



The Interplay Between Work-Life Balance, Job Satisfaction, And Performance: A Qualitative Study Of Female Faculty Experiences In Private Education.

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ABSTRACT:

Work-life balance has become more and more of a hot topic in recent years, with implications for organizational success and employee satisfaction in a variety of industries, including private higher education. This essay primarily aims to comprehend the ways in which female employees at private higher education institutions' work-life balance affects their job happiness and performance. This research endeavors to elucidate the distinct obstacles encountered by female workers in reconciling their work and family obligations, and the ways in which these obstacles affect their general job contentment and productivity results.

The private higher education market is notorious for having rigorous work conditions with lengthy work hours, administrative duties, and high academic standards. For female employees, these difficulties are exacerbated by the fact that they often have to balance a variety of activities, such as administrative work, research responsibilities, academic teaching, and family commitments. The way that work-life balance is perceived and managed by female employees can be greatly impacted by the junction of gender dynamics and organizational expectations.

Research to date indicates that individuals who are able to maintain a healthy work-life balance report feeling more satisfied with their jobs. Employee job satisfaction is positively correlated with motivation, dedication to organizational goals, and job performance when workers feel they can successfully balance work and personal obligations. On the other hand, female professionals who have an unbalanced work-life balance may experience stress, burnout, and decreased productivity.

The allocation of the workload, the flexibility of work arrangements, the presence of internal support systems, family obligations, and career goals are some of the important factors that are being looked into. Through the examination of these variables, the research seeks to pinpoint certain obstacles and enablers that impact the outcomes of work-life balance for female staff members in the private higher education industry.

This research has important ramifications for academics and practice. From an academic standpoint, the study adds to the expanding corpus of research on gender dynamics in corporate settings and work-life balance. Practically speaking, the researcher's conclusions will guide the creation and use of gender-sensitive policies and procedures meant to enhance female employees' work-life balance at private higher education establishments.

This study aims to give organizational leaders and human resource managers practical suggestions by analyzing the complex issues faced by female employees and their effects on job satisfaction and performance. These suggestions can include creating a welcoming workplace culture, advocating for flexible scheduling, granting access to child care centers, and putting in place mentorship programs specifically designed to meet the requirements of female staff members.

Keywords- Work Life balance, job satisfaction. employee performance, female employee, private education sector.

1.Introduction :

Work-life balance, or WLB, has become one of the biggest issues facing contemporary enterprises. It speaks to the degree to which work-related activities are conducted at home and the relative importance of an individual's personal and professional acts. According to Konard and Mnagel, "an equally satisfied level of involvement or 'fit' among the multiple roles in a person's life" is what is meant by work-life balance.

The subject of this study is female staff members at private universities who manage a complex job that includes teaching, research, office work, and frequently, taking care of family members. The competitive environment, high academic standards, and taxing administrative responsibilities that define the private higher education industry can seriously impair work-life balance for all employees, but especially for women.

Studying how work-life balance affects female employees' performance and job satisfaction in private higher education is important for a number of reasons. First, there is a close relationship between employee motivation, commitment, and retention and job satisfaction, which is defined as a person's

level of satisfaction with their job and work environment. Secondly, the ability of individuals to balance their personal and professional life is a factor in job performance, which is evaluated by productivity, creativity, and overall contribution to organizational goals.

Previous studies indicate that workers who believe their personal and professional lives are more balanced report higher levels of job satisfaction and perform better at work. On the other hand, people who have an unbalanced work-life schedule frequently experience increased stress, burnout, and decreased productivity. These dynamics are especially important for female employees in private higher education, as they may be subject to additional pressures from society norms, obstacles to job advancement, and the need to strike a balance between personal and professional decisions.

1.1 Important elements of a balanced work-life include:

- **Time Management:** Managing your time well to balance work, family, friends, hobbies, and personal interests; avoid letting one take precedence over the others.
- **Flexibility:** The capacity to modify work schedules or plans to meet individual requirements or unforeseen circumstances, which lowers stress and improves time management.
- **Physical Well-Being:** Keeping up a healthy lifestyle that includes regular exercise, enough sleep, and wholesome foods can have a beneficial effect on one's ability to function at work and feel satisfied with their personal life.
- **Mental Well-Being:** Striking a balance to avoid burnout, stress, and mental exhaustion by making time for hobbies, leisure, and self-care.
- **Emotional Well-Being:** Building happy bonds with friends, family, and coworkers; attending to emotional needs to create a network of support that improves general contentment and happiness.
- **Boundary Management:** Drawing distinct lines between business and personal life to keep pressures from the former from invading the latter.

