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## A STUDY ON WORK LIFE BALANCE OF WOMEN FACULTIES OF ARTS AND SCIENCES COLLEGE WITH SPECIAL REFERENCE WITH COIMBATORE CITY

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### INTRODUCTION:

In the traditional, the women were confined to household work like cooking, washing, cleaning, taking care of children, etc. They were considered as home makers and were deprived of the right or opportunity to go outside home. But now the story is different. Apart from home maker role, they also have a significant role to engage even outside the home. With the increase in cost of living on one hand and the improved education and employment opportunities on the other hand, both husband and wife started working and many families became dual earners. The growth of higher education has improved job prospects for women and resulted in the move from stay-at-home mothers to thriving professional women. Over a period of time women accomplished remarkable progress in every walk of life and made a noteworthy mark in the respective fields. But there is no significant change in performing the role of home maker. In majority homes, the women still does household work, cooks, takes care of the family members and manages the house. With increase in demands at work place and at home, the work- life balance of women employees is at stake.

In the cut-throat competitive environment, the organization's expectations from the employees are increasing. In order to meet the employer's demand, the employees have to stretch themselves and focus more on their work which is creating work-life imbalance. In fact striking a balance between work- life and personal life is one of the most challenging issues being faced by the women employees in the 21 century. It is said that many women employees working in various sectors are having a disturbed work-life balance leading to increasing number of divorces, strained relationships among the family members, conflicts in the organizations and suicides.

The issue of work-life balance has become the hot topic in to the current day scenario. Emphasized that change in technology, values and demographic trends contributed to the emergent relevance of work-life balance in industrialized societies. It is supplemented by other factors which include increasing complexity of work, change in nature of family and the extended number of women entering the workforce. Work-life balance refers to the divergence between the work place demands and the demands of personal life. When either side becomes unbalanced for extended periods of time, the effect is likely to be visible in unhealthy symptoms (Fatigue, stress, depression, etc.). A lack of synchronization between domestic life and work life causes great personal and financial hardship, both to the individual and the company. In the competitive era, organizations are under competitive pressure to achieve high productivity and require employees with healthy work-life balance as an employee with good work-life balance will be in a position to contribute more towards the organizational growth and success. Therefore it is a high time for employers to draw out strategies and help the women employees to enjoy their work and live life to the fullest.

### **OBJECTIVES OF THE STUDY.**

The objectives framed for the present study are as follows:

1. To study the socio-economic profile of the women teachers.
2. To ascertain the women teacher's perception on working environment.
3. To understand the work life balance of women teachers
4. To provide suggestions to balance the work and life of women teachers and to enhance job satisfaction.

### **SOURCES OF DATA:**

The data should be collected from the two sources. They are

PRIMARY DATA

SECONDARY DATA

### **PRIMARY DATA:**

Primary data are collected by using questionnaire method.

### **1.9 SECONDARY DATA:**

Secondary data are collected from Journals, articles, company websites, internet etc.

## TOOLS AND TECHNIQUES USED:

### Simple Percentage Method:

More specifically, to calculate the relative share of each of the factors on the socio- economic variables, the simple percentage method has been used. The simple percentage method is the percentage calculated for a particular distribution considered for analysis by keeping the total -value as the base.

### Friedman's Rank Test:

One of the objectives of the present study is to examine the order of the importance of work related factors as viewed by the women teacher respondents, for this purpose, the Friedman's Rank Test has been used.

### Review of literature :

Rahul Signal et al. (2021)<sup>1</sup> explored that women teachers are dissatisfied with their working hours because they are not having enough time to spend with their family. Hence, they face difficulty in balancing their personal and professional life.

Khushboo Mittal (2021)<sup>2</sup> portrayed that the old age female teaching professionals had highest level of stress resulting in an imbalance in the work and life. The results also revealed that there is a close relationship among age, income and the level of stress. The study also found that the teachers are not satisfied with their work life balance because of heavy workload due to evening coaching class, weekend special classes for slow learners and above all the administrative work.

Adeeba Irfan et al. (2021)<sup>3</sup> employed independent t test to find the differences between university and school teachers on each of the dimensions that include type of students, working hours, workload, nature of course and training requirements with the factors on responsibilities in personal life, job satisfaction and satisfaction on teaching and revealed that there exists a significant difference.

