

A SYSTEMATIC APPROACH TOWARDS ACHIEVING EQUILIBRIUM IN WORK LIFE OF TEACHERS

Dr. Prasad Mahale¹ and Venkatesh S Amin²

¹Assistant Professor, Institute of Management and commerce, Srinivas University,
Mangalore-575001, India

OrcidID:0000-0002-1450-5199 E-Mail ID:PrasadMahale.PM@gmail.com, Mobile: +91
9538579585

²Assistant Professor, Institute of Management and Commerce, Srinivas University,
Mangalore-575001, India

OrcidID: 0000-0003-1408-2329 E-Mail: vnkymangalore@gmail.com, Mobile: +91
7026207400

ABSTRACT:

Purpose: *It has become difficult for people in many professions, especially teachers, to strike a balance between their home and professional duties. It is crucial to understand how professionals balance (if at all they balance) their professional and family obligations because work-life balance for teachers is a fairly broad topic that discusses both career development and family care on opposite sides. This study intends to measure teachers' levels of work-life balance as well as the many institutional strategies used to help instructors strike a balance between their personal and professional lives. This study discovered that the majority of instructors struggled at work with a sense of life being missed, and the institutions did nothing to help them. The study is conducted only among the teaching staff in the town of Murudeshwar.*

Design: *The design is to conduct the research using a questionnaire and a survey to understand how people feel their stress and work in general.*

Finding Result: *Most of the Women teachers are satisfied and have a better work-life balance, when compared to men in general as their total family income is less when compared to women teachers.*

Originality/ Value: *The paper is original and has a value for further research in this direction*

Paper type: *Empirical research for understanding and making clear to have a better work life balance in life.*

Key words: *Work Life Balance, Job Satisfaction, Work Life Conflict, organizational Climate*

1.INTRODUCTION: It is common to relate to work and family life. For people in all industries, finding a balance between family and work duties has become difficult. The idea of a work-life balance has been decoupled from an employee's level of job happiness and how much time they have available each day to spend with their families. It's critical to understand how people combine their professional and family obligations because work-life balance is a fairly broad topic that touches on both job advancement and family

responsibilities. Things have greatly improved with the advancement of educational, economic, and social standards, and the role of teachers in balancing these three. The organizational climate should be conducive to achieve greater things in life and not just teaching. The work life conflict needs to be resolved to achieve higher job satisfaction and better work life balance.

Table: 1 Teacher environment and its affects

Slno	Focus Area-Teacher environment	Factors Affecting Professional life	Factors Affecting Personal life
1	Class room and content delivery	Yes	Carry home note books
2	Staff room and coordination with teaching and non teaching staff	Yes	Carry home challenges
3	Meetings and administrative work	Yes	Carry home thoughts
4	Hand holding and discipline of students	Yes	Students create sleep less nights
5	Creating new student engagement models	Yes	Requires new way of looking at things
6	Family life	Carry thoughts to the work	Yes
7	Personal life	Health Issues carry to the work the next day	Yes
8	Financial life	Carry financial challenges to the school	Yes
9	Spiritual and mental life	Carry Spiritual thoughts and feelings to work	Yes
10	Habits and challenges	Carry them to work the next day	Yes

Source: Primary Data

2. OBJECTIVES OF STUDY:

The study was carried out in Murudeshwar a small town in Uttar Kannada District with the following objectives

- (1) To know the level of satisfaction regarding working environment.
- (2) To measure the level of satisfaction regarding monetary reward.
- (3) To find out the key factor affecting work life balance.
- (4) To understand what challenges that teaching staff face in the process of their work
- (5) To evaluate things that are not in their control
- (6) To find out and explore how they can be more satisfied
- (7) To achieve equilibrium in work-life of teachers life

The objective of the study is to understand how things can be modified for the betterment and advancement to have a proper work life balance.

3. RESEARCH AGENDA:

To find out what methods help achieve equilibrium work life of teaching faculty members. Hence the research agenda is to find out a solution and a method to achieve the same at the earliest. The agenda is to help many teachers to achieve the best for a comfortable life.

