

A Study on Job Satisfaction and Work-Life Balance among Female Faculties of Private Colleges of Indore City

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Abstract: *At present, women prefer to work in the field of education because they get more security in this field. Work fulfillment is the mentality of representatives towards their work and depends on many variables, both inward and outside to a person. Work fulfillment is significant according to the perspective of holding appropriate representatives inside the association. It is tied in with placing the perfect individual perfectly positioned at the right work and keeping them fulfilled. The goal of this study is to find out about work fulfillment among female staff of private Colleges in Indore city.*

The present study consists of a study on job satisfaction and work-life balance among female faculty of private colleges in Indore city. Based on a convenient sampling method, data was collected from 100 female faculty members working in 10 private colleges in Indore city. The information was breaking down with the assistance of factual devices like straightforward rate investigation and chi square examination. This concentrate likewise gives appropriate ideas to further develop the fulfillment level of ladies' workforce working in Private Colleges.

Keywords: Job satisfaction, Women Faculties, Private Colleges, Promotional factors, work-life balance.

I. INTRODUCTION

Work-life security has turned into an undeniably boundless worry for managers and representatives. A decent harmony among life and work can assume a powerful part in achieving individual and managerial objectives. Ladies deal with issues keeping up with balance between serious and fun activities, basically because of the expert experiences they need to confront consistently. Work-life security has transformed into an evidently endless concern for directors and delegates. A good congruity among life and work can expect a strong aspect in accomplishing individual and administrative goals. Women manage issues staying aware of harmony among serious and fun exercises, essentially in view of the master encounters they need to reliably go up against.

In this day and age, the idea of "balance between fun and serious activities" is viewed as one of the significant issues that assumes a crucial part in hierarchical achievement. In any case, balance between fun and serious activities is seen distinctively in various social orders. A female representative faces a larger number of challenges than a male representative in adjusting her work and life. This study centers around the gig fulfillment and balance between serious and fun activities of female workers in Private Colleges.

Concentrates on show that the motivations behind why female representatives are experiencing difficulty keeping up with balance between fun and serious activities are for the most part lengthy working hours, the afflictions of the gig, work over-burden, obligations connected with kid care, separation and bias in the work environment, family support, and an and a powerful administrative style. What's more, there is an intriguing administrative deficiency.



Work fulfillment is vital in light of the fact that the vast majority spend an enormous piece of their lives at their work environment. Moreover, work fulfillment affects the overall existence of representatives, in light of the fact that a fulfilled worker is a fulfilled and cheerful person. A fulfilled representative has better physical and psychological well-being.

In this way, the outcome of an establishment should oversee HR really and decide if the workforce is fulfilled or not. Work fulfillment is a lovely or positive close to home state coming about because of one's assessment of one's work or professional training. Work not entirely settled by whether results meet or surpass assumptions. A few significant elements impacting position fulfillment might be characterized into two classes.

A) Personal factors: Gender, Age, Educational Qualification, Marital status, Department, Designation, Experience.

B) "Work Environmental factors" for work-life balance: - Pay and Promotion factors, working condition, Other facilities offered by institution, Working Relationship.

II. REVIEW OF LITERATURE

1. **"A.Vasumathi (2018)"** in her observational review has smacked the writing on work-life harmony of ladies representatives concerning suggestion, hypotheses, determinants, facilitators, overseeing methodologies, execution lastly, results of it thereof.
2. **"Manasa, K. V. L, Showry. M (2018)"** through their review uncovers the degree to which balance between serious and fun activities strategies and practices add to balance between serious and fun activities. The investigation discovered that hierarchical practices impact balance between fun and serious activities among ladies' IT representatives. It likewise shows that authority assumes a significant part in executing balance between fun and serious activities practices and government assistance programs, job struggle and occupation dividing are found to have more elevated level of fulfillment between the representatives.
3. **"Dr. G. Balamurugan, M. Sreeleka" (2020)** in their analysis found that women employees are coming forward to support their family. The problem women employees' face is health condition, Pregnancy discrimination, Sexual harassment, no equal pay, etc. Health problems are likely lead to lower sales and performance of the working women. This paper focuses on the tough life of women employees were working in different sector.
4. **"Tahani H. Alqahtani (2020)"** in his observational review has dissected that Work-family struggle happens when a singular encounters contradictory requests among family and work jobs, making support in the two jobs become more troublesome. This irregularity makes struggle at the work-life interface. Numerous family-accommodating associations feel the requirement for balance between fun and serious activities which incorporates enlistment and maintenance of important work force, diminished representative pressure, work fulfillment, decreased missing. Extra future examinations are required in nonwestern places utilizing tests that are much of the time disregarded in the writing, as well as more culturally diverse exploration ought to be led on this subject from now on.

