



## SATISFACTION AND HAPPINESS: INDISPENSABLE PART OF WORK LIFE BALANCE OF WORKING WOMEN IN HIGHER EDUCATIONAL INSTITUTIONS

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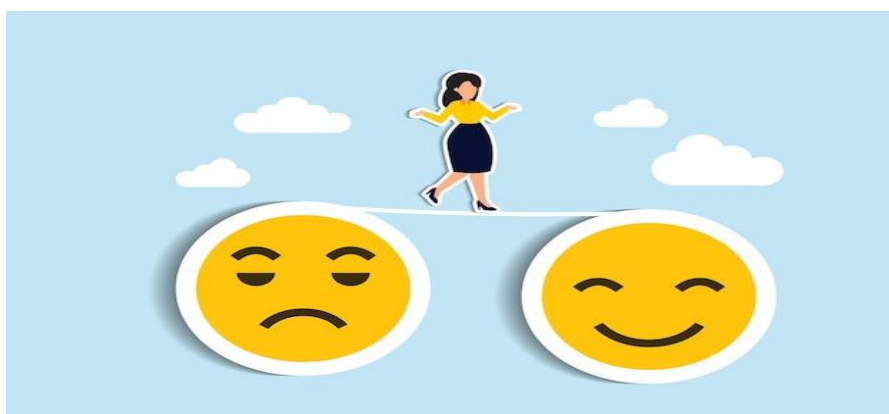
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### ABSTRACT :

A Working Women in Higher Educational Institutions is blessed with the job profile that is characterized by a very simpler, smoother and less stressful kind of nature attached to it. 'Teaching' profession has always been recognized as a 'Noble Profession', since the ancient era. This connotation is perfectly suitable more to the 'Working Women' especially in this modern era full of competition, work pressures, Tensions etc. from the parlance of a popular management concept of 'Work-Life Balance' of a Working Women in HEI. A Working Women in HEI is free from the issues associated with the students' in a College as they belong to the age group of 'Major'. A Working Women in HEI to a great extent can save her '**Time**' and '**Energy**' and can utilize the same in her personal endeavors as per her requirement. This significantly adds to her proper 'Work-Life Balance'.



**KEYWORDS :** Satisfaction, Happiness, Work-Life Balance, Working Women, HEI.



**A Working Women in search of Satisfaction & Happiness**

### INTRODUCTION:

A so-called successful Working Women in a society might be having economically sound background but might be missing on Satisfaction and Happiness either on health issues, inter-personal

relations, comparison of the status and ego with others and what not. At the same time an ordinary, poor, uneducated and unemployed Women might be enjoying every moment of life with full enthusiasm! Satisfaction and Happiness arising out of it are absolutely subjective concepts and it also depends upon how the Women perceives it. But in common parlance a Working Women is said to be Happy and Satisfied on the broad parameters such as-

- Educational background
- Earnings through Employment/ self-employment (Business)
- Economical soundness, Luxuries and amenities
- Good health
- Safety and Security in life
- Love, affection and a sense of belongingness
- Status enjoyed with the above parameters

These points in brief can be described in a layman's sense as the 'Determinants of Satisfaction and Happiness'. The presence of the above mentioned parameters can assure the Satisfaction and Happiness and the absence of the same can lead to dissatisfaction, unhappiness and the overall unrest.

### OBJECTIVES:

- To identify the determinants of Work Life Balance of working women.
- To study the perception of working women on Work Life Balance in Higher Educational Institutions.

### HYPOTHESIS:

**Ho** Need Satisfaction level correlates with the level of Work Life Balance of Working Women in the Higher Educational Institutions.

**H1** Need Satisfaction level do not correlate with the level of Work Life Balance of Working Women in the Higher Educational Institutions.

### DISCUSSION:

#### A. The hunt for the Satisfaction and Happiness:

The Working Women is always looking for the healthiness and the happiness of her body and soul. In a real sense it is the hardest thing to earn, which money can't buy in today's fast and complex life. Obviously, a Working Women in search of a satisfaction of her body and soul finds a kind of peace and mental satisfaction along with a sense of security, in the form of secured and regular '**Source of Revenue Generation**' whereby the money for the livelihood can be earned.

Everyone is not that lucky and eligible also to get a secured, permanent and higher return rewarding 'Source of Revenue Generation' especially, in a country like India, where the Economic environment is full of the issues like -

- Over-population,
- Illiteracy,
- Unemployment and the Poverty arising out of all such issues.

Therefore, taking into account the above mentioned issues and interdependencies of Satisfaction through Health, Satisfaction through Security, Satisfaction through the secured and regular source of revenue generation it can be observed that, the 'Self-reliance of money power' is the solid and strong platform in the economic environment of India attempting hard to meet the deepest 'Satisfaction Needs' of a Working Women in a society.

#### B. Work-Life-Balance of a Working Women:

In this modern era in the 21st century one can witness the active involvement of Women in every walk of life all over the globe. Now a day's there is not a single area, where Women have missed out to emboss their strong footprints. A woman while playing a role full of household responsibilities is always at her best. And when it comes to the 'Working Woman' where a woman performs an additional

formal role of official working woman in addition to the role full of household responsibilities, here arises a very crucial question of order of her priorities and devotion towards the official workings and the household responsibilities.