4. RESEARCH GAP:

Many teaching faculties do not know how to handle and bring equilibrium in life; hence the research gap is find out why they are unable and to develop a method that is implementable. The gap is also to find out how they can increase their income and utilize their time effectively. The gap is also to find out new skills that they need to be learnt to be faster digitally and save time.

5. LITERATURE REVIEW: The following sources have been referred to understand work like balance of teaching faculties

Table No: 2 Literature review of Work Life Balance of Teachers across the world

Sl.No	Conceptual thoughts	Reference
1	Work life balance of faculties in India a challenge due to shortage and lack of equipments to save time. If right equipments can be provided they could save time and energy	Mirayala. R and Chiluka N (2012) [1]
2	Quality of work-life balance among teachers in higher education institutions is seen when teachers take home the work and try to complete the task late evenings. This effects their personal life too	Punia, V., & Kamboj, M. (2013) [2]
3	Work-life balance and job satisfaction among teachers. Job satisfaction arises when they feel happy about the completion of the job in the right manner.	Maeran, R., Pitarelli, F., & Cangiano, F. (2013) [3]
4	Understudied school teachers' work/life balance and everyday life typologies is less studied. Teachers learn how to manage money, time, energy and coordinate among each other to support each other.	Silva, J. P. D., & Fischer, F. M. (2020) [4]
5	Challenges in work life balance, is the key for job satisfaction and organizational commitment. People feel committed when they are happy and peaceful.	Arif, B., & Farooqi, Y. A. (2014) [5]
6	Work-life balance and job satisfaction is essential for teachers across the world; be it Oman or other middle east nations. The responsibility as a teacher is the same be it any nation.	Agha, K. (2017) [6]
7	Salutogenic resources in relation to teachers' work-life balance. The balancing act is the	Nilsson, M., Blomqvist, K., & Andersson, I. (2017)

	most critical act to ensure students, parents and management is happy.	[7]
8	Overview of work-life balance discourse and its relevance in current economic scenario is seen in this journal article. This enhances the chances of making things happen in a broader manner by multi tasking.	Naithani, D. (2009) [8]
9	All of work? All of life? Reconceptualising work-life balance for the 21st century, is the key to balance all the attributes a teacher comes across in life.	Kelliher, C., Richardson, J., & Boiarintseva, G. (2019) [9]
10	Perspectives on the study of work-life balance. In general teachers do not hesitate to do more work and this imbalances their whole balancing act of family and friends.	Guest, D. E. (2002). [10]
11	Work-life balance in Asia is similar across nations as teachers are over burdened due to various social situations like health and support infrastructure.	Le, H., Newman, A., Menzies, J., Zheng, C., & Fermelis, J. (2020) [11]
12	Work-life balance perspectives of marketing professionals in generation Y, as generations keep changing they too have to change themselves for the better relevancy.	Smith, K. T. (2010). [12]
13	Making the link between work-life balance practices and organizational performance is the key that managers in an educational institution should balance.	Beauregard, T. A., & Henry, L. C. (2009) [13]
14	A multilevel analysis of work-life balance practices show that every job a teacher does is inter-connected and interdependent on others.	Koon, V. Y. (2022). [14]
15	Work-life balance practices in Nigeria or any African countries is challenging as most of the countries has civil disturbance and challenges due to unrest and instable political leadership. These shape up more difficulties for teachers to mould the next generation.	Stella, O. I., Paul, S. O., & Olubusayo, F. H. (2014) [15]
16	Sustainable human resources: Examining the status of organizational work-life balance practices in the United Arab Emirates, indicates that students are supposed to be trained to get admissions in US or other European nations. Hence teachers who are expatriates have a bigger challenge to train the host nations children and it creates imbalance to understand and advance..	Parakandi, M., & Behery, M. (2016) [16]
17	Strategies to attain Teachers work-life balance have to be designed and modified every time. Modifications help people to change and adjust	Owens, J., Kottwitz, C., Tiedt, J., & Ramirez, J. (2018)

