

## Family Responsibilities Make a Barrier in the Career of Female Faculty

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### Abstract:-

**Background/Objectives:** This paper presents how to maintain family responsibilities and their careers successfully. Working women in daily life faced many challenges. To identify the problems among family responsibilities and their careers.

**Methods/Statistical analysis:** In this paper sample data is 120 to be used to get the appropriate results. SPSS tools used to convert the information in statics data. Demographic of respondents and Descriptive statistics used to reach the results. And the study of all factors impacts on respondents to maintain a balance between family responsibility and their careers. Correlation shows between family responsibility and growth in careers. Collection of data respondents are working in the academic sector.

**Findings:** In this paper, we found its fact a working woman faced many problems to maintain the balance between their professions and care for their families. So in this paper, all issues describe how to female managed the family responsibilities and job stability with growth. It's very critical situations handled by them. Many problems and challenges suffered by female faculty in the education sector. That's why behind the reason some time women quit their jobs. The workplace is seen as men's space and engaging of women is taken as lack of regard. Regardless, this technique is rapidly advancing now, and cash related similarity as other social components have not quite recently extended the number of working women in all circles of life, yet what's more, have improved the value of their non-conventional duty towards society. Sometimes women faced unhealthy jokes on women at the workplace. The main reason of behind these issues as unformulated manners unhelpful concepts in the effective atmosphere, nonappearance of beliefs, deception group effort, is deficient in leaning along with the consumption of an assortment of dialects, stringent ethnicity and convictions etc.

**Improvements/Applications:** In future perspectives study the male also faces these types' problems in their lives. Family responsibilities also make a barrier in their career growth. Male and female has the same family responsibilities, problems and issues faced in their lives.

**Keywords:** Family responsibility, Career, Women, Education sector

## 1. Introduction

It is an open certainty regarding working women need to confront problems just as a result of the goodness of their living being a female. In today's phase, Women aspiration to supply in their desire profession however it is additionally the truth to being isn't a walk in the park for ladies labourers in their vocation choice and improvement. Working women faced the problems and challenges every stage in their lives. Working women to do lots of action and hard work to build their family, children careers and own professional careers also. She doing lots of struggle in their lives but nobody gives them credit. After back to homes again busy in performing household work, help the children to perform their home works. Women live a very hard life in the modern era. To satisfy the family needs and their satisfaction regarding the job. Sometimes women are mentally disturbed and tensed to preserve balance. The most part, wedded ladies preference the showing work in an educational segment.

The male and females announced that contentions among work and family may add to a choice to find employment elsewhere, with females, for the most part, to do scarify as a contrast with man workforce. Female staff in their profession experiencing numerous issues and difficulties as identified with kid raising duties and to accomplish family unit work. Female personnel with youngsters overwhelmingly accept that their profession progress and efficiency have been eased back by having kids. Dissatisfaction with progress and profitability just as the strains of doing everything by adjusting profession as well as relatives possibly will add toward a womanly employee's choice to depart a personnel location. Such overweight causes pushed and on boundary and restrictions for every working lady some particular causes relatives to become because they do not support to working women.

Those women working on workplace field provocation, gender disparity, select and go down the office, unyielding; to take leaves during the pregnancy and other reasons they take leaves like illness of children, husband and other family member are cut off points. Governments make many rules and laws in favour of working women and association tend to intently to construct an enhanced place of work and convey effectiveness along with the competence of the legislative body. In this paper how to maintain the balancing among their profession and relatives responsibilities poses challenges faced by female ability in daily routine. We state the connection among relations situation and household tasks, position, and profession and work-life happiness by the female facility.

## 2. Background or Literature Review

The study of reviews discovered that Working women suffered many customs; backward thinking and restrictions made by our society against the women, on the place of work male supervisor or male colleagues badly behave done with working women. Sometimes women faced unhealthy jokes on women at the workplace. The main reason of behind this issues as unfortunate manners; unhelpful concepts in the effective atmosphere; the nonappearance of belief, deception, group effort, and liability; be deficient in learning along with the consumption of an assortment of dialects; stringent ethnicity and convictions, etc.

