GENDER DYNAMICS AND WORK-LIFE BALANCE: A STUDY ON FACULTIES

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Abstract

Purpose: The contemporary academic landscape is characterised by increasing personal and professional demands posing challenges for the faculties who strive to achieve a harmonious work life balance. Understanding the dynamics of the different genders in work life balance is crucial for fostering a conducive work environment. This research paper intends to have a look into the differences in various constructs of work life balance with respect to gender. The findings of this study highlight the importance of addressing gender disparities in work life balance within academia.

Methodology: Convenient sampling method was used to collect the data from 105 faculties working under the University of Mumbai.

Findings: Despite growing attention to WLB issues, there remains a gap in understanding how gender influences these experiences within academia. The three different constructs of work life balance have been studied to understand the differences between the gender. The authors have found that there are no differences between genders with respect to work life balance.

Practical implications: The findings of this study contribute to both theoretical understanding and practical implications for academic management and policy formulation. By elucidating the significance of promoting work-life balance initiatives, such as flexible scheduling, telecommuting options, and supportive organizational cultures, institutions can foster greater job satisfaction and retention among faculty members.

Keywords: Faculties, Gender, Work life balance.

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Introduction

The academic profession is renowned for its dedication to teaching, research, and service, yet the relentless demands of these responsibilities can sometimes encroach upon personal well-being and fulfilment. Academics is one of the most challenging industries under service sector. The responsibilities and work load of faculties especially in higher education is increasing day by day. This study aims to understand the differences in gender with respect to work life balance among the faculties. Work-life balance refers to the equilibrium between professional commitments and personal life domains, encompassing aspects such as workload, flexibility, autonomy, and psychological well-being. Today's higher education field is marked by evolving challenges and expectations that influence faculty members' perceptions of work-life balance. Factors such as increasing workloads, administrative responsibilities, technological advancements etc contribute to the complexity of this relationship. Increases in faculty members' workload and the enhanced work expectations of faculty members often results in poor work-life balance (WLB), which leads to enhanced levels of stress (Kinman & Jones, 2008; Senthilkumar, Chandrakumar Mangalam, &

Manivannan, 2012).Job satisfaction, on the other hand, pertains to the degree of contentment and fulfilment derived from one's work role and organization. Hajjaj(2015) considered that the job satisfaction represents the reactions resulting from the comparison made by the employee between his expectations and what he gets in reality from his job. Ezzedeen and Swiercz (2002) found that cognitive intrusion of work results in lower job satisfaction, less happiness, a greater incidence of work/life conflict, and more frequent burnout. It was also found that the experience of intrusion transcends demographics and personality and is rooted instead in the design of the job and the organization culture of the employer. A number of researchers like Duxbury and Higgins (2001), Martins et al. (2002), Schieman et al. (2003), Sandhu and Mehta (2006), Pal and Saksvik (2007), and Haar and Bardoel (2008) found that work-life balance /work-family conflict in one or other way affects the job satisfaction, family satisfaction, life, and career satisfaction.

Review of Literature and Hypothesis Development
Work life balance
Sreya et al., (2023), throws light upon the importance of work life balance during the pandemic situation. This research paper was titled as "Emerging work environments in the pandemic era: a gendered approach to work-life balance programs" and published in the journal "Frontiers in Sociology". This study was based on primary data which had responses from 385 selected females in IT sector in Kerala. Several statistical tools were used to analyse the data like EFA and CFA on the 7-point Likert scale. This paper investigated the impact of work from home on the satisfaction of female employees and regarding use of psychometric tests. The study mentioned that the issue of work life balance has a direct impact on employee's performance.

Venkata Rama Swathi Rampalli et al., (2017) in their study titled "Work-life Balance: Evolution and Models–A Study in the Indian Context" which was published in the Journal "International Journal of Science and Research (IJSR)" identified various models of work life balance like working hours model, career progression model, emotional exhaustion model, work commitment model and lastly job satisfaction model. These models were diagrammatically explained in the paper which provides an easy understanding about the concept of work life balance. The study also mentions that the organizations should take efforts in understanding the factors that affect work life balance and thereby work out strategies to reduce the work family conflicts.

Hypotheses Development
The constructs used for this study are as follows:-
- Work interface with personal life (WIPL).
- Personal life interface with work(PLIW).
- Work personal life enhancement(WPLE).

Hypotheses I
H0: There is no significant difference for work interface with personal life for male and females.
H1: There is a significant difference for work interface with personal life for male and females.
Hypotheses II
H0: There is no significant difference for personal life interface with work for male and females.
H1: There is a significant difference for personal life interface with work for male and females.
Hypotheses III
H0: There is no significant difference for work personal life enhancement for male and females.
H1: There is a significant difference for work personal life enhancement for male and females.

Research Methodology

Objectives of the study

- To understand the different constructs affecting the work life balance.
- To understand whether there is any significant difference between the various constructs and male and female faculties.

Sample

The data was collected using convenience sampling method from 105 respondents over a period of 2 months (December 2023-January 2024).Data was collected using structured questionnaire which was based on Hayman's WLB scale and Spector's JS scale. It was a close ended questionnaire with Likert scale questions.

