

A Study on Work Life Balance of School Teachers with Special Reference to Vedharanyam

R. Kubenthiran¹, S. Venkatesh²

¹MBA Student, PRIST School of Business, PRIST University, Thanjavur, India

²Associate Professor, PRIST School of Business, PRIST University, Thanjavur, India

Abstract: This paper presents a study on work life balance of school teachers with special reference to vedharanyam.

Keywords: worklife balance

1. Introduction

A. Definition

According to author and journalist Paul Krassner in an interview in 1963, "one of the aspects of happiness is when you can make as little distinction as possible between your work and your play". But this dichotomy between work and play has been around since the middle of the 1800s. However, it was only during the 1970s and 1980s that the concept of work-life balance was shed more light.

B. The connection between work and life

For many, talking about work-life balance immediately brings to mind scenes of visiting a psychologist or psychiatrist and starting a discussion about the meaning of life. It sounds like a very complicated concept and, for many people, it probably is. However, it doesn't have to be, and we hope to provide even a small amount of enlightenment on the topic.

Work-life basically refers to the proper prioritizing of an individual between his work or career and his personal life or lifestyle. You may hear other people talking about how they have to balance their work and family. Work-family balance is merely one of the many aspects of having what we call a work-life balance.

Work life balance named two key everyday concepts that will help us come up with a positive and clearer definition of work-life balance: achievement and enjoyment. These two concepts always go together, meaning you cannot have feel fulfillment out of achieving something if you did not enjoy it, and you cannot enjoy doing something if you do not accomplish anything. These two, together, help an individual realize the full value of life.

2. Literature survey

1. Kakkar, Jyoti, Bhandari, Anuradha (2016) in the paper titled "A Study on Work-Life Balance in the Indian Service Sector

from a Gender perspective" highlighted numerous studies on work-life balance issues faced by women at workplace, yet studies on this topic that focus on men are limited in number. Studies on gender differences are available in huge numbers, however, there are few studies that talk of work-life balance with reference to men, for either they have been ignored or have been taken for granted for being the stronger sex, be it at home or at the work front. This stereotype that men face worldwide may be a reason for their not being able to capture the limelight that women have been able to when it comes to work-life balance issues.

2. Goyal K.A, Agrawal A (2015) in the paper titled " Issues and challenges of Work life balance in banking industry of India" explained that Work life balance policies and programs are an investment in an organisation for improving productivity, reducing absenteeism, achieving improved customer services, better health, flexible working as well as satisfied and motivated workforce especially in banking industry.
3. Satuluri P., Reddy S. (2013) in the paper titled "Effects of Stress on Work-Life Balance-- A Study on Female Police Personnel" highlighted the imbalances in Female Police Constables of Andhra Pradesh and to find the impact of demographics of the respondents on their stress. The results revealed that there was a positive correlation between stress and work-life balance, and stress was the predictor of work-life balance.
4. Shalini and Bhawna (2012) reported in their study, "Quality of work life balance" is being used by the organizations as a strategic tool to attract and retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work.
5. Kumari T. (2011) in the paper titled "Impact of Stress on Work-life Balance of Women employees with reference to BPO and Education sectors in Bangalore" analyzed the impact of work life balance of women employees in Education and BPO sectors conclusion is drawn that stress level between the women employees is different in different sectors. Though there is difference in their professions based on the work and life balance we can say that stress level in

the work environment might be different but they say that at home their stress level is equal. As per the results, stress level impact is different in both the sectors.

6. Buddhapriya (2009) reported that women professionals at middle management and senior management level considered their commitment to family duties and responsibilities as the most important barrier to their making advancements in their career. In addition, women professionals mostly in the middle management level faced society's disapproval if they gave priority to work over family responsibilities. For married women employees in the middle management level the scope of work – life conflict widens and creates major problems in moving ahead in their career.

3. Research methodology

It is a systematic and scientific process of conducting research. It gives the researcher a framework within which the research has to be carried out.

A. Objective of the study

- To examine the perception of the despondence about Work Life Balance.
- To analysis effectiveness of Work Life Balance among school teachers in vedharanyam.
- To assess and evaluate the impact of Work Life Balance of school teachers & suggest the specific recommendation for the betterment.

B. Scope of the study

This Study is confined to school teachers working in vedharanyam Taluk, Nagapattinam district and it is not generalized.

C. Research design

A Research design is purely and simply the framework or plan for a study guides the collection and analysis of data. In fact, the research design is the conceptual structure within which research is conducted; it constitutes the blueprint for the collection, measurement and analysis of data.

