



Impact of Work Family Conflict on Work Life Balance Among Women Teachers of Arts & Science Colleges in Kanyakumari District

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ABSTRACT

Women have always been important part of family, economy, work and employment although their contributions mostly remain invisible and ignored. Their role is growing continuously with development, industrialization and economic restructuring. It is therefore essential to seek participation of women as equal access to all positions of employments, equal opportunities for work related training and full protection at work place. This study helps to analyse the impact of Work family conflict on Work life balance

KEYWORDS : Work life balance, Work family conflict and job stress

Introduction

Work-life balance policies are more relevant today than ever before and Indian organisations too recognizing this. A fast-paced economic growth and globalization have created their own pressures on employees and women are entering the workforce in a society, where most of the household chores and responsibility of bringing up the children are dumped on them. Career and competitive pressure are making more demands on the employees' time, as a result of which attention to family and self is taking a back-seat, disturbing the mental equilibrium as well as deteriorating personal health. Moreover, employee aspirations are growing, both at work and at home. Above all, there are increasing demands on an employee's time from both the family and society.

Statement of the problem

Today career women are continually challenged by the demand of full time work and when the day is done at the institution, they carry more of the responsibilities and commitment to home. The majority of women are working 40-45 hours per week and 53 percent are struggling to achieve work life balance. Women reported that their lives were struggling act that included multiple responsibilities at work, heavy meeting schedules, business trips, on top of managing the daily routine responsibilities of life and home.

Review of literature

Osman and Mehmet (2006) revealed that work family conflict increased emotional exhaustion and decrease job satisfaction. Intrinsic motivation was found to exert a significant negative impact on emotional exhaustion. A high level of intrinsic motivation results in a high level of job performance, job satisfaction and effective commitment to the organization.

Elloy and Smith (2003) revealed that dual career couples may have needs that are different from those of more traditional single-career couples. In the work environment, dual career employees' status implies the need for greater employee sensitivity and awareness of the conflicting demands for simultaneous careers, so that employees may become more effective both at work and at home

Objectives of the study

To analyse the work family conflict on work life balance among the respondents

Methodology

Stratified Random sampling method was used for collection of data. The study is based on primary data. There are 60 respondents are selected for this study. 30 respondent teachers from aided course and 30 respondent teachers were selected from self finance courses for this study. The data was qualitatively analysed by t- test and factor analysis

Work family conflict

Work family conflict means family conflict arises due to more/heavy work. It occurs when the demand of work and non work life are incompatible in some respect so that participation in either role is made more difficult by participation in the other role.

Table.1

Work family conflict among women teachers in colleges

Sl. No	Variable	Mean Scores			't' Statistics
		Regular	Self finance	Total	
1	I feel physically drained, when I get home from work	3.3000	2.5333	2.9167	2.564*
2	Due to all pressure at work, when I come home, I am too stressed to do the things I enjoy	3.4667	2.5000	2.9834	3.023*
3	My work often interferes with my family responsibilities	2.9333	2.2333	2.5833	2.413*
4	My work keeps me away from my family activities more than I would like to.	3.0000	2.5667	2.7834	2.337*
5	The stress from my job often makes me irritable, when I get home	2.9333	2.2667	2.6000	2.634*
6	Due to role overload in the work, I am unable to meet my family members	2.8667	2.5000	2.6838	1.080
7	My work affects the amount of time spent with my family members	3.2333	2.6000	2.9167	2.031*
8	Due to work pressure, I am unable to share my views with my family members	3.1000	2.4000	2.7500	2.066*
9	My family responsibilities prevent from effectively performing my job	2.7333	2.0667	2.4000	2.149*
10	Due to stress at home, I am often pre occupied with my family matters at work	2.4333	2.3333	2.3832	.348
11	The time spent on my family affairs affect the time, I have to spend on work	2.5000	2.1000	2.3000	1.496
12	The time spent on my family causes lack of concentration on my work	2.3000	2.2000	2.2500	.332
13	The strained family relationship leads to stress on work place	2.3333	2.0667	2.2000	.924
14	Helpless family life creates stress at work place also	2.4000	2.3000	2.3500	.323
15	Stress caused by the children affects my performance in work.	1.9667	1.0667	1.5167	.434
	Overall	2.766	2.2488		

significant at five percent level

Table 1 reveals that regular teachers have high work family conflict 'due to all pressure at work when they come home they are too stressed to do the things they enjoy', and they 'feel physically drained and when they come home since their mean scores are 3.4667 and 3.3000 respectively. Among the self finance teachers they are 'my work affects the amount of time spent with my family members' 'My work keeps me away from my family activities more than I would like to' and 'the stress from my job often makes me irritable when I get home since their mean score are 2.6000, 2.5667 and 2.2667 respectively. The overall work family conflict is high among the regular teachers compared to self finance teachers since it has the high mean scores of 2.7666.

