

THEME

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Abstract

A study of demographic variables and their impact on Work Life Balance Practices

“The key is not to prioritize what’s on your schedule, but to schedule your priorities” said by Stephen Covey.

Women have made vast improvements in the past few decades and are still proving themselves by holding respectable positions in the society. Scheduling priorities is a very tough job for working women because they have to balance both sides of the coin with ultimate care. Here the objectives of this study are 1) to focus on various demographic variables and 2) to focus on various challenges women face when balancing their work and life 3) impact of demographic variables on work life balance practices. Balance is not something one find but it is something one can create so that wheels of life roll and move properly without any difficulties.

Recently we find a significant increase in the number of female professors in different colleges. A test study is conducted on women professor of a particular college to find the above mentioned objectives. The sample size may be inadequate but sufficient to establish trends of the balancing since the plight of the working women, their struggles and achievements are not significantly different in different regions. Some significant facts have been observed from the study.

Demographical factors like Age, Educational achievement, Designation, Income, Number of Dependents, Marital Status and Total number of years of experience are highlighted to know their impact on the Work Life Balance Practices (WLBP).

Topic: -A study of demographic variables and their impact on Work Life

Balance Practices

1. INTRODUCTION

“The key is not to prioritize what’s on your schedule, but to schedule your priorities” said by Stephen Covey an American educator, author, businessman, and keynote speaker.

Demography is the statistical study of populations. In this paper the study of population is only restricted to women faculties from two engineering colleges based in Mangalore. Here I will try to analyze the respondent by their age, religion, highest qualification, designation, income, and personal status, number of years of experience, total number of kids and total number of family members.

Women in India have made vast improvements in the past few decades and are still proving themselves by holding respectable positions in the society. Scheduling priorities is a very tough job for working women because they have to balance both sides of the coin with ultimate care. Balance is not something one find but it is something one can create so that wheels of life roll and move properly without any difficulties.

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.

2. LITERATURE REVIEW

DiNatale & Boraas (2002) in their study focuses on 25 to 34 year old women are more likely than women of other ages to opt for flexibility in their jobs. This is possibly attributed to the responsibilities associated with dependant care in this age group as women need time for the young ones at home. Though child care facilities are available, women still depend on friends and family rather than paid-help to take care of their kids.

Lavanya L, Dr. N. Thangavel in their study brought out that flexi working should be made available in all organisations as a compulsory policy, to facilitate women employees to take care of their personal responsibility and also, enhance their professional life. The policies such as these, if made mandatory would benefit the employees at large and help in the retention of women employees. Many IT companies have pioneered innovative policies with the recent being Accenture's leave pooling policy. The other companies should work out on the model feasible for them and drive their company towards engaged workforce, which, in turn would create a successful organisation.

3.OBJECTIVES

- 1) To find out whether work life balance practices differ with age.
- 2) To focus on various challenges women face when balancing their work and life.
- 3) To focus on impact of demographic variables on work life balance practices.

4.METHODOLOGY

To meet the objectives of this study, a questionnaire was prepared and was passed on to the respondent (women professor) for their valuable response in two engineering colleges in Mangalore to find out the trend of the above mentioned objectives. The sample size may be inadequate but sufficient to establish trends of the balancing since the plight of the working women, their struggles and achievements are not significantly different in different regions. Some significant facts have been observed from the study.

This research paper is also based on secondary data for finalization of views and opinions which has been sourced from some printed literature, journals, published documents etc.

5.DISCUSSION

5.1 CONCEPT OF DEMOGRAPHY

Demography is the statistical study of populations. Society comprise of both female and male sects. Years ago male were the only bread earners of the family and female were more of a home- maker, where they used to look after their homes as well as their children. Today the situation is totally different. Women in India now participate fully in areas such as education, sports, politics, media, art, culture, service sectors, science, technology and what not, along with managing their house hold work. Recently we found a significant increase in the number of female professors in different colleges (arts, science, commerce and also technical and engineering streams). Here I am focusing on engineering colleges' female professor to analyze my title.

In this study the demographical factors like age, educational achievement; designation, income, marital status and total number of years of experience both corporate as well as academic, total number of kids and total number of family members are highlighted to know their impact on the Work Life Balance Practices (WLBP).

5.2 WHETHER WORK LIFE PRACTICES DIFFERS WITH AGE?

Women in different age group deals with work life balance differently. Before marriages the perception of the women are different again after marriage the insight is different and of course after kids the acuity of women changes immensely. Here we have seen different phases in a women's life. All these phases are well associated with the term called Work Life balance.

DiNatale & Boraas (2002) analyzed that 25 to 34 year old women are more likely than women of other ages to opt for flexibility in their jobs. They also explained that this is possibly attributed to the responsibilities associated with dependent care in this age group as women need time for the young ones at home.

