

"Work-Life Balance" Of Married Female Faculty Members In Technical Institutes Of Dehradun District Of Uttarakhand State In India

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Abstract:

The word "work-life" refers to a balance between one's personal and professional responsibilities. Equal quantities of time, effort, and energy are necessary for a woman's well-balanced existence. According to the results of this research, female employees have particular problems in achieving a good work-life balance. This research focuses on women's capacity to maintain a reasonable work-life balance and the degree of assistance their families can provide. This study also looks at how academic institutions try to strike a healthy balance between their personal and professional selves. Many technical institutions and universities in the Dehradun region were surveyed for this study's findings. This study is much easier for women to maintain a good work-life balance when their spouses, parents, and in-laws provide the essential support. Employee absenteeism, job turnover, or even health problems might result from a lack of balance between home and work life.

Keywords: Family support, work Life Balance, female faculty members, technical institutes, job satisfaction, women employees

Introduction:

Because of India's rapid urbanization and industrialization, the dynamics of Indian families are undergoing a significant transformation. The number of Indian women working in high-paying jobs has risen in recent years. The number of educational opportunities accessible to Indian women has grown significantly in recent years, especially in major cities. Urban areas seem to have a higher concentration of this propensity. Having been exposed to a wide range of perspectives, I'm more aware of the flaws in my thinking. Due to cultural and economical restraints, many women have decided to work instead of staying at home.[1]

When it comes to working as a married woman in India, the economic need is by far the most frequent motivator.[2] Having a job outside the home has a positive impact on a woman's marriage in the majority of cases. As a result of this study, women's job performance and attitudes have been examined.[3]

Despite this, women with younger children fared better than women with older children when it came to their professional devotion. Stress and well-being of women at work were studied to determine the psychosocial elements that impact these results. In terms of overall well-being, the importance of work-related stresses eclipsed that of family life and its associated strains.[4]

Managing a home and caring for one's family, as well as working full-time and caring for one's children, is challenging for women in today's society. A company's total productivity may suffer as a result of employees not being able to strike a healthy work-life balance. The productivity of a corporation is directly related to the quality of its staff. Respectable firms are using a broad range of work-life management approaches and practices to improve the quality of life for their workers. Workers' productivity and the company's profitability are both boosted by this.[5]

Increasing numbers of women are working outside the house to better their professions and provide for their families. Work-life balance may assist reduce stress, absenteeism, and job satisfaction and performance by maintaining a good work-life balance. Due to the availability of educational and infrastructural resources, women have been encouraged to take on leadership roles in the economy. They can strike a good work-life balance thanks to the encouragement of their loved ones and co-employees. A healthy work-life balance may make women better employees, moms, wives, daughters, and in-laws.[6]

This topic was frequently debated during its peak in the 1980s when many people were struggling to balance their work and home lives. Finding this equilibrium has been a major objective for every corporate endeavor in the years thereafter. A healthy work-life balance is essential for employees who are content in both their professional and personal lives. This is a topic that should concern all working women teachers at various technical institutions and universities. A recent survey indicated that many professionals prioritize their employment above their family duties. In today's fast-paced world, one must balance their work and personal life, yet this cannot be done by sacrificing one's personal life.[7]

Recent technological advancements in India are having a huge impact on the work done by women. As a result, there is less rivalry for ideas and a new home ethic among female employees. Education institutions are helping to create various programs to assist female professionals in better managing their time between work and home. In addition to paid and unpaid leave alternatives for employees, a realistic workload and flexible scheduling will allow for greater productivity.[8]

Work-life balance:

It's becoming more common to hear about the importance of finding a work-life balance. Several factors contribute to professional women's health and well-being, such as the impact of different responsibilities they hold on their ability to function both at work and in their personal lives. The relevant literature from across the world was analyzed to find out what influences an individual's view of a healthy work-life balance.

A- A look at the varied roles that women play in our society and how they contribute to society.[9-11]

B- The term "role conflict" or "role overload" is used to describe situations in which several tasks exert undue stress on an employee's capacity to accomplish their work obligations.[12-13]

C- Employees' personal and professional well-being is enhanced when the company's culture encourages a healthy work-life balance.[14-15]

D- Psychological support, personality, and general well-being are all linked, according to several research. Personal and societal resources.[16-18]

E- To effectively manage women's careers, it is necessary to consider their life cycles and timelines.[19-20]

F- Life's obstacles and how to cope with them Both emotional and problem-focused coping methods are utilized by women to deal with role conflict.[21]

Importance of work-life balance:

In terms of the following criteria, the firm is of value:

- Health and flexible work options are two methods to attract a diverse and competent workforce. Making you an "employer of choice" is one strategy.

