

A Case Study of Working Women in Haryana's Educational Institutions: Balancing Personal and Professional Roles

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Abstract

The aim of this research study was to investigate the hindrances faced by working women of different colleges of Haryana. Obstacles are inseparable part of women's life whether they are at home or at workplace. Data has been collected from different districts including (Rohtak, Ambala, Panipat, Karnal and Gurugram) of Haryana. This research study is descriptive and exploratory in nature. A sample size of 402 is collected spread across six selected districts of Haryana. The data thus collected will be put into SPSS and analyzed using descriptive statistics, t-test, ANOVA and Factor analysis to test the hypotheses. The research concluded that the hindrances in the life of working women of Haryana is rising constantly which shows worst impact on the work life balance. Hindrances like sexual harassment, pregnancy, stereotype, working conditions, glass ceiling, discrimination, less support, overload and negative attitude of colleagues, menstrual cycle does impact the productivity and negatively impact the work life balance.

Keywords: *Hindrance, Working Women, Impact on Work-life, Personal life, Professional life, Challenges in teaching.*

1. INTRODUCTION

For working women in today's society, striking a balance between personal and professional life can be especially difficult. Colleges in Haryana are among the many establishments where this problem is deeply concerning. Women frequently face particular challenges when navigating their roles in academic and administrative settings, which affects their capacity to balance work and personal obligations. Comprehending these obstacles is essential in formulating focused approaches to bolster and improve the work-life equilibrium of female staff members. The purpose of this analysis is to shed light on the unique challenges faced by working women in various colleges throughout Haryana and to identify practical solutions that can be implemented to promote a more supportive and equitable work environment. Obstacles such as sexual harassment, pregnancy, stereotypes, working conditions, glass ceiling, discrimination, lack of

support, workload, and unfavorable attitudes from coworkers, as well as the menstrual cycle, have a detrimental effect on the productivity and work-life balance of women in Haryana. Although the times have changed, there are more and more obstacles. Like in many other places, Haryana's working women face a number of obstacles that make it difficult for them to juggle their personal and professional obligations. These are a few of the present difficulties they encounter:

1.1. Strict Work Hours: Women, especially those who are responsible for providing care at home, may find it especially difficult to manage the typical 9 to 5 work schedule. They frequently find it challenging to balance their personal and professional obligations due to rigid work schedules.

1.2 Restricted Access to Childcare: Working mothers may face considerable challenges in finding affordable and dependable childcare options. Women may find it difficult to balance taking care

of their children's needs with their professional obligations if there aren't any good or close childcare options.

1.2. Workplace Culture: In certain organizations, there might not be enough sympathy or understanding for the difficulties that working women encounter. This may show up as insufficient family support networks, inadequate maternity leave policies, or a general lack of consideration for the demands of work-life balance.

1.3. Discrimination and Gender Bias: Women's ability to progress in their careers may be hampered by discriminatory policies and gender biases. These prejudices may have an impact on hiring decisions, salary ranges, and promotions, making the workplace more difficult for women who want to manage their personal and professional lives.

1.4. Inadequate Support Systems: Women frequently discover that their employers don't support flexible work arrangements like remote work or adjustable hours enough. Without these resources, juggling work and family responsibilities becomes more difficult.

1.5. Social Norms and Expectations: Women may feel more pressure to put their families before their careers as a result of societal norms and traditional gender roles. This can make pursuing a work-life balance more difficult by putting personal and professional goals at odds.

1.6. Health and Well-Being: One's physical and mental health may suffer as a result of anxiety related to juggling work and personal commitments. Stress and burnout may be more common among working women, which can have a detrimental effect on their general well-being and productivity.

1.7. Absence of Professional Development Opportunities: For working women, a major obstacle may be the lack of opportunities for professional advancement. It could be difficult for them to advance in their careers while juggling personal obligations if they don't have access to training and opportunities for growth.

A multifaceted strategy is needed to address these issues, including improved support networks, policy changes, and a change in workplace culture to better serve the needs of Haryana's working women.

