Job Satisfaction And Work Life Balance Among Female Employees: A Study In Public Sector Univercity In Bhilwara City

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Abstract
Most people's life revolve heavily on their jobs. Work, whether paid or unpaid, helps us maintain our sense of self and our sense of purpose in life; it allows (or requires) us to divide up our time in a productive manner; it provides us with something to show for our time each day; it raises our social standing and that of our families and communities; and it introduces us to new people. What we mean when we talk about striking a "work life balance" is describing the interplay between one's professional responsibilities and their personal obligations. Work-life balance issues are a common cause of tension for people in modern society. When discontent with one's job becomes severe, decisive action is required. Finding a happy medium between one's professional and personal commitments is essential to achieving work-life balance. A company's performance ultimately depends on the efforts of its employees, which may be influenced by several factors. Researching the effects of stress and work-life balance on employee satisfaction in the workplace, empirical research was undertaken among women at public-sector banks.

INTRODUCTION

Finding a happy medium between work and personal life is one of the most researched topics nowadays. Work-life balance, in layman's terms, refers to an individual's level of contentment with both their professional and personal spheres of life. The 24/7 nature of the service industry makes work-life balance difficult to achieve. Employees' ability to juggle work and family responsibilities effectively is a topic of interest. One of the greatest difficulties workers have is deciding how to balance their personal lives with their professional ones. It looks that there is a great deal of complexity in the interaction between job and family, which is accurate since the two have so many mutually influential factors. Therefore, the current study acknowledges the need of studying both sexes on an equal dais in order to precisely identify and assess the unique and comparative difficulties experienced by each sex in the workplace. Women There are a great deal of stress placed on teachers to get their professional and personal responsibilities done. This study aims to shed light on the work-life balance issues faced by women in the education sector and to provide a comparative analysis of the experiences of female educators in both public and private schools. The purpose of this study is to get insight into the work-life balance of female educators in the public and private professional schools in the Northern coastal states. The effects of work-life balance on female educators' happiness on the job are the primary subject of this research. Women educators at both public and private institutions of higher learning are analyzed in this comparative research. Additionally, the research makes policy and practice recommendations that might help the participants achieve a better work-life balance.

As shown by studies, recent graduates are increasingly finding themselves in precarious positions that require them to work long hours and leave them with an unappealing work-life balance. A woman's life consists of more than just her job and her family. Because they are leaving the house to be a public figure, their home life, including their job, their family, and their reception, is subject to a wide variety of stresses and strains.

CONCEPT OF JOB SATISFACTION AMONG WOMEN WOMEN WORKER EMPLOYEES:

One of the most investigated factors in organizational psychology, job satisfaction has been linked to everything from gender equality in the workplace to organizational leadership. Definition: the way a woman feels about and approaches her work. Rather than being the same thing as motivation, it refers to a woman's psychological condition and perspective on her work. A person's sense of accomplishment may be influenced by their age, their supervisor's management style, or their salary. Women may be less satisfied with their jobs if they do not meet their emotional or physical needs in the workplace as they now exist. As a result of their unique perspectives, academics have come up with a wide range of definitions for the idea of work satisfaction. For example, Greenberg and Baron (2008) defined female employee job satisfaction as "a feeling that can produce a positive or negative effect toward one's roles and responsibilities at work," and they stressed the need for a nuanced understanding of the concept because there is no silver bullet for making all women employees happy.

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LITERATURE REVIEW

Ms. Asma Jabeen Makandar (2022) Since the last decade of the twentieth century, the economy has seen tremendous upheaval due to various changes. In recent years, the government has prioritized efforts toward creating a more sustainable India. To put it simply, "sustainable growth" refers to "broad-based growth and pro-poor growth." To ensuring that as many people as possible share in the benefits of economic progress, eradicating poverty is at the top of the sustainable development agenda's list of priorities. Higher education in particular is a key factor in achieving Sustainable Development's goals. This study describes how Indian universities are set up right now. The state's policy toward post-secondary education will evolve. This paper presents the opinions of academics on the challenges facing Indian universities and makes policy recommendations to address these issues.

Kumar Saurabh (2021) An individual's fiscal conduct reflects their proficiency in handling money. Many variables, both internal and external, influence how people actually spend their money. The purpose of this research was to examine how factors such as personality, financial socialization, financial knowledge, and risk attitude affect people's decision-making when it comes to their own finances. Using the Smart PLS 2.0 program, we apply the PLS-SEM method to our sample of 660 data points in order to analyze their interrelationships. Individuals, families, and money managers may all benefit greatly from the findings of this research. It helped them realize what factors led up to their current financial situation. The study adds to the body of knowledge by establishing a link between an individual's personality and their financial decisions.

