

Exploring the Work-Life Balance of Female College Educators in Hyderabad: A Comprehensive Study

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Abstract: *This paper aim is to study the how the working women, manage their work life and family life and the factors that motivate the women to work; identify the measures taken by various institutions for work life balance of college teachers working and residing in Hyderabad city. A sample of 100 women teachers working and residing in Hyderabad city was studied by using the Pearson's' chi-square test to infer and validate the results. The study found that there is no relationship between experience of women college teachers and no. of years of being resident of Hyderabad city. Finally, taking time off between works, proper planning, time management, setting boundaries, stress management, scheduling of social activities, asking for family help and prioritizing health importance are some of the important suggestions.*

Keywords: *WLB, working women, college teachers, setting boundaries, time and stress management.*

INTRODUCTION

Work-Life Balance (WLB) is not synonymous with an equal distribution of time between professional and personal domains; rather, it signifies the ability to effectively schedule these aspects to lead a healthy and serene life. This concept, although not novel, continues to be a pervasive concern in every individual's life. It revolves around the values, attitudes, and beliefs of women, influencing their ability to organize and harmonize work and personal commitments across different life stages. The successful achievement of WLB translates into job satisfaction, heightened commitment, and increased productivity for women, fostering success in their careers. However, challenges arise when women struggle to balance these facets, often due to difficulties in setting priorities. Instances abound where women, grappling with responsibilities such as childcare, caring for elderly family members, and other domestic pressures, withdraw from their professional roles. Collaborative efforts, particularly from male partners sharing responsibilities, emerge as crucial in enabling women to succeed.

Research in the UK indicates that women who experience successful work-life balance often attribute it to equitable partnerships with their husbands, both in professional and personal spheres. Technological advancements, educational progress, and shifts in the Indian industrial sector have contributed to some changes in the mindset of Indian men regarding shared responsibilities. It becomes imperative for both partners to understand and manage their working and personal hours, fostering a holistic and healthy life on both fronts. Furthermore, instilling the importance of shared responsibilities in children contributes to creating a more balanced and fulfilling family life. Studies reveal that a significant percentage of women, working approximately 40-45 hours per week, face challenges in achieving work-life balance, primarily due to the conflicting demands of their professional roles and family commitments. Employers play a pivotal role in supporting women in the workforce by implementing schemes such as part-time work, transportation facilities, canteens, day-care centers, and flexible

working hours. These initiatives not only attract and retain employees but also enhance overall productivity, ensuring a conducive and supportive work environment.

REVIEW OF RESEARCH AND LITERATURE

Vijaya Lakshmi et al (2013) have studied and find the issues and problems of women faculty working in educational institutions. Also found that women faculty members underwent severe stress in the process of attaining WLB. Continued work pressure resulted in poor performance. The result revealed that many female teachers have neglected their health in the process of improving the life of their family members and their students. Shiva (2013) studied that Women professionals in high position in their office have return from office in correct time, cook, clean and look after their family affairs. This makes them more stress and leads to some health problems. The leading cause of stress arises because of communication with Superior. Another study by Mohan and Ashok (2011) explained that “Stress is often developed when an individual is assigned a major responsibility without proper authority and delegation of power, inter personal factors such as group cohesiveness, functional dependence, communication frequency, relative authority and organizational difference between role sender and formal persons. Shahnaz & Jamie (2008) found that Work Stress and Work Life imbalance correlated with workaholic, regardless of gender. Women may be taking a more career minded view, while men are becoming more family oriented. Gunavathy (2007) in the study among married women employees of BPO companies outlined the causes, consequences of work life imbalance and interventions for work life balance. The study revealed that more than two third of the respondents reported work life imbalance primarily on account of work interference with personal life. Also concluded from this study, stress and burnout, ill-health and poor work performance are the consequences of work life imbalance.

NEED FOR THE STUDY

In contemporary society, career pursuits and personal aspirations constitute pivotal aspects of individuals' lives. Notably, a significant shift has been observed among women, who increasingly contribute to the workforce to support their families. This transformation is an inherent response to evolving environments and economic conditions. However, amidst this progression, women encounter a formidable challenge—effectively balancing the demands of familial responsibilities and professional pursuits. The paradigm shift in the earning dynamics of families, with women actively sharing financial responsibilities, underscores the paramount importance of WLB for female employees. This study endeavors to delve into the intentions and strategies employed by women faculty members in navigating the intricate terrain of balancing personal and professional spheres. By exploring the work experiences of women in Hyderabad, the research aims to unravel the intricate relationship between their professional journey and the equilibrium they strike in managing various aspects of their lives. Additionally, the study aspires to offer insights and recommendations for institutions to formulate effective WLB policies, acknowledging the unique challenges faced by women employees.