	to the balancing act.	[17]
18	Innovations in private universities: A case of Srinivas University a private university. Innovations in teaching helps students to reach their goals and objectives faster. Hence Faculties are motivated to innovate better teaching methods.	Bell, A. S., Rajendran, D., & Theiler, S. (2012) [19]
19	Study on the Policy Framework towards work life balance in India. India has many languages and terrains. One policy can-not bring solutions and it requires to have a holistic approach to a complex problem like education	Noronha, S., & Aithal, P. S. (2017). [20]
20	Impact of Emotional Labour, Work-life Balance, and Job Satisfaction on Cabin Crews' Job Performance. Not only teachers, people of other sectors too face challenges and difficulties	Kumari, P., & Aithal, P. S. (2022) [21]
21	Impact of Demographic Variables on the Work Life Balance of Married Working Women Employed in Professional and Non-Professional Jobs in Bangalore. When people are married they have to balance many things. In cities like Bangalore, transportation to institutions is a challenge. It can be over come by college busses that can reduce the burden of commuting.	Jose, J., & Mello, L. D. (2021) [22]

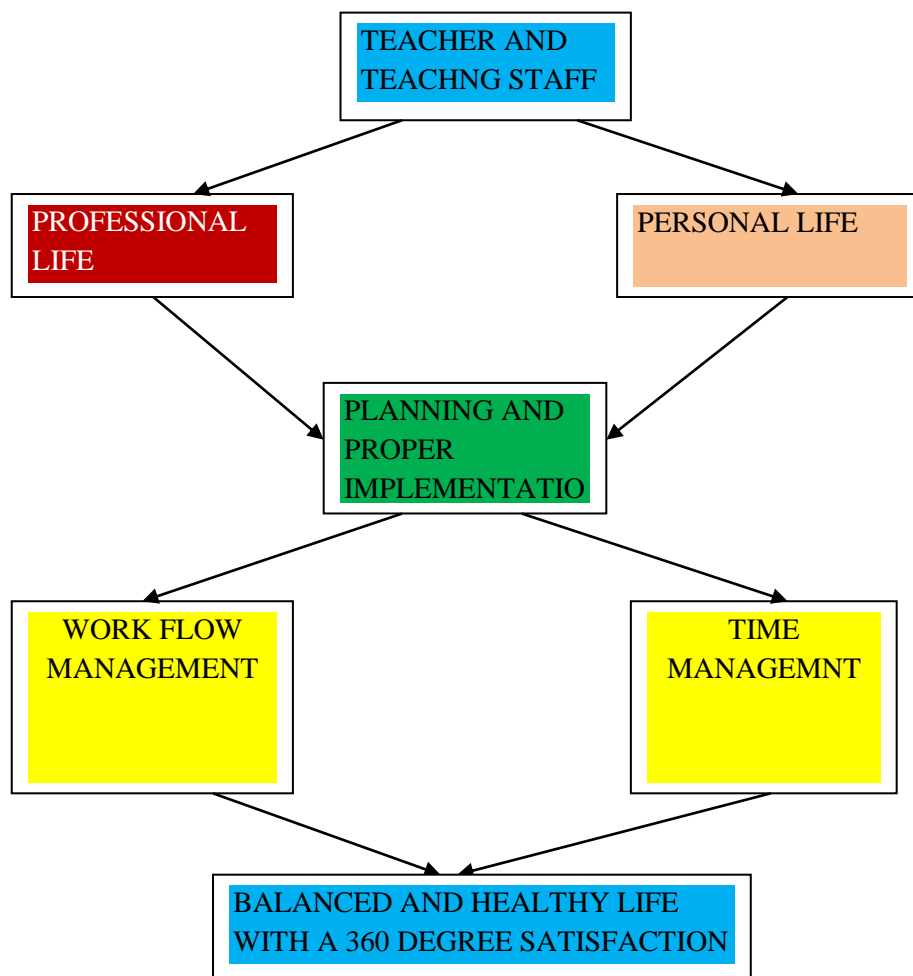
Source: Secondary Data

6. CONCEPTUAL MODEL FOR WORK LIFE BALANCE OF TEACHERS:

The following is the conceptual frame work for work life balance of teachers; we find that teachers and teaching staff sit together in one room called the staff room and this room enables exchange of ideas and thoughts. Here we see the professional life and personal life are two components of the model. The personal life as well as professional life needs planning to forecast and solve problems, hence it is connected to perfect planning. Once planning and preparation is done it should lead to execution. Execution is based on work management and time management. Every work has a flow and every flow has a process. Every process leads to a new step or next step. We call it as internal customer satisfaction. The better satisfaction the better execution of the job; it means that all steps of the job needs to be completed with-in the time frame. This time frame is connected to time management. Therefore when work management and time management is completed teachers would have a better work life balance psychologically. (John. I, et. Al, 2020) [23].

The below diagram shows how work life balance can be achieved; if followed by teachers in general while working in schools, colleges and universities; hence creating innovators in the field of teaching makes things easier for better delivery of content (Aithal, P. S., & Aithal, S. 2019)[24]. This study also encompasses challenges like work- life conflict as well as organizational climate.

Fig No:1 The conceptual model to attain Equilibrium in Work life balance of teachers



Source: Primary Data

The benefits of this above models are to enhance the quality of work and for better job satisfaction. Creating Innovators to create innovative students is a s skill and through developing this skill one can achieve faster progress and a better balance (Aithal, P.S & Aithal.S 2018) [25]. Women teachers’ play a major role in cities like Mumbai as commuting is a challenge to long distances every day, it creates more challenges to make things only by proper planning (Mohanty. S.S 2014) [26]. Efficacy is the key to advance in one’s career and needs to be