



“A Study of Work Life Balance with Special Reference to Private Primary School Teachers in Vijayapur City”

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"Women need real moments of solitude and self-reflection to balance out how much of ourselves we give away."

- Barbara de Angelis

ABSTRACT

Today as the world is getting smaller. Life is becoming more mechanical. Every day we here about work life balance concern from working professionals. Work-life is, perhaps arguably, a “hot issue” in so many work places and in minds and hearts of so many people today. Work Life Balance means bringing work whether done at job or at home and leisure time to balance to live life in fullest. It does not mean you spend half time at work and the other half at leisure it refers to balance both to achieve harmony in one’s life by balancing it at right moments of life. This concept was first coined in 1986 in America. Then the Americans lifestyle was bending more towards work and corporate life ignoring family and friend in short they were not balancing work and personal life. The research seeks to examine the impact of family responsibilities and individual professional (Growth, Stress, Competition) on Primary School Women teachers of private sector in Vijayapur City. The growing competitions many a times make them compromise to meager salary and longed working time with no fringe benefit or no extra work payment.

“Balance is the Essence of life”



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Work-life balance is defined here as an individual’s ability to meet their work and family commitments, as well as other non-work responsibilities and activities. Work life balance, in addition to the relations between work and family functions, also involves other roles in other areas of life. Work-life balance has been defined differently by different scholars. In order to broaden our perspectives, some definitions will be presented. Greenhouse (2002) defined work–life balance as satisfaction and good functioning at work and at home with a minimum of role conflict. Felstead *et al.* (2002) defines work-life balance as the relationship between the institutional and cultural times and spaces of work and non-work in societies where income is predominantly generated and distributed through labor markets. Aycan *et al.* (2007) confined the subject only with work and family and put forward the concept of “life balance” with a more whole perspective. Scholars defined life balance as fulfilling the demands satisfactorily in the three basic areas of life; namely, work, family and private.

The teaching faculty members are the facilitators for knowledge and skill through interactive learning methods in management education. Fast changing educational process in the present century has influenced the role of teaching professionals, their responsibilities and teaching activities at management institutes. As a result, they may face “stress in their day to day life through common work and non work stressors, ultimately lowering down their psychological well being. Along with teaching, a faculty member has to perform varied other duties such as doing administrative jobs, attending faculty meetings, advising students, guiding project work, internship, summer placement of students, conducting exams, doing assessment and undergoing faculty advancement schemes. In present times, young teaching professionals are increasingly confronted with a problem of conflict between work role and an equally demanding role at home. From the very dawn to the human civilization, women have been playing very important role mostly in the family not only by rearing offspring and doing household affairs but also by generating income through handicrafts and many other ways. The role of women is such an important that ignoring their roles no family and society can be progressed and prospered in a balanced and meaningful way. Considering their roles they are called half of body. But, with



the passage of time the nature and types of roles of women are changing in different society and culture. Undoubtedly a key economic development in the last 50 years has been the substantial and well-documented increase in women's labor force participation (Blyton and Dastmalchian, 2006; McCall, 2005, Straub, 2007) and mothers are now the primary or co-breadwinners in many families of the world. The Economist commented on this trend claiming, "Women's economic empowerment is arguably the biggest social change of our times" (Anna, B., 2010). Economic pressures over the last decade have significantly increased the need for dual-earner families to the point that the majority of families now require two breadwinners to meet rises in the cost of living (Ford et al., 2007; White and Rogers, 2000). Now, the Women are entering into the labor force in large numbers, where majority of them come from middle-class with children into the paid work force, has either directly or indirectly affected virtually everyone in society as people's mothers, wives, sisters, daughters, and friends stepped out of the home into paid employment (Perry-Jenkins, et al., 2000). Thus, the growing number of women in the labor force intensifies the realization that more individuals have to simultaneously manage two domains of life: family and work (Grant-Vallone & Ensher, 2001; Karimi, 2006). Indeed, across nations and occupations, it is still mainly women who are responsible for child and elderly care, household chores and other family-related issues and who, typically regardless of hours worked in paid

Employment, work a "second shift" at home (Asher, 2011; Broadbridge, 2008; Burnett et al., 2011; Hochschild, 2003). As a result, conflict and strain often arise for individuals who participate in both of these areas, because role expectations are frequently incompatible (Grant-Vallone & Ensher, 2001; Posig and Kickul, 2004, Simon, Kümmerling, & Hasselhorn, 2004). The conflict is usually bidirectional: work can interfere with the family, and the family can interfere with work (Simon et al., 2004). Work interference with family is more of an issue than Family interference with work (Grzywacz, Frone, Brewer, & Kovner, 2006; Simon et al., 2004). Although men and women both experience inter-role conflicts, it is often more difficult for women to balance their work and home roles (Walker, Wang and Redmond, 2008). According to Doherty (2004), this difficulty then becomes the primary source of women's disadvantage in the corporate world and explains their "concentration in low paid, part-time



employment and their absence at the most senior levels of management [in business]” (p. 433). Thus, the challenge of work-life balance is a reality for every working woman, and it is an issue that is widely

Discussed in organizations and governments today. Women feel entitled to claim this balance, even if it requires formal intervention from institutions and governments. Yet it was not very long ago that work/life balance was a whispered taboo or seen as an individual’s personal problem to be resolved in private (Rice, 2000, Anna, B., 2010). For a long time, most women did not believe that they deserved a healthy balance between their work and their lives outside of work, let alone expect and receive formal policies supporting this balance. Even at present, In many cases the term “work-life balance” is not understood as well as recognized officially and socially. In this regard, Greenhouse, Collins, and Shaw (2003) say, being balanced means approaching each role both in work and family with an approximately equal level of attention, time, involvement, and commitment.

