

FACTORS AFFECTING WORK LIFE BALANCE OF WOMEN IN EDUCATION SECTOR

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ABSTRACT

Today work-life balance has become an increasingly pervasive concern for employers as well as employees. A good balance in life and work can play a vital role for attaining personal and organizational goals. This study focuses at first on the factors influencing the work life balance of employees in educational organizations. Secondly, it tries to find whether there is a difference between the influence of these factors on males and females. Thirdly, it studies whether occupation (Government and Private) of the employees has any impact on influence of different factors on work life balance. For this study, an extensive literature review is collected from different journal articles, research papers, online articles etc. For the present study, a structured questionnaire was made and it was based on five-point Likert scale. The study found that out of nine factors stress factor was most important. The present study suggests that there are lots of hindrances in work life balance which all are related to the factors analyzed in this present study. For example, tug of war between time and work, stress, traveling problem, people's attitude towards their jobs, excessive responsibilities at home and workplace, lack of coordination at workplace and home, family's expectations etc. are hindrance of work life balance.

Keywords: Balance, factors, gender, occupation, life.

INTRODUCTION

The history of women in India is distinguished. In the transitioning society like India, where the traditional roles of women as homemakers and caretakers are deeply entrenched. The women of India have always experienced hindrances comparative to men. Social, cultural and religious factors have reduced the number of women entering the job market. Now in modern India there are lots of changes in women's life. Present life of the working females is challenging. They face lots of problem regarding their personal and professional life. Because they are not given proper time to their family & organization and this is the major problem how they balance their personal and professional life. Today work-life balance has become an increasingly pervasive concern for

employers as well as employees. A good balance in life and work can play a vital role for attaining personal and organizational goals. The imbalances of work and family life have an adverse impact in the personal life of working people, therefore, maintaining a balance between work and life is very vital (Bannur and Patil, 2015). There is no question that compared to the earlier decade, women today are better educated and hold more jobs worldwide. This is totally changed in last decade, even in urban areas, when women travel to work, she must still be ready for stares and rude remarks from strangers. The influx of women entering the job market has brought about a certain level of change in public attitudes and promoted acceptance of women's professional potential. Many employers prefer women for certain jobs like- nurse, teacher etc. since they are bought off as and expected to be obedient. Still most people simply assume that working do not possess good characters. A work instruction in a organization will generally outline all the different jobs needed for the operation of the firm in great detail and is a key element to running a organization smoothly. Work life balance means the balance between the personal and professional life of the working employees. Females professional life is very important domain of discussion among researchers in the last few decades.

LITERATURE REVIEW

Author	Year	Details
Agha et al.	2017	identified the relationship between work life balance, teaching satisfaction and job satisfaction. Questionnaire was distributed for the collection of data in the public and private higher education institutions for teacher in Oman. Structured equation modelling was used. A research model was conceptualized based on the finding, work life balance affects organization commitment, employee loyalty and job satisfaction. Also, found that teaching satisfaction had a positive relationship with job satisfaction.
Zaheer et al.	2016	The study investigated the level of the occupational stress among females, work life balance and assess the relationship between occupational stress and work life balance amid female faculties in the central university Delhi. 120 respondents were selected for the sample size. Questionnaire was given to the respondent for the data collection. Correlation analysis techniques was used to understand the relationship between occupational stress and work life balance. The study found that correlation analysis identified a strong positive relationship between occupational stress and work life imbalance of female faculty in central universities of Delhi.
Tressa & Manisha	2016	The study explored the work life balance and stress level of KV school female's teachers. Questionnaire was distributed to the female teachers of primary school.

		The study found that there was a stress-free environment, obligations and responsibilities of work life balance for the teaching professionals. Also, found that the employers of the institution to flexible working strategies and better working conditions.
Samuel & Mahalingam	2016	identified individual factors demographic and level of work life balance and how it influences the overall work life balance of female facilities. A sample size of 200 was chosen for the data collection. Statistical tools were used like the Chi-square test and ANOVA for the data analysis and interpretation. The findings of the study reveal that in the engineering colleges female faculties were in stress due to the continuous work and they face problems in balancing with their personal life and professional life. Also found that female faculties face lots of problem in the engineering college as compared to arts and science faculties in other colleges.
Sambit parida	2016	The study focuses on the benefits and needs of the work life balance. Collection of the data from the secondary sources. The study found that government organizations has provided very few policies of work life balance for the employee in different sectors. Private sector organizations changed the new polices for their employee's benefits.
Singal & Parvesh	2015	The study focuses on how working females manage their work life and family life of professional colleges and stress level of working females at work place. Data was collected by questionnaire and was distributed to the teaching faculties belonging to various disciplines. The study found that female's teachers have normal stress in managing their professional life and personal life.
Kaushik et al.	2014	The study discussed various issues like gender stereotype, gender discrimination and sexual harassment in the context of Indian environment. A structured questionnaire was developed to collect primary data from 500 firms in India. The respondents in present study have been taken mainly from service sector, manufacturing sector and education sector. The data collected through questionnaire was coded and tabulated keeping in context with the objective of the study and was analyzed by calculating frequencies, factor analysis and one-way analysis of variance. Analysis indicated that though age and level of management has no significant effect on these factors but male and female respondents differ significantly on their opinion regarding these issues.
Uppalury&Racherla	2014	The study aimed at the relationship between structure and agency of Indian women executives in the area of work-life balance in a developing and globalized context. It examined social production in a collectivist culture. The approach is