planned to improve accordingly. (Thakur, A., & Kumar N 2015) [27]. Coping stress is an art and when things are planned it becomes easy to cope and advance, stress can be reduced by understanding and prioritising things as per urgency and importance Kumari, (P., & Aithal, P. S. 2022)[28]. Every work has an impact on the overall productivity of an institution as well as the organization hence work life balance is a must for a constant growth (Perara, W.K.A.M & Jayarathna, R.M.G.S 2022) [29]. Advantages, Benefits, Constraints and Disadvantages play differently for both men and women. Female employees do feel the impact in their career advancement as they have to bear children as well as run the family (Dabare,.P.P.M & Devadas.U.M 2018)[30].

Private universities have a challenge and the major challenge is of managing staff for a better work life balance, advantages sometime shadow the process of productivity and growth of an individual, these advantages become difficulties when over burdened (Muduli.A.K et.al 2019) [31]. People work with feelings and emotions. When they smile it creates a positive impact on the customers and co- workers. This has been observed in airhostess and cabin crew's work. Hence their performance is the key to the airlines organization to succeed. (Kumari, P., & Aithal,P.S 2022)[32]. Women comprise of a major work force in various nations and hence they need to be trained well to handle challenging situations. When people expect perfection it leads to disturbance and causes headache's (Sudha. J., & Karthikeyan,P 2014) [33]. Money is a big motivator. It motivates people to work with intensity and hence it creates better a balance (Kar, B. et.al 2019)[34]. Work-life balance is a challenge for all teachers across nations and racial/ ethnic groups. It is to do with the best of the systems that could be practices and adopted, it needs to be correlated to one's passion and work (Denson et.al 2018)[35]. Job stress by nature is in every part of the world and hence conflict management and conflict resolution is the key to success among Australians too, it has been found that one's psychology plays a major role in making a good work environment (Bell et.al 2012)[36]. Therefore one needs to strategise to achieve high level work life balance. This is possible to attain with better confidence and competitiveness. Positioning oneself to the changing situation is the key to better delivery at work and at home(Owens et.al 2018) [37]. Higher Education is the key to success of any nation and good teachers need to be promoted to promote students progression in to higher studies. This creates challenging environment to progress students, hence a teacher should be a good motivator to generate interest among students; this creates enormous satisfaction to teachers as measuring of success is dependent on growth of thing holistically.(Lester J. 2015)[38]. There are solutions to problems faced by teachers and they should be open for learning. A good learning can change the way they work and adopt themselves. Learning is the key to growth and growth is the solution to all problems. A teacher should be solution oriented and work towards solutions and betterment(Dhas M.D et.al 2015) [39]. Life needs to be balanced and adopted accordingly hence every single teacher's needs to enhance life based on prioritizing things for the betterment of the institution and nation at large (Culpepper., et.al 2020)[40]

