

# A Study on Quality of Work Life Among Female Teaching Faculties

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**Abstract-** *Work life balance of women employee has become an important subject since the women are equally sharing the earning responsibility for betterment of their family. Women are getting into jobs and they continue to work after marriage. work life balance challenges and solutions. This study provides human resource professionals with an historical perspective, data and possible solutions for organizations and employees alike to work life balance. These factors global competitions live, family values and an aging workforce present challenges that exacerbate work life balance. To study about work life balance of teaching faculties and identify the dimension of work life among the colleges and assess the difference on the basis of gender dimensions of work life balance.*

**Keywords-** Work life, female, Teaching faculties, Quality and factor.

## I. INTRODUCTION

Work life balance of women employee has an important subject since the women are equally sharing the earning responsibility for betterment of their family. Women are getting into jobs and they continue to work even after marriage. A married woman has more responsibility than man in taking care of young children and family. The working women efficiently overcome difficult situation by their commitment and perseverance. The participation of women in income generation activities lends them to satisfy their home needs to a greater extent. Today's career women are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments to home. Women reported that their lives were a juggling act that included multiple responsibilities at work, heavy meeting schedules, on top of managing the daily routine responsibilities of life and home. "Successfully achieving work life balance will ultimately create a more satisfied workforce that contributes to productivity and success in the workplace."

Workers are becoming more and more educated, skilled, affluent and unionised the above dysfunctional consequences of work are becoming less and less acceptable. It is no long

possible to design jobs solely according to the needs of technology completely overlooking the needs of workers. There is on all around demand of developing more humanized jobs which can satisfy workers higher needs employ their higher skills and make them prove it.

## II. OBJECTIVES OF THE STUDY

1. To study about work life balance of teaching faculties.
2. To identify the dimension of work life among the colleges.
3. To assess the difference on the basis of gender dimensions of work life balance.

## III. RESEARCH METHODOLOGY

The aim of the study for understanding and comparing the work-Life Balance amongst the teaching faculties working in Coimbatore city. The research is exploratory and descriptive in nature. Researcher took the sample size of 220 from all colleges. A convenience sampling was used for data collection and the data collected is analysed by using a statistical tools like Factor Analysis and Friedman rank test.

## IV. REVIEW OF LITERATURE

**Charles nickie, Harris Chris (2003)**<sup>1</sup> studied continuity and change in work life balance choices. The studies provide evidence of generational change in work life balance choices and increasing occupational between heterosexual partners. Our findings support the contention that the processes of individualization are more apparent amongst younger than older generations and that, because of changes external to the family, there is more negotiation and pragmatism amongst younger generations about work life choices.

**Nancy R. Lockwood (2003)**<sup>2</sup> conducted a study on work life balance challenges and solutions. This study provides human resource professionals with an historical perspective, data and possible solutions for organizations and employees alike to work life balance. These factors global competitions live,

family values and an aging workforce present challenges that exacerbate work life balance.

**Padma et al., (2013)<sup>3</sup>** defines the term Work Life Balance is attracted by all Including the individuals and Corporate all over the world. Though many have proposed various definitions, there is no accepted definition for this term. Work life balance is defined as a satisfactory level of involvement between the multiple roles of a person’s life. It is a Person’s control over the responsibilities between their workplace, family, friends and self. It is a comfortable state of equilibrium achieved between an employee’s primary Priorities at their work place and at their private life. There are various people like family Members, friends, supervisors, peer group and others involved in every person’s life. The Support gained from them will play a key role in leading a comfortable life journey. On the basis of above literature researcher concludes that the Work Life Balance is not just to have a balance between work and life but it is an appropriate mix of all the roles Played by working women from typical housewives to successful corporate leaders.

**(S.MARIDR.OM.HAJA MOHIDEEN 2015)<sup>4</sup>**The successful management of an organization’s human resources is an exciting, dynamic and challenging task, especially at a time when the world has become a global village and economies are in a state of flux. In organizations and on the home front, the challenge of work life is rising to the top of many employers’ and employees’ consciousness. Human resources are the most Balance, as experienced by professionals in Indian context. For this purpose a survey was carried out to estimate a Work Life Balance Index of professionals and also highlights the issues connected with work life balance of faculty in educational institutions and the factors that determine work life balance.

