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A Study On Work -Life Balance Of Teacher In Ramanathapuram District

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Abstract: Work life balance refers to the ability of an employee to balance and properly prioritize between work and his or her personal life. Most recently in the present scenario there has been a shift in the functioning of an organization as a result of advances in technology. Workplace has become very demanding and an employer has high job demands. In this setting Job satisfaction has turned into an undeniably developing worry to working people particularly ladies who have a more prominent obligation towards family and furthermore busy working. The motivation behind the exploration survey is about understanding the job satisfaction between college educators and also to understand what factors influence their personal satisfaction and professional satisfaction. The study is being conducted taking into consideration the college teachers in Ramanathapuram city. With the help of structured questionnaires response was analysed and conclusions drawn. The report studies the factors influencing Work Life Balance of teachers, the factors leading to work stress and their satisfaction level with personal life and professional life. The study throws light on how all the employees are not the same and their attitude about what factors influences job satisfaction and personal satisfaction is different. Further analysis reveals that striking a balance between personal and work life has always been very challenging to teachers with growing job demands from institutions. Quality in work life makes them motivated and less stressed that leads to greater efficiency at work and also have a balanced personal life. It can be concluded from the study that WLB is very essential for any individual and the teachers are overall satisfied in balancing professional and personal life but they have certain concerns when it comes to job security, salary which had an impact on their professional satisfaction. Women employees are with the opinion that providing maternity benefits and child care assistance by the institutions helps them in a great way in increasing quality in work life balance. The results are analyzed and interpreted through chi-square and weighted average method. The data analysis and interpretation is done and presented through pie charts and graphs.

Index Terms - Work Life balance, prioritize, personal life, Stress, Quality, Women Employees

I. INTRODUCTION

Human resources are most important in every organization, because all other resources are handled by the human resources. The success or failure of an organization is vested in the hands of its employees. So the whole aspects of employees should be favourably to them. Quality of Work Life balance refers to the favourably or unfavourably of a job environment for people. It is the enjoyment by the personnel towards all the dimensions of an organization. Work Life Balance is different to each person according to their attitudes and perceptions. Work Life Balance is defined as all the activities which are undertaken with a purpose to achieve overall development and to fulfill the organizational objectives, that is to achieve both objectives of getting organizational goals and individual goals. It is the most important process of Human Resource Management department of every type of organizations to make their employees satisfied towards their Work Life Balance. Quality of Work Life of a person is determined by various factors which are affecting his/her work. These factors include pay, social relevance of the work, career growth and development, recognition and supervision by the superiors, others, benefits and facilities provided by the organizations, etc. Teachers

are the developers of future society. The success of future society is created by the teachers. So the teachers must be treated with all the considerations. They should give all types of qualities, benefits in their work life. When they satisfy and enjoy their work, then they ready to make a skilled society or world. The term Work Life Balance is expanded day by day. The developing world gives wide variety of meaning to Work Life Balance . Now it is most important for all types of organizations.

II. STATEMENT OF THE PROBLEM

Now a days, employers expect more from staff, and the employees are increasingly putting additional pressure on them to achieve greater results. Today's workers have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and the communities in which they reside. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. Maintaining work life balance is not only important for their personal health and relationships, but it can also improve the efficiency of their work performance. In today's fast paced business world, the ability to achieve work life balance is becoming more and more difficult. Hence, teaching professionals needs a very much consideration in maintaining their work life balance. Hence, the researcher has made an attempt to conduct the study on Work life.

III. OBJECTIVES

1. To determine the factors affecting the work life balance.
2. To identify the gap in work life balance with life dimensions & work life dimension.
3. To identify the issues connected with work life balance of faculty in educational institution.
4. To measure the level of stress of respondents in working place.
5. To offer suitable suggestions for work life balance of college teachers.

IV. NEED FOR THE STUDY

1. Employees are important vital assets to the company.
2. It is very important to ensure a good work life balance for the employees in the organisations and also the employees should also see that they plan their work life in such a way that they can also prioritize their personal life.
3. Therefore, in this scenario considering the importance of human resource in every type of organization, the need for this study is to research on the WLB of college teachers which is very significant.
4. Due to limited research on work-life balance of college teachers, there is a need to study the same, which becomes very relevant in the present scenario.

V. METHODOLOGY

The methodology is an aspect of any research or investigation. It enables the investigator to look at the problem as systematic , meaningful and in an orderly way. The methodology comprises the sources of data, selection of data and analysing the data. This study is based on both primary and secondary data. The primary data has been collected from the users and the secondary data has been collected from the newspaper, journals and through the internet.