The heightened significance of WLB arises from the contemporary reality where both men and women collaboratively contribute to family sustenance. The dual responsibilities borne by women, encompassing professional commitments and domestic duties, often precipitate stress, compromise well-being, and potentially lead to burnout. However, amidst these challenges, some women employees have successfully cultivated a harmonious work-life balance, incorporating practices such as meditation and yoga into their lives. This research thus aims to contribute valuable insights into the nuanced dynamics of WLB, paving the way for a more supportive and sustainable professional environment for women in Hyderabad.

OBJECTIVES OF THE STUDY

The study has been taken up with the following objectives:

1. To study how the working women, manage their work life and family life and the factors that motivate the women to work;
2. To identify the measures taken by various institutions for work life balance of college teachers residing in Hyderabad city; and
3. To suggest the measures for improving work-life balance among the working women in the study area.

HYPOTHESIS

H₀: There is no significant relationship between work life balance and work experience of women college teachers residing in Hyderabad city.

H₁: There is a significant relationship between work life balance and work experience women college teachers residing in Hyderabad city.

SCOPE AND PERIOD OF THE STUDY

The undertaken research is only related to work life balance of working women particularly college teachers working in under graduate and Post Graduate colleges and residing in Hyderabad city. This excludes the females who are residing in other parts of the world. It excludes the male employed population. The survey excludes the unemployed and self-employed, so the level of imbalance in the population as a whole may vary. The study covers measures undertaken by women for work life balance. In work life, the life describes a persons or groups standard of living environment, public health, safety and general surroundings while work life encompasses things that affect their wellbeing such as salary and benefits. Significant work life programs include part time work and flexible benefits. The study covers both the causes for work life imbalance and measures to be taken in order to balance work life. The study was conducted for the period of two months i.e., during March-April, 2023. Further, it is to state that the Women Employees of minimum 0-5yrs experience was considered for this study.

RESEARCH METHODOLOGY

This study utilizes both primary and secondary data sources. Primary data, obtained through a survey of 100 respondents using a structured questionnaire, is collected through personal observation and contact. Secondary data is derived from existing sources such as books, electronic media, and the internet, enhancing the comprehensiveness of the research.

Sample Size : 100 College teachers working and residing in Hyderabad city.

Sample Test : Chi-square test.

Survey tool : A structured Questionnaire consisting of 25 questions.

Sampling Method : Simple Random Sampling.

Research Design : The research is descriptive in nature.

Statistical tool used: The Pearson chi-square test has been applied to infer and validate the results.

RESULTS AND DISCUSSION

In this section, an attempt has been made to analyze the data collected from the sample respondents and same data was cross tabulated and chi-square test has been applied to find out the relationship between work experiences of the respondents with that relevant variables. The analysis and results were presented as hereunder.

Table-1 Experience vs. No. of years of being resident of Hyderabad

Experience	No. of years of being resident of Hyderabad city				Total
	0-5 yrs	6-10yrs	11-15yrs	> 15yrs	
0-5yrs	29(29%)	16(16%)	2(2%)	2(2%)	49(49%)
6-10yrs	17(17%)	3(3%)	4(4%)	0(0%)	24(24%)
11-15yrs	8(8%)	4(4%)	2(2%)	0(0%)	14(14%)
>15yrs	10(10%)	2(2%)	1(1%)	0(0%)	13(13%)
Total	64(64%)	25(25%)	9(9%)	2(2%)	100(100%)

Chi-square=0.276

Source: Primary data

Table-1 presents that there are 49(49%) of the respondents having experience 0-5yrs, 16(16%) for about 6-10yrs, 2(2%) for about 11-15yrs, and 2 (2%) for about more than 15yrs. Among 24(24%) of the respondents having experience 6-10yrs, 17(17%) reside in the Hyderabad city for about 0-5yrs,3(3%) for about 6-10yrs and 4(4%) for about 11-15yrs. It is also indicates that 64(64%) of the respondents under various years of experience reside in Hyderabad city for about 0-5yrs only and only 2(2%) of the respondents reside in Hyderabad city for about more than 15yrs.It also indicates that majority of respondents i.e. 29(29%) under the age group 0-5yrs reside in Hyderabad city. Finally, it is inferred that the Pearson chi-square test has been applied and found that the calculated value is 0.276 which is greater than table value at 0.05. So null hypothesis (H_0) is accepted and an alternative hypothesis (H_1) is rejected. Hence, it is concluded that there is no relationship between experience of women college teachers and no. of years of being resident of Hyderabad city.