2. Historical approaches

2.1. Jeffrey and Nicholas (1985) examined Work-family conflict is present when:

- a) time devoted to the requirements of one role makes it difficult to fulfil the requirements of another
- b) strain from participation in one role makes it difficult to fulfil the requirements of another
- c) specific behaviors required by one role make it difficult to fulfil the requirements of another.

The findings were growing literature on work-family conflict undoubtedly reflects the belief that work and family lives were inextricably linked. To make this progress, much more research into more comprehensive models of work-family conflict was required.

2.2. Zofia (1995) revealed Women's stress and well-being are influenced by the psychosocial characteristics of work and family. This study sought to identify psychosocial determinants of stress and well-being in occupationally active women. The test group consisted of 98 women, both blue- and white-collar workers from four occupational categories. The controlled variables-predictors of global stress perceived by women and well-being with its general assessment included psychological and physical work demands, job control and anticipation of job loss, assessment of work associates, family functions, and stressful life events.

2.3. John, Robert and Sidney (1970) found role conflict and ambiguity in complex organizations and suggested that the presence of these constructs in complex organizations leads to dysfunctional individual and organizational consequences. However, there was a lack of systematic measurement and empirical testing of these role constructs. This study described the development and testing of questionnaire measures of role conflict and ambiguity. Managers' responses were analyzed, which revealed these two constructs to be factorially identifiable and independent.

2.4. Ravinder, Naginder & Harpreet (1997) explored psycho-social issues that affect female teachers in Punjab due to their age (below 35 years

old and over 35 years old), location (rural or urban), and institution (school or college). A random selection of 1000 women teachers, 250 from rural and 250 from urban areas in 15 districts of Punjab, comprised the sample. The psychological and social issues facing women teachers made up the two sections of the psycho-social problems facing educated working women. Five-point grading was used for the test items. T-ratios were computed in order to identify the noteworthy variations. The current study's findings did not reveal any appreciable variations in psycho-social issues between female college and school instructors. Therefore, it was decided to accept the hypothesis that there is no discernible difference in the psycho-social issues faced by female teachers in colleges and schools.

2.5. Allen and Henry (1998) highlighted Workload and productivity of faculty: comparisons by gender were also associated with patterns of prioritizing teaching, research, and service, and women's nontraditional views of academic roles raised the possibility that gender will eventually define the nature of academic work. They used the data from the NSOPF-93 survey to perform multivariate analyses. Stepwise multiple regressions, a traditional statistical method, were employed in these analyses to determine the degree of correlation between a set of independent and dependent variables. Once all variables meeting the specified criteria, including statistical significance, have been selected, the next set of variables is chosen. productivity and workload among faculty members than quantifiable factors. According to the conclusion, every faculty member in NSOPF-93 put in a lot of overtime and completed difficult assignments. The multivariate findings had the hypothesized that most gender differences are likely the result of organizational processes. These factors, which are frequently studied qualitatively, might have a bigger impact on faculty productivity and workload than quantifiable factors. According to the conclusion, every faculty member in NSOPF-93 put in a lot of overtime and completed difficult assignments.

2.6. Susan and Marilyn (2001) conducted a pilot study on the challenges and demands faced by single mothers in management and professional fields.

Two methods were used to collect the qualitative data: 20 lone mothers participated in semi-structured interviews and filled out the Pressure Management Indicator questionnaire. According to the interview, the single mothers faced a higher degree of the issues and strains previously mentioned by women in dual-career couples, such as challenges with child care, workload, and role conflict. The results showed that the women in the sample's career development and aspirations were impacted by the death of a partner, separation, or divorce. Nonetheless, compared to other women, they used problem-focused coping and social support more effectively as stress-reduction techniques.