"The author describes a research strategy that included qualitative and quantitative data collection on women as undergraduate students and as professionals at various career levels in a variety of disciplines at two- and four-year institutions." This study centers around work fulfillment among female staff of 10 different Private Colleges in Indore city. The exploration issues in the current review incorporate whether the personnel are happy with the general working condition winning in the school and how well they can adapt to it.

This study centers around distinguishing the degree of use of abilities and capacities in their particular positions. The exploration issue uncovers the reasoning in regards to pay and advancement perspectives present in the association.



This study stretches out to getting to the current feeling of agreement and social acknowledgment according to the point of view of the staff in the school.

III. OBJECTIVES

1. "To study job satisfaction among female faculty of various private colleges in Indore city."
2. "To study and evaluate the work environment, relationship with colleagues, promotion factors and other facilities offered to the faculty for work-life balance."

IV. RESEARCH METHODOLOGY

Job satisfaction is the extent to which an individual has positive feelings or attitudes toward his or her job. The objective of this study is to know the job satisfaction among female faculty of private college in Indore city. This research provided the opportunity to interact directly with faculty from 10 private colleges, to know about their work-life balance, working relations, working conditions, salary and promotional activities, their skills and abilities and other factors affecting job satisfaction. This study depends on essential information. Essential information was gathered through a very much planned and organized survey in light of clear targets. The testing strategy utilized in this review is comfort examining.

The sample size taken for the research was 100 female faculty working in 10 private colleges of Indore city. The statistical techniques used for data analysis are simple percentage and chi square analysis.

V. ANALYSIS AND INTERPRETATION

Table 1: DEMOGRAPHIC FACTOR

Age	Frequency	Percentage
Below 30 Years	48	48%
31-40Years	30	30%
41-50 Years	12	12%
Above 50Years	10	10%
Total	100	100%
Marital Status	Frequency	Percentage
Married	92	92%
Unmarried	8	8%
Total	100	100%
Educational Status	Frequency	Percentage
Post Graduate	34	34%
UGC NET	52	52%
Ph.D.	12	12%
Others	2	2%
Total	100	100%
Working Profile	Frequency	Percentage
Asst Professor	80	80%
Associate Professor	10	10%
Professor	6	6%
HOD	3	3%
Others	1	1%
Total	100	100%
Work Experience	Frequency	Percentage



Below 2 Years	18	18%
2-4 Years	48	48%
4-6 Years	8	8%
6-8 Years	4	4%
Above 8 Years	22	22%
Total	100	100%
Monthly Salary Structure in Rupees	Frequency	Percentage
Below 10000	8	8%
10001-20000	60	60%
20001-30000	22	22%
Above 30000	10	10%
Total	100	100%
Department wise classification	Frequency	Percentage
Commerce	22	22%
Management	56	56%
Science	18	18%
Literature	4	4%
Total	100	100%

Source- Personal Survey

Table No. 1 above shows that out of 100 respondents, most of the female faculty (48%) are in the age group below 30 years, most of the female faculty (92%) are married.

Most of the female faculty respondents (52%) are UGC NET qualified, most of the female faculty respondents (80%) are working as Assistant Professors, most of the female faculty respondents (48%) had 2-4 years of work experience.

Most of the women faculty (60%) are getting salary ranging from Rs 10001-20000 and most of the respondents (56%) are working in management department.

Table 2: Work Life Balance Factors

Factors		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
sufficient time to take care of child and elder	f	42	46	8	4	0	100
	%	42	46	8	4	0	100
Get enough support from family members	f	30	66	4	0	0	100
	%	30	66	4	0	0	100
Commuting facility available at place of work	f	14	56	22	4	4	100
	%	14	56	22	4	4	100
Chance for personal and career growth opportunities	f	40	52	8	0	0	100
	%	40	52	8	0	0	100
Receiving proper supervisory guide from the organization	f	22	30	30	0	18	100
	%	22	30	30	0	18	100

Source- Personal Survey

The above table shows that out of 100 women faculty, majority of the respondents (46%) are satisfied with the working environment and adequate time for child and elder care. Most respondents (66%) are satisfied with adequate support from family members.

