

WORK- LIFE BALANCE AMONG TEACHERS – AN ANALYTICAL STUDY

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The expression “work-life balance” was first used in the late 1970s to describe the balance between an individual’s professional and personal life. According to Jim Bird, CEO of worklifebalance.com, work-life balance (WLB) is a meaningful achievement and enjoyment in everyday life. Work-life balance does not mean equal balance between work and personal life. It is the happy medium between the minimum and maximum and it could be defined as the perfect integration between work and life both which do not interfere with each other.

In the current business world, people and organizations are working round the clock to meet the ever-growing demands. A slight delay in meeting the schedules or expectations is considered to be an organizational failure. To avoid delays and failures, employees are working hard and giving their heart and

soul to achieve work-life balance which is creating an enormous pressure on them and hence they are forced to finish their jobs irrespective of time limit.

In India, mid level employees, those with 5-10 years of work experience, on an average put in 55 to 60 hours of work per week. BPO employees put in 50 – 65 hours of work, while software professionals put in 50 – 60 hours, and employees in bank/insurance companies work 50-55 hours a week but at the same time people working in educational institutions like schools and colleges have to spare at least 60 – 70 hours per week. The scenario is much worse, when it comes to senior and top most senior persons occupying important positions.

Whether one’s profession is by choice or an adapted choice, when extended beyond a point, does not make for ‘meaningful achievement and



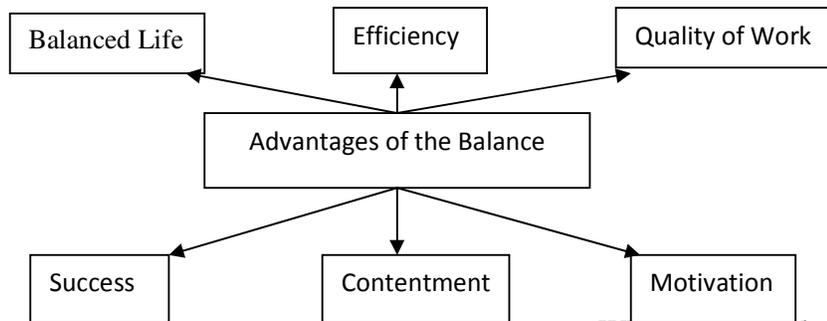
enjoyment of every day life' particularly, if it engulfs the whole of life. Hence, one needs to have a healthy mix of work, family hobbies, etc., in life, in order to lend meaning to achievement and to life. Just as a balanced diet is necessary for the physical well-being of an individual, a balanced life is also necessary for the mental/emotional and psychological well-being of people.

WLB programmes have become increasingly popular through the years. Some of the common work life benefits are flexi time, child care, elder care, paternity, job sharing, employee assistance programmes, gym subsidies, vacation, paid holidays, work hours, etc.

Factors influencing the WLB

The factors that influence the WLB of employees working in different type of organisations are Social life, Life Stage,

Advantages of WLB



How to achieve the WLB?

Schedule at Home, Psychological Factors, Family Background, Working Environment, Type of Job, and Job Satisfaction.

Need for WLB

To avoid the consequences like Stress, Physical problems, Relational problems, Disturbed families, Decreased performance, Conflict in behavior, Less concentration, etc. which are the outcomes of imperfect WLB faced in day to day life, WLB is insisted.

How to maintain WLB?

Observing the day-to-day lives of many employees, two main issues need to be addressed to achieve work-life balance are time and stress. Managing these two variables is the secret of a perfect work-life balance

$$\text{WLB} = \text{Time Management} + \text{Stress Management}$$

WLB can greatly be achieved if Schedule/ Plan the day, Enjoy the Job, Sort

or solve the problems at the earliest, Balanced diet, Avoid/Work Overload, Spend time with family, Health and Wealth Management, Time to care personal life are given proper attention.

