

# The Effect of Education on Working Women for Work-Life Balance

DR. SEEMA VERMA<sup>1</sup>, RAHUL SINGH GAUTAM<sup>2</sup>

<sup>1</sup> Ex Research Scholar, School of Management and Commerce, Babasaheb Bhimrao Ambedkar University, (A Central University), Lucknow, India.

<sup>2</sup> PhD Scholar, Symbiosis institute of business management, Pune; Symbiosis International (Deemed) University, Pune, India.

**Abstract-** *There is a saying that "If you educate the man, you educate the person, but if you educate the woman, you educate the family." Women are playing a vibrant role in the family and society. Nowadays, prioritizing work and personal life can be a huge challenge for women. Achieving work-life balance is a never-ending journey for her, and the requirements will be different at different points of time in their life. Many studies suggest a positive and direct impact of education which leads to better work-life balance. Work-life balance is assisted by education which offers knowledge related to flexible work schedules, family events, and other activities that enable one to pursue more balanced lives easily. The educational conditions have prompt comportment on her development and Work-life balance. Improving Working women's education can be beneficial for curtailing the stressful life of Woman folk.*

**Indexed Terms-** Education, Working Women, Work-Life Balance.

## I. INTRODUCTION

Work-Life balance is a perception that wires the efforts of employees to fragment their time and energy between work and the other important parts of their lives. Apart from meeting the demands of the workplace, work-life balance is a daily effort to manage the time for family, friends, community participation, spirituality, personal growth, self-care, and other personal activities. In an organization, work-life balance is sponsored by policies, procedures, and actions that enable employees to pursue more balanced lives [1]-[8]. The pursuit of work-life balance overcomes the stress and anxiety that employees are experiencing while spending their majority of days on

work-related activities and feel as if they are neglecting the other important aspects of their lives, which leads to frustration and [2]-[3]. Education relieve Work-life balance enables employees to feel as if they are paying attention to all the important aspects of their lives [4]-[5]-[36]. Work-life balance is more challenging where the employees want to achieve personal as well as professional needs. Education is assisting women to practice work-life balance by following such opportunities as flexible work schedules, communication expectations, and Organization-sponsored family events and other activities [6]-[7].

Recently, the involvement of women is increasing in the workforce which has become a key factor in the improvement of work-life balance policies. Presently, women represent over 40% of the global workforce, with approximately 70% of women in established countries, and 60% in developing countries, involved in paid employment [14]. Barriers to Work-life balance: Lack of communication of WLB strategies, Attitudes resistance of employer's, Unsupportive work environment, stiff association, culture inadequate, implementation of WLB policies and inflexible work schedules.

This paper is an effort to find out how education can help the Working woman maintain her Work-life balance. This research is based on secondary data which is collected from Online Journals, Magazines, Research papers, Books, etc. Thus, the necessity arises to have a Descriptive study of education on working women for Work-life balance.

## II. LITERATURE REVIEW

Work-life balance is defined as an employee's impression of maintaining and integrating several domains of personal time, family care, and work with minimal role conflict [6]. Work-family balance is an inter-role phenomenon that reflects an individual's orientation across many life roles [19]. As dual-career families have become more popular and high job expectations with long working hours have been the norm, work-life balance has become a critical issue in all forms of employment. The importance of assisting employees in striking a balance between their professional and personal life has been underlined [9]-[11]-[12]. Demographic developments, such as the rise in the number of women in the workforce and dual-income families, have resulted in a more diversified workforce and a higher need for employees to balance their professional and personal life [3]. Women today have more opportunities thanks to the knowledge economy and variables like changing marital patterns and smaller families [15]-[16].

As an outcome, the numeral of working women and, as a result, working mothers has increased [13]-[34]. For women, the gift of the information age is occupational opportunity and mobility. Employment has undoubtedly made women autonomous with a defined social position by meeting their financial requirements, but it has also forced them to juggle two main spheres of work and family. They have entered the workforce, but women's roles and responsibilities remain the same, i.e., a woman may be a top executive, but "nurturing" or "caregiving" roles are still considered to be important aspects of feminine roles [28]-[29]-[30].

