

INFLUENCE OF DEMOGRAPHIC VARIABLES ON ENRICHMENT FACTORS AMONG WOMEN ACADEMICIANS OF HIGHER EDUCATION

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ABSTRACT

Work and family are the central and salient domains in one's life. Juggling work and family life has become a challenge for many employees and families. Most of the research have argued over work family concept only from a conflict perspective. This has created a negative spillover in the mind of working population. There is also an enrichment upshot in playing the dual roles i.e work and family. This study propounds the positive aspect of approaching work and life in terms of Enrichment perspective. Moreover this study also explores the influence of demographic variable on work support, Family support, work to family enrichment, family to work enrichment and life satisfaction among women academicians working in higher educational institutions. One- way ANOVA is used to measure the relationship between work- family enrichment factors and demographic variables. From the analysis it has been implied that the demographic variables like age, academic experience, designation, travel time, etc have a varying degree of influences on the enrichment factors like work to family, family to work and life satisfaction.

KEYWORDS: Demographic variables, Family support, Life satisfaction, Work-Family Enrichment, Work support.

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