

A Study on Work life Balance and Quality of Work Life among Female Faculty Members: A Conceptual, Theoretical and Literature Framework in West Bengal, India

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Abstract—In a recent years of study Work life balance has become another accession for positioning working time and free time. Working women are incessantly juggling the demands of a career and a personal life. Achieving the elusive work life balance with good quality of life can often feel like an impossible goal, especially for those who strive to give their best to everything they do.

The profession of teaching has always considered as the noble profession and is one of the finest favored career among females, but when we talk about lecturer a profession itself involved a number of roles. A role of lecturer, researcher, counselor and many others. Lecturer is always considered as the pivotal strength to universities / institutes of higher education to ensure excellent students as an Outcome of the entire endeavor.

And when the question comes for female faculty / lecturer the role will just not stick to the Institute / universities. The job become double and roles become innumerable.

In simple words, Work Life Balance is the division of one's time and focus between working, family and personal space. On the other hand quality of work life developed in 1970s a concept of the open socio-technical system, that helps to ensure autonomy in work, interdependence, and self-involvement with the idea of " foremost suitable" between technology and social organizations.

Work life balance plays an important role in working women life which creates some kind of influence with her commitments towards family. It is an effort to do fairness at work and home as well. It can be infer as a Pendulum a women has to maintain between family, office and her personal life.

Conceptual Framework of Work Life Balance and Quality Of Life

The expression "work-life balance" was first used in the Era of 1970s to recount the footing between an individual's work and personal life. It is a Wide area concept which comprise that a

proper positioning and prioritizing between career and aspiration on one hand and on the other side maintain every single phase with exacting roles.

Clark (2000) defines balance as "Satisfaction and good functioning at work and at home with a minimum of role conflict".

World Health Organization defines, "Quality of Life as an individual's perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards and concerns".

Quality of life (QOL) is an obscure term for the quality of the various domains in life. It is a standard level which would constitute expectation of an individual or society for a good life. These expectation are shepherded by the values, goals, aims and socio- cultural context in which an individual lives. It is a subjective/ Personalized, multidimensional concept that defines a standard level for emotional, physical, material and social well-being. It serves as a reference or alluding against which an individual or society can measure the different domains of one's own life.

Unfortunately it is not same for women, she has to manage with everything like intense pressure at office for constant deadlines and on the other side highly expectation or demands from family.

Diverse Studies or Work have shown that the majority of women are working 40-45 hrs/week out of which almost 53% of them struggle to achieve work-life-balance

THEORETICAL FRAMEWORK OF WORK LIFE BALANCE AND QUALITY OF LIFE

There are different substantial constraints which has been defined by many authors and sociologists in the term of WLB and QOL.

Constraints under WLB	Constraints under QOL
Job Satisfaction	Physical status and functional abilities
Promotion	Social Interaction
Salary	Psychological Status and Well Being
Job location	Economical and Vocational Status factors
Working hours	Religious and Spiritual Status
Supervisor’s Support	Inner Contentment
Recognition	Feeling Self Worth
Work Culture	Overall Experience of life.

LITERATURE SURVEY

India is a country of 1.32 billion people as of May 3, 2016 (Indian on line pages, 2016). According to the 2011 census female literacy rate was only 64.60 % where male literacy rate is 73.0 (Govt. of India, 2014). This indicate that that India is still conventional and conservative towards the female child. The rapid growth of educational scenario has been changed after globalization, where the massive and substantial number of girls are coming into the job market every year. The excessive amount of females are working in teaching profession only, where the average survey has been done which concluded the study that an standard teacher works around 8 hr. per day and 6 days a week which actually suggest that a women is working 48 hours per week .

A working faculty/ teacher who spends imprudent time in college/ university find it hard to maintain the stability and footing in every sphere. Literature has been seen in the area of job satisfaction for females. Employee attitudes towards job reveal that high levels of both work to life and life to work conflicts have lower levels of jobs satisfaction and organizational commitments (Burke& Green glass,1999; Kossek & Ozeki ,1998). Both wok to life and life to work conflicts are also associated with stress and burnout (Andreson et.Al.2002;, kinnunen & Mauno, 1998).

In the year of 2011 the West Bengal state government has decided to implement the changes given by (RTE) Right to Education which specifies 45 working hours a week for teachers, including preparation hours, is reportedly about to be implemented in the State. An excessive work hours creates a monotonous environment followed by Stress, anxiety, disturbance and distress. Another Article on A Study on Job related stress among School Teachers in West Bengal India, where they have shown an Association between Stress level and Age structure of Surveyed Teachers, study state that aged teachers were the most stressful among all. Age group between 56-60 years had stress value 4.5 or more and age group of 51-55 had stress value more than 4.

Sing and Rani (2015) show in a study in Haryana that stress reduces teachers’ efficiency and effectiveness due to mood disturbance, psychological distress, anxiety, lowered morale, cardiovascular disease and fatigue.

A recent Article published in Telegraph Kolkata has shown that Government and aided colleges in Bengal follow a UGC guidelines of 2016 which stipulate a minimum 30 hours of teaching a week.

According to Senior official of Educational Department claimed that Government and aided colleges in Bengal follow a five-day week for teachers, which works out to 25 hours of teaching and rest another 10 to 15 hours should be used for Administrative Task.

CONCLUSION

Existing literature concluded that an excessive work stress affects the Quality of life and as well as create the negative effects in the working area as well. The above studies are indicating that anxiety, depression, stress psychological disruption, conflict among family members. Imprudent timing and role ambiguity is excessing the stress level among women. Colleges should define the clear role for Female faculty members.

A teaching profession is always considered as a sound and peaceful job, but after this study one can understand how difficult it is becoming. The pendulum or an equilibrium to maintain the two side of coin is an invisible task.

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