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A review on work life balance of female fraternity in selected HEIs

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Abstract

Women has overcome various barriers socially, emotionally and legally yet there are challenges that undermines her capability and dignity while working in cross-cultural community and corporation. The objective of this review is to study Work Life Balance of female faculty in selected Higher Education Institutions (HEIs) with the aim to bring to light various challenges faced by female workforce in modern conduct of organizations & to Establish, on similar lines by drawing a perspective about their role in higher education institutions. During this literature survey, the study will attempt to embody certain suggestive measures governing those challenges and how to mitigate the stressful conditions for female workforce in higher education institutions. This further can be used by researchers for comparative research, medium of improvement by organizations, educational institutions for reformations or for self-reliance.

Keywords: Higher education institutions, work life balance, workplace challenges, female faculty

Introduction

Workaholism has grown increasingly popular in organizations in the past few decades, drawing the interest of organizational executives and the educational and medical sectors. Most investigations in this field have been on the adverse outcomes of workaholic behavior, especially the disconnect between work and life. The possible effect of socioeconomic factors on the link between workaholic behavior and work-life disequilibrating is a particular field of study that should be considered ^[1]. Generally, psychological tranquility and satisfaction ultimately justify the course of the events of life and every person who works after his or her objective faces a series of trials aimed at obtaining a sense of harmony and eventual pleasure while performing that specific activity. Unfortunately, there's no organized manner of expressing pleasure in specific ^[2]. It could have numerous interpretations and applications among various individuals ^[3]. It is however constructed from a broader concept of the presence of an existing human being and is mainly motivated in a vigorous and theoretical way. In fact, multiple variables contribute to an employee satisfaction in their job: interpersonal relationships, self-reliance and decision-making, financial security, acceptance and empathy, workplace stress, working hours, incentives, appreciation et cetera ^[4]. As a result, there is no way to generalize or standardize the idea of contentment. Without a doubt, an employee's satisfaction has an immediate partial connection with satisfaction, as each employee's happiness index is dependent on his perception of accomplishment, the basis for which it is generated; another half is devoted to non-monetary rewards like transparency, fairness, HR policies, flexible working hours etc.; unhappiness due to career stagnation and salary ^[5]. As a result, the contentment quotient changes in tandem with the intellectual development of job progression. There are six elements of Work Life Balance: Self-governance, Prioritizing/Scheduling, Anxiety control, organizational change capability, innovation stewardship, and recreational conduct ^[6]. The notion of work-life balance was first introduced in 1986 ^[7] because of growing concerns among employees and employers alike that work may diminish the value of family life and vice versa, giving rise to the concepts of family-work conflict and work-family conflict. The first is also referred to as work-family conflict (WFC), while the second is referred to as family-work conflict (FWC) ^[8]. It is observed that institutional environment, work contentment and job turnover rate are directly affected by the work-life conflict and supervisor support in the organization ^[9]. Any firm must improve the working environment and make the most of its human resources to successfully and efficiently accomplish its goals. As a result of increased organizational competitiveness brought on by globalization and technical innovation and the rise in the

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number of women working, there have been significant changes in the workforce's demographics ^[10]. Since both men and women need to work to live comfortably and keep up with the demand for household duties. Both men and women struggle with finding a work-life balance, but because women are also responsible for their families and careers, they continue to be more negatively impacted ^[11]. Both males and females have been observed experiencing an imbalance in their respective work life balance notion (based on gender differences and working hours), positive relation between level of management and working hours that is different for both male and female ^[12].

Academic women play a bigger role in both their home and professional lives. Research from the past suggests that women are less content with their personal and professional lives than males are because they are expected to carry out multiple responsibilities (greater expectations from both work and home), which gives them less influence over striking a balance in both areas ^[13]. Women work two times as hard as males and contribute greater empathy as well as sentiment to their job ^[14]. Women claimed that as they must devote more time to volunteering after having children, their work ambitions have changed. One significant source of stress for mothers who are employed is their perception of maternal regret because of what they consider a disregard for their unconditional obligations being a mother ^[15]. It can be difficult for them to balance their various responsibilities because they must take care of their children, ageing parents, and a spouse who is pursuing her education and job unless she is supported by them ^[16, 17, 18].

The future of business and society depends on the quality of the education system in general and higher education particularly ^[19]. For the sake of society and a better future for business, the higher education system should be made more accountable and transparent, and educational social responsibility should be developed among the institutions. The working environment, work culture, and outcome of an educational institution are distinct from those of any other industry. Employee working circumstances are also different from those in other industries. The actions of educational institutions' staff members not only have an impact on their work and personal lives, but also on students' careers and the effectiveness of the institutions. As a result, institutions should be aware of the quality of their staff members' working conditions. It is realized that professors typically make less money than the pupils they had taught effectively in earning money ^[20]. Academics are not a very attractive job offer on the Indian labor market, thus if educational institutions want academicians of high caliber, they must entice them with sufficient and competitive salary, safe and wholesome working conditions. There hasn't been much progress made in India's academic community regarding Work Life Balance (WLB) Practices, regardless of whether those institutions are affiliated with government or private educational institutions. Even their employers haven't done much in terms of developing and putting WLB policies and practices into place. WLB strategies can improve corporate commitment and employee satisfaction ^[21]. According to a study ^[22], stabilization between work-life and personal contentment both have key roles in achieving a healthy work-life balance and reducing emotional stress in the working environment. The research shows that the biggest challenges encountered by female worker are long working shifts, extra hours, and work trips

