

A Study on Work-Life Balance Among College Teachers With Special Reference to Periyar Maniammai Institute of Science and Technology, Thanjavur

¹R.Santosh, ²G.Sushmitha, ³G.Ramya

^{1,2,3}MBA Final Year Student, Department of Management Studies, Periyar Maniammai Institute of Science & Technology, Vallam, Thanjavur, India.

ABSTRACT - Work-life balance is an important aspect to enhance and enrich the teacher's satisfaction and effectiveness in point of context to the student's learning and improvement. It has been proved that a good quality of work-life balance will lead into the wellbeing of the faculty and also improve the student's behavior. In this research, the author investigated the factors affecting work-life balance among Periyar Maniammai Institute of Science and Technology (PMIST) University teachers who are serving in different departments. This research is descriptive and the data was collected through a structured questionnaire. 70 samples were selected through Simple Random sampling technique. The author analyzed the data using statistical tools like Analysis of Variance (ANOVA) and Simple Percentage analysis. This research helped to identify the factors affecting work-life balance, analyze the satisfaction level of PMIST teachers, and the best work-life balance practice of the teachers.

Keyword: ANOVA, Periyar Maniammai Institute of Science and Technology (PMIST), Mean Analysis, Thanjavur, Work-life Balance.

I. INTRODUCTION

The term work-life balance is an important concept which comprises of three important sub concepts i.e. work, life and balance and which include the proper prioritizing between work (career and ambition) and on the other hand life (health, pleasure, and family development) and on the other hand balance is important in satisfaction and good functioning at work place and at the home with minimum conflict. It can be changed from person to person, however work-life balance is the degree in which an individual can able to simultaneously balance the emotional, behavioral and time demands to paid work, family and personal duties (Clark, 2000 and Hill, et al., 2001). It is a situation in which the employee are capable of giving right amount of time and effort to their work as well as to their personal life which is outside the work environment. Work-Life balance normally described when an individual's rights are to be fulfilled both inside and outside the workplace. It will lead to the harmonious and holistic integration in the work, family, social life and personal life and it is the extent to which individuals are able to equally involve in, and equally satisfied with their professional roles and their family roles as well.

II. REVIEW OF LITERATURE

Sarwatha Vikram (2013) in their research paper titled "Work Life Balance –A Cause for Stress among Career Couples" identified that in a fast moving life style, there

are many pressures in which a new age couples have to deal with running a house, doing daily activities like cooking, cleaning, taking care of children and handle the important deadline works. Hence maintaining a balanced life between work and daily activities is a challenging task. This researcher found that there are mainly six factors that will affect the work-life balance. They are Individual growth, Job pressure, Work life balance, Work environment, Professional support and mental strain. The researcher further suggested that work-life balance is affected by increase in pressure in job, and that is proved by high positive correlation between work-life balance and job pressure was found by her research paper.

Anitha Chand (2010) in her research identified that there is a very strong demand among working parents for cut shortening their work hours, part-time work and flexible working time. Management must have to communicate their organization's family in such a way that all employees felt that they have equal access to make alternative working shift.

Mirunalini & Ragapriya (2012) in their research paper highlighted the importance to work-life balance policies for teachers teaching at different levels, based on that the different elements especially with reference to private institution and government institution teachers. Their study provides channels for work-life balance. In their research they identified that the quality of work-life has direct

correlation with cost incurred on employees by the cost flow either in or out.

Rajendran (2012) in his research the researcher found that stress and pressure in addition to the organizational change in university had led to the increase of impact of job stress, work-life balance and work-life conflicts among academics yet, very few studies have researched academics ability to balance the work, and personal life.

III. RESEARCH METHODOLOGY

3.1 OBJECTIVE

- To identify the factors affecting Work-Life Balance.
- To identify the best work-life balance practice of the teachers.

4.1 MEAN TABLE – SATISFACTION LEVEL OF THE TEACHERS

Variable	N	Mean	Std Dev	Minimum	Maximum
Working Hours	70	3.84	1.02	1.00	5.00
Co-Workers	70	3.87	.74	1.00	5.00
Supervisors	70	3.81	.79	1.00	5.00
Students	70	3.79	.90	1.00	5.00
Financial Benefits	70	3.70	1.00	1.00	5.00
Working Condition	70	3.80	.88	1.00	5.00
Motivation From Management	70	3.74	.91	1.00	5.00
Family Support	70	4.21	.96	1.00	5.00
Interest on Job	70	4.33	.88	1.00	5.00
Job Security	70	2.99	1.28	1.00	5.00
Career Development	70	3.39	1.09	1.00	5.00
Leave Facilities	70	3.89	.89	1.00	5.00
Training Opportunities	70	3.50	.96	1.00	5.00
Overall Satisfaction	70	3.86	.77	2.00	5.00
Satisfaction Level	70	3.77	.66	1.43	5.00

Table No. 4.1

Table No. 4.1 shows that the satisfaction level of the teachers in Periyar Maniammai Institute of Science and Technology (PMIST). The above table clearly shows the mean value of individual factors and overall satisfaction of PMIST teachers will be 3.77 which is greater than 3 (Neutral). Thus the researcher conclude that the overall satisfaction of PMIST teachers was Good and satisfactory. (1 – Highly Dissatisfied, 2 – Dissatisfied, 3 – Neutral, 4 – Satisfied, 5 – Highly Satisfied).

