An Empirical study on work life balance of female employees in colleges with reference to Thiruvallur District

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ABSTRACT
Work-life balance is the most difficult problem that workers and companies confront these days. Working requirements have grown as a result of increasing job pressure and technological advancements. Also, as laws and regulations in the teaching sector evolve, the working environment has grown more complex, resulting in a slew of disruptions and imbalances in the lives of teaching workers at all levels. Maintaining a happy work-family life is becoming increasingly challenging as a result of increased job pressure, particularly for female teachers. The effect of work-life balance on the personal and professional lives of working female teachers was investigated in this research. It went on to say that management should create rules that allow workers to maintain a healthy balance between their personal and professional life.

INTRODUCTION
The act of striking a positive balance between one's personal and professional lives is known as work-life balance. It is very difficult to strike a balance between the two in this tough and demanding age, as expectations have risen, resulting in increasing job pressure. To attain this equilibrium, people must make difficult decisions.

People are spending more time at work. Employees' personal lives are immediately impacted by the always changing demands of customers and the work, making it impossible for them to fulfil home duties.

Personal life, on the other hand, may be taxing if you have a child or elderly parents. Female employees have been a powerful and persistent lobbying force for workplace flexibility. Although both men and women labour to meet their needs, the weight of family expectations, managing the house, and caring for children and parents falls disproportionately on women's shoulders. As a result, women in our society confront more difficulties in striking a balance between their personal and professional lives.

Absenteeism from work, stress, and a lack of focus at work may all result from a work-life balance.
that is out of whack. As families become more nuclear and dual earners, the problem of work-life balance is becoming more essential. Because of the growing and changing demands of organisations, as well as the increasing obligations of families, stress and other conflicts are on the rise.

Because of changes in the teaching industry's work situations and RBI rules, finding a work-life balance for teaching professionals has become one of the most difficult tasks.

As a result, it is critical that the management function develop and implement rules that allow workers to balance their personal and professional life so that they may perform effectively, resulting in increased productivity and less stress and absenteeism.

**REVIEW OF THE LITERATURE**

Aggarwal (2012) looked at the link between work-life balance efforts and employee views about work-life conflict and the workplace as a whole. Employees believe that work-life balance allows them to work more effectively, according to the study, and that it should be a shared duty of the employer and the employee.

On 120 instructors from various educational institutions, Goyal and Arora (2012) assessed the effect of job pressure on family life and the expectations of family on work obligations. Factors such as unfavourable family attitudes, family obligations, health problems, long working hours, meetings, and job load caused an imbalance in their personal and professional life, according to the research.

Kumari, L. (2012) investigated workers’ perceptions of work-life balance and its relationship with job satisfaction in Indian public schools. Job satisfaction was shown to have a positive connection with work-life balance, indicating that job satisfaction is an essential indication of work-life balance.

Meenakshi and Ravichandran (2012) drew attention to the difficulties women instructors experience in attaining Work-Life Balance and proposed solutions that would benefit both the person and the organisation. The study also showed that women instructors were aware of the significance of WLB and attempted to achieve it by planning their activities and using effective time management.

Santhi and Sundar (2012) looked at the work-life balance of women working in the IT sector. The study assessed the overall work-life balance of female workers across all cadres and identified key variables that affect work-life balance among women. It also showed that various types of workers are satisfied differently by work life programmes adopted by I.T. companies in Chennai.

Devi and Pandian (2011) investigated the difficulties encountered by female school teachers in maintaining a work-life balance and discovered that their school did not have a distinct policy for work-life balance and that the majority of them did schoolwork at home.

Soi and Massey (2011) investigated the notion of work-life balance and its effect on employee productivity and employment relations. The study shed light on the asymmetry between work and life that today's fast-paced working age faces. The majority of respondents were dissatisfied with the form that their lives had taken lately as a result of an imbalance that had crept into their professional and personal lives.
OBJECTIVES:
1. To investigate the current work-life balance of female teaching workers.
2. To investigate the connection between work-life balance and the personal lives of working female workers.
3. To investigate the between work-life balance and the professional lives of working female workers.

