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A Study on Impact of Work Life Balance on Job Satisfaction of Teachers Working In Colleges

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Introduction

Work life balance refers to an effective management or striking a balance between the work which is remunerated and the personal or social responsibilities which an individual is expected to perform. Work life can influence organizational productivity and also the well being of employees in different ways. The origin of the term work life balance took place in early 80's, because of a sharp rise in the number of working women professionals having children in tender age groups dependent on them. The demand for maintaining a work life balance has risen among the employees and the management has also acknowledged its importance in the current scenario. In future work life balance will be one of the hot topics of debates in the boardrooms and is going to be a major area of concern for the management and which they will be faced with

Statement of problem

This paper contain the impact of work life balance among teachers regarding the job satisfaction. A teachers doing a lot of overtime in his/her management. Teachers taking a lot of time off to deal with emergencies involving. Children or other departments high rates of absenteeism or staff sickness. The high levels of Staff turnover. The high levels of staff turnover. The researcher made an attempt to know the impact of work life balances among teachers.



Objectives of the study

- To know about the impact of work life balance of job satisfaction among teachers working in colleges.
- To observe the characteristics of work life balances
- To identify the policies behind the work life balance
- To mention the best practice promoting work life balance
- To give suitable findings based on reviews and suggestions with conclusion

Research Methodology

This paper based on secondary data about the impact of work life balance among teachers. The data which is collected from the websites and internet

Impact of work life balance of job satisfaction among teachers working in colleges.

1. Impact on the profitability and growth

Excessive pressure of achieving the profitability and growth targets builds stress, in the their work life balance. A well planned and implemented work life balance strategy may greatly ease the work pressure both on the job and perceived work pressures, which in turn will favorably to teacher job satisfaction and contribute towards a positive return on investment.

2. Teacher acquisition strategy and the challenges related to it

Increase in the composition of the baby boomers and relatively a young of working professionals, have increased their expectations for a favorable work life culture. Teacher expect that apart from their work responsibilities they need to attend to the personal/social responsibility of their life. In the present scenario issues with work life balance is considered to be the prime reasons for a high rate of employee turnover which definitely is an imposed cost on the organization



3. Rising cost of health care

Due to a rise in the level of work pressure, a major percentage of the employees are faced with lifestyle related diseases and major health problems. This has become a serious issue of concern for the organizations because of the mounting cost of health care and drastic reduction in the rating of teacher's performance such, concerns have compelled the management to pay importance to work life balance priorities and creating a healthiest work place by implementing several development initiatives.

Policies behind work life balance

- In many organizations there are a range of policy choices accommodate employees in the field of work life issues.
- Policies implemented are intended to assist teacher especially caregivers and females, to manage work and personal conflicts.
- Applied the situational theory frame work quoting "work life balance policies are introduces where the organizations sees a direct link between them and a solution to problems of absenteeism, and staff turnover.
- He indicated that employers are implementing policies as part of a strategy in attempt to illustrate caring responsibilities for coping parents
- Work life policies does not necessary result in -----
- It explains that the complex nature of work life balances policies is not being utilized because employees are afraid to use the programs as a result of fear of negative consequences

Encourage the teachers for better performance

1. Pay attention to yours emotions

Once you have increased your awareness of your current situation examine how that situation makes you feel. Ask yourself, do I feel energized, full filled, satisfied? Or do I feel angry,



resentful, and sad? For example, one respondent described his realization that his current work life balance was engendering some pretty negative emotions

2. Consider yours alternatives

Before jumping into solution, first reflect on the aspects of your work and life that could be different in order to better align with your priorities. Are there components of your job that you would like to see changed? How much time would you like to spend with your family, or on hobbies? As one respondent illustrated, improving your situation takes time and experimentation

3. Implement changes

Finally, once you are recognized your priorities and carefully considered the options that could help you improve its time to take action. That can mean a public change – something that explicitly. Shifts your colleague’s expectations such as taking on a new role that’s designed to be less ton demanding or allows for a compressed week model or a “private change in which you informally change your work patterns, without necessarily attempting to change your colleague’s expectations.

Suggestions of the study

- Research has definitively shown that overwork is not good. For teacher or their co-workers and yet, in practice, it can be hard to overcome un healthy work habits and reach a more sustainable work life balance
- To explore what it takes for busy professionals to make a change for the better, the authors conducted a series of interviews with mid-and senior level staffs at two global firms
- They found that while the majority of respondents assumed working long hours was inevitable, a significant minority of them were able to resist this pressure and achieve a healthier balance through a process of increasing awareness, conscious and implementing of public and private changes



Conclusion

By reviewing the literature studied indicated by various authors, the linked with job satisfaction and commitment to work life balance. The concept of this seems that the authors all have a one-sided view to work life balance and the affects to teacher performances, commitment and at the same time organizations effectiveness. The evidence illustrates supports that the propensity for negative outcome of performance to arise is expected to teach more, especially where there are conflict between managing time for non-work and work related issues to present a link with the literature review, an evaluation of the methods of research carried out to conclude that the teacher have job satisfaction but over time work may affect the personal life. Although anyway teachers are managing this work as well as life in the best practice way.