



Work life balance of teaching fraternity: A study with special reference to women's in educational sector in Chennai region.

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Abstract:

Women in today's world have a great space, both in personal and professional life but when it comes to educating a child women possess a larger position and at the same time she has to look after her family members too so balancing these two lives is a challenging factor. The main factor such as job satisfaction, organizational change and technically sound urge reduces the balance between these two personal and professional life. This study is conducted to know the level of job fulfillment of women respondents from various educational institutions, to examine their work atmosphere and factors affecting stability between personal and professional life. The technological factors which impacts women employees and their family. This study also deals with the social pressures women's faced while they try to balance their career and family together.

Keywords: *work life balance, career, family, teaching fraternity.*

Introduction:

Women in today's world wants to have a balanced life where they can have a quality time with their family and also development in their career so that is where the point, where concept of work life balance begins. So this concept helps them to give focus on both personal and professional life, so that they can see increased physical & mental health, achieving their organization's goals by completing the targets on time. Balancing the work life is very important for women especially, so educational institutions concentrate on balancing the life of women employee. The society where we dwell thinks of women are only meant for taking care of their family members and household works alone, but they does not consider their dreams as a one. So this concept help them to balance their personal and professional life and achieve their very own dreams. So working

women's should be aware of this concept so that they can exhibit their talents in relevant fields and also to have a positivity around them.

The educational institutions can introduce new developmental plans for women employees to balance basic issues arising within the educational institutions as when comparing to men women have responsibility so it will be better if educational institutions give some more attention to women employees in workspace. As the unexpected covid 19 shutdown drastically made women employees to stay back at home to look after the children and elder ones in the family, but some educational institutions encouraged them to balance both the thing and they have started to give equal importance to both personal and professional.

When women employees special reference to educational sector are aware of this concept means gradually increases the output when women employees balance their life properly by allocating time for each tasks, the targets be achieved and we can see a visible difference in their physical and mental well-being. Health of the employees is very important when it comes to women employees as they tend to work in the educational institutions for 8 hours and at home nearly 5 hours, they will not have enough time to take care of themselves so the workplace can be made healthier and hygienic enough to work without worrying about anything. It reduces the absenteeism in the work place and encourage the employees to come at a regular pace .if they are unhappy with the provisions of the working educational institutions means they should be allowed to change another educational institutions where they feel better to work, if we force them to work with our educational institutions they will start show a decline in the productivity rate and also we need to spend additional cost on hiring and training.

Objectives of the study:

- To examine the work atmosphere and the level of career fulfilment appraised by women teaching fraternity in educational sector.
- To investigate the influence of family support provided to women teaching fraternity.
- To explore the consequence of technology and to highlight the approaches and opinions on work anxiety in balancing the personal and professional life.

Review of literature:

1. **Jane Sturges, David Guest (2004)** His article reviews the findings of studies that explored relationships among paintings/lifestyles balance, paintings/non-paintings struggle, hours laboured and organisational dedication amongst a pattern of graduates with inside the early years in their profession. It concludes that, despite the fact that graduates are looking for paintings/lifestyles balance, their situation for profession fulfilment attracts them right into a scenario in which they paintings an increasing number of lengthy hours and enjoy an increasing number of unsatisfactory dating among domestic and paintings. The article discusses the reasons and ability results of this dilemma and specifically how paintings/non-paintings struggle is connected

to hours laboured, the nation of the mental settlement and organisational dedication. It highlights the position of organisations` coverage and exercise in assisting to control the connection among paintings and non-paintings and the improvement of organisational dedication thru help for more youthful employees' lives out-of-paintings and powerful control of elements of the mental settlement.

2 Liz Doherty, Simonetta_Manfredi (2006) This paper pursuits to expose the volume to which an motion studies technique, which includes mastering from preceding research and interventions, may be used to development paintings-existence balance (WLB) rules and practices in a college context. The paper builds at the now huge expertise referring to the principle and exercise of WLB. It adopts an motion studies/alternate control technique as a part of an assignment in part funded via way of means of the Department for Trade and Industry partnership scheme., among the barriers related to beyond WLB projects may be conquer for APT&C workforce. By comparison, universities` disinclination to address educational paintings intensification is exceptional defined via way of means of the dearth of labour marketplace strain to accomplish that and the truth that sustainable WLB does now no longer represent a part of the “tables takes” of educational employment