Hayman's WLB Scale

The Hayman Work-Life Balance (WLB) Scale is a psychometric instrument designed to measure an individual's perceived balance between work and personal life domains. Developed by Dr. James Hayman, the scale assesses various aspects of work-life balance, including time management, psychological well-being, and satisfaction with the division of time between work and personal activities. The Hayman WLB Scale typically consists of a series of Likert-type items or statements that respondents rate based on their agreement or disagreement. The scale aims to capture the extent to which individuals perceive that they are effectively managing their work and personal responsibilities, as well as their overall satisfaction with their work-life balance.

Data Analysis

Table:-1 Demographics characteristics of faculties

Table 1: Demographic profile of the respondents

Gender				
	Frequency	Percent	Valid Percent	Cumulative Percent
Male	54	51.43	51.43	51.43
Female	51	48.57	48.57	100.00
Total	105	100	100	0
Education				
	Frequency	Percent	Valid Percent	Cumulative Percent
Only PG	32	30.48	30.48	30.48
PG with NET/SET/PhD	57	54.29	54.29	84.76
PG with CA/CS or similar qualification	16	15.24	15.24	100.00
Total	105	100	100	0
Marital Status				
	Frequency	Percent	Valid Percent	Cumulative Percent
Single	47	44.76	44.76	44.76
Married	54	51.43	51.43	96.19
Widowed	2	1.90	1.90	98.10
Separated	2	1.90	1.90	100.00
Total	105	100	100	0

Age

	Frequency	Percent	Valid Percent	Cumulative Percent
20-30 years	44	41.90	41.90	41.90
31-40 years	41	39.05	39.05	80.95
41-50 years	14	13.33	13.33	94.29
51-60 years	6	5.71	5.71	100.00
Total	105	100	100	0

Employment

	Frequency	Percent	Valid Percent	Cumulative Percent
Permanent	64	60.95	60.95	60.95
Ad hoc	36	34.29	34.29	95.24
Part-time	2	1.90	1.90	97.14
CHB	3	2.86	2.86	100.00
Total	105	100	100	0

Measures

Validated scales were used to measure the constructs of work- life balance, and job satisfaction. All the constructs were measured on a five-point Likert scale ranging from Strongly Disagree (1) to Strongly Agree (5). The responses were self-reported by the faculties.

Work life balance was measured using Hayman's scale(2005). A sample item of the scale is " My personal life suffers because of work".

Data Anlaysis
Hypothesis 1

Table 3: Results of t-test for gender (WIPL)

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
WIPL	Male	54	2.862	0.678	0.0923
	Female	51	2.983	0.797	0.112

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						95% Confidence Interval of the Difference	
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
WIPL	Equal variances assumed	3.307	.072	-.838	103	.404	-.121	.144	-.407	.165

	F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Equal variances not assumed			-.834	98.372	.406	-.121	.144	-.408	.167

Conclusion: Since the p-value is greater than 0.05, the researcher fails to reject H0.

Hypothesis II

Table 4: Results of t-test for gender (PLIW)

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
PLIW	1.0	54	2.7407	.57249	.07791
	2.0	51	2.5784	.80699	.11300

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
PLIW	Equal variances assumed	7.412	.008	1.194	103	.235	.162	.13595	-.107	.432
	Equal variances not assumed			1.183	89.71	.240	.162	.13725	-.110	.435

Conclusion: Since the p-value is greater than 0.05, the researcher fails to reject H0.

Hypothesis III

Table 5: Results of t-test for gender (WPLE)

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
WPLE	1.0	54	3.0417	.64565	.08786
	2.0	51	3.2598	.69275	.09700

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
WPLE	Equal variances assumed	2.191	.142	-1.67	103	.098	-.21814	.13061	-.47718	.04091

			-1.67	101.34	.099	-.21814	.13088	-.47776	.04148
Equal variances not assumed									

Conclusion: Since the p-value is greater than 0.05, the researcher fails to reject H0.

Hypotheses Results
Hypothesis I- There is no significant difference for work interface with personal life for male and females.
Hypothesis II-There is no significant difference for personal life interface with work for male and females.
Hypothesis III- There is no significant difference for work personal life enhancement for male and females.

Limitations
1. The study is limited to the faculties working under the University of Mumbai.
2. There are the inherent limitations concerning the sample and the convenient sampling method used for data collection.
3. The data is cross-sectional in nature.

Findings
- Gender does not influence the work interface with personal life among the faculties.
- Gender does not influence play a role in how personal life affects work commitments.
- Gender does not impact the extent to which work positively affects personal life satisfaction or fulfilment for faculty members.

Conclusion
Faculties are the strong factors who moulds the future citizens of our country. The scholar community or the educational collectives should be given their credit for shaping the future of our country. Attrition in higher education is challenging. High turnover is associated with low job satisfaction, poor productivity, and high stress among employees. This study reinforces the importance of understanding the relationship between work-life balance for fostering a positive work environment and supporting the well-being of faculty members. The above study shows that there no differences in managing personal and professional life among males and females. This implies that both genders face similar challenges and employ similar strategies in managing their work-life balance.

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