

An Assessment Women Teachers' Work-Life Balance in Higher Education Institutions

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Abstract

Over time, technology will transform how we work. It also impacts workplace interpersonal interactions. Technology has also affected the structure and process of government, although intellectual power has increasingly substituted bodily dominance. Initially, white-collar employees replaced blue-collar workers, followed by knowledgeable personnel. Traditional roles of women in the home and in society have also shifted. Due to their education, they were able to enter almost every sector of life, including business, government, politics, etc. However, these traditional family responsibilities have not lessened. Ancient India has a system that granted women total freedom. These revivals have brought with them a variety of opportunities and challenges, such as the ability for women to rise to the top in one region while being held back by family obligations in another. Therefore, family duties must be fulfilled. Women take a more prominent and important role exclusive the family. They need time for themselves as well. Consequently, achieving a healthy work-life balance is a pressing concern in today's culture. The major emphasis of this thesis is on the lives of working women, specifically on analysing the issue of work-life balance and creating a model for optimal work-life balance.

Keywords

Traditional Role, Women Teachers, Work Life Balance

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Introduction

In this country, higher education is highly valued. While state universities play a significant role in Sri Lankan education, this study looks only at the private higher education sector. Schools like this provide opportunities to get bachelor's and master's degrees from universities abroad. Teachers have a crucial role in the success of these institutions. To provide excellent service, they need to be mentally and physically fit.

Recent changes in social character may be traced back to the rise of dual-income households. Therefore, modern women are conditioned from a young age to be effective multitaskers. Many universities have a gender imbalance in their faculty ranks, with women making up the bulk of academics. It is crucial to learn how these women balance work and family responsibilities. For your professional and personal life to coexist in harmony, you need to establish clear boundaries between the two. An individual's mental and physical health benefit from a life that is well-balanced between their professional and personal responsibilities. In the 1990s, the idea of WLB began to develop. This idea was largely motivated by research into the negative effects of a lack of work-life balance on individual health, family life, and workplace performance. This study will concentrate on female academics working at institutions in Mumbai, India.

Work life balance or equilibrium

Having a job is crucial, but in today's economy, working hours may be both unpredictable and exhausting. Unfortunately, some just do not have the time to address their worries. Consequently, the concept of work-life balance has emerged as a priority for businesses and their employees. It is often said that one's professional and private lives can never be harmoniously balanced. Workers need to take charge of their own work and family contexts in order to achieve a healthy balance between the two. In no way should a company be able to dictate how its employees balance work and family responsibilities. Unfortunately, in today's corporate world, it's up to employers to ensure their employees maintain a healthy work-life balance (Armstrong, M., 2020). Maintaining a healthy work-life balance is increasingly discussed in today's society at all levels, from individuals to families to businesses to whole communities. Businesses of all sizes work hard to ensure their employees are satisfied, since a contented workforce is a productive one. During the last forty years, A stronger emphasis on work-life balance may be attributed to the increasing prevalence of two-income families, the decreasing prevalence of one-parent households, the increasing prevalence of single-parent households, and the growing participation of women in the labour field.

It has been proposed by Jaiswal (2014) that a healthy work-life balance may encourage more women to enter the workforce and help maintain gender parity in business start-ups. Furthermore, the research investigated a range of characteristics that might improve the work environment for women and hence increase their labour participation.

Goodale et al. (1975) surveyed the populace at large to ascertain what constitutes a "good life" in their eyes. The majority of people said that their quality of life was determined by their mental health, the nature of their occupations, their progress toward personal objectives, and the company of their colleagues. It has been determined that people's working conditions are not only a contributor to their quality of life, but rather a determining factor.

As you design a schedule that is functional for you, it is important to give some thought to how you may keep a good balance between the requirements of your working life and the needs of your personal life. Chancey believes that achieving a healthy work-life balance is less about devoting an equal number of hours to one's professional and personal lives and more about having the freedom to accomplish things in one's professional life while still having the time and energy to take pleasure in one's personal life. In other words, a healthy work-life balance is not about devoting an equal number of hours to one's professional and personal lives. It's possible that you'll have certain days when you put in longer hours at work so that you'll have more time later in the week for engaging in activities that aren't related to your job.

Formation of Concepts

Maintaining a healthy work-life balance is becoming a common subject of discussion amongst individuals, households, businesses, and communities worldwide. All businesses, no matter how big or little, work hard to ensure their employees are happy and fulfilled in their roles. Within the last forty years (Bomбуwela, & Alwis, 2013).