3. Reddy, N. K., Vranda, M. N., Ahmed, A., Nirmala, B. P., & Siddaramu, B. (2010) Family–paintings battle (FWC) and paintings–own circle of relatives battle (WFC) are much more likely to exert poor impacts with inside the own circle of relatives domain, ensuing in decrease existence delight and extra inner battle with inside the own circle of relatives. Studies have recognized numerous variables that affect the extent of WFC and FWC. Variables along with the scale of own circle of relatives, the age of children, the paintings hours and the extent of social guide effect the revel in of WFC and FWC. However, those variables were conceptualized as antecedents of WFC and FWC; it's also essential to recollect the outcomes those variables have on mental misery and wellness of the operating girls. Aim: to look at different factors that can cause WFC and FWC amongst married girls employees. Materials and Methods: The pattern consisted of a complete of ninety married operating girls of age among 20 and 50 years. WFC and FWC Scale become administered to degree WFC and FWC of operating girls. The received information have been analysed the usage of descriptive and inferential statistics

4. Wheatley, D. (2012). The reason of this paper is to mirror at the underlying conflicts related to modern-day paintings-lifestyles stability and travel-to-paintings policies, as hired in companies A combined technique is used to examine whether or not expert paintings-organization cultures restriction the effectiveness of paintings-lifestyles stability policy, and the quantity to which spill-over is gift among paintings-lifestyles stability and shipping preferences, The proof offered on this paper suggests: paintings-organization cultures save you employees, specifically women, from attaining paintings-lifestyles stability; there's spill-over among paintings and non-paintings activities, developing time allocation challenges, and stress, for twin profession families trying to acquire favoured paintings-lifestyles stability.

5. Nwagbara, U., & Akanji, B (2012) This have a look at borders on motivating woman personnel in Nigerian establishments with a purpose to widen opportunities for commercial enterprise growth, excessive overall performance and organisational dedication. It is likewise approximately the influences of work-lifestyles

balance (WLB) at the dedication and motivation of girl's personnel in Nigeria. Thus, the principle thrust of this paper is to articulate how WLB impacts those variables: girls' dedication and motivation in bringing approximately higher organisational overall performance in particular on the flip of the millennium while establishments are in a regular flux of opposition and alternate prompted in large part with the aid of using the pressures of ascendancy of girls' involvement in work-associated activities, the descent of patriarchy and peculiarly postmodernist pressure. The realities of African (Nigerian) patriarchal society have introduced approximately severe demanding situations for girl's personnel each at domestic and in establishments inflicting them to be pressured, which is essentially accountable for the character of motivation and dedication they create to work. To this end, this paper can be exploring the way to enhance (Nigerian) girls personnel motivation to result in dedication for higher organisational overall performance, given their perceived pursuits to receives a commission employment as prompted with the aid of using pressures of work-lifestyles imbalance in addition to postmodernist burden to be a part of presenting for his or her families.

6. Balaji, R. (2014) Work life stability of girls in IT sectors is gaining the area location in particularly mentioned topics. Family-work conflict and paintings-own circle of relatives struggle are much more likely to exert poor impacts with inside the own circle of relatives area, ensuing in decrease life satisfaction and extra inner struggle in the own circle of relatives. Variables along with the scale of own circle of relatives, the age of children, the work hours and the extent of social aid effect the revel in of Work own circle of relatives struggle and Family paintings struggle. It is also tremendous to notice the achievement degree received via way of means of girls in profession and own circle of relatives even with all of the strain they go through at work location.

7. Laurel Beckett Jasmine Nettiksimmons (2015)

Balancing profession and own circle of relatives duties poses demanding situations to clinical faculty school and contributes to dissatisfaction and attrition from academics. We tested the connection among own circle of relatives putting and responsibilities, rank, and profession and work-existence delight for school in a big U.S. clinical faculty. However, the gain in profession delight and work-existence stability for scientific school respondents disappeared for people with duty for younger children. No gender-primarily based totally variations had been cited with inside the consequences or throughout school rank for respondents.

8. M.K.D. Padma Siri W.G.S. Mahalekamge 2016-The focus of this exploration is to find out the impact of demographical factors on Work Life Balance among academic staff of University of Kelaniya. Ideal is examining the impact of named demographical factors; gender, connubial status and probe stylish and worst gender position and connubial status of Work Life Balance. Grounded on the analysis experimenters linked that there's significant connections among gender, and connubial status and Work Life Balance banning age as a demographic factor. Further linked ladies as a stylish group in Work Life Balance and under connubial status single group is having Work life Balance lesser than wedded group. Grounded on findings experimenters established that there's a significant impact of gender and connubial status on Work Life Balance as demographic factors.

Research methodology:**Sample unit:**

The women teaching fraternity is selected as a sample unit for the study.

Sample size:

The sample size used for the study is 150

Sampling method:

The sampling technique used here is snow ball sampling.

