

An analysis of role of family support in managing work-life balance among women Teachers in Delhi and NCR region in India

Abstract: Increased financial needs have also been instrumental and shifting women from their caring roles to sharing work responsibilities outside household chores. The present study includes female Teachers in Delhi and NCR region in India. The study aims to analyse the influence of family support in managing work-life conflict among women employees. Several factors like children's age, the responsibility of elder care health, etc., were taken into consideration for the study. Tools like ANOVA, and regression analysis were used to get the results of this study. It is evident from the outcome that the support from family members is highly instrumental in balancing personal and work-life.

Key Words: Women, Teachers, Work Life Balance, Family Support, Work& Family

Authors:

Dr.Rashmi Tripathi

+256 708121421

Associate Dean,

ISBAT University,

Uganda, East Africa

rashmitripathi2013@gmail.com

Dr.Seema Singh

+91 90345626062

Director, DD Singh Visen Group of Institutions

Siddheswar Nagar

Jhansi

Uttar Pradesh, India

mailsinghseema@gmail.com

1. INTRODUCTION

A vital role is played by the women in the economic development of the country. Earlier their role was only limited to household activities. However, with the advent globalisation and liberalisation including present liberal educational reforms have encouraged female employees to occupy prominent positions in the corporate world. Thus, causing women equally responsible to shoulder responsibilities at both the front's i.e. home and the work. In the society with conflicting duties, obligations and responsibilities work life balance has become an issue of paramount importance in the workplace for women experiencing work life conflict. Organizations which have been endeavouring to provide amicable work environment are acknowledged and welcomed. In today's competitive world the corporate groups have also introduced various welfare policies to attract women applicants and to nab the unbroached potential of the women work force. To give their family an economic and a financial support and lead more comfortable life a lot of women are heading towards building a good career. Women are striving very hard to create a balance between their professional and personal lives. Most of the studies in India of working employed married women have reported economic need and higher cost of living as a prime reason to work. There has been a positive effect of women's employment outside the home on marriage rather than a negative effect. In a study, Campbell et al. (2005) studied the influence of women's performance on job and work attitudes on family lives. It was revealed that women without children were found to be more committed towards their occupation, further it was found that women who had younger children outperformed at their jobs as compared to the women who had older children. In a different study, Makowska (1995) studied psychosocial factors leading to stress and well-being of working women. It was identified that stress related with work stress was significantly more than the stress variables related with family function, stress and well-being

were also significant. This also shows the influence of diverse roles played by women on mental wellbeing. The study reveals that family support received helps in creating balance between their personal and professional lives leading to more job satisfaction, better job performance and reduced absenteeism.

2. Work Life Balance (WLB)

The expression “work-life balance” may be described as an act to balance between once professional and personal life. Work life and personal life are interconnected as the two sides of a same coin. The process to create and manage equilibrium between one’s work and personal life was antecedently considered to be an issue related with women. But with globalization, increase in work pressures and advancements in technology have made it an issue pervasive across both the sexes, among all the individuals working across all stratus of working class people and all types of business enterprises throughout the world. The technological advancements and developments have greatly influenced the lives of both men and women because of the emergence of technologies such as text messaging, e-mail and cell phones which were meant to bridge individuals to their professional lives while they were not available at their workplace has indeed mingled their personal and professional lives. Now individuals see themselves engrossed into their work even during their leisure hours. Professional life and personal life are inter-connected and interdependent. When an individual spends more time in office or in fulfilling one’s professional commitments as well as aspirations, excessive dealings with customers and the increased work pressures can impact upon one’s personal life and sometimes it becomes so difficult to meet one’s most urgent personal and household needs. Similarly, personal life can also interfere and affect the professional life and be demanding if one has financial problems, dependent kids or aging parents, or even some ups and downs in the life of close relative. This may cause lack of concentration at work, create stress and absenteeism from work. Many a times, quest for

reaching at the top is so high in which successful people work so hard that they do not even realize missing out the real pleasures of life. It is equally imperative to have a great and a flourishing career than to have life outside work. When the duties, hardships, expectations, commitments of professional and family roles remain no more in harmony work- life conflict occurs as the expectations of the two roles get overlapped and may force an individual to neglect either or the other role. Individuals are left with hardly any time so that they can pursue some hobby or a leisure activity because of the ever-increasing working hours, and work pressures due to neck-to-neck deadlines. This may cause hindrance towards the personal and spiritual growth of an individual. Individuals working in the multi-national corporate such as BPO industry, doctors and nurses, IT, banking sector are few of the industries which are facing the percussions of this situations ever more. Increased pace of urbanization and modernization has brought about rapid change among Indian families. Indian women who were previously supposed to look after the home fronts have now entered paid occupations. Presently in urban setting, the exposure of Indian women to educational opportunities is substantially higher than it was some decades ago which has given access to new arenas, raised cognizance and increased craving for women at work. This has also been instrumental in influencing women's decision to enter into the work force and shifted them from their caring roles to sharing work responsibilities outside household chores