To ensure the well-being of the employees:

- It's possible to get things done around the house and at work without feeling overwhelmed or bad about it.
- Employees that work hard at their jobs are rewarded for their efforts at work.
- Ability to work in a manner that enables you to earn a livelihood and

manage your other responsibilities at the same time.[22-23]

As a teacher, your role goes beyond only educating kids; you also guide and inspire the future leaders of our nation. It is hard for female teachers to maintain a good work-life balance unless they have the support of their colleagues. These facts and reasoning lead to the following theories.

Need for the study:

Teaching is a well-respected career, but it also carries a heavy burden. Teachers have a lot of responsibilities, and they all go a long way toward making educational institutions successful in the long run. Instilling in youngsters a sense of good and evil serves as a foundation for future success in any area. Teachers who have a positive view of their profession tend to be more productive and effective. The capacity of teachers to maintain a good work-life balance may have a significant impact on their level of job satisfaction. Comparative research on the teaching staff in city colleges, notably in Dehradun, has been limited in the field of work-life balance. The aforementioned research was conducted to address these concerns.

Literature Review:

Maja Tadic Vujcic et.al (2021) To find out whether self-motivation of students may serve as an intermediary to connect teacher work engagement at the trait level to positive sentiments amongst students, researchers looked into this possibility. According to the findings, schools' positive effects on pupils were due in part to instructors' high levels of work engagement and kids' self-driven motivation. There was no correlation between instructors' work participation and students' excellent classroom behavior when students' self-motivation was utilized as a mediator.[24]

Khalid Rasheed Memon, Bilqees Ghani, and Saima Khalid (2020) To measure the impact of CSR programs on employee engagement, workers' trust and interactions with leaders and members were analyzed. In our study, we found a high correlation between corporate social responsibility and employee engagement. Internal CSR and employee engagement were intertwined since the trust was a key player in

the process. Leader-member interaction, on the other hand, did not affect the relationship between CSR and employee engagement. [25]

Ipseeta Satpathy, Patnaik, and Mitali Das Mohapatra (2019) Work-life balance is affected by issues such as excessive time demands, job overload, role interference, and high psychological expectations. Those that were able to create a balance between their personal and professional life reported higher levels of job satisfaction.[26]

Dwi Putri Larasati, Nida Hasanati and Istiqomah (2018) People who were enthusiastic about their job were better able to maintain their personal and professional life in harmony, according to a study. A company's concern for the capacity of its employees to maintain a strong work-life balance encourages them to retain their excitement and drive at work. According to the study.[27]

V. Madhusudhan Goud and K. Nagaraju's (2013) Findings reveal that variables including family culture, the number of children, working hours, and time flexibility all impact teachers' work-life balance. A lack of personal-work-life balance also harms employees' productivity.[28]

The objective of the study:

- Family members' contributions to work-life balance will be examined.
- Institutional efforts to promote work-life balance will also be examined.

Research Methodology:

Additionally, primary and secondary data collecting were necessary for the study's objectives. In the Dehradun region of Uttarakhand, those who were married and working at technical institutions or colleges gave the data. According to our research, the majority of college professors who teach in the fields of business administration (BBA), business law (BSL), business science (BSC), and business education (BSE) are married women. We investigated a variety of sources, including books, websites, and scientific publications, to acquire secondary data. The study included 45 married female employees. It was decided that the most efficient way to

gather information was to conduct a questionnaire, which was confidential.

Testing hypothesis:

Null Hypothesis:

- Personal traits have little bearing on the ability to strike a work-life balance.
- There is no impact on the work-life balance due to private institution/university events.

Alternate Hypothesis:

- Individual traits have an impact on achieving a healthy work-life balance.
- University/institutional activities influence work-life balance.

Data collection:

We employed a convenience sample and a questionnaire to collect primary data to research the work-life balance of female instructors. 45 married women teachers from Dehradun, Uttarakhand, make up the study's sample population. As a result, chi-square tests were used to verify that the data was correct.

Table A: showcasing the unique qualities of a certain person Making it more difficult to maintain a healthy work-life balance.

Personal Factors										
Group A	5	4	3	2	1	Total	Chi-Square	Group Chi-Square	Chi-Square	Tabulated Value
Easily timeshare with elders.	8	10	3	16	8	45	14		205.034	19.0819
Miss quality time with children.	13	16	7	6	3	45	1.9			
Enjoy life outside with friends.	8	12	7	15	3	45	8.3			
Spend quality time with your husband.	9	10	2	18	6	45	5.2			
	38	46	18	53	25	180	29			
Group B								29.148		
Get Husband support	15	11	8	6	5	45	7.1			
Support from family members.	12	16	9	5	3	45	3.9			
Family support with the profession.	15	18	2	6	4	45	3.7			
Health problems with the heavy workload from Institute.	15	21	1	6	2	45	21			
Frequently health problems of children are due to a lack of attention.	12	8	3	12	10	45	2.3			
	76	80	20	30	19	225	38			
								37.824		
Group C										
manage my personal life.	17	13	2	7	6	45	1.9			
Manage children and other family members at work.	28	10	2	3	2	45	26			

Sufficient time for family after work.	8	10	1	12	14	45	11		
	53	33	5	22	22	135	39		
								39.167	
Group D									
Not satisfied with work.	12	8	3	12	10	45	2.3		
Spend time on my hobbies.	8	7	4	11	15	45	15		
An employee was more valuable than a mother.	0	0	0	24	21	45	57		
	28	22	11	34	40	135	74		
								74.064	

Table B: illustrate institutions' effect on personal and work life harmony.

