

WORK LIFE BALANCE: A STUDY OF FEMALE TEACHERS OF KENDRIYA VIDYALAYA IN UPPAL, HYDERABAD

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ABSTRACT

This research article identifies certain factors that strongly impact the work-life balance (WLB) of female teachers in Kendriya Vidyalaya (KV) at uppal Hyderabad. These factors are related to the challenges which have an effect on the professional and personal lives of 40 female teachers working at KV. The study also brings out the relation between the various factors such as age, time spent, levels of stress, working overtime and initiations taken by the management in balancing work and personal life of teaching professionals. The findings of the study pose that 25 percent of the teachers are not completely satisfied about amount of time spent at work as it takes away the quality of work and also that they are missing out on family time. The study involves in stating the satisfaction levels in balancing the work and personal life. Based on the empirical evidence and analysis of the data, the study suggests that there is a need for the institution to initiate work life balance programs for employee satisfaction. The study also suggest that the management should take steps to bring down the overtime workings hours for enhancing quality in teaching and also focus more on teaching rather than administrative work.

Keywords: work life balance, employee satisfaction, quality of work, personal life, management Initiation

INTRODUCTION

Work-life balance refers to the level to which an employee experiences feeling fulfilled and having his or her needs met in both work and non-work aspects of life. Through experiencing greater work-life balance, individuals details feeling better in general (e.g., greater job and life satisfaction) and tend to behave in favorable ways (e.g., lower turnover and absenteeism). Historically, the access of women in the workplace jump started research into how female employees could successfully care for families while working, but today work-life balance is discussed with respect to multiple affected groups (e.g., men, single parents). In the modern era of technology and convenience, organizations have begun to provide their employees with helpful ways to balance their work and non-work roles through benefits like flexible work hours, telecommuting, and so on. However, offering these benefits are not enough; the organization and management must stand behind its promotion of healthy work-life balance for employees by creating a culture as such and designing policies that support this initiative. Otherwise, Women employees feel pressure to continuously work, which can effect their performance. Results indicate that in general many people report experiencing poor work-life balance but not for lack of wanting it; therefore, employers and employees alike should consider what is most important for achieving this healthy balance.

Employees with work-life balance feel their lives are fulfilled both inside and outside of work (Byrne, 2005), and they experience minimal conflict between work and non-work roles. Those who achieve this balance tend to have higher levels of satisfaction with their jobs and life in general, as well as lower levels of stress and depression. From an employer's viewpoint, encouraging work-life balance may attract new hires, help reduce turnover and absenteeism, and increase the chances of employees voluntarily engaging in "pro-social" behaviors that rise above and beyond their job requirements. Nevertheless, findings are mixed with respect to effects of employee work-life balance on the organization's bottom line.

Historically, several important laws were passed which helped women to earn a job and had some caretaking responsibilities for families, promoted work-life balance initiatives as well. However, even given legislative standards, research shows that employees tend to feel comfortable attending to their non work-related needs (e.g., by taking family- or health-related leave that they are legally entitled to) only when organizational policies, cultural norms, supervisors, and surrounding coworkers also demonstrate a commitment to work-life balance. In other words, organizational support is critical to promoting a healthy work-life balance for employees.

OBJECTIVES OF THE STUDY

1. To know how working female teachers manage their work life and family life of KV school at Hyderabad.
2. To know the stress level of working female teachers at work place.
3. To give recommendations to the Management.

RESEARCH METHODOLOGY

Research design proposed for the study is 'Descriptive' type of research. This type of research deals with quality of responses from the respondents, attitudes, interests, technical skills, experience, behavioral, beliefs and values, emotions, personality, self concept etc.,

Primary data was collected by questionnaire survey method.

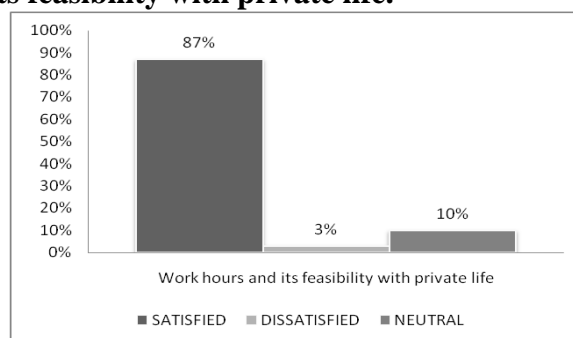
Secondary data was collected from journals and articles available on internet.

Sample : Primary data was collected from the teachers of Kendriya Vidyalaya ,Uppal ,Hyderabad

Sample size is 40. Questionnaire was distributed to the teaching faculties belonging to primary school.

