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Strategies Influencing Work- Family Balance among Female Faculty : A Study of Bangladesh



Presenter:

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Presentation outline

1. *Introduction*
2. *Objectives*
3. *Methodology*
4. *Findings and Discussion*
5. *Implication and Future Research*

Introduction

- *Work-family balance*: A term refers to an individual's perceptions of the degree to which s/he is experiencing positive relationships between work and family roles (Greenhaus & Powell, 2006).
- A large number of researches have been conducted on work-family balance in **mostly high or some middle income countries** across a number of professional fields(Hossain & Rokis, 2014; Rohaiza, 2014; Sav & Harris, 2013; Woodward, 2007).
- Very few focused on educated women, in particular, university faculty and how do they balance their work and family lives.

Context: Women in Bangladesh

- Bangladesh is ranked 64 out of 145 countries in the 2015 Global Gender Gap Report (WEF, 2015).
- Total Private University- **92**
 - **Female Faculty 4001** (UGC, 2014)
- The reason for less participation of women in the workforce, i.e., **social, cultural, and religious norms** (Hossain & Rokis, 2014).
- Traditionally, expected to do all **house hold work** (Hossain & Kusakabe, 2005)
- Multiple roles create **conflict** (Bell, Rajendran & Theiler, 2012)
- Stereotyped behavior from family and workplace

Women in Bangladesh...



Regular Day of a Typical Female faculty



Objectives & RQ

The purpose of this study is-

- To understand the overall situation of the balance between work and family lives of the female faculties who work in the private university.
- To understand and describe the female faculty members experience in maintaining a balance between work and family lives, and strategies they employ for the balance of work and family lives.
- **Research Question:**
 - What strategies do female faculties employ for balancing between work and family lives?

Theoretical Framework

- **Preference Theory (Hakim ,2014):**
 - **Adaptive Women:** They want to enjoy the best of both worlds without having fixed priorities either
 - **Work-centered Women:** They focus on different competitive activities, i.e., careers, politics, arts, or sport.
 - **Home-centered Women:** Choose to give the most priorities to home and family after getting married. They do not involve with any paid work outside of home except in times of financial distress.



Method

- **Qualitative**
- **Data Collection-**
 - Participant selection **(9)** :
 - **Purposive Sampling**
 - Full Time Female Faculty
 - Work in Private University located in Bangladesh
 - **Maximum Variation (Next Slide)**
 - Age, Marital Status, Children, Department, Work Exp.

About Participants

Alias	Age	Marital S.	Family Member	Children	Position	Work Exp.
Ana	26	Unmarried	4		Lecturer	1.5 yrs.
Jena	29	Unmarried	3		Lecturer	5.5 yrs.
Moona	27	Unmarried	5		Lecturer	4 yrs.
Fahira	37	Married	8	1 (N.B)	Asst. Professor	8 yrs.
Milla	38	Married	3	1	Lecturer	5 yrs.
Shila	29	Married	5	1 (N.B)	Senior Lecturer	4.5 yrs.
Afifa	34	Separated	4	3	Asst. Professor	8 yrs.
Mahima	35	Married	4	2	Asst. Professor	10 yrs.
Fariha	41	Divorced	3		Asst. Professor	10 yrs.

Data Collection..

- Used **Semi-Structured** interview protocol
- **In-depth** interview with **open ended** question
 - Facebook Messenger
 - Skype
- Took 45-90 minutes
- Interview Language: **Bangla and English**
- Recorded in mobile and jotted down in **notebook**
- **Transcribe Bangla to English** by using recorded file and observation notes

Interview Process...

- **Three Interview Series (Seidman,2006)**
 - **First Interview: Life History**
 - Ex: How did you became faculty?
 - **Second: Details of Experience**
 - Ex: Tell me about your regular day with definition of balance between work and non work lives?
 - **Third: Reflection on the Meaning**
 - Based on what I have got from the last two interviews, build rapport and ask question in order to get meaning out of it.
- **Gap between each interview: 3 days**

Data Collection...

- **Trustworthiness**

- **Member checking**

- Shared transcript with participants after first draft

- **Debriefing**

- If I found any confusing words or sentences after the interview or during, asked the participants to make it more clear.

- **Subjectivity & Reflexivity**

- Being a colleague of female faculty
 - Interviewed direct mentor

Findings & Discussion

- **Three themes** are codified by thematic analysis:
 - **(a) Supportive environment at family and workplace**
 - Family Support System
 - Workplace support system
 - Informal flexible practices
 - **(b) Time management and setting up the priorities**
 - Getting up early
 - Revised the work place border
 - Following a strict schedule
 - Compromising between work-family lives
 - **(c) Locus of control**
- The research doesn't completely fit into theoretical framework

Future Research

- Further research may conduct in addressing the outside of capital city with more participants, where lifestyles are not much expensive or harder.
- Future studies may collect data from male faculty as well to understand their view on this issue.
- Need an answer: what is reason to change behavior after marriage, does it because of stereotyped husband of culture or anything else?

Future Research...

- More studies need to investigate the both perspective of men and women in greater detail might help to understand these issues.
- Studies should be undertaken to examine each of the strategies that came out from this study either individually or in combination
- Longitudinal study should consider in the area of relationship between child development and parents work-life balance

Question and Suggestion



THANK
YOU!