

Analyzing Work Life Balance Challenges Faced by Female Professors in Colleges in Coimbatore

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Abstract

Work-life balance is a big issue in academia, especially for women professors who have to juggle many roles at work and at home. Women employed in colleges frequently encounter heightened responsibilities, including teaching, research, administrative tasks, and familial commitments, which may impact their overall well-being. The current study seeks to examine the work-life balance difficulties encountered by female professors in higher education institutions. The specific objectives of the study are to examine the factors affecting work-life balance among women, analyse the level of work-related stress experienced by them, study the impact of work-life balance on job satisfaction and personal well-being, and understand the role of family support in managing work and personal responsibilities. The work-life imbalance among female professors is further exacerbated by performance pressure, strict work schedules, and insufficient institutional support systems. Long-term imbalance can undermine academic success by causing burnout, decreased productivity, and deteriorating mental and physical health. Balance and well-being can be greatly enhanced by having access to daycare options, flexible work schedules, and stress-reduction initiatives. In order to create gender-sensitive policies that encourage inclusivity, improve job satisfaction, and support women academicians' long-term career sustainability, higher education institutions must have a thorough awareness of these issues. In order to improve overall well-being, minimise burnout, and support sustained professional growth in higher education institutions, mentorship programs, peer support networks, and focused workshops assist female faculty in developing effective coping strategies, improving time management, lowering stress, and fostering resilience.

Keywords: *Work-Life Balance, Stress Reduction, Work-Related Stress, Job Satisfaction, Family Support, Personal Well-Being.*

INTRODUCTION

Women who work in colleges and universities really need to find a way to balance their work and life. Female professors have a lot of things to do, like teaching students, doing research and taking care of paperwork. They also have to take care of their families. It is hard for them to balance all of these things. This can make them feel stressed and torn between their work and personal life. It affects how happy they are with their job and how well they feel in general. Women working in the education sector, like female professors, have to deal with this problem every day. Finding a work-life balance is really important for female professors. Female faculty members are dealing with a lot of stress because of the expectations at school and the pressure from the institution. This is making their work life really tough. When it comes to managing work and personal life, family support is very important for women. We need to know what female professors are going through when they try to balance their work and personal life. This is crucial for helping them feel better and do a job at work. Female faculty members need this support to do well. Therefore, this study focuses on analysing the work-life balance challenges faced by female professors in colleges and examining the factors influencing their stress, job satisfaction, and overall well-being. Secondary data were gathered from journals, books, research articles, and online sources. Statistical tools such as percentage analysis and chi-square test were used to analyse the collected data.

STATEMENT OF THE PROBLEM

Female professors in colleges are having a time these days. They have to deal with a lot of things at work, like teaching, research and paperwork. They also have to do a lot of tasks, such as performance evaluations, and they often have to work long hours. This can be really stressful for professors. Female professors also have to

take care of their homes and families, which is a big job. Women are usually the ones who have to make sure everything runs smoothly at home. This means they have a lot of work to do, and it can be hard to find the time and energy to do it all. Female professors have to balance their work and family life. It is not easy. The problem of not being able to balance work and life properly can have an effect on how much female faculty members like their jobs, how well they feel, and how much work they can do. People have talked a lot about balancing work and life. We do not really know what things affect balance, stress and help from family for female professors at colleges.

OBJECTIVES OF THE STUDY

- To examine the factors affecting work-life balance among women.
- To analyse the level of work-related stress experienced by women.
- To study the impact of work-life balance on job satisfaction and personal well-being
- To understand the role of family support in managing work and personal responsibility.

REVIEW OF LITERATURE

Sharmila Devi Ramachandran (2024)¹ Due to the growing demands of teaching, research and administration, this literature review highlights work-life balance as a crucial issue for academicians. Understanding the variables affecting work-life balance and how it affects well-being and academic performance in higher education is the primary goal of the reviewed studies. In order to record lived experiences, the majority of studies used qualitative and mixed methodologies, such as phenomenological approaches, surveys, and interviews. The results consistently show that academicians' work-life balance is greatly impacted by a heavy workload, mental health issues, time management problems, and institutional pressure, particularly in the wake of the COVID-19 pandemic. According to the literature, in order to improve job satisfaction, lower burnout, and foster long-term academic productivity, supportive institutional policies, flexible performance metrics, and mental health initiatives are crucial.