For the nearly all element the obstructions to descend into this course group motivation in all-purpose authority ladies living wage in empire regions supplementary so than individual's source of proceeds in built-up regions. Resting on the question of with the intention of, on the other hand, ladies take for granted a necessary profession in the economic improvement of the social order, until now their obligation is just the once in an at the same time as predictable. Authentic a career away from home of a home doesn't regularly realize empowering reactions. The vocation upbringing is the view as men's breathing space and interesting of ladies is in use as a lack of respect. In any case, this line of attack is rapidly growing at present, and change interrelated immediately as other societal fundamentals enclose not presently long-drawn-out the quantity of functioning ladies in every single one circles of living, until now in adding together, include enhanced the value of their Generally, the checks that fall into this class will by and large impact women living in nation locales more so than those living in urban areas.

On the issue of that, in any case, women expect a crucial activity in the money related progression of society, yet their responsibility is now and again perceived. Credible a calling out of home doesn't consistently find enabling responses. The workplace is seen as men's space and engaging of women is taken as lack of regard. Regardless, this technique is rapidly advancing now, and cash related similarly as other social components have not quite recently extended the number of working women in all circles of life, yet what's more, have improved the value of their non-conventional duty towards society. This headway has also realized the ascent of new challenges to which we need to adjust without exchanging off the positive features of our indigenous social form, nonappearance of guidance, social limits, insufficiency of unrefined materials, issue of record, outrageous contention, confined versatility, compelled managerial limit, authentic shows, maltreatment by focus men and nonattendance of confidence.

The flood of the new advancements may moreover adversely influence the amount of female staff used to work in partition teaching conditions. The women are impeded concerning getting ready openings in the usage of the Innovations; this may realize fewer women being used as

teachers/direct in associations that pass on courses through advancement. She is like manner summarizes that poor, provincial women will, all in all, be involved, with housework and family commitments, similarly as much of the time endeavouring to crush out a living or supplement their family's reward.

### 3. Methodology

**Table 1. Demographics of survey respondents**

| Variables             | Respondents response ( N-120) |
|-----------------------|-------------------------------|
| <b>Gender</b>         |                               |
| • Male                | 72 (55.38%)                   |
| • Female              | 58 (44.62%)                   |
| <b>Age (Years)</b>    |                               |
| • Under 40            | 68 (52.30%)                   |
| • 40-50               | 50 (38.46%)                   |
| • 50-60               | 12 (9.24%)                    |
| <b>Rank</b>           |                               |
| • Assistant Professor | 48 (36.92%)                   |
| • Associate Professor | 62 (47.69%)                   |
| • Professor           | 20 (15.39%)                   |
| <b>Job Status</b>     |                               |
| • Full time           | 33 (25.38%)                   |
| • Part time           | 68 (52.30%)                   |
| • Contract basis      | 29 (22.32%)                   |

Table 1 show the demographic data of respondents of all variables male 72 (55.38%), female (44.62%), Age (Years) variable, under 40 years (52.30%), 40-50(38.46%), 50-60 (9.24%), Rank variable, Assistant Professor 48 (36.92%) Associate Professor 62 (47.69%), Professor 20 (15.39%), Job Status variable, Full time 33 (25.38%) Part time 68 (52.30%) Contract basis 29 (22.32%).

**Table 2. Descriptive Statistics**

| Major Indicators related to family responsibilities, number, (%) by category  | % of Respondents response ( N-130) |
|---|------------------------------------|
| • No family care responsibilities   | 72 (55.38%)                        |
| • Children not living at home and/or other family care responsibilities which can include caring for an ill spouse, elder, etc. | 38 (29.23%)                        |
| • Children under 18 at home, possibly in addition to other family care responsibilities   | 20 (15.39%)                        |
| <b>Position, number (%) by category</b>   |                                    |