Table-2 Experience vs. Convenient to commute to workplace

Experience	Convenient to commute to workplace		Total
	Yes	No	
0-5yrs	47(47%)	2(2%)	49(49%)
6-10yrs	21(21%)	0(0%)	21(21%)
11-15yrs	10(10%)	2(2%)	12(12%)
> 15yrs	10(10%)	0(0%)	10(10%)
Total	88(88%)	4(4%)	100(100%)

Chi-square=0.122

Source: Primary data

Table-2 outlines perceptions of commuting convenience to the workplace based on respondents' experience. In the 0-5 years category (53.3%), 51.1% find it convenient. For those with 6-10 years (22.8%), all find it convenient. In the 11-15 years group (13%), 10.9% perceive convenience. Among those with over 15 years (10.9%), all find it convenient. Overall (95.7%), 88% consider commuting convenient. The Pearson chi-square test resulted in a calculated value of 0.122, higher than the table value at 0.05. Therefore, the null hypothesis (H_0) is accepted, and the alternative hypothesis (H_1) is rejected. It is concluded that there is no significant relationship between experience and respondents' perceptions of the convenience of commuting from their residence to the workplace.

Table-3 Experience vs. Effect of daily commute on Work Life Balance

Experience	Effect of daily commute on WLB		Total
	Yes	No	
0-5yrs	12(12%)	37(37%)	49(49%)
6-10yrs	10(10%)	15(15%)	25(25%)
11-15yrs	8(8%)	6(6%)	14(14%)
> 15yrs	4(4%)	8(8%)	12(12%)
Total	34(34%)	66(66%)	100(100%)
Chi-square=0.126			

Source: Primary data

Table-3 presents insights into the impact of daily commute on Work-Life Balance (WLB) based on respondents' experience. In the 0-5 years category (49%), 12% perceive an effect on WLB, while 37% believe daily commute has no impact. For those with 6-10 years (25%), 10% feel an effect, and 15% don't. In the 11-15 years group (14%), 6% feel no effect. Overall (66%), 34% believe daily commute affects WLB. The Pearson chi-square test resulted in a calculated value of 0.126, greater than the table value at 0.05. Therefore, the null hypothesis (H0) is accepted, and the alternative hypothesis (H1) is rejected. It is concluded that there is no significant relationship between experience and respondents' perceptions of the impact of daily commute on Work-Life Balance.

Table- 4 Experience vs. personal and professional life balance

Experience	Balance of personal and professional life		Total
	Yes	No	
0-5yrs	47(47%)	2(2%)	49(49%)
6-10yrs	24(24%)	1(1%)	25(25%)
11-15yrs	14(14%)	0(0%)	14(14%)
> 15yrs	12(12%)	0(0%)	12(12%)
Total	97(97%)	3(3%)	100(100%)
Chi-square=0.780			

Source: Primary data

Table -4 indicates that there are 49(49%) of the respondents having experience 0-5yrs, 47(47%) are able to balance personal and professional life and only 2(2%) are not able to balance personal and professional life. Among 25(25%) of the respondents having experience 6-10yrs, 24(24%) are able to balance personal and professional life and only 1(1%) are not able to balance personal and professional life. Further, there are 97(97%) of the respondents under various years of experience are able to balance personal and professional life and only 3(3%) of the respondents are not able to balance personal and professional life. From the above table it is inferred that Pearson chi-square test has been applied and found that the calculated value is 0.780 which is greater than the table value at 0.05. So null hypothesis (H0) is accepted and an alternative hypothesis (H1) is rejected. Hence, it is concluded that there is no impact of experience on ability of respondents to balance personal and professional life.

