WORK-LIFE BALANCE AND JOB SATISFACTION AMONG THE WORKING WOMEN IN EDUCATION SECTOR

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ABSTRACT

Work-life balance has become a universal concern for institutions. Technology advancement, high-tech lifestyle, and societal demands have added to the current concern. The articulation of work and individual life has become a key aspect in the life of individuals. Balancing a successful career with satisfying personal life is challenging and affects one's mental and physical stature. The educational sector which was considered one of every of the simplest career options has also changed together with the changing time. A career in the educational sector has become challenging due to changes in the teaching pattern, syllabus, market demand; the subsequent generation of students who depends on the internet without understanding the validation of the info available on the internet. The demand of the days has changed its stipulated and stuck time culture. There's no exception for gender. Women who previously preferred teaching because of the satisfying career option find it difficult to balance their personal life due to complexity like the task. Today women teachers are expected to figure for long hours and address work. They expected to show through modern methodology, create their style, develop themselves and therefore the organization through their research and satisfy the consumers, which during this case are the subsequent generation students. Aside from this schedule, she needs to be sure of the family needs which have the responsibility of youngsters, cordial relationship with spouse, the elders of the family and match up with societal norms which are predefined in Indian culture with relation to women. With all the above-mentioned concerns regarding work-life balance, this study focuses totally on women teachers working in the selected public and personal professional institutions. Variables selected for this study are Level of Stress, Work amenities & provisions that exist in the institution, Factors promoting & hindering Work-Life Balance, and Job Satisfaction.

Keywords: *Safety, Work-life, Institution, Job, Organization, Personnel, Physical, Educational, Women.*

Introduction

Work-life balance has always been apprehension for women. Previous research studies have revealed the importance of work-life balance and its impact on women. The critical must ensure an adequate work-life balance for women is being deserted by organizations, particularly educational institutions. In Coastal Andhra, there's an increase in educational institutions each year however, there's

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a downturn in the quality of work life. This downturn has elevated the matter of their job satisfaction and security. Women Teachers are under tremendous pressure for completing their tasks at work and individual chores. This research study tries to draw attention to the work-life balance of women working in the educational field and to hold out a comparative study of the work-life of women teachers between private and public educational institutions. Both qualitative and quantitative approaches would be used for a better understanding of the variables affecting personal life and dealing lifetime of women teachers and therefore the ways she will maintain the balance in her life at the 2 fronts. This research study is a shot to know the work-life schedule of women's teachers working in both public and personal professional colleges in Northern coastal states. This study focuses on the work-life balance of women teachers and also the impact on job satisfaction. A comparative study is conducted on women teachers working publically and personal professional colleges. The study also tries to suggest and recommend practices and policies which might facilitate better work-life balance for them.

Work-Life Balance (WLB)

Interestingly, work/life programs existed as early because the 1930s. The policies and procedures established by a company to enable employees to efficiently do their jobs and at the identical time provide flexibility to handle personal concerns or problems at their family front In fact; dual-wage-earning families normally are working longer hours. Therefore, the incompatibility between the stress from the work and non-work domain create conflict, and consequently, people experience an absence of Work-life balance. Despite this, the extent to which this balance is being achieved is much but what's desired. Researches awaken the mind that graduates are being drawn into situations where they need to figure for progressively longer hours then experience an increasingly unsatisfactory balance between home life and work-life. Work and family life are an integral part of a woman's life. These two together form an integrated whole and thus attract plenty of attention. The requirement to review the inter-linkages becomes all the more important with the increasing number of women's entering the formal labor market. The fact that they're going out of the home to figure in an exceedingly public sector poses every kind of pulls and pushes upon home life which has their work to be maintained reception and also the family. A plethora of research has been conducted to determine the impact of employment outside the home on the house life and the other way around or to grasp the link between the 2. Researchers are emphasizing the conflict between the house and office lifetime of a woman as a result of employment outside the house. There was a time when the boundaries between work and residential were fairly clear. Today, work is probably going to invade our personal lives, and maintaining a work-life balance isn't so pushover.

