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Full Length Research Paper

Job Satisfaction and Work Life Balance among Female Employees: A Study of Public Sector University in Bhilwara City, India.

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ARTICLE DETAILS

ABSTRACT

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Job satisfaction and work-life balance are vital for employee well-being and organizational success. Female employees often face unique challenges in balancing work and personal life. This study aims to explore these dynamics in a public sector university in Bhilwara City, identifying areas for improvement. The study aims to examine job satisfaction and work-life balance among female employees in the university. Specific objectives include assessing satisfaction levels, evaluating work-life balance, identifying influencing factors, and providing recommendations for improvement. A quantitative approach was used, employing a structured questionnaire to collect data from female employees. Purposive sampling was utilized, and statistical analysis techniques were applied to analyze the data. The analysis revealed moderate to high levels of job satisfaction but highlighted concerns regarding work-life balance. Factors such as workload and organizational culture emerged as critical determinants. The study emphasizes the need to address work-life balance issues among female employees. While job satisfaction appears positive overall, interventions are necessary to improve work-life balance and support mechanisms, ultimately enhancing employee well-being and organizational effectiveness.

1. Introduction

Finding a happy medium between work and personal life is one of the most researched topics nowadays. Work-life balance, in layman's terms, refers to an individual's level of contentment with both their professional and personal spheres of life (Franciset *al.*, 2023). The 24/7 nature of the service industry makes work-life balance difficult to achieve. Employees' ability to juggle work and family responsibilities effectively is a topic of interest. One of the greatest difficulties workers is deciding how to balance their personal lives with their professional ones. It looks that there is a great deal of complexity in the interaction between job and family, which is accurate since the two have so many mutually influential factors (Serenk, 2024). Therefore, the current study acknowledges the need of studying both sexes on an equal basis in order to precisely identify and assess the unique and comparative difficulties experienced by each sex in the workplace. There is a great deal of stress placed on teachers to get their professional and personal responsibilities done (Amerstorfer, 2023). This study aims to shed light on the work-life balance issues faced by women in the education sector and to provide a comparative analysis of the experiences of female educators in both public and private schools. The purpose of this study is to get insight into the work-life balance of

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female educators in the public and private professional schools in the Northern coastal states. The effects of work-life balance on female educators' happiness on the job are the primary subject of this research. Women educators at both public and private institutions of higher learning are analyzed in this comparative research. Additionally, the research makes policy and practice recommendations that might help the participants achieve a better work-life balance. As shown by studies, recent graduates are increasingly finding themselves in precarious positions that require them to work long hours and leave them with an unappealing work-life balance. A woman's life consists of more than just her job and her family. Because they are leaving the house to be a public figure, their home life, including their job, their family, and their reception, is subject to a wide variety of stresses and strains.

1.1 Concept of job satisfaction among women worker employees:

One of the most investigated factors in organizational psychology; job satisfaction has been linked to everything from gender equality in the workplace to organizational leadership (Mgaiwa, 2023). Definition: the way a woman feels about and approaches her work. Rather than being the same thing as motivation, it refers to a woman's psychological condition and perspective on her work (Wang & Lu, 2023). A person's sense of accomplishment may be influenced by their age, their supervisor's management style, or their salary. Women may be less satisfied with their jobs if they do not meet their emotional or physical needs in the workplace as they now exist (Fielding-Singh & Cooper, 2023). As a result of their unique perspectives, academics have come up with a wide range of definitions for the idea of work satisfaction. female employee job satisfaction as "a feeling that can produce a positive or negative effect toward one's roles and responsibilities at work," and they stressed the need for a nuanced understanding of the concept because there is no silver bullet for making all women employees happy (Greenberg & Baron, 2008).

1.2 Relative importance to women employees of work-life balance, stress, and job satisfaction

Work-Life Balance (WLB) and Stress (Stress) combine to cause job dissatisfaction, which is discussed in this section. Because there is no "one size fits all" approach to balancing work and life or reducing stress. It's important to strike a different stress, work-life balance, and satisfaction chord at various points in one's life and career (Kavita, 2023). Adapting your time and resources to meet the various demands of your organization is essential. Discord between work and personal life creates an imbalance that may lead to stress. In addition, it's extremely stressful for women workers if they put in the effort to attain their goals but aren't rewarded appropriately (Ganapathiet al, 2024).

