

# A Study on the Effect of Work-Family Balance and Parental Status on Female Faculty

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**Abstract-** This study examined whether Parental status has an impact on Work and Family Balance of women faculty members working in various colleges. Work and Family balance is still common issues for both men and women but women have more stress and responsibilities to take care of their family relationship members, home chores, child care and Elder care etc, so they are constantly under depression. The most difficult parenting challenges aren't usually about the child; rather, it's the parent's issues that make things more difficult. Working women or homemakers are accepting to juggle their Personal life and professional life to perform multiple tasks simultaneously. Most of the working women struggle for Parenting. The Research design is descriptive statistics such as Mean, Frequency, Kruskal-Wallis, Two ways ANOVA was used to analyze the Work-Family Conflict. The outcome of the ANOVA test has been carried for Age, Parental status – Hypothesis 1 Alternative hypothesis is accepted. The interaction between Age and Parental status – Hypothesis 0 Null hypothesis is accepted. There is insufficient evidence to dismiss the Null hypothesis. This study concludes that women faculty based on Age (year), Parental status has an effect on the work-family balance but there is not a statistically significant interaction between Age (year) and Parental status.

**Index Terms-** Child Barrier, Elder care, Parental Status, Work Life Balance, working women

## I. INTRODUCTION

In the previous century women were only a homemaker but it has dramatically changed since the majority of women are working in all over the fields. Women are multi-talented, they have courage, and their decision making will be good. They are responsible to take care of their family, they have to maintain their families like the health care of their parents and in-laws, cooking, cleaning and taking care of their children. Stressful situations occur with every woman. The life status of women is split into three categories: unmarried, Married with or without child, single parent with or without child. Women need a career break after childbirth. More than 75% of women are working

throughout pregnancy. If it is a long break there is a risk of losing their jobs and seeking a new job or working from home has their own choice of jobs for flexible working hours, location, and type of work are all important factors to consider. There is evidence that some very capable ladies, who could contribute to their family and the economy.

As the children grow older and began to pursue more expensive hobbies like sports, dance and activities, some families fall short of their financial commitments [1]. Some families have built costly trends that have ended in financial distress and a lack of economic independence, and asking the husband for money was inconceivable. The question of whether a woman should work and earn money appears to have devolved from one of economic necessity into one of status and entitlement. Almost 90% of women are working to satisfy their economic or social needs and this has been changed to every woman who has to go work. Most of the women are likely to be a homemaker, their family pushing them to work. Most children are growing under their grandparents' guidance; here the parenting is missing so it's a biggest worry for every working woman.

Women aren't taking care of themselves because they don't have time to think about it. Health care, personal care, and rest at home are all lacking. A man can only work in an office. Women, on the other hand, will work at home until their children fall asleep. Women who work at home do not have time to rest. They are completely absorbed in their homework. They must look for their in-laws' health, and some women are expected to look after their parents. Parenting is required for children under the age of ten. If she is a single parent, she will be unable to provide for the education of her children. To care for their children and spend more time with them, most women choose their own employment or business.

## II. LITERATURE REVIEW

“A review of literature on Work Life Balance strategies adopted by dermatologists has reviewed that 51 percent of them have preferred to give childbirth while they were in resident. The respondents have hired homemade and opted to work part time in order to create a Work Life Balance [2].”

According to [3] "A review of literature on Work Life Balance of working women facing challenges between personal life and professional life in the colleges and work place stress affected by women. Thus the finding says Factors affecting teaching faculties of women employees are chosen the working hours. Most of the women are not satisfied with current working hours, only 34 percent of women are satisfied their working hours. Stress Level occurred 64 percent of working women are affected Normal stress in managing their work life and family life".

This paper covers the work-life 'balance' policy priority in a European country; within Europe national governments have offered to dual-earner families. Dual earning has become an economic necessity; this country encourages the women's employment while children are young. In the 2002 Family module International Social Survey Program (ISSP) surveys in Britain, France, Finland, Norway and Portugal. The evidence found that 'societal effect' in the cases of Finland and Norway, work-life conflict is lower than other three countries [4].

