

Work Life Balance of working women in private colleges of kalaburagi district

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Abstract -

This paper wants to explore the Work Life Balance (WLB) of women in work in private colleges. It observe how professional stress and personal restriction overlaps, influencing satisfaction, overall wellbeing and employee output at work place. The study use primary and secondary data to evaluate the current position of WLB. It also focuses on the strength and weakness of the organization as well as recommendation for human resource activities.

Key Words – work, working women, private colleges, work Life Balance

Introduction –

The modern work culture creates challenges to women in higher education, especially in private colleges. In private colleges the job roles often expand further than teaching to administrative and extracurricular task. Though there is gender equity, women carry on a vital part of household responsibilities, making the pursuit of work life balance critical and complex. While teaching is often suppose as balanced profession , women working in private colleges are having exclusive set of challenges that affect the equilibrium . Struggling with college responsibilities with domestic roles , many of them are at junction of career and private life .

In the modern era, the involvement of women in the staff has been increased drastically, and education is one f the biggest field where women shows the huge mark. It has been seem that in private colleges, a huge number of women are employed as faculty member, administrator and non teaching staff. However these women’s achieve professional success they often face loot of

challenges in balancing their responsibilities towards family and work life. Teaching is considered as a noble profession but now a day this professional work has huge demand and extra work loads for employees.

Work life balance is nothing but maintaining balance between professional activities and personal restriction. For working women, especially in Kalaburagi which is known as a backward area which has a lot of challenges in all the terms. Achieving work life balance is complex due to tradition, culture, male dominated society, average education level, restriction by family and society, limited resource for growth and limited institutional support.

Teaching is considered as a family friendly career, can become more challenging in private institutions due to high work load, frequent college events. Performance appraisal and administrative work.

Private colleges in different regions and their quest and competitiveness, expect a high level of commitment and time from their employees. For women faculty members, this can be interpreted into long working hours, participation in extra academic activities and pressure for research work and publication. Child care, elder care, financial struggle are also another part of struggle for women.

These challenges are more obvious when there is rigid work hours, work policies and ample support system within the organization. Furthermore the mental and emotional load of balancing personal and professional life is often overlooked, leading to stress, burnout and a turn down job satisfaction and family well being.

This article explores the work-life balance challenges faced by working women in private colleges, the coping strategies they adopt, and the role of institutional support in fostering a healthy and productive work environment. Understanding these dynamics is essential for developing policies that not only empower women but also contribute to the overall growth of educational institutions.

Objectives

1. To examine the level of work life balance among women in private colleges
2. To study the impact of WLB on women mental and physical health

3. To Study the correlation between work Life balance and job satisfaction

Factors affecting work life balance –

There are some of the following factors which show greater impact on work life balance are –

1. Family
2. Work environment and culture
3. Work policies
4. Job role
5. Satisfaction level

Theories of Work Life Balance –

1. The Spillover theory -

Spillover model work life balance show that experience, emotion and behavior from one domain affect the domain. Spillover is impacting the overall wellbeing.

This can observe in both positive and negative way. It affects relationship, work, mental health and physical health as well as the performance in both areas.

2. **Work enrichment model** – it is one of the recent theory which explain the relationship between work and family. This assess that experience in of the area enhance the quality of other area . this model also tries to explain the constructive effect of the work – family relationship .

Methodology – Study include a mixed methods as follow –

1. Quantitative – data collected from working women in private colleges to understand the work life balance
2. Qualitative – in depth interview with women from working women in private colleges.

Review of Literature –

1. Otuya W & Andeyao, L.M in their studies said that management should develop such practices which motivate people and increase the productivity of the organisation. On

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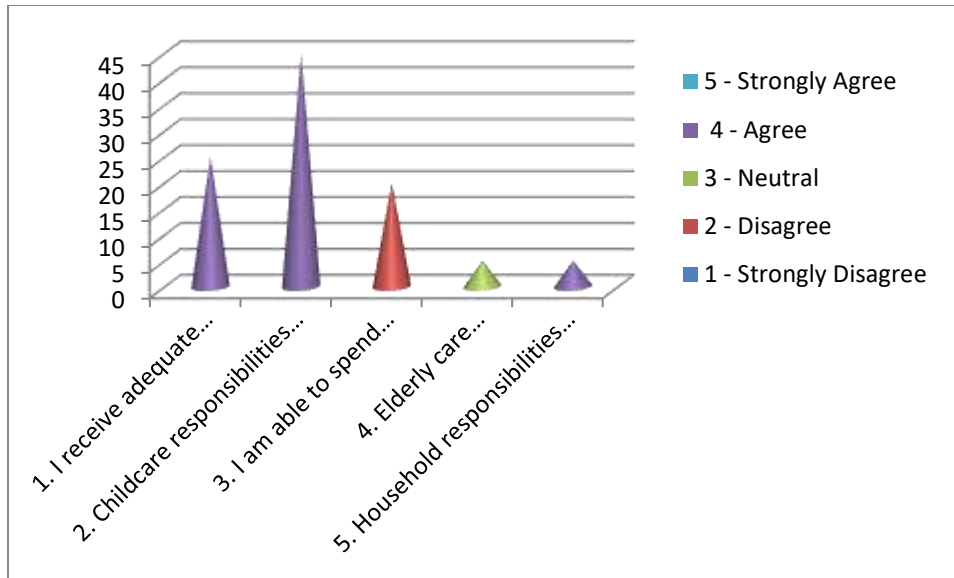
the other hand it also enhances the employee retention and creates trust and enhances the loyalty. It also focus on to reduce the cost of companies and sustain in competitive world.

