

# **FACTORS AFFECTING THE WORK LIFE BALANCE ON FEMALE TEACHERS**

**A Study of Panchadewal Binayak Municipality, Achham District**

**A Thesis**

**Submitted in Partial Fulfillment of the Requirement for the Degree  
of Master in Business Studies (MBS)**



**Submitted By**

**Madan Bahadur Shahi**

**Roll No.: 2210040055**

**MWU Regd. No.: 2020-67-3-1001-0031**

**Submitted To**

**Graduate School of Management**

**Mid-West University**

**2023**

## DECLARATION

I hereby declare that the work presented in this thesis entitled **Factors Affecting the Work Life Balance on Female Teachers: A Study of Birendranagar Municipality, Surkhet District** in partial fulfillment of the requirements for the award of Master Degree of Mid-West University, Birendranagar, Surkhet is an authentic record of my own research work carried out under the internal supervision of **Assistant Professor Harendra K.C.** and external supervision of **Assistant Professor Bhupal Bikram Kathyat.**

I also declare that work embodied in the present thesis is my original work and has not submitted by me for any other degree in any university.

.....

Madan Bahadur Shahi

## RECOMMENDATION

I am pleased to certify that Madan Bahadur Shahi has completed his thesis entitled **Factors Affecting the Work Life Balance on Female Teachers: A Study of Panchadewal Binayak Municipality, Achham District** as a partial fulfillment of the requirement for the Masters in Business Studies (MBS) degree under my supervision following the respective guidelines for paper documentation.

I therefore, recommend the thesis for acceptance and approval.

.....  
**Assistant Professor Harendra K.C.**  
(Thesis Supervisor)

Mid-West University

Date: 2080/05/24

## Approval Sheet

We approve the Thesis Research Entitled **Factors Affecting the Work Life Balance on Female Teachers: A Study of Panchadewal Binayak Municipality, Achham District** undertaken by Madan Bahadur Shahi has been found satisfactory for the award of Master of Business Studies (MBS) Degree.

Assistant Professor Harendra K.C.

Signature:

.....

Thesis Supervisor

Assistant Professor Bhupal Bikram Kathyat

Signature:

.....

External Supervisor

Date: 2080/06/02

## CERTIFICATE OF ACCEPTANCE

Following a successful presentation and evaluation by the research evaluation committee, this thesis **Factors Affecting the Work Life Balance on Female Teachers: A Study of Panchadewal Binayak Municipality, Achham District** submitted by Madan Bahadur Shahi has been accepted and forwarded to the University for awarding Master in Business Studies (MBS) degree.

### Research Evaluation Committee

Assistant Professor Khem Raj Rawat

Signature:

.....

Chairperson (Head of Department)

Associate Professor Dr. Amrit Kumar Sharma Gaire

Signature:

.....

Member (Internal Examiner)

Assistant Professor Harendra K.C.

Signature:

.....

Member (Thesis Supervisor)

Assistant Professor Bhupal Bikram Kathyat

Signature:

.....

Member (External Supervisor)

Date: 2080/06/26



## ACKNOWLEDGEMENT

I feel glad to present the thesis entitled **Factors Affecting the Work Life Balance on Female Teachers: A Study of Panchadewal Binayak Municipality, Achham District** which is especially for the partial fulfillment of the degree of Masters in Business Studies (MBS). Undertaking the Master degree is truly a difficult and challenging journey. Despite being a tough task, tremendous support and indescribable inspiration from various individuals leads to the successful completion of journey.

First, I would like to express my immense gratitude towards my respected teacher and internal supervisor **Assistant Professor Harendra K.C.** and external supervisor **Assistant Professor Bhupal Bikram Kathyat** for their valuable support, inspiration and guidance during the entire period.

I would like to express my immense gratitude towards my respected Head of Department, **Assistant Professor Khem Raj Rawat** for his valuable support and inspiration during my study and research. Similarly, I would like to express my deep and sincere gratitude to the administrative staffs and library staffs of Central Department, Graduate School of Management, Mid-West University for their help in every steps of my study. Their vision, sincerity and motivation have deeply inspired me. I am extremely grateful to my parents and family members for their love, prayers and caring for educating and preparing me for my future.

I would like to say thanks to my friends and research colleagues for their constant encouragement. Finally, my thanks go to all the people who have supported me to complete the research work directly or indirectly.

Madan Bahadur Shahi

## ABSTRACT

The topic of this study was **“Factors Affecting the Work Life Balance on Female Teachers: A Study of Panchadewal Binayak Municipality, Achham District”**. The objectives of the study were to analyze the factor affecting the work life balance on female teachers in Panchadewal Binayak municipality Achham district. The study area was limited with in schools of Panchadewal Binayak municipality, Achham district only. The study mainly focuses on the work life balance of female teaching staffs. The study has been carried out in five chapters. First chapter deals with the introduction of the study. It includes background, statement of the problem, research question, objectives of the study, significance of the study, limitation of the study, research question and organization of the Study. The second chapter reveals theoretical background, literature review and conceptual framework of the study. Third chapter expressed the research design, nature and source of data, description of the sample and operational definitions and assumptions. Fourth chapter includes data analysis, presentation and major findings of the study. Fifth Chapter includes summary, conclusion and recommendation.

This study used descriptive type and the data were collected by survey method from the study area. Population of the study were the entire number of female teachers in Panchadewal Binayak municipality Achham district. In this study, the researchers used random sampling method to draw representative samples that can provide reliable and valid insights into the characteristics of the entire population. Hence, among the total population, only 110 were selected for the purpose of data collection. A questionnaire was the tool for data collection. The questionnaires were divided as per the need of objectives. Data analysis by using questionnaire survey were expected to provide significant information to fulfill the research questions and objectives of the study. Data analysis will be done using SPSS software version 20. The frequency, percentage were used to describe the nature of data. Mean and standard deviation were used to analyze the data. On the basis of the findings of the study, the concern authority has been recommended to address the factors affecting the work life balance on female teachers in the study area.



# TABLE OF CONTENTS

<b>DECLARATION</b>	<b>i</b>
<b>RECOMMENDATION</b>	<b>ii</b>
<b>APPROVAL SHEET</b>	<b>iii</b>
<b>CERTIFICATE OF ACCEPTANCE</b>	<b>iv</b>
<b>ACKNOWLEDGEMENTS</b>	<b>v</b>
<b>ABSTRACT</b>	<b>vi</b>
<b>TABLE OF CONTENTS</b>	<b>vii</b>
<b>LIST OF TABLES</b>	<b>xi</b>
<b>ABBREVIATIONS</b>	<b>xiii</b>
<b>CHAPTER – I: INTRODUCTION</b>	
1.1 General Background	1
1.2 Statement of the Problem	4
1.3. Objectives of the Study	5
1.4 Research Question	6
1.5 Significance of the Study	6
1.6 Conceptual Framework	7
1.7 Limitation of the Study	8
1.8 Organization of the Study	9
<b>CHAPTER – II: REVIEW OF LITERATURE</b>	
2.1 Review of Related Literature	10
2.1.1 Review of Theoretical Literature	10
2.1.2 Review of Empirical Literature	12
2.2 Research Gap	24
<b>CHAPTER – III: RESEARCH METHODOLOGY</b>	
3.1 Research Design	26

3.2 Population of the Study	26
3.3 Sampling and Sample size	26
3.4 Sources of Data Collection	27
3.5 Data Collection Procedures	27
3.6 Questionnaire Development	27
3.8 Data Analysis Methods	28
3.7 Questionnaire Administration	28
<b>CHAPTER-IV: PRESENTATION AND ANALYSIS OF DATA</b>	
4.1. Personal Information of the Respondents	29
4.1.1 Age of the respondents	29
4.1.2: Martial status of respondents	30
4.1.3 Caste of respondents	30
4.1.4 Religion of the respondents	31
4.1.5 Education of the respondents	31
4.2 Family Support	32
4.2.1 Family support helps improve work-life balance.	32
4.2.2 Lack of family support makes it difficult to manage family responsibilities and office responsibilities	33
4.2.3 Family support helps employees to develop personality	34
4.2.4 Emotional support from family members helps employees cope with stress	35
4.2.5 Family support allows employees to focus on their work	36
4.3 Job Stress	37
4.3.1 Workload can negatively affect an employee's work-life balance	37
4.3.2 The physical problems created due to work stress interfere with the work life balance of employees	38
4.3.3 Due to the stress of work, the employee has to deal with problems like anxiety and depression	39
4.3.4 Workload makes time management of employees more challenging	40

4.3.5 In the absence of workload management, the time and energy of female employees is wasted and has a negative impact on the work life balance	41
4.4 Career Advancement	42
4.4.1 The sense of personal responsibility has a positive effect on the career advancement of employees	42
4.4.2 Opportunities provided to employees improve work-life balance	43
4.4.3 If there is an increase in the service facilities provided to the employees, their work-life balance will be eased	44
4.4.4 If the art of time management is developed, the work-life balance of the employees can be maintained	45
4.4.5 Employee skill development provides important support in maintaining work life balance	46
4.5. Co-workers Behaviour	47
4.5.1 The behavior of colleagues affects the work-life balance of employees by improving the work environment	47
4.5.2 Negative behavior of co-workers increases stress and anxiety	48
4.5.3 Positive coworker behaviors, such as teamwork and support, increase job satisfaction and improve work-life balance	49
4.5.4 The good behavior of colleagues positively affects their work-life balance by managing business in the office	50
4.5.5 Due to the gossiping habit of colleagues, it has a negative effect on the work-life balance of the employees	51
4.6. Supervisor Support	52
4.6.1 Supervisor support can positively influence employees' work-life balance by managing work-related stress	52
4.6.2 A supportive supervisor helps employees manage their work lives by efficiently managing their time	53
4.6.3 Appreciation given by the supervisor to the employees improves the work-life balance of the employees	54
4.6.4 Lack of support from supervisors creates stress and negatively affects their work-life balance	55

4.6.5 Providing permission for good work and awareness for bad work helps in managing the workload of employees	56
4.7. Summary of Findings	58
<b>CHAPTER –V: SUMMARY, CONCLUSION AND RECOMMENDATIONS</b>	
5.1 Summary	64
5.2 Conclusion	65
5.3 Recommendations	66
<b>REFERENCES</b>	
<b>APPENDIX-I</b>	
<b>APPENDIX-II</b>	

## LIST OF TABLES

No. / Title	Page No.
1. Distribution of respondents based on age group	29
2. Marital status of respondents	30
3. Caste of respondents	30
4. Religion of the respondents	31
5. Education of the respondents	32
6. Family support helps improve work-life balance	33
7. Lack of family support makes it difficult to manage family responsibilities and office responsibilities	34
8. Family support helps employees to develop personality	35
9. Emotional support from family members helps employees cope with stress	36
10. Family support allows employees to focus on their work	37
11. Workload can negatively affect an employee's work-life balance	38
12. The physical problems created due to work stress interfere with the work life balance of employees	39
13. Due to the stress of work, the employee has to deal with problems like anxiety and depression.	40
14. Workload makes time management of employees more challenging	41
15. In the absence of workload management, the time and energy of female employees is wasted and has a negative impact on the work life balance	42
16. The sense of personal responsibility has a positive effect on the career advancement of employees	43
17. Opportunities provided to employees improve work-life balance	44
18. If there is an increase in the service facilities provided to the employees, their work-life balance will be eased	45
19. If the art of time management is developed, the work-life balance of the employees can be maintained	46
20. Employee skill development provides important support in maintaining work life balance	47
21. The behavior of colleagues affects the work-life balance of employees by improving the work environment	48
22. Negative behavior of co-workers increases stress and anxiety	49

23. Positive coworker behaviors, such as teamwork and support, increase job satisfaction and improve work-life balance	50
24. The good behavior of colleagues positively affects their work-life balance by managing business in the office	51
25. Due to the gossiping habit of colleagues, it has a negative effect on the work-life balance of the employees	52
26. Supervisor support can positively influence employees' work-life balance by managing work-related stress	53
27. A supportive supervisor helps employees manage their work lives by efficiently managing their time	54
28. Appreciation given by the supervisor to the employees improves the work-life balance of the employees	55
29. Lack of support from supervisors creates stress and negatively affects their work-life balance	56
30. Providing permission for good work and awareness for bad work helps in managing the workload of employees	57

## **ABBREVIATIONS**

FOM	Faculty of Management
GOs	Government Organizations
HoF	Head of the Family
NGOs	Non-government organizations
NRB	Nepal Rastra Bank

# **CHAPTER - I**

## **INTRODUCTION**

### **1.1 Background**

Work-life balance is the act of having a positive balance between one's personal and professional life. In this challenging and demanding era it is very difficult to maintain balance between the two as demands have increased leading to work pressure. People have to make tough choices to achieve this balance (Dhas, 2018). Work life imbalance can lead to absenteeism from work, creating stress and lack of concentration at work. The issue of work-life balance is increasingly becoming important as families are increasingly becoming nuclear and dual earners. Stress and other conflicts are increasing because of increasing and changing demands of organization as well as increasing responsibilities of families (Babel, 2017).

Work-life balance for teaching professionals has become one of the greatest challenges because of change in work scenarios of private schools. Thus it is the demanding need that management function should plan and execute such policies which enable the employees to balance their personal and professional lives so that they can perform well leading to higher productivity and reduction in the stress and absenteeism level (Hafiz, 2019).

Work-life balance is used to describe the equilibrium between responsibilities at work and responsibilities outside paid work; having a work life balance means that this equilibrium is in the right position for the individual concerned. For some people it means spending more time in paid work and less time at home, while for others it means ensuring that paid work does not infringe on time needed for other responsibilities. It is about managing our work commitments with career goals, and our responsibilities at home and the wider community. Work life and personal life are inter-connected and interdependent (Pahuja, 2017).

