



Work-Life-Balance of Working Women on Higher Education Sector

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ABSTRACT

Women are having a vital role in their families and at workplaces. In the transitioning society; the traditional roles of women as homemakers and caretakers are deeply entrenched with their social lives. The women have always been given a lower status; as comparative to men. In earlier days, the customs of the society and religious factors are not allowing the women to enter in the jobs market. Now in the modern era, there are lots of changes in women's life. The present life of working women is very challenging. They are facing lots of problems in their personal life and professional life, because they are not able to deliver the required time to their families and organizations. In today's scenario, work-life balance (WLB) has emerged as an important and universal concern for working women. Working women are grabbing their space at par with the men and have become more aspiring and career-oriented. They are ignoring the other aspects of their lives and losing the quality time with: children and family, relaxation time and also time for their hobbies. Their work and office responsibilities demand stretchable working hours, target-based operations and this situation generates undue stress upon them. Sometimes, they have to hire the services of a third person, to take care of their children and ageing parents at home.

Keywords : Modern Era, Work-Life Balance

I. INTRODUCTION

The women working in the Higher Education Sector are witnessing acute stress to balance between workplace and home in these days. Flexible learning with the use of Information Technologies have increased their working hours and most of the time, they remain busy in managing and conducting the classes along with the other job related like: admissions, attendance, fee, exams, record keeping, administrative work etc. This has

increased the working hours in the education sector from early morning to late night and impacting the personal lives of the working women, employed in this sector.

"A good WLB (work-life balance) is witnessed, when your work, social and personnel commitment, manageable proportions of your time provides personal fulfilment" Tony Nudd. In the past few decades, a major transformation has found in the profiles of women employees. Families have

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