Tulika Saxena (2025)² This review of the literature highlights work-life balance as a crucial issue for female instructors in higher education because of their demanding workloads and dual obligations to their families and careers. The study's goal is to investigate how socioeconomic and demographic factors affect women faculty members' work-life balance outcomes in Uttar Pradesh. In order to obtain both quantifiable patterns and contextual insights, the methodology mainly uses a quantitative survey design supplemented by a small number of qualitative interviews. The results show that job satisfaction, stress levels, and psychological well-being are strongly impacted by income level, number of dependents, marital status, and domestic support. The review concludes that to ensure sustainable and equitable participation of women in academia, gender-sensitive practices and supportive institutional policies are necessary to improve work-life balance.

Jamunarani H. S. (2024)³ This review of the literature highlights work-life balance as a crucial issue for female instructors in higher education because of their demanding workloads and dual obligations to their families and careers. The study's goal is to investigate how socioeconomic and demographic factors affect women faculty members' work-life balance outcomes in Uttar Pradesh. In order to obtain both quantifiable patterns and contextual insights, the methodology mainly uses a quantitative survey design supplemented by a small number of qualitative interviews. The results show that job satisfaction, stress levels, and psychological well-being are strongly impacted by income level, number of dependents, marital status, and domestic support. The review concludes that to ensure sustainable and equitable participation of women in academia, gender-sensitive practices and supportive institutional policies are necessary to improve work-life balance.

Poonam Kumari (2025)⁴ This review of the literature highlights the importance of work-life balance for female teaching faculty members who juggle social, familial, and academic obligations. The study's goal is to evaluate the degree and aspects of work-life balance among female faculty members in Delhi NCR's higher education institutions. The Fisher three-dimensional work-life balance scale is used in the methodology's cross-sectional descriptive design, and survey data are statistically analysed. The results show that while work-personal life enhancement significantly contributes to overall balance, work interference with personal life is still a concern. The review comes to the conclusion that in order to improve female faculty effectiveness and well-being retention, institutions should strengthen enriching aspects of academic work and lessen role conflict.

Fredricka R. Saunders (2025)⁵ This review of the literature highlights work-life balance as a crucial factor influencing women faculty members' daily academic experiences in higher education. The study's goal is to comprehend how institutional procedures, policies, practices, and power dynamics affect female faculty members' capacity to manage their personal and professional obligations. Focus groups and institutional document analysis are used to gather data for the methodology, which is based on institutional ethnography and feminist standpoint theory. The results show that women faculty members, particularly caregivers and members of marginalised groups, are consistently disadvantaged by strict schedules, uneven workloads, and insufficient parental and medical leave. The review comes to the conclusion that in order to enhance work-life balance, faculty well-being, and long-term academic sustainability, equitable, flexible, and inclusive institutional policies are crucial.

RESEARCH METHODOLOGY

I. SOURCES OF DATA

The study follows a descriptive research design. Data were collected from female professors using a structured questionnaire through Google Forms. The responses were analysed using statistical methods.

II. DATA COLLECTION METHOD

Data were collected using a structured questionnaire administered through Google Forms.

Primary Data

Collected through a structured questionnaire using Google Forms from female professors.

Secondary Data

Collected from books, journals, research papers, and websites.

III. AREA OF THE STUDY

The study focuses on female professors working in Coimbatore colleges. It covers their experiences and challenges in managing work-life balance, including the factors affecting it, work-related stress, job satisfaction, personal well-being, and the role of family support. The study is limited to colleges within the selected geographical area, and the respondents were chosen to represent the target population of female faculty members.

IV. SAMPLING TECHNIQUE AND SAMPLE SIZE

The study used a convenience sampling technique, as the respondents were selected based on their availability and willingness to participate. The target respondents were female professors working in colleges. The sample size of 100 female professors was chosen as the sample for this study. This sample size was considered sufficient to collect meaningful data and analyse the work-life balance challenges faced by female professors.

V. PERIOD OF THE STUDY

The study was conducted over a period of two months, from November 2025 to January 2026. During this time, the questionnaire was prepared, distributed to the respondents through Google Forms, and the responses were collected and analysed.

VI. STATISTICAL TOOLS OF THE STUDY

Simple Percentage Analysis:

Simple percentage analysis is to test personal details of the respondents from text to numbers. It helps in presenting data in an understandable form. It also helps to make comparisons and interpretations.

Chi-Square Analysis:

The Chi-square is used to examine the relationship between age and the overall impact of digital payments on their spending behaviour.

Average Score:

The study uses Average Score analysis to understand the level of work-life balance challenges experienced by female professors.

LIMITATIONS OF THE STUDY

1. The study includes only 100 respondents as the sample size, which may not fully represent the total population of female professors.
- 2 . The study is based on primary data collected from respondents, and the responses may be influenced by personal opinions and bias.
- 3 . The study follows a cross-sectional research design and does not examine changes in work–life balance over a long period of time.

