An Exploratory Study on Experiences of Work-Life Balance of Female Teacher in Private University

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Abstract
This basic aim of this study to explore the experiences on work life balance of female teachers who are currently serving at private university. The study used the convenience sampling techniques and semi structure interview conducted from 11 participants. For the analysis of interview data thematic analysis used for this study with the help of Nvivo 11 plus. Based on thematic analysis six themes emerged; Understanding of work life balance, Demands, Social support on WLB, Challenges of WLB, Consequences of WLB and Coping up Strategies and Techniques of WLB. The results indicates that female teacher has understanding of work life balance as division of time and resources among the home and work responsibilities. Working women plays multiple role as mothers and family roles therefore they face conflicts of roles. They face different challenges reported in this study include parenting, marital, emergencies and lack of family support. They discussed different coping up strategies in this study includes early planning, effective time management, hiring domestic helpers and giving up the personal life to attain WLB. The participant of the study also highlighted the consequences of WLB.
Keywords: work-life balance, female teacher, private university

1. Background to the research

1.1. Introduction

Employees spend almost half of day at workplace and then go back to their family life in the evening(Rahman, Chaudhry, Meo, Sheikh, & Idrees, 2024). Maintaining a balance between organizational and personal commitments is significantly crucial for an individual to enjoy healthy physical, mental, emotional and social life(Rahman, Chaudhry, et al., 2024). Any imbalance between professional and personal commitments can negatively affect both domains. It can lead to dissatisfaction, poorer job performance, higher absenteeism, decrease organizational commitment, increased job stress, frustration, poor physical and mental health as well as loss of performance in personal and family life (Khan & Wali, 2019; Rahman et al., 2024). Therefor balancing the work and personal life is very important for organizational growth, effectiveness and well-being of employee.

Work-Life-Balance (WLB) means how a person prioritizes his professional and personal responsibilities. We all play multiple roles in our life and try to manage the demands and responsibilities of each role (Rahman & Shurong, 2024). However balancing the work and family life responsibilities is one of the most important challenges to women are facing (Welter, 2004; Guendouzi, 2006). Work life balance is often a complex issue for working women in developing countries and in patriarchal society because they has to perform multiple roles as compare to men and face unequal distribution of domestic responsibilities. Because people here generally belief that women are house maker so being a wife and a mother they are expect to perform all the traditional roles (bearer of domestic responsibilities, care giving, childcare duties and emotion roles) (Rashee, 2018; Rahman et al., 2024).

Pakistan is one of the developing countries (Awan, Shahid, Rahman, & Baig, 2023) where women workforce is lower as compere to the world but it is increasing continuously(Khan, 2016; Bint et al., 2024). In our society for women keeping WLB women face number of challenges include large share of family and house based responsibilities, socio-cultural challenge, lack of professional & family support, lack of facilities and structures and occurrence of unsympathetic attitude at home and work place (Mehmood & Naz, 2015; Riaz & Safder, 2016; Batool, et al., 2013; Sarfaraz & Khalid, 2015; Iqbal & Nasir, 2016).

Many of the studies have been conducted in Western context on concept of work life balance with reference to women (Rossi, 2001; Berg, Kallenberg, & Appelbaum, 2003; Marcinkus, Whelan-Berry, & Gordon, 2007; Rashee, 2018). Literature indicates that majority of studies on WLB has been conducted at management level with reference to its psychological impacts on job performance (Lewis & Cooper, 2005; Smith & Gardner, 2007). Researchers viewed a women performing multiple role can enhance their multi-tasking, interpersonal, leadership skills to perform managerial duties in with effectiveness and efficiency whereas few studies scrutinized the solutions for WLB problems (Zubair, Rahman, Sheikh, & Zafar, 2024) and suggest strategies that how one can mitigate the work life conflicts (Shelton, 2006). However, in context of Pakistan few researches conducted in this regard (Noor N. , 2004; Noor & Maad, 2008; Sumaira & Azam, 2012). In Pakistan, women entry to work world has been increase during the last few years therefore, these is a need to explore this concept in depth more (Shahid, Rahman, Sheikh, & Allahrakha, 2024). Moreover, most of WLB studies conducted in Pakistan used quantitative research approach whereas this research used the qualitative approach to understand the challenges female teachers face for achieving WLB, exploring coping up strategies and consequences of WLB (Saeed, Rahman, & Sheikh, 2024).

1.2. Research Purpose

The purpose of study is to describe and understand the experience of work life balance of working women from academic institutions.

1.3. Research Objectives

The objectives of research are:
- To explore the understanding about work life balance of female teachers working at private university
- To discover the strategies female teachers used to achieve work life balance
- To explore the issues and challenges faced by female teachers in achieving work life balance.

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- To understand female teachers' views about organizational support that help them in balancing their work and personal responsibilities

2. Literature Review
2.1. Work Life Balance

Work life balance is one of the broader concepts of literature, defined by different researchers in different ways (Uzma, Usman, & Rahman, 2023). Originally it is defined as work family conflicts, So it can be defined as inter role conflict in which role pressures from work and family domains are mutually incompatible in some respect (Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964)(Awan, Arslan, & Hussain, 2023)". So a person's role participation in one domain makes it difficult to participate in other domain of life. Whereas another researcher indicate that role balance is also refer to a person's tendency of equally engage in performance of every role with the full attention and care to achieve mindfulness (Work-life initiatives: Greed or benevolence regarding workers time.In C. L.Cooper & D. M. Rousseau (Eds.), Trends in organizational behavior.). However equal engagement doesn't mean the equal distribution n of time and energy between each domain of life(Younas, Shoukat, Awan, & Arslan, 2023). It means that person have choices, preferences and resources to prioritize the work and personal/family life domain desirably. As Kalliath and Brough (2008) said that "Work-life balance is the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities".

