

A Study On Factors Influencing Work Life Balance And Job Satisfaction Among The Women Teachers Of Arts And Science Colleges In Thoothukudi District

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ABSTRACT

In organizations and on the home front, the challenge of work/life balance is rising to the top of many employers' and employees' consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies,

improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions for organizations and employees alike to work/life balance. Three factors: global competition, personal lives/family values, and an aging workforce present challenges that exacerbate work/life balance. This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work/life initiatives to gain a competitive advantage in the marketplace. Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life.

Key words: Work life balance, Human resource, Women teachers

INTRODUCTION

Teachers being the intellectual capital of the nation play a vital role in the development of future generations. Therefore it is essential to see that their work is not affected by their personal necessities and hence the need for WLB. Some institutions have the provision of flexible working hours, job sharing, telecommuting, video conferencing, virtual class room facilities to enable their employees to balance their personal work with professional work. The policies relating to WLB may not match the requirements of teachers from various facilities as well as from varied demographic and cultural backgrounds.

Career has now become an integral part of women due to several factors such as promotion of educated women, growing economic force, and an ever burning desire to be socially and economically independent. The enormous employment opportunities created by arts and science colleges help potential women aspirants to seek jobs in the teacher arena. Women job seekers find these specific jobs more attractive due to their innate traits which submissively suits teaching nature of work. Therewith, the entry of women folk to teaching due to abundant employment opportunities helped to occupy positions in all cadres not only in public, private but also in the new generation.

As is revealed by a survey headed by Prof. Ivanovich, Department head at the National center of Public Health protection, Bulgaria on 'working conditions in the teaching profession', women employees experienced more discomfort compared to male counterparts. The psychological distress physical discomforts such as headache, eyestrain along with fatigue was observed in Women employees. Although women employees working in arts and science colleges make themselves qualified with TET/NET and other SLET exams, they give up promotional opportunities due to fear of being dislocated from the family. Women executives at the age of thirty find an imbalance in work life due to the very thought of attending toddlers,

attending to the requirements of a newborn creates a sense of distraction which may have an impact on the productivity of the female executives.

REVIEW OF LITERATURE

Report of the Sixth Central Pay Commission Government of India (2008) emphasizes that employees are the real resource to any organization. The approach now is towards learning organization where it inculcates continually to enhance employee capabilities that in-turn indicates high performance work culture. While focusing on services in a new dimension, innovation, incentives and responsive administration need to be the core issue. The report further states that there is a need to increase representation of women, socially diverse groups. Improvisation in the Work Life Balance for employees is an important way to make the Governmental services more striking and derive satisfaction. It was being recommended to improve working conditions of women employees and augment Work Life Balance arrangements without discrimination.

The Workers with Family Responsibilities Convention, 1981 (no. 156), and the **Workers with Family Responsibilities Recommendation, 1981 (no. 165)** are the main international standards addressing reconciliation of work and family. They provide substantial guidance on policies and measures that facilitate workers with family obligations and lessen work-family conflict. The foundation of the Convention and Recommendation are based on the principle of creating equal opportunities and for women workers without discrimination.

Sarah Branch (2008) observed that failing to make use of/not intending to use Work Life Balance initiatives would increase stress in job, intention to quit, family to work conflict and work to family conflict. Family-work conflict was found to decrease as use of work hours policies increases. Work-family conflict was not found to be significantly predicted from using/intending to use any of the groups of Work Life Balance initiatives; it was found that Age factor was significantly related to Work Life Balance. Intending to utilize Work Life Balance initiatives had noteworthy impact on employee measures of organisational commitment and reducing job stress.

Farah Mukhtar (2012) found that Work Life Balance and satisfaction towards a job is significantly related. Lower levels of satisfaction were perceived by female faculties than the male counterparts while studying for demographic and professional variables. The working environment of faculties is not only associated with their feelings towards the workplace, however, it is also observed to be related to life.

OBJECTIVES OF THE STUDY

1 To analyze the employees' workplace values in the women teachers of arts and science college with respect to demographic factors and career related factors.

