A STUDY ON WORK-LIFE BALANCE OFWOMENTEACHING PROFESSIONALSINCHENNAI CITY

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Abstract

The current study seeks to understand respondents' socioeconomic background, attitude of their career, influence and impact of work-life balance. The impact of work-life balance on life satisfaction, as well as the effect of work-life balance on respondents' interpersonal, societal, familial, environmental, and psychological standpoints, has been assessed. The aim of this study is to explore balancing one's own and professional life of women teaching fraternity. Non-probability convenience sampling techniques were used to acquire 150 samples from Chennai City. This research also attempts to analyze respondents' attitudes on work-life balance management. The issues, impact, outcome of the work-life balance have been tested with the relevant hypotheses by using the statistical tools such as ANOVA, Chi-Square and factor analysis.

Keywords: Work-life balance, Chennai city, women teaching professionals, socioeconomic background, and life satisfaction

1. Introduction

Females were historically restricted to native activities such as food preparation, rinsing, sweeping, and childcare. Traditionally, Indian women prioritized homemaking and worked within the confines of the family system (Mukherjee & Pande, 2015). The women were marked as homemakers and denied the rights or opportunity to exit the house. However, the impacts have shifted recently. In addition to being a homemaker, they have a crucial role to play both inside and beyond the home. The majority of women nowadays have twin responsibilities: working in an organization to earn their daily bread and butter, as well as caring for their families (Sarora & Sharma, 2018).

With rising, living costs on the one hand and improved education and job prospects on the other, both the married pair began working, and some families became multi-earner households. Women's career prospects have increased as a result of higher education, helping them to shift from stay-at-home mothers to productive professionals. Women have made great progress in every profession and have left an indelible mark in their respective sectors over time. However, she carries out her responsibilities as a housewife in a same manner. When pressures at work and home increase, women's work-life balance is jeopardized. To meet the demands of the business, employees must extend themselves and emphasis more on their work, resulting in a work-life balance that is unbalanced. In actuality, managing job and personal life is one of the most problematic issues confronting women in the twenty-first century.

According to Branimir et al. 2002(Branimir , Lidija , & Mirta , 2002), changes in expertise, morals, and demographic trends have resulted in the growing relevance of work-life balance in industrialized countries. When one side is out of balance for an extended period, unpleasant symptoms (exhaust, anxiety, depression, etc.) are likely to emerge. In this competitive period, firms are under stress to achieve high efficiency, and workers with a positive work balance are essential since an individual with a great work balance would be capable of contributing more to the organization's growth and success (Pranav **,** 2010).

Women from all social classes in India have taken up paid jobs. Indian ladies' access to enlightening possibilities is far more now than it was spans ago, especially in municipal areas. This has unlocked up original perspectives, raised cognizance, and increased individual growth objectives. This, combined with pecuniary pressure, has played a significant role in influencing women's decision to work. Economic necessity has been cited as the key reason for working in utmost analyses of laboring get married women in India. Working outside of the home has a net positive effect on marriage rather than a net negative influence.

Women who have children have substantially lesser occupational responsibilities than childless women, and those with early childhood outscored the grown-up children, despite popular belief. **(**Makowska**,** 1995**)** in vestigated the psychosocial elements that influence work-related stress and well-being in women. Even though the relationships between family life, stress, and well-being were all significant, the importance of work-related stress was obviously greater than that of family function stressors.

2. Review of Literature

Boiarintseva, Ezzedeen & Wilkin (2021) not as usual study, this study attempts to investigate couples without children and their work life balance. The study lights out that the couples are categorized as careerist focused, conventional, the right opposite non-conventional and at last egalitarian couples. The work life balance situations across various demographic groups are well explored through this study (Boiarintseva, Ezzedeen & Wilkin, 2021). Panda, A. and Sahoo, C.K. (2021), the researchers find that employee retention is an everlasting problem for many industries and have attempted to study the relationship between employee retention and work life balance. Structural equation modeling is deployed for the study to validate hypothesis. Further when we move to the findings of the study, we can find that psychological empowerment is a key factor that mediates relationship between work–life balance and working professionals. Dedication, loyalty, integrity and trustworthiness are indeed seen as factors stimulating psychological empowerment. Aruldoss, A. (2021) in their work bring to consideration three components, job stress, job commitment and job satisfaction.

