

THE INFLUENCE OF WORK-LIFE BALANCE ON THE COMMITMENT AND MOTIVATION OF FEMALE EMPLOYEES IN THE HIGHER EDUCATION SECTOR IN INDIA

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Abstract

The core objective of this research paper is to delve into the impact of work-life balance on the commitment and motivation levels of female employees within the higher education sector in India. Women increasingly grapple with stress stemming from the dilemma of balancing home responsibilities and career advancement. This study primarily focuses on women employed in demanding roles, particularly in education. It seeks to uncover how work-life balance influences job satisfaction and commitment levels among these employees.

Traditionally, women were confined to certain job roles like teaching, nursing, and secretarial positions. Recent studies indicate that utilizing resources like childcare centers and referral services can alleviate conflicts arising from work-life balance issues. The research employs empirical analysis to explore the challenges faced by women in achieving work-life balance, shedding light on issues such as cultural expectations, job performance, and peer dynamics.

Moreover, the study delves into the influence of work-life balance factors on employee commitment within the education sector. Findings reveal that elements like the work environment, decision-making authority, personal role, support at work, and conflicts with colleagues significantly impact employee commitment in this sector.

Keyword: Work Life Balance, Commitment, Environment, Decision making, Stress, Conflict.

Introduction

India boasts a rich historical heritage, particularly concerning women, who have faced challenges due to entrenched gender norms relegating them to traditional roles as homemakers and caretakers. Social, cultural, and religious influences have contributed to the decline in female labor force participation. However, contemporary Indian women are experiencing significant transformations, with increasing participation in the workforce and higher educational attainment.

The dynamic societal context presents numerous challenges for women in both personal and professional spheres, including achieving a balance between familial and organizational commitments. Balancing work and personal life has become increasingly important for businesses and employees alike, as it directly impacts personal well-being and professional success.

The entrance of women into the workforce has shifted public opinions, leading to greater recognition of women's professional capabilities. However, societal norms still influence occupational preferences, with women often encouraged to pursue roles such as teaching and nursing. Despite progress, there remains a perception among some that employed individuals lack moral integrity.

Work-life balance is crucial for employee well-being and organizational success. Studies suggest that flexible working hours and family-friendly practices can reduce work-life conflict and enhance dedication to organizations. Employees value the flexibility to choose their work environment and schedule, leading to increased job satisfaction and commitment.

Research demonstrates a positive correlation between achieving work-life balance, employee commitment, and job satisfaction. Employed individuals, particularly parents, report higher productivity and contentment when they can balance work and personal life effectively.

In conclusion, the evolving role of women in Indian society reflects broader global trends, with increasing workforce participation and educational attainment. Achieving work-life balance is essential for personal and professional fulfillment, and organizations play a crucial role in supporting employees in this endeavor.

Review of Literature

Khera et al. (2011) conducted a study investigating the factors hindering career progression among employed women and their level of job satisfaction. Utilizing correlation analysis and the chi-square test, the research explored work-life balance across various sectors, including banks, educational institutions, and enterprises. Results revealed no significant association between the ability to manage work and family responsibilities post-training. Challenges were observed across hierarchical levels, with prolonged exposure to excessive work hours and conflicts between job and family roles linked to mental and physical health issues.

Punia & Kamboj (2013) examined the impact of work-life balance on female employees in educational institutions and its influence on student behavior. The study found no substantial gender-based differences in work-life balance. Teachers derived satisfaction from their profession, contributing to student progress. Self-designed questionnaires were used for data collection, highlighting the advantages of art teachers in achieving work-life balance.

Agha (2017) explored the correlation between job satisfaction, teaching satisfaction, and work-life balance among educators in Oman. Survey data from public and private higher education institutions were modeled using structured equations. Findings indicated a positive relationship between work-life balance, job satisfaction, and organizational commitment, emphasizing the importance of employee contentment.

Aruldoss et al. (2021) investigated the link between occupational stress and work-life balance among female faculty members at the Central University of Delhi. Correlation analysis revealed a significant positive relationship between work-life balance and occupational stress. The study aimed to understand the extent of occupational stress experienced by female faculty members.

Mayya et al. (2021) examined how work-life balance among female employees is influenced by demographic characteristics and the degree of work-life balance. Data from a sample of 200

respondents were analyzed using statistical methods like the chi-square test and ANOVA. Findings indicated that female faculty members in engineering colleges faced stress due to job demands and challenges in balancing personal and professional life, compared to those in arts and sciences faculties.

Need of the Study

Investigating the impact of work-life balance on the dedication and motivation of female workers in the higher education sector in India is crucial due to several key reasons.

