

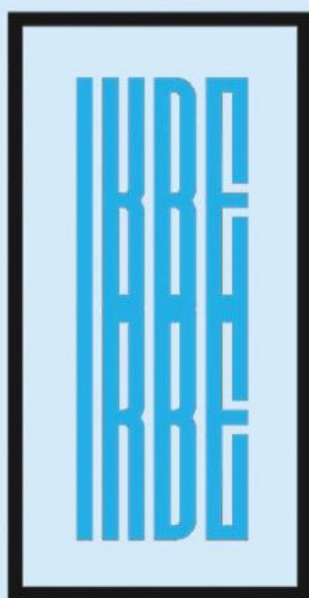
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DYNAMICS OF BUSINESS AND ECONOMICS : GLOBAL PERSPECTIVE



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47.WORK-LIFE BALANCE OF TEACHING PROFESSIONALS

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ABSTRACT



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 is usually unrewarding and unrealistic.

Purpose: Work Life Balance (WLB) is one of the important issues in corporate sector. However, there is a need to know the balancing level of teachers with regard to both their work and family or personal life. Thus, the purpose of this study is to map the dimensions of WLB among teachers.

Design/methodology/approach: This study is based on the responses of teachers of private degree colleges surrounding Shivamogga City. The data for the study was collected from 108 teachers working private colleges and professional courses.

Findings: The findings of the study indicate that there is a need for designing WLB policies and programs for the teaching community to enable them to balance their work and life needs.

Managerial implications: This study

may give insight regarding the problem that teachers usually face. Balance should be established between workload distribution, time and extra-curricular activities so as to inculcate efficiency among teachers.

Research Limitations: The study is based on a limited sample size. There is a need to carry out studies with a larger sample size to make results more generalizable.

KEYWORDS

Work-Life Balance, Personal life, Workload Distribution.

INTRODUCTION

Work Life offset is not something that just happens. It includes the endeavors of various accomplices: the worker, the association for which the representative works, the family with whom the worker lives and the general public in which all are implanted. It includes common comprehension and admiration between these players.

Throughout their lives, people play many roles like parents, siblings,

spouse, son / daughter, friend, employee, colleague etc. Many people try to balance all these roles competently and are able to cope with the demands that each role puts on them, even when these roles seem to be created conflict. The major problem faced by working professionals is the inability to balance the demands and pressure at work and demands and pressures on the home front. There are two major issues that need to be understood to resolve the work-life imbalance happening among today's professionals. However, achieving work-life balance may be a priority of an individual employee and it is not his or her sole responsibility to be a lone fighter. Employers being the advocates of setting norms and conditions at workplace are considered to be the facilitators of work-life balance.

Clark (2000) defined Work-life balance as satisfaction and smooth functioning at work and home without any role conflict. Work-life balance as a concept has got considerable attention and has been practiced in almost every organizations in the form of policy. However, many of HR policy makers are not sure about what should consist of work-life balance program. Hence, employee work-life balance concept has got recognition from employers and HR managers in the recent years and the organizational initiatives in this regard is hardly having clarity in its policy.

SCOPE OF THE STUDY

The study has covered the teaching professional's degree colleges of Shivamogga city. The study has emphasized the analysis of demographic profile of the respondents and the level of attitude towards teaching profession. The study has primarily focused on the factors determining the level of attitude of the respondents towards their profession and about their personal life

and the factors influencing the level of attitude of the respondents towards Work life balance.

REVIEW OF LITERATURE

Senthil kumar et al. focused on teaching professionals with the objectives of finding the relationship between the demographical variables (such as marital status and partner employment status) and the level of stress in balancing work and life. The study found that 109 (55.3%) respondents belonging to middle age category and their level of stress in balancing work and life, High level of stress perceived is the highest (63.5%) among the female respondents. Majority (90%) of the respondents were not satisfied with their work-life balance due to their work load. The study concluded that in this modern world, the role of teaching professionals are ever changing and evolving and the new teaching learning environment puts heavy pressure on teaching professionals.

Subha concluded that modern organizations, especially educational institutions, should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work or life balance which would add to the performance of these staff members. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations.

Venkataramanan and Abirami suggested that understanding of stress in management teaching professionals may not only form the basis of stress analysis but may also be useful in rationalizing stress behavior and formulating coping strategies for the entire teaching professionals. Based on this information the working conditions

may be improved.

Ashok and Ebria suggested that more time to be spent with the family members and try to know what they need. This is a major aspect in work-life balance. Missing the quality time with family due to work pressure leads to dispute in family. Main concern shall be given to family by proper scheduling of work. Scheduling the work and performing it according to time improves the quality of work-life balance.

Ratha concluded that no debate on the fact that work life balance is essential and important for a stress free and fulfilling life, especially for a woman and justify its utility since knowing the faculty members precisely and reaching out to them in the effective way, is the key to minimize stress. The study can also direct employers of institution to evolve flexible work strategies and provide better working conditions which will help in overcoming stress in faculty members to some extent.

Dhanya and Kinslin concluded that best practices for WLB includes Flexi time, Work commuting, Five days' work per week, Planned vacations, leave facilities including maternity leave, employee welfare schemes and talent development initiatives. Some innovative ideas need to evolve in this context for reducing work life imbalance.

NEED FOR THE STUDY

Work-life balance for a teaching professional has become one of the greatest challenges in today's world. Teachers work load not only demand their time in the institution, but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending to various institution related functional requirements. Teachers

need to spend extra hours every day to be effective and productive in their profession so that they could reach higher levels and face the challenging atmosphere. Moreover, teachers not only look forward towards teaching, but also need to focus on soft skills and life skills so that they not only produce good professionals, but also develop good citizens. Now-a-days teachers are found to be overburdened due to their academic work load and career issues. Ample researches were conducted on teachers' work-life balance as it has been found that teaching is a stressful profession. All this adds to the stress among teachers leading to imbalanced work-life equations. Another most important reason for studying teachers on the aspect of work-life balance is that, this is the profession that has overwhelmingly female than in any other profession.

