

## **EXECUTIVE SUMMARY**

Minor Research- “A study of Work Life Balance of Working women (married and unmarried) in engineering colleges In and around Mangalore, Karnataka”

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In 1970s the expression Work-Life Balance was first used in the United Kingdom to describe the balance between an individual's work and personal life. Work life balance prevails in all categories of people right from age group of 8 to 80 irrespective of men and women. WLBP varies from individual to individuals and it also varies from women to women. Both external and internal environmental factors are responsible for Work Life Balance Practices (WLBP). For working women in joint family balancing practices would vary from working women in a nuclear family. The spouse of the working women also is a factor which influence work life balance practices and so on. On the other hand, different work culture such as too much work load, dominating boss etc. also leads to different types of WLBP.

Professors in engineering colleges do have a time consuming job profile. They basically have 8 hours' work with lot of practical sessions. Apart from teaching they are also involved in various other activities which also go with deadlines. Hence the work pressure increases which have a direct impact on the timeline. They have to stretch their time which certainly has an impact in family related commitments. Sometimes they cannot give adequate time to their family members and hence work related responsibilities interferes family related commitments.

Harmonizing or balancing is a tough job. Balance is not something one find but it is something one can create so that wheels of life rolls and move properly without any difficulties. Demographic factors do have an impact on work life balance practices. Work life balance practices are different for different individuals and also it differs with age. Sink or swim is the code word for the situation. To swim we have to schedule priorities and see both sides are nurtured with ultimate care.

Flexibility and rigidity are the key factors for Work Life Balance of Working women. Women while prioritizing things in both their work and life have to deal with flexibility and rigidity. The concept of flexibility and rigidity has correlation with Work life balance. Setting priorities are the essence of work life balance. According to Scott Caan, “Good things happen when you set your priorities straight”. The concept applies in work life balance too. With

multiple work in mind women have to priorities thing and act accordingly. Hence managing time, setting priorities, focus, rigidity and flexibility are the pillars of work life balance.

**Publications, if any, resulting from the work (Give details of the papers and names of the journals in which it has been published or accepted for publication)**

**PAPERS PUBLISHED**

1. “Flexibility and rigidity – The key factors for Work Life Balance of Working women”  
**Chapter-29, Pg. No. 209-217; ISSN: 2231-5535**
2. “A study of demographic variables and their impact on work life balance practices”  
**Chapter 9; Pg. 53 -57 in International Journal of Commerce and Management Research ISSN: 2321-3604, Impact No. 2.532**
3. “A study on Job satisfaction and its impact on Job performance among faculties”  
**ISBN- 978-93-83302-07-9**
4. “A descriptive study on Cost and benefit analysis of outreached programs in Engineering colleges, **Pg. No. 87; ISBN 978-81-930869-0-2**
5. “A study on Knowledge Acquisition and its impact on quality of job performance among faculties” **Page No. 11, ISBN: 978-93-83993-54-3.**