

## AN ASSESSMENT OF TEACHERS' WORK-LIFE BALANCE AND THEIR SATISFACTION

---

Dr. Prakash B. Kundaragi\*

### ABSTRACT

**Purpose:** This is an empirical study, which has been conducted to evaluate the teachers' work life balance and their satisfaction. It also intended to analyse dimensions of work-life balance and its impact on teachers' satisfaction.

**Design and Methodology:** One hundred (100) degree college faculties were selected for this study, and non-probabilistic convenient random sampling technique was utilized to select the samples. The organized and structured questionnaire (Including teachers' work-life balance and Satisfaction questionnaire) was used to mount up the primary records. Secondary methods of data such as Articles, Journals, websites etc. were incorporated for the information.

**Analysis Tools:** Pearson's Correlation has been utilized to analyze, infer and to test the hypothesis of the data. To analyse impact of independent variables (work-life balance) on dependent variable (teachers' satisfaction) multiple regression analysis has employed. Hence the same has been followed through SPSS-20.

**Findings:** Majority of the faculties i.e. 48 per cent of the respondents ages fall under 26-35, 56 percent were female, 52 per cent were married, 56 per cent were lecturers, 40 per cent were having only PG, and 28 Per cent having M.Phil, 16 per cent having NET/SLET. The factors such as Family, Efficiency and work load are having positive and significant relationship with job satisfaction. There is a positive and significant relationship between the factors of work-life balance and job satisfaction. Family is the most impacting factor on satisfaction of faculties followed by efficiency..

**Keywords:** Teachers, Work Life Balance, Satisfaction.

### Introduction

The organization's success is not depends on how much asset it has, but it is depending on how the manpower is taken care in the organization. If the organization knows how to handle or control the human resource at work, the organization can reach its aim. The maintenance of employees' work-life and their job satisfaction plays a vital role.

### Work-Life Balance

The work-life balance and satisfaction of job are two faces of the single coin and these are having positive relationship every time. If there is well work-life balance there is a satisfaction and vice-versa. Work-life balance is "the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life" (businessnewsdaily). It is also viewed as "it refers to the level of prioritization between individual and professional life activities and the level at which actions are associated to their occupation are represent in the house." Freethinker Paul Krassner also defined as "a very little or no difference among the professional and personal life" (www.hrzone.com).

There are several factors impacting negatively on work-life balance and the same is impacting negatively on job satisfaction f the employees. Occupational stress is one among the common factors those are impacting on work-life balance of the employees. The common reasons that lead to a poor work-life balance also include:

---

\* Assistant Professor, SDVS Sangh's Annapoorna Institute of Management Research, Sankeshwar, Dist: Belagavi, Karnataka, India.

- Increased responsibilities at work
- Working longer hours
- Increased responsibilities at home
- Having children (businessnewsdaily)

High pressure at work leads to decrease in the health condition of the employees and the impacting on the personal life also. Once the employees are distracted it will be direct impact on the work-life balance. Work-life balance helps employees to manage work-life; hence it would help to manage quality of work life. Hence the work-life balance plays a significant role in the employees' life.

The Work-life balance can be achieved through some of the techniques such as, making a work-leisure time, dropping those activities create waste of time and energy, work outsourcing, setting the time for relaxation, and prioritizing the work in the working environment (mbaskool.com).

### **Job Satisfaction**

Job satisfaction plays a vital role in the organizational scenario since the ancient days. Job satisfaction can be defined as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience" (Locke E. A). In other words, "Job satisfaction is an emotional response of how the person's feel about their job, job condition (which cannot be seen) and diverse aspects of it". Positive attitudes towards his/her job are theoretically equivalent to job satisfaction and negative attitudes towards his/her job leads to job dissatisfaction. Job satisfaction plays an important role in terms of employees' health and well-being (Kornhourser, 1965; Khaleque, 1981), which add to the organization in terms of productivity, efficiency, employee relations, decreasing absenteeism and turnover (Vroom, 1964; Ioke, 1976; Khaleque, 1984). Job satisfaction can be termed as a positive emotional response to a job situation resulting from what an employee wants from their job. Many organization face challenges in measuring satisfaction accurately; however they realize that, level of workers job satisfaction impact on their job performance and work life balance. There are many factors contribute to job satisfaction of the employees. Such as salary and wages, promotion policies, company policies, supervision, subordinate workers, work itself, working condition, and work life balance.

As (Gayathiri & Ramakarishnan, 2013) viewed as "The each organization should provide work arrangement that would help employees to have flexible in working time and the capability to spend more time with their families. This could help to arrangements higher level of Job Satisfaction, the more flexibility employees are more satisfied".

### **Statement of the Problem**

In today's world Work-life balance become one of the significant challenge for a teaching professionals. The faculties' workload is not only limited to the institution but also extended to their families. The faculties need to maintain students' records and the same time they need to attain the various functions of the institution. They need to invest their extra time for effective and productive result of the students and as profession. They also need to concentrate on the life skills and soft skills of the students to make their career bright and make them to face challenges in future even though the teacher having several problems at home. Therefore this research work is aimed at to assess how the faculties are balancing their work life and their satisfaction. Finally this research has chosen the title i.e. "AN ASSESSMENT OF TEACHERS' WORK-LIFE BALANCE AND THEIR SATISFACTION"

### **Literature Review**

Tyson J. Sorensen, et al. (2016) in their research study on "A National Study of Work-Family Balance and Job Satisfaction among Agriculture Teachers" have found that the factors such as weekly working hours, teaching experience, and students at class of work role and role in the family factors such as marital status, number of children are impacting on the work-life balance ability. The moderate level of relationship has found between the WLB ability and job satisfaction. Further they found a significant and positive relationship between work life balance ability and job satisfaction.

