

Work Life Balance of Female College Teachers : An Explorative Study

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Abstract

The study enlists certain dimensions and its implications over work life balance were identified. It also learnt from the present study that managing work life balance is channelized by the psychological makeup of an individual's especially women and that is purely as an attitude based issue. Therefore, the study concludes that work life balance practices improve the quality of work life of working women. Further work life balance among female teachers lead to job satisfaction. The current study is confined only to the working women teachers who are working under the colleges. The study is based on primary data as well as secondary data. Data pertaining to various attributes were collected through a self-administered questionnaire, which was distributed to women teachers across seven departments. The samples are collected from 75 teachers from all the departments in the colleges. Based on the present study it is finding that there is relationship between the level of Work-life balance and nature of college of respondents.

KEYWORDS: Work Life, Female College Teachers, job satisfaction

INTRODUCTION

The teaching faculty members are the facilitators for knowledge and skill through interactive learning methods in management education. Fast changing educational process in the present century has influenced the role of teaching professionals, their responsibilities and teaching activities at management institutes. As a result, they may face - stress in their day to day life through common work and non work stressors, ultimately lowering down their psychological well being. Along with teaching, a faculty member has to perform varied other duties such as doing administrative jobs, attending faculty meetings, advising students, guiding project work, internship, summer placement of students, conducting exams, doing assessment and undergoing faculty advancement schemes. In present times, young teaching professionals are increasingly confronted with a problem of conflict between work role and an equally demanding role at home. Importance of a Positive Work Life Balance is important in the case of working Women. They have to manage the home as well as the office. Work-Life Balance does not mean an equal balance. It means the capacity to schedule the hours of professional and personal life so as to lead a healthy and peaceful life. It is not a new concept. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life. When a woman achieves a successful work-life balance, she has job satisfaction and becomes highly committed and productive and succeeds in her career. But, in certain cases the women is not able to succeed due to incapability in balancing her work and personal life. She is unable to set her priorities. As a result, she withdraws from her work due to simple reasons like taking care of her

children, and other family pressures. If the man is able to share some of her responsibilities, she would be successful women. Women have had successful WLB, because their husbands shared an equal partnership both in professional and personal life. With the advancement in technology, and education and revolution in the industrial sector, there has been a little change in Indian men too. Both the partners need to schedule their working hours and personal hours so that they lead a professionally and personally healthy life. The women should also educate her children to share responsibilities to make life better and fruitful.

Work stress is usually conceptualized as work-role conflict, work-role overload, and work-role ambiguity. Each has the potential to affect Work - Family Conflict. With respect to work-role conflict, the more conflict among work roles, the greater the chances that stress will spill over and cause negative behaviours that interfere with fulfilling family roles. Role overload is the result of having too many things to do in a given time period.

With the development in educational, economic and social standards, things have improved to a great extent and the role of faculty in balancing their lifestyle is less taxing. Work -life balance for teaching professional has become one of the greatest challenges in today's world. Teachers work load not only demand their time in the institution, but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending various institutions related functional requirements. Teachers need to spend extra hours every day to be effective and productive in their profession so that they could reach higher levels and face the challenging atmosphere. Moreover, teachers not only look forward towards teaching, but need to also focus on soft skills and life skills so that they not only produce good professionals but also develop good citizens. From this point teachers should have fruitful work-life balance. A study on Work-life balance of women employees with reference to teaching faculties (K. Santhana Lakshmi & S.Sujatha Gopinath, 2011) have shown that the majority of women are working 40-45 hrs./week out of which almost 53% of them struggle to achieve work-life balance. The reason behind this struggle is that they are being challenged by the demands of their institution versus the commitments of their home. They need to manage the daily requirements of their family as one side and the multiple schedules, meetings, business requirements and other routine responsibilities at work. Lack of concern towards teachers' issues and problems is perhaps due to fewer awareness & understanding about them. That teaching faculty undergoes severe stress as they try to balance their domestic life and professional life. Continued work under pressure would result in poor performance in the institution as well as domestic life. In this context, the researchers identified that the Work Life Balance of the teachers is one of the areas which least explored and also the urgency of brought out this concern to the Public.

LITERATURE REVIEW

Macky and Boxall (2008) reported that employees working longer hours are slightly more likely to report a greater imbalance in the work life relationship. The five high involvement variables (i.e. power to make decision and act autonomously, information

provision, rewards, knowledge of the job and team working) were found to be negatively correlated to work life imbalance. It was also found that increasing the availability of work life balance policies for employees did not improve the relationships when pressure to work longer hours was higher, and employees felt greater work life imbalance. Steiber (2009) found that time-based work demands were strongly associated with the experience of work-family conflict both among women and men. Long working hours, working non-day schedules or at weekends and having to work overtime at short notice ('unpredictable work hours') showed an aggravating effect on conflict, with long and unsocial hours being more strongly related to time based conflict than to strain based conflict. Strain-based work demands were also found to be instrumental in the creation of conflict. The more people felt that they have to work hard in their jobs ('work pressure'), the higher was their perceived level of conflict. It was also found that a high degree of control over how one's daily work is organised ('job autonomy') helped people to better co-ordinate the time demands of their work and family roles, though such an effect was found only for women. Further, a higher level of job skill was found to increase women's and men's feeling that their job prevented them from giving more time to their partners and families (time based conflict), and was also related to strain based conflict, i.e., the feeling that one is often too tired after work to engage in non-work activities. Haar and Bardoel (2008) used structural equation modelling to test positive spillover on 420 Australian public and private sector employees. They found work family positive spillover was negatively associated with psychological distress and turnover intentions, while family work positive spillover was negatively associated with psychological distress, and positively associated with family satisfaction. The domain specific positive spillover was found to have the strongest effects on outcomes associated with the same domain (e.g. work family spillover to turnover intentions and family work spillover to family satisfaction).