SAMPLING TECHNIQUES

Sampling is the selection of the subset (a statistical sample) of individuals from within a statistical population to estimate the characteristic of the whole population. In this study the researcher used simple random sampling.

TOOLS USED FOR DATA COLLECTION

1) COR RELATION ANALYSIS

Co relation analysis is a statistical method that is used to discover if there is a relationship between two variables and how strong the relationship maybe ,it is used for spotting patterns with datasets.A positive co relation result means both variables increase in relation to each other,negative correlation means that one variable decreases the other increases.

2) CHI SQUARE TEST

Chi-square is a statistical test commonly used to compare observed data with data we would expect to obtain according to a specific hypothesis. Chi-square tests are often constructed from a sum of squared errors, or through the sample variance. Test statistics that follow a chi-squared distribution arise from an assumption of independent normally distributed data, which is valid in many cases due to the central limit theorem.

VI. REVIEW OF LITERATURE

According to Sutha, D. A. I. (2019), in its report “A Report on the Work Life Relationship are critical stressors causing worry among the college educators and influencing their wellbeing antagonistically. While, ‘Work–Life Imbalance’, ‘Workplace Politics and No Freedom of Expression’, ‘One-sided Behaviour of Head of the Department’, ‘Slow and Limited Promotion and Inequitable Salary’, ‘Nonsensical Workload’, ‘Poor Interpersonal Relations’, and ‘Inappropriate behaviour’ have not been secured to be critical position qualities deciding the soundness of the respondents.

Kumaresan, D. & Hemalatha, P. (2020), in their research paper “A Study on Women Employees ‘ Work Life Balance-Reference to Teaching in the Salem District”. Work life equalization of ladies ‘Advisors have acquired a significant issue as the period has shifted from individuals acquiring a family residing in this day and age where all individuals have a common the beginning periods, women had to fight a lot to establish their character throughout this realistic world, in the wider population as well as in the individual life. The Government of India just as of states and others also are supporting the expanding the commitment of ladies in the general public for that the administration has presented booking for ladies just as age limit has been expanded for applying to government occupations for ladies. It has expanded the commitment of Indian ladies in the economy of family and nation. For the reason such examination has been led and the information has been gathered from the lady’s respondents of training area.

CORRELATION

Calculating the Relationship Between Hours Spent with Family and Attending Important Events

X(Time spent)	5 hrs	4 hrs	3 hrs	2 hrs	Total
No of respondents	24	18	6	2	50
Y (frequency of attending)	Very often	Often	Rarely	Sometimes	Total
No of respondents	8	14	22	6	50

Calculation of Correlation

X	X ²	Y	Y ²	XY
24	576	8	64	192
18	324	14	196	252
6	36	22	484	132
2	4	6	36	12
$\Sigma x=50$	$\Sigma x^2=940$	$\Sigma Y=50$	$\Sigma Y^2=780$	$\Sigma XY=588$

$$R = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n(\sum x^2) - (\sum x)^2][n(\sum y^2) - (\sum y)^2]}}$$

$$\begin{aligned}
 &= \frac{4(740) - (50)(50)}{\sqrt{4(940) - (50)^2} \sqrt{4(780) - (50)^2}} \\
 &= \frac{2960 - 2500}{\sqrt{3760 - 2500} \times \sqrt{3120 - 2500}} \\
 &= \frac{460}{\sqrt{1260} \times \sqrt{620}} \\
 &= \frac{460}{35.4 \times 24.89} = 0.522
 \end{aligned}$$

INTREPRETATION:

The relationship between time spent with family per day and attending important events are positively correlated with the magnitude 0.522.

CHI SQUARE TEST

The Chi Square Test has been applied to find out the Relationship between the Average hours spent and Tiredness at end of the day

Hours & Mode	5 hrs	4 hrs	3 hrs	2 hrs	Total
Extreme	13	3	2	0	18
Moderate	5	3	2	0	10
Average	5	10	3	0	18
Lethargic	1	0	0	2	3
Total	24	16	7	2	50

