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## A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN EDUCATIONAL INSTITUTIONS WITH SPECIAL REFERENCE TO GOVERNMENT FIRST GRADE COLLEGE CHITRADURGA DISTRICT

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### ABSTRACT

*In modern days' work life balance of working women in educational institution is more important, and the contribution of teacher is very important in educational sector in case of to build the career of the students in the society, but at the same time they have faced lot problems in their work-life-balance, it is common for every working women to ensure an equal balance between their academic field and family side. After 2000 decades onwards the status of women will be equal to her male counterparts, in that circumstances they face lot of problems to balance of both sides. Thus, in this research we have concentrate to identify the work life balance of female employees in education institutions of government first grade college in Chitradurga district. After 2019-20 onwards work life balance of working women is drastic changed. Some more extra stress they faced through the issues of Covid affected on education system totally converted offline class to online. The purpose of present study is to highlight the necessity of adopting work-life balance polices for women at college(degree) level the data for the study was collected from (200) working women in government first grade college in Chitradurga district. And this paper examines the impact of mental stress, job satisfaction (psychological) and demographical factors (married women) and technical factors like e-learning and individual factors like ability to balance their work and life. This research is also to find the major challenges faced by working women in educational institution and maintain equilibrium in their both the field.*

### KEYWORDS

educational intuitions, professional life Vs personal life, work - life - balance, working women.

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### INTRODUCTION

**T**eachers is a compass that activates the magnets of curiosity knowledge and wisdom in the pupils.

*Even garrison*

Work life balance has become one of biggest challenging task for working women in these days in every educational institution. In this study there is a vital need to know the balance level of women employees with regard to both their work and family or personal life. If the work life is good, the functioning of the institution will be in a smooth and proper manner work life balance can be managed well, in addition to the relations between work and family functions also involves other roles in other areas of life. Work life balance is defined as an own ability to meet their work and personal commitments, and other responsibilities and activates in work- life balance. Work-life-balance is a two-concept involving proper prioritization between "work" (career and ambition job satisfaction) in one side they have "life" (health, happiness, family and spiritual development) on the other side they have work. Work life balance means it is different things and it keeps on changing in different people on their phases of life.

The status of women in modern India is a sort of a paradox, and she is doing dual role if one hand she is at the peak of the ladder of success on the other hand she is mutely suffering the violence affected on her own family. During ancient period women has been worshipped as goddesses. The women were the Centre and foundation of the social and cultural life of the family. In the modern era, women occupy a central position in all the fields like banking, medical, corporate, government etc. women prove their excellence in all the fields compared to men. The situation prevails in the current scenario that both men and women have to work to lead a normal life. Hence women are having a lot of responsibilities to carry out. Each and every organization will be practicing different norms, rules and regulations, strategies, methodologies to maintain dripline among the employee.

Times have changed, as in the olden day's men provided for women, and they were the sole earners of the family, but today time has changed, now a days both husband and wife earns. The wife isn't free still, as she cooks, and does household chores along with running the house and supporting the house financially. The question arises as how does she balance her work with life at home? And is it she achieves her academic task? Although over the years women in India have struggled to establish an identify and create a mark in the society as well as in the organizational platforms, but the educational institutions are taking initiatives to train and develop the women so that they are prepared to face the changes.

In Initial centuries, women were engaging at their home cleaning and kitchen, only some of them were doing job and working in education sectors, and also in other fields. The ratio of working women was very less compared to men but after 21<sup>st</sup> century we could see drastic changes in women education ratio has increased. And they are engaged in to do the job. Soon after the Covid 19 issues the education system was completely changed from offline class to E-class. In such cases, the working women were facing lot of stress and health issues including technical problems and other factors like individual factors psychological factors. Demographic factors and many more.

