A Study on Factors Influencing Work Life Balance of Women Teachers in Dindigul District

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Abstract

Today's career women are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments to home. The attitude of female workers has also changed. Women are growing more ambitious as they become key players in the world of work, contributing to major company successes. Work life balance of women employees has become an important subject since the women are equally sharing the earning responsibility for the betterment of their family. Women are getting into jobs and they continue to work even after marriage. The working women efficiently overcome difficult situations by their commitment and perseverance. The participation of women in income generation activities leads them to satisfy their home needs to a greater extent. This paper aims to analyse the factors which influence the achievement of work life balance.

Keywords: Work Life, Income, Socio-Economic Status, Frequency, Relationship, Women Teachers

Introduction

Teaching is a difficult profession. There are many problems for teachers that make the profession more complicated than it has to be. There are also substantial benefits and rewards for those who decide that they want a career in teaching. The truth is that every job has its own unique set of challenges. Work life balance of women employees has become an important subject since the women are equally sharing the earning responsibility for the betterment of their family. Women are getting into jobs and continue to work even after marriage. A married woman has more responsibility than a man in taking care of young children and family. The working woman efficiently overcomes difficult situations by their commitment and perseverance. The participation of women in income generation activities leads them to satisfy their home needs to a greater extent. This chapter aims to analyze the factors which influence the achievement of work life balance.

There are many factors that influence the work life balance of women teachers working in self financing colleges. Among these factors, some of them are family related,

while the other factors are work related. These factors can exert either a positive influence of negative influence on the work life balancing efforts of the women teachers

Objective Of The Study

- To analyze the factors influencing work life balance of women teachers in self financing colleges
- To give necessary suggestions for improving the work life balance of women teachers

Statement Of Problem

Women are allowed to work: still they face some problems in workplace and family. They are not treated equal by their male counterparts. In case of married women, they are not allowed by family members to go for business tour. Gender discrimination is another problem faced by women in case of pay. In some colleges women employees are paid less than men. Though women professionals are in high position,they do not deny their responsibilities at home, which eventually lead to physical and mental illness. This makes them more stress and leads to some health problems. Another most difficult problem faced by them is that , they are forced to leave their children in day-cares or under the care of servant maids on whom they have little faith. This creates more tension in them and less concentration on their work. Therefore the researcher made an attempt to undertake a research on the topic "A study on factors influencing work life balance of women teachers in Dindigul District"

Collection Of Data

The primary data is collected by direct survey from the women college teachers working in self-financing colleges trying to balance their work life. This has been done through the interview schedule method. The researcher used closed ended interview schedule for the purpose of data collection. Information was gathered from 50 women college teachers working in self-financing colleges in Dindigul. The secondary data are collected from relevant topics found in from newspapers, books, magazines, journals and websites.

Review Of Literature

K.Santhana Lakshmi and S. SujathaGopinath(2013) have made an attempt to identify work life balance of women employees with reference to teaching faculties. They concluded that educational Institutions should address the work life balance related issues among their staff to manage their work life balance which would add to the performance of the staff members[1]

S.Padma, M. Sudhir Reddy(2013) made an attempt to identify ' Role of family support in balancing personal and work life of women employees " to know about the impact of family support on work life balance. They have collected data by using convenience sampling. The primary data are collected through well structured questionnaire from 56 respondents, and the data are analyzed by using ANOVA, T test, Regression analysis. They concluded that the women with the responsibility of elder parents' health, need to be given a helping hand to balance their personal and professional works[2]

Reeenaparthanath (2017) in her study person involved in teaching professions are treated differently than those working in other organizations. Working in educational institution as a faculty position is much safer and secure for women employees as compared to other professions. Moreover the working hours are not so rigid to make women's lives miserable.

Benazir A (2018) in her study found that all the three categories of women teachers experience a moderate level of job performance. She confirms that, efficient time managements, flexible professionals and home duties, and support system have influence in actual work life balance of women. The result further proves that an improvement in the work life strategies will result positive changes in the overall work life balance of the women academicians and improves job performance.

Ramesh babu (2017) found that the level of consequences of work life balance is high among teachers in self supporting colleges than the teachers in aided colleges, because of implementing so many coping strategies to enrich the work life balance among women college teachers.