AnuRadha (2021)<sup>4</sup> in her study found that heavy workload, extended working hours, inability to prioritize the work and manage time were the causes for work life imbalance and the resultant was stress at work place.

## ANALYSIS AND INTERPRETATION

### BOOKS AVAILABLE AT LIBRARY OF THE RESPONDENTS

#### 1. Books available at library of the Respondents

Data relating to the books available at library of the respondents are described in the following table.

**TABLE NO: 1**

Books available at library	No of Respondents	Percentage
Strongly agreed	42	33
Agreed	54	42
Neutral	30	23
Disagreed	3	2
Strongly disagreed	0	0
<b>Total</b>	129	100

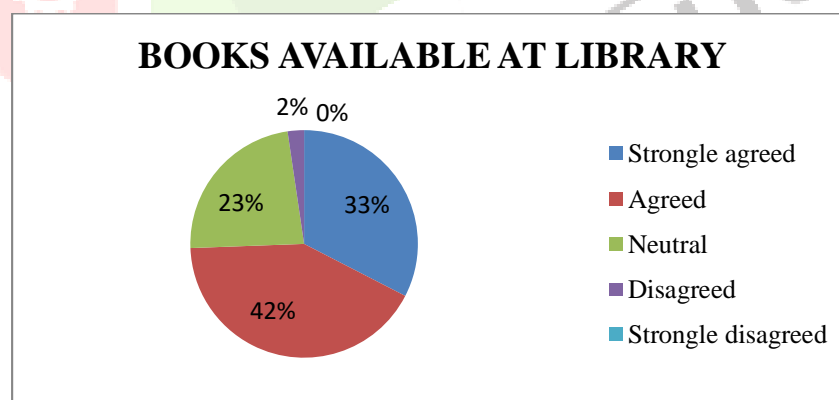
Source: Primary data

#### INTERPRETATION:

The above table shows that 33% of respondents are in the books available at library is strongly agreed, 42% of the respondents are in the book available at library is agreed, 23% of the respondents are in the books available at library is neutral, 2% of the respondents are in the books available at library is disagreed, 0% of respondents are in the books available at library is strongly disagreed. Thus the majority of the respondents are in the books available at library is agreed.

**CHART NO: 1**

#### BOOKS AVAILABLE AT LIBRARY OF THE RESPONDENTS



A majority of the women facilities (42%) say that agreed in books available at library.

## PREFERRED SUBJECT ALLOTTED OF THE RESPONDENTS

### 2 Preferred subject allotted of the Respondents

Data relating to the preferred subject allotted of the respondents are described in the following table.

**TABLENO: 2**

Preferred Subject allotted	No of Respondents	Percentage
Strongly agreed	51	40
Agreed	60	46
Neutral	9	7
Disagreed	9	7
Strongly disagreed	0	0
<b>Total</b>	129	100

