Work Life Balance among Female School Teachers: An Empirical Study of Chittorgarh

Sahdeep Chhatrapati, Alumni

Abstract
The Indian scenario has been altering radically due to globalization, excessive degree of competitiveness and work culture of organization. The existing research study go down with the Work Life Balance among the female working in several educational organizations in order to find out the intensity of their work life balance which is having great significance on their entire wellbeing and on their efficiency. Organization, which effectively focus on these issues of various Work Life Balance policies, are showing the way to a healthy working environment for a concern as well as its workers also. Institutions are consider to provide a balanced life for their workforce as they understand that today’s knowledge workers are less anxious about financial security which earlier bound them to their employers. These types of approaches have already come into the several Educational Institutions and the numbers of them are already going ahead to take measures for the effective and efficient balance in the work life with one’s own life. The productive management of an organization is human assets is an stirring, energetic and challenging task, specially at a time when the globe has been converted into a global village and nation are in a state of change. In the institutes as well as in the home, the question of work life is mounting to the apex of numerous employers’ and employees’ consciousness. Human factors are generally the most important and unique assets of an organization. In today’s scenario where the society is accelerating, educational institutions search for options to have a positive influence on the bottom line of their teachers, enhancing the female teacher’s morale, and retain faculties. Work life balance has occurs as the one of the most important aspects having the effect on the organization’s competence. The present study has been carried out to assess the type of Work Life Balance, being encountered by female school teachers in Chittorgarh city context. In support of this objective a survey was carried out for the assessment of a Work Life Balance Indicator of professionals and also highlights the issues associated with work life balance of female school teachers in educational institutions and the aspect in order to ascertain work life balance.

Keywords
Female school teachers, Work life balance, Pressure and Work load distribution.

I. Introduction
The position and anticipation of female and men have transformed considerably over the previous 50 years. Specific consequence has been a move towards the significance of work relative to family and leisure time. Information alteration and 24 * 7 works arouse of worldwide competition and worldwide production arrangement are progressively more blurring the difference between home and work. The extraordinary raise in number of twofold earner family units, which has amplify the possibility of those both male and female workers, will have home responsibilities add-on to work responsibilities. Work load have strengthened in the previous decade. Facts bring to mind that the average time spent on work has risen radically. Work life balance is just about individuals having a hold over when, where and how they perform their work. The position of working female has been transformed through the world due to change financial situation and social pressure. The consequence of this result in which working female have a huge pressure to build up a career.

The growing work pressure is compelling the working female going away with less time for them. Work life balance is observe more as female issue due to the conventional state of mind, where the woman is consider mainly held responsible for the efficient running of the routine affairs of the family irrespective of her work profile and official tasks that is why overseeing the work and family responsibilities can be very complicated for female. Such disparity has pessimistic consequences on an individual’s life of working female which is consecutively have taken to variety of societal hazards for instance growing in the number of separation, childlessness due to high level pressure. Consequently work governs the individual’s life. For each individual there is an existence at work, at home and also a life in which he has a room for leisure time and keep up a balance among all these is vital. Impressive sense of balance amongst professional and individual liabilities is a problem for lots of today’s workers. If balance is not sustained among each and every elements of life, than there would be a clash. Therefore there would be an unfavourable effect not only on the professional life but also on individual’s life. If an individual is making an effort to keep away from such imbalance subsequently he would have to get out of such imbalance in the initial place.

Female of the early centuries were predominantly restricted to their kitchens and those who were worked in workshop, cultivation. Female of the early centuries were predominantly restricted to their kitchens and those who were worked in workshop, cultivation. The rapid developing economy has prearranged the place for more number of female to be enlightened by upper education. Education has not simply empowered them but also encompass them with strong livelihood. With intellect power being the essential skill in this knowledge period, rather than physical strength, the female workers look like a flood into each establishment on equivalence with men. But this has certainly become a sturdy oppose for female because they have to carry out a lot of responsibility at home and at office as well. Since working female get married, they have further responsibilities and when they turn into mothers, they have to deal with the primary care of kids and extended family and are therefore, beneath bigger
pressure to carry on a job. Working mothers nowadays discharge family responsibilities and moreover trying to keep on involved fully in their study deal with the contra burden of their compound roles. The concerned responsibilities that working mothers have put down a heavy pressure on them when it is mingle with their professional responsibility.

