Demographical Factors Affecting Work and Life: A Study of Women Employees of Educational Institutions

Dr. Sofia Khan [1]

[1] Assistant Professor, School of Management Sciences, Varanasi

ABSTRACT

There are number of challenges available for women with respect to work and life and if working women do not care themselves then they won't be able to balance their life with work. In order to be successful women, now days it's a need of working women to perform their work smartly so that they can easily manage and balance both work and life together. On the other side, supporting hand i.e. employer should also made available certain policies by addressing work life balance for working women. In light of this, the objective of the present research article is to determine if there is a significance association between demographic factors and work life balance of women employees working at Educational Institutions of Uttar Pradesh.

Keywords

Women Employees, Work Life Balance, Demographic factors, Educational Institution, Household activities, Chi Square Test etc.

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Introduction

Women in particular need to keep an eye on their physical and mental health, because if they're scurrying to and from appointments and errands, they don't have a lot of time to take care of themselves. They need to do a better job of putting themselves higher on their own 'to do' list. There are number of challenges available for women with respect to work and life and if working women do not care themselves then they won't be able to balance their life with work. In order to be successful women, now days it's a need of working women to perform their work smartly so that they can easily manage and balance both work and life together and can excel in career as well as in family. On the other side supporting hand- employer should also make available certain policies by addressing work life balance for working women in their institutions.

REVIEW OF LITERATURE

Demographic factors affecting work and life

The study of **(Thriveni & Rama, 2012)[1]** indicates that those women have dependents they have more responsibility. The study reveals that there is certain association of demographic variables with the work-life balance and the demographic factors have the impact on women work-life balance (WLB). The study has suggested that in the various sectors there should be the policy regarding the WLB of women employees.

(Anitha & Muralidharan, 2014)[2] shows that demographic factors and work-related factors affect the level of work life balance of marketing professionals. In the study, demographic factors constitute age, salary, educational qualification, experience, type of family and spouse working whereas work related factors include target-oriented work, working hours, extended benefits and means of transportation facility.

(Padmasiri & Mahalekamge, 2016)[3] study focuses to find out the impact of demographical factors on Work Life Balance among academic staff of University of Kelaniya, Sri Lanka and the objective was to examine the impact of selected demographical factors; gender, marital status on Work Life Balance as well as study the finest and nastiest factors.

(Yawalkar, & Sonawane, 2017)[4] has investigated 500 police personnel as a sample in Jalgaon district. The study belongs to the police department and three demographic factors chosen for the analysis i.e. person's age, number of family dependent and working place of a police persons and there are significant relationship found between such factors with work-life balance(WLB) and each one of the demographic factors has impact on it.

Research Gap

The discussion in the above section of literature review indicated that limited efforts have been made in exploring the relationship between demographic variables and work-life balance specifically in educational institutions with reference to time in Uttar Pradesh, India. Hence, in this regard, there is a need to undertake a

detailed study to explore the association between the demographic variables and work-life balance in educational institutions to yield adequate results for balancing both work and life together in the State of Uttar Pradesh, India.

OBJECTIVE OF THE STUDY

The main objective of the research article is to determine if there is a significance association between the demographic factors and work life balance (WLB) of women employees working at Educational Institutions of Uttar Pradesh.

HYPOTHESIS FORMULATION

Ten null hypotheses $H0_1$, $H0_2$, $H0_3$, $H0_4$, $H0_5$, $H0_6$, $H0_7$, $H0_8$, $H0_9$ and $H0_{10}$ were formulated to test the significance association between the variables.

$H0_{01}$: "There is no significant association between the designation and the time spent for the office activities in working days by women employees."

$H0_{02}$: "There is no significant association between the qualification and the time spent for the office activities in working days by women employees."

$H0_{03}$: "There is no significant association between the work experience and the time spent for the office activities in working days by women employees."

$H0_{04}$: "There is no significant association between the marital status and the time spent for the office activities in working days by women employees."

$H0_{05}$: "There is no significant association between the monthly income and the time spent for the study in working days by women employees."

$H0_{06}$: "There is no significant association between the qualification and the time spent for the hobbies activities in working days by women employees."

$H0_{07}$: "There is no significant association between the marital status and the time spent for the hobbies activities in working days by women employees."

$H0_{08}$: "There is no significant association between the marital status and the time spent for the household activities in working days by women employees."

$H0_{09}$: "There is no significant association between the age and the time spent for the personal care in working days by women employees."

