

Influence Of Work Life Balance Of Women Philosophy Connoisseurs In Tiruvallur District Colleges

¹k. Reji, ²dr. R. Lakshmi

¹ph.D Research Scholar, Vels Institute Of Science Technology And Advanced Studies Pallavaram,
Chennai.600117

²associate Professor, Vels Institute Of Science Technology And Advanced Studies Pallavaram, Chennai 600117

Corresponding Author: Dr. R. Lakshmi

Abstract:

Teachers Are The Building Blocks Of This Society Specifically The Women Teachers. When Minor Children Are Around, It Is Very Difficult For Women To Work During The Day By Managing The Work Schedules As Well As The Family. Individual Performance Requirement Of Institutions Always Mandates For Further And Furthermore. The Women Employees Feel It Is Very Tough To Manage And So-Called Work Life Balance Will Be Traumatized. This Small Study Tried To Find The Level Of Work Life Balance Among Women Teaching Professionals In College Of Tiruvallur Dt. This Study Also Explodes Well-Lit On The Influences Which Could Improve The Work Life Balance Further. As A Result, It Is Very Much Significant Truth That Women Working In The Institutions Must Be Happy Nowadays, Which Otherwise Will Lead To Harmful Impact On Every Family Member, Especially The Future Generation.

Key Words: Women Professionals, Work Life Balance, Teaching, Focus Improvement, Performance, Managing Life.

Introduction:

“Any Women Who Understand The Problems Of Running A Home Will Be Nearer To Understand The Problems Of Running A Country.” – Margaret Thatcher.

The Role Of Current Era’s Women Changed Considerably From An Individuality Restricted Responsibility To Achieve An Identity In Modern Computer It Field And Other Sectors Of Industries. Nevertheless, The Major Variance Between The Two Genders Is That Our Men Are Added Advantages To Focus Only On Work While Compared To Women. But For Women, It’s More Challenging Because Of The Out-Of-Date Attitude Of Conducting Both Works Inside And Outside House. This Is Pointing To An Inequity Among The Private And Professional Life Of Women. For The Benefits Of Her Family Lifestyle Improvement Some Women Need To Earn Which Impacts Work Life Balance To Dominate Her Personal Life. As Everyone Knows Due To This Stress In Work Shall Leads To Social Threats Such As Growth In Number Of Break Ups And Childlessness. Deep Depression Thoughts And Other Mental Health Issues May Arise If No Proper Work Life Balance Continues For Long Duration. It Has Been Detected That A Woman Shall Work Well Before Marriage, But This Reliability Varies After Marriage And Tends To Sustain Until Her Retirement.

Significance Of Work-Life-Balance

Many Institutions Have Come Forward For The Advancement In The Twin Life Of Women To Face This Work Life Balance Issue. This Empowers Her To Enjoy Both Of Her Personal

Lives And Attain A Level Of Gratification. Major Variations Envisaged Among Women Are That They Began To Be More Involved In The Social Matters. Women Must Play Double Roles All Throughout Her Mellowed Livelihood. The Dual Roles Include The Role Of A Working Woman And Other General Roles. The Role Of Mother, Wife, Daughter Etc. Establishes The General Roles. Men Are Also Performing These Dual Roles. But The Accountability With His Universal Roles Is Far Fewer Than That Of Women. Professional Women Face A Lot Of Anxiety Eliminating The Blocks And Constructing Networks With Respect To Balancing Between Personal And Professional. Period To Period, Ancient Women Had To Face A Lot Of Obstacles To Achieve A Good Position In This Society. With The Improvements In The Arenas Of Tutoring And Attitude, They Were Able To Overcome The Hindrances. Women Work Life Balance Shall Be Achieved Only When She Could Able To Enjoy And Accomplish In Both Personal And Professional Life. This Will Offer Many Women's Aspiration To Their Individual Development.

Work Life Balance Became Vital Topic Of Discussion For Many Years And Continuing Because Of Its Importance. Women Professionals Work Life Balance Specially In The Education Sector Is The Serious Topic With Respect To Employee's Mental Health Management Also Help The Students To Become Nation Builder. Since There Are Fair Number Of Examples Proving That Underprivileged Work Life Balance Will Have Impact On Job Fulfillment And Productivity, This Will Hamper The Pupils' Performance. Hence, This Study Has Been Steered To See The Work Life Balance Of Women Employees In The Tiruvallur Dt. Colleges.

