

Work Life Balance among School Teachers at Ambattur in Thiruvallur District

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Abstract: *This study focuses on the work life balance among school teachers at Ambattur in Thiruvallur district. The objective of the study is to examine the problems of work life balance and how teachers are balancing their work and life. To check whether there is a balance in the work and life or not. If not balance suitable tips can be given to the teachers. Also there is a balance in work life balance then the teachers balancing their work and life will be critically studied. Work life balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc along with making a career, business travel etc.*

Index Terms: *Work Life, work involvement, family and challenges etc.,*

I. INTRODUCTION

The term “WORK LIFE BALANCE (WLB)” was coined in 1986, although its usage in everyday language was being made for a number of years. Interestingly, work life programs existed as early as the 1930s. The policies and procedures established by an organization with the goal to enable employees to efficiently do their jobs and at the same time provide flexibility to handle personal concerns or problems at their family front. In fact, dual wage earning families in general are working longer hours. A balance work and life is supposed to exist when there is a proper functioning at work and at home with a minimum of role conflict. Therefore, the incompatibility, people experience a lack of work life balance. There is confirmation of the fact that people entering the workforce today are laying emphasis on the importance of work life balance more than their predecessor. In spite of this, the extent to which this balance is being achieved is far less than what is desired. In fact, research bring to mind that graduates are being drawn into situations, where they have to work for progressively longer hours and so experience an increasingly not satisfied balance between home life and work life.

A. MEANING OF WORK LIFE BALANCE

Work-life balance is the term used to describe the balance that an individual needs between times allocated for work and other aspects of life. Work life balance is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc along with making a career, business travel etc. It is an important concept in the world of business as it helps

to motivate the employees and increases their loyalty towards the company.

Work-life balance does not mean an equal balance. Trying to schedule an equal number of hours for each of your various work and personal activities. Your best individual work life balance will vary over time, often on a daily basis. The right balance for you today will probably be different for you tomorrow. The right balances for you, when you are single will be different when you marry, or if you have children, when you start new career versus when you are nearing retirement.

Work Life Balance as- “The amount of time you spend doing your job compared with the amount of time you spend with your family and doing things you enjoy”. It can be difficult to get the right work life balance. Experts say success lies not only in carefully defining how you want to spend your time, but in making sure you adjust your life and work as your needs change. Sometimes even small changes can make a difference. An unmanageable schedule and out of control home life can lead to depression, poor performance at work, and conflict with family and a feeling of burnout that can lead physicians to question whether to stay in medicine at all. Work life balance is a comfortable state of equilibrium achieved between an employee’s primary priorities of their employment position and their private lifestyle. Most psychologists would agree that the demands of an employee’s career should not over the individual ability to enjoy a satisfying personal life outside of the business environment.

II. STATEMENT OF THE PROBLEM

This research focus on the work life balance among school and college teachers. In the broad range of education industry, focus on the school teachers at Ambattur in Thiruvallur District. Since, education is a part of human life, therefore the main reason of chosen education industry is because it can help people to build up personality, behavior, and morality. The job for teachers is complexity. The responsibility for teacher are teach specialist subject to different ages, organizing and involve in extracurricular, giving feedback on student’s so on. Thus, teacher must be very enthusiasm and patient with their job. Moreover, they must come out an effective way in teaching their student in order can encourage their student to learn and enjoy the subjects. So, the work life balance problems have been identified and their satisfaction level of work life balance is measured in this study. Hence, the researcher made an attempt to know the work life balance among school teachers at Ambattur in Thiruvallur District.

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III. IMPORTANCE OF THE STUDY

The work life balance is more important in our day to day life. It plays a major role. In my study gives more importance to the teachers, how they can able to manage their life or not. And problems which identified then to give suitable solution to the problem are the importance of the study. Hence, the researcher made an attempt to study on work life balance among school teachers at Ambattur in Thiruvallur District.