away from home, that are least significant for women than for the males especially those carrying a child. Critical issues are presented by women employees who do their job in vicinity of schools, colleges and universities because they are overburdened with commitments obligations and experience increased distress days and less non-distress days ^[23, 24], nervousness, and pressure compared with male counterparts. As a result, author's findings suggest that there are two most significant factors that drive women workforce motivation as academicians and that is personal contentment and financial independence ^[25, 26]. However, the marital status poses as a problem of working and non-working women as compared to their husbands ^[27]. It was observed that non-working wives had more difficulty adjusting to marriage than their partners do while married women who are employed have conflicting obligations in the home and at work. To govern both domains, they must cooperate more and adapt. Stress among married working women & sleeping issues is encouraged by expectations of dual duties ^[28]. These expectations of multiple roles result in instances when married working women do not have enough time for their partners. While the awareness about these factors increased, many researchers aligned themselves in studying these issues critical to women's position in the education sector. Impact of pressure has been studied that cause stress to female professionals' experience in education sector and found that working too much was the primary cause of the rising rate of stress among working women. They became worried and unhappy due to excessive expectations and responsibilities. They cannot refuse their families and the authorities at work; they must act, react, and perform in accordance with the expectations of their roles ^[29]. There are two distinct parameters that is, psychological and physical well-being in working women ^[30]. It is believed that if workload and work pressure is reduced, it will invariably induce better psychological health of the women employees. This is corresponding to those cases wherein the non-working women face lesser issues like physical pressure and limitation on tasks than working ones. Keeping the physical fitness in mind and leisure activities of academicians, a researcher linked it with the demography as well who then put forward recommendations for methods to help foreign employees manage their job as well as personal lives better in UAE ^[31]. Unlike public establishments, female professionals of private organizations have greater standards for employee performance. It is argued there are no exclusive policies for teaching faculties that can benefit the women workforce that should in fact be the need of the hour in to promote more involvement and engagement of women in education sector ^[32]. Moreover, academic establishments or education systems must follow a comprehensive or multidisciplinary approach while designing and implementing policies to support the teaching staff in balancing and managing their life and workplace harmony ^[33]. While some researchers have concluded that the salary is directly proportional to job satisfaction ^[34] there are still some of them who inferred that there is only a marginal impact of pay related to job contentment ^[35]. Therefore, increasing or altering the salaries of female employees in education sector do not directly improve their Work Life Balance ^[36]. In fact, the qualitative factors like physical, thoughts/emotions, job-related, divine factors/ spirituality and external environment affect directly both performance and productivity of female workforce that can be improved

upon^[37]. This is also because it is fact that quality of life at work is directly related to work engagement of employee rather than the marital status of employees^[38]. Considering female employees, a balanced life means comprehensive way of circulating vigor and dedication across numerous role-plays in her life. Work-Life Imbalance is manageable^[39]. Hence, government, researchers, management, employee representatives, and public are paying more and more attention to work-life balance as a crucial component of human resource management^[40].

Hence, review of literature reveals that extensive studies on work life balance has been carried out by various researchers showing out of monetary and non-monetary rewards, female workforce is more aligned in the latter like level of achievement, status, respect from co-workers, being valued, equal responsibilities, breaking conventional norms of mothers in handling higher positions, transparency, equal remuneration, cooperative and supportive workplace environment while tries to mitigate the pressure borne by stagnant policies, salary, positions, rigid university hierarchy et cetera. There are different levels of pressure that is faced by married and non-married female employees. It is evident that married female employee bears more stress considering the dual role she plays being a mother and an employee balancing both work and personal life (husband, family, children etc.) which means organizations are deemed to be moderate with women-friendly workplace, avoiding long working hours, rigid punctuality framework, pressure of task-completions, deadlines, assignments and projects under certain specified circumstances. Considering the Indian education system within ancient context called as “Gurukul”, the teacher as “Upadhyai, and student as “shishya”, the nation is accustomed to regard the teacher as sacred while she devotedly relinquish expertise, knowledge and information to students, therefore it is the Gurukul, that is, University/Colleges today that are required to embrace female-oriented policies, programs, management styles, leadership, administration and provide seamless growth platform.

Conclusion

It is concluded from the literature survey that for organizations to grow and multiply, harboring mental peace for female faculty is of utmost importance as knowledge-giver and administrator. Considering females as multitasker, it is inevitably society’s duty (family, relatives, students, colleagues, organization) to support her in all spheres so she can transcend into positive and harmonious being. This study may further assist employers, HR, higher education sector concerned administration, organization’s esteemed authorities to contribute to a female faculty’s career by providing opportunities to support them in becoming a brand ambassador of both her family (in personal view) and organization (professionally) making them a renowned establishment.

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