2.7. Huagui, Hafiz & Muhammad (2012) analyzed risks and difficulties faced by working women in northern Pakistani government organizations (Gilgit-Baltistan). A sample of fifty working women from Gilgit city's government organizations were selected for this purpose. The sample that was chosen had a range of ages from 20 to 49. The majority of the respondents were graduates or undergraduates, and the sample's work experience varied from one to twenty-five years. The descriptive nature of the research highlights the risks and difficulties that working women in Gilgit City's government organizations face. According to the data, 62% of women disagree with gender policy, while 38% of women agree with it. Women's findings showed that there was a significant problem with gender inequality or the lack of opportunities for women in the workforce. This study demonstrated the numerous challenges that female employees in government organizations faced, including discriminatory policies based on gender, a dearth of training opportunities, and pick-and-drop facilities. The main issues facing working women in Pakistan's northern regions were lack of appreciation, inflexible schedules, and the near complete absence of day care centers for their children.

2.8. Sundari (2012) explored the difficulties faced by Indian women who work. The current study's methodology focused on determining and assessing the degree to which these obstacles affect working women. Chennai served as the study's location. The primary data was gathered via questionnaires and working in various industries at various times.

According to the study, female employees find it extremely difficult to stay after work hours and to be forced to finish other people's work, and they are unwilling to shoulder other people's burdens.

2.9. Kausar (2013) examined relationship between a female college teacher's mental health and social skills in Lahore, Pakistan. The purposive sample consisted of 212 female college instructors with a master's degree or above who were between the ages of 25 and 45. All of Lahore, Pakistan's public colleges were included in the sample. The findings imply a strong positive correlation between female college instructors' mental health and social skills. The results of this study have implications for the development of appropriate social skills, which may improve the mental health of Pakistani women who teach college.

2.10. Jyoti & Sanjay (2016) explored obstacles faced by female entrepreneurs in rural India: a study conducted in Haryana's Jind District. to find out how many women are in business in the state of Haryana and to look into the issues and obstacles that these women face. Non-probability sampling was used to choose a sample of 200 respondents based on their age group and residential status. The study was exploratory and descriptive in nature. All of the primary data used in the study were gathered using structured questionnaires. The study was restricted to Haryana's Jind district's female entrepreneurs. The results had shown that insufficient family support, male colleagues' lack of cooperation, a weak negotiating position, insufficient experience, and insufficient knowledge.

2.11. Kavita & Veena (2017) examined research on stress in Haryana's female high school teachers. A sample of 300 married female high school teachers in the state of Haryana who were affiliated with the CBSE were used in the study on stress management, which was carried out in two district headquarters. Since district headquarters contained a sufficient number of schools, district headquarters were purposefully chosen for the study. Twenty high schools from each of the two cities were chosen in proportion. Three hundred married female high school teachers made up the sample. The study's conclusions showed that, while 86.67% of respondents spent 360–420 minutes a day at work,

the majority of respondents (80.00%) spent 300–360 minutes a day on activities related to their homes. The findings clarify the relationship between respondents' well-being and stress. Stress and mental, behavioral, emotional, and physical health were substantially correlated. The study discovered a negative correlation between stress and the stress management system.

2.12. Kusha (2017) investigated the prevention of psychological distress in women who are career-oriented. It was discovered through additional research that owing to economic expansion, life at work had gotten even harder. It was also true that female employees needed to put in extra effort to stay up with their male counterparts. Neutral with regard to these variables, the study reviewed the psychological stresses that exist in today's world.

2.13. Miha, Ivan and Jasmina (2021) conducted relationships between job satisfaction, life satisfaction, and work-life conflict among lecturers in higher education. This study's primary goal was to empirically investigate the connections between life satisfaction and job satisfaction and the construct of work-like conflict. In this research the researcher gathered the quantitative data for our analysis by surveying 148 people who participated online. Higher education lecturers from Austria, Croatia, the Czech Republic, Germany, Serbia, and Sloveni participated in this study. The findings demonstrated the detrimental effects of work-life conflict on satisfaction. Positive and affirming experiences reduce work-life conflict, which in turn suggests that higher education lecturers are satisfied with their jobs and lives. Our study's findings can be applied to human resource management practices as well as to additional research in this field.