$H0_{10}$: "There is no significant association between the qualification and the time spent for the personal care in working days by women employees."

METHODOLOGY

- **Research design:** Descriptive and Exploratory research designs were used.
- **Sampling design:** Convenience Non-Probability Sampling technique was used**.**
- **Coverage:** The study is conducted in the state of Uttar Pradesh. Educational Institutions of UP were selected for the survey.
- **Sample Size:** 260 working women of educational institutions belonging to Uttar Pradesh state were selected for collecting primary data. After preliminary examination, out of 260 members, 250 questionnaires were found completed and valid. Thus, they were selected for collecting primary data.
- **Data analysis Tools:** For data collection, a pre-structured and pre-tested questionnaire was used through google doc.
- **Data Analysis:** Obtained responses were coded and transferred with the help of SPSS software. The analysis has been done with SPSS 20 version with Crosstab and Chi Square Test statistical tools.

RESULTS AND DISCUSSION

$H0_{01}$: "There is no significant association between the designation and the time spent for the office activities in working days by women employees."

Table 1: Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	120.978[a]	16	.000
Likelihood Ratio	93.776	16	.000
N of Valid Cases	250		

a. 13 cells (52.0%) have expected count less than 5. The minimum expected count is .14.

Source: Primary Data

The statistical value 0.000 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected and it can be concluded that there is a significant association between the designation and the time spent for the office activities in working days by women employees. Thus, higher the designation more time they have to contribute for office activities.

$H0_{02}$: "There is no significant association between the qualification and the time spent

for the office activities in working days by women employees."

Table 2: Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	123.425[a]	20	.000
Likelihood Ratio	47.650	20	.000
Linear-by-Linear Association	3.160	1	.075
N of Valid Cases	250		
a. 15 cells (50.0%) have expected count less than 5. The minimum expected count is .08.			

Source: Primary Data

The statistical value 0.000 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected. Thus, higher the qualification more time they have to contribute for office activities.

$H0_{03}$: "There is no significant association between the work experience and the time spent for the office activities in working days by women employees."

Table 3: Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	35.041[a]	16	.004
Likelihood Ratio	39.207	16	.001
Linear-by-Linear Association	1.819	1	.177
N of Valid Cases	250		
a. 8 cells (32.0%) have expected count less than 5. The minimum expected count is .59.			

Source: Primary Data

The statistical value 0.004 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected. Thus, the workers who are having more experienced have to contribute more time for office activities during working days.

$H0_{04}$: "There is no significant association between the marital status and the time spent for the office activities in working days by women employees."

Table 4: Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	127.664[a]	12	.000
Likelihood Ratio	58.262	12	.000
Linear-by-Linear Association	15.584	1	.000
N of Valid Cases	250		
a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is .06.			

Source: Primary Data

The statistical value 0.000 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected. Thus, it can be said that married employees have to spend around 5-6 hours in managing office work on regular basis.

$H0_{05}$: "There is no significant association between the monthly income and the time spent for the study in working days by women employees."

Table 5: Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	37.318[a]	9	.000
Likelihood Ratio	42.350	9	.000
Linear-by-Linear Association	4.959	1	.026
N of Valid Cases	250		
a. 4 cells (25.0%) have expected count less than 5. The minimum expected count is 1.50.			

Source: Primary Data

The statistical value 0.000 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected. Hence it can be inferred that the women who are getting more have to spent more time in enriching their skills to impart knowledge among students.

$H0_{06}$: "There is no significant association between the qualification and the time spent for the hobbies activities in working days by women employees."

Table 6: Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	106.875[a]	20	.000
Likelihood Ratio	94.342	20	.000
Linear-by-Linear Association	.283	1	.595
N of Valid Cases	250		
a. 17 cells (56.7%) have expected count less than 5. The minimum expected count is .04.			

Source: Primary Data

The statistical value 0.000 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected and it can be concluded that there is a significant association between the qualifications and the time spent for the hobbies

activities in working days by women employees. Thus, higher the qualification of working women lesser the time they have for their hobbies.

$H0_{07}$: "There is no significant association between the marital status and the time spent for the hobbies activities in working days by women employees."

Table 7: Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	124.806[a]	12	.000
Likelihood Ratio	47.086	12	.000
Linear-by-Linear Association	1.236	1	.266
N of Valid Cases	250		
a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is .02.			

Source: Primary Data

The statistical value 0.000 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected and it can be concluded that there is a significant association between the variables. Hence married women don't have time for their leisure activity. They are busy in managing home during off time and busy in performing official work duty during office time.

