



FACTORS INFLUENCING WORK LIFE BALANCE OF WOMEN ACADEMICIANS WORKING IN SELECT PRIVATE ARTS AND SCIENCE COLLEGES IN COIMBATORE DISTRICT

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ABSTRACT

Work–life balance is the proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other. Related, though broader, terms include "lifestyle balance" and "life balance". Women are a symbol of love and affection; they are the epitome of courage and boldness; they also sacrifice for their near and dear ones. Women play a pivotal role in the welfare of the family. She is the crux on which the wheels of the family revolve. Tamil Nadu is one of the most literate states in India. Coimbatore is a major educational hub of south India. A person who is a workaholic and does not enjoy his family life cannot be termed a successful person. When a life encounters such imbalance then the peace and harmony of life vanishes and there is an adverse effect of it on the work life too. This work becomes important to evaluate the problems faced by women academicians working in select private arts and science colleges with reference to Coimbatore District. The objective of the study has been accomplished with the help of primary data collected from 230 academicians. Statistical techniques like Percentage Analysis, Weighted Average, ANOVA, Correlation and Structural Equation Model were used. Result summarizes, 29% of variance explained by the exogenous variables and women academicians revealed direct impact of work load as well self management negatively influencing their work life balance means, increase in work load as well as self management significantly declines their work life balance. Policies shall be framed by the institutions suitably to reduce their workload. The hours of shouldering work was estimated to be 3-5 hours at home. This indicates that the respondents, apart from working in their institutions they need to continue their at home thus, to balance their life..

Key words: Women, Academicians, Colleges, WLB, Satisfaction, etc.

1. INTRODUCTION

Work–life balance is the proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other. Related, though broader, terms include "lifestyle balance" and "life balance". There is a large individual component in that meaning includes each individual's needs, experiences, and goals, define the balance and there is not a one size which fits all solution. Also, what work-life balance does not mean is an equal balance in units of time between work and life. Work life balance has important consequences for employee attitudes towards their organizations as well as for the lives of employees. A balance between work and life is supposed to exist when there is proper functioning at work and also at home.

1.1. WORK LIFE OF WOMEN

Women are a symbol of love and affection; they are the epitome of courage and boldness; they also sacrifice for their near and dear ones. Women are the first mentors of their life partner and children. The responsibility of guiding them in the righteous path of progress rests mainly on the shoulders of the mother in a family.

Women play a pivotal role in the welfare of the family. She is the crux on which the wheels of the family revolve. She is stereotypically the responsible person for everyone's wellbeing. She cares for the children and the elderly, balances the challenges and evens out the ups and downs a family faces. Motherhood in itself is a great challenge that rests upon the shoulders of every woman. It demands hard work, diligence and virtuousness and abundance of patience to bring up children.

When something is amiss, it is the lady of the house who gets criticized more often than the man.

Tamil Nadu is one of the most literate states in India. The state's literacy rate is 80.33% in 2011, which is above the national average. Coimbatore, a city in the South Indian state of Tamil Nadu is also known as the Manchester of South India mainly because of the textile industries in the region. Coimbatore is a major educational hub of south India. As of 2010, the Coimbatore district is home to 7 Universities, 150 Arts and Science Colleges, 78 Engineering Colleges, 3 Medical Colleges, 2 Dental Colleges and 35 Polytechnics. The city has reputed Universities like Tamil Nadu Agricultural University (established 1971), Bharathiar University (1982), Avinashilingam University (1987) Anna University Coimbatore (2007) etc., Coimbatore also houses research institutes like Central Institute for Cotton Research, Sugarcane Breeding Institute, Institute of Forest Genetics and Tree Breeding (IFGTB), Indian Council of Forestry Research and Education and Tamil Nadu Institute of Urban Studies. There are also plans to establish a world class University in the region.