The effort of working female to amalgamate, systematize and sense of balance amongst the variety of problems and their deeds in their several roles at the same time puts them in tremendous pressure. As a result, the family turn into an organizational stakeholder and this prevailing social vogue marked the initiation of the work/ life balance notion shift. (Denise Horner Mitnick, 2007). Even though progressive technologies trim down the substantial strain of muscle work and smooth the progress for female to join up the labour force in significant proportion. As more and more females are joining the labour force now a days and this transform has enhanced the significance of work life balance as an area of concern for everybody who thinking for a quality of work-life. Work life Balance of female workers has turn into a vital subject in view of the fact that the time has transformed from men was the breadwinner, but in today’s scenario where both men and female evenly contributing in the responsibility of family life. Work life balance for teaching career has turn out to be a one of the biggest challenges in today’s world. Teachers work burden not only require their time in the institution but also make bigger to their house so as to become prepared for the subsequent day, apart from keeping student records and being there for a variety of institution associated operative requirements.

II. Review of Literature

For the reason of logical analysis and assessment of the problem at hand, the studies by the a number of researchers have been re-examined and in their studies, highlighted that there is a strong correlation between work life balance and working female, if amenities are make available by the organisation.

Work life and individual life are the two face of the same coin. According to several work life balance study, over 60% of the respondent expert surveyed said that they are not competent to determine a balance between their individual and professional lives. They have to make tough selection yet when their work and individual life is nowhere near to equilibrium.

Both female and men prefer working in organizations that support work-life balance. Men appeared to benefit more than female (Burke 2002). Men experience more satisfied when they accomplish more on the work still at the cost of disregard the family. In contrast, female concern that work and family are both important and they do not like one crossing the other (Burke 2002).

Lavanya and Thangavel (2013) identified the impact of demographic factors in the usage of work-life balance practices in the organization. The study found that level of management and annual income influence the take up of flexible work practice and age, number of dependents and level of management influence the use of work-life balance practice related to career development practices.

Though meaning and explanations may vary, work-life balance is usually associated with equilibrium between the amount of time and effort somebody devotes to work and personal activities, in order to maintain an overall sense of harmony in life. (Clarke, et al 2004, 121) To understand the work-life balance, it is necessary to be conscious of the various demands upon us and our individual resources- our time and our energy- so that we can organize to address them. By means of this consciousness, we are able to give a sense of control on our functioning in order for change for the better accommodate other feature of our lives, though yet benefiting the organizations. Re-examine and assess the alternatives we have in conditions of how we assign our valuable resources. Such purposeful decision-making present a sense of control on our working activities in turn to acquire better modification with other aspects of our lives, although it still benefit the organizations.

Work–family balance reflects an individual’s orientation across different life roles, an inter-role phenomenon (Marks and MacDermid, 1996). Work-life balance is a key subject in all kinds of employment as dual-career people have turn into a common and high work demands by means of long working hours have turn into the norm. The importance of assisting employees in achieving a balance among the anxiety of their work and their home lives erstwhile emphasized.

Female school teachers are often overburdened due to their school workload, individual obligation and family everyday responsibilities. There are evidences to show that those female school teachers frequently experience high levels of pressure (Brown et al., 1999; Bush et al. 1985) and these results in mental health problems (Andrews et al., 2004).

Pressure can too have a positive result and after that an individual can take action successfully in an emergency (Schafer 1996) Though, when operative pressure transforms into dysfunctional pressure or difficulty owing to work-life imbalance, it will shows the way to psychological, physical as well as emotional deterioration. This is harmful for the welfare of female school teachers in common. A variety of empirical studies proposed that the variation between full time and part time work does not perfectly replicate the truth of the female school teachers’ lives. Simultaneously full time and part time female school teachers demonstrate a range of domestic obligation. In some cases, alternatives of jobs(full time or part time) is likely to have been determined by some of the economic reasons, in that full time working female teachers get more financial advantages as compare to part time workers (Scottish Executive, 2000).

III. Research GAP and Objectives

As of the review of literature it was ascertain that there exist a number of researching pressure amongst the female school teachers but few of them have been focused on particular aspects of work life balance of female school teachers. On the basis of review of literature, the objectives of the study are as follows:

• To determine the differences between female school teachers and various policies of work-life balance
• To assess the differences between male and female teachers on the dimensions of work-life balance.
• To identify the aspects of work life balance among female school teachers.
B. Research Constructs and Instrument
The research instrument was based on aspects of work-life balance of Female school teachers. The factors which are taken in this present study are:

**Personal relationship**: It contains all components that show whether Female school teachers are competent to make balance between their personal and work.

**Job performance**: It involves all the elements related to Female teacher’s attendance, career goals and school environment etc.

**Wellbeing and leisure**: It determines how Female teachers take out time out of their working hours for Wellbeing and other leisure activities. The instrument was based on a 5-point Likert Scale attached with end points identify as strongly agree (5) and strongly disagree (1).