$E1 = \frac{18 \times 24}{50} = 8.64$	$E5 = \frac{10 \times 24}{50} = 4.8$	$E9 = \frac{18 \times 24}{50} = 8.64$	$E13 = \frac{3 \times 24}{50} = 1.44$
$E2 = \frac{18 \times 16}{50} = 3.84$	$E6 = \frac{10 \times 16}{50} = 3.2$	$E10 = \frac{18 \times 16}{50} = 5.76$	$E14 = \frac{3 \times 16}{50} = 0.96$
$E3 = \frac{18 \times 7}{50} = 2.52$	$E7 = \frac{10 \times 7}{50} = 1.4$	$E11 = \frac{18 \times 7}{50} = 2.52$	$E15 = \frac{3 \times 7}{50} = 0.42$
$E4 = \frac{18 \times 2}{50} = 0.72$	$E8 = \frac{10 \times 12}{50} = 0.4$	$E12 = \frac{18 \times 2}{50} = 0.72$	$E16 = \frac{3 \times 2}{50} = 0.12$

The Table of Expected Frequency Shall be

8.64	5.76	2.52	0.72	17.64
4.8	3.2	1.4	0.4	9.8
8.64	5.76	2.52	0.72	17.64
1.44	0.96	0.42	0.12	2.94.

$$DOF = (4-1)(4-1)$$

$$= (3)(3)$$

$$= 9$$

$$V = 9 \times 2(0.05)$$

$$= 0.9542$$

INTREPRETATION

The calculated value chi share (41.33) is more than the table value (0.9572). Therefore hypothesis is accepted. Hence it can be concluded and there is no significant difference between the average work per day and tiredness felt at the end of the day.

VII. FINDINGS

1. It is clear that 44% of the respondents personal lives are not affected.
2. It is clear that 42% of the respondents are very often given the opportunity to develop core curricular knowledge.
3. It is clear that 48% of the respondents are always happy about the time spent at work and traveling to work.
4. It is clear 54% of the respondents are neutrally satisfied towards the salary and allowances. * It is clear that 82% of the respondents are able to balance the amount of work loads.
5. It is clear that 44 % of the respondents who spent 3-4 hours time with their family members.
6. It is clear that 22% of the respondents are always pre occupied with home related thoughts during working hours.
7. It is clear that 28 % of the respondents who work sometimes overtime.
8. It is clear that 36% of the respondents who find support from family that motivates them to work.

VIII. SUGGESTIONS

However, based on my data and research, here are some suggestions for teachers to maintain a healthy work-life balance

1. Learn to say no: Saying no can be difficult, but it's important to set boundaries and not take on too much work. It's okay to decline additional responsibilities if it's going to negatively impact your work-life balance.
2. Create a schedule: Create a schedule that includes time for work, personal responsibilities, and leisure activities. Stick to your schedule as much as possible to maintain consistency.
3. Take breaks: Taking regular breaks throughout the day can help you recharge and stay focused. Make sure to take a lunch break and take short breaks throughout the day to stretch or go for a quick walk.
4. Disconnect: It can be tempting to check emails and do work outside of working hours, but it's important to disconnect and have time for yourself. Consider setting aside specific times to check and respond to work-related messages, and avoid working outside of those times.
5. Prioritize self-care: It's important to prioritize self-care activities such as exercise, meditation, or hobbies. These activities can help reduce stress and improve overall well-being.

6. Seek support: Reach out to colleagues, friends, or family for support when needed. Don't be afraid to ask for help or advice, and consider joining a teacher support group or seeking out a mentor.
7. Free health checkups, health insurance & exercise facilities are the Initiatives which are the critical influencing factors for teaching staff members used as good retention tools.
8. Institutions need to create counselling services in their respective organizations through counsellors who can help teaching staff members in balancing their mental and physical rhythm.
9. Remember, maintaining a healthy work-life balance is essential for your well-being and overall happiness.

IX. CONCLUSION

In conclusion, maintaining a healthy work-life balance is crucial for the well-being and job satisfaction of teachers. It is important for teachers to prioritize their personal and family lives, as well as their professional responsibilities. Teachers can achieve a good work-life balance by setting realistic expectations, learning to say no, creating a schedule, taking breaks, disconnecting from work, prioritizing self-care, and seeking support when needed. By implementing these strategies, teachers can reduce stress and burnout, and enjoy a more fulfilling personal and professional life. It is important for educational institutions to recognize the importance of work-life balance for their teachers and support them in achieving it. Ultimately, a healthy work-life balance for teachers can lead to better educational outcomes for students, and a more positive working environment for everyone involved. At the same time, teaching staff members' expectations of balance in this area are high. It should therefore be pointed out to management that more attention could be devoted to this area. Apart from this, flexible working time is also an area which requires particular attention from management. The incorporation of Work-Life Balance strategies into annual planning of educational institutions can, in fact, have positive impact on employee's well-being.

Therefore, it is equally important for teaching staff members to express their expectations and needs, since otherwise they cannot expect management or the institutions to resolve matters for them on their own initiative.

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