7. ACHIEVING EQUILIBRIUM: Equilibrium; is a state of perfect alignment of mind, body and spirit; possible with proper time management, people management, event, subject and object management. Keeping the end in mind is the key to certain balancing mechanisms that are possible to adopt and adapt. This achievement is possible by following certain things in life and they are as follows:

Table No: 3 Factors of Equilibrium and their results in terms of benefits

SINo.	Factors for equilibrium	Results in terms of benefits
1	Time Management	Good time management can prevent mistakes and human errors
2	People Management	People can create synergy and good support can multiply things with faster results
3	Resource Management	Wastage of resources can be prevented
4	Capability Management	Build capacities in people and teams
5	Event and happenings Management	Create a system to engage and utilize best of the events
6	Object Management	Objects and objective management plays a role

7	Subject Management	Each subject of interaction should be relevant
8	Money Management	Money plays a major role and money management is essential for success
9	Health Management	Daily Exercise and breathing mechanisms are essential
10	Weakness Reduction Management	When weaknesses are reduced it creates strength

Source: Primary Data

8. COLLECTION OF DATA FOR THE STUDY:

The required data for the present study were collected with the help of well constructed questionnaire. The related variables have been drawn from the review of previous studies and views of experts. A pilot study was conducted among 51 men and women teachers in the surroundings of area of Murdeshwar town for the enrichment of the questionnaire on the basis of first hand information (primary data), secondary data was utilized whenever necessary viz., reviewing the magazine, journals websites etc.

9. DATA ANALYSIS AND INTERPRETATION OF THE STUDY:

The socio economic status of sample respondents includes age, gender, monthly income, type of family, nature of institution.

Table No 4: Socio Economic Status Of The Respondents

Sl.No	Status	No.Of Respondents	Percentage
1.	Gender		
	Female	29	56.9
	Male	22	43.1
	Total	51	100
2.	Age		
	Below 25	11	21.6
	25-35	27	52.9
	36-45	6	11.8
	Above 45	7	13.7
Total	51	100	
3.	Monthly income		
	Less than 20000	22	43.1
	20000-39999	24	47.1
	40000-59999	5	9.8
	60000 and above	0	0
Total	51	100	
4.	Type of Family		
	Nuclear	20	39.2
	Joint family	31	60.8

5.	Nature of the institution		
	Government	8	15.7
	Management	14	27.5
	Management unaided	29	56.9
	Total	51	100

Source: Primary Data

Interpretation:

The above table .1 shows the socio economic status of the college teachers in Uttara Kannada district .In the case of gender wise classification, it revealed that the female teachers are more than male teachers. About 56.9% teachers are female teachers. In the case of age level, 52.9% of the total respondents come between 25-35 years. In the level of above 45 years, only they have 13.7%. When comes to nature of institution 56.9 % are management unaided only 15.7% are government teachers. Under type of family 60.8% are joint family.

Table no.5 Level of satisfaction regarding working environment among teachers in Murudeshwar

Sl.no	Working Environment	No. of Respondents	Percentage
1.	Excellent	12	23.5
2.	Good	31	60.8
3.	Satisfactory	6	11.8
4.	Not Satisfactory	2	3.9
	Total	51	100

Source: Primary Data

Interpretation:

In the above table 2 shows that level of satisfaction regarding working environment in colleges of Uttara Kannada District. 60.8% of teachers opinion is that working environment is good, and 3.9% of teachers opinion is that working environment is not satisfactory.