3. Literature Review

Work life balance brings greater effectiveness to all aspects of life. Employees are likely to work better when they do make time for family and personal interests. Thus, the issue has become pertinent not only in India but has become major issue of concern for all kinds of industry worldwide. Lot of work has been done by the researchers to explore the ways to maintain equilibrium between work and life. Some of the research reviews are as follows

Organisations which support work-life balance are preferred more by both by men and women. However, it appears that women are benefitted less than the men (Burke,2001). It was observed that women feel that personal life and the professional fronts both are equally important they feel satisfied when both the chores are met. However, their men counterparts were found to be satisfied by achieving well at their professional fronts even at the cost of neglecting their family and personal life. Furthermore, women emphasise that professional and personal lives are treated as equal and assumed as the sources of satisfaction. However, for them family is more important. When women are unable to meet their family needs because of work related issues they feel disappointed, depressed, despondent, troubled and frustrated. They keep both their work and personal lives separate by drawing strict boundaries between the two and do not like spill-over each other (Burke, 2002). To find the perception of work-life balance of female teachers of Pune, Surabhi (2013) with the sample of 100 respondents found that 90% of the teachers were balancing their personal and professional lives with great difficulty and by making too much effort, approximately, 34% of the found themselves unable to spend enough time with their families because of work related interference. Further, Santhan Lakshmi et.al (2011) in her investigation to identify the issues that influence the work life balance among school teachers opined that factors such as long hours of working, individual's marital status, responsibilities for elder and child care and support from management and also from other family members are instrumental in bringing about a balance .It was recommended later in the research it was also suggested that school timings should be adjusted by the management as it being one of the major cause of stress among teachers. Three different measures were suggested by Fisher and Layte (2003) viz. free time proportion ; spill-over of personal and professional lives and amount of time spent on other people. Major factors identified were age, gender, stages in a life cycle, geo-ethnicity, citizenship, elder and child care. (Wallace and Cousins, 2004; Jager, 2001).

Thorntwaite (2004) opined that working parents strongly feel the need of shorter work hours, flexi-working condition such as part time work, work from home etc. At the same time, it was also required that it is communicated by the management that it believes in family-friendliness. Meenakshi and Ravichandran (2012) in their research to investigate the factors which affect personal and professional lives and to analyze the effect of work-life conflict upon the female teachers. It was identified that many of the respondents were able to create a balance between their work and life situation despite high stress at workplace. Major hindrance at workplace was the negative attitude of peer group and colleagues. Blunsdon, Blyton, Reed, & Alchian (2006) investigated work life balance issue and examined how individuals distribute their time, the ever-increasing problem of WLB in contemporary lifestyle regarding altering workplaces, altering roles, altering values and aspiration. Doussa & Lenehan (2004) examined the reason why the females continue to remain comparatively disadvantaged in the arena of family obligation, which causes them to look forward for flexibility in conditions of work. This research paper focuses upon the scope of the issue, global legal responsibility related to work and family obligation. Baird & Todd (2005) in their research pointed out the obstacles and problems with an emphasis on how the alteration shall be impacting the women workers. Connell (2005) explained WLB as a major problem is radically associated with gender justice. The problem has been evolved from chronicled changes that have taken place among the two genders, in which attributes such as masculinity and femininity were linked with two distinguished spheres of home and workplace; but this system of institutionalizations and segmentation has been found to be debilitated. Present challenges are inscribed in a field research pertaining to equality in between the genders i.e. gender equity related problem. As the tasks at home chores level is still predominantly looked after by the women, thus FFWP mostly cater to help as been carved to satisfy the requirement of females to accomplish their domestic obligations. Females are made accountable in order