The impact of family support and job stress on the work-life balance of female teachers is profound. Family support plays a crucial role in alleviating the challenges faced by female teachers in managing their personal and professional responsibilities. A supportive family can share household duties and childcare, providing the teacher with more time and energy to dedicate to her job. On the other hand, job stress can be



a significant hindrance to achieving work-life balance. The demanding nature of the teaching profession, coupled with administrative tasks and student needs, can lead to burnout and emotional exhaustion, making it challenging for female teachers to find time for themselves and their families. Striking a harmonious balance between family support and managing job stress is vital in fostering the well-being and overall satisfaction of female teachers in their careers and personal lives (Rawal, 2023).

The impact of supervisor's and co-workers' behavior on the work-life balance of female teachers is significant and can greatly influence their overall well-being. A supportive and understanding supervisor who recognizes the challenges faced by female teachers can create a positive work environment that promotes work-life balance. A supervisor who offers flexibility, recognizes and appreciates their efforts, and provides opportunities for growth can help alleviate stress and enhance job satisfaction. Similarly, the behavior of co-workers also plays a crucial role. A cooperative and empathetic team can share the workload and provide emotional support, making it easier for female teachers to manage their professional and personal responsibilities. Conversely, an unsupportive or toxic work environment can lead to increased stress, feelings of isolation, and difficulty in maintaining a healthy work-life balance. Creating a culture of support, respect, and collaboration among supervisors and co-workers is essential in fostering a conducive and fulfilling work environment for female teachers (Uddin, 2021).

Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life. The term 'work-life balance' is much contested in itself. Attempting to clarify its meaning prompts a further problem: what constitutes good work-life balance. This section will summarize some of the problems surrounding both of these issues, before providing a number of frameworks that have been developed from a number of different perspectives (Adhikary, 2015).

Achieving work-life balance is a significant challenge for female teachers due to various factors that impact their professional and personal lives. Firstly, the demanding nature of the teaching profession often leads to long working hours and additional responsibilities beyond classroom instruction. Grading papers, preparing lesson plans, attending meetings, and engaging in extracurricular activities can consume a substantial amount of time, leaving limited room for personal pursuits. Additionally, societal expectations and traditional gender roles can add pressure on

female teachers to fulfill caregiving and household responsibilities, especially in cases where they are also mothers or primary caregivers at home. This dual role can create feelings of guilt and stress, as they may struggle to find time for themselves or to strike a balance between their career and family obligations (Sudha, 2018).

The lack of flexible work arrangements in educational institutions can exacerbate the work-life balance challenge for female teachers. Many schools have rigid schedules and fixed working hours, making it difficult for them to accommodate personal needs or emergencies that may arise. The absence of comprehensive policies such as paid parental leave or on-site childcare facilities can also impact female teachers' ability to juggle work and family responsibilities. Additionally, gender discrimination and wage gaps prevalent in the teaching profession can result in financial constraints, forcing some female teachers to take on additional jobs or extra hours, further straining their work-life balance. To address these issues effectively, it is essential for educational institutions and policymakers to recognize and address the unique challenges faced by female teachers, implementing supportive policies and fostering a more inclusive work environment that promotes a healthier work-life balance (Uddin, 2019).

Family support plays a crucial role in shaping the work-life balance of individuals. When employees receive strong support from their families, it can significantly improve their ability to manage their professional and personal responsibilities more effectively. Firstly, emotional support from family members, such as understanding, empathy, and encouragement, can positively impact an individual's well-being and reduce stress related to work demands. When family members actively participate in household chores, childcare, and other daily tasks, it eases the time constraints that individuals may face, creating a conducive environment for achieving a healthy work-life balance. A strong support system at home can enhance communication and understanding between family members, leading to a more open dialogue about individual needs and preferences. This fosters a sense of mutual respect and collaboration in managing conflicting schedules and priorities, finding common ground that benefits both the employee and the family unit as a whole. Overall, family support is a powerful factor that positively influences work-life balance, contributing to increased job satisfaction, better mental well-being, and higher overall life satisfaction for individuals (Khan, 2020).

Job stress can have a profound impact on work-life balance, disrupting the equilibrium between an individual's professional and personal spheres. High levels of job stress can lead to increased working hours, reduced time for personal and family commitments, and heightened emotional exhaustion. As stress accumulates, it can strain relationships with loved ones and diminish the quality of time spent outside of work. Moreover, job stress may contribute to physical and mental health issues, further exacerbating the challenges of maintaining a healthy work-life balance. To mitigate the negative effects of job stress, it is crucial for individuals to implement stress management strategies, seek support from employers, and set clear boundaries between work and personal life to foster a more sustainable and fulfilling balance between the two domains (Sundaresan, 2020).

Career advancement can significantly impact work-life balance, presenting both opportunities and challenges. While progressing in one's career can bring financial stability, professional fulfillment, and increased flexibility, it may also lead to longer work hours, heightened stress levels, and strained personal relationships. As individuals take on greater responsibilities, finding time for personal pursuits and maintaining a healthy work-life equilibrium becomes more challenging. Effective time management, setting boundaries, and seeking employer support for work-life integration are crucial in managing the impact of career advancement on work-life balance successfully. Striking a balance between career growth and personal well-being is essential to ensure long-term satisfaction and overall quality of life (Kruse, 2018).

## **1.2. Statement of the Problem**

In Nepal, lack of work flexibility, high work burden and longer working hours are stressing out many workers particularly women in teaching sectors. These are decreasing their job performance and output as well as causing clashes at homes. In the Indian society, there is rising concern that the quality of home and social life is worsening. These have caused poor employee input and performance at her job place, because an employee, who finds it difficult to appropriately balance her family life, tends to also have difficulties managing tasks at his or her workplace, therefore resulting in poor employee performance.

Empirical studies provide some signal that when people spend too much of their time at work, and spend less with their families, their health and work performance begin to weaken. There are various explanations for this associated with affluence, the growth of single parent families, the privatization of family life and the lack of local resources and facilities. In count, the pressures and demands of work, echoed both in longer hours, more exhaustion and the growth of evening and weekend work leave less scope for quality family time

Work-life balance is one of the most challenging issues being faced by the women employees in the 21st century. Work- life balance means the extent to which the employee feels contented and have his or her needs fulfilled in both professional and personal faces of life. In the recent time the issue of work-life balance has gained more concern due to the reason that an individual's work life and personal life may present contradictory demands, while demand from both the spheres are equally important. This problem is more prominent amongst female employees. While reviewing the related study, none of the researcher conducted their studies on the work life balance of women staffs working of teaching sector in Nepalese context (Achham district). Hence, the problem is entitled as "Work life balance of female teachers: A study of Panchadewal Binayak Municipality, Achham district".

### **1.3. Objectives of the Study**

The main objective of the study is to analyze the factor affecting the work life balance on female teachers in Panchadewal Binayak municipality Achham district. However, the specific objectives of this study are as follows:

- i. To determine the impact of family support on work life balance of female teachers.
- ii. To find out the impact of job stress on work life balance of female teachers.
- iii. To identify the impact of career advancement on work life balance of female teachers.

- iv. To find out the impact of co-workers behaviour on work life balance of female teachers.
- v. To find out the impact of supervisor behaviour on work life balance of female teachers.

## **1.4 Research Question**

This study deals with the following issues:

- i. What is the impact of family support on work life balance of female teachers?
- ii. How does the job stress has impact on work life balance of female teachers?
- iii. Do the career advancement has impact on work life balance of female teachers?
- iv. What is the impact of co-workers behaviour on work life balance of female teachers?
- v. Is there the impact of supervisor behaviour on work life balance of female teachers?

## **1.5 Significance of the Study**

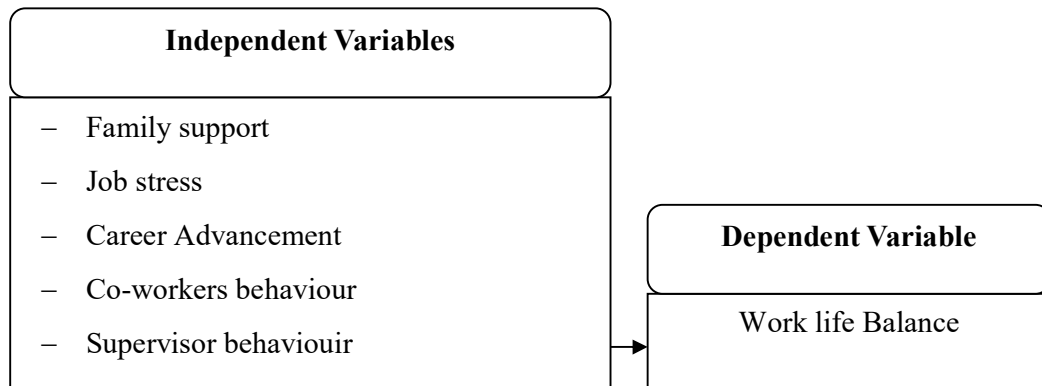
The study would provide information about the work life balance of female teachers of Achham district. The findings and results of the study would provide a more reliable in-depth understanding of the factors that affect female teachers. The government can get data and information on women employee of teaching sector which would help the teaching sector to improve its policy. These findings may help planners, policy makers and researchers to identify data related to factors influencing women staffs work life balance in banks. To researchers, the result of the study would be serve as literature to throw more light on the subject matter. This study would provide baseline data for huge research which would be more reliable and can be

generalized. The finding of the study would be the secondary source for upcoming researchers to conduct studies on similar field in different places of Nepal.

## 1.6 Conceptual Framework

The theoretical framework shows the job satisfaction of the respondents:

**Figure 1: Conceptual Framework of the Study**



### Family Support

Strong family support can positively influence a female teacher's work-life balance. Supportive family members can help share responsibilities at home, allowing the teacher to have more time and energy to focus on her job. Conversely, a lack of family support may lead to increased stress and difficulties in balancing work and family responsibilities (Uddin, 2021).

### Job Stress

High levels of job stress can negatively affect a female teacher's work-life balance. Demands such as lesson planning, grading, classroom management, and dealing with students' emotional needs can be emotionally and mentally draining. When stress levels are high, it can be challenging to find time for personal and family life, leading to a poor work-life balance (Cangiano, 2013).

### Career Advancement

The opportunities for career advancement can impact work-life balance. Advancement may lead to increased responsibilities and longer working hours, potentially affecting personal time and family life. On the other hand, lack of career

advancement opportunities might cause frustration and dissatisfaction in the job, impacting work-life balance in a different way (Straub, 2017).

### **Co-workers' Behavior**

Supportive and cooperative co-workers can create a positive work environment that promotes work-life balance. A friendly and understanding team can help share workloads and provide emotional support, reducing the burden on a female teacher. Conversely, a toxic or unsupportive work environment may exacerbate stress and make it harder to balance work and personal life (Uddin, 2021).

### **Supervisor Behavior**

A supportive and empathetic supervisor can play a crucial role in a female teacher's work-life balance. A supervisor who understands the challenges faced by female teachers and provides flexible work arrangements or accommodations when necessary can improve work-life balance. However, an unsupportive or demanding supervisor may negatively impact work-life balance, making it difficult for the teacher to manage both professional and personal responsibilities (Ahmad, 2023).

The work-life balance of female teachers can be influenced by various factors, including the level of support from their family, the amount of job stress they experience, opportunities for career advancement, the behavior of their co-workers, and the supportiveness of their supervisor (Sorensen, 2019). A positive and supportive environment can contribute to better work-life balance, while negative factors may lead to increased stress and challenges in managing work and personal life effectively. Employers and educational institutions should be mindful of these factors and strive to create a work environment that supports the well-being and work-life balance of their female teaching staff (Westman, 2019).

## **1.7 Limitation of the Study**

The study has following limitations:

- The study area was limited with in schools of Panchadewal Binayak municipality, Achham district only.
- The study mainly focuses on the work life balance of female teaching staffs.
- The finding of the study was based on 110 respondents only.

- The respondents of the study was related within the female teachers.

## **1.8 Organization of the Study**

The study has been conducted out in five chapters which are as follows:

### **Chapter I: Introduction**

The first chapter deals with the introduction of the study. It included background, statement of the Problem, research question and objectives of the study, significance of the study, limitation of the study, research questions and organization of the Study.

### **Chapter II: Literature Review**

The second chapter reveals theoretical background, literature review and conceptual framework of the study.

### **Chapter III: Research Methodology**

The third chapter expresses the research design, nature and source of data, description of the sample and operational definitions and assumptions.

### **Chapter IV: Result and Discussion**

The fourth chapter included data analysis, presentation and major findings of the study.

### **Chapter V: Summary, Conclusion and Recommendations**

The chapter five included summary, conclusion and recommendations.



## **CHAPTER - II**

### **REVIEW OF LITERATURE**

This chapter deals with the review of the related literatures and conceptual framework of the study which are presented as follows:

#### **2.1 Review of Related Literature**

This sub-section of the study deals with the review of theoretical and empirical literatures as follows:

##### **2.1.1 Review of Theoretical Literature**

It contains the review of role strain theory and double burden theory. Role Strain Theory is a sociological concept that examines the stress and tensions individuals experience when they are expected to fulfill multiple roles that may be conflicting or demanding. Developed by sociologist Robert K. Merton, the theory suggests that people often face difficulties and strain when they are unable to meet the expectations associated with their various social roles. Double Burden Theory, also known as the "Double Day Theory," is a concept often applied in the context of gender studies and work-life balance. It addresses the additional burden experienced by individuals, typically women, who are simultaneously engaged in paid employment outside the home while also performing traditional domestic duties and responsibilities within the home.

