



Work-life balance and employees health: A study of the degree college teachers

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Abstract

Work-Life Balance means 'meeting the needs or requirements of both the life's i.e. personal life and work life. The role of employees at the work place has changed throughout the world due to economic conditions and social demands. This changing scenario is not only restricted to the corporate sector, but also in every sector.

Work-Life Balance is a critical aspect to enhance teacher effectiveness and satisfaction in the context of student learning. A good quality of work -life balance result into the wellness of the faculty and also improved student behavior. The present study investigated the impact of WLB on the health of degree college teachers are being analyzed. The response is given by 100 teachers working in Mumbai and Mumbai suburb colleges. The geographical coverage is from Churhgate to Mulund. The research establishes the relationship between age and health of teacher and its impact on work-life balance. There is a universe relation to the age and health of teachers. The researcher also establishes the relation between Stress and WLB.

Keywords: WLB, health of employees, stress

Introduction

The concept work-life balance is a very popular in today's competitive world. There is a complex relationship between work and personal life of individuals. Work-life balance as satisfaction and smooth functioning at work and home without any role conflict (Clark 2000). Work-life balance can be defined as a measure of proper control as to how, when and where people work. A good Work-life balance can be defined when an individual is able to fulfill all his/her needs in respect of family, work and society. IT is said that, organizational success totally depends upon the quality workforce, but at the same time to retain these quality workforce is a most important task of the organization. In connection to this, it is essential to frame the friendly work life balance policies in the work place. The sound work-life balance policies enables to decrease the pressure of work-life, the conflict between work and personal roles. And also benefits include that there will be lower rates of absenteeism, increased productivity; improved customer experience; improved recruitment and retention; reduced overheads; more motivated, satisfied and equitable workforce (Employers for Work Life Balance, 2006) [1].

Albert Einstein says 'It is the supreme act of the teacher to awaken joy in creative expression and knowledge' and if teachers fail to maintain physical and mental balance will not be able to develop student and hence the nation. Work-life balance is a term that is always used in the context of employees working in the corporate sector, but nowadays teachers are found to be overburdened due to their academic workload and career issues (Hakanen *et al.*, 2006). All this adds to the stress among teachers leading to imbalanced work-

life equations. Thus, there is a need to study, work-life balance and teachers' health working in degree colleges.

Conceptual Framework

1. Work-Life Balance
2. Health of teachers
3. Mental stress/Psychological Health
4. Welfare facility

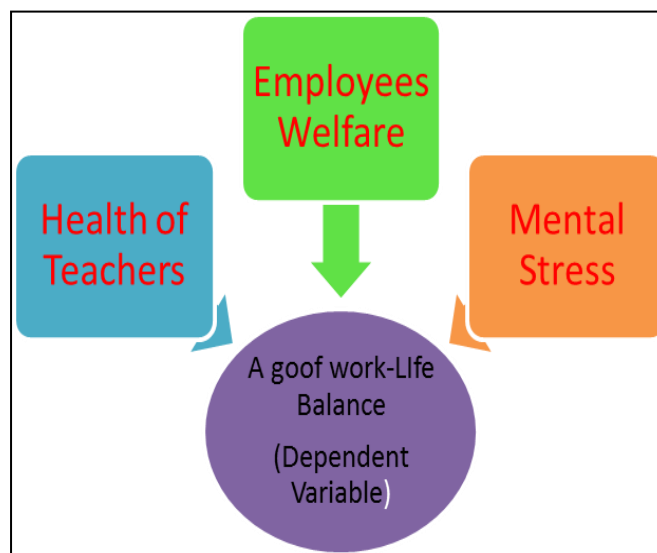


Fig 1

In the above conceptual framework, WLB is dependent variable and health of teachers, Mental stress and welfare facility are the independent variables. In order to maintain a good work-life balance, the teachers, health and stress free

¹ Azmi, A. I. (2015). Work Life Balance among teachers: A Empirical Study. IOSR Journal of Business & Management, 17 (2), 1-11.

environment are the most important independent variables which are called control variable. If teachers are physically and mentally balanced, then only he/she will be able to develop the students and ultimately the nation.

