

CHAPTER 5

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 INTRODUCTION

Work life balance for women faculty members of private engineering colleges have to spend additional hours' every day to be efficient and industrious in their teaching profession so that they can attain higher levels and experience a lot of challenges. The increase in work environment and organizational culture has improved to larger extent that the significance of home making and parenting has declined.

Good work life balance facilitates women faculty members of private engineering colleges to be more fruitful in their work along with their personal obligations and interests of family. It is essential that the private engineering colleges have to remove unreasonable discrimination and give equal opportunities for both women and men. Better work life balance decreases stress and results in higher level of job performance and enhanced level of job satisfaction among women faculty members of private engineering colleges.

The present study is carried out in north Tamil Nadu. 30 engineering colleges are selected randomly in the districts of north Tamil Nadu and women faculty members from these engineering colleges are again chosen randomly by adopting multi stage random sampling method. The data



are gathered from 541 women faculty members of private engineering colleges in north Tamil Nadu through pre-tested and structured questionnaire.

The mean, standard deviation, percentages, exploratory factor analysis, confirmatory factor analysis, ANOVA test, Chi-square test, multiple correlation analysis, multiple regression analysis and Structural Equation Model (SEM) are used to accomplish the objectives and testing hypotheses of the present study.

5.2 SUMMARY OF FINDINGS

- More than one third of (35.67 per cent) women faculty members of private engineering colleges have age group of 31 – 35 years and two third of (65.80 per cent) of women faculty members of private engineering colleges are post graduates.
- More than two fifth of (42.14 per cent) women faculty members of private engineering colleges are assistant professors and nearly one fourth of (23.47 per cent) women faculty members of private engineering colleges are working in the department of Electronics and Communicating Engineering
- More than one fourth of (29.39 per cent) women faculty members of private engineering colleges have monthly salary of Rs.30,001 – Rs.40,000 and nearly two third of (64.88 per cent) women faculty members of private engineering colleges are married. More than three fifth of (61.55 per cent) women faculty members of private engineering colleges have nuclear family. More than two fifth of (40.66 per cent) women faculty members of private engineering colleges have the family size of 2 – 3 members and more than half of (51.57 per cent) women



faculty members of private engineering colleges are residing in semi-urban area.

- More than one third of (34.19 per cent) women faculty members of private engineering colleges have 6 – 10 years length of service in the present institution and more than two fifth of (42.88 per cent) women faculty members of private engineering colleges have work load of above 20 hours per week. Nearly two fifth of (37.34 per cent) women faculty members of private engineering colleges handle three courses.
- The work culture, development, facilities and personal interaction are the factors affecting work life balance of women faculty members of private engineering colleges.
- The findings exhibit that more than half of (51.76 per cent) women faculty members of private engineering colleges have moderate level of perception about factors affecting work life balance. Significant difference is there between factors affecting work life balance and profile of women faculty members of private engineering colleges.
- The findings demonstrate that more than three fifth of (61.00 per cent) women faculty members of private engineering colleges have moderate level of perception about family support. Significant difference is there between family support and profile of women faculty members of private engineering colleges except for designation, department and type of family.
- The findings explain that half of (50.09 per cent) women faculty members of private engineering colleges have moderate level of



perception about dependent and child care. Significant difference is there between dependent and child care and profile of women faculty members of private engineering colleges except for educational qualification, designation, department, monthly salary and type of family.

- The findings elucidate that more than half of (55.27 per cent) women faculty members of private engineering colleges have moderate level of perception about personal management. Significant difference is there between personal management and profile of women faculty members of private engineering colleges except for designation, department and type of family.
- The findings display that nearly two fifth of (39.19 per cent) women faculty members of private engineering colleges have moderate level of perception about work place support. Significant difference is there between work place support and profile of women faculty members of private engineering colleges except for designation, department and type of family.
- The findings clarify that just more than two fifth of (40.67 per cent) women faculty members of private engineering colleges have high level of perception about workload. Significant difference is there between workload and profile of women faculty members of private engineering colleges except for designation.
- The findings explicate that nearly half of (46.95 per cent) women faculty members of private engineering colleges have moderate level of perception about financial support. Significant



difference is there between financial support and profile of women faculty members of private engineering colleges.

