

# The Knowledge On Worklife Balance Among Women Teachers At Government Higher Secondary School, Karaikal

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**Abstract-** *The status of women in India has been subject to many great changes over the past few millennia. The biggest challenge for women is how to balance the demands of family and career and also balance stress on personal and professional life. This study aimed to assess the knowledge on worklife balance among women teachers at Government Higher Secondary School, Karaikal. A non experimental descriptive research design was adopted and 30 samples were selected by using convenient sampling technique. The result of this study revealed that, 94% teachers had moderately adequate knowledge, 3% had inadequate knowledge and 3% had adequate knowledge on worklife balance among women teachers. There was a statistically significant association between knowledge of work-life balance with the demographic variable of number of children, family monthly income of women teachers.*

**Keywords-** Knowledge, Worklife Balance, Women Teacher

## I. INTRODUCTION

“Life's demands may not slow up any time soon, and learning life balance is an ongoing art”. As working women get married they have addition responsibilities and when they become mothers, they have to manage the primary care to children and extended family and are thus under later pressure to continue on a career path. Working women have tremendous pressure to develop a carrier as robust as their male counter parts while sustaining active engagement in personal life. The every-increasing work pressure is taking a toll on the working women leaving them with less time for themselves. Work-life balance is very important factor which influence the quality of our life without balance, a human being will feel slave of her work and duties and will soon lose their will power and interest for life.

## II. NEED FOR THE STUDY

Worklife balance for teaching professional has become one of the greatest challenges in extend to their home

so as to get prepared for the following day, apart from maintaining student record and attending to various institution related functional requirements teachers need to spend extra hours every day to be effective and productive in the profession .Thus it is very important to study the worklife balance with respect to the teachers specially women who working in teaching profession to know the quality of their life. The conflicts between competing work demands and personal and family needs seem to be the most probable reason for this scenario of work- life conflicts. Research conducted by Roult, Lewis et.al., (1999) found that women in India experienced considerable pressure, in the morning before going out to work and after work, to do all that is necessary for the family. Peters, Montgomery et.al., (2005) Study revealed that pressures from the job and family domains are often incompatible, giving rise to imbalance. Therefore, the concept of work life balance, along with its implications, is a core issues that must be investigated. This study is proposed to examine the effect of long working hours, caring responsibilities or other potential work place or family determinants on the work life balance of married working women in Pondicherry. The purpose is also to present and discuss specifically the fact that work -life is out of balance and in need of attention fir most working women irrespective of the sector they are into be it academic, healthcare or information technology. This study has been essential for assessing the growing need for work life balance policies/programs for the working women of India. From the above literature review and the researcher felt that knowing existing knowledge on work life balance among women teachers .It helps to prevent stress related health problems and promote quality of life

## III. STATEMENT

A descriptive study to assess the knowledge on worklife balance among women teachers at Government Higher Secondary School, Karaikal

**IV. OBJECTIVES**

1. To assess the knowledge on work-life balance among women teachers.
2. To find the association between work life balance with selected demographical variables of women

**V. RESEARCH METHODOLOGY**

**RESEARCH APPROACH & DESIGN** A quantitative research approach was chosen for this study. Research design selected for this study was non experimental descriptive design;

**SAMPLE &SAMPLING TECHNIQUE:** The total of 30 Working women teacher who met the inclusion criteria were selected by using convenient sampling technique for the study.

**STUDY SETTING:** The study was carried out in Government Higher Secondary School, Karaikal. The rationale for selecting this school was the availability of adequate samples and cooperation from the head master.

**POPULATION:** The population for the study was all the women teachers.

**TOOL:** self – structured check list on work life balance was used to collect the data from the samples. It consists of the two sections. 1. Demographic data consists of age, sex, religion, type of family, number of children, spouse’s profession, family monthly income and job experience. Section2. Checklist on work life balance among women teachers .It consists of 30 questions related to work life balance with carrier growth and family, job satisfaction, stress and work life balance.