$H0_{08}$: "There is no significant association between the marital status and the time spent for the household activities in working days by women employees."

Table 8: Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	75.314[a]	12	.000
Likelihood Ratio	62.968	12	.000
Linear-by-Linear Association	6.117	1	.013
N of Valid Cases	250		
a. 13 cells (65.0%) have expected count less than 5. The minimum expected count is .02.			

Source: Primary Data

The statistical value 0.000 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected and it can be concluded that there is a significant association between the marital status and the time spent for the household activities in working days by women employees. Thus, it can be inferred that after reaching home from office and before leaving home for office, the married women have to look after household activities.

$H0_{09}$: "There is no significant association between the age and the time spent for the personal care in working days by women employees."

Table 9: Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	72.106[a]	15	.000
Likelihood Ratio	60.348	15	.000
Linear-by-Linear Association	3.938	1	.047
N of Valid Cases	250		
a. 12 cells (50.0%) have expected count less than 5. The minimum expected count is .02.			

Source: Primary Data

The statistical value 0.000 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected.

$H0_{10}$: "There is no significant association between the qualification and the time spent for the personal care in working days by women employees."

Table 10: Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	73.746[a]	15	.000
Likelihood Ratio	75.462	15	.000
Linear-by-Linear Association	.029	1	.865
N of Valid Cases	250		
a. 11 cells (45.8%) have expected count less than 5. The minimum expected count is .04.			

Source: Primary Data

The statistical value 0.000 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected. Hence when the people are more educated then the responsibility of managing other activities on them increases and they don't have enough time for themselves.

CONCLUSIONS

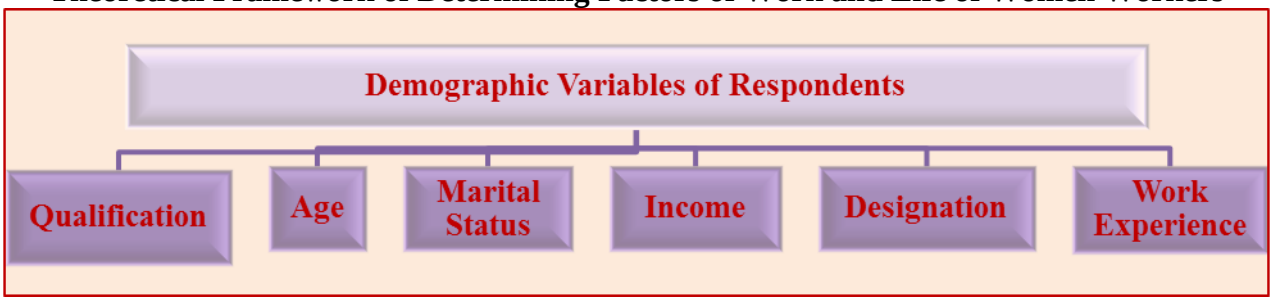
Following conclusions are drawn with respect to above mentioned analysis:

The results using the Chi Square Test confirmed that all the six demographic factors i.e. age, qualification, marital status, income, work experience and designation of respondents affect the time spent by women employees of educational institutions in the study area over various activities including office activity, study,

hobbies, household activity, personnel care and rest during working days with reference to time. Based on the analysis thus it can be concluded that while formulating the policies employers and while managing personal life women employees should consider the below mentioned found demographic variables for balancing work and life efficiently.

FIGURE: 1

Theoretical Framework of Determining Factors of Work and Life of Women Workers



Source: Primary Data

RECOMMENDATIONS/SUGGESTIONS

It emerges from the foregoing discussion that-

1. In formulation of policies for the women employees, five demographic factors namely: qualification, marital status, work experience, income and designation will be of outmost important for addressing the issues related to balancing work and life together by the employer of Educational Institutions.
2. At the level of women employees four factors namely: age, marital status, work experience and qualification are of great importance to look after the life and work efficiently and effectively to have a balance in it.

LIMITATIONS

- The study is only confined to the educational institutions of Uttar Pradesh.
- The study is belonging to women employees only and hence cannot be useful for male counterparts.
- The above analyzed data is specific to time only and hence cannot be generalized for others variables in the state of Uttar Pradesh.

SCOPE FOR FUTURE STUDY

1. Wider area coverage i.e. other states can also be considered in future researches for more finding that can be conveniently generalized.
2. Further researches can be done by considering any other factor except time i.e. compensatory factors, work related factors, working environment, etc.

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