Work opportunities for women in India are evolving rapidly as a result of factors like the gradual lowering of trade barriers, the development of contemporary technology, the emergence of a globally coordinated market place, fierce rivalry in business, and altering demographics (Akhtaret al., 2023). All of these things add stress to women's lives, and if both husband and wife have to work to support their increasing family and aging parents, that stress is multiplied many times over (Liversage, 2023). Everyday stress may wreak havoc on women's mental health by instilling a sense of helplessness and a belief that there is never enough time to achieve a healthy equilibrium in all aspects of life. Ineffective stress management and work-life policies lead to lower productivity, increased absenteeism, worse morale, less effective teamwork, and health issues for workers. Aside from that, there are a number of other elements that contribute to women's favorable or negative attitudes on their jobs (Kayaet al., 2024). It's also possible for workers to like certain elements of their jobs while being unhappy with others. There is a relationship between how you feel about the work-life balance you have and how satisfied you are in your job (Aloulouet al., 2023).

Mental stress leads to physical stress, which in turn leads to disease, headache, gastritis, bodily discomfort, demotivation, low morale, etc., or even long-term heart troubles, high blood pressure, diabetes, or other psychiatric illnesses, poor job performance, etc., for women (Montano, 2023). For women in particular, these issues may lead to stress at work and general discontent with their jobs. Financial institutions have the opportunity to improve their performance and productivity by implementing the steps required to develop healthy work life management and stress programs via an accurate assessment of stressors, reasons for work life imbalance, and job discontent (Cobanoglu & Yildirim, 2023).

1.3 Impact of work life balance and stress on job satisfaction

- Work happiness includes being acknowledged for one's efforts. It's a public display of acknowledgement, criticism, or praise from a higher-up, peer, colleague, manager, client, or the general public. Stress and discontent at work result from not being appreciated.
- Employees' timeliness, collaboration, customer service, direction responsibility, group conduct, peer communication, and management abilities all suffer when they feel less valued and respected by their employers.

- Getting promoted is a mental health boon and is required by seniority. Promotion means a genuine increase in one's level of employment. When you are promoted, you'll see improvements in compensation, degree of responsibility, level of supervision, and so on.
- Reducing work-related passion among employees is terrible because it damages workers' creativity, learning, and uniqueness.
- Employees who find it difficult to strike a good work-life balance may have an adverse effect on the company's culture, the work environment, and the morale of their coworkers.

2. Materials and Methods

2.1 Study area

The study was conducted in a Public Sector University in Bhilwara city, Rajasthan.

2.2 Methodology

The study employed a quantitative research approach to investigate job satisfaction and work-life balance among female employees in a public sector university in Bhilwara City. A structured questionnaire was utilized as the primary data collection instrument. The questionnaire consisted of both closed-ended (Likert-scale) and open-ended questions to gather quantitative and qualitative data. Purposive sampling was used to select participants who met the inclusion criteria, ensuring representation from various departments and job positions within the university. The data collection process prioritized confidentiality and anonymity to encourage honest responses from participants.

2.3 Data Collection:

The questionnaire collected data on various aspects related to job satisfaction and work-life balance among female employees. Closed-ended questions measured respondents' perceptions and experiences using Likert-scale items, covering topics such as overall job satisfaction, satisfaction with specific aspects of their job, perceived work-life balance, workload, organizational culture, and support systems. Open-ended questions allowed participants to provide additional comments and insights regarding their experiences, challenges, and suggestions related to job satisfaction and work-life balance.

