

A study on work life balance of primary female teachers in selective schools of Bhavnagar City

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Abstract

Work life balance has been studied quite a long and many times in different sectors. Basically, this concept is related with creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. In this global mind set, organizations are desperate to exist with utmost satisfaction of their customers and with greater quality products and services. To achieve these targets, organizations are expecting continuous learning, updated technological know-how as well as highest contribution from their employees. On the other side, employees do also expect more freedom, enough and qualitative resources, hefty compensation, friendly and comfortable work environment and working standards from their employers. This in turn creates work load, stress, anxiety along with emotional instability. Work environment should be such that people feel healthy and refreshes their thoughts. It has also been studied that almost 60% of employees on an average reported work-family conflict. These are the areas where people need to balance their professional and personal life. Presently this study has been conducted on primary school teachers of selected schools at Bhavnagar city. This study has been carried out to identify the level of imbalance these teachers feel with their personal and professional front.

Keywords: work-life balance, job satisfaction, stress, job commitment

Introduction

Education Sector

India holds an important place in the global education industry. The country has more than 1.5 million schools with over 260 million students enrolled and about 751 universities and 35,539 colleges. India has one of the largest higher education systems in the world. However, there is still a lot of potential for further development in the education system. India has become the second largest market for e-learning after the US. The sector is currently pegged at US\$ 2 billion and is expected to reach US\$ 5.7 billion by 2020. The distance education market in India is expected to grow at a Compound Annual Growth Rate (CAGR) of around 11 per cent[#] during 2016-2020. Moreover, the aim of the government to raise its current gross enrolment ratio to 30 per cent by 2020 will also boost the growth of the distance education in India.

WLB

The phrase work-life balance was called as an 'almost taken for granted metaphor' by Pitt-Catsophas, (2006). Generally, work-life balance is defined as a state of equilibrium in which the demands of both a person's job and personal life are equal. It is nothing but investing equal amounts of time and energy between work and personal life. Parkes and Langford (2008) defined work-life balance as 'an individual's ability to meet their work and family commitments, as well as other non-work responsibilities and activities. Kirchmeyer (2000) simply defined work-life balance as 'achieving satisfying experiences in all life domains.

In this modern and updated education scenario, where technology plays a vital role; Female faculties or teachers needs to be updated and flexible with it. Since the inception

of WLB concept; it is always talked and discusses about difficulties faced by female employees to balance and maintain both personal and professional life. Generally, difficulties were seen in terms of balance only. Now, the situation is completely different. Females needs to balance, maintain as well as improve work & life for personal satisfaction as well as morale. Increasing nuclear families, changing standards of life, increased use of gadgets and less social involvements are the driving forces behind the same. Therefore, an attempt has been made thorough this study to look out the factors affecting the Work Life Balance of female teachers.

Review of Literature

Chee Cheng Yee, Goy Pei Pei, Leow Sook May, Moo Man Yi and Wong Qi Yin (2016) in their research study focused on the work life balance among secondary school teachers at Kampar, Perak with reference to job stress. study took independent variables like excessive workload, role ambiguity, organizational culture and working environment. And study also confirms that there is positive and direct relationship between working environment, organizational culture, role ambiguity as well as excessive workload on work life balance. Findings also revealed that higher the job stress among teachers in secondary schools; the work life balance among these teachers decreased.

Dr. Anu Radha (2015) has carried out her study on teaching professionals to know about the problem of work life balance among them. The study has conducted relationship between independent variables like; personal factors, family factors, situational factors, stressors and job satisfaction; and dependent variables like effects of stress. Majority of the respondents can achieve their work-life balance. The study

also suggested various ways like; educational institutes may introduce certain family-friendly measures such as extended maternity leave, pick & drop facilities for women employees, special leave, rationalization of work load and working hours etc.

Mohammad Rahim Uddin (2013) ^[6] and his co-authors observed and studies work-life balance among female teachers in private education institution at Bangladesh. The study was conducted with the belief that with increasing societal level, expectation from female also increases in terms of generating income by joining as a paid workforce in the workplace. 320 teachers were surveyed out of the 62 educational institutes of Bangladesh has been selected. For this study for this study to find out the real status of work-life balance. Study revealed that among all, few female teachers had opinion of agreeableness with reference to effectively managing both demands of the work and personal life. At the same time many respondents were somewhat agree with the statement that their jobs have disturbed them from giving time and attention to their family.