Institutional Factors										
Group A	5	4	3	2	1	Total	Chi-Square	Group Chi-Square	Chi-Square	Tabulated Value
Institutes arrange FDP, Yoga, and Stress program.	8	12	2	9	14	45	2.75		239.259	67.5048
Feel tired because of the overload of the Institute's work.	18	20	0	7	0	45	20.1			
Can discuss work related issues with managers.	7	8	1	10	19	45	8.52			
	33	40	3	26	33	135				
								31.356		
Group B										
Institute provides medical facilities.	24	18	3	0	0	45	28.1			
Institute arranges recreational facilities.	6	7	4	19	9	45	18.3			
Institutes provide holidays(Summer/Winter)	13	17	2	9	4	45	3.51			
Institutes provide flexible time for females.	2	2	1	17	23	45	55.2			
Institutes provide Flexi finishing times.	12	10	2	10	11	45	7.77			
Institutes provide maternity leaves.	24	21	0	0	0	45	32.9			
	81	75	12	55	47	270		145.811		
Group C										
Institute provides a workshop for parenting.	0	1	2	18	24	45	40.8			
Institutes provide flexibility for parenting.	8	12	2	18	5	45	4.6			
Institute helps in work-life balance.	14	12	2	12	5	45	5.64			
Able to balance work life.	16	12	4	8	5	45	11			
	38	37	10	56	39	180		62.04		

Data Analysis & Discussion:

Respondents were asked to choose one of five categories on a Likert Scale before the data was compiled. For example, "Strongly Agree" has a numerical value of 5 points, "Agree" has a numerical value of 4 points, "Neutral" has a numerical value of 3 points, and "Disagree" has a numerical value of 2. (Disagree wholeheartedly.) First, we separated the raw data into two categories. Within each of the groups, there are two tables devoted to the difficulties that women face on both a personal and professional level. As shown in the accompanying table, personal qualities are separated into four subcategories, while professional characteristics are divided into three subcategories. As an alternative, we believe that human factors are to blame for the disturbance of a good work-life balance.

Table B shows how many professional traits affect women's capacity to maintain a good work-life balance. As soon as we factored in the professional components, we found that the chi-square value was much greater. Women's work-life balance might be affected by the problems they face at work, according to this study.

Findings:

Research has shown that female professionals who have the support of their families and spouses are more likely to achieve work-life equilibrium. Contrast spouses or other family members who provide financial assistance to their employees with those who do not.

Additionally, according to data, they are more likely than others to be able to spend time with their families. When it comes to working schedule flexibility and vacation time, most female employees are content. Using existing data, it may be concluded that the institution's total productivity is aided by a work-life strategy. Analyzing the data thoroughly indicates the advantages of maintaining a work-life balance for employee retention. Although

they were pleased to learn that their university or institution is dedicated to helping students find a reasonable balance between their professional and personal life, the solutions presented were incompatible with their needs.

Conclusion:

Women are proving that they are equally as capable as men in a wide range of professional disciplines by succeeding where men have failed. It's encouraging to see more women in leadership roles across all industries. Every woman, on the other hand, must learn to balance her work and home lives. We're all aware that finding a work-life balance that works for everyone is a difficult task. Regulators are now in place to guarantee that employees may maintain a good work-life balance at institutions and schools. Women who work in institutions may make use of maternity leave and other perks, as well as seminars on value creation. Since achieving a healthy work-life balance is not a pressing problem, the focus of this study is on women's perceptions of institutional efforts and the consequences of such efforts. A continuous issue that must be addressed.

Suggestions:

- A woman needs the support of her family to achieve a good work-life balance.
- Employers benefit from a healthy work-life balance because it helps them better comprehend the workload and duties that their workers are expected to carry out.
- Employee training, incentives, colleague relationships, and the workplace climate all come within the employer's responsibility.
- A review of current policies and practices may help enhance flexible employment arrangements.
- It is possible to get help from family support programs and specialized counseling on how to balance work and life.

- It is possible to maintain a healthy emotional equilibrium by regularly practicing soft skills and meditation techniques.
- To help new hires grow professionally and personally, more advancement and promotion opportunities should be made accessible.

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