The idea of work-life balance has altered along with changes in workplace dynamics and society standards. Organizational culture, professional expectations, technological improvements (such remote work choices), family structure, and personal preferences are some of the factors that affect work-life balance. In addition to being a personal obligation, achieving work-life balance calls for companies' supportive policies and practices as well as social frameworks that value holistic well-being.

The advantages of work-life balance for firms and employees have gained more attention in recent years. Workers who believe there is more balance in their lives report feeling better about their jobs, being more productive, having better physical and mental health, and being happier overall. Promoting work-life balance can benefit firms by lowering employee churn, raising engagement levels, improving recruitment results, and improving their reputation.

In general, the idea of work-life balance emphasizes how crucial it is to combine work and personal life in a way that enables people to flourish in both areas, resulting in a more contented and long-lasting way of living.

1.2 Advantages to employers

The need for work-life balance is becoming more widely acknowledged, both for businesses and employees. The following are some major advantages for employers of encouraging work-life balance:

- **Increased Productivity:** Workers who lead balanced lives and get enough sleep are typically more productive. They are able to concentrate better, commit fewer errors, and work through assignments faster.
- **Decreased Absenteeism:** Workers who maintain a healthy work-life balance are less likely to take unpaid time off. This can lessen the expenses and inconveniences brought on by absence.
- **Improved Employee Engagement:** Programs that promote work-life balance have the potential to increase employee engagement. Employee engagement results in improved performance and lower turnover rates since engaged workers are more dedicated to the company and their work.
- **Attraction and Retention of Talent:** Providing work-life balance initiatives and flexible work schedules can help a business attract and retain talent. Additionally, it can aid in keeping on board current staff, cutting down on the expenses and inconvenience brought on by excessive staff turnover.
- **Improved Health and Well-Being of Employees:** Workers who achieve a healthy work-life balance typically exhibit greater mental and physical health. This can lessen the impact of absences due to illness and save the business money on healthcare.
- **Better organization Culture:** Encouraging work-life harmony can enhance the culture of the organization as a whole. It can produce a more upbeat, encouraging atmosphere that encourages cooperation and teamwork.
- **Innovation and Creativity:** Workers who have leisure time to unwind and engage in extracurricular activities tend to be more imaginative and creative. They can infuse their work with new insights and concepts.
- **Improved Employer Reputation:** Organizations that prioritize work-life harmony typically have a more favorable image. They may become more competitive in the market and improve their brand image as a result.
- **Regulation Compliance:** In some areas, providing specific work-life balance programs can aid in ensuring adherence to labor laws and rules, preventing fines and other legal ramifications.



1.3 Advantages to employees

For workers, work-life balance is essential since it affects both their personal and professional lives in different ways. The following are some major advantages of work-life balance for workers:

- **Better Health and Well-Being:** Stress reduction from balancing work and personal obligations can improve both mental and physical health. There is a decreased likelihood of burnout, anxiety, or despair among employees.
- **Increased Job Satisfaction:** Workers are typically happier in their jobs when they believe they have a healthy work-life balance. Their general quality of life may be improved by this fulfillment.
- **Enhanced Relationships:** Employees who make time for their friends, family, and hobbies are better able to establish and preserve enduring bonds with one another. It is essential for mental health and happiness to have this social support.
- **Better Personal Fulfillment:** A work-life balance enables people to follow their interests, passions, and personal objectives, resulting in a richer and more satisfying existence away from the office.
- **Higher Productivity and Performance:** Workers are more able to concentrate and work more effectively when they are not overburdened with tasks. Having a balanced life makes it easier to stay motivated and full of energy.
- **Better Time Management:** Mastering time management techniques is often necessary to strike a work-life balance. Workers gain time management and job prioritization skills that improve both their personal and professional life.
- **Decreased Absenteeism:** Workers who maintain a positive work-life balance are less likely to miss work or take unscheduled time off. In general, their attendance is more dependable and consistent.
- **More Flexibility:** Work-life programs that offer remote work or flexible working hours provide employees more autonomy over their schedules. They may be able to handle their obligations more effectively with this flexibility.
- **Career Growth and Development:** Better performance and productivity can result from a balanced lifestyle, which can increase chances for professional advancement. When employees have the time and energy to do so, they are more inclined to pursue more education or training.
- **Enhanced Creativity and Innovation:** Workers who take time off to unwind and rejuvenate frequently return to work with new insights and ideas. Their ability to be creative can help them grow personally and make the organization successful.

