



ASEAN Journal of Educational Research and Technology



Journal homepage: <https://ejournal.bumipublikasinusantara.id/index.php/ajert>

A Study on Work-Life Balance of Working women With Special Reference to Sangli District: An Educational Perspective

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ABSTRACTS

A woman plays various roles in her life. She faces many difficulties while dealing with every situation in her life. When a woman is a working woman, she needs to balance her personal life as well as her professional life. She faces a lot of hurdles during these phases. In the early centuries, we used to see most of the women were seen in the kitchens and the women which used to work where been in the factories, on the farm, or used to work in shops. But due to the increasing literacy rate in society and also the literacy rate of women has increased, they come out of their regular activities and look forward to being successful in their professional life. In the early days, the work of a woman was just to see after her family and fulfil her family responsibilities.

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ARTICLE INFO

Article History:

Submitted/Received 21 Jul 2022

First revised 18 Aug 2022

Accepted 22 Aug 2022

First available online 23 Aug 2022

Publication date 01 Mar 2023

Keyword:

*Educational,
Working women,
Work-life balance.*

1. INTRODUCTION

In this research paper, we are going to study the life and work balance of working women in our society. Usually, we see some of the women in our society as a housewife and some of them are working to fulfill their needs, achieve their goals, etc. In the early centuries, we used to see most of the women were seen in the kitchens and the women which used to work where been in the factories, on the farm, or used to work in shops. But due to the increasing literacy rate in society and also the literacy rate of women has increased, they come out of their regular activities and look forward to being successful in their professional life.

In the early days, the work of a woman was just to see after her family and fulfill her family responsibilities. Society accepts that once a woman is married her responsibility becomes just to handle her married life and look after her family. But nowadays women have become self-independent they choose to work as well as balance their house duties. We see even the woman is working outside, she manages all her household work, manages her family, and also manages her working life. Here, we are going to observe the difficulties, efforts, and hurdles that women face while balancing both household duties and their professional work. We are going to make a survey of the women in the Sangli district and observe their balancing life.

Figure 1 from the previous data shows the graphical representation of working women and their priority toward their work and life. Here the researcher has taken data from the working women from various fields like Teachers, Doctors, Engineers, etc. It shows us the Work-life balance across profession, priority in life, and approach toward work-life balance.

