WORKLIFE BALANCE OF WOMEN TEACHERS WORKING IN AUTOMONOUS COLLEGES WITH SPECIAL REFERENCE TO COIMBATORE CITY.

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ABSTRACT:

This study includes a number of aspects, and its effects on work-life balance were determined. The current study also revealed that maintaining a healthy work-life balance is solely a matter of attitude and is influenced by an individual's psychological makeup, particularly that of women. As a result, the study draws the conclusion that work-life balance practises enhance the quality of working women's lives. The majority of job categories in the workplace now include women in them. Teaching is one profession that has both good and bad work-life experiences recorded. The study examines work-life balance in-depth, keeping in mind that finding a balance between work and personal obligations is becoming more and more difficult for both employees and employers.

Key word: Work Life, Women, Professors Working

1.INTRODUCTION:

Work-life balance is a problem that affects companies, the market, the government, and society at large in addition to individuals. Women producing children and parents nurturing them will determine the labour and consumer market of the future. It has become more and more challenging to raise children when the workplace is still based on the idea of the male breadwinner worker, since the family model has changed from one where only the male parent works.The phrase "work-family balance" changed to "work-life balance" in part as a result of employees without childcare duties believing that employees with children received perks that they did not. Any obligations or tasks that are not compensated are referred to as "life." When referring to work, the word does not often imply "unpaid work," but that might be included.

As a result, an increasing number of businesses have started implementing "work-life (family) programmes" or "family-friendly practises". Workplace policies that recognise and assist employees' requirements to strike a balance between the demands of their family and professional lives are known as work-life balance policies.

Work-life balance issues seem to affect some people more than others, including those who work long hours, have work that extends into their homes as a result of modern technology, work in non-standard jobs like shift work, make low incomes, are parents who must balance work and family obligations, and have cultural obligations outside of the family and paid work.

2.STATEMENT OF THE PROBLEM

Employers now have higher expectations of their employees, and employees themselves are exerting more pressure on them to produce better outcomes. People, families, and the communities in which they live are stressed out by the several conflicting duties that today's employees have, such as employment, children, housekeeping, volunteering, spousal care, and old parent care. In order for workers to be able to balance their work and personal duties and, in turn, retain a sense of loyalty and productivity, supportive and healthy work environments must be established and maintained. Maintaining a work-life balance benefits their relationships and personal health as well as their ability to do their jobs more effectively. Work-life balance is getting harder and harder to accomplish in the fast-paced corporate environment of today.

3.SCOPE OF THE STUDY

Therefore, teaching professionals need to take a lot of care to establish a healthy work-life balance. In order to better understand how teaching staff members at arts and science colleges in Coimbatore city balance their work and personal lives, the researcher has attempted to conduct a study.

The current study focused on the academic staff members of Coimbatore city's A++-rated arts and science institutions. The study focused on the demographic analysis of the respondents and the correlation between demographic factors and the degree of attitude towards teaching. This study also looked at the relationship between respondents' levels of job satisfaction and their attitudes towards work-life balance, as well as the significant differences between respondents' levels of marital status and their attitudes towards improving work-life balance at home and between their levels of attitude towards improving work-life balance at work.

4.OBJECTIVES

- To know the Demographic profile of the respondents.
- To assess the quality of work life among women works
- To measure the level of satisfaction as perceived by the women respondents on the varied determinants of work life balance.
- To identify the major factors that influences the work life Balance
- To know the stress level of working female at work place
- To suggest suitable measure to improve the quality of work life among women faculty

5. REVIEW OF LITERATURE

Sayeda Meharunisa(2019) : Her study " Work-Life Balance and Job Stress Among Female Faculties in India's Higher Education Institutions "was conducted to find out the reasons for job stress and also the impact of stress in maintaining 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 have caused a decrease in 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.

C. Muthu Lakshmi (2018): Her study "a study on work life balance among the teaching professionals of arts and colleges in Tuticorin in 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.

J. Johnsie Priya (2017): Her study "an investigation on balance between professional and personal work of women teachers" measured women teachers' work–life balance and has identified important

determinants of women teachers' work–life balance that are hours of work in a week, stress associated with work, occupations, age and caring responsibilities. Conflicts in work-life balance ie; work life imbalance of working women affects their health who report more stress, headaches, muscle tension, weight gain and depression than their male counterparts.

