



## A Study on Work-Life Balance of Women Teachers in Arts and Science Colleges in Tamil Nadu

### KEYWORDS

Work life, Personal life, Family, Balances

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**ABSTRACT** *Work life Balance has become one of the most important issues these days in every Education Institution. This study on Work life Balance in Arts and Science College among women teachers at Tamilnadu there is a vital need to know the balance level of teachers with regard to both their work and family or personal life. If the work-life is good, the functioning of the Institution will be in a smooth and proper manner. Primary data were collected with the help of the structured questionnaire from the teachers. Secondary data was collected from earlier research work, various published journals, magazines, websites and online articles. WLB provides for the balanced relationship among work, non- work and family aspects of life. The sampling method adapted to this study is stratified sampling and the sample size considered for the study was 200 teachers in education institution. The tools for the analysis include Descriptive analysis, Cross tabulation, Chi-square test, weighted average analysis, one way ANOVA, correlation, factor analysis. This research study will definitely help teachers on balancing towards work-life. As a result, a teaching faculty member lives in two systems and needs to perform both professional as well as familial roles.*

### Introduction

As the mushrooming of management institutes in Tamilnadu is a recent development, very few attempts have been made to study stress in management faculty members. Research supports that "teaching is a stressful occupation" it was theorized that antecedent factors such as personal, family and situational factors caused stress-effects in faculty members leading to physiological, psychological and behavioral effects. Also, the stress-effects in faculty members varied with gender and duration of service. Further, teaching professionals experience stress arising out of various roles performed in execution of teaching activities and responsibilities which influence their job satisfaction level the impact of globalization, urbanization and rapid technological changes have led to the emergence of many management institutes in Tamilnadu recently. Growth in the corporate sector has resulted in the requirement of trained management workforce in the industry. The teaching faculty members are the facilitators for knowledge and skill through interactive learning methods in management education. Fast changing educational process in the present century has influenced the role of teaching professionals, their responsibilities and teaching activities at management institutes. As a result, they may face "stress in their day to day life through common work and non work stressors, ultimately lowering down their psychological well being. Along with teaching, a faculty member has to perform varied other duties such as doing administrative jobs, attending faculty meetings, advising students, guiding project work, internship, summer placement of students, conducting exams, doing assessment and undergoing faculty advancement schemes. In present times, young teaching professionals are increasingly confronted with a problem of conflict between work role and an equally demanding role at home.

### Statement of problem

In order to understand the reciprocal relationship between the three variables namely Stress- effects, roles stressors and job satisfaction, this study was planned. The problem was stated as "A critical analysis of stress faced by teaching professionals at Management Institutes in Tamilnadu with special reference to role stressors and job satisfaction"

### Significance of the study

Teaching faculty members may experience role stress be-

cause of multiple roles they play in society. The conflict between work and family demands may all put a strain on the teaching faculty members. Much of the earlier researches on stress have focused on managerial and professional groups but tend to neglect occupations related to teaching. The proposed study would be useful and socially relevant to the present problem of work and family role balance and the stresses arising therein

### Review of Literature

**Jackson, Schwaband Schuler (1986)**, work role stress is a common stressor in these professionals. "Occupational stress in teaching has been found resulting in both mental and physical ill health, ultimately having deleterious effect on teacher's professional efficiency" **Camp (1985)**, Even though researchers have identified stressors for teacher groups in specific teaching contexts but there is notable absence of research in Indian context. **(Telschow1990)**, The investigator was inspired to know effect of stress on health and ways of coping with stress among these teachers. **Claxton (1989)**, therefore, through this investigation the researcher sought to identify major sources of stress in management professionals and conceptualized three basic premises. **French (1988)**. The effects of stress are influenced by gender and length of service. Various personal, family and situational factors are responsible for stress.

### Objectives

- To identify the effects of stress experienced by Women faculty members
- To know the causes or antecedent factors of stress among management faculty members
- To measure the extent of job satisfaction related to family role stressor and work role stressors.
- To understand the relationship between stress-effects and job satisfaction.

### Hypotheses

H1The span of service duration will influence the extent of stress-effects experienced by women teachers

H2The extent of stress-effects felt by women teachers differ by antecedent factors: personal factors, family factors and situational factor

## Variables

Based on the framework and with elaborate justification two sets of variables were selected for this study namely independent and dependent variables. The independent variables were then again classified into two categories namely individual and job related variables. All the variables under study were as follows

### I. Independent variables

- A. Individual factors (Personal factors, Family factors)
- B. Job related factors (Situational Factor, Service Duration, Role, Stressors, Job Satisfaction)

### II. Dependent variables (Effects of Stress)

#### Delimitations of the study

Women teaching professionals working at various management institutes in Tamilnadu city.

#### Data collection procedure

A survey study method was adopted for the present study. Questionnaire was used as an instrument for gathering data. It was constructed keeping in mind the objectives of the study. A total of 300 questionnaires were distributed in 60 management institutes initially. But only 330 completed questionnaires were returned from 50 management institutes representing a 83 percent response rate. In the total sample, 200 were women faculty members. The 300 questionnaires were then ready for data processing. The data collection period fell between April and August, 2013

## RESULTS AND DISCUSSION

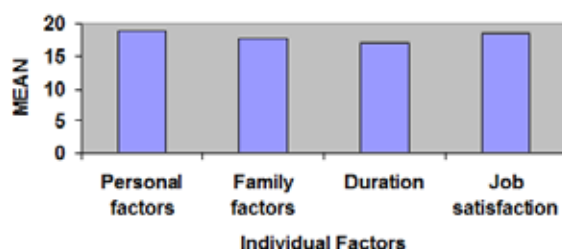
**Table H1** The span of service duration will influence the extent of stress-effects experienced by women teachers

Individual Factors	N	Mean	Std.Deviation	F-ratio	LS
Personal factors	23	18.88	4.26	2.34	N.S
Family factors	15	17.69	2.24		
Duration	10	17.05	1.85		
Job Satisfaction	12	18.56	2.26		
Total	60	18.52	2.91		

Source: Primary Data.

