How Educational Institutions Can Leverage Technology to Shape the Work-Life Balance of Female Faculty Members: An Empirical Study on Private Universities in Dhaka

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Abstract

Bangladesh, one of the fastest-growing economies in South Asia, has seen a significant increase in female participation in higher education, followed by employment in various industries. Females have always been responsible for managing households, a concept that is more dominant in the Asian continent. With the growing need to balance work and life simultaneously, many women choose academia as a profession, hoping to encounter fewer challenges. Ironically, the reality is often quite different, and the challenges persist. This study will investigate the necessity of ensuring a better work-life balance for female educators and how technological adoption can play a pivotal role. To obtain a conspicuous and credible reflection of the situation, the target group is female faculty members at private universities in the capital of Bangladesh. The study employs a mixed methodology, consisting of an online questionnaire aimed at obtaining a minimum of 200 responses and semi-structured interviews with five female faculty members holding different positions

The key findings will highlight the presence and level of work-life balance among female faculties, their views on the potential contributions of technology to improve this balance, and recommend strategies for institutions on effective utilization of technology to ensure a better work-life balance for their female faculty members."

Keywords: *Work-life balance, Female faculties, Private Universities, Bangladesh*