



Effect of Work Life Balance Among Women Teachers

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ABSTRACT

Work life balance is examined in two dimensions namely work family conflict and family work conflict. Family work conflict is more apt to exert negative influences in the home domain, because more conflict in the family unit, and constitute less life and job satisfaction. Apart from this, the supervisor and colleague supports also have their own influence on the work family conflict. Hence the present study has made an attempt to analyse the effect of work life balance among the women teachers.

KEYWORDS : work life balance, institutional commitment, job stress and family satisfaction.

Introduction

Work life balance was considered major issue of working women in the 1960s and 1970s as they struggled with the demands of their job and raising children. During 1980s, organizations such as Merck, Deloitte & Touche and IBM were among the first to recognize the value and needs of their women contributors and changed their work place policies, procedures and benefits by providing them with maternity leave, employee assistance programme, flextime, and work from home and child care referral. Work and family conflicts have been found to lead to decrements in psychological and physical well being of employees.

Statement of the Problem

Work life balance is examined in two dimensions namely work family conflict and family work conflict. Work family conflict is a form of inter-role conflict in which role pressures from the work and family domains are incompatible in some respect. There are two dimensions of work family conflict. These are time based and strain based. Time based conflict occurs when time devoted to one role makes it difficult to participate in, or comply with the expectation of the other role. Strain based conflict is viewed as strain from the demands of one role intruding into and interfering with the participation in another role.

Family work conflict, also a form of inter-role conflict, is similar to work family conflict. When the emphasis is on family and the conflict that transpires family responsibilities conflict with an individual's work related duties is family work conflict. Family work conflict is more apt to exert negative influences in the home domain, because more conflict in the family unit, and constitute less life and job satisfaction. Apart from this, the supervisor and colleague supports also have their own influence on the work family conflict. Hence the present study has made an attempt to analyse the effect of work life balance among the women teachers.

Review of Literature

Robbin and Judge reveals that "institutional commitment is the degree to which an employee identifies with a particular organization and its goals and wishes to maintain membership in the organisation".

Romzek B.S. discussed in the personal consequences of employed commitment "Institutional commitment greatly influences several key aspects of employee behavior and organizational performance".

Hans Selye defines stress "an adoptive response to the external situation that results in physical, psychological and for behavioural deviation for organizational participants"

Objectives

To study the effect of work life balance on institutional commitment and Job stress

To identify the effect of work life balance on family satisfaction

Methodology

Proportionate stratified random sampling technique was adapted for the study. The respondents (625) were selected from government, government aided and unaided management schools in Kanyakumari District. Questionnaire was used to collect information from the respondents. Books, journals and magazines used as secondary sources.

Effect of Work Life Balance on Institutional Commitment

The relative strength of an individual's identification and involvement in a particular institution is known as institutional commitment. The work life balance, in the present study, is analysed on the major factors of Work family conflict and Family work conflict. It is imperative to analyse the effect of the two measurers on the institutional commitment of the school teachers. The multiple regression analysis has been executed to analyse this effect. The results are shown in Table 1

Table: 1

Effect of Work Life Balance on Institutional Commitment

Sl. No.	Factors	Regression Co-efficient			Pooled Data
		Government	Aided	Unaided	
1.	Work Family Conflict	-0.253*	-0.376**	-0.297**	-0.251*
2.	Family Work Conflict	-0.155*	-0.209*	-0.311**	-0.282*
3.	Constant	-2.145	-2.378	-3.158	2.973
4.	R ²	0.761	0.815	0.693	0.782
5.	F - statistics	137.52**	140.38**	167.35**	149.58**

Source: Computed Data

**Significant at one percent level

*Significant at five percent level

Table 1 reveals that the work family conflict and family work conflict have a significant negative effect on institutional commitment among the respondent teachers from Government, aided and unaided category. The negative effects of work family conflict are higher in aided management school respondent teachers whereas the negative effects of family work conflict are higher in unaided management school respondent teachers, since their regression coefficient are -0.376 and -0.311. The analysis of pooled data reveals the significant effect of work family conflict and family work conflict. The changes on these work family conflict and family work conflict influence the institutional commitment since their regression coefficients -0.251 and -0.282 are significant at five percent level. The changes in work family conflict and family work conflict explain the changes in institutional commitment to the extent of 78.2 per cent since its R² is 0.782.

