



Studying Working Women's Work-Life Balance from an Educational Perspective

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ABSTRACTS

In her life, a woman takes on many roles. She has a lot of challenges to overcome in every situation she encounters. Women who work need to strike a balance between their personal and professional lives. During these stages, she encounters numerous obstacles. The majority of women were seen working in kitchens in earlier eras, and those who did so were either employed in industries, on farms, or in shops. However, because of the rising literacy rates in both society and among women, people stop doing their usual things and start focusing on succeeding in their professional lives. When this study paper is finished, we can see how a woman balances her personal and professional lives. Also, we can consider how she balances her obligations and responsibilities in her life to establish her goals and achieve them.

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1. INTRODUCTION

In this research paper, we examine how working women in our society balance their personal and professional lives. The majority of women in modern culture are seen as either housewife or employed, depending on their requirements, objectives, etc. The majority of women were seen working in kitchens in earlier eras, and those who did so were either employed in industries, on farms, or in shops. But as literacy rates rise across society and among women specifically, people stop doing the things they usually do and start focusing on succeeding in their professional lives.

In the past, a woman's only job was to care for her family and carry out her domestic duties. Society accepts that a woman's duties after marriage are limited to managing her marriage and taking care of her family. But today's independent women opt to balance their domestic responsibilities with their careers. Even if she is working outside, the woman handles her household duties, her family, and her professional life. Here, we look at the challenges, struggles, and obstacles women encounter as they attempt to balance their personal and professional lives. We are going to study the Sangli district's female population in India and look at how they manage their time. The study's goals are to.

- (i) examine how working women manage their time between work and childcare responsibilities.
- (ii) To research the challenges faced by working women.
- (iii) To research the underlying causes of the stress that working women experience as a result of family problems.
- (iv) To research the level of stress that working women experience because of their jobs.

2. LITERATURE REVIEW

More than ever before, employees spend the majority of their time at work (Narayanasamy *et al.*, 2018). They put in an extra month's worth of effort each year. Overwork can cause work-home conflict, in which the demands of the family and work life are irreconcilable (Lewis & Cooper, 1995). These circumstances raise questions about the welfare and Work-Life Balance (WLB) issues (Jennings & McDougald, 2007). Workers are now reconsidering how much time and effort they spend working (Maxwell & McDougall, 2004). A life that is out of balance, has strained relationships and lacks passion results in performance issues both at work and at home (Bobdey, 2010). Many now value the concept of WLB and view it as a crucial success criterion (Jennings & McDougald, 2007).

Women now are just as professionally qualified as males, and their wages are just as considerable. Their hours of work, stress levels, and workload are the same as those of men (Kaushal & Parmar, 2018). World economies have started to view women as a valuable group of human resources that contributes to growth and advancement (Batra & Reio, 2016). The demographic base of stay-at-home mothers vanished as the number of working women and mothers increased (Dunn *et al.*, 2013).

They now contribute equally to the household income and work outside the home like men (Goulart & Bedi, 2008). As a result, they work just as many hours and experience just as much stress and strain as men do (Kaushal & Parmar, 2010). Positive correlations between WLB and work satisfaction promote organizational commitment. An unbalanced work-life balance is a result of social and psychological issues, the type of work one does, job satisfaction, the workplace atmosphere, one's home schedule, and the stage of life.

Young adults' perspectives on work, life, and achievement, millennials are navigating their professions. 1100 millennials from five international corporations with American

headquarters were polled. Women made up 44% of the respondents, and the results suggest that 81% of female millennials view work-life balance as a very or extremely important metric for measuring career success. The majority have also stated that their identity is shaped more by their life outside of work than by their employment. The priority is everyone's mental and physical wellness, regardless of gender.

The Western European and Anglo-Saxon countries, followed by the Eastern European countries, have done the best job of comprehending and observing different aspects of WLB (Stefanovska-Petkovska *et al.*, 2019). Researchers from various countries have gradually realized how important it is to look at the work-family areas. The intersection between work and life has only recently come under the attention of Asian nations.

Vinokur *et al.* (1999) claim that the family domain is significant in women's lives and that the importance of work is significant in men's lives. As these two domains see steady economic expansion, the interplay between these two domains is thought to be a possible cause of conflict. When the position of women in the workforce changes, stress, mental health, and physical well-being are all impacted by women. These modifications will negatively affect dependents, family, and the workplace.

Women experience less self-confidence and lower perceived self-efficacy because they are socialized to experience emotional differences at a young age. These difficulties only affect women, and they lack identity and have social and ideological implications. Women who can successfully manage work and personal obligations can contribute to organizational success and work hard to achieve their objectives.

The literature on work-life balance notes that several reports have identified elements that have an adverse impact on WLB, making it difficult for employees to strike a healthy balance. Even though there is little evidence of the benefits of WLB, employees pay close attention to having the correct balance. It is important to note that the harmony between work and personal life is crucial for employees' physical health and well-being. WLB is thus discovered to be a predictor of discovering the antecedents of this construct (Chawla & Sondhi, 2011).