**RESULTS:**

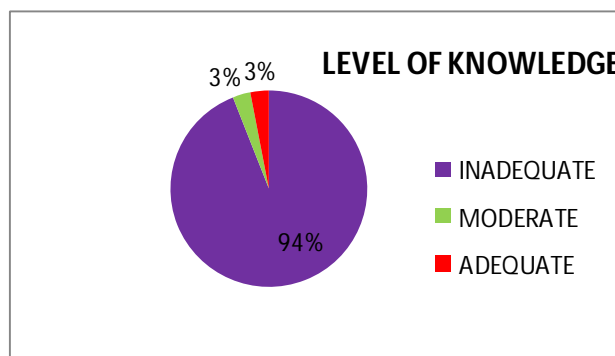
Majority 50% of the samples were with the age of above 40 years ,70% were Hindu and 67% were nuclear family. The highest percentage of spouse’s profession,47%were government employees & and the majority 60% found to be earning above 50,000 per month With regard to job experience, It was found to be 43%were above 15 years of the job experience

The result of this study revealed that,the majority of women teachers,94%had moderately adequate knowledge, 3%had adequate knowledge and 3%had inadequate knowledge on work life balance among women teachers.

The result of knowledge on worklife balance with career growth and family shows that, 94% had agreed that they had worklife balance, 73% had moderately agreed on job satisfaction and 80% had stress on worklife balance

**The level of knowledge of work life balance among women teachers**

**Fig No 1: Level Of Knowledge On Work Life Balance**



**Table no:1 Association between knowledge of work life balance with selected demographic variables of women teachers.**

**Table No-1**

Variables	Level of knowledge						Statistical influences			
	Inadequate		Moderate		Adequate		Total	Chi-square value	df	P value
	F	Percentage (%)	F	Percentage (%)	F	Percentage (%)				
<b>age</b>										
Below 25yrs	1	100	4	14.28	1	100	218.28	8.571	6	0.199
26-30yrs	0	0	3	10.71	0	0	13.71			

31-40yrs	0	0	6	21.42	0	0	27.42			
Above 40yrs	0	0	15	53.57	0	0	68.57			
Total	1	100	28	99.98	1	100	327.98			
<b>Religion</b>										
Hindu	1	100	20	71.42	0	0	192.42	3.776	4	0.437
Muslim	0	0	2	7.14	0	0	9.14			
Christian	0	0	6	21.42	1	100	122.42			
Total	1	100	28	99.98	1	100	323.98			
<b>Type of family</b>										
Nuclear family	1	100	19	67.85	0	0	187.85	2.518	2	0.284
Joint family	0	0	9	32.14	1	100	142.14			
Total	1	100	28	99.99	1	100	329.99			
<b>Number of children</b>										
Three	1	100	1	3.57	0	0	105.57	21.16	6	*0.002
Two	0	0	18	64.28	0	0	82.28			
One	0	0	6	21.42	0	0				
None	0	0	3	10 71	1	100	113.71			
Total	1	100	28		1	100	328.98			
<b>Spouse's profession</b>										
Government employee	0	0	13	46.42	1	100	160.42			
Private employee	1	100	5	17.85	0	0	123.85	5.255	6	0.512
Self employment	0	0	3	10.71	0	0	13.71			
Others	0	0	7	25	0	0	32			
Total	1	100	28	99.98	1	100	329.98			
<b>Family monthly income</b>										
Below 20,000	1	100	0	0	1	100	202	30.000	6	*0.000
20,000-30,000	0	0	2	7.14	0	0	9.14			
30,000-40,000	0	0	8	28.57	0	0	36.57			
Above 50,000	0	0	18	64.28	0	0	82.28			

Total	1	100	28	99.99	1	100	329.99			
<b>Job experience</b>										
Below 5yrs	1	100	3	10.71	1	100	214.71	10.714	6	0.098
5-10yrs	0	0	7	25	0	0	32			
10-15yrs	0	0	5	17.85	0	0	32.85			
Above 15yrs	0	0	13	46.42	0	0	59.42			
Total	1	100	28	99.98	1	100	338.98			

**\*Significant at 0.05% level**

The results of the present study also revealed that there were statistically significant association between the knowledge on work-life balance with the demographic variables such as number of children ( $\chi^2=21.16, p=0.002$ ), family monthly income of women teachers ( $\chi^2=30.000, p=0.000$ )

**VI. CONCLUSION**

The majority working women teachers exhibit 94% have moderately adequate knowledge on work-life balance. Knowing about balancing work-life and personal life helps to prevent stress and stress related problems and improve the quality of life and higher the self-esteem of the working women teachers.

The concluded that the majority of the women teachers have severe stress level so the health education influence to decrease the stress level for working women teacher.

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