

WORK-LIFE BALANCE AND STRESS MANAGEMENT AMONG WOMEN PROFESSORS IN PRIVATE COLLEGES WITH SPECIAL REFERENCE TO BENGALURU CITY

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ABSTRACT

In the current situation for the improvement of family levels it is very essential to work both men as well as women. Working women has to face lot of challenges. This research paper mainly focuses on the working women facing tough situations in profession and personal life. Economic situations as well as demands of social results in changing the role of women. Working women has immense pressure to grow her career as well as to engage in maintaining her personal life too. Family and institution supportiveness plays a significant role and results in positive impact to balance in a better manner. This paper mainly to find out the routes to handle the impacts and to nurture the profession and personal activities in their daily life. Working women tries to provide productiveness in her profession and maintains family as well as satisfaction herself. In every stage women employee has to face stress hence to over come all these problems it is essential stress management and proper balance in their career and personal life. Implementation of work life balance can reduce the stress and results in quality of work as well to build better career growth.

KEYWORDS: Working Women, Challenges, Supportiveness, Satisfaction, Career Growth.

Introduction

For women employees every day is challenging by balancing multi tasks. Occupational stress results in negative impacts to maintain career as well personal life. Teaching is one of the most valuable and respectful profession brings the job satisfaction by transferring their knowledge to students and by seeing the success for the students. At present scenario in the field of teaching lot of innovative developments and changes can seen. To gain the concentration from the students it is very important to formulate the modern methods of teaching. Apart from lecture related to the syllabus contents, Professors has to prepare with well-prepared contents while taking the classes, conducting the internal assessment tests, monitoring the students in their respective classes, presentation through power point with interesting images through effective methods of teaching, conducting faculty development programmes, mentor classes for slow learners, writing research papers to improve their performance appraisal, maintenance of academic records, preparations of different events conducted in institutions, participation in corporate social responsibility activities, playing the role as a project guides in their respective specialization, Update the students improvements by conducting parent teacher meeting, handling extra classes for the development of students, presentations of the articles by attending different conferences in institutions, Preparation with active participation in different criteria, invigilation duties during internals as well university exams by standing hours together etc.

As a Professors they have to fulfil the expectations of institutions by improving their performance level. More and more competition, working challenges perfection makes them to feel high level of stress to balance their personal and profession life. Finally stress causes negative impact on their health and mental disorders. Job insecurity is also one major stress.

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High level work pressure results absenteeism, decreased level of performance.

For the better maintenance of profession and personal life it is essential for setting a work schedules, preference and recognition of important tasks, recognition of time availability for the better performance, to note down the day to day completion as well incompleteness tasks. Avoidance of multi tasks altogether. Implementation of yoga practices, meditation, light exercises, collaboration of hobbies etc.

Objectives of the Study

- To balance work and personal life through stress management
- To impart appropriate recommendations to maintain stress
- To diminish stress level in profession and personal life

Review Literature

Jeffrey H. Greenhaus, Karen M. Collins & Jason D. Shaw (2003) suggested that an equally high investment of time and involvement in work and family would reduce work– family conflict and stress thereby enhancing an individual's quality of life. And so it goes without saying that married working women of this era can have a healthy quality of life only when worklife balance is maintained making the topic of work life balance for working women, the need of the hour.

The importance of managing an employee's WLB has increased markedly over the past 20 years (De Bruin & Dupuis, 2004). There have been changes in several areas that directly impact on this issue. Firstly, jobs have become more complex and employees have been put under pressure to produce quality results in shorter timeframes and with fewer resources (Hosie, Forster & Servatos, 2004) that has resulted in a redefinition of „normal working hours“. Secondly, the demographic make-up of the labour force (i.e. gender, ethnicity, dual career couples, religion, multigenerational workplaces etc), and thirdly the very nature of the employment contract has necessitated that organisations effectively manage their employee's wellbeing, stress and job satisfaction (Greenhaus & Powell, 2006).

The concepts 'Work-life balance' and 'Work-life conflict' have received much attention in academic literature (Hayman, 2005; Moore, 2007; Peacock, 2005). The terms work-life balance and work-family balance are often used interchangeably, but generally are applied to the same concept (Hill, Hawkins, Ferris, & Theytzman, 2001; Quick, Henley, & Quick, 2004; Reiter, 2007)

Vijaya Mani (2013) has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support.

Kamari T. (2011) in the paper titled "Impact of Stress on Work-life Balance of Women employees with reference to BPO and Education sectors in Bangalore" analysed the impact of work life balance of women employees in Education and BPO sectors conclusion is drawn that stress level between the women employees is different in different sectors. Though there is difference in their professions based on the work and life balance we can say that stress level in the work environment might be different but they say that at home their stress level is equal. As per the results, stress level impact is different in both the sectors.

K. Agha, F.T. Azmi & A. Irfan (2017) "Work life balance and job satisfaction: an empirical study focusing on higher education teachers in oman" international journal of social science and humanity, vol 7, no 3 DOI: <https://doi.org/10.18178/ijssh.2017.V7.813>

Dr. Sneha Rachel Samuel Kutty (2019) "A Study on effect of work load on health of women employees working in IT/BPO sector" International journal of applied research, vol 5, issue 11. DOI: <https://doi.org/10.22271/allresearch.2019.v5.i11b.6270>

Tran et al. (2020) have identified that it is vital to arrange for a good work-life balance to employees because it can have direct impact on job satisfaction and hence crucial in reducing the attrition rate

Research Methodology

This research study was outlined as a questionnaire survey to investigate the stress management to maintain the profession and personal life balance for the productive performance in teaching sector. This research study involved women professors who are working in private colleges. A sample size of 80 professors working in the private colleges has considered for the study. A structured questionnaire was used to collect the data.

Secondary data collected through different books, magazines, web sites to understand the concept. The respondents of this research study belong to private colleges working as assistant professors in different private colleges. All Assistant professors were full-time employees of the private colleges who were disposed to take part were included in this research study.

All respondents in this research study were females. Most respondents belonged to the 28–45 years age group.

Total Number of Respondents	Age Group	Number of Women Assistant Professors
80	28	13
	34	20
	36	25
	45	22

Data Analysis and Interpretation

Data has been collected through quantitative research through questionnaires. Collected data from the groups of assistant professors. Meditation makes to work energetically and improves activeness. Good sleep, healthy food habits and light exercises can bring mental strength. Share the feelings with close ones. Positive way of thinking, confidence level can boost your energy level. Visiting favourite places, spending the time with friends, family can increase the level of activeness. Communication reduces the gaps and avoids the rumours at work place.

Suggestions

Management of work life is really a very big challenge for women professors at present scenario. The implementation of successful tips makes to balance in a perfect manner. Women employees have to give the preference for setting the main important works. Avoid multi tasks at the same time. Concentration on important and main task provides better results. Schedule for all types of professional and personal works. Give some time for themselves by implementing some hobbies.

Conclusion

This research study is helpful to maintain profession as well as personal life during difficult situations. Institutional supporting system can definitely bring fruitful results. Understanding and encouragement of family can increase the confidence level of women employees. When the colleagues came to know each other easier interactions can reduce the stress level. Recognition and appreciation from the management can make women employees to feel more happy and comfortable in their work places.

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