

A STUDY ON PROBLEMS LEADING TO WORK LIFE IMBALANCE OF WOMEN WORKING IN THE ACADEMIC FIELD OF RAIPUR CITY

Shagufta Fatima

Research scholar Department of Management
MATS University, Raipur (C.G.)

Shaguftafatima11@yahoo.in

Dr. (CS) Usha Srivastava

Associate Professor, Department of Management
MATS University, Raipur (C.G.)

drusha@matsuniversity.ac.in

ABSTRACT

With a globalization of world economy and the growing level of competition the increase in knowledge and awareness because of social media and issues like women empowerment and feminism the involvement of women has increased in each and every aspects whether you say it home, small scale business or in big multinational organizations they have proven their skills and caliber everywhere but in lieu of balancing everything they usually ignore their own health and mental wellbeing which usually has a long term impact on not only them but also the peoples around them this research paper brings into light various problems that a women employee face with the help of personal interviews taken by various women employees working on different academic organizations. A descriptive study was conducted of 150 women about the personal opinion of about the problem faced by them in the working environment as well as at home leading to work life imbalance.

Keywords: Work life imbalance, work life balance, globalization, women empowerment, problems faced.

I. INTRODUCTION

In India in the current scenario women are breaking all the economical, social and psychological constraints and are participating in every walk of life undertaking variety of tasks and responsibilities. But women involvement in other income generating activity has not relieved them from their social and family responsibility. Some time they are not able to balance their personal and professional life. This arises the work life imbalance in women's life.

Women on academic field

The academic field has always been a soft corner for the women because of the nature of job and timings women have shown major interest in academics. Chhattisgarh being a growing state has a plethora of opportunities as the state is progressing a large number of technology and engineering colleges are opening in the state and when we talk about Raipur city being the capital of Chhattisgarh it has an added advantage as more and more organizations are planning to be established here and when we compare the area covered by the city which is comparatively less than that of metro cities so the amount of time wasted in travel is also less ,because of which it has become a source of attraction for a large number of workforce in which women are

showing equal interest and are coming forward as teachers and professors to various schools and university although according to a report generated by CEC Raipur the male - female ratio is (74%-26%) which is still low but the scenario is expected to change in the upcoming future.

Work life balance

Work life balance is a state of equilibrium where demand for professional and personal life is balanced. The imbalance usually occurs when the boundaries between the professional and personal life are not clearly demarcated and followed with a discipline and leads to less efficient employee due to mental health problem and that affects the Institution performance. In this paper we are trying to find the problems leading to work life imbalance of women working in academic field at Ripur city.

There are various criteria's which creates differences in opinion and the amount of workload and they are as follows:

- The age of the women
- The marital status of women
- The type of family she is living in that is whether it is nuclear or joint family
- The cultural aspect and family norms
- The number of children if married
- The number of elderly person to look after if living in joint family

These are the various factors that need to be considered while studying the balancing aspect of work and life as opinion differs from women to women the one who is married has different roles to play than one who is unmarried, the married women with children has more responsibility than the married women without children the cultural environment also plays a major role as the families who are more cultural are said to be more orthodox than one who are more liberal and open minded. Work life balance is the degree to which individuals are able to satisfy their important personal needs while employed by the firm this degree changes from women to women depending upon the work load and family environment and support.

II. STATEMENT OF PROBLEM

Because of raising level of women employment and increasing number of women workforce in each and every field women have started gaining importance outside the boundaries of home but this importance and the value that they are gaining when compared to their male coworkers are usually lesser or in many cases are negligible since the beginning of the human civilization women have been seen as nurturer and man have been seen as the bread earners but with time the responsibilities have modified and the women have shown interest on becoming a bread earner and nurturer together but the responsibility of man is still the same and because of setting their feet outside the boundaries of their home they need to pay a price a price in the form of sexual harassment, low pay packages , gender inequality, increasing number of divorces, disturbed family life and mental health issues and the list goes on. Based on this aspect the researcher conducted personal interviews of female employees working on various academic institutions of Raipur city in order to know the major aspect which creates imbalance in their lives.

1. SIGNIFICANCE OF THE STUDY

Work oriented women's life is not that easy they have to struggle allot in order to fulfill their desire to be into any profession they have to maintain a lot of balance both in family as well as at the work front after trying their level best to manage both effectively and efficiently there are certain factors which bother them and leads to stress and imbalance in their life it may be lack of family support or improper attitude of the superior, bothering interpersonal relationship. Lack of initiatives taken by the employer to provide a proper environment and the list goes on this research paper describes various problems faced and what possible steps could be taken to make the life of women employees easier.