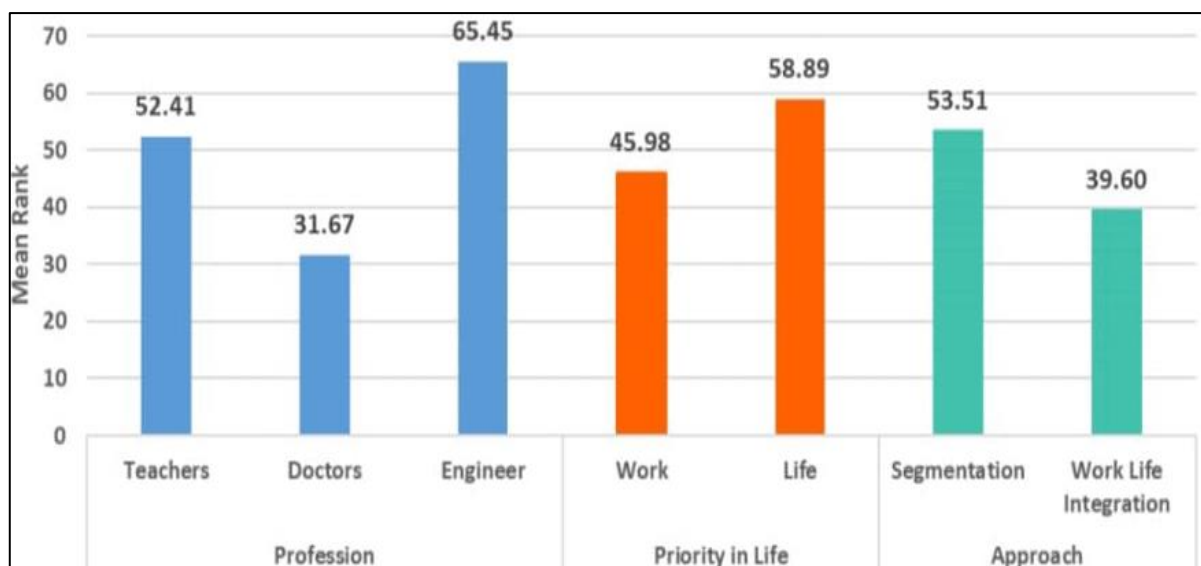


Figure 1. Work-Life Balance across profession, priority in life, and approach toward work-life balance.

The objectives of the study are:

- (i) To study the balance between work and household duties of a working woman.
- (ii) To study the difficulties faced by working women.
- (iii) To study the root cause of stress a working woman is facing due to family issues.
- (iv) To study the stress level of working women towards their work.

After completion of this research paper, we will be available to know how a woman handles her personal and professional life. How she sets her goal and how she fulfills it by balancing her responsibilities and duties in her life.

2. LITERATURE REVIEW

Employees today spend most of their time on their job than ever before. They are working the equivalent of an extra month per annum. Being overworked can lead to work-home conflict, in which the pressures from work and family domains are mutually incompatible (Kinnunen *et al.*, 2006). Such conditions propose concerns over the well-being and WLB issues. Workers now are questioning the amount of time and energy devoted to work. Having imbalanced life, strained relationships, and passionless life leads to an ineffective performance in life both at work and at home (Vasumathi, 2018). Many now value the idea of WLB and consider it to be an important criterion of success.

In contemporary times, women are as professionally qualified as men and the incomes they earn are equally significant (Frieze *et al.*, 1991). Their working hours as well as the stress and strain of work are in no way less than a man's. Economies across the world have begun to treat women as a precious segment of human resources that contributes to development and progress. With the rise in the number of working women and mothers, the demographic foundation of stay-at-home mothers evaporated.

They are now equal breadwinners and they work out of the home like men. Therefore, their working hours, stress, and strain of work are in no way less than men folk. WLB and job satisfaction are positively correlated which leads to organizational commitment (Talukder, 2019). Work-life imbalance is caused due to social, and psychological factors, type of job, job satisfaction, working environment, schedule at home, and life phase (Yadav & Dabhade, 2014).

Millennials navigate their careers- young adult views on work, life, and success. They surveyed 1100 millennials across five multinational companies based in the USA. 44% of the respondents were females and the findings show that 81% of female millennials' work-life balance as career success measurement is very or extremely important. Also, the majority have reported that life outside work is more important than a career to shape their identity. Mental and physical health is the top priority regardless of gender.

The goal of understanding and observing various aspects of WLB has been mostly accomplished by the Western European and the Anglo-Saxon countries followed by the Eastern European countries (Edlund, 2007). Gradually, researchers from other nations have recognized the importance of examining the work-family domains. The Asian countries have just started focusing on the work-life interface.

The family domain is considered to be important for women's lives, and the importance of work is considered a central domain for men (Noor, 2004). Therefore, as these two domains are facing steady growth in the economy, the role played between these two domains is considered to be the potential sources of conflict. Women experience stress, mental health, and physical well-being get affected when the role of women changes in the workforce (Wang *et al.*, 2008). These changes will have a negative spillover effect on family, work, and dependents.

Women's socialization of emotional differences at an infant age makes them feel low in self-confidence and less in perceived self-efficacy. These problems are manifested within women and it lacks identity communal and ideological issues. Women who can able to juggle the balance between work and personal life can contribute to organizational success and drive towards their goals.

In the work-life literature, it is cited that, numerous studies came out with factors affecting WLB which is a negative sign for the employees to have a proper balance. Even though research on positive outcomes of WLB is scanty, still it gains considerable attention among

employees to have the right balance. It is pertinent to add to this fact, that employees' physical health and well-being are dependent on the balance they have between work and personal life. Therefore, WLB is found to be a forecaster to finding the antecedents of this construct (Chawla & Sondhi, 2011).