Among them are the Segmentation Theory, the Compensation Theory, the Spillover Theory, and the Border Theory. It was formerly thought that a person's professional and personal lives were separate spheres. New evidence, however, reveals a link between the two. The lack of a conceptual link between these two items was first questioned by many people, but this was later shown to be untrue. It's possible that this may be easily understood.

However, as humans, we find it quite challenging to bridge the gap, and it is inevitable that personal difficulties will have an effect on the workplace (Bomбуwela, & Alwis, 2013).

Guest (2002) identifies and emphasises the need of a balance between professional and personal spheres. There is evidence that when people's personal and work life are out of sync, they have negative outcomes. The rising significance of work-life balance may influence employee satisfaction and productivity at work.

Studying the correlation between demographic factors and teachers' estimates of work/life balance-related stress, Senthil kumar et al. (2012) aimed to provide a solution to this pressing research subject. Numerous studies have shown that older women, and women in general, have a more difficult time achieving a work-life balance than their younger counterparts.

Understanding the Importance of a Healthy Work-Life Balance

Someone who has found their "work-life balance" is able to maintain a healthy equilibrium between their job obligations, their personal pursuits, and their family commitments. Many people in the workforce now need to fill supplementary time on non-work activities like volunteering, attending family events, and taking care of their own children or ageing relatives. This coincides with an increase in their workload, which causes stress and conflict between their personal and professional responsibilities (Ceylon Lanka, 2012).

It's becoming more common for employees to work remotely thanks to portable electronic devices like laptops, tablets, and smartphones. Businesses and clients may see workers' work emails and tasks at any time. The advantages of a more adaptable work schedule are many, but with it comes the potential for less defined boundaries.

As a result of telecommuting, employees may find that their typical workweek spans more than 40 hours (Ceylon Lanka, 2012). Employers may help workers to maintain a work-life balance in a variety of ways, including via regulations and by making sure managers actively encourage employees to adopt these policies. When workers have the freedom to choose their own schedules, they are better equipped to avoid juggling work and personal obligations.

Working from home, adjusting work hours to fit personal needs, using remote employees, working less hours per week, and splitting jobs are all examples of flexible work options. Managers may help employees set boundaries by suggesting they refrain from answering work-related emails or phone calls outside of regular business hours while they are on vacation. Some organisations are establishing wellness centres within their workplaces to provide employees with easy access to healthcare professionals and mental health counsellors, as well as fitness and exercise options (Currie, & Eveline, 2011).

To find balance between their working and personal lives, Alegre and Pasamar (2018) proposed a new approach that prioritises creativity (specifically, the use of technology to the completion of both professional and personal responsibilities). It also suggested that companies create an atmosphere that inspires creativity and motivates employees.

Deery and Jago found that work-life balance is crucial for effective management and employee retention (2015). Happiness and commitment on the part of workers are also crucial. Therefore, in order to retain their talents inside the company.

Strategies for a Healthy Work-Life Balance

Flexible work arrangements include a broad range of workplace settings and policies that provide both employers and workers more leeway. Employees' schedules and places at work may be more flexible if they were allowed to work from home, worked less hours per week, or had their workweek cut. Employees may seek a variety of absences, including parental leave, direct financial aid for

child care, and information services like helping a new recruit locate a day-care (Edwards, & Rothbard, 2000).

There are often four primary goals or purposes behind the implementation of family-friendly policies:

Businesses are more likely to hire people to fill unfilled jobs as a consequence of the decline in the prevalence of hazardous practises. There has been an increase in employee retention as a result of the company's efforts to meet the demands of a more diverse workforce without compromising on morale or productivity.

Experience sampling was used by Williams et al. (1991) to look at how working women tried to juggle their careers and families. There may be negative effects on a woman's mental health and her ability to enjoy her career when she is a working mother while simultaneously juggling other duties, according to studies. Evidence also showed that working mothers who reported experiencing frequent mood swings while attempting to do their jobs were less productive and less happy with their employment. Consideration was also given to the idea of "spillover effects," in which a single mood lasts throughout the next day.

Through a study of 485 employees at unorganised enterprises in India, Baral (2010) found that working persons there sense more enhancement in work group than the challenges in work family. To examine whether there was a difference in how men and women see workplace programmes that help families, researchers looked into it and found that there was none.

Analyzing Work-Life Balance Around the World

"Work-life balance" was seen as a concern by employers in the 1960s and 1970s, especially for working moms who were also responsible for child care. Corporations like IBM and Deloitte were early adopters of policies, processes, and awards that recognised and rewarded women for their accomplishments in the workplace. Changes were made to maternity leave, employee assistance programmes (EAPs), flexible scheduling, the ability to work remotely, and resources for finding child care. In the 1980s, men started to voice concerns about how to balance work and family responsibilities.