Analysis

The Chi-square analysis is mainly used to test the independence of twofactor In order to study whether there is any association between twoattribute namely their income, time travelling and motivating factors of the respondents with   the income of the respondents
The formula used for Chi-square test is as follows:-

$$\chi^2 = \sum (O-E)2/E$$

O=Observed frequency
E=Expected frequency, computed by
Row total X column total/Grand total
The required degree of freedom is calculated by the followingformula:-
df = (r-1)(c-1),
r = Number of Rows
c = Number of Columns

When the calculated value is more than the Chi-square table value at aparticular confidence level say 5% level of significance, the null hypothesisisrejected and if the calculated value is less than Chi-square table value the nullhypothesis if accepted.

Testing Of Hypotheses

- There is no significant relationship between time spent for travel for work of the respondents and their level of work life balance
- There is no significant relationship between motivating factor of respondents and the level of work life balance
- There is no significant relationship between educational qualifications of the respondents and the level of work life balance
- There is no significant relationship between place of residents of the respondents and the work life balance

- There is no significant relationship between stress related issues of the respondents and their level of work life balance

Income Of Respondents

Income is one of the major determinants of one's socio economic status in the society which directly influences the work life balance of the respondents. The following table exhibits the monthly income of the respondents.

TABLE 1

Monthly Income of Respondents

S.No	Monthly Income	No of Respondents	Percentage
1	8000-12000	29	58
2	13000-17000	13	26
3	Above 17000	8	16
	Total	**50**	**100**

Source: Primary

The above table 1 shows that out of 50 respondents , 29 respondents(58 per cent) monthly income is between Rs.8000 and Rs.12000 while 13(26 per cent) respondents monthly salary between Rs.13000 and Rs.17000. 8 (16 per cent) respondents monthly income is above Rs.17000.Most of the respondents monthly income (58 percentage) is between Rs.8000 and Rs.12000

Time Spent For Travelling

Time spent for travelling to the work place may have an impact on the work life balance of women teachers.This may depend upon the distance between their residence and place of the college. The following table presents the time taken by the respondents to reach their colleges from their house.

TABLE 2

Time Spent For Travelling By Respondents

S.No	Time spent for travelling	No of Respondents	Percentage
1	Less than half an hour	8	16
2	Nearly one hour	31	62
3	Nearly two hours	11	22
4	More than two Hours	---	---
		50	100

Source:Primary

From the above table 2, it is clear that, out of 50 respondents,8(16 per cent) respondents are travelling less than half an hour to the college and 31 respondents(62 per cent) are travelling nearly one hour.

A majority of the respondents 31(62 per cent) are travelling nearly 1 hour to their colleges

Time spent for travelling by the respondents and frequency relationship with income of respondents

The time spent for travelling of respondents is compared with Frequency relationship of income of respondents. The income of different respondents is directly impact the different income classification. The time spent for travelling by the respondents and frequency relationship of income of respondents are presented in the table 3

TABLE 3
Time Spent for Travellling And Frequency Relationship Of Income Of Respondents

Time Spent for Travelling	Income of Respondents			Total
	8000-12000	13000-17000	Above 17000	
Less than half an hour	8	0	0	8
Nearly one hour	21	10	0	31
Nearly two hours	0	3	8	11
More than two Hours	0	0	0	0
Total	29	13	8	50

Source: Primary data

From the above table it is clear 16 per cent of the respondents travel time is less than half an hour and their income level is Rs.8000 to 12000. 42 per cent of the respondents spent travelling time nearly one hour and their income level is Rs.8000-12000. 20 percent of respondents travel nearly one hour and their income level is Rs.13000-17000. 8 per cent of respondents nearly travel time is two hour and belong to the income level above 17000.

The chi-square is used to find the significance of the time spent for travelling on the frequency distribution of income of respondents.

