

GENDER AND WORK LIFE BALANCE: A STUDY OF SCHOOL TEACHERS

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ABSTRACT

Teaching is the profession that is opted by good number of females as career. But whatever be the area females have to face certain difficulties that are related to work life balance. In present time most of the workforce at the workplace wonder for one major perquisite in their careers i.e. Work life balance It is however difficult to achieve and maintain a healthy work-life balance, for both for men and women. The question here is "whether one gender is better than the other at managing a work-life balance? The work life balance among males and can be different. In this paper an attempt has been made to bring out the difference in the level of work life balance among male and female teachers. Certain test has been used for determining what differentiate work life balance among male and female. Sample of 51 teachers have been taken for study. Questionnaires have been framed with five point Likert scale with the ten items to find out the level of work life balance among the two genders. The score of two will depict the level. Better score shows better situation.

KEYWORDS: *Work Life Balance, Workplace Wonder, Perquisite, Five Point Likert Scale.*

Introduction

Indian education system like any other countries education system has undergone many changes, India is witnessing the change from guru Kul education to online education. Education has added new feathers in the life of females too. Teaching is very good and Nobel profession and consist of many spheres as work culture, responsibility towards society and students, authority etc. The term 'Education' now has to be accepted with much greater responsibilities than before. Till now the focus has been only on generating Quantity that is large number of lawyers, doctors, engineer, etc. But with the moving trends of excess occupation opportunities in any sector, this one definitely shift from Size to the Quality part within the learning generations. And the main focus will be on producing better human beings rather than ineffectual beings. This could be achieved for sure by strengthening our education sector that will than generate more of the opportunities and to strengthen education sector there is the need of better and devoted workforce called teachers. These teachers whether male or female have equal role and responsibility. And this responsibility could be achieved only when they are satisfied and happy at work and home. Both man and woman have equal status and equal opportunities as career, and this equality has to be shared in all spheres like equality in proper balance of work and life. The expression work life balance was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986 As said and described work life balance is "adjusting work patterns so that everyone, regardless of age, race or gender can find a rhythm that enables them more easily to combine work and their other responsibilities and aspirations" Pillinger (2001).Whatever kind of education system exist teachers role is always

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important and this role is well played by males and females. Work-life balance is not mere related to work and life; it is the positive state of mind. Work-life balance, in its broadest sense, is defined as a satisfactory level of involvement or 'fit' between the multiple roles in a person's life (Hudson, 2005). The Ample researches were conducted on teachers Work life balance as it has been found that teaching is a stressful profession (Rosser, 2004) .But the imbalances are always their between work and family. Organizations have come with individual guidelines to maintain this balance. Williams, J. & Boushey, H. (2010) Work-life conflict is not gender-specific. According to the Center for American Progress, 90 percent of working mothers and 95 percent of working fathers report work-family conflict. And also Work-Life Balance does not mean an equal balance. Trying to schedule an equal number of hours for each of your various work and peculiar activities is usually fruitless and impracticable. So we have different view for work life balance, whatever, the thing is that one should be happy, productive teacher

Review of Literature

Review of literature is reviewing the already available data ,so that further research could be based on that, related to the topic work life balance lot of literature is available as researches has been done in different areas such as BPO, IT, Higher education, entrepreneurship etc.

Clark (1989) concluded that it is the teaching profession that has different dimensions such as pattern of work, authority, identification and career etc., and most important thing is that all these dimensions differ with different institutes and subjects that is why this field is most preferred for Work family conflict. Fu and Shaffer (2001), these synchronous changes in working and family life result in a need for employees to continuously attempt a balancing act. Quite often the work intrudes on the family and social life, while at other times family pressures affect the work performance. Johnsrud and Rosser (2002) conducted a study on faculty members in their study; they proposed and tested a multilevel structural equation model (SEM). The purpose of their model was to determine the impact of faculty morale and work life on their intent to leave and determine whether the impact is a function of institutional or individual perception. The results indicated that the perceptions faculty members have of their work life had a direct and powerful impact on their morale, and subsequently on their intentions to leave at both the individual and group or institutional levels. There was modest or no direct consequence of work life and demographic variables on faculty members' intentions to leave. Thus, the eminence of faculty members' work life affects their level of morale, and in turn, morale affects their intentions to leave their career or position. Fisher and Layte (2003) consider three distinct sets of measures of work-life balance, viz. proportion of free time, the overlap of work and other dimensions of life, and the time spent with other people. Kuther (2003) ascertained that when a person does not feel satisfied with their work-life balance, diminished effectiveness and personal detriment can occur, in one if not all three areas of focus: career, family, and personal interest. Turrentine, (2005). Not surprising, research suggests that a positive, family-friendly, supportive organizational culture is associated with higher work performance and satisfaction among both men and women. According to Peeters, Montgomery, Bakker and Schaufeli (2005), pressures from the family and job domains are mostly incompatible, that give rise to imbalance. Therefore, the discussion of work life balance as well as its implications is a crucial issue and needs to be investigated because more women are working in the Indian society.