1.2. Educational System in Coimbatore

Coimbatore sets an example for world class quality in higher education. Amrita University, the private engineering institutions to make it to the top 200 among BRICS countries. The city is adding a lot more to its kitty. The central government has sanctioned a central university in the city. The Honorable Prime Minister recently inaugurated an ESI medical college. Colleges are establishing centres of

excellence, research unit and technology business incubators to provide the best facility for academics, research and innovation. The city also houses research institutes like Central Institute for Cotton Research South Indian Textiles Research Association (SITRA), Sardar Vallabhai Patel International School of Textiles and Management, Sugarcane Breeding Institute, Institute for Forest Genetics and Tree Breeding, Indian Council for Forestry Research and Education and Tamil Nadu Institute of Urban Studies.

Teaching as a career for women especially seems to be a prospective one mainly for the perks that come along with it. The work timings of the educational institutions are quite parallel to that of their children of school or college, which helps them to be able to spend as much time as possible despite working. Besides this flexibility there are also the other perks in the form of concession in the fees for the students of the faculties, which in itself is a great saving these days considering the increasing cost of school education.

The work load among teachers may be as a result of a couple of factors, including restrictions due to increased formal procedures making it difficult for teachers to plan their own work. Moreover, besides enhancing their pupils' knowledge, teachers are also responsible for the social-emotional development of their pupils, thereby increasing the demands of the teaching profession Peeters & Rutte (2005)⁹. This depicts that although the teaching profession may be quite demanding, there seems to be a lack of job control due to the high amount of formal procedures characterized by the teaching profession. As argued by the Demands-

Control theory of strain Karasek, (1979)¹⁰, this situation is highly likely to increase the strain experienced by an individual.

2. LITERATURE REVIEW

Nawab and Iqbal, (2013) observed that their domain of work demand have consistently influence their WFC. Two aspects of work related domain such as autonomy in their work and polices that are family friendly perform a major role in administrating and fulfilling the demands together the work and non-work domains.

Yavuz and Doğan, (2019) in their research works indicated on work-life balance may differ based on individual characteristics like age, gender, marital status, education. It can also differ based on job related factors such as participation in management, role ambiguity, responsibility, excessive workload, role conflict and work environment. Work-life balance is all about how to form a sympathetic and healthy work settings that perk up an individual's performance in their job (**Wolor et al., 2020**).

Work-life balance is also about flexibility in the job, which decides the ability of an employee to describe where, when and how they work. It comprises elements like work program, workplace environment, workloads, reward and incentive structure and policies related to leaves (**Uddin, 2021**).

Vimala (2022) stated that currently well-being continues as an crucial theme that is regularly argued in the work life balance. This study examined the challenges and opportunities of work life balance in the Indian companies. Work-life balance (WLB) is an vital area of human resource management that is COVID -19

pandemic caused had increased the attention of government, researchers, professionals etc. An employee from any organization has their right for secured working condition. In contrary, immense balance in work-life was connected with work- life balance as a tactical resolution and management of human resources determining the work- life balance, thus, benefiting and motivating the employees. It is found that though there are influence of strain on employee lives, employee's benefits an work-life balance identified as key determinants. The study suggested that the roles and responsibilities of employers providing appropriate ways and facilitating (COVID-19 pandemic) supported better to balance the work and life of employees therefore ensuring satisfaction from their work-place.

3. STATEMENT OF THE PROBLEM

A person who is a workaholic and does not enjoy his family life cannot be termed a successful person. When a life encounters such imbalance then the peace and harmony of life vanishes and there is an adverse effect of it on the work life too. To avoid such situation one always tries to avoid this imbalance in life. The transition from work life imbalance to work life balance has obvious benefits to all institutions and its employees. Work life balance on an individual level can bring phenomenal changes in their life and can also heavily impact a society. In this regard, this research work becomes important to evaluate the problems faced by women academicians working in select private arts and science colleges with reference to Coimbatore District.

4. OBJECTIVES OF THE STUDY

- i) To analyze the impact of work life

balance based on various dimensions perceived by women academicians in select arts and science colleges.

5. METHODOLOGY

Research methodology is a way to systematically solve the research problem. The research design here used is descriptive research. The selection of samples from the given population is called sampling. The population estimated taking into consideration the accessibility and the samples from the colleges were randomly selected thus, confining 15 private Arts and Science Colleges in Coimbatore District. The academicians were the sample respondents taken for the study and only married women with children were considered. The objective of the study has been accomplished with the help of primary data collected from 230 academicians. The objectives framed for the present study formed the basis of the identification of the relevant statistical techniques. Percentage Analysis, Weighted Average, ANOVA, Correlation and Structural Equation Model were used for this article.