Women are obliged to take over the responsibilities of both professional and personal lives, which is a herculean task for women professionals. During the past recent years, the responsibilities of women professionals have changed vividly and they place increased emphasis on their work roles rather than the familial roles which blur the traditional culture practiced by every woman.

The most American families are dual-income households and place greater importance on their professional lives rather than their personal lives. It is evident from the literature that, American women are looked forward to employing in the workforce for a maximum period of 30 years which creates a negative sign in managing work and family roles, i.e., WFC, instead of viewing them in a positive aspect.

The world's Millennials express little loyalty to their employers and feel that the majority of businesses have little motivation beyond profit (Hershatte & Epstein, 2010). It also found that many Millennials are planning near-term exits from their employers while placing their values and interests ahead of organizational goals. Companies that offer their employees opportunities to progress and a degree of flexibility (such as remote working possibilities) are also attractive to younger workers. Interestingly, Millennials attach little importance to the reputation. Majority of the study undertaken on WLB uses Fishers' instrument to study the dimensions of WLB.

Work-life balance is defined as an employee's perception that multiple domains of personal time, family care, and work are maintained and integrated with a minimum of role conflict. Work-family balance reflects an individual's orientation across different life roles, an inter-role phenomenon.

3. METHOD

Key variables to be studied are the schedule of a housewife, the schedule of a working woman, the difficulties they face, and the power of a woman to balance her life. In the data collection, we used Secondary data like journals, magazines, research papers, etc. For collecting the fresh data. we used primary data like questionnaires, discussions, schedules, etc. The area of study is lady professors from colleges under the Sangli district in India, schools and corporate offices, and other working areas.

The unit of analysis is working women who balance their personal and professional life. Data collection tools are questionnaires, surveys, discussions, and schedules. In sample size, our population for the research was infinite. We used the formula of the infinite population to find the sample size using the sample size, the population proportion, and the marginal error, as well as the z score. We took a sample size of 384. The sampling technique was the convenience sampling method. For data analysis, we used some tools, such as Excel, SPSS, Taylor Francis, Science Direct, Delnet, Turnitin, and Grammarly.

4. RESULTS AND DISCUSSION

The required data about the working women is been collected from the Sangli district of about 255 samples. The data collected is done through the primary data collection method. Here a set of questionnaires in the form of google Forms had been sent to the working women

from various fields. The data collected is analyzed through the SPSS tool and is tabulated in tabular form for interpretation. Here are some of the factors based on which data is collected.

According to **Table 1**, we concluded that the common working hour of a working woman working for 7-8 hours is approximately 45%. Usually women choose 7-8 hours of work. The remaining time was utilized for their family.

Table 1. Number of hours per day for woman normally work.

| SR. | HOURS | PERCENTAGE |
|-----|--------------------|------------|
| 1. | 7-8 hours | 44.9% |
| 2. | 8-9 hours | 28.3% |
| 3. | 9-10 hours | 18.1% |
| 4. | More than 10 hours | 6.7% |

Table 2 shows the data tells that most women can balance their personal and professional life easily. The rate of these factors is about 72%. The rest of the women think that they are still struggling to balance their working life. According to **Table 3**, the data were collected from the working women, 37% of them spend up to 4-5 hours with their families while balancing their personal and professional life. Based on **Table 4**, 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. As shown in **Table 5**, due to some situations, sometimes women think depressed due to their work. This rate is about 43%.