Objectives Of The Study

Objectives Of This Study Targets To Know The Impact Of Various Aspects Persuading The Work Life Balance Of Women Teachers In Colleges, To Scrutinize The Impact Of Work Life Balance On Women Teachers Performance And To Suggest The Institution Management To Take Essential Actions For The Improvement Of Work Life Balance. The Limitations Of The Study Were: The Study Restricts To One Trivial Region With A Small Sample Size, The Study Comprises Work Life Balance Of Women Employees Only, And Study Cannot Be Widespread To All Colleges.

Research Method

The Study Was Conducted In Tiruvallur Dt. Colleges With The Help Of A Formalized Questionnaire Pattern. Female Staff From The Colleges In Tiruvallur Dt. Were Contacted To Fill The Questionnaire. The Data Was Collected Through Online Survey Forms And Some Were By Direct Contact, Where The Regular Class Was Started. Research Tool Is A Measuring Process Which Helps In Data Collection. The Collected Information Was Analyzed With The Help Of The Statistical Tool. The Questionnaire Comprises Of Two Parts. First Part Consists Of Demographic Profile Of Respondents And The Second; Part Is Structured In Further Five Different Parts Which Individually Are Further Divided In Various Closed Ended Questions. The Study Is Done Based On Likert's 5-Point Scale To Take Information Regarding The Work Life Balance. The Variables Considered In The Study Are Work Life Balance Events, The Insights Of Women Professionals Regarding The Barricades, The Family Responsibilities, And

Institutions Administrative Support. The Questionnaire Was Resulted In A Consistency Value Of 0.720 In Kmo Test.

Ho: There Is No Significant Association Between Age And Work Life Balance.

H1: There Is A Significant Association Between Age And Work Life Balance.

Findings

Demographic Data Analysis:

The Demographic Data Was Organized In View Of The Variables Like Age Of Faculties, Qualification, Number Of Children And The Income Of Family Members. The Data Includes Survey Responses From Faculty Amongst The Colleges In Tiruvallur Dt. Describing Their Demographic Characteristics Which Compiled In Table 1. This Discloses That Majority Of The Female Professional Working In Tiruvallur Dt. Region Are Below The Age Of Thirty-Four And They Are Married. They Live In Fissionable Families With Small Children. This Shows A Clear Vision That Women Are The Major Supporters Of Family Income And As They Live In Nuclear Families, They Take A Greater Responsibility Of Moving Up Their Children And Domiciliary Responsibilities.

Table 1. Demographic Data Of The Sample

Age Of The Respondents (Years)	%	Qualification	%
25-30	61	Pg	79
31-35	28	Pg With M. Phil.	10
36-40	11	Ph. D.	15
Marital Status	%	Type Of Family	%
Married	71	Nuclear	67
Unmarried	29	Joint	33
Age Of The Children (Years)	%	Family Annual Income (Lakhs)	%
<5	50	2-3	13
5-10	12	3-4	13
11-15	13	4-5	10
>15	25	5-6	34
		>6	30

Work Life Balance Statistics:

Table 2 Explodes The Mean Score Principles For The Statistics Persuading The Personal And Work Life Balance Of Women Employees In The Higher Education. It Is Obvious From The Table That Women Are Happy With Their Individual And Family Life And Also They Are Satisfied With Their Workplace Environment As They Have Ranked Simultaneously 1 And 2. Meanwhile The Institutions Must Give More Support For

Working Women, By Offering Them Flexi Hours And Permissions So That The Work-Family Skirmishes Can Be Evaded. Survey Found That Majority Of The Staff Can Enjoy Their Day To Day Life With Little Time To Progress Their Skills And Acquaintance. Also, They Found It's Difficult For Professionals Themselves With Social Activities As They Do Not Find Much Time To Do It. Additional Investigation Also Finds, The Female Employees Face The Work-Life Conflicts Quite Often, As Many Times The Family Life Hinders With The Work Timings. The Analysed Demographic Data Supports This Fact As Majority Of The Families Are Nuclear Families And Children Belong To The Age Group Of Less Than 5 Years. At This Age, Kids Need Their Mother The Most. So, The Level Of Work-Life Conflict Is Very High As Women Professionals Are Unable To Focus In Both The Places.

