

A Study On Women Teachers Work Life Balance (With Reference To Chennai City Schools)

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I. INTRODUCTION

The concept of “work-life balance” is familiar to many of them, however, the achievement of such a balance can be challenging. Healthy work-life balance refers to maintaining a harmonious relationship between the work and personal life. It involves consciously managing the time and energy to meet both professional and personal commitments while prioritizing self-care and well-being.

In a society filled with conflicting responsibilities and commitments, work/life balance has become a predominant issue in the workplace. Three major factors contribute to the interest in, and the importance of, serious consideration of work/life balance: 1) global competition; 2) renewed interest in personal lives/ family values; and 3) an aging workforce. Research suggests that forward-thinking human resource professionals seeking innovative ways to augment their organization’s competitive advantage in the marketplace may find that work/life balance challenges offer a win-win solution.

The Genesis of Work/Life Balance: A state of equilibrium in which the demands of both a person’s job and personal life are equal.

The following are the four dimensions of work-life balance: Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), Personal Life Enhancement of Work (PLEW), and Work Enhancement of Personal Life (WEPL).

Most people strive to have a good, healthy work- life balance. To actually achieve a healthy work-life balance, it needs to be specific. What specifically needs to change or be re-balanced for a good, healthy work- life balance to be achieved overall?

By definition, work-life balance involves the minimization of work-related stress, and the establishing of a stable and sustainable way to work while maintaining health and general well-being. Working long hours may impact their health, it is because of working women after completion of

their professional work, they need to be working too in personal life (house chores).

Work Life Balance is a state of equilibrium in which the demand of both a person’s job and personal life are equal it has three components time balance, involvement balance and satisfaction balance. Guest (2002) can be concluded that work-life balance plays an important role in every individual’s life. If it is balanced, then an individual will have a good life at work and in family also. If it is imbalanced then it will have a negative consequence on the wellbeing of individuals.

In present scenario it’s common women are in a position to go for work and also they take care of their family. Majority of women were work 5-6 days a week. After completing their official work, yet to complete their work schedule, unless and until house chores have completed. Even the highly qualified professionals are struggling this juggernaut. By definition, work-life balance involves the minimization of work-related stress, and the establishing of a stable and sustainable way to work while maintaining health and general well-being. It also means one facet doesn’t dominate the other, and that when it comes time to switch gears, you feel energized by what’s in store for you that day.

Issues in Work Life Balance:

Scientists agree that in moderate amounts stress can be benign, even beneficial, and most people are equipped to deal with it. However, increasing levels of stress can rapidly lead to low employee morale, poor productivity, and decreasing job satisfaction. Some of the specific symptoms that relate directly to productivity in the work environment are abuse of sick time, cheating, chronic absenteeism, distrust, embezzlement, organizational sabotage, tardiness, task avoidance, and violence in the workplace. Other serious repercussions are depression, alcohol and drug abuse, marital and financial problems, compulsive eating disorders, and employee burnout. Communication about work/life programs is essential. Although an organization may offer a rich menu of work/life benefits, the desired effect yielding positive business results is unlikely to occur if employees do not know about the programs or understand them.



Key facts

- Work-life balance is about finding a way to manage the demands of work or study with personal life and the things that ‘flourish’.
 - A good work-life balance means women can be happy and productive at work and also have time for their-self and their family.
 - If women have a casual job or work from home, her days may not be clearly defined into work time and home time.
 - If women are feeling stressed and overwhelmed at work or at home, acknowledge that this is not a sign of weakness and ask for help and support (<https://www.healthdirect.gov.au/work-life-balance>)
- Overall, the objective of work-life balance is aim to create a healthy and supportive environment where individuals can thrive both professionally and personally, leading to increased satisfaction in job and overall well-being.

Objectives of the study

- To findout the present level of satisfaction in the job
- To analyse the factors in professional life develop the stress.
- To testthe relationship according to age affected.
- To give suggestion for maintain work life balance in healthy manner.

II. REVIEW OF LITERATURE

Alegre and Pasamar (2018), gave a new approach and benefits of work-life balance which focuses on innovativeness i.e., the use of technology in performing task both on work and personal life. They also suggested that organizations