Many of studies identifies that individual life is divided into multiple domains of family, friends, neighborhoods, social involvement, financial resources, health, leisure, relaxation and work(Awan, ul Hasnain, & Arshad, 2023). All of these domains are closely interrelated and may have significant effect on each other which can lead to imbalance life . So individual needs a simultaneous approach for balancing overall emotional, social and organizational life effectively (Hill E. , Erickson, Hoimes, & Ferris, 2010). Although there are different, definitions of work life balance but overall it is associated with maintaining overall sense of satisfaction in life(Awan, ul Hasnain, et al., 2023).

Many theories explains the concept of work life balance includes segmentation, compensation, spill over and broader theories.

2.1.1. Segmentation Theory

Segmentation theory assumed that work and non-work are two separate domains of life and have not influence each other. It hypothesized that to maintaining a WLB employees can disconnect from one segment while in another.

2.1.2. Compensation theory

Compensation theory assumed that employees can create work life balance by compensating dissatisfaction of one domain of life with satisfaction of other domain. There are two categories of compensation; first type refers to situation when employees may increase their involvement in one domain due high level of satisfaction in it and reduce their involvement in other domain due to high level of dissatisfaction in it. Second type refer to situation when the employees respond to the dissatisfaction experienced in one domain by earning and working towards extra rewards in the other domain where they already experience more satisfaction compared to the other domain.

2.1.3. Spill-over Theory

Spillover theory is a process that explain that one domain of life influence the other domain of life in similar manner. There are different categories of spillover,

Affective spillover when employee carries moods or attitude related to one domain to other domain in same way like work related moods are carried to personal life or personal life related moods are carried to work. Other category is instrumental spillover that indicate positive and negative consequences of spillover. A positive spillover refer to situation when an employees has high level of satisfaction in one domain because they are successful in it and simultaneously may feel the same sense of satisfaction in other domain whereas a negative spillover occurs when employees are experiencing stress one domain and they simultaneously may feel the same sense of dissatisfaction in other domain. This theory will help to know how to know the stressful situations and issues female employees face in any domain and how they perceive the satisfaction in other domain of life.

3. Research Methodology

This study is based on the interpretivism paradigm that beliefs that social reality is multiple in nature(Awan, Ali, Rehman, & Idrees, 2023). Reality is shape by multiple perceptions, thoughts and experiences of human beings that varies from individual to individual, contexts to context and cultures to culture. The basic aim of this paradigm is to gain insight, explore the depth and complexity of phenomena through inductive approach.

The aim of this research is to explore the understanding of female teachers' about work life balance; to gain in depth knowledge on issues and challenges they face to achieve work life balance; and to explore the coping strategies they use in maintaining work life balance.

3.1. Population, Sample Technique and Data Collection

The population of the interest of this study is female teachers working at private university. Qualitative study uses the small number of sample size, conducted in the natural setting of participants and obtain rich and subjective data to analysis. Therefore, convenience or purposive sampling techniques considered most appropriate to gain insight on area of study. The connivance sampling used for this study and 11 participants selected from the private universities who were conveniently available and willing to share their views, experience and perceptions on the topic of study. Most of the participant of this study belong to the age group of under 30, 31-39 and 40-49. All the participants were married and having at least one child. Among the 11 respondents, six were living within joint family system and five were living in independent family system. Table 1 presents the demographic characteristics of participants.

This study used phenomenology design to gain in depth understanding of participant's live experiences. "In phenomenology study responded are asked to describe their experiences and the goal of study is to describe the meanings that experiences hold for each subject." (   )

Semi-structured face-to-face interview conducted from 11 participants individually working in private universities. Interview protocol consist on 11 questions that are adapted from existing literature and modified according to the aims of this study.

Table 1: Participants' Demographic Information

Name of Participant	Age Group	No. of Children	Job Title	Job Experience
Ms. A	31-39	3	Lecturer	7 years
Ms. B	31-39	3	Assistant Professor	10 years
Ms. C	Under 30	2	Lecturer	5 years
Ms. D	31-39	1	Lecturer	9 years
Ms. E	31-39	2	Assistant Professor	4 years
Ms. F	Under 30	1	Lecturer	6 years
Ms. G	31-39	3	Lecturer	5 years
Ms. H	31-39	1	Assistant Professor	10 years
Ms. I	Under 30	1	Lecturer	4 years
Ms. J	40-49	2	Assistant Professor	9 years
Ms. K	40-49	2	Lecturer	9 years

3.2. Data Analysis Strategy

The most commonly used technique to analysis the qualitative nature of data is the "thematic analysis". According to Braun and Clarke (2006) "thematic analysis is method of identifying, analyzing and reporting the themes emerged from participants' interview transcriptions. The basic aim of this study is to explore the understanding of female teachers working at universities about WLB; social and organizational factors influencing WLB; issues and challenges they face; consequences of WLB and coping up strategies they use to maintain WLB. Thematic analysis performed on the data with the help of Nvivo 11 plus software.

4. Findings of main Themes

There are seven main themes identified through thematic analysis in NVIvo. These themes categorized as A) Work Life Balance, B) Demands, C) Social Factors, D) Organizational Factors, E) Consequences of WLB, F) Challenges to WLB and G) Coping Techniques for WLB. The table 01 reports the main themes and their relevant strengths. The table 01 indicates that all the participants has understanding about work life balance. Most of the participant discuss the theme "organizational factors" as the most influencing to maintain the work life balance and they also highlighted the theme "social factors". In organizational factors of the participants talk about the supportive leadership, colleagues' behavior, working conditions, time flexibility and provision of leave and other facilities to improve the work life balance whereas in social factors participants generally share their experience about husband's and family's support. Then all participants discussed about what consequences they experience if they maintain or cannot maintain the work life balance. This theme contains the second highest strength among all other themes.

