

An Investigation into Work-Life Balance Concerns among Female Employees in Educational Sectors in Vadodara City

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ABSTRACT

The present study titled “A Study on Issues on Work Life Balance among Women Employees in Educational Sectors in Vadodara City” aims to investigate the difficulties female employees encounter in juggling their personal and professional lives. In today’s competitive environment, women working in the educational sector experience multiple responsibilities, including professional duties and family commitments. This study focuses on identifying key issues such as long working hours, stress, health concerns, lack of family time, and emotional pressure that affect their work-life balance. 53 respondents who worked in different Vadodara city educational institutions provided primary data via a standardized questionnaire. According to the study’s findings, most female employees struggle to balance their home and professional lives. primarily due to lengthy workdays, stress at the office, and a lack of family time. The study also emphasizes how crucial time management and supportive company practices are to lowering work-life conflict. The study concludes with suggestions for institutions to create a flexible and balanced working environment for women employees to enhance their overall well-being and productivity.

Keywords: Work-Life Harmony, Employed Women, Family Life, Career Life, Workplace Stress.

Overview:

WLB stands for a harmonious balance between work and life., has emerged as a critical component of contemporary employment. environments, particularly for women employees who juggle professional responsibilities and personal commitments. In the educational sector, women often face the challenge of managing their teaching workload, administrative duties, and family

obligations simultaneously. The increasing pressure to perform well in both professional and personal spheres often results in stress and burnout, affecting their overall well-being.

The educational sector in Vadodara City, like other urban regions in India, has witnessed a considerable increase in the participation of women employees. With growing professional expectations, increased workloads, and evolving social dynamics, women educators are experiencing stress and pressure in managing both their professional duties and family obligations. These challenges may lead to dissatisfaction, burnout, decreased productivity, and adverse effects on their mental and physical health.

Women employees working in the educational sector play a vital role in shaping the future generation. However, their professional commitments, combined with family duties, often lead to stress, time constraints, and emotional pressure. In cities like Vadodara, where the educational sector is growing rapidly, women employees are expected to handle teaching responsibilities, administrative duties, and family obligations simultaneously.

Purpose of this study is to determine and examine the primary obstacles to achieving a satisfactory balance between work and personal life faced by female employees at Vadodara city's educational institutions. The survey aims to determine the extent of work-related stress, family responsibilities, time management issues, and emotional challenges people face.

The study also intends to provide suggestions for creating a supportive work environment and employing doable strategies to motivate female employees in the education sector to uphold a healthy, balanced work-life balance. This study's objective is to look at the main factors influencing harmonious balance between work and life. for female employees in Vadodara City's educational sector. By examining elements including the allocation of the workload, institutional assistance, and the effect of stress on one's own wellbeing, this research seeks to highlight the challenges faced by women educators. Additionally, it aims to provide insights into potential strategies for improving work-life balance in this sector.

Addressing these concerns is essential for fostering a more inclusive and supportive work environment for women. By implementing effective work-life balance policies, educational institutions can enhance job satisfaction, productivity, and overall well-being for women educators in Vadodara City. Through this study, recommendations will be made to promote a more balanced and fulfilling professional and personal life for women in the education sector.

Literature Review

Navaneetha Krishnan Rajagopal (2024) in their study attempted to explore work-life balance among female staff in Omani HEIs, highlighting the impact of workload, family responsibilities, and cultural factors. It emphasizes the need for tailored strategies like family friendly policies and cultural competency programs. These measures can enhance well-being, satisfaction, and work-life balance for female employees in academia with variables Organization support, Family responsibilities, work load, Cultural Factors, Career development opportunities.

Vazeerjan Begum (2024) Their study sought to investigate how work-life imbalances affect women administrators in higher education, even in the face of social and familial systems. Companies should investigate technology, support systems, and hybrid work arrangements to increase employee motivation and performance. imbalance between work and family, higher learning, Workplace stress, women administrators, UAE, and spillover hypothesis.

Shu Tang (2022) The Author found that using the Delphi method, this study identified family factors as key to work-life balance for female managers in Chinese HEIs, amid gender discrimination and cultural biases. It calls for gender-friendly policies like flexible hours and inclusive leaves, urging

institutions to tackle biases and foster inclusivity. Despite a small sample, the study recommends international and longitudinal research for broader insights.