In general, work-life balance is critical to an employee's overall quality of life, job satisfaction, and physical and mental health. It makes it possible for individuals to succeed on a personal and professional level, resulting in a life that is more rewarding and fruitful.

2. Review Of Literature :

There aren't many studies done in the field of this one. The current study's path is determined by a review of these studies.

2.1 According to **Mayya et al. (2021)**, individual demographic traits and the level of work-life balance have an impact on the work-life balance of female employees. There was a 200-person sample size used in the data gathering. The results of the study show that the continuous demands of their jobs and the difficulties they have in striking a healthy balance between their personal and professional lives lead to stress among female faculty members at engineering colleges. It was also discovered that female faculty members at the engineering college face noticeably greater difficulties than those in other universities' faculties of arts and sciences.

2.2. In **Agha's (2017)** study, the researchers found a relationship between work-life balance, teaching satisfaction, and job satisfaction. A survey was distributed to teachers in Oman's public and private higher education institutions in order to collect data. Modeling was accomplished through the use

of structured equations. Based on the finding that work-life balance affects employee loyalty, job satisfaction, and organizational commitment, a study model was developed. Additionally, a positive link between teaching pleasure and employment contentment was discovered.

2.3. The study, conducted by **Aruldoss et al. (2021)**, sought to determine whether work-life balance and occupational stress were related among female faculty members at the Central University of Delhi. The study also aimed to ascertain the level of occupational stress that female faculty members encounter. For the sample size, 120 responders in total were needed. A survey was given to the participant with the intention of collecting data. To learn more about the connection between occupational stress and work-life balance, correlation analysis techniques were used. The correlation study's findings showed a statistically significant positive relationship between female faculty members' work-life balance and their degree of occupational stress at Delhi's central universities.

2.4. A study by **E. Limatujuh (2023)** states that work-life balance is related to physical and psychological meaning as stability between body and mind. A well-managed job is able to support work activities that can contribute to personal life. Employees who are given the opportunity to manage work life will actually help employees become more focused, productive, and efficient at work while being able to fulfill their personal needs, goals, and responsibilities. Personal life and work affairs are two different things and cannot be mixed up, but both are on the top priority scale that must be done.

2.5. **Khan et al. (2022)** The results of the survey indicated that working women's personal lives were generally improved by a strong work-life balance. Women's personal life (PL) were negatively impacted by prolonged working hours (PLWH), although their income packages (SP) and marital status (MS) had positive effects. Positive work-life policies and practices supplied by banking organizations present extra benefits. Our study concluded that a successful work-life balance will boost female employees' dedication and productivity in the banking industry.

2.6. According to a study by **Angela and Rojuaniah (2022)**, organizational commitment, job happiness, work-life balance, and supervisor support all have a favorable impact on IT staff performance. The overall moderating results of this study indicate that there are no statistically significant differences in the effects of work satisfaction and organizational commitment on IT employee performance between age, gender, education level, and marital status groups. The implementation of a routine togetherness program, fostering a more amiable and "kinship" work environment, and altering the company's internal culture are all crucial managerial steps that organizations may take to boost the performance of their IT staff. This will help the business and motivate employees to make great changes.

3. Objectives of the study :

3.1 To investigate how female employees in private higher education view work-life balance.

3.2 To evaluate how satisfied they are with their jobs and how well they self-report their work, among female employees in private higher education.

3.2 To investigate the variables influencing female employees' work-life balance, job happiness, and job performance in private higher education.

4. Methodology for research :

The study's research design is descriptive, meaning it is qualitative. Google was used to search for data on keywords like work life balance, female employees, job satisfaction, employee performance and education sector . Additional online literature from other sources, reputable publications, and research articles was used to reach this result. The total research was divided into two parts: first, to evaluate the importance of work-life balance in employees' lives, to analyze the parameters that affect employees' satisfaction and performance and second to suggest probable solutions to resolve the issue of work life balance for female employees,

5. Analysis and findings :

The "**Women in India Inc HR Managers Survey report**" states that 34% of women quit their employment due to work-life balance, compared to 4% of males. Based on a poll of 200 top human resource managers, the report was released by The Udaiti Foundation in collaboration with Godrej DEI Labs, Ashoka University, Dasra, and the Centre for Economic Data & Analysis.

A study indicated that 70% of women think work-life balance is a significant barrier to job progress.

Changes in employment

According to a survey, only 4% of males quit their jobs because of problems with work-life balance, while 34% of women do the same.