Need for Balancing Work and Life

The role conflict faced by women managers results in what's called work-life balance issues. Work-life balance is being viewed as a crucial issue by many managers in organizations today. Frustrating explore for work-life balance may be a frequent topic of conversation among men and women alike. Work-life imbalance usually arises out of lack of adequate time and support to manage work commitments furthermore as personal and family responsibilities. Work-life balance, which is taken into account as a state of well-being to handle multiple responsibilities, has become a critical factor for bringing individual and organizational success. Work-life balance is best achieved when an individual's right to a fulfilled life, both inside and out of doors paid work, is accepted and revered because of the norm, to the mutual advantage of the individual, business, and society. While the success of both work and life is the most wanted goal for all, the requirement for achieving equilibrium is equally significant. One aspect of this study that creates it unique and relevant is its target of the particular adaptive behaviors of individuals facing work-family conflict. Working women on an everyday basis negotiate the boundaries between work and family. Work-life balance could be a principle that paid employment should be integrated with domestic life and community involvement in the interest of non-public and social well-being.

Objective of Study

The current research study aims to know the work-life and Job satisfaction among working women in the Education sector. The current study is formulated with the subsequent objectives:

- To gaze at the perceptions of women's teachers at the workplace on work-life balance and their association in the institutions.

- To review the impact of policies and practices adopted by various institutions on women teachers.

- To look at the satisfaction levels of women's teachers concerning their careers.
- To unveil the standard of family life and private growth of women's teachers in the current scenario.
- To gauge the effect of the socio-psychological impact on the family-related problems with the women's teachers.

This study focuses on the work-life balance of women teachers and also the impact on job satisfaction. A comparative study is conducted on women teachers. The study also tries to suggest and recommend practices and policies which might facilitate better work-life balance for them.

Review of Literature

Greenhaus and Beutell (1985) gave insight into the sources of conflict between work and family roles. They elaborated the Role conflict, Inter-role conflict, Work-Family Conflict, Time-Based conflict, strain-Based Conflict, and behavior-based conflict. It undoubtedly reflects the assumption that job and family lives are interdependent. This paper also gave the directions for the long run research on self-perceptions of role requirements, the relation of Role Salience with work-family conflict, the relation between a person's career and Work-family conflict, the relation between support from significant others, and work-family conflict.

Kalliath T. & Brough P. (2008) reviewed conceptualizations of work-life balance as multiple roles, satisfaction between multiple roles, equity across multiple roles, the relationship between conflict and facilitation; fulfillment of role salience between multiple roles; perceived control between multiple roles.

Ervin et.al (2011) presented the comparative analysis of work-life balance in the intercollegiate athletic graduate assistant and supervisors and analysis was administrated supported the questionnaire. It had been found that the graduate assistants have low levels of work-life balance and supervisors were having high levels of work-family conflict. The work satisfaction levels for Graduate assistants were predicted low.

Simard M. (2011) in the thesis on the employees'perceptions of work Life Balance found that employees only craved for a few understanding and adaptability from their employer, which was a serious discovery for the management and organization as an entire. The study discovered that the strain in the employee was a relentless companion. It appears from various sources that as employee envisages various life stages, however, stress remained constant. Work-life demands vary over time. The staff must prioritize the tasks and choose guaranteed to be completed and a few to be sacrificed. This study also highlighted that the resources must be forthcoming, as there's a work demand, there are chances for the balance to be lost and individual tasks are sacrificed. Organizations must provide sufficient resources with are required to cope with the work stress for attaining work-life balance.

Sudha J. et.al (2014) in their paper on the Work-life balance of women's Employee: A literature review, emphasized that each woman must set a goal and excel in career and family. Strategies and Skills like planning, organizing, and setting limits are implemented at both work and residential front, satisfying and accomplishing a well-balanced professional and private life. Organizations must adopt correct human resource strategies and policies to beat the problems associated with the work-life balance of women in the present business environment.

Goyal K.A, et.al (2015) in their paper explained that issues associated with the Work-life balance, it was also found that those circumstances in one's life would affect an employee's health both physiologically and psychologically. These policies and programs would be an investment to any institution for improving productivity, reducing absenteeism, achieving improved customer services, better health, flexible working yet as satisfied and motivated workforce especially in industry. Organizations must give attention to the welfare and desires of the staff, so they will balance their role at work and in the family.