##### **Role Strain Theory**

According to Cooke (1984), role strain theory suggests that individuals may experience stress and conflict when fulfilling multiple roles, such as being a teacher, a partner, a mother, and other familial or social roles. Female teachers, in particular, may find it challenging to balance their professional duties with their domestic responsibilities, leading to feelings of strain and stress. Role Strain Theory is a sociological concept that examines the stress and conflict individuals experience when they have to fulfill multiple roles or positions that come with competing demands and expectations. The theory was originally developed by sociologist Robert K. Merton in

the mid-20th century to explain the challenges individuals face in reconciling the expectations of different social roles they occupy.

### **Double Burden Theory**

Double Burden Theory proposed by Dr. Barry M. Popkin, a distinguished nutritionist and professor at the University of North Carolina at Chapel Hill is closely related to the concept of "double burden," which highlights how working women often face the challenge of managing both paid work and unpaid domestic work. Female teachers may experience this burden as they navigate their teaching responsibilities and household duties, resulting in difficulties maintaining a healthy work-life balance. The Double Burden Theory, also known as the Double Day Theory, is a sociological concept that focuses on the challenges faced by women who are engaged in both paid work outside the home and unpaid domestic work within the home. This theory highlights the idea that women often experience a "double burden" as they juggle the demands of their professional careers and the responsibilities of household and family duties. Key aspects of the double burden theory are: paid work, unpaid domestic work, gender norms and expectations, time and energy constraints, work-life conflict, impact on career advancement and societal change and support (Nilsen, 2017).

### **Role Theory**

Role theory posits that individuals occupy various roles in their lives, such as a professional, a spouse, a parent, etc. When it comes to female employees, they often face the challenge of balancing multiple roles, including their career and family responsibilities. Juggling these different roles can lead to role conflict, where the demands of one role interfere with the fulfillment of another. For female employees, managing the expectations and responsibilities associated with their work and family roles becomes crucial in achieving work-life balance (Biddle, 1986).

### **Social Role Theory**

Social role theory emphasizes the influence of societal norms and expectations on individuals' behavior and roles. In many cultures, traditional gender roles still exist, with women often expected to take on more caregiving and household responsibilities. These gendered expectations can impact female employees' work-life

balance, as they may face pressures to excel in their careers while fulfilling traditional care giving roles at home. Overcoming these stereotypes and creating a more equitable division of labor between partners and within society is essential for supporting female employees in achieving work-life balance (Wood, 2012).

### **Conservation of Resources (COR) Theory**

COR theory posits that individuals strive to acquire and protect resources, including time, energy, and emotional well-being. Female employees, like anyone else, seek to preserve their resources for personal growth and well-being. However, workplace demands and family responsibilities can deplete these resources, leading to increased stress and reduced work-life balance. To support female employees' work-life balance, organizations can implement policies that promote resource conservation, such as flexible work arrangements, supportive leadership, and family-friendly benefits (Westman, 2014).

### **2.1.2 Review of Empirical Literature**

Hafiz (2019) conducted a study on "Work life balance of women employee in teaching sector with special reference to kota city". The study focuses to find causes and consequences of imbalance on the basis of gender, demographics, level of the hierarchy at the organizational level, welfare policies, growth pattern, and family and societal to look at the challenges associated with managing professional and personal life of women employees of the teaching sector. These days, the corporate world is exceedingly demanding in India and work deadlines are getting tighter and Due to this work pressure, it becomes extremely difficult to maintain a work - family life balance for women employees. It also tries to find causes and consequences of imbalance on the basis of gender, demographics, level of the hierarchy at the organizational level, welfare policies, growth pattern, family and societal commitments. The study concluded that work life balance has become a quest for professionals of teaching industries and also that women employee's work better when they do make time for family and personal interests. The research is made on the contemporary issue of work-life balance of women bank employees of Kota city to find the factors influencing their work life balance. The study is based on both the public and private sector employees positioned as clerk, cashier and manager. The bank employee's deal

with a diverse population daily in their working schedules and chase a risky and crucial job.

Pahuja (2017) analyzed a study on "Work life balance of females employee: A case study". This study analyzed the work life balance of working females of Axis Bank and its impact on their personal and professional lives. It further discussed that management should frame certain policies which will help employees to have balance between their personal and professional lives. Having work life balance is the most challenging issue faced by employees and employers now days. With the increase in work pressure and advancement in technology working needs have increased. Also with the change in rules and regulations in teaching industry working scenario has become more complicated and thus there are lot of disturbances and imbalances in the life of bank employees, working across all levels. Owing to this work pressure, maintaining a harmonious work-family life is becoming more difficult especially for female bank employees.

Bista (2016) examined a study on "Work Life Balance in employees of commercial banks in Nepal". The study aims at assessing overall job satisfaction, identifying most significant factors of determining job satisfaction and examining relationships between demographic variables and job satisfaction in the context of Nepalese commercial banks. This study was conducted by following descriptive survey research design which consist four Nepalese commercial banks selected on the basis of convenient sampling while studying Human Resource Management in Second Semester. This study is entirely based on primary source of data collected through modified Minnesota Survey Questionnaire administered to 210 officer and non-officer employees associated to sample banks. The study reveals that majority of employees are satisfied and very few employees are dissatisfied regarding their job. Out of various factors job security, pay, promotion potentials, relationship with co-workers and supervisors are top most influencing factors to job satisfaction from high to low magnitude respectively. Males are satisfied than females at minimal level but the study evidence fails to say significant differences. Similarly the study concludes that the levels of job satisfaction differ significantly among various age of employees and shows gradual increment of levels of work life balance up to 50 years of age and then

after begins decrement. The study also employees with various years of job experience have significant differences in work life balance.

Adhikary (2015) examined a study on "Work Family Conflict and Career Satisfaction in Teaching Sector of Nepal". While a wealth of research has examined how work family conflict affects negative work outcomes, there is limited research investigating the relationship of work family conflict with positive work outcomes. Using a sample of 381 Nepali teaching professionals, this study examined the relationships of work family conflict with career satisfaction and social support. Study also explored how the socio demographic variables affected work family conflict, career satisfaction, and social support. Analyses indicated no statistically significant relationships of work family conflict with career satisfaction. Results also indicated association of social support from both work and family with increased career satisfaction. However, social support did not emerge as a significant moderator in the relationship between work family conflict and career satisfaction. In case of socio-demographic variables, only organizational grouping stood out as significant difference in the level of WFC experience among teaching employees. This study has various theoretical and practical implications that are presented along with further research issues.

Gautam (2016) studied a research on "Determinants of Work Life Balance and their Effect on Organizational Performance". Researcher stated that work life balance is being one of the crucial factors in organizational performance. Diversities in human resources have added challenges to the managers. Thus, Managers require to identify the determinants of job satisfaction and estimate their impact on organizational performance. In this study, empirical evidence from Nepalese Teaching sector is observed to identify the determinants of job satisfaction. Descriptive study has been conducted for the purpose. Kendal's Tau Correlation coefficient is used to test the relationship between variables. Salary & remuneration, nature of work, training & development opportunities, promotion opportunities, working condition, and performance appraisal are found as the factors of satisfaction. Regression analysis is used to estimate the influence of each factor on job satisfaction of employees and performance of organization. Study reveals positive but not significant impact of work life balance on organizational performance.

Pathak (2015) conducted a study on "Work Life Balance of Employees in Commercial Banks". The study analyzed the level of work life balance among employees of commercial banks along with the consideration of gender, age and experience differences. Four commercial banks were selected using purposive sampling method for the study. Further, a total of 260 respondents were selected randomly from the four banks head offices and branch offices located in Kathmandu Metropolis. The modified questionnaire was used to gather data about the work life balance of respondents. The results indicate that almost 66% of employees are satisfied or highly satisfied with their jobs. 'Job security' is the most significant factor of job satisfaction to the employees of commercial banks in Nepal. Level of job satisfaction does not differ significantly between male and female employees. However, there are significant differences in level of work life balance among various age groups of employees.

Chaudhary (2014) observed a study on "A Study of Work Life Balance on Civil Service Employees of Nepal". The study was quantitative in nature. The quantitative study aims to examine the determinants of job satisfaction for Nepal's Civil servants. A survey was conducted with a sample of 300 government employees in Nepal for testing the overall job satisfaction level. In this study, questions were centred in five dimensions of job satisfaction like; salary and facility, supervision, promotion, work Opportunity, and Human relations. The result of result of study indicated that civil servants of Nepal have low level of work life balance concerning given salary and facilities but they have average satisfaction level in others dimension of satisfaction as supervisor, promotion, work opportunities and human relationship characteristics.

Sypniewska (2013) analyzed a study on "Evaluation of Factors Influencing Work Life Balance". It was stated that work life balance is derived from the humanities, psychology and sociology. In the field of psychology, it is a state where an employee has an emotional perception of his situation and reacts with feelings of pleasure or pain. In sociology, it is considered a variable in different categories related to how each employee evaluates and thinks about his work. Work life balance is closely related to the performance and quality of work performed by an employee and, consequently, translates into the success of an organization, because a satisfied employee builds and participates in the success of any organization. This article

presents the results of the research conducted by the author in 2012 on a sample of 215 people. Respondents represented different organizations. The aim of the study was to identify and assess the significance of individual factors influencing work life balance and dissatisfaction with work and demonstrate their impact on the overall assessment of job satisfaction. The study showed that between the weight attributed to individual factors and overall work life balance there are many statistically significant correlations referring mainly to selected on the basis of analysis respondents' groups. The study confirms the raised thesis concerning the validity of research in the factors affecting the general feeling of satisfaction by the employees.

Hochschild (1997) has observed that to enhance commitment to an organization, the promotion of work life balance policies is of a compulsory interest to the governing body. The work-related factors which intrude the non-work of employees' lives are organizational pressures clubbed with lack of work centrality. Such intrusions often manifest themselves differently depending on the type of work, extent of autonomy and organizational support. Distinct sets of measures of work-life balance, were identified namely proportion of free time, the over-lap of work and other dimensions of life, and the time spent with other people. An organization that supports work life balance is preferred by both women and men. The benefit for Men appeared to be more than women. Satisfaction was more for Men when their achievement in job was more even at the cost of ignoring the family. On the other hand, women emphasized the need to strike a balance between work and family sources for their gratification. Women feel unhappy, disappointed and frustrated when work prevents them from taking care of their family.

Bachmann (2000) found that work arrangements such as flexi-time, telework ethic are depicted as an important component of an individual's work preference towards work time. There is a suggestion that such work arrangements will help the employee achieve a better blend between their work and non-work activities. This will assist the organizations recruit, retain and motivate their workforce. Work and folk cultivation is a collective perception by members of an organization that it "supports and values the integration of employees' work and family lives". Indian families are undergoing rapid changes due to the increased pace of urbanization and modernization. Indian women belonging to all classes have entered into paying jobs. At the present time,

Indian women's exposure to educational opportunities is substantially higher than it was some decades ago, especially in the urban context. This has opened new vistas, increased awareness and raised aspirations of personal growth. This, along with economic pressure, has been instrumental in influencing women's decision to enter the workforce. Work life Balance of women employees has become an important issue since the time in today's world where both men and women equally share the responsibility of earning for the betterment of their family life.

Kavitha (2015) stated that work-family balance is an art of managing both the work and family domain effectively. Work-family balance suggests that work should not hinder other things which are important in people's lives, such as quality time with their family, leisure time or recreational activities, personal development, etc. Balancing these two roles equally will not result in work-life balance, nor will the setting aside of an equal number of hours for each role lead to work-family balance. The balance which seems appropriate today may seem inappropriate tomorrow. The ideal balance in a person's life may vary across the different phases of one's life, i.e. before marriage, after marriage, with children, when starting a career or after retirement. In sum, there is no one-size fits all or picture-perfect work-family balance. Moreover, in recent decades, the work pressure has been intensifying for both men and women. Different factors associated with work have resulted in excessive stress and strain among workers. As a result, there is a work domination of family life created by work demands, which in turn results in work-family imbalance. In order to be successful in both the roles, women try to organize and balance their work and family domains, for which a great deal of adjustment and accommodation is required. For the last two decades, work-family issues have become a growing concern among researchers due to significant changes in the work force, such as the entry of an increasing number of women into the labor market as well as the existence of dual-earner, and single-parent families.

Clark (2001) explained that the concept of work-family balance has been used to explain the equilibrium between responsibilities at work and responsibilities outside work. Having a balance in the work and family domains implies that this equilibrium is in the required proportion for the concerned individual. Balancing work and family differs among people. Some prefer spending more time in paid work and less time at



home, while others ensure that their job does not interfere with their family life. In sum, work and family balance may be defined as having sufficient control and autonomy over the work and family domains. Work and family are the two most important domains in people's lives and as a result, work and family can cause conflict if they compete with each other. Work and family, however, are synergistic and can complement each other. In fact, the positive side of the work and family can enhance the well-being of the family unit.

Spector (2004) stated that work-family issues differ across various countries as they are influenced by factors at the micro and macro level which vary across countries. The macro level variations include differences in the social, economic, legislative and technological systems. These factors provide certain implications for employees who attempt to juggle their work and family domains. Different working options and family-friendly work policies are features prominent in developed countries rather than in developing countries. Similarly, working from home is a norm in Western countries with the help of technological advancement. However, this may not be applicable to other countries. In developing countries where even everyday survival is difficult, working for longer hours becomes essential. Thus, in such a situation, people are bound to undergo any kind of conflict or imbalance. Every society possesses certain social elements that can influence the manner in which people experience work-family balance. For instance, the family organization in Western countries tends to be nuclear and distant but in Asian countries the joint or extended families were common where people lived in close proximity.