Analytical Framework

Need for the Study

WLB has become a strategic concern in today's life. To avoid strain in relationship in family and in work place WLB has to be maintained by employees irrespective of number of hours they work. In addition to the above, for the performance improvement both at workplace and extending proper care for family, WLB policies are to be introduced by the management also. An analysis of the 'Awareness of WLB among Teachers' working a Self-financing college has been attempted by the Researcher in this study.

Objectives of the Study

The primary objective of this study is to identify the awareness of teachers about WLB. The other objectives are,

- To identify the factors influencing WLB;

used.

RESPONDENTS' DEMOGRAPHIC PROFILE

Table 1: Demographic Characteristics of the Respondents (N= 50)

- To study impact of personal life over career;
- To analyse the impact of Demographical variables on WLB;
- To find out the problems out of imperfect WLB;

Scope of the study

This study is restricted only to teachers (both male and female) working in reputed self-financing colleges.

Research Methodology

The study was conducted with a total sample of 50 respondents chosen through convenience sampling method. The respondents were taken from a self-financing college in Coimbatore Region.

A structured questionnaire was developed for this purpose which consists of three parts – Demographical factors of respondents, Impact of personal life over work and Steps to be taken to maintain WLB. Respondents were asked to judge the statements through a five-point scale ranging from strongly agree to strongly disagree. For data calculation strongly agree was given 5 points and strongly disagree was given 1 point. Descriptive analysis was

S. No.	Demographic Variables	Number	Percentage
1	Age in Years		
	Below 25	15	30
	25 – 30	30	60
	Above 30	5	10
	Total	50	100
2	Educational Qualification		
	Post Graduate	10	20
	Research Degree	33	66
	Research Degree and Diploma	7	14
	Total	50	100
3	Length of Service in Years		
	0- 5	35	70
	5 – 10	12	24
	10 and Above	3	6
	Total	50	100
4	Gender		
	Male	15	30
	Female	35	70
	Total	50	100
5	Annual Income in Rs.		
	60, 000 – 1, 20,000	45	90
	1,20,000 – 1,80,000	5	10
	1,80,000 and Above	-	-
	Total	50	100
6	Marital Status		
	Married	20	40
	Unmarried	30	60
	Total	50	100
7	Number of Children		
	Nil	16	80
	One	3	15
	Two	1	5
	Total	20	100
8	Type of Family		
	Nuclear	30	60
	Large	5	10
	Joint	15	30
	Total	50	100
9	Number of family Members		
	Upto 3	5	10
	4 – 6	40	80
	6 and Above	5	10
	Total	50	100

From the above table it is inferred that, out of 50 respondents, a large number of respondents were in the age group of 25 – 30 (60%), followed by the age group of Below 25 (30%)

and only 10% were in the age group of above 30 years.

Majority of the respondents (66%) were completed their Research Degree and followed by 20% of the respondents who have completed their Post-graduate degree but only 14% of them have completed both Research Degree and Diploma.

The information regarding the length of service of the participants was found as follows: 70% of respondents had job experience between 0 – 5 years, 24% between 6 – 10 years and 6% of them have 10 and above years of experience.

Out of 50 respondents, 70% of them were Female and only 30% were male respondents.

About 90% respondents reported their annual income (in Rs). between

60,000 – 1,20, 000 and the remaining 10% of them reported their annual income between 1,20,000 – 1,80, 000.

Majority of the respondents were (60%) unmarried and only 40% of them were married.

A large percentage (80%) of respondents have no children, only 15% of the respondents have one child and 5% of the respondents alone have 2 children.

More than 60% of the respondents were living in nuclear family and the remaining was living either in joint or in large family system.

Nearly 80% of the participants the number of their family members ranges between 4 to 6 and the other respondents reported the number of family members between 1 – 3 and 6 and above.

RESPONDENTS OPINION ON WLB

Awareness about WLB

Table 2: Awareness about WLB	Number	Percentage
Aware of	45	90
Not aware of	5	10
Total	50	100

The above table shows that majority of the respondents aware of WLB and its importance but a minimum number of respondents alone not aware of it.