should provide its employees with motivation, engagement and creativity at workplace. Deery and Jago (2015), found that work life balance is one of the important variables within organization to manage and retain their employees. Further, in order to retain their expertise within organization, it is important to provide them work-life balance which benefits both employee and employer. Research by Parasuraman and Greenhaus (2002) documented that segments of the workforce may be subject to unique work/family pressures, yet often have few sources of support. A study was conducted by Senthil Kumar et.al (2012) for work-life balance in teaching profession to identify the relationship between demographic variables and stress level in balancing teaching profession in terms of work and personal life. It was found that agedness and feminine have underwent maximum level of stress in order to manage and balance their personal as well as work-life. It was also suggested that the institutions should adopt flexible policies by providing leave benefits, family support and conduct health care programs at regular intervals. Aziz and Cunningham (2008), in a study found that work stress and work-life imbalance was correlated with work holism, nevertheless of gender. It was found that there were no gender contradiction in the employee perception of work family enhancer. The importance of work life balance and the meaning of balance in specific. It was proved that the imbalance in work-life has a negative consequence in the well-being of employees. Guest (2002) It can be concluded that work-life balance plays an important role in every individual’s life. If it is balanced, then an individual will have a good life at work and in family also. If it is imbalanced then it will have a negative consequence on the wellbeing of individuals

Scope of the study:

The purpose of this study is to findout how women teachers manage their professional life as well as personal life i.e. work life balance. Outcome of this study suggest to schools, the factors which are responsible for stress. Hence, given some inputs to schools minimize their stress level, and to lead their life enthusiastically.

Methodology of the study

The present study is an empirical analysis to the carry out the work life balance of women teachers were working in Chennai City and limited to in and around Perambur, Purasaiwalkam and Kolathur areas.

Population & Sample

About 300 women teachers are working in different kinds of schools (Primary schools, High schools, Higher

Secondary schools) in and around Perambur, Purasaiwalkam and Kolathurschools women teachers are the population. From that population 100 teachers were randomly selected as a sample size from (population) in these areas due to paucity of time.

III. DATA COLLECTION

Data collected from primary and secondary sources. Primary data is collected randomly from the women teachers working in and around Chennai very particularly in Perambur, Purasaiwalkam and Kolathur area schools. Teachers were handled different classes and different type of schools. The data collection instrument is structured questionnaire is used. The questionnaire consists of three topics (Demographic factors, Professional and personal factors). 100 questionnaires were circulated randomly to the respondents and explain the questionnaire. Whereas, 80 questionnaires only fully filled up and returned hence final tally of fit for data analysis sample size is 80. Secondary data were collected from the earlier research studies on similar topics, Human Resource Development books, scholar articles, and various expertises in the fields.

Statistical tools:

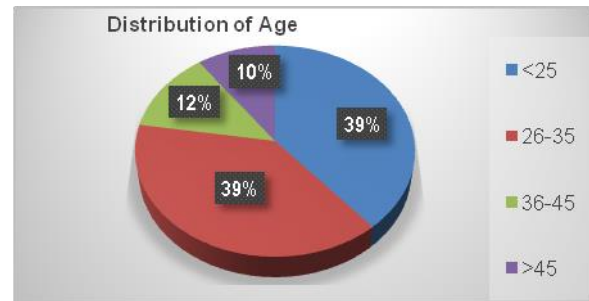
For the analysis, it is to find out the satisfaction level by using percentage method. Chi-Square test was used to find out as to whether there is any significant difference between demographic factors of age and relationship with management.

IV. DATA ANALYSIS

Table 1: Age of respondents

Sl. No	Age	No of respondents
1	<25	31
2	26-35	31
3	36-45	10
4	>45	8
	Total	80

Fig-1



From the above Fig,1 It is inferred that majority of the respondents age is up to 35 years i.e. lesser than 25 years of teachers are 39% and in the age group of 26-35 years of age teachers are also 39%, 36-45 of age group are 12% and more than 45 years of age teachers are 10%.

Table -2 opinion about the S

Sl.No	Opinion	No of respondents	%
1	Highly satisfied	14	18
2	Satisfied	38	47
3	Neutral	18	23
4	Dis-satisfied	8	10
5	Highly Dis-satisfied	2	2

From the above table (2) is inferred that 47% of the respondents are satisfied and 23% of the respondents are neutral and 18% of the respondents are very much satisfied and 10% of the respondents are dissatisfied for their current job.

Table:3 Opinion about working hours

Sl.No	Opinion	No of respondents	%
1	Highly satisfied	4	5
2	Satisfied	31	39
3	Neutral	20	25
4	Disatisfied	14	17
5	Highly Disatisfied	11	14
		80	

From the above table (3) is inferred that 39% of the respondents are satisfied and 25% of the respondents are neutral and 5% of the respondents are very much satisfied and 17% of the respondents are dissatisfied for their working hours.

sl.No	Opinion	No of respondents	%
1	Highly satisfied	2	3
2	Satisfied	16	20
3	Neutral	21	26
4	Disatisfied	36	45
5	Highly Disatisfied	5	6
		80	100

From the above table (4) is inferred that 45% respondents are dissatisfied and 20% of the respondents are satisfied and 26% of the respondents are neutral and 3% of the respondents are very much satisfied and 6% of the respondents are Highly dissatisfied for their relationship with their Co-workers and Management.