		qualitative and interpretative. Semi-structured interviews of 105 senior women executives from major metropolitan cities in India (Delhi, Mumbai, Bangalore, Hyderabad and Chennai). The study contributed to the understanding of how women executives, who have a greater agency, negotiate their structural constraints and how these actions contribute to social production.
Bandekar& Krishna	2014	The study focused on the work life balance trends and issues of the women life. The study found that lack of education knowledge, financial constraints, caretaker of the family and competition in present scenario were the issues in the women life. Also, found that husband and wife need to work hard for happy life.
Sigroha	2014	The study compared the employee's perception regarding impact and measures how to improve the work life balance facility of working women. A sample size of 400 respondents was collected for the data collection. One-way ANOVA was used for the data analysis and interpretation. The study found that there was a significant difference in the employees' perception regarding the impact of the child care facility, flexible working hours. Also, found that imbalance of the health issues of the women.
Shiva	2013	study about the hindrance faced by working women in their career development, and also to know about their organizational satisfaction. This study is undertaken in various private and public sector institutes including banks, educational institutions, and companies with the purpose to gather more details about work and family balances by working women using correlation analysis, chi squares test. According to chi squares test there was no association between training provided and ability to balance work and family. The conclusion of this research paper is the problems were faced not only by lower level of the employees but also higher level. The overall conclusion is that long-term exposure of workers to excessive work hour and high levels of work-to-family interference elevates their risks of mental and physical health problem.
Singh & Jain	2013	The study identified the influence, impact and improvement of the work life balance and job satisfaction level of the employees. Finding of the study was focuses on work environment and rise the employee morale, performance and productivity of the employees that highly influence, impact and improvement of the job satisfaction level of the employees. Because a good working environment increase the work life balance and job satisfaction level of the employees.
Saranya & Gokulakrishan	2013	The study contributed the depression, psychological stress, imbalance and importance of female work life balance. Empirical study was conducted through

		questionnaire method for the data analysis. The study found a positive association between work life balance, imbalance in the contexts of depression and psychological stress.
Maeran et al.	2013	The study focuses on the work life balance family job satisfaction of teachers. Also, discussed the work-family conflicts, work-family enrichments. Data was collected through questionnaire. Factors analysis was used for this study. The study found that teachers tend to perceive a positive influence between work and family.
Zhu et al.	2012	The study explored the challenges and risks faced by the working women in government organizations of the northern areas (Gilgit Baltistan Pakistan). Working women face problems like work place harassment gender inequality, pick and drop facility, inflexible timings, lack of maternity leaves and social limits etc. A sample of 50 individuals has been collected. The finding indicated that inequality with women or lack of opportunities for women in job market is a serious issue. But in the last few decades, visible changes in the northern areas of Pakistan took place, the contribution of northern areas administration.
Santhi & Sundar	2012	The study identified the level of satisfaction, factors and overall work life balance of women employees. A Sample size of the study was 350. The study found that work life balance programs implemented satisfaction level on the employees. Also, found that the ranking of the dimensions influencing work life are as follows: child care, support system, benefits, recreation, work environment factors in attaining the professional and personal life of the employees.
Sharma et al.	2011	The study identified the work life issues, factors affecting work life integration, factors leading to work life imbalance. Questionnaire was chosen for the data collection. The study found that female teachers employed in private school at the primary level and could not be generalized for other segments of the same profession.

An extensive literature review was collected from journals and different authors point of view. The present study was between 2011 to 2017 year. Literature review was based on the stress level of employee, satisfaction level of the employee, challenges of employee and work life balance of the employees. Through the review it was found that there have been several studies in this area but very few in the education sector. For this purpose, there was a need to study the work life balance, which an important dimension of the working employees worked in government and private in the educational organizations.

OBJECTIVES OF THE STUDY

This study focuses at first on the factors influencing the work life balance of employees in educational organizations. Secondly, it tries to find whether there is a difference between the influence of these factors on males and females. Thirdly, it studies whether occupation (Government and Private) of the employees has any impact on influence of different factors on work life balance.

METHODOLOGY

The data has been collected from both primary and secondary sources. Data was collected from the primary source through structured questionnaire based on Five-point Likert scale. An extensive literature review was collected from the secondary sources like online articles, research papers, journal etc.

Research Design: A research design is the basic plan, which guides the data collection and analyses the phases of the research. The research design of the present study will be mainly exploratory cum descriptive in nature.

Research Technique: Convenience sampling technique was used for the study.

Sample Size: Sample size was chosen for the study 213 respondents. They belong to the government and private organization.

Sample area: sampling area was chosen for the present study NCR (National Capital Region) and Haryana.

