

## A study on the impact of Demographic and Socio-Economic Factors on Work Life Balance among Female Teachers Working in Higher Education Institutes of Uttar Pradesh

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### Abstract

Work Life Balance is the need of hour. Male and female both face the problem of work life balance. But female employees, especially married ones feel this issue at large extent because married working female has to perform home duties as well such as child care, in-laws take care and household responsibilities. Hence, it is essential to analyze the effect of demographic factors such as age, gender, marital status, literacy rate etc and socio-economic factors on work life balance of female employees. The Primary data was collected for this study. A pilot study was performed on the female faculties working in higher educational institutes of UP. Data of 20 female faculties was collected using questionnaire.

**Keywords-** Work Life Balance, Teachers, Demographic Factors, Socio-Economic Factors, Higher Education

### INTRODUCTION

Work Life Balance means there should be a balance between personal and professional life of a person. It means a person must give equal priority to work life and family life. None must be neglected for the sake of other, as they both are important pillars in the life of a human being. If a person feels balanced between personal life and professional life then he/she will be happier and *satisfied* with *job* as well as he/she will have lesser *job stress* and *role stress*.

**Work**= Professional Life

**Life**= Personal Life

**Balance**=Equilibrium

Work life balance is “equilibrium between personal life and career work”. There must be harmony in person's life regarding family and work both.

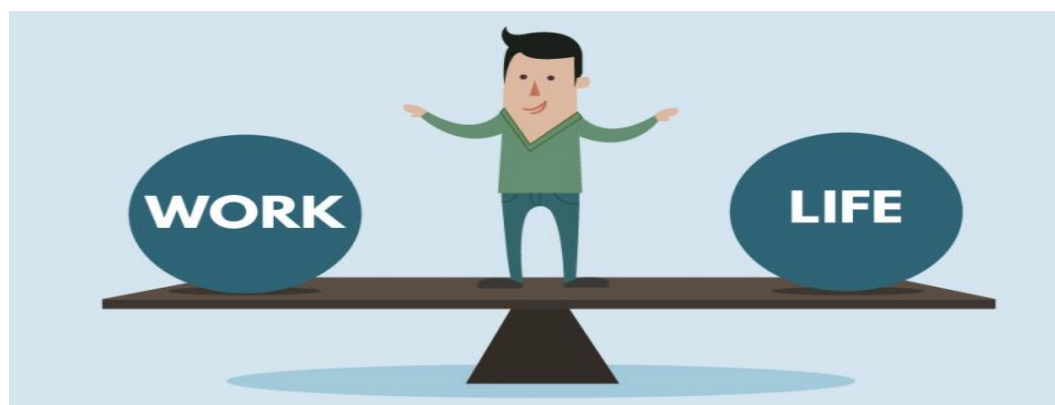


Fig.-1

Work life balance also means the amount of time given for work and amount of time given for family. Job is important for a person because a person earns by job but it does not mean that he/she should forget his/her other responsibilities like to spend time with family, to take care of family needs, managing relationships, also not to forget own interests and hobbies.

Many feel that in today's era to survive money is everything. Yes, Money is important but it is not true that only money is everything, family is equally important. One must focus on family as well while doing job. A perfect match between the two is definitely needed.

So this is a crucial question for every person to do best in both roles as a professional and as a family man/woman. That is why this topic is important to consider. As it is the problem of each and everyone to have a perfect match between job requirements and family needs.

Our family life affects our job performance. Similarly our working life will affect our family life. If there is any problem with anyone, a person will be unhappy and will be unable to focus on particular thing. Hence it is must to treat both job and family equally. One must not dominate any of the two.

It is impossible to achieve 50-50 balance between the two. But still efforts must be continued. Work life balance is important for good quality of work life.

If a person is relaxed in his/her family life, he/she will achieve higher productivity in job as well. It is important to perform both duties properly. If family life of a person is balanced, it gives him/her motivation to do better in job also. Else if there is problem in any field, it affects other too.

Work life balance also provides psychological satisfaction to a person. Work life balance improves both physical and mental health of a person.

Time management plays an essential role in work life balance. Equal time must be devoted for family duties as well as job duties. But due to hectic schedule of job, it is impossible to give equal time to family. That's why this topic comes into picture. It is important to highlight this issue. As it is the genuine problem of every employee working in any type of organization.

Work life balance means a fit between work and non-work activities. Personal life comprises of family, friends, society and own physical as well as mental health. Professional life comprises of job, duties, goal, achievements, challenges, performance and career. Nothing can be compromised for other. So this topic is of huge importance in today's fast growing life.

