



Work Life Balance Analysis among Private School Teachers

¹Mr. M.A. Prasad, ²Ms. P. Vasuki Devi

¹Assitant Professor (SG), ²Final year M.com,

^{1,2} Department of Commerce, Dr. N.G.P Arts and Science College, Coimbatore, India

Email – ¹prasad@drngpasc.ac.in, ² vasukavin801@gmail.com

Abstract: *The study was conducted among the teachers of private schools in Tirupur city. The study is conducted to know the work life balance challenges faced by the respondents in a balance between their personal and work life. The study is based on primary data. A sample of 250 respondents was selected by convenient sampling method. The various factors affecting the work life balance of the respondents have been examined in the study. The present study address the profile of the respondents, awareness of work life balance, work life commitments, work life conflicts, Motivational factors from the institution and institutional supports to the staff members, stress factors affecting the teachers, practices followed for stress relieving process and practices followed in organization for the better work life balance for the teachers*

Keywords : *Work life Balance, Private School Teachers, Personal life, Professional life.*

1. INTRODUCTION:

Teachers play a great role in shaping the students by identifying their strengths and weakness. They have to take each step in their carrier carefully, they need to concentrate on different stages of students. Teachers are the facilitators for knowledge and skill through interactive learning methods in educational institutions. In this fast moving era the educational process are changing in the present century has influenced the teaching professionals, their responsibilities and teaching activities at institutes. The responsibilities at home and work give rise of stress. Sometimes the stress creates problem in balancing work and family. There is a complex relationship between the professional and personal life of individual. In the present years the concept of the work life balance has gained immense significance. The proper work life balance is achieved only if the individual can able to balance the work life and also a personal life. For achieving the proper work life balance individual have to face the lots of obstacles. Thus there is a need to study about the work life balance.

2. LITERATURE REVIEW:

Pooja Chatterjee (2016) Employees are increasingly recognizing that work is infringing on their personal lives and they are not happy about it. The study indicates that balancing work and life demands now surpass job security as an employee priority. They want a life as well as a job. The study assess the occupational stress, job satisfaction and mental health of employees belonging to two professions namely bank and IT firms comprising of both private as well as private sector.

Ratha (2015) concluded that no debate on the fact that work life balance is essential and important for a stress free and fulfilling life, especially for a women and justify its utility since knowing the faculty members precisely and reaching out to them in the effective way, is the key to minimize stress. The study can also direct employers of institution to evolve flexible work strategies and provide better working conditions which will help in overcoming stress in faculty members to some extent.

Parikh and Gandhi (2014) have described how the recent technological chances invaded our home, bedrooms, and even social functions. In this study suggestions have been offered by authors to employees and organizations. One of the suggestions offered to organizations states that organizations could provide “core hours” when an employee should be present and work around different start and finish times. Organizations could also help increasing the time by few hours so that an extra day off can be provided at the weekend.

Sunny (2013) reveals that individuals, organizations, and government are the three primary elements studied in a work-life scenario. Many a times these forces are also studied independently of each other when they should actually be examined as a system. The most wide discussed phenomena of the work-life system is work-life balance. It is very important for the individuals and organization development in human resource development to understand how the phenomena of work-life balance are interweaved with some objective. This research presents the work-life



system as a medium to evaluate these three forces which are individuals, organizations, and government, along with the three work-life aspects which are balance, initiatives taken and the policies.

Nwagbara and Akanji (2012) have concluded their study by mentioning that the issues of commitment and motivation are central to work-life balance for organizational performance as well as commitment to work. Women employees face diverse forms of pressures, in the organizational paradigms. There is a sense of urgency to rethink motivating women towards more commitment that they might bring to work.

3. STATEMENT OF THE PROBLEM:

- The present study shows the work life balance among private school teachers.
- Emotionally feeling stressed to attain the academic target.
- Lack of emotional balance between the family and work place.
- Lack of practical teaching leads to un-fulfilment in job.
- To analyse which factors influence the causes for stress.

3.1. SCOPE OF THE STUDY:

- To analyse the work life balance among the private school teachers
- To find out that institution has made any changes in curriculum in school to develop upcoming teachers
- To find out the level of awareness about the importance of work life balance
- To analyse the change in teachers demand.

3.2. OBJECTIVES OF THE STUDY:

- To study the demographic profile of the respondents.
- To assess the work life balance among the private school teachers.
- To understand the work life balance of teachers on their physical and emotional well- being.
- To determine the factor which causes the stress among the teachers.
- To know the practices followed in organization for work life balance.

4. RESEARCH GAP:

From the review of literature it is observed that there are previous research conducted particularly on work life conflict, work life stress, role conflict on work life balance and job satisfaction. There are few studies conducted in the area of Work Life Balance of private school teachers on both the genders. Consolidation of all these enlighten, I have choose the study problem as the work life balance analysis among private school teachers working in different work environment at different location inside the Tirupur city.

