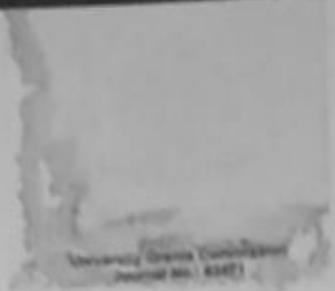


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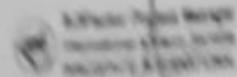
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A STUDY ON "WORK - LIFE BALANCE", AMONG EMPLOYEES (ACADEMICIANS) IN THE  
TEACHING FIELD

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**ABSTRACT**

The current competitive and globalized environment has brought a resultant increase, in the work environment on the job pressure existing which has greatly, lead to distract the work life balance, among employees in the Teaching Fraternity. Let it be a male or a female, the constraints they face while managing the job pressure, on the other hand may oblige them to quit jobs, is it a solution for the same. There are too many factors which affect the work - life "Balance" of that an employee other than their job satisfaction and their retention (even though they might not only link with financial constraints). The major crux lies in understanding the role of employees from their perception, thereby making improvements in the work culture, job retention, job satisfaction, and job stress. This research paper delivers an analysis of the antecedents to work life conflict and family work, conflict among the academicians in the Teaching Domain in Mumbai. The population of the study includes academicians from both the sections aided and unaided. It is also proved that the work-life balance attempt of this paper is to study the different policies that can be enhanced by implementing towards work life achievement. The balances of employees. It is rightly said that for an individual to manage work life balance is indeed an

*Keywords: Job Satisfaction, Retention, Financial Constraints, Job Pressure Imbalance of work and Life*

**INTRODUCTION**

1. The world has become an international village. This globalization phenomenon has created the competition trend in almost every parts of organization. Every single area is trying to bring more innovation in their organization respect to products or service to meet the criteria of success. Almost all the sectors have become more competitive now a days. This business changes demand more dynamics from employees however it creating a hurdles in balancing their lives and office task in one row irrespective of any type of business. Now a days in teaching fraternity also it has become challenging task to face the competition. Therefore understanding work life balancing of an employee as academician has become very important concept. Work life balance is the interaction between the work and the various other activities that consists of family, community, entertainment and personal development. The academic team of workers being the major and single most critical workers within the Universities who are required to perform at most efficient levels to make certain that, information dissemination and community provider are delivered and community provider are delivered effectively to the consumers. Though it is broad problem which speaks about both career improvement on one side and the family care on the other side. Professionals' life approaches the intension to develop and to earn recognition in such organizations and society at large, wherein personal life is a way of looking after family commitments like family, children, parents, health and also spending quality time effectively for personal development. With the highly improvement in educational sector, things are into progressed to a remarkable volume and the function of an academician as an employee is much flexible. But not all employees have been able to achieve this balance with work and their personal life as each of them has different demanding situations to balance. Therefore work life balance has become one of the greatest challenges in today's world. Teachers work load in institution not only demand their work time but it also extend to their personal family time. Teachers need to spend extra hours every single day to be powerful and effective in their career so that they might reach higher levels and could able to face the toughest atmosphere. Hence here in this research paper the researcher is trying to find the relationship between employee's job and its impact on employee's personal life.

**LITERATURE REVIEW**

The below review of literature has been covered few of the following aspects of Impact of Ecology on Human Thoughts.

1. Few researches on work-life balance, studies were mainly based on spillover theory, which focuses on emotional influences from home to work and work to home (Keene & Reynolds, 2005; Mennino et al., 2005). Using NSCW data, these studies examined factors that were related to reductions in conflicts and negative spillover of the separate domains of work and home. The major findings were that workplace

policies such as work-schedule flexibility reduced negative spillover, especially for women. The model has made contributions in identifying the factors that influence employees' work-related home or home-related emotions at work. However, this model is based in the assumption that work and family are two separate dimensions and supports traditional ideas about the roles of men and women and family spheres

