

“A STUDY ON WORK LIFE BALANCE PRACTICES OF THE HIGHER EDUCATION TEACHERS”

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ABSTRACT: *The quality in relationship between paid work and unpaid work is critical for the success in today's standard of living. The way of how work-life balance can be achieved and enhanced is an important issue in the field of human resource management. It is important to understand that work-life balance of every individual is not to allotted equal amount of time to paid and unpaid roles. Work-life balance is defined as a satisfactory level of person's life to do their multiple roles. The aim of this study is to provide work-life balance practices that can be considered as strategies in the human being for management decisions and how finally work-life balance can improve individual and organizational performance. There are some motives for using work-life balance practices by management. It is to increase participation of employees in their college and to keep employees motivated and well performed. For this purpose total six arts and science colleges are selected. In this study ANOVA is used for the analysis and it is found that the years of experiences of the college teachers are not having any association with the work life balance practices. It is found that teachers in the department and the number of family members of the college teachers are having a significant association with the work-life balance practices.*

KEYWORDS: *Stress, time management, individual performance and work schedule*

1. INTRODUCTION

Work-life balance does not mean an equal balance of lives but it means to schedule an equal number of hours for each of persons various work and personal activities are usually not satisfying and not realistic. An individual's work-life balance will kept on change over time, mostly on a daily basis. Today's right balance of work-life will be different for tomorrow and the right work-life balance for a person will be different for another person. The right work-life balances for an person will be different when he or she is single and when he or she is married or if a person have children and when a person start a new career or when a person is nearing to retirement. There is no correct or a perfect work-life balance for a person which will be suitable for everyone in this world. The best work-life balance is different for everyone because all are having a different priorities and different standard of living. Success lies not only in carefully defining how a person wants to spend his or her time, but in making a correct adjustment in life and work as it is needed. Sometimes even small changes in work-life balance can make a big difference in our lives. An unmanageable schedule of work-life can lead to an uncontrollable life and finally it will leads to depression, poor performance at work, and conflict with family. It is the fact that a person who enters the paid work today is giving importance to the work-life balance. Research has shown that employees who believe that they do not have time for the personal life they feel deprive of strength and unpleasant while they are at work. Here, to study the work-life balance practices some of the items have been used and they are, college teachers' are considering work and personal life as separate tasks and don't mess each other, they have a plan for work, they can manage time effectively, they do an exercise or do yoga regularly to keep themselves fit, they meditate every day to overcome stress, they have flexible start time and end time are possible according to the work schedule, they have the possibility of job sharing in their departments, transport facilities are provided by their institution, infrastructure facilities are good in their institution and finally marriage and maternity leaves are offered by their management.

2. REVIEW OF LITERATURE

Upadhaya et al. (2014)¹ said that work-life balance is to be the entire time an individual uses to carry out all the activities in comparison with the entire time spent with relations and other individual's engagement. It is also the process of regulating the work designs to permit staff to join work with their other duties like child care or aged family member.

Hill et al. (2010)² found that flexi time help workers to be in control of their family and work responsibilities which permit them to improve the level of productivity at work and also reduction in work family conflict at home.

Meyer et al. (2005)³ conducted a study on nursing mothers who are working in the best hundred companies in the world and it is discovered that an organization that agreed to work life balance programs enjoyed stronger revenue rates.

Saltzstein et al. (2001)⁴ emphasizes that both family and work are not accompanied domains but are symbiotic parts with cellular boundaries. The Boarder theory has to do with domestic and work parts. It gives emphasis on the fact that individuals are everyday boarder crosser as they go forward between work and home.

3. OBJECTIVES OF THE STUDY

- 3.1. To study the ways to balance the work and personal life of the college teachers.
- 3.2. To provide suggestions related to the best practices to balance work life and personal life.

4. HYPOTHESES OF THE STUDY

- 4.1 There is no significant difference between Work Life Balance Practices of the College Teachers and Years of the Experience of the Teachers.
- 4.2. There is no significant difference between Work Life Balance Practices of the College Teachers and Department of the Teachers.
- 4.3. There is no significant difference between Work Life Balance Practices of the College Teachers and No. of Members in the Family of the teachers.

5. RESEARCH METHODOLOGY

The method of data collection is interview schedule and total ten questions were framed and requested the respondents to answer these questions with correct information. Total sample size for this study was sixty respondents from six arts and science colleges from Vilavancode taluk in Kanyakumari District. To study this, one way ANOVA is done and hypotheses are framed with the demographic variables.

6. ANALYSIS AND INTERPRETATION

6.1 Comparison of work life balance practices of the college teachers with years of experience of the teachers

These are classified into four groups and ANOVA table is prepared to study the significance of difference that exists among the work life balance practices of the college teachers of different years of experience of the respondents. The respondents of the study are 60 college teachers.

