

A STUDY ON WORK-LIFE BALANCE AMONG WOMEN MARRIED COLLEGE TEACHERS IN TRICHY DISTRICT

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Abstract

Indian families are undergoing rapid changes due to the increased pace of urbanization and modernization. Indian women belonging to all classes have entered into paid occupations. At the present time, Indian women's exposure to educational opportunities is substantially higher than it was some decades ago, especially in the urban setting. This has opened new vistas, increased awareness and raised aspirations of personal growth. This, along with economic pressure, has been instrumental in influencing women's decision to enter the work force. Most studies of employed married women in India have reported economic need as being the primary reason given for working.

A metamorphic change is occurring all over the world with the advent of Information Technology. Information Technology revolution not only increases the employment opportunities and GDP of a country, but also contributes to a cultural transformation and social revolution. The Indian women, who were mostly found in a socially acceptable employment like teaching, nursing, banking, etc. in the last decade, are diverted now and actively participate in the Information Technology revolution. It has become a common phenomenon that majority of the employees, especially the knowledge workers, are working harder and longer ever before. As a consequence, they find it difficult to achieve work life balance. This new information technology profession with a good pay, night shifts, cultural and social change has brought work life imbalance among the women employees in Information Technology Industry. This study is based on an empirical investigation conducted among women employees from leading Information Technology Companies.

Work life and personal life are inter-connected and interdependent. Spending more time in office, dealing with students and the pressures of job can affect the personal life, sometimes making it impossible to even complete the household chores. On the other hand, personal life can also be demanding if one has a kid or aging parents, financial problems or even problems in the life of a dear relative. It can lead to Absenteeism from work, creating stress and lack of concentration at work. Work-personal life conflict occurs when the burden, obligations and responsibilities of work and family roles become incompatible.

Keywords: *Pearson Correlation, Quality of work life, Research and WLB.*

Introduction

Work-life balance is the proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other.

Related, though broader, terms include "lifestyle balance" and "life balance". There is a large individual component in that meaning includes each individual's needs, experiences, and goals, define the balance and there is not a one size which fits all solution. Also, what work-life balance does not mean is an equal balance in units of time between work and life. Work life balance has important consequences for employee attitudes towards their organizations as well as for the lives of employees. A balance between work and life is supposed to exist when there is proper functioning at work and also at home.

Statement of the Problem

Quality of work life in an organization is essential for the smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that all employees are running at their peak potential and free from stress and strain. The quality of Work Life can affect such things as employees' timings, work output, his or her available leaves, etc. Quality of Work life helps the employees to feel secure and like they are being thought of and cared for by the organization in which they work. This is being the real fact and since there was absenteeism and lack of job satisfaction among the employees, the investigator has made an attempt in this regard and has undertaken the current study to analyse the Quality of work Life among married women college teachers in Trichy district.

Review of Literature

Quality of work life gained importance between 1969 and 1974 when broad group of researchers, scholars, union leaders and government personnel developed interest in how to improve the quality of an individual through on-the job experience. A series of attitudinal surveys conducted at the University of Michigan between 1969 and 1973 attracted attention towards the quality of employment. Thus Department of health, Education and welfare sponsored a study on this issue which led to population of work in America simultaneously; the pressures of inflation prompted the US government to address some of these issues. Accordingly federal productivity commission was established. These were jointly conducted by the University Of Michigan Quality Of Work Programmed and newly evolved national quality of work centre.

Ganguli (1964) has argued that the factors that determine performance of the workers in an industrial job can be classified under three heads.

1. Personal factors.
2. Work factors.
3. Environmental (physical and social) factors.

Personal factors refer to skills of the workers and the degree of motivation that determine the extent to which he will apply his skill to the job. Work factor refers to tools and equipment, method of work and materials used. Examples environmental factors are (a) physical lightening, ventilation, etc.. (b) Social and psychological nature of leadership (supervisory and managerial), social climate in shop, nature of the group formation amongst members, etc.. And (c) nature of organizational controls, communication patterns, etc..

According to Vroom (1964), productivity depends upon two major variables viz., employees' job performance and resources utilized. In most organizational performance of the employees is relatively more important than the equipment and raw materials. Even in automated operations, productivity in strategic and coordinate systems largely depends upon the human performance.

Performance of a worker on a task or job is a direct function of his motivation.

According to Hark Mentel (1971), the nature of the relationship between job characteristics and employee reactions to their work (including satisfaction, performance, and absenteeism) will depend upon the need status of the employees.

Walton (1974): One of the major interpreters of the quality of work life movement have proposed eight major conceptual areas for understanding, development of human capacities growth and security, social integration, the total life space and social relevance.

Gazakerly (1975): Worker wants from their employment challenges they can meet. some immediacy in knowing how well they are doing, interesting work, congenial social climate and degree of security, which enable them to work in co-operative rather than conflict-ridden situation.