ANALYSIS AND RESULTS:

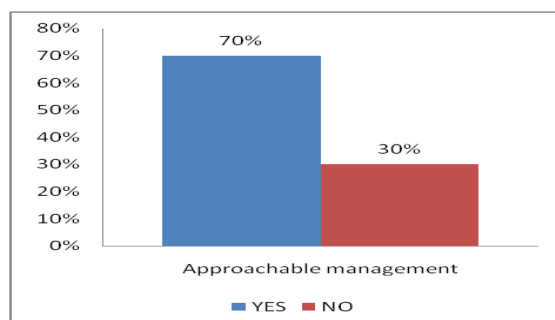
Chart 1 Working hours and its feasibility with private life.

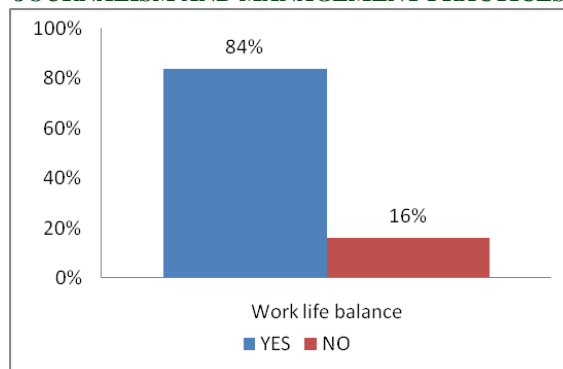


Source: Primary Data

87% of the female teachers are satisfied with the working hours ,3% are dissatisfied & where as,10% are kind of satisfied.

Chart 2. Balanced work life

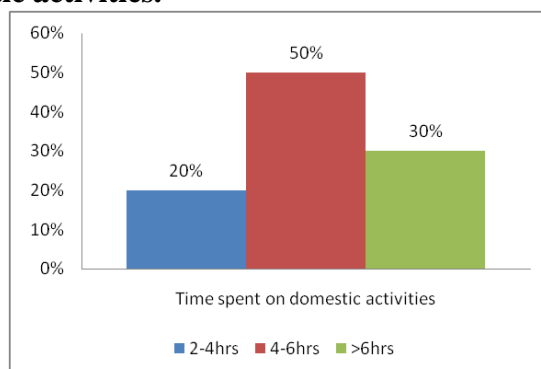




Source: Primary Data

84% of the female teachers have a balanced work life where as 16% don't have so.

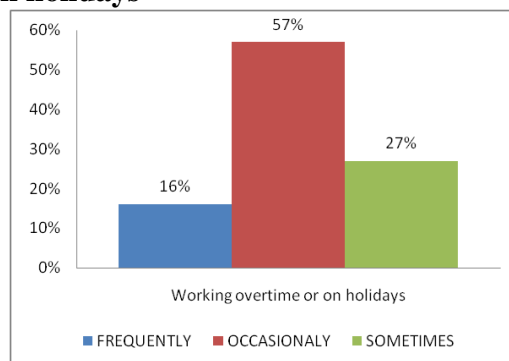
Chart 3. Time spent on domestic activities.



Source: Primary Data

50% of the female teachers spend 4-6 hrs of their time on domestic activities, 30% spend more than 6hrs and the least 2-4hrs of time is spent by 20 %.

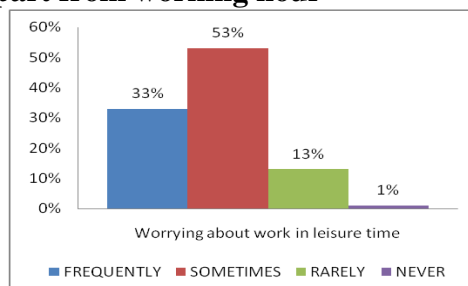
Chart 4. Working overtime or on holidays



Source: Primary Data

Maximum female teachers i.e., 57% occasionally work on holidays or overtime, 27% work sometimes and minimum is 16%.

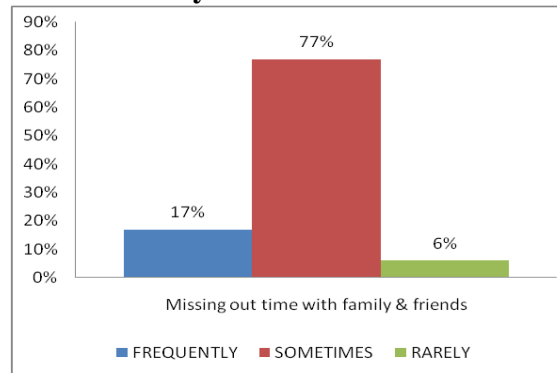
Chart 5. Worrying about work apart from working hour



Source: Primary Data

53% of the female teachers sometimes worry about their professional work apart from their working hours, 33% frequently worry, 13% do it rarely and 1% never worry.

