

## A Study to Analyse the Effects of Work Life Imbalance on Parenting Among Women Professionals Working In Educational Institutions In Kumbakonam, Tamil Nadu

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**Abstract:** The problems in balancing between personal and professional life affect all people, regardless of gender, income, family composition, occupation, age, education, etc. In educational institutions, the balance between private and professional life has become an area of interest, as many women are seeking work and careers development. Female workers were forced to cope with the growing demand for work and domestic work. Housework also includes day care requirements and other activities. These aspects are seen as a major obstacle that prevents them from achieving and maintaining the balance between private and professional life. The researcher intends to use empirical research to achieve the goals in the previous section. The effect of the balance between personal and professional life on professional women working in educational institutions is crucial, as its importance for WLB is fully taken into account in many organizations and the same needs must be accepted in educational institutions. Based on the comprehensive analysis, we can say that the imbalance between work and working life negatively affects the paternity of professional women working in Kumbakonam educational institutions in Tamil Nadu. The respondents stated that many educational institutions do not have a clear policy to reconcile work and family life and that a demanding work environment has a negative effect on their personal lives and health. In today's environment, people are forced to do everything in their workplace that requires personal life changes, care and parenting. In order to achieve an effective balance between private and professional life, the management of educational institutions must therefore develop a clear balance policy between work and private life and implement it in their organization. This enables individuals to effectively manage their work and their parents' time, which also helps to improve the productivity and efficiency of professional women.

**Keywords:** Work life balance, Parenting, Chi square analysis

### 1. Introduction

The issues related to managing work life balance impacts every individual regardless of their gender, income, family composition, occupation, age, educational level etc. The impact of globalisation and demanding work environment possess challenges in managing the work and personal life, many individuals are facing issues in their families and could not able to cope with the stress.

As cited by Tomažević (2014), based on the work of Littig (2008), the concept of 'work-life balance' (WLB) was promoted in the early 1990s, when human resource managers from multinational companies tend to identify the increase in the burnout syndrome among their employees and the need to manage the work and personal life for female employees. The main goal of promoting WLB is to offer a clear win-win situation to the employees for effectively managing their work and personal life, enhance their skills and contribute efficiently.

The work life balance in the educational institutions has become an area of interest as many women who are pursuing the jobs and careers tend to have families and need to manage them well. Women employees were forced to manage the increasing job demand and household tasks, the household task include childcare demands and other activities. These aspects are considered as a huge barrier which prevents them in realising and maintaining work life balance. The working parents tend to face various challenges on a daily basis like caring for their sick child, get involved in progress of their children, assisting them in their homework and meeting the demands of jobs in the work place by simultaneously managing their health and wellbeing at the same time. Hence, there is a growing concern that the work life balances are usually compromised by the women professionals who are working in the educational institutions.

## 2. Review of Literature

As per Armstead (2019), the concept of WLB is mainly supported based on two critical aspects viz., achievement and happiness. Individuals look for both on their work and personal life, this is considered as the critical standpoint.

Meenakshi (2013) stated that the individual's success is not only possessing money, but also ensuring that they possess balanced family. A poorly managed schedule, higher work pressure, personal conflicts may cause depression and poor performance in educational institutions and personal life.

It has been identified that the working mothers tend to struggle in finding a balance in handing the demands from work and personal life, they are prone to imbalances many times and this leads to increased stress levels which impacts their productivity and efficiency. (Rizal, 2014),

On the other hand, Ueda (2012), who has studied the various factors in the areas related to work and personal life demands has identified that the women employees with children aged between five to eleven tend to possess higher work life imbalances. Mothers with children under six years of age tend to possess higher struggles and frustrations in managing the work life balance.

Also, Lakshmi (2011) have measured the overall work life imbalances among 120 women teachers in various educational institutions and noted that the negative attitude of the family, higher family commitments, longer working hours, higher work load tend to create imbalances in managing the personal and professional lives.

Whereas Devi and Pandian (2011) have stated that there are a clear and comprehensive policies which needs to be implemented by the educational institutions in ensuring a proper work life balance for women professionals, this will enable in enhancing higher productivity and efficiency in the long run. The study highlights the asymmetry between work and personal life experienced by today's accelerated generation. It was observed that the majority of the respondents were dissatisfied with their way of life recently due to an imbalance in work and life.