IV. HYPOTHESIS
Based on the above findings, following hypotheses were framed:

**Category I: The hypotheses in this category pacht with evaluating differences between male and female school teachers.**

H1- There is no significant differences between males and females on the aspect wellbeing and leisure.

H2- There is no significant differences between males and females on the aspect personal relationship.

H3- There is no significant differences between males and females on the aspects job performance.

**Category II: The hypothesis in these deals with determining differences among female school teachers of private and government institutes.**

H4- There is no significant differences between female school teachers of different institutes on the aspect of wellbeing and leisure.

H5- There is no significant differences between female school teachers of different institutes on the aspect of personal relationship.

H6- There is no significant differences between female school teachers of different institutes on the aspect of job performance.

II. Analysis
Analysis was organized by using SPSS. The findings were assessed on each aspects of female school teacher’s work-life balance to analysis the hypotheses of the study. An independent sample T-test was employed to assess differences between respondents from different institutes and gender.

A. Results of Independent sample T-test
Based on the analysis following results were generated.

1. **Category I: Gender**
   No significant differences were observed between Males and Females on the aspect of Wellbeing and Leisure (t [148] = 1.29, p > .05) between Males (mean = 3.41, SD = .60) and Females (mean = 3.54, SD = .55). Thus, the null hypothesis H1 was accepted.

   No significant differences were observed between Males and Females on the aspect of Personal Relationship (t [148] = .38, p > .05) between Males (mean = 3.57, SD = .60) and Females (mean = 3.61, SD = .60). Thus, the null hypothesis H2 was accepted.

   No significant differences were observed between Males and Females on the aspect of Academic Performance (t [148] = .90, p > .05) between Males (mean = 3.54, SD = .67) and Females (mean = 3.63, SD = .60). Thus, the null hypothesis H3 was accepted.

2. **Category II: Institute**
   No significant differences were observed between Female school teachers from Government and Private Institutes on the aspect of Wellbeing and Leisure (t[148] = 1.70, p > .05) between Government Institute (mean = 3.44, SD = .59) and Private Institute (mean = 3.68, SD = .51). Thus, the null hypothesis H4 was accepted.

   Significant differences were observed between Female school teachers from Government and Private Institutes on the aspect of Personal Relationship (t [148] = 2.22, p < .05) between Government Institute (mean = 3.55, SD = .58) and Private Institute (mean = 3.86, SD = .62). Thus, the null hypothesis H5 was not accepted.

   No significant differences were observed between students from Government and Private Institutes on the aspect of Academic Performance (t [148] = .45, p > .05) between Government Institute (mean = 3.59, SD = .63) and Private Institute (mean = 3.52, SD = .71). Thus, the null hypothesis H6 was accepted.

VI. Conclusions
No significant differences were observed between males and females on the aspect of WorkLife Balance (Wellbeing & Leisure, Personal Relationship and Job Performance). It can be concluded in view of the fact that the respondents are nearly of the similar age group and there is resemblance in their perceptions. Therefore gender was not found to be a major distinguish factor. No significant difference was found among female schools teachers on the basis of institute on the aspect of Wellbeing & Leisure and job Performance.

In spite of this, significant difference was found between institutes on the aspect of Personal Relationship. It’s perhaps for the reason that is workload, training needs etc. Female teachers in private institutes more often experience more work-life pressures. Though, no significant difference was found between female teachers of on the aspect of Personal Relationship.

VII. Managerial Implications
It is a unique study as it has been in the perspective of Female school teachers as previously there have been limited researches has been done on this topic. It provides a reach to researchers for future study. It provides help in recognizing of issues which are of relate to female school teachers. It may consequently present insight to school authorities on the subject of the problems that Female teachers generally face in their lives. Interface between
female teacher and their higher authorities should be enhanced so that female school teachers are able to share their problems with their superiors.

Communication between authorities and female teachers should be improved to figure out WLB issues facing by female school teachers. Sense of balance should be ascertained between workload dispersal, leisure and extra-curricular activities so as to enhance the performance of the female teachers on the hand the increased in performance or efficiency of teachers of nation will leads to quality of education system in that nation.

VIII. Limitations and Future Research Directions

1. The study is limited to female school teachers of institutes (from private and government sector), subsequently this study can be extended to evaluate the aspect of work life balance with female teachers of universities.
2. The study was carrying out in a limited time on a limited sample. For the reason of the future study and much better results, the sample size of the respondents can be increased.
3. Data collection was a problem because female teachers usually are not ready to providing their responses. A few respondents were so engaged in their routine life that they are not easily ready to fill the questionnaire. A concentrated follow-up and prompt instrument is required in future to enhance the rigor of the process.

IX. Acknowledgement

References