III. OBJECTIVES

- To understand the problems that lead to work life imbalance of women employees working in the academic field of Raipur.
- To suggest suitable measures to overcome these problems

IV. RESEARCH METHODOLOGY

The study is performed at Raipur city. The target population selected for this study The researcher adopted descriptive research design as personal opinion was needed about the problems that is faced by individual women employees as the problem faced may differ from person to person depending upon their marital status and number of family members so personal interview was conducted of 150 women working in the academic field hence descriptive research by taking personal interviews was considered most appropriate for qualitative data collection the data was collected taking into consideration the following aspects

- Opinion about the current scenario and status of working women
- Opinion about the working environment
- Opinion about the superior subordinate relationship
- Opinion about interpersonal relationship
- Opinion about initiatives taken by the employer
- Opinion about the family environment and support
- Opinion about emotional aspect, stress and mental well being
- Opinion about their perspective for change
- Opinion about the personal life and children's upbringing

V. RESULTS AND DISCUSSION

Active participation was shown by the targeted samples most of them belonged to the age group of 30-35 years and a majority of them were married having an experience of 4 to 5 years and were getting salary at the range of 30K- 40K they have shown interest in this particular research as if a counselling session is being conducted and someone is there to understand their problems and have answered to the questions with open heart and mind and since it was personal interview so the answers were not at all biased or influenced by any other persons views it was totally an individual opinion

1. Opinion about the current scenario and status of working women

According to the interviews conducted majority of the women's hold an opinion that the status of working women has changed allot in comparison to the last decade women have gained importance at the work front people have become more supportive and cooperative but there are other issues that need consideration like sexual harassments which has increased in comparison to the earlier decades, inequality in pay packages of male and female , the orthodox mentality of the family members are still certain factors which needs to be paid attention on although women's also get the privilege that they are not been allotted with burdensome Job but as everything has a price to pay so they are getting lesser salary as their workload is less than their male counterparts.

2. Opinion about the working environment

According to majority of women employee's hold an opinion that the work environment should be flexible otherwise the job usually turns monotonous job sharing should be an important aspect of each and every organization so that it could be helpful during the time of emergencies so that the target could be met and efficiency could be improved unbiased judgment should be there irrespective of the gender a lot more things could be changed in terms of infrastructure by providing relaxing zones to relieve oneself from stress related to work. More than half of the women hold an opinion that they are not treated at par as their male workforce. From the time of COVID-19 the trend of online classes have gained pace which could be the flexibility that could be provided to the women workers during the time of emergencies.

3. Opinion about superior subordinate relationship

Being on the post of superior certainly means that a person has gained the post with certain experience and is eligible for that post he too might have gone through the face of being a subordinate and might know the problems that a subordinate can face so he should hold empathy for his subordinate and not sympathy he should properly delegate the responsibility and guide them as and when necessary proper one to one discussion sessions should be held in order to do mind mapping and have a close look on the work environment issues should be addressed on time before they turn to become a problem superior should keep themselves updated and educated about the latest trends that is prevailing in the academics and proper benefits should be provided to the subordinates.

4. Opinion about the interpersonal relationship

Interpersonal relationship is very important aspect of any organizations growth prospect the interpersonal relationship should be productive and work oriented the personal lives and problems should not be discussed in the organization the discussions should be for the betterment of the organization and each other's growth and development on the professional front group discussions and job sharing should be initiated in order to improve efficiency of the organization the employer should arrange counselling sessions of employees in case there is any difficulty faced by the employees in the official hours and to know about the work environment.

5. Opinion about the initiatives taken by the employer

Employer in the academic fields should keep themselves updated with the latest teaching pedagogies and make proper arrangement for the training and development of its staff members the latest prevailing trends in the academic industry should be followed in order to avoid

employee retrenchment. Facilities like crèche facility and wellness centers should be provided for its employees recreational activities should be arranged in order to keep the employees motivated. Flexible job environment should be arranged for new mothers in order to make them stress free in terms of job security and to make them do their job smoothly CORONA fed times have made us realize that online classes can be of major help during the time of emergencies.

6. Opinion about the family environment

Chhattisgarh being a developing state has still many areas which needs allot of growth and progress both in terms of infrastructural facilities and family cultural environment people still hold an opinion that the girls should be restricted to work outside the home as it is not safe for them and being a naxal state adds as an icing on the top of cake but when talking about Raipur being the capital city has progressed allot in terms of education of girl child and women empowerment too many schools and colleges are opening here because of which women are seeking their basic rights too education and are proving their caliber I the professional grounds being a doctor engineer and professors to big organization but still they are not as free as metro city girls and cannot pursue their dreams keeping aside the family responsibilities still the responsibility to look after the household chores upbringing of children's looking after the elder member of their family is a women job and balancing both leads to major stress which a women needs to cope with keeping aside her own mental wellbeing she looks after everything.

7. Opinion about mental wellbeing, emotional aspect and stress

A working women's life is similar to a juggler who is trying to juggle between multiple responsibilities and a bit of imbalance leads to failure both in personal and work life inability to meet the targets at the office leads to poor feedbacks which may lead to retrenchment and inability to meet the family needs leads to improper comments and bitching from the family members and improper treatment by the spouse these fear of failure leads a lot of stress in a working women's life which many a times leads to permanent damage. a lot of things need improvement in this aspect so that women can flourish peacefully.

8. Opinion about changes that needs to be made

According to multiple respondents leaving in the joint family hold an opinion that family support is much needed to flourish in any field the family member should understand the fact that a working women is also a human being and if she is empowered enough to work she also holds the capability to raise empowered children's so her solidarity and independence should be respected and in work front the employer should understand that a women has to manage multiple responsibilities at the same time so crèche and day care centers should be arranged within the premises of the organization so that the newly born children's are not despaired of their mothers love and job sharing should be made mandatory aspect to achieve the targets online teaching flexibility should be given to the new mothers so that they can look after their children's without compromising with their health staying at their comfort zones.