6. RESEARCH METHODOLOGY

Sample Area

The sample related to the present study basically includes the entire population of Faculties from Arts and Sciences college in Coimbatore city. But the potential respondents (element) are basically selected from different colleges. The potential respondents for this study they're academicians from all genres like Lecturer, Assistant Professors, Associate Professors and Professors.

Data Collection

• Primary data was collected by questionnaire survey method.

• Secondary data was collected from Journals and Research articles to support the research.

7.DATA ANALYSIS AND INTERPRETATION

ANOVA ANALYSIS

• **Demographic variables and Level of commitment in workplace**

Null Hypothesis (H 0): There is no Significant association between the demographic variables and Level of commitment in workplace

Alternative Hypothesis (H 1): There is a significant association between the demographic variables and Level of commitment in workplace

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Age	Between Groups	13.954	12	1.163	2.163	.018
	Within Groups	60.752	113	.538		
	Total	74.706	125			
Educational qualification	Between Groups	16.859	12	1.405	1.719	.072
	Within Groups	92.356	113	.817		
	Total	109.214	125			
From how many years you are working in this institution	Between Groups	19.038	12	1.586	2.527	.005
	Within Groups	70.930	113	.628		
	Total	89.968	125			

INTERPRETATION:

The above table presents the results of the analysis, with the sum of squares, degrees of freedom (df), mean square, F-value, and significance level (Sig.) for each variable. For the variable of age, the between-groups sum of squares is 13.954, and the within-groups sum of squares is 60.752, resulting in a mean square of 1.163. The F-value is 2.163, and the significance level is .018, which is less than the standard alpha level of .05, indicating that there is a significant association between age and the level of commitment in the workplace.

Similarly, for the variable of educational qualification, the F-value is 1.719, and the significance level is .072, which is greater than the standard alpha level of .05, suggesting that there is no significant association between educational qualification and the level of commitment in the workplace.

For the variable of years of working in the institution, the F-value is 2.527, and the significance level is .005, which is less than the standard alpha level of .05, indicating that there is a significant association between years of working in the institution and the level of commitment in the workplace.

In conclusion, based on the ANOVA results, the null hypothesis is rejected for age and years of working in the institution, but not for educational qualification. Therefore, there is evidence to suggest that age and years of working in the institution are significantly associated with the level of commitment in the workplace.

- **Demographic variables and Women employees Expectation towards job Security in organization**

Null Hypothesis (H$_0$): There is no significant association between the demographic variables and Women employees Expectation towards job Security in organization

Alternative Hypothesis (H$_1$): There is a significant association between the demographic variables and Women employees Expectation towards job Security in organization

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Age	Between Groups	18.014	15	1.201	2.330	.006
	Within Groups	56.692	110	.515		
	Total	74.706	125			
Educational qualification	Between Groups	16.264	15	1.084	1.283	.225
	Within Groups	92.950	110	.845		
	Total	109.214	125			
From how many years you are working in this institution	Between Groups	23.942	15	1.596	2.659	.002
	Within Groups	66.027	110	.600		
	Total	89.968	125			

 INTERPRETATION:

The above table presents the results of the analysis, with the sum of squares, degrees of freedom (df), mean square, F-value, and significance level (Sig.) for each variable. For the variable of age, the between-groups sum of squares is 18.014, and the within-groups sum of squares is 56.692, resulting in a mean square of 1.201. The F-value is 2.330, and the significance level is .006, which is less than the standard alpha level

of .05, indicating that there is a significant association between age and women employees' expectations towards job security.

For the variable of educational qualification, the F-value is 1.283, and the significance level is .225, which is greater than the standard alpha level of .05, suggesting that there is no significant association between educational qualification and women employees' expectations towards job security.

In conclusion, based on the ANOVA results, the null hypothesis is rejected for age and years of working in the institution, but not for educational qualification. Therefore, there is evidence to suggest that age and years of working in the institution are significantly associated with women employees' expectations towards job security in the organization, while educational qualification is not significantly associated with it.

CHI-SQUARE ANALYSIS

- **Job Status and Overall satisfaction with the job**

Null Hypothesis (H_0): There is no significant relationship between the Job Status and Overall satisfaction with the job

Alternative Hypothesis (Ha): There is a significant relationship between the Job Status and Overall satisfaction with the job

Crosstab				
Count				
		Job status		
		Permanent	temporary	Total
Overall satisfaction with the job	Highly dissatisfied	0	1	1
	Dissatisfied	4	1	5
	Neutral	14	9	23
	Satisfied	40	26	66
	Highly satisfied	27	4	31
Total		85	41	126

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.744[a]	4	.045
Likelihood Ratio	10.842	4	.028
Linear-by-Linear Association	3.827	1	.050
N of Valid Cases	126		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .33.

