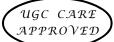# WORK-LIFE BALANCE OF WOMEN TEACHING FRATERNITY IN BANGALORE CITY

ABSTRACT

The aim of this study is to explore balancing one's own and professional life of women teaching fraternity. Non-probability convenience sampling technique was used to acquire 150 samples from Bangalore City. The current study seeks to understand respondents' socioeconomic background, attitude of their career, influence and impact of work-life balance. The impact of work-life balance on life satisfaction, as well as the effect of work-life balance on respondents' interpersonal, societal, familial, environmental, and psychological standpoints, has been assessed. This research also attempts to analyze respondents' attitudes on work-life balance management. The issues, impact, outcome of the work-life balance have been tested with the relevant hypotheses by using the statistical tools such as ANOVA, Chi-Square and factor analysis.

***Keywords :** Work life balance, Bangalore city, women teaching fraternity, socioeconomic background*

Introduction

Women were historically restricted to participate in native activities such as food preparation, rinsing, sweeping, and childcare. Traditionally, Indian women prioritized homemaking and worked within the confines of the family system (Mukherjee &Pande, 2015). The majority of women nowadays have twin responsibilities: working in an organization to earn their daily bread and butter, as well as caring for their families (Sarora& Sharma, 2018).

According to Branimir et al. 2002 (Branimir , Lidija , & Mirta , 2002), changes in expertise, morals, and demographic trends have resulted in the growing relevance of work-life balance in industrialized countries. This is also influenced by other variables, including an increase in the number of women entering the workforce, changing family responsibilities, and jobs becoming more complex.

Lack of convergence between personal and professional lives has a negative impact on people and enterprises. During this competitive period, firms are under stress to achieve high efficiency, and workers with a positive work balance are essential since an individual with a great work balance would be capable of contributing more to the organization's growth and success (Pranav, 2010). Therefore, now is the time for businesses to come up with strategies to help female workers enjoy their work and lead fulfilling lives.

(Makowska, 1995) investigated the psychosocial elements that influence work-related stress and well-being in women. Even though the relationship between family life, stress, and well-being are all significant, the importance of work-related stress was obviously greater than that of family function stressors.

Review of Literature

Boiarintseva, Ezzedeen& Wilkin's (2021) study attempts to investigate couples without children and their work life balance. The study lights out that the couples are categorized as careerist focused, conventional and are just opposite to non-conventional and egalitarian couples. The work life balance situations across various demographic groups are well explored through this study (Boiarintseva, Ezzedeen& Wilkin, 2021).

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Panda, A. and Sahoo, C.K. (2021), the researchers find that employee retention is an everlasting problem for many industries and have attempted to study the relationship between employee retention and work life balance. Structural equation modeling is deployed for the study to validate hypothesis. Aruldoss, A. (2021) in their work bring to consideration three components, job stress, job commitment and job satisfaction. The components are further compared and analyzed to study the work life balance with work environment, training & development as relationship elements. The findings show that two components, namely Job satisfaction and Job commitment are positively related to work life balance and job stress is negatively related to work life balance. Higher Education & Family benefits are identified as key parameters which men and women share at work premises. The findings state that men living in conservative countries prefer more work life balance (Rumiana , Petya , & Franziska , 2020)

DeSimone, K. (2020) attempts to broaden the knowledge of women's success and their perception towards potential barriers for their advancement. The study finds that women feel more responsible when compared to men. Also, the respondents convey that work and life balance hurdles career advancement. Researchers thus do feel that most of the barriers of women to advance in their career are self-imposed (DeSimone, 2020). McDonald, J. and Chaufan, C. (2019), discuss about the how certain gender norms are reflected in medical training and practice. Researchers state that women physicians in countries like Canada and in the United States experience social and health disturbances when compared to their men colleagues. Further authors argue that certain built-in gender inequalities are not challenged in the profession. Finally, we can find that researchers pave way for norms themselves that should become the focus of analysis and intervention in the future (McDonald &Chaufan, 2019). Agarwal, S. and Lenka, U. (2015), found a conceptual review of emerging women entrepreneurs and their work life balance problems. Researchers have framed a conceptual frame work depicting the work life balance of women entrepreneurs based on secondary data analysis of selected articles. Rajadhyaksha, U. (2012), attempts to investigate the work life balance issues that persistent in India. A wide range of Indian institutions are selected for the purpose of the study and through interviews, primary and secondary data were gathered and analyzed. Similarly, the socioeconomic environment of India and work-family concerns were also investigated.

