



## A Study on Work-Life Balance among Female Teachers in Private Schools in Madurai City

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### Abstract

*As society goes ahead in India, there is an increasing expectation that women can not only play their roles by nurturing and raising families to ensure confident and competent future generations for the betterment of society but can also generate income by joining as paid workforce in the working place. Growing cost of living and change of mindset are the key reasons for which increasing number of educated women are now working outside their house. Even in recent time, the tendency is enhancing gradually. As a result, the traditional family is being replaced by the dual career family. Thus, socio-demographic changes are occurring similar to those in developing and developed societies. This dual responsibility is putting mounting pressure on women to achieve and maintain work life balance. In this article, a survey is conducted on various education institutions of Madurai taking sample of 250 teachers to know the real status of work-life balance institutions. The study finds that the work-life balance situation is moderate which can be improved by ensuring flexible working hours (roistered days off and family friendly starting and finishing times), transport facility, residential facility, child care center, flexible work arrangements/ job sharing , reduced working hours & workload and child schooling for the female teachers.*

**Keywords:** Work-Life Balance, Private Schools, Work Load, Madurai School Teachers.

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### Introduction

Work-life Balance (WLB) is not a new concept. The change in the pattern of work and the concept of the workplace after the industrial revolution in the second half of the 18th century gave a new dimension to the concept of WLB. With improved education and employment opportunities today, most homes are ones in which both parents work because of the necessity and the desire to augment incomes. The phrase work-life balance was called as an 'almost taken for granted metaphor' by Pitt-Catsoupes, et al. (2006) . Generally, work-life balance is defined as a state of equilibrium in which the demands of both a person's job and personal life are equal. It is nothing but investing equal amounts of time and energy between work and personal life. Parkes and Langford (2008) defined work-life balance as 'an individual's ability to meet their work and family commitments, as well as other non-work responsibilities and activities. Kirchmeyer (2000) simply defined work-life balance as 'achieving satisfying experiences in all life domains'. Lewis (2000) [8] differently conceptualized worklife balance as a two way process involving a consideration of the needs of employees as well as those of employers. Clark (2000), while defining

feeling that reflects whether a person is favourably or work-life balance introduced satisfaction and role conflict. He defined it as satisfaction and good functioning at work and at home, with minimum of role conflict.

Greenblatt (2002) viewed work-life balance as "the absence of unacceptable levels of conflict between work and non-work demands. The term 'work-life balance' is preferred due to the fact that it encompasses the experiences and needs of parents and non-parents alike, and is a more progressive theoretical framework in which to think about new ways of living and working that are satisfactory to all. As work has evolved to be more knowledge-based, fluid, and intellectual, it has become harder to escape (Lockwood, 2003). Employees can no longer easily segregate their work from the rest of their lives because work has the capacity to take over people's thoughts (Patterson, 2001). In addition to this information communication technologies have removed the temporal and spatial boundaries of work, allowing people to work anytime from anywhere (Jacobs & Winslow, 2004). This intensification of work makes finding a desirable balance between work and life outside work much more difficult.

### Review of Literatures

A study by Soni Monika in the Union Territory of Dadra and Nagar Haveli among 72 teachers (public and private) selected using convenient random sampling,

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in the first stride, the relationship among Perceived Workload Increase (PWL), Time Management (TM) and School Teachers' Productivity (STP) was examined. Later, the factor of Work Life Balance (WLB) was supplemented to scrutinize its moderating effect to the model. The results of Pearson's Correlation and Linear and Multiple regression definite that the Perceived Workload Increase (PWL) is found to be perilous for School Teachers' Productivity (STP). Provisions of Work Life Balance (WLB) opportunities were found to be helpful in moderating the situation. A study by Maiya Sahana<sup>10</sup> in Bangalore, Karnataka among 110 samples (55 public sector and 55 private sector) were selected randomly. The results depicts that the image of complexity faced in harmonizing the work expectations and the life duties. There was high association between the complexity faced and the harmonizing act to be accomplished. The note worthy outcomes revealed in the areas of career progression factors, organizational backing and emotional factors. The study explains definite specific Human Resource Management interference for better work-life balance. The study was conducted by Ramesh<sup>11</sup> among 411 respondents in the MILMA units in Kerala. The overall mean score for the work conflict shows that the respondents agree with the statement relating the work conflict which means that they are facing conflict in the work place. The overall mean score for the family conflict also shows that the respondents are having family conflict. From the overall mean score for the family interfering work the study concludes that the family affairs interfering work leads to work conflict in the work place. Likewise the overall mean score reveals that the work interfering their family affairs which leads to family conflict. A study conducted in Pakistan among 794 university female teachers. The outcome explains that work and family conflict is elucidated by job satisfaction, which impact job turnover plan amongst the female teachers. In addition, between work and life conflict and job turnover plan put forth undesirable indirect effects on the persons job satisfaction. Moreover, the job shift motive is powerfully explained by job satisfaction. A study conducted by June Bernadette Dsouza<sup>13</sup> in Bombay with a sample of 102 (45 Males and 57 Females) teachers. Results indicated that female teachers scored higher than males on certain components of burnout and also experienced more overall burnout than males. Females scored higher than males on certain dimensions of organizational behaviors than males and also engaged in more organizational behaviors than males.