2.14. Mrinal, Pragati, Piyush, Pradyumn and Prajjwal (2022) explored working women's problems and challenges in the twenty-first century. The study focused on the challenges women faced when trying to find employment in the corporate world and what steps would be taken going forward to lessen or eliminate all problems within the organization itself. Due to the aforementioned problems, women occasionally struggled to perform their jobs in the corporate sector; 51.4% of them acknowledged that they felt unsafe there. However,

40.7% of women agreed that they did not receive any recognition for the work they did while working for the organization, and 73.6% of women agreed that there was inequality there.

3. Research Objectives and Research Methodology

a) To analyses the hindrances faced by working women in their personal life and working life in different colleges of Haryana and their impact on their work-life balance.

b) To analyses that these hindrances will affect the productivity at workplace or cause family issues at home.

3.1. Research Methodology

The study's population consists of all female teaching and non-teaching employees currently employed by Haryana's colleges. However, the population of the study is limited to six districts in Haryana namely as Panipat, Rohtak, Faridabad, Gurugram, Karnal and Ambala. The total number of women teaching staff and women non-teaching staff in these six districts in Haryana happens to be around 2449 and 942. Under this research paper the main focus is on education sector including Govt. Aided and Non- Govt. Aided colleges of Haryana.

3.2. Data Collection

The primary data used in the study was gathered through questionnaires. The data is exploratory and descriptive in nature. The questionnaires were distributed to selected Govt. and Non- Govt.

colleges of Haryana and it covers the teaching and non-teaching staff as well. Out of 600 surveys, 402 questionnaires were collected.

3.2.1. Area of the study

Studies on hindrances faced by working women (teaching and non-teaching staff) of different colleges of Haryana.

4. Results and Findings

The data thus collected will be put into SPSS and analyzed using descriptive statistics, t-test, ANOVA and Factor analysis to test the hypotheses.

4.1. Mean Score and Standard Deviation

Key insights into the perceptions and experiences of working women regarding the various challenges they face in the workplace are presented by the descriptive statistics that have been provided. A snapshot of the reported obstacles' central tendency, variability, and accuracy is given by the mean, standard deviation, and standard error. The average score of 2.82 suggests that working women have a moderate perception of sexual harassment as a barrier. There appears to be less variation in the respondents' opinions, as indicated by the comparatively low standard deviation (0.07). On average, the respondents believe that being pregnant creates obstacles (mean = 3.32) and that superiors have preconceived notions about how it will affect productivity (mean = 3.3507). The respondents' consistent perceptions of these factors are indicated by the low standard errors for both.

Table 1: Mean Score and Standard Deviation

Statements	N	Mean		Std. Deviation
	Statistic	Statistic	Standard Error	Statistic
Sexual harassment is a great hindrance faced by working women	402	2.821	0.069	1.369
Pregnancy causes hindrances which are faced by working women	402	3.319	0.067	1.329
Preconceived notion of superiors that pregnancy affects the productivity at workplace	402	3.351	0.066	1.323
Menstrual cycle affects productivity	402	3.560	0.058	1.156
Poor working condition affect your performance	402	2.968	0.067	1.334
Glass ceiling is one of the issues faced by working women	402	2.993	0.065	1.288
Less support is given to female employees	402	3.095	0.068	1.356
Have you ever discriminated over your gender	402	2.911	0.067	1.336
Overload work hamper my health	402	3.568	0.068	1.172
Negative attitude of colleagues causes mental stress	402	3.30	0.065	1.299
Valid N (list wise)	402			

The average score (mean = 3.56) for the belief that productivity is impacted by the menstrual cycle indicates a reasonably strong view. The average of 2.97 that was reported for how poor working conditions affect performance suggests that respondents are moderately concerned about this issue. A moderate recognition of these challenges is indicated by the mean scores for topics such as the glass ceiling (mean = 2.99) and the lack of support for female employees (mean = 3.09). There is agreement among respondents, as evidenced by the relatively low standard deviations for both variables. The mean scores of 3.57 for overload work affecting health and 2.91 for gender-based discrimination indicate perceived difficulties in these areas. Less variation in responses is suggested by the standard deviations, suggesting that respondents' opinions are generally in agreement. The mean score of 3.30 for coworkers' negative attitudes that lead to mental stress points to a serious problem and the standard deviation suggests that there is some variation in the responses, indicating a range of experiences from the respondents. The largely moderate mean scores for each of the different aspects show that these problems are acknowledged. The low standard

deviations, which highlight the significance of tackling these issues jointly for a healthier and more encouraging work environment for women, frequently imply a degree of consensus among the respondents.