Personal balance between work and private life and imbalances observed between men and women in family and professional life. The study describes factors that contribute to personal balance between work and private life, such as flexible working hours, work at home, part-time work, access to day care services and necessary flexibility. Personal balance between work and private life increased employee satisfaction, regardless of gender. People's experience of managing their personal and professional lives, especially the different perspectives of men and women, and found that parents are under pressure due to work and limited time, making it difficult to manage their personal and professional lives.

## 3. Objectives of the Study

To analyse the effects of work life imbalance on parenting among women professionals working in educational institutions in kumbakonam Tamil Nadu

To apprehend the association between the imbalance of work life on working parents' personal life

To measure the impact of work life imbalance on health and wellbeing among women professional working in educational institutions

## 4. Hypothesis

No impact of work life balance on parenting among women professionals working in educational institutions

No impact of work life balance on personal life among women professionals working in educational institutions

No impact of work life balance on health and wellbeing among women professionals working in educational institutions

## 5. Research Methodology

The researcher intends to apply empirical study in order to achieve the objectives which were specified in the previous section. The effects of work life imbalance on parenting among women professionals working in educational institutions is a crucial topic as their importance of WLB is highly realised in many organisations and the same needs to be adopted in educational institutions as well. A detailed descriptive and causal research design is applied in order to investigate the objectives which are focused in measuring the impact of work life imbalance on parenting, personal life and health of women professionals.

This study focuses in measuring the causal associations among work life balance towards parenting, personal life and health and wellbeing among working women professional in educational institutions.

The researcher has collected samples of nearly 150 women professionals who are currently working in different colleges in Kumbakonam area.

The main tool used in the study towards data collection is through questionnaire, the information was shared to sample respondents and their responses were recorded. The secondary source is used to analyse the previous research and other works related to the topic and use them for preparing literature review and other aspects for the study.

## 6. Research Analysis

The critical element of the study is to analyse the effects of work life imbalance on parenting among women professionals working in educational institutions. The researcher intends to analyse the theme through three major factors which covers the imbalance related to work life on parenting, personal life and health and wellbeing of the respondents. This sector intends to provide comprehensive data analysis and interpretation based on the information collected from the respondents. The research applies percentage rate method, correlation analysis and chi square test in order to analyse the sourced data and test the hypothesis.

### 6.1 Percentage Rate Analysis

The percentage rate analysis is applied on the demographic variables sourced from the respondents located in Kumbakonam area.

<b>Age of the respondents</b>	<b>Frequency</b>	<b>Percent</b>
Less than 25 years	63	42.0
26 - 35 years	38	25.3
36 - 45 years	18	12.0
Above 45 years	31	20.7
<b>Total</b>	<b>150</b>	<b>100.0</b>
<b>Qualification</b>	<b>Frequency</b>	<b>Percent</b>
Bachelors	36	24.0
Masters	57	38.0
M. Phil	32	21.3
PhD	25	16.7
<b>Total</b>	<b>150</b>	<b>100.0</b>
<b>Marital Status</b>	<b>Frequency</b>	<b>Percent</b>
Married	80	53.3
Single / Divorced	70	46.7
<b>Total</b>	<b>150</b>	<b>100.0</b>
<b>Type of Family</b>	<b>Frequency</b>	<b>Percent</b>
Nuclear Family	93	62.0
Joint Family	57	38.0
<b>Total</b>	<b>150</b>	<b>100.0</b>

