



A STUDY ON WORK-LIFE BALANCE OF FEMALE EMPLOYEES WITH SPECIAL REFERENCES TO EDUCATION SECTOR."

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Research Students & *Research Guide*

Abstract:

This study will examine the work-life balance implications for female education sector employees and its effects on job satisfaction, productivity, and overall well-being. The mixed methods research design will make use of both surveys and in-depth interviews conducted with female educators at different educational levels. Preliminary findings indicate that a positive work-life balance significantly improves job satisfaction and reduces stress levels, thus having a positive impact on employee retention and performance. The above problems, however, such as workload and rigidity in scheduling, do not help female teachers strike a work-life balance. Thus, this paper concludes that supportive policies and practices are the requirements of the institution to make a work-life-friendly environment for both employees and the students themselves. This paper adds to the literature on gender dynamics in the workplace and provides practical recommendations for improving quality-of-work-life for female professionals in education.

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Introduction:

Work-Life Balance is becoming a more significant idea in the fast-paced constantly connected world of today. In today's time of rapidly development in technology and growing popularity of remote work, it has become to maintain the balance between job and personal life. Maintaining Work-life Balance has become more difficult, so it is critical for people to strike a balance between their job and personal life that support their general wellbeing.

Work-life Balance helps the Employees to be effective, and content with their personal life and work life. The good Work-life Balance helps to achieve several advantages. Achieving Work life Balance helps employees to lower stress levels, lessen the chances of burnout, and maintain a good bond with family and their friends. In companies that maintain a good Work-

life Balance typically see improvement in job performance, reduced absenteeism and improved employee retention rates. This Balance in Work-life can be maintained offering flexible working hours, fostering a cultural prioritizes both productivity and well-being, encouraging employees to take breaks. The Education Sector is the one which have to constantly adjust to the shifting needs of the society. Colleges, Universities, Public and Private Schools. Career training facilities, online learning environments are all included in the wide range of organization and services that support learning and knowledge sharing. In current time Education Sector is engage in governance and policy making, in addition to establishing standards and curriculum that guarantee educational quality and equity. In the recent years the emergence of remote learning technique and digital

learning tools that provide more accessible and individualized learning experience due to the technological development in the industry. The technological development in the industry has big and significant impact on the Education Sector.

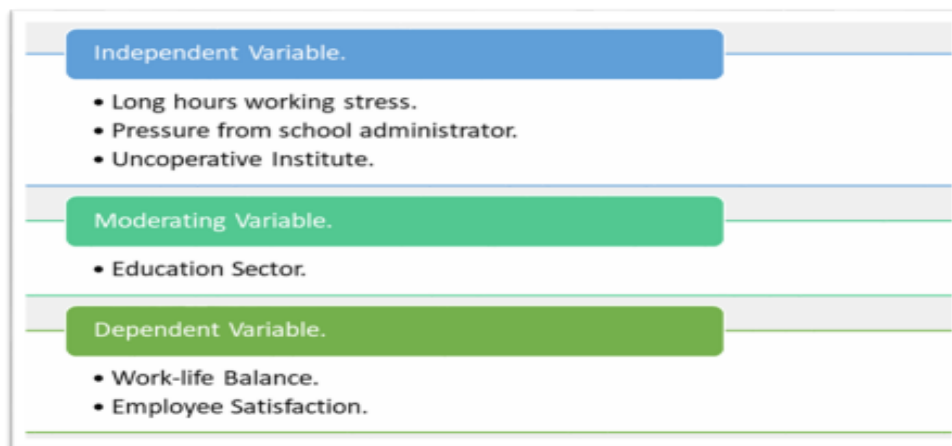
Work-life Balance in education sector has become a critical concern for educators, administrators and supporting staff. Among educators the demand of teaching, coupled with administrative responsibilities, grading and ongoing professional development, often lead to high level of stress and burnout. Due to this many teachers find it challenging to manage their time effectively, which result into extending the hours spent on lessons planning and student assessments. Fostering Work-life is also essential for well-being of educators but also for the success of their students. The Work-life balance can be maintained in Education Industry like Schools and Educational institutions by encouraging the flexible scheduling, providing mental health resources, maintaining the flexible working hours and implementing policies that workload management. The educational experience can be enhanced ultimately for both teachers and students by supporting educators in maintaining their Work-life balance.