Respondent: The total number of respondent was government, private employee and male & females worked in the different organization. Out of 213 total sample sizes, 103 government employees and 110 private employees. In which 109 males and 104 females.

Period of study: Data collection for the present study was started from 1June to 25 June.

Questionnaire: A structured questionnaire was used in the study which was based on the five-point Likert scale. Divided into five sectors like demographic profile, Statement related to work life balance, stress level, challenges which hinder the wok life balance and statements related to satisfaction level.

Tools for analysis: t-test and factor analysis was used for this present study for analyzing the data. Basically t-test was used for the demographic profile like gender and occupation. On the other hand, factor analysis was used for analyzing the statement.

DATA ANALYSIS & FINDINGS

Table 1

Table of mean based on gender					
	5.	N	Mean	Std. Deviation	Std. Error Mean
2) Generally, you prepare work schedule to fulfill both your personal and family commitment	Male	109	3.49	.939	.090
	Female	104	3.83	.875	.086
4) You need to relax for a minimum of 2 hours per day	Male	109	3.47	1.093	.105
	Female	104	3.88	1.188	.116
9) To increase the income level causes stress	Male	109	3.60	.982	.094
	Female	104	3.14	1.218	.119
6) Excessive household activities	Male	109	3.22	.975	.093
	Female	104	3.52	1.014	.099
9) Health related problems	Male	109	3.18	1.029	.099
	Female	104	3.61	1.018	.100
10) Nuclear family/ joint family responsibilities	Male	109	3.28	1.072	.103
	Female	102	3.58	1.038	.103
5) You are satisfied about spending quality time for yourself	Male	109	3.72	.840	.080
	Female	104	3.38	1.064	.104

Table 2

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
1) Do you feel that you are able to balance your work life	Equal variances assumed	.540	.463	-.373	211	.710	-.045	.122	-.285	.194
	Equal variances not assumed			-.373	2173	.710	-.045	.122	-.285	.194

2) Generally, you prepare work schedule to fulfill both your personal and family commitment	Equal variances assumed	5.920	.016	-2.736	211	.007	-.341	.125	-.586	-.095
	Equal variances not assumed			-2.741	2186	.007	-.341	.124	-.586	-.096
3) You plan your work and perform orderly without any delay	Equal variances assumed	1.573	.211	-.734	211	.464	-.103	.140	-.378	.173
	Equal variances not assumed			-.735	2150	.463	-.103	.139	-.377	.172
4) You need to relax for a minimum of 2 hours per day	Equal variances assumed	.044	.834	-2.604	211	.010	-.407	.156	-.715	-.099
	Equal variances not assumed			-2.599	207508	.010	-.407	.157	-.716	-.098
5) You want to have effective work life balance to stay healthy	Equal variances assumed	.295	.587	-.182	211	.856	-.023	.127	-.274	.228
	Equal variances not assumed			-.182	209674	.856	-.023	.127	-.274	.228
6) You want to segregate both your professional and personal life without any conflicts	Equal variances assumed	3.061	.082	-.103	211	.918	-.013	.127	-.263	.237
	Equal variances not assumed			-.103	204167	.918	-.013	.127	-.264	.238
7) You want to have nice sleep of minimum 8 hours at night.	Equal variances assumed	3.974	.047	-.065	211	.948	-.010	.148	-.302	.283
	Equal variances not assumed			-.065	203244	.949	-.010	.149	-.303	.284

8) You always finish your work without delay	Equal variances assumed	.946	.332	1.133	211	.259	.162	.143	-.120	.444
	Equal variances not assumed			1.132	208.931	.259	.162	.143	-.120	.444
9) You are given cooperation in the family	Equal variances assumed	.349	.555	.250	211	.802	.029	.115	-.198	.256
	Equal variances not assumed			.250	209.757	.803	.029	.115	-.198	.256
10) You are given cooperation in the workplace	Equal variances assumed	.382	.537	-.536	211	.592	-.053	.099	-.249	.143
	Equal variances not assumed			-.537	210.993	.592	-.053	.099	-.249	.142
11) You maintain your personal and professional life	Equal variances assumed	2.912	.089	-.744	211	.458	-.080	.108	-.293	.133
	Equal variances not assumed			-.747	209.159	.456	-.080	.108	-.293	.132
12) You are happy with work life balance	Equal variances assumed	.007	.934	.683	211	.495	-.079	.116	-.307	.149
	Equal variances not assumed			.682	207.851	.496	-.079	.116	-.307	.149
1) Coming up with new ideas creates work pressure in the organization	Equal variances assumed	.000	.992	1.579	211	.116	.228	.145	-.057	.513
	Equal variances not assumed			1.579	210.649	.116	.228	.145	-.057	.513