The phrase "work-life balance" was first used in 1986 in reaction to research showing that many Americans were putting their careers and well-being ahead of their personal lives. Articles from the period suggest that the annual hours worked by the ordinary American worker rise. The cost to their health and the health of their loved ones was rising rapidly.

The concept of a balanced work and personal life was gaining popularity in the business world. By the end of the decade, it was evident that work-life balance was not only a problem for women; it was also a problem for men, families, businesses, and societies. In the '90s, individuals began seriously discussing the need of finding a work-life balance for themselves, regardless of whether they were single, in a relationship, or parents. The working class struggled to balance work and family life. It was during this decade that the relevance of this issue was widely recognised, leading to a surge in innovative approaches to balancing work

and personal responsibilities. Numerous studies show that workers of all ages, from baby boomers to recent graduates, consider work-life issues and corporate cultures when making important life choices like changing jobs (Fatima, & Sahibzada, 2012).

Work-Life Balance in the Present

The nature of work has changed as businesses have evolved from solid, slow-changing bureaucracies into today's nimble corporations, allowing them to get by with fewer employees while still achieving their goals. This has implications on employees' ability to stay committed over the long term and juggle work and personal commitments. Therefore, modern businesses have replaced the massive typing pool of historical bureaucracy with a few administrative assistants, and managers now write their own letters and communications using word processing software. There has been a shift away from the familiarity of tutorials in favour of the more public and often larger seminar discussions at today's universities. As a consequence of increased workloads and decreased workforce sizes, the traditional power dynamic between employees and consumers must be rethought, leading to different standards, more pressure, and less time for problem solving. It may be argued that work habits have improved despite the fact that the stability and conveniences of established bureaucracies have dampened the tendency toward micromanagement. There is a growing number of regulations that today's workforce must learn and follow. New accounting standards, more detailed health and safety regulations, more convoluted employment and pension legislation, stricter anti-discrimination measures, and a proliferation of complaint procedures are all challenges that all organisations must face. Maintaining a healthy work-life balance is more important than ever in today's culture, when more is expected from fewer people. Many traditional paternalistic administrations had the backing of a psych-based employment contract. The promise of job stability in exchange for obedient submission to bureaucracy's quirks may have also encouraged conformity in more conventional workplaces. The bond between management and staff is more likely to weaken if the transaction is seen as more materialistic and temporary. Womack says that these days' workers are less committed to their employers. This issue might be mitigated if people were better able to divide their time between work and other pursuits. Therefore, it is probably counterproductive to insist that employees completely comply to their contracts. It's important to compensate employees for the increasingly common conditions in employment contracts that force them to work longer hours than normal. (2013) (G. (Kanthisree)

Objective of the study

To get the theoretical analysis of the Women Teachers' Work-Life Balance in Higher Education Institutions. Further, to provide the recommendation for women teacher and balancing their work life and other social life.

Research methodology

Research is completely theoretical and qualitative based on literature review discussion. In order to better understand the elements that influence the work-life balance of women educators, a wide range of literature has been examined.

Review literature

Vasumathi et al. (2017) found that when women encounter conflicts with their bosses or family members, it negatively impacts their work-life balance and productivity. A woman's capacity to maintain emotional stability influences her capacity to achieve a work-life balance. Institutions of higher learning should prioritise the professional and personal growth of its female faculty members by providing them with equal compensation, incentives, and promotion possibilities based on performance, as well as flexible scheduling and welfare benefits.

Radha (2015) discovered that academics' work-life balance was impacted by both professional and family demands. This was especially true for women professors. Effective attempts to boost the work-life balance of female teachers led to increases in both productivity and job satisfaction.

Y. Yacob and J. Kasuma (2020) It might be challenging balancing professional and personal responsibilities, but putting one before the other can lead to burnout and resentment. A rise in stress levels is one of the many unfavourable results, leading to more absenteeism and resignations from the workforce. Therefore, this study's goal is to evaluate the impact that work-life balance has on the efficiency of non-executive employees in the Sarawak State Civil Service. Therefore, the research recommends detailing work-life balance techniques or programmes, such as job design that increases productivity, employee support programmes, health programmes, aerobic sessions, family day, and encouraging employees to attend stress and time management seminars. Employees will appreciate management's efforts to help them strike a healthy work-life balance. Since they now have more on their plates, faculty members have reported a decline in their work-life balance, productivity, and overall happiness.

Since it impacts their productivity on the job, Singal and Parvesh (2015) propose that colleges should create rules and practises to help faculty members achieve a work-life balance. Women in the academic community will find this to be of particular significance.

