

Work life Balance of Women Teachers in Higher Education Telangana

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Abstract

work life balance aids employees in striking a balance between their personal and professional lives. Employees that practise work-life balance are encouraged to set priorities for their time and have a healthy balance. by balancing a profession, business travel, and other commitments with time for family, health, and vacations. It is a crucial idea in the business sector as it fosters employee motivation and strengthens their commitment to the organisation. An approach known as "work life balance" helps workers reconcile their personal and professional lives. It is urged of employees who pursue work-life balance to prioritise their time and maintain a good balance.by striking a balance between time for family, health, and vacations and a career, business travel, and other obligations. In the business sector, it is an essential concept since it increases employee motivation and fortifies their loyalty to the company. The capacity of an individual to sustain a good balance between their professional roles, personal commitments, and family life is referred to as their "work life" balance. As more workers experience tension between their professional and personal duties, employers are realising how important it is to support their workforce in striking this balance. Many professionals nowadays are witnessing a rise in their personal duties, ranging from elder care and childcare to volunteer work and family obligations. This coincides with an increase in their job duties, which leads to a conflict between personal and professional obligations and a rise in stress.

Keywords: Workers reconcile. ProfessionalLife. And personal commitments.

Introduction

Employee role conflict gives rise to challenges related to work-life balance. Work-life balance is becoming increasingly vital to a large number of employees in today's organisations. In the modern world, when maintaining a work-life balance is regarded as essential to overall wellbeing, taking on several roles is now essential for both organisational and individual success. The finest work-life balance is attained when people recognise and value each other's rights to a happy life, both within and outside of paid employment, for the good of society, business, and individuals as a whole. Companies that understand the benefits of a balanced lifestyle have started to take into account the experiences that employees get from their families.to enhance their contributions to work and organisations in the workplace.While everyone aspires to be successful in both their career and personal lives, reaching equilibrium is just as important. This study is distinctive and pertinent in part because it focuses on the particular adaptive behaviours of individuals dealing with work-family conflict. Every day, seven working women manage the lines separating work and family. The idea of work-life balance holds that, for the sake of one's own and society's welfare, paid employment should be balanced with family responsibilities and community activity.

Statement of The Problem

A company's ability to function better must be given greater weight than its desire to provide a family-friendly workplace. But due to privatisation and globalisation, the workplace today is different. Workload and stress at work as a result of automation, cost-cutting, and staff reduction tactics. The employees experience a great deal of job pressure as a result. The work-life imbalance arises from their failure to discuss their issues with their spouse or co-workers. Due to their multiple roles, female employees are particularly impacted. The female employees are also responsible for taking care of their families, elderly parents, and children. There are three types of work-family conflicts: conduct, strain, and time. These all have an impact on the possible source of contentment in life. effort-family conflict alone defeats the final goal of hard effort on the incrementally improving organisational outcome.

Objectives of the Study:

1. To Study the several aspects that affect women instructors' work-life balance in higher education.
2. To Identifies the women's participation in work-life balance in Higher education.

Hypothesis:

1. There are significant work life balance factor important for teachers' performance and availability of employability for women's dynamics. Based on demographics variables.

Work Life Balance Today's Women

The nature of employment has also altered with the shift from slow-moving, stable bureaucracies to the contemporary agile company, frequently requiring fewer workers to produce more. This has long-term and short-term effects. dedication of workers and the harmony between work and personal obligations. Because of this, managers now word process their own letters and correspondence, replacing the vast typing pool of the previous bureaucracy with a small number of administrative assistants in modern businesses. The comfortable tutorials of the past have been replaced in academia by considerably bigger and more common seminar groups. The interpersonal balance between co-workers and clients is redefined in an atmosphere where more is expected of fewer people, which leads to new demands and the possibility of increased stress with less time to handle it. settle disagreements. 40 Working habits have undoubtedly improved even as the previous bureaucracies' comforts and security have lessened the tendency towards micromanagement. The number of compliance standards for modern workers is always growing, and they must be cognizant of them. New suggested accounting practices, more stringent health and safety regulations, intricate employment and pension laws, more anti-discrimination clauses, and, of course, an increase in complaint processes are all facing institutions. The importance of work-life balance has therefore increased compared to previous periods, particularly in an environment where more is demanded of fewer individuals. The traditional authoritarian Most of the time, bureaucracies were supported by a psychological agreement that guaranteed work. Therefore, it might be argued that traditional organisations were able to enforce compliance in situations when long-term security work in exchange for obediently adhering to the peculiarities of the bureaucracy. If the transaction is viewed as being shorter in duration and more dependent on a materialistic transaction, the management-employee relationship is probably going to be less solid. According to Womack, contemporary employees do in fact have a lower level of loyalty to their companies. If a more harmonious balance could be struck between the job and other personal interests, this might not be as much the case. Therefore, expecting employees to follow the terms of their contracts is probably going to backfire on the employer.

