

A Study on Work Life Balance among Women Faculty Members at Karur District

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ABSTRACT

This study enlists certain dimensions and its implications over work life balance were identified. It also learnt from the present study that managing work life balance is channelized by the psychological makeup of an individual's especially women and that is purely as an attitude based issue. Therefore, the study concludes that work life balance practices improve the quality of work life of working women. Now the women's are occupy almost all categories of positions in the workplace. Among other occupations, teaching is reported to have positive and negative experiences about work life. The paper takes an in-depth look at work life balance considering in view of Balance in work and family life is an emerging challenge for both employees and employers.

Key word: Work Life, Women, Professors Working, College

Introduction

In the current scenario, there are many challenges that females have to deal such as running a home, doing daily routine works like cooking / cleaning, bringing up children from school and handle the tight work schedule. Work life Balance is the burning issue because it affects the personal life and productivity of the organization. Organizational performance is directly related to employees. As a result, good organization is taking interest in improving the work life of their employees by using various work life methods and strategies so that they can improve the performance of the employees as well as profitability of the organization.

At the present scenario females are opting jobs in order to build a good career and give financial support to their families. Work life balance raise job satisfaction and job performance and reduce stress and

absenteeism. The present educational and infrastructural facilities have encouraged women to occupy a prominent position in the corporate world. A good position support from their parents, husbands, children and co workers help them in gaining the balance between work and personal life. A proper work life balance can make women a good performer, a good wife, mom and daughter in – law in her personal life.

OBJECTIVES

1. To study the effect of work life balance on job satisfaction.
2. To assess the quality of work life balance of women faculties.
3. To measure the overall work life balance of women faculties.
4. To know the level of work life balance among women faculties working in college.
5. To know the causes of stress among the faculty members.

SCOPE OF THE STUDY

The present study limited to Karur district. The study is about to know the work life balance of women teachers in Karur district. This study is used to find the factors influencing work life balance of women teacher and their level of satisfaction. Years before women workforce in India was mainly employed in subordinate, non – managerial or low – profile position. Now, they working in almost every positions in work place. These challenge added several duties and responsibilities to their family as well as the society. These conflicts in work demands and personal and family need seems to be most probable reason for this work life imbalance. Therefore this study was conducted to study the factor influencing work life balance among women faculties in Karur distrit

Limitations of the Study

1. The study is limited to the geographical area of only Karur.
2. Due to the time constraint the study was limited to a sample size 150 respondents only.

Review of literature

Dr. D.Shoba, Dr.G.Suganthi (2020), “work life balance and job satisfaction – An Empirical Analyses Using Structural Equation Modeling” is about work life balance and job satisfaction of School teachers working in Villupuram District. This study discloses that the attributes Emotional Intelligence, Organizational commitment, and attitude have positive effect on job satisfaction of teachers. And the attribute work – life balance have negative influence on job satisfaction. Job satisfaction through their work life balance indirectly influenced by the attributes work life conflict, flexible working arrangement and attitude of teachers. And these factors not affected by the type of school I which they are teaching, the work life balance of teachers

working various type of schools like Government schools, Aided school and Private schools are same; also the job satisfaction of teachers is same regardless of the school in which teachers are working.

K Harichitra and Dr.A.Kavitha (2019), “a study on work life balance among the women teaching employees in arts and science colleges” find out that to achieve work life balance, every teacher should set a goal and shine both I career and family. Some of the strategies and skills life planning, organizing and setting limits can be used both at home and work place for achieving, satisfying or fulfilling well balanced life both professionally and personally. It’s concluded that Family Policy, Welfare state provision and labour market structure important to determine distinct models of work family balance and the financial consequences associated with them. Further the research revealed that working females determines their priorities and as a result they manage their time at home and work place. They try to get support from their family. Apart from this in order to save travelling time they try to work at their nearby school.

Dr.Shweta Sharma, Dr.Sanjeevni Gangwani, Dr.Latefa hamad AI Fryan (2019), “Work life Balance of working Women Profssionals: Scale Development” tried to develop a valid and reliable scale by considering the significant dimensions of Work Life balance of women professionals working in service sectors and also to discuss the future implications of the scale with respect to various sectors in India. An attempt is made to develop work life balance scale for women professionals. A survey was done using a self designed questionnaire among the 188 employees working in carious service sectors of Madhya Pradesh. This study identified eight factors Employees motivation, Flexible working conditions, welfare and recreational activities, work and total life space, Job enrichment, Grievance handling, Job satisfaction and Family support, and if these factors are taken care of, this would definitely result in work life balance in women professionals.