The components are further compared and analyzed to study the work life balance with work environment, training & development as relationship elements. The findings show that two components, namely Job satisfaction & Job commitment are positively related to work life balance and job stress is negatively related to work life balance. Scholars and managers find this study to be very useful for their elementary research & managerial attributes. Certainmacro level factors have been identified and the way they shape the work and life balance of young European countries citizens are measured. Multi-level modeling is used to identify factors across 24 European countries for young citizens which shape the work–life balance. Higher Education & Family benefits are identified as key parameters which share the men and women at work premises. The findings state that men living in conservative countries prefer more work life balance (Rumiana , Petya , & Franziska , 2020)

DeSimone, K. (2020) attempts to broaden the knowledge of women's success and their perception towards potential barriers for their advancement. The study makes cult fitting outbreak that women in comparison with men feel more responsible. Also, the respondents convey that work& life balance result to a problematic situation for career advancement. Researchers thus do feel that most of the barriers of women for career advancements are self-imposed (DeSimone, 2020). McDonald, J. and Chaufan, C. (2019), discuss about the how certain gender norms are reflected in medical training & practice. Researchers state that women physicians in countries like Canada and in the United States experience social and health disturbances in comparison to men colleagues. Further authors argue that certain built-in gender inequalities are not challenged in the profession. Finally, we can find that researchers pave way for norms themselves that should become the focus of analysis and intervention in the future (McDonald & Chaufan, 2019).

Agarwal, S. and Lenka, U. (2015), found a conceptual review of emerging women entrepreneurs and their work life balance problems. Researchers have framed a conceptual frame work depicting the work life balance of women entrepreneurs based on secondary data analysis of selected articles. According to researchers, women entrepreneurs' home duties, as well as their potential positions, cause role conflict. They suggest that it is indeed an art to manage both personal and professional life style. The relevance of women entrepreneurs in the economic development and the need to find solutions for their problem is highlighted in this study. Rajadhyaksha, U. (2012), attempts to investigate the work life balance issues persistent in India. A wide range of Indian institutions are selected for the purpose of the study, through interviews primary & secondary data were gathered and analyzed. India's cultural concerns, gender equality, flexibility, stress reduction, health awareness, and childcare are all considered as influencing aspects in the country's work-life balance. Similarly, the socioeconomic environment of India and work-family concerns are investigated.

Burnett, Gatrell, Cooper and Sparrow, P. (2010) raises answers to two different questions, the first one discusses about the policies of work life balance when enhanced for working parents to fulfill their commitments to employers at work space and children at home, while the next focuses on how gender plays a role for work life balance. Researchers have clearly commented that the policies have not created a "gender neutral" environment. An interdisciplinary approach has been handled to debate on work life balance (Burnett, Gatrell, Cooper & Sparrow, 2010).

Straub, C. (2007) chose 14 European nations for this study and aimed to compare and evaluate organizations' commitment to work-life balance laws and guidelines. Only one incidence of providing monetary benefits for maternity leave is mentioned by the researcher. As a result, there is a good act of work-life balance. As a result, none of the other activities or policies had a substantial influence or a significant negative connection. We can find that work life balance practices and policies on women candidate's career advancement is well examined through this study (Straub, 2007). Doherty, L. (2004) this research is seen as a carry forward of a previous study conducted in Britan which aims to explore about the senior executive women staff and their work life balance. The different senior roles which women participate, and the barriers faced by them is investigated through this study. Strong rights are what that is expected to be seen by the researchers for the protection of vulnerable women employees (Doherty, 2004). Burke, R.J. (2002) attempts to investigate women's and men's opinions of corporate cultures in managerial and professional sectors in this paper.

Men and women's job status, work experience, contradictory non-work satisfactions, and psychological mental well-being are explored. According to the study, personal career and work-life balance leads to higher job and career satisfaction, lower work-related stress, lower member intention to quit, higher family satisfaction, less psychosomatic symptoms, and higher positive oriented emotional wellbeing. As a result, this study paves the way for exciting future research **(**Burke, 2002). Vloeberghs, D. (2002) attempt to investigate the need for the study of work life balance and its need in the present environment. The researcher finds it eager to identify practical instruments to measure the present situation of work life balance. Various short case studies are being used for the study, to identify the relevance of work life balance. We can find Family and Business Audit within the Flemish context is developed in this study for the understanding of work life balance in this present context. The need & deliberation of such wide analysis seems to be evenly importance in the present context.

