

## A Study On Work Life Balance Of Women Teachers Of Arts And Science Colleges In Tiruchendur Taluk

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### ABSTRACT

The success of any educational institution is primarily determined by the pass percentage of students and the placement record of the institution. Thus, in order to mold students in the right way, the role of teachers is very important. Teaching faculty can contribute their full potential and efficiency for the development of their pupils, while they derive a high level of job satisfaction. Job satisfaction, in turn, depends on an efficient way of managing their work and family commitments. So, in this study, an attempt has been made to identify the factors influencing work and life balance and to examine the ways in which teaching faculty manage their work and life balance. The result of the study exhibits that age, the number of elders in their family, the amount of monthly income earned and number of years of

experience. Furthermore, the results of the study disclose that women faculty, by working extra time, in case of need, try to complete the work in time.

### **1.1 .INTRODUCTION**

Work-life balance (WLB) depicts how effectively a person manages his work and life commitments and the way in which they impact one another. Effective WLB is a necessary aspect in teacher efficiency and happiness, which consequently assists students' learning. In today's circumstance the essentiality of work-life balance approach is a requisite for every class of employees. The human resource management function has to constantly design and implement strategies that make possible for their employees to balance their personal and professional lives. WLB is necessary to raise the productivity of teachers, stability and job satisfaction, which may motivate the employees to be more committed to their institution.

A good balance between work and life is possible, only when there is a conducive atmosphere both at home and the workplace. In India with its changing socio-cultural environment and an augment in educational opportunities, women have started understanding their intrinsic ability. Higher education not only augments employment opportunities and growth of GDP in a country, but also contributes to cultural changes and social rebellion. Nowadays, Indian women, who were earlier believed to be fit only for socially acceptable employment like teaching, nursing and banking, have now enthusiastically invaded other fields. However, in the prevalent family and communal group, women teaching faculty are overstrained and find it hard to balance their work and life. In the human capital framework, knowledge and skills are specific forms. A magnificent change is happening all over the world with the advent of higher education. This change is noticed in the form of competition among colleges to outshine, to attain higher rank in the accreditation process. It has become a regular phenomenon that a majority of the College teachers, especially the women teachers are working harder than ever before.

### **1.2 STATEMENT OF THE PROBLEM**

The most significant and effectual feature in any educational organization is the teacher. It is the teacher, who molds the character of students, instills in them values, encourages and enlarges their capabilities to their full potential and make them ready to serve society and the nation.

The changing trend of higher education requires experienced teachers to manage themselves with the new change in the horizon of knowledge, methods and technique of teaching and proper use of technology in teaching and learning. The success of a teacher certainly depends on his satisfaction in the job.

Simultaneously, it is also a fact that the development of students on the one hand and socio-economic transformations on the other make society and human life complex making job satisfaction all the more difficult to achieve.

So, in this study an attempt has been made to identify the factors that influence Job satisfaction of the women teachers.

### 1.3 SCOPE OF THE STUDY

This study covers the analysis of job satisfaction level attained by the women teaching teachers of Arts and Science Colleges in Tiruchendur Taluk. This study considers four dimensions namely workplace conditions, compensation, infrastructure and professional development for evaluating the level of job satisfaction attained by teaching faculty. Under the workplace conditions there are six variables and the rest of the three dimensions there are four variables each to extract the job satisfaction level of the teaching faculty.

### 1.4 OBJECTIVES OF THE STUDY

1. To find the Socio-economic profile of women faculty.
2. To ascertain factors influencing Work and Life Balance among Women teachers
3. To identify the practices followed by Women Staff Members on managing their Work and Life Commitments
4. To study the Job satisfaction level among the teaching teachers towards the workplace conditions.

### 1.5 HYPOTHESES OF THE STUDY

The following hypothesis were farmed for the study.