Literature review:

Maduri, Kavitha (2018) The study gave awareness about the importance of achieving work life balance for medical professionals, further has become an eye opener for the doctors who were not planning their work and personnel life systematically. The study has come up with sound and evidence-based findings, suggested recommendations which could help medical professionals to attain proper work life balance. The study also suggested some practices for doctors which are easy to implement in their daily life and also suggested the importance of certain policies in corporate hospitals which would help their doctors have sustainable work life balance.

Reddy, S Priya (2018) The study concluded that the three domestic factors, namely Family Crest, Turbulence, and Motherhood play a very significant role in affecting the work-life balance of the women employees in IT and ITES. Family commitments, household responsibilities, and childcare disturb both their personal and organizational performance. The three major work-related factors, namely Deterrent, Denial and Hostile Behavior are the major effects of poor WLB of the women employees in IT and ITES. Therefore, it can be concluded that the poor WLB affects their job commitment and concentration at work, which in turn results in the lack of job satisfaction and frequent absenteeism. All these factors make them behave in a very aggressive manner in their work spot.

Jena, Sasmita (2017) The current study puts forward a number of implications that have practical relevance for the management of these hospitals. They need to take care the burnout issues and motivate to reduce them. The management should try to address the weak links, like work timing, monetary benefits, support team, creating tension free working culture, provision gyms for physical fitness, provision for leaves for attending family functions and social functions, proper maternity/paternity benefit to all deserving staff, motivational workshops, stress relieving workshops, family get-together, flexibility of time and recognition & reward for better performance. These efforts will definitely help to balance the imbalance part of work-life of the working nurses in hospitals.

Florence Muindi, Peter K'Obonyo (2015) The success of any organization is highly dependent on how it attracts recruits, motivates, and retains a high performing workforce. Explaining the factors that influence employee performance remains a fundamental question for human resources management practitioners. This study looked at selected employee related factors, namely: employee personality, job satisfaction, and competence. Quality of Work Life was included because organizations are known to adopt a strategy for improving employees' Quality of Work Life with the aim of satisfying both the organizational objectives and the needs of the employee.

History of Women Work force

In the pre-industrial family, women took care of the home and created commodities for the household with males. Back then, work and personal life were not seen as distinct from one another. Individuals created what they needed in tiny quantities. because of their presence. Even if there were overlaps in the duties performed by men and women in the preindustrial era, there were still rather rigid views about what men and women should and shouldn't do in any given society. What was formerly considered traditionally feminine or masculine varied greatly from nation to nation and even from area to region. Prior to being married and becoming solely reliant on their husbands' income to take care of the home and children, many middle-class women had no paid employment. In working-class households, it was common for women to continue working after marriage in order to support their families. Married middle-class women's departure from the workforce was predicated on the notion that a man's rightful place was in the business world (away from home), and a woman was in

the home. Marriage bans were implemented by many companies in the United States, and images of males as powerful, aggressive, and competitive and of women as fragile and virtuous served to reinforce these views. Women were also pushed into service-related fields. Married women were once more reliant on their husbands' income.

Higher Education and Women Empowerment:

Higher education plays a catalytic role in empowering the women, can be listed as below:

1. Women who have completed their education are better equipped to adjust to the society they have been thrust into.
2. Investigate and control the environment to ensure their survival and self-establishment.
3. Through higher education, people may explore their potential and get the skills and information necessary to pursue a certain job.
4. Give them the tools to build self-assurance, healthy routines, and the proper outlook on life and the workplace as law-abiding citizens.
5. Giving women the information, abilities, and self-assurance they need to fully engage in the growth process.
6. Give women the chance to satisfy their desires. These demands include fundamental learning materials including reading, vocal expression, numeracy, and problem solving as well as specialised learning resources.

Humans need certain information, abilities, beliefs, and attitudes in order to:

- Survive Reach their greatest potential.
- To be able to live and work with dignity.
- To fully engage in growth.
- To enhance their life.
- To make informal decisions.
- To keep learning the philosophy and culture of a nation, state, and its citizens flow via higher education.
- Misinformation and limited learning styles that women internalise can also be filtered through education.
- Education is crucial to the overall growth of the nation.