Table 2: Main Themes and their Relative Strengths

	A : Understanding of Work Life Balance	B : Coping Strategies and Techniques for WLB	C : Social Support on WLB	D : Organizational Support on WLB	E : Demands	F : Consequences of WLB	G : Challenges to WLB
Ms. A	5	3	4	8	2	7	2
Ms. B	7	2	4	8	2	4	3
Ms. C	4	1	4	4	2	7	2
Ms. D	12	2	1	13	2	4	1
Ms. E	5	1	6	4	1	8	3
Ms. F	7	4	3	5	2	8	2
Ms. G	5	2	2	7	3	7	1
Ms. H	8	3	3	9	1	7	1
Ms. I	4	4	5	3	2	4	1
Ms. J	3	1	11	6	3	5	3
Ms. K	3	3	2	5	2	7	1

In figure 1, it is clearly indicate that organizational support on WLB are most important to maintain the work life balance. Among 11 participant, 06 participant highlight the importance of organizational support, 05 participants highlight the consequences of work life balance whereas 03 participant highlighted the social support simultaneously.

4.1. Results & Discussion

4.1.1. Understanding of Work Life Balance

Understanding of Work Life Balance is about the views, perceptions or subjective meanings of each participant. Particpants share their understanding on WLB as equal division of time & resources, effective management, segregating roles and spillover effect. Some of the participant reflected their understanding about work life balance as division of time, resource and energy between job and home related related responbisibilities.

"I think work life balance means how I utilize my time to perform home and work place responsibilities effectively. I always set my priorities about what to do and when to do because time management is very important to me to balance work and family life." (P/10)

"To me it is balance between domestic, marital, child rearing responsibilities and professional work related responsibilities. Division of equal time, resources, devotion and dedication to perform both responsibilities with due care. Therefore, no area is get neglected. Maintaining WLB is very important to keep yourself free of stress, work pressures job burn out; to maintain good marital relationships; to allocate enough time to child rearing responsibilities or to spare time for your personal intellect, growth as higher studies persuasions etc…"(P/4).

Figure 1: Main Themes and their Relative Strengths
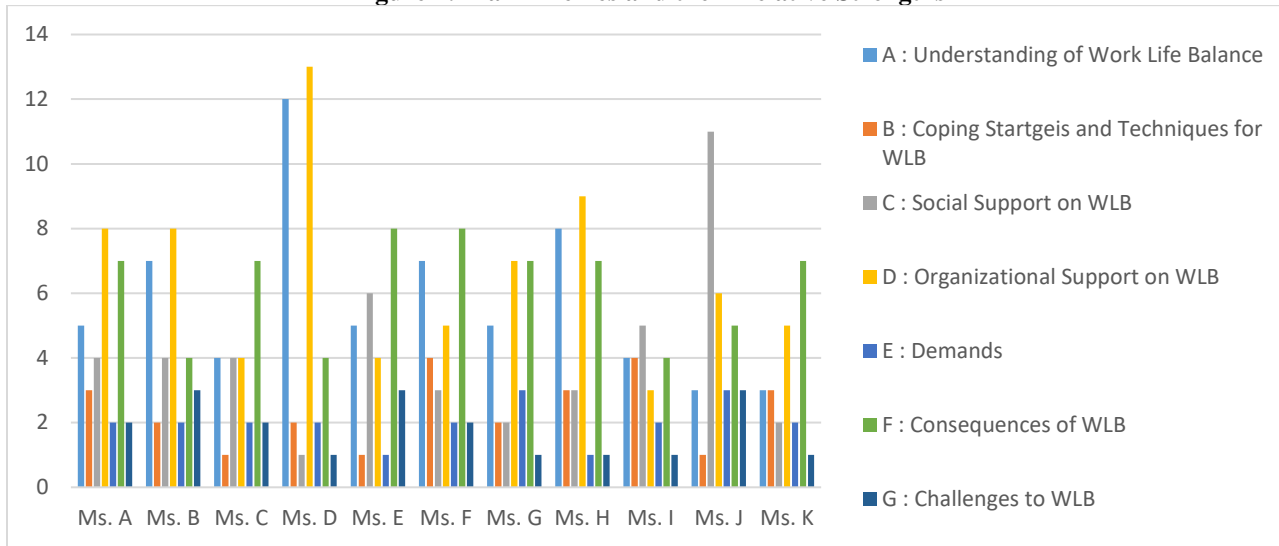
Some of the participants understand work life balance as "effective management" of work and family responsibilities.

"According to me, work life balance means that how effectively you spend your time and energy to perform both work and family responsibilities. Without allowing, either role to interfere with the time given to other role is work life balance." (P/11)

Some of the participants give meaning to work life balance by segregating the roles as working-women and as mother or wife, daughter in-law etc. They focused on playing each role properly without disturbing each other.

"Work life balance means to fair balance between my working and domestic responsibilities. Therefore, I could perform both roles without disturbing or without hinder each other." (P/2)

"If you are giving proper time to your family and children along with work responsibilities. You are not neglecting your children and family due to work as well as your work not affected because of your family responsibilities." (P/3)

"According to me, work life balance means being able to be present at work, when you are at work place and at home when you are at home place. If your mind is always in the other place, things are out of balance. I also think that I have to be successful in both places. That I do all that I am supposed to do in the work and all I am supposed to do in the family." (P/8)

One of the participant understand work life balance as that conflicts and stress of both work and family life influence the both aspects of life. It is term as spillover effect when conflicts, stress, pressures of one domain effect other domain of life.