2) Responsibility at work place creates stress	Equal variances assumed	.005	.944	1.043	211	.298	.151	.145	-.135	.438
	Equal variances not assumed			1.044	210.952	.298	.151	.145	-.135	.437
3) Family responsibility increase the stress level	Equal variances assumed	.238	.626	-.691	211	.490	-.101	.146	-.389	.187
	Equal variances not assumed			-.691	209.682	.490	-.101	.146	-.390	.187
4) Responsibility at workplace and family increases the workload	Equal variances assumed	.851	.357	-.1499	211	.135	-.207	.138	-.478	.065
	Equal variances not assumed			-.1500	210.571	.135	-.207	.138	-.478	.065
5) The care of family members/spouse/ children create pressure	Equal variances assumed	.112	.738	-.1507	211	.133	-.234	.155	-.540	.072
	Equal variances not assumed			-.1507	210.559	.133	-.234	.155	-.540	.072
6) The work done with the help of other members creates stress	Equal variances assumed	.011	.918	1.123	211	.263	.168	.150	-.127	.464
	Equal variances not assumed			1.123	210.638	.263	.168	.150	-.127	.464
7) To maintain balance between personal and professional life creates stress	Equal variances assumed	1.874	.173	.341	211	.734	.049	.145	-.236	.335
	Equal variances not assumed			.340	207.987	.734	.049	.145	-.236	.335

8) Pressure of professional and personal life is having impact on personal relationship	Equal variances assumed	1.711	.192	.101	211	.920	.015	.145	-.271	.300
	Equal variances not assumed			.101	207.771	.920	.015	.145	-.271	.300
9) To increase the income level causes stress	Equal variances assumed	8.933	.003	2.988	211	.003	.452	.151	.154	.750
	Equal variances not assumed			2.973	197.844	.003	.452	.152	.152	.752
10) Issues related to the lack of coordination in the family cause stress	Equal variances assumed	.423	.516	.048	211	.961	.007	.139	-.267	.280
	Equal variances not assumed			.048	210.815	.961	.007	.139	-.267	.280
11) Feel tired or depressed due to long working hour	Equal variances assumed	1.065	.303	-.898	211	.370	-.131	.146	-.418	.157
	Equal variances not assumed			-.899	210.971	.370	-.131	.146	-.418	.156
12) You feel that you need a break/vacation	Equal variances assumed	.639	.425	-.333	211	.739	-.045	.136	-.314	.223
	Equal variances not assumed			-.333	209.062	.740	-.045	.136	-.314	.224
1) Postponing the work/procrastination	Equal variances assumed	.567	.452	1.300	211	.195	-.185	.143	-.467	.096
	Equal variances not assumed			1.299	210.090	.195	-.185	.143	-.467	.096

2) Personal lethargy/laziness	Equal variances assumed	.005	.946	-1.842	211	.067	-.254	.138	-.527	.018
	Equal variances not assumed			-1.842	210.302	.067	-.254	.138	-.527	.018
3) Working hours is a big problem	Equal variances assumed	5.621	.019	-1.374	211	.171	-.212	.155	-.517	.092
	Equal variances not assumed			-1.370	204.640	.172	-.212	.155	-.518	.093
4) Daily travelling is a problem	Equal variances assumed	4.274	.040	-1.026	211	.306	-.161	.157	-.470	.148
	Equal variances not assumed			-1.023	205.165	.308	-.161	.157	-.471	.149
5) Negative attitude of family/spouse	Equal variances assumed	.795	.374	1.458	211	.146	.232	.159	-.081	.545
	Equal variances not assumed			1.456	208.587	.147	.232	.159	-.082	.545
6) Excessive household activities	Equal variances assumed	.661	.417	-2.194	211	.029	-.299	.136	-.568	-.030
	Equal variances not assumed			-2.192	209.437	.030	-.299	.136	-.568	-.030
7) Negative attitude of supervisor/colleagues	Equal variances assumed	1.247	.265	-.806	211	.421	-.125	.155	-.431	.181
	Equal variances not assumed			-.805	208.999	.422	-.125	.155	-.431	.181

8) Work from home after office hour	Equal variances assumed	.778	.379	-1.019	211	.309	-.144	.142	-.423	.135
	Equal variances not assumed			-1.021	2182	.309	-.144	.141	-.423	.134
9) Health related problems	Equal variances assumed	.203	.653	-3.009	211	.003	-.422	.140	-.699	-.146
	Equal variances not assumed			-3.010	2112	.003	-.422	.140	-.699	-.146
10) Nuclear family/ joint family responsibilities	Equal variances assumed	.199	.656	-2.021	209	.045	-.294	.145	-.581	-.007
	Equal variances not assumed			-2.023	208753	.044	-.294	.145	-.581	-.008
1) Are you satisfied with the working hours of the organization	Equal variances assumed	.040	.841	-.462	211	.644	-.060	.130	-.317	.196
	Equal variances not assumed			-.462	209852	.644	-.060	.130	-.317	.196
2) Are you satisfied with the challenging opportunities you get in the organization	Equal variances assumed	.004	.951	.601	211	.549	.070	.116	-.159	.298
	Equal variances not assumed			.600	21067	.549	.070	.116	-.159	.298
3) Your family is satisfied with your working hours	Equal variances assumed	.035	.852	-1.041	211	.299	-.132	.127	-.381	.118
	Equal variances not assumed			-1.040	208781	.300	-.132	.127	-.382	.118