4.2. Factor Analysis

When performing a factor analysis, the Kaiser-Meyer-Olkin (KMO) measure evaluates the suitability of the sample. Given the circumstances, the data may be used for factor analysis, as suggested by the KMO value of 0.805, which shows a high enough correlation between the variables. In order to determine whether or not variables are correlated, the Bartlett's Test of Sphericity compares the correlation matrix to the identity matrix. The factorability of the data is supported by the obtained chi-square value of 1927.904 with 45 degrees of freedom and a significance level of 0.000, which shows that the correlation matrix is not an identity matrix. Regarding the obstacles encountered by female faculty members in postsecondary education, these findings validate the suitability of the information for examining underlying causes or trends in the noted obstacles.

Table 2: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.805
Bartlett's Test of Sphericity	Approx. Chi-Square	1927.904
	Df	45
	Sig.	0.000

Source: Compiled from Primary Data

4.3. Communalities (Hindrances)

The table displays communalities both before and after Principal Component Analysis (PCA) extraction for items pertaining to the obstacles faced by working women. Communalities show how much of the variance in each variable can be explained by the components that were extracted. At the

beginning, the communal variance of each variable was 1.000, meaning that each variable explained all of its variance. Following PCA extraction, communalities vary between 0.433 and 0.814. The principal components may have contributed to some shared variance, as indicated by the reduction in communalities.

Table 3: Communalities (Hindrances)

	Initial	Extraction
Sexual harassment is a great hindrance faced by working women	1.000	0.739
Pregnancy causes hindrances which are faced by working women	1.000	0.732
Preconceived notion of superiors that pregnancy affects the productivity at workplace	1.000	0.742
Menstrual cycle affects productivity	1.000	0.433
Poor working condition affect your performance	1.000	0.585
Glass ceiling is one of the issues faced by working women	1.000	0.814
Less support is given to female employees	1.000	0.812
Have you ever discriminated over your gender	1.000	0.778
Overload work hamper my health	1.000	0.752
Negative attitude of colleagues causes mental stress	1.000	0.805
Extraction Method: Principal Component Analysis.		

The table displays communalities both before and after Principal Component Analysis (PCA) extraction for items pertaining to the obstacles faced by working women. Communalities show how much of the variance in each variable can be explained by the components that were extracted. At the beginning, the communal variance of each variable was 1.000, meaning that each variable explained all of its variance. Following PCA extraction, communalities vary between 0.433 and 0.814. The principal components may have contributed to some shared variance, as indicated by the reduction in communalities. Particularly, the variables "Poor working conditions affect your performance" and "Menstrual cycle affects productivity" had lower communalities, suggesting that the extracted components accounted for a smaller percentage of their variance. On the other hand, "Less support is given to female employees" and "Glass ceiling is one of the issues faced by working women" retained a higher proportion of their variance, suggesting that these elements are more fundamental to the common factors found by PCA. This emphasizes how

complex the obstacles faced by working women are, with some factors significantly contributing to the underlying elements found by the analysis.

4.4. Total Variance (Hindrances)

The table presents data from the Principal Component Analysis (PCA) of the obstacles faced by working women, including the total variance explained by each principal component. "Extraction Sums of Squared Loadings" and "Rotation Sums of Squared Loadings" represent the variance after extraction and rotation, respectively, whereas the "Initial Eigen values" represent the variance prior to extraction. The total variance is mostly explained by the first three components. The first component alone accounts for 41.216% of the variance, according to the initial eigen values, and the cumulative percentage of variance rises with each additional component. Following extraction, 71.919% of the total variance can be explained by the first three components combined. The screen plot indicates that keeping these three elements is appropriate because they effectively depict a large amount of the underlying.

