

**A STUDY ON WORK LIFE BALANCE AMONG MARRIED WOMEN TEACHER
IN
SELECTED COLLEGES IN LATUR**

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Abstract:

The present topic of research is an attempt to get a complete understanding of the work life balance of married working women in various colleges of Latur and evaluate to explore possibility for betterment and improvement. In the ancient and medieval times, women had no rights to take a decision regarding their own. But now changing societal attitudes and rising education levels made more women involve in paid workforce. Women who were earlier confined to the kitchen, now she got a good education and started doing a good job. But the society is male dominated and they believe that women should do household chores and take care of the children along with job, especially in case of married working women. That's why married working women have to face a lot of problems by doing double duty taking care of children, household work and work at educational institution. They feel stressed in managing work and family life. Hence there is a need to maintain a balance between them. With this study we try to know the fact why work life balance is so important in everyone's life specially married working women. So, it is a need of an hour to study work life balance among married working women. In this study we try to understand the work life balance, its importance and impact on satisfaction level. The present study identifies the problems faced by married women teachers and to analyze the work life balance of married women teachers.

Keywords: work life balance, married working women

Introduction:

The term work life balance was formally coined for first time in 1970's to state the balance between one's work and personal life. The expression work life balance could be expressed as a state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. Work life balance refers to an effective management or striking a balance between the work which is remunerated and the personal or social responsibilities which an individual is expected to perform. Work life balance is a prerequisite for balance between work and home. The women as faculty have an immeasurable role to play and at home, focus on the family too. Which affects her professionally and personally. It is more difficult for married women to enter a professional life while balancing the family. Because it is expected from females to do household chores, taking care of kids and elders while doing their jobs.

Work life balance looks different to everyone. Having enough time for work and your personal life is essential for your well-being and can lead to a more fulfilling life both at home and in the work place. The present work helps to study the importance of work life

balance for working women and to examine the satisfaction level of women teachers. This study helps to identify the problems faced by married working women in their life.

Literature review:

1. **Sonika Jain & Shabbir H. Joon, (2019) PhD Thesis:** The thesis entitles “Work life balance of women teachers in higher education in Southern Rajasthan” in this article many problems are identified which is faced by the women teachers and many solutions are also suggested for work life balance of women teachers in higher education in Southern Rajasthan.
2. **B. Balanagalakshmi & M. Sekar, (2016) PhD Thesis:** Concluded the study titled “Impact of work life balance among college teachers in Coimbatore city” Mentions that the purpose of this study is to analyze how the college teachers manage their work and personal life, work and family conflicts etc.
3. **Harminder Kaur & Ubha, Dharminder Singh, (2016) PhD Thesis:** The thesis entitles “Work life balance in education sector: A study on women teachers in the colleges of Punjab” mentioned in the study work life balance has become a central issue of wider disciplines ranging from sociology to psychology, human resource management to organizational behaviour.
4. **R. Gayathiri & Lalitha Ramakrishnan, (2017) PhD Thesis:** The study titled “A study on work life balance of university teachers” mentions that the aim of this research is to study the time demands and work role salience of university teachers.
5. **Pooja Choudhary & Preeti Yadav, (2020) PhD Thesis:** The thesis entitles “Work life balance of women faculty in higher education” mentioned in the study work life balance is regarded as a significant measure to enable the women employees to cope with the diversified situations and attain their best.
6. **Sonia Gautam & Balgopal Singh, (2018) PhD Thesis:** The study titled “Work life balance of employees: Case of female academicians”. The present work examines factors affecting work life equilibrium and the coping strategies utilized by workers to preserve the equilibrium between professional life and domestic life.
7. **S. Pallavi & T. Maharajan, (2018) PhD Thesis:** The thesis entitles “A study on work life balance commitment and job satisfaction among women faculties in Madurai District” mentioned in the study colleges are classified into aided college, self-financing college and government college.
8. **Dhanya J.S & D. Kinslin (2017) PhD Thesis:** The study title “Work life balance of women teachers of professional colleges in Kerala” mentions the aim of this research is to explore the perceptions of women teachers in professional colleges in Kerala, regarding their family and professional roles with an understanding of the issues in achieving the work life balance.
9. **Bincy Sam & B. Murali Krishna, (2019) PhD Thesis:** The thesis entitles “Work life balance and its impact on job satisfaction, a comparative study on women teachers working in selected public and private professional colleges of Northern Coastal Andhra Pradesh”. This study tries to draw attention on the work life balance of women working in educational field and to carry out a comparative study of work life

of women teachers between private and public educational institutions. Women teachers working in private colleges were found more stressed compared to teachers working in public colleges.

- 10. Reena Partha Nath & J.P. Bhosale, (2017) PhD Thesis:** The study titled “A study on work life balance in public and private higher educational institutes with reference to female faculties associated with Savitribai Phule Pune University”. The present study will particularly contribute to understand the work life balance practices adopted by the higher educational institutes and its impact on the overall performance of these institutions.

Objectives of the Study

- 1) To study the importance of work life balance of female college teachers and their job satisfaction level.
- 2) To identify the problems faced by married working women.

Hypothesis of the Study

- i) Female college teachers are satisfied.
- ii) Married working female teachers face many problems in life.

Significance of Study:

The better work life balance varies for an individual over time. At different stages of career and age different factors become important for an individual. The right balance for an individual today will probably be different tomorrow. There is no one work life balance that fits all. Because all of us have different priorities.