Table No: 6 Security of the job a feelings among Teachers in Murudeshwar

Sl. No	Level of security	No. Of respondent	Percentage
1.	Highly Secured	18	35.3
2.	Secure	29	56.9
3.	Insecure	4	7.8
	Total	51	100

Source: Primary Data

Interpretation:

In the above table 3, it shows that how secure does teachers feel in their job. According to the survey there are 56.9 % of teachers feel secure, and 35.3% of teachers feel they are highly secured and only 7.8% of teachers are feel that they are insecure.

Table No 7: Relationship with the colleagues among teachers in Murudeshwar

Sl. No	Relationship with colleagues	No. Of respondents	Percentage
1.	Very High	17	33.3
2.	High	23	45.1
3.	Medium	11	21.6
4.	Low	0	0
	Total	51	100

Source: Primary Data

Interpretation:

In the above table no. 4 shows that the relationship of teachers with their colleague's .As per survey we come to know that all the teachers having smooth relationship with colleagues.

Table No 8: Satisfaction about the salaries given in teaching field for Teacher In Murudeshwar

Sl. No	Satisfaction Level	No. Of respondents	Presentation
1.	Highly satisfied	11	21.6
2.	Satisfied	34	66.7
3.	Need improvements	6	11.8
	Total	51	100

Source: Primary Data

Interpretation:

In the above table shows that 21.6% of teachers are highly satisfied with their salary, 66.7% are just satisfied and 11.8% are not satisfied with their salary and they need improvements.

Table No 9: Satisfaction level of reward systems provided by the institutions in Murudeshwar to teachers

Sl. No	Level of satisfaction	No. Of respondents	Percentage
1.	Highly satisfied	14	27.5
2.	Satisfied	33	64.7
3.	Improvements	4	7.8
	Total	51	100

Source: Primary Data

Interpretation:

Above table shows that 27.5% are highly satisfied with their rewards provided, 64.7% are just satisfied with their reward system and 7.8% are needs improvements in their reward system.

10. FINDINGS OF THE STUDY: The major findings of the study are as follows:

Most of the teachers have developed their own skill to enhance their lives and create a better work life balance. Men have been found to be more disturbed when compared to women. In most of the Male teachers it has been found that it is the only income to the family where as

women teachers' income adds to the husbands income in total to the family income. Hence Male teachers have been to be found less satisfied with their jobs. Less job satisfaction leads to less work life balance. Money brings in challenges to solve problems if it is single income in the family. Respondents response is detailed in the following points.

1. Out of the total respondents majority of the respondents are female teachers (56.9%) and rest of the respondents are male teachers (43.1%)
2. Out of the total respondents, majority of respondents are married teachers (66.7%), and the rest of the respondents are unmarried teachers (33.3%).
3. Out of the total respondents 56% of the teachers are government employee and 28% are management aided and 16% are unaided.
4. Out of the total respondents 60.8% of teachers are from nuclear family and 39.2 % are from joint family.
5. Out of the total respondents 43.1% have monthly income less than 20000 and 47.1 % have annual income 20000-39999 and 9.8% have annual income 40000-59999 and no one is above 60000.

They are keen in finding other sources and many are working in additional jobs to match their expenses and this is creating disturbance in their rest hours; which leads to less work-life balance.

11. LIMITATIONS OF THE STUDY

The present study has the following limitations:

- ii) Uttara Kannada district is wide in terms of area; hence we cannot concentrate on all the areas. So samples are collected from only selected areas.
- iii) This study does not cover CBSE and International school teachers

12. SUGGESTIONS FROM THE STUDY:

1. Teachers should be encouraged to acquire relevant work life balance skills as well as increase their income
2. Women teachers should develop their social network inside and outside the institutions and home surroundings; this enables them to share their feelings and expressions.
3. All the work life benefits, procedure and policies of the management and Education department need to be put together and communicated to the entire teachers.
4. In the western countries people take vacation seriously. In Indian there are many who still take pride in the fact that they have worked continuously without a break. This causes no innovation and no new thinking.
5. It is advisable to follow five working days in a week or two days off with pay should be provided for community involvement work.
6. More than setting down policies for work life balance, it is important to implement them and make sure that they work.
7. Ongoing training programmes should aim to teach the teachers how to resolve problem associated with work family and family work conflict.

