

HOW WOMEN MANAGE THEIR MULTIDIMENSIONAL ROLES – FAMILY AND WORK LIFE? A REVIEW OF LITERATURE

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ABSTRACT

Working women play a significant role in the workforce and they have ability to perform every role in perfect manner such as creating a balance between work and family responsibilities. There are number of studies conducted on work life conflicts and work life balance in the organization and come with the results that the women employees are less able to balance their professional and personal life. Women work in every sector but in teaching profession, women play a vital role. The role of education is constantly changing and evolving. The new change in the teaching environment puts pressure on teaching professionals, leading to imbalances in personal life and working life. Besides, modernization our society is still very stereotype wherein women are responsible for home responsibilities even they are contributing through earning. Thus, the objective of the study is to collect the recent studies in work-life balance to examine the factors which affect the work life balance and to help the researchers to analyze the new aspects which impact the professional and personal life. This study is also an attempt to see how women negotiate their work and family life. Also, the various factors contributing to maintain a healthy work life balance are studied by various researchers.

Keywords: *Work Life Balance, Multiple roles of women, Work Life Negotiation of Working Women.*

Introduction

Women today are no less than “Super Women” managing their personal and professional lives with ease. Women of the early times were mostly confined to their kitchens and household chores. Very few women had the access to higher education and now due to fast developing knowledge economy have given place for a greater number of women to be enlightened by higher education. Education has not only empowered the women but also has given them robust careers in every profession. Working women appear to be flooding into every sector on par with men because cerebral power, rather than endurance or physical strength, is the necessary skill in this knowledge era. But this has indeed become a tough challenge for women as they have to perform a lot of duties to manage their family and their jobs as well.

Working mothers of today fulfill family responsibilities and also try to remain fully involved in their careers coping up with the competing

demands of their multiple roles. The caring responsibilities that working mothers have lays a heavy stress on them when it is combined with their professional duties. The attempt of working women to integrate, organize and balance the various problems and activities in their different roles simultaneously puts them under tremendous pressure. Due to heavy workload in the institutions, women teachers are facing difficulty in managing their both roles (Mittal,2015). As a result, the family becomes an organizational stakeholder and this powerful social trend marked the beginning of the work/life balance paradigm shift. (Denise, Horner & Mitnick, 2007).

Work- life balance, in its broader sense, is defined as a satisfactory level of involvement or ‘fit’ between the multiple roles in a person’s life (Hudson,2005). Work-life balance has always been a concern of those interested in quality of working life and its relation to broader quality of life (Guest, 2002). Dundas (2008) argues that Work Life balance

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is about effectively managing the juggling act between paid work and all other activities that important to people such as family, community activities, voluntary works, personal development and leisure and recreations. Work – Life Balance is a challenging issue for leaders, managers and has also attracted the attention of researchers. In this climate managing the boundary between home and work is becoming more challenging. Organizations not providing real opportunity for employees work life balance are opening themselves up to increasing numbers of dissatisfied and unproductive employees and hence increased attrition rates.

Objective of the Study: The objective of the study is to collect the recent studies in work-life balance of working women in educational institutions to examine the factors which affect the work-life balance and to help the researchers to identify the new aspects which impact the professional life and personal life.

Women and her Multidimensional Roles

Literature Review

Nandhini and Praveenraj (2019) in their study on *work-life balance of women faculty members in educational institutions* it is revealed that 94% of the respondents are able to manage their work life balance. In the study the data has been collected from 100 female members of faculty of Bannari Amman Institute of Technology, Sathyamangalam, TamilNadu, India. It is identified that good working environment creates strong and supportive culture that helps for the growth and development for individuals and the organization. Moreover, it is also observed that the facilities provided by the organization has a greater influence on the over the overall work life balance of the female faculty members and the flexible working hours enhances company image as a family-friendly place to work and reduce employee turnover in terms of organization view.

C. Muthulakshmi (2018) have done investigation and discovered the point of role of management and teaching staff members to maintain their respective positions. The study is explorative in nature and the data has been accumulated from

150 teaching professional through pre-defined and well-structured questionnaire. The study uncovers that working experience of the teaching professional effects the level of attitude towards work- life balance and factors such as marital status and job satisfaction are found to have huge association with the degree of work- life balance of teaching professionals.

Nayak and Sharma (2018) identified that male faculty members are better able to manage their work- life balance than their female counterparts. Family support plays an important role in times of stress. The study was based on a survey that mainly used quantitative method to collect the data. The study sample consists of 482 faculty members who work in different business schools in NCR of India. Factor analysis, reliability, a t-test and anova were used to determine the effect of organization, family and social support on demographic variables.

Priya (2017) in her study *on balance between professional and Personal work of women teachers* found that majority of women teachers feel stress due to dependents, role-clarity, working hours, family culture and head support. It is also identified work-life balance of women teachers with respect to age group. Women teachers above 50 years ages are better to handle the personal and professional affairs in comparison to below 50 years age group teachers. It was also observed that women teachers those have adult children and have more than 12 years of experiences been more sufficient to manage their work and personal life. It was analyzed that married women found it more difficult to maintain the both sides. Negative attitude of authorities also creates problems for women to perform her duties in better way.

Mittal (2015) done *an exploratory study on the Work Life Balance of female teaching Professionals in colleges in Punjab*. It is divulged from the analysis that majority (90%) of the respondents are not satisfied with their work-life balance due to their work load. i.e., evening coaching classes/weekend special classes for slow learners and the administrative work done by them. This left them frustrated as they are not able to spend quality time with their family. They explained that longer

work hours worked is consistently associated with worse work-life outcomes. It is divulged from the analysis that majority of the respondents (93%) agreed that work-life balance is a joint responsibility of both employees and employers.