It is analyzed Work from home is investigated to see if it enhances or degrades job satisfaction and work-life balance, and under what situations. The research looks into whether personal or professional factors influence imbalances. Employees who work from home are happier than those who desire to work from home, their job satisfaction is better, and their work-life balance is not worse under the investigation [5].

Actually American researcher says women need more sleep than men [6] parenthood and other care giving responsibilities may

differently influence the sleep time and quality of men and women. This study is compare sleep durations of men and women who have similar role responsibilities in the gender sleep gap at different points in the life course and for people with different sets of roles.

This paper is about marketing retail analytics using tableau and Knime. It deals with the Point of sales data for a cafe chain restaurant. Method used for this study is Exploratory Analysis, Menu Analysis the findings and analysis suggest the best ideas for the restaurant to increase their revenues [7].

This study is about the 10 pregnant women's working fulltime in Norway country. What are the characteristics of these women ability to work full time throughout the pregnancy and their healthy resources? The methodologies used in this paper are qualitative research with sample size 10, age group between 24-40 years women and 37-39 week pregnant ladies. The coping strategy is used by these women's are positive mindset and balancing perspective during pregnancy. Research gap are small sample size and this study is rarely covered in many papers so this subject can be used with other theoretical view points and methods [8].

This paper cover the understand problem related with employees such as salary cuts, layoffs, and unemployment in MSME during pandemic. Methodologies used for this study is descriptive analysis, sample of 100 employees, from 10 MSMEs located in Peenya industrial area of Bangalore was collected [9].

### III. RESEARCH OBJECTIVE

To study and analyze the impact of Parental status on Work Life Balance

### IV. RESEARCH HYPOTHESIS

#### A. Hypothesis I

*Null Hypothesis (H0):* Age groups will have no significant effect on Work-Family Balance determinants of women Faculty.

*Alternate Hypothesis (H1):* Age group does have a significant effect on Work-Family Balance determinants of women Faculty.

#### B. Hypothesis II

*Null Hypothesis (H0):* Parental Status will have no significant effect on Work-Family Balance determinants of women Faculty.

*Alternate Hypothesis (H1):* Parental Status does have a significant effect on Work-Family Balance determinants of women Faculty.

#### C. Hypothesis III

*Null Hypothesis (H0):* Age groups and Parental Status will have no significant effect on Work-Family Balance determinants of women Faculty.

*Alternate Hypothesis (H1):* Age groups and Parental Status does have a significant effect on Work-Family Balance determinants of women Faculty.

### V. METHODOLOGY AND DATA COLLECTION

The research design proposed for this study is a "descriptive" type of research [3]. The data was collected through the instrument "Structured Questionnaire". The questionnaires were filled out by individuals. The accepted number of respondents amounts to 961 numbers out of the total respondents of 1050. The number of rejected respondents was 89 due to incomplete data, and the accepted respondents were 91.52 percent of the faculty members of various colleges. Secondary data was collected from journals and articles available on the internet.

#### A. Respondents profile:

The respondents profile in the Table 1 as per the demographic classifications like age group, Parental Status. The respondent categorized by 'Age Group' was in to four groups Below 25 years, 26 to 30 years, 31- 35 years and 36 years and above. The age group Below '25 years' was 28 by numbers and 2.91 by percentage, the age group '26-30 years' constitutes 577 by numbers and 60.043 %, then the age groups '31-35 years' and '36 years and above' respectively have numbers as 334 and 22 and represent 34.76 % and 2.29 percentage of the women faculty in higher educational institutions.

The respondents of parental status shown in Table 1 is classified into four categories as having '1 Child', '2 children', 'More than 2 children' and 'No child'. In addition to than researcher who are not married and not applicable in classifying by parental status are also recorded and they are 412 numbers and 42.87 percent. Respondents with one child are 110 numbers and 11.45 percent, respondents with two children are 72 numbers and 7.49 percent, respondents with more than two children are zero, respondents with no child are 367 numbers and 38.19 percent of the women faculty in higher educational institutions.

