



AN EMPIRICAL STUDY TOWARDS WORK LIFE BALANCE AMONG TEACHING PROFESSIONAL IN CHENNAI REGION

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Abstract

Work-life balance is a critical aspect to enhance teacher effectiveness and satisfaction in the context of student learning. It has been proved time and again that a good quality of work life balance results into the wellness of the faculty and also improved student behaviour. The present study investigated the quality of work-life balance among Indian teachers serving in different academic stream across university and colleges it includes self finance and aided lecturers . It emerged from the outcome that designation of the teachers, their nature of appointment, the academic stream in which they are teaching, and the nature of their serving institution affect their quality of work life balance directly and significantly. However according to gender and marital status no significant variations have been found in the quality of work life balance of the teacher.

Keywords: *Work life balance, Satisfaction.*

Introduction

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. Human resources are the most valuable and unique assets of an organization. In today's fast paced society, educational institutions seek options to positively impact the bottom line of their faculties, improve faculty morale, retain faculties. Work – life balance for teaching professional has become one of the greatest challenges in today's world. Work life balance has been one of the major factors in influencing the organization's efficiency. The present study has been carried out to evaluate the nature of Work Life Balance, as experienced by professionals in Indian context. It has been proved time and again that a good quality of work life balance results into the wellness of the faculty and also improved student behaviour. For this purpose a survey was carried out work life balance of faculty in educational institutions and the factors that determine work life balance.

Literature Review

Bennett, S.N , express that pride and happiness in work may not only increase the quality of input, but improve the quality of work also.

Lewis (2000),The concept of work-life balance is based on the notion that paid work and personal life should be seen less as competing priorities than as complementary elements of a full life. The way to achieve this is to adopt an approach that is "conceptualized as a two way process involving a consideration of the needs of employees as well as those of employers".

Vasantha M, Santhi R, and Deepalakshmi (2013)They focused on an analysis of work stress among college teachers. The result shows that teachers having heavy workload and students low performance leads to more stress.

Johnsrud and Rosser (2002) conducted a study on faculty members in their study; they proposed and tested a multilevel structural equation model (SEM). The purpose of their model was to determine the impact of faculty morale and work life on their intent to leave and determine whether the impact is a function of institutional or individual perception. The results indicated that the perceptions faculty members have of their work life had a direct and powerful impact on their morale, and subsequently on their intentions to leave at both the individual and group or institutional levels. There was modest or no direct consequence of work life and demographic variables on faculty members' intentions to leave. Thus, the eminence of faculty members' work life affects their level of morale, and in turn, morale affects their intentions to leave their career or position.

According to **Malik, McKie, Beattie & Hogg (2010)**, employees who face heavy work demands will results in higher level of stress, which cause negative impact to their physical and psychological wellbeing. Therefore, organizations and managers have to understand the important of job stress and WLB of its employees.

S. Aveline, DrR.Mohan Kumar, Dr. G.Brindhaand LeenaJenefa ,(2016) In their research they said, work and family life have been an integral part of a woman's life. The performance of the software industry is behind only with the efficient employees especially the women software employees knowledge is very vital part for the development of Indian software

industry in global market. Based on the researcher objectives the study concludes the good correlation between women employees Interpersonal relation, Work-life balance, Job satisfaction and Employee Engagement.

Burke(2002).Men feel more satisfied when they achieve more on the job even at the cost of ignoring the family. On the other hand, women stress that work and family are both equally important and both are the sources of their satisfaction. For them the former is more important. When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family and they do not like one crossing the other

Netemeyer, Boles and McMurrian (1996) suggested that there is also a negative relationship between family-work conflict and job satisfaction.

Methodology Participants and Settings

Research Design

It is both descriptive and analytical in nature. It has made an attempt to study about the work life balance of lecturers working in Self Finance College and in aided colleges.