Zaheer, Islam and Darakhshan (2015) in their study on *Occupational Stress and Work-Life Balance: A Study of Female Faculties of Central Universities in Delhi* pointed out that there exists a moderate-level of occupational stress and moderate-level of work-life balance amid female faculties. This study specifically investigates the degree of and the relationship between occupational stress and work-life balance amid female faculties in central universities of Delhi, India. The study was based on primary data collected from 120 female faculties from two central universities in Delhi, India. The data are analyzed using various statistical tools and methods. The results of the study further reveal that there is a strong negative relationship between Occupational Stress and Work-Life Balance. This study can prove to be of great help to the management of educational set-up to increase the level of work-life balance and decrease the level of occupational stress among their faculty members; so as to create a work environment that everyone feels proud to be the part of. This will increase the organizational efficiency and effectiveness in academic set- ups.

Das, Vijayalakshmi and Lily (2013) conducted a study on *Work Life Balance of Women Working in Higher Educational Institutions in Guntur District of Andhra Pradesh*. The data was collected through primary and secondary sources from 80 respondents. They identified that most of the respondents revealed that their personal life suffers because of work situations and also their job makes personal life difficult and they feel that they are neglecting their personal life. Many women teacher feel exhausted at the end of days work and lack of work-life balance has an adverse impact on their career. The study is also explained the secret to work-life balance will depend on three pillars that are work, family structure and financial position. Personal life and professional work are two sides

of coin it is difficult to separate and form a source of conflict.

Vijayalakshmi and Navaneetha (2013) in their study on *Work life balance of women faculty working in educational institutions: issues and problems* identified that working women undergo severe stress as they try to balance their domestic life and professional life. The continued work under pressure would result in poor performance in the institution as well as domestic life. The study also states about working women is striving to improve the life of both their family members as well as their students. In this task, if they are neglecting their health and mind, both the family as well as the institution will suffer.

Dam and Daphtardar (2012) in their study on *Work Life Balance by Women Faculty Members: The Conundrum Within* examine the Work Life Balance of faculty members in Management Colleges in Pune and identified that a majority of women faculty members face challenges to make balance in professional and personal life. The problems and pressure related to their job effects their personal life such as lacking in self growth, physical and mental health issues, lacking in doing interest habits. Extra working hour spent by the women are also responsible for maintain balance in work and life. It is found that 89 percent of respondents mentioned that travelling time also come in their way of work -life balance. The study also stated the Designation wise difference to through various parameters of work life balance and identified that higher designation respondents had much more need to extend duty hours. Lower designation faculty members spent maximum time in preparing lecture and designing or up gradation of syllabus (45% of respondents agree to this) while higher designation members spent maximum time in teaching (50% respondents agree to this), while lowest time was spent on students' project related work among all designations.

Sundari and Sathyanarayana (2012) conducted a study on *Challenges of Working Women in India*. The study was based on identifying and measuring the level of impact of these challenges on the working women. The study revealed that

women employees felt staying beyond the working hours and compelling them to finish others work seems to be highly challenging and they were not willing to share the burden of others. They also felt that their ability to be financially independent does not have a negative impact on Husband's self-esteem moreover the family expects to be an equal partner in bringing financial prosperity to the family. Domestic Challenges have greater impact on the career of women, they also feel they are compromising on the social obligations and people around them also take advantage because they are working. At the workplace working with the male colleagues, attending corporate meetings, corporate Communication, policy and procedures are highly challenging than other issues like challenging work and leadership.

Marshall (2009) in the study on *Women Higher Education Administrators with Children: Negotiating Personal and Professional Lives* found that women by believing in themselves and their abilities and embracing their love for their careers and families, they were able to successfully negotiate and enjoy their complex lives. It is also observed that women did not follow a straight path. Many of them encountered various roadblocks and hurdles along the way. From these perspectives come shared insights or suggestions about how one might approach managing work and family. There is no set way to achieve success and there is no one way to define success. Participants in the conducted study agreed that based on individual circumstances, women who aspire to professional positions similar to theirs will find a way to make it all work.

Observation & Discussion

From the above review, it is clear that the obligations toward the families and expectations of the institution and constant struggle to maintain a balance of work can have serious implications on the life of an individual. Work and personal life conflict occurs when the burden, obligations and responsibilities of work and family roles become incompatible. The household and family responsibilities are the major challenges that hinder

their career development. The other challenges that women experience include, occupational stress, mental harassment, sexual harassment, discrimination at the workplace, lack of family support, workplace adjustment, stereotyping and perceptions of roles and abilities of women, commitment to family responsibilities, exclusion of women professionals from informal networks and communications. It becomes very important to understand that what women are going through in their careers as they will also deal with their families, at the same time, pressure and pressure work much more than others like a lot of time management, business management, Child management, everything is put under housekeeping standards.

Conclusion

Working women possessed with the responsibilities to perform all kinds of domestic chores, child development and in meeting the needs and requirements of family members. So, it becomes very difficult for women to cope up with the life challenging situations and sustained in the working environment. To achieve a balanced working life, every woman must use some plans and services such as planning, organizing and setting boundaries in both the personal and professional place. The proper time management and pre-planning on daily work basis will definitely help to balance work-life efficiently. Further there is a need for employers and employees alike to find flexible and innovative solutions that maximize productivity without damaging employees well-being, their family relationships and other aspects of life.

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