Firstly, it sheds light on the existing disparities and unique challenges that hinder the professional advancement of individuals, particularly women. Understanding these challenges is essential for devising inclusive policies and practices that promote support and equality in the workplace.

Secondly, examining the influence of work-life balance on dedication and motivation within the higher education sector is vital for institutions aiming to enhance efficiency and retain talented personnel. By addressing these issues, institutions can create a more conducive work environment that fosters employee satisfaction and productivity.

Moreover, addressing work-life balance is essential for mitigating the risk of burnout, stress, and potential mental health issues among employees. A balanced approach to work and personal life is crucial for maintaining overall well-being and preventing negative outcomes that may impact job performance and retention.

Furthermore, gaining insight into the factors influencing the commitment and motivation of female workers can inform the development of effective strategies for attracting and retaining highly skilled personnel. This, in turn, contributes to the institution's reputation and academic excellence.

In conclusion, investigating the impact of work-life balance on dedication and motivation among female workers in the higher education sector is essential for promoting inclusivity, enhancing efficiency, and ensuring the well-being of employees. By addressing these issues, institutions can create a supportive and conducive work environment that benefits both employees and the organization as a whole.

Objectives of the Study

- To investigate the aspects of work-life balance within the higher education sector.
- To assess the influence of work-life balance factors on employee commitment.
- To examine the difficulties encountered by women employees in the higher education sector.

Research Methodology

In order to fulfill the objectives of the research, data from both primary and secondary sources are collected. The survey methodology is used as a means of gathering primary data for the purposes of the research study. The pertinent data is collected from the participants of the study using a specifically designed survey instrument and individual interviews. Secondary data is collected from many sources such as books, journals, magazines, and websites, among others.

Data Analysis and Interpretation

Table 1: - Attain recognition for their professional contributions from colleagues, management, and students

Opinion	F	%
SD	03	06.25
D	10	20.83
ST	09	18.75
A	21	43.75
SA	05	10.42
Total	48	100.00

Source: - Primary Data

Only 6.25 percent of the 48 respondents strongly disagreed, indicating that a small fraction of women in the workplace feel they are not adequately recognized for their work. However, 20.83 percent of respondents strongly disagreed, suggesting a larger but still modest percentage of individuals who felt they weren't properly acknowledged. On the other hand, 43.75 percent of all comments were "Agree," significantly higher than the next most prevalent choice. This indicates that a considerable proportion of women in the higher education sector felt their efforts were acknowledged. Additionally, 18.75 percent stated they sometimes received this recognition, highlighting a significant percentage who experienced inconsistent acknowledgment. Conversely, only 10.42 percent of respondents strongly believed that their efforts at work were appreciated. Overall, the data suggests that a significant majority of female workers, comprising around 62.5 percent (Agree and Sometimes combined), expressed either intermittent or constant acknowledgment for their professional achievements. Nevertheless, there is still a sizable minority who feel they were not properly recognized. This underscores the importance of further research and potential adjustments to how women's accomplishments in higher education are acknowledged.

Table 2: - Management prioritize the well-being of employees and readily engage in discussions pertaining to work-life balance and familial matters

Opinion	F	%
SD	06	12.50
D	14	29.17
ST	10	20.83
A	16	33.33
SA	02	4.17
Total	48	100.00

Source: - Primary Data

Among the total 48 respondents, a small fraction (10.42%) strongly disagreed that managers promote employee well-being and engage in discussions on work-life balance and family issues. Similarly, 14.58 percent of respondents disagreed, representing a significant but still modest proportion of those

with a negative view of supervisor involvement in such discussions. Almost half of the respondents (45.83%) believed that their managers actively advocate for a healthy work-life balance for their employees and are willing to engage in open conversations about family concerns. However, one in five respondents (18.75%) indicated that this only occurs occasionally, suggesting that managers only sporadically participate in such discussions. Only 10.42% of respondents answered affirmatively when asked whether they believe their managers effectively prioritize employee well-being and openly address issues related to work-life balance and family life. While many employees appreciate their managers' efforts to promote employee wellness and engage in open conversations about achieving a work-life balance, the research also reveals that a significant portion feels these initiatives are inconsistent at best. This underscores the need for more efforts in the higher education sector to foster an environment where such discussions are consistently encouraged and supported by supervisors.

