

Work Life Balance and Job Satisfaction among the Women Employees in Education sector

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Abstract

In the present scenario, work life balance for women employees is highly desirable and if there is no job satisfaction and consistency in life, it can create a dilemma for working women. Work life balance requires attaining equilibrium between professional work and personal work, so that it reduces friction between official and domestic life. The ultimate performance of any organization depends on the performance of its employees, which in turn depends on numerous factors. These factors can be related to job satisfaction or family or both. A study is conducted among the working women of some Govt. colleges and Private institute in education sector Aligarh. The objective of this research is to study the working environment and women's perception about the work life balance and job satisfaction, who are working in education sector. Apart from it, another significant objective is to study effects of work life balance on job satisfaction and initiatives taken by the organizations for effective work life balance and its relation with the job satisfaction. Standard Deviation is applied in this paper to check the authenticity of data given by the respondents of the sectors. Finding suggests that WLB can be achieved by the factors responsible for job satisfaction such as: supportive colleagues, supportive working conditions, mentally challenging work, equitable rewards and employee oriented policies.

Keywords: Family; Employee's satisfaction; Job; Performance; Productivity and Rewards etc.tc.

I. INTRODUCTION

In India the concern over work-life balance is gradually becoming a common talk especially for women employees. Work life balance is a state of equilibrium in which the demand of both professional and personal life is equal. Each role having different set of demands and when such role demands overlap, multiple problems are faced. In reality life and work over-lap and interact. In designing the work life policies, employer should think that the commitment of employees can make the difference between those companies which compete at the marketplace and those which cannot. A balanced life for women is one where they spread their energy and effort between key areas of importance. This study investigates the factors

responsible for work life balance and job satisfaction level amongst the women employees working in education sector. Employees are greatest resource of an organization. Attracting and retaining the right people is critical to the success of an organization. When it comes to human environment, it focuses on human aspects that influence an employee's performance and job satisfaction. Job satisfaction has been defined as the degree to which employees have a positive & effective orientation towards employment by the organization. Work determines a person's worth and place in society and it influences one's psychological identity and sense of well being. The term "work" is being used to paid work or employment. Work establishes one in the community of human kind. It links a person to others, advances the goals of culture, and gives purpose to one's existence. Work is a purposeful human activity which is directed toward the satisfaction of human needs and desires. It is obvious that work needs to be satisfying the job for a mutual beneficial relationship between employee and employer. Job satisfaction creates innovative ideas among the employees. Individuals may become more loyal towards the organization. Employees will be more satisfied if they get what they expected with efficient work life balance. This study shows the factors affecting work life balance and job satisfaction level of women employees working in education sector in Aligarh. Logically it is the satisfied worker who shows the maximum effectiveness and efficiency in his work.

Objectives

The main aim of this research was to administer an exploratory survey on work-life balance to teachers and analyze their relationship with job satisfaction. Specifically, we wanted to investigate whether teachers' job has a detrimental (work-family conflict) or beneficial effect (work-family enrichment) on family life, and vice versa (family-work conflict, family-work enrichment). Furthermore, particular attention was paid to socio-demographic variables to determine whether the perception of balance between participants' job and personal life varied according to them. Within the questionnaire were also included items related to specific constructs of work-life balance (i.e., subjective importance of work, locus of control, flexibility and work autonomy) in order to analyze the

presence of possible implications and/or correlations with it.

II. EFFECTS OF WORK LIFE BALANCE AND JOB SATISFACTION

- Workers Punctuality, Teamwork, work supervisor responsibility, group behavior, peer interaction and leadership initiative by workers are reduced.
- Recognition is the part of job satisfaction. It is an act of notice, praise, or blame supplied by one or more superiors, peer, colleague, management person, client, and/or the general public. Failure in getting recognition leads to poor job satisfaction.
- Creativity, new job-expertise learning and innovation of worker are grossly damaged due to lowering of work related enthusiasm among workers.
- Seniority demands the promotion and promotion facilitates mental satisfaction. It refers to designate an actual change in upward direction in job status. The promotion to the next level will result in positive changes such as pay, autonomy and supervision etc.
- Workers having problem balancing work roles and family roles, set bad standard in the work setting and often upset the friendly work ambience.
- Highest monetary satisfaction for specially women employee is monthly salary or pay. These are the sequences of events in which compensation plays a major role. There is no doubt that monetary rewards may play a very influential role in determining job satisfaction. If salaries are not market oriented, this can lead to dissatisfaction.
- Women employees facilitate stress on interpersonal relationship within the premises majorly with the female colleagues; it involves relationships with superiors, subordinates, and peers or colleague. If the employee experiences the healthy relationship with others within the organization, so it will boost the morale and satisfaction toward the job and lead to the higher productivity.
- Substantial increase in the cases of workers being absent on the job and in extreme cases leaving the job.
- Physical working conditions and facilities are equally significant for job satisfaction of women employees. Apart from this company policy and administration plays an important role in satisfaction. These should be framed in keeping the view of employee's needs and desire

