

**A STUDY ON WORK LIFE BALANCE OF TEACHING FACULTIES  
WORKING IN ARTS AND SCIENCE COLLEGES**

**SUBMITTED BY**

**DR. B.SIVAKUMAR  
HOD, ASSISTANT PROFESSOR  
DEPARTMENT OF COMMERCE CA  
VLB JANAKIAMMAL COLLEGE OF ARTS AND SCIENCE (AUTONOMOUS)  
KOVAIPUDUR, COIMBATORE 42  
sivabagavathi@gmail.com  
PH.NO: 9894342499**

**T.MERLIN USHA  
Ph.D - RESEARCH SCHOLAR IN COMMERCE  
NIRMALA COLLEGE FOR WOMEN  
COIMBATORE  
Merlinusha.vlbcas@gmail.com  
PH.NO: 9489922748**

**LISSY.N.S  
Ph.D - RESEARCH SCHOLAR IN COMMERCE  
NIRMALA COLLEGE FOR WOMEN  
COIMBATORE  
lissystanely@gmail.com  
PH.NO: 9787957665**

# **A STUDY ON WORK LIFE BALANCE OF TEACHING FACULTIES WORKING IN ARTS AND SCIENCE COLLEGES**

## **INTRODUCTION**

Work life balance of employees has become an important issue which discusses mainly about their career development and the family care, it is necessary to know how the employees balance the demand for their profession and also their domestic compulsions. Professional life is that the aim to grow and earn respect in the workplace and the society they live-in. Personal life means taking care of family, spouse, children, health and spending the available leisure time effectively. According to work foundation, the term work-life balance is about individuals having a measure of control over when, where and how they work, leading them to be able to enjoy an optimal quality of life. It is defined as establishing a successful balance between working obligations and personal commitments. Work – life balance for teaching professional has become a challenge in recent years. Teachers work load demands their time both in the institution and also extends to their home. Teaching professionals need to focus on soft skills and life skills so that they should aim at producing good citizens for the country.

**Keywords:** Work life, Work Culture, Commitment

## **STATEMENT OF PROBLEM**

A poor unbalanced work life results in psychological and physiological stress, which adversely affects the performance of the faculty and also the students. Imbalance also leads to poor performance and reduced efficiency levels and poor concentration. Imbalance leads to frustration and finally exhibits in their tantrums on the students which impacts students' attitude towards their faculty and their performance in the longer run. Bad work life balance leads to improper management of time. So faculties neither able to concentrate on their professional life or on the personal life completely. In the enormous stress. This mental stress leads to physical stress and cause ill health which can be short time set back like headache, gastritis, body ache etc or lead to long term illness like cardiac problems, high blood pressure, diabetes or other psychiatric problems. This failure leads to depression and loose their self image both at work and at home.

## **OBJECTIVES OF THE STUDY**

- ✓ To determine the factors affecting work life balance
- ✓ To examine the importance of the variables that influence Work life balance

## **SCOPE OF THE STUDY**

The outcome of the present study is expected to throw light on HR practices pursued in Arts and Science Colleges. The suggestions made in this minor research may be of use to fine tune the human resources spectrum of the units concerned. The staffs might get positive benefits in the form of better pay, up graded safety, effective training, counseling, and better work environment and so on. The results of the study may enlighten the top echelons of arts and science colleges to frame work in teaching faculties.

## **RESEARCH METHODOLOGY**

### **Period of the study:**

The period of study for the study was a course of 2 months.

### **Study Area**

The study is undertaken in Coimbatore city. It is popularly known as Manchester of south India, situated in the western part of Tamil Nadu which is well known for educational institutions, textile industry, upcoming IT Sectors. Thus Coimbatore city is chosen for the study.

### **Data source**

Both primary data and secondary data is used for the study. Primary data are collected through questionnaire and the required secondary data are collected from company website, Internet and dailies.

### **Size of the sample:**

The sample size selected for the study is 37 respondents

### **Sampling Technique**

Simple random sampling technique was used in selecting the sample

### **Tools used:**

The following statistical tools were used to analysis and interpret the data

- One – Way ANOVA
- Correlation tests

## **LIMITATIONS OF THE STUDY**

The main limitations are:-

- ✓ Due to socio, economic conditions the perceptions of the respondents may change. So, if the study conducted after some period may show difference.
- ✓ Some of the respondents restrict to give full information for the study.
- ✓ Period of study is too short and hence it is a major limitation.

## **REVIEW OF LITERATURE:**

According to Kathleen Gerson, Sociologist, Young people – are searching for new ways to define care that do not force them to choose between spending time with their children and earning an income” and – are looking for definition of personal identity that do not pit their own development against creating committed ties to others”. Regarding home life, men and women have similarities with work and home life. Today, home is not a heavenly place which men and women could rest and feel comfort as before, but home is an additional place of work.

Texas Quick, an expert witness at trials of companies who are accused of overworking their employees, states that – when people get worked beyond their capacity, companies pay the price. Although some employers believe that workers should reduce their own stress by simplifying their lives and making a better effort to care for their health, most experts feel that the chief responsibility for reducing stress should be management.