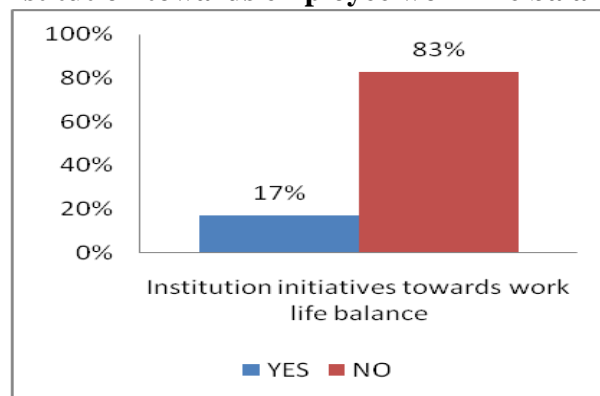
Chart 6. Missing out quality time with family and friends



Source: Primary Data

77% of the female teachers sometimes miss out their family and friends time, 17% frequently and 6% rarely.

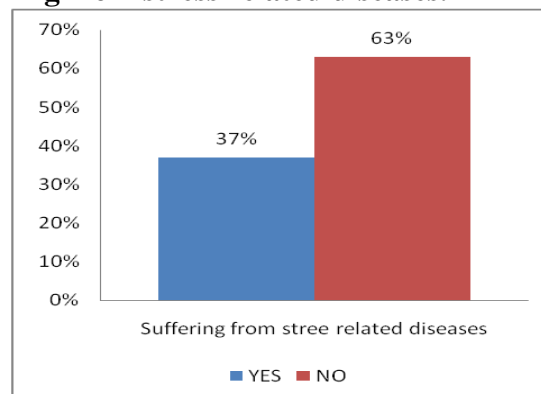
Chart 7. Initiatives taken by institution towards employee work life balance



Source: Primary Data

83% of the female teachers state that their institution doesn't take initiatives of employee work life balance where as 17% state that it does provide

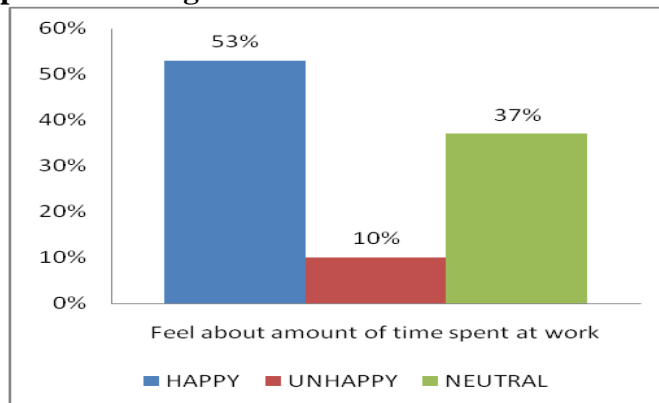
Chart 8. Female teachers suffering from stress related diseases.



Source: Primary Data

63% of the female teachers suffer from stress related diseases and 37% don't.

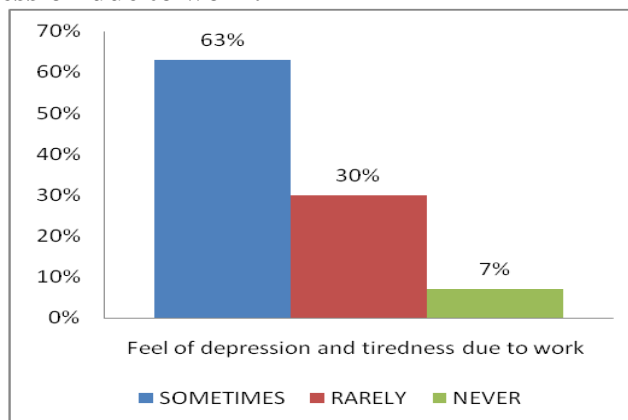
Chart 9. Amount of time spent working.



Source: Primary Data

53% of the female teachers are happy with the amount time spent on working, 10% are unhappy and 37% are neutral about their feeling.

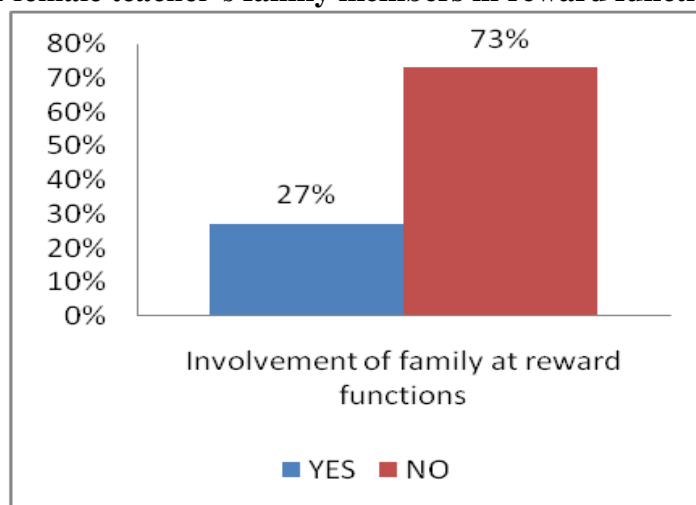
Chart 10. Tiredness or depression due to work.