5) You are satisfied about spending quality time for yourself	Equal variances assumed	11.674	.001	2.526	211	.012	.331	.131	.073	.589
	Equal variances not assumed			2.512	195.851	.013	.331	.132	.071	.591
6) You are satisfied with the flexibility of targets in the family	Equal variances assumed	7.881	.005	1.035	211	.302	.122	.118	-.110	.355
	Equal variances not assumed			1.029	196.709	.305	.122	.119	-.112	.356
7) You are satisfied with the flexibility of targets in the work place	Equal variances assumed	3.007	.085	1.232	182	.220	.163	.132	-.098	.424
	Equal variances not assumed			1.239	181.636	.217	.163	.131	-.097	.422
8) You are satisfied with the Work Life Balance that makes you to stay healthy	Equal variances assumed	.058	.810	-.023	211	.982	-.003	.129	-.258	.252
	Equal variances not assumed			-.022	208.618	.982	-.003	.129	-.258	.252
9) You are satisfied with the behavior of the colleagues	Equal variances assumed	.601	.439	1.258	211	.210	-.145	.116	-.373	.082
	Equal variances not assumed			1.256	209.304	.210	-.145	.116	-.373	.083
10) You are satisfied with the personal life	Equal variances assumed	8.185	.005	-.692	211	.490	-.084	.122	-.324	.156
	Equal variances not assumed			-.696	200.077	.487	-.084	.121	-.323	.154

11) You are satisfied with the professional life	Equal variances assumed	.874	.351	-1.278	211	.203	-.148	.116	-.378	.081
	Equal variances not assumed			-1.277	2079	.203	-.148	.116	-.378	.081
12) You are satisfied with your work life balance	Equal variances assumed	.000	.984	-1.206	210	.229	-.149	.123	-.391	.094
	Equal variances not assumed			-1.204	2096	.230	-.149	.123	-.392	.095

Interpretation of t-test on the basis of gender

Basically t-test was used in the present study for the demographic profile in which focus on the gender and occupation of the employee. The total number of 213 respondents were collected for this present study. In which 109 males and 104 females. With the help of the questionnaire different statements are tested. The present study found that there is difference in male and female perception regarding the work life balance. There are five statements in which the mean value of female is higher comparative to male. These include Generally, you prepare work schedule to fulfill both your personal and family commitment, you need to relax for a minimum of 2 hours per day, Excessive household activities, Health related problems, Nuclear family/ joint family responsibilities. On the other hand, there are two statements in which mean value of male is higher as comparative to female. These statements include to increase the income level causes stress, You are satisfied about spending quality time for yourself.

Table 3

Table of mean based on occupation					
	9. Occupation	N	Mean	Std. Deviation	Std. Error Mean
1) Generally, you prepare work schedule to fulfill both your personal and family commitment	Government Employee	103	3.80	.856	.084
	Private Employee	110	3.52	.965	.092
2) You want to have nice sleep of minimum 8 hours at night.	Government Employee	103	4.20	1.061	.104
	Private Employee	110	3.82	1.068	.102
6) The work done with the help of other members creates stress	Government Employee	103	2.61	1.012	.100
	Private Employee	110	3.01	1.137	.108
4) Daily travelling is a problem	Government Employee	103	3.23	1.214	.120
	Private Employee	110	3.61	1.050	.100
5) Negative attitude of family/	Government Employee	103	2.98	1.196	.118

spouse	Private Employee	110	3.15	1.127	.107
9) You are satisfied with the behavior of the colleagues	Government Employee	103	3.56	.882	.087
	Private Employee	110	3.82	.792	.076

Table 4

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
1) Do you feel that you are able to balance your work life	Equal variances assumed	10.698	.001	1.581	211	.115	.191	.121	-.047	.430
	Equal variances not assumed			1.594	204.860	.112	.191	.120	-.045	.428
2) Generally, you prepare work schedule to fulfill both your personal and family commitment	Equal variances assumed	4.825	.029	2.218	211	.028	.278	.125	.031	.525
	Equal variances not assumed			2.227	210.396	.027	.278	.125	.032	.524
3) You plan your work and perform orderly without any delay	Equal variances assumed	.154	.695	-.264	211	.792	-.037	.140	-.313	.239
	Equal variances not assumed			-.264	209.781	.792	-.037	.140	-.313	.239
4) You need to relax for a minimum of 2 hours per day	Equal variances assumed	.009	.926	1.347	211	.180	.213	.158	-.099	.525
	Equal variances not assumed			1.344	207.840	.180	.213	.159	-.099	.526
5) You want to have effective work life balance to stay healthy	Equal variances assumed	2.011	.158	1.834	211	.068	.232	.126	-.017	.481
	Equal variances not assumed			1.832	209.092	.068	.232	.127	-.018	.481