Johnson (1975): View that workers often value such as job interest and good working conditions above pay. The author concluded that the pay becomes the most important factor in job satisfaction only when it is seen as compensation for dissatisfying and alienating job satisfaction.

Chris ArgYsis (1975): Quality of work life is most conventionally defined as those perceived input personal needs, which an individual tries to satisfy by working in an organization its conceptual foundations, though lay by behavioral scientists.

Westly (1979): Found the utility of the job enrichment programs as remedies to political, economic, psychological and sociological problems faced by human beings in organization.

A Study on about the work life balance of women employees in information technology industry refer by T.S. SANTI* ,DR. K. SUNDAR** focus on Digital technology has revolutionized the world as never before. In the global scenario it undergoes transformation with undreamt rapidity. India is no exception and has witnessed an unprecedented growth

in the field of Information Technology. This sector has emerged as one of the largest employers in the country. It is to be noted that this sector has not only created plentiful job opportunities but has also resulted in new types of challenging careers. As this sector gives more emphasis to knowledge alone it is non-discriminating in nature. It provides opportunities for the educated, middle class women to build their own dreams and excel in fields, which were earlier perceived to be male domains. Though they are not the majority, Indian women professionals are definitely on the rise and are paving the way for future generations. Indian women are becoming increasingly visible and successful in the professional and public sphere. The present study explores aspects like to measure the level of satisfaction as perceived by the women-respondent employees on the varied determinants of work life balance, to identify the major factors that influence the work life balance among various categories of women employees in I.T. Industry and to measure the overall work life balance of women employees irrespective of cadres.

A Study on about the work life balance a source of job satisfaction - an Exploratory study on the view of women employees in the service sector refer by **V.Varatharaj* S.Vasantha ****In this paper the objective of this research is to study the work life balance of working women in service sector. The research was conducted among Women working in Service Sector with Reference to Chennai city. Work life balance entails attaining equilibrium between professional work and other activities, so that it reduces friction between official and domestic life. Work life balance enhances efficiency and thus, the productivity of an employee increases. It enhances satisfaction, in both the professional and personal lives. The ultimate performance of any organization depends on the performance of its employees, which in turn depends on numerous factors. These factors can be related to work or family or both. The relationship between personal and professional life can be achieved through emotional intelligence. Better emotion management is necessary in order to accomplish day-to-day objectives of life. The findings of the study reveal the majority of the women Employees feel comfortable in their work place irrespective of their trivial personal and work place irritants. The Primary data was collected through questionnaire survey and analyzed with the help of various statistical tools. This paper attempts to identify the various factor which helps to maintain work life balance among women employees in service sector.

A study on Quality of work life of female employees in universities of haryanarefer by DrAnjana Rani, Mskritika in this paper focus on to survive in an increasingly challenging and competitive world, the existence efficient strong human resources is essential for competition where an organization. In the present market scenario, Quality of work life has come under limelight due to stiff competition where organization are trying to carve competitive advantage through the human factor. Profitability of an organization can be

achived by Managing the quality of life of employees and by improving employee satisfaction .Quality of working life ia an approach to management which enhances the prestige of employees, improve the culture of an and also improve the wellbeing of employees. It includes various aspects of work environment which facilitates the human efficiently in the present scenario, men and women are equal. Women are handling high posts in the offices. Now women are working as a doctor, engineer, teacher, astronaut and holding many others socially and economically vibrant posts. Quality of work life off male employees has now become extremely important for the successful management .The aim of the study is to find the quality of work life among female employees in the universities located in the state of Haryana. The research reveals that quality of female employees prevailing inn universities is pleasant and satisfying.

Research Methodology

Research methodology is a way to systematically solve the research problems. It may be understood as a science of studying how research is done scientifically. It includes the overall research design, the sampling procedure, data collection method and analysis procedure.

Research Design

Descriptive Research

Descriptive research study includes surveys and fact-finding enquires of different kinds, which help the researchers to describe the present situation that makes the analysis about the effectiveness of employee satisfaction among the employees and helps to reach the objective.

Samling Design

Sampling design is to clearly define set of objective, technically called the universe to be studied. This research has finite set of universe and the sampling design used in the study is probability sampling. Sampling technique used is simple random sampling method.

Sample Size

The study covers the married women college teachers of Trichy District. Total sample size for the study is 200.

Data Collection Method

Source of Data

Both primary and secondary data are used for the data collection.

Objectives of the Study

- To measure the level of satisfaction as perceived by the women-respondents on the varied determinants of work life balance.
- To identify the major factors that influences the work life balance.
- To measure the overall work life balance of women teachers.
- To assess the quality of work life among women workers
- To analyze the measures adopted by the organization to improve the quality of work life among women teachers.
- To suggest suitable measures to improve the quality of work life among women teachers.