VI. SUMMARY OF THE INTERVIEW SESSION

All the respondent have shown active participation because for them it was like a counselling session as if someone is there to understand their problems and is searching for suitable measures

to overcome their problem they have a lot to say and expect want that people should understand there perspective too that how they feel when after returning back home they have to cook for everyone they don't want the sympathy but empathy of everyone at the family in work front according to them a lot of improvements are being made and women are getting privilege over man as they are not being assigned by burdensome job and in the academics it is a plus point that the timings are not much hectic as compared to other industry but allot more things could be done in order to improve the efficiency and motivation level of their women workers.

VII. CONCLUSION

This research focuses on the various problems faced by women employees in academic industry with special reference to Raipur city. The research reveals that most of the respondents are facing various physical and psychological problems due to the lack of support and improper actions taken by the organization. It is true that women faces problems just because she is a woman the age old belief of male superiority over women creates several hurdles for women at their place of work. Although working in academic field has a positive point of timings but creating the study materials the women employees have to sacrifice with the quality time that they could spend with their family members occupational challenges such job-related pressure, deadlines, being treated unfairly at work, lack of break timings during working hours and sexual assault. All these things along with lack of support from the family members lead to stress, mental and emotional breakdown a lot of things could be done in this field so that the world is a btter place to live and explored by the women too.

VIII. SUGGESTIONS

After having a focused discussion with the women employees, the researcher has laid certain suggestive measures that could be taken in order to avoid problems in the working women's life and could be a win win situation for everyone if implemented in a proper manner.

- The working women should be very clear and confident about what she wants to achieve in life and this thing should be made clear to the family members too that job needs to be shared and everything cannot be managed by a single individual and should not give a second thought in getting house help and maid in order to reduce the work load.
- Taking official work home should be avoided as much as possible because personal life gets disturbed because of it.
- Proper time should be spent with the children so that they do not feel neglected and feel connected with their mothers
- Working women should keep one self on priority list and should take proper care about one's physical and mental health to avoid conditions like emotional breakdown and stress.
- The employer should take proper care so that there is no gender discrimination at the work place and both the genders should be treated equally in terms of job responsibilities and pay packages.
- The work environment should be productive and stress-free proper grievance handling techniques should be adopted in order to avoid chaos and confusion and address complaints on time

- The employer should keep oneself updated with the latest trends prevailing in the industry and the latest teaching pedagogies of established institutes and employees should be trained accordingly
- Special committee should be set to address issues like sexual assault and harassment at work place.
- Crèche and day care center should be established so that new mothers can look after their new borns and can spend time with them at free hours
- Recreational tours should be arranged in order to avoid stress and to avoid boredom and monotonous life
- Counselling sessions should be held in order to understand the working environment and problems that employees are facing individually as well as in group
- Cultural programs should be arranged for the employees and their family members so that the family gains proper knowledge about the working environment
- Job sharing should be a necessary part so that the inability to meet the target doesn't leads to stress
- Yearly mind mapping and medical checkups should be done in order to keep an update about their employee's physical and mental wellbeing.
- There should be proper superior subordinate relationship so that both are working for the betterment of one another and for the organization as hole other than to satisfy their personal motives.

REFERENCES

- Burke, R. J. (2002). "Organizational values, job experiences and satisfaction among managerial and professional women and men: Advantage men?" *Women in Management Review*, Vol.17 (5), pp.5-6.
- Ganster, D. C., & Schaubroeck, J. (1991). "Work and Stress and Employee Health. *Journal of Management*", Vol 17, pp 235-271.
- Kumudha.A, Jancy Rani.J, (2012) "An Empirical Study on Problems Faced By Women Employees in Information Technology Industry with Special Reference to Coimbatore City", *International Journal of Management & Information Technology*, September Volume 1, No 3, pp. 99- 10
- Sujatha Mellacheruvu, (2008) "A study on Home related pressures of working women" *Pratibimba – The journal of IMIS*, Volume-8, and issue: 1, January-June, Page21-28.
- Balaji, R. (2014). "Work Life Balance of Women Employees". *International Journal of Innovative Research in Science, Engineering and Technology*, Vol.3, No.10, pp.1684
- Dubey, S., Saxena, R. and Bajpai, N. (2010). "Work life balance: Can women be both bearer and manager". *Journal of Engineering, Science and Management Education*, Vol. 3, No. 1, pp.15-21.
- R. Baral & S. Bhargava; "HR interventions for work-life balance: evidences from organisations in India". *International Journal of Business, Management and Social Sciences*, Vol. 2, No. 1, 2011, pp. 33- 42
- Bharat, S. 2003. "Women, work, and family in urban India, Towards new families?" in J. W. Berry, R. C. Mishra, and R. C. Tripathi ed., *Psychology in human and social development, Lessons from diverse cultures* pp.155-169 New Delhi, India, Sage