Table-5 Experience vs. working hours

Experience	Satisfaction with working hours				Total
	Strongly satisfied	Satisfied	Neutral	Dissatisfied	
0-5yrs	19(19%)	18(18%)	8(8%)	4(4%)	49(49%)
6-10yrs	4(4%)	19(19%)	0(0%)	2(2%)	25(25%)
11-15yrs	4(4%)	6(6%)	2(2%)	2(2%)	14(14%)
> 15yrs	6(6%)	2(2%)	2(2%)	2(2%)	12(12%)
Total	33(33%)	45(45%)	12(12%)	10(10%)	100(100%)

Chi-square=0.046

Source: Primary data

Table- 5 indicates that there are 49(49%) of the respondents having experience 0-5yrs,19(19%) are strongly satisfied with working hours,18(18%) are satisfied,8(8%) are kind of satisfied and only 4(4%) are dissatisfied with working hours. Another 25(25%) of the respondents having experience 6-10yrs,4(4%) are strongly satisfied with working hours, 19(19%) are satisfied, and only 2(2%) are dissatisfied with working hours. It is also indicates that majority of respondents 45(45%) under various years of experience are satisfied with working hours and only 10(10%) of the respondents are dissatisfied with working hours. From the above table it is inferred that Pearson chi-square test has been applied and found that the calculated value is 0.046 which is less than the table value at 0.05. So H_0 is rejected and H_1 is accepted. Hence, it is concluded that there is a relationship of experience and satisfaction with working hours.

Table-6 Experience vs. spending time on household activities

Experience	Spending time on household activities				Total
	< 2hrs	2-3hrs	4-6hrs	>6hrs	
0-5yrs	8(8%)	28(28%)	13(13%)	0(0%)	49(49%)
6-10yrs	2(2%)	9(9%)	14(14%)	0(0%)	25(25%)
11-15yrs	0(0%)	4(4%)	4(4%)	6(6%)	14(14%)
>15yrs	2(2%)	4(4%)	4(4%)	2(2%)	12(12%)
Total	12(12%)	45(45%)	35(35%)	8(8%)	100(100%)

Chi-square=0.000

Source: Primary data

Table- 6 indicates that there are 49(49%) of the respondents having experience 0-5yrs,8(8%) of the respondents spend less than 2hrs on domestic activities,28(28%) spend 2-3hrs,13(13%) spend 4-6hrs.Among 25(25%) of the respondents having experience 6-10yrs,2(2%) of the respondents spend less than 2hrs on domestic activities,9(9%) spend 2-3hrs,14(14%) spend 4-6hrs. Further, it is also indicates that 45(45%) of the respondents under various years of experience spend 2-3hrs on their domestic activities and only 8(8%) of the respondents spend more than 6hrs on domestic activities. From the above table it is inferred that Pearson chi-square test has been applied and found that the calculated value is 0.000 which is less than table value at 0.05. So H_0 is rejected and H_1 is accepted. Hence, it is concluded that there is a relationship between experience and time spent by respondents on domestic activities.

Table-7 Experience vs. factors causing work life imbalance

Experience	Factors causing work life imbalance				Total
	Heavy work and extended working hours	Uncooperative superiors and subordinates	No help from spouse or family members	Inability to prioritize and manage time	
0-5yrs	25(23.1%)	10(9.3%)	10(9.3%)	4(3.7%)	49(45.4%)
6-10yrs	15(13.9%)	3(2.7%)	5(4.6%)	10(9.3%)	33(30.5%)
11-15yrs	8(7.4%)	0(0%)	2(1.9%)	4(3.7%)	14(13%)
> 15yrs	4(3.7%)	0(0%)	2(1.9%)	6(5.5%)	12(11.1%)
Total	52(48.1%)	13(12%)	19(17.7%)	24(22.2%)	108(100%)

Chi-square=0.023

Source: Primary data

Table-7 delineates insights into factors causing work-life imbalance based on respondents' experience. In the 0-5 years category (45.4%), 23.1% attribute work-life imbalance to heavy work and extended hours, 9.3% cite uncooperative superiors/subordinates, 9.3% mention lack of support from spouse/family, and 3.7% point to time management challenges. For those with over 15 years (11.1%), 3.7% highlight heavy work, 1.9% cite lack of support, and 5.5% mention time management. Overall (48.1%), heavy work and extended hours are perceived as the main cause by 52%, while uncooperative superiors/subordinates are considered by 12%. The Pearson chi-square test resulted in a calculated value of 0.023, less than the table value at 0.05. This leads to the rejection of the null hypothesis (H0) and acceptance of the alternative hypothesis (H1), concluding a significant relationship between experience and respondents' perceptions of factors causing work-life imbalance.

