

WORK LIFE BALANCE OF FEMALE TEACHERS

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ABSTRACT

The study was conducted among the teaching professionals. This study is an attempt to explore the tough challenges faced by the respondents in maintaining a balance between their personal life and professional life. Work life balance had gained attention in corporate sector. However, there is a need to explore the teacher vis-à-vis teachers, keeping in mind the increasing cases of work life problems among teachers. The present study address the objective of understanding the socio economic profile of respondents, work life balance, factors influencing them towards their work life balance on life satisfaction, impact of work life balance on their personal. It emerged from their outcome that designation of the teachers, their nature of appointment, the academic stream in which they are teaching, and the nature of their serving institutions affect the quality of work life balance directly and significantly. In the institutes as well as in the home, the question of work life is mounting to the apex of numerous employers' and employees' consciousness. Human factors are generally the most important and unique assets of an organization. In today's scenario where the society is accelerating, educational institutions search for options to have a positive influence on the bottom line of their teachers, enhancing the female teacher's morale, and retain faculties. Work life balance has occurs as the one of the most important aspects having the effect on the organization's competence. The present study has been carried out to assess the type of Work Life Balance, being encountered by female school teachers in Chittorgarh city context. In support of this objective a survey was carried out for the assessment of a Work Life Balance Indicator of professionals and also highlights the issues associated with work life balance of female school teachers in educational institutions and the aspect in order to ascertain work life balance. However according to general and marital status no significant variations have been found in the quality of work life balance of the teachers.

Keywords : Work life balance, Professional life, Personal life, Female teachers , Work life conflict and Work load distribution

INTRODUCTION:

Work life balance is a concept including proper prioritising between "work" (career and ambition) and "lifestyle". With more and more women becoming independent and working either through home or on job it has increased the pressure on them as they have to manage their households as well as their professional lives.

The term work life balance was first used in the United Kingdom in 1970's to define the problems between individual's work life and personal life. However in America the term work life balance was used in 1986.

Life of women from the ancient period have changed drastically. In a society from where women were not even allowed to go to schools for their education till now women have changed a lot. Women are exceeding in almost all the fields. The position of working female has been transformed through the world due to change in financial situation and social pressure.

Women are the building blocks of the society especially the teachers. It is very difficult for women to work throughout the day by managing the work schedules as well as the family.

Teachers workload 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 to various institutions related functional requirements teachers need to spend extra hours everyday to be effective and productive in their profession. Thus it is very important to study the work life balance with respect to the teachers especially women who are working in teaching profession.

WORK FAMILY BALANCE

Work family balance is the proper prioritizing between work (career and ambition) on one hand and life (pleasure, leisure, family and spiritual development) on the other. It does not imply equal balance in units of time between work and family but includes each individual's needs, experiences, and goals, and there is not a one size fits all solution. Work-family balance involves suitable functioning at work and at home and to achieve it, workers have to create support systems at home, at work, and in the community. It is a satisfactory level of involvement or fit between the multiple roles in a person's life.

WORK LIFE ENHANCEMENT

Work Life Balance refers to the effective management of dual role at work and family. Any employee has to balance between work and family life by prioritizing both at professional and at personal level. Demand for teachers is ever increasing. The attitude of teachers in taking care of students cannot be seen in other professions. Because they play a vital role in the lives of students in gaining their knowledge with their unselfish and dedicated service. Teachers perform their duties as nursery teachers, primary teachers, higher secondary teachers, professors and lecturers etc., Hence, gaining their knowledge is very important. This creates stress among teachers. Balancing work and family tends to have a proper physical and mental health. Proper working conditions, working schedules and support from family members will help in attaining good physical and mental health.

STATEMENT OF THE PROBLEM

Traditionally the role of women was confined to cooking, cleaning, raising children, etc. They were looked upon as teacher, professor, lecturer and were denied access outside home. But now the story is different. They have an important role to play even outside the home. With the potential education and employment opportunities today, most homes have become dual earners because of increase in expenses and necessities. The expansion of higher education has also enhanced job prospects for women and there is a shift in the role models from stay-at-home mothers to successful professional women. But her role at home has not changed much. The wife still cooks, does household work, takes care of the family members, family commitments and runs the house. With increase in pressure at work place and important demands at home, the work life balance is at stake.