In Indian society especially concerned to Vijayapur city, an individual’s identity is largely tied to the identity of the extended family. The majority of women here are still highly responsible for housekeeping, childcare, and all other aspects of running a home. Despite the traditional structure of family roles here, with men as the only breadwinners, a number of women now participate in the workplace. Growing cost of living and change of mindset is the key reasons for which increasing number of educated women are now working outside their house. Even in recent time, the tendency is increasing gradually. As a result, the traditional family is being replaced by the dual career family, thus socio-demographic changes are similar to those in developed and developing societies. Like all other countries of the world.

So, what is the status of work-life balance of female teachers working in the private education institutions from the stand point of different factors in respect of family influence the work life balance as well as organizations influence the work life balance of female teachers in Vijayapur city?



Review of Literature

Jackson, Schwaband Schuler (1986), work role stress is a common stressor in these professionals. “Occupational stress in teaching has been found resulting in both mental and physical ill health, ultimately having deleterious effect on teacher’s professional efficiency” Camp (1985), Even though researchers have identified stressors for teacher groups in specific teaching contexts but there is notable absence of research in Indian context. (Telschow1990), the investigator was inspired to know effect of stress on health and ways of coping with stress among these teachers. Claxton (1989), therefore, through this investigation the researcher sought to identify major sources of stress in management professionals and conceptualized three basic premises. French (1988). The effects of stress are influenced by gender and length of service. Various personal, family and situational factors are responsible for stress.

Methodology

To know work-life balance of female teachers residing and working in Vijayapur city, a survey was conducted with the help of a structured questionnaire on 23 female teachers of 5 private education institutions of Vijayapur city, state Karnataka.

Classification

Work Experience Teaching

Work Experience	No. of respondents	percentage
0-5	09	39 %
5-10	06	26 %
Above 10	08	35 %
Total	23	100 %



Results:

The above table highlights the classification of respondents based on work experience of teachers. They have been divided into three groups 0-5, 5-10, and above 10 years of work experience in the same field. Total number of responded received were 23 out of 30 questionnaire distributed. The researchers have focused on the primary teachers because of the fact that primary teacher lays the foundation of education in a pupils life. So, for the development of nation the work-life balance should be improved. The opinions of the sample respondents were recorded on 5 points Likert -type summated rating scales. The secondary data and information were obtained through library researches and survey of office documents from text books and related available published articles on work-life balance.

Need for Ensuring Work-life Balance of Female Employee

Organizations today face heightened competition on a worldwide basis, employees are experiencing increasing performance pressures, and hours spent at the workplace may be increasing (Schor, 1991). High performance organizations have raised their expectations regarding time, energy and work commitment. These expectations may be particularly difficult for women to meet, since women still perform the bulk of household tasks (Hochschild, 1989, 1997). The inability to balance work and life has severe implications because it affects every Aspect of women's lives. The stress created from being pulled in multiple directions has negative consequences for psychological and physical well-being (Kinman & Jones, 2004). When women are spread too thin attempting to satisfy all of the competing demands on their time, they are not able to complete any task to the best of their ability causing all their roles to suffer. Productivity at work is affected and the quality of women's relationships with friends and family are harmed. This psychological stress stemming from their inability to give 100 percent at work and at home can also produce problems for women's physical health. Poor nutrition, lack of exercise, and high levels of stress that result from poor work/life balance can cause physical symptoms such as fatigue, headaches, insomnia, and back pains, and sometimes lead to more serious illnesses including heart conditions that result in long-term consequences for women and their families (Kinman & Jones, 2004). Better work life balance creates high



levels of employee satisfaction. It provides a solid return for the organization as well as the workforce. Work-life balance programs can also help by reinforcing recruitment, raising employee retention, decreasing absenteeism, limiting late comers, powering up productivity, Promoting participation in training, contending with competition and engaging the emerging labor market (Better Balance, Better Business., 2004) Work/life balance not only affects working women and their friends and families, but it is also relevant to organizations from a business standpoint. Women now make up half the workforce, and if organizations want to compete in the globalized marketplace, they have to maximize their use of the available talent pool. Work/life imbalance takes a toll on women's job satisfaction and commitment to the organization (Kinman, 2001). If women do not receive adequate support from employers in managing their work and home demands, they are more likely to opt for part-time work or leave paid employment entirely. This has significant business costs associated with absenteeism and turnover, and ultimately limits women's full participation in the labor force preventing organizations from hiring the best person for each job (Todd, 2004). Poor work/life balance has negative implications for organizations in the global economy, as well as for individual women and their families. Furthermore, work life balance has a great influence over the organization. Some time it is costly for the organization.