### REVIEW OF LITERATURE

1. **Aithal (2020)**, in this study they discussed about the issues of work life balance of Working Women in Higher Education. They are used sample to test the hypotheses that all is an association between Challenges faced by working women. Here working women Challenges have been studied under three parts such as Individual factors, Family Factors, and Organizational Factors. For this study purpose, 422 Women professors of State Universities of Karnataka were selected. They are faced a lot of challenges and issues all through their working life which is a big struggle for them to do function daily and also to progress in their career.
2. **Christian Wiradendi Wolor (2020)**, they stated about in this study they are used a qualitative method in a systematic review. The findings show that work-life balance affects the performance of millennial generation employees. They used in their research is a systematic review (Systematic Review) PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-analysis) method which is carried out systematically by following the correct stages or research protocols. In this study they are evaluate and analyze and evaluate all previous research results that are related and relevant to a particular topic. They give

- suggestion to future research can be expected to discuss generation Z where the current generation Z is still in school. But it must be investigated and find out whether it is still effective to the implementation of work-life balance activities for supporting the working women themselves.
- Ajith Shankar Dr Sonny Jose** (2016), Discusses in their study the role of women employees and they are considered women are backbone of our society, in this study they adopted qualitative method to achieve their research objectives. Hence, the present research goes on the collection and analysis of non-numerical data, such as interviews to obtain understanding of a particular issue. The researchers collect rich, in-depth perspectives that could not be gathered through the usual quantitative methods because Indian culture always respect women and treated women are central concept of the family. And women are back bone of the society. They give suggestion to make polices to encourage women employees of IT company. The working women feel comfortable in their professional and them able to do work and contribute in the progress of our nation.
  - R. Rangarajan** (2018), Recommended in their research they talk about to providing facilities to encouraging working women facilities like drinking water facilities, proper lighting facilities, sanitation facilities and rest room etc. Providing some basic facilities that reduce the stress of working women. And they give suggestion to reducing stress the working women have to do yoga in 30 minutes, and listing their favorite music and anything their hobby in order to reduce their stress. They are taken sample size 100 working women in Chennai city. The data was collected from respondent through well designed questionnaire. After analyzing, the results show that there are demographic factors, and family conflict and lack of organization support. Finally, the result shows that working women are unable to spend quality of time for their personal and family life.
  - Ranchi Bhatia** (2019) they discussed in this study the work life balance of married working women in educational institutes Delhi. The researcher is to investigate the challenges built in the surroundings of working women, the research type is descriptive. They conclude that before marriage and after marriage the responsibility is different. After marriage she is lead robotic life. Finally, they are recommended to the government and intuitions to adopt work life polices which is encourage to women employees to participated in positive manner.

**NEED OF THE STUDY**

The theme of research is to identify the different factors which will effects on work life balance of working women like as: in Covid -19 pandemic believe their career progression will slow down, confusion of E-tools learning, PPT, PDF, VIDEO’S uploading zoom meet etc., college time table, work family conflict, psychological distress, work satisfaction, family satisfaction, family responsibilities, children caring, college duties, according to online time table, offline time table, career development, work involvement also focus that how married working women maintain their family and husband duties and if she became mother how she will manage their college work, spouse duties and children caring, and if she only income earners in the family how can she mange financially, and to academic development to do PhD. To teach problem-oriented subjects, BOE, BOS, LMS, YOUTUBE teaching etc.

**STATEMENT OF THE PROBLEM**

In Chitradurga district there are so many working women which are working in government first grade College. The researcher wants to find out that how they live their lives and make it balance, researcher also wants to determine the important reasons of poor work life balance of working women, like travelling tension from home place to work place, negative attitude from their families, negative attitude from their bosses and supervisors, biometric attendance, etc. the main focus of the paper is an the stressed life of an Indian married working women, who are in alarming battle position to keep balance between personal and professional life. The dream of being independent and carrier orientation became a tough challenge for working Indian women she has to perform the duties of a perfect homemaker in the family and courageous teacher in the college. Whether someone lends on helping hand or not, being a mother, it is the primary duty of women to take care of her children. At the same time, she has to manage her own parents and in-laws which also create a difficulty for an Indian married woman.