HYPOTHESIS:
H₀₁: Work-life balance has no major impact on the personal lives of working female workers.
H₁₁: Work-life balance has major impact on the personal lives of working female workers.
H₀₂: Work-life balance has no major impact on the professional lives of working female workers.
H₁₂: Work-life balance has major impact on the professional lives of working female workers.

RESEARCH METHODOLOGY

Research Design:
To accomplish the goals, an empirical research was performed. The effect of work-life balance on the personal and professional lives of working female workers was investigated. The study's design is both descriptive and causal. The goal of this research is to investigate and characterise the current state of work-life balance among working females in teaching positions from the perspective of the workers, as well as to show the effect of work-life balance on personal and professional life using parametric statistics (correlation and regression). The purpose of this research is to investigate the causal connections between work-life balance, personal life, and professional life in the teaching.

Sampling Design:
Thiruvalur district is also a major educational centre. A total of 100 teaching staff were included in the sample. Employees in the Teaching job were chosen at random.

Tools for Data Collection
Questionnaires and secondary source analysis were the primary data collecting methods utilised in this research. The Research Questionnaire is divided into three parts. On a five-point scale ranging from 5 (Strongly Agree) to 1 (Strongly Disagree), Section A has five statements about work-life balance, Section B contains five statements about personal life, and Section C contains five statements about professional life (Strongly Disagree).

Descriptive Analysis of Work Life Balance of female employees working in Teaching
Descriptive statistics were used to examine the overall work-life balance of female workers in teaching positions. The standard deviation and mean value were calculated. The formula for calculating range was Mean + (1.96) Standard deviation. The maximum and lower limits are calculated to be 21.93 and 11.14, respectively.
25-22: High level of Work Life Balance
21-12: Medium level of Work Life Balance
5-11: Low level of Work Life Balance
Table 1: Table Showing Descriptive Statistics of Work Life Balance

<table>
<thead>
<tr>
<th></th>
<th>‘N’</th>
<th>‘Minimum’</th>
<th>‘Maximum’</th>
<th>‘Mean’</th>
<th>‘Std. Deviation’</th>
</tr>
</thead>
<tbody>
<tr>
<td>‘Work Life Balance’</td>
<td>100</td>
<td>10.00</td>
<td>23.00</td>
<td>16.56</td>
<td>2.76</td>
</tr>
</tbody>
</table>

The average work-life balance for working females is 16.57, indicating that female teachers have a medium degree of work-life balance. As a result, management must begin to recognise its significance in today's competitive, ever-changing, demanding, and stressful workplace.

Relationship and Impact of Work Life Balance on Employees’ personal life

The connection between work-life balance and personal life of working female workers was investigated using correlation analysis. The following table shows the results:

Table 2: Table Showing Correlations between Work Life Balance and Personal life

<table>
<thead>
<tr>
<th>Personal life</th>
<th>‘Pearson Correlation’</th>
<th>.693</th>
</tr>
</thead>
<tbody>
<tr>
<td>‘Sig’. (1-tailed)</td>
<td></td>
<td>.000</td>
</tr>
</tbody>
</table>

Table 2 shows that the coefficient of correlation is 0.693 with a p value =.000, indicating that the two variables have a significant positive association. The findings revealed that there is a strong beneficial connection between work-life balance and the personal lives of female workers.

Regression analysis was used to investigate the effect of work-life balance on personal life. Personal Life is the dependent variable, whereas Work-Life Balance is the independent variable. The following table shows the results:
The value of $R^2$ is .478, indicating that the work-life balance accounts for 47.9% of the variation in employee personal life ratings. As a result, it is a factor, and the implementation of appropriate Work-Life-Balance rules may lead to a better personal life. The ANOVA examines the regression model's significance. At the 5\% level of significance, the $F$-value of 62.233 is significant. As a result, the regression model is both valid and significant. We may also argue that work-life balance may have an effect on the personal lives of working female workers.