Adaptability

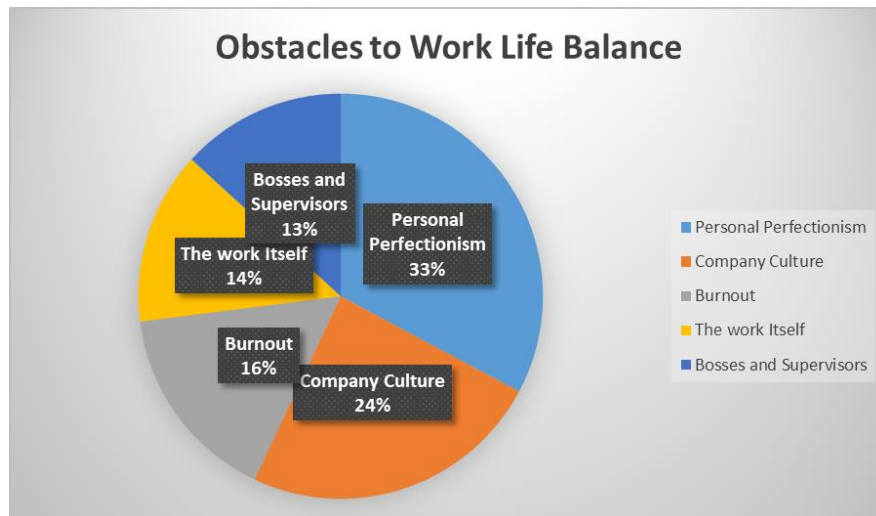
Women who have flexible work arrangements are more likely to stay with their job longer than those who don't, according to Linearity. Nonetheless, a third of female employees in hybrid work settings report having unreliable schedules and little flexibility.

Gender equality Leaders

Leaders in gender equality organizations support work-life balance more effectively. For instance, compared to 45% of women employed by companies that aren't regarded as gender equality leaders, just 20% of women working for firms that prioritize gender equality claim they don't have enough flexibility.

Hours

53% of women find it challenging to manage work and life, despite the fact that most of them work 40–45 hours a week, according to ResearchGate.



5.1 Obstacles to Work-Life Balance

Cultural, sociological, and organizational dynamics are only a few of the elements that must be taken into account while analyzing work-life balance and organizational assistance for female employees in the Indian private education sector. Some of the obstacles faced by the female employees are

- **Gender Bias and Discrimination:** Opportunities for professional advancement and job satisfaction may be impeded for women working in the education sector by gender bias and discrimination. Achieving a healthy work-life balance may become more challenging as a result.
- **Lack of Supportive Infrastructure:** In many private institutions, women's capacity to successfully manage their personal and professional lives might be hampered by a lack of supportive infrastructure, such as flexible work schedules and child care centers.
- **Cultural Expectations:** Even in cases when women work full-time, traditional gender norms and cultural expectations frequently assign women the primary role in managing the home and taking care of the children. This combined load might impede work-life balance and cause stress.
- **Workload in the private education Sector:** Grading, lesson planning, long hours, and administrative responsibilities can be stressful in the private education sector. It might be difficult to strike a balance between these work obligations and family obligations.
- **Social Pressure:** Women may experience more stress due to social pressure to perform well at work and at home. Being a "superwoman" who can handle everything well is frequently expected of you.
- **Lack of Institutional Support:** Policies that promote work-life balance, such as maternity leave and flexible working hours, may not have the backing of many private educational institutions.
- **Blurring of Boundaries:** Being able to work from home occasionally causes boundaries between work and personal life to become less distinct. It may be difficult for female employees to take a break from work, which could result in longer workdays and higher stress levels.
- **Digital Overload:** Digital overload can result from constant connectivity via chat programs, email, and online meetings. This may lead to weariness and lower the standard of one's own time, which could compromise one's general wellbeing.
- **Access and Training:** It's possible that some female employees lack the training or access to the technology they need to operate it efficiently. Different people may find it more difficult to strike a work-life balance as a result of the digital divide.
- **Workplace Expectations:** The urge to be online at all times can lead to stress and worry. Establishing boundaries and rules that are unambiguous is crucial for organizations to prevent employee burnout.