6. LIMITATIONS OF THE STUDY

The present study was limited up to 15 Arts and Science Colleges, and hence it lacks universal applicability. Some respondents were hesitant to answer the questions and hence, there is a probability of bias where the respondents might not have been serious in giving their opinion. But this drawback is not unique to this study, and it a common denominator to all the studies which involve questionnaire based collection of data. One cannot judge an individual to be always consistent. It may change over the passage of time. Hence the results can't be extrapolated too far into the future.

7. ANALYSIS AND RESULTS

The analysis of the data has intended to provide the conclusion that both the external as well as the internal factors

significantly influence the opinion on the Work Life Balance of the women academicians working in Arts and Science Colleges in Coimbatore District.

Table 1: Demographic Variables

Demography	Respondents (230 Nos.)	Percentage (100%)
Age		
Less than 25 Years	124	53.9
25 to 35 years	47	20.4
35 to 45 years	26	11.3
More than 45 years	33	14.3
Education		
M.Phil. (pursuing)	59	25.7
M.Phil. Completed	71	30.9
Ph.D. Pursuing	49	21.3
Ph.D.	51	22.2
Designation		
Assistant Professor	145	63.0
Associate Professor	55	23.9
Dean / HoD	30	13.0
Monthly Income		
Below Rs.20000	133	57.8
Rs.20001 to 30000	22	9.6
Rs.30000 to 40000	31	13.5
Above Rs.40000	44	19.1
Type of Family		
Nuclear	147	63.9
Joint	83	36.1
Size of Family		
Small (<5)	106	46.1
Medium (5-7)	46	20.0
Large (>7)	78	33.9

Result shows

More than half (53.9%) of the women are in the age less than 25 years, 20.4% are in the age between 25 and 35 years, 14.3% are in the age more than 45 years and the remaining 11.3% of the women belong to the age of 35 to 45 years.

- Maximum (30.9%) of the women working in the Private Arts and Science colleges had completed their M.Phil., while 25.7% are pursuing M.Phil., 21.3% of the women are pursuing Ph.D. and the remaining 22.2% of the women are doctorates.
- Most (63%) of the women working in the select Private Arts and Science colleges are designated as Assistant Professor, 23.9% are designated as Associate Professor and the remaining 13% of the women are designated as Dean/Head of the Department in their respective institutions.
- Most (57.8%) of the women indicated their monthly income below Rs.2000, while 19.1% opined more than

Rs.40000 per month, 13.5% women stated between Rs.30001 and Rs.40000 and the remaining 9.6% of the women are earning from Rs.20001 to Rs.30000 per month.

- Majority (63.9%) of the women indicated that they are living in nuclear family settings and the remaining 36.1% opined that they are living in joint family settings.
- Nearly half (46.1%) of the women indicated small size of family (<5 members) while, 33.9% of the women opined large size (>7 members) and the remaining 20% of the women stated medium size family (5-7 members).

Descriptive Statistics

Table 2: Dependent Care

Items	Mean	SD	Cronbach's Alpha
I am taking care of aged parent(s)/in law(s).	4.12	.789	0.712
I take time off / leave when my child is suffering from illness.	3.95	.816	
I take permission / time off/ leave when I have to give attention to the dependent.	3.71	.918	

High level of agreement was observed among women working in select private arts and science colleges that they have additional responsibility of taking care of dependent members in their family. Mean observed high (4.12) among respondents stated that they have to take care of aged parents / in-laws at home, followed by taking time or leave when their children suffer from illness (3.95) and the least taking permission or leave to attend their dependents. Reliability was observed moderate recording Cronbach's alpha

0.712.