### Significance of the study

Teachers perform a significant part in the society and development of social capital. Their role varies among culture and countries and formal education can take place through home schooling as well. The significance of work life balance emphasizes the present apprehension in side the society and work place concerning the influence of numerous parts on the health

of teacher and its proposition concerning work and family enactment, and teacher's part in society. Structural standards assist work life balance, which have positive outcome of personal well-being. The teacher's experience strain because of multiple roles, i.e., role conflict and domain overload. Work and life balance isto maintain equilibrium between accountabilities at work and home .Work and family have progressively become competing domains. The major focus of the study was to assess the correlation among quality of work life balance and organizational behavior with work family conflict and to see the affiliation linking.

### Objectives of the study

1. To examine the effect of work life balance on female teachers performance and work attitude particularly in Private schools in Jabalpur.
2. To determine the factors affecting work-life balance of female school teachers.
3. To provide appropriate suggestions for married female teaches in private schools of Jabalpur for achieving better work life balance.
4. To provide suitable finding and suggestion

### Research Methodology

The study was undertaken in the Madurai city of Tamilnadu, India. The respondents were the teachers working in private schools in Madurai city and selected using stratified Random Sampling method. The study was aimed at unearthing the relationship between demographical factors and the level of stress in balancing work and personal life among the sample respondents. For this purpose the level of stress was selected as the dependent variable. The independent variables such as marital status and partner employment status were chosen for this analysis. The questionnaire was sent to the 320 faculty members but only 250 responses were received. Hence, the total numbers of respondents were 250. Research design proposed for the study is 'Descriptive' type of research service. This type of research deals with quality of responses from the respondents, attitudes, interests, technical skills, experience, behavioral, beliefs and values, emotions, personality, self-concept etc.

### Analysis & Interpretation

In order to find the relationship between the age of the respondent and their level of stress in balancing work and life, chi-square test has been used and the result is shown in the Table I.

**Table I.** Age and Level of Stress (Chi-Square Test)

Factors	Calculated $\chi^2$ Value	Table Value	df	Remarks
Age	15.300	9.325	4	Significant at 5% level

### Interpretation

It is identified from the Table 3 that the calculated chisquare value is greater than the table value and result is significant at 5% level. Hence the hypothesis “Age of the respondents and their level of stress in balancing work and life” are associated holds good. From the analysis it is concluded that there is a close relationship between age of the respondents and their level of stress in balancing work and life.

**Table II.** Work-life balance & Work family conflict

Variables	Pearson Correlation
Work Life Balance and Work Family Conflict	.258
Work Life Balance and Organizational Behaviour	.327*

### Interpretation

The study result reveals that among school teachers there is a significant negative correlation between overall work life balance (.258) which indicates that there is an inverse relationship between work life balance and work life conflict. This supports our hypothesis that work life balance and work life conflict is negatively correlated. Work life balance is positively correlated with organizational behavior (.327\*) and shows the significance. Work life conflict brought down an individual's work life balance. Both the family work conflict and work family conflict have been found to be negatively associated to work life balance.

### Findings

There is no notable link between various professional status like places of schools, nature of schools, types of schools, transport facilities, year of experience, and present position variables on the work life balance of the teachers. However there is a significant relationship found between teaching hours and work life balance. Hence the teachers, who are claiming in the career ladder gets lesser teaching hours, consequently had better balance between occupation and life. It is revealed from the analysis that the respondents of old age category and female category have perceived maximum level of stress in balancing their work and life. The results of the chi-square showed that there is a close relationship between age of the respondents and their level of stress in balancing work and their personal life. Similarly, there is a close relationship between gender of the respondents and their level of stress in balancing work and life. Hence, it is suggested that the institutions should develop work life policies such as special leave facilities, parental or family support programs and health care programs. It is divulged from this analysis that majority (90%) of the respondents were not satisfied with their work-life balance due to their work load i.e., evening coaching classes/weekend special classes for slow learners and the administrative work done by them. This left them frustrated as they were not able to spend

quality time with their family. This finding is similar with the research findings of Pocock et al (2007). They explained that longer work hours worked is consistently associated with worse work-life outcomes. It is divulged from the analysis that majority of the respondents (93%) agreed that work-life balance is a joint responsibility of both employees and employers.

### Conclusion

Work life balance and work family conflict is generally faced by men and women but not equal. Women perceived that responsibility and accountability, security factor are the criteria that has a major role in work life balance among private school teachers. Employers are not concern about their employees' welfare and also not conscious about their duties. Family interference is one of the reasons of work family conflict. Family support is indispensable to close the gap between work and family and to find suitable work environment is essential to resolve the conflict among work and family life. The further research may determine the suitable work-life balancing programs for teachers working in private schools. It is a rewarding exercise to the researchers and helps to gain knowledge on socially relevant problems.

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