Limitations of the Study

- The study is limited to the women teachers of Trichy district only.
- Sampling has been used in the study and it has its own limitations.
- Personal bias of the respondents might have crept in while answering a few questions.

Data Analysis and Interpretations

Table 1: Monthly income of the respondents

Monthly Income	No. of Respondents	Percentage (%)
Below than Rs.12000	70	35
Rs.15000 to Rs.18000	40	20
Rs. 19000 to Rs.25000	50	25
Rs.25000 to Rs.35000	36	18
Above Rs.40000	4	2
Total	200	100

Inference

Above table shows that 35% of the respondents earn below than Rs.12000, 25% of the respondents earn Rs.19000 to Rs.25000, 20% of the respondents earn Rs.15000 to Rs.18000, 18% of the respondents earn Rs.25000 to Rs.40000, and 2% of the respondents earn above Rs.40000.

Table 2: Experience of the respondents

Experience	No. of respondents	Percentage
less than 1Year	153	76.5
1-5 year	21	10.5
6-15 year	24	12.0
16 and Above	2	1.0
Total	200	100.0

Inference

From the above table, it is identified that 76.5% of the employees have less than 1 year experience, 10.5% of the employees have 1- 5 years of experience, 12% of the employees have 6-15 years, and remaining 1% of the employees have 16 years and above.

Table 3: An impact in WLB practice

	Strongly agree	agree	Neutral	disagree	Strongly disagree
I am Taking care of my family and spending time with them	85.5%	3%	4.5%	7%	0%
I am Keeping my health into fit, and spending time in sports and other leisure activities	28.5%	50.5%	4%	17%	0%
Pressure on workplace made me to miss out my quality time with my family	55.5%	26%	7.5%	11%	0%
I am given an opportunity to develop my core curricular knowledge (career development)	51%	31%	13%	5%	0%
I am Spending time with my friends\relatives	42.5%	39.5%	3%	15%	0%
I am getting enough sleep and healthy food	47%	31.5%	6.5%	15%	0%
I am happy about the time I spend at work and travelling to work	39.5%	42%	3.5%	10%	5%
Overall impact in WLB practices	65.9%	15.8%	11.4%	6.9%	0%

Inference

From the table, it is inferred that 65.9% of the respondents have strongly agree towards overall impact on WLB, and 15.8% of the respondents have agree towards overall impact on WLB, and 11.4% of the respondents have strongly neutral towards overall impact on WLB, and 6.9 % of the respondents have strongly disagree towards overall impact on WLB, and 0% of the respondents have strongly disagree towards overall impact on WLB.

Table 4: Balance your work and family commitments

	Strongly agree	agree	neutral	disagree	Strongly disagree
Flexible starting times	49.5%	29%	6.5%	5%	10%
Flexible completion times	39.5%	42%	3.5%	15%	0%
Time off for family emergencies and events	53.5%	25%	6.5%	10%	5%
Part time and reduced work hours	42%	39.5%	3.5%	5%	10%
Time off in school holidays	42%	40%	3%	10%	5%
Overall work and family commitment	38.1%	43.1%	3%	14.9%	1%

Inference

From the table, it is inferred that 38.1% of the respondents have strongly agree towards overall balance family and work commitment on WLB, and 43.1% of the respondents have agree towards overall balance family and work commitment on WLB, and 3% of the respondents have strongly neutral towards overall balance family and work commitment on WLB, and 14.9 % of the respondents have strongly disagree towards overall balance family and work commitment on WLB, and 1% of the respondents have strongly disagree towards overall balance family and work commitment on WLB.

Table 5: Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.227	.034		-6.570	.000
	OVER ALL IMPACT IN WLB	.126	.033	.113	<u>3.873</u>	.000
	OVER ALL WORK AND FAMILY COMMITMENT	.509	.036	.484	<u>14.217</u>	.000
	OVER ALL INFLUENCE WORK AND FAMILY COMMITMENT	.477	.032	.475	<u>14.730</u>	.000
	OVER ALL SUPPORT FROM OTHERS	-.062	.051	-.045	-1.204	.230

Dependent Variable: OVERALL SATIFICATION

Inference

To determine if one or more of the independent variables are significant predictors of overall Creativity level of the employees, we examine the information provided in the coefficient table. From the above 4 compound variable independent statements only five independent variables are statistically significant. The standardized coefficient beta column reveals that over all influence work and family commitment coefficient (14.730), overall work and family commitment which is significant (.000), overall impact on WLB coefficient , which is 3.873 significant (.000).

Hypothesis I

- H0: There is no relationship between overall work and family commitment will increase overall satisfaction on Work life balance.
- H1: There is a relationship between overall work and family commitment will increase overall satisfaction on Work life balance.