Table 3: Work Load

Items	Mean	SD	Cronbach's Alpha
My job keeps me away from my family too much.	3.54	1.099	0.829
I feel I have more to do than I can handle comfortably.	3.66	1.088	
My responsibility at work increases my workload.	3.56	.940	
I often come home late in the evening.	3.63	1.008	
I get disturbed when there is a delay in the completion of work.	3.50	1.112	

High level of agreement was observed among women working in select private arts and science colleges towards work load at home apart from their college responsibilities. Mean observed high (3.66) towards feeling more in hands to accomplish, followed by often late in reaching home by evening (3.63),

responsibility at college increasing their work load (3.56), job keeps them away from their family (3.54) and the least was getting disturbed during delay in completion of work (3.50). Reliability was found good recording Cronbach's alpha 0.829.

Table 4: Self Care

Items	Mean	SD	Cronbach's Alpha
I lack time for my own development.	3.65	1.121	0.829
I do not have enough time plan my day-to-day activities.	3.51	1.088	
I lack time and energy to for leisure activities	3.50	1.188	
I do not have sufficient time to relax myself.	3.42	1.023	
I am not doing physical exercise / yoga.	3.22	1.166	

High level of agreement was observed among women working in select private arts and science colleges towards caring for themselves in balancing their college duties and house hold chores. Mean observed high (3.65) towards lack of providing time for self development, followed by not able to find adequate time to plan their daily activities (3.51), lack of time and energy for leisure activities (3.50), not able to find sufficient time to relax (3.42) and the least was not involved in physical exercise or yoga activities (3.22).

Reliability was found excellent recording Cronbach's alpha 0.861.

Table 5: Work Life Balance

Items	Mean	SD	onbach's Alpha
My institution do not have established & documented specific WLB policy.	3.77	.889	0.829
The institution marginally provides family – friendly policies that help me to fulfill family commitments	3.77	1.016	
Various unique programmes are not offered by the institution for maintaining WLB.	3.71	1.051	
Cannot access flexible work schedule in my organization.	4.00	.869	
Feel WLB policies need to be implemented by the institution to make my job easier.	3.86	.885	

High level of disagreement was observed among women working in select private arts and science colleges towards work life balance. Mean observed high (4.00) towards not able to access flexible work schedule, followed by improvement in WLB policies to make their jobs easier (3.86), institution do not have established document towards WLB policies (3.77) also, the institution only marginally support family friendly policies to fulfill their family and work commitments (3.77) and finally, the institution does not offer unique programmes to maintain work life balance (3.71). Reliability was found good recording

Cronbach's alpha 0.809.

ANOVA

Specific demographic variables felt most important were the Type of Family and Size of the Family of the women academicians were considered to compare with their Work Life balance. There the null hypothesis framed are

H01a: There is no significant difference between type of family and Work Life Balance
 H01b: There is no significant difference between Size of family and Work Life Balance

Table 6: Mean difference between specific demographic variables and Perception of women on Work Life Balance

Variables	Demographic	N	Mean	SD	F/t –value	Sig.
Type of Family	Nuclear	147	4.03	.612	t=6.425**	(p=.012)
	Joint	83	4.13	.724		
Size of Family	Small (<5)	106	4.02	.566	F=4.820**	(p=.009)
	Medium (5-7)	46	3.67	.768		
	Large (>7)	78	3.94	.664		

- Mean difference between Type of Family (Nuclear and Joint Family) stated by the women working in select private Arts and Science College was significantly different when compared with their level of satisfaction towards Work Life Balance (F=6.425, Sig.0.012). Therefore, the null hypothesis (H01a) was rejected.
- Mean difference between Size of Family (Small, Medium and Large) stated by the women working in select private Arts and Science College was significantly different when compared with their level of satisfaction towards Work Life Balance (F=4.820, Sig.0.009). Therefore, the null hypothesis (H01b) was rejected.

Table 7: Correlation

Method (Sig.)	Constructs	Work Life balance	Dependent Care	Work Load	Self Management
Pearson Correlation	Work Life balance	1.000			
	Dependent Care	.036	1.000		
	Work Load	-.225	.035	1.000	
	Self Management	-.408	-.128	.172	1.000
Sig. (1-tailed)	Work Life balance	.			
	Dependent Care	.292	.		
	Work Load	.000	.297		
	Self Management	.000	.027	.004	.