V. Sumathi and R. Velmurugan (2018) ^[5] tried to identify the factors influencing the work and life balance and examine the ways in which it can be managed through a study of 515 female faculties in arts and science colleges in Coimbatore district. Work Life Balance index, the women staff members have been divided into three groups as women staff members with low, moderate and high level of Work Life Balance. To classify the women staff members into three such groups, quartiles have been made use of. Accordingly, women staff members with Work Life index ranging up to 59.91 are termed as women staff members with low level of Work Life Balance; those with Work Life index ranging between 59.92 and 73.36 are termed as women staff members with moderate level of Work Life Balance and those women staff members with Work Life index above 73.36 are termed as women staff members with high level of Work Life Balance. Of the 515 women staff members, 74 (14.40) are with low level of Work Life Balance; 373 (72.40) are with moderate level of Work Life Balance and the rest 68 (13.20) are with high level of Work Life Balance. The study reveals that women staff members handle their work and life obligations by working additional hours for carrying out their allocated jobs in time. By carrying out a work in a planned manner, women staff members may manage their work and family commitments.

C. Muthu Lakshmi (February 2018) ^[7] conducted the study among 200 teaching professionals of art and science colleges at Tuticorin district to find out tough challenges faced by these respondents in maintaining a balance between their personal and professional life. Study revealed that majority of the respondents were females. Another important finding was that almost 90% of the respondents were earning a monthly salary of less than Rs. 10,000, which leads to job dissatisfaction for more than half of the respondents. Authors also suggested the management of the institutions to arrange free health checkups, stress reduction or management programmes, as well as counselling services for their teaching professionals. Along with that teaching professionals were suggested to have better planned and prioritized work schedule, as well as some stress or mental relieving techniques like a walk or visit concerts etc.

Dr. Anu Radha (April 2015) conducted the study among 100 female faculties of various colleges at Coimbatore. Findings revealed that majority of the respondents believe that they can achieve work-life balance. Along with that many respondents

revealed that they do not get enough time for relaxation or even for their hobbies. Study also included different suggestions to the institutions for providing extended maternity leaves, child care facilities, special leave etc. Even many of the respondents honestly accepted the truth that the only reason behind choosing part time/visiting faculty job is that they could easily balance their work and life. This paper does have the research gap in terms of no differentiation in terms of specialization and stream of female faculties as respondents; which leads to distorted information.

Research Methodology

1. Research Design

In his study information gather can come from a range of sources. Likewise, there are a variety of techniques to use when gathering primary data. For this study a well-structured and specially designed questionnaire was used to measure the Impact of various factors on work-life balance. Responses were analyzed with quantitative methods by assigning numerical values. Each respondent was asked to respond to the 14 questions. The secondary data are those which have already been collected and passed through statistical process and was collected from websites. Items selected at random sampling from a population and used to test hypotheses about the population. A Sample size of 80 respondents was selected and some of them were public schools and some was private schools and questionnaires were distributed according to their population.

2. Sources of Data

- Primary data was collected by questionnaire survey method.
- Secondary data was collected from journals and articles available on internet.

3. Data Collection Method

The researcher will adopt simple method for data collection. According to this method the researcher will collecting primary data through questionnaire which will fill up by the respondents and secondary data collected through internet.

4. Population

Here the population is 150 faculties in the schools. From that the researcher has taken 80 as sample.

5. Sampling Method

For sample, the researcher will adopt a simple random sampling method for data collection and that's why the researcher will collect information through questionnaire from public and private school's female teachers' randomly.

6. Sampling Frame

The researcher will take all the primary, secondary and higher secondary schools female teachers for sample who will represent the whole population of all the other teachers. And the sample size will be 80.

7. Data Collection Instrument

Here the data collection instrument is questionnaire and the secondary data will be collect through internet.

Objectives of the Study

1. To know the nature of work life balance.
2. To know the impact of job design on work life balance.

3. To know impact of salary and monetary rewards on work life balance.
4. To know impact of work life balance on female employees.
5. To recommend some solutions regarding work life balance to organization and female employees.

