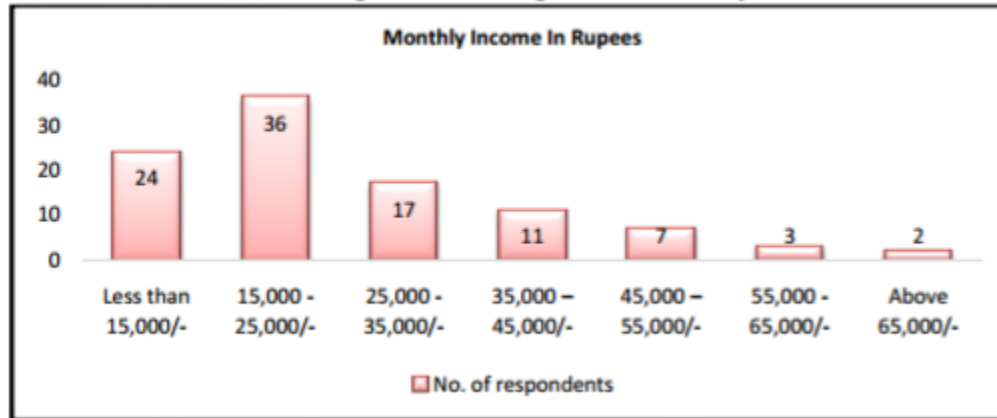


Chart 5.8 represents the respondent's monthly income

The above table and chart 5.8 present the frequency on respondent's monthly income. This represents that 24% of the respondents had less than 15,000/- of monthly income, 36% of the respondent's monthly income was between 15,000- 25,000, 17% of the respondent's monthly income was between 25,000- 35,000, 11% of the respondent's monthly income was between 35,000- 45,000, 07% of the respondent's monthly income was between 45,000- 55,000, 03% of the respondent's monthly income was between 55,000- 65,000 and remaining 02% of the respondent's monthly income was above 65,000. This means that majority of the respondent's monthly income was between 15,000- 25,000 and least above 65,000.

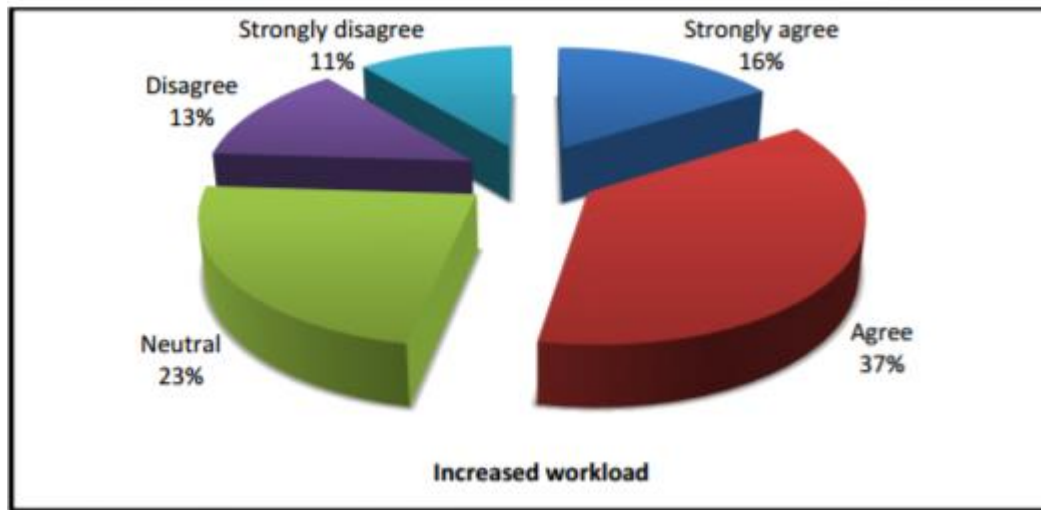
Work-life balance

9. Increased work load

Table 5.9 shows the respondents response on work load

Increased Work load	No. of Respondents	Percentage
Strongly agree	16	16%
Agree	37	37%
Neutral	23	23%
Disagree	13	13%
Strongly disagree	11	11%
Total	100	100%

Source: Primary data



The above table and chart 5.9 present the frequency on respondent’s response on work load. This represents that that 16% of the respondents strongly agree that there is an increased work load, 37% of the respondents agree that there is an increased work load, 23% of the respondents stay neutral in saying that there is increased work load, 13% of the respondents say that there is no increased work load and remaining 11% of the respondents strongly disagree that there is no increased work load. This means that majority of the respondent’s said that there is an increased work load.

