

**IMPACT ON LIFE OF WOMEN EMPLOYEES IN EDUCATION SECTOR****ADITI AERAN<sup>a1</sup> AND RAVINDRA KUMAR<sup>b</sup>**<sup>a</sup>Research Scholar, Department of Management, Monad University, Hapur, Uttar Pradesh, India<sup>b</sup>Student of MCA, JP Institute of Engineering & Technology, Meerut, Uttar Pradesh, India**ABSTRACT**

Indian women professionals are definitely on the rise & are paving the way for future generations, as they are becoming increasingly visible & successful in the professional and public sphere. Today, Work-life balance (WLB) has become a subject of concern for business leaders in view of the contemporary demographic, technological, market, and organizational changes associated with it. WLB for women employees is highly desirable, if there is no job satisfaction & consistency in life, it can create a dilemma to them. WLB requires attaining equilibrium between professional work and personal work, so that it reduces friction between official & domestic life. The ultimate performance of any organization depends on the performance of its employees, which in turn depends on numerous factors such as job satisfaction, family or both. A study is conducted among the working women of some colleges of Meerut, the objective of which is to study the working environment and the level of satisfaction as perceived by the women-respondent employees on the varied determinants of WLB. Research also identifies the major factors influencing it among various categories of women employees in education sector irrespective of cadres. Apart from it, another significant objective is to analyze the impact of family support being provided to working females. It also explores the effect of Technology on Work-Life Balance of female. The aim is to highlight the attitudes & beliefs of women regarding job anxiety in their formal work organizations & particularly balancing their work & personal life.

**KEYWORDS :** Work-Life Balance (WLB), Family, Organization, Technology

Change is occurring all over the world with the advent of Technology in every field. Every sector contributes to a cultural transformation and social revolution. The Indian women, who were mostly found in four walls of the house in the last decade, are diverted now and actively participate in the technology revolution. It has become a common phenomenon that majority of the female professionals, especially the knowledge workers, are working harder and longer ever before. As a consequence, they find it difficult to achieve work life balance.

In India the concern over work-life balance is gradually becoming a common talk especially for women employees. WLB is key driver of employee's satisfaction. All female professionals have different set of demands and when such role demands overlap, multiple problems are faced. Times have changed. From the time the husband earned, and the wife stayed at home. To the time now when the husband earns and the wife earns too. But the wife still cooks and washes and runs the house. So, how does she balance her work with life at home? Although, over the years women in India have struggled to establish an identity & create a mark in the social as well as in the organizational platforms, but with educational institutions training more and more women to enter professional careers, have drastically changed the scenario. There's evidence to show

women are making a valiant attempt to balance work and life, a tougher proposition than for men. For, while making giant strides in their careers, they continue to take primary responsibility for managing the family.

WLB is the proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family) on the other. It is a state of equilibrium in which the demand of both professional and personal life is equal. WLB has important consequences for employee attitudes towards their organizations as well as for the lives of employees.

**Work Life Balance In Education Industry Present Scenario**

Education sector is the ultimate cognitive work where the development and exchange of ideas are constantly brewing in people's mind; the job offers an enormous amount of flexibility, other than giving lecturers and attending the occasional meeting. Academic whether male or female have to render their services for specific period of time as in traditional 9 to 5 jobs. On this surface this appears to be ideal job for achieving work/life balance.

But the nature of academic work is never ending. One always has to be thinking about working on next course, applying for next grant, and developing the next research project. The flexibility of education sector dangles the possibilities of a desirable WLB in front of female

<sup>1</sup>Corresponding author

faculty, but several barriers persist preventing a desirable work/life balance from becoming reality. In that case organization support & family support helps the women in achieving desirable balance. Poor WLB balance has negative implications for organization in the global economy, as well as for individual women and their families. Balancing family and academia, especially for women, is a chronic challenge. Women have been struggling with this issue since they were first “admitted” into academia. One entered academia between 1890 and 1940 shouldered all the responsibility of family life while still working to meet the demands of the workplace. Research reveals that little has changed over the past 100 yrs. as women have many barriers to overcome to meet the demands of work and home, but they have crafted strategies for being successful.

### **Benefits of Work Life Balance**

#### **To Employers**

- Reduced absenteeism & stress with more improved productivity
- Improved employee morale and commitment
- Increased ability to attract and recruit staff
- Potential for improved occupational health and safety.