6) You want to segregate both your professional and personal life without any conflicts	Equal variances assumed	.406	.524	1.575	211	.117	.199	.126	-.050	.448
	Equal variances not assumed			1.570	204.910	.118	.199	.127	-.051	.448
7) You want to have nice sleep of minimum 8 hours at night.	Equal variances assumed	.264	.608	2.643	211	.009	.386	.146	.098	.673
	Equal variances not assumed			2.643	210.271	.009	.386	.146	.098	.673
8) You always finish your work without delay	Equal variances assumed	.276	.600	-1.458	211	.146	-.208	.143	-.489	.073
	Equal variances not assumed			-1.463	210.807	.145	-.208	.142	-.488	.072
9) You are given cooperation in the family	Equal variances assumed	.021	.886	.237	211	.813	.027	.115	-.200	.254
	Equal variances not assumed			.236	206.571	.814	.027	.115	-.200	.255
10) You are given cooperation in the workplace	Equal variances assumed	4.912	.028	-.801	211	.424	-.080	.099	-.275	.116
	Equal variances not assumed			-.793	187.405	.429	-.080	.100	-.277	.118
11) You maintain your personal and professional life	Equal variances assumed	.077	.781	-.838	211	.403	-.090	.108	-.303	.122
	Equal variances not assumed			-.839	210.935	.402	-.090	.108	-.303	.122
12) You are happy with work life balance	Equal variances assumed	2.502	.115	.469	211	.640	.054	.116	-.174	.282
	Equal variances not assumed			.471	209.442	.638	.054	.115	-.173	.281

1) Coming up with new ideas creates work pressure in the organization	Equal variances assumed	.043	.836	-1.012	211	.313	-.147	.145	-.433	.139
	Equal variances not assumed			-1.014	210.827	.312	-.147	.145	-.433	.139
2) Responsibility at work place creates stress	Equal variances assumed	.528	.468	-1.125	211	.262	-.163	.145	-.449	.123
	Equal variances not assumed			-1.123	208.586	.263	-.163	.145	-.450	.123
3) Family responsibility increase the stress level	Equal variances assumed	.032	.858	.866	211	.387	.127	.146	-.162	.415
	Equal variances not assumed			.866	210.267	.387	.127	.146	-.161	.415
4) Responsibility at workplace and family increases the workload	Equal variances assumed	.632	.427	1.444	211	.150	.199	.138	-.073	.471
	Equal variances not assumed			1.444	209.915	.150	.199	.138	-.073	.471
5) The care of family members/spouse/children create pressure	Equal variances assumed	.312	.577	1.285	211	.200	.200	.155	-.107	.506
	Equal variances not assumed			1.288	210.980	.199	.200	.155	-.106	.505
6) The work done with the help of other members creates stress	Equal variances assumed	2.027	.156	-2.688	211	.008	-.397	.148	-.689	-.106
	Equal variances not assumed			-2.698	210.463	.008	-.397	.147	-.688	-.107
7) To maintain balance between personal and professional life creates stress	Equal variances assumed	1.428	.233	.068	211	.946	.010	.145	-.275	.295
	Equal variances not assumed			.068	208.225	.946	.010	.145	-.276	.296

8) Pressure of professional and personal life is having impact on personal relationship	Equal variances assumed	2.204	.139	1.661	211	.098	.239	.144	-.045	.522
	Equal variances not assumed			1.665	211.000	.097	.239	.144	-.044	.522
9) To increase the income level causes stress	Equal variances assumed	.254	.615	-1.182	211	.238	-.182	.154	-.486	.121
	Equal variances not assumed			-1.181	208.376	.239	-.182	.154	-.486	.122
10) Issues related to the lack of coordination in the family cause stress	Equal variances assumed	.553	.458	.312	211	.755	.043	.139	-.230	.317
	Equal variances not assumed			.311	205.808	.756	.043	.139	-.231	.318
11) Feel tired or depressed due to long working hour	Equal variances assumed	2.816	.095	-.701	211	.484	-.102	.146	-.390	.185
	Equal variances not assumed			-.698	202.942	.486	-.102	.147	-.391	.187
12) You feel that you need a break/ vacation	Equal variances assumed	.619	.432	1.159	211	.248	.158	.136	-.110	.426
	Equal variances not assumed			1.161	210.784	.247	.158	.136	-.110	.425
1) Postponing the work/ procrastination	Equal variances assumed	.140	.708	.685	211	.494	.098	.143	-.184	.380
	Equal variances not assumed			.686	210.571	.494	.098	.143	-.184	.380
2) Personal lethargy/laziness	Equal variances assumed	.429	.513	.130	211	.897	.018	.139	-.257	.293
	Equal variances not assumed			.130	210.829	.897	.018	.139	-.256	.292