Burnett, Gatrell, Cooper and Sparrow, P. (2010) raises answers to two different questions, the first one discusses about the policies of work life balance when enhanced for working parents to fulfill their commitments to employers at work space and children at home, while the next focuses on how gender plays a role in work life balance. Researchers have clearly commented that the policies have not created a "gender neutral" environment(Burnett, Gatrell, Cooper & Sparrow, 2010). Straub, C. (2007) chose 14 European nations for this study and aimed to compare and evaluate organizations' commitment to work-life balance laws and guidelines. Only one incidence of providing monetary benefits for maternity leave is mentioned by the researcher. As a result, there is a good act of work-life balance(Straub, 2007). Doherty, L. (2004) this research is seen as a carry forward of a previous study conducted in Britain which aims to explore about the senior executive women staff and their work life balance. The different senior roles which women participate, and the barriers faced by them is investigated through this study. Strong rights are what that is expected to be seen by the researchers for the protection of vulnerable women employees (Doherty, 2004). Burke, R.J. (2002) attempts to investigate women's and men's opinions of corporate cultures in managerial and professional sectors in this paper. Men and women's job status, work experience, contradictory non-work satisfactions, and psychological mental well-being are explored. According to the study, personal career and work-life balance leads to higher job and

career satisfaction, lower work-related stress, lower member intention to quit, higher family satisfaction, less psychosomatic symptoms, and higher positive oriented emotional wellbeing. As a result, this study paves the way for exciting future research (Burke, 2002). Vloeberghs, D. (2002) attempt to investigate the need for the study of work life balance and its need in the present environment. The researcher finds it eager to identify practical instruments to measure the present situation of work life balance.

Need of the Study

Work-family balance is vital for an individual's emotional well-being, and good self-esteem, satisfaction, and a general sense of harmony in life can be considered markers of a successful work-family role balance. The dual-career family has gained popular among Indian families in recent years. Evidence also suggests that a lack of work–family balance, which is often defined as an increase in work–family conflict, can harm both individual health and organizational performance.

Women teachers may no longer be able to create a balance between their demanding work schedules and their personal life, particularly if they are married and have children. It is vital to explore the impact of work-life balance, as well as the importance and influence of work-life balance among women teachers, because they are particularly affected by the pressure to satisfy job obligations while also adopting responsibility for household management and childcare.

OBJECTIVES

❖ To evaluate the demographic data of the respondents.

❖ To identify the factors determining work-life balance.

HYPOTHESES OF THE STUDY

❖ H01: Levels of Satisfaction do not relate with attitudes toward work-life balance

❖ H02: Gender does not relate with their attitudes toward the plan to foster work-life balance at workplace.

❖ H03: Marital Status does not relate with their level of attitude toward the strategy to improve work-life balance at home.

❖ H04: Respondents' age does not relate with their attitude toward work-life balance.

❖ H05: Gender does not relate with their attitude toward work-life balance.

❖ H06: Years of work experience do not relate with their attitude toward work-life balance as teaching professionals.

RESEARCH METHODOLOGY

Women who work in colleges (both private and government) and universities, were considered appropriate samples because everyone has different duties, stress, and workload. Non-probability convenience sampling technique were used to acquire 150 samples from Bangalore City.

In order to evaluate the demographic data of the respondents, the researcher has used Chi-Square analysis and ANOVA and to identify the factors determining Work Life Balance, Factor analysis has been used.

ANALYSIS OF DATA

According to Table - 1 the age of the majority of the respondents i.e., 32.7 percent were up to 30 years old, 58 percent of them are married, 62.7 percent of them are living with nuclear family, 68 percent of them are Associate Professors, 32 percent of the respondents' Annual Income is above 700,000. 57.3 percent of the respondents are Ph.D., holders. 48.7 percent of the respondents have 1 child, 38 percent of them have 11-15 years' of service. 56.7 percent of them were staying in their Own House. 30 percent of the respondents are staying 11-15 kilometers away from the workplace. 38.7 percent of the respondents, prefer bus as their mode of transport.
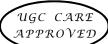
Table 1
Results of Percentage Analysis regarding the Profile of the respondents