"I think work life balance means balance actually you are performing two different role and both should not interfere to each other. I am mother of three kids and doing job as lecturer, therefore I have to manage the both places effectively. Sometimes conflicts arises due to pressures from work and from family domains, then one domain suffer to other one, and both domains are mutually incompatible. Therefore, most of time personal life suffered and then somehow family life because being an employee escape from responsibilities and negligence is not bearable at organization level." (P/7)

4.1.2. Demands

This theme incdicates that how family and work related responsbilities of each repondent influence the attainment of their work life balance. Participants shared their domestic and work related responsibilities here. All the participants are university teachres and they emphasised two types of job demands. First is complusory activities that you have to perform as teacher include preparing course files, delivering schedule lectures, assessment and evaluation of students through assignments, quizzes, projects, mid term and final term exams, conducting exam duties, doing research and publications, meeting targets and deadline for submission of course files, assment of students' results and conducting seminars or workshops (P/2, P/3, P/6, P/8, P/9 and P/11). second type of demands include additional responsibilities e.g. work as batch coordinators to help students in different maaters, member of different acdemic committiees or any other responsibility assign by head of department (P/1 and P/4). In addition to that respondent also mention the overburdend work situation.

"Every year unviersity enroll a lagre number of students. For each program we have at least two and sometime three section with the strength of more than 55 students in each section. Moreover we are instructed to take six quizzes, six assignments, two presentation and at least one project during the semester for sessional assement of each student along with their mid term and final term exams. The huge strength of students and multiple section along with such evaluation create too much burden and stress for us... this workload negatively affect my health." (P/2). Two more participant shared the similar issues (P5 and P/11).

The finding that emerged during the data anlaysis indicates that majority of female perform all the domestic chore with or without any supportive hand. Some of respodents share their views in reference to domestic resbponsibilities that include "*cooking, cleaning hoem, lundery, dishwashing and doing perperation for next working day*". *(P/1, P/2, P/4, P/8, P/10 and P/11)* however some other participants share their experiences

"*My family is supportive. I have to do only those works at home that I can easily manage. I just have to manage works related to my children whereas no one force me to do additional domestic chores*" *(P/5)*

"*I am living with my Aunt. She totally take care my daughter, all my home chores in my absence. I never pressurized by anyone at home to do any work. I got too much tired when come back to home after job…If I have time and energy then I do cooking in evening whereas one task I must do daily is to help my daughter in her studies*" *(P/6)*

Whereas form the children point of view most of the particpants share their experience that they try to pay full attention to their children that includes "*feeding them, bathing them, changing cloths them, helping them in their studies and continuously watching that they are not doing something wrong or learning bad manners. (P/1)*" Similar views shared by P/2,P/3 P/4, P/8, P/10 and P/11.

4.1.3. Social Support on Work Life Balance

This theme explores the participants' experiences about different social factors that either help or hinder them in attaining WLB. Participants of the study share their experience about supposal support, joint family system and cutural views of society about gender. Majority of the participamt reported the role of husbands in female life to attain WLB that how husbands' cooperation or non-coorperation effect their working wavies domestic and career responsibilities.

Some of the participants share their sentiments that their spouses are supportive in domestic responsibilities and they feel blessed having such partners. Whereas few other share their experience about non supportive spouses.

"*My job interview held on the day of my marriage reception and my husband brought me for interview. It shows that how much my husband is supportive. He wants that I should be a successful woman in my career as well as in my family life as well. He helps me in childcare and in maintenance of home.* "*(P/5)*

"*My husband is caring person. He helps me in cooking, and in taking care of our daughter. He manage every work related to my daughter when I am busy in other home chores like feeding her, changing her cloths, playing with her. (P/9)*

"*My partner is supportive but I cannot demand to do something that is out of the way of his limitations. However, He supports me to pick and drop the children from school and manages his own chores whenever I am busy and too tired.*" *(P/1)*

"*In my point of view the most influential role in maintaining balance between domestic and career demands in any married women's life is perform by her husband. Without his support, she cannot work with harmony and peaceful mind. I feel blessed for having a supportive husband who always help me whenever I need… (P/7)*

However, few of respondents highlighted that due to cultural influence we have to realize our partners to share some domestic responsibilities. This is due to the cultural influence

"*In term of helping in domestic work, my husband is good. However, I feel that in our society mothers train daughter to do all domestic work but they do not train their son. My husband does not do anything until I realize him. When I ask for his help in taking care of children, kitchen matters, pressing cloth or anything else he does it otherwise by himself he does not take initiative. If I do not ask him, he thinks that I am fine I can manage everything by myself. So here, I feel that is due to our societal values where male members not train to help their wives in domestic responsibilities.*" *(P/11)*

"*I think in our society male partners generally do not help in domestic responsibilities. They feel embarrassment if you ask to do some domestic task even take care of their own children. Moreover, when woman start doing job male partner overburdenized her and leave many external home affairs for her to perform like grocery or pick and drop for kids.*

My husband is very lazy person he cannot take a glass of water by himself. We both are working at same department. When we come back, he expect me that I should do cooking, serve lunch and please him and look after my daughter as well even I am too much tried. He never helps me in any domestic task." *(P/8)*

After analyzing data with reference to supposal support in career responsibilities, it was found that majority of respondents specified that their husbands are very supportive in work related responsibilities.

"*My husband always understand whenever I have to stay for long hours at work place because of additional work responsibilities, or for event management.*"*(P/1)*

My husband shares my job stress, listen to me when I become hyper due to anything undue happen at job place and also give advices to me whenever necessary. "*(P/5)*

My husband gives me moral support and advice for task related to my job whenever I need. He always encourages me and boosts my stamina when I feel low due to job pursers and demands."*(P/9)*

"*My husband always give me pick and drop even the route of my job place is totally opposite from his route.*"*(P/10)*

However few partiipants pointed out that their husbands do fight with them. This is because "*my husband does not understand why I bring work prolems at home and why I am ftigued or stressed.*" *(P/2)*

After having the analysis of data it was found that joint family sytem also plays an important. Some respondent specified the helping attitude of family however few shared opposite opinions about it.