4.1. RESEARCH METHODOLOGY: Research methodology is a way to systematically solve the research problems. It may be understood as a science of studying how research is done scientifically. It includes the overall result design, data collection methods, and analysis procedure.

4.2. RESEARCH DESIGN: The study has been followed to conduct the research by using the descriptive research design.

4.3. SAMPLING METHOD: The study is based on convenient sampling, the researcher must decide the way of selecting sample or what is popularly known as sample design. In other words sample design is a definite plan to determine before any data are actually collected for obtaining a sample from a given population. Sample size for the study is 250 respondents, the sample were collected through convenient sampling method.

4.4. POPULATION: Population in this study confines the private school teachers in Tirupur.

4.5. SAMPLE SIZE: A sample of 250 school teachers were selected on the basis of sampling method with the point of view teachers how they are aware about work life balance.

4.6. SOURCE OF DATA COLLECTION: Data was collected by both primary data and secondary data sources. Primary data was collected through questionnaire. The study was done in the form of direct personal interviews.

- **Primary Data:** A primary data is a data which is collected for the first time for the particular interest to collect more information. In this study, the primary data was collected using questionnaire.
- **Secondary Data:** Secondary data consist of information that already exists somewhere, having been collected for some other purpose. In this study, the secondary data was collected from studies, journals and websites.

5. STATISTICAL TOOLS USED FOR DATA ANALYSIS:

The rules of statistics in research is to function as a tool in designing research, analysing the data, drawing its conclusion from most research studies result in large volume of raw data that must be suitable reduced so that the same can be read easily and can be used for future analysis. The tools used are



- Simple percentage Analysis
- Rank Analysis
- ANOVA

5.1. AREA OF THE STUDY: Area of the study covers Tirupur.

5.2. PERIOD OF THE STUDY:

- The study was carried out during the period February to May, 2022.
- The data covers of 250 respondents from various school teachers in Tirupur city.

5.3. ANALYSIS:

The analysis and interpretation of work life balance analysis among private school teachers based on the information supplied by a sample of 250 respondents selected from Tirupur city. The data have been analysed using the following statistical tool.

The tools used for analysis are

- Simple percentage analysis
- Rank
- ANOVA

5.4. SIMPLE PERCENTAGE ANALYSIS:

Simple percentage analysis is one of the basic statistical tool which is widely used in the analysis and interpretation of primary data. It deals with the number of respondents response to a particular question in percentage arrived from the total population selected for the study.

The simple percentage can be calculated by using the formulae,

$$\frac{\text{Actual respondents}}{\text{Total number of respondents}} \times 100$$

TABLE 1. MARITAL STATUS OF THE RESPONDENTS

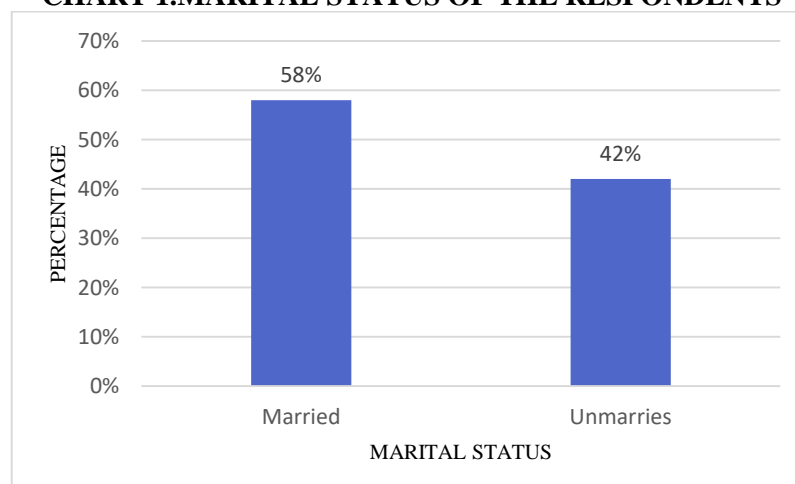
| S.No | FACTORS | No OF RESPONDENTS | PERCENTAGE |
|------|--------------|-------------------|------------|
| A | Married | 145 | 58 % |
| B | Unmarried | 105 | 42 % |
| | Total | 250 | 100 |

SOURCE: Questionnaire

INTERPRETATION: In the above table reveals the marital status of the respondents. 58% of the respondents are married and 42% of the respondents are Unmarried.

Majority 58% of the respondents are married

CHART 1. MARITAL STATUS OF THE RESPONDENTS





5.5. RANK ANALYSIS: Under this method the respondents are asked to rank the choices. In this study the respondents are asked to rank the various factors which helps for the work life balance and the respondents are used to rank from 1 to 10. It does not matter which way the items are ranked, item number one may be the largest or it may be the smallest.