Married women in academic positions get more support from their families, colleagues, and the institution as a whole, according to research by Maragatham et al. (2017), making it easier for them to achieve work-life balance. Results at home and in the office would improve with more harmony between the two spheres of life.

E. Diego-Medrano and Luis R. Salazar (2021) The difficulty of maintaining a healthy work-life balance while still attending graduate school has been discussed at length in the existing literature on education. Faculty members who are unable to strike a healthy work-life balance may become dissatisfied with their existing

positions as a result of the high expectations of higher education. Full, tenure-track, and adjunct academics' work-life balances were compared in this research. Qualtrics was used to collect and analyse responses from 213 academics for this research. The research focuses on eight emerging areas to provide the basis of academic work-life balance. Finding a happy medium between work and family life, as well as health concerns, faculty support, workplace culture, and personal problems, were all discussed. Academic administrators may benefit from this study's findings on the subject of work-life balance.

Holly and Mohnen (2012) found that employees' ability to strike a work-life balance varied with the duration of their workweeks. Worker happiness increased as a consequence of a better equilibrium between work and personal life. Job satisfaction and output are influenced by workers' perspectives on the appropriate balance between work and leisure time.

According to Yadav and Dabhade (2013), a good work-life balance is more beneficial to employees when it is a top priority for the company. The strain of employees' personal and professional obligations led to an unhealthy work-life balance.

Murthy found that stress in the workplace had a more varied impact on work-life balance than did workers' interpersonal interactions (2014). According to Yadav and Dabhade, those who work in education are generally content with their occupations since they are able to help others and their superiors are flexible (2014). Employees showed intense loyalty when they were compensated for their efforts, and finding a good work-life balance was the most important element in determining whether or not people were happy in their jobs. Researchers Murthy and Shastri (2015) discovered that variables including child care, parental care, job discontent, and role conflict affected employees' ability to strike a balance between their professional and personal lives.

Workers' contentment correlates with their capacity to maintain a healthy work-life balance, as the authors (Hussein et al., 2016) found. Management was instructed to foster an environment that not only attracts and keeps employees but also motivates them to give their all on the job.

According to Chiekezie et al. (2016), there are serious repercussions for both individuals' and businesses' bottom lines when work and personal life are not properly balanced. A lack of work-life balance was linked to high absenteeism and turnover rates, low job satisfaction, an increase in healthcare issues, and a decline in employee engagement.

Punia and Kaboj conducted a study to see how well teachers in India were able to juggle their professional and personal lives (2013). The gender and marital status of teachers made no difference, nor did their job title, method of appointment, academic stream taught, or kind of institution for which they worked. Turkish master's and doctorate students' time commitments, stress levels, and academic achievements were investigated in 2014 by Balkan. Researchers have shown that those who strike a healthy balance between work and personal life experience far less stress on the job. Work-life balance is disrupted, and students' performance in the classroom worsens as a consequence of stress. This study's findings are quite comparable to those of the present investigation.

According to Ramasamy and Renganathan (2017), the balance between work and personal life at universities is affected by a number of factors, some of which are crucial while others have a smaller impact. Achieving a work-life balance was ranked as highly vital by teachers as having greater control over their classrooms, opportunities for professional development, and a voice in school decisions.

Khairunneezam et al. (2017) conducted interviews and focus groups with 17 professors from three public institutions and analysed their performance. Participants' ratings of their overall satisfaction and sense of work-life balance varied more than the researchers had predicted. The need of striking a healthy work-life balance was discussed, along with the perils of putting in extra hours on the weekend and working on holidays. The purpose of Aprilinda et al (2020).’s study is to create a theoretical framework for future research on work-life balance in higher education by evaluating the current literature on the topic. This study’s approach includes a review of previous works in the field. Using a search engine to narrow down a subject of conversation led to the retrieval of articles from a broad variety of resources. Even in Indonesia, a nation with a very specific educational system, there is a dearth of literature reviews and research on work-life balance that include students as subjects. Standardizing higher education in the face of a pandemic will need greater consideration of the work-life balance of students.

Franco et al. (2021) stress the need of work-life harmony for college professors. This study presents a comprehensive overview based on a careful analysis of 53 publications that were collected from ScienceDirect, Scopus, and the Internet between 2005 and 2020 with the help of the reference management programmes Mendeley and EndNote.

Discussion of the facts from the literatures

Disagreements with superiors at home may be a roadblock for women seeking a work-life balance and professional development. Women’s emotional intelligence affects their capacity to balance work and family life. If universities provide female faculty members with benefits such as equal compensation, incentives, performance-based promotions, a flexible work schedule, and more, they may be more productive and satisfied in their roles.