"*Mother in-la and sister in-law are very supportive. They take care kids in my absence and perform many domestic task as well. However when I go back to home then it is my responsibility to manage home chores*" *(P/1, P/3, P/5, P/9).*

One of the respondent said joint family system is the blessing to maintain work life balance

"*Joint family system is one of the blessing if they have supportive and helping attitude to achieve work life balance. I am bless to having supportive father and mother in law. They both supported me when my children were small; they worked as babysitter and they performed entire tasks related to them without realizing me that it is my responsibility. Because being a female rearing my children is my primary responsibility but they did everything for me and my children*" *(P/10).*

Some of respondents not living in joint family system but I case of need they get support from in-laws "when *I have to stay for long hours at work place I drop my kids to my mother in-law and she take care them." (P/7)*. Similar sentiments shared by P/5 "I *always took help from my sister in-law whenever emergencies at work place".*

Only minority of respondent stated that joint family system create trouble for them instead to help them for attainment of work life balance.

"*My in-laws demands that I should do everything for them whenever I visit them. They demand I should do cooking for them, greet their guests, cleaning the house and give my earning to them even then they insult me whenever they want. My husband is supportive but he cannot change my in-laws attitude. He cannot say anything in front of them because he is an elder son in home." (P/11).*

"*My in-laws are not supportive. I have to complete all my domestic responsibilities before I left home for job and when I come back to home, I have to look after my children and my husband well as my mother in-law. I cook dinner and serve it to them, do dishwashing and clean kitchen. Then I wash cloths of compete family daily because it is my mother in-laws instructions. After completing these task then I am allow to look after my children. I cannot hire a maid I have complete all domestic task daily by myself. Otherwise, they will not allow me to continue my job. My husband does not support me he never try to understand why I am stress or fatigue or why I bring work problems home." (P/2)*

4.1.4. Organizational Support on Work Life Balance

This theme give insight about the organizational suportive factors to attain the work life balance. Majority of the participant in this study described that supportive leadership, colleagues' behviors, working conditions, provison of leaves and other facilities help them to manage WLB.

Majority of participants stated that their HOD is supportive and cooperative of work life balance because they understand the family responsibilities and allow female teachers to look after their kids during job timings.

"*My HOD has family life with children. She understands the pressures of looking after both family and work duties. She allows me to visit my children at home during my free hours. There is sharing and caring culture at work where people know family circumstances of almost everyone and this helps promote flexibility." (P/2).*

"*We can have half days if our kid is ill or we have to attend any event in my kids' school" (P/7).*

The supportive leadership increase the dedication to the employees. When an employee feel that, my boss understand my family problems and support me in case of need then employee shows more respect and dedication to the work.

"*I remember that my daughter had few medical issues in her early age and I had unable to concentrate on my job. My HOD allowed me that I can leave university just after taking my classes. He said no need to sit in office from 9:00am to 5:00pm, as he understand that family comes first. Moreover, he allowed me to arrange makeup class whenever I need in case of missing schedule class due to emergency. I always respect him and work more dedicately." (P/8).*

Similar sentiment shared by P/ 1, P/5 and P/7. However few participant stated that their head of department is authoritative and they do not care for the personal life of their subordinates. They created a stressful enviornment in department. The participants reported that their HODs do not cooperate in reseschudling classes or perfoming other administrative duties on behalf of other as replacement if any female had family or personal issue. This is because the HOD promots favioritisim culture in department. lf you have good personal relationship and you are good book of your HOD you can get any favour.

"*If I have to visit outside the organization to do some personal work then I try to arrange makeup class early before time than my scheduled class. However, my head of department most of time not allow it and discourage us for arranging make up classes. Although it indicate about my responsible attitude and dedication to work. I do not want that students should suffer due to my personal commitments but I never get appreciation for this. Here you can get any favor from head of department if you have good personal relationship with and you always please him... but I cannot do it." (P/6).*

Similar views shared by the P/9 and P/11 about non- understanding and non- supportive attitude of HODs about their problems.

Most of the respondents in this study specified that the supportive colleagues are another key component that help to attain the WLB

"*If I ask my colleagues that I want to exchange my class with them or ask someone to conduct class or exam duty on my behalf due to some personal and family commitment. They always share my work whenever I need."(P/2)*

"*My colleagues are concerned about each other. I always share my personal, family and work problems with my colleagues. They always give me fruitful advice that how I should handle the problematic situation." (P/4)*

"*When I am busy with research students. My colleague take care of myself because research is my passion and I get too much involve in work that I forget even to take lunch. She order lunch for me or offer me a cup of tea. (P/1)*

"*My children are studying at school adjacent to my university. Sometime I get busy in class or any academic activity like taking presentations of students and cannot leave class. Then my colleague pick my children from school and bring lunch for them as well."(P/9)*

However two of the respondents reported that the jealous and non-cooperative attitude of their male colleagues.

"*The male faculty members in our department always gives manipulated information to HOD just to get personal benefits. They involve in leg pulling for female members. In such scenario head, become bias easily. He create stressful environment for me. I am a social person and I have good relationship with administrative staff as well like registrar. My male colleagues are jealous from my social network. They always do wrong reporting against me." (P/11)*

"*Male are male even working in sophisticates academic environment. Their mentality cannot be change. They treat and insult female colleagues as they used to behave with their own waives. They think female has not sense, has no talent, and female are working just for waste time. Male are overconfident and they do not bear female at better position as compare to them in department.in such scenario sometime female overburden herself to show her capabilities and efficiency. That over working ultimately disturb her family life."(P/5)*

Most of participant reported that their working are very long and organization should either revise it or allow time flexibility to female faculty members. "*University job is highly demanding in term of timing" (P/1)*. "*Working hours is too long" (P/3, P/5, P/9).*

"*Our working hours too long I leave home for job at 6'o clock in morning and come back to home at 6:30pm. It includes the traveling*

timing as well as job timing that is 8:30am to 4:30pm. It means daily I spend daily more than 12 hours for the job. No flexible timings here. We cannot leave early on case of personal work even though we have completed our work. (P/6)." Other participants reported that university should revise working hours.