Test of significance

To test the relationship between times spent for travelling and income of respondents

Hypothesis

Ho: There is no significant relationship between time of travelling and their income of respondence

Chi- square test

Particulars	Time spent on travelling and frequency relationship of income
Calculated value	40.238
Df	4
Table Value	9.487
Result	Significant

Since the calculated value of Chi-Square is 40.238 which is greater than the table value of 9.487 at per cent level of significance the null hypothesis is rejected. Hence, there is a relationship between the time spent on travelling and frequency relationship of income of

respondents. Therefore the chi-square analysis clearly reveals that the time spent on travelling has significantly impact on the income of respondents.

Motivating Factor Of The Family

Every person has a motivating factor which encourages him/her them to do the work enthusiastically and with commitment. Teachers too have some factors which motivate them to undertake this profession amidst other issues. The researcher is interested to know what factors motivate them to dothe teaching work by balancing their family life and work life.

TABLE 4
Motivational factor of Respondents

S.No	Motivational factor	No of Respondents	Percentage
1	Personal Satisfaction	17	34
2	Financial Independence	16	32
3	Support from family	12	24
4	Constructive utilization of time	1	2
5	Salary policy	4	8
	Total	50	100

The above table 4 explains that out of 50 respondents 17 (34 per cent) are working for personal satisfaction, 16respondents (32 per cent) are motivated through their financial Independence. Most of the respondents are working to their personal satisfaction.

Motivational factor of family and frequency distribution of income of respondents

The Motivational factor of family of respondents are compared with Frequency relationship of income of respondents. The income of different respondents is directly impact the different income classification. The time spent for travelling by the respondents and frequency relationship of income of respondents are presented in the table 5

TABLE 5
Motivational Factor Of Family And Frequency Relationship Of Income Of Respondents

Motivational Factor of family	Income of Respondents			Total
	8000-12000	13000-17000	Above 17000	
Personal Satisfaction	17	0	0	17
Financial Independence	12	4	0	16
Support from family	0	9	3	12
Constructive utilization of time	0	0	1	1
Salary policy	29	13	4	50

From the above table 5 it is clear that 34 per cent of the respondents' Motivational factor is personal satisfaction and their income level is Rs.8000 to 12000. 24 per cent of the respondents are for financial independence and their income level is Rs.8000-12000. 8 percent of respondents are financially independent and their income level is Rs.13000-17000. 18 per cent of respondents are getting family support and belong to the income level above 17000. Only 2 percent of respondent have constructive utilization of time and their income level is above 17000.

The chi-square is used to find the significance of motivational factor of family on the frequency distribution of income of respondents.

Test of significance

To test the relationship between Motivation factors of family and income of respondents

Hypothesis

Ho: There is no significant relationship between motivation factor of family and their income of respondent

Chi- square test

Particulars	Motivation factor of family and frequency relationship of income
Calculated value	60.573
Df	8
Table Value	15.507
Result	Significant

Since the calculated value of Chi-Square is 60.573 which is greater than the table value of 15.507 at per cent level of significance the null hypothesis is rejected. Hence, there is a relationship between the motivational factor of family and frequency relationship of income of respondents. Therefore the chi-square analysis clearly reveals that the motivation factor of family has a significant impact on the income of respondents.

Stress Related Issues Faced By The Respondents

Stress has affected the people's body, mind, emotion and behavior. Stress may occur due to work load, stagnation of work, ambiguity and so on. Due to stress the respondents may suffer with problems of hypertension, obesity, diabetes, frequent head aches and so on. The following table presents the details about the stress related issues faced by the respondents.

TABLE 6
Stress Related Issues

S.No	Stress Related Issues	No.of Respondents	Percentage
1	Hypertension	11	22
2	Obesity	3	6
3	Diabetes	6	12

4	Frequent head aches	27	54
5	None	3	6
	Total	**50**	**100**

The above table 6 explains that out of 50 respondents, 27(54 per cent) respondents are suffering from frequent headaches, 11(22 per cent) respondents suffer from hypertension, 3(6 per cent) respondents suffer from obesity and Diabetes.

Stress related issuesfaced by the respondents and frequency relationship with income of respondents

The stress related issue facedby respondents is compared with frequency relationship of income of respondents. The income of different respondents is directly impacts the stress related issues. The stress related issue faced by the respondents and frequency relationship of income of respondents is presented in the table.