Literature Review

G. Delina & Dr. R.Prabhakara (2013) [2]: The researcher made an attempt to explore the tough challenges faced by working women in maintaining a balance between personal and professional life. Various factors considered by the researchers such as hours worked, work involvement and family responsibilities. The main objectives of the study were to find out work-life balance problem among the married working women, to study various factors affecting work-life balance and at the end to study the effect of work-life balance on the quality life of the married working women from Academic, IT and healthcare sectors in Pondicherry selected using convenient sampling. It is found that IT sector professionals were found to have more difficulties in balancing work and family followed by academic sector working women and then health sector working women. It is also revealed from the study that married working women in the age group of under 30 years were found to have work life imbalance problems than those in the age group of 40 years while married working women over 40 years were found to be balancing work life slightly better than the above mentioned age group.

Tapasya Julka & Urvika Mathur (2017) [3]: This paper is an attempt to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life. The main objective is to present and discuss specifically the problems of married women face in the process of balancing their work and family life. The study also aims to throw some light on the effect of work-life balance on the quality of life of married working women. The article is a conceptual study based on secondary data from books, articles, journals. The study revealed that proper planning, organizing and time management assist in maintaining a good work- life balance.

Objectives of the study

1. To study gender wise WLB among Degree college Staff
2. To examine age wise WLB among teachers of an educational institution
3. To depict impact of WLB on stress levels of teachers

Hypothesis of the study

H₀ – There is no significant difference between the health of female and male teachers

H₁ – There is a significant difference between the health of female and male teachers

H₀ – There is no significant difference between age and health of teachers

² G Delinna, D. R. (2013). A Study On WORk-Life Balance in Working WOMen. International Journal of Commerce,Business & Management, 2(5), 274-282.

³ Mathur, T. J. (2017). A Conceptual Study of Work-Life Balance among Women Employees. International Journal of Emerging Research in Management & Technology, 6 (2), 74-78.

H₁ – There is a significant difference between age and health of teachers

Analysis of Data and Interpretation

Gender-wise distribution of responses related to the problem My health has affected

Table 1

Gender	Yes	No	Total
Male	18	7	25
Female	42	33	75
Total	60	40	100

Interpretation

The above table described the Gender wise responses related to the above specified question, i.e. **My health has affected**

1. Out of 25 male respondents, 18(72%) were responding positively, whereas 7 (28%) were negatively responded to this question.
2. Out of 75 female respondents, 42(56%) responded favourably to the question, whereas 33(44%) were replied against to this question.

Hence, it is found that the majority of female (84%) respondents compared to male faced the problem of health while maintaining balance between both the lives.

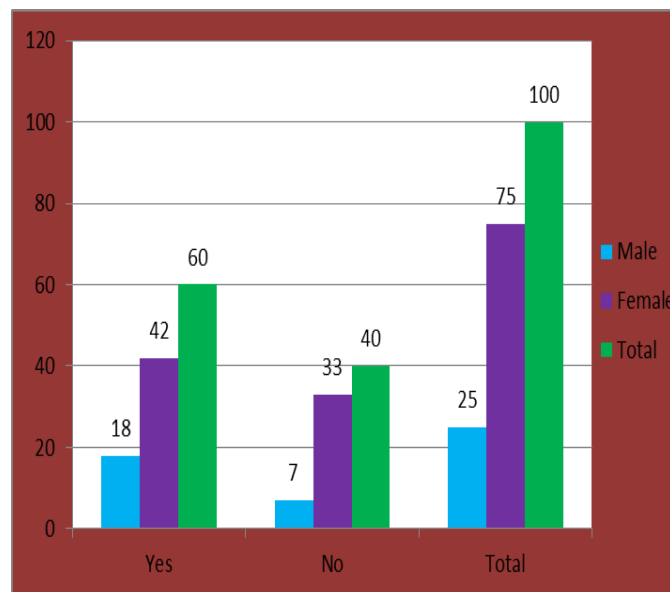


Fig 2

Age -wise distribution of responses related to problem- My health has affected

Table 2

Age	Yes	No	Total
21-30	12	20	32
31-40	28	10	38
41-50	10	10	20
51-60	3	7	10
Total	53	47	100