Table 2. Factors Influencing The Work Life Balance

Factor	Mean	Standard Deviation	Rank
Satisfaction About Workplace Environment	3.586	0.831	2
Individual And Family Happiness	4.137	1.269	1
Balance Of Personal And Work Life	3.106	1.093	4
Frequency Of Work Life Conflict	2.881	1.237	5
Organizational Support For Work Life Balance	3.373	0.977	3

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Square Test Analysis

Chi Square Test Was Used To Get To Know The Relationship Between Age And Work Life Balance, And The Findings Are Shown In Table 3. H_0 Indicates That There Is No Significant Association Between Age And Work Life Balance. The Calculated Value Of Chi Square Is 24.53512. Hence, The H_0 Is Rejected At 5% Level Of Significance (18.307) Which Means That There Is A Significant Relationship Between Age And Work Life Balance.

Table 3. Chi Square Test Analysis Data

Age	20	21	22	23	24	25	Total
25 -30	833	1604	1019	499	731	1268	5954
31-35	324	778	403	192	277	518	2492
36 -40	134	224	162	87	105	180	892
Total	1291	2606	1584	778	1113	1966	9338

Age Wise Relationship With Work Life Balance And Strategies To Improve Work Life Balance

The Fig. 1 Explains The Variations Regarding Age Wise Relationship With Work Life

Balance. The Age Group Of 31-35 Finds Very Problematic To Balance The Work Life As Compared To Their Other Counterparts. Because, Majority Of Them Live In The Nuclear Families And The Age Group Of Kids Is Below 5 Years Which They Find It Very Hard To Manage. The Women Employees Belonging To The Age Of 36–40 Finds It Hard To Get Institutional Support. This Is The Time Where They Associate Themselves With Augmentations, Salary Increments And Promotions. Women Find Very Hard To Adjust With The Environment, If They Are Unable To Get The Proper Support From Their Institutions.

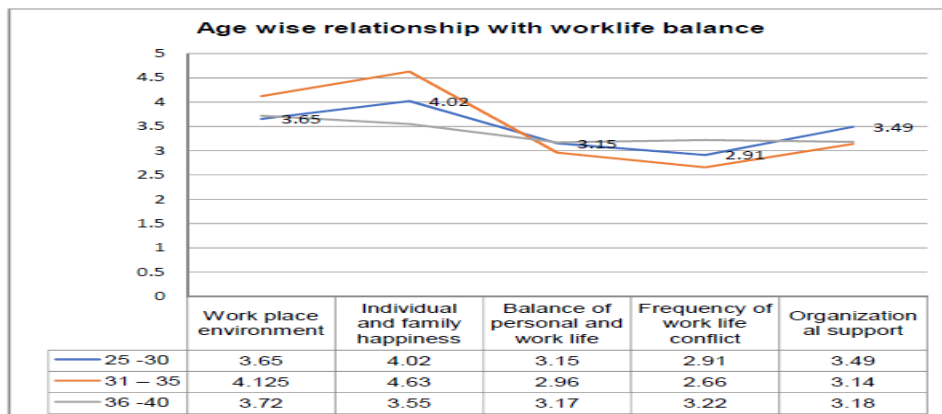


Fig. 1. Age wise relationship with work life balance

The Strategies To Improve The Work Life Balance, Following Indications Were Observed And Recorded In Fig. 2 It Denotes Various Strategies To Improve The Work Life Balance Of Women Employees Which Is Of Very Much Important. The Employees Would Be Concerned To Get The Judicious Feedback On Their Performance So That They Could Do Better As Much As Gradually. They Also Would Like To Know About Themselves And Improve Their Problem-Solving Capability. Intensive Training On Self-Awareness Practices Would Make Them Feel Happy And Contented. The Employees Also Look Forward For The Rewarding Life Outside Work Such As The Club Membership, Cultural Activities, Picnic Etc. But, Due To The Work Schedule They Are Finding It Difficult.