3. Statement of the Problem

Due to the emergence of globalization and liberalization, the women started to play a great role in all fields. But the major struggle faced by women is, balancing their work life and personal life. However, teaching has become a difficult profession in recent decades, with the introduction of new modules and teaching style, as well as a trend toward upgrading curriculum, requiring more time beyond the normal working hours to be given to the profession. This would create a pressurized life and again, it would affect the individual's capability. The main aim is to assess the impact of work-life balance on life satisfaction, as well as the effect of work-life balance on respondents' interpersonal, societal, familial, environmental, and psychological aspects.

4. Need of the Study

The dual-career family has gained popular among Indian families in recent years. Evidence also suggests that a lack of work–family balance, which is often defined as an increase in work–family conflict, can harm both individual health and organizational performance. Women teachers may no longer be able to create a balance between their demanding work schedules and their personal life, particularly if they are married and have children. It is vital to explore the impact of work-life balance, as well as the importance and influence of work-life balance among women teachers, because they are particularly affected by the pressure to satisfy job obligations while also adopting responsibility for household management and child care.

5. Objectives of the study

To assess the socio-economic profile of the respondents and to identify the factors determining work-life balance among women teaching fraternity.

6. Hypotheses of the Study

• H01: Levels of Satisfaction do not relate with attitudes toward work-life balance

• H02: Gender does not relate with their attitudes toward the plan to foster work-life balance at workplace.

• H03: Marital Status does not relate with their level of attitude toward the strategy to improve work-life balance at home.

• H04: Respondents' age does not relate with their attitude toward work-life balance.

• H05: Gender does not relate with their attitude toward work-life balance.

• H06: Years of work experience do not relate with their attitude toward work-life balance as teaching professionals.

7. Research Methodology

7.1. Sample Selection

Females who work in colleges (both private and government) and universities, were considered appropriate samples because everyone has different duties, stress, and workload. Non-probability convenience sampling technique were used to acquire 150 samples from Chennai City.

7.2. Sources of Data

Both the primary and secondary sources were used to collect the data. A well-structured research instrument was used to collect primary data from the women teaching fraternity.

7.3. Period of Study

The study was planned in November 2021, the researcher designed a pilot study and distributed the form to ten women teaching fraternity in Chennai City. When the pilot research supported their results, the necessary changes were made to a few questions on the form, and the revised form was finally canvassed among the 150 respondents.

7.4. Tools Used in this Study

In order to evaluate the demographic data of the respondents, the researcher has used Chi-Square analysis and ANOVA. And to identify the factors determining Work Life Balance, Factor analysis has been used.

8. Data Analysis

Table – 1: Results of Percentage Analysis regarding the Profile of the respondents

Demographic Variables		Frequency	Percentage
Age	Up to 30 yrs	49	32.7
	31 - 40 yrs	48	32.0
	41 - 50 yrs	30	20.0
	Above 50 yrs	23	15.3
Marital Status	Married	87	58.0
	Unmarried	63	42.0
Nature of Family	Nuclear Family	94	62.7
	Joint Family	56	37.3
Designation	Assistant Professor	64	42.7
	Associate Professor	68	45.3
	Professor	18	12.0
Annual Income	Up to 300000	44	29.3
	300001 - 500000	28	18.7
	500001 - 700000	30	20.0
	Above 700000	48	32.0
Educational Qualification	PG	53	35.3
	M. Phil	11	7.3
	Ph.D.,	86	57.3
Number of Children	One	73	48.7
	Two	65	43.3
	Three	12	8
	Four	0	0
Service in years	Below 5 yrs	15	10
	6-10 yrs	48	32
	11-15 yrs	57	38
	16 - 20 yrs	18	12
	Above 21 yrs	12	8
Place stay	Own House	85	56.7
	Rented House	65	43.3
The distance of residence from workplace	Below 5 km	16	10.7
	6-10 km	36	24
	11-15 km	45	30
	16 - 20 km	44	29.3
	Above 21 km	9	6
Mode of Transport	Two-wheeler	43	28.7
	Four-wheeler	21	14
	Bus	58	38.7
	Others	28	18.7
Total		**150**	**100**

Source: Primary Data Computed using SPSS

According to Table - 1age, the majority of the respondents i.e., 32.7 percent were up to 30 years old, 58percentof them are married, 62.7percentof them are living with nuclear family, 68percentof them are Associate Professors, 32percentof the respondents' Annual Income is above 700,000. 57.3percentof the respondents are Ph.D., holders.

48.7percentof the respondents have 1 child, 38percentof them having11-15 years' of service. 56.7percentof them were staying in Own House. 30percentof the respondents are staying 11-15 kilometers away from the workplace. 38.7percentof the respondents, prefer bus as their mode of transport.

