



**THE IMPACT OF STRESS ON THE WORK-LIFE BALANCE AMONG
EMPLOYEES IN THE ENGINEERING COLLEGES**

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ABSTRACT

Work life balance is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to manage their time and also prevents the stress among employees and maintain a balance by allotting time to family, health, vacations etc.

1. THE INTRODUCTION

Work-life balance is an important topic in both professional business practice and academic research. Good work life balance is most essential for a teaching faculty to be more efficient and effective, thereby attaining job satisfaction which in turn ensures successful molding of good future citizens of the nation. Work life balance for teaching faculty has become a dire challenge and it is likely to be gaping in the case of women teachers who need to strike the balance between workload and household chores. Imbalance leads to frustration and results in work-family conflicts, strained relationships and poor performance at the work place. In the bargain both engineering and personal life are both neglected and the woman is subjected to enormous stress. This leads to physical stress and causes ill health which can be short term setbacks like headache, gastritis or body ache; or leads to serious long-term illness like cardiac problems, high blood pressure, diabetes or other psychiatric problems.



2. OBJECTIVES OF THE STUDY

- To find the Work life balance of faculty members working in engineering colleges situated in Coimbatore District.
- To identify various influential factors of stress among faculty members.
- To analyse strategies utilized by the College faculties to oversee work stress.

3. SCOPE OF THE STUDY

Organization has put pressure on organisations to perform, and on employees to increase their productivity. Organisations deal with these tough economic times by cutting expenditure, decreasing staff levels and increasing workload for the remaining employees. Many individuals feel under pressure to work longer hours to keep their jobs. This study recognizes that the main causes of poor WLB among employees are excessive working hours and a lack of work schedule flexibility.

4. REVIEW OF LITERATURE

Rohini Shivananda and DR. Ashok H. S. (2012) showed that married women mechanics have relatively a higher degree of psychological well-being, work life balance but also tend to have a higher degree of stress compared to those unmarried. Unmarried mechanics on the other hand tend to have external locus of control and a greater degree of family life satisfaction. It is found that a lower degree of stress has led to a higher degree of work-life balance and higher degree of psychological well-being and family life satisfaction accounts for the higher degree of work-life balance. An orientation towards extrinsic work-locus of control has led to a higher degree of work-life balance, psychological well-being, family life satisfaction and a lower degree of stress in the mechanics.

Fabian Cannizzo, Nick Osbaldiston (2015) put forth that academics are indeed working longer hours and often sacrificing leisure time for outputs such as publications, it is still widely unknown how academics understand 'life' in relation to their occupation/vocation. Our data indicates further that pressures on academics to establish their credentials through quantifiable



data (such as publication statistics) causes notions of work/life balance to become porous, with many academics reporting working from home and in ‘non-labour time’ such as the weekend.

5. RESEARCH DESIGN

The research design used for this study is of the descriptive type. Descriptive research studies are concerned with describing the characteristics of a particular individual or a group. Primary data was collected through questionnaire and the secondary data was collected through journals, articles and magazines.

6. ANALYSIS AND INTERPRETATION

6.1 TABLE SHOWING AGE AND LACK OF INVOLVEMENT

Null Hypothesis

H₀ :There is no significant relationship between Age and Lack of involvement

Alternate Hypothesis

H₁ :There is significant relationship between Age and Lack of involvement

		Lack of involvement				Total
		Very Stressful	Stressful	Occasionally Stressful	Not Applicable	
Age	Above 20 Years	13	11	8	11	43
	25 - 35 Years	13	14	7	11	45
	36 - 45 Years	7	8	21	14	50
	Above 45 Years	17	14	12	19	62
Total		50	47	48	55	200

TABLE 6.1.1

TABLE SHOWING CHI SQUARE TESTS OF AGE AND LACK OF INVOLVEMENT

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.320 ^a	9	.083
Likelihood Ratio	14.812	9	.096
Linear-by-Linear Association	1.233	1	.267
N of Valid Cases	200		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 10.11.

From the above table it can be inferred that the calculated value 0.083 is greater than the tabulated value 0.05. Hence, H_1 was rejected and H_0 was accepted which implies that there was no significant relationship between Age and Lack of involvement.

Calculated Value : 15.320

Table Value : 16.92

Degree of freedom 9 at 5% level of significance

6.2 TABLE SHOWING GENDER AND WORKING HOURS OF FACULTIES

H_0 :There is no significant difference between Gender and Working hours of faculties.

ANOVA

The average number of hours per week that you work

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.330	1	.330	.254	.615
Within Groups	257.490	198	1.300		
Total	257.820	199			

Since $sig > 0.05$, Null hypothesis is accepted. There is no significant difference between Gender on working hours of faculties.

7. FINDINGS

1. From the analysis age and Lack of participation in decision making, Unable to plan working day, Job change without consultation due to stress.
2. Gender and Relationship factor causing stress like dealing with conflictual situations, Lack of line management support, Lack of communication with staff, Lack of involvement in their job. Feeling that your work is not valued

8. SUGESSTIONS

1. Only minimum number of faculties are taken steps for reduce stress and each and every faculty should concentrate on stress level.
2. There is lack of involvement for few faculties it should be analysed and rectified.



3. The physical energy is a major constraint in this study and it should be concentrated by faculties and it leads to more effective.

9. CONCLUSION

The important causes for stress among faculties are overloaded working hours, role in the performance of job, student discipline, innovations in the higher education field, career development, funding policies, problems arise from feeling of angry, whipping by finished tiredness and unfit to move in work are considered as the essential results of stress among Engineering Faculties.

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