Table-8 Experience vs. stress

Experience	Suffering from stress		Total
	Yes	No	
0-5yrs	12(12%)	37(37%)	49(49%)
6-10yrs	10(10%)	15(15%)	25(25%)
11-15yrs	8(8%)	6(6%)	14(14%)
> 15yrs	4(4%)	8(8%)	12(12%)
Total	34(34%)	66(66%)	100(100%)

Chi-square=0.126

Source: Primary data

Table-8 presents that there are 49(49%) of the respondents having experience 0-5yrs,12(12%) are suffering from stress related problems due to work and 37(37%) are not able suffering from any stress related problems. Among 25(25%) of the respondents having experience 6-10yrs,10(10%) are suffering from stress related problems due to work and 15(15%) are not able suffering from any stress related problems. It is also indicates that 66(66%) of the respondents under various years of experience are not suffering from any stress related problems due to work and only 33(33%) of the respond presents are suffering from stress related problems due to work. From the above table it is inferred that Pearson chi-square test has been applied and found that the calculated value is 0.126 which is greater than the table value at 0.05. So H₀ is accepted and H₁ is rejected. Hence, it is concluded that there is no impact of experience on respondents suffering from stress related problems.

Table-9 Experience vs. stress management

Experience	Ways to manage stress							Total
	Yoga	Meditation	Entertainment	Music	Dance	Social networking	Others	
0-5yrs	12(7.5%)	8(5%)	21(13%)	12(7.6%)	3(1.87%)	8(5%)	2(1.2%)	66(41%)
6-10yrs	3(1.9%)	8(5%)	13(8.1%)	13(8.1%)	3(1.9%)	7(4.3%)	3(1.9%)	50(31%)
11-15yrs	6(3.7%)	4(2.5%)	8(5%)	6(3.7%)	0(0%)	2(1.2%)	1(0.6%)	27(17%)
> 15yrs	2(1.2%)	4(2.5%)	4(2.5%)	2(1.2%)	0(0%)	4(2.5%)	2(1.2%)	18(11%)
Total	23(14.3%)	24(15%)	46(28.6%)	33(20.4%)	6(3.7%)	21(13%)	8(5%)	161(100%)

Chi-square=0.169

Source: Primary data

Table-9 describes that there are 66(41%) of the respondents having experience 0-5yrs,12(7.5%) of the respondents believe that yoga is the best way to manage stress,8(5%) believe meditation,21(13%) believe entertainment,12(7.6%) believe music,3(1.87%) believe dance,8(5%) believe social networking and 2(1.2%) believe others apart from above are the best ways to manage stress. Further, it is indicates that 46(28.6%) of the respondents under various years of experience believe that entertainment is the best way to manage stress and only 6(3.7%) of the respondents believe that dancing is the best way to manage stress. It also indicate that majority of respondents under the age group 0-5yrs believe that entertainment is the best way to manage stress. From the above table it is inferred that Pearson chi-square test has been applied and found that the calculated value is 0.169 which is greater than the table value at 0.05. So H_0 is accepted and H_1 is rejected. Hence, it is concluded that there is no impact of experience on the way the respondents manage stress.

Table-10 Experience vs. attending social life

Experience	Attending social life					Total
	Most of the time	Sometime	Seldom	Always	Never	
0-5yrs	10(10%)	26(26%)	4(4%)	3(3%)	6(6%)	49(49%)
6-10yrs	6(6%)	17(17%)	0(0%)	2(2%)	0(0%)	25(25%)
11-15yrs	6(6%)	0(0%)	6(6%)	2(2%)	0(0%)	14(14%)
>15yrs	4(4%)	4(4%)	2(2%)	2(2%)	0(0%)	12(12%)
Total	26(26%)	47(47%)	12(12%)	9(9%)	6(6%)	100(100%)

Chi-square=0.000

Source: Primary data

Table-10 indicates that there are 49(49%) of the respondents having experience 0-5yrs,10(10%) are able to attend social gatherings most of the time,26(26%) sometimes,4(4%) seldom,3(3%) always and 6(6%) never able to attend social gatherings. It is also indicates that 47(47%) of the respondents under various years of experience are sometimes able to attend social gatherings and only 6(6%) of the respondents have never able to attend social gatherings due to work. It also indicates that majority of the respondents i.e. 26(26%) of the respondents under the age group 0-5yrs are sometimes able to attend social gatherings. From the above table it is inferred that Pearson chi-square test has been applied and found that the calculated value is 0.000 which is less than the table value at 0.05. So H_0 is rejected and H_1 is accepted. Hence, it is concluded that there is a relationship between experience and respondents attending social gatherings.