With this explanation two assumptions can be drawn i.e. in one hand married women in this prescribed age group have to manage their kids and on the other hand un-married women in the same age group want flexibility in their job because they are committed to their parents or relatives. In a nutshell we can say that women in this age group are more committed and are more responsible for their respective doings and hence they opt for flexibility. Hence if the employees are not happy with flexibility in their present job they quit and search for different working environment where flexibility persists. A survey reveals in TOI that 50% of the total respondent (male and female) in India mentioned that they have changed their jobs in the last six month from March to August 2015 and this trend is really high within the age group of 25-34 years. Almost 64% of the survey respondents who fell within this age group mentioned the same, followed by 49% from 18-24 years age group.

He also focused that “child care facilities are available; women still depend on friends and family rather than paid-help to take care of their kids”. But today’s after 13 years the scenario have changed. Most of the household are nuclear families. They have to manage everything by themselves. Parents and in-laws have other commitments towards their other kids, friends, society at large etc. and hence they sometimes come, stay and go. In this type of situation couples think and proceeds towards crèche or keeping children with maids. Number of crèche in each locality is increasing day by day. Hence women keeping their children in crèche do go with different work life balance practices rather than who keep their children at homes.

A survey reveals that women with young children at home are most likely to report high levels of negative spillover, in contrast to mothers of older children because working mommies are always around them and try to come out of their petty problems each hour. Mothers of older children are little free as compared to mothers of young ones. Here in each situation the work life balance practices are different and the concept also differs with age.

5.3 WORKING WOMEN FACULTIES AND THEIR BALANCING ACT

Recently we found a significant increase in the number of female professors in different colleges. A survey was conducted on women professor in two different engineering colleges to find the above mentioned objectives. The sample size may be inadequate but sufficient to establish trends of the balancing since the plight of the working women, their struggles and achievements are not significantly different in different regions. Some significant facts have been observed from the study.

Both men and women have to balance their work and family and sometimes crossover aspect comes up. Professor Mina Westman (2009) in an interview with Paula Brough and Thomas Kalliath (guest editors), clarifies the nature of two related constructs: Work-life balance and crossover. Work-life balance is the perception that work and non-work activities are compatible

and promote growth in accordance with an individual's current life priorities. Crossover focuses on how stress experienced by the individual influences strain experienced by the individual's spouse or team member. In this expert commentary, Professor Westman discusses the philosophical underpinnings of work-life balance, the significance of crossover of emotions and experiences for organizations and individuals, current advances in the field and sets out the new directions for this research.

Challenges are part and parcel in everybody's life. It is very much pervasive in nature. But the intensity of challenges varies from person to person and from situation to situation. Working women too face various types of challenges as they have to deal with both their family life and professional work gingerly. In the present scenario demographics are changing in terms of families (joint families including parents, nuclear families with kids, nuclear families without kids), in terms of work place culture, in terms of social activities, in terms of finances i.e. double income group. Hence by observation the various challenges faced by working women faculties in engineering colleges are as follows.

1. At workplace

- Dealing with the student
- Dealing with superiors
- Completing portions
- Time management in completing various assignments
- Setting standards in front of students
- Dealings with various meeting

2. At home

- Managing spouse
- Managing children with their work and studies
- Managing house hold errands (chores)
- Managing guests
- Managing finances etc.

Apart from all these, physical health is the other challenge which is very important and has to be nurtured gingerly so that harmonizing act of work and life can be done. Women come up with many roles from home makers to the supporting their families monetarily. In doing so, many times they neglect their health which becomes a hindrance for both their professional and personal life. Now-days we hear a lot of problems like anemia, osteoporosis, heart problem this all arise because of negligence. Hence if it is dealt cautiously then working women faculties can balance their professional lives with their family, career, health and relatives and friends.

Sometimes while balancing, things get overlapped and many things we have to do in odd times. In a survey dealt by TOI shows that 69% of the respondents (both male and female) sometimes deal with their private matters during working hours but male respondents' trends are little higher (70%) than the female respondents (67%).

6. DATA COLLECTION AND ANALYSIS

A sample size of 31 working women faculties were collected from Sridevi Institute of Technology, Kenjar and Karavali Institute of Technology, Neermarga in Mangalore. Both the colleges have different engineering specialization like Computer Science and Engineering, Mechanical Engineering, Information Science and Engineering, Electronics and Communication Engineering, Civil Engineering, M- Tech Programs etc. Both the colleges are affiliated to VTU Belgaum and recognized by AICTE New Delhi.