to manage the balance, although this works the responsibility of the managers. Consequently, the aspect of WLB has itself become debatable. There is an urgent need to re-inscript the policies related to work-life balance issues which also need a revival of the phenomenon for everybody's welfare. Doble & Supriya (2010) in their research based on perception of work life balance and addressed WLB across the genders. They revealed that both men and women were facing work life conflicts. Organisation's endeavours towards facilitating a supportive work environment were praised as they were presumed to go a long way in order to enhance WLB. In the post liberalization era, Indian organisations have been observed endeavouring to encourage WLB among its employees through interventions such as flexi- work hours, work provision for part time and facilities for child care. These steps undertaken are simulated with those which were given in other countries. Nevertheless, this is certainly a positive and a consistently growing trend. Although, it was observed that the respondents in this sample have reported that they were unable to balance their professional and personal life fronts. Hence, this research paper reveals the requirement of improving WLBP in order to facilitate better work life balance among women employees. Further, in a study conducted by Vijaya Lakshmi et. al.(2013) revealed that women teachers undergo severe stress in order to attain have conducted a study WLB which also tolled upon their work performance. It was also revealed that in course of providing a better life to their families and students they have neglected their health.

4. The Current Study

It is evident in the light of the above review of literature that various researches have been carried out globally and in India also on work-life balance among women teachers and academicians. However, it has been observed by the researchers that a very l that a some essential issues and their impact on WLB such as role of family support in managing one's

WLB, have hardly been covered. Thus, here in this research paper the researcher has endeavoured to investigate the influence of support of family members on Work-Life Balance of Female teachers working in academic institutions in Delhi and NCR Region. To have comfortable livelihood the phenomena of dual earners in a family is highly pervasive and also the need of the hour. However, it is quite evident from the above research that it is quite difficult for the working women to create a balance between one's personal and professional fronts. However, if some support is rendered by children, spouse, parents/parent in-laws or any other family member, this may result in high relief in coping up stress and in maintaining a balance between work and life perspectives for working women. However, lack of support may lead to health problems, negligence at work and of family both, attrition, absenteeism overall poor WLB. The life of a teacher is very challenging. In an ever-changing paradigm in the life of a teacher who plays a highly demanding role by dealing with different psychological mind-sets while disseminating her professional duties and at the same time she is also required to meet her family needs often leads to stress. Female Teacher's job is thus assumed to be highly demanding who many a times face infrastructural problems also such as long working hours, absence of rest rooms and crèches etc.

5. OBJECTIVES OF THE PRESENT STUDY

The study has the following objectives.

1. To examine the demographics of children of School Teachers (with respect to the age and the number of children) on Work Life Balance of female teachers.
2. To examine the effect of 'support by spouse in Child Care and in meeting other household needs' on 'Work Life balance' of female school teachers.

3. To examine the effect of ‘support by elder parents/in-laws in Child Care and in meeting other household needs’ on ‘Work Life Balance’ of school teachers.

6. RESEARCH METHODOLOGY

5.1 Sample

The method of sampling used is “Convenience Sampling’. The sample size comprised of 56 female school teachers from Delhi and NCR region. The average age of all the respondents was 37.93 years. The average work experience of the Female Police Constables was 16.86 years (with minimum 1 year to maximum 35 years of service) and their minimum qualification was generally trained graduate.

5.2 Measures

Both primary and the secondary methods were used. The primary information was collected with the help of questionnaire method which was used as a tool to measure work life balance among school teachers which was developed to meet the research objectives. There were total 29 items to be responded on 5 point likert scale from strongly disagree to strongly agree. To check reliability of scale Cronbach alpha method was used which gave coefficient for 29 items as 0.838 which suggests relatively high internal consistency. The secondary sources used were books, journals, research papers, government records etc.

5.3 Statistical Techniques

Statistical techniques such as ANOVA and Regression Analysis were carried out in order to meet the objectives of the research.

5.4 Hypotheses

H01: There is no significant difference in Work Life Balance (WLB) of female school teachers having child/children of different age groups.

H02: There is no significant difference in Work Life Balance (WLB) of female school teachers with respect to number of children.

H03: There is no significant difference in Work Life Balance (WLB) of female school teachers with respect to 'support of spouse in child care/ house hold needs' on Work Life Balance of school teachers.

H04: There is no significant difference in Work Life Balance (WLB) of female school teachers with respect to 'Support of Elder Parents/in-laws support in Child Care/household needs'.

5.5 LIMITATIONS OF THE STUDY

However, the current research throws useful insight into the present issue i.e., influence of support by family on Work life balance of teachers working in school in Delhi and NCR region, the present research also has few limitations as discussed below which may addressed in future research for better results.

