

## **A Study on Work-life Balance among the Women Faculties in Engineering Colleges with Special Reference to Trichy City**

M.Mano Samuel<sup>1</sup>, Dr.S.Mahalingam<sup>2</sup>

*Ph.D Research Scholar (Part-Time), Department of Management Studies, Bharathiar University, India<sup>1</sup>*

*Professor, Department of Business Management, Bharathiar University, India<sup>2</sup>*

*Email: [manosamuel.m@gmail.com](mailto:manosamuel.m@gmail.com)<sup>1</sup>, [yesemlingam@rediffmail.com](mailto:yesemlingam@rediffmail.com)<sup>2</sup>*

**Abstract-** The Work life imbalance especially for working women are increasing drastically in engineering colleges. The Indian scenario has been changing drastically due to globalization, high degree of competitiveness and work culture of organization. The present research study deals with the Work life balance among the women working in different engineering institutions in order to determine the level of their work life balance which is having high importance on their total wellbeing and their productivity. Work life balance has been one of the major factors in influencing the organization's efficiency. This research focuses on the problem of work-life balance and how it affects women employed as teaching professionals in engineering colleges. It is an attempt to identify whether it is as easy as it is assumed for women to balance between work and life in the so-called conventionally suitable profession called teaching. It also enumerates some solutions to arrive at a more equitable work-life balance. This study also evaluates the nature of Work Life Balance, as experienced by professionals in Indian context. This study will also provide a suitable solution to the women professionals in engineering colleges.

**Index Terms-** Personal commitments, Work-life balance, Women professionals

### **1. INTRODUCTION**

Teaching profession is no more a comfortable profession as expected before. Along with teaching, a faculty member has to perform varied other duties such as doing administrative jobs, attending faculty meetings, advising students, guiding project work, internship, summer placement of students, conducting exams, doing assessment and undergoing faculty advancement schemes. In present times, young teaching professionals are increasingly confronted with a problem of conflict between work role and an equally demanding role at home. Work life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm to the mutual benefit of the individual, business and society. We all want a good balance between our work life and our home life. We know what a difference it makes to our quality of life when we feel our job is interfering with our family activities or our family life is creating problems at work. Families have shifted from the traditional male 'breadwinner' role to dual-earner couples and single parent families. Work – life Balance of women employees has become an important subject since the time has changed from men was the breadwinner, to today's world where

both men and women equally sharing the responsibility of family life. Work – life balance for teaching professional in engineering colleges has become one of the greatest challenges in today's world. Teachers work load not only demand their time in the institution but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending to various institution related functional requirements. Teachers need to spend extra hours every day to be effective and productive in their profession so that they could reach higher levels and face the challenging atmosphere

### **2. REVIEW OF LITERATURES**

Various studies has addressed this issue in different perspectives. Some of the closely related papers related to this subject are reviewed. **Burke (2002)** , observes that both women and men prefer working in organisations that support work-life balance. Men appeared to benefit more than women .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 others. **Jager (2010). Thornthwaite (2011)** suggest that there is a strong, unmet demand among working parents for shortened working hours, part-time work and flexible working time. Management must communicate their organization's family-friendliness in such a way that all employees feel that they have equal access to alternative working time provisions. The knowledge economy has created greater access for women coupled with factors such as changes in marital patterns and smaller families. This has led to an increase in the number of working women and, hence, working mothers (**Grossman, 2001**). 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**). One of their significant finding is that high psychological job demands like long working hours, working under deadlines, without clear direction leads 75 percent of the working females suffer depression or general anxiety disorder than those women with lowest level of psychological job demands (**Nusrat Ahmad, March 2009**). **Lewis and Kagan (2011)** finds that women in India experience considerable pressure, in the morning before going out to work and after work, to do all that is necessary for the family. According to **Peeters, Montgomery, Bakker and Schaufeli (2008)**, pressures from the job and family domains are often incompatible, giving rise to imbalance. Therefore, the concept of WLB, along with its implications, is a core issue that must be investigated as the number of working women is on the rise and the problems they face because of it is without doubt quite serious.

