

# RECONNOITER THE ECONOMIC AS WELL PSYCHOLOGICAL POSSESSIONS OF WORK-LIFE EGALITARIANISM IN MODERN PROSPECT – A STUDY ON WORKING WOMEN OF ACADEMIC FIELD.

<sup>1</sup>Rina Adak, <sup>2</sup>Anupam Dutta

<sup>1,2</sup>M.Phil. Research Scholar, Department Of Commerce, Dibrugarh University

Email: -rinaadak8@gmail.com

Email:-munanumun11@gmail.com

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## Abstract

In the twenty-first century the government provides equal rights to people irrespective of gender, even females are provided several additional benefits and opportunities. It is common nowadays that women also take participate in different economic activities along with their family responsibilities. It is very important to maintain a balance between professional work & personal life. The family and the workplace have possessed several challenges for women. The complication of the work environment has exerted enormous pressure on working women as they have to consider two jobs in a simultaneous manner – one at the workplace and the other at home. A previous study revealed that working women experience greater difficulty than men. To succeed in this dynamic environment, working women are often called upon to make sacrifices; the environments make different demands on them and have distinct norms which have to be follow. This study tries to examine the related issues affecting work-life balance and the consequences of poor work-life balance. For this study data were collected through well-structured Google form. Snowball technique was followed for data collection. The obtained data were statistically analyzed. Results indicate that a significant proportion of working women are experiencing difficulty in balancing work and family due to excessive work pressure, little time for themselves, and the need to fulfill others' expectations of them. The consequences of poor work-life balance are high levels of stress and anxiety, disharmony at home, experiencing job burnout, and inability to realize full potential. It can be overcome through different ways like setting boundaries for work hours, giving priority to health, make time for family and loved ones, and trips during vacation may improve the balance between the two.

**Keywords:** *Work-life, Economic, Psychological.*

## INTRODUCTION:

The term work-life balance measures the stability between the work-life as well as personal life. In the modern world, women have to take care of their families and work simultaneously. The balance is achieved when an individual's right to complete life inside and outside of the work equally balanced. For the effective management of the work and personal life, women have to manage and adjust to many situations and sacrifice their priorities to maintain stability between the two factors of life. In such an inflationary economy it's become difficult for one individual to run the whole family by one individual. In this competitive world, the working women have grabbed the attention on them because a working woman in number has been increasing towards the different category of professional work opportunities. In each profession, there will be different expectations and they have to manage them without compromising their personal life expectations.

In the olden days, the scenario was totally different earlier women have mainly confined to household activities and maintain their families with the proper attachment. The male's mindset at that time was that the women had to take care of family and all the home needs, but nowadays the situation has changed and women came out to go for the profession and has created a strong identity for them. The need for women to work has come out due to various reasons like financial support to the family and economic independence to them. The exposure of women in education and technology, an increase of nuclear family set up and joint commitments of both husband and wife to raise the standard of living.