Maintaining Work-life balance is crucial yet often challenging aspect for female teachers in the Education sector. The teaching profession does not have to spent long hours in classroom taking lectures but also in

preparation, grading, professional activities along with demanding schedules. Many work 40-50 hours per week, and still struggle to balance work and life. This pressure of balancing professional and personal commitments can lead to stress, anxiety, depression, and other physical ailments. Most of females face difficult to maintain Work-life balance due to family expectations. The family expectations become hindrance to Work- life balance. A lack of coordination between the work and home making it difficult to balance the two. It becomes more difficult for female teachers to maintain this balance if the institution they work in be uncooperative.

The pressure to maintain high educational standards while managing personal duties can also result in constant sense of guilt, whether related to insufficient time spent with family or falling short in professional expectations. The educational institutions as a response to these challenges, are beginning to implement policies which aimed at fostering a more supportive environment, such as flexible scheduling, remote work options and wellness programs. However, a cultural shift is also necessary, where the value of work-life balance is recognized and prioritized which allows female teachers to thrive both in classroom and at home. Achieving a sustainable is important not only for the health and happiness of female educators but also for the overall effectiveness and improvement of educational system.

Conceptual Framework



Research Methodology :

- Research Design: Descriptive study methods have been used for the current research study.
- Source of Data: The data has collected through the primary source i.e. the Questionnaire method, in addition to this the data has been collected through secondary sources i.e., articles, various websites, journals, research papers, books, etc.
- Sample Size: 30 Respondents.
- Sample Area: Thane.

1. Area covered: Thane.

2. Focus: This study focuses on the maintaining the work-life balance of female employees in education sector.

Objective of the study:

1. To identify a significant correlation between work-life balance practices and job satisfaction among female educators.
2. To analyze the significant difference in retention rates between female educators who participate in enhanced work-life balance initiatives.
3. To evaluate that engaging in work-life balance practices has a significant impact on the psychological well-being of female educators.

Hypotheses of the study:

(H0): There is a no significant positive correlation between work-life balance practices and job

satisfaction.

(H1): There is a significant positive correlation between work-life balance practices and job satisfaction.

(H1): There is a significant difference in retention rates between female educators who participate in enhanced work-life balance initiatives.

(H0): There is no significant difference in retention rates between female educators who participate in enhanced work-life balance initiatives.

(H1): Engaging in work-life balance practices has a significant impact on the psychological well-being of female educators.

(H0): Engaging in work-life balance practices does not have a significant impact on the psychological well-being of female educators.

Limitation of the Study:

1. A few fewer people may be included in the study, which could limit how generalizable the findings are. The experiences of all women teachers can be diverse, depending on the context (rural vs. urban) or type of school institution (public vs. private), and a small sample size may not effectively represent all the different experiences.
2. The findings may not be generalizable to female

instructors in other locations, especially those with different institutional, cultural, or economic backgrounds, if the study is conducted in a specific geographic area.

3. The date of data collection may not have been considered in this study as a factor that could influence replies. Data collected at the end of the school year, for example, would reflect higher levels of stress and exhaustion, which would skew the findings on work life balance.
4. A study may not accurately reflect the current dynamics as it does not consider the influence of technology on work-life balance.