sl.No	Opinion	No of respondents	%
1	Highly satisfied	13	16
2	Satisfied	19	24
3	Neutral	14	18
4	Disatisfied	22	27
5	Highly Disatisfied	12	15
		80	100

From the above table (5) is inferred that 27% respondents are dissatisfied and 24% of the respondents are satisfied and 18% of the respondents are neutral and 16% of the respondents are very much satisfied and 15% of the respondents are Highly dissatisfied for their salary.

sl.No	Opinion	No of respondents	%
1	Highly satisfied	17	21
2	Satisfied	26	35
3	Neutral	7	09
4	Disatisfied	24	30
5	Highly Disatisfied	6	7
		80	100

From the above table (6) is inferred that 35% respondents are satisfied and 30% of the respondents are dissatisfied and 21% of the respondents are highly satisfied and 9% of the respondents are neutral for freedom of doing the work.

sl.No	Opinion	No of respondents	%
1	Highly satisfied	17	21
2	Satisfied	26	45
3	Neutral	7	09
4	Disatisfied	24	21
5	Highly Disatisfied	6	4
		80	100

From the above table (7) is inferred that 45% of the respondents are satisfied and 21% of the respondents are Highly satisfied and 21% of the respondents are dissatisfied for their family chores..

	Frequency	Percentage
Yes	21	26
No	59	74
Total	80	100

From the above Table (8) percentage analysis it is inferred that 74% of the respondents states that work pressure not affects the family life and 26% of the respondents states that work pressure affects the family life.

Table-9: Chi-Square analysis

Null

Hypothesis(Ho)

There is no significant relationship between age and Work life balance

Alternative

Hypothesis(H1)

There is significant relationship between age and worklife balance

Age	Relationship				Total
	Very High	High	Moderate	None	
<25	4	16	7	4	31
26-35	3	12	13	3	31
36-45	1	6	2	1	10
>45	0	6	2	0	8
	8	40	24	8	80

Expected Count

Age	Relationship			
	Very High	High	Moderate	None
<25	3.1	15.5	9.3	3.1
26-35	3.1	15.5	9.3	3.1
36-45	1	5	3	1
>45	0.8	4	2.4	0.8

Calculated value $\frac{\sum((O-E)^2/E)}{(R-1)(C-1)} = 6.576$
 Degree of freedom $3 \times 3 = 9$
 Tabulated value for 9 df $9 \quad 16.919$
 Since calculated value is lesser than tabulated value, hence Null hypothesis is accepted

Result: There is no significant relationship with age and relationship with Co-workers and Management. Hence, Null hypothesis is accepted

Interpretation: It can be understood from the above analysis that the calculated value of X^2 is lesser than the table value. Hence, the framed hypothesis is accepted and it is concluded that the relationship with management and age of teachers are not dependent.

V. FINDINGS

- 78% of the respondents age is up to 35 years, and 36-45 of age group is 12%.
- It is opined that 47% of the respondents are satisfied and 23% of the respondents are neutral for their current job.
- As far as working hours concerned 39% of the respondents are satisfied, and 25% of the respondents are neutral and 17% of the respondents are dissatisfied.
- According to professional relationship 45% respondents are dissatisfied and 20% of the respondents are satisfied and 26% of the respondents are neutral.
- On the factor of salary 27% respondents are dissatisfied and 24% of the respondents are satisfied and 18% of the respondents are neutral and 16% of the respondents are very much satisfied and 15% of the respondents are Highly dissatisfied for their salary.
- Freedom of their work of respondents answers is 35% satisfied and 30% dissatisfied and 21% highly satisfied and 9% states neutral.
- On personal life i.e. family chores respondents' response is 45% satisfied 21% Highly satisfied and 21% dissatisfied.

- If personal life of family life is affected due to work pressure 74% of the respondents' states that work pressure not affects the family life and 26% of the respondents' states that work pressure affects the family life.
- It is also tested from chi-square tool the age and relationship with management, the result shows that it is not a dependent.

VI. SUGGESTION

- More no of teachers not satisfied with their present salary. Hence, it is suggested that salary may be fixed at par with Government School teachers.
- Freedom of work is relaxing to their work in enthusiastic manner. Hence, given more freedom and monitor their performance.

VII. CONCLUSION

The importance and interest in work-life balance is mostly influenced by three main factors: salary, freedom of work, and relationship with management and family values.

There is no ideal equilibrium that should be aiming for according to the study since each of us has a unique life and set of priorities, work life balance varies maintaining a healthy work life balance is more crucial this study discusses potential work life balance measure or solution work life balance varies from person to person because everyone of us has a unique life and set of goals it is increasingly crucial to strike a balance between job and family life.

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