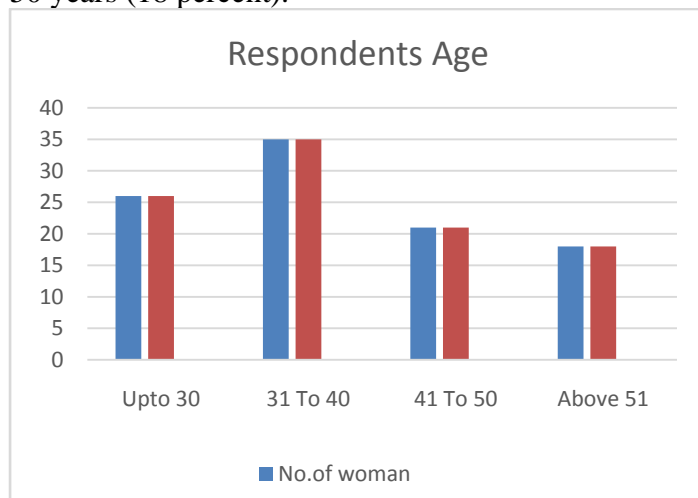
Following an overview of the literature study and research methodology on the work-life balance of female instructors in Telangana's higher education, this chapter will analyse primary data obtained from 100 valid respondents using a structured questionnaire. provided in the subsequent headings.

Demographic Profile of Respondents

Age (In Years)	N	Percentage
Up to 30	26	26%
31-40	35	35%
41-50	21	21%
Above 50	18	18%
Total	100	100%

The above Table displays the findings of an analysis conducted on the age distribution of female instructors. Based on the data, around 35% of female Teachers are in the age range of

up to 31 to 40 years, then up to 26 years (26 percent), 41 to 50 years (21 percent), and above 50 years (18 percent).

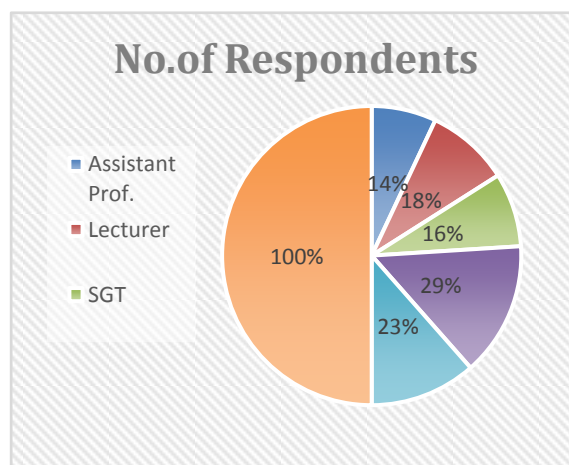


Level of Employment

The level of employment wise distribution of women teachers was analysed and the results are presented in Table 2

Level of Employment	N	percentage
Assistant Prof.	14	14%
Lecturer	18	18%
SGT	16	16%
PGT	29	29%
TGT	23	23%
Total	100	100

Table 2 displays the findings of an analysis conducted on the age distribution of female instructors. Based on the data, around 29% of female PGT Teachers are Assistant Prof.14% least women’s TGT 23% women. lecturer 18%.SGT 16%. Most one of the highest Is 29%.



Findings:

Telangana state presents an intriguing contradiction of economic stagnation and social progress. Despite having a higher status and position than women in other regions of the nation, women in the state have lower levels of involvement in the economy. The evidence cited above clearly repeats a number of potential factors that influence women's labour market participation rates both internationally and domestically in India. These mostly cover things like education, unemployment, income, and the number of small children living in the home. These and other structural factors were combined in this study to see how they relate to women's labour force participation rates. In this context, the general goal of this chapter is to examine the state of women's employment in Telangana from a new angle. During the past 20 years, at the district level, in paper. Today's businesses confront intense global competition, employees are under more pressure to succeed, and the amount of time spent at work may be rising. High-achieving companies now have greater demands on employees in terms of their time, effort, and dedication to their jobs.

CONCLUSION: One of the best interventions for incorporating our social and economic features for people, families, groups, states, and the nation at large is education. It will take institutions a sustained and significant effort to address disparities in opportunities for higher education. The knowledge economy is built on higher education. The progress of higher education is inextricably linked to the function of the institution, governing body, state, and professors. The national and state governments budget the funds they designate for the advancement of higher education throughout the nation. The research set out to look into how female professors at universities reconcile their professional and personal lives. The current study finds that women teachers, particularly those in higher positions, have a better work-life balance. married higher education instructors. Their lack of social support and work-related difficulties are the main reasons of their work-life imbalance. The organisational commitment and employee job performance are being impacted by work-life imbalances. Among female instructors, there is a greater degree of use of individual coping mechanisms to preserve work-life equilibrium.

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