Review of Literature

1. Vasumathi et al. “The impact of emotional intelligence on work-life balance: an empirical study among the faculty members performance in the private universities at Tamil Nadu, India” (2017) discovered that women’s productivity and work-life balance suffer when they have disagreement with their family members or supervisors. The ability to maintain emotional stability influence the women’s ability to attain work-life balance. Higher education institutions should place a strong priority on the professional and personal development of their female faculty members by offering them welfare benefits, flexible scheduling, equal pay. Incentives and promotion opportunities based on performance.
2. Dr. R Menaka “A STUDY ON WORK-LIFE BALANCE OF WOMEN EMPLOYEES IN INDIAN EDUCATION SECTOR” (2022) *INTERNATIONAL JOURNAL OF SCIENTIFIC RESEARCH IN ENGINEERING AND MANAGEMENT* 06(12) covers the importance of work-life balance of female teachers in Indian education sectors, which covers different aspects.

3. **R. Jayalakshmi** “A Study of Work Life Balance among Working Women in Educational Sector-- With Reference to Coimbatore City” (2022) discovers that the women constitute the important section of workforce. The impact of work-life of balance influences the health and well-being of the individual.
4. Dr. Bijal Shah, Meet Snehal Shah “A STUDY ON WORK-LIFE BALANCE OF FEMALE EMPLOYEES IN EDUCATION SECTOR” (2023) studied the correlation between the work-life balance and work-life conflict, ultimately studying the impact of work-life balance of female educators.
5. Sharon, S. S., & Vijayalakshmi, P. B.” *IMPACT OF WORK-LIFE BALANCE ON WOMEN EMPLOYEE COMMITMENT IN EDUCATION SECTOR*” (2023). *The Journal of Contemporary Issues in Business and Government*, 29(3), 20–34. In this the study proposes the model of the impact of work-life balance attributes employee commitment in education sector

Data Analysis and Interpretation:

Data compilation and structuring to solve problems is called data analysis. It involves taking into consideration the entire research and the decision-making process, including both data interpretation and analysis. The raw data should also be analysed, sorted, and processed to find loops, trends, and other logic to achieve it in practice. The huge volumes of data gathered using software such as Excel, Python, and other specialist applications are channelled into a form of well-structured results through these outputs. Data interpretation, however puts the light on analytics findings and presents them into insightful information relevant to some goals or circumstance.

RELIABILITY TEST

Case Processing Summary :

	N	%
Cases Valid	29	100.0
Excluded	0	.0
Total	29	100.0

a. Listwise deletion based on all variables in the procedure.

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	N	%
Cases Valid	29	100.0
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a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	Cronbach's Alpha Based on Standardized Items
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Alpha of Items .854 .816 21

Item Statistics

Std. Deviation

	Mean	N
PA	1.828	.9285 29
PE (EXPERIENCE)	2.000	1.0351 29
PQ (QUALIFICATIO)	2.552	.9851 29
V01	1.448	.5061 29
V02	3.172	1.0713 29
V03	2.897	.7243 29
V04	1.379	.4938 29
V05.1	3.207	.9776 29
V05.2	3.414	.9826 29
V05.3	3.379	1.0828 29
V05.4	3.276	1.0656 29
V06	3.690	.7608 29
V07	3.724	.7510 29
V08.1	2.897	1.1447 29
V08.2	2.897	1.0469 29
V08.3	2.931	1.3345 29
V08.4	3.241	1.0907 29
V08.5	3.034	1.2672 29
V09	3.345	1.2328 29
V10	3.862	.9901 29
V11	4.379	.9416 29

Summary Item Statistics

N of Items	Mean	Min	un
Means	2.979 1.379 4.379 3.000 3.175 .596 21	Item	
		Variations	.991 .244 1.781 1.537 7.303 .161 21

Scale Statistics

Mean N of Items

Variance	Std. Deviation
62.552	111.756 10.5715 21

ANOVA with Friedman's Test

	Sum of Squares	df	Mean Square	Friedman's Chi Square
Between People	149.008 28 5.322			
Within People		Residual	433.888 560 .775	
Between		Total	779.714 580 1.344	
Items	345.826 ^a 20 17.291 257.247 .000			
Total	928.722 608 1.528			
Grand Mean	= 2.979			
a. Kendall's coefficient of concordance W = .372.				

Data Interpretation: The current study has conducted the Cronbach's test using spss software which show the value of 0.854 on the scale which indicate highly reliable.