**Table 4: Table Showing Coefficients**

<table>
<thead>
<tr>
<th>Model</th>
<th>'Unstandardized Coefficients'</th>
<th>'Standardized Coefficients'</th>
<th>'T'</th>
<th>'Sig.'</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>5.124</td>
<td>.616</td>
<td>7.824</td>
<td>.000</td>
</tr>
<tr>
<td>'Work Life Balance'</td>
<td>.542</td>
<td>.044</td>
<td>11.654</td>
<td>.000</td>
</tr>
</tbody>
</table>

The $t$ value for work-life balance is 11.654, the $p$ value is .000, and the beta value is .692, all of which are significant at the 5\% level of significance. In this case, the null hypothesis 1 was rejected. As a result, Work-Life Balance has a major effect on workers' personal lives.

**Relationship and Impact of Work Life Balance on Employee’s professional life**

The connection between work-life balance and professional life of working female workers was investigated using correlation analysis. Table 5 displays the findings.

**Table 5: Table Showing Correlation between Work Life Balance and Professional Life**

<table>
<thead>
<tr>
<th>Professional life</th>
</tr>
</thead>
<tbody>
<tr>
<td>'Pearson Correlation'</td>
</tr>
</tbody>
</table>
The findings revealed a strong beneficial connection between work-life balance and the professional lives of workers. At a 5% level of significance, the correlation coefficient of 0.596 is significant. The findings revealed that there is a strong beneficial connection between work-life balance and the professional lives of female workers.

Table 6: Table Showing Model Summary

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>‘Square’</td>
<td>‘R’</td>
<td>‘Square’</td>
<td>R-Square Change</td>
</tr>
<tr>
<td>1</td>
<td>.596a</td>
<td>.424</td>
<td>.419</td>
<td>2.03216</td>
</tr>
</tbody>
</table>

Regression analysis was used to investigate the effect of the human resource system on competitive advantage status. The value of R square is .426, indicating that work-life balance has a 42.4 percent effect on the professional lives of female workers. The regression model successfully predicted the outcome variable, according to the findings. The regression model’s relevance is tested using ANOVA. At the 5% level of significance, the F-value of 60.511 is significant. As a result, the regression model is both valid and significant.

Table 7: Table Showing Coefficients

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>6.054</td>
<td>1.32</td>
<td>.594</td>
<td>5.232</td>
</tr>
<tr>
<td>‘Work Life Balance’</td>
<td>.614</td>
<td>.086</td>
<td>.594</td>
<td>6.944</td>
</tr>
</tbody>
</table>

Value of t for human resource system comes out to be 6.944, p value is .000 and beta value is .594 which is significant at 5 percent level of significance. Thus null Hypothesis 2 was not accepted in this regard. Thus there is significant impact of work life balance on employees’ professional lives. Hence there must be focus on improving the work life balance which will further improve their...
CONCLUSIONS AND DISCUSSION

With changing demands, regulations, and so much pressure in today's competitive world, work requirements have skyrocketed. The stress level of the teachers rises as a result of this. The majority of respondents stated that their organisation does not have a separate policy for work-life balance, and that many people work overtime. Furthermore, management has done little to design and implement effective work-life balance policies and practises. Female employees can devote more time to their children and focus on their upbringing if their personal and professional lives are balanced. The number of hours worked per week, the amount and frequency of overtime, and an inflexible work schedule were found to increase the likelihood of teachers experiencing conflict between their work and family roles by robbing them of time to engage in family activities. Employees in teaching positions have a medium level of Work-Life Balance, according to the findings. Work-life balance also has a significant positive impact on the personal and professional lives of employees. According to the study, some employees are so stressed that they are unable to handle family responsibilities even after returning home from work because they are tired and exhausted from working long hours. They were also unable to get adequate rest due to the shortness of the breaks. Their teaching, on the other hand, contains no such policy to assist their employees in meeting their family obligations. As a result, policies that aid female employees in achieving a balance between the two must be prioritised.

REFERENCES