**RESEARCH OBJECTIVES**

- To study the work life balance of working women in government first grade college in Chitradurga district.
- To know the various factors including with their work life balance of working women in educational institutions.
- To suggest measures for reducing work life balance of workingwomen and create the awareness to government and institutions to take a preventive measure.

**RESEARCH METHODOLOGY**

**Primary data** were collected with the help of the structured questionnaire from the side professors. (Making group between age, service, salary, married, unmarried, single parent, dual income parents, etc.) A few questions in the questionnaire was about work-life balance where the criterion for answering was disagree, agree or sometimes. Some statements were on professional details like, are you satisfied you’re teaching through online class, the question divided in five parts mainly they are consisting of 1) demographic, 2) work life balance, 3) family satisfaction, 4) work satisfaction & 5) psychological dis stress that are used for measuring work life balance etc. to get a quality information of on this research.

In this study we have deal the various aspects of work –life balance **through the Secondary data** review of existing literature, the sources referred include various journals, books, doctoral thesis working papers, reports, magazines, internal sites, etc.

**SAMPLING METHOD**

In this study we have adapted convenient method and the sample size is 200.

**TOOLS USED FOR ANALYSIS**

It is a descriptive analysis; the research study will definitely help women employees on balancing towards work –life.

**ANALYSIS**

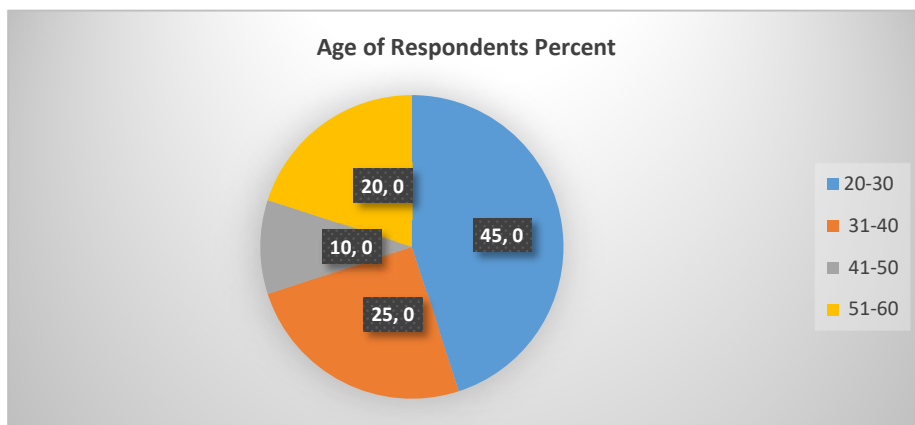
**THE FACTORS EFFECT ON WORK LIFE BALANCE OF WORKING WOMEN IN EDUCATIONAL INSTITUTION IN GFGC**

Researcher shows their results of demographic questions in Descriptive Statistics which used to classify, presenting and summarizing of primary collected data, the data which was collected through frequency distribution and pie charts of demographic questions like., working Women ratio, age factors, online class, mental stress, qualifications, institution support.

**TABLE 1: (AGES OF RESPONDENTS) DEMOGRAPHIC FACTOR**

Age	Frequency	Percent	Valid percent	Cumulative percent
20-30	9	45	45	45
31-40	5	25	25	70
41-50	2	10	10	80
51-60	4	20	20	100
total	20	100	100	-

CHART 1

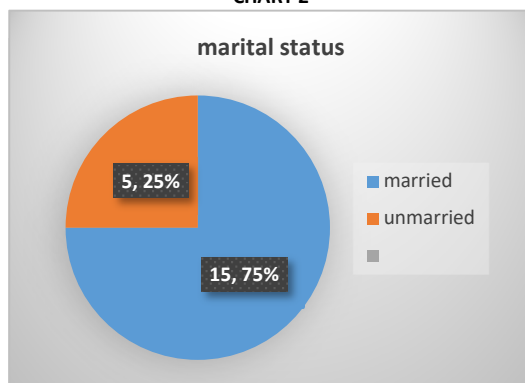


According to survey above graph is showing that highest ratio of respondents is between 20-30, (45%) and the lowest ratio of respondents are 51-60 age (10%) as well as moderate ratio are respondents are 31-40(25%) and 41-50(20%) mostly younger’s women are working in the educational institutions.