10. Receiving inadequate salary to meet financial needs

Table 5.10 shows the respondents response on receiving inadequate salary to meet financial needs

Receiving inadequate salary to meet financial needs	No. of Respondents	Percentage
Strongly agree	12	12%
Agree	35	35%
Neutral	26	26%
Disagree	17	17%
Strongly disagree	10	10%
Total	100	100%

Source: Primary data

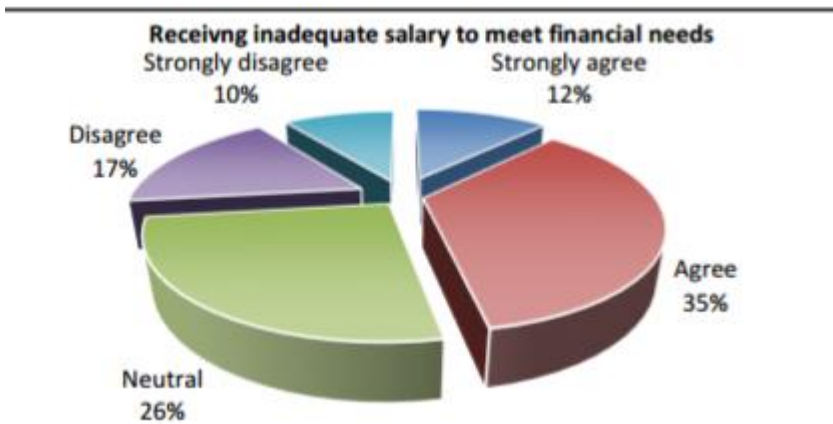


Chart 5.10 represents the respondent’s response on receiving inadequate salary to meet financial needs

The above table and chart 5.10 present the frequency on respondent’s response on receiving adequate salary and they are able to meet their financial needs.35% of the respondents agree that they are receiving inadequate salary and find difficult to meet their financial needs, 26% of the respondents stay neutral in receiving inadequate salary. On the contrast only 10% of the respondents strongly felt that they are receiving adequate salary and they are able to meet their financial needs.

11. Job keeps away from my family too much

Table 5.11 shows the respondents response job keeps away from family too much

Job keeps away from family too much	No. of Respondents	Percentage
Strongly agree	12	12%
Agree	35	35%
Neutral	26	26%
Disagree	17	17%
Strongly disagree	10	10%
Total	100	100%

Source: Primary data

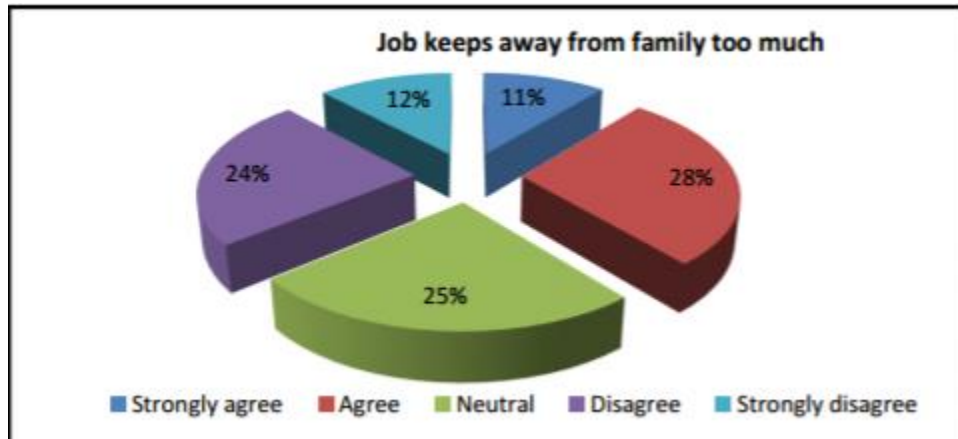


Chart 5.11 represents the respondent’s response on job keeps away from family too much