Work-Life Balance and Job Satisfaction

Job satisfaction is an important factor to analyze once level of work-life balance. When it involves women, it becomes more significant as she also plays a vital role in reception too. The strain of the non-public life and therefore the amount of satisfaction at the professional level are imperative. Women today are surpassing men all told the facets of life, be it financial, societal, or other ecological issues. They're bestowed with abundant talents but balancing their work and individual life may be a juggling act. They face problems at the house and work. In the present state of

affairs, it's becoming hard for women to attain the desired Work-Life Balance. In comparison with their male counterpart, women have more responsibility and therefore the expectations from them are too high. The comparison of the balance doesn't signify a similar division of time, energy, or other resources between work and individual life. It's a personalized and reflexive notion of achieving one's professional, family together with personal space. There are other factors like societal trends and culture, the economy of that individual place that influence an individual apart from family and work. Work-life balance is usually linked to compensate work and juggling non-work domains (in the economic sense) but could be a highly individualized and reflexive concept of having the ability to realize one's work and family responsibility to a satisfaction level. Studies on work-family balance have conventionally focused on the conflicts and strain due to multiple roles. Role conflicts ascend while achieving challenging, incompatible demands leading to role stress and conflict situations. Work and family imbalances lead to a lack of commitment and negativity which affects the standard of life. Quality and clarity of the roles is another significant factor affecting the satisfaction level of an individual. The work-life balance of a person is diverse in several stages of life. A fresh graduate and single individual will have a distinct perception compared to a married individual having kids. An Individual surrounding, age, lifestyle is another important aspect affecting work-life balance.

Hypothesis for Study

H_01:   There is no significant difference in perceptions of the working women in the Education Sector – A Comparative Study.

H_02:   There is no significant difference in the impact of policies and practices adopted by institutionsin the Education Sector – A Comparative Study.

Research Methodology

The researcher, on completion of the pilot study, has collected the specified data using the schedule, interview, and observation methods. One comprehensive schedule was designed for the aim of the study, which forms the third important source of knowledge collection. Various methods are adopted for the investigation of the various aspects of the sample. Primary and secondary data form the idea for this. The researcher has personally visited all the chosen universities and colleges and administered the schedule covering all sorts of cadres of teachers. Secondary data were also collected through various documentary sources like files, brochures, books and journals, and online data search, etc., on "Work-Life Balance and its Impact on Job Satisfaction". The researcher, on completion of the pilot study, has collected the specified data using the schedule, interview, and observation methods.

Results and Analysis

Table 1: Reliability and Validity of Variables in Job satisfaction

S. No	Variables in Job Satisfaction	Stand. Factor Loading	't'Statistics	Composite Reliability	Average Variance Extracted
1	I get satisfaction in my life from my job.	0.9819	8.0151*	0.8971	64.55
2	I understand what my job responsibilities are.	0.9153	7.7815*		
3	I am satisfied with my job	0.9565	7.1556*		
4	I enjoy my work always	0.8543	7.1154*		
5	I get full credit for the work done by me	0.8957	6.6569*		
6	I like to do interesting and challenging work.	0.7115	6.2356*		
7	I feel I am doing a worth while job	0.6432	4.9483*		
8	My job fully uses my skills	0.6455	4.1533*		
9	I know where to get help if I have a problem at work.	0.6112	4.8956*		
Cronbachalpha:0.8722					

*Significant at five percent level.