Table 4: Total Variance Explained (Hindrances)

Comp- onent	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.122	41.216	41.216	4.122	41.216	41.216	3.132	31.316	31.316
2	1.884	18.839	60.055	1.884	18.839	60.055	2.079	20.794	52.109
3	1.186	11.864	71.919	1.186	11.864	71.919	1.981	19.809	71.919
4	0.792	7.916	79.835						
5	0.545	5.447	85.282						
6	0.3	3.867	89.149						
7	0.34	3.387	92.536						
8	0.29	2.851	95.388						
9	0.26	2.597	97.985						
10	0.20	2.015	100.000						
Extraction Method: Principal Component Analysis.									

This result indicates that the obstacles encountered by women in the workforce are multifaceted, with a significant portion of the observed variance being explained by certain common factors. The remaining components show a smaller overall variance, suggesting that they may represent more specialized or less common aspects of the obstacles. The findings highlight the intricacy of the difficulties faced by working women and the necessity of focused, multidimensional interventions in order to fully address these problems.

4.5. Rotated Component Matrix (Hindrances)

4.5.1. Factor 1: Discrimination based on gender: Items with high loadings, like "Less support is given to female employees," are indicative of this factor. "Glass ceiling is one of issues faced by

working women," "Have you ever discriminated over your gender," as well as "Sexual harassment is a great hindrance faced by working women." All of these things allude to the larger issue of gender-based discrimination in the workplace, which includes problems with support, the "glass ceiling" that prevents career advancement, individual experiences of discrimination, and the frequency of sexual harassment.

4.5.2. Factor 2: Aspect of Pregnancy: Pregnancy-related loadings, such as "Preconceived notion of superiors that pregnancy affects the productivity at the workplace" and "Pregnancy causes hindrances which are faced by working women," dominate Factor 2. This factor includes obstacles that arise specifically because of beliefs about how pregnancy affects productivity and the difficulties that pregnant women face.

Table 5: Rotated Component Matrix (Hindrances)

Statements	Component (with factor loading)		
	1	2	3
Less support is given to female employees	0.896		
Glass ceiling is one of the issues faced by working women	0.885		
Have you ever discriminated over your gender	0.864		
Sexual harassment is a great hindrance faced by working women	0.800		
Preconceived notion of superiors that pregnancy affects the productivity at workplace		0.859	
Pregnancy causes hindrances which are faced by working women		0.835	
Menstrual cycle affects productivity		0.627	
Negative attitude of colleagues causes mental stress			0.869
Overload work hamper my health			0.854
Poor working condition affect your performance			0.581
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.			
a. Rotation converged in 5 iterations.			

4.5.3. Factor 3: Environment of Work:

"Working Conditions," the third factor, is typified by high loadings on the following statements: "Overload work hampers my health," "Negative attitude of colleagues causes mental stress," and "Poor working conditions affect your performance." This factor includes issues pertaining to women's psychological health at work, such as stress brought on by unfavorable attitudes, the detrimental effects of a heavy workload on one's health, and the impact of unfavorable working conditions.

5. Findings and Conclusion

The way these factors are interpreted highlights the complexity of the obstacles faced by working women. While pregnancy-related concerns and working conditions also stand out as distinct and noteworthy dimensions, gender discrimination is still a major concern. To ensure women's equality and well-being in the workforce, addressing these issues calls for focused interventions that include

anti-discrimination laws, maternity leave assistance, and better working environments in general. The second objective of the present study was to hindrances faced by working women in their working life and personal life in colleges of Haryana. The findings of the present study were in relation to respondent's demographic variables and its impact on respondent engagement in the various variables and factors analyses. The study examines various variables Gender discrimination, Pregnancy and Working condition as the hindrances faced by working women in their personal life and working life in colleges of Haryana.,

From the analysis and interpretation of the primary data, the following findings and conclusions are drawn;

5.1. Mean and Standard Deviation for various statements related to hindrances faced by working women in colleges of Haryana is calculated. Among ten statements, the highest mean score is 3.577

which suggest that "Overload work hamper my health". The standard deviation for this statement is 1.181 which shows very among the viewpoint of respondents. The lowest mean score is for the statement "Sexual harassment is a great hindrance faced by working women" which is 2.830. Hence, it provides a complex picture of the difficulties faced by working women. Other important factors that lead to hindrances faced by working women are pregnancy causes hindrances, preconceived notion of superiors that pregnancy affects the productivity, menstrual cycle affects productivity, poor working condition, glass ceiling issues, gender discrimination and negative attitude of colleagues. The mean of these variables is 3.328, 3.360, 3.560, 2.977, 2.992, 3.104, 2.920 and 3.315.