Research tools:

The primary data was collected using questionnaires and secondary data was from books and related journals for the study.

Data analysis and interpretation:**1. Dependents:**

<i>Total no .of respondents</i>	<i>With dependents</i>	<i>Without dependents</i>
150	85	65

2. Type of dependents:

<i>Dependents</i>	<i>Children</i>	<i>Aged parents</i>	<i>Person with physical & mental disability</i>	<i>other</i>
<i>No.of respondents</i>	50	48	38	14
<i>Frequency of respondents</i>	59%	56%	45%	16%

- 50 women in the sample have children. Women because of their career part they hardly spend few hours a day with their children once after carrying out all household chores , after that only she can spend some time on children's education and actions:

<i>Hours spent</i>	<i>1- 2hours</i>	<i>2-3hours</i>	<i>3-4hours</i>	<i>More than 4 hours</i>
<i>No.of respondents</i>	78	26	28	18
<i>Frequency of respondents</i>	52%	17.3%	19%	12%

4. For women family should be a good part when it comes to support, where she can be work on full fledged manner which results in job fulfilment, obligation.

<i>opinions</i>	<i>Strongly disagree</i>	<i>disagree</i>	<i>neutral</i>	<i>agree</i>	<i>Strongly agree</i>
<i>No.of respondents</i>	23	24	50	25	28
<i>Frequency of respondents</i>	15.3%	16%	33.3%	16.6%	19%

5. Facilities provided by the educational institutions and a good working environment eventually induces them to work successfully & resourcefully.

<i>opinions</i>	<i>Strongly disagree</i>	<i>disagree</i>	<i>neutral</i>	<i>agree</i>	<i>Strongly agree</i>
<i>No.of respondents</i>	24	28	40	35	23
<i>Frequency of respondents</i>	16%	19%	27%	23%	15.3%

6. Women have to manage both personal and professional life but still they have additional work load in their in the educational institutions here they have different point of views.

<i>Opinions</i>	<i>Strongly disagree</i>	<i>disagree</i>	<i>Neutral</i>	<i>Agree</i>	<i>Strongly agree</i>
<i>No.of respondents</i>	25	36	52	14	23

7. Educational institutions should induce them to develop their technical knowledge and also encouraging them to take part in faculty development program in order increase the quality of teaching:

<i>opinions</i>	<i>Strongly disagree</i>	<i>disagree</i>	<i>Neutral</i>	<i>Agree</i>	<i>Strongly agree</i>
<i>No.of respondents</i>	52	23	36	25	14

8. Good steadiness of work life is indispensable to make the educational institutions work even more successfully:

<i>Agreed</i>	<i>Disagreed</i>
134	9

9. Different obstacles faced by women teaching fraternity while balancing their work life:

<i>Hindrances</i>	<i>Working more than 8 hours</i>	<i>High responsibilities</i>	<i>Lack of attitude management</i>	<i>Pressurized working environment</i>	<i>Work culture</i>
<i>No.of respondents</i>	36	34	23	40	17

10. Using the technology as a leaning teaching tool in education for betterment of students and reducing the work load and time.

<i>Opinion</i>	<i>Strongly disagree</i>	<i>disagree</i>	<i>neutral</i>	<i>agree</i>	<i>Strongly disagree</i>
<i>No.of respondents</i>	14	34	45	32	25

11. Technology also helps in reducing the time of household chores by replacing them with electronic devices instead of doing them manually:

<i>Opinion</i>	<i>Strongly disagree</i>	<i>disagree</i>	<i>neutral</i>	<i>agree</i>	<i>Strongly agree</i>
<i>No.of respondents</i>	12	19	50	38	31

12. Women teaching fraternity are satisfied with their present job and are able to balance them:

<i>Opinions</i>	<i>Strongly disagree</i>	<i>disagree</i>	<i>neutral</i>	<i>agree</i>	<i>Strongly agree</i>
<i>No.of respondents</i>	10	21	38	50	31

Conclusion:

Organization should be positive enough to handle to employees and at the same time it should give some space for the employees specially women employees to balance and develop their career and personal things too. The organization can help the women employees by providing and modifying some schemes to build a wonderful career and at the same time family support is much more needed in case of balancing their work life. Now a days women's are achieving and capturing greater position in all fields through education and through good piece of mind.

Organization should give them some sort to time and need to train them in managing their work and life equally. The second most important factor in balancing their life is family support even women shines in all fields or streams family will be first and foremost part where they tend to get emotional and sometimes give up their opportunity for the sake of family and its wellness, so eventually it creates a negative impact on the professional life so family also should give a mental peace to their working women and support them in all stages where that alone help them to achieve greater heights and also see some advancement in career.

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