- The findings make clear that half of (50.28 per cent) women faculty members of private engineering colleges have moderate level of perception about job performance .Significant association is there between job performance and profile of women faculty members of private engineering colleges except for age group,
- The family support and personal management are positively and moderately related with job performance of women faculty members of private engineering colleges, while, dependent and child care is negatively and moderately associated with job performance of women faculty members of private engineering colleges.
- The work place support and financial support are significantly and positively related with job performance of women faculty members of private engineering colleges, whereas, workload is significantly and negatively associated with job performance of women faculty members of private engineering colleges.
- The findings present that nearly half of (46.58 per cent) women faculty members of private engineering colleges have moderate level of percept on about job performance. Significant association is there between job satisfaction and profile of women faculty members of private engineering colleges except for age group, designation and type of family.



- The personal management, family support and dependent and child care have positive and significant influence on job satisfaction of women faculty members of private engineering colleges.
- The workload has significant and negative influence on job satisfaction, whereas ,work place support and financial support have significant and positive influence on job satisfaction of women faculty members of private engineering colleges.
- The facilities, personal interaction, development and work culture have positive and direct influence on job performance of women faculty members of private engineering colleges, while, job performance has direct and positive influence on job satisfaction of women faculty members of private engineering colleges.

5.3 SUGGESTIONS

- On the basis of findings, the following suggestions are made to improve the work life balance of faculty members of private engineering colleges.
- The management of private engineering colleges should provide favorable work culture and must provide performance based career development opportunities to their women faculty members.
- The private engineering colleges must provide necessary facilities for both academic and family activities and women faculty members must maintain good personal relations with their colleagues and management.



- Husbands of women faculty members of private engineering colleges should contribute in household activities, child care and studies of their children. In addition, other family members must help them in taking care of homework and health of their children.
- Women faculty members of private engineering colleges should have pleasant conversation with their children patiently and they must play and chat with their children regularly.
- Women faculty members of private engineering colleges must plan and prioritize their day to day activities and they should allot some time for leisure activities. Besides, they do yoga and physical exercises regularly to make them fit both physically and mentally.
- The management of private engineering colleges should give priority for well-being of their women faculty members and they must provide full cooperation and support for their family and personal life.
- The management of private engineering colleges must allot optimum workload to their women faculty members and should allow them to reach their homes early.
- The management of private engineering colleges should give fair salary and other benefits to their women faculty members and colleagues must support to solve their financial problems.
- The private engineering colleges must provide proper and adequate trainings to their women faculty members to find out problems in their job and they solve those problems themselves.



5.4 IMPLICATIONS OF THE RESEARCH

Managerial Implications :

This research provide useful information to explore the factors like personal environment, work environment , job performance and profile of women faculty members and other factors affecting work life balance. The result of the research established the relationship of the job factors and personal factors in Work Life Balance among the women faculty members.

The Engineering colleges and governing bodies should handle the sensation of men and women faculty members work life balance flat forms. The Engineering colleges and faculty members should compromise each other share of contributions of each towards others.

The overall benefits of provision of Work Life Balance by Engineering colleges and faculty members should be in the focus of engineering students to make them in to a shape of knowledge based individuals and to meet out the growing demand of the Industry.

5.5 FURTHER RESEARCH DIRECTIONS

- The present study is done on work life balance of women faculty members working in private engineering colleges of north Tamil Nadu. This study may be extended to the other regions of Tamil Nadu.
- A separate study on work life balance of women faculty members working in Government engineering colleges in Tamil Nadu may be studied in future research work.



- The work life balance of women faculty members working in private arts and science colleges in Tamil Nadu may be alone examined in future research work.
- The future study may be carried out to compare work life balance and job satisfaction of women faculty members working in private engineering colleges between urban and rural areas in Tamil Nadu.
- The work life balance of women faculty members working in private arts polytechnic colleges in Tamil Nadu may be examined as a separate study in future.