INTERPRETATION:

From the above table results, the crosstab table presents the count of participants based on their job status (permanent or temporary) and their overall satisfaction with the job (highly dissatisfied, dissatisfied, neutral, satisfied, or highly satisfied). The Chi-Square Tests table presents the results of the chi-square test, with the chi-square value, degrees of freedom (df), and significance level (Sig.) for each test.

The chi-square value is 9.744 with 4 degrees of freedom, and the significance level is .045, which is less than the standard alpha level of .05, indicating that there is a significant relationship between job status and overall satisfaction with the job.

The likelihood ratio test also supports this finding, with a chi-square value of 10.842 and a significance level of .028. Additionally, the linear-by-linear association test has a chi-square value of 3.827 and a significance level of .050.

In conclusion, based on the chi-square test results, the null hypothesis is rejected, and there is evidence to suggest that there is a significant relationship between job status and overall satisfaction with the job. Further analysis is needed to determine the nature and direction of this relationship.

- **Marital Status and Infrastructure facilities in the organization are well maintained**

Null Hypothesis (H_0): There is no significant relationship between the Marital Status and Infrastructure facilities in the organization are well maintained

Alternative Hypothesis (Ha): There is a significant relationship between the Marital Status and Infrastructure facilities in the organization are well maintained

Crosstab				
Count				
		Marital status		
		Married	unmarried	Total
Infrastructure facilities in your organization are well maintained	Strongly Disagree	4	5	9
	Disagree	10	3	13
	Neutral	12	14	26
	Agree	40	12	52
	Strongly Agree	17	9	26
Total		83	43	126

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.869[a]	4	.043
Likelihood Ratio	9.729	4	.045
Linear-by-Linear Association	1.698	1	.193
N of Valid Cases	126		
a. 2 cells (20.0%) have expected count less than 5. The minimum expected count is 3.07.			

INTERPRETATION:

From the table is observed that crosstab table presents the count of participants based on their marital status (married or unmarried) and their perception of the infrastructure facilities in the organization being well maintained (strongly disagree, disagree, neutral, agree, or strongly agree). The Chi-Square Tests table presents the results of the chi-square test, with the chi-square value, degrees of freedom (df), and significance level (Sig.) for each test.

The chi-square value is 9.869 with 4 degrees of freedom, and the significance level is .043, which is less than the standard alpha level of .05, indicating that there is a significant relationship between marital status and infrastructure facilities in the organization being well maintained.

The likelihood ratio test also supports this finding, with a chi-square value of 9.729 and a significance level of .045. However, the linear-by-linear association test has a chi-square value of 1.698 and a significance level of .193, which is greater than the standard alpha level of .05.

In conclusion, based on the chi-square test results, the null hypothesis is rejected, and there is evidence to suggest that there is a significant relationship between marital status and the perception of infrastructure facilities in the organization being well maintained. However, the strength and direction of this relationship are not clear, and further analysis is needed to explore this relationship

8.FINDINGS

ANOVA ANALYSIS

The study found that age was significantly associated with the level of commitment in the workplace and women employees' expectations towards job security.

CHI-SQUARE ANALYSIS

- There is a significant relationship between the Job Status and Overall satisfaction with the job

- There is a significant relationship between the Marital Status and Infrastructure facilities in the organization are well maintained

9.CONCLUSION:

Based on the findings of the study, it can be concluded that maintaining work-life balance is a significant challenge for women teachers working in autonomous colleges in Coimbatore city. The study highlights the need for institutions to develop specific policies and provisions to help women employees manage their work-life balance effectively. The study suggests that institutions should provide counselling services, health programs, and parenting or family support programs to employees to help them manage their family responsibilities. It also recommends that institutions should offer flexible working hours, job sharing options, and paid time-offs to reduce workload and stress levels.

Women teachers can also take measures to manage their work-life balance effectively. They can advocate for better policies and provisions for work-life balance in autonomous colleges, explore entertainment and relaxation techniques, seek professional development and training programs, and discuss with supervisors the authority to make necessary decisions to complete assigned tasks. Women teachers can also prioritize family time, seek opportunities for job sharing, and advocate for reducing workload.

The study concludes that institutions and women teachers should work together to create a positive work environment that values their contributions, supports their personal and professional growth, and helps them manage their work-life balance effectively.

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