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AN EMPIRICAL STUDY ON WORK LIFE BALANCE OF TEACHING PROFESSIONALS IN VISAKHAPATNAM CITY

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**Abstract**

In the world of cutthroat competition and continuously changing business environment, it is obvious that the organizations as well as individuals working must perform otherwise they have to perish. Work Life Imbalance among the employees affect negatively to employees as well as organizations. The changing social, political and economic fabric of the society has a great influence on the work environment as well as living conditions. Achieving work life balance is the growing concern of today's organizations and employees. Work life balance can influence productivity at work, conflicts, absenteeism, attrition, morale and many more. Work stress is another challenge triggered by the imbalance of work and personal life leading to low performance. Female employees working in service sector In the light of challenging work environment and changing conditions at home, it will be a daunting task to maintain balance between work and personal life. In totality "Work-life balance is the state of control, achievement and satisfaction in one's life."

**Key words:** Cutthroat competition, work and personal life, work life imbalance.

**Introduction**

The world is throwing many challenges onto us and, we are witnessing changes in the social, political and economic fabric of societies which have influenced and continue to influence both the nature of employment and its relationship to life outside work. Worklife balance has emerged as the burning topic in recent years– fueled in part by changing trends in the field of teaching profession. Teaching professional has become one of the greatest challenge is their time in the institution but also extend to their home so as student records and attending to various institution related works. The changing economic conditions and social demands have changed the nature of work throughout the world. The concept of Work life balance is becoming more and more relevant in an ever dynamic working environment.

**Review of Literature:**

P.Subbarao (2012) Work-life balance is balancing the priorities of career goals and family goals. Career goals include promotions, employment status, monetary earnings and the like.Jaspreet kaur (2013) has mentioned, the term "work/life balance" was coined in 1986, although its usage in everyday language was sporadic for a number of years. Interestingly, work/life programs existed as early as the 1930s.Rosabeth Moss Kanter's seminal book (1977), "Work and Family in the United States: A Critical Review and Agenda for Research and Policy", brought the issue of work/life balance to the forefront of research and organizations. In the 1980s and 1990s, companies began to offer work/life programs. While the first wave of these programs was primarily to support women with children, but today's work/life programs are less gender specific and recognize other commitments as well as those of the family.

Cisco company has quoted that "We know that our employees' lifestyles and needs change over time, and that we must adapt to support them. We believe that there is a positive correlation between flexibility in the workplace and employee productivity".

Kavitha Singh (2013)Work life imbalance is created by a multitude of overlapping factors such as quantitative and qualitative workloads, ethical dilemmas, difficult relationships with bosses and colleagues, too much of stress for too long a time has negative impact on both our work life and our personal life.

In general work life balance means an employee being able to make choices that fit for him, under the given current situation and the goals. It also means that the employees are to align their choices with those things that are important to them in life, so that they are able to enjoy a sense of satisfaction from the choices you have made. Work-life balance includes more than time. It includes feeling good about your level of involvement in both your work and non-work roles.

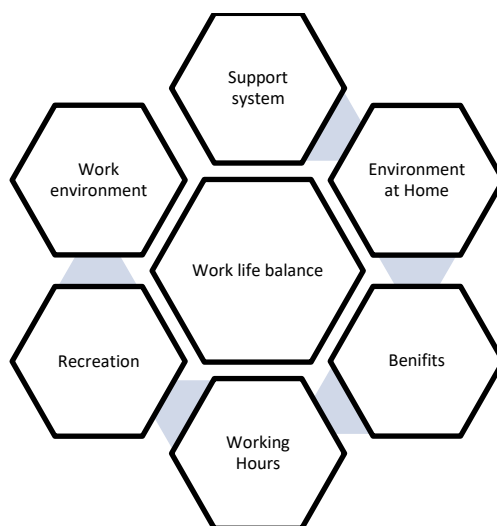


Fig.1 Factors influence Work life balance

Almeida, and McDonald, 2002; Lingard, Brown, Bradley, Bailey, and Townsend, 2007). Murphy-Lawless et al (2004), asserted that “As a society, we now face the complex task of supporting women, no matter what they decide, while at the same time working to provide a far more equitable distribution of life chances, so that the scope for decision making is evened out across the strata for all women”.

If an organization needs to be successful with committed and productive women, it needs to not only lay down schemes and strategies, but also needs to formulate policies and guide lines that can monitor these schemes. The following steps are mandatory to formulate the policy on WLB.

- Identification of the need for introducing WLB Policy. □ Creation of a Taskforce that can lead this activity.
- Formulate the policy on WLB based on the company’s vision & mission’s statement.
- Form a committee that comprises of representatives from management as well as workers category. Conduct workshops to enhance knowledge and necessity of this policy.
- Communicate the policy to all the employees. □ Implement the policy of maintain regular feedbacks & suggestions. □ Register and record each activity of the committees/Taskforce.
- Update any changes that have been made to all employees. □ Make the policy reachable and understandable by all.

**Objectives of the Study:**

- To study the perception of employees working in teaching profession in Visakhapatnam
- To find out the causes of work life imbalance.
- To study the ability of respondents inorder to achieve work life balance.
- To find out the ways to achieve work life balance.

**Methodology:**

The focus was mainly on teaching professionals, so we have taken a sample size of 120 respondents from various colleges. After collecting the primary data, it is been analyzed with the help of chi-square test. Also data is been collected from the secondary sources viz., books, journals, magazines etc.,

**Hypothesis:**

**H0:** There is no significant relationship between organization policy enables work life balance and respondents ability to balance work and personal life.

**H1:** There is significant relationship between organization policy enables work life balance and respondents ability to balance work and personal life.

The organization's policy of the respondents enables them to have adequate work life balance and in overall the respondents have achieved balance between work & personal life.

Table 1.1

	Agree	Strongly Agree	Disagree	Strongly Disagree	Total
Agree	53 (66.3)	5 (55.6)	-	-	58 (58.0)
Strongly Agree	4 (5.0)	4 (44.4)	1 (9.1)	-	9 (9.0)
Disagree	20 (25.0)	-	10 (90.9)	-	30 (30.0)
Strongly Disagree	3 (3.8)	-	-	-	3 (3.0)
<b>Total</b>	<b>80 (100.0)</b>	<b>9 (100.0)</b>	<b>11 (100.0)</b>	<b>-</b>	<b>(100.0)</b>
<b>Chi-square value</b>	<b>39.03**, df=9, Table value = 21.7</b>				

\*\*Significant at 1% level, source: authors data

From the above table it is clear that most of the respondents opined that the organization's policy enables them to have adequate work life balance and in overall the respondents have achieved balance between work & personal life and the chi-square value is 39.03 which is higher than the table value 21.7 which is significant at 1% level hence our hypothesis is satisfied.

### CONCLUSION

Work-life balance is a very important factor which influences both professional as well as personal. Without such a balance a human being will feel a slave of her work and duties and will soon lose the will for and interest for life. One can't debate on the fact that work life balance is very essential and important for a stress free and fulfilling life, especially teaching professionals.

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