- Type of Research
- Title of research
- Area of research
- Period of research
- Sampling techniques
- Data collection methods
- Tools used for analysis
- Problem Statement
- Limitations on the study

1) Type of research

The research is descriptive in nature. It includes surveys and fact finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present.

2) Title of the research

A Study on Work Life Balance of School Teachers with Special reference to Vedharanyam.

3) Area of research

The study is conducted in Vedharanyam taluk.

4) Period of research

The study is conducted from Dec 2018 to Apr 2019. The total Duration of the study is 5 months.

5) Sampling techniques

The sample size for the study was selected on the basis of simple random sampling method. 154 School Teachers are randomly selected as sample.

6) Data collection methods

The Data required for the study are collected from both primary & secondary sources. Primary data's are collected through structured questionnaire and secondary data's are collected from websites, textbooks, journals, articles etc.

7) Questionnaire Design

Questionnaire used for data collection is designed based on the fulfillment of the objectives of the study. The Questionnaire contains demographic and socioeconomic profile of the respondents, various attributes & factors related to Work Life balance was used in the Questionnaire, some close ended & dichotomous questions were used.

8) Tools used for analysis

The following statistical tools are used for data analysis

- Percentage
- Averages
- Chi-Square Analysis
- ANOVA
- Correlation

9) Statement of the Problem

From my school days some of the teachers are not good at balance their work life with their family issues it may cause that they used to behave hardly to the students. even now also more no of school teachers are don't know how to manage their life's so I have thought to know opinion about their ability and schools initiative towards Work Life Balance. so that only I used to do this with this study I may suggest some ways to manage their life to both school teachers as well as schools.

10) Limitations on the study

- Data collected may have biased response.
- The researchers had difficulty in explaining the research problem to the respondents. Hence the level of understanding of research problem and concept by the respondents may affect the study result.
- The research results (findings and suggestions) is applicable only to the selected region.

4. Results

Hypothesis:

Null hypothesis: There is no significant relationship between family marital status and work pressure.

Table 1
 CHI SQUARE TEST

Relationship between family marital status and work pressure

Marital status/work pressure	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Married	10	16	32	28	10	96
Unmarried	8	26	10	10	4	58
Total	18	42	42	38	14	154

Table 2

Group	Observed Frequency	Expected Frequency	O-E	(O-E) ²	(O-E) ² /E
Aa	10	11.22	-1.22	1.4884	0.132656
Ab	16	26.18	-10.18	103.6324	3.958457
Ac	32	26.18	5.82	33.8724	1.293827
Ad	28	23.68	4.32	18.6624	0.788108
Ae	10	8.72	1.28	1.6384	0.18789
Ba	8	6.78	1.22	1.4884	0.219528
Bb	26	15.81	10.19	103.8361	6.567748
Bc	10	15.81	-5.81	33.7561	2.135111
Bd	10	14.37	-4.37	19.0969	1.328942
Be	4	5.27	-1.27	1.6129	0.306053
χ^2					16.91832

Table 3
 ANOVA

Year of working		Career prospects by the schools	
0-3 yrs	38	Highly satisfied	32
3-5 yrs	22	Satisfied	64
5-8 yrs	40	Neutral	28
More than 8 yrs	54	Dissatisfied	16
		Highly dissatisfied	14
Total	154	Total	154

Table 4

Anova: Single Factor						
SUMMARY						
Groups	Count	Sum	Average	Variance		
Column 1	154	418	2.714286	1.40803		
Column 2	154	452	2.935065	1.655887		
ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	3.753247	1	3.753247	2.449967	0.118561	3.872027
Within Groups	468.7792	306	1.531958			
Total	472.532	307				

Calculated value $\chi^2 = 16.91832$

Degree of freedom = (R-1) (C-1) = (2-1) (5-1) = 4

The table value of χ^2 for 4 degree of freedom at 5 per cent level of significance is 9.49

Conclusion: Calculated value of chi square is more than the table value, so the null hypothesis is rejected. Hence it is concluded that there is a significant relationship between family marital status and work pressure.

Hypothesis:

Null hypothesis: There is no significant relationship between year of working and career prospects by the schools.

Conclusion: Calculated value of ANOVA is less than the table value, so the null hypothesis is accepted. Hence it is concluded that there is no significant relationship between year of working and career prospects by the schools.