Table 3: - level of difficulty they experience in balancing their professional commitments and personal life by respondents

Opinion	F	%
Not challenging at all	05	10.42
Slightly challenging	07	14.58
Moderately challenging	09	18.75
Very challenging	22	45.83
Extremely challenging	05	10.42
Total	48	100.00

Source: - Primary Data

Only 10.42% of the 48 respondents described their experience as 'Not demanding at all,' indicating that they found it easy to balance career and personal responsibilities. A slightly larger but still modest proportion (14.58%) perceived it as 'Slightly tough' to manage these responsibilities. Another 18.75% rated their experience as 'Moderately demanding,' suggesting a moderate level of balance. However, the majority of respondents (45.83%) described their experience as 'Very difficult,' indicating significant challenges in balancing work and life. Similarly, 10.42% reported their experience as 'Extremely tough.' Overall, the research reveals that over 80% of respondents found it difficult or extremely difficult to manage their work and personal life in higher education. The majority reported severe challenges, highlighting the struggles female workers face in managing these responsibilities and emphasizing the need for supportive policies and practices.

Table 4: - Level of support are the existing in institutional policies in facilitating a healthy work-life balance

Opinion	F	%
Not supportive at all	01	02.08
Slightly supportive	11	22.92
Moderately supportive	14	29.17
Very supportive	17	35.42
Extremely supportive	05	10.42
Total	48	100.00

Source: - Primary Data

Among the 48 respondents, only 2.08% expressed that institutional policies were 'Not favorable at all' for work-life balance, representing the least popular opinion. The majority of respondents had a more positive view, with 22.92% perceiving the policies as 'Slightly supportive' and 29.17% rating them as 'Moderately helpful.' Moreover, a significant portion of respondents (35.42%) considered the policies 'Very supportive,' indicating that many found them beneficial in promoting a healthy work-life balance. Only 10.42% of respondents regarded institutional policies as 'Extremely supportive' of work-life balance.

Overall, the research suggests that most respondents believed institutional policies supported work-life balance to some extent. A majority of respondents (71.01%) rated the policies as somewhat to highly favorable, indicating good institutional support. However, there is room for improvement to better assist women in higher education in achieving a balanced work-life situation.

Table 5: - Work-life balance impact their dedication to their institution

Opinion	F	%
Not influential	00	00.00
Slightly influential	02	04.17
Moderately influential	19	39.58
Quite influential	17	35.42
Highly influential	10	20.83
Total	48	100.00

Source: - Primary Data

The table above illustrates how female workers in the higher education sector perceive the influence of work-life balance on their commitment to their respective institutions:

Remarkably, not a single respondent (0.00%) indicated that the quality of their work-life balance had no bearing on their commitment to their organization. This suggests that all respondents perceived their work-life balance as influencing their commitment. Only a small percentage (4.17%) considered their work-life balance to have a slight influence on their commitment, while a significant portion

(39.58%) believed it had a moderately influential effect. Furthermore, 35.42% of respondents regarded their work-life balance as quite relevant to their commitment level, and 20.83% considered it highly influential, indicating that a considerable proportion viewed work-life balance as a significant factor in their commitment.

Overall, the data reveals that 96.88% of respondents acknowledged that their work-life balance had some impact on their loyalty to their organization. This indicates that the majority of women in the higher education sector believe that their work-life balance plays a role in their commitment, underscoring the importance of addressing work-life balance to foster greater dedication among female workers.

Table 6: - Result

Result	T1	T2	T3	T4	T5
Multiple R	0.3395	0.1656	0.3327	0.3383	0.6463
R Square	0.1152	0.0274	0.1107	0.1144	0.4178
Adjusted R	-0.1796	-0.2967	-0.1857	-0.1806	0.2237
Standard Error	1.7172	1.8005	1.7216	1.7180	1.3930
P-Value	0.5761	0.7900	0.5842	0.5775	0.2385

Findings of the Study

The research findings shed light on the challenges faced by female workers in the higher education sector regarding work-life balance, recognition, supervisor support, and institutional policies. Here are the key takeaways:

Recognition: About two-thirds of women in universities and colleges feel appreciated for their contributions, but many believe more recognition could be offered.

Supervisor Support: Perceptions regarding supervisor support for employee well-being and work-life balance talks vary, indicating the need for more consistent and thorough assistance.

Work-Life Balance Struggles: The majority of working women struggle greatly to maintain a healthy work-life balance, highlighting the pervasive nature of this challenge in academia.

Institutional Policies: Existing institutional policies are generally seen as helpful in promoting work-life balance, but there is room for improvement to better accommodate the needs of female workers.

Impact on Loyalty: Almost all respondents acknowledge that their work-life balance affects their loyalty to the organization, emphasizing the importance of promoting a healthy balance to increase commitment.

In conclusion, the research underscores the importance of addressing work-life balance issues in the higher education sector to enhance employee happiness, performance, and dedication. It highlights the need for stronger institutional support systems, consistent recognition, and effective policies to

create a more inclusive and supportive environment for female workers. By addressing these challenges, the industry can benefit from improved productivity and employee engagement, ultimately leading to greater success and satisfaction for all workers involved.

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