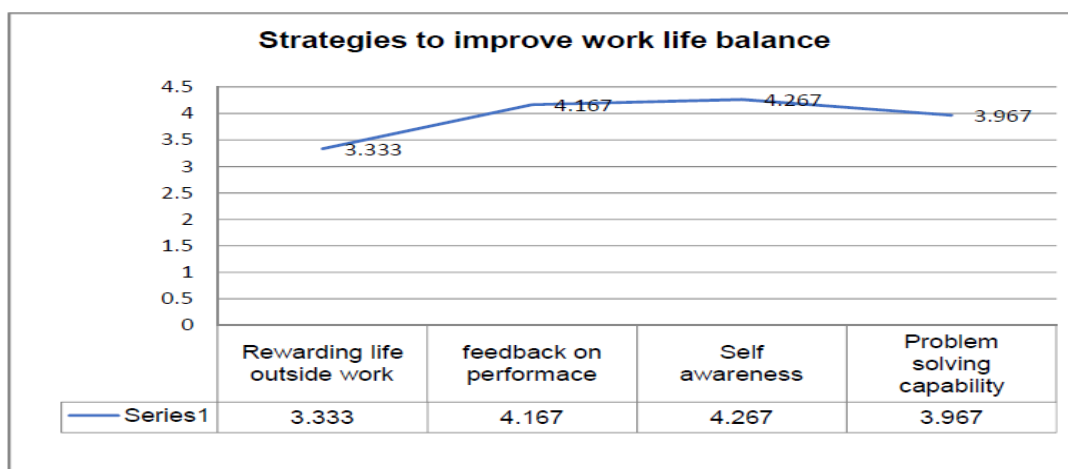


Fig. 2. Strategies to improve work life balance

Scope For Further Study

Work Life Balance Studies With Respect To Women Teaching Professionals Of Colleges In Tiruvallur Dt Region Can Be Further Stretched To A Large Sample Size Covering More Institutions Which Give Us The Wider Insights. Also, Study Can Be Extended To The Whole Institutional Organizations With All Teaching And Non-Teaching Employees By Whom Their Commitment And Productivity Can Be Assessed. The Study Can Also Be Extended To Other Graduate Colleges In The Region And A Comparison Can Be Made With The Professional Colleges.

Conclusions

The Findings Of The Study Indicate Clearly That Women Teaching Professionals Undergo Severe Stress As They Try To Balance Their Domestic Life And Professional Life. Continued Work Under Pressure Would Result In Poor Performance In The Institution As Well As Domestic Life. From This Study, It Is Clearly Indicated That Majority Of The Women Teaching Professionals Feeling Stress Due To Dependents, Role Clarity, Co-Worker Support, Family Culture, Working Hours, Flexibility, Head Support. If The Educational Institutions Management Think Over The Issue Of Providing Employee Friendly Policies To Faculties In Order To Balance Their Professional And Personal Life, Definitely It Can Achieve Competitive Advantage In Terms Of Student Quality Of Education And Faculties May Turn Into Good Organization Citizens. Teaching Professional Are Important Assets Of The Institutions. Scholars As Well Teachers Are The Backbones Of Any Institutions. For Any Institutional Growth, The Mental Peace Of Both Students As Well Teachers Are Equally Responsible. Nowadays In This Expensive World, The Women Going For Work Becomes An Inevitability Thereby Resulting In Personal Growth Of Women Which Intern Leads To The Growth Of The Institutions As Well As The Wellbeing Of Their Family. It Is Very Important That Women Working In The Institutions Must Be Happy, Which Otherwise Will Create Harmful Impact On Every Family Member, Particularly Their Children. Even Though The Educational Institutions Were Meant To Be Stress Free, Women Employees Are Affected Due To The Work Life Imbalance. Subsequently, It Is Essential To Be Given Little More Attention For Them, To Grow Up The Institutions. The Study Will Help The Institutions To Rethink On Flexible Work Schedules And Providing More Part Time Opportunities For The Women Employees, To Improve Their Mental Happiness Together With Their Work Performance.

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