"Our university timing start from 8:30am to 4:30pm. It should be reduce to 2:00pm for imparting quality education. Naturally after 2:00pm our working capacity decrease and we feel lazy and cannot deliver up to the mark" (P/8)

"Work timing should revise and it should match with the school timing of children then I can do more for my family". (P/10)

Most of the respondents of the study stated that provision of leaves in case of emergencies helps them to manage their family problems. *"We can have half days whenever required". (P/7) "I usually avail leave in case of illness of my kids or my husband. To manage them" (P/8)* similar sentiments shared by P/3, P/9 and P/10. However few respondent highlight that, they cannot avail leave easily to manage emergencies even.

"When I joined, the organization administrative staff of university told me that we can avail leaves like causal, maternity leaves and earned leaves during our job tenure. However, it is quite difficult to avail leaves here even it is your right." (P/4)

"Provision of leave is the part of our job rule but here we cannot get leave easily even for medical leave we have to submit the application 15 days before. Does it make sense?" P/5

All the participant were seems to happy and satisfied due to availability of on campus daycare facility. Moreover, most of HODs has also allowed female faculty member to keep their children within office setting.

"Our university offers day care facility to support mothers when they are small. Management allow us to visit our children at daycare during our free hours. When they reach in school going age then again we are allowed to keep them within our offices settings. Moreover, my timetable is always schedule in such a way that I can manage my daughter in my office as well. It help me a lot to balance work and family in better way". (P/10)

Other participants P/2, P/4 and P/7 were also share these views. Whereas in term of other facilities most of participant stated that, they do not have availability of rest rooms to be relax and to regain their energy level. *"In our department no separate rest rooms is constructed for females faculty member to get relax during free hours just to relief their work tension and to regain their energy level."* (P/1)

4.1.5. Challenges to Work Life Balance

Female employees highlighted the key challenges they face to attain the work life balance include parenting, marital issues, satisfaction, lack of family support, effective time management, obseving stress, emergencies and weightage of time than performance.

Most of participant shared their experience about parenting as one of the common challenge they face. before coimng at work place they ready their children for school. Sometimes they have to leave and pick up their children from school. In evening when they go back to home they have to pay attention to their children. Sometimes they require patient to listen their childrens' full day stories about their activities, friends and school. Sometimes they demands to go out with them or to play with them. Some of the participants described that to attending school activites or meeting with the teachers of their children is also challenging the balance.

"From the family point of view, parenting is really challenging responsibility for working women. I sometime go back home really tired and show my frustration on my children." (P/7)

"Children need your time and intension always. Sometimes, I am not able to give much time to them..." (P/2)

"Most challenging is to maintain your energy level. Sometime daughters' demand more time because they want to share what happen in class today, how they spend their day with their friends and..."(P/11)

"Sometimes, I feel I do not have enough to spend with my children. I cannot play or go outside with them." (P/8)

Some of other participants shared their experiences about marital issues as another challenge they face in maintaining work life balance. The most common issue is that they are not being able to give quality time to their husbands. They share that sometime they cannot go out for dinner with their husband due to tired work routine.

Few of the participants said that satisfying themselves is the biggest challenge as described:

"To satisfy my-self is the biggest challenge for me because being a mother I am sacrificing the time of my children. I am doing this job just because I want to provide better living style to my children." (P/1)

"I do not want to feel guilty for not giving proper time to children. I kwon my primary responsibility is look after to children and to raise them in a manner that I could feel proud on them ...but I am also doing job due to some financial reasons to give my children a bright future which needs huge investment of money. I am sacrificing one thing for another mean time for future of my children. Therefore satisfaction is one of challenge for me" (P/7)

One of the participants described that lack of family support in houshold responibililes is one of the greates chellenge for her to maiantain work life balance. Some of participants reported that effective time management and stress are the biggest challenges for them. As given below:

"The biggest challenge for me is time management. I am living in university residences and my children studying at school adjacent to university. My head of department has strictly instructed that he can give me only half an hour to pick up my children from school, drop them at residence and serve them lunch. After doing all I have to come back again at my work place." (P/11)

Two of the participant highlighted that adjustment is a challegne for maitianing WLB.

"Adjusting myself with responsibilities of work and family in the absence of my husband is the biggest challenge to me. My husband is working in another city whereas I am doing job another city. He used to visit us at weekends and sometime fortnightly. Therefore, in his absence, I have to perform all internal and external domestic tasks along with my job responsibilities." (P/4)

"I joined university after a month of my marriage. I was newly married at that time... I have to adjust in new environment. That was the biggest challenging time for me to get adjust at both place simultaneously." (P/5)

Participants reported that unexpected emergencies are another challenge for them to maintain the WLB. Sometime employees are working on the important tasks at work place and unexpected sickness of children or any elder family member create challenging scenario to handle their commitment at both places.

"The sudden illness of kids or any family member create challenging situation when I am also busy at important assignment at my work place." (P/3)

"Usually at times when my mother in law is ill, I have to manage home along with my job responsibilities. Then I usually feel stress and overburden and it becomes challenge for me to maintain balance." (P/5)

"To complete your commitments is the biggest challenge in work life balance. Being an employee you have to complete your commitments and meet targets even in sever emergencies related to family. My mother in law had admitted in hospital due to critical health conditions. In those days, I was assign duties regarding convocation. During those days, it became very difficult to me to complete my professional commitment and to look after my mother in-law as well." (P/8)

Some of the participants described that our head of department is more concerned about incoming and outgoing timings rather than perofrmance of teachers.