One of the important careers among them is Teaching Professional. Educational Institutions is fully service oriented. In the competitive world, the educational institutions has also increased because of the huge population and change in life style of the people. Still the Educational sector is in growing phase with certain limitations, which creates a heavy pressure on Teaching Professionals and it may affect their work life. The pressure from extended working hours, compulsory overtime, chances of getting deceased, increased stress level at their job leads to job dissatisfaction which ultimately end up with higher attrition rate and low morale. In this context, it would be more relevant to make an attempt to study the problem related to Work Life Balance of Teachers which may help the educational sector to drastically reduce the attrition rate and to provide high level of job satisfaction to the Teachers.

REVIEW OF LITERATURE

Burke (2002) women stress that work and family are both equally important and both are the sources of their satisfaction. For them the former is more important. When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family.

Ward and Wendel (2006) explored the boundary between work and family at different types of institutions from the viewpoint of women faculty who are on the tenure track (on verge of promotion and who are mothers of young children. Such a view provides insight into institutional disparity on academic life in general, and for any new female faculty as mothers in particular.

Ashok and Ebria [6] suggested that more time to be spent with the family members and try to know what they need. This is a major aspect in work-life balance. Missing the quality time with family due to work pressure leads to dispute in family. Main concern shall be given to family by proper scheduling of work. Scheduling the work and performing it according to time improves the quality of work-life balance. A little break or relaxation during work can do wonders and improves the performance. The study concluded that acts as a cycle where work pressure affects the family life; once the family life gets affected then it leads to decline in quality of work. Avoiding official work in personnel time and scheduling appropriate time for work and personnel life can lead to a healthy work-life condition.

Sara (2008) found that awareness of the WLB issues and options are unevenly spread amongst professionals. With shortage of professionals and an active economy, the pressures on existing employees look set to rise and therefore this is an area which needs to be benchmarked and revisited with a view to adopting best practices throughout the sector. The implications are that employers would ignore WLB issues at their own peril.

Fisher and Layte (2003) consider three distinct sets of measures of work-life balance, viz. proportion of free time, the overlap of work and other dimensions of life, and the time spent with other people.

Lakshmi and Sujatha[2] analyzed the volume and length of working hours which distort the work life balance. The study concluded that above discussion, it is reasonable to modern organizations, especially educational institutions should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work life balance which would add to the performance of these staff members.

Dhanya and Kinslin [9] concluded that best practices for WLB includes Flexi time, Work commuting, Five days' work per week, Planned vacations, leave facilities including maternity leave, employee welfare schemes and talent development initiatives. Some innovative ideas need to evolve in this context for reducing work life imbalance.

Subha [3] concluded that modern organizations, especially educational institutions, should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work or life balance which would add to the performance of these staff members. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations.

OBJECTIVES OF THE STUDY

To study the demographic profile of the respondents.

- To analyze the relationship between demographic variables and the level of attitude towards Work life Balance of teaching professionals.
- To analyze the relationship between gender of the respondents and level of attitude towards the strategy to improve Work life Balance at work place.
- To analyze the relationship between marital status of the respondents and level of attitude towards the strategy to improve Work life Balance at home.

- To compare and find out relationship between the level of job satisfaction of the respondents and the level of attitude towards Work life Balance.
- To identify the factors determining the perception of the respondents towards teaching profession.
- To identify the factors influencing Work life Balance.

ISSUES

Based on my observation, majority of the teachers in my workplace facing the problem with work responsibilities that was interfere with life off the job. As a teacher, they have many rules to play and responsibilities to perform such as teaching, instruction, supervision, counselling, student and school management and others. So, work related teacher stress heavily can influence various aspect of their career, family and personal life. Teachers also have to face with many responsibilities not only teaching the student but involve many work that related with management in school for examples class attendant, examination, co-curriculum and others, so it required to her to work longer working hour and work on weekend.

Teaching profession also involve many responsibilities either inside and outside the school which required their time to attend the some meeting that related with management of school. Besides that teaching profession also have to handle student attitude problem and parents mood because based on my experience they keep complaining teacher so much example not teaching their kids well. This is align with the talk on "Stress management for Teachers"(Kolej Disted news, 23 February 2008) declared that teaching is a challenging profession and hence, teachers could do with learning how to do stress to maintain good health and high spirits, The talk also informed that there are two main sources of stress which affect teachers, heavy workload and students problem. Nowadays, a teacher's duty is multifaceted as they undertake not only teaching but also matters associated with curricula, students, parents, the school community as well as departmental initiatives.(2012)

Not only that, as a teacher, they also face an increase in workload, longer working hour and have to working on weekend. There are a few studies that support these findings which is, according to (McCrea and friends, 2011) in survey of Queensland government employees was revealed that workload observed to be the strongest predictor of work life interference, Additionally, all 10 New Zealand and Australian studies that considered working hours also found that longer work hours were associated with higher work-life interference (Grey,2004).