#### **To Employees**

- Ability to manage work and individual commitments with family.
- Flexible working arrangements resulting in reduced work overload and stress.
- Increased focus, motivation and job satisfaction knowing that family and work commitments are being met with job security from the knowledge that an organization understands and supports workers with family responsibilities.

### **Review of Literature**

Few studies are conducted in the area of the present study. A review of these studies provides the direction to the present study. The expression was first used in the late 1970s to describe the balance between an individual's work and personal life.

Supriti Dubey, Ruchi Saxena & Neetu Bajpai “Work Life Balance : Can Women be Both Bearer and

Manager” Dubey et al./Journal of Engineering, Science and Management Educational/ Vol. 3, 2010/pp 15-21 She stated that Organizations need to create congenial conditions in which employees can balance work with their personal needs and desires. Successfully achieving work-life balance depends not only on organizations but similar efforts from family are also desirable.

Alam Sageer, Dr. Sameena Rafat, Ms. Puja Agarwal (2012) studied various variables that are responsible for employee satisfaction. The Study concluded that an organization should develop strategies that strengthen the work environment and increase the employee morale and employee satisfaction to enhance employee performance and productivity, which ultimately results in high profits.

The purpose of Jaime X. Castillo and Jamie Cano's (2004) study was to describe the amount of variance in faculty member's overall level of job satisfaction explained by Herzberg. This study concluded that the female faculty members were less satisfied than male faculty members. The least motivating aspect was “working conditions.” The factors “recognition,” “supervision,” and “relationships” explained the variability among faculty members & overall level of job satisfaction.

The study of Khalid Latif, Muhammad Naem Shahid, Dr. Naeem Sohail, Muhammad Shahbaz (2011), revealed influential factors contributing to job satisfaction and dissatisfaction of college teachers of district Faisalabad, Pakistan. And they examine that there were significant differences in job satisfaction between public and private college teachers. Public college teachers are more satisfied than private college. This study suggested that to increase the satisfaction level of teachers of private colleges a proper attention should be paid so that the employers of private sector colleges will be able to retain teachers.

Hanita sarah saad & Anion jauhariah “ Employees perception on quality work life and job satisfaction in a private higher learning institute” international review of business research papers, Vol. 4, no 3., June 2008 pp 23-34 The study reveal that QWL variables are insufficient to measure employees 'job satisfaction .job satisfaction in education sector should include intrinsic rewards and performance evaluation criteria in evaluating their employees.

**MATERIALS AND METHODS**

Sample unit collect from working women of some private institutes of Meerut. (Engineering. & Mangment.) with 100 women employes. In order to achieve and test the hypothesis stated above the different methods adopted include review of literature , selection of sample , designing of questionnaire, interview and discussion with women faculty at various levels. Their exercise helped a lot in collecting relevant data for study. In-depth, in-person

interviews composed of open& questionnaire with closed - ended questions were conducted with each participant to provide a detailed look into the challenges these women face balancing work and life outside work.

**RESULTS**

The results of the survey were intended to provide quantitative information.

**Data Presentation**

a - There are approx.35 technical and management colleges/ institute in Meerut, out of total 80 women have primary care responsibilities and 20 having no responsibility.

Total Women	Primary Care Responsibilities	Without Responsibilities
100	80	20

b - The women having different responsibility that generate work life conflicts e.g. having children, elderly parents, spouse, and adult with disability. Primary Care Responsibilities 80:

Opinion	Having Children	Elderly Parent	Disabled work	Other Work
Respondent no	65	10	3	2
Respondent %	81.25	12.5	2.5	3.75

c - 65 women in the sample have children. Women due to their job responsibilities can spend only few hours with children after doing domestic work. She can help the children in their studies and other activities:

Hours spent	3-5 hours	5-7 hours	7-9 hours	More than 9 hrs.
Respondent no	20	35	8	2
Respondent %	31	54	12	3

d - For women family support has great meaning. It gives them energy to do job. She can focus on her work well, and job satisfaction, commitment enhanced, all due to family support:

Opinion	Never	Rarely	Sometime	Often	Always
No. of respondent %	15	22	28	18	17

e - Amenities provided & working condition of organization helps to work efficiently and effectively. Different respondents have different view about amenities provided to them:

Opinion	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
No. of respondent %	10	35	20	18	17

f - Women due to role conflict have to manage both personal & professional life. Organization helps her in managing responsibilities. Different respondents have different views:

Opinion	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
No. of respondent %	12	23	15	30	20

g - Organization should give enough opportunities to use technology along with knowledge. This enhances faculty skill and quality of teaching. Respondents views on opportunity given to them:

