



A STUDY ON WORK LIFE BALANCE OF WOMEN WITH SPECIAL REFERENCE TO SCHOOL TEACHERS IN ERODE DISTRICT

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ABSTRACT

Work Life Balance of Women employee has an important subject since the women are inversely contributing the earning responsibility for the advancement of their family. Women are getting into jobs and they continue to work indeed after marriage. A wedded woman has further responsibility than man in taking care of children and family. The working women efficiently overcome delicate situations by their commitment and determination. In the present study an attempt has been made to study the work life balance of women with special reference to school teachers in erode district by using ANOVA. It was found that Educational Qualification and Level of Standard handling have a impact on their personal as well as work life.

INTRODUCTION

Work- Life Balance doesn't mean an equal balance. It means the capacity to record the hours of professional and individual life so as to lead a strong and peaceable life. It emphasizes the ethics, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and life. When a woman attains a successful work- life balance, she has job satisfaction and becomes productive and flourishes in her career. But, in certain cases the women not suitable to succeed due to incapacity in balancing her work and life. She is not able to set her superiority. As a result, she withdraws from her work due to simple reasons like taking care of her children, progressed in laws/ parents, and other family pressures. However, she'd be successful women, If the man is seemly to share some of her liabilities. A survey in the UK reveals that the majority of the women had successful WLB, because their spouse participated an equal cooperation both in professional and personal life. With the advancement in technology, and education and revolution in the manufacturing sector, there has been a little change in Indian men too. Both are need to plan their working hours and personal hours so that they lead a healthy life. The women should also educate her children to partake liabilities to make life better and fruitful.

REVIEW OF LITERATURE

Vijaya Mani (2013)¹ has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support.

Dr. Venkataramanan. M and Abirami. N (2013)² explained that study on Work Life Balance in Arts and science College among women teachers at TamilNadu. The tools for the analysis include Descriptive analysis, Cross tabulation, Chi- square test, weighted average analysis, one way ANOVA, correlation, factor analysis. Their research study help teachers on balancing towards work life. As a result, a teaching faculty member lives in two systems and needs to perform both professional as well as familiar roles.

Santhana Lakshmi. K (March 2013)³ have examined that the Educational institutions should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement the policies to support the teaching staff to manage their WLB.

Rabia Umer and Muhammad Zia-ur-Rehman (2013)⁴ pinpointed the issue of work-life conflict and



work life balances faced by working women. The purpose of their study is to assess the impact of work life balance and work life conflict on life satisfaction of working women. A quantitative approach has been taken. The sample consists of 145 working women of Higher Education University of twin cities out of which 105 questionnaires were returned which yield to response rate of 73%. Results indicated that 43.8% of variance in life satisfaction of working women is due to Work life conflict and work life balance.

OBJECTIVES

- To study the prevalence of work life balance problem among the women teachers in schools.
- To study the extent to which various factors affects working women's work life balance.

DATA ANALYSIS AND INTERPRETATION

Profile of the Respondents

Table 1
Demographic Profile of the Respondents

Category	No.of Respondents	Percentage
Age		
Upto 25 years	28	28.0
26 to 40 years	53	53.0
40 to 55 years	17	17.0
Above 55 years	2	2.0
Marital Status		
Married	64	64.0
Unmarried	36	36.0
Educational Qualification		
Under Graduate	15	15.0
Post Graduate	27	27.0
Professionally Qualified	58	58.0
Monthly Income		
5000-10000	36	36.0
10000-25000	56	56.0
25000 & above	8	8.0
Number of Children		
Unmarried	36	36.0
0	12	12.0
1	42	42.0
2	18	18.0
More than 2	2	2.0
Size of the Family		
Upto 3 members	35	35.0
4-6 members	57	57.0
Above 6 members	8	8.0

RESEARCH METHODOLOGY

Sample Size

The sample was collected from 100 school teachers. The research targets mainly female teachers from various schools in Erode District.