Lewis and Ayudhya (2006) mentioned that there is variation across countries which aids in managing work and family life effectively. For instance, the government in some countries takes the initiative to provide child-care and elder-care assistance to their employees, but this may not be found in other countries. Apart from these macro level variations, differences at the micro level also exist across regions. The micro-level differences refer to the variations in the individual variables, which include role demands assumed by individuals. In both Western and non-Western countries, that leads to work-family conflict tends to be similar, but people's responses to these pressures differ, and tend to be governed by their culture.

Kelly (2008) mentioned that the number of dual earner couples began to rise as a result of the oil crisis, which in turn raised the cost of living during that period. However, during the 1980s, it became clear that women were taking on the burden of dual roles instead of being liberated from traditional gender roles, which led to some disillusionment with the increasing role of women in the workforce. In addition, family-friendly policies were also introduced in the workplace during that period. Ethnic groups, single-parent families, and poor working families, as well as on the organization's role to reduce the pressures of work and family faced by the employees. As opposed to advocating government responses in the form of public policy on matters pertaining to childcare, the U.S. government adopted a different approach to manage work-life issues of their employees by motivating organizations to look after the needs of their employees by making them important stakeholders in the process. Thus, in comparison to other developed countries such as Australia and Canada, which focused on more governmental interventions to manage work-family pressures, the U.S followed the policy of short unpaid family leave.

Thomas (2014) examined that there are several problems that a woman encounters when she decides to undertake a job in India. The root cause of the problem is the patriarchal structure of the society, where women are expected to give the highest priority to the needs of the family irrespective of whether they work outside the house or not. Their primary role is considered to be looking after the home and children, and their employment outside the home is still regarded as secondary. Women's pregnancy and maternity leave might result in a delay in their promotions as compared to their male counterparts. They also face sexual harassment and exploitation in their workplace. When working women try to manage both home and job along with the demands of childcare, they are bound to experience role conflict. One of the greatest drawbacks which resulted from being focused on their career is the high chances of disharmony in their family life, where the modern educated husbands too expect their wives to serve them and the household despite the women working outside the homes. Studies also revealed that the discrimination which a woman faced at the workplace was related to the lower job commitment which was acquired through the socialization process. When women consider work as an additional role and do not set career goals, they are likely to face problems at work. A low representation of women in higher posts has been considered as a reflection of

discrimination in recruitment policies or prejudices as well as the lack of orientation and commitment of women towards their careers. In addition, there are also studies that focused on the changes taking place in women's lives as a result of their employment. Women were able to create a bigger space for themselves by emerging out of the traditional role.

Kilmartin (2012) stated that several factors are responsible for affecting the personal and professional lives of women in Western countries which was demonstrated by a study conducted on female medical practitioners in Australia, Britain and Denmark. The study revealed that balancing job and family, job satisfaction, autonomy, fair remuneration, availability of flexible work schedules and having an edge over the decision-making process were some of the factors that affected the lives of women. In addition to these, some of the personal issues were self-care, quality time with spouse, children, family and friends and time-management in order to pursue interests which were non-medical in nature. The conflicts arising out of these demands reduced the job satisfaction of female professionals which in turn led to imbalances and stress in their lives. In order to achieve a balanced and successful personal and professional life, what was required was a supportive family, a flexible work environment and changes in culturally based expectations of female professionals. Labor demographics and the changing nature of work were two important factors responsible for research on work-life issues. Several existing themes of work-life issues in Australia and New Zealand were identified by this study, which included challenges posed by the changing nature of work especially the lengthening of work hours, maternity or paternity leave and child-care, legislation and government policy pertaining to child-care, different family structures facing work-life challenges as well as gender issues in work-family research. The study concluded that some of the characteristics surrounding research in other developed countries were adopted by work-family research, i.e. reducing negative employee outcomes by focusing on an organization's interventions.

Santos (2010) mentioned that organizations across cultures are known to implement various work-life balance practices which are beneficial in reducing work-life issues as well as in enabling employees to be more effective at work and in the performance of various roles. Organizations are increasingly pressurized to design various kinds of

practices which will facilitate the efforts of employees to fulfill their personal and professional commitments. Several work-life balance initiatives have been taken up by organizations to assist employees to balance their work and family responsibilities efficiently, further their well-being and provide organizational benefits. There are a variety of family-friendly policies such as flexible working hours, part-time work, job-sharing, compressed work weeks, telecommuting, parental leave, and on-site child-care facility. In addition, organizations may also provide a range of benefits with regard to health and well-being of employees such as extended health insurance for the employees and dependents, personal days, access to programs and services in order to encourage fitness as well as mental and physical health. However, organizations are likely to have their own motives behind implementing various work-life practices. First, in order to increase work life balance practices of female employees and make use of their capacities; secondly, to keep employees motivated and performing well; thirdly, to make the organization more attractive to employees, and lastly, to have a better corporate social responsibility. Factors which affect employees' attitudes and perceptions through the introduction of work-life balance practices include job satisfaction, organizational commitment, turnover intention and job stress. However, job performance, absenteeism costs, customer satisfaction and organizational productivity are in turn affected by these factors.

Eisenman (2008) discussed about the assumptions and consequences on the Government's approach to help employees balance their work and domestic responsibilities. The identified seven major problems associated with current practice over work-life balance. These are concerns of unevenness of adoption of practices across different sectors and organizations, lack of formalization of policies at organizational levels, restricted opportunity of being heard from employees in the origination and execution of policies, the business centric nature of policies, no evidence of working hours reduction, the intrusion of tangible and intangible factors in domestic life and women conducting domestic responsibilities irrespective of their status of employment. Work-life integration is an outcome of the complex relationship between the dynamics of employment and personal factors. They found the balance between work and life is achievable through the funding and coordination of multiple activities which included the organization's interest. Children were given first priority by the respondents exhibiting a deep sense of motherhood. Factors like

work stimulation, challenges, achievement and enrichment were given high importance and sought more self-care time to balance work and family. Home-based working women had less stress, able to adjust better and were more satisfied with their careers. Working life balance initiatives for women in the hospitality industry explored the main barriers to advancement into managerial roles. It was found that managerial roles called for long working hours.

Clarke (2011) stated that the issue of work-life balance has become the hot topic in the current day scenario. Work life and personal life are two sides of the same coin. Work-Life Balance focuses on two main aspects called Achievement and enjoyment. It means that a woman should be able to have job satisfaction (Enjoyment) and at the same time be able to grow up in his career (Achievement) when a working woman is able to achieve and enjoy her professional and personal life, it means she has a positive work Life Balance. Unfortunately working women compared to men are often at a higher risk of work life imbalance. Creating and managing a balance between the work and personal life is considered to be a work life balance issue. Increasing work pressure, globalization and Work-life balance is a concept which includes proper technological advancement has an impact on balancing prioritizing between "work (career and ambition) and professional life and personal life.

Kumari (2012) studied various work life balance variables in public sector banks of Punjab. The results indicated male employees scored high on work life balance compared to females. Perception about work life balance differs across gender. Females perceived their bank's effort for work-life programs and policies more positively than males. Flextime, job sharing, and crèche facilities help employees to coordinate family and work responsibilities. The study also concluded perception about work life balance differs across age groups.

Valcour and Hunter (2005) argued that position in the organization is another factor that affects the involvement of employees at work and at home. Managers in the key positions of organizations tend to have a high level of psychological involvement with their jobs than the bottom line employees. Furthermore, use of communications technologies such as email, instant messaging, telecommuting, internet, and social media increased the inclination of these managers to spill over from one sphere of their lives to the other. Hence, the boundary between work and home does not exist

for them. Job involvement is positively associated with work-family conflict among employees at upper levels of organizational hierarchy

Dizaho (2013) used multiple regressions to analyze the impact of different variables such as leaves and breaks, hours of work, work schedules and support from top management on work life balance. It was found that leaves and breaks are the highest and strongest predictors of work life balance among all other variables. Working conditions, facilities, performance, supervisors support, job independence and satisfaction as the major factors, which affect the WLB of bank professionals. Over time, increased work schedules and targets have a negative correlation with job satisfaction. Employees faced challenges to maintain work-life balance and organizations need to consider employees as assets and take initiatives to facilitate employees by helping them to manage their work life cycle.

Devi and Kanagalakshmi (2015) studied different stress-related variables that affect work life balance of female employees in IT companies in Chennai. Workload, work pressures, long work hours, occupational stress and emotions create psychosocial pressure from both family and work. To overcome such pressures employees, use different extricating and stress management strategies with support from family and organization.

Adhikari (2016) studied the role of support from the organization and home in moderating correlation between work-life conflict and career satisfaction among 381 banking professionals in 14 commercial banks of Kathmandu Valley. employees in the Nepalese financial sector have high satisfaction. Work-family conflict has an insignificant relationship with satisfaction. In addition, Nepal being a collectivist society, banking professionals responds to adverse conditions with greater affiliation with co-workers and do not separate their professional life from their personal life. The results also indicated support from family has a positive association with career satisfaction while support from work has no significant impact on work conflicts. Stress levels of 180 employees in private and public banks. Extended hours of work with no intrinsic rewards and growth opportunities, inadequate compensation, role overload and no time to spend with family are the reasons for stress. Also, stress experienced by employees in private and public banks does not differ significantly.

Uddi (2016) conducted a study on 'Work-life balance: A study on female teachers of private education institutions of Bangladesh'. It was stated that there is an increasing expectation that women can not only play their roles by nurturing and raising families to ensure confident and competent future generations for the betterment of society but can also generate income by joining as paid workforce in the working place. Growing cost of living and change of mindset are the key reasons for which increasing number of educated women are now working outside their house. Even in recent time, the tendency is enhancing gradually. As a result, the traditional family is being replaced by the dual career family. Thus, socio-demographic changes are occurring similar to those in developing and developed societies. This dual responsibility is putting mounting pressure on women to achieve and maintain work life balance. In this article, a survey is conducted on 62 education institutions of Bangladesh taking sample of 320 teachers to know the real status of work-life balance institutions. The study finds that the work-life balance situation is moderate which can be improved by ensuring flexible working hours (roistered days off and family friendly starting and finishing times), transport facility, residential facility, child care center, flexible work arrangements/ job sharing , reduced working hours & workload and child schooling for the female teachers.

## **2.2 Research Gap**

Despite the increasing recognition of work-life balance as a critical aspect of employee well-being and job satisfaction, there remains a notable research gap regarding the specific factors influencing work-life balance among female teachers in the context of Panchadewal Binayak municipality, Achham district. While numerous studies have explored work-life balance issues in various professions, limited attention has been given to the unique challenges faced by female teachers in this particular geographical and cultural setting. Understanding the factors affecting work-life balance for female teachers in this context is vital as it can shed light on the barriers they encounter in balancing their professional responsibilities with personal and familial commitments. Identifying these factors can inform policymakers and educational institutions to develop targeted interventions and support mechanisms to improve work-life balance and overall job satisfaction among female educators, ultimately contributing to their retention and well-being in the teaching profession.

The cultural dynamics and societal expectations prevalent in Panchadewal Binayak municipality, coupled with the demands of the teaching profession, may create unique pressures on female teachers that have not been adequately explored. Moreover, the remote location of Achham district and its potential impact on access to resources and support systems add to the significance of this research gap. Addressing these knowledge gaps can offer a deeper understanding of the multifaceted challenges faced by female teachers in this region and facilitate the development of tailored strategies to promote a healthier work-life balance, job satisfaction, and overall well-being among this crucial workforce.



# **CHAPTER: THREE**

## **METHODOLOGY**

### **3.1 Research Design**

Research design is a master plan specifying the methods and procedures for collecting and analyzing the needed information. It consists of the structure for the collection, measurement and analysis of the research data and aims at allocation of limited resources for the crucial choices in the methodology. Research design includes structure of the research problem and the plan of investigation in order to obtain empirical evidence to prove relationship between variable of research. The research design that the researcher adopted in this study was the survey research design. Survey refers to the collection of data through different methods such as interview or questionnaire. This method is widely used in research process. With the help of survey, one can easily analyze the individual's opinion on certain topics. A survey may focus on opinions or factual information depending on its purpose, but all surveys involve administering questions to individuals.

This study used descriptive type of research method design and the data were collected by survey method from the study area.

### **3.2 Population of the Study**

The population in a research context refers to the entire group of individuals, objects, events, or elements that are the primary focus of a study. It encompasses all units that meet the specific criteria set by the researcher for inclusion in the research project. Population of the study were the entire number of female teachers in Panchadewal Binayak Municipality Achham district.

### **3.3 Sampling and Sample size**

Sampling in research is the process of selecting a subset of individuals, items, or events from a larger population to represent it for the purpose of study and analysis. This subset, known as the sample, is chosen in a systematic and unbiased manner to draw meaningful conclusions about the entire population. In this study, the researchers used convenience sampling method to draw representative samples that can provide reliable and valid insights into the characteristics of the entire population. Hence, among the total population, only 110 were selected purposive sampling

method for the purpose of data collection.

### **3.4 Sources of Data Collection**

Basically, researcher applied primary data in this study. The primary data were collected by applying appropriate tool. After collecting the data from appropriate tool, the data were carefully checked to remove the possible errors. Then collected data (primary or secondary) was analyzed by applying appropriate mathematical and statistical tools (percentage, weighted average methods, mean, standard deviation, etc.). This study will use self-design questionnaire for the data collection. The survey questionnaire were justified because it was affordable and effective way of collecting information from a population in short period of time and at a reduced cost. This research will use self-design questionnaires for the data collection. The sets of questionnaire were administered to the selected number of women staff of teaching sector and obtained their work life balance. For the secondary sources, the relevant data were gathered through internet, books, journals, and articles.

