

A STUDY ON WORK-LIFE BALANCE OF WOMEN EMPLOYEES IN EDUCATION SECTOR WITH SPECIAL REFERENCE TO BANGALORE CITY

PhD Research Proposal

(MANAGEMENT)

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ABSTRACT

The government of Indian as well as of states and others too are advocating for increasing the contribution of women in the society for that the government has also introduced reservation for women as well as age limit has been increased for applying to government jobs for women. It has increased the contribution of Indian women in the economy of family and country. But what about the balance between their work life and family life.

For that purpose such study has been conducted and the data has been collected from the women respondents of education sector. It has been came out that women's are facing difficulty in managing their personal and professional life at the same time.

The women employees in Bangalore city constitute universe for the study. The researcher has a plan to draw approximately 1000 women employees working at various levels in education sector like primary and secondary school level,PUClevel, UG and PG level and aims atleast 100-250 employees from each level for the purpose of the study. Data would be collected with the help of a structured questionnaire and data was analyzed using statistical tools like Z test, Chi –square test, F test etc.

Introduction

Work-life balance refers to the divergence between the work place demands and the demands of personal life. When either side becomes unbalanced for extended periods of time, the effect is likely to be visible in unhealthy symptoms (fatigue, stress, depression, etc.). A lack of synchronization between domestic life and work life causes great personal and financial hardship, both to the individual and the company.. Therefore it is a high time for employers to draw out strategies and help the women employees to enjoy their work and live life to the fullest.

The issue of work-life balance has still the hot topic for the past few decades. Sverko et al (2002) emphasized that changes in technology, values and demographic trends contributed to the emergent relevance of work-life balance in industrialized societies. It is supplemented by other factors which include increasing complexity of work, change in nature of family and the extended number of women entering the workforce

Work-life balance is one of the most challenging issues being faced by the women employees in the 21st century. This problem is more for women employees because of the type of roles they play at home and the spillover of personal life over work life and vice-versa. Based on the contemporary issue of work-life balance of women employees, the present research is done. The study aims to examine work-life balance of women employees and analyze various factors affecting work-life balance.

Review of Literature

The literature review on Work-life Balance has been framed up in view of its gained popularity with the major aim to have prosperity of society and the realization of fulfilling lives for its employees by supporting the growth of every employee and the further development of the companies. The literature identifies its effect on various quality life conditions i.e Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with Work-life Balance and its practices/policies.

In this paper, an endeavour has been made to provide an overview of various aspects of WorkLife Balance through the review of existing literature. The sources referred include various journals, books, doctoral thesis, working papers, reports, magazines, internet sites, newspapers etc and has been reflected as references at the end.

Higgins et al.(1992), Hochschild (1989), Kelley and Voydanoff (1985), Hochschild (1989) Thompson & Walker (1989) revealed that working women face well-documented conflicts due to their continuing role as primary caretakers for their homes, children, and/or elderly parents being women's greater responsibility for children and other family members and they experience more interruptions than men resulting common household problems.

However, at family front researcher Milkie and Peltola (1999) stated that one will feel less successful in achieving their own work-family balance if spouse has to do the smaller portion of housework whereas Kiecolt (2003) found that who find work a haven spends no more hours at work than those with high workhome satisfaction.

Higgins and Duxbury (1992) expressed that work conflict is a greater source of workfamily conflict whereas personal or family lives, interfere with work are associated for fewer hours but work that interferes with life matters as revealed by the researcher Reynolds(2005).

A number of studies have addressed this issue from different perspectives. Greenhaus and Beutell (1985) and Greenhaus et al. (1989) examined the antecedents of conflict between family and work, Goodstein (1994) and Ingram and Simons (1995) presented an institutional perspective on organizations,, responses to work-family issues.

In addition, Campbell,Campbell and Kennard (1994) have studied the effects of family responsibilities on the work commitment and job performance of women. The work-family issue is even further expanded to address the relationship of businessmarriage partners (Foley & Powell, 1997).

Rebecca Bundhun quotes in —The National (2009), an Abu Dhabhi National Paper|| that —Women and men generally have a different perception of what the "life" part of the balance involves. For women it tends to be devoting more time to family, while for men it is spending more time pursuing personal interests.|| She also quoted the paper of Dr Katty Marmenout, a research fellow at the INSEAD School in Abu Dhabi with his words that —work-life balance is not simply about equally dividing the time spent on one's work and personal life, but establishing a harmony that reflects an individual's priorities|. So, this allows for acceptance of the happy workaholic or the satisfied stay-at-home mum or dad. "How can we measure or evaluate work-life balance? The best indicator would be that it should feel right," she said. Whereas researcher Murphy and Doherty (2011) revealed that it is not possible to measure work-life balance in an absolute way as there are personal circumstances which influence the way that is perceived but establishing a harmony that reflects an individual,,s priorities whereas employees must draw a firm line between their home and work lives and be confident that the line is in the right place (Harvard Business Review, page184).

Need for the Study

In the present scenario, due to many changes happening in the work place and family systems, a vast majority of women are finding it difficult to achieve a desired Work-Life Balance. In comparison with men, women have more responsibilities at home. Though there are studies on WorkLife Balance, relatively there are fewer studies on work-life balance of women employees. The studies were more confined to sectors like IT/BPO. Therefore there is a need to study how women are balancing their work and family life in different sectors like IT, BPO, health care, education, insurance and banking.

Statement of The Problem

Today, career for women is continuously challenged by the increasing demands at work place. When the day is completed at the office, they will have responsibilities and commitments to handle at home. Majority of the working women are stretching themselves to discharge their roles at office and home and in the process experience work-life imbalance which will have undesirable consequences for individuals in the form of increased levels of stress complaints, depression, lower mental health, higher family conflicts, less life satisfaction, etc., as well as for the organizations such as decreased job satisfaction, increased absenteeism, reduced organizational commitment, reduced productivity, employee disengagement and high turnover intention.

Research Methodology

The study of the objectives and testing of hypothesis is dependent primarily on the reliable measurement of the variables and secondly on the methods and procedures applied for deriving conclusions.

Sample Design

The women employees in Bangalore city constitute universe for the study. The researcher selected women employees working at various levels in education sector as the sample frame.

Sample Size

The sample size considered for the study is aiming at least 1000 working women employees selected from schools ,PU colleges and degree colleges. The sample respondents include doctors, teaching faculty, software engineers, customer relationship officers, bank employees, etc.

Sampling Method

Simple random sampling method is used for the present study to ensure that different strata i.e. different levels are adequately represented in the sample.

Data Collection

Both primary and secondary data are collected for the purpose of the study. The survey method is used to gather primary information for the study. The required data is collected from the sample respondents with the help of a questionnaire designed for the purpose and through personal interviews also. The secondary data is collected from books, journals, magazines, websites, etc.

Expected results

There is big challenge for the working women's to make an equilibrium between the professional life and the personal life. Working women's are facing several types of problem not only at the work place but also at their home. They are supposed to manage both the ends with full of efficiency and accuracy. They are playing double role in their life but up to what extent they were able to handle and manage their double responsibilities become important. It can be concluded women employees are mentally occupied about the office work devoting more time in office which affects their domestic responsibilities which affects their temperament. Even though they are handling both the responsibilities they are not satisfied with the office support in managing their domestic problems. Due to that their domestic problems affects their professional work and vice- versa. Although the reason for such lopsidedness may be due to that the age group, their salary, experience and qualification.