**Table 1 Demographic Profile of the respondents**

Variables	Categories	Frequency	Percentage (%)
Age Group	Below 25 Years	28	2.91
	26-30 Years	577	60.04
	31-35 Years	334	34.76
	36 Years and above	22	2.29
	Total	961	100.00
Parental Status	1 child	110	11.45
	2 children	72	7.49
	More than 2 children	0	0.00
	No children	367	38.19
	Not applicable	412	42.87
Total		961	100.00

## VI. ANALYSIS AND IMPLEMENTATION

The collected data were analyzes using SPSS. Descriptive Statistics such as Mean, frequency, kruskal-wallis one way ANOVA, Two ways ANOVA. The analysis taken for the study is a Non-parametric test has been analyzed using Kruskal-Wallis one way analysis of variance on the rank of dependent variable "Able to take care of children and their studies" along with Age group and parental status Normality test has failed. So the next analysis taken as a comparative analysis of two ways Analysis of variance for significant difference between Age and parental status along with the dependent variable "Able to take care of children and their studies" of women faculty in higher education institutions is listed in Table 2.

### 6.1 Hypothesis I

#### Alternate Hypothesis (H1):

Age group does have a significant effect on Work-Family Balance determinants of women Faculty.

The P value for Age is  $0.017 < 0.05$  at significant at 5% level ( $\alpha = 0.05$ ). Since the P value (value of  $\alpha$ ) is lesser than 0.05, hence reject the null hypotheses at the 5 percent level of significance and accept the alternative hypothesis (H1). Hence, it is concluded that there is difference in perceiving these determinants by women faculty who differ by Age group.

### 6.2 Hypothesis II

#### Alternate Hypothesis (H1):

Parental Status does have a significant effect on Work-Family Balance determinants of women Faculty.

The P value for Parental status is  $0.001 < 0.05$  at significant at 5% level ( $\alpha = 0.05$ ). Since the P value (value of  $\alpha$ ) is lesser than 0.05, hence reject the null hypotheses at the 5% level of significance and accept the alternative hypothesis (H1). Hence, it is concluded that there is difference in perceiving these determinants by women faculty who differ by Parental Status.

### 6.3 Hypothesis III

#### Null Hypothesis (H0):

Age groups and Parental Status will have no significant effect on Work-Family Balance determinants of women Faculty.

The P value of interaction between age and parental status is  $0.057 < 0.05$  at significant at the 5% level ( $\alpha = 0.05$ ). Since the P value (value of  $\alpha$ ) is greater than 0.05, hence accept the null hypothesis (H0) at the 5 percent level of significance. Also, it is concluded that there is no difference in perceiving these determinants by women faculty who differ from interaction between age and parental status.

**Table 2 Two way Analysis of Variance**

Source of Variation	DF	SS	MS	F	P
Age (Years)	3	7.132	2.377	3.430	0.017
Parental Status	3	468.948	156.316	225.558	0.001
Age (Year) X Parental status Interaction	9	11.506	1.278	1.845	0.057
Residual	945	654.902	0.693		
Total	960	3514.766	3.661		

## VII. RESULT

The result identifies that the P value of interaction between age group below 25 years, 26 to 30 years, 31- 35 years and 36 years and above and parental status as bearing 'No Child', '1 child', '2 children' and 'More than 2' with greater than P value is 0.057 at significant at the 5% level ( $\alpha = 0.05$ ). Since the P value (value of

$\alpha$ ) is greater than 0.05 there is no evidence to reject the null hypothesis, hence accept the null hypothesis (H<sub>0</sub>) at the 5 percent level of significance. Also, it is concluded that there is no difference in perceiving these determinants by women faculty who differ from interaction between age and parental status.

### VIII. CONCLUSION

Multitasking and integrated thinking about women as a whole person their earnings were essential to their family's well-being, but in a personal viewpoint of women is damaging the real happiness but parental status is very important role for every woman. The limitation of this study are only female faculty covered male faculty are not considered. If the men handle household tasks equally, the woman (spouse) can reach her full potential in the outside world. The family's and society's expectations are high.

- This study concludes that women faculty based on age does have an effect on the work family balance.
- This research conclusion shows that Parental Status does have an impact on the with respect to work family balance determinants of women Faculty.
- This indicates that no significant difference between age group and parental status all the women faculty members playing key roles and impact their work family balance differently for different institutions.

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