Hypotheses

- H0:** problem (factors) faced by all the faculties are independent
H1: Problem (factors) faced by all the faculties are not independent
H0: Majority are agreeing with their present salary
H1: Majority are not agreeing with their present salary

H0: P = 0.5
 H1: P ≠ 0.5

Hypothesis Testing

Give answer for the following

	a) Avoiding Social functions due to work	b) Not able to give enough time to family	c) Not able to attend functions of children	Total
Strongly Agree	10	9	10	29
Agree	42	15	13	70
Neutral	22	21	11	54
Disagree	6	37	22	65
Total	80	82	56	218

Step 1: set the hypothesis

- H0:** Problem (factors) faced by all the faculties are independent
H1: Problem (factors) faced by all the faculties are not independent

Step 2: Statistical test

Chi-Square

$$\chi^2 = \sum \frac{(f_o - f_e)^2}{f_e}$$

Step 3: Level of significance

$$\alpha = 0.05$$

Step 4: Decision rule

$$\begin{aligned} Df &= (r-1)(c-1) \\ &= (4-1)(3-1) \\ &= 3 \times 2 \\ &= 6 \end{aligned}$$

$$\chi^2_{0.05,6} = 12.5916$$

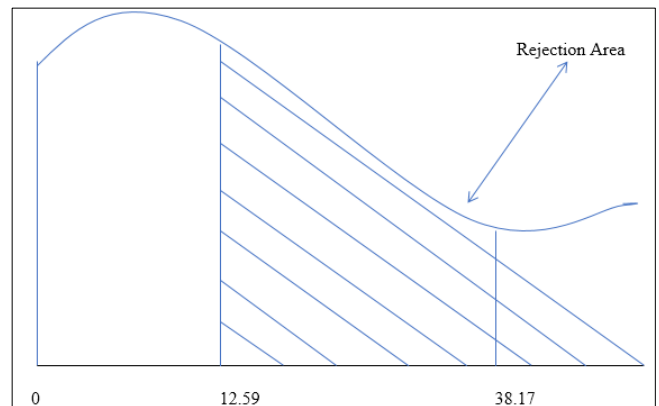
Step 5: Gather Sample Data

f _o	10	42	22	6	9	15	21	37	10	13	11	22
f _e	10.64	25.6	19.8	23.8	10.9	26.3	20.3	24.4	7.4	17.9	13.8	16.7
	64	9	1	6	1	3	1	4	5	8	7	0

Step 6: Analyses the data

f _o	f _e	f _o -f _e	(f _o -f _e) ²	(f _o -f _e)/f _e
10	10.64	-0.64	0.4096	0.04
42	25.69	16.31	266.0161	10.35
22	19.81	2.19	4.7961	0.24
6	23.86	17.86	318.9796	13.37
9	10.91	-1.91	3.6481	0.33
15	26.33	-11.33	128.3689	4.87
21	20.31	0.69	0.4761	0.02
37	24.44	12.89	166.1521	6.79
10	7.45	2.55	6.5025	0.87
13	17.98	-4.98	24.8004	1.38
11	13.87	-2.87	8.2369	0.59
22	16.70	2.3	5.29	0.32
				38.17

Step 7: Statistical Decision



So, here our null hypothesis is rejected so we can conclude that all the factors are not independent. They relate to each other means if they have any of the problem like not to attend family function or children’s function or they can’t give time to their families relate to each other.

Are you satisfied with present salary?