- Correlation shows negative significant weak relationship observed between Work Load and Work Life Balance (r=0.225, Sig.0.000).
- Correlation reveals negative significant moderate relationship observed between Self Management and Work Life Balance (r=-0.408, Sig.0.000).
- Correlation shows no relationship observed between Dependent Care and Work Life Balance (r=0.036, Sig.0.0292).

SEM MODEL

Structural Equation Model was adopted to observe the direct relationship between exogenous constructs (Dependent Care, Work Load and Self Management) in explaining Work Life Balance. The hypothesis declared are

H2: Significant relationship observed between

H2a: Dependent care and Work Life Balance
 H2b: Work Load and Work Life Balance
 H2c: Self Care and Work Life Balance

Figure: Direct effect of Influencing Factors on Work Life Balance

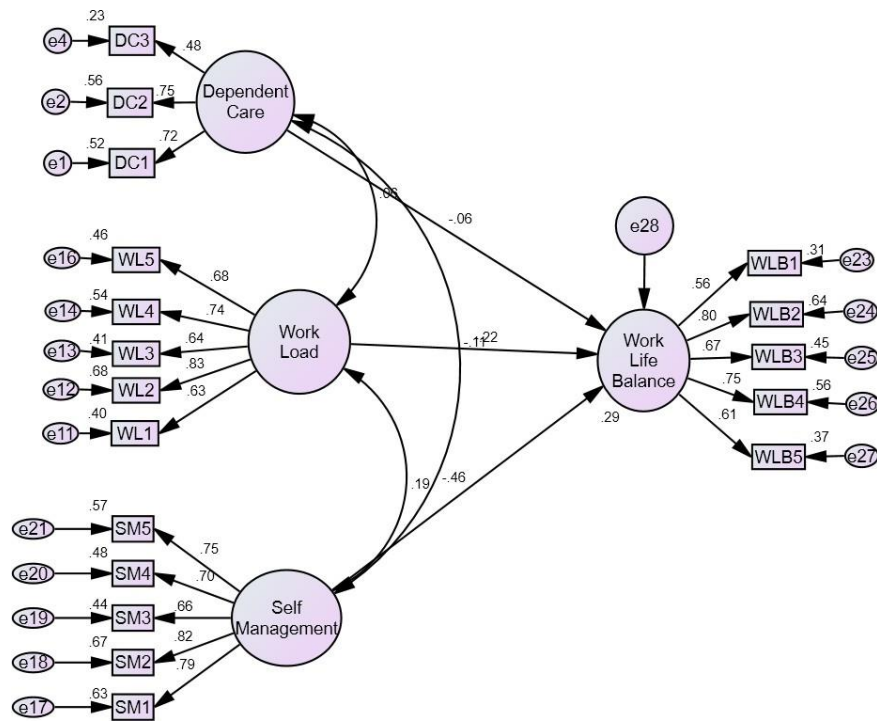


Table 8: Model Fit Summary

Chi-Square	MIN/ DF	RMR	GFI	NFI	CFI	RMSEA
444.098	3.443	0.082	0.887	0.860	0.894	0.103

Table 8 measuring the fitness of the SEM model shows CMIN=444.098, CMIN/DF=3.443, RMR=0.082, GFI=0.887, NFI=0.860, CFI=0.894 and RMSEA=0.103 resulted as moderate fit.

Table 9: Direct effect of Influencing Factors on Work Life Balance (Regression Weights)

			Estimate	S.E.	C.R.	P
Work Life balance	<---	Dependent Care	-.053	.074	-.714	.475
Work Life balance	<---	Work Load	-.169	.060	-2.824	.005
Work Life balance	<---	Self Management	-.279	.052	-5.334	***

Result reveals even-though, the Dependent Care was found negative impact, no significant direct effect was observed on Work Life Balance ($\beta=-0.053$, $CR=-0.714$, $Sig.0.475$) was statically not proved, therefore, the declared hypothesis (H2a) remains false. Whereas, the negative effect between Work Load and Work Life Balance among women working in select private Arts and Science Colleges ($\beta=-0.169$, $CR=-2.824$, $Sig.0.005$) was statically proved, therefore, the declared hypothesis (H2b) remains true. Also, the negative effect between Self Management and Work Life Balance among women working in select private Arts and Science Colleges ($\beta=-0.279$, $CR=-5.334$, $Sig.0.000$) was statically proved, therefore, the declared hypothesis (H2c) remains true.