13. LIMITATIONS OF THE WORK LIFE BALANCE OF TEACHERS: There are limitations in terms of covering all segments of teachers. There are teachers in technical institutions, national level institutions, university level institutions, as well traditional schools and colleges. There are training institutions where teachers play a role in terms of moulding and developing students. This entire segment is not covered. There are challenges in rural as well as urban teachers. Non teaching staff is not covered though they are part of the academic activity. These limitations have created a scope for further research. Men and women of different age groups make a different understanding of people and their challenges are

different when we compare with younger age group of teachers. The young group of teachers may not have those challenges faced by the seniors and hence the study does not cover the psychological aspects as well as the resource aspects in their disposal.

14.ABCD QUALITATIVE ANALYSIS OF WORK LIFE BALANCE OF TEACHERS:

The ABCD qualitative analysis is a unique type of analysis designed and developed by Prof. Aithal for understanding an organization or a system or a method indepth. The process of evaluation is based on A-Advantages, B- Benefits, C-Challenges, D- Disadvantages, hence it is known as ABCD analysis. This gives us overall clear understanding of how teachers feel about their jobs and the work life balance they do. Work life balance has its own advantages, benefits, challenges and Disadvantages. The same is illustrated below for further clarification and understanding

A-Advantages: The advantages are teachers are having benefits as well as opportunities to learn new subjects as they have access to the library and this gives them the scope to upgrade and improve on a daily basis. The job has its own advantages and scope for further enhancement of their knowledge, career and life in general.

B- Benefits: The benefits; of teaching profession is that they transform people and the society at large. This makes the society peaceful and comfortable and a great society. The better the teacher in terms of time management the better the output. The outputs of a teacher can be measured in terms of the status a student in his life achieves.

C- Constraints: The constraints are time is a constraint and a challenge. Here the work life balance is an issue. Therefore one needs to have multitasking and intelligent tasking. This requires to plan their days well in advance and should be faster in their work.

D- Disadvantage: The disadvantages are that they have to work for a system and the system keeps changing every time. The system is critical in terms of it being managed by government departments as well as internal departments. Every teacher seldom has to follow these systems and it creates more stress both on them as well as the organization. Organizations have to scale up as they sail through each year (Aithal, P. S. (2017)[41]

15. FUTURE SCOPE FOR RESEARCH:

Teaching is a field where there are challenges and is subject to high technology changes. Teaching as a profession and is not chosen by everyone in the society. The scope for further research is that how can this profession be more attractive in terms of financial benefits. The private institutions do pay salary but it is not sufficient for the future needs such as old age or just health care of a teacher. Hence research has to be done for finding how life of a teacher can be enhanced and improved compared to inflation and social standards.

Future research should be done on evaluating the parameters that make individuals to choose this profession. Men in general are not opting for teaching profession at the lower level and hence there is a dearth of Men teaching in this profession. Research has to be done to find out factors other than income that attract an individual to take up the profession of teaching.

16. CONCLUSION:

In contrast to their commitment to the business, their family happiness and life satisfaction are also impacted by their work-life balance. Teachers in institutions are more aware of the effects of work-life balance than teachers in government colleges. Teachers' quality of work life is crucial in the current environment. A higher standard of living at work translates into

greater results for the organization's objectives. It improves organizational effectiveness and efficiency while increasing employee work satisfaction. In order to better understand the teaching faculties' quality of work life, the current study is being conducted. According to the findings of the current study, teachers generally have a modest level of quality of life at work, and demographic factors significantly affect this quality in different types of institutions.

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