- Yes: - 10
- No: -70

Step 1: set the hypothesis

H0: P = 0.5
 H1: P ≠ 0.5

Step 2: statistical test

$$Z\text{- Test} = Z = \frac{\hat{p}-p}{\sqrt{p \cdot q/n}}$$

Step 3: Level of significance

$$\frac{\alpha}{2} = \frac{0.05}{2} = 0.025$$

Step 4: Decision rule

$$\begin{aligned} &= 0.5 - \alpha \\ &= 0.5 - 0.025 \end{aligned}$$

$$= 0.475$$

$$Z\text{-table value} = \pm 1.96$$

Step 5: Gather sample data

$$p = 0.50$$

$$q = 0.50$$

$$n = 80$$

$$\hat{p} = \frac{x}{n} = \frac{10}{80} = 0.125$$

Step 6: Analyze the data

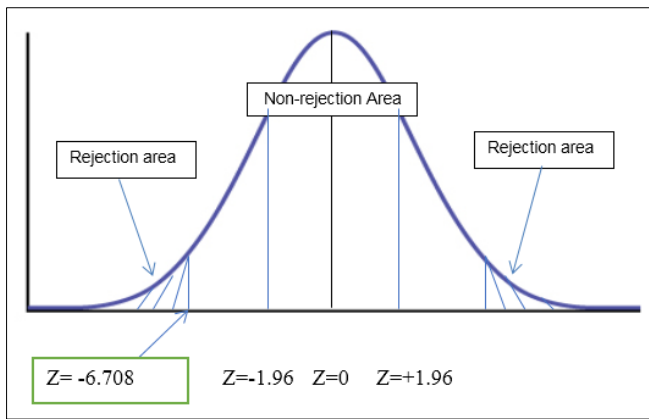
$$Z = \frac{\hat{p} - p}{\sqrt{\frac{p \cdot q}{n}}}$$

$$= \frac{0.125 - 0.50}{\sqrt{\frac{0.50 \times 0.50}{80}}}$$

$$= \frac{-0.375}{0.0559}$$

$$= -6.708$$

Step 7: Statistical decision



Step 8: Conclusion

From the above statistical test we find the value -6.708. This is in minus also, so it is proving that majority are not satisfied with their present salary.

Findings

All the female teachers must follow some conditions from the work place like they should work more than working hours. And, many of the female employees are taking work at their home. As well as most of the institutes are not providing training. Most of them are avoiding social functions due to work. As well as some says they can't attend their children's functions and some can't able to give proper time to their families. So, we can say that these all things are affect so much on their personal life. But the researchers have found many plus points also which can also affect work life balance like most are disagree that they are not having compulsory duty during sports day or other day celebration. Also, most are disagreed that they are having compulsory duty on school picnic. But most of saying that that is true that have no relaxation time during practice of school annual function, so it is natural that that would have been tired and then they would not be able to give time to their family, so it will be create problem also. But most of say that they are allow going in between the school time if there is some emergency occurs. And most are agreeing that they are providing enough vacations, so they can refresh those salves and again join

work with full energy after vacations. But most of schools are not providing enough salary so the female employees are not satisfied. But it is up to the policy of the schools and before the join salary is decided so if the teaches are not satisfied, they not have to join schools. And though they feel unsatisfied with salary they have talk with principle or trusty to increase the salary. There are majority teachers are sometimes or never having headache, BP, Anxiety, sleepiness, hypertension or stomach disorders. But these all are occurred sometimes, so we can say that these are not because of the work pressure of school. There are 50% ratio of schools are providing monetary rewards. So, we can say that it is also depends on policy of the schools.

Recommendations

The school can introduce certain family-friendly measures such as extended maternity leave, child care facilities, special leave, rationalization of work load and working hours pick and drop facilities for women employees etc. As well as the researcher have got some suggestions from the female teachers also. So, they should also be implementing. The schools should be increase salary as well as they should be provided some monetary rewards also. As well as some schools should change some internal policies as well as job design. There should be arranging some award like best performer teacher and should be given the other rewards for appreciate the female employees. Some schools are not arranging yoga classes as well as counseling, so they should arrange it. If they provide any compulsory duty or extra work to female teaches, they should give specific reason for that as well as they should provide extra money for that work.

Conclusion

Work life balance is very important for every employee because each one have their own personal as well as professional life so If the job design is good and flexible so that female teachers can easily handle all the work but if the job design is not proper, it create problem for female employees. So, in short job design impact in so many ways on work life balance. Enough salary and monetary reward can also affect work life balance. According to our study many are dissatisfies with present salary with compare to their work. So, they might be find job anywhere else in future. And at the end the researcher wants to suggest all the female employees that they should do jobs which they find fit to balance both lives and all the organizations should take care the female employees, so they can work properly and find balance between work life and family life.

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