Voydanoff, (2005) Human nature is very complex and required to be managed well by understanding their personal and as well as work environment issues. Most of the studies reflect work-life balance measure on individual appraisals regarding the level of satisfaction or success with the balance between work and family life. Sunita Malhotra & Sapna Sachdeva, (2005). "By fulfilling their economic needs, employment has no doubt made women independent with an identifiable social status but it has also made them to juggle into two main domains of lifework and family. They have stepped into work place but the role responsibilities of women still remain the same, i.e., women may be a top executive, still the "nurturing" or "care giving" roles are considered much a part of feminine roles." Matjasko and Feldmen (2006) investigated on "Bringing work home: the emotional experience of Mothers and Fathers". They studied that getting work home in increased the intrinsic motivation and help the employees in dedicating time for themselves amidst all the day to day emotion transmission in between work and home. Evidences from the study show how bringing back work home can affect mothers' happiness, anger and anxiety and fathers' anxiety. In fathers there is an increased intrinsic work motivation and greater overall anxiety at home. The implication of the study suggested women productivity and wellbeing in 2 working-parents family. According to Kenexa Research Institute (KRI)(2007) evaluated how male and female workers perceive work-life balance and found that women are more positive than men in how they perceive their company's efforts to help them balance work and life responsibilities. The report is

based on the analysis of data drawn from a representative sample of 10,000 U.S. workers who were surveyed through Work Trends, KRI's annual survey of worker opinions. The results indicated a shift in women's perceptions about work-life balance. In the past, women often found it more difficult to maintain balance due to the competing pressures at work and demands at home.

Roberts Emma (2008) throws light on time being a measurable and valuable unit. The study "Time and Work-Life-Balance: the roles of temporal customization and life temporality" investigates home Work-Life Balance is affected by time by analyzing the data in 2 themes: customized work schedule and divided time for personal needs. The results and findings suggested that Work-Life-Balance is more about the mind-set which is not dominated by work. It is a mental state that is determined to create 'me-time' rather than choosing part time jobs and work schedule. Chawla and Sondhi, (2011) in their survey conducted among teachers and BPO women professionals revealed that job autonomy and organizational commitment are in positive relation with work-life balance. The study indicated that the more proactive schools/BPO companies which value the contribution of a committed and contributing human resource will need to provide more autonomy to sustain their employee's work-life balance. While work load and work family conflict indicated negative relation with work-life balance.

G.Shiva (2013) contemplated that "Ladies experts in high position in their office have return from office in right time, cook, clean and take care of their family issues. This makes them more push and prompts some wellbeing issues. The main source of anxiety emerges in light of correspondence with Prevalent".

Objective of Study

The objective of the study is to find the work life balance of both male and female teachers.

Hypothesis

H₀ : Male teachers have lower work life balance than the female teachers.

Research Design

Research design deals with detailing of the procedure that is going to be adopted to carry out the whole research process. Where will be the research carried out whether in the lab or in the field? The research design that would be followed will be Descriptive in nature. Descriptive research is defined as fact finding with adequate interpretation .It uses simple analysis of the data, develops thinking and elaboration of patterns and obtain tentative generalization as hypothesis.

Sampling Analysis

Sample has been collected with the use of questionnaire where 51respondents filled the questionnaires out of 70 distributed questionnaires. Questionnaire consisted of 10 questions and the data was collected on convenient sampling basis from the schools from Jaipur. SPSS 20 was used as the sampling tool. Different scores gave the different results as the score of 11-15 gave good work life balance. Score 6-10 shows ok result while 1-5 showed poor result, where sorting of the problem of imbalance is required.

Data Analysis

From the below table analysis could be done that the mean in case of female is 8,while mean in case of male teachers is 13.48,which shows that the males have better score in comparison to female teachers .This clears that males have better work life balance. And the standard deviation is also more in case of males.

Table 1: Data Size

Gender	Number
Male	25
Female	26
Total	51

Table 2: Showing Mean Value

Critical value =2.01 at 5% level of significance (one tailed test)

Gender	Mean	Std. Deviation	Std. Error Mean	N
Female	8.00	3.70	.726	26
Male	13.48	5.28	1.056	25

The t-value was found to be 3.77, for df=49 this value was considered to be statistically significant at 5% level of significance. Thus, null hypothesis is rejected and alternative hypothesis is accepted. Which signifies that female does not have better work life balance.

Limitations

- Sample taken from selected schools only from Jaipur.
- Unwillingness of respondents, due to which only 51 questionnaires were filled.

Conclusion

Work life balance is not the current topic, but yes earlier it was more focused on females only and now there is shift in the thought and attitude of people. Because of shift in perception and attitude the focus of research has also shifted from not only to female but also males are included. Males and females are being compared in different professions. Females have become independent, but their this independence have increased their responsibilities more in comparison to male ,because of which work life balance score is low. Male teachers have better score here as whatever be the situation they are less worried for their home affairs, on the other hand female teachers still have to look for their children ,home ,office .Males too have other responsibility but comparing with females they are in better situation. And so have better work life balance.

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