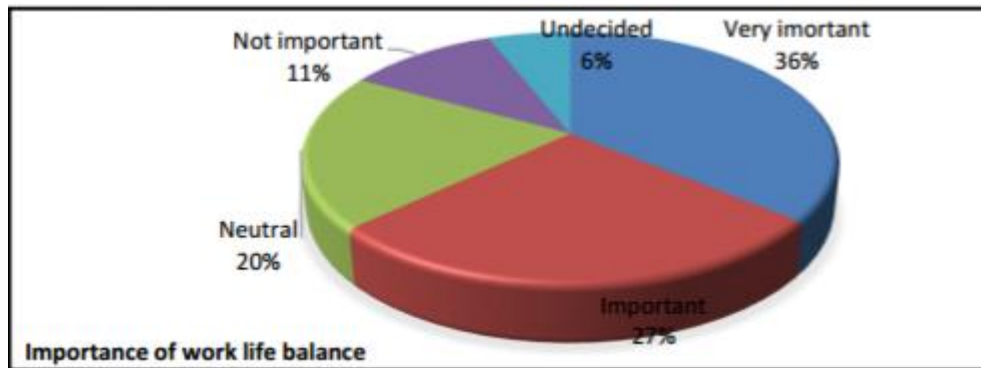
The above table and chart 5.11 present the frequency on respondent’s response on job keeps away from family too much. 28% of the respondents agree that their job keeps away them from their family, 25% of the respondents feel neutral and 24% disagree that their job doesn’t keep them away from their family.

12. Importance of work life balance

Table 5.12 shows the respondents response on importance of work life balance

Importance of work life balance	No. of Respondents	Percentage
Very important	36	36%
Important	27	27%
Neutral	20	20%
Not important	11	11%
Undecided	06	06%
Total	100	100%

Source: Primary data



The above table and chart 5.12 present the frequency on respondent’s response on importance of work-life balance. 36% of the respondents feel that work life balance is very important. This indicates the significance of work-life balance anticipated by women in the teaching field.

13. Frequency of stress experienced due to inability to handle work-life balance

Table 5.13 shows the respondents response on frequency of stress experienced due to inability to handle work-life balance

Frequency of stress experienced	No. of Respondents	Percentage
Always	20	20%
Often	31	31%
Sometimes	26	26%
Seldom	14	14%
Never	09	09%
Total	100	100%

Source: Primary data

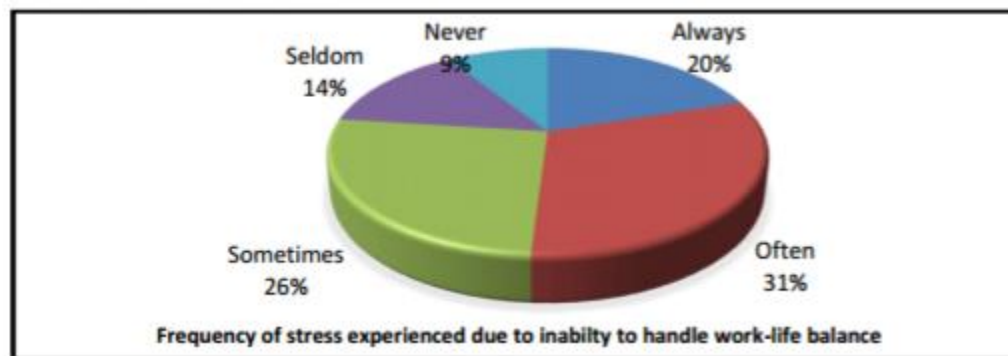


Chart 5.13 represents the respondent’s response on frequency of stress experienced due to inability to handle work-life balance

The above table and chart 5.13 present the respondent’s response on frequency of stress experienced due to inability to handle work-life balance. 31% of the respondents often experienced stress due to inability to handle work- life balance, 26% of the respondents sporadically experience stress due to inability to handle work life balance, 20% of the respondent’s always experience stress to a greater extent due to their inability to manage work- life balance and only 9% respondents state to have experienced no stress and are able administer work-life balance.