To combine both professional and family commitments, many women today wear numerous hats. Family concerns can obstruct work to a significant degree, while worry about work issues might manifest themselves in the family. According to Welford et al, 2008 study conducted by Francene Sussner Rodgers with a sample of employees from 20 Fortune 500 companies, 28% of men and 53% of women reported that work-family stress affected their ability to concentrate at work, indicating that more than half of women and nearly a third of men reported that work-family stress affected their ability to concentrate on the

job. Working women's lives appear to be quite difficult. [17]-[18] research reveals that women have more family-to-work spillover, while men have more work-to-family spillover. Female respondents in all regions of the world are under time pressure, rarely have time to relax, and are anxious and overworked most of the time, according to research, but women in emerging countries are under considerably more strain than women in developed countries. India's women (87 percent) are the most stressed/pressed for time [10][35]. Several studies have examined the impact of work-life conflict on working women's health. The *ASSOCHAM* study focused on the concerns of corporate female employees and was based on a survey of 103 corporate female employees from 72 different companies/organizations in 11 broad sectors of the economy. One of their key findings is that high psychological job demands, such as long work hours, deadlines, and a lack of clear direction, cause 75 percent of working females to suffer from depression or general anxiety disorder, compared to women with the lowest level of psychological job demands [20]-[21].

Finding some kind of harmony between close-to-home life and expert life is becoming close to outlandish. There is genuine equilibrium just when the singular feels that she has done equity to every one of her jobs and is fulfilled with regards to it. A balance between serious and fun activities issues can be truly genuine and should be tended to in due time. In the eminent book, 'Work and Family: Allies or Enemies', [21] contend that contention among work and family has genuine results. It altogether influences the nature of everyday life and vocation accomplishment of all kinds of people. The ramifications for ladies might remember genuine requirements for vocation decisions, restricted freedom for professional success and achievement in their work-job, and the need to pick between two evident contrary energies - a functioning and fulfilling vocation, or marriage, youngsters, and a pleasing day to day life. Work and family balance, as it were, manages the job equilibrium of an individual both at home and work. The balance between work and life activities Programs (WLBP) created by worker agreeable associations can be a decent answer for taking care of the issues of balance between fun and serious activities. The balance between work and life activities Programs

(WLBPs) created by representative amicable associations can be a decent answer for taking care of the issues of balance between work and life activities. WLBPs have been found to build representative command over the long haul and work environment [26]-[27] and decreased work-family struggle and stress sees carrying on with a healthy lifestyle as "accomplishing fulfilling encounters in all life areas, and to do as such requires individual assets like energy, time, and obligation to be all around conveyed across spaces". The reason for endeavoring extremely hard both at home and work at the expense of her singular wellbeing and prosperity for each wedded working lady is to have a decent personal satisfaction. However, this personal satisfaction that she desires is frequently affected by the balance between work and life activities. Any awkwardness in the work and group of an individual can hamper the personal satisfaction completely for the person.

[31]-[32] proposes that lopsidedness specifically work unevenness stimulates undeniable degrees of stress, diminishes personal satisfaction, and eventually decreases people's viability working. [23]-[24]-[25] recommended that a similarly high venture of time and inclusion in work and family would diminish work-family struggle and stress in this manner raise satisfaction. Thus, it's a given that wedded working ladies of this time can have a solid personal satisfaction just when the balance between work and life activities is kept up with making the subject of balance between work and life activities for working females, the need of great importance.

- *Objectives of the study*

To find out the consequences of work-life imbalances.  
To study the effect of education to reduce the stress for work-life balance.