**REVIEW OF LITERATURE:**

- 1) Kumaraswamy M., Ashwini S.(2015) in a paper titled "Challenges in WLB of Married working Women" studied that employees need to maintain a healthy balance between work and their private lives. Generally, those employees who have better work-life balance contribute more towards the success of the organization. The organization can render better service to the customers by having productive and efficient employees. Family sphere changes that have impacted the work-life balance of individuals in today's context include nuclear families, single-parent households, and dual-earning parents, parents working at different locations, and increasing household work.
- 2) Phyllis and Yun (2002) mentioned strategies in a paper titled "Effective work-life strategies, working couples, work conditions, gender, and life quality" focuses on dual-earner families. It was concluded and discussed in the study that the work-life strategies and work conditions are different among genders. For example, some families prefer husbands working for a long hour and women to work part-time or fewer hours. Women report more stress and overload and lower levels of coping when compared to men. Job insecurity is similar in both men and women.
- 3) Murthy M. and Shastri S. (2015) observed various issues in the Work-Life Balance of Parents in the paper titled "A Qualitative Study on Work-Life Balance of Employees working in the private sector", like parenting issues: Need more time for children, Showing work frustration on children. Marital issues: Need more time of spouse, not able to give time to the spouse. Role conflict/ Role guilt: Doubtful about how good they are in the roles that they play at home... eg. As a mother or as a daughter in law.
- 4) Isamu Y. and Toshiyuki M. (2012) in a paper titled "Effect of Work-Life Balance Practices on Firm Productivity: Evidence from Japanese firm-level panel data" examined how firm practices contributing to worker attainment of Work-life balance in Japanese firms from the 1990s. They have observed a positive Correlation between firm WLB practices and Firm's productivity. However, it is likely that this positive correlation results from the reverse causality in which firms with higher productivity tend to implement WLB practices because these firms can afford to introduce WLB practices and/or they face social pressure to fulfill Corporate Social Responsibility.
- 5) Bhandari K., Soni H. (2015) in the paper titled "Impact of Gender, Age and Work Experience on satisfaction towards Work-Life Balance (with special reference to Bank Of Baroda, Udaipur)" showed that Male employees are less satisfied than Female employees because female employees get maternity leave and males don't get any parental leave to take care of his newly born baby and his wife. Paternity benefit as a retention tool is considered as the main factor for the work-life balance of fathers. It's too hard for male employees to take time off during work to take personal/ family matters as male employees have all the responsibility of family including his parents, wife, and children rather than female employees. So the company should be flexible concerning family responsibilities
- 6) Linkow P. and Civian J. (2011) in the paper titled "Men and Work-life Integration- A Global Study" highlighted the gender stereotype that men derive their identities largely from work, and women largely from family and relationships were not supported by the study. For the most part, men and women reported comparable work identity and personal/family identity. Work identification appears to be much higher in emerging markets. Both sources of identity were highly correlated with employee engagement in the emerging markets.

**OBJECTIVE OF THE STUDY:**

- To study the impact of financial factor which influence the work-life balance.
- To study the work-life balance of women in the 21<sup>st</sup> century

**LIMITATION OF THE STUDY:**

- The study is restricted to the work-life balance of women-only and the sample size is 88 (questionnaire distributed in Google form 100 out of 88 respondents are received).
- The study is mainly considering the financial factor as well the emotional and satisfaction of the women, but the other factors which influence the work-life balance are yet to spot in the light.

**METHODOLOGY:**

The methodology which is adopted for the study is classified below-

**Population and Sample size:**

The population for the study includes all the women working in the academic field. However, the total population of the study is unknown to the researcher. The sample size undertaken is 100

**Sampling procedure:**

The data collected from the working women of the different institutions through a structured questionnaire of a Google form by the way of e- mail. The researcher circulated the Google form to both private and public sector women workers and asks questions relating to the work pressure and the personal life balance. The researcher also directly interacts with the respondent for getting further details. The satisfaction level of the employees is measured in Likert scale and data are analyzed along with a case study of different inspirational women who can handle the stability of work and life effectively.

**Statistical tools:**

Likert items are used to measure respondents' attitudes to a particular question or statement. To analyze the data it is usually coded as follows:

1 = strongly disagree

2 = Disagree

3 = Neutral

4 = Agree

5 = strongly agree

This is a very useful question type when you want to get an overall measurement of sentiment around a particular topic, opinion, or experience and also to collect specific data on factors that contribute to that sentiment.

**SIGNIFICANT OF THE STUDY:**

The number of women workers in the different sectors increasing in the modern era, but the responsibility towards the family and loved ones remain intact. The aspects like time management, work pressure, target, lack of coordination with co-workers, harassment, lack of family support, etc. affect the work-life balance of working women. They are suffering a lot to break and overcome work-life challenges. Even though they have many work-life problems, most of the women never give up and still, they are leading their profession successfully.

**ANALYSES AND INTERPRETATION:**

2.1. Table showing the age of the respondent

| Age            | Percentage |
|----------------|------------|
| Below 30 years | 37         |
| 30-40 years    | 62         |
| 40 and above   | 11         |
| Total          | 100        |

Source: primary data

**INTERPRETATION:**

From the above table, it can be interpreted that 37 percentages of the respondents belong to the age group of 30 years below; most of the respondents belong to the age group of 30-40 years. And 11percentage of the respondent belongs to the age group of above 40 years. From the above table, it can be interpreted that obtaining the degrees of higher education required time for at least 28 years, and after completion, they have to appear for a different examination. The problem of mobility constraints and social prejudice also creates a stepping stone for women. Below 30 years women are intendant to involve in the private sector and obtaining further degrees of education.