Table-11 Experience vs. motivational factors

Experience	Motivational factors					Total
	Personal satisfaction	Financial independence	Support your family	Constructive utilization of time	Other	
0-5yrs	29(18.2%)	12(7.5%)	16(10.1%)	2(1.3%)	0(0%)	59(37.1%)
6-10yrs	21(13.2%)	15(9.4%)	6(3.8%)	8(5.0%)	0(0%)	50(31.4%)
11-15yrs	10(6.3%)	8(5.0%)	4(2.5%)	8(5.0%)	0(0%)	30(18.9%)
>15yrs	10(6.3%)	4(2.5%)	2(1.3%)	2(1.3%)	2(1.3%)	20(12.6%)
Total	70(44.0%)	39(24.5%)	28(17.6%)	20(12.6%)	2(1.3%)	159(100%)

Chi-square=0.000

Source: Primary data

Table-11 highlights insights into respondent motivations based on work experience. For those with 0-5 years (37.1%), personal satisfaction is the primary motivator (18.2%), followed by financial independence (7.5%), family support (10.1%), and time utilization (1.3%). In the 6-10 years group (31.4%), personal satisfaction (13.2%), financial independence (9.4%), family support (3.8%), and time utilization (5.0%) vary. Overall, 44% cite personal satisfaction as the primary motivator, while 1.3% consider other factors. Notably, 18.2% of 0-5 years respondents prioritize personal satisfaction. Statistical analysis (Pearson chi-square test) with a calculated value of 0.000 rejects the null hypothesis, confirming a significant relationship between work experience and motivating factors.

Table-12 Experience vs. Leave policy at work place

Experience	Leave policy at work place			Total
	Good	Satisfactory	Dissatisfactory	
0-5yrs	22(22%)	27(27%)	0(0%)	49(49%)
6-10yrs	9(9%)	10(10%)	6(6%)	25(25%)
11-15yrs	6(6%)	6(6%)	2(2%)	14(14%)
> 15yrs	4(4%)	8(8%)	0(0%)	12(12%)
Total	41(40%)	51(51%)	8(8%)	100(100%)

Chi-square=0.013

Source: Primary data

Table-12 indicates that among 49(49%) of the respondents having experience 0-5yrs,22(22%) perceived that leave policy is good,27(27%) are satisfied with the leave policy of the college. Among 25(25%) of the respondents having experience 6-10yrs,9(9%) perceived that leave policy is good,10(10%) are satisfied with the leave policy of the college and only 6(6%) of the respondents are dissatisfied with leave policy of the college. It also indicates that majority of the respondents i.e. 27(27%) of the respondent are satisfied with the leave policy of the college and the respondents having experience more than 15yrs have never dissatisfied with leave policy of the college. From the above table it is inferred that Pearson chi-square test has been applied and found that the calculated value is 0.000 which is less than the table value at 0.05. So H_0 is rejected and H_1 is accepted. Hence, it is concluded that there is a relationship between experience and perception of respondents regarding leave policy of the college.

Table-13 Experience vs. Maternity leave policy at workplace

Experience	Maternity leave policy at workplace		Total
	Yes	No	
0-5yrs	47(51.1%)	2(2.2%)	49(53.3%)
6-10yrs	21(22.8%)	0(0%)	21(22.8%)
11-15yrs	10(10.9%)	2(2.2%)	12(13%)
> 15yrs	10(10.9%)	0(0%)	10(10.9%)
Total	88(95.7%)	4(4.3%)	92(100%)
Chi-square=0.122			

Source: Primary data

Table-13 highlights perceptions of the maternity leave policy among respondents based on their experience. In the 0-5 years category (53.3%), 51.1% confirm the provision of maternity leave. For those with 6-10 years (22.8%), all respondents acknowledge the college providing maternity leave. In the 11-15 years group (13%), 10.9% affirm the policy. Among those with over 15 years (10.9%), all recognize the provision. Overall (95.7%), 88% perceive the college as providing maternity leave. The Pearson chi-square test yielded a calculated value of 0.122, exceeding the table value at 0.05. Therefore, the null hypothesis (H0) is accepted, and the alternative hypothesis (H1) is rejected. It is concluded that there is no significant relationship between experience and respondents' perceptions of the college's maternity leave policy.