TABLE 7
Stress Related Issue And Frequency Relationship Of Income Of Respondents

Stress related issue	Income of Respondents			Total
	8000-12000	**13000-17000**	**Above 17000**	
Hypertension	11	0	0	11
Obesity	3	0	0	3
Diabetes	6	0	0	6
Frequent head aches	9	13	5	27
None	0	0	3	3
Total	29	13	8	50

From the above table it is clear 22 per cent of the respondents faced stress due to hypertension and their income level is Rs.8000 to 12000. 6 per cent of the respondents faced stress due to Obesity and their income level is Rs.8000-12000. 12 percent of respondents faced stress due to diabetes and their income level is Rs.13000-17000. 26 per cent of respondents faced stress due to frequent head aches and belong to the income level Rs 13000-17000 , 10 per cent of the respondents faced stress due to frequent head ache and belongs to income level above 17000 and only 6 per cent of respondents faced no stress and belong to income level above 17000 .

The chi-square is used to find the significance of the stress related issues faced by respondents on the frequency distribution of income of respondents.

Test of significance

To test the relationship between stresses related issue and income of respondents

Hypothesis

Ho: There is no significant relationship between stress related issue and their income of respondents

Chi- square test

Particulars	Stress related issue and frequency relationship of income
Calculated value	38.266
Df	8
Table Value	15.507
Result	Significant

Since the calculated value of Chi-Square is 38.266 which is greater than the table value of 15.507 at per cent level of significance the null hypothesis is rejected. Hence, there is a relationship between the stress related issues faced and frequency relationship of income of respondents. Therefore the chi-square analysis clearly reveals that the stress related issues faced has a significantly impact the income of respondents.

Education Qualification Of Respondents

　　　　Literacy level plays an important factor in affecting the work life balance of the respondents. The following Table exhibits the details of the educational qualification of the respondents.

TABLE 8
Educational Qualification

S.No	Educational Qualification	No.of Respondents	Percentage
1	Post graduates	5	10
2	M.Phil	32	64
3	Ph.D	11	22
4	NET	2	4
	Total	**50**	**100**

　　　　The above table demonstrates that out of 50 respondents, 32(64 per cent) respondents are post graduates with M.Phil. And 11(22 per cent) respondents each are just post graduates and post graduates with Ph.D.

　　　　The majority of the respondents are post graduates with M.Phil(64 per cent) since most of the colleges admit teachers according to the norms of University Grants Commission.

Educational qualification of the respondents and frequency relationship with income of respondents

　　　　The Educational qualification**s** of respondents are compared with frequency relationship of income of respondents. The income of different respondents is directly impact the education qualification of respondents. The educational qualification of the respondents and frequency relationship of income of respondents presented in the table

TABLE 9
Educational Qualification And Frequency Relationship Of Income Of Respondents

Educational Qualification	Income of Respondents			Total
	8000-12000	13000-17000	Above 17000	
Post graduates	5	0	0	5
M.Phil	24	8	0	32
Ph.D	0	5	6	11
NET	0	0	2	2
Total	29	13	8	50

From the above table it is clear that the education qualification of 48 per cent of the respondents is M.Phil,10 per cent of education qualification is Post graduated and their income level is Rs.8000 to 12000. 16 per cent of the respondent's education qualification is M.Phil, 10 per cent of respondent's education qualification is Ph.Dand their income level is Rs.13000-17000. 12 per cent of respondent's education qualification is Ph.D and their income level is above 17000. Only 4 per cent of respondent's education qualification is NET and their income level is above 17000.   The chi-square is used to find the significance of the Education Qualification by respondents on the frequency distribution of income of respondents.

Test of significance

To test the relationship between Education Qualification and income of respondents

Hypothesis

Ho: There is no significant relationship between Education Qualification and their income of respondents

Chi- square test

Particulars	Education Qualification and frequency relationship of income
Calculated value	39.043
Df	6
Table Value	12.591
Result	Significant

Since the calculated value of Chi-Square is 39.043 which is greater than the table value of 12.591 at per cent level of significance the null hypothesis is rejected. Hence, there is a relationship between the Education Qualification and frequency relationship of income of respondents. Therefore the chi-square analysis clearly reveals that the Education Qualification has significantly impact the income of respondents.