S. Sabeena Sharon (2023) The study looked at the connection between employee dedication in the education sector and the harmony between personal and professional attributes. According to multiple linear regression research, employee commitment in the education sector is significantly impacted by the work environment, decision-making authority, personal role, work support, and conflict with coworkers. The study makes use of the following variables: place of employment, decision-making authority, personal role, and work support.

Jarrood Haar M. et al. (2021) evaluate the findings of a study that used a moderated mediation approach to evaluate how work-life balance moderates job burnout and sleepiness in New Zealand employees. It finds it difficult to manage job burnout and staff well-being, so it uses the High-performance Work System (HPWS) to investigate a route model of regulated meditation. As employee work-life balance improves, cynicism lessens, which is one way that HPWS indirectly affects insomnia.

Research Problem:

This research article highlights that while women's work-life balance has improved, they still confront significant hurdles. Achieving work-life balance requires women to recognize and protect their own identities while maintaining a balance between family and work.

Objectives:

1. To explore women employees' balance between work and life in educational sector of Vadodara City.
2. Work to end oppression against women in all its manifestations.
3. Establishing a workplace that is socially and economically fair to women.
4. Encourage equitable access to government-managed savings, human services, and training.

Research Methodology:

Primary data was acquired using a questionnaire intended for validity and reliability analysis. An expert validated the data, and Cronbach Alpha Analysis was used to ensure dependability.

- Data was collected using a Google form tool, which included a questionnaire with 10 closed ended questions about respondents' basic profile and issues experienced by working women. Out of 60-70 respondents, nearly 53 have responded, and all are valid responses.

1. Demographic Information of Respondents.

Marital Status	Frequency	Percent
Married	48	90.6%
Single	5	9.4%
Total	53	100.0%

Family Status	Frequency	Percent
Joint	29	54.7%
Nuclear	24	45.3%
Total	53	100%

2. Reliability Test:

Ho: The test is unreliable.

H1. The test is reliable.

Test Type	Value	Interpretation
Cronbach's Alpha	0.74	Acceptable Internal Consistency

The reliability test (Cronbach's Alpha) shows that the questionnaire is reliable and has acceptable internal consistency. Therefore, the responses collected through this questionnaire can be trusted for further analysis.

Sr. No	Statement	Always	Often	Sometimes	Rarely	Never
1.	As working women, do you encounter any family issues?	2	2	33	10	6
2.	Do you typically put in more than six hours a day at work?	29	8	9	6	1
3.	Do you think it's impossible to manage your job and personal lives?	1	6	24	16	6
4.	How frequently do you consider or worry about your job when you're not actually working?	2	13	25	8	5
5.	Is it difficult for you to spend enough time with your family?	2	13	22	7	9

6.	Do you ever feel that the demands of your job are preventing you from spending quality time with your friends or family?	3	12	22	8	8
7.	Does your job ever make you feel worn out or depressed?	3	11	21	9	9
8.	Do you have the time to take care of your own health?	8	15	20	3	7
9.	Do you go out of your way to control your diet?	12	17	16	3	5
10.	After taking maternity or paternity leave, do you have the chance to return to your current position?	28	10	12	1	2

Analysis of primary data and its interpretation.

1. 62.3% of working women experience family troubles on occasion.
2. 54.7% of working women can work more than six hours per day.
3. 45.3% of people say they struggle to manage their job and personal lives at times.
4. 25% of working women think about work while they are not at work.
5. 41.5% of females report feeling unable to spend quality time with their families due to work commitments.
6. 39.6% report feeling exhausted or depressed as a result of their work. 7. 37.7% say they don't always have adequate time for their own health care. 8. Working women (32.1%) frequently take particular initiatives to regulate their diet. 9. 52.8% of women are able to return to the same employment following maternity leave.

Result:

After analysing primary data acquired through a questionnaire, the study found that many working women in Vadodara City experience family troubles.

While most women may work more than 6 hours per day, only a small percentage take responsibility for their diet. Additionally, they may experience depression and limited family time. Women can prioritize personal health care on occasion. The majority of women may return to their jobs after maternity leave.

Conclusion:

Women who work outside the home frequently experience stress and anxiety when juggling work and family obligations. Guidelines should be developed by the organization to motivate female

representatives to support the group, maintain their homes, and prioritize their health. A corporation can retain more women by implementing balanced work and life policies. Women who value work-life balance are more inclined to support the expansion and prosperity of the business. By making better accommodations for women, the administration can improve organizational performance, boost employee productivity, and lessen work-life conflict. Women's work-family balance can be enhanced by organizations that embrace mutually beneficial principles.

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