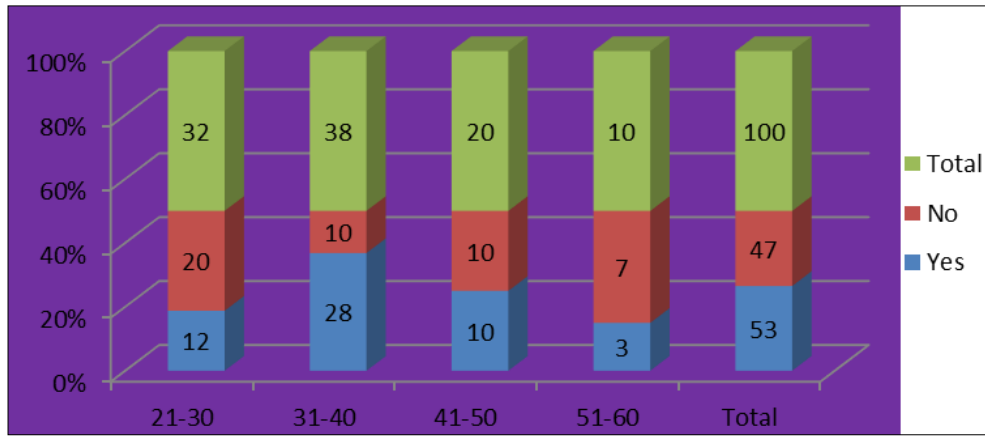


Fig 3

Interpretation

In view of the respondents for the question, i.e. My health has affected

1. In response to the above specified question from the age group of 21 to 30, out of 32 respondents, 20(62.5%) were replied negatively answer whereas 12(37.5%) responded positively.
2. Respondents belonging to the age group of 31 to 40, out of 38 respondents, 28(74%) were given favourable answer and 10(26%) were responded against to this question.
3. From the age group of 41 to 50, out of 20 respondents, 10(50%) were provided positive answer and equal number of respondents 10(50%) were given a negative response to the above specified question.
4. In view to the respondents from the age group of 51 to 60, out of 10 respondents, 7(70%) were negatively answered whereas 3(30%) were replied favourably to this question.

Hence, the respondents from the age group of 31 to 40 said that their health has affected while maintaining better WLB.

Result of Hypothesis testing-Genderwise Hypothesis Testing

$$\chi_c^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Table 3

O _i	E _i	(O _i -E _i) ² ÷ E _i
18	15	0.6
7	10	0.9
42	45	0.2
33	30	0.3
Total		2.0

Interpretation

Looking up the value 2.0 in the x² table for 1 degree of freedom, the probability of this result is 0.16. Hence, H₀ is accepted, i.e. there is no significant difference between the health of female and male teachers. (The chi square value is less than critical value).

Age wise Hypothesis Testing

Table 4

O _i	E _i	(O _i -E _i) ² ÷ E _i
12	16.96	2.05
20	15.04	1.23
28	20.14	2.20
10	17.86	6.17
10	10.6	0.036
10	9.4	0.036
3	5.3	1.76
7	4.7	0.529
Total		14.011

Interpretation

Looking up the above value 14.011 in the x² table for 3 degree of freedom, the probability of this result is 7.81. Hence, H₀ is rejected, i.e. there is no significant difference between the age and WLB of female and male teachers. (The chi square value is more than critical value).

Findings and suggestion

1. The majority of female respondents is facing health problems. Due to overburdened workload they could not able to maintain a good work- life balance
2. It is found that younger age group of female teachers facing more problem of WLB compared to a higher age group of respondents
3. Male teacher respondents are not facing the health problem.
4. The organization should arrange the workshop on stress management to reduce the stress of teachers.
5. There should be role clarity and should not involve teachers more than one committee

Conclusion

The intention of the study was to investigate how different age groups of degree college teachers manage their Work- Life Balance. Since most of the studies conducted on work-life balance pertained to the employees in the corporate sector, IT, BPO but this study intended to focus on work-life balance into the emerging phenomenon of teachers. In the present study, to maintain a Good Work-Life Balance (Dependent Variable),

the teachers 'health', stress free environment and welfare (independent variables) also important. Two hypotheses tested by using chi square test and proved that there is no significant difference between the health and female and male teachers. It is also proved that though the gender wise there is no differences, but age wise there is the difference between health and female and male teachers. The younger age group (31-40) has more health issue and faced the problems while maintaining a WLB.

This study provides an insight to researchers for future study. This study may help the college higher authorities to understand the problems of teachers faced in their lives and hence, in implementation of favourable work-life balance programs in their institution. Interaction between authorities and teachers should be enhanced to understand WLB issues confronting them. Balance should be established between workload distribution, leisure time and extra-curricular activities so as to engender academic excellence.

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