Place Of Residence Of The Respondents

The following Table shows the place of the residence wise classification of the respondents.

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TABLE 10
Place Of Residence Of The Respondents

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S.No	Place of Residence	No.of Respondents	Percentage
1	Urban	23	46
2	Rural	13	26
3	Semi-Urban	14	28
	Total	**50**	**100**

The above table 10 shows that out of 50 respondents, 23(46 per cent) respondents are residing in urban area, 13(26 per cent) respondents are residing in rural area and 14(28 per cent) respondents are residing in semi-urban area.

Place of residence of the respondents and frequency relationship with income of respondents

The **Place of residence** of respondents is compared with Frequency relationship of income of respondents. The income of different respondents is directly impact the **Place of residence** of respondents. The **Place of residence** of the respondents and frequency relationship of income of respondents presented in the table

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TABLE 11
Place Of Resisdence And Frequent Relationship Of Income Of Respondents

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Place of residence	Income of Respondents			Total
	8000-12000	**13000-17000**	**Above 17000**	
Urban	23	0	0	23
Rural	6	7	0	13
Semi-Urban	0	6	8	14
Total	29	13	8	50

From the above table 11 it is clear that 46 per cent of respondents resides in Urban, 12 per cent respondents resides in Rural place and belongs to the income level Rs.8000-12000. 14 per cent of respondents reside in Rural, 12 per cent of respondents resides in semi-urban places and their income level is Rs.13000-17000. Only 16 per cent of respondents resides in semi urban place and their income level is above 17000.

The chi-square is used to find the significance of the place of residence of respondents on the frequency distribution of income of respondents.

Test of significance

 To test the relationship between place of residence and income of respondents

Hypothesis

Ho: There is no significant relationship between place of residence and their income of respondents

Chi- square test

Particulars	Place of residence and frequency relationship of income
Calculated value	47.388
Df	4
Table Value	9.487
Result	Significant

Since the calculated value of Chi-Square is 47.388which is greater than the table value of 9.487 at per cent level of significance the null hypothesis is rejected. Hence, there is a relationship between the place of residence and frequency relationship of income of respondents. Therefore the chi-square analysis clearly reveals that the place of residence has significantly impact the income of respondents.

Conclusion

According to be observation, the factors influencing work life balance was analyzed. Women teachers are the one who need to take care of their children, look after home front and simultaneously manage their professional life as well. This has caused lot of stress and pressure to women teachers. Only those who maintain a balance between these two can survive in both the formats. Women workforce is increasing and their contribution to the colleges is also considered to be valuable. It is very necessary for the colleges to acknowledge women teachers by providing more appropriate work-life balance measures for them. Striking a healthy work-life balance is imperative for all the women teachers irrespective of the college to which they belong. It is the joint responsibility of the college and the women teachers to ensure strong work-life balance that can bring in fruitful results to the colleges, students as well as women teachers also.

Findings

➢ Out of 50 respondents, 27(54 per cent) respondents are suffering from frequent headaches, 11(22 per cent) respondents suffer from hypertension, 3(6 per cent) respondents suffer from obesity and Diabetes.

➢ Out of 50 respondents , 29 respondents(58 per cent) monthly income is between Rs.8000 and Rs.12000 while 13(26 per cent) respondents monthly salary between Rs.13000 and Rs.17000

➢ Out of 50 respondents 17 (34 per cent) are working for personal satisfaction, 16respondents (32 per cent) are motivated through their financial Independence. Most of the respondents are working to their personal satisfaction.

➢ The majority of the respondents are post graduates with M.Phil (64 per cent)

➢ Out of 50 respondents, 23(46 per cent) respondents are residing in urban area, 13(26 per cent) respondents are residing in rural area and 14(28 per cent) respondents are residing in semi-urban area.

Suggessions

➢ The college can conduct specific counselling program on work life balance to create awareness about the impact of work life balance at women teachers personal and organizational life

➢ College can create an ideal work culture to achieve work life balance

➢ Family welfare programs and family counselling programs can be conducted

➢ The college should take actual remedy to avoid burden of women teachers

➢ The college can give time to complete their allotted work so without any tension they can complete the work.

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