5.2. Factor Analysis was conducted for the recognition of the core factors that shows the need for the management of work life and personal life of working women in colleges of Haryana. It is applied to minimize large number variables into a few core factors. Each and every factor is constituted through all those variables that represents the factor loadings greater than 0.5. 3 factors were commuted from the 10 variables of the study. These 3 factors explained 71.919% of the all variables. Factor 1 is named as male support consists of 4 variables that accounts for 1.186% of the variance and has Eigen value 3.870. Factor 2 is named as pregnancy consists of 4 variables that accounts for 52.109% of the variance and has Eigen value of 1.884. Factor 3 is named as family support and consists of 4 variables that accounts for 71.919% of the variance and has Eigen value of 1.186.

Factor 1 is named as gender discrimination, consist of 4 variables that accounts for 31.316% of the variance and has Eigen value 3.132.

Factor 2 is named as pregnancy consists of 3 variables that accounts for 20.794% of the variance has Eigen value 2.079.

Factor 3 is named as working condition consists of 3 variables that accounts for 19.809% of the variance has Eigen value 1.981.

5.3. Gender Discrimination: When factor loading is carefully examined, the variables "Less support to female employees" and "Glass ceiling is one of the issues faced by working women" have the highest

factor loadings, at 0.896. These claims demonstrate how sexual harassment is a major obstacle that working women in Haryana's colleges must overcome. Gender discrimination and the strong control of the male gender over the female are the only causes of this. When compared to other nations, this factor lowers the respect for women and diminishes the effectiveness of all government policies. The factor is called "Gender discrimination" in light of these dimensions. Among all the factors, it accounts for the largest portion of the variance, 31.636 percent.

5.4. Pregnancy Aspects: The variable "Pregnancy a hindrance faced by working women" has the highest factor loading, 0.835, according to a thorough analysis of factor loading. These remarks emphasize that the obstacles pregnant working women in Haryana face are caused by coworkers' and the environment's unwillingness to accept responsibility. Unmanaged and improperly implemented government policies are also to blame for this obstacle. With these dimensions in mind, the factor is called "Pregnancy Aspects." 20.794 percent of the variance is explained by it.

5.5. Working Condition: Every item loading in factor 3 is notably nominal. The variable "Poor working conditions affect your performance" has the highest factor loading, 0.581, according to a thorough analysis of factor loading. These claims draw attention to the factors related to working conditions that cause obstacles for working women in Haryana's colleges in both their personal and professional lives. Inadequate facilities and a lack of inventiveness and creativity are also to blame for these obstacles. The factor is called "Working condition" in light of these dimensions. 19.809 percent of the total variance can be explained by it. All of these dimensions show the reasons and grounds for the working condition, which is why it is called "Working condition."

6. Conclusion

The research gives a comprehensive analysis of the hindrances faced in colleges of Haryana by the working women in balancing their personal and professional lives. Numerous factors emerged out from the research which leads to the increase the difficulties to the working women's professionals

including the Gender Discrimination, Pregnancy Aspects, and Working Conditions. Each factor representing distinct yet interrelated dimensions of the challenges encountered by women professionals. Working conditions, including excessive workloads, poor facilities, and negative attitudes of colleagues, significantly impact women's psychological health, causing stress, reducing productivity, and disrupting work-life balance. With the goal to establish a more

diverse and equitable workplace, these findings highlight the urgent need for comprehensive initiatives, such as strong anti-discrimination laws, more maternity support, and better working conditions. Institutions can enable women to strike a healthy balance between their two roles by tackling these structural issues, which will promote their professional development and general well-being while also advancing society.

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