2. To compare and analyze the variations in employees' workplace values between women teachers of arts and science college

3. To identify employees' workplace values that contribute to the organizational values in the arts and science college.

SCOPE OF THE STUDY

This study is mainly concerned with the workplace values in the women teachers of arts and science college with respect to demographic factors and career related factors. The researcher makes an attempt to study the socio- economic background of the variations in women teachers of arts and science college, the trace the factors contributing towards the backwardness of the identified teachers workplace values that contributes to the organizational values.

HYPOTHESIS OF THE STUDY

Based on the objectives of the studies the following null Hypothesis was formed.

1. There is no significant relationship between the age of the respondents and their level of satisfaction.
2. There is no significant relationship between the educational qualification of the respondents and their level of satisfaction.

RESEARCH METHODOLOGY

Designing suitable methodology and selection of analytical tools is important for a meaningful analysis of any research problems. This selection is denoted to the statement of the methodology, Data were collected from both primary data and secondary data were collected from the arts and science college, sampling procedure, Method of analysis and tools for an analysis. the purpose of collecting primary data from the beneficiaries, The 100 beneficiaries are selected under a convenient sampling method.

SAMPLE DESIGN

The research has selected the convenience sampling methods. The researcher has chosen 100 women teachers of arts and science colleges in Thoothukudi District

LIMITATION OF THE STUDY

This study suffers from all the limitations of a student's research work. Time and money being the main constraints, the study was confined to only a few of a college state with a total sample of 100 identifying teacher workplace values that contribute to the organizational values in the Arts and Science Colleges in Thoothukudi District. However, proper care and considerate thought have been exercised in making the study as empirical systematic as possible.

DEMOGRAPHIC PROFILE OF THE WOMEN TEACHERS OF ARTS AND SCIENCE COLLEGE

TABLE 1.1

Demographic profile	No. of respondents	Percentage
Age		
Below 30 years	18	36
31-35 years	10	20
36-40 years	12	24
Above 40 years	10	20
Total	50	100
Gender		
Male	26	52
Female	24	48
Total	50	100
Educational qualifications		
P.hD	16	32
M.Phil	14	28
PG	8	16
NET/SELT	12	24
Total	50	100
Designation		
Professor	9	18
Assistant Professor	12	24
Lecture	18	36
Associate professor	11	22
Total	50	100

Source: Primary Data

From the above table 1.1 it is found that 36% of the respondents come under 30 years, 52% of the respondents are male, it is evident that 32% of the respondents are Ph.D, it is clear that 36% of the respondents are Lecturers.

PROBLEMS FACED BY WOMEN TEACHERS OF ARTS AND SCIENCE COLLEGE

Table 1.2

Sl. No	PROBLEMS	Mean Score	GARRETT RANK
1.	Salary not fit to work	52.336	I
2.	High targets	48.235	II
3.	Less support from Colleagues	47.721	III
4.	Lack of facilities in work place	44.625	IV
5.	Lack of time management	43.221	V
6.	Long working hours	42.720	VI
7.	Work schedule is rigid	40.671	VII

Source: Primary Data

Table shows the problems faced by the Teachers along with the respective mean score and rank. It is obvious from the table that out of the seven problems, ‘Salary not to fit work’ is ranked first with the highest mean score 52.336, followed by ‘High Targets’ is ranked second with the mean score 48.235, and ‘less support from Colleagues’ is ranked third the mean score is 47.721.

Correlation Coefficient Matrix – variations in employees’ workplace values

	X1	X2	X3	X4	X5	X6	X7	X8	X9
X1	5.6	7.8	6.7	1.1	2.2	1.3	2.1	3.3	7.9
X2		5.6	4.0	4.4	5.6	6.7	5.7	7.8	7.3
X3			5.6	7.8	6.7	8.9	7.9	3.3	3.1
X4				3.1	1.1	2.2	1.3	2.1	3.3
X5					2.3	2.1	3.3	3.4	5.6
X6						1.1	2.2	1.3	2.1
X7							2.2	1.1	3.2
X8								2.1	1.1
X9									1

‘a’ Significant at 1 per cent level ‘b’ Significant at less than 1 per cent level