III. RATIONALE OF THE STUDY

When satisfaction from job and work-life balance is achieved, people feel that they have attained the best possible quality of life. Work-life balance is an

issue of strategic importance to organizations and having significance to employees especially for women employees in terms of job satisfaction. Organizational awareness and action with respect to implementing job satisfaction and work life balance strategies hinges on an Organization's need to attract and retain valued employees in a highly competitive labour market. The purpose of this research is to study the working environment and women's perception about the work life balance and job satisfaction, who are working in education sector. Apart from it, another significant objective is to study effects of work life balance on job satisfaction and initiatives taken by the organizations for effective work life balance and its relation with the job satisfaction. To fulfill the purpose of our research study is conducted among the working women of some Govt. colleges and national institutes in education sector in Aligarh

The concept of job satisfaction and balancing work and life is important in more than one way. There can be many factors affecting the satisfaction and balance of work and life, which may be social factors, psychological factors, Working Environment, Type of job, Job satisfaction, Family background, schedule at home and life stage. It is obvious that employees play critical role in determining the efficiency, effectiveness and sustainability of any organization. It is paramount to understand what motivates them and to what extent they are satisfied by the organization and other contextual variables. The employee, who is able to maintain balance between private and professional life and having a high degree of job satisfaction, can contribute more to success of the organization.

IV. RESEARCH DESIGN

The study is a descriptive survey study. Primary data is collected through self structured questionnaire Standard Deviation is applied in this paper to check the authenticity of data given by the respondents of both the sectors. The final questionnaire Consists 19 question/ statement, each with four options.

Hypothesis

- The working environment in Education sector is healthy.
- Working women in Education sector have positive perception about the work life balance and job satisfaction.
- The initiative taken by the organizations have positive effect on working women in Education sector.
- Work life balance has positive effect on job satisfaction among the working women in Education sector.

V. DATA PRESENTATION, INTERPRETATION & ANALYSIS

1. How is the working Environment in your organization?

S.NO	OPINION	EDUCATION SECTOR	%
1	PARTICIPATIVE	36	48
2	AUTONOMY	23	30.66
3	CAPRICIOUS	09	12
4	RED TAPISM	07	9.33
TOTAL		75	100

From the above table it is clear that in Education sector, 48 % and 30.66 % said that working environment in the organization is participative and autonomy respectively and 12 % and 9.33 % said that it is capricious and red tapism in that order

2. Work allotted to you is according to your preference and skills?

S.No	Opinion	Education sector	%
1	Strongly agree	21	28
2	Agree	38	50.66
3	Disagree	11	14.66
4	Strongly disagree	05	6.66
total		75	100

From the above table it is obvious that in education sector 28 % were strongly agree and 50.55 % were agree While 14.66 % and 4 % were disagree and strongly disagree respectively.

VI. FINDINGS

- Overall the working women are quite satisfied and view that somewhat they look education sector as a good place to work.
- Employees of education sector report an average level of work life balance and are generally happy with their working arrangements.
- Most of the working women found participative environment in the education sector.
- Job satisfaction affects employee morale, turnover, absenteeism, and pro-social behavior, which can be crucial for organizational success.
- There is a feeling that employers are investing in work-life balance, but the somewhat in education sector ‘solutions’ offered are not always compatible with employee’s needs.
- Working in an environment where employees share the experience and having mutual respect was also important to the employees for job satisfaction.
- 34% of employees in education sector feel that they are not always making well-informed decisions about their own work-life balance.
- Education sector some of the Employees strongly agree that they are mentally pressurized in their job.
- Somewhere employers do not adequately and transparently communicate about work-life balance.
- Majority of the employees in education sector agree that their superiors are more helpful and cooperative which may be one of the reasons for job satisfaction.
- WLB is an important determinant of intrinsic aspects of job satisfaction.
- It is found that employees are more committed towards their job to get higher reward and appreciation. This attitude towards their jobs however increases family conflict but increases job satisfaction.
- If the employees are given freedom to choose their own work schedules; quality and productivity of the work increases. Because if this opportunity given to the employee so it will also bring to the responsibility for finishing work within specified deadline.

VII. CONCLUSIONS

Work life balance and job satisfaction is not a problem to be solved. These are ongoing issues to be managed. Work can dominate your life. Recognizing what is important and necessary and striving for what is

valued will make a work-life balance feasible. Utilizing management skills will enable you to have a job satisfaction and balance between work and home life. There are many causes for stress in the workplace and the possibility for eliminating all of them is impossible. It also may be harmful. Sometimes stress provides positive outcomes. Stress can sometimes motivate and refresh and enable people to achieve more; the key appears to be in how individuals are able to cope with it. Education sector can help working women by implementing organizational strategies to control or reduce some of the major causes of stress. It could be said that with the change of satisfaction determinants, level of job satisfaction also varies. For the employers, Work-life balance and Job satisfaction of employees will be an important input in designing appropriate policies for employees to address work - life balance and job satisfaction issues.

VIII. SUGGESTIONS

An ideal work culture in education sector can be created to achieve job satisfaction. To improve the work environment following ideas should be adopted: More cordial co-workers, more cohesiveness between departments, trust and open communication, having a lighter workload, less red tape, more training opportunities, having better office and wash area facilities, easier access to new technology etc. WLB

improve the productivity and eliminate job stress, employers can also make efforts to know the workload and job demands. Open the lines of communication between administration, Board members, Trade union and Employees as they all should be interested in the common goal of improving productivity and performance of the organization.

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