Purvi Pareek et.al (2017) This study aims to better understand the issues that face women business owners in SSI and to create methods for addressing these issues. The article delves deeply into the challenges faced by women entrepreneurs of SSI from generation to setting up of firm to making it operate effectively, exploring the varied perspectives presented by them in personal interviews. It also discusses the challenges they confront from society, as well as the worry and dread they must overcome. This paper is an exploratory study that used theme analysis to identify potential avenues for resolving the issue. The pilot project is employing qualitative research methods such as theme analysis and collecting data via in-depth interviews. Relationship management and coping with personal concerns are two of the biggest obstacles for women business owners even the smallest of businesses. The methods created to help women entrepreneurs in SSI find a better work-life balance may be used in the future by academics and other Government and academic organizations in India. This study is a genuine effort to understand the difficulties faced by Indian women business owners in SSI and to provide solutions to these problems, with the ultimate goal of creating models that would encourage more women to become business owners, hence fostering economic development and innovation.

Arif K. A et.al (2016) Voluntary and involuntary employee turnover both occur when workers leave a firm. The workforce, pay, profitability, and other variables may all play a role in this, as may the attitudes of individual workers. An examination of spending patterns in the public and private sectors in India beginning in 2011 reveals that the private sector spends at a much faster clip than the public or government sector. According to the most up-to-date data on business expenditures, the private sector accounts for around 70% of the overall spending rate. This is the case for a number of reasons, including the cost of technological advancements, the cost of replacing departing workers, the cost of repairing employee mistakes, and the cost of improving management. The primary goal of this study is to identify the causes of employee turnover in different types of Indian businesses. Quantitative and qualitative data sources are used to acquire analytical data. Primary data are acquired from a sample population of 100 through questionnaire; analysis indicates that employee work satisfaction is the most crucial element in turnover rate. Analysis shows that factors such as work pressure and remuneration have an indirect effect on employees' levels of job satisfaction.

Annor (2016) Employees from a Ghanaian public university participated in a study investigating the root reasons of workers' difficulties balancing work and home responsibilities. Both work-family and family-work conflicts were shown to be strongly correlated with levels of family stress, while work-related stress was found to correlate positively with both. In contrast to what could have been assumed, family support was a positive predictor of both positive and negative work-family conflict outcomes, but work support was not. According to the findings, social support does, in fact, bolster the impact of job and family obligations on conflict, suggesting that it may act as a moderator between the two sets of pressures. Recommendations for future work-family policies and research in Ghana and the rest of sub-Saharan Africa were put up.

RELATIVE IMPORTANCE TO WOMEN EMPLOYEES OF WORK-LIFE BALANCE, STRESS, AND JOB SATISFACTION

Work-Life Balance (WLB) and Stress (Stress) combine to cause job dissatisfaction, which is discussed in this section. Because there is no "one size fits all" approach to balancing work and life or reducing stress. It's important to strike a different stress, work-life balance, and satisfaction chord at various points in one's life and career. Adapting your time and resources to meet the various demands of your organization is essential. Discord between work and personal life creates an imbalance that may lead to stress. In addition, it's extremely stressful for women workers if they put in the effort to attain their goals but aren't rewarded appropriately.

Work opportunities for women in India are evolving rapidly as a result of factors like the gradual lowering of trade barriers, the development of contemporary technology, the emergence of a globally coordinated market place, fierce rivalry in business, and altering demographics. All of these things add stress to women's lives, and if both husband and wife have to work to support their increasing family and aging parents, that stress is multiplied many times over. Everyday stress may wreak havoc on women's mental health by instilling a sense of helplessness and a belief that there is never enough time to achieve a healthy equilibrium in all aspects of life. Ineffective stress management and work-life policies lead to lower productivity, increased absenteeism, worse morale, less effective teamwork, and health issues for workers. Aside from that, there are a number of other elements that contribute to women's favorable or negative attitudes on their jobs. It's also possible for workers to like certain elements of their jobs while being unhappy with others. There is a relationship between how you feel about the work-life balance you have and how satisfied you are in your job.

Mental stress leads to physical stress, which in turn leads to disease, headache, gastritis, bodily discomfort, de-motivation, low morale, etc., or even long-term heart troubles, high blood pressure, diabetes, or other psychiatric illnesses, poor job performance, etc., for women. For women in particular, these issues may lead to stress at work and general discontent with their jobs. Financial institutions have the opportunity to improve their performance and productivity by implementing the steps required to develop healthy work life management and stress programs via an accurate assessment of stressors, reasons for work life imbalance, and job discontent.