2. Higgins et al.(1992), Hochschild (1989), Kelley and Voydanoff (1985), Hochschild (1989) The Walker (1989) revealed that working women face well-documented conflicts due to their commitment as primary caretakers for their homes, children, and/or elderly parents being women's greater responsibility household problems. However, at family front researcher Milkie and Peltola (1999) stated that one is less successful in achieving their own work-family balance if spouse has to do the smaller part of housework whereas Kiecolt (2003) found that who find work a haven spends no more hours at work is a greater source of work-family conflict whereas personal or family lives, interfere with work associated for fewer hours but work that interferes with life matters as revealed by the researcher Higgins (2005)

3. Kumari L. (2012) in her study "Employees Perception on Work Life Balance and its relation with job satisfaction in Indian Public Sector Banks" emphasized that each of the Work life balance factors on an individual is a salient predictor of job satisfaction and there is a significant gap between male and female respondents with the job satisfaction with reference to various factors of Work life balance. The result of the study has practical significance for human resource managers of especially banks to improve staff commitment and productivity along with designing recruitment and retention employees.

**OBJECTIVES OF THE STUDY**

1. To understand the concept of work life balance among employees.
2. To know the relationship between employee's job and its impact on employee's personal life.
3. To find out how to improve work life balance of employees

**SCOPE OF STUDY:**

The Researcher majorly focuses on different aspects in employee's work life balance increases in productivity, accountability, commitment better team work

**METHODOLOGY**

**Sources of data collection**

**Secondary data:** It majorly consist the information collected from various sources like books, websites, journals etc.

The researcher has first studied about the concept of work life and their personal life the impacts through literature review.

**Primary Data:** The primary research covered employees like academicians. The academicians belong to unaided and aided section of education sector in the age group of 25 -35 years, 36 - 45 years, 46 - 55 years and above.

The sample techniques were conveniently used for this study. For this study, the sample size for was 68 samples from academics ( teaching fraternity)

**IMPACT ON EMPLOYEE'S WORK LIFE BALANCE**

Past researcher have determined that both work-life balance and job satisfaction are impacted by using extra time work. Hence at the same time, the relationship between extending working hours and occupational wellbeing, fitness, and satisfactory of existence are not yet absolutely clear. Few of the past research papers determined that imbalance of work life with personal life and working an extra hours at work place can lead some specific health related issues, including hypertensions, anxiety, sleep disturbance. Association have been observed between employees of teaching staff who engage in beyond regular time work with corresponding upgrades in their productivity and also left unpaid for additional time which reduces quality of life at home which may also lead to family issues includes family conflicts, misunderstandings, parental issues less time devotion to children, get-together and also leisure time for doing personal up gradation. Professionals who are deeply involved in their work may choose little separation between their work and their home lives.

### DATA ANALYSIS:

The data was collected through a primary data i.e. a questionnaire was prepared wherein all the questions were asked in reference to job satisfaction, job retention, financial assistance, stress related factors, work life balancing factors etc. The sample consist of few respondents (64 responses) where in all the teaching faculties were send the questionnaire which covered both the male and female population. The data collected can be interpreted as follows: Maximum population (teaching academicians) covered was from the age group of 25-35 years of age. 36-45 and 46-55 years of age group was also covered in the sample respondents. Nearly 3/4<sup>th</sup> of the population was females and the rest were males. More than 60% of the population is from the married status where in its actually very difficult to balance the work and life at a stable level. Nearly 70 % of the population is from the category where they have to shoulder into responsibilities of household chores 82.8% are from unaided section and 17.2% are from unaided section (which consisted of associate professor, lecturer, co-coordinator, core faculty, assistant professor etc.). Nearly 70% of the sample had suffered from a very less financial benefits provided to them in the nature of salary ranging from 2,00,000 to 4,00,000 p.a. and others were from the salary range of Rs. 4,00,000 & above and more. The working hours devoted by nearly 70% population were 6 to 8 hours in a week (per day) which was a extra and a overtime. Flexibility in working hours is provided to nearly 60% of the population where in it depended on the situation or circumstances there in. Nearly 50% of the population was comfortable with the work life situations or rather the facilities provided to them, where in they are able to balance work and life in a better manner. The most important factors affecting the work life balance were salary, job retention, holidays given, incentives if any, working hours, flexibility in work, employee up gradation, etc.,. It was also studied that few organization had no policy for employees betterment, or any policies which may bring enhancement in both the career, future prospects as well as further future prospects. Finally the data collection was analyzed and we conclude that there is a high need to take care of employees moral support, their mental stress needs to be taken care of by considering few factors like job satisfaction, job stress to suffer, financial benefits given etc, which may on other hand enhance their morale and motivate them to work more and also stabilize themselves in order to balance their work and life balance. Especially the female population which strives to its hard to manage their work and life in the best possible manner.

