



Work Life Balance of Teaching Staff in Self-Financing Colleges With Reference to Coimbatore

KEYWORDS

Stress, Teaching Staff, Work Life.

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ABSTRACT

The role of work and work place has changed throughout the world due to economic condition of social demands. Today's life is both complex and challenging. Various factors can upset the balance between work and family. We work to live, not live to work. But today's business atmosphere makes men work up to his last breath. Hectic schedules, boring jobs, detrimental deadlines etc, of the jobs suck even the last drop of your blood. When money dominates the modern life, people do not find few hours to spend on their personal life and the new generation end up with an unbalanced lifestyle. Conflicts can also arise when work interferes with family life such as long working hours, late meetings etc and family interferes with work life such as sick child, elderly parent etc., Research indicated that relationship between work and family is bi-directional. People face lot of difficulties to maintain Work life Balance smoothly. The organization must create tension free atmosphere with lot of facilities to productivity. Based on the above conditions an attempt is made to identify "Work life Balance of Teaching Staff in Self-financing Colleges with Reference to Coimbatore."

1. Introduction to the Study

Work life Balance is a broad concept that includes prioritizing between work (career and ambition) and life (family, leisure and spiritual development). It is the degree to which individuals are able to satisfy their important personal needs while employed in the firm. In Work life Balance people have to measure and control how, when and where they work. It is achieved when an individual's right to fulfill life inside and outside, paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society. When there is no striking balance between work and life the issue of work life balance occurs.

Today careers are continuously being challenged by full demand of time in office and at home especially professors carry preparation of subjects to home in spite of commitments at home. An article specifies that around 53% of people are struggling to achieve work life balance. Their lives juggle admits of multiple responsibilities at work, heavy meeting schedules, professional trips, on top of managing the daily routine responsibilities of life and home "successfully achieving Work life Balance will ultimately create more satisfied work force that contributes to productivity and success in the work place".

2. Objectives of the study

1. To find whether there is any difference in balancing the work and life with respect of their personal profile.
2. To identify whether there is any difference in managing time and satisfaction levels with respect of their personal profile.

3. Limitations of the study

1. This study is confined to only self financing Colleges in Coimbatore hence the results could not be generalized.
2. The study was based on primary data, hence inadequacies of primary data also hold here.
3. Many respondents were scared of answering certain questions due to fear.

4. Review of Literature

Thomas Kalliath (2008), work-family balance is emerging as a key strategic element in the human resource management policies of successful organizations for attracting and retain-

ing talented staff and for demonstrating the bottom-line impact of HRM programs for work-family balance, addressing gender imbalance and emerging skills shortages. Organizational stakeholders are increasingly interested in introducing work-family balance policies in their organizations. Evidence now links work-family imbalance to reduced health and well-being among individuals and families. Family-friendly policies in the workplace are linked to improve organizational outcomes in employee turnover and organizational citizenship behavior. Work-family balance has become an important part of developing of new HRM policies, programs, or systems.

Elizabeth A. Smith (2008) in his article about importance of work-life balance says that the flexible working helps to keep the staff motivated. The policy has also enhanced the company's reputation with both clients and employees. The author contends that workplace flexibility has helped to improve overall employee flexibility and empowerment. The review of literature reveals that there are only limited reviews on work life balance of teachers. Hence this study focuses on giving new ideas on work-life balance which would act as a guide for further studies.

5. Research Methodology

This Research is conducted for the sample size of 250 members of teaching staff to study "Work life Balance of Teaching Staff working in Self-financing Colleges with Reference to Coimbatore." and the respondents were chosen based on convenience sampling Method. It is a Descriptive Research. Primary Data was collected through survey method choosing the respondents. Questionnaire was used to collect the data as the population covered was large in number. It consisted of multiple choice questions. Secondary Data was collected from the Internet, Newspapers, Magazines and Books etc.

The analysis used for the study is Correlation Method.