METHODOLOGY

This study is based on secondary data. The secondary data will be collected from newspapers, books, journals, websites, research papers and other related projects. By considering the size of the population, the researcher has planned to adopt Convenient sampling method for this study.

TOOLS USED

Newspapers, Books , Journals, Websites, Research paper and internet.

FINDINGS

The overall findings are classified under percentage analysis

PERCENTAGE ANALYSIS

S.NO	STATEMENT	PERCENTAGE
1	Majority of female respondents	62%
2	Majority of female respondents at the age of 31 – 35	38%
3	Majority of female married respondents	70%
4	Majority of female respondents from joint family	50%
5	Majority of female respondents from nuclear family	50%
6	Majority of female respondents having 3 to 4 members in family	60%
7	Majority of female respondents having own houses	54%
8	Majority of female respondents having only 1 child	38%
9	Majority of female respondents are take care for their children from relatives.	50%
10	Majority of female respondents are spouse	52%
11	Majority of female the respondents spouse are employed in private enterprises.	47%
12	Majority of the respondents are coming under the category of Assistant Professor Grade.	84%
13	Majority of female respondents are appointed by consolidated basis.	86%
14	Majority of female respondents are working in Non-Autonomous colleges.	96%
15	Majority of female respondents are having the teaching experience of below 3 years.	48%
16	Majority of female respondents are earning a monthly salary of Less than Rs.10, 000.	90%
17	Majority female respondents are not satisfied with their salary.	52%
18	Maximum female respondents received provident fund benefits.	94%
19	Majority of female respondents feel that their job is knowledge updating.	56%
20	Majority of female respondents are working for Less than 5 hours in a day.	46%
21	Majority of female respondents are selecting the teaching profession for their self-interest.	46%

22	Majority of female respondents their leave home for work at Morning 8.00AM.	36%
23	Majority of female respondents reach home at Evening 5 PM.	34%
24	Majority of female respondents are taken leave for their personal illness.	42%
25	Majority of female respondents reach home at above 5.30 PM.	34%

SUGGESTIONS

The balance between personal and professional life vary from person to person. The best individual work-life balance will vary over time. The work – life balance strategies differ for single, married women and women with children. Based on the findings of the study the following suggestions are drawn.

- The educational institutions are advised to establish a work life balance cell at their institutions in order to analyse the level of their teachers' expectations and perception on the work life balance concept. The educational authorities are advised to focus on the main key dimensions of work life balance.
- Stress free environment can be created by giving minimum work load. Courses on effective stress management can be introduced by the education institutions. Typically they can create awareness and demonstrate technique to reduce the stress. Proper yoga and meditation training can be given to the teachers to cope with stress.
- It is very necessary to understand that married women with children require more organizational support than the unmarried and married teaching staffs with no children. So it is the prime responsibility of the institution to take care the human resource policies so that they can best utilize the teachers potential.

CONCLUSION

No significant differences were observed between males and females on the aspect of Work Life Balance (Wellbeing & Leisure, Personal Relationship and Job Performance). It can be concluded in view of the fact that the respondents are nearly of the similar age group and there is resemblance in their perceptions. Therefore gender was not found to be a major distinguish factor. No significant difference was found among female schools teachers on the basis of institute on the aspect of Wellbeing & Leisure and job Performance.

In spite of this, significant difference was found between institutes on the aspect of Personal Relationship. It's perhaps for the reason that is workload, training needs etc. Female teachers in private institutes more often experience more work-life pressures. Though, no significant difference was found between female teachers of on the aspect of Personal Relationship.

Globally, dual-career employees especially women are confronted by the dilemma of work-life conflict. This study identifies work-life balance options, as experienced by workers and assessed the perceptions and experiences of work-life balance among female journalists and teachers. Organizations must assist employees especially women in improving and maintaining good work-life balance. Work life balance has the potential to significantly increase employee morale, decrease absenteeism, and retain organizational knowledge. Irrespective of the category of employees (single mothers, employees who value their personal time or dual-career couples) work life balance offers a win-win situation for both employers and employees. Therefore there must be more organization commitment to investing in human resources who contribute significantly to sustained organization performance. To achieve competitive advantage in the marketplace organizations must be concerned about their human resources who are their most important assets and take consistent and steadfast measures to improve their work- life and employ high-quality work-life balance options.

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