In the world of cutthroat competition and continuously changing business environment, it is obvious that the organizations as well as individuals working must perform otherwise they have to perish. Work Life Imbalance among the employees affect negatively to employees as well as organizations. The changing social, political and economic fabric of the society has a great influence on the work environment as well as living conditions. Achieving work life balance is the growing concern of today's organizations and employees. Work life balance can influence productivity at work, conflicts, absenteeism, attrition, morale and many more. Work stress is another challenge triggered by the imbalance of work and personal life leading to low performance. Female employees working in service sector in the light of challenging work environment and changing conditions at home, it will be a daunting task to maintain balance between work and personal life. In totality “Work-life balance is the state of control, achievement and satisfaction in one's life.”

In general work life balance means an employee being able to make choices that fit for him, under the given current situation and the goals. It also means that the employees are to align their choices with those things that are important to them in life, so that they are able to enjoy a sense of satisfaction from the choices you have made. Work-life balance includes more than time. It includes feeling good about your level of involvement in both your work and non-work roles.

Cisco company has quoted that “We know that our employees' lifestyles and needs change over time, and that we must adapt to support them. We believe that there is a positive correlation between flexibility in the workplace and employee productivity”.

Kavitha Singh (2013) Work life imbalance is created by a multitude of overlapping factors such as quantitative and qualitative workloads, ethical dilemmas, difficult relationships with bosses and colleagues, too much of stress for too long a time has negative impact on both our work life and our personal life.

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of work, allowing people to work anytime from anywhere (Jacobs & Winslow, 2004). This intensification of work makes finding a desirable balance between work and life outside work much more difficult.

Studies have found that work–life conflict is associated with stress, depression, and a variety of stress-related poor health and mental health effects, and that such ill health increases work absenteeism, turnover, and low morale (Emmslie, Hunt, and Macintyre, 2004; Graywacz, Almeida, and McDonald, 2002; Lingard, Brown, Bradley, Bailey, and Townsend, 2007). Murphy-Lawless et al. (2004), asserted that “As a society, we now face the complex task of supporting women, no matter what they decide, while at the same time working to provide a far more equitable distribution of life chances, so that the scope for decision making is evened out across the strata for all women”.

If an organization needs to be successful with committed and productive women, it needs to not only lay down schemes and strategies, but also needs to formulate policies and guide lines that can monitor these schemes. The following steps are mandatory to formulate the policy on WLB.

- Identification of the need for introducing WLB Policy. · Creation of a Task-force that can lead this activity.
- Formulate the policy on WLB based on the company’s vision & mission’s statement.
- Form a committee that comprises of representatives from management as well as workers category. Conduct workshops to enhance knowledge and necessity of this policy.
- Communicate the policy to all the employees. · Implement the policy of maintain regular feedbacks & suggestions. · Register and record each activity of the committees/task-force.
- Update any changes that have been made to all employees. · Make the policy reachable and understandable by all.

Jaspreet kaur (2013) Work-life researchers reason that, because of the interactive and reciprocal nature of the relationships between work and family domains, work-related role stress might combine with work-family demands to exert considerable influence on an employee’s overall perception of life satisfaction. Further, it is assumed that improvements in the quality of work-life will produce corresponding improvements in the quality of life as it makes it easier for employees to reduce the strains of managing the modern family. Generally, the research has supported these contentions. High work-life conflict has consistently been associated with lower levels of life satisfaction (Aryee, 1992; Bedeian et al., 1988; Googins, 1991).

Work-life balance is a very important factor which influences the quality of our life. Without such a balance a human being will feel a slave of her work and duties and will soon lose the will for and interest for life. We can’t debate on the fact that work life balance is very essential and important for a stress free and fulfilling life, especially for a woman. Juggling both professional as well as personal. Without such a balance a human being will feel a slave of her work and duties and will soon lose the will for and interest for life. One can’t debate on the fact that work life balance is very essential and important for a stress free and fulfilling life, especially teaching professionals.

Visakhapatnam – a hub for better education:

After the bifurcation of Andhra Pradesh, the “City of Destiny” has got a great role to play particularly in trade as well education field. The city comprises of two universities and many degree and engineering colleges leading the path to the new generation with huge amount scope and opportunities. The construction work for IIM at Visakhapatnam has also in progress which means more prosperous future to the coming generations.

Objectives of the study:-
- To study the perception of employees working in teaching profession in Visakhapatnam
- To find out the causes of work life imbalance.
- To study the ability of respondents inorder to achieve work life balance.
- To find out the ways to achieve work life balance.

Methodology:
The focus was mainly on teaching professionals, so we have taken a sample size of 120 respondents from various colleges. After collecting the primary data, it has been analyzed with the help of chi-square test. Also data is been collected from the secondary sources viz., books, journals, magazines etc.,

Hypothesis:
H0: There is no significant relationship between organization policy enables work life balance and respondents ability to balance work and personal life.

H1: There is significant relationship between organization policy enables work life balance and respondents ability to balance work and personal life.

The organization’s policy of the respondents enables them to have adequate work life balance and in overall the respondents have achieved balance between work & personal life.

| Table 1.1 |
|---|---|---|---|---|---|
| Agree | Strongly Agree | Disagree | Strongly Disagree | Total |
| Agree | 53 (66.3) | 5 (55.6) | - | - | 58 (38.0) |
| Strongly Agree | 4 (5.0) | 4 (44.4) | 1 (9.1) | - | 9 (9.0) |
| Disagree | 20 (25.0) | - | 10 (90.9) | - | 30 (30.0) |
| Strongly Disagree | 3 (3.8) | - | - | - | 3 (3.0) |
| Total | 80 (100.0) | 9 (100.0) | 11(100.0) | - | (100.0) |

Chi-square value = 39.03**, df=8, Table value = 21.7

**Significant at 1% level, source: authors data

From the above table it is clear that most of the respondents opined that the organization’s policy enables them to have adequate work life balance and in overall the respondents have achieved balance between work & personal life and the chi-square value is 39.03 which higher than the table value 21.7 which is significant at 1% level hence our hypothesis satisfied.

CONCLUSION

Work-life balance is a very important factor which influences both professional as well as personal. Without such a balance a human being will feel a slave of her work and duties and will soon lose the will for and interest for life. One can’t debate on the fact that work life balance is very essential and important for a stress free and fulfilling life, especially teaching professionals.
REFERENCES