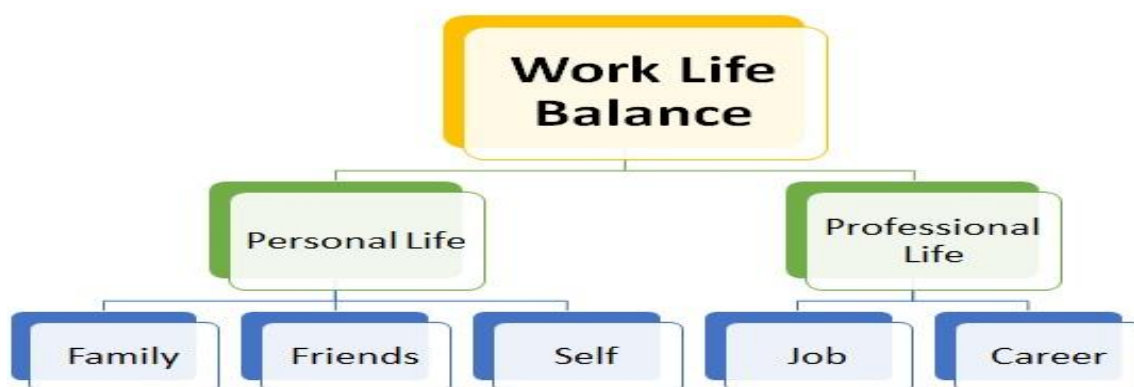


Fig.-2

**Torun (2004)** defined WLB (Work Life Balance) as "Establishing a successful balance between working obligations and personal commitments".

**Shankar & Bhatnagar (2010)** defined "Work-Life balance should not only mean a balance between work and family but between work and the rest of life activities".

**De Cieri et al. (2005)** defined "Work-Life balance from an employee perspective is the maintenance of a balance between responsibilities at work and at home".

**Clark (2001)** defined 'Work-life balance as satisfaction and good functioning at work and at home with a minimum of role conflict".

**Pandey (2012)** defined "Work-life balance is a state of equilibrium in which the demands of both a person's job and personal life are equal".

**Lakshmi & Gopinath (2013)** said "Work life balance focuses on two main aspects called achievement and enjoyment".

## OBJECTIVES OF THE STUDY

1. To analyze the effect of demographic factors on work life balance of female teachers working in higher education institutes of Uttar Pradesh.
2. To analyze the effect of socio-economic factors on work life balance of female teachers working in higher education institutes of Uttar Pradesh.

## RESEARCH METHODOLOGY

Descriptive research design was used. It was a pilot study. A sample of size 20 was collected from female faculties of higher education institutes of Uttar Pradesh. Data was collected using questionnaire. For data analysis, Ms-Excel was used.

## FINDINGS

**Table 1:** Mean and Standard Deviation of Demographic Variables

S.No.	Variables	N	Mean	Standard Deviation
1	My job status/position is in accordance to my education and experience	20	3.7	1.27
2	Face problems because of my age and marital status	20	2.4	1.39
3	Number of dependents in family creates problems	20	1.85	0.96
4	I suffer because of my health	20	2.1	0.94

### *Inference*

From Table 1, it is inferred that following demographic variables are negatively affecting work life balance as:-

- Number of dependents in family creates problems.
- Female teachers suffer because of health.

**Table 2:** Mean and Standard Deviation of Socio-Economic Variables

S.No.	Variables	N	Mean	Standard Deviation
1	Family obligations/responsibilities drain me of energy	20	2.2	1.21
2	Family members assist me in household activities	20	3.35	1.31
3	I am satisfied with self and family income	20	3.35	1.11
4	Happy with the amount of time for household and social activities	20	3.35	1.31

### *Inference*

From Table 2, it is inferred that following socio-economic variables are negatively affecting work life balance as:-

- Family obligations/responsibilities drain energy of female teachers.

## CONCLUSION

This research study concludes that the demographic variables that negatively affect work life balance of female teachers working in higher education are number of dependents that create problems and female teachers suffer because of health problems. The socio-economic variable that negatively affects work life balance of female teachers is the family obligations/responsibilities that drain energy of female teachers working in higher education institutes. Hence, it is the responsibility of HR to provide relief to the female teachers as due to work load and long working hours they are unable to balance personal and professional lives both. Flexi-working hours must be provided to the female teachers so that their physical and mental health can be ok. Female teachers must have free time to spend with family, especially married ones, as they have to balance their married life as well. They must be provided maternity leaves, childcare leave, eldercare leave, pick and drop facilities. Both workplace and family must be supportive so that a female teacher can concentrate on her too. She must not be too tired at job to focus on home duties; similarly she must not be too tired at home to focus at job. She must get cooperation from colleagues and family members.

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