



## A STUDY ON WORK LIFE BALANCE OF WORKING WOMEN IN EDUCATION SECTOR WITH SPECIAL REFERENCE TO MADURAI CITY

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### ABSTRACT:

This study examines work-life balance among working women in the education sector in Madurai City. It analyzes various factors such as the nature of the institution, family structure, prime time with family, age, shift worked, health programs, family size, marital status, career breaks, exercise facilities, and counseling services. The data collected from 50 respondents highlights the distribution and percentages across these factors. The findings provide insights into the challenges and preferences of working women in balancing their professional and personal lives, shedding light on potential areas for improvement in work-life balance policies and support services.

### KEYWORDS:

**WORK-LIFE BALANCE, WORKING WOMEN, EDUCATION SECTOR, MADURAI CITY, FACTORS ANALYSIS.**

### 1.1 INTRODUCTION

In contemporary society, the discourse on work-life balance is increasingly pertinent, especially for married women in the workforce, notably in education. Socio-economic changes, gender equality advancements, and shifting cultural norms have propelled a significant transformation, leading to a surge in women's participation in professional domains. However, navigating work and familial responsibilities presents unique challenges, highlighting the crucial aspect of achieving work-life balance. This balance is essential for married women in education, as they juggle multiple roles simultaneously. Failure to attain equilibrium can result in heightened stress levels, diminished job satisfaction, strained relationships, and adverse health outcomes. This comprehensive review aims to explore the nuances of work-life balance among married women in education, identifying key factors, elucidating ramifications, and scrutinizing interventions to foster a supportive environment. By shedding light on these complexities, this review seeks to contribute to gender equality and societal well-being, informing policy formulation and future research endeavours.

### 1.2 STATEMENT OF THE PROBLEM:

There are a significant number of working women in the education sector who are facing challenges in achieving work-life balance. The study aims to investigate the reasons behind poor work-life balance, including factors like working hours, commuting, family attitudes, household responsibilities, and job-related stress. By identifying these challenges, the research seeks to contribute to understanding the impact of work-life balance on female teaching staff members in Madurai City.

The study also aims to explore the implications of work-life balance on job satisfaction, individual well-being, and organizational effectiveness within the education sector.

### 1.3 REVIEW OF LITERATURE:

Elizabeth Asmith (2008) considers the Importance of Flexible Time and describe the importance of flexible time in reducing the work-life imbalance.

Kumari, et al (2013) has studied on work life balance of women employees. To state many aspects of work are more difficult at home than personnel life. Work life balance motivate to designed for employees help balance their family work and personal life. Different factor of work life balance is more stressed gave to women employees. Personnel and professional life of woman increase role of a two side of coin.

Vijaya Mani (2013) considers the factors like Role conflict, lack of recognition, gender discrimination, quality of health, time management and revealed the impact of these factors on work-life balance of women professionals in India. Purushottam Arvind Petare considers the factors of Role of women, career advancement, work stress child care etc. and concluded that women should follow some strategies like planning and organize the work at home as well as at organization and the role of the organization in helping women.

### 1.4 OBJECTIVES:

- To identify the challenges faced by married working women.
- To identify major problems of work-life balance

with single married working women with respect to their demographic factors like age, occupation, marital status, and qualification.

- To identify different factors that affect the work-life balance of working women in the educational sector.
- To examine more occurring factors that influence working women.

### 1.5 RESEARCH DESIGN:

Research methodology is a systematic way to solve the research problem. The research methodology includes the various method and techniques for conducting research. The logic behind taking research methodology into consideration is that one can have knowledge about the method and procedure adopted for achievement of objects of the projects.

### 1.6 DATA ANALYSIS:

#### CLASSIFICATION OF RESPONDENTS ACCOUNTING TO DEMOGRAPHIC PROFILE:

**TABLE 1.6.1: DISTRIBUTION OF RESPONDENTS BY THEIR AGE**

AGE	NO. OF RESPONDENTS	PERCENTAGES
20-30	25	50

31-40	11	22
41-50	10	20
Above 50	4	8
Total	50	100

#### INTERPRETATION:

This chart shows the distribution of respondents by their age. 50% are in the age range of 20-30, 22% are in the age range of 31-40, 20% are in the age range of 41-50, and 8% are above the age of 50.

**TABLE 1.6.2: DISTRIBUTION OF RESPONDENTS BY THEIR MARITAL STATUS**

MARITAL STATUS	NO. OF RESPONDENTS	PERCENTAGE
Single	17	34
Married	32	64
Others	1	2
Total	50	100

#### INTERPRETATION:

This chart shows the distribution of respondents by their marital status. 34% of the respondents are single, 64% are married, and 2% fall into the "other" category.