Sampling Procedure

The study has been conducted among the college lecturers working in Self finance institution and in aided colleges, which includes two districts namely Tiruvallur District and Kancheepuram district. The pilot study has been conducted from 40 lectures to confirm and efficacy of the questionnaire. Based on the feed back on the pilot study, certain modifications were carried out. By adopting simple random sampling method, 101 respondents have been selected.

Source of Data

The present study is based on the primary data collected from the lecturers working in the self finance colleges and in the aided colleges. Secondary data consists of different literature liked published articles, journals, books, newspapers, magazines and websites.

Collection of Data

A well-structured questionnaire was prepared considering work life balance. Five points likert scaling has been used to determine the work life balance of the college lecturers working in self finance colleges and in aided colleges.

Statistical Techniques

After completion of the data collection, the filled up questionnaires have been edited. Version 17.0 statistical package for social science (SPSS) has been used to analyse the data. The collected data were analysed by using appropriate statistical tools namely, independent t-test, one way ANOVA for arriving at conclusion.

Results and Discussion

Table 1: Profile of the Respondents

	Particulars	No. of respondents	Percentage
Age	Upto 25 yrs	25	24.75
	26 – 40 yrs	31	30.69
	Above 40 yrs	45	44.56
Gender	Male	67	66.33
	Female	34	33.67
Designation	ME	43	42.57
	MBA	8	7.92
	M.Sc	13	12.87
	M.Phil	12	11.88
	Ph.D	19	18.81
	Others	6	5.94
Marital status	Married	77	76.2
	Single	24	23.8
Institution sector	Self Financing	60	59.4
	Aided	41	40.6
Experience	Below 1 years	20	19.80

	More than 1 years but less than 5 years	35	34.65
	More than 5 years but less than 10 years	29	28.71
	More than 10 years	16	15.84

Source: Primary data

The above table indicates that, majority i.e., 44 per cent of respondents' surveyed are belong to above 40 years of age. Followed by, 66.33 per cent of respondents' belong to the male lecturers. 42.57 per cent of sample respondents having ME qualification. 72 per cent of respondents are married. 34.65 per cent of respondent are under the category of more than 1 years but less than 5 years of experience. Similarly, Majority of 59.40 percent of respondent working in the self finance organization.

Table 2: Satisfaction level of work life balance

Profile	t value	P value	Remarks
Age	13.895	0.000	S
Marital status	1.474	0.143	NS
Qualification	3.899	0.009	S
Type of colleges	2.134	0.033	S

Source: Primary data

The study demonstrates demographic profile of the respondents and satisfaction level of work life balance. The respondent's age, educational qualification, types of colleges are the factors influencing satisfaction level of work life balance. Marital status, is not affecting the satisfaction level of work life balance.

Research Hypothesis

There is a significant difference between experience group of the respondents and their ability to balanced work and life.

Null Hypothesis

There is no significant difference between experience group of the respondents and their ability to balance work and life.

Tool Applied - One Way ANOVA is used

S. No	Do you generally feel you are able to balance your work life	Mean	S.D	SS	Df	MS	Statistical inference
1	Between groups			.270	3	.090	F=.572 .635>0.05 Not Significant
	Below 1 years(n=20)	1.25	.444				
	More than 1 years but less than 5 years(n=35)	1.23	.426				
	More than 5 years but less than 10 years(n=29)	1.14	.351				
	More than 10 years (n=16)	1.13	.342				
2	Within Groups			15.120	96	.157	

Source: Primary data

Suggestion and Conclusion

In the modern world, the role of teaching professional are ever changing and growing and the new teaching learning environment puts intense pressure on teaching professionals. This work pressure has an impact on their personal life leads to imbalance in their work and life. The study revealed that it is concluded that there is a significant difference between job satisfaction and age, qualification and types of college. No significant differences were observed between males and females teachers on the dimensions of Work Life Balance (Work Interference with Personal Life, Personal Life Interference with Work and Work Personal Life Enhancement). If the educational institutions management think over the issue of providing employee friendly policies to faculties in order to balance their professional and personal life, definitely it can achieve competitive advantage in terms of student quality of education and faculties may turn into good organization citizens.



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