TABLE 2. FACTOR WHICH HELPS THE WORK LIFE BALANCE

| FACTORS | RANK | | | | | | | | | | T | A | R |
|---------------------------------------|-------------|-------------|-------------|------------|------------|------------|------------|-------------|------------|------------|------|------|----|
| | I (10) | II (9) | III (8) | IV (7) | V (6) | VI (5) | VII (4) | VIII (3) | IX (2) | X (1) | | | |
| More flexible working hour | 153 | 13 | 9 | 3 | 4 | 11 | 1 | 2 | 8 | 46 | 1909 | 7.63 | 2 |
| | 1530 | 117 | 72 | 21 | 42 | 55 | 4 | 6 | 16 | 46 | | | |
| Support from superiors and colleagues | 7 | 142 | 19 | 9 | 3 | 1 | 9 | 9 | 46 | 5 | 1746 | 6.98 | 3 |
| | 70 | 1278 | 152 | 63 | 18 | 5 | 36 | 27 | 92 | 5 | | | |
| Job sharing | 11 | 15 | 132 | 13 | 6 | 8 | 4 | 50 | 7 | 4 | 1952 | 7.80 | 1 |
| | 110 | 135 | 1056 | 91 | 36 | 40 | 16 | 450 | 14 | 4 | | | |
| Time off for family and personal work | 4 | 6 | 14 | 131 | 16 | 6 | 49 | 12 | 9 | 3 | 1498 | 5.99 | 4 |
| | 40 | 54 | 112 | 917 | 96 | 30 | 196 | 36 | 14 | 3 | | | |
| Support from family | 8 | 2 | 4 | 20 | 130 | 55 | 7 | 3 | 7 | 14 | 1390 | 5.56 | 5 |
| | 80 | 18 | 32 | 140 | 780 | 275 | 28 | 9 | 14 | 14 | | | |
| Take care of family and personal work | 6 | 4 | 3 | 4 | 61 | 131 | 14 | 6 | 2 | 19 | 1266 | 5.06 | 6 |
| | 60 | 36 | 24 | 28 | 366 | 655 | 56 | 18 | 4 | 19 | | | |
| Reach home on time | 5 | 6 | 10 | 47 | 9 | 11 | 131 | 10 | 13 | 8 | 1210 | 4.84 | 7 |
| | 50 | 54 | 80 | 329 | 54 | 55 | 524 | 30 | 26 | 8 | | | |
| Take part in social activities | 8 | 8 | 44 | 11 | 5 | 6 | 14 | 136 | 12 | 6 | 1183 | 4.73 | 8 |
| | 80 | 72 | 352 | 77 | 30 | 30 | 56 | 408 | 72 | 6 | | | |
| Spending time with children | 5 | 46 | 12 | 4 | 7 | 6 | 16 | 16 | 123 | 15 | 1033 | 4.13 | 9 |
| | 50 | 414 | 96 | 28 | 42 | 30 | 64 | 48 | 246 | 15 | | | |
| Keep Healthy and fit | 41 | 10 | 6 | 7 | 6 | 17 | 5 | 9 | 21 | 128 | 929 | 3.71 | 10 |
| | 410 | 90 | 48 | 49 | 30 | 85 | 20 | 27 | 42 | 128 | | | |

INTERPRETATION: The above table shows the various factors which help the work life balance of the private school teachers that are ranked based on the responses by the respondents. Job sharing is given rank I by the respondents, More flexible working hour given rank II, Support from superiors and colleagues given rank III, Time off for family and personal work given rank IV, Support from family members given rank V, Take care of family and personal work given rank VI, Reach home on time given rank VII, Take part in social activities given rank VIII, Spending time with children given rank IX and Keep healthy and fit ranked X respectively.

5.6. ANALYSIS OF VARIENCE:

Ho: there is no significance mean difference between the experience and cause of work life imbalance



TABLE 3.

| Factors | df | ANOVA Mean square | F | Sig | Accept/Reject Ho |
|--|----|----------------------|-------|-------|---------------------|
| Heavy work load and extended working hours | 4 | 1.444 | 1.576 | 0.181 | Accept Ho |
| No help from family members | 4 | 0.255 | 0.354 | 0.841 | Accept Ho |
| Inability to manage time | 4 | 1.907 | 2.105 | 0.081 | Accept Ho |
| Taking too much responsibility | 4 | 1.925 | 1.258 | 0.287 | Accept Ho |
| Being too much perfectionist | 4 | 1.117 | 0.821 | 0.153 | Accept Ho |
| Lack of prioritizing | 4 | 3.171 | 2.599 | 0.037 | Reject Ho |
| Excess travel time | 4 | 1.896 | 1.827 | 0.124 | Accept Ho |
| Fear | 4 | 1.274 | 0.988 | 0.415 | Accept Ho |
| Unsupportive employer | 4 | 3.584 | 2.796 | 0.027 | Reject Ho |

There is no significance mean difference between the experience and cause of work life imbalance. Since the p value is greater than 0.05 at significance level of 5% so we accept the null hypothesis, therefore there is a mean difference between the experience and cause of work life imbalance.