Table 2. Balance personal and professional life.

| SR. | Able to life balance easily | Percentage |
|-----|-----------------------------|------------|
| 1. | Yes | 72.8% |
| 2. | No | 27.2% |

Table 3. Number of hours per day women spend time with family.

| Sr | Hours | Percentage |
|----|-------------------|------------|
| 1. | 3-4 hours | 36.2% |
| 2. | 4-5 hours | 37.4% |
| 3. | More than 5 hours | 25.2% |

Table 4. Conditioning faces any hurdles while balancing work and home.

| Sr | Any Hurdle | Percentage |
|----|------------|------------|
| 1. | Yes | 68.9% |
| 2. | No | 31.1% |

Table 5. Feeling tired or depressed because of work.

| Sr | Feel Tired or Depressed | Percentage |
|----|-------------------------|------------|
| 1. | Never | 16.1% |
| 2. | Occasionally | 33.9% |
| 3. | Sometimes | 43.7% |
| 4. | Often | 6.3% |

According to the observation, as shown in **Table 6**, the working woman thinks that the time she spends on her work gives her happiness. This rate of percentage is about 44%. 20% of women think that they feel unhappy at their work. As shown in **Table 7**, the highest rate for the above question is given to, women who think that sometimes due to work pressure they are unable to give and spend some quality time with their family or near ones.

Table 6. Feeling the amount of time that we spend at the work.

| Sr. | Feeling About at the Work | Percentage |
|-----|---------------------------|------------|
| 1. | Happy | 44.5% |
| 2. | Unhappy | 20.5% |
| 3. | Casual | 35% |

Table 7. Condition for missing out on any quality time with family or friends because of the pressure of work.

| Sr. | Pressure of Work | Percentage |
|-----|------------------|------------|
| 1. | Never | 14.9% |
| 2. | Rarely | 34.9% |
| 3. | Sometimes | 37.6% |
| 4. | Often | 5.5% |
| 5. | always | 7.1% |

In **Table 8**, 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. The data in **Table 9** tells us that 43% of women prefer to do their remaining office work at their homes. They try to keep a balance between their housework and their office work. they do not only give priority to their work but also to their professional work.

In **Table 10**, the tabular data tells us that, sometimes the working women get energy from the work they do. The percentage rate for these is about 36%. Rest of the women think that they get full energy (35%), do not get any energy (24%), and rarely get energy (4.3%). **Table 11** observed that the highest percentage is for fairly sufficient time (32.7%) the working woman gets to spend with their family while balancing her personal and professional life. This percentage of women thinks that the time they get is sufficient to keep the work-life balance.

Table 8. Along with your balancing life, women get some quality time to spend on hobbies.

| Sr. | Time to Spend on Hobbies | Percentage |
|-----|--------------------------|------------|
| 1. | Yes | 39.0% |
| 2. | No | 28.7% |
| 3. | Rarely | 31.9% |
| 4. | Sometime | 0.4% |

Table 9. Taking remaining office work at home.

| Sr. | Remaining Work at Home | Percentage |
|-----|------------------------|------------|
| 1. | Yes | 43.7% |
| 2. | No | 29.9% |
| 3. | Sometimes | 26.4% |

Table 10. Condition for the job giving the energy to pursue personal activities.

| Sr. | Pursue Personal Activity | Percentage |
|-----|--------------------------|------------|
| 1. | Yes | 35.0% |
| 2. | No | 24.0% |
| 3. | Sometimes | 36.6% |
| 4. | Rarely | 4.3% |

Table 11. Feeling the time in spending on work and family to be sufficient.

| Sr. | Spending Time Are Sufficient | Percentage |
|-----|------------------------------|------------|
| 1. | Yes | 25.6% |
| 2. | No | 20.9% |
| 3. | Fairly sufficient | 32.7% |
| 4. | More needed | 20.9% |

5. CONCLUSION

From the above all factors and aspects we conclude that working women can balance their personal as well as professional life successfully. Some of the women face hurdles while balancing their work and personal life but they try to balance it. The working women from the Sangli district majority feel happy during their work. Some of the women feel that they need some extra time to spend with their family along with balancing their work. Some of the working women also get time to contribute to their interests and hobby. While some are still trying to make a balance between their work and their interest. So, the paper concludes that the working women from the Sangli district are good at balancing their personal and professional life.

6. 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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