**V. ANALYSIS AND INTERPRETATION**

**Table:V:1 Showing the Friedman Rank Test for Purpose to Watch the Advertisement**

Work stress	Mean Rank	Rank
Other work more than teaching and college work extend to do at home	5.50	III
Try to motivate non performing student	5.02	V
Feeling the salary is not equalvent to the job carried out	5.48	IV
Having an unsecured felling in salary wise	5.68	II

<b>Insufficient opportunities to prove the talent.</b>	<b>6.02</b>	<b>I</b>
Poor communication of other colleagues	3.03	IX
Unequal share of work load by colleagues	4.53	VIII
No motivation for self development	4.92	VI
Low remuneration	4.82	VII

Out of 220 respondents the first highest Mean Rank 6.02 for the reason Insufficient opportunities to prove the talent of the respondents, the next highest Mean Rank is 5.68 given to the reason Having an unsecured felling in salary wise, that is followed by the mean rank 5.50 Other work more than teaching and college work extend to do at home. The 4<sup>th</sup> rank have been placed for reason for Feeling the salary is not equalvent to the job carried out with mean rank 5.48, which is followed by Try to motivate non performing student with mean rank 5.02. The sixth mean rank 4.92 have been ranked No motivation for self development and with mean rank 4.82 the reason of Low remuneration as seventh, Unequal share of work load by colleagues as eight with mean rank of 4.53 and the ninth rank have been marked as Poor communication of other colleagues with mean rank 3.03

**Factor That Influence to work life balance**

**FACTOR ANALYSIS**

**KMO and Bartlett’s Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.687
Bartlett’s Test of Sohericity	Approx. Chi-Square	3398
	D.f.	1830
	Significance	.000

Further Exploratory Factor Analysis (EFA) was performed and only those factors wereretained which have an Eigen value more than 1 since they are measured significant. An Eigenvalue represents the amount of variance associated with the employability skill factor. The result was that there were total of 4 factors, which explained for 50% of the total variance. The employability skill factors measured should together account for more than 50% of the total variance (Malhotra 2010).

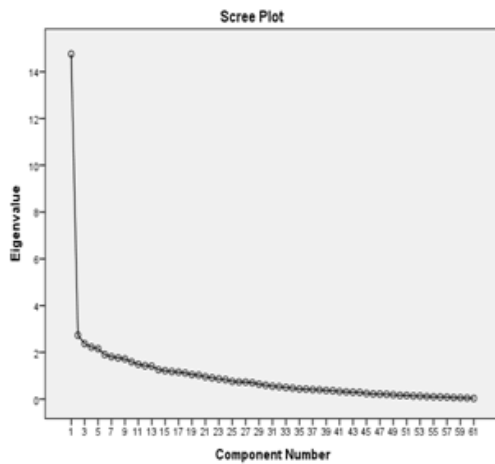


Chart 1: Screen Plot

Screen plot involves plotting each of the Eigen values of the factor and inspecting the plot to find a point at which the shape of the curve changes direction and become horizontal. Chart 2 shows a sharp break in size of eigen values which results in a change in the slope of the plot from steep to shallow. The screen plots show the main point of inflexion after one component and another point of inflexion after six factors

TABLE NO: V:2

Table Showing the Factor That Influence to Watch Advertisement

Factor 1:Individual Factor		Component			
		F1	F2	F3	F4
1	Personality	0.705			
2	Well being	0.611			
3	Emotional Intelligence	0.609			
<b>Factor 2: The organizational factor</b>					
4	Intense pressure		0.606		
5	constant deadlines		0.574		
6	Organization restructuring system		0.562		
<b>Factor 3: the work arrangements</b>					
7	Flexible working hours			0.523	
8	Work overload			0.505	
9	Other works rather than teaching			0.504	
<b>Factor 4: work life balance policies and plans</b>					

10	Hearing the need of facilities				0.643
11	Conflict in work place				0.632
12	Segregation of duty				0.533

**Factor 1** loaded on three variables and can be labeled as **Individual Factor** as it comprises of dimensions related to individual quality of the respondent Personality, Well being and Emotional Intelligence. The items received a mean of .599 on a scale of 1-5.

**Factor 2** loaded on three variables and can be stated as **the organizational factor** which is seen with comprises of dimensions related to environment factor that is being situated inside the work place. The items received a mean of .571 on a scale of 1-5.

**Factor 3** loaded on three variables and can be labelled as **the work arrangements** as it comprises of dimensions related to the arrangements that have been given to the employees in their work place. The items received a mean of .442 on a scale of 1-5.

**Factor 4** loaded on three variables and can be labelled as **work life balance policies and plans** as it comprises of dimensions related that have been framed by organization for the benefits of the employees. The items received a mean of .346 on a scale of 1-5.

## VI. CONCLUSION

To achieve work life balance, every woman should set the goal and excel both in career and family. Some of the strategies and skills at work such as planning, organizing and setting limits can be used at home and work place for accomplishing a satisfying and fulfilling well balanced life both professionally and personally. Lady teachers should care the family both physically and financially to satisfy the family needs. Also work for the accomplishment of organizational objectives and individual upliftment to satisfy the career needs. Organizations need to adopt human resource strategies and policies to overcome the issues of the work life balance of women teaching faculties in college environment.

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