IV. NEED OF THE STUDY

To check whether there is a balance in the work and life or not. It is the main need of this study. If not balance suitable tips can be given to the teachers. Also there is a balance in work life balance then the teachers balancing their work and life will be critically studied. Hence, the researcher made an attempt to study on work life balance among school teachers at Ambattur in Thiruvallur District.

V. OBJECTIVES OF THE STUDY

- To study about how teachers are balancing their work and life.
- To observe the satisfaction level of balancing work & life.
- To study the problems of work life balance.
- To give suitable suggestions to improve the work life balance.

VI. REVIEW OF LITERATURE

- **Hammer et al. (1997)** found that higher levels of work involvement were related to higher levels of work family conflict (WFC).
- **Russell & Bowman (2000)** indicates that we conflicts has now extends to the impact where the work has on individual stress, relationship and family well being.
- **Hill et al, (2001)** too reported that gender was not significantly correlated to work life balance indicating that men and women report similar levels of work family balance.
- **Sudha,J. and Karthikeyan,P. (Aug 2014)** has revealed the overview of the various challenges and issues faced by women employees to achieve work life balance.

A. BENEFITS OF WORK LIFE BALANCE

- Work life balance increases the motivation of employees and helps them perform better at job
- It helps people to relieve their stress as they can spend leisure time with their near and dear ones
- Companies can maximize productivity from an employee who is rejuvenated and refreshed as compared to a over worked employee
- Healthy lifestyles can be maintained by having a work life balance. This includes a good diet, regular exercises etc.
- Employees who are highly motivated can help the business grow as they are more attached to their job and careers

B. PROBLEMS IN WORK LIFE BALANCE

Some of the problems of work life balance are following below.

- Decrease in productivity.
- Employees doing a lot of overtime.
- High level of employee stress.
- High rates of absenteeism or staff sickness.
- High level of staff turnover.

C. SUGGESTIONS TO ACHIEVE A REALISTIC WORK LIFE BALANCE:

- **Get Mindless:** The flip side of work isn't only family time; it also includes activities that rejuvenate you, whether that's spa time or a simple hot bath, sports, meditation, fishing, taking a walk, sitting in your yard and watching the birds in the trees or the clouds in the sky. This "mindless" time is critical to restoring your mental prowess, as well as your physical stamina. It also creates space for spontaneous creativity and problem solving. Don't force it, though. The aim is to relax and enjoy the time fully.
- **Use your calendar:** Remember to schedule non-work activities into your calendar for specific days and times. If you need to contact others to set things up, schedule that into your calendar, too. Once you enter an activity in your calendar, you'll become committed to it and you'll be more likely to follow through.
- **Reduce family time stress:** Quality time with your loved ones needn't be complex or difficult to pull off. The most rewarding family activities aren't necessarily the most formal or expensive ones. There are many ways to spend rewarding, memorable moments with your family and friends. Some ideas include going for a bike ride, sharing an interesting craft project, baking or cooking a meal, going for a hike in a local park, or taking a car ride.
- **Be gentle with yourself:** If you start a new habit that soon gets pushed to the side in the onrush of regular life, understand that it's completely normal. You haven't failed; you're just experiencing the same breakthrough bumps everyone else goes through. It's unrealistic to decide to take up a positive new practice and follow through on it forever. Ask yourself if the new habit is worthwhile, and if it is, work it back into your schedule. If it isn't satisfying, try something else.
- **Make it sustainable:** If it's not already part of your schedule, creating an expectation that you'll practice silence, or meditation, or journaling, or some other activity every day just isn't realistic. Once or twice a week, or even once or twice each month, may be enough for some balance activities, at least to start with. After all, any effort is better than none.
- **Make it yours:** Don't get caught up in trendy balance activities if they don't fit your tastes. Since cultivating our best selves is one of the reasons we seek balance, spend time doing the things you really love to do. These are, after all, the pursuits that will truly reenergize and gratify you.

D. RESEARCH DESIGN

A research design is the set of methods and procedures used in collecting and analyzing measures of the variables specified in the research problem. A research design is a framework that has been created to find answer to research questions. This study is descriptive in nature.