Table-14 Experience vs. Productivity increase due to Work Life Management

Experience	Productivity increase due to WLM		Total
	Yes	No	
0-5yrs	28(28%)	2(2%)	30(30%)
6-10yrs	25(25%)	3(3%)	28(28%)
11-15yrs	17(17%)	4(4%)	21(21%)
> 15yrs	19(19%)	2(2%)	21(21%)
Total	89(89%)	11(11%)	100(100%)
Chi-square=0.5695			

Source: Primary data

Table-14 outlines responses regarding the perceived impact of Work-Life Management on productivity based on respondents' experience. In the 0-5 years category (30%), 28% believe productivity will increase. For 6-10 years (28%), 25% anticipate increased productivity. In the 11-15 years group (21%), 17% expect a productivity boost, while in the 15+ years category (21%), 19% share the same sentiment. Overall, 89% across experience levels foresee increased productivity due to Work-Life Management. The Pearson chi-square test yielded a calculated value of 0.5695, lower than the table value at 0.05. Consequently, the null hypothesis (H0) is rejected, and the alternative hypothesis (H1) is accepted, concluding a significant relationship between experience and respondents' perceptions of increased productivity through Work-Life Management.

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Table-15 Experience vs. Thought of Leaving the Job

Experience	Thought of Leaving the Job		Total
	Yes	No	
0-5yrs	24(24%)	13(13%)	37(37%)
6-10yrs	2(2%)	19(19%)	21(21%)
11-15yrs	5(5%)	8(8%)	13(13%)
> 15yrs	4(4%)	25(25%)	29(29%)
Total	35(35%)	65(65%)	100(100%)
Chi-square=0.00001			

Source: Primary data

Table-15 reveals insights into respondents' thoughts of leaving their jobs based on experience. Among those with 0-5 years (37%), 24% have considered leaving, while 13% haven't. For 6-10 years (21%), 2% contemplated leaving, and 19% haven't. In the 15+ years group (29%), 4% thought of leaving, and 25% haven't. Overall, 65% across experience levels haven't considered leaving. The Pearson chi-square test with a calculated value of 0.00001, less than the table value at 0.05, rejects the null hypothesis (H0) and accepts the alternative hypothesis (H1), establishing a significant relationship between experience and thoughts of leaving the job.

Table-16 Experience vs. Suggestions to balance work life

Experience	Techniques to balance work life					Total
	Use of technology like dashboards etc.	Supportive colleague	Supportive family	Better transportation facility	Other	
0-5yrs	14(10.1%)	16(11.6%)	17(12.3%)	6(4.3%)	3(2.2%)	56(40.6%)
6-10yrs	15(10.9%)	13(9.4%)	11(8%)	3(2.2%)	0(0%)	42(30.4%)
11-15yrs	2(1.4%)	6(4.3%)	10(7.2%)	0(0%)	0(0%)	18(13%)
>15yrs	8(5.8%)	4(2.9%)	4(2.9%)	4(2.9%)	2(1.4%)	22(15.9%)
Total	39(28.3%)	39(28.3%)	42(30.4%)	13(9.4%)	5(3.6%)	138(100%)
Chi-square=0.003						

Source: Primary data

Table-11 highlights insights into respondent motivations based on work experience. For those with 0-5 years (37.1%), personal satisfaction is the primary motivator (18.2%), followed by financial independence (7.5%), family support (10.1%), and time utilization (1.3%). In the 6-10 years group (31.4%), personal satisfaction (13.2%), financial independence (9.4%), family support (3.8%), and time utilization (5.0%) vary. Overall, 44% cite personal satisfaction as the primary motivator, while 1.3% consider other factors. Notably, 18.2% of 0-5 years respondents prioritize personal satisfaction. Statistical analysis (Pearson chi-square test) with a calculated value of 0.000 rejects the null hypothesis, confirming a significant relationship between work experience and motivating factors.