Sayedra Meharunisa (2019), “work life Balance and job Stress Among Female Faculties in India’s Higher Education Institutions” was conducted to find out the reasons for hob stress and also the impact of stress in maintain work life balance among female faculties in India’s higher education institutions and it was found that improper pay structure and hectic work schedules were the main causes of stress in workplace. It was also found that the stresses has caused a decreases female faculties productivity and also financial problem which is affecting their work life. Thus, it was implicated that there is a positive relationship between stress and work life.

V.Sumathi and R.Velumurugan (2018), “work life Balance of Female Faculty in Arts and Science Colleges in Coimbatore District” reveals that women staff members achieve their work and life balance by working additional hours for completing their allocated jobs in time. Women staff members may achieve their work and family commitments by carrying out their work in a planned manner. Faculty, may have high level of personal and hob satisfaction when they successfully manage their work life balance, which in turn increase

their commitment towards respective working institution.

C.Muthulakshmi (2018), “a study on work life balance among the teaching professionals of arts and colleges in tuticorin district” tried to explore main challenges faced by the teachers in achieving a balance between their personal and professional life. This study identified that the institutions should consider child supervision to be better managed than teaching staff members do. At the same time, teaching staff members expectations of balance in this area are high. Therefore management should pay more attention to this area. Apart from this, flexible working time is also an area which requires special attention from management. The annual planning of educational institutions should incorporate work – life balance strategies, and create positive impact on employee’s well – being.

Jill R. Helmle, Isabel C.Botero, David R.Seibold (2014), “Work life conflict was negatively related to perceptions of work life balance” have opined that job involvement, flexibility at work and communication were significantly related to perception of work life conflict. Interestingly spousal support did not affect individual perceptions of life – work balance but had a direct influence on perceptions of work life balance.

Loan Lazer and Patricia (2010), “The role of work life balance to improve organizational performance” have opined that everyone benefits from good practices in work life balance. For instance: business through easier recruitment, improved retention and easier service delivery, as the labour markets grows more skilled and experienced people are available to work.

Winslow and Jacobs (2004), “Relationship between faculty work load and their dissatisfaction” have find proof for how many professors are discontented because of their work load. In addition, the long working hours create dissatisfaction among those. The data also point out that extended hours on the job really contribute to research efficiency. The extended hours demanded by faculty jobs. Therefore create a problem for those parents (professor) who want to spent time with families and their children.

Research Methodology

The design adopted in the study is descriptive research conducted through a well – structured questionnarire

Method of Collection

The method of data collection is both primary data and secondary data.

Sample size

The sample size of the study is 150.

Sample unit

The sampling unit of the study is the clients of a women faculty members with special reference to Karur.

Sampling method

The sampling method used in the study is stratified random sampling.

Tools for data analysis

The tools used for data analysis is percentage and one – way anova.

Data analysis

SIMPLE PERCENTAGE

In this project percentage analysis test was use. The percentage method is used to know the accurate percentage of the data we took. The following formula was used

$$\text{Percentage of respondents} = \frac{\text{No of respondents}}{\text{Total no of respondents}} \times 100$$

From the above formula, we can get percentage of the data given by the respondents.

Simple Percentage Analysis

Questionnaire		No. of respondents	Percentage
	HOD	11	7.4
	PROFESSOR	11	7.2
	ASSOCIATE PROFESSOR	17	12.1
	ASSISTANT PROFESSOR	111	73.3
	Total	150	100

Educational Qualification	MASTER	54	35.3
	M.PHIL	46	30.0
	PHD	50	34.7
	Total	150	100
	Married	108	72.5
	Unmarried	42	27.5
	total	150	100
	Joint	89	60.1
	Nuclear	61	39.9
		150	100
	0	49	33.0
	1	59	38.5
	2	42	28.5
	total	150	100

Anova Test

Analysis of variance (ANOVA) is an analysis tool used in statistics that splits the observed aggregate variability found inside a data set into two parts: systematic factors and random factors. The systematic factors have a statistical influence on the given data set, while the random factors do not. Analysts use the ANOVA test to determine the influence that independent variables have on the dependent variable in a regression study. Appraisal of progress, or ANOVA, is a solid certified method that is utilized to show capability between at least two systems or parts through importance tests. It likewise shows us an approach to manage and make various appraisals of a few groups' work. The Anova test is performed by seeing two sorts of groupings; the variety between the models derives, comparatively, from the combination inside the entirety of the models. Under the alluded to equation, watch out for one-way Anova test encounters

$$F = \frac{MST}{MSE}$$

- ☐ F - The ANOVA coefficient
- ☐ MST - The mean sum of all the squares due to the treatment
- ☐ MSE - The mean sum of squares due to error