### **3.5 Data Collection Procedures**

First of all, a letter from the Research Committee of Management will be obtained for data collection. Then the researcher visited the identified number of female teachers of Achham district. Then the researcher mentioned the purpose of the visit to the selected women staffs. Before starting the interview with the respondents, the researcher established a good relationship with the respondents. Then the researcher took the interview by the help of questionnaire. Finally, the women staffs were thanked the respondents for their help and co-operation.

### **3.6 Questionnaire Development**

The questionnaire designed as per the need of objectives. Some questions were self-developed, and some adopted from previous researchers. Most of the questions will be formulated in closed ended pattern using Likert-type scale, ranging from 1 (strongly disagree) to 5 (strongly agree). To collect the personal information of respondents, background related questions included in the questionnaire. Questions related to the independent variables and remaining question related to dependent variables were formulated. The extreme positive and negative anchors of the scale were labeled as strongly disagree, disagree, neither agree nor disagree, agree and strongly agree. The personal information of the researcher, university, purpose of data collection,

confidentiality and use of data and instruction to fill up the questionnaire were given along with the questionnaires.

### **3.7 Questionnaire Administration**

The researcher communicated individually to respondent and described the information about the survey work and requested to manage proper time for the fill up the form. The questionnaires will be distributed by the researcher. Questionnaires were distributed to the respondents (selected number of female teachers in Panchadewal Binayak municipality of Achham district. Altogether one month time period (10 Shrawan to 10 Bhadra, 2080).

### **3.8 Data Analysis Methods**

Data analysis by using questionnaire survey were expected to provide significant information to fulfill the research questions and objectives of the study. Data analysis will be done using SPSS software version 20. The frequency, percentage were used to describe the nature of data. Mean and standard deviation were used to analyze the data.

## CHAPTER-IV

### PRESENTATION AND ANALYSIS OF DATA

This chapter deals with collected data regarding to the main objectives of study. In this chapter, we analyze the collected data in various headings and sub headings to fulfill the main objectives of research study. This chapter analyses and presents the data in the following sub-sections.

#### 4.1. Personal Information of the Respondents

This part of survey was designed to knowing about the respondents' personal information. This includes the age, caste, religion, marital status and level of education. The data collected from the respondents have been presented and analyzed as follows:

##### 4.1.1 Age of the Respondents

This question was designed to measure the information about respondents by the age. To collect the information from respondents, four options were used. They were, below 25 years, 25-40 years, 40-55 years and above 55 years. The following table shows the detail information of the respondents based on the age.

**Table 1**

*Distribution of Respondents Based on Age Group*

<b>Respondents Age in year</b>	<b>Frequency</b>	<b>Percent</b>
Below 25 years	12	10.91
25-40 years	51	46.36
40-55 years	37	33.64
55 years and above	10	9.09
<b>Total</b>	<b>110</b>	<b>100</b>

*Source: Field Survey, 2023*

Table 1 shows that out of the total respondents, 10.91 percent were below 25 years of age, 46.36 percent were 25-40 years of age, 33.64 percent were 40-55 years of age and 9.09 percent were above 55 years of age. The data shows that majority of the respondents were 25-40 years of age.

#### 4.1.2: Marital Status of Respondents

This question was designed to measure the marital status of the respondents. To collect the information regarding marital status, married and unmarried options were used. The following table shows the information of the respondents based on marital status.

**Table 2**

*Marital Status of Respondents*

<b>Marital Status</b>	<b>Frequency</b>	<b>Percent</b>
Married	94	85.45
Unmarried	16	14.55
<b>Total</b>	<b>110</b>	<b>100.0</b>

*Source: Field Survey, 2023*

Table 2 shows out of total number of respondents 85.45 percent were married and 14.55 percent respondents were unmarried. The data shows that majority of the respondents were married.

#### 4.1.3 Caste of Respondents

This question was designed to measure the cast of the respondents. To collect the information regarding their casts status, Bhramin, Chhetri, Janajati, Dalit, and other options were used. The following table shows the information of the respondents based on caste.

**Table 3**

*Caste of Respondents*

<b>Caste of Respondents</b>	<b>Frequency</b>	<b>Percent</b>
Bhramin	34	30.91
Chhetri	51	46.36
Janajati	13	11.82
Dalit	11	10.00
Other	1	0.91
<b>Total</b>	<b>110</b>	<b>100.0</b>

*Source: Field Survey, 2023*

Table 3 shows out of total number of respondents 3.91 percent were Braimin, 46.36 percent were chhetri, 11.82 percent were Janjati, 10.00 percent were Dalit and only 0.91 percent respondent did not mentioned the caste status. The data shows that majority of the respondents were chhetri.

#### 4.1.4 Religion of the Respondents

This question was designed to measure the religious status of respondents. To collect the information from respondents, the four options were used. They were Hindu, Buddhist, Muslim, and Christian. The following table shows the detail information of the respondent based on the religion.

**Table 4**

*Religion of the Respondents*

<b>Education of Respondents</b>	<b>Frequency</b>	<b>Percent</b>
Hindu	98	89.09
Buddhist	8	7.27
Muslim	2	1.82
Christian	2	1.82
<b>Total</b>	<b>110</b>	<b>100.0</b>

*Source: Field Survey, 2023*

Table 4 shows out of total number of respondents 89.09 percent were Hindu, 7.27 percent of them were Buddhist, 1.82 percent were Muslims and similar of them were Christians in the study area. The data shows that majority of the respondents were hindu.

#### 4.1.5 Education of the Respondents

This question was designed to measure the level of education of respondents. To collect the information from respondents, the four options were used. They were SLC level, Higher Secondary Level, Bachelor Level and Above Bachelor Level. The following table shows the detail information of the respondent based on the education level.

**Table 5***Education of the Respondents*

<b>Education of Respondents</b>	<b>Frequency</b>	<b>Percent</b>
SLC	12	10.91
Higher Secondary Level	60	54.55
Bachelor Level	22	20.00
Above Bachelor Level	16	14.55
Total	<b>110</b>	<b>100.0</b>

*Source: Field Survey, 2023*

Table 5 shows out of total number of respondents, 10.91 percent were SLC, 54.55 percent were higher secondary level, 20.00 percent were bachelor level, and 14.55 percent were above bachelor level. The data shows that majority of the respondents were higher secondary level.

## **4.2 Family support**

This section deals with the presentation of data related with the influence of family support work life balance of women teachers and the responses has been presented in different sub-sections below:

### **4.2.1 Family support helps improve work-life balance.**

The statement measures the agreement level of the respondents with the statement “Family support helps improve work-life balance”. To collect the information from the respondents on their agreement level , “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 6***Family Support Helps Improve Work-Life Balance*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	4	3.64
Disagree	6	5.45
Neutral	7	6.36
Agree	72	65.45
Strongly agree	21	19.09
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	3.90	
Standard Deviation	0.79	

The table 6 shows out of the total respondents, 3.64 percent were strongly disagreed, 5.45 percent were disagreed, 6.36 percent were neutral, 65.45 percent were agreed, 19.09 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Family support helps improve work-life balance”.

The mean of the statement is 3.90 whereas the standard deviation is 0.79. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the family support helps improve work-life balance.

#### **4.2.2 Lack of family support makes it difficult to manage family responsibilities and office responsibilities**

The statement measures the agreement level of the respondents with the statement “Lack of family support makes it difficult to manage family responsibilities and office responsibilities”. To collect the information from the respondents on their agreement level , “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.



**Table 7**

*Lack of Family Support Makes it Difficult to Manage Family Responsibilities and Office Responsibilities*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	1	0.91
Disagree	2	1.82
Neutral	7	6.36
Agree	20	18.18
Strongly agree	80	72.73
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.6	
Standard Deviation	0.58	

*Source: Field Survey, 2023*

The table 7 shows out of the total respondents, 0.91 percent of the respondents were strongly disagreed, 1.82 percent were disagreed, 6.36 percent were neutral, 18.18 percent of women were agreed and 72.73 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Lack of family support makes it difficult to manage family responsibilities and office responsibilities”.

The mean of the statement is 4.60 whereas the standard deviation is 0.58. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that lack of family support makes it difficult to manage family responsibilities and office responsibilities.

#### **4.2.3 Family support helps employees to develop personality**

The statement measures the agreement level of the respondents with the statement “Family support helps employees to develop personality”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 8***Family Support Helps Employees to Develop Personality*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	02	1.82
Disagree	8	7.27
Neutral	20	18.18
Agree	50	45.45
Strongly agree	30	27.27
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	3.89	
Standard Deviation	0.89	

*Source: Field Survey, 2023*

Table 8 shows out of total respondents, 1.82 percent of respondents were strongly disagreed, 7.27 percent of respondents were disagreed, 18.18 percent of respondents were neutral option, 45.45 percent of respondents were agreed and 27.27 percent of respondents were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Family support helps employees to develop personality”.

The mean of the statement is 3.89 whereas the standard deviation is 0.89. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that family support helps employees to develop personality.

#### **4.2.4 Emotional support from family members helps employees cope with stress**

The statement measures the agreement level of the respondents with the statement “Emotional support from family members helps employees cope with stress” . To collect the information from the respondents on their agreement level , “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 9***Emotional Support from Family Members Helps Employees Cope with Stress*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly Agree	1	0.91
Disagree	2	1.82
Neutral	7	6.36
Agree	30	27.27
Strongly agree	70	63.64
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.50	
Standard Deviation	0.59	

Table 9 shows out of total respondents, 0.91 percent were strongly agree, 1.82 percent respondents were disagreed, 6.36 percent were neutral, 27.27 percent were agreed, 63.64 percent was strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Emotional support from family members helps employees cope with stress”.

The mean of the statement is 4.50 whereas the standard deviation is 0.59. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that emotional support from family members helps employees cope with stress.

#### **4.2.5 Family support allows employees to focus on their work**

The statement measures the agreement level of the respondents with the statement “Family support allows employees to focus on their work”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 10***Family Support Allows Employees to Focus on Their Work*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	2	1.82
Disagree	5	4.55
Neutral	10	9.09
Agree	54	49.09
Strongly agree	39	35.45
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.11	
Standard Deviation	0.77	

*Source: Field Survey, 2023*

Table 10 shows out the total respondents, 1.82 percent of respondents were strongly disagreed, 4.55 percent were disagreed, 9.09 percent were neutral, 49.09 percent of were agreed and 35.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Family support allows employees to focus on their work”.

The mean of the statement is 4.11 whereas the standard deviation is 0.77. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that family support allows employees to focus on their work.

### **4.3 Job stress**

This section deals with the presentation of data related with the influence of job stress on work life balance of women teachers and the responses has been presented in different sub-sections below:

#### **4.3.1 Workload can negatively affect an employee's work-life balance**

The statement measures the agreement level of the respondents with the statement “Workload can negatively affect an employee's work-life balance” .To collect the information from the respondents on their agreement level , “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 11***Workload can Negatively Affect an Employee's Work-Life Balance*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	5	4.55
Disagree	5	4.55
Neutral	7	6.36
Agree	63	57.27
Strongly agree	29	26.36
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	3.99	
Standard Deviation	0.65	

The table 11 shows out of the total respondents, 4.55 percent were strongly disagreed, 4.55 percent were disagreed, 6.36 percent were neutral, 57.27 percent were agreed, 26.36 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Workload can negatively affect an employee's work-life balance”

The mean of the statement is 3.99 whereas the standard deviation is 0.65. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the workload can negatively affect an employee's work-life balance.

#### **4.3.2 The physical problems created due to work stress interfere with the work life balance of employees**

The statement measures the agreement level of the respondents with the statement “The physical problems created due to work stress interfere with the work life balance of employees”. To collect the information from the respondents on their agreement level , “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 12**

*The Physical Problems Created Due to Work Stress Interfere with the Work Life Balance of Employees*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	1	0.91
Disagree	2	1.82
Neutral	3	2.73
Agree	21	19.09
Strongly agree	83	75.45
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.66	
Standard Deviation	0.49	

*Source: Field Survey, 2023*

The table 12 shows out of the total respondents, 0.91 percent respondents were strongly disagreed, 1.82 percent were disagreed, 2.73 percent were neutral, 19.09 percent of women were agreed and 75.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “The physical problems created due to work stress interfere with the work life balance of employees”.

The mean of the statement is 4.66 whereas the standard deviation is 0.49. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the physical problems created due to work stress interfere with the work life balance of employees.

#### **4.3.3 Due to the stress of work, the employee has to deal with problems like anxiety and depression**

The statement measures the agreement level of the respondents with the statement “Due to the stress of work, the employee has to deal with problems like anxiety and depression” .To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 13**

*Due to the Stress of Work, The Employee has to Deal with Problems like Anxiety and Depression.*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	2	1.82
Disagree	5	4.55
Neutral	10	9.09
Agree	61	55.45
Strongly agree	32	29.09
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.05	
Standard Deviation	0.72	

*Source: Field Survey, 2023*

Table 13 shows out of total respondents, 1.82 percent of respondents were strongly disagreed, 4.55 percent of respondents were disagreed, 9.09 percent of respondents were neutral option, 55.45 percent of respondents were agreed and 29.09 percent of respondents were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Due to the stress of work, the employee has to deal with problems like anxiety and depression”.

The mean of the statement is 4.05 whereas the standard deviation is 0.72. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the employee has to deal with problems like anxiety and depression due to the work stress.