Summary of Results

	Null Hypothesis	Chi-square Calculated Value	Table Value	Result
1	There is no relationship between work experience and no. of years of being resident of Hyderabad city.	0.276	0.05	Accepted
2	There is no relationship between work experience and place of residence.	0.122	0.05	Accepted
3	There is no relationship between work experience and effect of daily commute on work life balance.	0.126	0.05	Accepted
4	There is no relationship between work experience and their personal and professional life balance.	0.780	0.05	Accepted
5	There is no relationship between work experience and their working hours.	0.046	0.05	Accepted
6	There is no relationship between work experience and spending time on household activities.	0.000	0.05	Rejected
7	There is no relationship between work experience and the factors that cause work life imbalance.	0.023	0.05	Rejected
8	There is no relationship between work experience and stress related problems due to work.	0.126	0.05	Accepted
9	There is no relationship between work experience and the ways to manage stress.	0.169	0.05	Accepted
10	There is no relationship between work experience and attending social life.	0.000	0.05	Rejected
11	There is no relationship between work experience and motivational factors.	0.000	0.05	Rejected
12	There is no relationship between work experience and leave policy at workplace.	0.013	0.05	Rejected
13	There is no relationship between work experience and maternity leave policy at workplace.	0.122	0.05	Accepted
14	There is no relationship between work experience and policy of work life management on productivity.	0.5695	0.05	Rejected
15	There is no relationship between work experience and leaving the job due to stress.	0.0001	0.05	Rejected
16	There is no relationship between work experience and the techniques to improve work life balance.	0.003	0.05	Rejected

SUGGESTIONS

1. **Taking Time Off Between Works:** Taking time off in between work helps in dealing with stress. The human body is not designed to endure for long hours at a go. Physical movements like a light walk or some desk exercises can be helpful here. Such short breaks will help to recover from fatigue and enhance agility at work.
2. **Proper Planning:** Planning the day-to-day activities at work is another way for managing a good balance between life and work. It helps individuals to prioritize their actions following the importance of a task. Moreover, adhering to a well-laid plan also helps save a lot of time at work.
3. **Time Management:** Time Management is a very important aspect when it comes to having a proper work-life balance. Most individuals tend to ignore this phase. As a result, they end up getting overwhelmed by work at the end of the day with no time for themselves. So, one must

make sure they have a proper routine in place for the day. Adopting time management hacks like the Pomodora technique would be helpful in this regard.

4. **Setting boundaries:** This involves establishing clear boundaries between work and personal life by defining specific working hours and separating work-related tasks from personal activities.
5. **Stress management:** Implementing strategies to manage stress levels, such as practicing mindfulness, engaging in regular physical activity, taking breaks, and unplugging from work-related activities when needed.
6. **Schedule social activities:** When work is especially demanding, it is tempting to cancel social plans. However, no matter what is going on at work, it is worth keeping at least one social event per week in the calendar. Finding a human connection is especially crucial. This might come in the form of a family quiz or going for lunch with friends.
7. **Ask for help:** Never suffer in silence or allow pressures at work to escalate to unmanageable levels. Colleagues, managers, friends, and family are there to help and share the load when things get too much. However, they cannot help if they are not aware of what is going on. Employees in need of professional help should take advantage of mental health support (such as counseling) offered to them by their employers.
8. **Prioritize health:** Recognizing the importance of maintaining your physical health, emotional well-being and mental fitness is the first step to making it a priority in your life. Use the concept of habit stacking to build simple, supportive actions into your day. Consider habits like: daily meditation, exercises, social connection, committing to using aid time off, etc.
9. **Other Suggestions**
 - Institution need to create counseling services in their respective organization by appointing full time counselors who can help employees in balancing their work and life.
 - Part-time work arrangements need to be promoted in institute.
 - Free health checkups, health insurance & exercise facilities should be provided in the institution.
 - Cost effective retention strategies like creating a retention culture in the organization, ensuring freedom of expression to employees, creating friendly work environment and instituting competitive reward schemes are a few strategies that institute can be experimented with in talent retention.

CONCLUSION

Work life balance is not a new concept. Many researchers had been made by various authors to determine the contributors affecting the balance. This study has also been made to find out the work life balance factors affecting the working women residing in Hyderabad city. The study concludes that the working women will be able to maintain balance in both their official and personal life with the help of their family support, support from their work place and work environment. Good balance leads to productive outcomes in both the work place and in home environment. Therefore, the management and the family have a vital role in helping the women in achieving balance in their dual lives.

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