Factors Loading for Work Family Conflict

KMO measures of sampling adequacy and Bartlett's test to test the appropriateness of factors model is made and the result as Kaiser – Meyer-Olkin = .766, Approximate Chi-square = 803.9, Degrees of freedom= 105 and significance = .000

The KMO and Bartlett's Test shows a green signal for factor analysis as KMO value is very high and Chi square value reject the null hypothesis at 99 percent confident level. The following table shows the result of principal component analysis to find out the number of variables with an eigen value more than one.

Table 2
Principal Component Analysis for Work Family Conflict

Com- ponent	Extraction sum of squared loading			Rotation sums of squared loading		
	Total	Percent- age of variances	Cumu- lative per- centage	Total	Percent- age of variances	Cumu- lative per- centage
1	7.696	51.306	51.306	3.321	22.543	22.543
2	1.593	10.622	61.928	3.221	21.475	44.017
3	1.401	9.341	7.269	3.004	20.025	64.042
4	1.205	8.032	79.301	2.289	15.258	79.301

Source: Computed data

From the above table 2, it can be inferred that 4 factors can be extracted together which accounts for 73.3 percent out of 15 variables. So, 20.7 percent of data are lost and 15 variables are minimized to 4 factors.

Table 3
Rotated Component Matrix for Work Family Conflict

Sl.No	Variables	Factors			
		Work pres- sure (F1)	Lack of Time (F2)	Family Respon- si-bilities (F3)	Work Over- load (F4)
1	I feel physically drained , when I get home from work	.930			
2	Due to all pressure at work , when I come home, I am too stressed to do the things I enjoy	.817			
3	My work often interferes with my family responsibilities	.759			
4	My work keeps me away from my family activities more than I would like to.	.600			
5	The stress from my job often makes me irritable, when I get home	.535			
6	Due to role overload in the work, I am unable to meet my family members		.796		
7	My work affects the amount of time spent with my family members		.734		

8	Due to work pressure, I am unable to share my views with my family members		.831		
9	My family responsibilities prevent from effectively performing my job			.720	
10	Due to stress at home, I am often pre occupied with my family matters at work			.628	
11	The time spent on my family affairs affect the time, I have to spend on work			.689	
12	The time spent on my family causes lack of concentration on my work			.700	
13	The strained family relationship leads to stress on work place			.753	
14	Helpless family life creates stress at work place also				.874
15	Stress caused by the children affects my performance in work.				.769

Source: Computed data

Findings

Two -thirds of the self financed teachers were belongs the age group of 30-40 and more than one – thirds of the government aided respondent are belong to the age group of 40-50. More than two-thirds of the respondents from aided studied M.Phil and Ph.D. whereas more than two-thirds of the respondents from self- financed teachers are studied M.Phil degree course. More than two-thirds of the respondents from aided received monthly income between Rs.40000 to Rs.60000 whereas more than two-thirds of the respondents from self- financed teachers are belongs to the income group of up to Rs.20000. More than one-thirds of the respondents from aided teachers are have 5- 10 years experience whereas more than half of the respondents from self- financed teachers are have up to five years experience. More than two-thirds of the respondents' teachers are married. More than two-thirds of the respondents' teachers are have 2-4 members in their family. More than two-thirds of the respondents' teachers spouse is employed.

The work family conflict is high among the regular teachers compared to self-finance teachers since it has the mean score of 2.766. Regarding the work family conflict among the regular and self finance teacher the significant difference among the regular and self finance teacher have been identified in the case of 'I the case of I feel physically drained , when I get home from work; 'Due to all pressure at work , when I come home', 'I am too stressed to do the things I enjoy' , 'My work often interferes with my family responsibilities' , 'My work keeps me away from my family activities more than I would like to', 'The stress from my job often makes me irritable, when I get home', 'Due to role overload in the work, I am unable to meet my family members, My work affects the amount of time spent with my family members' since their respective 't' statistics are significant at 5 percent level.

Suggestions

Women teachers should be encouraged to acquire relevant work life balance skill. Women teachers should develop their social network at college, society and home Government should frame and implement the policies to promote work life balance

Conclusion

Successfully achieving work life balance will ultimately create a more satisfied work force that contributes to productivity and success in the workplace. Considering the above fact it is highly essential to have work life balance among the women teachers in colleges by the above suggestions

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