5.6 CONCLUSION

The work culture, development, facilities and personal interaction are the factors affecting work life balance of women faculty members of private engineering colleges.

The family support and personal management have positive and moderate relation with job performance of women faculty members of private engineering colleges and dependent and child care has negative and moderate association with job performance of women faculty members of private engineering colleges.

The work place support and financial support have significant and positive correlation with job performance of women faculty members of private engineering colleges and workload has significant and negative relation with job performance of women faculty members of private engineering colleges.



The personal management, family support and dependent and child care are positively and significantly influencing job satisfaction of women faculty members of private engineering colleges.

The work place support and financial support are significantly and positively influencing job satisfaction of women faculty members of private engineering colleges and workload is significantly and negatively influencing job satisfaction of women faculty members of private engineering colleges.

The facilities, personal interaction, development and work culture are positively and directly influencing on job performance of women faculty members of private engineering colleges, whereas, job performance is directly and positively influencing on job satisfaction of women faculty members of private engineering colleges.



APPENDIX I

A STUDY ON THE WORK LIFE BALANCE OF WOMEN FACULTY MEMBERS WORKING IN PRIVATE ENGINEERING COLLEGES OF NORTH TAMIL NADU

QUESTIONNAIRE

I. PERSONAL FACORS OF FACULTY MEMBERS

1. Name of the Engineering College :
2. Name of the Faculty Member :
3. Age Group :
 - a) 25 – 30 years b) 31 – 35 years c) 36 – 40 years
 - d) 41 – 45 years e) Above 45 years
4. Educational Qualification :
 - a) Post Graduation b) Ph.D.
5. Designation :
 - a) Assistant Professor b) Associate Professor c) Professor
 - d) Head of the Department e) Principal
6. Department :
 - a) Civil Engineering b) Mechanical Engineering
 - c) Electronics and Communication Engineering
 - d) Electrical and Electronics Engineering
 - e) Computer Science Engineering



7. Monthly Salary :
 a) Less than Rs.30,000 b) Rs.30,001 – Rs.40,000
 c) Rs.40,001 – Rs.50,000 d) Rs.50,001 – Rs.60,000
 e) More than Rs.60,000
8. Marital Status :
 a) Married b) Unmarried
9. Type of Family :
 a) Nuclear Family b) Joint Family
10. Size of Family :
 a) 2 – 3 members b) 4 – 6 members c) Above 6 members
11. Residential Area :
 a) Urban b) Semi-Urban c) Rural
12. Length of Service in the Present Institution :
 a) Below 5 years b) 6 – 10 years c) 11 – 15 years
 d) 16 – 20 years e) Above 20 years
13. Work Load per Week :
 a) Below 10 hours b) 11 – 20 hours c) Above 20 hours
14. Number of Subjects Handled :
 a) One b) Two c) Three d) Four e) Five



II. KINDLY INDICATE YOUR LEVEL OF AGREEMENT FOR FACTORS AFFECTING WORK LIFE BALANCE IN YOUR COLLEGE

SA = Strongly Agree A = Agree N = Neutral

DA = Disagree SDA = Strongly Disagree

Sl. No.	Factors	Level of Agreement				
		SA	A	N	DA	SDA
1.	Working hours					
2.	Overtime					
3.	Compensation					
4.	Sense of self worth					
5.	Working conditions					
6.	Independency in work					
7.	Travelling					
8.	Deadlines					
9.	Work from home after college hours					
10.	Household activities					
11.	Amenities					
12.	Carrier growth					
13.	Work on holidays					
14.	Organizational change					
15.	Interaction with colleagues					
16.	Family functions					
17.	Attitude of colleagues					
18.	Interaction with management					
19.	Performance assessment					
20.	Work conflict					