OBJECTIVES OF THE STUDY

- To know the balance level teacher with regard to both their work and family or personal life.
- To identify the factors determining the perception of the respondents towards teaching profession.
- To identify the factors determining the perception of the respondents towards teaching profession.
- To examine the institutional support related to work-life conflict.

RESEARCH HYPOTHESES

- There is no significant relationship among personal life and work life.
- There is no significant relationship among institutional support and work life balance.
- Work life balance has a positive relationship on work life balance of teachers.

METHODOLOGY OF THE STUDY

- Primary data was collected from the faculty members of different colleges

of Shivamogga City. Secondary data was collected from various journals, magazines etc.

- Sample size is 108.

DATA ANALYSIS

- Only completely filled-up questionnaires were considered for data analysis. SPSS data analysis software was used.
- For the analysis of the questionnaire statistical tool chi-square test was used for the purpose of the present study.

WORK-LIFE BALANCE THEORIES

The study of work life balance can be traced back to its roots basically at two areas, the first was the focus on programs for the children in terms of child care so that more women could better balance their life and work which was the effect of increasing number of women joining professional workforce sometime during the 1970's and the 1980's. The second was the result of the Employee Assistance Programs (EAP) that was introduced in most companies in the 1970's era. And soon the organizations around the world began to adopt to the programs and policies that encouraged and supported work life balance and focused on child care programs as the number of mothers working in the organizations grew who had difficulty in maintaining work and life.

THESE MODELS OR THEORIES CAN BE BRIEFLY EXPLAINED AS FOLLOWS:

1. Spillover theory: The "spillover theory" which was one of the first theory explaining the two worlds of work and family defines

that all the values, behavior and emotions that arise out of the employee's working environment greatly influences and spills out into a person's private life, exhibiting a direct link or relationship between the two spheres of work and family. Spill over can be both positive and negative. Positive spillover refers to a situation when satisfaction and achievement in one domain may influence and bring along satisfaction and achievement in another domain. On the other hand, negative spillover refers to the fact that difficulties and stress in one domain may bring along the same emotions in another domain (Xu,2009).

2. The Compensation Theory: The second theory is that of the "compensation theory". (Staines 1980) defines and explains and inverse relationship between work and family. He say's that many people compensate their failures and wrong feelings that emerge in a part of their lives through a greater involvement in the other. And that one sphere of life compensates for the other sphere of life stating the importance for both sides of the sphere of life to be balance and this will result in a better and more comfortable life in work and family.

3. The Instrumental theory: The "Instrumental theory" (Payton-Miyazaki&Brayfield 1976; Bruke&Greenglass 1987; Lambert 1990) states and defines that one's achievements at his/her work place are merely a tool to accomplish results in the family sphere. This theory further states that one's job is derived from any form of satisfaction and personal gratification and eventually becomes and activity aimed exclusively at providing the necessary resources to lead a comfortable and successful personal life.

FINDINGS

One of the objectives set for this paper is to identify the factors that an employee can able to balance his Work life and personal life.

		Frequency	Percent	V a l i d Percent	Cumulative Percent
Valid	yes	78	73.6	75.0	75.0
	no	25	23.6	24.0	99.0
	11	1	.9	1.0	100.0
Missin sysem g	Total	104	98.1	100.0	
		2	1.9		
Total		106	100.0		

Form the table it is clear that 73% of teachers are agree that they can manage and 24% are not agree in balancing their life.

- Few are not satisfied with the working hours of organization.
- Many teachers are not getting proper time to spend with their child because of work pressure.
- 39% are expressed that they are unhappy in the amount time that they spent in work, 47% of people are happy in time spent in work and 7% are very happy.
- The teachers should make time for work and life in equal proportions to find the optimum level of balance between work and life.
- Employers can create awareness about the impact of work life balance
- Family welfare programs and family counselling programs can be conducted
- Employees" social gathering programs will be the better option to reduce the mental pressure in the work place.
- Reward and recognition system should be fair and objectively to be adapted to each and every employee in the organization.
- Majority of teachers unhappy because their institute does not have

separate work-life balance policy for their employees.

DOES YOUR INSTITUTION HAVE SEPARATE POLICY FOR W.L.B.

	F	%	V a l i d Percent	Cum. %
Valid Yes	4	3.8	5.0	5.0
	76	71.7	95.0	100.0
no	80	75.5	100.0	
Total	26	24.5		
Missing System g	106	100		
Total				

RECOMMENDATIONS

Based on the findings of the study, it is clear that faculty undergo severe stress as they try to balance their domestic life and professional life. Continued work under pressure would result in poor performance in the institution as well as domestic life. Continued work under pressure would result in poor performance in the institution as well as domestic life. If the educational institutions and management think over the issue of providing employee friendly policies to faculties in order to balance their professional and personal life, definitely it can achieve competitive advantage in terms of student quality of education and faculties may turn into good organization citizens.

Conclusion

Work and family life have been an integral part of a life. These two together form as a whole integrated form and therefore attracts a lot of attention. With dual career couples widely prevalent in this modern era, there is a need for systematic research into the nature of work-life balance and further insight is required into ways by which the work-home interface can be more effectively managed. Considerably, more research is needed to gain additional insight into the meaning and consequences of work-family balance. There is a widespread demand from employees for the right to balance work and home life in today's busy world where finding time for oneself seems impossible. Health and wellness programs can, for sure help working in balancing their personal and professional life.

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