#### **4.3.4 Workload makes time management of employees more challenging**

The statement measures the agreement level of the respondents with the statement “Workload makes time management of employees more challenging”. To collect the information from the respondents on their agreement level , “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 14***Workload Makes Time Management of Employees more Challenging.*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly Agree	1	0.91
Disagree	2	1.82
Neutral	4	3.64
Agree	31	28.18
Strongly agree	72	65.45
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.55	
Standard Deviation	0.53	

Table 14 shows out of total respondents, 0.91 percent were strongly agree, 1.82 percent respondents were disagreed, 3.64 percent were neutral, 28.18 percent were agreed, 65.45 percent was strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Workload makes time management of employees more challenging”.

The mean of the statement is 3.70 whereas the standard deviation is 0.74. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the workload makes time management of employees more challenging.

#### **4.3.5 In the absence of workload management, the time and energy of female employees is wasted and has a negative impact on the work life balance**

The statement measures the agreement level of the respondents with the statement “In the absence of workload management, the time and energy of female employees is wasted and has a negative impact on the work life balance”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.



**Table 15**

*Without Workload Management, Female Employees Waste Time and Energy, Harming Work-Life Balance*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	2	1.82
Disagree	5	4.55
Neutral	10	9.09
Agree	54	49.09
Strongly agree	39	35.45
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.10	
Standard Deviation	0.77	

*Source: Field Survey, 2023*

Table 15 shows out the total respondents, 1.82 percent of respondents were strongly disagreed, 4.55 percent were disagreed, 9.09 percent were neutral, 49.09 percent of were agreed and 35.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “In the absence of workload management, the time and energy of female employees is wasted and has a negative impact on the work life balance”.

The mean of the statement is 4.10 whereas the standard deviation is 0.77. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the the time and energy of female employees is wasted and has a negative impact on the work life balance in the absence of workload management.

#### **4.4 Career Advancement**

This section deals with the presentation and analysis of data related with influence of career advancement on working life of women teachers and the responses obtained from respondents are presented in different sub-sections below:

##### **4.4.1 The sense of personal responsibility has a positive effect on the career advancement of employees**

The statement measures the agreement level of the respondents with the statement “The sense of personal responsibility has a positive effect on the career advancement

of employees” .To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 16**

*The Sense of Personal Responsibility has a Positive Effect on the Career Advancement of Employees*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	1	0.91
Disagree	4	3.64
Neutral	31	28.18
Agree	50	45.45
Strongly agree	24	21.82
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	3.83	
Standard Deviation	0.70	

*Source: Field Survey, 2023*

Table 16 shows out of total respondents, 0.91 percent of the respondents were strongly disagreed, 3.64 percent were disagree, 28.18 percent were neutral, 45.45 percent were agreed and 21.82 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “The sense of personal responsibility has a positive effect on the career advancement of employees”.

The mean of the statement is 3.83 whereas the standard deviation is 0.70. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the sense of personal responsibility has a positive effect on the career advancement of employees.

#### **4.4.2 Opportunities provided to employees improve work-life balance**

The statement measures the agreement level of the respondents with the statement “Opportunities provided to employees improve work-life balance”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 17***Opportunities Provided to Employees Improve Work-Life Balance*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	2	1.82
Disagree	9	8.18
Neutral	6	5.45
Agree	70	63.64
Strongly agree	23	20.91
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	3.9	
Standard Deviation	0.75	

*Source: Field Survey, 2023*

Table 17 shows out of total respondents, 1.82 percent were strongly disagreed, 8.18 percent were disagreed, 5.45 percent were neutral, 63.64 percent were agreed and 20.91 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Opportunities provided to employees improve work-life balance”.

The mean of the statement is 3.90 whereas the standard deviation is 0.75. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the opportunities provided to employees improve work-life balance.

#### **4.4.3 If there is an increase in the service facilities provided to the employees, their work-life balance will be eased**

The statement measures the agreement level of the respondents with the statement “If there is an increase in the service facilities provided to the employees, their work-life balance will be eased”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 18**

*If There is an Increase in the Service Facilities Provided to the Employees, Their Work-Life Balance will be Eased*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	2	1.82
Disagree	3	2.73
Neutral	9	8.18
Agree	37	33.64
Strongly agree	58	52.73
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.3	
Standard Deviation	0.93	

*Source: Field Survey, 2023*

Table 18 shows out of the total respondents, 1.82 percent were strongly disagreed, 2.73 percent were disagreed, 8.18 percent were neutral, 33.64 percent were agreed and 52.73 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “If there is an increase in the service facilities provided to the employees, their work-life balance will be eased”.

The mean of the statement is 4.3 whereas the standard deviation is 0.93. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that their work-life balance eased if there is an increase in the service facilities provided to the employees,

#### **4.4.4 If the art of time management is developed, the work-life balance of the employees can be maintained**

The statement measures the agreement level of the respondents with the statement “If the art of time management is developed, the work-life balance of the employees can be maintained”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 19**

*If the Art of Time Management is Developed, the Work-Life Balance of the Employees can be Maintained*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	03	2.73
Disagree	05	4.55
Neutral	05	4.55
Agree	60	54.55
Strongly agree	37	33.64
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.11	
Standard Deviation	0.79	

*Source: Field Survey, 2023*

Table 19 shows out of total respondent, 2.73 percent were strongly disagreed, 4.55 percent were disagreed, 4.55percent were neutral, 54.55 percent were agreed and 33.64 percent were strongly agreed. The data shows that majority of the respondents were agreed with the statement “If the art of time management is developed, the work-life balance of the employees can be maintained” .

The mean of the statement is 4.11 whereas the standard deviation is 0.79. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that work-life balance of the employees can be maintained by developing the art of time management.

#### **4.4.5 Employee skill development provides important support in maintaining work life balance**

The statement measures the agreement level of the respondents with the statement “Employee skill development provides important support in maintaining work life balance”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 20**

*Employee Skill Development Provides Important Support in Maintaining Work Life Balance*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	02	1.82
Disagree	05	4.55
Neutral	10	9.09
Agree	56	50.91
Strongly agree	37	33.64
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.1	
Standard Deviation	0.76	

*Source: Field Survey, 2023*

The table 20 shows out of total respondents, 1.82 percent were strongly disagreed, 4.55 percent were disagreed, 9.09 percent were neutral, 50.91 percent were agreed and 33.64 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Employee skill development provides important support in maintaining work life balance”.

The mean of the statement is 4.1 whereas the standard deviation is 0.76. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that employee skill development provides important support in maintaining work life balance.

#### **4.5. Co-workers behaviour**

This section deals with the presentation and analysis of data related with the influence of co-workers behaviour in following sub-sections:

##### **4.5.1 The behavior of colleagues affects the work-life balance of employees by improving the work environment**

The statement measures the agreement level of the respondents with the statement “The behavior of colleagues affects the work-life balance of employees by improving the work environment”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 21**

*The Behavior of Colleagues Affects the Work-Life Balance of Employees by Improving the Work Environment*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	02	1.82
Disagree	05	4.55
Neutral	10	9.09
Agree	64	58.18
Strongly agree	29	26.36
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.02	
Standard Deviation	0.69	

*Source: Field Survey, 2023*

Table 21 shows out of total respondents, 1.82 percent were strongly disagreed, 4.55 percent were disagreed, 9.09 percent were neutral, 58.18 percent were agreed and 6.36 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “The behavior of colleagues affects the work-life balance of employees by improving the work environment”.

The mean of the statement is 4.02 whereas the standard deviation is 0.69. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the behavior of colleagues affects the work-life balance of employees by improving the work environment.

#### **4.5.2 Negative behavior of co-workers increases stress and anxiety**

The statement measures the agreement level of the respondents with the statement “Negative behavior of co-workers increases stress and anxiety”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 22***Negative Behavior of Co-Workers Increases Stress and Anxiety.*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	01	0.91
Disagree	03	2.73
Neutral	04	3.64
Agree	63	57.27
Strongly agree	39	35.45
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.23	
Standard Deviation	0.52	

*Source: Field Survey, 2023*

Table 22 shows that out of total respondents, 0.91 percent were strongly disagreed, 2.73 percent disagreed, 3.64 percent were neutral, 57.27 percent were agreed and 35.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Negative behavior of co-workers increases stress and anxiety”.

The mean of the statement is 3.70 whereas the standard deviation is 0.74. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that negative behavior of co-workers increases stress and anxiety.

#### **4.5.3 Positive coworker behaviors, such as teamwork and support, increase job satisfaction and improve work-life balance**

The statement measures the agreement level of the respondents with the statement “Positive coworker behaviors, such as teamwork and support, increase job satisfaction and improve work-life balance”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.



**Table 24**

*Positive Coworker Behaviors, Such as Teamwork and Support, Increase Job Satisfaction and Improve Work-Life Balance*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	03	2.73
Disagree	03	2.73
Neutral	05	4.55
Agree	73	66.36
Strongly agree	26	23.64
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.05	
Standard Deviation	0.63	

*Source: Field Survey, 2023*

Table 20 shows that out of the total respondents, 2.73 percent of respondents were strongly disagreed, 2.73 percent were disagreed, 4.55 percent were neutral, 66.36 percent were agreed and 23.64 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Positive coworker behaviors, such as teamwork and support, increase job satisfaction and improve work-life balance”.

The mean of the statement is 4.05 whereas the standard deviation is 0.63. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the positive coworker behaviors, such as teamwork and support, increase job satisfaction and improve work-life balance.

#### **4.5.4 The good behavior of colleagues positively affects their work-life balance by managing business in the office**

The statement measures the agreement level of the respondents with the statement “The good behavior of colleagues positively affects their work-life balance by managing business in the office”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 25**

*The Good Behavior of Colleagues Positively Affects Their Work-Life Balance by Managing Business in the Office*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	01	0.91
Disagree	02	1.82
Neutral	03	2.73
Agree	22	20.00
Strongly agree	82	74.55
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.65	
Standard Deviation	0.49	

*Source: Field Survey, 2023*

Table 25 shows that out of the total respondents, 0.91 percent were strongly disagreed, 1.82 percent were disagreed, 2.73 percent were neutral, 20.00 percent were agreed and 74.55 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “The good behavior of colleagues positively affects their work-life balance by managing business in the office”.

The mean of the statement is 4.65 whereas the standard deviation is 0.49. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the good behavior of colleagues positively affects their work-life balance by managing business in the office.

#### **4.5.5 Due to the gossiping habit of colleagues, it has a negative effect on the work-life balance of the employees**

The statement measures the agreement level of the respondents with the statement “Due to the gossiping habit of colleagues, it has a negative effect on the work-life balance of the employees”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 26**

*Due to the Gossiping Habit of Colleagues, it has a Negative Effect on the Work-Life Balance of the Employees*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	02	1.82
Disagree	01	0.91
Neutral	04	3.64
Agree	21	19.09
Strongly agree	82	74.55
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.63	
Standard Deviation	0.57	

*Source: Field Survey, 2023*

Table 26 shows that out of the total respondents, 1.84 percent were strongly disagreed, 0.91 percent were disagreed, 3.64 percent were neutral, 19.09 percent were agreed and 74.55 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Due to the gossiping habit of colleagues, it has a negative effect on the work-life balance of the employees”.

The mean of the statement is 4.63 whereas the standard deviation is 0.57. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that due to the gossiping habit of colleagues, it has a negative effect on the work-life balance of the employees.

#### **4.6. Supervisor support**

This construct measures the respondents response towards their perception on influence of supervisor support on work life balance of women teachers. Under this variable related to question were asked to the respondents. This section is about the freedom and mobility is discussed in different sub-sections.

##### **4.6.1 Supervisor support can positively influence employees' work-life balance by managing work-related stress**

The statement measures the agreement level with the statement “Supervisor support

can positively influence employees' work-life balance by managing work-related stress”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 27**

*Supervisor Support can Positively Influence Employees' Work-Life Balance by Managing Work-Related Stress*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	02	1.82
Disagree	03	2.73
Neutral	07	6.36
Agree	70	63.64
Strongly agree	28	25.45
<b>Total</b>	<b>110</b>	<b>100.0</b>
<b>Mean</b>	<b>4.08</b>	
<b>Standard Deviation</b>	<b>0.58</b>	

*Source: Field Survey, 2023*

Table 27 shows that out of total respondents, 1.83 percent were strongly disagreed, 2.73 percent were disagreed, 6.36 percent were neutral, 63.64 percent were agreed, and 25.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Supervisor support can positively influence employees' work-life balance by managing work-related stress”.

The mean of the statement is 4.08 whereas the standard deviation is 0.58. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that supervisor support can positively influence employees' work-life balance by managing work-related stress.

#### **4.6.2 A supportive supervisor helps employees manage their work lives by efficiently managing their time**

The statement measures the agreement level of the respondents with the statement “A supportive supervisor helps employees manage their work lives by efficiently managing their time”. To collect the information from the respondents on their

agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 28**

*A Supportive Supervisor Helps Employees Manage their Work Lives by Efficiently Managing their Time*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	00	0.00
Disagree	03	2.73
Neutral	06	5.45
Agree	36	32.73
Strongly agree	65	59.09
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.48	
Standard Deviation	0.52	

*Source: Field Survey, 2023*

Table 28 shows that out of total respondents, 2.73 percent were disagreed, 5.45 percent were neutral, 32.73 percent were agreed and 59.09 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “A supportive supervisor helps employees manage their work lives by efficiently managing their time”.

The mean of the statement is 4.48 whereas the standard deviation is 0.52. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that a supportive supervisor helps employees manage their work lives by efficiently managing their time.

#### **4.6.3 Appreciation given by the supervisor to the employees improves the work-life balance of the employees**

The statement measures the agreement level of the respondents with the statement “Appreciation given by the supervisor to the employees improves the work-life balance of the employees”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 29**

*Appreciation Given by the Supervisor to the Employees Improves the Work-Life Balance of the Employees*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	03	2.73
Disagree	06	5.45
Neutral	10	9.09
Agree	79	71.82
Strongly agree	12	10.91
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	3.82	
Standard Deviation	0.63	

*Source: Field Survey, 2023*

Table 29 show that out of total respondents, 2.73 percent were strongly disagreed, 5.45 percent were disagreed, 9.09 percent were neutral, 71.82 percent were agreed, and 10.91 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Appreciation given by the supervisor to the employees improves the work-life balance of the employees”.