1. There is no significant association between the age of the respondents and their overall job satisfaction.
2. There is no significant difference between the marital status of the respondents and their overall job satisfaction.
3. There is no significant difference between the educational qualifications of the respondents and their overall job satisfaction.
4. There is no significant difference between the experience of the respondents and their overall job satisfaction.

### 1.6 LIMITATIONS OF THE STUDY

1. As the variable involved in human being, the conclusions are subjective and cannot be taken as universally applicable. Moreover, the findings depend on people who have answered the questions and are subject to their personal prejudices.
2. The delimitations of the questionnaire are equally applicable to the present study as well.
3. The sample size is only 100. The time and cost constraints have prevented the researcher from taking samples on a large scale.

## 2. METHODOLOGY

The study is an analytical research based on the survey method. The data were collected for the present study from primary as well as secondary in nature. For analyzing and compiling the data the sophisticated statistical tool were used apart from the use of simple tools like averages and percentages, Chi-square test, Ranking techniques, ANOVA and Mann Whitney U test.

### 3. Data Analysis and Interpretation

#### 3.1 Satisfactory level of the respondents towards nature of the management

S.No	Nature of the Management	SA	A	NAND	DA	SD
1	The management is supportive and encouraging	29 (29%)	19 (19%)	21 (21%)	9 (9%)	22 (22%)
2	The administrators clearly define the college policy	11 (11%)	21 (21%)	16 (16%)	24 (24%)	28 (28%)
3	Access to management is good and easy	10 (10%)	17 (17%)	34 (34%)	12 (12%)	27 (27%)
4	The style of the management is good	10 (10%)	10 (10%)	30 (30%)	29 (29%)	19 (19%)
5	There is a good treatment	9 (9%)	27 (27%)	34 (34%)	12 (12%)	18 (18%)

#### Source: Primary Data

The table describes the respondents' opinion towards the nature of the management. There are five positive statements raised by the researcher. The following are the responses of the respondents.

#### 3.2 Satisfactory level of the respondents towards the participation and freedom in decision making

S.No	Freedom in decision making	SA	A	NAND	DA	SD
1	There is freedom in decision making	9 (9%)	10 (10%)	28 (28%)	28 (28%)	25 (25%)
2	Role of teaching teachers in decision making is good	15 (15%)	26 (26%)	32 (32%)	18 (18%)	9 (9%)
3	Suggestion are	14	32	21	16	17

	considered and encouraged	(14%)	(32%)	(21%)	(16%)	(17%)
4	There is a delegation and decentralization of work	4 (4%)	24 (24%)	25 (25%)	26 (26%)	21 (21%)
5	My superior encourages new ideas at all level	10 (10%)	25 (25%)	28 (28%)	17 (17%)	20 (20%)

**Source: Primary Data**

The above table describes the participation and the freedom in decision making opportunity of the Arts and Science colleges teaching faculty

**3.3 Satisfactory level of the respondents towards the discharge of routine Work**

S.N O	Question	SA	A	NAND	DA	SD
1	Sufficient time is given for lesson plan preparation	7 (7%)	28 (28%)	38 (38%)	8 (8%)	19 (19%)
2	There is enough time for assignment and paper correction	18 (18%)	21 (21%)	29 (29%)	10 (10%)	22 (22%)
3	Allotment of workload is scientific	26 (26%)	32 (32%)	12 (12%)	5 (5%)	25 (25%)
4	There is enough time to complete the syllabus	6 (6%)	32 (32%)	34 (34%)	3 (3%)	26 (26%)
5	Work activities are relevant and meaningful	10 (10%)	24 (24%)	25 (25%)	12 (12%)	29 (29%)

**Source: Primary Data**

The above table reveals the job satisfaction level towards the discharge of the routine work