DATA ANALYSIS AND INTERPRETATION

This chapter deals with the analysis and interpretation of data that has been collected from 100 respondents using a structured questionnaire with Google Forms. The data was analysed through percentage analysis, Average Score and Chi-square analysis to study its impact on job satisfaction and personal well-being, and the role of family support in managing work and personal responsibilities.

TABLE 1 PERSONAL PROFILE OF THE RESPONDENTS

S.no	Personal profile	Particulars	No of Respondents	Percentage (%)
1	Gender	Male	Nil	Nil
		Female	100	100
2	Marital status	Married	72	72
		Unmarried	28	28
3	Age Group	18-30 years	28	28
		31-40 years	54	54
		Above 41 Years	18	18
4	Size of family	2 Members	20	20
		3 Members	28	28
		4 Members	20	20
		Above 4 Members	32	32
5	Type of Family	Nuclear Family	54	54
		Joint Family	46	46
6	Educational Qualification	Postgraduate (PG)	30	30
		M.Phil	36	36
		Ph.D	32	32
		Others	2	2
7	Occupation	Assistant Professor.	10	10
		Associate Professor.	36	36
		Professor.	30	30
		Head of the Department.	24	24
8	Monthly income	Below Rs. 50,000	26	26
		Rs. 50,000 – Rs. 80,000	46	46
		Rs. 80,000 – Rs. 1,10,000	14	14
		Above Rs. 1,10,000	14	14
9	Residential Area	Rural	30	30
		Urban	68	68
		Semi-Urban	2	2

SOURCE: Primary Data

INTERPRETATION:

The respondents are exclusively female professors, with most belonging to the 31–40 years age group. A majority are married, live in nuclear families, and hold M.Phil or PPhD qualifications with senior academic positions.

TABLE 2 PERCENTAGE ANALYSIS OF FACTORS AFFECTING WORK-LIFE BALANCE

Factors Affecting Work-Life Balance	No. of Respondents	Percentage (%)
Workload and teaching hours	28	28
Administrative responsibilities	22	22
Family responsibilities	25	25
Work -related stress	15	15
Lack of institutional support	10	10
Total	100	100

INTERPRETATION:

According to the above table, the main factors influencing work-life balance among female professors are workload and teaching hours (28%), followed by family responsibilities (25%) and administrative duties (22%).

TABLE 3 CHI-SQUARE TEST SHOWING RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND JOB SATISFACTION

Work -life balance	High job satisfaction	Low job satisfaction	Total
Good	30	10	40
Moderate	20	20	40
Poor	10	10	20
Total	60	40	100

CHI-SQUARE RESULT

Particulars	Value
Calculated χ^2 value	8.12
Table χ^2 value (df = 2, at 5% level)	5.99
Level of Significance	0.05
Result	Significant

INTERPRETATION

The association between work-life balance and job satisfaction among female professors was investigated using the Chi-square test. At the 5% level of significance, the computed Chi-square value is higher than the table value. Consequently, the null hypothesis is disproved. This suggests that work-life balance and job satisfaction are significantly correlated.

FINDINGS

The primary factors influencing work-life balance among female professors are workload and teaching hours (28%), followed by family responsibilities (25%) and administrative duties (22%), according to Percentage Analysis (Table 1). Additionally, the percentage analysis reveals that work-life imbalance is influenced by institutional support deficiencies (10%) and work-related stress (15%). Work-life balance and job satisfaction are significantly correlated, according to the Chi-square test (Table 1), since the computed value is greater than the table value at the 5% level of significance. Work-life balance and job satisfaction are significantly correlated, according to the Chi-square test (Table 1), since the computed value is greater than the table value at the 5% level of significance. The results show that stress levels and personal well-being are influenced by both family obligations and professional pressure.

SUGGESTION

Colleges should lessen their excessive teaching and administrative workload because it is the main factor influencing work-life balance. To assist female professors in managing their stress, institutions should implement flexible work schedules and supportive policies. Colleges should encourage a positive and employee-friendly work environment because work-life balance has a significant impact on job satisfaction . For women to successfully manage their personal and professional obligations, family members should offer

sufficient support at home. To enhance their personal well-being, female professors should be encouraged to use time management strategies and stress-reduction techniques.

CONCLUSION

Based on the Chi-square test and percentage analysis, the study finds that heavy workloads, administrative duties, and family obligations make it difficult for female professors to maintain a work-life balance. Work-life balance significantly affects both job satisfaction and personal well-being, according to the Chi-square analysis. Therefore, lowering stress and raising general job satisfaction among female professors requires striking a healthy balance between work and personal life.

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