IMPACT OF WORK LIFE BALANCE AND STRESS ON JOB SATISFACTION

- Work happiness includes being acknowledged for one's efforts. It's a public display of acknowledgment, criticism, or praise from a higher-up, peer, colleague, manager, client, or the general public. Stress and discontent at work result from not being appreciated.
- Employees' timeliness, collaboration, customer service, direction responsibility, group conduct, peer communication, and management abilities all suffer when they feel less valued and respected by their employers.
- Getting promoted is a mental health boon and is required by seniority. Promotion means a genuine increase in one's level of employment. When you are promoted, you'll see improvements in compensation, degree of responsibility, level of supervision, and so on.
- Reducing work-related passion among employees is terrible because it damages workers' creativity, learning, and uniqueness.
- Employees who find it difficult to strike a good work-life balance may have an adverse effect on the company's culture, the work environment, and the morale of their coworkers.

METHODOLOGY

This research takes a descriptive approach. The population of the cosmos may be better understood with the use of descriptive study. It is used to learn about the demographics of a population, such as age, gender, education, and profession, but it cannot tell us why these things are the way they are. When a comprehensive, accurate description is needed, researchers turn to descriptive methods. A method of selecting samples at random was opted upon. This research focused on the area around the city of Bhilwara in the Indian state of Rajasthan.
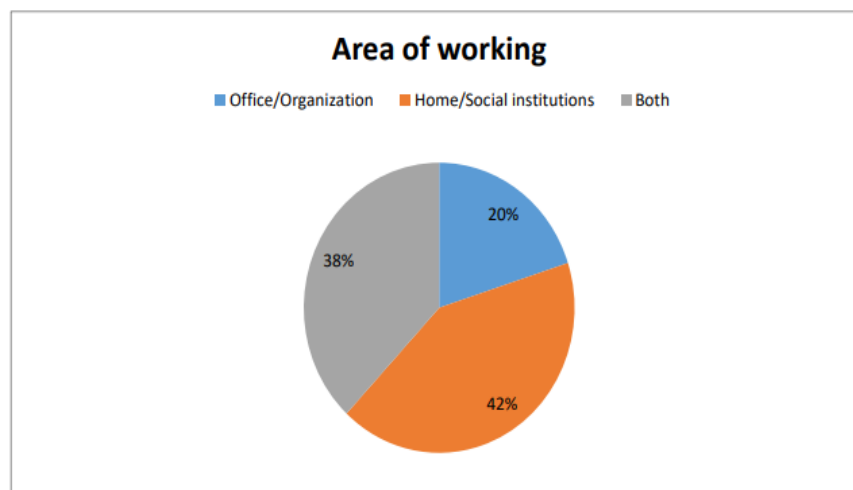
DATA ANALYSIS

Working Area of Women

Anyplace where women are likely to be employed, including but not limited to the workplace, the home, and social institutions.

Table 1 Area of working

| S. No.	Area of working	Percentage
1	Office/Organization	20%
2	Home/Social institutions	42%
3	Both	38%

The percentage of women who stay at home to raise their children is shown as 42% above. At the low end, 20% of women work outside the house entirely, while at the high end, 38% juggle work and family responsibilities.

BALANCE OF WORK-LIFE
Women manage their careers and personal lives well. They engage in important and productive labor.

Table no. 2 Balance of Work-Life

| S. No.	Response Basis	Percentage
1	Yes	60%
2	No	40%
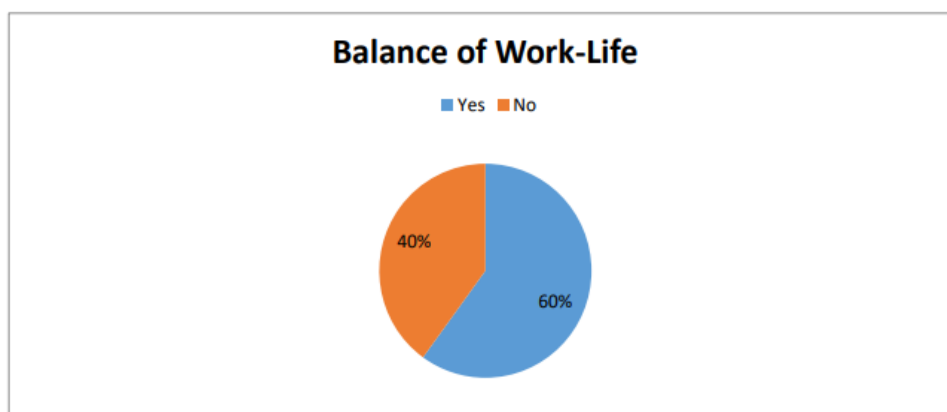
Women successfully juggle their professional and personal lives. Most working women carefully plan out their schedules.