The mean of the statement is 3.82 whereas the standard deviation is 0.63. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that appreciation given by the supervisor to the employees improves the work-life balance of the employees.

#### **4.6.4 Lack of support from supervisors creates stress and negatively affects their work-life balance**

The statement measures the agreement level of the respondents with the statement “Lack of support from supervisors creates stress and negatively affects their work-life balance”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 30**

*Lack of Support from Supervisors Creates Stress and Negatively Affects their Work-Life Balance*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	02	1.82
Disagree	05	4.55
Neutral	13	11.82
Agree	76	69.09
Strongly agree	12	10.91
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	3.77	
Standard Deviation	0.81	

*Source: Field Survey, 2023*

Table 30 shows that out of total respondents, 1.82 percent were strongly disagreed, 4.55 percent were disagreed, 11.82 percent were neutral, 69.09 percent were agreed and 10.91 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Lack of support from supervisors creates stress and negatively affects their work-life balance”.

The mean of the statement is 3.77 whereas the standard deviation is 0.81. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that the respondents are agree with the statement 'Lack of support from supervisors creates stress and negatively affects their work-life balance'.

#### **4.6.5 Providing permission for good work and awareness for bad work helps in managing the workload of employees**

The statement measures the agreement level of the respondents with the statement “Providing permission for good work and awareness for bad work helps in managing the workload of employees”. To collect the information from the respondents on their agreement level, “strongly disagree”, “disagree”, “neutral”, “agree”, “strongly agree” option were used.

**Table 31**

*Providing Permission for Good Work and Awareness for Bad Work Helps in Managing the Workload of Employees*

<b>Variable</b>	<b>Frequency</b>	<b>Percent</b>
Strongly disagree	02	1.82
Disagree	03	2.73
Neutral	04	3.64
Agree	65	59.09
Strongly agree	36	32.73
<b>Total</b>	<b>110</b>	<b>100.0</b>
Mean	4.18	
Standard Deviation	0.60	

*Source: Field Survey, 2023*

Table 31 shows that of total respondents, 1.82 percent were strongly disagreed, 2.73 percent were disagreed, 3.64 percent were neutral, 59.09 percent were agreed and 32.73 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Providing permission for good work and awareness for bad work helps in managing the workload of employees”.

The mean of the statement is 4.18 whereas the standard deviation is 0.60. The mean is greater than 3. Similarly, the standard derivation is lower than 1 which represents higher fluctuation in means response. This indicates that work load can be managed by providing permission for good work and awareness for bad work.



#### **4.7 Major Findings**

The major finding of the study divided into two parts. The first one is based on personal information of the respondents and another parts related to the variables. They are mentioned as following:

##### **Major Findings on Personal Information**

- i. Out of the total respondents, 10.91 percent were below 25 years of age, 46.36 percent were 25-40 years of age, 33.64 percent were 40-55 years of age and 9.09 percent were above 55 years of age. The data shows that majority of the respondents were 25-40 years of age.
- ii. Out of the total respondents, 85.45 percent were married and 14.55 percent respondents were unmarried. The data shows that majority of the respondents were married.
- iii. Out of the total respondents, 3.91 percent were Braimin, 46.36 percent were chhetri, 11.82 percent were Janjati, 10.00 percent were Dalit and only 0.91 percent respondent did not mention the caste status. The data shows that majority of the respondents were chhetri.
- iv. Out of the total respondents, 89.09 percent were Hindu, 7.27 percent of them were Buddhist, 1.82 percent were Muslims and similar of them were Christians in the study area. The data shows that majority of the respondents were hindu.
- v. Out of the total respondents, 10.91 percent were SLC, 54.55 percent were higher secondary level, 20.00 percent were bachelor level, and 14.55 percent were above bachelor level. The data shows that majority of the respondents were higher secondary level.

##### **Major Findings on Family support**

- i. Out of the total respondents, 3.64 percent were strongly disagreed, 5.45 percent were disagreed, 6.36 percent were neutral, 65.45 percent were agreed, 19.09 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Family support helps improve work-life balance”.

- i. Out of the total respondents, 0.91 percent of the respondents were strongly disagreed, 1.82 percent were disagreed, 6.36 percent were neutral, 18.18 percent of women were agreed and 72.73 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Lack of family support makes it difficult to manage family responsibilities and office responsibilities”.
- ii. Out of the total respondents, 1.82 percent of respondents were strongly disagreed, 7.27 percent of respondents were disagreed, 18.18 percent of respondents were neutral option, 45.45 percent of respondents were agreed and 27.27 percent of respondents were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Family support helps employees to develop personality”.
- iii. Out of the total respondents, 0.91 percent were strongly agree, 1.82 percent respondents were disagreed, 6.36 percent were neutral, 27.27 percent were agreed, 63.64 percent was strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Emotional support from family members helps employees cope with stress”.
- iv. Out of the total respondents, 1.82 percent of respondents were strongly disagreed, 4.55 percent were disagreed, 9.09 percent were neutral, 49.09 percent of were agreed and 35.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Family support allows employees to focus on their work”.

#### **Major Findings on Job stress**

- i. Out of the total respondents, 4.55 percent were strongly disagreed, 4.55 percent were disagreed, 6.36 percent were neutral, 57.27 percent were agreed, 26.36 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Workload can negatively affect an employee's work-life balance”
- ii. Out of the total respondents, 0.91 percent respondents were strongly disagreed, 1.82 percent were disagreed, 2.73 percent were neutral, 19.09 percent of women were agreed and 75.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly

agreed with the statement “The physical problems created due to work stress interfere with the work life balance of employees”.

- iii. Out of the total respondents, 1.82 percent of respondents were strongly disagreed, 4.55 percent of respondents were disagreed, 9.09 percent of respondents were neutral option, 55.45 percent of respondents were agreed and 29.09 percent of respondents were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Due to the stress of work, the employee has to deal with problems like anxiety and depression”.
- iv. Out of the total respondents, 0.91 percent were strongly agree, 1.82 percent respondents were disagreed, 3.64 percent were neutral, 28.18 percent were agreed, 65.45 percent was strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Workload makes time management of employees more challenging”.
- v. Out of the total respondents, 1.82 percent of respondents were strongly disagreed, 4.55 percent were disagreed, 9.09 percent were neutral, 49.09 percent of were agreed and 35.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “In the absence of workload management, the time and energy of female employees is wasted and has a negative impact on the work life balance”.

### **Major Findings on Career Advancement**

- i. Out of the total respondents, 0.91 percent of the respondents were strongly disagreed, 3.64 percent were disagree, 28.18 percent were neutral, 45.45 percent were agreed and 21.82 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “The sense of personal responsibility has a positive effect on the career advancement of employees”.
- ii. Out of the total respondents, 1.82 percent were strongly disagreed, 8.18 percent were disagreed, 5.45 percent were neutral, 63.64 percent were agreed and 20.91 percent were strongly agreed. On the given statement the data

shows that majority of the respondents were agreed with the statement “Opportunities provided to employees improve work-life balance”.

- iii. Out of the total respondents, 1.82 percent were strongly disagreed, 2.73 percent were disagreed, 8.18 percent were neutral, 33.64 percent were agreed and 52.73 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “If there is an increase in the service facilities provided to the employees, their work-life balance will be eased”.
- iv. Out of the total respondents, 2.73 percent were strongly disagreed, 4.55 percent were disagreed, 4.55 percent were neutral, 54.55 percent were agreed and 33.64 percent were strongly agreed. The data shows that majority of the respondents were agreed with the statement “If the art of time management is developed, the work-life balance of the employees can be maintained” .
- v. Out of the total respondents, 1.82 percent were strongly disagreed, 4.55 percent were disagreed, 9.09 percent were neutral, 50.91 percent were agreed and 33.64 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Employee skill development provides important support in maintaining work life balance”.

#### **Major Findings on Co-workers behaviour**

- i. Out of the total respondents, 1.82 percent were strongly disagreed, 4.55 percent were disagreed, 9.09 percent were neutral, 58.18 percent were agreed and 6.36 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “The behavior of colleagues affects the work-life balance of employees by improving the work environment”.
- ii. Out of the total respondents, 0.91 percent were strongly disagreed, 2.73 percent disagreed, 3.64 percent were neutral, 57.27 percent were agreed and 35.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Negative behavior of co-workers increases stress and anxiety”.
- iii. Out of the total respondents, 2.73 percent of respondents were strongly disagreed, 2.73 percent were disagreed, 4.55 percent were neutral, 66.36

percent were agreed and 23.64 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Positive coworker behaviors, such as teamwork and support, increase job satisfaction and improve work-life balance”.

- iv. Out of the total respondents, 0.91 percent were strongly disagreed, 1.82 percent were disagreed, 2.73 percent were neutral, 20.00 percent were agreed and 74.55 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “The good behavior of colleagues positively affects their work-life balance by managing business in the office”.
- v. Out of the total respondents, 1.84 percent were strongly disagreed, 0.91 percent were disagreed, 3.64 percent were neutral, 19.09 percent were agreed and 74.55 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Due to the gossiping habit of colleagues, it has a negative effect on the work-life balance of the employees”.

#### **Major Findings on Supervisor support**

- i. Out of the total respondents, 1.83 percent were strongly disagreed, 2.73 percent were disagreed, 6.36 percent were neutral, 63.64 percent were agreed, and 25.45 percent were strongly agreed. On the given statement the data shows that majority of the respondents were strongly agreed with the statement “Supervisor support can positively influence employees' work-life balance by managing work-related stress”.
- ii. Out of the total respondents, 2.73 percent were disagreed, 5.45 percent were neutral, 32.73 percent were agreed and 59.09 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “A supportive supervisor helps employees manage their work lives by efficiently managing their time”.
- iii. Out of the total respondents, 2.73 percent were strongly disagreed, 5.45 percent were disagreed, 9.09 percent were neutral, 71.82 percent were agreed, and 10.91 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement

“Appreciation given by the supervisor to the employees improves the work-life balance of the employees”.

- iv. Out of the total respondents, 1.82 percent were strongly disagreed, 4.55 percent were disagreed, 11.82 percent were neutral, 69.09 percent were agreed and 10.91 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Lack of support from supervisors creates stress and negatively affects their work-life balance”.
- v. Out of the total respondents, 1.82 percent were strongly disagreed, 2.73 percent were disagreed, 3.64 percent were neutral, 59.09 percent were agreed and 32.73 percent were strongly agreed. On the given statement the data shows that majority of the respondents were agreed with the statement “Providing permission for good work and awareness for bad work helps in managing the workload of employees”.

## **CHAPTER: IV**

### **SUMMARY, CONCLUSION AND RECOMENDATIONS**

This chapter includes the concluding summary of the whole thesis. The key findings based on the study objectively have been elaborated in this chapter. The further research direction and conclusion have also been included in this chapter.

#### **5.1 Summary**

The topic of this study was “Work life balance of female teachers: A study of Panchadewal Binayak municipality, Achham district”. The objectives of the study were to analyze the factor affecting the work life balance on female teachers in Panchadewal Binayak municipality Achham district. The study area was limited with in schools of Panchadewal Binayak municipality, Achham district only.

The study mainly focuses on the work life balance of female teaching staffs. The finding of the study was based on 110 respondents only. The respondents of the study was related within the female teachers. The study has been carried out in five chapters. First chapter deals with the introduction of the study. It includes background, statement of the problem, research question, objectives of the study, significance of the study, limitation of the study, research question and organization of the Study. The second chapter reveals theoretical background, literature review and conceptual framework of the study. Third chapter expressed the research design, nature and source of data, description of the sample and operational definitions and assumptions. Fourth chapter includes data analysis, presentation and major findings of the study. Fifth Chapter includes summary, conclusion and recommendation.

This study used descriptive type and the data were collected by survey method from the study area. Population of the study were the entire number of female teachers in Panchadewal Binayak municipality Achham district. In this study, the researchers used random sampling method to draw representative samples that can provide reliable and valid insights into the characteristics of the entire population. Hence, among the total population, only 110 were selected for the purpose of data collection. A questionnaire was the tool for data collection. The questionnaires were divided as per the need of objectives. Data analysis by using questionnaire survey were expected to provide significant information to fulfill the research questions and objectives of

the study. Data analysis will be done using SPSS software version 20. The frequency, percentage were used to describe the nature of data. Mean and standard deviation were used to analyze the data.

## **5.2 Conclusion**

Based on the result of data analysis and the discussion it can be concluded that the family support helps improve work-life balance. The lack of family support makes it difficult to manage family responsibilities and office responsibilities. Family support helps employees to develop personality. Emotional support from family members helps employees cope with stress. Family support allows employees to focus on their work. The workload can negatively affect an employee's work-life balance. The physical problems created due to work stress interfere with the work life balance of employees. The employee has to deal with problems like anxiety and depression due to the work stress. The workload makes time management of employees more challenging.

The time and energy of female employees is wasted and has a negative impact on the work life balance in the absence of workload management. The sense of personal responsibility has a positive effect on the career advancement of employees. The opportunities provided to employees improve work-life balance. Work-life balance eased if there is an increase in the service facilities provided to the employees. Work-life balance of the employees can be maintained by developing the art of time management. Employee skill development provides important support in maintaining work life balance.