SAMPLE

Sample is a representative part or a single item from a larger whole or group especially when presented for inspection or shown as evidence of quality.

SAMPLE SIZE

Researcher has collected data from 80 respondents.

SAMPLING METHOD

Sampling method used in this study was simple random sample. The respondents were selected randomly.

METHODS OF DATA COLLECTION

- Primary data – Primary data is a data collected through questionnaire. It is a fresh data and original one. It was collected through the structured questionnaire.
- Secondary data – Secondary data is a data collected from various books, journals, websites, and so on.

VII. ANALYSIS

Table 1: Spending Time With Family Members of The Respondents

Spending time with family members	No.of.Respondents	Percentage
Always	21	26.2
Sometimes	39	48.8
Rarely	15	18.8
Never	5	6.2
Total	80	100

Source: Primary Data

Interpretation

From the above table it is clearly understand that the majority of the respondents are spending only sometimes with their family members. 26.2 percentages of the respondents are always spending time with their family members. 18.8 percentages of the respondents are rarely spending time with family members. 6.2 percentages of the respondents are never spending time with family members.

TESTING OF HYPOTHESIS: 1

Satisfaction Level of Family Engagement

Ho : There is no association between satisfaction level based on marital status and family engagement.

H₁: There is an association between satisfaction level based on marital status and family engagement.

Inference:

From the above analysis the calculated P-Value is (0.51) is more than the Significant value (0.05) So, Accept the Null hypothesis Ho. Hence, there is no association between satisfaction level based on marital status and family engagement.

TESTING OF HYPOTHESIS: 2

Satisfaction level of Job Sharing

Ho : There is no association between satisfaction level based on marital status and Job Sharing.

H₁: There is an association between satisfaction level based on marital status and Job Sharing.

Table 2: Satisfaction level of Job Sharing

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.219 ^a	4	0.056
Likelihood Ratio		4	0.21
Linear-by-Linear Association	2.048	1	0.152
N of Valid Cases	80		

Inference

From the above analysis to conclude that the calculated P Value (0.056) is higher than the Significant value (0.05) hence Null hypothesis Ho is accepted. Hence, there is no association between satisfaction level based on marital status and job Sharing.

VIII. FINDINGS

- ❖ Majority of the respondents are 30-35 age group.
- ❖ Majority of the respondents are Married.
- ❖ Majority of the respondents are doing full time work.
- ❖ Majority of the respondents are able to balance their work life balance.
- ❖ 31.2 percentage of the respondents are increases the motivation its benefits of work life balance.
- ❖ Majority of the respondents are working sometimes more than 5 days in a week.
- ❖ Majority of the respondents are spending sometimes with their family members.
- ❖ Majority of the respondents are taking special initiatives to manage their diet.
- ❖ 38.75 percentage of the respondents are happy with amount of time spend at work.
- ❖ Majority of the respondents are managing stress by meditation and entertainment.
- ❖ The majority of the respondents refresh twice in a day.
- ❖ Unable to attend important function due to work life placed in the first rank and work and life are inseparable placed in the fifth rank. Thus, the problems of work life balance ranked.

IX. SUGGESTIONS

- ❖ The management has to consider the difficulties of the teachers and should take steps to sort it out.
- ❖ Solving the problems of the teachers will help them to concentrate on the work and to contribute more.
- ❖ Stress free work environment will result in improvement in efficiency.

X. CONCLUSION

Here conclude that, teachers are able to manage their work and life. But, there are some difficulties for managing the work and life. But, they are managing. There is a satisfaction among teachers in balancing their work and life. In the case of large Respondents of teachers, it may difficult to achieve work life balance. So, some of the problems are discussed in this study. It can be overcome by planning of time schedule, relaxations, time spending with family, hearing music dancing and by finishing the work on time it reduce the stress and tension. To promote good work life balance in workplace by way of part time working for flexible time, job sharing, home working, free exercise classes (meditation, yoga) a free canteen and so on.



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