Bagger et al. (2008) examined the interactive effects of family identity salience, family interference with work and gender on two outcome variables- job satisfaction and job distress. Data was obtained from 160 employees at a small national architectural firm. The results suggested that family identity salience acts as a buffer between family interference with work and job satisfaction and job distress. It was found that increase in family interference with work was related to more job distress and less job satisfaction, but only for those who were low on family identity salience. It was further seen that the buffering effect of family identity salience on the negative aspect of family interference with work on job satisfaction was stronger for women than for men.

Artemis Chang, Paula McDonald and Pauline Burton (2010), The way individuals balance their work and non-work lives is an area of academic enquiry that has received increasing scrutiny over the past two decades. Theoretical orientations and the operationalization of their related constructs in empirical research have evolved and developed in response to, or at least in parallel with, the progressively higher profile of work-life balance issues and concerns in the media, the rhetoric of political and business leaders, and organizational policy and human resource priorities.

R. Baral & S. Bhargava, (2011), Family-friendliness of employers in India have been reflected in various welfare provisions which has been a matter of concern for employers since industrialization. With time, the scope and coverage of such initiatives have broadened and have become more individual growth and family well-being oriented. However, these policies and practices are more prominent in new economy organisations such as software and services organisations.

A big section of research focuses on the implications of work-life imbalance or measuring the detrimental impact of work life imbalance on various aspects such as job satisfaction, burnout (Y. P. S. Kanwar, A. K. Singh & A. D. Kodwani, 2009), Organizational commitment (T. G. Vijaya; R. Hemamalini, 2012), health issues (Smita R. Chavan & Balkrushna Potdar, 2011) etc. However, very few studies have focuses on the work life balance issues in the teaching profession.

METHODOLOGY

The study is based on primary data as well as secondary data. Data pertaining to various attributes were collected through a self-administered questionnaire, which was distributed to women teachers across seven departments. The samples are collected from 75 teachers from all the departments in the colleges.

OBJECTIVE OF THE STUDY

The main objective of this study is to find out there is any relationship between the work-life balance and nature of female college teachers.

RESULTS AND DISCUSSIONS

Table 1: Institution wise classification

Type of college	Number of Respondents
Government college	25
Aided college	25
Self Financing College	25
Total	75

Source: Primary Data

The respondents contains 75 female teachers from Government college, Aided college and Self Financing College and from each college 25 samples are collected.

Table 2: Experience wise classification

Particulars	Number of Respondents	Percentage
0-5 years	15	20
5-10 years	33	44
More than 10 years	27	36

Total	75	100
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Source: Primary Data

From the above table 2 it can be interpreted that, 20 percent of respondents are upto 5 years experienced , 44 percent from 5-10, 36 percent more than 10 years experienced.

Testing of Hypothesis:

H0: There is no relationship between the work-life balance and nature of colleges of respondent

H1: There is a relationship between the level of work-life balance and nature of colleges of respondents.

Table 3 : Work Life Balance of the respondents

Level of work-life balance	Government college		Aided college		Self Financing College	
	Frequency	percentage	Frequency	percentage	Frequency	percentage
Low	0	0	5	20	9	36
Moderate	12	48	13	52	12	48
High	13	52	7	28	4	16
Total	25	100	25	100	25	100

Source: Primary Data

Statistical test: Chi- Square Test

Chi- square test is used to test hypothesis regarding the association between variables are measured on the nominal scale or ordinal scale. Chi-square test is used to study the divergence between actual and expected frequencies to ascertain whether the difference is significant. An important step in the study of association is testing whether the attributes are independent. If they are independent we may conclude that they are associated or disassociated.

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

Table 4 : Chi Square Value

Factor	Calculated Value	Table value	D.F	Remarks
Nature of college	14.0227	9.488	4	Significant at 5% level

Source: Computed Data

Table 4 shows that statistical test of hypothesis. From the analysis, the table value of Chi- square at 4 degree of freedom and at 0.05 level of significance is 9.488. The calculated Chi-Square value (14.0027) is greater than table value (9.488); H0 is rejected. Since there is relationship between the level of Work-life balance and nature of college of respondents.

CONCLUSION

The teaching faculty members are the facilitators of knowledge and skill through interactive learning methods. Fast changing educational process in the present century has influenced the role of teaching professionals, their responsibilities and teaching activities at management institutes. Teachers work load not only demand their time in the institution, but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending various institutions related functional requirements. Teachers need to spend extra hours every day to be effective and productive in their profession so that they could reach higher levels and face the challenging atmosphere. Based on the present study it is finding that there is relationship between the level of Work-life balance and nature of college of respondents.

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