

# A Study on Work Life Balance of Private School Teachers with reference to Alangulam Area

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## ABSTRACT

The purpose of this study is to highlight the necessity of adopting work life balance policies for teachers, teaching at different levels. The paper examines different element of work life balance, is especially with reference to government and private institution teachers. Work life balance is a critical aspect to enhance teacher effectiveness and satisfaction in the context of student learning. It has been proved time and again that a good quality of work life balance results in to the wellness of the faculty and also improved student behaviour. Based on the empirical evidence the study proposes that there is a necessity of adopting work life balance policies for teachers. The findings of the study indicate that there is a need for designing work life balance policies and programs for the teaching community to enable them to balance their work and life needs. Through this study an attempt has also been made to identify different personal motives and its priority among different demographic groupie which could become the basis for designing work life balance policies for teachers. For this study 50 respondents are selected from the Alangulam area.

## 1. Introduction

Work life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual right to fulfilled life inside and outside paid work is accepted and respects as the norm, to the mutual benefit of the individual business and society.

The term work life balance is preferred due to the fact that it encompasses the experiences and need of parents and non-parents alike and is a more progressive theoretical frame work in which to think about new ways of having and working that are satisfactory to all work balance is a choice an individual has to make. However it is the organization that needs to take an initiative to help the employees. Today an employee is not looking at their employer just for a job also to care for their work life balance and their well being. If a company addresses these needs in addition to providing better career opportunities they can be very successful in providing job satisfaction to the employees. Work – life balance is the term used to describe the balance that an individual needs between times allocated for work & other aspects of life. Areas of life other than work life can be, but not limited to personal interests family& social or leisure activities.

## 2. Objectives

1. To study the work life balance of private teachers.
2. To analysis the satisfaction level of the teachers.
3. To evaluate the options available for reducing the stress factors.

## 3. Scope of the Study

Quality of work life is the quality of relationship between employees and total working environment a great place to work is where you trust the people you work for have pride in what

you do and enjoy the people you work with quality of work life represents concern for human dimension of work and relates to job satisfaction and organisational development.

## 4. Methodology

This paper was collected on the primary data direct to the questionnaire. The secondary data is referring to the book.

**TABLE: 1** Table 1 shows the demographic profile of the respondents

S.NO	AGE	RESPONDENTS	PERCENTAGE
1	Below 25	21	42
2	25-30	16	32
3	Above 30	13	26
	<b>Total</b>	50	100
	<b>Gender</b>		
1	Male	26	52
2	Female	24	48
	<b>Total</b>	50	100
	<b>Marital Status</b>		
1	Yes	31	62
2	No	19	38
	<b>TOTAL</b>	50	100
	<b>Monthly Income</b>		
1	Below 25000	13	26
2	25000-35000	14	28
3	35000-45000	16	32
4	Above 45000	7	14
	<b>Total</b>	50	100
	<b>Educational</b>		

	qualification		
1	High secondary	16	32
2	Graduate	12	24
3	Post Graduate	11	22
4	Professionals	7	14
5	Others	4	8
	<b>Total</b>	50	100

The above table show that 42% of the respondents are belongs to age of below 25. 32% of the respondents are belongs to the age group of 25-30. 26% of the respondents are belongs to age group of above 30. 52% of the respondents are male and 48% of the respondents are female. 62% of the respondents are married and 38% of the respondents are unmarried. 26% of the respondents are below 25000 of monthly income. 28% of respondents are 25000-35000 of the monthly income. 32% of the respondents are 35000-45000 of monthly income. 14% of the respondents are above 45000 of monthly income. 32% of the respondents are high secondary. 24% of the respondents are graduate. 22% of the respondent are post graduate. 14% of the respondents are professionals.

**TABLE: 2**  
**Work More than Number of Hours**

S.NO	NUMBER OF HOURS	RESPONDENT	PERCENTAGE
1	Never	18	36
2	Generally	19	38

The above table shows that 36% of the respondents are never. 38% of the respondents are generally. 26% of the respondents are always.

**TABLE: 3**  
**Every Feel Fired**

S.NO	BECAUSE OF WORK	RESPONDENT	PERCENTAGE
1	Never	15	30
2	Rarely	16	32
3	Some times	13	26
4	Often always	6	12
	TOTAL	50	100

The above table shows that 30% of the respondents are never the because of work. 32% of the respondents are rarely. 26% of the respondents are some times. 12% of the respondents are often always.

**TABLE: 4**  
**Help Balance of Work**

S.NO	FAMILY COMMITMENTS	RESPONDENT	PERCENTAGE
1	Working from house	13	26
2	Technology like cell phones	12	24

3	Being able to bring children to work on occasions	10	20
4	Support from colleagues at work	11	22
5	Support from family members	4	8
	TOTAL	50	100

The above table shows that 26% of the respondents are working from house. 24% of the respondents are technology like cell phones. 20% of the respondents are being able to bring children to work on occasions. 22% of the respondents are support from colleagues at work. 8% of the respondents are support from family members.

**TABLE: 5**  
**Stress Related Disease**

S.NO	DISEASE	RESPONDENT	PERCENTAGE
1	Hypertension	18	36
2	Obesity	13	26
3	Diabetes	12	24
4	Frequent headaches	7	14
	TOTAL	50	100

The above table shows that 36% of the respondents are hypertension. 26% of the respondents obesity. 24% of the respondents are diabetes. 14% of the respondent's frequent headaches.

## 5. Findings

- 42% of the respondents are belongs to age of less than 21.
- 52% of the respondents are male.
- 62% of the respondents are married.
- 32% of the respondents are 35000-45000 of monthly income.
- 32% of the respondents are high secondary
- 38% of the respondents are generally.
- 32% of the respondents are rarely.
- 26% of the respondents are working from house.
- 36% of the respondents are hypertension.

## 6. Conclusion

Work life balance refers to how people combine paid work with life's other responsibilities. The work life balance is an issue that is important both to the organizations and to employees moreover the health of employees is also being affected. Even though there are many benefits of work life balance, there are few challenges that both employees and employers face. Work life conflict which refers to an unbalanced time spent working and time spent for personal activities with family and friend. On the other hand an organization or an employer has to deal with an issue of absence of employees.

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