2.4 Analysis:

Data analysis involved several steps to derive meaningful insights from the collected data:

- **Data Cleaning:** The collected data were reviewed for errors, inconsistencies, and missing values, and necessary adjustments were made to ensure data quality.
- **Descriptive Statistics:** Basic descriptive statistics such as mean, median, mode, standard deviation, and frequency distributions were computed to summarize the data and understand its central tendency, variability, and distribution.
- **Inferential Statistics:** Statistical techniques like correlation analysis were used to explore relationships between variables, such as the correlation between job satisfaction and work-life balance. Regression analysis may have been conducted to identify predictors of job satisfaction and work-life balance.
- **Comparative Analysis:** Responses were compared across different demographic groups (e.g., age, job position) using statistical tests to identify significant differences or patterns.
- **Factor Analysis:** Factor analysis was employed to identify underlying factors or dimensions contributing to job satisfaction and work-life balance, reducing the number of variables for a clearer understanding.
- **Qualitative Data Analysis:** Open-ended responses were analyzed using qualitative techniques such as thematic analysis to identify common themes or patterns.
- **Integration of Findings:** Quantitative and qualitative findings were integrated to provide a comprehensive understanding of job satisfaction and work-life balance among female employees.
- **Reporting Findings:** Results were presented clearly and comprehensively, supported by tables, charts, and graphs. The implications of the findings were discussed, and recommendations for organizational policies or practices were provided based on the analysis.

2.5 Working Area of Women

Anyplace where women are likely to be employed, including but not limited to the workplace, the home, and social institutions.

3. Results and Discussion

Table 1: Area of working

S. No.	Area of working	Percentage
1	Office/Organization	20%
2	Home/Social institutions	42%
3	Both	38%

The percentage of women who stay at home to raise their children is shown as 42% above. At the low end, 20% of women work outside the house entirely, while at the high end, 38% juggle work and family responsibilities.

3.1 Balance of work-life

Women manage their careers and personal lives well. They engage in important and productive labor.

Table 2: Balance of work-life

S. No.	Response Basis	Percentage
1	Yes	60%
2	No	40%

Women successfully juggle their professional and personal lives. Most working women carefully plan out their schedules.

3.2 Effect on success

A healthy work-life balance is crucial to achieving success. Women that are successful manage to maintain a healthy work-life balance.

Table 3: Effect on success

S. No.	Response Basis	Percentage
1	Yes	70%
2	No	30%

Most women agreed that they would be more productive and successful if they were able to strike a better balance between their job and personal lives.

Table 4: Employee women's perspectives on campus life and the workplace

Female employees of towards work environment at University.	Sum of Squares	df	Mean Square	F	Sig.
Comfortable working hours	15.981	3	5.327	5.16	0.003
Targets create tension	12.881	3	4.294	3.376	0.024
Responsibility at work create stress	24.598	3	8.199	6.938	0.000
Feel tired due to long working hours	20.549	3	6.85	5.395	0.002
Lunch time not fixed due to busy schedule	6.871	3	2.29	3.032	0.036
Not able to spare time for research activities	11.067	3	3.689	3.714	0.016
worry about work when you are not at work	11.681	3	3.894	3.161	0.03

An isolated the attitudes of female workers regarding the workplace were compared using an analysis of variance. Tension-inducing goals for employees are displayed “A statistically significant difference among four department employees F (3, 64) = 3.376, P = .024,” (significant at P<0.05).

Table 5: Female workers' perspectives on their homes

Opinion among female employees towards home environment	Sum of Squares	df	Mean Square	F	Sig.
Family is satisfied with your working hours	17.948	3	5.983	4.918	0.004
You are given cooperation by your family	9.381	3	3.127	2.763	0.049
The care of family members/spouse/ children create pressure	12.781	3	4.26	3.415	0.023
Lack of coordination in the family cause stress	13.628	3	4.543	3.073	0.034
You feel that you need a break/ vacation	14.68	3	4.893	3.467	0.021

An isolated the attitudes of working women toward their homes were compared using an analysis of variance. Employers that care about their workers' families tend to exert more "A statistically significant difference among four department employees $F(3, 64) = 3.415, P = .023$.

4. Conclusion

This study underscores the importance of addressing job satisfaction and work-life balance issues among female employees in the public sector university context. While the findings suggest a generally positive outlook regarding job satisfaction, there is a clear need for interventions to improve work-life balance and support mechanisms for female employees. By implementing targeted policies and initiatives, organizations can foster a more conducive work environment that promotes employee well-being and organizational effectiveness.

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