8. SUMMARY OF RESULTS

Demographic Variables

From the demographic characteristics, age shows 53.9% of the women belong to less than 25 years age groups, 20.4% are in the age between 25 and 35 years, 14.3% more than 45 years and 11.3% belong to the age of 35 to 45 years. 30.9% of the women academicians had completed their M.Phil., while 25.7% are pursuing M.Phil., 21.3% of the women are pursuing Ph.D. and the remaining 22.2% of the women academicians are doctorates. 63% of the women academicians working in the select Private Arts and Science colleges are designated as Assistant Professor, 23.9% are designated as Associate Professor and 13% of the women are designated as Dean/Head of the Department in their respective institutions. 57.8% of the women academicians indicated their monthly income below Rs.2000, while 19.1% opined more than Rs.40000, 13.5% stated between Rs.30001 and Rs.40000 and

the remaining 9.6% opined from Rs.20001 to Rs.30000 per month. 63.9% of the women academicians indicated that they are living in nuclear family settings and 36.1% opined joint family settings. 46.1% of the women academicians indicated <5 members in their family while, 33.9% >7 members in their family and 20% stated 5-7 members in their family.

Descriptive and Reliability

Disagreement level was highly observed among all independent constructs (Dependent Care, Work Load and Self Management) as well as dependent construct (Work Life Balance). Overall mean of all four constructs shows that highest was observed with respect to Dependent care ($M=3.92$) followed by Work Life Balance ($M=3.82$), third is Work Load ($M=3.58$) and the least for Self Management ($M=3.46$). Reliability of all four constructs ranges from moderate to excellent levels [Dependent Care ($\alpha=0.712$), Work Load ($\alpha=0.829$) and Self Management ($\alpha=0.861$) and Work Life Balance ($\alpha=0.809$)].

ANOVA

Mean difference between Type of Family and Work Life Balance was statistically proved difference among women working in select private Arts and Science College. Therefore, the null hypothesis (H01a) was rejected.

Mean difference between Size of Family and Work Life Balance was statistically proved difference among women working in select private Arts and Science College. Therefore, the null hypothesis (H01b) was rejected.

Correlation shows

Negative significant weak relationship

found significant between Work Load and Work Life Balance. While, moderate negative relationship observed significant between Self Management and Work Life Balance. Whereas, no relationship observed between Dependent Care and Work Life Balance.

Path Model Analysis

Result summarizes, 29% of variance explained by the exogenous variables (Dependent Care, Work Load and Self Management) while predicting the Work Life Balance of women working in select private Arts and Science Colleges in Coimbatore. Also the women academicians stated that a significant contribution of work load as well self management negatively influencing their work life balance which means, a unit increase in work load declines their work life balance by 0.169 units. Also a unit increase in discomfort in self management declines their work life balance by 0.279 units.

9. SUGGESTIONS

The management can conduct counseling to the respondents or to the specific member of the family who has the decision making power at home.

The hours of shouldering of work was estimated to be 3-5 hours at home. This indicates that the respondents, apart from working in their institutions they need to continue their at home thus, to balance their life. Hence, the spouse can share the burden of the women faculties which in turn would increase the efficiency at work place.

The institutions can arrange for family tour, picnics, cultural programmes once in a year to increase their belongingness towards the institution as well as help to keep them relaxed.

Management can attempt to learn the grievances of the respondents and maintain equality between male and female in the provision of benefits including the provision of Institutional development initiatives.

10. CONCLUSION

The Work Life Balance of women faculties in the educational sector has become the primary focus of many healthcare institutions across India. It is important that the management of the institutions shall accept the responsibility to provide people with a high Quality of Work Life for the sake of well being and health, whether or not it makes academicians productive. It is especially hoped to see an eventual outcome where members of the Institutions can report to be proud that they belong to a specific institution. A high Work Life Balance is essential for educational institutions to continue to attract more student members towards their institution.

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