### III. NEED/IMPORTANCE OF THE STUDY

The Densities of work, for female employees, has been escalating in recent periods. Aspects such as the advances in information technology are the requirement for balancing work and life. The important skills for the quality of work-life balance for working women are the implications of education. Due to the changing nature of the spiritual contract at work; turbulence in organizations has made it less

feasible to offer secure progressive careers of women work and life should be balanced. The struggle between the stresses of work and the decline of work as a central life interest results in an imbalance between work and the rest of life. We need to learn more in specific about the significances of imbalance on family and community and on changing values among younger workers. Attaining a strong work-life balance requires supervision of our professional and personal life in sustainable ways that keep our energy flowing, our minds and bodies healthy, and our whole selves happy and content. It means giving due consideration to all of the things that supplement and fulfill us including work and career, health and fitness, family and relationships, spirituality, community service, hobbies and passions, intellectual stimulation, rest, and recreation.

#### A. Statement of the Problem

Work-life balance is growing important due to the increasing burden of work. In today's busy world, prioritizing between work and personal life can be a huge challenge. But reviews show that a poor work-life balance can result in unnatural levels of stress, unhappiness, reduced productivity, frustration, mental and physical illness, anxiety, disorders, and depressions. Work-life balance has occurred as considered worries for working women and a key element for the establishment's employee preservation. The work-life balance needs to be aware of the changing needs of the employees to increase their morale, satisfaction, commitment, and reduce the stress at work.

## IV. RESEARCH METHODOLOGY

The Contemporary study is created on secondary data [9]. The secondary data is from various published sources such as reports, surveys, journals, articles, magazines, etc. The information has also been collected from the internet

## V. FINDINGS

The effect of education for work-life balance practices, as espoused by many organizations, rests on attracting better applicants and reducing work-life conflict among existing employees to enhance organizational performance. Some review of the

literature provides evidence for the privilege regarding work-life balance, but there is insufficient knowledge to support the work-life practices and enhance performance utilizing reduced work-life conflict.

Therefore, it is suggested that the work-life balance may therefore need to be modified to reflect the number of additional routes by the effect of education can influence organizational performance, including enhanced social exchange processes, increased cost savings, improved productivity, and reduced turnover. The impact of these processes may, however, be moderated by several factors, including national context, job level, and managerial support.

## VI. RECOMMENDATIONS/SUGGESTIOS

WLB programs can help organizations retain valuable workers they have recruited and trained by reducing conflicts. The education essentials to formulate WLB policies and strategies to assist the employees to balance their professional as well as personal life. Some suggestive policies and strategies are as under Flexible working hours Proper and direct communication of employees with effective implementation of WLB strategies Better organization culture Commitment of employers Supportive work-life/family environment Job satisfaction to employees Evaluation of work-life balance regularly Training and education to the employee's Employee assistance programs, education as an important fragment to strategy implementation, should play a key role in building a supportive work-family/life culture. Top management support can give employees a sense of security. However, several statutory measures have also been taken by the government to provide certain provisions to the employees to formulate work-life balance policies: Maternity Protection Act, 1994 Terms of Employment (Information) Act 1994, 2001 Parental Leave (Amendment) Act, 2006 Protection of Employees (Part-Time Work) Act, 2001 Organization of Working Time Regulations, 2001 Protection of Employees (Fixed-Term Work) Act, 2003 Maternity Protection (Amendment) Act, 2004.

## CONCLUSION

Work-life balance has become an integral part and parcel of many employee's life. In today's worldwide rivalry, most associations attempt to assist representatives with accomplishing it so their usefulness and efficiency can be additionally expanded. Assessments display that a reduced work-life balance can result in unnatural stress levels, unhappiness, compact productivity, frustration, anxiety, mental and physical illness, depression, and disorders. The approach of accomplishing a solid balance between work and life activities resembles turning into an accomplished woman. It takes serious effort to get in profile and proceed with work to remain as such. In any case, women vow themselves to this pursuit secure tremendous balancing in work and life by the advantage of education reducing wellbeing and personal satisfaction benefits. Education should offer training to accept the change in the workforce and the new job arrangement. Also, they may provide reassuring resources for working women to balance work-life commitments. The representatives could accomplish a quality balance between work and life activities in the accompanying way consideration of strategies knowledge about the family issues to get support at work use innovation for the better Work-life balance.

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