"Organization should focus on employee's performance rather than focus on timings of incoming or outgoing. It can help us to manage work and family life. It can increase the job satisfaction as well as increase employee's work efficiency." P/3

"If employees performing their duties efficiently...consider the performance instead of time employee spend in organization. If an employee not delivering what he is required to then he/she will be accountable whereas if he/she do work efficiently then do not ask why you were not present at that time ..."(P/9)

4.1.6. Consequences of Work Life Balance

Under this theme the participants of the study reported both negative and positive conseqeunces. Some of the participants expressed a negative physical and psychological consequence of not maintaining WLB. They felt fatigue, exertion, tiredness, low blood pressure, depression, stressed due to long working hours and heavy workload as follow:

"My blood pressure get low, start pain in my body, increase stress and I want I should start shouting. I want people should understand me that I cannot take much stress."(P/11)

The workload is too much due to large strength of students in each class. It not only effect my quality of teaching but also affect my physical health in terms of fatigue, stress and exertion." (P/2)

"Due to the tough work routines, I get exhaust and stressed. Moreover, in this situation if head of department does not get appreciation your efforts then it frustrate met. I become aggressive and loose temper sometime." (P/6)

Some of the participant described in their interview that they feel guilty when they being unable to fulfill their duties in the role that they play. Few participants reported that they not able to give enough time to their in-laws and parents but most of the participant reported they are not able to give quality time to their children.

"Sometimes, I feel I do not have enough to spend with my children. I cannot play or go outside with them. I feel stress because I have to manage dual responsibilities of work and family. Many times, I get tired and exhausted ... I need to take medicines to restore my energy level just to manage my home with my work." (P/8)

"I feel regret often that I neglect my home and my kids most of time because of my job. Sometimes children behave normally as they should do it but I do not understand their behavior because of work stress and fatigued routine of home tasks."(P/7)

However, few participant reported the positive consequence of as career satisfaction, health marital relations, sense of achievement and feeling of pride as described here:

I feel myself more confident as a career oriented woman, along with fulfilling all familial chores (P/1).

"in my perception due to work life balance, a person can achieve job satisfaction, healthy relations with colleagues, efficient work performance as well as can achieve peaceful environment at home with family."
(P/5)

"According to me, a work life balance is source of satisfaction for career, marital relations and family life." (P/8)

"My career always gives me sense of identity. My family feel proud on me. I always successfully maintain the work life balance that gives me feeling of success and sense of achievement." (P/10).

4.1.7. Coping Startgeis and Techniques

The participants interviews data indicate about different startegies and techiques used by female employees to maiantian their work life balance. The startegies reveled by the participants to maintain balnce in both domains of life are planning, proactivness, effective time management, giving up personal life and interests, hiring helper for domestic tasks, supportive family and punchuality. One of them expresses her views about planning as follows:

"I try to prioritize my activities. To meet work demands of work place I used do early planning for majority of activities e.g. before start of semester I prepare my complete course file that includes outlines, lectures or handouts, projects and assignments I have to assign to student along with sufficient deadlines. It makes things easy for me during semester if anyone assign me additional responsibility I can do it. Similarly, to meet home demands I prepare half cook meals for routine or for emergencies. If I have to invite someone at dinner or I have to visit anyone then I make its perpetration at least a week before."(P/8)

"I prepare my dairy and maintain a record what to do and when to do. When you are performing multiple tasks and your mind stuck in multiple activities then you can forget important task to perform. It is better to prepare daily dairy for important works to do... early planning can also help you manage things." (P/9)

Participants highlited that time management is the effective startegy to maintin balance in life. As described:

"Time management how properly you divide your time between home and job task is the only technique in my opinion. Generally, you have to do job for 9:00 to 5:00 and during job timings, you have to focus on work responsibilities whereas after and before that time you also have to do home chores. So proper allocation of time between these two responsibilities makes you successful in balancing your work and family life."(P/3)

Another participant stressed on switching your-self from one domain when you are working in other domain is best strategy as specified:

"I always try that my work and family time never interfere with each other. When I come back to home, I disconnect myself from the tension of job responsibilities. I never carry office work at home because when I enter at home it is time to family only". (P/4)

One of the participant described that punchuality is the best startrgy to coping with WLB.

Regularity and punctuality create the work life balance. I always reach and leave office at right time. I complete all my job related tasks during the working hours so nothing left to carry home." (P/1)

Another startegy is revealed by most of participant is giving up personal interests, social activities and hobbies in order to maintain the balance between their roles at family and work. The dual responsibilities of female as motherhood and emploeyement results in less oppurtunities of lesuire time(indian article). One of the participant expressed her experience as given below:

"I try to balance work and life by ignoring my personal life as I give up all other social and entertainment activities like TV, Internet, social get together etc. I used to rise and sleep early that helps me a lot to complete many of my domestic responsibilities on time. Therefore, during working hours I can fully concentrate on my job responsibilities." P/2

Some of the participants in their interview said that they like to attend social gatherings and involve in social walfare activities but due to shortage of time they can not carry out this activity. Sometime they feel regret on it

"Before starting this job I worked for social welfare of community around me. I remember that we are team of five members and we did lot of welfare activities for needy people. we did fund raising activity for a lady fighting for cancer, we helped a female to open her beauty salon so that she can earn income for her children or we also used to teach street children ...(Weeping). I feel regret because I am unable to do all this due to shortage of time. I have to manage my home, my daughters and my job responsibilities as well. " (P/11)

"Painting was my favorite in my leisure time but now I do not have enough time to continue it. I sacrificed my hobby. I do not have spare time generally. If I got any free time I used to mark assignments, quizzes or review of students' research work even at home." (P/3)

Another common strategy reveled by the participants is supportive family and cooperative husband are the key to maintain balance between work and family domains of life.

"The only techniques to maintain work life balance is supportive family." (P/6)

One of the very common techniques participant reported is to hire the helper for household tasks and leaving job place at right time therefore they can reach at home on time. Then they able to give more quality time to their family and can fulfill their personal commitments.