Sampling Technique

Convenience sampling technique was adopted to select the sample respondents.

Source of Data

- 1) Primary Data
- 2) Secondary Data

Tools for Analysis

- Simple Percentage Analysis
- Weighted Average Score Analysis
- ANOVA



TABLE 2
RESPONDENTS PREFERENCE LEVEL TOWARDS THEIR PROBLEM IN PERSONAL LIFE

WEIGHTED SCORE POINTS		5	4	3	2	1	TOTAL SCORE	WEIGHTED AVERAGE SCORE	RANK
RANK		I	II	III	IV	V			
FACTORS									
Miss out any quality time with family or friends because of pressure of work	X	33	54	9	2	2	414	27.6	I
	WX	165	216	27	4	2			
Don't get enough time for yourself	X	22	40	27	2	9	364	24.26	V
	WX	110	160	81	4	9			
Work affects on your personal life	X	38	24	17	10	11	368	24.53	IV
	WX	190	96	51	20	11			
No time to socialize or relax with your partner/ see family in week	X	27	29	26	8	9	354	23.6	IX
	WX	135	116	78	16	9			
To work in home most evenings	X	30	24	24	20	2	360	24	VI
	WX	150	96	72	40	2			
Relaxing and forgetting about work issues is hard	X	20	41	22	7	10	354	23.6	VIII
	WX	100	164	66	14	10			
Relationship with partner is suffering because of pressure or long hours work	X	37	28	9	9	17	359	23.93	VI
	WX	185	112	27	18	17			
Worry about effect of work stress on health	X	25	41	9	7	18	348	23.2	X
	WX	125	164	27	14	18			



Family are missing out on input either because don't see enough of them/too tired	X	35	35	22	3	5	392	26.13	II
	WX	175	140	66	6	5			
Finding time for hobbies, leisure activities, or maintain family relationship is difficult	X	28	44	15	3	10	377	25.13	III
	WX	140	176	45	6	10			

Source: primary data

FACTORS INFLUENCING WORK LIFE BALANCE

Table 3

Level of Satisfaction on Personal Life (ANOVA)

Factors	F Value	Table Value	Significance at 5 % level
Age	0.813	2.70	Not Significant
Marital Status	0.216	3.94	Not Significant
Educational Qualification	6.234	3.09	Significant
Standard Handle	4.821	2.70	Significant
Type of Institution	0.210	3.09	Not Significant

Table 4

Level of Satisfaction on Work Life (ANOVA)

Factors	F Value	Table Value	Significance at 5 % level
Age	0.953	2.70	Not Significant
Marital Status	0.78	3.94	Not Significant
Educational Qualification	5.902	3.09	Significant
Standard Handle	4.966	2.70	Significant
Type of Institution	1.497	3.09	Not Significant

FINDINGS OF THE STUDY

- The majority (53%) of the respondents are belonging 26-40 years.
- 64% of the respondents are in the category of married.
- The majority (58%) of the respondents are professionally qualified.
- 56% of majority respondents earn 10000-25000 as their monthly income.
- Majority (42%) of the respondents are having 1 child.
- 57% of the respondents are living with 4-6 members.
- It is clear from the weighted Average Score analysis that the maximum of respondents agrees that because of pressure in work they miss their quality time with their family and friends as the main factor which affects the personal life.

- From the ANOVA analysis, it is Concluded that Age, Marital Status and Type of Institution Does not have a significant impact on the level of satisfaction of both personal life and work life. Whereas, Educational qualification and Standard Handle have a significant impact on the level of satisfaction of both Personal and work life.

CONCLUSION

Work-life balance policies are most likely to be successfully mainstreamed in institutions which have a clear understanding the importance of work-life balance for all teachers. Whatever the chosen course, it is hoped that this research project report will form a stepping stone in the process and provide a basis for reflection and debate on work-life balance issues in schools in Erode District.

**REFERENCE**

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