3) Working hours is a big problem	Equal variances assumed	4.260	.040	-2.401	211	.017	-.368	.153	-.670	-.066
	Equal variances not assumed			-2.409	210.776	.017	-.368	.153	-.669	-.067
4) Daily travelling is a problem	Equal variances assumed	5.018	.026	-2.422	211	.016	-.376	.155	-.682	-.070
	Equal variances not assumed			-2.411	202.118	.017	-.376	.156	-.684	-.068
5) Negative attitude of family/ spouse	Equal variances assumed	.619	.432	-1.093	211	.276	-.174	.159	-.488	.140
	Equal variances not assumed			-1.091	207.716	.277	-.174	.159	-.488	.140
6) Excessive household activities	Equal variances assumed	4.213	.041	-.234	211	.815	-.032	.138	-.304	.240
	Equal variances not assumed			-.233	201.502	.816	-.032	.139	-.306	.241
7) Negative attitude of supervisor/ colleagues	Equal variances assumed	6.979	.009	-1.101	211	.272	-.171	.155	-.476	.135
	Equal variances not assumed			-1.095	200.317	.275	-.171	.156	-.478	.137
8) Work from home after office hour	Equal variances assumed	.004	.950	-1.068	211	.287	-.151	.142	-.430	.128
	Equal variances not assumed			-1.068	209.721	.287	-.151	.142	-.431	.128
9) Health related problems	Equal variances assumed	.327	.568	-.018	211	.986	-.003	.143	-.285	.280
	Equal variances not assumed			-.018	208.522	.986	-.003	.144	-.286	.280

10) Nuclear family/ joint family responsibilities	Equal variances assumed	.300	.584	-.897	209	.371	-.132	.147	-.420	.157
	Equal variances not assumed			-.897	207.570	.371	-.132	.147	-.421	.158
1) Are you satisfied with the working hours of the organization	Equal variances assumed	4.004	.047	1.728	211	.086	.223	.129	-.031	.478
	Equal variances not assumed			1.734	210.643	.084	.223	.129	-.031	.477
2) Are you satisfied with the challenging opportunities you get in the organization	Equal variances assumed	7.501	.007	.977	211	.330	.113	.116	-.115	.341
	Equal variances not assumed			.986	201.554	.325	.113	.115	-.113	.339
3) Your family is satisfied with your working hours	Equal variances assumed	3.216	.074	1.885	211	.061	.237	.126	-.011	.485
	Equal variances not assumed			1.888	210.998	.060	.237	.126	-.010	.485
5) You are satisfied about spending quality time for yourself	Equal variances assumed	.099	.753	- 1.861	211	.064	-.246	.132	-.506	.015
	Equal variances not assumed			- 1.860	209.863	.064	-.246	.132	-.506	.015
6) You are satisfied with the flexibility of targets in the family	Equal variances assumed	.075	.784	.653	211	.515	.077	.118	-.156	.310
	Equal variances not assumed			.653	210.108	.515	.077	.118	-.156	.310
7) You are satisfied with the flexibility of targets in the work place	Equal variances assumed	1.454	.229	-.908	182	.365	-.120	.133	-.382	.141
	Equal variances not assumed			-.904	175.650	.367	-.120	.133	-.383	.142

8) You are satisfied with the Work Life Balance that makes you to stay healthy	Equal variances assumed	4.708	.031	-1.194	211	.234	-.154	.129	-.408	.100
	Equal variances not assumed			-1.187	200.852	.236	-.154	.130	-.409	.102
9) You are satisfied with the behavior of the colleagues	Equal variances assumed	3.556	.061	-2.224	211	.027	-.255	.115	-.481	-.029
	Equal variances not assumed			-2.216	204.878	.028	-.255	.115	-.482	-.028
10) You are satisfied with the personal life	Equal variances assumed	3.673	.057	.505	211	.614	.062	.122	-.179	.302
	Equal variances not assumed			.508	208.886	.612	.062	.121	-.177	.301
11) You are satisfied with the professional life	Equal variances assumed	.024	.877	-.700	211	.485	-.082	.117	-.311	.148
	Equal variances not assumed			-.699	209.621	.485	-.082	.117	-.311	.148
12) You are satisfied with your work life balance	Equal variances assumed	3.217	.074	.390	210	.697	.048	.124	-.195	.292
	Equal variances not assumed			.391	209.437	.696	.048	.123	-.195	.291

Interpretation of t-test on the basis of occupation

Basically t-test was used in the present study for the demographic profile in which focus on the gender and occupation of the employee. The total number of 213 respondents were collected for this present study. In which 103 government employees and 110 private employees. With the help of the questionnaire different statements are tested. The present study found that there is difference in perception of government and private employees. There are two statements in which the mean value of government employees is higher comparative to private employees. These include Generally, you prepare work schedule to fulfill both your personal and family commitment, you want to have nice sleep of minimum 8 hours at night. On the other hand, there are four statements in which mean value of private employees is higher as comparative to

government employees. These statements include the work done with the help of other members creates stress, Daily travelling is a problem, Negative attitude of family/ spouse, you are satisfied with the behavior of the colleagues

Factor Analysis

Previous literature suggested that factor analysis found to be the most suitable technique for analyzing the data. statements related to stress level, challenges which hinder the work life balance, work life balance, satisfaction, health problems, environment, problems of work life balance, attitude towards work, time management.