2.2 Table showing the sectorial division of the working women-

| <b>Sectorial division</b> | <b>Percentage</b> |
|---------------------------|-------------------|
| Public sector             | 36                |
| Private sector            | 64                |
| Total                     | 100               |

Source: primary source

**INTERPRETATION:**

From the above table, it can be reflected that most of the women in the survey area are engaged in the private sector which includes different private schools and private colleges, while cross tabulating between the two tables (2.1 - 2.2) it is reflected that most the fresh graduates and postgraduate students after completion of the course engage themselves inconvenient jobs for the financial support to the family and economic independence to them. The exposure to women in education increases which leads to gear up the no. of employees of women in the field of academics.

2.3 table showing the salary structure -

| <b>Salary structure (per month)</b> | <b>Percentage</b> |
|-------------------------------------|-------------------|
| Below 10000                         | 40                |
| 10,000-20,000                       | 22                |
| 20,0000-30,000                      | 13                |
| 30,000-45,000                       | 10                |
| 45,000 and above                    | 15                |
| Total                               | 100               |

Source: primary data

**INTERPRETATION:**

From the above table, it is reflected that the salary structure which interpreted the financial strength of the women which is one of the motivations of their work, after cross-tabulation between the two tables 2.2- 2.3 it is reflected that those women engage in the field of the private sector has got the marginal amount of salary and has to face lots of work pressure and that leads to a reduction in the balance between the family and work. The work pressure is such which increases the level of stress and creates a dilemma for the woman to whom she will give more priority. Though financial support is also required so it is reflected that many a time women involve in different institutions by sacrificing their own rejoice.

|   | Highly disagree | disagree | Neutral | agree | Strongly agree | Total percentage |
|---|-----------------|----------|---------|-------|----------------|------------------|
| 1. Is the workload of the institution create problem in | 4               | 11       | 5       | 44    | 36             | 100              |

|   |    |    |    |    |    |     |
|---|----|----|----|----|----|-----|
| family time   |    |    |    |    |    |     |
| 2. Is the stress level of the workplace influence the healthy environment of the home | 3  | 15 | 2  | 54 | 26 | 100 |
| 3. Do you think you got less time for yourself  | 11 | 29 | 0  | 49 | 11 | 100 |
| 4. Do you think your children deserve more attention than given                       | 4  | 17 | 0  | 63 | 16 | 100 |
| 5. Do the financial requirement fulfilled through the current job                     | 9  | 75 | 0  | 14 | 2  | 100 |
| 6. Are the family members being supportive  | 19 | 44 | 6  | 31 | 0  | 100 |
| 7. Do the work environment help you to settle the problems                            | 4  | 13 | 30 | 44 | 8  | 100 |

**CASE STUDY:**

**A case study regarding time management which help in work-life balance:**

*P. S., an academician, deals with students very nicely and follows all the direction which was instructed by the authority along with that she has a happy family with a supportive husband and a lovely daughter. She is a kindergarten student of three years old. She has managed the work hours in such a manner that would not affect the work hours of the institution and the affection towards her daughter also is not hampered. Unfortunately, recently she broke her hand and as such needed quality time with her family. Being a mother and an academician she has lots of responsibilities which she has to perform equally. But there is a phrase, “where there is a will there is a way”. The intense dedication and continuous effort helped her to fight back in such difficult satiation. Trick fully she along with her husband divided the working hours in such a suitable manner so that she can take up the classes and take care of her daughter also. In such a difficult situation her co-worker helps her to deal with the odd time in an effective manner.*