Job satisfaction is significant factor to analyze once level of work life balance. When it comes to women, it becomes more significant as she plays vital role at home too. The demands of the personal life and the amount of satisfaction at professional level are imperative. Following are the main points of significance of this study:

- The study helps to know how married working female teachers manage their work and family life.
- It helps to understand the stress level of married working female teachers at work place.

Women teachers are under pressure for completing their tasks at work and personal chores. This research study tries to draw attention on the work life balance of married women working in educational field.

Data Collection:

The required data for the purpose of research are collected from primary as well as secondary source of information. The detailed source of data collection is given below:

Primary Data: Required necessary information is collected from female teachers of selected colleges of Latur district. A separate questionnaire was framed/ designed for female teachers. All the female teachers were requested to provide accurate and correct information. The researcher also collected the primary data by interaction with respondents such as short interview and through dialogue.

Secondary Data: The required information for the research were also collected from various secondary source of data collection like research articles, books, journals, newspapers, government reports, M.Phil thesis, Ph.D thesis and extensive use of websites.

Sample Size: The researcher has collected thirty (30) samples of female college teachers, recently, especially for our research paper.

Selected colleges for the Study

There are many colleges in Latur district and many female teachers has accepted a profession of teaching. The researcher has selected the following colleges for data collection;

1. ITI College, Latur.
2. MJ College, Latur.
3. Jaikranti Arts and Commerce College, Latur.
4. Dayanand Commerce College, Latur.
5. Dayanand Arts College, Latur.
6. Dayanand Science College, Latur.

Period: The researcher has collected data for the period 2022-2023 academic year.

Limitations:

1. Limited samples are taken for the purpose of study.
2. The data is related to selected senior as well as junior colleges only.
3. Only married female teachers are selected for study.

Analysis of the study

Job Satisfaction of Female Teachers

When we have done survey of thirty (30) female junior and senior college teachers. The observations are mentioned in the following table no 1:

Table No. 1

Job Satisfaction of Female Teachers

Designation	Satisfied	Percentage of Satisfied female teachers	Unsatisfied
Clock Hour Basis	08	27%	01 (1%)
Contractual	08	27%	-
Permanent	13	45%	-
Total	29	99%	01(%)

Considering the table no. 1, we can say that almost all the teachers are satisfied in their profession i.e. 99% and one teacher is unsatisfied i.e. 1% , still she is doing the job of teaching.

Problems faced by female teachers:

Due to changing attitude of society, today, many female teachers have accepted the profession of teaching. But still today they have to face many problems. These problems are raised due to double responsibility of females- at home as well as at work place. The following problems are raised by some female teachers;

- i. Quality time is not given to family members.
- ii. Sometimes they face problems of insufficient time given to their children and old persons in the family.
- iii. There is insufficient time to take study of our children.

- iv. Some female teachers are also interested in pursuing further studies of higher education. Such as M.Phil, Ph.D, SET, NET etc. But due to job and family responsibilities, it is so much hard to provide time for further higher studies.

Table No. 2

Problems of Female Teachers

Problems	No. of female teachers
1) No problem	17
2) Time for children	13
3) Time for old persons	1
4) For further studies	1
Total	32

Support from family:

When we have asked to female teachers about the support of family members – from children’s, husband, old persons etc. The following results we have got –

Table No. 3

Support to Female Teachers

Whether they get support	No. of female teachers	Percentage
Yes	29	96.7
No	01	3.3

From the above table no. 3, we can say that almost all the family members support female teachers i.e.96.7% and only 3.3% of female teachers says that there is no support from family members, still they are doing the job.

Conclusion:

1. All the female teachers are satisfied in their profession except one.
2. Maximum seventeen (17) teacher’s opinion was that there is no problem in work life balance.
3. Thirteen (13) teachers have told they have to manage time for their children’s. They are not able to provide sufficient time for studies of their children.
4. One (01) teacher also considered time for old person at home such as mother-in-law, father-in-law, mother, father etc. There is no time to give services to these family members also.
5. One (01) teacher has faced problem for undertaking further higher education also.
6. All the female teachers have accepted that they have full support from family members – children’s, husband & old age persons.

Suggestions:

1. Whatever job we are doing, we must be satisfied with it, otherwise it is not possible to do work.
2. Sometimes we have to face problems in life. But one must have strong abilities to tackle the problem by giving priority to proper time management of work.
3. If one is able to manage the time, then he can easily have capacity to solve the problems as soon as possible.

4. Without the support of male and other family members, it is not possible for any women to do the job and go outside from family. So moral support, encouragement and co-operation in every family work is most essential for female teachers.
5. **Yoga and meditation** – It is so much hard to maintain work life balance between family work and job work. It is also recommended to female teachers to get up early in the morning and do yoga and meditation daily to live the happy life in a busy schedule of day-to-day life.

References:

- 1) <http://www.shanlaxjournals.in>
- 2) <http://www.researchgate.net>
- 3) <http://www.businessnewsdaily.com>
- 4) Harminder Kaur & Ubha, Dharminder Singh, 2016, Ph.D. thesis entitles “Work life balance in education sector: A study on women teachers in the colleges of Punjab”.
- 5) Sonia Gautam & Balgopal Singh, 2018, Ph.D. thesis titled “Work life balance of employees: Case of female academicians”.