

## A STUDY ON WORK LIFE BALANCE AMONG THE PRIVATE PG SCHOOL TEACHERS' IN MADURAI CITY

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### **Abstract**

*Researchers and experts have focused on difficulty that working women face in balancing office work and household work to achieve some degree of work - life balance in today's organizations. This research focuses on the problem of work - life balance and how it affects women employed as teaching professionals. It is an attempt to identify whether it is as easy as it is assumed for women to balance between work and life in the so - called conventionally suitable work - life balance.*

**Key words:** School teachers', Work life balance, Emotional balance

### **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. In present times, young teaching professionals are increasingly confronted with a problem of conflict between work role and an equally demanding role at home.

### **Meaning of Work life balance**

Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self care, and other personal activities, in addition to the demands of the workplace.

### **Research Methodology**

#### **Review of Literature**

- Babu et. Al., (2011) had conducted a study in an Indian IT industries. The study was all about including flexi time and then its impact on work life balance. The study showed positive relationship and significant relationship between flexi-time and employee stress.
- Sorcinelli (2011) find out that nowadays there is increase in dual earning couple, less commuter couples, women academicians who marry and bear children, and male teachers who find themselves likely to take on family commitments. In spite of all this there is little such research on the above mentioned area.

- Teaching is stressful (Borg & Riding, 2012) it has been found that 5% to 20% of all U.S. teachers/ academicians are burned out or stressed (Farber, 2012). In comparison with other professions, teachers show high levels of fatigue and pessimism, which are said to be the core dimensions of burnout/ work life conflict.
- Hakanen et. al., (2012) has used the job demand model which proposes that there are two processes one was said to be energetical process and motivational process, “behavior, productivity and motivation (Blackburn and Lawrence, 2012).
- Niharika and Supriya have considered the work based variables and family related components that are considered to add to work life equalization. Masako SETO et al, have analyzed the impacts of business related components and Work Family Clash on depressive manifestations among working ladies living with youthful youngsters in a Japanese City.

#### **Statement of Problem**

It is a well known fact that our education system, which is supposed to improve the life of human beings, has failed in its primary aim of meeting aspirations of individuals, requirements of society and the needs and challenges of a growing economy. Educating people at an early stage to embrace entrepreneurial traits and behavior will enable them to prepare for productive careers as leaders in the corporate world. Thus, this study attempts to analyze the work life balance among private school teacher's in Madurai city and offer suggestions for creating more number of future

#### **Objectives of the Study**

- To assess the work life balance among the Hr. sec. school Teachers in Madurai city.
- To identify the factors contributing to the work life balance of the Hr. sec. school Teachers.
- To analyze the Work life balance of teachers on their Physical and emotional well being.

#### **Scope of the Study**

The scope of the study is to analyze the work life balance among the private school teachers of Madurai city, so that further improvement can be made in the curriculum of the schools to develop upcoming teachers. The research focuses on the successful teachers drawn from the state of Tamil Nadu. In the process, the researcher took pain to collect 85 samples as work life balance from the school.

#### **Research Design**

A research instrument designed for the purpose was personally administered to the teachers. The list of teachers was obtained from the concerned institutes. In all 85

completely filled questionnaires were received. The researcher applied descriptive research design.

### Sampling

The researcher applied convenience sampling. The teacher response as per the convenience is collected

### Tools used for Analysis a data

1. Percentage Analysis
2. Chi-square
3. ANOVA

### Analysis and Interpretation

#### Profile of the Respondent

The below table shows the respondents profile. The table consists of work life balance among the private school teacher's. The sample size is 85 nos. The details of the respondents such age, sex, marital status, many children, old children, etc.,

**Table 1: Details of the Respondents**

Details		Respondents
Sex	Male	39
	Female	46
Age Group	Under 30 years	35
	31-40 years	30
	Over 40 years	20
Marital status	Married	57
	Unmarried	28
Number of children	None	29
	1	18
	2	22
	3	7
	More than 3	9
Age of children	None	29
	Under 2 years	6
	2-5 years	12
	6-10 years	12
	11-14 years	5
	15-18 years	11
	Above 18 years	10

Source: Primary data

### Factors Influencing the Imbalance of Work Life Balance

There are many factors which influence the work life balance of the employees. The below table shows the factors influencing the WLB (Work Life balance) and the respondents response in the survey.

**Table 2: Factors Influencing the Imbalance of WLB**

Imbalance Work Life Parameter	Lot Harder	Little Harder	No Difference	Easy	Doesn't apply	Mean score
Deadlines and schedules	28	29	18	8	2	2.14
Type of work you do	22	29	19	14	1	2.33
No. of hours you need to work	18	31	18	17	1	2.44
Expectations/attitude of supervisor or mgr	12	22	26	22	3	2.79
Expectations/attitude of work males	11	26	28	18	2	2.69
How easy/ difficult it is to take leave	13	35	19	16	2	2.52
Amt. of notice you get about the hours/overtime you need to work	15	32	22	13	3	2.49
Amount of travel required	14	21	22	25	3	2.79
Times meeting/training are scheduled	12	19	24	28	2	2.87
Starting and finishing time	10	20	34	21	0	2.78
Flexible timings	12	21	34	18	0	2.68
Having to take additional work home	42	14	11	12	6	2.13

**Source:** Primary data

From the above table it is understood that more number of the respondents response the factors influencing imbalance for work life balance. The above table shows the mean score of various dimensions in imbalance for work life balance.