6. FINDINGS:

SIMPLE PERCENTAGE ANALYSIS

- Majority 25.2% of the respondents are between 20-25 years of age.
- Majority 41.6% of the respondents are Male
- Majority 58% of the respondents are married.
- Majority 41.6% of the respondents are 2-4 members in family.
- Majority 43.6% of the respondents are from urban area.
- Majority 31.6% of the respondents are B.Ed., level.
- Majority 36.8% of the respondents have 1-5 years of experience.
- Majority 36% of the respondents are earning from 15000-20000.
- Majority 39.2% of the respondents are choosing this profession based on their self-interest.
- Majority 32.8% of the respondents are staying back in institution for their personal development.
- Majority 76.4% of the respondents have awareness about work life balance.
- Majority 79.2% of the respondents are able to balance their work.
- Majority 41.5% of the respondents are able to balance their work due to their self-control.
- Majority 38.4% of the respondents are feel convenient in the amount of time spending in their work.
- Majority 33.2% of the respondents says Neutral.
- Majority 41.2% of the respondents are getting annually.
- Majority 31.6% of the respondents are getting support from the management.
- Majority 38.2% of the respondents are working for sometimes.
- Majority 60.8% of the respondents are feel tired or depressed because of working.
- Majority 79.2% of the organization having a policy of work life balance.
- Majority 32.8% of the respondents are satisfied.

6.1. RANK ANALYSIS: Majority of the respondents are given job sharing as a rank one. Keep healthy and fit is last in ranking.

6.2. ANALYSIS OF VARIANCE:

- Hypothesis is accepted. Therefore, there is no significant mean difference between experience and heavy work load and extend working life hours.
- Hypothesis is accepted. Therefore, there is no significant mean difference between experience and no help from the family members.
- Hypothesis is accepted. Therefore, there is no significant mean difference between experience and inability to manage time.
- Hypothesis is accepted. Therefore, there is no significant mean difference between experience and no co-operation with seniors and juniors as well



- Hypothesis is accepted. Therefore, there is no significant mean difference between experience taking too much responsibility.
- Hypothesis is accepted. Therefore, there is no significant mean difference between experience and being too much perfectionist.
- Hypothesis is not accepted. Therefore, there is significant mean difference between experience and lack of prioritizing.
- Hypothesis is accepted. Therefore, there is no significant mean difference between experience and excess travel time.
- Hypothesis is accepted. Therefore, there is no significant mean difference between experience and fear.
- Hypothesis is not accepted. Therefore, there is significant mean difference between experience and unsupportive employer.

7. SUGGESTIONS:

Work life balance is a huge concept including proper prioritizing between the professional life which includes career, challenges, pressure, achievements and ambition on one hand and pleasure, family and spiritual development. Many teachers struggle to balance their professional commitment with their personal lives. Teachers are overloaded as they are giving assignment to bring up the students. Teachers face lot of problems in managing their personal life and work. Many people waste their time on activity or people that add no value. Spending the time on activities are really enhancing the carrier or spend some of the time on hobby or planning a weekend go away with the family once a year or taking 10-15 minutes to recharge during a hectic day. Teachers are recommended to integrate themselves with various social networks that will greatly improve the mental health outcomes. Try to say no things which are not required. Having a supportive family, friend and colleagues also help to avoid imbalances and ease of work pressure. Develop positive attitude by looking into bright side of every problem. Attitude is very important for creating hygienic environment.

8. CONCLUSION:

It was a wonderful knowledge gaining period to know about the work life balance of my admiring teachers. The educational sectors can face numerous problems if their staff work life balance is poor. All teachers are required to benefit from a practical work life balance and every institution has a responsibility for the well-being of their staffs because, only if they are contented in their work, it will allow them deliver high quality of education to their students. This study is comprised on set of hypothesis. The findings of all the results proves the hypothesis. The findings of the study illustrate the element of work life balance such as, the staff intend to stay back in the same institution, work pressure, flexible working hours and job satisfaction. A balance should be established between the family and workload distribution, time and extra- curricular activities as to inculcate efficiency of work among teachers. Findings of the study revealed that the maximum of teachers are satisfied with the job performance and the policies followed in the organization which will largely contribute in work life balance. Majority of the teachers have awareness and they can able to balance their work life.

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