- 1) The sample taken in the study includes school teachers across both private and government schools. Nevertheless, we might have obtained better results if exclusive or comparative study of private and government was carried out.
- 2) The researcher could have delved into the issues pertaining to programmes and policies already being provided by the institutions and government in order to maintain work life balance among teachers but due to the limitations of time the researcher could not pursue ahead.
- 3) The study provides insight largely on the school teachers in Delhi and NCR Region. However, a larger and more diversified sample would have given way to examine other disparities. Further scope in the research may also include other stake holders in education industry and study may extend to employees in Clerical, managerial and non-managerial positions, study may also include teachers in higher education for varied results.
- 4) Larger sample would resulted in more consistent and generalized results. However, due to the limitation of time and resources researcher could not do so.

5.6 Data Analysis and Findings

Quantitative analysis of work-Life balance of women teachers in Delhi and NCR is based on the interpretation derived out of the specially framed questionnaires. A questionnaire was prepared and distributed among women teachers working in Delhi and NCR region. The information obtained from the respondents based on age and number of children, respondents' age profile, gender, age and number of children, educational background was analyzed and interpreted. Entire analysis work was done with the use of "Statistical Package for Social Science" (SPSS) 16.0 version. In order to ensure content validity two

rounds of pretesting of questionnaire focused on instrument clarity, question wording and validity was done. Treatment of missing values was done by filling them with averaging technique. Reliability analysis of scale used is Cronbach's alpha value accounted for 0.838. This indicates goodness of scale. Frequencies, Percentages, ANOVA and Regression tests are the various statistical tools used in order to meet research objective.

A. Age of the Children and Work Life Balance

For the purpose of the study Age of the Children are classified into 4 categories viz., School teachers with no children, Children as Kids (with less than 12 years), Teenagers (between 13 to 19 years) and Adults (Above 19 years).

Table 1 denotes the Age Category of the Children. The table describes most of the respondents are having kids who have 1 to 12 years of age group.

Table 2 depicts the one-way ANOVA test results. Work Life Balance of the School Teachers is taken as the dependent factor and Child Age category as independent variable. The F-Value is 0.562 and P-value is 0.642 which is more than 0.05. Null Hypothesis is accepted which is interpreted as there is no significant difference between Age of Children and Work Life Balance of school teachers. Thus, similar Work Life Balance was perceived by school teachers with children of different age group and also by those who were childless.

The number of Children that the respondents have is considered for the study. It is assumed that there are more chances of imbalances when the respondents have more children; Table 3 showed the descriptive results of number of children of the respondents. From Table 3 it is identified that most of the respondents have only one child and 30% of them

have two children.

Table 4 depicts Work Life Balance as dependent variable and number of Children as independent variable. The F-value is 0.243 and significant value (p-value) is 0.866 which is more than 0.05. Hence accept the null hypothesis. It is interpreted that School teachers with more number of children (three children) and also the childless teachers perceived their Work Life Balance similarly only.

Support in Child care Responsibility and Work Life Balance

In Indian scenario, working mothers take the support of elder parents for their child care. Indian grandparents sometimes take the responsibility of raising their grand children. As the number of nuclear families is increasing in the present scenario, sometimes husband is taking the responsibility of childcare by adjusting his job timings. Linear Regression test was conducted to find the impact of Spouse Support and Elder parents/in-laws support in Child Care and Work Life Balance. Enter Method was used in Linear Regression.

Table 5 shows Model Summary 1 explained the Correlation of Work Life Balance and Elder Parents Support in Childcare and the R Value is 0.384 which denotes as less correlation between Work Life Balance of School Teachers and the support they take from their parents/in-laws in childcare responsibility. The R^2 value has explained that only 14.8% of Work Life Balance is explained by the independent variable elder parents “ support in Child Care”.

Table 6 Depicts the ANOVA table indicating the Regression Model predict the outcome variable significantly well. As the p value is 0.004 which is less than 0.05 indicates that the Model 1 is statistically significantly predicted the outcome variable (WLB).

Table 7 shows the Coefficient Table, and it provides the information on the predictable behaviour. As both the p-values are less than 0.05, the regression equation be Work Life Balance= $2.421+0.339(\text{Elder parents'' /in-laws Support})$.

From the above Table 7 it is found that elder parents support in child care has a significant impact on Work Life Balance of School Teachers.

C2. Impact of Spouse Support in Child Care Responsibility on Work Life Balance of School Teachers

Table 8 denotes the Model Summary 2 that depicts R and R² values. The Simple Correlation value R is 0.460 indicates less correlation. R² value is 0.197 which indicates 19.7% of Work Life Balance was explained by the independent variable Spouse Support in Child Care Responsibility.