|   |             |
|---|-------------|
| • Assistant professor   | 54 (41.53%) |
| • Associate professor   | 32 (24.62%) |
| • Full professor  | 44 (33.85%) |
| <b>Prospective outcome modifiers</b>                                      |             |
| • Sex, number (%) female  | 62 (47.69%) |
| • Age, number (%) by category   | 24 (18.46%) |
| • Younger generation  | 44 (33.85%) |
| <b>Marital status, number (%) by category</b>                             |             |
| • Single, divorced or widowed   | 33 (25.38%) |
| • Married, other committed  | 68 (52.66%) |
| • Level of demand for family responsibilities                             | 29 (22.36%) |
| <b>Outcome variables</b>  |             |
| • Work and home environment 1-5 (5, highest), mean (-SD) 1.9 (+,-1.02)    | 45 (34.62%) |
| • Career happiness on scale of 1-5 (5,highest), mean (-SD) 2.4 (+,-1.0)   | 60 (46.15%) |
| • Job satisfaction on scale of 1-5 (5, highest), mean (-SD) 1.6 (+,-1.05) | 25 (19.23%) |

Not all respondents were included in every category, values (N=130). SD, standard deviation.

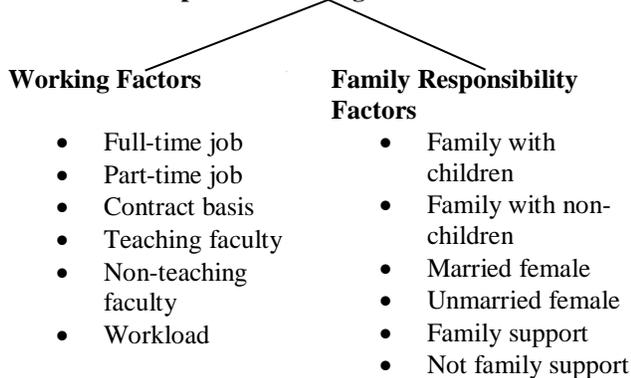
Table 2 Descriptive Statistics shows major Indicators related family concern responsibilities, number, (%) by category and % of Respondents response (N-130) under no family care responsibilities (55.38%), Children not living at home and/or other family care responsibilities which can include caring for an ill spouse, elder, etc(29.23%), Children under 18 at home, possibly in addition to other family care responsibilities(15.39%), Position, number (%) by category under Assistant professor(41.53%), Associate professor(24.62%), Full professor(33.85%), Prospective outcome modifiers under Sex, number (%) female(47.69%), Age, number (%) by category(18.46%), Younger generation(33.85%), Marital status, number (%) by category under Single, divorced, or widowed(25.38%) ,Married, other committed(52.66%),level of demand of family responsibilities (22.36%), Work and home environment(34.62%) mean (-SD) 1.9 (+,-1.02), Career happiness on scale of 1-5 (5,highest), (46.15%) mean (-SD) 2.4 (+,-1.0) ,Job satisfaction on scale of 1-5 (5,

highest), (19.23%) mean (-SD) 1.6 (+,-1.05).

### Factors impact on working women 's life:-

Working women faced many critical situations in their lives during their jobs. Today women also tried to be discovered discoveries and few ladies discover and present herself as an instructor and as a guide to run the organizations successfully. Working women likewise sums up those poor, local ladies will, in general, be occupied, with housework and family obligations, just as recurrently attempting to compress not at home a living wage, or enhancement their family's salary. Factors put the impact on working women discuss below shown in figure 1.1

#### Factors impact on working women careers



## 4. Results and Discussion

In this paper, we found its fact working women faced many problems to maintain the balance between their profession and care for their families. So in this paper, all issues describe how to female managed the family responsibilities and job stability with growth. It's very critical situations handled by them.

## 5. Conclusion and Future Scope

Through this paper we highlight and every movement of life women have faced the struggles not only their families as like on the place also. Women always to do work efficiently on the workplace as like man. The spread out of the innovative innovations possibly will equally damagingly concern the measure of womanly workforce utilize to occupation in taking apart cultivating environment. As of late, the question of fulfilment among work-family stability has gotten progressively significant and feasibly complicated in favour of guys, as well, because of changing assumptions regarding sexual orientation value in the home and the job of parenthood. The ladies are slowed down among regards to preparing openings in the exploitation of the innovative innovations; this possibly will convey on the

subject of smaller amount ladies human being utilize as instructor/guides in organizations that communicate flows from end to end modernization.

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