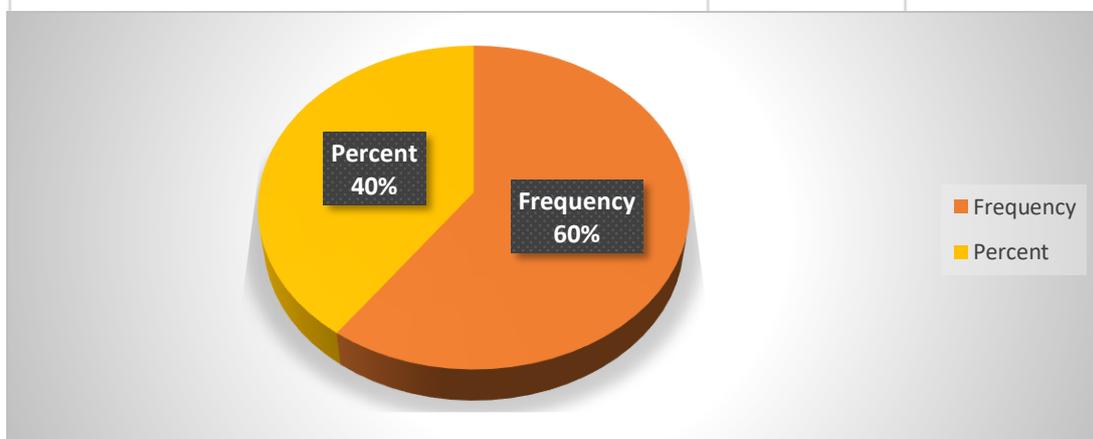
Employment Status	Frequency	Percent
Full time	115	76.7
Part time	35	23.3
<b>Total</b>	<b>150</b>	<b>100.0</b>
Annual Income	Frequency	Percent
Less than 5 Lakhs	118	78.7
5 - 10 Lakhs	31	20.7
Above 15 Lakhs	1	.7
<b>Total</b>	<b>150</b>	<b>100.0</b>
Total years of work experience	Frequency	Percent
Less than 5 years of experience	61	40.7
5 - 10 years	32	21.3
10 - 15 years	16	10.7
16 - 20 years	9	6.0
Above 20 years	32	21.3
<b>Total</b>	<b>150</b>	<b>100.0</b>

From the above frequency table, it can be identified that nearly 42% of the respondents were in the age group of less than 25 years, 38% of them have completed master’s degree, 53.3% of them were married, 62% of the individuals were living in a nuclear family 76.7% of the respondents were working as full-time employee in the educational institutions, 78.7% of the respondents were drawing a salary of less than Rs. 5 Lakhs and 40.7% of them were possessing less than 5 years of experience in the educational domain.

**Table: 6.1.2** Ability to balance work life

The following frequency table state the ability of the women professionals who are working in educational institutions can able to balance work life

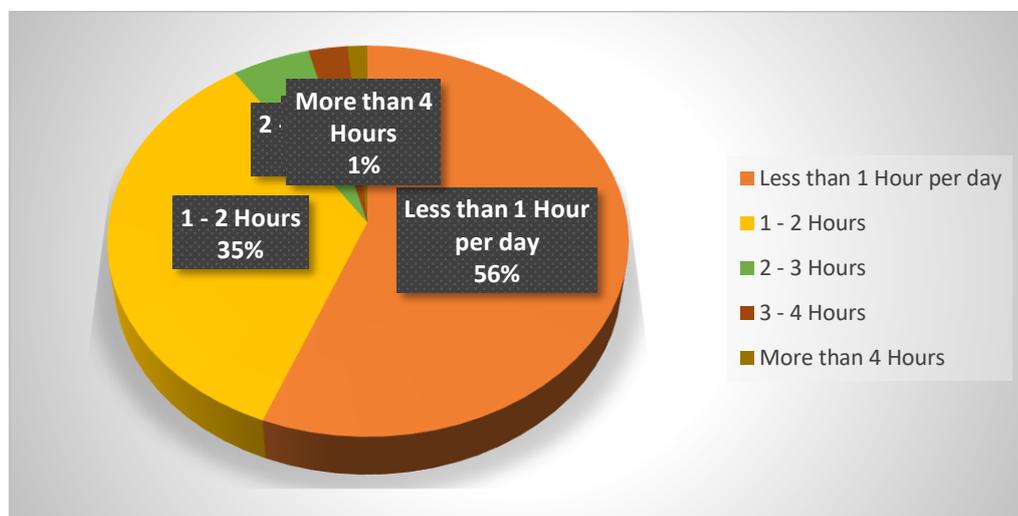
Ability to balance work life	Frequency	Percent
Yes	49	32.7
No	101	67.3
<b>Total</b>	<b>150</b>	<b>100.0</b>



The analysis reveals that 67.3% of the respondents has stated that they could not able to manage work life balance due to various reasons and the remaining respondents has stated that they could able to balance their work and personal life.