Table 6: Pearson Correlation

		OVER ALL WORK AND FAMILY COMMITMENT	OVER ALL SATISFACTION
OVER ALL WORK AND FAMILY COMMITMENT	Pearson Correlation	1	.943(**)
	Sig. (2-tailed)		.000
	N	202	200
OVER ALL SATISFACTION	Pearson Correlation	.943(**)	1
	Sig. (2-tailed)	.000	
	N	200	200

** Correlation is significant at the 0.01 level (2-tailed)

Chart 1: Pearson Correlation



Inference

Hence, it is concluded that respondents who give positive opinion about overall work and family commitment will increase overall satisfaction level among IT Employees. It is reported that the correlation is significant at the 0.01 level. And also the value obtained is 0.943, so H0 is rejected, there is a relationship between overall work and family commitment will increase overall satisfaction on Work life balance.

Hypothesis II

H0: There is no relationship between overall influence factor on work and family commitment will increase overall satisfaction on Work life balance.

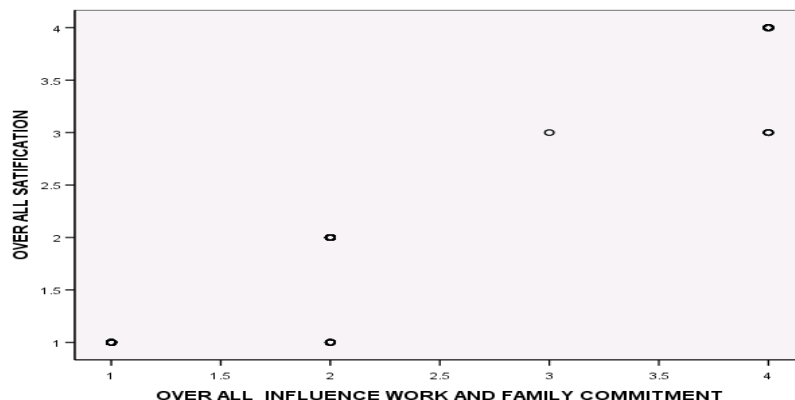
H1: There is a relationship between overall influence factor on work and family commitment will increase overall satisfaction on Work life balance.

Table 7: Pearson Correlation

		OVER ALL INFLUENCE WORK AND FAMILY COMMITMENT	OVER ALL SATISFACTION
OVER ALL INFLUENCE WORK AND FAMILY COMMITMENT	Pearson Correlation	1	.944(**)
	Sig. (1-tailed)		.000
	N	200	200
OVER ALL SATISFACTION	Pearson Correlation	.944(**)	1
	Sig. (1-tailed)	.000	
	N	200	200

** Correlation is significant at the 0.01 level (1-tailed)

Chart 2: Pearson Correlation



Inference

Hence, it is concluded that respondents who give positive opinion about overall influence factor on work and family commitment will increase overall satisfaction level among IT Employees. It is reported that the correlation is significant at the 0.01 level. and also the value obtained are 0.944, so H₀ is rejected, There is a relationship between overall influence factor on work and family commitment will increase overall satisfaction on Work life balance.

Findings

- 35 percentage of the respondent's monthly income is below Rs.12000 only.
- 76.5 percentages of the respondents have got less than 1 year of teaching experience.
- 85.5% of the respondents have strongly agreed that taking care of family and spending time with them.
- 50.5% of the respondents have expressed that health into fit and sports, and other leisure activities.
- 55.5% of the respondents have strongly agreed that no pressure on work place and quality time with my family.
- 42.5 % of the respondents have strongly agreed that spending time with their friends/ relatives.
- 47% of the respondents have strongly agreed that getting enough sleep and healthy food.
- 42% of the respondents have agreed that they are happy about the time they spend at work and traveling to work.
- 48% of the respondents have strongly agreed that organizing and prioritizing the work.
- 56% of the respondents have strongly agreed that utilizing all their allotted vacations.

Suggestions

- From the research of study, it is monitored that management may concentrate on women employees' health, spending in sports and leisure activities, and getting healthy food and enough sleep which may improve the satisfaction level of work.
- From the study it clearly shows that reduce from stress on work place among women employees which may improve the satisfaction level.
- Provide the time for family emergencies and event which may improve on commitment on work and family life.

- The management should organize programmes like yoga, meditation, games to that relieve from work place stress which may improve level of satisfaction on work-life.

Conclusion

From this research, it is clear that quality of work life among women teachers is good. The respondents are agreed that they satisfied working environment and receive fair treatment from management. At the same time this research highlights some of the small gaps in respondents' satisfaction towards the organization's communication, some of the respondents have trouble to maintain healthy work life balance. The organization must care about to break communication barriers and organize family trips and yoga, meditation classes to maintain proper work life balance. Provide opportunity too. This will help to improve the quality of work life of married women teachers.

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