ANOVA ANALYSIS:

Table1: Gender

Anova: Single Factor				
SUMMARY				
Groups	Count	Sum	Average	Variance
Column 1	29	58	2	0
Column 2	29	42	1.448276	0.256158



ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>
Between Groups	4.413793	1	4.413793	34.46154
Within Groups	7.172414	56	0.128079	
Total	11.58621	57		

The findings indicate that the means of the two groups are statistically different. In other words, the alternative hypothesis, which claims that the means of the two groups are different, is accepted instead of the null hypothesis, which states that the means of the two groups are equal.

This difference is strongly supported by the huge F-statistic and the extremely low P-value. Thus, you may be sure that the information points to a significant discrepancy between Column 1 and Column 2 numbers.

Table 2: Have you noticed a positive change in your job performance due to work-life balance improvements?

Anova: Single Factor				
SUMMARY				
<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
PG	29	58	2	0
V05.1	29	93	3.206897	0.955665
V05.2	29	99	3.413793	0.965517
V05.3	29	98	3.37931	1.172414
V05.4	29	95	3.275862	1.135468

ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>
Between Groups	41.14483	4	10.28621	12.16133
Within Groups	118.4138	140	0.845813	
Total	159.5586	144		

From the results of the ANOVA, at least some of the groups' means differ significantly (PG, V05.1, V05.2, V05.3, and V05.4). This is because the F-statistic (12.16133) is larger than the critical value (2.436317), and the very low p-value is 1.64e-8, which is significantly smaller than the typical value for the significance level of 0.05.

Therefore, the analysis reveals that there is substantial evidence to reject the null hypothesis, which would imply that, in a statistically significant manner, the various groups' means differ from one another. Typically, for the next step in unravelling which specific group comparisons are responsible for the significance, a post-hoc test, such as Tukey's HSD, would be applied.

From the ANOVA output, at least three of the groups have means that are significantly different: PG, V05.1, V05.2, and V05.3.

Scope of the Study:

1. In addition to teaching, women in education are often required to split their responsibilities both to their family and to society. Policies or procedures that provide them with a sense of work-life balance may derive from an awareness of their differentiated needs.
2. The education field experiences high turnover rates, particularly in female personnel. Work-life balance analysis will bring out essential information on retention strategies that will help stabilize the staff.
3. A work-life balance can improve overall well-being, job happiness, and teacher effectiveness. Therefore, student results are positively affected. It is important to investigate this relationship in order to raise educational standards.
4. The presence of stress and burnout among teachers is more pronounced among female teachers, especially in a social environment where expectations can exacerbate the burden of teaching. This research could identify specific stressors and provide methods to enhance wellbeing and mental health.

Conclusion:

Striking a healthy work-life balance greatly improved general well-being, productivity, and job satisfaction for women employees in education, as results from one research study show that flexible scheduling, supportive workplace practices, and access to

resources must be present if female educators are going to balance well their home and professional responsibilities effectively. In the final analysis, a work-life balance benefits not just the workers but also creates a more productive and happy learning environment.

Summary of Findings:

1. Female instructors indicated a stronger work-life balance satisfaction when flexible scheduling and administrative knowledge were available to support their work-life balance.
2. Better work-life balance was associated with higher productivity of female employees. Educators, who were at harmony with personal and professional obligations, demonstrated better teaching results and more engagement from their students.
3. The study revealed that work-life balance affected the mental well-being of the female employees to a great extent. The prevalence of symptoms associated with burnout, tension, and anxiety were more common in those experiencing a poor work-life balance.
4. Results suggest that organizations offering progressive policies-such as flextime, paid maternity leave, and telecommuting-had a positive influence on WLB among female school teachers.

Suggestions:

1. Understand how female employees in education sector perceive their work-life balance.
2. Analyze the correlation between the work-life

balance and job satisfaction. 3. Investigate the impact of work-life balance on mental health on female employees. 4. Examine how existing policies (eg. Maternity leave, working arrangements) contribute or hinder the work-life balance.

References:

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