According to Esther M.Orioli, president of Essi Systems, a stress management consulting firm, - Traditional stress – management programs placed the responsibility of reducing stress on the individual rather than on the organizations-where it belongs. No matter how healthy individual employees are when they start out, if they work in a dysfunctional system, they’ll burn out.

According to Sylvia Hewlett, president of the centre for work life policy, if woman takes times off to care for children or an older parent, employers tend to – see these people as less than fully committed. It’s as though their identity is transformed. Mental health is a balancing act that may be affected by four factors: the influence of unfavourable genes, by wounding trauma, by private pressures and most recently by the stress of working. Many people expose themselves unsolicited to the so-called job stress, because the “hard worker” enjoys a very high social recognition. These aspects can be the cause of an imbalance in the areas of life. But there are also other reasons which can lead to such an imbalance.

**HYPOTHESIS:**

H0 – There is no significant differential impact of age factor on personal life, work life, team attitude, attainment of goals and objectives and work life balance.

H1 – There is significant differential impact of age factor on personal life, work life, team attitude, attainment of goals and objectives and work life balance.

H0 – There is no relation between Personal Life and Work Life.

H1 – There is relation between Personal Life and Work Life.

H0 – There is no relation between Personal life and team attitude.

H1 – There is relation between Personal life and team attitude.

H0 – There is no relation between Personal life and attainment of goals and objectives.

H1 – There is relation between Personal life and attainment of goals and objectives.

**Table No.1 Demographic profile of the respondents**

01	Age	Less than 30 Years	13	Total Number of Respondents = 37
		31 – 40 Years	19	
		41 – 50 Years	02	
		More than 50 Years	03	
02	Gender	Male	13	
		Female	24	
03	Marital Status	Unmarried	08	
		Married	29	
04	Area of Domicile	Rural	08	
		Urban	29	

Source: Compiled from Primary data.

**Table No.2 One – Way ANOVA**

		<b>F</b>	<b>Sig.</b>
Personal Life	Between Groups	0.131	0.941
Work Life	Between Groups	0.942	0.432
Team Attitude	Between Groups	1.38	0.266
Objective & Goal	Between Groups	0.322	0.809
WLB	Between Groups	0.851	0.476

Source: Compiled from Primary data.

**Interpretation:**

Table 2 implies Null Hypothesis (H0) accepted. There is no significant differential impact of age factor on personal life, work life, team attitude, attainment of goals and objectives and Work – life balance.

**Table No.3 Karl Pearson’s Co-efficient of Correlation (Personal Life & Work Life)**

Pearson’s R	Value	Asymp.Std.Error <sup>a</sup>	Approx.T <sup>b</sup>
	-0.16	0.16	-0.958
N of Valid Cases = 37			

Source: Compiled from Primary data.

**Interpretation:**

Null Hypothesis (H0) accepted. There is no relation between Personal life and work life.

**Table No.4 Karl Pearson’s Co-efficient of Correlation (Personal Life & Team Attitude)**

Pearson’s R	Value	Asymp.Std.Error <sup>a</sup>	Approx.T <sup>b</sup>
	-0.16	0.16	-0.958
N of Valid Cases = 37			

Source: Compiled from Primary data.

**Interpretation:**

Null Hypothesis (H0) accepted. There is no relation between Personal life and Team Attitude.

**Table No.5 Karl Pearson’s Co-efficient of Correlation (Personal Life & Attainment Goal)**

Pearson’s R	Value	Asymp.Std.Error <sup>a</sup>	Approx.T <sup>b</sup>
	-.082	0.164	-.486
N of Valid Cases = 37			

Source: Compiled from Primary data.

**Interpretation:**

Null Hypothesis (H0) accepted. There is no relation between Personal life and attainment of Objective & Goals.

## CONCLUSION

From the above discussions, it is reasonable to conclude that modern organizations, especially educational institutions, should address the work life balance related issues among their staff and take a holistic approach to design and implement policies to support the teaching staff to manage their work/life balance which would add to the performance of these staff members. The results also indicated that the work life balance is a challenge, there need to be a periodical review of additional working hours that could be assigned to lower level staff, as, otherwise, they would be subjected to severe stress.

## REFERENCES

- 1.Gerson, Kathleen (2011) Moral Dilemmas, Moral Strategies and the Transformation of Gender. The Kaleidoscope of Gender, 399 & 402.
- 2."Natalie Jolly" <http://www.nataliejolly.com>. Retrieved 2011-01-25
- 3.Gerbert, Frank (2010) Wenn Arbeit Krank Macht-Burn-out-das Leiden Einer modernen Gesellschaft. Warum die Zahl der Ausgebrannten wächst.
- 4.Reich Franziska(2010) Raus aus der Perfektions-Falle. In:stern no.11,p 44-54
- 5.Beck, Sebastian 2009: Die Müdigkeit der Rastlisen. In Sud-deutsche Zeitung of 03/15/2009