Table 5
 Correlation

Flexible work timing		Work pressure	
Highly satisfied	22	strongly agree	18
Satisfied	50	agree	42
Neutral	48	Neutral	42
Dissatisfied	32	disagree	38
Highly dissatisfied	2	strongly disagree	14
Total	154	Total	154
		Column 1	Column 2
Column 1		1	
Column 2		0.920268	1

Conclusion: Calculated value is more than 0.5, so I concluded it with flexible work timing and work pressure are positively correlated.

A. Findings

The study is conducted to know the Work Life Balance of vedharanyam school teachers. A detailed survey is conducted

among 154 School teachers and following are the findings from the study.

Socio-economic and demographic profile of the respondents:

- Majority of the teachers selected as sample are in 26-30 age group.
- Majority of the respondents are male.
- Majority of the respondents are Married.
- Majority of the respondents have 2 children's.
- Majority of the respondents are joint family.

Respondents Perception about Work Life Balance:

- Most of the respondents are work in the same school for more than 8 years.
- Most of the respondents are feel that they don't have enough time for their family.
- Most of the respondents are satisfied with the school working hours.
- Most of the respondents are satisfied with their ability to manage their work life.
- Most of the respondents feeling neutral about the schools initiatives to manage work life.
- Most of the respondents are satisfied with schools flexible work timings.
- Most of the respondents are satisfied with providing leaves for manage their work life.
- Most of the respondents are feeling neutral about the job sharing option provided by the schools.
- Most of the respondents are feel neutral feel the work pressure.
- Most of the respondents are feel neutral about work life balance policy is helps to increase the productivity of the schools.
- Most of the respondents are feel neutral about the work life balance policy is helps them to manage their work life.
- Most of the respondents are feeling neutral about work life balance is retain the teachers.
- Most of the respondents are satisfied with leaves for maternity & paternity periods.
- Most of the respondents are satisfied with leave policy of the schools.
- Most of the respondents are feeling neutral about holiday camp & picnics by the schools.
- Most of the respondents are satisfied with carrier prospects provided by the schools.
- Most of the respondents are satisfied with the statement of "If teacher have good work life will be more effective and success".
- Most of the respondents are said that they used to think about job for sometimes when they are actually in the job.

B. Suggestions

The respondents are satisfied with their work life, but some of them are really comfort with their work and most of them also feel pressure in their job the main problem I used get from

the respondents is they really don't know how to manage their work life with family life and some of them also feel they able to handle the pressure and they feel they able to manage their both life's.

The schools may take little more initiatives to help them to know about the how to manage their work life with family life and make them feel good to be in the school. for that they may used to restructure the leave policy of the school and increase some grievances and some welfare measures to the school teachers and make them feel good and they may satisfy and it may increase the productivity of the school.

It is very essential to take survey on satisfaction of them so it can only help the school authority to know the need of them and it may help the schools to take some good decisions on their spending.

5. Conclusion

For the conclusion, this paper more to discuss about the issue and effect that faced teacher that can't help them to achieve Work Life Balance. There a several issues that been faced as teachers that been discussed which is many roles to play and responsibilities to perform, increase in workload, longer working hour and have to working on weekend, spent little time with family and their personal life and change marital status. From the issue, it gives effect to their work and life (family) which is job dissatisfaction, no motivation to perform the job, effect poor physical health and emotions disorder. In this also had been discussed about Best Practices that implement in this school which is the school administrator and teachers always give support among of them, keep promote healthy work-life balance, school administrator looks after their teachers well-being, invited health experts, implement a creative and innovative working environment and lead by example. In the study also I suggest to use Techno Structural Intervention that can be used in their Performance Appraisal. In this intervention I only discuss about job enlargement and job enrichment that I think suitable to use in teaching workplace environment and can be planned and organizing by school administrator. I'm also suggest a few recommendations to be implement for teachers, in dealing with their work life conflict and achieve work life balance which is get moral support, scheduling back for personal time, family, and friends and think positive and control emotions. I'm also suggesting to the school administrator to implement Family Friend Policies and for Ministry of Higher of Education, they can improve the policies of working environment and can revise back about work overload among teachers.

References

- [1] C. R. Kothari (2005), Research Methodology, 2nd edition.
- [2] Gary Dessler & Biju Varkkey, (2017), Human Resource Management, 5th edition.
- [3] Indranil Mutsuddi, (2011), Human Resource Management,
- [4] www.businessdictionary.com
- [5] www.managementstudyguide.com