Most of the respondents (56%) are satisfied with the grievance redressal processes and they get adequate support from family members, most of the respondents (52%) are satisfied with personal and career development opportunities, most



of the respondents (30%) are dissatisfied but satisfied with receiving proper supervisory guidance from the organization.

Table 3: Pay and Promotional Factors

Factors		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
Provident Fund	f	16	42	18	6	18	100
	%	16	42	18	6	18	100
Incentives	f	4	28	22	32	14	100
	%	4	28	22	32	14	100
Salary and Recognition	f	8	22	18	34	18	100
	%	8	22	18	34	18	100
Chances for the application of skill Qualification & Experience	f	20	52	16	10	2	100
	%	20	52	16	10	2	100
Rewarded fairly for work Experience	f	12	26	22	26	14	100
	%	12	26	22	26	14	100
Opportunity for Personal Development	f	16	30	24	18	12	100
	%	16	30	24	18	12	100
Appreciation given for contribution to the institution	f	18	46	24	8	4	100
	%	18	46	24	8	4	100

Source- Personal Survey

The above table shows that out of 100 female personnel respondents, greater part (42%) of the respondents are happy with the opportune asset, larger part (32%) of the respondents are disappointed with the motivation plans gave, There are most (34%) respondents who are disappointed with pay and acknowledgment, most respondents (52%) are happy with the conceivable outcomes of utilization of abilities capabilities and experience, most (26%) respondents are happy with the assessment of fair compensation for work insight.

Larger part (30%) of the respondents are happy with the open door accommodated self-improvement, Larger part (46%) of the respondents are happy with the appreciation given for their commitment.

Table 4: Working Relationship

Factors		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
Interpersonal Relationship with Colleagues	f	50	44	4	2	0	100
	%	50	44	4	2	0	100
Students Relationship	f	48	42	10	0	0	100
	%	48	42	10	0	0	100
Spirit of Cooperation with Management	f	14	60	14	8	4	100
	%	14	60	14	8	4	100

Source- Personal Survey

The above table shows that out of 100 female personnel respondents, most (half) of the respondents are profoundly happy with relational associations with partners, most (48%) of the respondents are exceptionally happy with associations with understudies and the vast majority of the respondents (60%) are happy with the sensation of participation with the administration.



Ho: Allow us to expect that there is no huge connection among age and Level of fulfillment on Work- Life Balance Condition.

Table 5: Age and Level of satisfaction on Work- Life Balance Condition

Years of service	Opinion on satisfaction on working condition					Total
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
Below 30 years	26	20	2	0	0	48
31-40	10	24	2	4	0	40
41-50	6	2	4	0	0	12
Above 50	0	0	0	0	0	0
Total	42	46	8	4	0	100

12.864 = Chi square value

12 = Degree of freedom

21.026 = Table value

at 5% level of Significance

At 5% degree of importance the determined worth (12.864) is not exactly the table worth (21.026), so the Invalid speculation is acknowledged. Subsequently it is inferred that there is no huge connection among age and Level of fulfillment on Balance between serious and fun activities Condition.

VI. CONCLUSION

This study explains the attitudes, opinions and their satisfaction levels towards Work-Life Balance of women faculty working in 10 private colleges of Indore city.

The discoveries of this study uncovered that lady's personnel were happy with working circumstances, working hours, associations with understudies and partners, and so forth. By and large it tends to be seen that private universities in Indore city have a decent workplace. There remains disappointment in certain areas like compensation structure, impetus fortunate asset and so on. For that reason, the board schools ought to give financial and non-money related prizes to lady's workforce to keep them cheerful and fulfilled. To find success, the board should continually guarantee the fulfillment of its workforce.

Executive women are advised that stability between work and home relationships is an unattainable story. Instead, individual inscriptions may be featured along with some of the inscriptions that you retain. Each position may require more effort/time than articles throughout the year and at any stage of your experience. You are asking from jobs for a proportionate weighting of your work environment and experience.

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