8.1. Analysis of One- Way ANOVA

- Regarding H01, since F = 5.225 and p > 0.109 at a 5percentsignificant level, the null hypothesis is rejected and found that there is a significant difference between job satisfaction and attitude toward Work-Life Balance.

- Regarding H02, since F = 5.430 and p > 0.011 at a 5percentsignificant level, the null hypothesis is rejected and found that there is a substantial difference between respondents' gender and level of attitude toward the plan to enhance work-life balance at the workplace.

- Regarding H03, since F = 0.131 and p > 0.605 at a 5percentsignificant level, the null hypothesis is accepted and found that there is no significant difference between the respondents' marital status and their attitude about the plan to enhance work-life balance at home.

8.2. Analysis of Chi – Square

Regarding H04, it was found that the Chi-Square value would be 9.647 with p > 0.340 thus, age is not associated with their attitude toward work-life balance. The gender is not associated with their level of attitude toward work-life balance at 5percentsignificant level, since Chi-Square value is 1.390 with p > 0.559. And regarding H06, years of work experience is associated with their attitude toward work-life balance at 5percentsignificant level, since Chi-Square is 22.105 with p < 0.01.

8.3. Factor Analysis

The factors influencing the Work-Life Balance of the women teaching fraternity in Chennai City were studied using factor analysis. All 43 statements describing agreement on work-life balance are classified into 10 categories: attitude (0.689), cooperation (0.689), opportunities (0.879), risk and reward (0.754), professional knowledge and skills (0.677), stress level (0.768), job nature (0.625), mind-set (0.834), people (0.673), and emotional state (0.673).

The factors impacting Work Life Balance among Chennai City's women teachers were investigated using factor analysis. All 28 statements describing agreement on work-life balance are classified into 10 factors: well-being (0.780), career up gradation and career advancement (0.835), monetary package (0.732), household support (0.836), communal status (0.750), colleague support (0.839), sensitivity (0.854), household celebrations (0.732), bonus payments (0.827), and future earnings (0.827).

9. Findings of the study

- The majority of women teachers in the city have a moderate level of work-life balance, according to the study variables such asgender,years of work experience, family type, annual income, mode of transportation have a significant relationship with the level of work-life balance of women teachers in the city.
- According to the study's findings, there is a need to develop WLB policies and programmes for teachers in order to help them balance their work and personal lives.

10. Suggestions

According to the evidence, improvements in people management methods, particularly work time and flexibility, as well as the formation of supportive peers, appear to contribute to greater work-life balance. To guarantee that programmes have the desired effect on both employees and employers, parameters are essential.

For Organization

➢ Seminars, stress busters, mental well-being, yoga, meditation, counseling services, free health checkups, health insurance facilities, recreational programmes, and accommodation facilities may be organized by management to reduce travel time.

For Women Teaching Fraternity

➢ The women teaching fraternity may plan, prioritize, schedule their work and life.

➢ They might prepare for their continuous professional development (CPD) in order to advance in their careers.

➢ They may involve in physical activities to keep themselves healthy.

➢ They will inform their family, friends, and colleagues and seek their support for their advancement.

11. Conclusion

The cultural complexity of structure of family represented in the labor force, such including twin couples, single parent families, blended families, women teaching fraternity with aged - care commitments, and an increase in people willing to live alone, has made balancing work and life roles more important for a significant segment of employed women. These socioeconomic trends have exacerbated the problems of balancing work and life duties, notably in educational institutions.

Child monitoring in institutions must be better controlled than it is in the women's teaching fraternity. Simultaneously, female teaching fraternities place a great value on gender balance. As a result, it should be brought to management's attention that more attention should be made to this issue. Aside from that, management must focus on the problem of flexible working hours. Incorporating Work-Life Balance approaches into educational institutions' annual planning may, in fact, improve employee well-being. As a result, it is vitally valuable for the female teaching fraternity to communicate their outlooks and requirements, since they can expect institutions to solve difficulties on their own.

12. Limitation of the Study

This study pertains to work-life balance of the women teachers. So, the results cannot be generalized to the other professions. The scope of the study area is limited to Chennai city only. The findings of the study indicate only the contemporary views of the respondents.

13. Scope for Further Research

A recommendation for future research is to replicate this study or conduct a similar one on women teachers in acute settings to determine how work life balance is viewed by women teachers' fraternity in other settings compared to teachers in this study.

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