TABLE 2: MARITAL STATUES

Particulars	Yes	No
Married	15	
Unmarried	5	

CHART 2



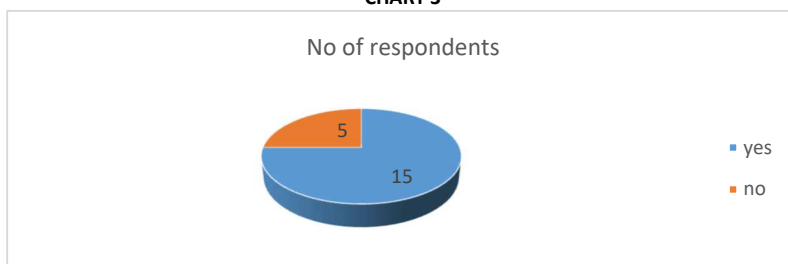
According to findings and study it shows that majority in married working women 15 in quantity (75%), un married women were 5in quantity (25%) and mostly in government degree college we find the senior professor they all were married.

**TECHNICAL FACTOR**

TABLE 3: DOES YOU FACE PROBLEMS WHILE CONDUCTING DIGITAL CLASS?

Particulars	Yes	No
No of respondents	15	5
Percentage	75%	25%

CHART 3



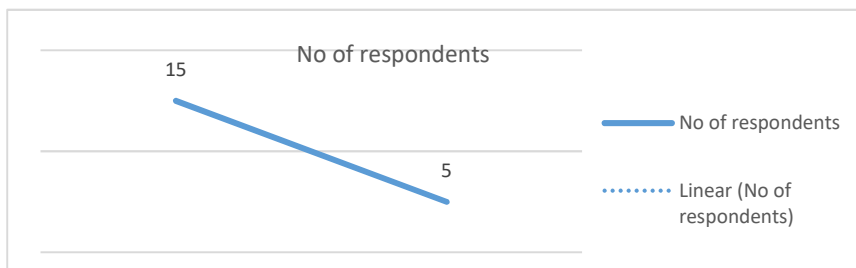
According to findings and study it shows that majority of working women 15 in quantity (75%), they were faced problems while conducting on line class, and only few of them have technical knowledge they were 5in quantity (25%) and mostly in government degree college we find the junior professor they have digital class knowledge they are not suffer much more problems.

**INDIVIDUAL FACTOR**

TABLE 4: DOES YOUR FAMILY MEMBERS LISTEN TO YOUR JOB-RELATED PROBLEMS?

Particulars	Yes	No
No of respondents	5	15
Percentage	25%	75%

CHART 4



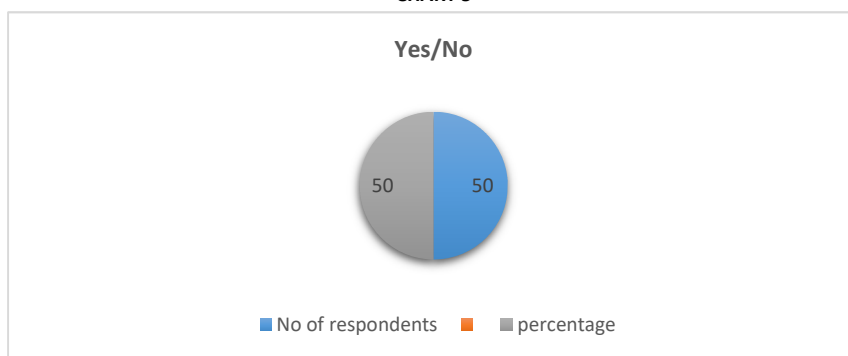
According to findings and study it shows that majority of working women problems not listen and not understand by family members 15 in quantity (75%), they were faced some major problems while doing their professional, and only few of them have they were 5 in quantity (25%) and mostly they can doing job some confident manner because of family members adjust their parents and husband support, in government degree college we finds the married women are suffer from family problems and single women they are not suffer much more problems

**TECHNICAL FACTOR**

TABLE 5: DOES YOU FEEL THAT E –TEACHING IS FIT FOR YOUR PROFESSIONAL LIFE?