**3.4 Satisfactory level of the teaching teachers towards the Students' behaviour and involvement**

S.N O	Question	SA	A	NAND	DA	SD
1	Students understand the expectation of the teachers	8 (8%)	26 (26%)	28 (28%)	11 (11%)	27 (27%)
2	Students respect and obey the teachers	32 (32%)	15 (15%)	24 (24%)	15 (15%)	14 (14%)
3	Students are interested in knowing new thing	9 (9%)	18 (18%)	25 (25%)	14 (14%)	34 (34%)
4	Students are more interactive	19 (19%)	26 (26%)	19 (19%)	6 (6%)	30 (30%)
5	Students clear their doubts spontaneously	2 (2%)	23 (23%)	26 (26%)	13 (13%)	36 (36%)

### Source: Primary Data

- 1. Students understand the expectation of the teachers:** out of the total respondents, 26% agree and 8 % strongly agree with the statement that students understand the expectation of the teachers.
- 2. Students respect and obey the teachers:** The highest percentage (32%) of the respondents strongly agrees; 15 % of them agree and only 14% of the respondents strongly disagree that students respect and obey the teachers. Therefore it is clear that the students respect and obey their teachers.
- 3. Students are interested in knowing new things:** For the statement “Students are interested in knowing the new things” 34% of the respondents strongly disagree; 18% agree, 14% disagree and only 9% of the respondents strongly agree with the above statement.
- 4. Students are more interactive:** The highest (26%) percentage of the respondents agrees and 19% strongly agree that the students are more interactive with their teachers.
- 5. Students clear their doubts spontaneously:** Out of the total respondents, 23% who agree and 2% of the respondents strongly agree with the statement.

### 3.5 Mann-Whitney U Test for Marital Status and Reasons for joining in Arts and Science colleges

Reasons	U-value	Z-value	p-value	Mean rank	
				Married	Unmarried
Job security	9066.000	-1.313	0.189	154.90	141.57
Attractive salary	9631.000	-0.483	0.629	152.13	147.18

Better working conditions	9125.000	-1.622	0.105	155.59	140.16
Challenging job	9004.500	-1.462	0.144	155.20	140.95
Reputation of the company	9308.000	-1.010	0.312	153.69	144.02
Career growth	9305.000	-0.984	0.325	153.17	142.22
Performance linked salary structure	9900.500	-0.074	0.941	150.74	150.11
Retaining talents	9578.000	-0.556	0.578	148.65	154.25
Location of the college is easy for convenience	8751.000	-1.768	0.077	144.54	162.61

**Source: Computed data**

The Table 18 lists out the result of the Mann-Whitney U test. Since the p-value is greater than 0.05, the null hypothesis is accepted at 5 per cent level of significance. Hence, this means that all the respondents have almost given similar rank to reasons for joining in Arts and Science colleges.

It can be concluded that marital status of the respondents does not affect the ranking given to reasons for joining in Arts and Science colleges.

**4. SUGGESTIONS**

- The administrator would make attempts to offer good salary or other benefits as a means to retain the expertise of the teachers members in the self-financing colleges.
- There is a need for a staff association or committee to address the issues related to dissatisfaction and grievances.
- teachers members can be included for decision making with respect to academic matters. This would create a better relationship between the employer and employee.
- The workload can be allotted scientifically by allocating the subjects based on their expertise.
- As far as parental support and parental care are concerned, the management should arrange a mechanized system to gain the confidence of the parents by arranging frequent meetings.
- Students' absenteeism is the big problem today. It is strongly recommended and suggested to have staff in charge of attendance or the absenteeism control in-charge to watch and reduce the absentees' issue.

**5 CONCLUSION**

The result of the study discloses that a majority of the women staff members are satisfied with regard to recognition which they have received from their superiors followed by salary offered by the management, increment offered by the management for additional qualification acquired and periodicity of salary revision by the management. The development of any educational institution rests on dedicated and

committed teachers and dedication and commitment are born out of job satisfaction. Therefore, the management may look into the grievances faced by the teaching community in their institutions and try to redress them, which may contribute considerably to the growth of the institution. The study reveals that women staff members handle their work and life obligations by working additional hours for carrying out their allocated jobs in time. By carrying out work in a planned manner, women staff members may manage their work and family commitments.

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