Analysis and Interpretations of Opinion Survey on Work-Life Balance of Female Teachers of Private Education Institutions.

To know real picture of work-life balance of primary school female teachers in Vijayapur a survey has been conducted.

1. Work Life Balance

“I want to quit because of work-life balance condition at my organization”, 45% and 22% respondents respectively showed ‘strong disagreement’, and ‘disagreement’ that is 66% respondents do not want to leave their jobs because of work-life balance situation. Whereas, 20%, 10%, and 4% respondents showed respectively ‘some agreement’, ‘agreement’ and ‘strongly agreement’, it means, 34% respondents want to leave their jobs because of work-life balance condition.



As regards the statement, “My job and my personal life (family and social) interfere with one another”, 36% and 40% respondents respectively showed ‘strong disagreement’, and ‘disagreement’, that is, 76% respondents replied that their work-life balance situation is good. Whereas, 2%, 12%, and 10% respondents showed respectively ‘some agreement’, ‘agreement’ and ‘strongly agreement’, it means, 24% respondents replied that their work-life balance condition is not good.

As regards the statement, “I can manage both responsibilities of work and personal life”, 3% and 19% respondents respectively showed ‘strong disagreement’, and ‘disagreement’, that is, 22% respondents replied that they are unable to manage their work-life balance situation. Whereas, 39%, 25%, and 14% respondents showed respectively ‘some agreement’, ‘agreement’ and ‘strongly agreement’, it means, 78% respondents replied that they are able to manage their work-life balance situation.

2. The effect of work on family:

As regards the statement, “My Teaching profession has kept me disturbed from giving attention to my family.” 14% and 27% respondents respectively showed ‘strong disagreement’, and ‘disagreement’ that is, 41% respondents replied that their jobs did not disturb them in providing time to their family. Whereas, 46%, 11%, and 2% respondents showed respectively ‘some agreement’, ‘agreement’ and ‘strongly agreement’, it means, 59% respondents replied that their profession disturbed them in providing time to their family.

As regards the statement, “My organization/ colleagues are cooperative to maintain a work life balance., 12% and 9% respondents respectively showed ‘strong disagreement’, and ‘disagreement’ that is, 21% respondents replied that their organization as well as their colleagues are not cooperative enough in ensuring their work-life balance. Whereas, 26%, 45%, and 8% respondents showed respectively ‘some agreement’, ‘agreement’ and ‘strongly agreement’, it means, 79% respondents replied that their organizations as well as their colleagues are cooperative in ensuring their work-life balance.



3. The effect of family on work

As regards the statement, “My personal or family responsibilities have not allowed me to give hundred percent contribution on work responsibilities”, 10% and 34% respondents respectively showed ‘strong disagreement’, and ‘disagreement’ that is, 44% respondents replied that their personal or familial life did not disturb them in doing their jobs perfectly. Whereas, 39%, 8%, and 9% respondents showed respectively ‘some agreement’, ‘agreement’ and ‘strongly agreement’, it means, 56% respondents replied that their personal or family life have hindered their work life.

As regards the statement, “My spouse / parents / family is/are cooperative to maintain a work life balance.” 8% and 18% respondents respectively showed ‘strong disagreement’, and ‘disagreement’ that is, 26% respondents replied that their spouse / parents / family is not cooperative. Whereas, 21%, 46%, and 7% respondents showed respectively ‘some agreement’, ‘agreement’ and ‘strongly agreement’, it means, 74% respondents replied their spouse / parents / family is always cooperative in ensuring work-life balance.

How to Improve the Work-life Balance of the Female Teachers of private sector of Vijayapur city, Karnataka

To the above statement the following suggestions were given:

By organization:

1. Increase pay.
2. Less work burden.
3. Flexible work timing.
4. Transport facility

From Family and Friends:

1. More emotional support
2. Flexibility in social commitments

Conclusion

In the recent times Vijayapur city has witnessed much progress in work life balance of teachers. From the survey it is found that 59% female teachers replied that their jobs disturbed them in



providing time to their family. Whereas, 56% respondents replied that their personal or familial life disturbed them in doing their jobs perfectly. Therefore, the study reveals that both personal and professional life of female teachers of Vijayapur city, Karnataka is being affected creating imbalance in both. Women in the work place can be blessings only when both family as well as organization will receive proper service from them and they will be able to contribute to both family as well as organization. The suggestion by teachers over flexible work time transport facility and less work burden if adopted by organization effectively and efficiently will contribute to work life balance of teachers and cooperation by family especially spouse and in laws will help teachers work stress free. Overall primary school teachers of this city are happy with changes that have been occurring in recent years. Most of them are happy to receive support and encouragement from family and friends. Most of them also said that their superiors and colleagues support and help them. They also showed concern over growing competition in their field.

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