### FINDINGS OF THE STUDY

Work life balance has actually helped us to know, how people combine their paid work with life's other roles and responsibilities they need to perform. The work life balance has brought into an issue that is important and also affecting both the organizations as well as to employees. This issue has come to the fore, due to a multitude of listed issues rather problems or reasons like

Changes in the work place, in employee demographics and in the family sphere. On one side Global labour market is becoming highly competitive and also difficult for survival, also companies are outsourcing to reduce their labour costs. The employees have to face a lot of pressures and are also compelled rather pressurized to put in longer hours of work to prove their worth and meet the expectations of the Organizations. The '24/7 lifestyle', dominates the lives, especially of highly educated and skilled professionals and managerial personnel. Advancement in technology has brought into a thin line between office and home, and with a laptop, employee is on call at virtual office 24 hours a day (Thane, 2002). On the other hand, time spent at work is increasing steeply; quality time available for the family is shrinking. Moreover, the health of employees is also being affected. Further, women have joined the workforce in large numbers and are now performing a dual role i.e. of a breadwinner as well as a homemaker. This puts an extra pressure on them. In the family types like some of the nuclear families, single parenting, both earning parents, parents placed at different locations and increasing demands of household work further add to the problems. Yet another change is an increasing emphasis on leisure activities. It is in this context that the notion of "work life balance" has assumed great importance. Issues related to work life balance constitute an area of human resource management where the employer's twin goals of a productive organization and a highly motivated staff and the government's dual policy objectives for a high value added, high employment economy and a fair and just society, confront each other (Joshi 2007).

### CONCLUSION AND SUGGESTIONS

There is growing recognition to identify the main dimensions for a sound comparative analysis of work-life balance. It has been confirmed by various researches that the imbalance between work and life may create negative impact on effective organizational functioning as well as on individual too. However, till now we only able to understand the concept partially as we studied the concept only in organizational context. We have a need to broaden up our concept and this is only possible when Psychologists, researchers and management practitioners give more importance to the concept and explore the area widely. The review of literatures required attract the attention of on the consideration of borders. Implementation of the work life balance policy required finally to find out the need of employee your employees' and how far they are being met. The focus should be

on organizations job culture. People should improve personal and organizational efficiency, and then only are able to set up work life policies and benefit arrangements. After the formation of policies proper training of the concerned staff is necessary. Effective Communication of the policies and benefits and proper evaluation of work-life balance is also necessary. In summary, work-life balance is a fruitful topic which may help to set up a range of familiar and a few less familiar debates within the field of management. There should be provision for written policies related to work-life balance including factors like "Part-time, Job sharing, flexible work, staggered hours, Annualized hours, compressed hours". Organization shall not force or pressure anyone to do extra or overtime work, though if anyone wants to do extra work voluntarily then it should always be welcomed. There should be plenty of back-up staff in hospitals in every department, especially government hospitals where lack of nursing staff is a big problem. There should be handsome salaries for employees in the hospitals both for doctors as well as for nursing staff. In the country of 1.2 billion if we have shortage of manpower its mean that we are not paying good salary and that's why brain-drain is also a big problem for country in nowadays. Organizations should conduct some motivation programmes also for employees. Frequent social functions, achievement and reward function can also play a role of motivation. Family shall be included or shall be a part of such functions. Organization should play a sensitive role towards individual needs. They should understand the need of each and every individual and try to provide reasonable support to the person whenever it is required. Every organization must have a dedicated department, responsible for maintaining pleasant working environment so that they will be able to retain employees for longer time.