Women are expected to handle both professional and personal responsibilities, which is a mammoth challenge for female professionals. The duties of women professionals have dramatically altered in recent years, and they now place more emphasis on their professional tasks than on their familial responsibilities, which distorts the traditional culture that every woman still adheres to (Schultheiss, 2006). The literature mentioned by (White & Rogers, 2000) supports the claim that the majority of American families are dual-income households and prioritize their professional lives over their personal lives.

According to the literature, American women are expected to work for a maximum of 30 years, which has a detrimental impact on how they manage their dual responsibilities of work and family, or WFC, rather than viewing them positively. According to a Deloitte survey from 2016, Millennials around the world are not very loyal to their employers and believe that most companies are primarily driven by profit. It also revealed that many Millennials are preparing to leave their companies soon while prioritizing personal values and interests over corporate objectives. Younger workers are drawn to organizations that provide them with options for advancement and some degree of freedom (such as the ability to work remotely). It's interesting to note that Millennials place minimal value on reputation. Fishers' tool is primarily used in studies on WLB to examine the dimensions of WLB.

An employee's impression of the maintenance and integration of various personal time, family care, and work domains with the least amount of role conflict is known as work-life balance. Work-family harmony is a function of a person's orientation toward several life roles, known as the "inter-role phenomenon" (Saraf, 2020).

3. METHODS

The schedule of a housewife, the schedule of a working woman, the challenges they confront, and a woman's ability to balance her life are important factors to be studied. We used secondary sources for the data gathering, such as articles from journals, periodicals, and research papers. We used primary data, such as questionnaires, talks, schedules, etc., to gather new data. The focus of the study is on female college teachers from the Sangli district of India, as well as institutions of higher learning, businesses, and other workplaces. Working women who successfully juggle their personal and professional lives make up the study's unit. Questionnaires, surveys, dialogues, and timetables are all examples of data collection instruments.

Our research population has an infinite sample size. Using the sample size, population proportion, marginal error, and z score, we were able to calculate the sample size using the formula for an infinite population. 384 people made up our sample size. The convenience sampling approach was used as the sampling technique. We used software including Excel, SPSS, Taylor Francis, Science Direct, Delnet, Turnitin, and Grammarly for data analysis.

4. RESULTS AND DISCUSSION

255 samples from the Sangli district India were used to get the necessary information about working women. The primary data collecting technique is used to get the data. Here, working women from a variety of fields received a series of surveys in the form of Google Forms. The acquired data is examined using the SPSS application, and the results are tabulated to be understood. Here are a few of the criteria used to gather data.

- (i) The average number of hours a woman works each day. We concluded that a working woman's typical workday consists of 7-8 hours or roughly 45% of her total workday. Women typically prefer jobs with 7-8 hours per day. The rest of the time was spent with their family.
- (ii) Maintain a healthy work-life balance. About 72% of these characteristics are present. The other ladies believe that they are still having trouble juggling their professional and personal lives.
- (iii) The average daily time that women spend with their families. According to the data gathered from working women, 37% of them spend up to 4-5 hours with their families while juggling work and personal obligations. Conditioning faces hurdles while balancing work and home. 68% of women face hurdles while balancing their personal and professional life. They face many difficulties in the workplace and also from their house. While 31% do not face any problems while balancing their life.
- (iv) Becoming worn out or dejected as a result of the job. Women may occasionally feel depressed because of their jobs owing to certain circumstances. It is approximately 43%.
- (v) Sensing the length of time we spend at work. The working woman, based on the observation, believes that the time she spends working makes her happy. This percentage rate is roughly 44%. 20% of women claim to be unsatisfied with their jobs.
- (vi) Due to the pressure of the job, the condition of missing out on any quality time with friends or family. Women who believe that they are occasionally unable to give and spend quality time with their family or close friends owing to work pressure scored highest on the aforementioned question. Along with balancing life, women get some quality time to spend on hobbies. we observed that 39% of women get time to work on

- and spend on their hobbies while balancing their working life. And, 0.4% of women sometimes get the time to spend on their hobbies.
- (vii) Finishing up any outstanding work at home. Women prefer to complete the remaining office work at home 43% of the time. They make an effort to strike a balance between their office work and household. In addition to prioritizing their work, they also prioritize their professional work.
 - (viii) Workplace readiness allows for the energy to engage in personal pursuits. The tabular data reveals that working women occasionally find vitality in the tasks they conduct. These have a percentage rate of roughly 36%. The remaining ladies believe that they have ample energy (35%) or none at all (24%) or very occasionally (4.3%).
 - (ix) Having enough time to devote to both work and family. The largest percentage is for having a reasonable amount of time (32.7%) to spend with her family while juggling her personal and professional obligations. This proportion of women believes that they have enough time to maintain a healthy work-life balance.

4. CONCLUSION

Working women can successfully manage their personal and professional lives by taking into account all of the aforementioned issues and characteristics. While trying to balance their job and personal lives, some women encounter obstacles. The majority of the working women in the Sangli district are content while they are at work. Some women believe that in addition to juggling their work and family obligations, they also require a little spare time. Some working women are also able to devote time to their hobbies and interests. While others are still attempting to strike a balance between their interests and their profession. In light of this, the research concludes that working women from the Sangli district are good at striking a balance between their personal and professional lives.

5. AUTHORS' NOTE

The authors declare that there is no conflict of interest regarding the publication of this article. The authors confirmed that the paper was free of plagiarism.

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