14. Balancing work and family are difficult

Table 5.14 shows the respondents response on difficulty in balancing work and family

Balancing work and family are difficult	No. of Respondents	Percentage
Strongly agree	20	20%
Agree	31	31%
Neutral	26	26%
Disagree	14	14%
Strongly disagree	09	09%
Total	100	100%

Source: Primary data

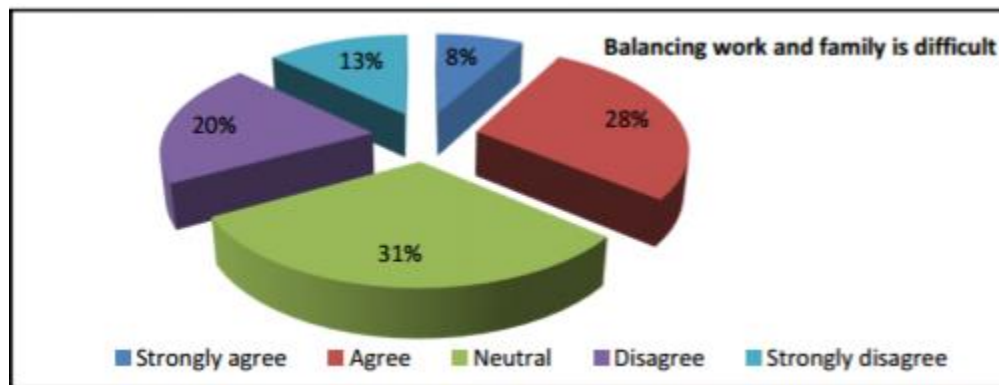


Chart 5.14 represents the respondent’s response on difficulty in balancing work and family

The above table and chart 5.14 present the respondent's response on difficulty in balancing work and family. 31% of the respondents are able to balance work and family, 28% agrees that balancing work and family are difficult, 20% of the respondents disagree in saying that balancing work and family is difficult.

Findings:

- ☑ The study reveals that the impact of work- life disproportion is more on the married women from nuclear family who have children.
- ☑ The study indicates that the work -life imbalance is mostly felt on the people who got 2 to 15 years of work experience
- ☑ Statistical analysis reveals that the main cause of imbalance in work -life is heavy work load & extensive working hours followed by inability to prioritize work & time management
- ☑ Educational Institutions should address the Work Life Balance related issues amongst their staff, especially women, on various elements like over burdening of work, inadequate infrastructural facilities, conflict between management and peer and inadequate salary.
- ☑ Majority of the female faculty members are drawing inadequate salary with an inversely proportional work overload. Their work demands their time not only in the Institution but also prolong it to their home so as to formulate themselves for the succeeding day. Updating, maintenance and presentation of students' records, orchestrate various co- curricular events & other functional requirements are also breaching into the time which the faculty have intended to spend with her family.
- ☑ According to these studies, female teachers who deal with stress at job are incompetent to lead their life with zeal and apparently affects their work life.

Conclusion:

In India, changing societal attitudes, inflation and the elevation in the dissemination of education into various levels made women to amalgamate into the paid workforce on a greater frequency than ever. Educational Institutions should address the Work Life Balance related issues among their staff, especially women. Work-life balance is a very important factor which influences the quality of our life & efficiency of work. We can't debate on the fact that work life balance is the foremost & indispensable factor for a stress free and contented life, especially for a woman. Obviously, the delighted and gratified teachers can be productive teachers.

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