4.2 PERCENTAGE ANALYSIS TABLE – WORK-LIFE BALANCE PRACTICE OF THE TEACHERS

Work-Life Balance (INDIVIDUAL)	Total (N)	Strongly Agree (%)	Agree (%)	Neutral (%)	Disagree (%)	Strongly Disagree (%)	Rank
I'm considering work and personal life as separate and don't mess each other	70	31%	49%	17%	3%	0%	1
I have plan my work	70	29%	53%	17%	1%	0%	2
I'm set myself specific and clearly defined goals	70	27%	50%	16%	4%	3%	3
I don't postpone of making decisions	70	19%	53%	24%	3%	1%	5
I can manage time effectively	70	23%	49%	24%	1%	3%	4

Table No. 4.2

- To analyze the satisfaction Level of PMIST college teachers.

3.2 RESEARCH DESIGN

Periyar Maniammai Institute of Science and Technology (PMIST) Thanjavur is the area selected for this research. The primary data was collected through questionnaire. The sample of 70 teachers were selected using random sampling method. The sample size is arrived using RAO Software form the total population of 280 Teachers irrespective of department. The collected data were reviews and consolidated into meaningful table format. The statistical like Analysis of Variance (ANOVA) and Simple percentage were used to analyse the data.

IV. ANALYSIS AND INTERPRETATION

Table No. 4.2 shows that the work-life balance practice of the teachers in Periyar Maniammai Institute of Science and Technology (PMIST). The above table clearly indicated that there are many work-life balance practice for individuals namely work planning, setting up goals, decision making, time management, separation of personal life and work life. Among the listed practices, separation of personal life and work-life was the best work-life balance practice as identified by the author with the help of MS office excel ranking method.

<i>Work-Life Balance (INSTITUTIONAL)</i>	<i>Total (N)</i>	<i>Strongly Agree</i>	<i>Agree (%)</i>	<i>Neutral (%)</i>	<i>Disagree (%)</i>	<i>Strongly Disagree (%)</i>	<i>Ran k</i>
My organization follows proper work schedule	70	26%	46%	21%	3%	4%	2
Higher education assistance is offered by the institution	70	27%	41%	24%	4%	4%	3
Job sharing is possible	70	26%	40%	26%	4%	4%	4
Marriage and maternity leaves are offered	70	38%	48%	12%	2%	0%	1

Table No. 4.3

Table No. 4.3 shows that the work-life balance practice of the teachers in Periyar Maniammai Institute of Science and Technology (PMIST). The above table clearly indicated that there are many work-life balance practice of institutional namely work schedule of the organization, higher education assistance provided by the institution, possible job sharing and marriage and maternity leave offering. Among the listed practices marriage and maternity leave offering was the best work-life balance practice as identified by the author with the help of MS office excel ranking method.

4.3 ANOVA TABLE – FACTORS AFFECTING WORK-LIFE BALANCE

Table No. 4.3 shows the significance level of the factors affecting work-life balance of Periyar Maniammai Institute of Science and Technology (PMIST)

Null hypothesis (H₀): There exists no significant difference among factors affecting work-life balance.

Alternate hypothesis (H₁): There exists significant difference among factors affecting work-life balance.

ANOVA		SUM OF SQUARES	df	MEAN SQUARE	F	Sig.
Rating	Between Groups	34.85	9	3.87	5.60	.000
	Within Groups	476.94	690	.69		
	Total	511.79	699			

Table No. 4.4

Table No. 4.4 shows that the calculated value (Sig. 0.000) is less than the table value (0.05), hence, null hypothesis (H₀) is rejected and alternate hypothesis (H₁) is accepted. Thus, there exists significant difference among factors affecting work-life balance.

4.4 PERCENTAGE ANALYSIS TABLE – FACTORS AFFECTING WORK-LIFE BALANCE

<i>Factors affecting Work-Life Balance</i>	<i>Total (N)</i>	<i>Doesn't Affect (%)</i>	<i>Affects Sometimes (%)</i>	<i>Affects many times (%)</i>	<i>Always affects (%)</i>	<i>Ran k</i>
Working Hours	70	30%	31%	27%	12%	1
Work from home after working hours (Documentation work)	70	18%	52%	21%	9%	4

Work on holidays (For Preparing)	70	21%	44%	17%	18%	3
Negative attitude of the students	70	47%	29%	15%	9%	2

Table No. 4.5

Table No. 4.5 shows that the work-life balance practice of the teachers in Periyar Maniammai Institute of Science and Technology (PMIST). The above table clearly indicated that there are many factors which affects work-life balance namely working hours, working on holidays, work from home after working hours, and negative attitude of the students. Among the listed factors, working hours is the major factor affecting work-life balance as identified by the author with the help of MS office excel ranking method.

V. CONCLUSION

Analysis of Variance (ANOVA) and simple percentage analysis were conducted to examine the significance difference among factors affecting work-life balance, satisfaction level of teachers, and work-life balance practice among Periyar Maniammai Institute of Science and Technology (PMIST) teachers. The author identified that the satisfaction level of the teacher is moderately good, and the best work-life balance practice is identified as planning the work and marriage and maternity leave practices. Similarly the author identified that there is a significance difference between factors affecting work-life balance, and the most important factor which affects work-life balance was working on holidays as identified by the author.

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