Opinion	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
No. of respondent %	25	32	10	13	10

h - Good work life balance make organization more effective. Respondents views :

Agreed	Disagreed %
93	7

i - There are no. of factors which raise hinders in work/life commitments. Respondent's views:

Hinders	Long Working Hours	Work pressure	Higher responsibility	work after working hour	-ve attitude of Management
No. of respondent %	25	32	32	25	10

j - Due to innovation in education, technology may help in reducing work load to a great extent. Technology is better tool to manage work/life demand. Respondent's views:

Opinion	Great extend	Some extend	Little extend	Not at all
No. of Respondent %	60	25	5	5

k - Technology in helps in domestic work. Automatic washing machine, microwave oven & other electronics goods helps women in managing routine activities. Respondent's views:

Opinion	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied
No. of respondent %	12	28	17	20	23

l - Do you think that if employees have good WLB then they will be satisfied by the job? Views:

Opinion	Strongly Agree	Agree	Disagree	Strongly Disagree
No. of Respondent %	31	49	15	5

## DISCUSSION

### Organization Support & Work Life Balance

Organization support have positive impact on working role performing by the women at work place by creating balance; thereby eliminating work life conflict. It is important resource for working women to manage their

work and family domains. A teacher's satisfaction with his or her career may influence the quality and stability of instruction given to students. Teachers who do not feel supported in their work may be less motivated to do their best work in the classroom. Highly satisfied teachers are less likely to change institute or to leave the teaching

profession altogether than those who are dissatisfied with many areas of their work life. As faculties are both the largest cost and the largest human capital resource of a school/college system, understanding factors that contribute to teacher satisfaction (or dissatisfaction) is essential to improving the information base needed to support a successful educational system. Therefore the present study was based on the Comparative job satisfaction among colleges. Educators and various factors responsible for the dissatisfaction inside and outside the organization. So it is been suggested that the organizations should be more flexible in their proceedings so that the females can maintain a balance between both life.

#### **Family Support and Work Life Balance**

In developing countries the family incomes are, by and large, low and that can best be supplemented by women's work. The main reason why most women work was the low income of their men folk. When the husband's income was not adequate for the support of the family, the wife also was compelled to work. They are forced to combine her two major occupations and roles-marriage and work-faces additional socio-psychological problems and difficulties. Problems are then faced particularly in those cases where the wife has to devote more time and energy to her too absorbing job because of its immediate compulsions and she feels guilty that she has not been able to do justice to her husband, home and children. She still feels that her home and children are her prime responsibilities and she continues to be predominantly governed by this role since that was also the social norm. In that case the support of family side can help her to contribute to her fullest both in personal & professional field.

#### **Role of Technology on WLB (How work load of faculty is reduced by using it).**

Technology affects our lives in education sector too. E- Learning has created revolutionary effect on faculty performance and reducing their work load which manages their WLB. Enhanced teaching is possible only when these changes are accepted & adopted. In today's education environment information and knowledge need to be effectively managed. It is one of the most significant drivers for improved WLB. Technology aligned family life with

civic duty by increasing the accuracy of information and improvement in utilization efficiency of teachers, time & materials. It support to the faculties as it is used to integrate teaching and learning both inside and outside the classroom. Classroom Response System (e.g., clicker) can engage students by making lectures more interactive, while simultaneously allowing instructors to keep track of whether students understand the material. It can be used to create more meaningful assignments & to integrate the lecture with the associated discussions or labs. Support provided by the latest technology somewhere motivates the faculties in some way or the other to perform better.

#### **CONCLUSION**

Education sector has emerged as one of the largest employers in the country which has not only created plentiful job opportunities but has also resulted in new types of challenging careers. As this sector gives more emphasis to knowledge alone it is non-discriminating in nature. It provides opportunities for the educated, middle class women to build their own dreams and excel in their fields. A changing economy and an aging workforce can join together to create an employment environment where competent females who are unhappy in their current situations are motivated to find a new place to "hang their hats. Women in competitive environment also expected to combine home responsibility with working life where the question arise how to manage both the lives. Work life and personal life are two sides of same coin .Organization efforts with family support and technological can help the women balance personal front with professional work. Balancing work life linkage is not an easy thing to do for women. As demand from both sides can be extreme and women may need to make tradeoff. Education sector have higher responsibilities work pressure, never ending academic work, always think about working on next course, applying for next grant. Professionals have to make tough choices even when their work and personal life are close to equilibrium. A balance between work and life has to exist if want to make proper functioning at work and also at home.

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