Research Paper **Commerce**

An Empirical Study on work Lifebalance of Teaching Professionals in Visakhapatnam City.

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ABSTRACT

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."

KEYWORDS | Cutthroat competition, work and personal life, work life imbalance, state of control

Introduction:
The world is throwing many challenges onto us and, we are witnessing changes in the social, political and economic fabric of societies which have influenced and continue to influence both the nature of employment and its relationship to life outside work. Worklife balance has emerged as the burning topic in recent years– fuelled in part by changing trends in the field of teaching profession. Teaching professional has become one of the greatest challenge is their time in the institution but also extend to their home so as student records and attending to various institution related works. The changing economic conditions and social demands have changed the nature of work throughout the world. The concept of Work life balance is becoming more and more relevant in an ever dynamic working environment.

Review of Literature:
P.Subbarao (2012) Work-life balance is balancing the priorities of career goals and family goals. Career goals include promotions, employment status, monetary earnings and the like.Jaspreet kaur (2013) has mentioned, the term "work/life balance" was coined in 1986, although its usage in everyday language was sporadic for a number of years. Interestingly, work/life programs existed as early as the 1930s. Rosabeth Moss Kanter"s seminal book (1977), "Work and Family in the United States: A Critical Review and Agenda for Research and Policy", brought the issue of work/life balance to the forefront of research and organizations. In the 1980s and 1990s, companies began to offer work/life programs. While the first wave of these programs were primarily to support women with children, but today"s work/life programs are less genderspecific and recognize other commitments as well as those of the family.

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.

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.
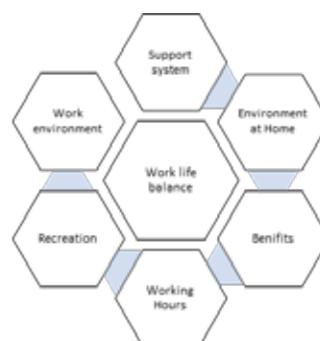

Fig.1 Factors influence Work life balance

The term 'work-life balance' is preferred due to the fact that it encompasses the experiences and needs of parents and non-parents alike, and is a more progressive theoretical framework in which to think about new ways of living and working that are satisfactory to all. As work has evolved to be more knowledge-based, fluid, and intellectual, it has become harder to escape (Lockwood, 2003). Employees can no longer easily segregate their work from the rest of their lives because work has the capacity to take over people's thoughts (Patterson, 2001). In addition to this information communication technologies have removed the temporal and spatial boundaries

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 (Emslie, Hunt, and Macintyre, 2004; Grzywacz, 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/Taskforce.
- 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 between the burden, obligations and responsibilities of work and multiple family roles, balancing becomes very difficult and uphill and an ongoing task for teaching professionals, as much as, if not more as any other working woman. As per the quote by Christina Winsey: "Life's demands may not slow up any time soon, and learning life balance is an ongoing art.

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 is 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 (58.0)
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=9, 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 policyenables 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 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.

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