Such order of priorities and the proper balancing of a working woman in between her devotion towards the Official Work (Professional Life) and the Household Responsibilities (Personal Life) is very popularly called as 'Work Life Balance' in Modern Management. The point to be noted here is the **personality traits of a Women** like **Dedication, Devotion, Courage and the Willingness** etc. are really incomparable and hence unmatched also with that of the Men. As far as the research is concerned all the above mentioned personality traits being more and more valued and recognized in today's modern era and hence Women are being given more importance, value and weightage by the Employers in the 'Service' category.

### C. Working Women in the HEI:

A women working as a 'Teacher' either in a 'School' or 'College' has been considered to be the most convenient, Safe, and a good reward yielding service as compared to any other area/ sector. The prerequisites for the service / job in any capacity other than that of a 'Teacher' either in a 'School' or 'College' has always been complex, tedious and more stressful. A women working as a 'Teacher' either in a 'School' or 'College' is blessed with the job profile that is characterized by a very simpler, smoother and less stressful kind of nature attached to it. A Researcher, in no way trying to mention the job profile of a 'Teacher' as easier one. Of-course, to be a good Teacher one has to possess hundreds of good qualities and qualifications.

But what the researcher is highlighting here is that the 'Teaching' profession has always been recognized as a 'Noble Profession', since the ancient era. This connotation is perfectly suitable more to the 'Working Women' especially in this modern era full of competition, work pressures, Tensions and what not, as has clicked here to the researcher from the parlance of a popular management concept of 'Work-Life Balance' of a Working Women in Schools and Colleges.

Here, at this point of time it is worth to highlight a small difference even within this 'Noble Profession of Teaching'. A Working Women Teacher in a 'School' is bound to face more structured schedules and timings, duties and responsibilities connected with the pupils in the Schools as their age group represents 'Minor' as such. Students' to and fro to the school, their uniforms, attendance, Discipline, personal behavior, their health, their understanding level, the interaction and communication with their parents' and all the similar issues need to be continuously addressed by a School Teacher. In a sense all such things are indispensable parts of the duties of a School Teacher. And hence, a School Teacher at any point of time is found to be overburdened and consequently more stressed also. To certain extent all these drastically reduces the quality free personal time of a School Teacher and consequently hampers her 'Work-Life Balance'.

As against this a Working Women Teacher (Professor) in a College is free from the issues associated with the students' in a College as they belong to the age group of 'Major'. A Working Women Teacher (Professor) to a great extent can save her '**Time**' and '**Energy**' and can utilize the same in her personal endeavors as per her requirement. This significantly adds to her proper 'Work-Life Balance'.

### D. Research Methodology:

For the purpose of collection of Data, for the research work, the responses were collected from the **Working Women in the selected Higher Educational Institutions in Ahmednagar District.**

#### Sample Size:

Total sample size was 174 under the research study. 02 Working Women (Senior College Teachers) per Higher Educational Institution were selected as a sample for the study. The sample for the study was collected using Simple Random Sampling Method.

**Justification of the Sample size:**

The Educational Institutions engaged in providing the Higher Education (above 12<sup>th</sup>) in the traditional stream of education like, Art's, Commerce and Science Colleges (56), Engineering Colleges (13) and Management Colleges (18) totalling to 87 Higher Educational Institutions in Ahmednagar District were selected for the proposed research study. The reason for selecting these 87 Colleges is that these are large in numbers, scattered all over the district and in operation as of now. Hence the sample size for the proposed research work was–

Higher Educational Institutions	Sample
Art's, Commerce and Science Colleges	56
Engineering Colleges	13
Management Colleges	18
<b>Total Number of Colleges</b>	<b>87</b>
Respondent per College	02
<b>Total Respondents (Sample Size 87 * 02)</b>	<b>174</b>

**Scope and Limitations:**

1. This study is limited to Selected HEI in Ahmednagar District.
2. The Sample Size was 174 working women from the selected HEI.
3. For sampling, the 'Simple Random Sampling Method' was be used.
4. The respondents were the Working Women in HEI irrespective of their status i.e. Grant/ Non-Grant, Permanent or not.

**E. FINDINGS AND CONCLUSIONS:**

1. Majority of the Respondents belongs to the Non-Grant/Non-Permanent Category and hence they might be facing the issues like Insecurity in the Job, Intervention of the Management, Targets for Admissions, Results etc.
2. As all the Respondents belongs to a Noble Profession like Teaching, all are otherwise satisfied as to Suitable Working Hours, Work Culture free from Tensions & Pressures, Scope for improvement in Skills & Qualifications.
3. Noble Profession like Teaching, whether Permanent on not, there is always a room for personal development and a chance to demonstrate one's Potentials through skills. This way one can avail Job Security even though he/she is not Permanent.
4. Working Women, whether Permanent on not, Grantable or not, can easily balance her Work life due to Suitable timings & tension free atmosphere.
5. It can be said that the 'Need Satisfaction level correlates with the level of Work Life Balance of Working Women in the Higher Educational Institutions' despite of their status as Grant/ Non-Grant and Permanent/ Non-Permanent Teacher and the Hypothesis is accepted.

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