The standardized factor loading of the variables in Job Satisfaction is varying from 0.6112 to 0.9565 which indicates the content validity of the construct. The standardized factor loading of the variables in Job Satisfaction is significant at a five percent level which reveals its convergent validity. They included nine variables in Job Satisfaction explain it to the extent of 87.22 percent since its Cronbach alpha is 0.8722.
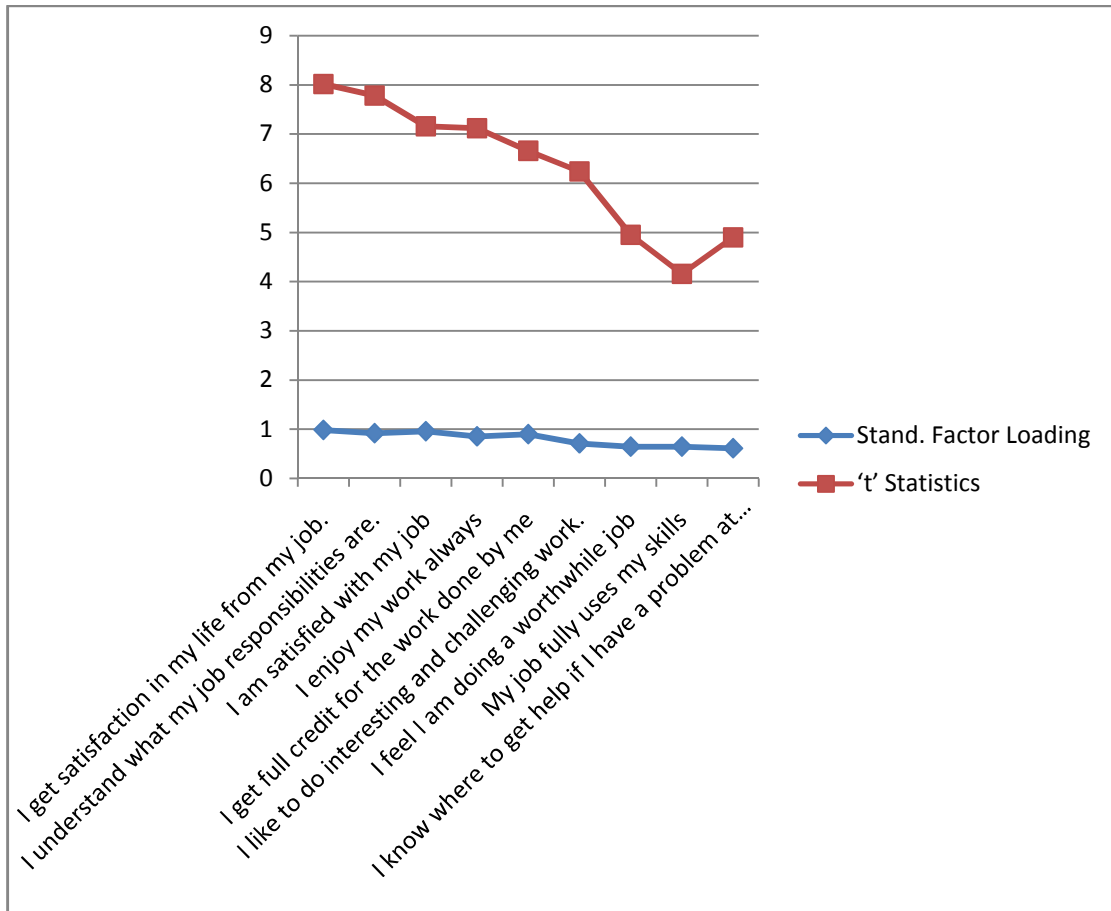
Conclusion

Throughout the report, work-life balance was the most focused. The institutions /workplace is found to be extremely liable for work-life balance and the organization must support work-life balanceto market a decent and healthy work-life balance among its employees so that it may be beneficial for both the worker and for the organization's overall development. It's also been observed that employment life conflict also has an impression on work-life balance which conflict between work and life discourages a balance between work and life. Since it had been a comparative study there have been certain aspects where the difference in opinion was found between the 2 sectors. There have been areas associated with work where organizational support was lacking. The role of family played a critical role in maintaining work-life balance and it also had a serious role in achieving job satisfaction. Policies regarding growth and teaching support have to be administered by the organization. It was also found that married and unmarried teachers experience a unique level of work-life balance. The adoption of a work-family program is inevitable to unravel work-life imbalances. These programs should cover six important aspects namely flexibility, leave arrangements, child care, and eldercare facilities, counseling, and training relevant to balance their work and family. A company might help its faculties to take care of a suitable level of work-life balance by offering guidance on strategies to assist them to maintain greater separation between the 2 domains. Schedule flexibility may be a key for balancing the work-life of women faculties. This suggests that the power to adapt working hours to satisfy personal and/or family needs may help faculties address the competing demands of the work and non-work domains. The current study demonstrates that intrinsic motivation reduces work-life imbalances and emotional exhaustion. It also increases faculties" job performance, job satisfaction, and affective organizational commitment. In apparent recognition of those findings, educational institutions should create high standards for service excellence, establish trust in faculties, offer career opportunities, and, where necessary, delegate authority to reinforce faculties" job satisfaction and organizational commitment.

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