**TABLE 1.6.3 OPINION FOR WORK LIFE BALANCE OF WORKING WOMEN IN EDUCATION SECTOR**

S. NO.	OPINION FOR WORK LIFE BALANCE OF WORKING WOMEN IN EDUCATION SECTOR	STRONGLY AGREE	AGREE	INDIFFERENT	DISAGREE	STRONGLY DISAGREE	TOTAL	PERCENTAGE (100%)
1	Flexible Woking Hours	11(22%)	24(48%)	9(18%)	5(10%)	1(2%)	50	100%
2.	Holidays/ Paid Time-Off	7(14%)	28(56%)	11(22%)	3(6%)	1(2%)	50	100%
3.	Job Sharing	8(16%)	30(60%)	8(16%)	3(6%)	1(2%)	50	100%
4.	Career Break	9(18%)	23(46%)	7(14%)	9(18%)	2(4%)	50	100%
5.	Counseling Services	11(22%)	26(52%)	8(16%)	4(8%)	1(2%)	50	100%
6.	Health Programs	16(32%)	22(44%)	8(16%)	3(6%)	1(2%)	50	100%
7.	Family Support Programs	17(34%)	22(44%)	6(12%)	3(6%)	2(4%)	50	100%

8.	Exercise Facilities	10(19%)	22(42%)	10(19%)	6(12%)	4(8%)	50	100%
9.	Paid Maternity Leaves	13(26%)	23(46%)	8(16%)	5(10%)	1(2%)	50	100%
10.	Opportunity To Return To The Same Job After Maternity or Paternity Leave	15(30%)	23(46%)	6(12%)	5(10%)	1(2%)	50	100%

### INTERPRETATION:

1. This chart shows the distribution of respondents by their flexible working hours. 22% strongly agree, 48% agree, 18% are indifferent, 10% disagree, and 2% strongly disagree.

2. This chart shows the distribution of respondents by their holidays/paid time-off. 14% strongly agree, 56% agree, 22% are indifferent, 6% disagree, and 2% strongly disagree.

3. This chart shows the distribution of respondents by their job sharing. 16% strongly agree, 60% agree, 16% are indifferent, 6% disagree, and 2% strongly disagree.

4. This chart shows the distribution of respondents by their career break. 18% strongly agree, 46% agree, 14% are indifferent, 18% disagree, and 4% strongly disagree.

5. This chart shows the distribution of respondents by their counselling services. 22% strongly agree, 52% agree, 16% are indifferent, 8% disagree, and 2% strongly disagree.

6. This chart shows the distribution of respondents by their health programs. 32% strongly agree, 44% agree, 16% are indifferent, 6% disagree, and 2% strongly disagree.

7. This chart shows the distribution of respondents by their family support programs. 34% strongly agree, 44% agree, 12% are indifferent, 6% disagree, and 4% strongly disagree.

8. This chart shows the distribution of respondents by their exercise facilities. 19% strongly agree, 42% agree, 19% are indifferent, 12% disagree, and 8% strongly disagree.

9. This chart shows the distribution of respondents by their paid maternity leaves. 26% strongly agree, 46% agree, 16% are indifferent, 10% disagree, and 2% strongly disagree.

10. This chart shows the distribution of respondents by their opportunity to return to the same job after maternity or paternity leave. 30% strongly agree, 46% agree, 12% are indifferent, 10% disagree, and 2% strongly disagree.

### 1.7 FINDINGS & CONCLUSION:

#### FINDINGS:

#### TABLE 1.6.1:

The majority of respondents (50%) fall within the 20-30 age range, indicating a relatively young demographic.

#### TABLE 1.6.2:

Married individuals make up the largest portion (64%) of respondents in terms of marital status.

#### TABLE 1.6.3:

1. Nearly half (48%) of the respondents agree they have flexible working hours.

2. The majority (56%) of respondents agree they have holidays/paid time-off.

3. A majority (60%) of respondents agree they have job sharing opportunities.

4. A significant portion (46%) of respondents agrees they have taken a career break.

5. More than half (52%) of respondents agree they have access to counselling services.

6. A significant portion (44%) of respondents agrees they have access to health programs.

7. Similarly, 44% of respondents agree they have family support programs.

8. A notable portion (42%) strongly agrees they have access to exercise facilities.

9. A considerable portion (46%) of respondents agrees they have paid maternity leaves.

10. A considerable portion (46%) of respondents agrees they have opportunity to the same job after maternity or paternity leave.

#### CONCLUSION:

The study on the work-life balance of working women in the education sector in Madurai City underscores the significant challenges faced by women in balancing professional responsibilities with personal commitments. Despite the hurdles, the research reveals that implementing flexible work arrangements, promoting gender-sensitive policies, and fostering a supportive work culture are crucial steps towards achieving a better work-life balance for women educators. Additionally, the findings emphasize the need for ongoing research and proactive measures to address the evolving needs of

working women in the education sector.

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