Table 5

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.780
StrBartlett's Test of Sphericity	Approx. Chi-Square	3627.143
	df	990
	Sig.	.000

Table 6

Factors	Statements	factor loadings	Variance	Alpha
sStress	3) Family responsibility increase the stress level	.818	11.531	0.839
	5) The care of family members/spouse/ children create pressure	.749		
	4) Responsibility at workplace and family increases the workload	.735		
	7) To maintain balance between personal and professional life creates stress	.692		
	8) Pressure of professional and personal life is having impact on personal relationship	.582		
	6) The work done with the help of other members creates stress	.526		
	9) To increase the income level causes stress	.503		
Challenges faced	3) Your family is satisfied with your working hours	0.746	7.395	0.714

	1) Are you satisfied with the working hours of the organization	0.724		
	2) Are you satisfied with the challenging opportunities you get in the organization	0.628		
	workinghoursnew	0.529		
Satisfaction level	11) You are satisfied with the professional life	0.805	7.284	0.752
	12) You are satisfied with your work life balance	0.752		
	10) You are satisfied with the personal life	0.654		
	12) You are happy with work life balance	0.521		
Work life balance	1) Postponing the work/ procrastination	0.796	6.569	0.69
	2) Personal lethargy/laziness	0.755		
	5) Negative attitude of family/ spouse	0.577		
Attitude towards work	1) Do you feel that you are able to balance your work life	0.7	6.314	0.696
	2) Generally, you prepare work schedule to fulfill both your personal and family commitment	0.648		
	11) You maintain your personal and professional life	0.631		
	9) You are given cooperation in the family	.575, .507		
Problems of work life balance	11) Feel tired or depressed due to long working hour	0.724	5.758	0.705
	12) You feel that you need a break/ vacation	0.675		
	10) Issues related to the lack of coordination in the family cause stress	0.56		

Environment	6) You want to segregate both your professional and personal life without any conflicts	0.799	5.298	0.628
	5) You want to have effective work life balance to stay healthy	0.714		
	7) You want to have nice sleep of minimum 8 hours at night.	0.665		
Time management	8) You always finish your work without delay	0.581	5.218	0.603
	5) You are satisfied about spending quality time for yourself	0.57		
Health issues	8) Work from home after office hour	0.773	4.642	0.602
	9) Health related problems	0.719		

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 11 iterations.

DISCUSSION OF FACTOR ANALYSIS

The paper examined the factors which influence the work life balance of male and female employee. The results showed that the thirty-four variables converged into nine factors. One item had to be excluded as the factor loading was less than 0.5 and failed to meet recommended level of internal consistency for scale development. The reliability of all obtained factors was above .7 which showed that the scale chosen was reliable for measuring the chosen factor. These factors are discussed below:

Factor-I: Stress: The analysis has revealed that respondents have considered this factor to be the most important factor with the highest explained variance of 11.53 per cent. Eight out of twelve statements load significantly on this factor. These all statement are highly related to the stress level of the male and female employees worked in the government and private organization.

Factor –II: Challenges faced: The analysis has revealed that respondents have considered this factor to be important factor with the variance of 7.39 per cent. Four statements load significantly on this factor and these statements are related to the challenges of the employees faced in the Government and private organization.

Factor- III: Satisfaction level: The respondents have considered this factor related to the satisfaction level of the employees in government and private organization. Four statements load

significantly on this factor and these statements are related to the challenges of the employees faced in the Government and private organization. The variance of this factor was calculated 7.28 per cent.

Factor –IV: Work life balance: The respondents have considered this factor related to the work life balance of the employees. Three statement loads on this factor and these statements are related to the work life balance of employee working in the organization. The % of variance of this factor was calculated 6.56 percent.

Factor –V: Attitude towards work: The respondents have considered this factor related to the attitude toward works. For statements loads on this factor and all are showed the attitude towards work. The % of variance of this factor was calculated 6.31 percent.

Factor- VI: Problems of work life balance: The respondents have considered this factor related to the problems of work life balance. Three statements load on this factor and all are showed the problems of work life balance. The % of variance 5.75 loaded for this factor.

Factor- VII: Environment: The respondents have considered this factor related to the environment. Three statements load on this factor and all are showed the environments. The % of variance 5.29 was calculated for this factor.

Factor-VIII: Time management: The respondents have considered this factor related to the attitude toward works. Two statements load on this factor and all are showed the attitude towards work. The % of variance 5.21 was calculated for this factor.

Factor-IX: Health issues: The respondents have considered this factor related to the attitude toward works. Two statement loads on this factor and all are showed the attitude towards work. The % of variance 4.64 was calculated for this factor.

CONCLUSIONS

The present study suggests that there are lots of hindrances in work life balance which all are related to the factors analyzed in this present study. For example, tug of war between time and work, stress, traveling problem, people's attitude towards their jobs, excessive responsibilities at home and workplace, lack of coordination at workplace and home, family's expectations etc. are hindrance of work life balance. To sort these hindrances of work life balance there is need to study work life balance. For example, appreciation of good work of others. Also, always staying healthy, yoga and exercise create a healthy environment at home as well as work place. By deciding a scale of inputs and updating oneself to changes helps in facing challenges of professional and personal life.

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