**Table 3: Factors Influencing Imbalance For Work Life Balance - Association Test**

Imbalance Work Life Parameter	Lot Harder	Little Harder	No Difference	Easy	Doesn't apply	Total	Average (Total /Sample)	Rank
Deadlines and schedules	140	116	54	16	2	328	3.85882	2
Type of work you do	110	116	57	28	1	312	3.67059	3
No. of hours you need to work	90	124	54	34	1	303	3.56471	4
Expectations/attitude of supervisor or mgr	60	88	78	44	3	273	3.21176	10
Expectations/attitude of work males	55	104	84	36	2	281	3.30588	8
How easy/ difficult it is to take leave	65	140	57	32	2	296	3.48235	6
Amt. of notice you get about the hours/overtime you need to work	75	128	66	26	3	298	3.50588	5
Amount of travel required	70	84	66	50	3	273	3.21176	10
Times meeting/training are scheduled	60	76	72	56	2	266	3.12941	11
Starting and finishing time	50	80	102	42	0	274	3.22353	9
Flexible timings	60	84	102	36	0	282	3.31765	7
Having to take additional work home	210	56	33	24	6	329	3.87059	1

From the above table it is understood the respondents response regarding imbalance factor for work life balance. The association test shows the ranking result. Most of the respondents felt carrying office work to the home is a predominant problem, second rank occupied deadlines for the job, third rank occupied type of work they do is a imbalance factor for WLB.

#### **Relationship between Difficulty in Health and Work Life Balance**

The below table shows the difficulty of the teachers to maintain health and work life balance. The hard work leads to the high amount of stress to the workers and the work pressure is always dangerous to the health.

**Hypotheses (H<sub>0</sub>):** There is no significant relationship between health of the teachers and age group of respondents

**Table 4: Difficulty in Health & WLB \* Age Group Cross Tabulation**

		Age group			Total
		Under 30	31-40	Over 40	
Difficulty in Health and WLB	Always	9	2	0	11
	Often	11	2	0	13
	Sometimes	6	6	0	12
	Rarely	2	15	11	28
	Never	6	4	11	21
Total		34	29	22	85

#### Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	44.326 <sup>a</sup>	8	.000
Likelihood Ratio	53.560	8	.000
Linear-by-Linear Association	28.044	1	.000
N of Valid Cases	85		

a. 8 cells (53.3%) have expected count less than 5. The minimum expected count is 2.85.

From the above table it is understood that the significance level is satisfactory and the null hypotheses is rejected. There is a significant relationship between difficulty to maintain health and age group of the respondents. The teachers faced heavy stress and health problems due to poor work life balance. It is understood that the teachers below the age group of 30 faced more stress due to high imbalance in the work life balance.

#### Difference between the Gender of the Respondents and Frequency of Angry

The angry and frustration is the outcome of work life imbalance. The researcher asked question regarding angry frequency of the teacher. To verify the difference between the gender (Male, Female) in the context of angry frequencies. The statistical tool T-test show the differences sample. The researcher applied Independent sample t-Test

**Hypotheses (H<sub>0</sub>):** There is no difference between the gender of respondents in the context of angry frequencies.

### Independent Samples Test

Table 5: Gender of the Respondents and Angry Level with t-Test result

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Angry	Equal variances assumed	7.241	.009	-1.478	83	.143	-.347	.235	-.815	.120
	Equal variances not assumed			-1.449	71.587	.152	-.347	.240	-.825	.131

### Group Statistics

	Sex	N	Mean	Std. Deviation	Std. Error Mean
Angry	Male	39	3.72	1.213	.194
	Female	46	4.07	.952	.140

From the above table it is understood that the significance level is satisfactory and the null hypotheses is accepted. There is a significant difference between the genders in the context of angry. The teachers faced more frequent angry due to poor work life balance. It is understood that the Female teachers having more number of frequency of angry due to work pressure as compare to male teachers.

### Findings

- The demographic details and work life balance dimensions of the respondents answer's are collected trough streamed questionnaire.
- From the study it is understood that most of the respondents (85%) feel maintaining work life balance is difficult.

- The relationship between health and work life balance is measured with the help of Chi-square test. From the result it is understood that there is a significant relationship between health and work life balance.
- The gender of the respondent and angry level is analyzed with the help of T-test. From the result it is understood that there is a significant difference between angry Levels.

### Suggestions

- The work life balance of Female teacher's can be improved with the help of Flexible work timing, self motivation program and holiday tour program.
- The work life balance of male teacher's can be impairment with the help of refreshment in the work place, monetary benefit and self motivation program.
- The work life balance of the employees can be improved with the help of employer's participative management style.

### Conclusion

To achieve WLB, every teacher 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. It's concluded that Family Policy, Welfare state provision and labour market structure behave jointly to determine distinct models of work family balance and the financial consequences associated with them.

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