EFFECT ON SUCCESS
A healthy work-life balance is crucial to achieving success. Women that are successful manage to maintain a healthy work-life balance.

Table 3 Effect on Success

S. No.	Response Basis	Percentage
1	Yes	70%
2	No	30%
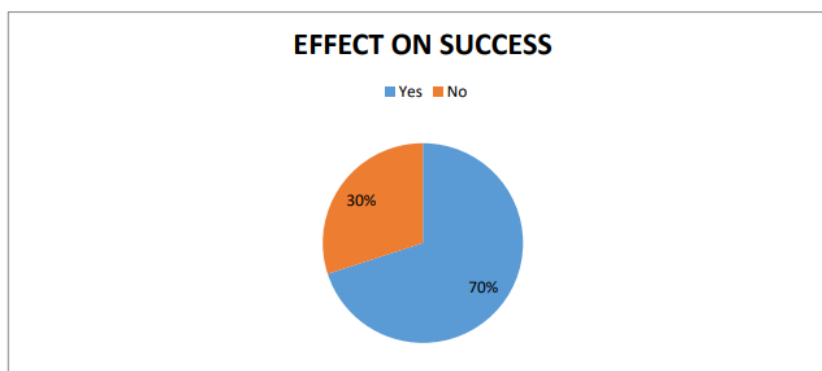
Most women agreed that they would be more productive and successful if they were able to strike a better balance between their job and personal lives.

Table 4 Employee women's perspectives on campus life and the workplace

Female employees of towards work environment at University.	Sum of Squares	df	Mean Square	F	Sig.
Comfortable working hours	15.981	3	5.327	5.16	**0.003**
Targets create tension	12.881	3	4.294	3.376	**0.024**
Responsibility at work create stress	24.598	3	8.199	6.938	**0.000**
Feel tired due to long working hours	20.549	3	6.85	5.395	**0.002**
Lunch time not fixed due to busy schedule	6.871	3	2.29	3.032	**0.036**
Not able to spare time for research activities	11.067	3	3.689	3.714	**0.016**
worry about work when you are not at work	11.681	3	3.894	3.161	**0.03**

An isolated the attitudes of female workers regarding the workplace were compared using an analysis of variance. Tension-inducing goals for employees are displayed "A statistically significant difference among four department employees F (3, 64) = 3.376, P = .024," (significant at P<0.05).

Table 5 Female workers' perspectives on their homes

Opinion among female employees towards home environment	Sum of Squares	df	Mean Square	F	Sig.
Family is satisfied with your working hours	17.948	3	5.983	4.918	**0.004**
You are given cooperation by your family	9.381	3	3.127	2.763	**0.049**
The care of family members/spouse/ children create pressure	12.781	3	4.26	3.415	**0.023**
Lack of coordination in the family cause stress	13.628	3	4.543	3.073	**0.034**
You feel that you need a break/ vacation	14.68	3	4.893	3.467	**0.021**

An isolated the attitudes of working women toward their homes were compared using an analysis of variance. Employers that care about their workers' families tend to exert more "A statistically significant difference among four department employees F (3, 64) = 3.415, P = .023.

CONCLUSION

Concerns about workers' ability to maintain a work-life balance and the rising levels of stress they're under should be taken into account by their employers when formulating new rules. Keeping a positive outlook and mastering strategies to manage stress and anxiety are essential for reaching your goals. If you're feeling calm, you'll be better able to take on each task with an upbeat attitude, utilize whatever anxiety you may be experiencing as motivation, and then bask in the satisfaction of a job well done. An employee's "Job Satisfaction" is correlated with a wide range of demographic and contextual factors, including but not limited to age, occupational level, company size, work environment, degree of education, socioeconomic status, family size, gender, etc. Women in urban areas may lack a clear awareness of the need of balancing work and personal life, but they make an effort to do so anyhow. In my opinion, achieving success entails not only excelling in one area of life but in a wide variety of them. You can't claim to have achieved true success in business if your personal life is falling apart at the seams. All female staff members, including those in administration, may participate in this research, and if necessary, male staff members might also be surveyed.

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