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
	Between Groups	5.045	3	1.682	1.432	.236
	Within Groups	171.495	146	1.175		
	Total	176.540	149			
	Between Groups	3.304	3	1.101	.896	.445
	Within Groups	179.529	146	1.230		
	Total	182.833	149			
	Between Groups	3.547	3	1.182	1.057	.369
	Within Groups	163.286	146	1.118		
	Total	166.833	149			
	Between Groups	3.304	3	1.101	.765	.515
	Within Groups	210.056	146	1.439		
	Total	213.360	149			
	Between Groups	9.668	3	3.223	1.719	.166
	Within Groups	273.665	146	1.874		
	Total	283.333	149			

Correlation:

Correlation is computed into what is known as the correlation coefficient, which ranges between -1

and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction. Alternatively, perfect negative correlation means that if one security moves in either direction the security that is perfectly negatively correlated will move in the opposite direction. If the correlation is 0, the movements of the securities are said to have no correlation; they are completely random.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

Correlations

		Work extends even after working days.	Work delays because of my personal life
	Pearson Correlation	1	.156
	Sig. (2-tailed)		.056
	N	150	150
	Pearson Correlation	.156	1
	Sig. (2-tailed)	.056	
	N	150	150

Findings

The study also reveals that there is a huge difference in the number of teachers and students in all the schools which signifies that the teachers are overburdened in their work and it is quite evidently clear that some of the teachers supposedly find it very difficult to balance work and life which causes huge problems in their lives.

It is also found that majority of the teachers are married and have a number of dependents at home, and the married have more responsibilities at home compared to the unmarried teachers and find themselves struggling to balance between work and family, from the literature we have found that having a number of dependents at home creates a conflict between work and family and causes a spill over in either side of the balance. It shows that Aizawl west has the most number of married respondents and Aizawl south has the least number of married respondents but it also has the highest number of unmarried respondents.

The study shows the type of family that the respondents come from, the types of families have been divided and categorized into 4 types which are ordinary family, step family, single parenting family and joint family. It is said that certain types of families do exist that support work life balance better and therefore it is also crucial as to the type of family the respondents come from in order to study their work life balance. From the table we observe that a staggering majority 85.8 % of the respondents come from a normal family background, 10.2 % come from a step parent family, 3.8% of the respondents are from single parenting family and finally 0.2 % of the family come from a joint family.

Conclusion

In the professional excellence, an imperative need is to understand the ground reality and a balance between professional and personal life is essential. Without this the output will be only media core. Improper work life balance may lead to family conflict and inferior life style that would have a negative impact on quality output at the workplace. It is the general expectation that the employer to be sensitive towards the work life balance aspect of employees by incorporating flexible working scenario especially in teaching profession. In a city like Mumbai where it is mostly nuclear family system with both spouse working, work life balance being a biggest

Reference

Sl.No	Title	Journal Name	Authors	Published Year	Samples
1	A study on work life balance of women faculty members among Coimbatore.	Abhinov publication	Dr.Anu Radha	2015	200
2	A study on work life balance among women teaching employees in arts and science colleges with special reference to namakkal district	Science and technology development	k.Harichitra	2019	180
3	A study on work life balance among women teachers in Mangalore college	Asian journal of publication	Dhalava	2019	130
4	A study on work life balance among women faculties working in arts and science colleges among Coimbatore city	Indian journal of publication	T.Subha	2013	275
5	Work life balance among women teacher in autonomous colleges with special reference to thiruchur district	Indian journal of publication	Swathy	2021	101
6	Work life balance among women faculty among trichy district	Shanlax interational journalfmanagment	Kalpana	2015	200
7	A study on work life balance among women faculty members in engineering colleges with special reference to tiruchy district	International journal for advant maagement	Mahalingam	2015	200
8	A study on work life balance among women faculty working in various colleges in Chennai city	International for management	Irin sutha	2019	150
9	A study on worklife balace among women faculties in bagaladesh	Internatioal journal of aferican and asian studies	Dayakar	2020	450
10	A study on work life balace among married wormen faculties	IRJMHS	Sachi gupta	2016	150