**Table: 6.1.3** Time spent on Parenting

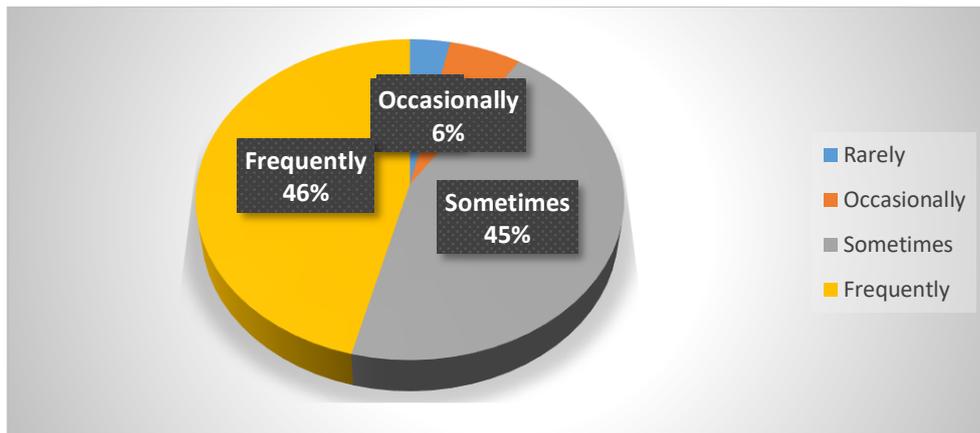
Time spending on parenting	Frequency	Percent
Less than 1 Hour per day	84	56.0
1 - 2 Hours	52	34.7
2 - 3 Hours	8	5.3
3 - 4 Hours	4	2.7
More than 4 Hours	2	1.3
<b>Total</b>	<b>150</b>	<b>100.0</b>



Based on the above frequency table it is identified that nearly 56% of the respondents have stated that they are spending time on parenting less than 1 hour per day. This reveals that more than 80 respondents were feeling that there exists work life imbalance. 34.7% of the respondents have stated that they can spend time on parenting between 1 hour to 2 hours per day. These two aspect accounts for more than 90% of the entire sample population.

**Table: 6.1.4** Impact on health

Impact on health due to work pressure	Frequency	Percent
Rarely	5	3.3
Occasionally	9	6.0
Sometimes	67	44.7
Frequently	69	46.0
<b>Total</b>	<b>150</b>	<b>100.0</b>



The above analysis reveals that 46% of the respondents has stated that the work life imbalance has impacted their health adversely more frequently. Whereas 44.7% of the respondents has stated that the imbalance may sometimes impacts their health. Hence, we can state that the work life imbalance is highly impacting the wellbeing of the women professionals in the educational institutions and this may also adversely affect their productivity and efficiency.

**Table 6.2:** Correlation Analysis

This part enables in presenting a detailed correlation analysis on work life balance towards parenting, personal life and health. The frequency table reveals that the work life imbalance is greatly impacting the women professionals as they could not able to concentrate on parenting aspects, nor they could able to possess better and enriched personal life and wellbeing.

		Correlations			
		WLBonparenting	WLBonpersonallife	WLBonhealth	Worklifebalance
WLBonparenting	Pearson Correlation	1	.443**	.316**	.611**
	Sig. (2-tailed)		.000	.000	.000
	N	150	150	150	150
WLBonpersonallife	Pearson Correlation	.443**	1	.525**	.526**
	Sig. (2-tailed)	.000		.000	.000
	N	150	150	150	150
WLBonhealth	Pearson Correlation	.316**	.525**	1	.403**
	Sig. (2-tailed)	.000	.000		.000
	N	150	150	150	150
Worklifebalance	Pearson Correlation	.611**	.526**	.403**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	150	150	150	150

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The correlation analysis shows that the work life balance possesses +0.611 on parenting, this shows that there is a positive influence of work life balance and parenting, however the respondents were feeling that they do not possess better work life balance in order to focus more on their parenting, similarly, correlation between work life balance and personal life reveals the value +0.526, showing that there is a positive correlation between work life balance and personal life.