6. Analysis and Interpretation

To know whether there is any interdependence between the scores and variables correlation analysis has been performed using MS Excel. The following Pearson's correlations are obtained

Table No.: 6.1 Table showing Correlation

Correlation Matrix	Gender	Age	Mari Status	Edu Qual	Type of family	Factors making WLB harder	Level of satisfaction on factors	State-ments	Time man-agement factors	Prob-lems faced by pro-fession
Gender	1									
Age	0.08473	1								
Mari Status	0.28143	0.46868	1							
Edu Qual	0.32859	0.43808	0.39262	1						
Type of family	0.12551	-0.1120	-0.1859	-0.0257	1					
Factors making WLB harder	-0.0702	-0.0269	0.0729	0.0603	-0.00612	1				
Level of satisfaction on factors	0.3329	0.26455	0.3144	0.04301	-0.22193	0.153	1			
Statements	0.15139	0.16284	0.06096	0.15543	0.054237	0.138	0.499	1		
Time manage-ment factors	0.1753	0.0060	-0.0511	0.08449	-0.16426	-0.050	0.272	0.266	1	
Problems faced by profession	0.02188	0.06703	0.09827	0.26579	0.145722	0.41240	-0.001	0.059	-0.1890	1

Source: Computed from Primary Data 5 % Level of Significance

The significant of correlation co-efficient obtained is tested using fishers Z test. The Null hypothesis which is used here is that the correlation co-efficient is not significant. The test statistic used is given by

$$z = z_1 * (\sqrt{n-3}) \sim N(0, 1)$$

where $z_1 = 0.5 * \log\{(1+r)/(1-r)\}$

6.1 Findings from Correlation:

Under the study, the relationship between the variables of the respondents may be classified into two variables as given below.

Positively Correlated Variables		
S No.	Variables	Value
1	Gender and Age	(0.084732)
2	Gender and Marital Status	(0.281436)
3	Gender and Educational Qualification	(0.328592)
4	Gender and Type of Family	(0.125517)
5	Gender and Family income per month	(0.233222)
6	Age and Marital Status	(0.468688)
7	Age and Family income per month	(0.172802)
8	Educational Qualification and Marital Status	(0.392629)
9	Educational Qualification and Family income	(0.064002)
10	Marital Status and Family income per month	(0.352139)
11	Type of Family and Family income per month	(0.047088)
Negatively Correlated Variables		
S No.	Variables	Value
1	Age and Type of Family	(-0.11208)
2	Marital Status and Educational Qualification	(-0.18591)
3	Gender and Occupation of Spouse	(-0.14868)

7. Findings

The following facts are observed from the analysis of the study are

1. Time managing factors are very critical for married people due to their personal works. Some of them were affected in health because of the mental stress. As far as balancing life is concerned gender plays no role in it. But under the marital status, they are not equal in their balancing life. The satisfaction due to profession of the respondents under type of family and marital status are not homogeneous. Also it is inferred that the type of family and marital status does have an impact upon the satisfactory measure.
2. In the study as well as managing time factors is considered gender plays no role. Similarly time managing levels of unmarried and married are homogeneous and the type of family does have an impact upon the time managing measure.
3. From the analysis, the health factor could be affected due to the type of family and marital status. Because of they were engaged in their work and family.
4. There exists a positive correlation between Marital Status and Scores of Balancing life, Educational qualification and Scores of Balancing life, Satisfaction except with type of family, Time managing scores except with marital status and type of family, Health problems due to profession with all kind of variables. The other variables are negatively correlated.
5. On the other hand, the respondent's rankings are dependent in all respect.

8. Recommendations

The following framework can be used by the employee for successful Work-Life Balance.

1. It is important for everyone to have a hobby or some activity that he/she can pursue, as a stress buster or just for fun. It can act as a major stress reliever and can go a long way in improving the Work life balance of employees.
2. Effective Time and Stress Management techniques like Yoga, Exercise etc, could be adopted.
3. Individual's incapability of managing time, results in an unhealthy work-life balance. If the employees can work

on their time management skills, they would definitely be able to improve their work-life balance.

9. Conclusion

Work life Balance is about peoples measure of control over when, where and how they work. Today's career is continuously being challenged by full demand of time in the work place and at home, especially teaching staff would do their preparation of subjects at home inspite of their commitments at home. Enjoyment and achievement at work is decisive part of work life balance. Moreover, enjoyment and achievement at other three quadrants of ones live (family, friends and self) is significant as well. Work cultures have most often been expected a revolution from inflexibility to flexibility. Professionals of the present day appear to be more involved in work that gives them bigger elasticity at work. Working community has diverse needs at different stages of their working life. As a result, people strive for balance in their working hours and their personal commitments. Work life Balance has now become a sensitive issue because it offers obvious benefits to organizations and its employees. I am sure empowered professors will also play an important role in imparting knowledge, guidance and motivation to all the students.

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