### 3. NEED FOR THE STUDY

This study is basically for assessing the worklife balance of female teachers working in engineering colleges. The purpose is also to present and discuss specifically the problems women face in the process of balancing their work and family life. Previously, the female workforce in India was mainly employed in non-managerial, subordinate or low-profile positions. Now, they occupy almost all categories of positions in the workplace. These changes in work culture have added to women's duties and responsibilities to their family as well as to society. This study has been

essential for assessing the growing need for work life balance policies for the women faculties in engineering college. The study of work/life balance involves the examination of people's ability to manage simultaneously the multi-faceted demands of life. This study is proposed to examine the effect of long working hours, satisfaction level of female teachers and stress level in managing the work life balance in engineering colleges in tiruchirapali

### 4. OBJECTIVES

- To study how the individual factors affects work life balance and influences the overall work life balance.
- To find the perception of female faculty members with respect to work Life balance in engineering colleges.
- To know the level of work life balance among women faculties working in engineering colleges
- To study the demographic profile of the respondents and its influence towards work life balance.
- To Provide finding & solution to maintain a healthy work life balance. □

### 5. RESEARCH METHODOLOGY

#### a) Description of Sample

A survey study method was adopted for the present study. Questionnaire was used as an instrument for gathering data. A sample of 200 women faculties was selected using Convenient Sampling. They were from various Engineering colleges in Tiruchirapalli city were chosen for the study. Since the study focused only on women faculties, all the 200 respondents were women.

#### B) Data Collection

##### Primary Data

The primary data is collected by direct survey on the women faculties from various engineering colleges in Tiruchirapalli city. This has been done through the questionnaire method. The researcher used a structured closed ended questionnaire for the purpose of data collection. Information was gathered from 200 women faculties in and around Tiruchirapalli City.

##### Secondary Data

The researcher has collected secondary data from relevant studies from newspapers, books, magazines, journals and websites.

#### C) Statistical Tools Used

Percentage analysis, Chi-Square Test, ANOVA

### 6. ANALYSIS & INTERPRETATION

In order to subject the data to statistical testing, the

collected data were coded and analyzed using SPSS (originally Statistical Package for the Social Sciences) version 16 for Windows. The data were also tabulated with frequency tables and percentages using MS-Excel.

## Results and Discussions

### 6.1 TABLE - 1

BASIS	COMPONENTS	PERCENTAGE
AGE	20-30 Years	33 %
	30-40 Years	45 %
	40-50 Years	20 %
	Above 50 Years	2 %

Source: Primary Data

45% of the respondent belongs to the age group of 30-40 years, 33% of the respondent belongs to the age group of 23-30 years, 20% of the respondent belongs to the age group of 40-50 years & just 2% belongs to age group of above 50

### 6.2 Chi-Square Analysis

H0: There is no significant relationship between nature of the work of the respondents working and work life balance among women faculties.

H1: There is significant relationship between nature of the work of the respondents working and work life balance among women faculties

### NATURE OF THE INSTITUTION OF THE RESPONDENTS WORKING AND WORK LIFE BALANCE AMONG WOMEN FACULTIES

FACTOR	$\chi^2$ VALUE	TABLE VALUE	D.F	REMARKS
NATURE OF WORK	1.677	9.377	4	NOT SIGNIFICANT

### Interpretation

It is clear from the above table that the calculated Chi-square value is less than the table value and the result is significant at 5% level. Hence, the hypothesis "Work nature of the institution of the respondents working and work life balance among women faculties." does not hold good. From the above analysis, it is concluded that there is no relationship between the work nature of the institution of the respondents working and work life balance among women faculties.