Testing of Hypothesis

The hypothesis is 'There is no significant difference between Work Life Balance College Practices of the Teachers and Years of the Experience of the Teachers'. The given hypothesis is tested with appropriate statistical tools and tabulated in table 6.1.

Table 6.1
Comparison of work life balance practices of the college teachers with years of experience of the Teachers

	Years of Experience	N	Mean	S.D.	Source of Variance	Df	Mean Square	'F' value	Sig.
Work Life Balance Practices Of The Teachers	Less than 1 year	4	41.75	10.145	Between Groups	3	244.577	3.200	.030
	1Years-5 Years	29	29.28	9.157					
	6Years-10 Years	16	30.25	8.128					
	Above 10 Years	11	26.09	7.956	Within Groups	56	76.437		
	Total	60	29.78	9.219					

Source: Primary Data

Since the F-value is $p < 0.05$, there is no significant association work life balance practices of the college teachers and years of the experience of the teachers. Hence, the hypothesis is accepted.

6.2. Comparison of work life balance practices of the college teachers with department of the teachers

These are classified into three groups and ANOVA table is prepared to study the significance of difference that exists among the work life balance practices of the college teachers of different years of experience of the teachers.

Testing of Hypothesis

The hypothesis is 'There is no significant difference between Work Life Balance Practices of the College Teachers and Department of the Teachers'. The given hypothesis is tested with appropriate statistical tools and tabulated in table 6.2.

Table 6.2
Comparison of work life balance practices of the college teachers with department of the teachers

	Department	N	Mean	S.D.	Source of Variance	Df	Mean Square	'F' value	Sig.
Work Life Balance Practices Of The Teachers	Arts	24	27.58	8.988	Between Groups	2	97.255	1.150	.324
	Science	13	31.46	8.323					
	Engineering	23	31.13	9.841					
	Total	60	29.78	9.219	Within Groups	57	84.556		

Since the F-value is $p > 0.05$, there is a significant association between work life balance practices of the college teachers and department of the teachers. Hence, the hypothesis is rejected.

6.3. Comparison of work life balance practices of the college teachers with number of members in the family of the teachers

These are classified into three groups and ANOVA table is prepared to study the significance of difference that exists among the work life balance practices of the college teachers and number of members of the teachers.

Testing of Hypothesis

The hypothesis is 'There is no significant difference between Work Life Balance Practices of the College Teachers and Number of Members in the Family of the teachers'. The given hypothesis is tested with appropriate statistical tools and tabulated in table 6.3.

Table 6.3
Comparison of work life balance practices of the college teachers with number of members in the family of the Teachers

	No. of members in the family	N	Mean	S.D.	Source of Variance	Df	Mean Square	'F' value	Sig.
Work Life Balance Practices Of The Teachers	Two	6	27.00	10.020	Between Groups	2	183.110	2.246	.115
	Three	19	33.37	8.636					
	More than 3	35	28.31	9.081					
	Total	60	29.78	9.219	Within Groups	57	81.543		

Source: Primary Data

Since the F-value is $p > 0.05$, there is a significant association between work life balance practices of the college teachers and number of members in the family of the respondents. Hence, the hypothesis is rejected.

7. FINDINGS, SUGGESTIONS AND CONCLUSION

7.1. Findings

From this present study, it is found that work-life balance practices like, college teachers' are considering work and personal life as separate tasks and don't mess each other, they have a plan for work, they can manage time effectively, they do an exercise or do yoga regularly to keep themselves fit, they meditate every day to overcome stress, they have flexible start time and end time are possible according to the work schedule, they have the possibility of job sharing in their departments, transport facilities are provided by their institution, infrastructure facilities are good in their institution and finally marriage and maternity leaves are offered by their management. These practices are having a negative association with the years of experiences of the college teachers but these practices are having positive association with the department the teachers are working and the number of family members of the college teachers.

7.2 Suggestions

Now a day's work-life balance places a major role in every individual's life because majority of the people is working as well as doing household works and taking care of their

family. Work-life balance practices place a vital role in their lives. From this present study it is shown that departments of higher education teachers are having an association with the work-life balance practices. So, the department includes the superior and the co-workers, if they are having a good relationship with each other then they can also use good practices to have a balance of lives. Another thing is number of family members of the college teachers, if the family members are having a good cooperation with each other, try to adjust and share all the work then only they can able to manage their personal and work life.

7.3 Conclusion

Now a day's higher education teachers are facing many problems in balancing their paid work and unpaid work. If they are able to use any work-life balance practices in their daily life then they can have a perfect and healthy life style. To use these practices their department as well as their family members should have a good relationship with each other and should try to help each other to manage all the activities in a proper way.

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