Number of hours spent for profession/ week

Table 3: Number of hours spent for profession/ week	Number	Percentage
Less than 48	20	40
48 – 72	25	50
More than 72	5	10
Total	50	100

It is inferred from the above table that majority of the respondents (50%) were sparing 48 – 72 hours per week for their profession followed by 40% of the respondents were spending less than 48 hours per week but 10% of the respondents alone were spending more than 72 hours per week for profession.

Time spent for Travelling/ day

Table 4: Time spent for Travelling/ day	Number	Percentage
Less than 30 minutes	20	40
60 minutes	25	50
More than 60 minutes	5	10
Total	50	100

The above table depicts that 50% of the respondents were spending nearly 60 minutes per day to reach their work place followed by 40% of the respondents who were spending less than 30 minutes time but only 10 respondents were travelling for more than 60 minutes to reach their workplace from residence.

Time spent for family / week

Table 5: Time spent for family / week	Number	Percentage
Less than 12	15	30
12 – 24	20	40
More than 24	15	30
Total	50	100

It could be observed from table 5 that, 40% of the respondents were spending 12 – 24 hours per week for their personal commitments but the remaining was

spending both less than 12 hours per week and more than 24 hours per week for their family.

Impact of Work on Personal Life

Table 6: Impact of Work on Personal Life	Does not affect	Affects some times	Affects many times	Always affects
	(in %)			
Job makes me tired to do work at home	-	70	20	10
Good day at job feel better at home	20	20	40	20
Problems in family because of work	70	10	10	10
Activities at home affects the work at college	50	30	20	-
Stress at home distracts the work at college	40	40	10	10
Good sleep is needed to do the job	-	40	20	40

Above table shows that 70% of the respondents opined about the factor ‘Job makes me tired to do work at home’ as Affects some times, 40% of the respondents opined about the factor ‘Good day at job feel better at home’ as Affects many times, 70% of the respondents opined about the factor ‘Problems in family because of work’ as Does not affect, 50% of the respondents opined

about the factor ‘Activities at home affects the work at college’ as Does not affect, 40% of the workers opined for the factor ‘Stress at home distracts the work at college’ as both Does not affect and Affects some times and 40% of the workers opined for the factor ‘Good sleep is needed to do the job’ as both Affects some times and as Affects always.

Opinion of WLB

Table 7: Agreeability Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree
	(in %)				



I can manage work and life in a balanced way	10	10	20	40	20
I often think about work when I am not at work	-	20	40	30	10
I feel that I spend too much time at work	30	40	10	20	-
I miss quality time to spare with family and friends	20	30	10	30	10
I loose temper at home or at work because of stress	40	20	10	10	20

The above table shows the agreeability statements expressed by the respondents with respect to WLB.

- i. With respect to the statement ‘ I can manage work and life in a balanced way’, 40% of the respondents had disagreed, 20% of the them were both Strongly disagreed and Neutral in their opinion but only 10% of them Strongly agreed that they could manage work and life in a balanced way.
- ii. With respect to the statement ‘I often think about work when I am not at work’, 40% of the respondents were expressed their opinion as Neutral, 30% of the them were disagreed, 20% of them agreed and 10% of them were strongly disagreed but none of them were strongly agreed that they often think about work while at home also.

- iii. With respect to the statement ‘I feel that I spend too much time at work’, 40% of them were agreed with the fact, 30% of them were strongly agreed, 20% of them were disagreed but only 10% of them expressed their opinion as Neutral and none of them were expressed as Strongly disagreed that they never felt that they spend much time for work.
- iv. With respect to the statement ‘ I miss quality time to spare with family and friends’, the respondents (30% each) were both agreed and disagreed with the statement, 20% of them were strongly agreed that they miss quality time to spend with family, and the others(10% each) were both strongly disagreed and neutral with the fact.

v. With respect to the statement ‘I loose temper at home or at work because of stress’, 40% of the respondents were strongly agreed that they loose temper at home because of stress at

work place, 40% of the respondents equally opined as agreed and strongly disagreed but only 10% of them alone expressed as Neutral.