**A case study regarding effective management skill which helpful in work-life balance :**

*T. N, an academician working in a private institution. She is very much sincere and dedicated to her job. Along with her professional work, she continues her education side by side, she is aspiring for a master’s degree from distance modes of education. She used to manage her classes and follow the duties which she has to perform in her institution. Last year her family members arrange everything regarding her marriage but the difficult situation is that the day after her marriage she has to appear for the end semester master’s examination. Along with she cannot take leave from the working institution for a longer period. But with the burning desire to obtain a degree, she concerns with her in-laws and appears for the examination. And within one week she follows all the rituals and joins in the duty. The determination and zeal for doing something help her to perform such a dynamic way.*

**FINDINGS:**

- From the study it is found out that most of the respondents are financially independent; also support their families during various crises.
- The respondents between the age group 30-40 years involve in different academic activities, a marginal number of respondents also belong to the age group of below 30.
- It is reflected in the study that the majority of the respondent are provided their services in the private sectors. Along with the working life simultaneously they try to manage their personal life and take care of their loved ones.

- The remuneration against their services is categorized in different divisions 40% of the respondent got salary below 10000 and by cross-tabulation, it is reflected that most of them provide their services in the private sector.
- It is found out from the study that the respondents are economically independent but they have to deal with heavy work pressure. Along with taking classes, they have to check lots of copies, answer sheets, and other academic activities.
- Due to the heavy workload, job security issue, family expectation women face lots of pressure which lead to an increase in stress and create different health issues.
- It is found from the study that dissatisfaction in the workplace and heavy workload influence the healthy environment of the family. The complexities increase when they unable to fulfill the expectation of the family members.
- Most of the respondents working in the private sector concluded that the salary helps to meet their family requirements sometimes only. Also, they have stated that only they receive only marginal compensation and recognition for the work. This shows there is no satisfaction regarding salary compensation
- Greater proportions of the respondent expressed that job makes them tired to do household work, problems in family increase because of work and also stress at home will distract the work at the office, not take care of children's in education and illness, it affects their sound sleep.
- It is reflected from the study that though the support of family and the co-worker is very essential for performing various activities at home as well as in-office the support is not availed by others as far expected.

**SUGGESTION:**

- The spill-over of work into family members that both men and women, as they do not have enough time to spend with their families so proper division of work is very important.
- Work pressures affected the quality of family life it can be advised not to take up the work stress at home. A supportive work environment is helpful in achieving work-life balance.
- The love and affection of family members are important to people so that they do not feel alone, isolated, and depressed. Friendships, family, and intimacy all work to fulfill in legitimate time.
- It can also suggest that encouraging cooperative teamwork, being an accessible and kind supervisor, and promoting a good work-life balance.
- It can be advised to manage time for personal needs include activities such as family, fun, investing the time of functions, etc. which certainly play a vital role in work-life balance.
- Women can balance the priorities and maintain optimum mental health both at home and in the workplace. Time management skills need to be imparted through various practices.
- Women can contact various crashes so that after completion of the school hours that they can contact with them from time to time and reduce the worry of their children.
- The organization should create a more supportive work environment by working with employees to identify and implement the types of support they need.

**DISCUSSION:**

- The study conclusively shows that work-life balance is an important aspect in this modern era for every working woman. They compromise on their personal time for the completion of office-related tasks and household work to maintain a balance between the two. Work and personal life conflict occur when the burden, obligations, and responsibilities of work and family roles become incompatible, it is very difficult to balance home life and work life. In the field of academics, women have to deal with intellectually which increases the tiredness. The heavy workload in the private sector creates several problems regarding time management, lack of time for family, and that creates dissatisfaction and increases stress. The overall conclusion is that long-term exposure of workers to excessive work hours and high levels of work-to-family interference elevates their risk of mental and physical health problems. Moreover, financial incentives are not attractive enough in private sector jobs that create anxiety. It can also be suggested that encouraging cooperative teamwork, being an accessible and kind supervisor, and promoting a good work-

life balance. Work pressures affected the quality of family life it can be advised not to take up the work stress at home. A supportive work environment helps achieve work-life balance. The love and affection of family members are important for people so that they do not feel alone, isolated, and depressed. Friendships, family, and intimacy will help all prospects to balance the work-life simultaneously.

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