### 6.3 ANOVA

H0: There is no significant association between job tenure of the respondents and the work life / Personal

life balance, work plan and work circumstance dimensions

H1: There is significant association between job tenure of the respondents and the work life / personal life balance, work plan and work circumstances dimensions

### Analysis of variance in dimensions of work life / personal life balance, work plan and work circumstances that leads to work life balance with respect to job tenure of the respondents

		Sum of Sq	Df	Mean square	F	Result
Work life / Personal Life	Between groups	26.232	2	9.043	.242	NS
	Within groups	10421.1	198	38.178		
	Total	10447.332	200			
Work Plan	Between groups	42.654	2	14.435	.410	NS
	Within groups	9650.43	198	35.989		
	Total	9693.08	200			
Work Circumstance	Between groups	8.765	2	2.923	.133	NS
	Within groups	6535.32	198	23.543		
	Total	6544.08	200			

### Interpretation

The calculated value of  $F = 0.242$  is less than the table value 3.84 at 0.05 level of significance for the level of degree of freedom (2,200), the null hypothesis is accepted. Hence there is no significant variance between job tenure of the respondents and the work life / personal life dimensions. The calculated value of  $F = 0.410$  is less than the table value 3.84 at 0.05 level of significance for the level of degree of freedom (2,200), the null hypothesis is accepted. Hence there is no significant variance between job tenure of the respondents and the work plan dimensions. The calculated value of  $F = 0.133$  is less than the table value 3.84 at 0.05 level of significance for the level of degree of freedom (2,200), the null hypothesis is accepted. Hence there is no significant variance between job tenure of the respondents and the work circumstances dimensions.

## 7. FINDINGS

According to the study it is clearly stated that women faculty in engineering colleges undergo severe stress as they try to balance their domestic life and professional life. Continued work under pressure would result in poor performance in the institution as well as domestic life. As this paper is focusing on only identification of factors affecting work life balance, it has not considered the type of policy support required for such faculty in educational institutions. From the

above table, it is cleared indicated that majority of the faculty feeling stress due to dependents, role clarity, co-worker support, family culture, working hours, flexibility, head support. If the educational institutions management think over the issue of providing employee friendly policies to faculties in order to balance their professional and personal life, definitely it can achieve competitive advantage in terms of student quality of education and faculties may turn into good organization citizens. So comparatively women faculties working in engineering college faces lots of problems in work-life balance compared to arts & science college faculties.

## **8. CONCLUSION**

Women constitute an important section of the workforce. From the above discussion, it is reasonable to conclude that modern organizations, especially educational institutions, should address the Work Life Balance related issues among their staff, specifically women & take a holistic approach to design and implement policies to support the teaching staff to manage their work/life balance which would add to the performance of these women faculties in engineering colleges. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. There can be no debate on the fact that work life balance is essential and important for a stress free and fulfilling life, especially for a woman. Juggling between the burden, obligations and responsibilities of work and multiple family roles, balancing becomes an uphill and an ongoing task for teaching professionals, as much as, if not more than any other working woman.

## **REFERENCES**

- [1] Chawla Deepak & Sondhi Neena, (2011), Assessing Work- L i f e Balance among Indian Women Professionals, The Indian Journal Of Industrial Relations, Vol 47, No. 2
- [2] Santhana Lakshmi K, Sujatha Gopinath S. Work Life Balance of Women Employees with reference to Teaching faculties. International Monthly Refereed Journal of Research in Management and Technology 2013; II.
- [3] Aswathappa. K., "Human Resource & Personnel Management", Tata McGraw-Hill., 4th Ed.
- [4] Employees' Family Lives: The Facilitating Role of Work- Family Integration, Academy Of Management Journal, Vol. 52, No. 1.
- [5] Gerson, Kathleen. (2011). Moral Dilemmas, Moral Strategies, and the Transformation of Gender. The Kaleidoscope of Gender, 399 &402.
- [6] Bhattacharya Soumya & Mehra Puja, (October 2010), Corporate Apartheid, Business Today.
- [7] Yadav RK, Dabhade N. Work Life Balance amongst the working women in Public Sector Banks—a case study of State Bank of India. International letters of Social & Humanistic Sciences 2013; 7: 1-22.
- [8] Employees' Family Lives: The Facilitating Role of Work- Family Integration, Academy Of Management Journal, Vol. 52, No. 1.
- [9] Rai. S. (2009), "India outsourcing workers stressed to the limit".
- [10] Kothari.C.R, "Research Methodology", New Age International Publishers, 2008.