Effect of Work Life balance on Job Stress

The job stress level measures by way of various sources of occupational stress, namely physical demands and danger, uncertainty, lack of inter-personal skills of others, time pressure, lack of competence of supervisor, lack of competence of others, lack of control and red tape. It also affects the level of productivity of employees and the organization. The multiple regression analysis has been executed to analyse this effect of work life balance. The results are given in Table 2

Table: 2
Effect of Work Life balance on Job Stress

Sl. No.	Factors	Regression Co-efficient			Pooled Data
		Government	Aided	Unaided	
1.	Work Family Conflict	0.215*	0.321*	0.299*	0.310*
2.	Family Work Conflict	0.103*	0.156*	0.238*	0.188*
3.	Constant	1.738	2.219	1.928	2.745
4.	R ²	0.734	0.876	0.730	0.799
5.	F - statistics	110.57*	127.39*	119.68*	120.55**

Source: Computed Data

**Significant at one percent level

*Significant at five percent level

Table 2 reveals that the work family conflict and family work conflict have a significant effect on job stress among the respondent teachers from Government, aided and unaided category. The effects of work family conflict are higher in aided management school respondent teachers whereas the effects of family work conflict are higher in unaided management school respondent teachers, since their regression coefficients are -0.321 and -0.238. The analysis of pooled data reveals the significant effect of work family conflict and family work conflict on job stress. The changes on these work family conflict and family work conflict influence the job stress since their regression coefficients are 0.31 and 0.188 are significant at five percent level. The changes in work family conflict and family work conflict explain the influence on job stress to the extent of 79.9 per cent since its R² is 0.799.

Effect of Work Life Balance on Family Satisfaction

Family satisfaction is a prerequisite for work life balance among the employees and also their organizational performance. The work life imbalance may affect the family satisfaction. The present study has made an attempt to analyse the effect of work life balance factors on family satisfaction among the employees with the help of multiple regression analysis. The results are given in Table 3

Table: 3
Effect of Work Life Balance on Family Satisfaction

Sl. No.	Factors	Regression Co-efficient			Pooled Data
		Government	Aided	Unaided	
1.	Work Family Conflict	-0.138*	-0.143*	-0.251**	0.182**
2.	Family Work Conflict	-0.087*	0.056	-0.109	0.088**
3.	Constant	2.503	2.182	1.937	2.117
4.	R ²	0.655	0.810	0.781	0.715
5.	F - statistics	121.37*	114.52**	125.68**	125.73*

Source: Computed Data

**Significant at one percent level

*Significant at five percent level

Table 3 reveals that the work family conflict and family work conflict have a significant effect on family satisfaction among the respondent teachers from Government, aided and unaided category. In the case of Government respondent, it results in a decrease in life satisfaction by 0.138 and 0.087. In the case of management aided respondent, it results in a decrease in family satisfaction by 0.143 and 0.056. In the case of unaided management respondent, it results in a decrease in family satisfaction by 0.251 and 0.109. The analysis of pooled data reveals the significant impact of work family conflict and family work conflict on life satisfaction. The changes on these work family conflict and family work conflict influence the family satisfaction since their

regression coefficients are 0.182 and 0.088 are significant at one percent level. The changes in work family conflict and family work conflict explain the influence on family satisfaction to the extent of 71.5 per cent since its R² is 0.715.

Suggestions

All the work life benefits, procedures and policies of the management and education department need to be put together and communicated to the entire women teachers. It is essential to publish them as package and post it on the web site of the schools and education department.

In the Western Country people take vacations seriously. In India there are many who still take pride in the fact that they have worked continuously without a break. It is advisable to follow five working days in a week.

Provide one or two days off with pay for approved community involvement work.

More than setting down policies for work life balance, it is important to implement them and make sure that they work.

Conclusion

Balancing home life and work enables you to meet several basic human needs. Poor work life balance create high stress, absenteeism and turnover. There may be different reasons for employees to be under stress at the work place. An institution one which may have the most employees - friendly policies in the form of vacation, teachers assistance programme, various benefits and flexi work policies created higher institutional commitment and job satisfaction.

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