**Table 6.3.1:** Chi-Square Test

**Test of hypothesis – Chi square analysis**

Hypothesis 1

H0: No impact of work life balance on parenting among women professionals working in educational institutions

Ha: Impact of work life balance on parenting among women professionals working in educational institutions

**WLBonparenting \* Worklifebalance Crosstabulation**

Count

		Worklifebalance				Total
		Disagree	Neutral	Agree	Strongly Agree	
WLBonparenting	Neutral	1	11	3	0	15
	Agree	3	6	47	11	67
	Strongly Agree	0	2	22	44	68
Total		4	19	72	55	150

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	93.267 <sup>a</sup>	6	.000
Likelihood Ratio	78.934	6	.000
Linear-by-Linear Association	55.639	1	.000
N of Valid Cases	150		

a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is .40.

From the above analysis it can be stated that the significance value is 0.00, which is less than the p-value of 0.05 (at 5% level of significance), hence null hypothesis is rejected and alternate hypothesis is accepted. Therefore, it can be concluded that there is an impact of work life balance on parenting among women professionals working in educational institutions

**Table 6.3.2: Test of hypothesis – Chi square analysis**

Hypothesis 2

H0: No impact of work life balance on personal life among women professionals working in educational institutions

Ha: Impact of work life balance on personal life among women professionals working in educational institutions

**WLBonpersonallife \* Worklifebalance Crosstabulation**

Count

		Worklifebalance				Total
		Disagree	Neutral	Agree	Strongly Agree	
WLBonpersonallife	Neutral	2	7	8	0	17
	Agree	2	9	50	18	79
	Strongly Agree	0	3	14	37	54
Total		4	19	72	55	150

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	54.548 <sup>a</sup>	6	.000
Likelihood Ratio	54.611	6	.000
Linear-by-Linear Association	41.221	1	.000
N of Valid Cases	150		

a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is .45.

From the above analysis it can be stated that the significance value is 0.00, which is less than the p-value of 0.05 (at 5% level of significance), hence null hypothesis is rejected and alternate hypothesis is accepted. Therefore, it can be concluded that there is an impact of work life balance on personal life among women professionals working in educational institutions.

**Table 6.3.3: Test of hypothesis – Chi square analysis**

Hypothesis 3

H0: No impact of work life balance on health and wellbeing among women professionals working in educational institutions

Ha: Impact of work life balance on health and wellbeing among women professionals working in educational institutions

**WLBonhealth ^ Worklifebalance Crosstabulation**

Count		Worklifebalance				Total
		Disagree	Neutral	Agree	Strongly Agree	
WLBonhealth	Disagree	0	0	1	0	1
	Neutral	3	8	16	3	30
	Agree	1	10	47	34	92
	Strongly Agree	0	1	8	18	27
Total		4	19	72	55	150

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	30.010 <sup>a</sup>	9	.000
Likelihood Ratio	29.769	9	.000
Linear-by-Linear Association	24.187	1	.000
N of Valid Cases	150		

a. 9 cells (56.2%) have expected count less than 5. The minimum expected count is .03.

From the above analysis it can be stated that the significance value is 0.00, which is less than the p-value of 0.05 (at 5% level of significance), hence null hypothesis is rejected and alternate hypothesis is accepted. Therefore, it can be concluded that there is an impact of work life balance on health and wellbeing among women professionals working in educational institutions.

**7. Conclusion**

Based on the overall analysis it can be stated that the work life imbalance is adversely affecting the parenting among women professionals working in educational institutions in Kumbakonam, Tamil Nadu. The respondents have stated that there is no clear work life balance policy in many educational institutions and demanding work environment is impacting their personal life and health adversely. In today’s environment, individuals are compelled to perform their best at work, this calls for compromising on personal life, health and parenting. Therefore, in order to possess effective work life balance, the management of educational institutions need to chart out a clear work life balance policy and need to implement them in their organisation. This will enable the individuals to effectively manage their time on work and parenting, also this will assist in enhancing the productivity and efficiency among the women professionals.

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