The behavior of colleagues affects the work-life balance of employees by improving the work environment. Negative behavior of co-workers increases stress and anxiety. The positive coworker behaviors, such as teamwork and support, increase job satisfaction and improve work-life balance. The good behavior of colleagues positively affects their work-life balance by managing business in the office. Due to the gossiping habit of colleagues, it has a negative effect on the work-life balance of the employees. Supervisor support can positively influence employees' work-life balance by managing work-related stress. A supportive supervisor helps employees manage their work lives by efficiently managing their time. Appreciation given by the supervisor to the employees improves the work-life balance of the employees. The



respondents are agree with the statement 'Lack of support from supervisors creates stress and negatively affects their work-life balance' and work load can be managed by providing permission for good work and awareness for bad work.

### **5.3 Recommendation**

On the basis of the findings of the study, following recommendations has been given to the concern authority:

- i. The study revealed that 65.45 percent were agreed with the statement “Family support helps improve work-life balance”. So, the staffs should manage their home environment.
- ii. The study found that 57.27 percent were agreed with the statement “Workload can negatively affect an employee's work-life balance”. So, the school administration is recommended to manage the work load of school teachers.
- iii. The study revealed that 45.45 percent were agreed with the statement “The sense of personal responsibility has a positive effect on the career advancement of employees”. So, the school administration is recommended to train school teachers about their responsibilities.
- iv. The study expressed that 58.18 percent were agreed with the statement “The behavior of colleagues affects the work-life balance of employees by improving the work environment”. So, the school administration is recommended to improve working environment in the schools.
- v. The study found that 63.64 percent were agreed with the statement “Supervisor support can positively influence employees' work-life balance by managing work-related stress”. So, the school administration is recommended to make the supportive role of supervisor towards the employee of schools.

## References

- Adhikari, J. R., 2016. *Work-family conflict and career satisfaction role of social support*. Kathmandu University School of Management Occasional Paper 3(7), 9-12
- Adhikary, J. R. (2015). Work family conflict and career satisfaction in banking sector of Nepal. *NRB Economic Review*, 30(1), 69-96.
- Ahmad, A. (2023). Supervisory and co-worker support on the work-life balance of working women in the banking sector: A developing country perspective. *Journal of family Studies*, 29(1), 306-326.
- Babel, A. A. (2017). Issues and challenges of work life balance in banking industry. *Pacific business review international*, 8(5), 113-118.
- Bachmann, K. (2000). *Work-life balance*. Are employers listening? ottawa: Conference board of Canada. *International Journal of Economics, Commerce and Management*, II, 2 (1), 9-11.
- Biddle, B. J. (1986). Recent developments in role theory. *Annual review of sociology*, 12(1), 67-92.
- Bista, K. (2016). Work Life Balance in employees of commercial banks in Nepal. A descriptive study. *Review of Integrative Business and Economics Research*, 9 (3), 88-98.
- Cangiano, F. (2013). Work-life balance and job satisfaction among teachers. *Interdisciplinary Journal of Family Studies*, 18(1), 3-4.
- Chaudhary, L. P. (2014). A study of work life balance on civil service employees of Nepal. *International Journal of Research and Scientific Innovation*, 1(5), 21-23.
- Clark, N. (2001). *Breaking the long hours culture*. Institute for Employment Studies, Sussex University. *The Changing Role of Human Resource Management in the Global Competitive Environment*, 2(17) 11-16

- Cooke, R. A. (1984). Stress and strain from family roles and work-role expectations. *Journal of applied psychology*, 69(2), 252-253.
- Devi, S. R. & Kanagalakshmi, L., (2015). Factors Influencing the Work-Life balance of Women employees in Information Technologies Companies. *ISOR Journal of Business and Management*, 17(6), 01-04.
- Dhas, M. D. (2018). Work-life balance challenges and solutions: overview. *International Journal of Research in Humanities and Social Studies*, 12(2), 43-45.
- Dizaho, K. E. (2013). *Impact of work life balance on employees loyalty, satisfaction and productivity* (Doctoral dissertation, Universiti Teknologi Malaysia). *Supporting Lifelong Learning*. 1(5), 21-23.
- Eisenman, M. (2008). Role demands, difficulty in managing work-family conflict, and minority entrepreneurs. *Journal of Developmental Entrepreneurship*, 13(03), 315-342
- Gautam, D. (2016). Determinants of work life balance and their effect on organizational performance. *International Journal of Research in Engineering, IT and Social Sciences*, 7(3), 198-216.
- Hafiz, S. (2019). Work life balance of women employee in teaching sector with special reference to kota city. *Journal of applied psychology*, 92(6), 15-20..
- Hochschild, A. R. (1997). When work becomes home and home becomes work. *California Management Review*, 39(4), 79.
- Kavitha, P, (2015). *Role of stress among women employees forming majority workforce at IT sector in chennai and coimbatore, Tier I and Tier II Centres*. Sona Global Management Review, 6 (3): 1-10.
- Kelly, P. (2008). A Cross-cultural study of the work/non-work interface among Israeli Nurses. *Applied Psychology: An International Review*, 54 (4): 537-67.

- Khan, M. A. (2020). Perceived social support (PSS) and work-life balance (WLB) in a developing country: The moderating impact of work-life policy. *Iranian Journal of Management Studies*, 9 (4), 5-8.
- Kilmartin, J. (2012). *Working hours as an influencing factor towards work-family conflict of women employees in IT sector of Chennai city*. *Tecnia Journal of Management Studies*, 6 (2): 35-39.
- Kruse, M. (2018). The future of work and work-life balance 2025. *Futures*, 44(7), 678-686.
- Kumari, L., 2012. *Employees' perception of work-life balance and its relation to job satisfaction in Indian Public sector banks*. *International Journal of Engineering and Management Research*, 2(2), 1-13.
- Lewis & Ayudhya, (2006). *Work-life balance by women faculty members: The conundrum within*. *Parikalpana KIIT Journal of Management*, 8 (8), 5-7.
- Nilsen, W. (2017). Examination of the double burden hypothesis—a systematic review of work–family conflict and sickness absence. *The European Journal of Public Health*, 27(3), 465-471.
- Pahuja, S. (2016). Work life balance of females employees: a case study. *International research journal of management and commerce*, 3(12), 41- 50.
- Pahuja, S. (2017). *Work life balance of females employee: A case study*. *Kardan Journal of Economics and Management Sciences*, 4(3), 84-99.
- Pathak (2015). Work life balance of employees in commercial banks. *Journal of Management Research*, 19(1), 29-40.
- Rawal, D. M. (2023). Work life balance among female school teachers [k-12] delivering online curriculum in Noida [India] during COVID: Empirical study. *Management in Education*, 37(1), 37-45.
- Santos, L. (2010). A review of work-life research in Australia and New Zealand. *Asia Pacific Journal of Human Resources*, 46 (3): 316-33.

- Sorensen, T. J. (2019). Perceived work-life balance ability, job satisfaction, and professional commitment among agriculture teachers. *Journal of Agricultural Education*, 55(4), 11-12.
- Spector, T. (2004). *Considering conflict between work and family*. In Kossek, E E and Lambert, S (eds), *In Work and life integration* 7(2), 39-59..
- Straub, C. (2017). A comparative analysis of the use of work-life balance practices in Europe: Do practices enhance females' career advancement?. *Women in management review*, 22(4), 289-304.
- Sudha, J. (2018). Work life balance of women employee: A literature review. *International journal of management research and reviews*, 4(8), 7-9.
- Sundaresan, S. (2020). Work-life balance–implications for working women. *OIDA International Journal of Sustainable Development*, 7(7), 93-102.
- Sypniewska, P. (2013). Evaluation of factors influencing work life balance: An Analytical study. *Global Business and Management Research*, 10(1), 48-66.
- Thomas K (2014). Work-life balance-a sociological study of women professional in Kerala. *Clinical Chemistry and Laboratory Medicine (CCLM)*, 51(1), 177-185.
- Uddin, M. (2021). Addressing work-life balance challenges of working women during COVID-19 in Bangladesh. *International Social Science Journal*, 71(239-240), 7-20.
- Uddin, M. (2021). Addressing work-life balance challenges of working women during COVID-19 in Bangladesh. *International Social Science Journal*, 71(239-240), 7-20.
- Uddin, M. (2021). Addressing work-life balance challenges of working women during COVID-19 in Bangladesh. *International Social Science Journal*, 71(239-240), 7-20.
- Uddin, M. S. (2016). Work-life balance: A study on female teachers of private education institutions of Bangladesh. *Work*, 5(13), 10-17.
- Uddin, M. S. (2019). Work-life balance: A study on female teachers of private education institutions of Bangladesh. *Work*, 5(13), 10-17.

- Valcour, P. M. & Hunter, L. W., 2005. *Technology, Organizations and Work-Life Integration. Journal of occupational health psychology, 16(4), 457.*
- Westman, M. (2014). Getting to the “COR” understanding the role of resources in conservation of resources theory. *Journal of management, 40(5), 1334-1364.*
- Westman, M. (2019). *Work-life balance: A psychological perspective.* Psychology Press.
- Wood, W. (2012). Social role theory. *Handbook of theories of social psychology, 2(1) 458-476.*

**APPENDIX - I**  
**SURVEY QUESTIONNAIRE**

Dear respondents,

Namaste,

I am Madan Bahadur Shahi, one of the student of Masters in Business Studies (MBS) ongoing graduates of Mid-West University, pursuing my study at Graduate School Management, Mid-West University. As part of course requirement of MBS programme of Mid-West University, Central Campus of Management. I have been conducting a survey entitled **Factors affecting the Work life balance on female teachers: A study of Panchadewal Binayak municipality, Achham district**. For this, I would like to request you for the contribution of your valuable time on responding to the questions attached in the subsequent sections.

.....

**Sincerely:**

Madan Bahadur Shahi

**A. Personal information:**

a. Name: .....

b. Address: .....

c. Contact Number: .....

d. Occupation: .....

**1. Age:**

a. Up to 25                      b. 26-35                      c. 36-45                      d. 46 and above

**2 . Caste:**

a. Brahmin                      b. Chhetri                      c. Janajati                      d. Dalit  
e. Other

**3. Marital Status:**                      a. Married                      b. Unmarried

**4. Religion:**

a. Hindu                      b. Buddhist                      c. Christian                      d. Muslim  
e. Other

## 5. Education:

- |                   |                      |
|-------------------|----------------------|
| a. Up to SLC      | b. + 2 passed        |
| c. Bachelor Level | d. Masters and above |

## B. Factors influencing the working life of women teachers

Please indicate your level of agreement with the following statements by selecting the appropriate response on a scale of 1 to 5, where 1 represents "Strongly Disagree" and 5 represents "Strongly Agree."

### **Family support**

6. Please tick (✓) to what extent do you agree or disagree to the following statements regarding family support:

SN	Statement	SA	A	N	D	SD
1	Family support helps improve work-life balance.					
2	Lack of family support makes it difficult to manage family responsibilities and office responsibilities.					
3	Family support helps employees to develop personality.					
4	Emotional support from family members helps employees cope with stress.					
5	Family support allows employees to focus on their work.					

### Job stress

7. Please tick (✓) to what extent do you agree or disagree to the following statements regarding Job Stress:

SN	Statement	SA	A	N	D	SD
1	Workload can negatively affect an employee's work-life balance.					
2	The physical problems created due to work stress interfere with the work life balance of employees.					
3	Due to the stress of work, the employee has to deal with problems like anxiety and depression.					
4	Workload makes time management of employees more challenging.					



5	In the absence of workload management, the time and energy of female employees is wasted and has a negative impact on the work life balance.					
---	--	--	--	--	--	--

### **Career Advancement**

8. Please tick (√) to what extent do you agree or disagree to the following statements regarding career advancement:

<b>SN</b>	<b><i>Statement</i></b>	<b><i>SA</i></b>	<b><i>A</i></b>	<b><i>N</i></b>	<b><i>D</i></b>	<b><i>SD</i></b>
1	The sense of personal responsibility has a positive effect on the career advancement of employees.					
2	Opportunities provided to employees improve work-life balance.					
3	If there is an increase in the service facilities provided to the employees, their work-life balance will be eased.					
4	If the art of time management is developed, the work-life balance of the employees can be maintained.					
5	Employee skill development provides important support in maintaining work life balance.					

### **Co-workers behaviour**

9. Please tick (√) to what extent do you agree or disagree to the following statements regarding co-workers behaviour:

<b>SN</b>	<b><i>Statement</i></b>	<b><i>SA</i></b>	<b><i>A</i></b>	<b><i>N</i></b>	<b><i>D</i></b>	<b><i>SD</i></b>
1	The behavior of colleagues affects the work-life balance of employees by improving the work environment.					
2	Negative behavior of co-workers increases stress and anxiety.					
3	Positive coworker behaviors, such as teamwork and support, increase job satisfaction and improve work-life balance.					
4	The good behavior of colleagues positively affects their work-life balance by managing business in the					

	office.					
5	Due to the gossiping habit of colleagues, it has a negative effect on the work-life balance of the employees.					

**Supervisor support**

10. Please tick (✓) to what extent do you agree or disagree to the following statements regarding supervisor support:

<b>SN</b>	<b><i>Statement</i></b>	<b><i>SA</i></b>	<b><i>A</i></b>	<b><i>N</i></b>	<b><i>D</i></b>	<b><i>SD</i></b>
1	Supervisor support can positively influence employees' work-life balance by managing work-related stress.					
2	A supportive supervisor helps employees manage their work lives by efficiently managing their time.					
3	Appreciation given by the supervisor to the employees improves the work-life balance of the employees.					
4	Lack of support from supervisors creates stress and negatively affects their work-life balance.					
5	Providing permission for good work and awareness for bad work helps in managing the workload of employees.					