When participant asked about the organizational policies that can help them to attain the work life balance then majority of the responds specified that if university give time flexibility to them. According to them time flexibility is another important strategy to they can manage their work and family lives more effectively. They highlighted that time flexibility not only the beneficial females to manage their domestic task but also increase work efficiency.

"*Timing for females should be relaxing, because they have to manage the household responsibilities as well." (P/1)*

"Time flexibility is best policy for females to fairly balance their work and family life. University should allow the faculty to come late if they do not have class in first slots after performing some of their home task or can leave early without effecting their work responsibilities." (P/2)

"Time flexibility helps in reducing work life conflicts. If I am, allow to work flexibly then I can manage both work and family responsibilities effectively. Due to peace of mind I can perform more efficient and effectively." (P/5)

Moreover, the majority of the participant said that

"University should organize the open discussion sessions or forums where everyone can contribute in formulating policies that can address work life balance". (P/6)

5. Discussion and Conclusion

This study conducted interviews of 11 female teachers of private university located in Gujrat, Pakistan about WLB. The WLB is often a tricky problem for working-women around the world. This issue is more complex and difficult in case of developing countries like Pakistan where female are in transitionary phase in society to becoming the equal partners in the job market outside their homes. The overall findings indicate that female employees understand the WLB as providing equal time, resources, energy and attention to both domains of life without having conflict with each other. Most of the participant more focused about their commitment to family responsibilities with reference to WLB. This understanding is consistent with existing literature that how a person equally satisfying his role in the work and family with the minimum amount of conflicts and stress (Clark, 2000; Greenhaus, Collins, & Shaw, 2003) . However, the participants used a unique term in this study is harmony and flow that extending the existing meaning of WLB.

The participants of the study experienced different type of demand from the home and job places. With reference to job demands findings indicates that effect the WLB in term of work presurees, long working hours and heavy workload. The results are consistent with the literature that indicates that job demands negativly effect work life balance(Haddon & Hede, 2010). In term of home demands participants reported the traditional responsibilites they perform. These findings strengthen the streotypes concept of women in literature which indicates about traditional role of Furthermore participants reported that WLB is attainable conditionally with the help of suppoal and family support. Females having these support repoted that it is easier to maintin WLB as compare to other who share their experience as overburdend situations. These results are consitent with the finding of (Rehman & Roomi, 2012; Thompson & Bunderson, 2001).

While talking about the organizational support on WLB participants reported about the supportive leadership, colleagues behaviors, working hours, provision of leave, daycare facilities and others(Awan, Rahman, Ali, & Zafar, 2023). Literature indicates the supportive leadership and colleagues reduce the negative spillover and reduce the WLC as well as increase the employee loyalty and commitment (Thompson, Kirk, & Brown, 2005). The compressed and flexible working hours is another important factor in WLB if a participant is allowed to spend the required number of working hours in university flexibaly then it can reduce the work and family conflicts and increase the work efficiency (Hill E. , Erickson, Hoimes, & M., 2010; Waltman & Sullivan, 2007). The provison of leaves, daycare facilities and aviability of relax rooms can help females to effectively manage the WLB . when a female

feel relaxed about her child then she can more concetracte on job otherwise she experiences dpression (Elliot, 2003). Those having supportive enviorment it is easy for them to attain work life balance(Younas et al., 2023). Moreover females also reported about the males colleague behavior that create stress for female faculty members and negatively effect the WLB.

The challenges that are faced by participants to maintain the WLB include the parenting, marital issues, satisfaction, lack of family support, effective time management, obseving stress, emergencies and weightage of time than performance(Altaf, Awan, & Rehman, 2023). The participants indicate about different startegies and techiques used by female employees to maiantian their work life balance. The startegies reveled by the participants to maintain balnce in both domains of life are planning, proactivness, effective time management, giving up personal life and interests, hiring helper for domestic tasks, supportive family and punchuality.

5.1. Conceptual Framework

In the appendix-A conceptual framework of the study given based on views shared by the participant. The work life balance influenced by the coping strategies & techniques used by the participant as well as influenced by the challenges that participants faced in their for work life balance. If the participant able to achieve the work life balance they enjoy positive consequences otherwise face negative consequences. The work life balance is moderate the relationship between coping strategies & techniques by demands, social support and organizational support on work life balance. Similarly, it moderate the relationship between challenges to WLB by demands, social support and organizational support on work life balance.

5.2. Implication of the Study

This study has following important implications

- Contributes in existing literature about the understanding of work life balance.
- Create awareness multiple role female are playing and indicate the about problem they are facing in our society. It gives us light that how we can make things easier for working women.
- For policy makers it provides insight to make policies and increase facilities for female teachers' particularly compressed and flexible timing, revision of working hours, provision of leaves and availability of relax rooms at work place.

This will help females to maintain the work life balance more effectively and encourage them to enter in job market and achieve success in their lives.

5.3. Limitation of the Study

This study contains small sample size therefore cannot be generalize on large or other population conducted

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Appendix-A

Coping Strategies & Techniques

- Planning & Proactivness
- Effective Time Management
- Giving Up Personal Life And Interests
- Hiring Domestic Helper
- Supportive Family
- Punchuality

Challenges to WLB

- Parenting
- Marital Problems
- Effective Time Management
- Job Stress
- Emergencies
- Emphasis on time than performance

Work Life Balance

Consequences of WLB

- Physical & Psychological Cons.
- Feeling of guilt
- Work efficiency
- Career Satisfaction
- Healthy Marital relations
- Good coordination with colleagues
- Sense of achievement

Moderates

Demands

- Home Demand
- Work Demand

Social Support on WLB

- Supposal Support
- Joint Family System
- Gender Differences

Organizational Support on WLB

- Supportive Leadership
- Colleagues' Behavior
- Working Hours
- Provision of Leaves
- Daycare and Other Facilities

Demands

- Home Demand