1. A structured questionnaire was prepared and given to faculties who were my respondents in this research paper. Name of the respondent which was an optional criteria.
2. After the survey it was found that the trend in engineering colleges today is to hire faculties within the age group of 24 to 30. Out of 31 working women faculties, 90.32% of faculties were Hindus and 9.68% of faculties were Christian.
3. Out of 31 faculties, based on qualification, data available were 29.03% are BE, 6.45% are MPhil, 3.22% are Ph.D, and other which includes M.Tech etc. were 61.30%.
4. 100% engineering faculties are designated as Assistant Professors irrespective of the number of years of experience which include both corporate experience and academic experience.
5. 96.78% of teaching employees in the selected engineering colleges earn less than 40,000 and 3.22% earn more than 40,000.
6. 41.93% working women faculties were married and 58.07% were single in terms of status and none of the faculties were divorced.
7. In terms of experience both corporate and academic, 12.90% responded that they have no corporate experience at all, 16.12% responded that they have less than one year experience, 61.30% responded that they have 2 to 5 years of experience and 9.68% responded that they have more than six years of experience.
8. 32.26% responded that they do not have any academic experience at all, 6.46% had less than 1 year of academic experience, 29.03% had 1 to 3 years of experience and 32.25% had 4 to 8 years of experience. Hence here I can find out that 38.72% are without proper experience but teaching in engineering colleges.

9. Out of the total respondent , 87.10% do not have kids which include 58.07% who are single that is they are not married and 12.90% who are married but do not have children and 16.12% who are married and stays with their in-laws, on the other hand 3.22 % have 2 kids and 9.69% have only 1 kid.
10. Out of the total respondent, those who are single none stay alone but 58.07% stays with their parents or family members. Out of the married category total number of family members varies from family to family. Out of the total respondent 12.90% are married and stays with their husband only. 16.12% of working women in engineering colleges stays with their husband and in-laws. 3.22 % are married and stays with their kids and a 9.69% respondent are married and stays with their children and in-laws or parents. But the striking factor is 3 families have more than 9 members in the family i.e. these families are called joint families.

7. FINDINGS AND INTERPRETATION

Finding by survey

- Women faculties in the selected Engineering colleges are vibrant, energetic and youngsters within the age group of 24-30 years of age. Hence it can be interpreted that they do not have adequate experience in teaching. So they have to thoroughly prepare themselves for class and hence work life balance practices of these working professors differ with age.
- Most of the women faculties have M.tech as their qualification followed by BE, and then MPhil and least Ph.D's. But most of them have the desire to go with doctoral degree. In spite of this 96.78% of teaching employees in the targeted engineering colleges earn less than 40,000 and 3.22% only earn more than 40,000.
- 100% engineering faculties are designated as Assistant Professors irrespective of the number of years of experience which include both corporate experience and academic experience. So it is clear that through the women faculties are in the age group of 24-30 years they are all designated as Assistant professors.
- Approximately 30% of the faculties either do not have experience at all or less than 1 year experience. 61.30% responded that they have 2 to 5 years of experience and 9.68% responded that they have more than six years of experience. Here also I can analyze that with the number of years of experience and no experience the work life balance practices would differ.
- More than 38.72% are without proper academic experience at all but teaching in engineering colleges. , 29.03% had 1 to 3 years of experience and 32.25% had 4 to 8 years of experience. Hence the work life practices differ with the number of years of experience.

- Out of the total respondents, 87.10% do not have kids and 12.9% have kids. Out of total number who do not had kids, 58.07% respondents were single that is they are not married and 12.90% who are married but do not have children and 16.12% who are married and stays with their in-laws and do not have kids. On the other hand the total number of respondent who had kids, 3.22 % have 2 kids and 9.69% have only 1 kid.
- Out of the total respondent, those who are single none stay alone but 58.07% stays with their parents or family members. Out of the married category total number of family members varies from family to family. Out of the total respondent 12.90% are married and stays with their husband only. 16.12% of working women in engineering colleges stays with their husband and in-laws. 3.22 % are married and stays with their kids and a 9.69% respondent are married and stays with their children and in-laws or parents. But the striking factor is 3 families have more than 9 members in the family i.e. these families are joint families. Here also with number of members in a family the work life balance practices will vary.
- Out of the total respondents, 58.07% are not married and 41.93% are married and hence here also work life balance practices would differ from marital status to status.

Findings done earlier

Centre for Work-Life Policy (2001), conducted a survey and found out that 40% of the highly qualified women with spouses felt that their husbands create more work around the house than they perform. It brings out that women need to have more strategies in place to balance their work and life, and organizations should bring out policies to support them.

Kirchmeyer (1992) brought out that employees in the same organization for a longer period of time, tend to make use of the WLBP's available in the company to take of their non-work commitments.

CONCLUSION

As per Randstad Workmonitor Survey Wave 2, 2015, Work Life Balance continues to be an evolving topic for India Inc. This topic is important in every one's life and it should be gingerly acted on. 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.

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