Table 9 denotes the ANOVA table. As the p-value is 0.000. It indicated that the Regression Model 2 predicts significantly and statistically the outcome variable Work Life Balance.

Table 10 shows the Coefficient 2. As the significant values in this table are less than 0.05 hence it is interpreted that both the constant and Spouse Support contribute significantly to the regression Model. Thus the Regression Equation is Work Life Balance= $1.233+0.625(\text{Spouse Support})$.

From the above Regression it was found that Spouse Support in Child Care Responsibility and in meeting household needs has a significant impact on Work Life Balance of School Teachers.

5.7 CONCLUSIONS

The primary objective of the above study was to analyze the influence of support of family in managing work-life balance among the school teachers of Delhi and NCR region. It is quite evident from the above study that there is no significant difference between age of children and Work Life Balance of school teachers. Which means that similar kind work life balance was perceived by school teachers irrespective of number of children they have. However, it is assumed that there are more chances of imbalances when the respondents have more children. In Indian scenario, working mothers take the support of elder parents for their childcare. Indian grandparents sometimes take the responsibility of raising their grand children. As the number of nuclear families is increasing in the present scenario, sometimes husband is taking the responsibility of child care by adjusting his job timings. Linear Regression test was conducted to find the impact of Spouse Support and Elder parents/in-laws support in Child Care and Work Life Balance.

The responses captured with the help of regression analysis clearly shows the Strain and time related issues were the most pressing of all the work life balance issues faced by school teachers. It has been found that elder parents support in childcare has a significant impact on Work Life Balance of school teachers. As the spouse support contribute significantly to the regression Model, it may be interpreted that Spouse support in childcare responsibility and in meeting household needs has a significant influence on Work Life Balance of school

teachers. Further, it may be concluded that the role of support family is significant to manage overall work-life balance among the school teachers.

Table1.Age Group and Frequency of respondent's child/ children

Age Group	Frequency	Percentage
No Child	9	16.071
Less than 13 years	25	44.643
Less than 19 years	15	26.786
Above 19	6	10.714
Total	56	100

Table 2. ANOVA with respect to age of child/children to test WLB among women teachers

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.264	5	.742	.561	.631
Within Groups	65.772	50	1.317		
Total	68.036	55			

Table 3: Number of children

Number of children	Frequency	Percentage
0	10	17.857
1	27	48.214
2	15	26.786
3	4	7.143
Total	56	100.0

Table 4: ANOVA with respect to Number of children

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.982	5	.332	.251	.854
Within Groups	67.035	50	1.364		
Total	68.017	55			

Table 5: Model Summary 1

Model	R	R Square	Adjusted R Square	Std. Error of Estimate
1	.358^a	.149	.135	1.063
a. Predictors (Constant), Elder Parent/in-laws help in child care and other house hold duties				

Table 6: ANOVA (Elder Parent/in-laws support in child-care and other house hold duties)

Model 1		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.167	2	10.167	9.006	.004^a
	Residual	58.836	53	1.141		
Total		69.003	55			
a. Predictors (Constant), Elder Parent/in-laws help in child care and other house hold duties						
b. Dependent Variable: Balance between personal and work life						

Table 7: COEFFICIENTS^{A1}

Model 1		Un standardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
(constant)		2.432	.358		6.652	.000
1	Elder Parent/in- laws support in child care and other house hold duties	.358	.123	.374	3.003	.003
a. Dependent Variable: Balance between personal and work life						

Table 8: Model Summary 8

Model	R	R Square	Adjusted R Square	Std. Error of Estimate
2	.463^a	.243	.199	1.044
a. Predictors (Constant), Spouse support in child care and other house hold duties				

Table 9: ANOVA^B (Spouse support in child care and other house hold duties and WLB)

Model 1		Sum of Squares	Df	Mean Square	F	Sig.
2	Regression	10.543	2	14.743	14.643	.000^a
	Residual	53.427	53	1.038		
Total		68.046	55			
a. Predictors (Constant), Spouse support in child care and other house hold duties						
b. Dependent Variable :Balance between personal and work life						

Table 10: COEFFICIENTS^{A1}

Model 1		Un standardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std.Error	Beta		
(constant)		2.432	.358		6.652	.000
2	Spouse support in child care and other house hold duties	.358	.123	.374	3.003	.003
a. Dependent Variable: Balance between personal and work life						

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