Particulars	Yes	No
No of respondents	50	50
Percentage	50%	50%
total	100	100

CHART 5



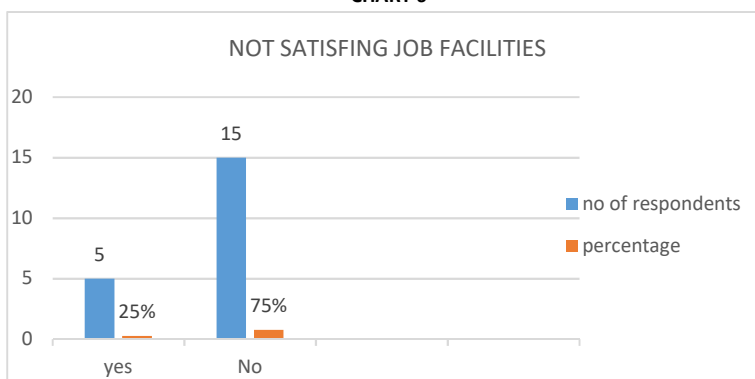
According to findings and study it shows that majority of working women adjusted after Covid 19 some knowledge about E-teaching. in quantity 50 (50%), they were trying to learn E-teaching and adjusting for online class they need some time, but at the same time they faced lot of problems while conducting on line class, and reaming of them have technical knowledge they were 50 in quantity (50%) and mostly in government degree college we finds the junior professor they have easily understand E-Teaching class knowledge and they are not suffer much more problems.

**JOB SATISFACTION FACTOR**

TABLE 6: DOES YOUR INSTITUTIONS PROVIDE RECREATIONAL FACILITIES?

particulars	yes	no
No of respondents	5	15
percentage	25%	75%

CHART 6



According to findings and study it shows that majority of working women they are not satisfied from the side institution because intuitions are not providing properly recreational facilities them 75% working women shared their opinion about they are not satisfied about the facilities. And only few of them given positive opinion about facilities provided by the institution were 5 in quantity (25%).

**LIMITATIONS**

This research possesses various limitations. First that is return backing of questionnaires, which researcher distributes to working women in six taluks in Chitradurga district. Out of 20 questionnaires only 18 returned back, researcher could not go for all taluks of Chitradurga and all working sectors due to shortage of time researcher has specifically gathered data only from six taluks in Chitradurga district in GFGC education sector which are listed below: Challakere, Hiriyur, Hosadurga, Malakalmur, Parusurampur and Chitradurga. Another limitation is that mostly data is to be taken from GFGC College’s majority ratio of women in married in marital status. Participants have limited time, though some of them not read questionnaires properly just gives answers, even they can’t understand that what were asked by researcher.

**CONCLUSION**

This study is projected to come out with the hope that the problems faced by the working women of government first Grade College must be taken seriously in this Covid pandemic situation. Several suggestions are given to the educational institution. Employers and government in framing policies, programs to take this matter into consideration for education system through online, this study is to considered as psychological effect emotional for working women of Indian culture. This study found that most of the women were working with a sense of missing life and intuitions have not taken any steps to overcome them. In this present situation educational institutions should address the work life balance related issues among staff and adopt new polices according to this Covid situation and implement approaches to help their staff to manage educational their work life balance. HRM department should help educational institutions to establishment of the new performance evaluation strategy. Taking all these suggestions and recommendations it will benefit for educational institution and women employees.

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