**III. KINDLY INDICATE YOUR LEVEL OF AGREEMENT FOR
WORK LIFE BALANCE IN THE PERSONAL
ENVIRONMENT**

SA = Strongly Agree A = Agree N = Neutral

DA = Disagree SDA = Strongly Disagree

Sl. No.	Personal Environment	Level of Agreement				
		SA	A	N	DA	SDA
	Family Support					
1.	My husband shares household activities and caring of children					
2.	My family members help me in cleaning of house					
3.	I give my attention for family problems with the help of my family members					
4.	My spouse also give attention on studies of children					
5.	I get support from my family for cooking activities					
6.	My family helps me to look after homework and health of my children					
7.	I get support from my spouse to pick up and drop me at my college					
Dependent and Child Care						
1.	I talk with my children politely					
2.	I hear conversation of my children with me patiently					
3.	I take care of my parents or in laws					
4.	I give full attention towards my children with the assistance of my family					



Sl. No.	Personal Environment	Level of Agreement				
		SA	A	N	DA	SDA
5.	I take leave when my children are ill					
6.	I take leave when my parents or in laws are in sick					
7.	I chat and play with my children regularly					
Personal Management						
1.	I spend time for my personal development					
2.	I have sufficient time to plan and schedule my day to day activities					
3.	I have enough time to take care of myself					
4.	I have time to involve in leisure activities					
5.	I allot time for prayer in every morning					
6.	I have time to relax myself					
7.	I do yoga and physical exercises regularly					

IV. KINDLY INDICATE YOUR LEVEL OF AGREEMENT FOR WORK LIFE BALANCE IN THE WORK ENVIRONMENT

SA = Strongly Agree A = Agree N = Neutral

DA = Disagree SDA = Strongly Disagree



Sl. No.	Work Environment	Level of Agreement				
		SA	A	N	DA	SDA
	Work Place Support					
1.	My management gives high importance for well being of women faculty members					
2.	My college provides support to women faculty members for their personal and family life					
3.	My college informs women faculty members very clearly about expectations to be met.					
4.	My college allows me to give attention on urgent personal and family problems					
5.	I can discuss openly problems related with work life balance with my management					
6.	I have good personal relationship with my colleagues					
7.	My colleagues help me for completion of my work successfully					
Workload						
1.	My responsibilities at work increases my workload					
2.	My profession keeps me away from my family too much					
3.	I come home late in the evening everyday					
4.	I am always willing to take too many works at a full stretch					
5.	I always complete my work without any delay					
6.	I plan to meet both my family and personal commitments					
7.	I fell highly respected due to my role and responsibilities in my job					



Sl. No.	Work Environment	Level of Agreement				
		SA	A	N	DA	SDA
Financial Support						
1.	My college gives me fair compensation for my job					
2.	I can help my family in purchasing fixed assets					
3.	I can assist my family to buy household appliances					
4.	I can help to solve the financial problems of my family					
5.	I can solve my financial problems with the help of my colleagues					
6.	I can easily repay loan with the help of my pay package					
7.	I can improve my family status by financial support from my job					

V. KINDLY INDICATE YOUR LEVEL OF AGREEMENT FOR THE FOLLOWING FEATURES OF JOB PERFORMANCE

SA = Strongly Agree A = Agree N = Neutral

DA = Disagree

SDA = Strongly Disagree

Sl. No.	Job Performance	Level of Agreement				
		SA	A	N	DA	SDA
1.	I meet my job deadlines					
2.	I identify the problems in my job					
3.	I propose solutions to problems in my job					
4.	I set appropriate priorities to my job					
5.	I use time efficiently for my job					



**VI. KINDLY INDICATE YOUR LEVEL OF AGREEMENT FOR
THE FOLLOWING FEATURES OF JOB SATISFACTION**

SA = Strongly Agree A = Agree

N = Neutral

DA = Disagree

SDA = Strongly Disagree

Sl. No.	Job Satisfaction	Level of Agreement				
		SA	A	N	DA	SDA
1.	I am satisfied with my work environment					
2.	I am satisfied with my salary and increments					
3.	I am satisfied with the recognition I get for my good work					
4.	I am satisfied with my career growth and development					
5.	I am satisfied with inter personal relationship with my colleagues					

Place :

Date :

Signature