A balanced mind only can give good output and when we are discussing about healthcare then the thing becomes more crucial so to keep the mind balance some things which are very important as well as necessary and must also take into consideration other things like working hours for both doctors as well as nurses should not exceed 8 hours per day. Proper diet should be maintained it also affects the working so people should eat on time and take balanced diet, instead of it when staff works in odd shifts then organizations should have to take care of their food. Exercise is a very good medicine and it helps us in keeping ourselves stress free so proper exercise, yoga, meditation can help in maintaining better work-life balance. A person should prioritize his or her work they should decide themselves that what thing is more important for them and then work accordingly. This idea will influence other person also as well as when you do it confidently, then after sometime it reduces the competition in the society and we will have comparatively more time to earn money and more time for ourselves. One should make effort for assessing one's values and then priorities them accordingly. Many people do this exercise on yearly basis. People should make an effort for avoiding "a cycle of constant delayed gratification". People should try to take some short breaks from 5 to 10 minutes a day to breathe or stretch between patients. Studies show short breaks actually improve productivity, so they will more than make up for the time they lose by pausing for a moment. When "perfect" balance is unattainable in life, we should take care for it by designating some time for sleep, exercise and relaxation. A regular visit to physician is also required to release stress and for achieving balanced life. When people feel powerless or unhappy then they should talk to a friend or a counselor to change a situation. A person should also find a mentor who can give regular or timely advice on career development, time management and setting priorities. An individual must manage the time consumed on various roles and responsibilities of life by assuring that time and energy must support Work-life balance. There are various tasks which claim an individual's time and energy. A Person must obtain the ability to refuse those requests which will cause imbalance in individual's life. Individual should develop the ability self-awareness and must recognize emotions and behaviors as when they occur. Constant questioning of behaviors help the individual to work in accordance with the goal of life and supports in a work-life balance vision. A constructive approach always plays apposite role in succeeding the goals of life and bring required changes to make better balance in life. Fundamental beliefs, exists silently in the subconscious, directs the actions of individual with slight awareness. Beliefs, formed during childhood are exists as broad truths in individual's life. Individual should enquire these silent rules to assure whether they support work-life balance or not. Leading a life in accordance of values is essential for a sensing of personal integrity. Values are significant for defining the inner self of person. When individual life is affiliated with values, it feels right and comprehensive. If not will become stressful. "Unique strengths are those skills and abilities at which a person excels". Yet people have various capabilities, yet few of them are so natural and that's why classified as unique strengths. When these strengths are utilized rigorously in routine life roles, person will feel more balanced in life. An individual Person must indulge in passionate activities. When life is occupied with passions, the outcome will be great enthusiasm, high energy, and lots of fun which are the features of a balanced life. Work-life balance is a significant problem for millions for millions of people, though there is no universal definition of the concept. "Life balance is a personal determination, an individual feeling that life's activities are meaningful, appropriate, and right. One shall have a clear vision of the goal, in order to achieve a balanced life". As any

battery needs charging, likewise human battery also require the same by recreation being off work, having nice time with family can help the person in recharging but the important thing is this, that every person is responsible for his/her own work-life balance and no other body can be much effective in attaining a WLB than the individual himself or herself. Expert says that our emotion are the product of our own thoughts, we alone can control our thoughts and emotions also. So having and cultivating a faith and confidence in oneself can be the strong tool for maintaining work-life balance.

Training programmes should be organized to enhance emotional intelligence of Teaching professionals, which will in turn try to improve their work life balance and also enable them to contribute more productively to their organizations. Training shall be given in self-awareness, self-management, empathy and interpersonal effectiveness. Employees should also be made to understand very importantly, the role of emotions at the workplace. Activities might be also designed to help the employees make them aware of their feelings at any point of time. To add into it also, through various exercises, the employees should be made to explore/evaluate their emotional responses, its patterns and identify the changes (positive and negative) they need to make. Training shall be enhanced in a way to focus on developing the skill of understanding other's emotions, feelings and improving their interpersonal relations. Both work flexibility and autonomy are the major factors that have been found to be significantly positively related to work life balance, and professionals with higher levels of flexibility and autonomy showed higher levels of work life balance. Greater task variety should be provided to Teaching (academicians) professionals by assigning non routine or non-repetitive task, job rotation or job enlargement, as well as involving the professionals in creative problem solving.

#### **SUGGESTIONS FOR FURTHER RESEARCH**

The study can also be replicated for other industries.

A comparison study of work and life balance among employees who are working in different industries or sectors can be undertaken for a better understanding. On the other hand, both the Impact (positive and negative) of work life balance programmes on employees and organizations can be studied further in detail. A comprehensive study of both benefits and repercussions (positive or negative) of work life balance can be undertaken.

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