Source: Primary Data

63% of the female teachers sometimes feel tired and depressed due to work, 30% rarely feel so and 7% never.

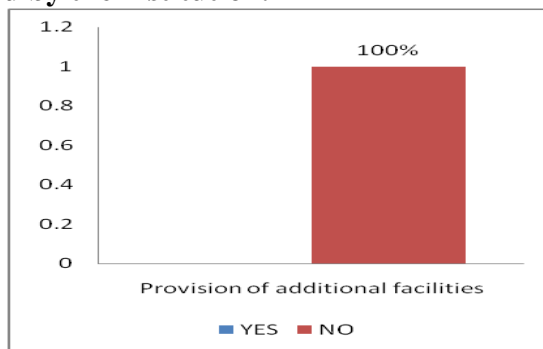
Chart 11. Involvement of female teacher's family members in reward functions.



Source: Primary Data

73% of female teachers agree with the fact that the institution involves family members in at reward functions and 27% disagree.

Chart 12. Social gatherings held by the institution.



Source: Primary Data

All the female teachers state that the institution doesn't organize any social gatherings involving families.

Chart 13. Approachable management

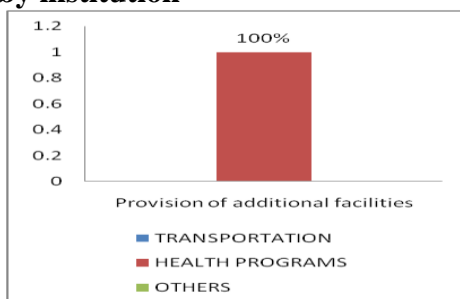
Source: Primary Data

70% of the female teachers say that their institution's management is approachable whereas, 30% disagree with it.

Chart 14. Domestic help at home.

77% of the female teachers say that they are provided with help in accomplishing their domestic chores whereas 23% are not provided with any help.

15. Additional facilities provision by institution



Source: Primary Data

All the female teachers state that they are provided with health care programs by the institution but not any other facilities.

OTHER IMPORTANT OBSERVATIONS

- 84% of the respondents feel that they are able to achieve work-life balance to a great extent
- 87% of the female teachers are satisfied with the working hours
- Maximum female teachers i.e., 57% occasionally work on holidays or overtime
- 77% of the female teachers sometimes miss out their family and friends time
- 83% of the female teachers state that their institution doesn't take initiatives of employee work life balance
- 63% of the female teachers sometimes feel tired and depressed due to work
- 73% of female teachers agree with the fact that the institution involves family members in at reward functions
- 53% of the female teachers are happy with the amount time spent on working
- All the female teachers state that the institution doesn't organize any social gatherings involving families.

10. 70% of the female teachers say that their institution's management is approachable
11. All the female teachers state that they are provided with health care programs by the institution but not any other facilities.

SUGGESTIONS

1. The school can introduce certain family-friendly measures such as extended maternity leave, child care facilities, special leave, rationalization of work load and working hours, pick and drop facilities for women employees etc.
2. The spouse, children and family members will have expectations from the woman employee. They should help in routine household tasks. For this, awareness and training programs can be arranged to create awareness among the family members, spouse, children
3. She should be realistic about her strengths and weaknesses and adopt a balanced outlook towards work and life by managing her time and prioritizing wherever required.
4. An understanding of stress in management teaching professionals may not only form the basis of stress analysis but may also be useful in rationalizing stress behaviour and formulating coping strategies for the entire teaching population
5. Modules for stress management can be designed on the basis of lifestyles, beliefs and attitudes of management faculty members for different profile groups. It may also help in developing sound overall workplace strategies for management faculty members

CONCLUSION

There can be no debate on the fact that work life balance is essential and important for a stress free and fulfilling life, especially for a woman. Juggling between the burden, obligations and responsibilities of work and multiple family roles, balancing becomes an uphill and an ongoing task for teaching professionals, as much as, if not more than any other working woman. The findings of the study can justify its utility since knowing the faculty members precisely and reaching out to them in the effective way, is the key to minimize stress. The study can also direct employers of institution to evolve flexible work strategies and provide better working conditions which will help in overcoming stress in faculty members to some extent.

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