Demographic Variables		Frequency	
Age	Up to 30 yrs	49	33%
	31 - 40 yrs	48	32%
	41 - 50 yrs	30	20%
	Above 50 yrs	23	15%
Marital Status	Married	87	58%
	Unmarried	63	42%
Nature of Family	Nuclear Family	94	63%
	Joint Family	56	37%
Designation	Assistant Professor	64	43%
	Associate Professor	68	45%
	Professor	18	12%
Annual Income	Upto 300000	44	29%
	300001 - 500000	28	19%
	500001 - 700000	30	20%
	Above 700000	48	32%
Educational Qualification	PG	53	35%
	M.Phil	11	8%
	Ph.D.,	86	57%
Number of Children	One	73	49%
	Two	65	43%
	Three	12	8%
	Four	0	0
Service in years	Below 5 yrs	15	10%
	6-10 yrs	48	32%
	11-15 yrs	57	38%
	16 - 20 yrs	18	12%
	Above 21 yrs	12	8%
Place stay	Own House	85	57%
	Rented House	65	43%
The distance of residence from workplace	Below 5 km	16	11%
	6-10 km	36	24%
	11-15 km	45	30%
	16 - 20 km	44	29%
	Above 21 km	9	6%
Mode of Transport	Two-wheeler	43	29%
	Four-wheeler	21	14%
	Bus	58	39%
	Others	28	18%
Total		**150**	

Analysis of One- Way ANOVA

❖ Regarding H01, since F = 5.225 and p > 0.109 at a 5 percent significant level, the null hypothesis is rejected and found that there is a significant difference between job satisfaction and attitude towards Work-Life Balance.

❖ Regarding H02, since F = 5.430 and p > 0.011 at a 5 percent significant level, the null hypothesis is rejected and found that there is a substantial difference between respondents' gender and level of attitude toward the plan to enhance work-life balance at the workplace.

❖ Regarding H03, since F = 0.131 and p > 0.605 at a 5 percent significant level, the null hypothesis is accepted and found that there is no significant difference between the respondents' marital status and their attitude about the plan to enhance work-life balance at home.

Analysis of Chi – Square

Regarding H04, it was found that the Chi-Square value would be 9.647 with p > 0.340 thus, age is not associated with their attitude toward work-life balance. The gender is not associated with their level of attitude toward work-life balance at 5 percent significant level, since Chi-Square value is 1.390 with p > 0.559. And regarding H06, years of work experience is associated with their attitude toward work-life balance at 5 percent significant level, since Chi-Square is 22.105 with p < 0.01.0

Factor Analysis

The factors influencing the Work-Life Balance of the women teaching fraternity in Bangalore City were studied using factor analysis. All 43 statements describing agreement on work-life balance are classified into 10 categories: attitude (0.689), cooperation (0.689), opportunities (0.879), risk and reward (0.754), professional knowledge and skills (0.677), stress level (0.768), job nature (0.625), mind-set (0.834), people (0.673), and emotional state (0.673).

The factors impacting Work Life Balance among Bangalore City's women teachers were investigated

using factor analysis. All 28 statements describing agreement on work-life balance are classified into 10 factors: well-being (0.780), career upgradation and career advancement (0.835), monetary package (0.732), household support (0.836), communal status (0.750), colleague support (0.839), sensitivity (0.854), household celebrations (0.732), bonus payments (0.827), and future earnings (0.827).

Findings of the Study

The majority of women teachers in the city have a moderate level of work-life balance, according to the study variables such as gender, years of work experience, family type, annual income, mode of transportation have a significant relationship with the level of work-life balance of women teachers in the city. According to the study's findings, there is a need to develop WLB policies and programmes for teachers in order to help them balance their work and personal lives.

Suggestions

According to the data, improvements in people management practices, particularly in terms of work time and flexibility, as well as the development of encouraging peer groups, appear to contribute to a greater work-life balance. Parameters are crucial for ensuring that programmes have the desired impact on both the employees and companies.

For Organization

Seminars, stressbusters, mental well-being, yoga, meditation, counseling services, free health checkups, health insurance facilities, recreational programmes, and accommodation facilities may be organized by management to reduce travel time.

For Women Teaching Fraternity

❖ The women teaching fraternity may plan, prioritize, schedule their work and life.

❖ They might prepare for their continuous professional development (CPD) in order to advance in their careers.

❖ They may involve in physical activities to keep themselves healthy.

❖ They will inform their family, friends, and colleagues and seek their support for their advancement.

Conclusion

The cultural complexity of structure of family represented in the labor force including twin couples, single parent families, blended families, women teaching fraternity with aged - care commitments, and an increase in people willing to live alone, has made balancing work and life roles more important for a significant segment of employed women. These socioeconomic trends have exacerbated the problems of balancing work and life duties, notably in educational institutions. Simultaneously, female teaching fraternities place a great value on gender balance. As a result, it should be brought to management's attention that more attention should be made to this issue. Apart from that, management must focus on the problem of flexible working hours. Incorporating Work-Life Balance approaches into educational institutions' annual planning may, in fact, improve employee well-being.
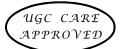
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