- X1 Purchase of variations in employees’ workplace values is the symbol of family pride
- X2 Purchase and possession of employees’ workplace values give a feeling of prestige to the possessor
- X3 Purchased employees’ workplace values give the pleasure of wearing
- X4 employees’ workplace values help to get better alliance for daughters at the time of their marriage

- X5 wearing employees' workplace values creates importance in social gatherings
- X6 Purchase of employees' workplace values shows the prosperity of the buyers
- X7 Possession of employees' workplace values give a secured feeling to the possessor
- X8 employees' workplace values can be pledged to raise funds at any time
- X9 employees' workplace values is an asset of last resort in case of emergencies

FINDINGS OF THE STUDY

- The study reveals that 36% of the respondents come under the category of below 30 years.
- It is observed that 52% of the respondents are male.
- It is found that 32% of the respondents are PhD.
- It is inferred that 36% of the respondents are Lecturers.
- In the study it is observed that, the majority of the respondents below 40 years (73.1 percent) frequently visit employees' workplace value malls in metropolitan cities whereas the respondents below 30 years (63.3 percent) frequently visit the shopping malls in non-metropolitan cities.
- It is observed that a major part of the respondents were graduates and post graduates (74.7 percent), but when compared, graduates are found more in non-metropolitan city than metropolitan cities and post graduates are found more in metropolitan city than non-metropolitan cities.
- As per the study, most of the employees and professionals (63.6 percent) form regular customers for shopping malls in metropolitan city whereas most of the students (55 percent) form regular employees' workplace values malls in nonmetropolitan city
- There is a difference in socio-economic profile of the customers who visit shopping malls of metropolitan city and non-metropolitan city with respect to gender, age, marital status, family composition, educational qualification and occupation except monthly income of the respondents
- It is observed that the majority of non-metropolitan city customers (75.5 percent) are accustomed to frequent shopping trips to shopping malls which is significantly different from shoppers in metropolitan cities (59.5 percent). The study indicates that non-metropolitan city customers are accustomed to making small employees' workplace value trips (60.5 percent) to shopping malls which is significantly different from shoppers in metropolitan cities.

DISCUSSION OF FACTOR ANALYSIS

- The reliability of all obtained factors was above .7 which showed that the scale chosen was reliable for measuring the chosen factor. These factors are discussed below:
- **Factor-I: Stress:** The analysis has revealed that respondents have considered this factor to be the most important factor with the highest explained variance of 11.53 per cent.

Eight out of twelve statements load significantly on this factor. These all statements are highly related to the stress level of the male and female employees working in the government and private organization.

- **Factor –II: Challenges faced:** The analysis has revealed that respondents have considered this factor to be an important factor with the variance of 7.39 per cent. Four statements load significantly on this factor and these statements are related to the challenges of the employees faced in the Government and private organization.
- **Factor- III: Satisfaction level:** The respondents have considered this factor related to the satisfaction level of the employees in government and private organizations. Four statements load significantly on this factor and these statements are related to the challenges of the employees faced in the Government and private organization. The variance of this factor was calculated 7.28 per cent.
- **Factor –IV: Work life balance:** The respondents have considered this factor related to the work life balance of the employees. Three statement loads on this factor and these statements are related to the work life balance of employees working in the organization. The % of variance of this factor was calculated 6.56 percent.
- **Factor –V: Attitude towards work:** The respondents have considered this factor related to the attitude toward work. For statements, loads on this factor and all are shown the attitude towards work. The % of variance of this factor was calculated 6.31 percent.

SUGGESTIONS

- The management must improve the working conditions in the workplace. So that the worker may feel comfortable in the working environment.
- Steps must be taken by the management to improve the employee- employer relationship to bring out better results.
- Sufficient time for results and relaxation are expected by the employees. The management can give extra time for relaxation.

CONCLUSION

This chapter concludes the study. The first section discusses the results of each research question separately. Subsequently it covers reflection on the study, practically and theoretical implication of this study and direction for further research. The study also helped to analyze the various factors that contribute to the problems of employees. It gave a chance to provide suggestions to the management to overcome the drawbacks of the growth in the coming years.

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