2. Fatima in her studies found that spillover theory is commonly used to study the work life balance concept. There are few more theories which need to explore and use for research work.
3. Christopher Alan Higgins, Linda Elizabeth Duxbury, Richard Harold Irving in their study found that work conflict was one of the factor for work- family conflict. it also tell that this happen due to the fact that people have less control over their work life than the family life . work – family conflict have negative impact on the on employees quality of work life balance and which indicate high relation with satisfaction.
4. According to Mahi Uddin et.al in their research found that female employee work activities and performance as well as the retention rate in the organization was related to co workers assistance. Coworkers support at work place play important role in creating emotional and active support.
5. As per the study of Zaheer et.al , found that there is negative relationship between occupational stress and work life balance . it also shows that female faculties face moderate level of occupational stress and work life balance .
6. Bellmann and Hubler in their study analyze the impact of remote work on career satisfaction and work life balance . The observed approach highlight the critical role of individual characteristics and job related factors in assessing these affect .when these variables are overlooked, the positive influence remote work on job satisfaction. In distinction, the relationship between remote work and work life balance remain largely unaffected by these factors.

Analysis and data interpretation –

1. Family factors –

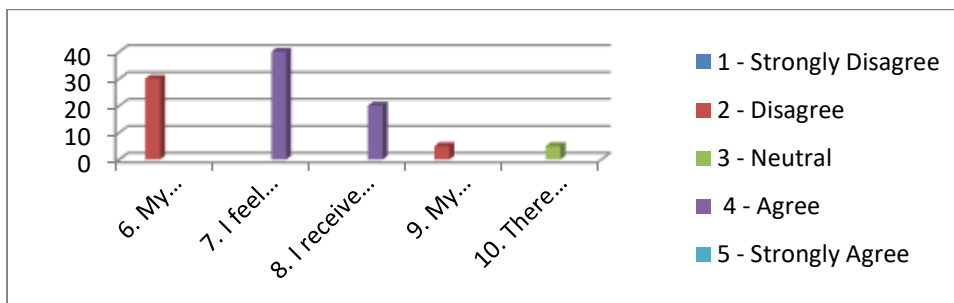
Graph no- 1



As shown in the above graph, it was found that among the other factors childcare responsibility has a huge impact on work-life balance. Few of the respondents say that they spend less time with family due to work and its impact on their personal life. Household responsibilities and elderly care somewhat affect their work-life balance.

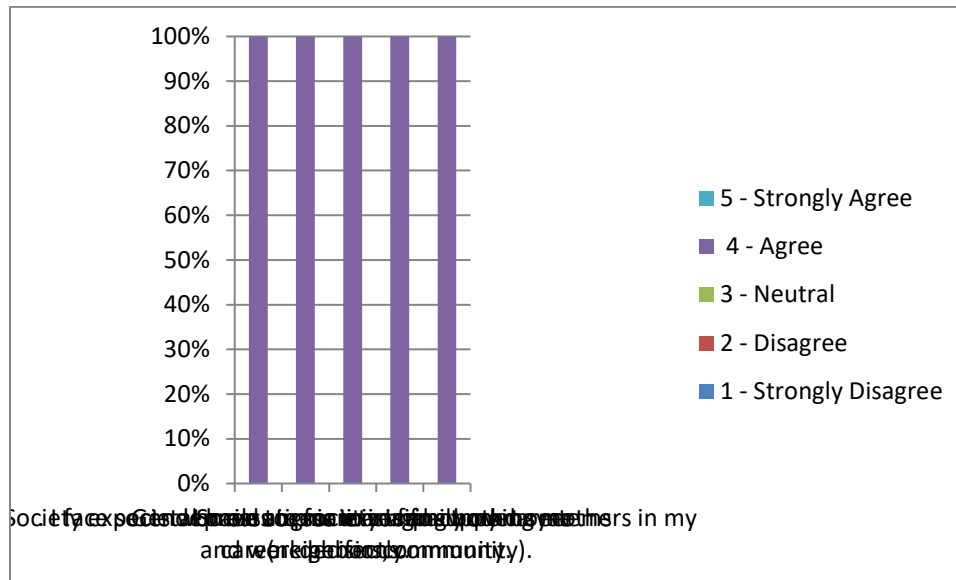
Graph no-2

Organizational factors



From the above graph it was found that most of the respondents agree that they can manage their work load, few of them said that there is a clear boundary between work and family life. Some of the respondents agree that they get support from their management and coworkers to manage their work-life balance.

Graph no-3



As displayed in the above diagram it was found that most of the societal factors have vital role in work life balance of working women. Most of the female are agreed that society expect women to chose children's over the work , also they feel societal pressure while maintain their work and family , most significantly gender disparity also contributes towards work stress, and there is social stigma in modern society also.

Findings -

1. Family factors are the reasons to manage work life balance in backward area like kalabugri where still family restriction and culture hinder the women to work freely in organisation and make her career.
2. In most of the private colleges don't allow flexi work hours and there are some rigid work condition which also hamper the working women .
3. There is still societal stigma and gender disparity, which may contribute women to feel stress and affect her work life balance.

Conclusion –

The changing work pattern and rapid development in technology came up with more challenges for women's work life balance. Private colleges expected that their female workers can constantly work to fulfill their work requirements, but on the other hand they may don't allow work flexibility and policies which support working women.

Women may handle the family and work responsibilities very effectively if she gets motivation, support and freedom at work place, at home and society.

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