6. Suggestions :

6.1 Support from the Organization

- **Flexible Work Arrangements** A growing number of private educational institutions are starting to provide flexible work arrangements, like telecommuting, flexible hours, and part-time work, which can greatly assist female employees in juggling their home and professional lives.
- **Maternity and Parental Leave:** Supporting female employees during crucial life phases can be achieved by guaranteeing sufficient maternity leave and offering parental leave choices for both parents. Additionally, some companies provide return-to-work initiatives to assist women in reintegrating into the workforce following maternity leave.
- **Childcare Facilities:** Women can find it simpler to concentrate on their jobs by reducing the stress of finding dependable child care through collaborations with nearby daycare centers or on-site childcare facilities.

- **Opportunities for Professional Development:** Women can progress in their jobs by receiving training and development that is specifically designed for them. Mentorship programs can also offer direction and assistance for professional development.
- **Health and Wellness Programs:** Offering mental health assistance and other wellness initiatives can assist female staff members in stress management and upholding a positive work-life balance.
- **Supportive regulations:** Burnout can be avoided by putting in place regulations that discourage overtime and encourage regular breaks. It can also have a big impact to promote a culture where taking time off for personal reasons is valued. Employers can encourage staff to go on vacations which will not only prevent burnouts but also they will return more energized.
- **Customized work life policies addressing unique needs of various cultural demographics-** There is a need to offer customized approaches to adhere to the needs of female employees belonging to different cultural backgrounds which would guarantee efficacy and accessibility of policies pervasively.

6.2 Support from family

- **Emotional Support:** Women can manage their personal and professional duties with greater ease and less stress when they receive emotional support from family members. Positive reinforcement and comprehension from partners, parents, and other relatives can increase self-esteem and self-assurance.
- **Domestic Assistance:** It's important to divide up domestic chores. Women are better able to manage their personal and professional life when family members help with childcare, housework, and other household duties. This shared accountability might lessen the load on women and provide them more time for furthering their careers.
- **Child Care Assistance:** Grandparents and other extended family members frequently have a vital role to play in childcare. For women, this assistance might be especially important when there are a lot of demands on their professional lives, like during test season or when handling administrative tasks.
- **Financial Support:** In certain situations, women may be able to invest in resources that help them balance work and life, such as hiring a caregiver, taking unpaid leave for personal reasons, or seeking additional education thanks to financial support from family members.
- **Spousal Support:** A supportive spouse plays a crucial role in a relationship. Wives who are prepared to divide up household chores, support professional development, and share financial duties can help women have more balanced lives.

6.3 Technological assistance

- **Flexible Work Arrangements:** Telecommuting, remote work, and flexible scheduling are all made possible by technology. In order to better balance their personal and professional lives, female instructors can handle their professional obligations from home.
- **Online Teaching Platforms:** Teachers can conduct lessons, oversee homework, and communicate with students from a distance using virtual classrooms and online teaching platforms. For women, who might have to balance both work and home commitments, this flexibility can be extremely helpful.
- **Effective administration work:** Routine work can be made more efficient with the use of technological solutions including automated administration software, digital grading systems, and learning management systems (LMS). Because of this efficiency, administrative work takes less time and effort, freeing up female educators to concentrate on their personal and educational responsibilities.
- **Professional growth:** You can continue your professional growth without having to travel by taking advantage of online courses, webinars, and virtual conferences. Women can advance their knowledge and abilities at their own convenience and speed.
- **Collaboration Tools:** Email, messaging applications, cloud storage, video conferencing, and other digital tools for collaboration make teamwork and communication easy. Even in a remote work environment, female employees can maintain relationships with their coworkers and students.
- **Time Management Apps:** Women can improve their work-life balance by using a variety of apps and software for task organization and time management to help them prioritize and manage their workloads.

7. Conclusion :

As one of the biggest employers in the nation, the education industry has brought in new, demanding vocations and a wealth of work options. Prioritizing education over all else, it provides an inclusive atmosphere where middle-class, educated women can achieve their goals. Competent women who are unhappy in their existing employment are becoming more and more driven to look for new options as the economy changes and the workforce ages. Nonetheless, women in this cutthroat industry have to balance both their personal and professional obligations, which begs the question of how to do so successfully.

Balancing work and personal life is a difficult task because they are two sides of the same coin. Women can preserve this balance with the help of technological improvements, family support, and organizational efforts. However, the demands on both sides can be excessive, frequently forcing women to make big compromises. The education industry has particular difficulties because of its heavy workload, demanding work schedule, and ongoing academic requirements. Even in situations where work and personal life are almost balanced, professionals still have to make difficult decisions. In order to ensure that women may succeed in both domains, striking a balance between work and life is crucial for effective functioning in both places.

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