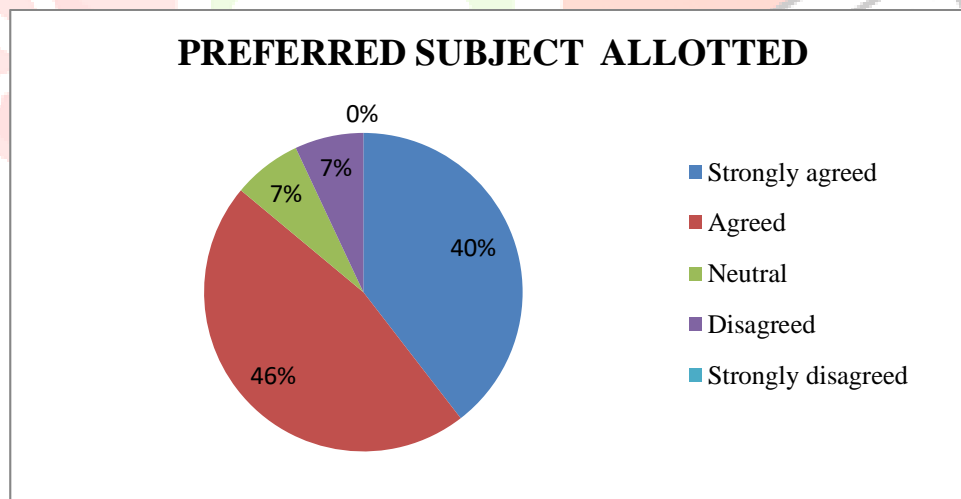
Source: Primary data

### INTERPRETATION:

The above table shows that 40% of respondents are in the preferred subject allotted is strongly agreed, 46% of the respondents are in the preferred subject allotted is agreed, 7% of the respondents are in the preferred subject allotted is neutral, 7% of the respondents are in the preferred subject allotted is disagreed and 0% of the respondents are in the preferred subject allotted is strongly disagreed. Thus the majority of the respondents are in the preferred subject allotted is agreed.

**CHART NO: 2**

### PREFERRED SUBJECT ALLOTTED OF THE RESPONDENTS



A majority of the women facilities (46%) say that agreed is preferred subject allotted.

## TRANSPORTATION FACILITY OF THE RESPONDENTS

### 3. Transportation facility of the Respondents

Data relating to the transportation facility of the respondents are described in the following table.

**TABLE NO: 3**

Transportation facility	No of Respondents	Percentage
Strongly agreed	66	51
Agreed	42	33
Neutral	12	9
Disagreed	6	5
Strongly disagreed	3	2
<b>Total</b>	129	100

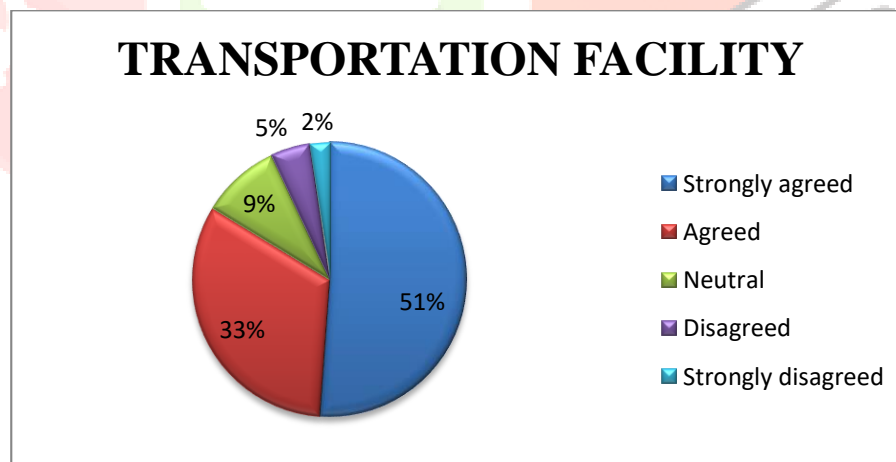
Source: Primary data

#### INTERPRETATION:

The above table shows that 51% of respondents are in the transportation facility is strongly agreed, 33% of the respondents are in the transportation facility is agreed, 9% of the respondents are in the transportation facility is neutral, 5% of the respondents are in the transportation facility is disagreed, 2% of the respondents are in the transportation facility is strongly agreed. Thus the majority of the respondents are in the transportation facility is strongly agreed.

**CHART NO: 3**

#### TRANSPORTATION FACILITY THE RESPONDENTS



A majority of the women facilities (51%) say that strongly agreed is transportation facility.

#### FINDINGS, SUGGESTIONS AND CONCLUSION

1. A majority of the women facilities (42%) are in the book available at library is agreed.
2. A majority of the women facilities (46%) are in the book available at library is agreed
3. A majority of the women facilities (51%) are in the transportation facility is strongly agreed

## CONCLUSION

The study enlists certain dimensions and its implications on work life balance were identified. It also learnt from the present study that managing work life balance is channelized by the psychological approach of individual's especially women and that is purely as an attitude based issue. Improving work life balance brings benefits for both employers and employees. Therefore, the study concludes that work life balance practices improve the quality of work life of working women. Further, the study can also direct the management of the institution to evolve flexible working strategies and provide better working conditions to balance work and life of women teachers to overcome stress and lead to job satisfaction.

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