Ho: Respondents do not differ significantly on Individual factors the result reveals that the obtained F-ratio (2.34) is not significantly at 0.01 levels. Hence the stated hypothesis is accepted. So respondents do not differ significantly in their Work life balance on the basis of Individual factors.

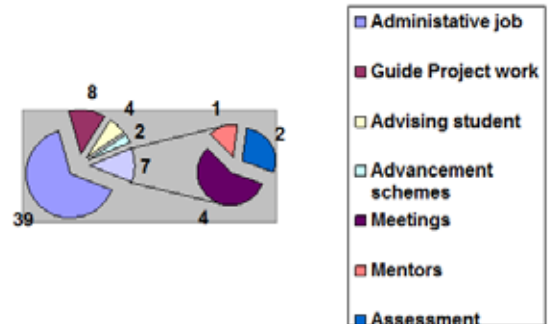
### RESPONDENT OPINION BASIS OF Individual factors



## ANALYSIS AND INTERPRETATION

Exhibit1 Education Institution and Work life balance of women Teachers. Fast changing educational process in the present century has influenced the role of teaching professionals, their responsibilities and teaching activities at management institutes. As a result, they may face "stress in their day to day life through common work and non work stressors, ultimately lowering down their psychological well being. Along with teaching, a faculty member has to perform varied other duties such as doing administrative jobs, attending faculty meetings, advising students, guiding project work, internship, summer placement of students, conducting exams, doing assessment and undergoing faculty advancement schemes.

### Exhibit 1



Source: Primary Data

### Findings

- 80% of the female faculty members experienced more of physiological, behavioral and overall stress.
- 60% of the respondent indicates that the management teaching faculty members did not differ in their experience of psychological stress by gender.
- 40% of the women teachers represent that the family role stressor namely Inter role distance did not have any influence on the faculty members by gender. But some of the work role stressors such as Role expectation conflict Personal inadequacy and Role ambiguity showed influence on the faculty members by gender.
- 40% of the women teachers were indicate that personal factors of age and health status did not influence the stress-effects in teaching faculty members
- 20% of the respondent indicates that the family factors namely family type and family size had no influence on stress-effects in faculty members.
- 10% of women teachers were extent of job satisfaction among faculty members was influenced by both family role stressor and work roles stressors. Role ambiguity was the most influential stressor with reference to job satisfaction in faculty members.
- 20% of the respondent indicated as the job satisfaction in teaching faculty members increased, the extent of stress-effects experienced by them decreased.
- 10% of the teachers were indicated that the span of service duration did not have much influence on the extent of stress-effects experienced by faculty members.

### Suggestions

The present study enables understanding of the key target i.e. identification of stress in management teaching professionals and its relationship to their work role and job satisfaction.

- The study helped to identify the health status of faculty members (as reported by them) and the health practices followed by them. Aspects such as details of spouse and children, dependents, type of household and family, time

schedule, and paid help added to more understanding of the target group and their family group.

- Based on this information the working conditions may be improved. Information generated from this additional study of stress has the potential to increase job satisfaction and to reduce the turnover rate for experienced as well as the new teaching professionals.
- An understanding of stress in management teaching professionals may not only form the basis of stress analysis but may also be useful in rationalizing stress behaviour and formulating coping strategies for the entire teaching population.
- Stress-effects will allow employers to understand the differences in attitudes, beliefs and common values of faculty members at the work place.
- Modules for stress management can be designed on the basis of lifestyles, beliefs and attitudes of management faculty members for different profile groups. It may also help in developing sound overall workplace strategies for management faculty members
- service duration and long service duration caused a significant difference in the influence of family role stressor which definite positive relationship existed between all the role stressors and the stress-effects

### Conclusion

Using the inputs from this study that stress-effects and job satisfaction are inversely related, the government can make

the job of teaching profession full of attraction and ambition. This may be done by improving upon the pay packets and fringe benefits so that faculty members may feel pride in their job and perform to the best of their capacity, thereby increasing job satisfaction and reducing stress. Further, the study has action utility. The findings of the study can justify its utility since knowing the management faculty members precisely and reaching out to them in the effective way, is the key to minimize stress. The data throws light on the problems encountered as related to their health in general and form of illness suffered. The information can be useful to clinical psychologists, doctors and health Insurance agents to bring about appropriate modifications in, Health awareness programmes, insurance policies and stress release measures thereby decreasing stress and increasing job satisfaction. The study can also direct employers of management institutes to evolve flexible work strategies and provide better working conditions which will help in overcoming stress in faculty members to some extent.

### Scope for Further Research

The recommendations made by the researcher at the professional level can be given a due thought by the institutional heads. Then, as per the suitability of the needs and availability of resources, each institution can prioritize and implement these recommendations for minimizing stress in their faculty members these leads such a work life balance among women teachers in any education institutions

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