Difficulties faced in the work

Table 8: Difficulties faced in the work	Yes	No
	(in %)	
Long working hours	40	60
Unhelpful superiors	90	10
Unhelpful peers	20	80
Unhealthy family	10	90
Deadliness	50	50
Non-fulfillment of expectations	60	40
Unfriendly attitude of superiors	70	30
Huge amount of work	60	40
Long travel required to reach the work place	60	40
Organization provides WLB policies	10	90

Table 8 exhibits that 40% of the respondents alone opined that they have to work for long hours, 90% of them opined that the superiors are unhelpful which may be the reason for imperfect WLB, 80% of the respondents opined that their peer group is helping them to avoid imperfect WLB, only 10% expressed that the family condition is unhealthy which may need much attention, in case of deadliness equal response to that is given as ‘Yes’ and ‘No’, 60% of the respondents were opined that have non-fulfillment of expectations, 70% of the respondents expressed that they

faced difficulty due to unfriendly attitude of superiors, 40% of the respondents alone expressed that there is no need to do huge amount of work, 60% of them expressed as Yes for Long travel required to reach the work place, and 90% of the respondents said that organization was not providing any WLB policies.

From the above it could be inferred that majority of the respondents feel some sort of difficulty in maintaining perfect WLB.

Steps needed to maintain WLB

Table 9: Steps needed to maintain WLB	Yes	No
	(in %)	
Flexible work time	80	20
Support from superiors	90	10
Support from family	100	-
Spending time with friends	80	20
Home on time	50	50
Job sharing	80	20
Career break	30	70

Table 9 portrays that,

- i. 80% of the respondents opined that if Flexi time policy is followed WLB can be maintained;
- ii. 90% of the respondents were expressed that they need support from superiors to maintain WLB;
- iii. 100% of them had the definite opinion that they need fullest support from family;
- iv. To maintain WLB, 80% of the respondents needed to spare their time with friends which may help in reducing their work related stress;

- v. Going home on time may sometimes help in maintaining WLB was also the opinion of the respondents;
- vi. Job sharing can be used as tool for maintaining WLB was the opinion of 80% of the respondents;
- vii. 70% of the respondents opined that career break never helps in maintaining the WLB.

FINDINGS

AND

RECOMMENDATIONS

- 1. Irrespective of the difference in demographic factors, respondents

1. were aware of WLB and its impact on personal life;
2. The study inferred that much time was spared by the respondents in travelling to reach the work place;
3. Majority of the workers felt that they could not manage both work and family, they think about work when they are not at work, they miss quality time to spare with family and may loose temper at home/work because of stress;
4. Majority of the workers felt that the job makes them tired, activities at home affects their job and Good sleep is also needed to maintain WLB;
5. Employees should try to manage their time properly between work and personal life;
6. It is suggested that employers should come up with various work-life balance friendly provisions which can help them in attracting and retaining the experienced staff in the organization;
7. Friendly work environment should be provided and relaxation programmes should also be arranged;
8. Employers should provide with monetary and non-monetary benefits to their employees;
9. If female married employees are more in an organization, the employer should provide for child care, which may help them to avoid tension at work place;
10. Employees should be given with sufficient number of holidays, vacations and free medical facilities.

CONCLUSION

In spite of higher salaries and other monetary and non-monetary benefits, a comfortable working environment, less workload and organizations taking care of employees, it is observed that sometimes employees failed to deliver expected results. Though, there can be numerous factors that affect the performance of an employee, achieving balance in work and family life is considered important in order to perform par excellence. Balance between professional and personal life improves performance at work and also helps in gaining job satisfaction. It gives a feeling of contentment and motivates the individual to shoulder responsibilities with greater accountability. It helps in creating a congenial environment at the work place



and also strengthens family bonds of the employee. When the employee is free from his domestic and personal worries, his performance will always be better.

Balancing between professional and personal life is bound to enhance

efficiency of the individual and increase his contentment and commitment levels. It would go a long way in achieving success on both fronts – professional and personal.