Maintaining a healthy work-life balance improves efficiency. employees were more productive and satisfied when both professional and personal duties have an effect on teachers' ability to strike a work-life balance, particularly women teachers. The productivity and well-being of female faculty members improves when initiatives are put in place to promote a good work-life balance. Trying to maintain a healthy balance between your professional and personal life may be challenging. Stress, staff turnover, and absenteeism are all outcomes. This research project investigates the link between job satisfaction and output in the Sarawak State Government Service. The literature suggests a variety of approaches and programmes for attaining work-life balance, including job designs that enhance productivity, employee support programmes, wellness initiatives, aerobics

classes, family days, and required stress and time management training. Management's interest in its employees' life outside of work would be much appreciated. As a result, professors' work-life balance, productivity, and job satisfaction all suffered as a result of the increasing burden. Schools should develop rules and procedures to help teachers strike a work-life balance since it has been shown to improve their performance on the job.

Married professors reported feeling more supported by their families, peers, and the university in their efforts to maintain a healthy work-life balance. If faculty members find it difficult to maintain a work-life balance due to rising workloads, this might lead to discontent. Professors at all levels of employment status were studied to determine the differences in work-life balance guidelines and dealings.

A happier work life was the outcome of a more well-rounded individual. Your job happiness and output are affected by both the number of hours you put in and the time you take off. When workers were able to strike a better balance between job and personal life, their health benefited. Work-life balance issues resulted in sloppy management of both private and professional obligations. A person's ability to maintain a healthy work-life balance was influenced by workplace stress but not by their social contacts at work. As a whole, those working in the education sector are happy in their jobs because they have supportive colleagues and bosses who are willing to make accommodations when necessary. When workers know they are valued, they are more invested in their work. To what extent one's work and personal lives are harmoniously intertwined is the single most critical aspect in determining one's level of job satisfaction. The well-being and contentment of workers and the promotion of productive leisure time Management should strive to create a place where workers are motivated to show up, remain, and give their all. High rates of absenteeism and employee turnover, poor levels of job satisfaction, increased health care expenditures, and less engagement on the job have all been related to a lack of balance between work and home life. Regardless of job status, appointment type, topic of study, or school, there was no association between teachers' gender or marital status and their capacity to establish a work-life balance. Balkan researched the effects of work-life balance, stress, and academic performance on Turkish master's and doctoral students in 2014. It has been shown that a good work-life balance is correlated with reduced levels of occupational stress. The work-life balance suffers when academic performance suffers as a result of stress. Only the participants are the same between this study and the current one. Teachers' capacity to choose their own schedules, invest in their own professional development, and have a say in legislation is crucial to maintaining work-life balance. College students' efforts to strike a healthy work-life balance are the subject of a growing body of literature and study. This article reviews the relevant research that has come before. Search engines were used to locate articles that contributed to the discussion. Literature reviews and studies that focus on students are uncommon, even in Indonesia, a country with a unique approach to education. In the case of a worldwide pandemic, policy in the field of higher education should stress the need of a good work-life balance. Professors are expected to maintain a healthy work-life balance. Researchers look at how

faculty work-life balance impacts their emotional well-being. This research uses Mendeley and EndNote to investigate 53 articles appearing in ScienceDirect, Scopus, and online sources between 2005 and 2020.

Conclusion

Human resource management in the modern day may be a fascinating, engaging, and energising career path. The fast speed of technological innovation fueled by the spread of information and communication technology is one of the many reasons instructors may rest certain that they will have a work-life balance. As a result, there has been a dramatic shift in how universities distribute their courses. The shift from the traditional teacher-centered model of education to the more productive and constructivist learner-centered model has given educators and institutions a new perspective on how to respond to the changing environment. As a method of promoting their students' growth, today's educators are expected to have a more in-depth knowledge of the topics they teach. Many educators are finding it difficult to maintain a work-life equilibrium in the face of the pressures posed by the modern learner-centered pedagogical model. The people that work for a firm are its greatest asset. There can be no educational institution without either its pupils or its teachers. There can be no successful educational institution at the expense of its pupils or its teachers. A growing number of women are contributing to the economy and bettering their own lives by joining the labour field in today's society, which in turn helps their children and other relatives. They are the lifeblood that sustains the machine. The well-being of women in the workplace affects not just individuals but also their families and communities. Schools are meant to be stress-free zones, but the work-life balance is damaging women in the workforce. So, in order to expand the business, it's necessary to give them a little more consideration. The findings of this study will help businesses re-evaluate their policies on flexible work hours and improve part-time possibilities for women workers, both of which have been demonstrated to increase employee happiness and productivity.

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