K. Agha, F. T. Azmi, and A. Irfan (2017) in their article titled "Work-Life Balance and Job Satisfaction: An Empirical study Focusing on Higher Education Teachers in Oman" have found that work interference-personal life and personal life interference- work had a negative association with job satisfaction, job and personal life augmentation had a positive association with job satisfaction. Finally concluded that work and personal life has to be integrated and balanced by organizations that could help to initiate work-life balance of the employees.

Aruna Shantha A. (2019) in his research article on "The Impact of Work-Life Balance on Job Satisfaction: With Special Reference to ABC Private Limited in Sri Lanka" has an objective that to assess the relationship between the work-life balance and job satisfaction and the primary data have been collected thorough questionnaire from 360 employees. The researcher has found that the employees not satisfied with their job and the employees do not have proper work-life balance. Further he found that the employees are working in stressed environment because if one task has completed by the employees, suddenly they move to similar hard work. Hence the employees' efficiency and effectiveness has been decreased and they have a very poor work-life balance and that leads to job dissatisfaction.

AMELINDA D. MARMOL (2019) in her research article on "DIMENSIONS OF TEACHERS' WORK-LIFE BALANCE AND SCHOOL COMMITMENT: BASIS FOR POLICY REVIEW" has found that there is no existence of relationship between the perception of teachers on work-life balance and commitment. The salary, assistance of medical benefit, benefit of hospitalization, retirement benefits are the most significant factors impacting on work-life balance of teachers. As decrease in these factors may impact on dissatisfaction of the work.

D. Shoba and G. Suganthi (2020) in their article titled "Work Life Balance and Job Satisfaction - An Empirical Analyses Using Structural Equation Modeling" have found that work-life balance and job satisfaction of the teachers will not affected by the working environment but job satisfaction is defiantly effected by the work-life balance of the teachers and work-life balance of an individual is contribute lot from the family side to the satisfaction.

### Objectives

- To study the work life balance of the employees
- To analyse the relationship between job satisfactions (dependent) and work-life balance (independent) variables.

### Hypothesis

**H<sub>0</sub>:** The dimensions of work-life balance and satisfaction of faculty have no positive correlation.

**H<sub>1</sub>:** The dimensions of work-life balance and satisfaction of faculty have positive correlation.

### Methodology

After going through several literature objectives and hypothesis have been made. To assess such objective and hypothesis this methodology has been followed. Degree college faculties were concentrated for the study. The structured and well planned questionnaire (Including teachers' work-life balance and Satisfaction questionnaire) was used to collect the primary data from the faculties belongs to degree colleges. Non-probabilistic convenient random sampling technique was utilized to select hundred (100) samples. Secondary methods of data such as Articles, Journals, websites etc. were incorporated for the information. Pearson's Correlation has been utilized to analyze, infer and to test the hypothesis of the data. To analyse impact of independent variables (work-life balance) on dependent variable (teachers' satisfaction) multiple regression analysis has employed. Hence the same has been followed through SPSS-20.

### Analysis and Interpretation

#### Biographical Information

**Table 1: Biographical Information of the Respondents**

S. No.	Particulars	Frequency	Percent
1	<b>Age</b>		
	Less than 25	24	24.0
	26-35	48	48.0
	36-45	24	24.0
	46 and 55	4	4.0
	Total	100	100.0
2	<b>Gender</b>		
	Male	44	44.0
	Female	56	56.0
	Total	100	100.0
3	<b>Marital Status</b>		
	Married	52	52.0
	Unmarried	48	48.0
	Total	100	100.0

4	<b>Designation</b>		
	Lecturer	56	56.0
	Asst. Professor	36	36.0
	Assoc. Professor	8	8.0
	Total	100	100.0
5	<b>Educational Qualification</b>		
	PG	40	40.0
	M. Phil	28	28.0
	NET/SLET	16	16.0
	Ph.D.	12	12.0
	PDF	4	4.0
	Total	100	100.0

The above table no. 01 shows that 48 per cent of the respondent ages fall under 26-35 followed by less than 25 and 36-45 i.e. 24 percent and only 4 per cent fall under 46 and above age category. 56 percent of the faculties were female and 44 per cent were male. 52 per cent among the respondents were married and 48 per cent were unmarried. With respect to designation 56 per cent were lecturers, 36 per cent were Asst. Professors and 8 per cent were Assoc. Professors. Qualification concerns 40 per cent were having only PG, 28 Per cent were having M.Phil, 16 per cent were having NET/SLET, and remaining are having Ph.D.

#### Testing of Hypothesis

**H<sub>0</sub>:** The dimensions of work-life balance and satisfaction of faculty have no positive correlation.

**H<sub>1</sub>:** The dimensions of work-life balance and satisfaction of faculty have positive correlation.

**Table 2: Correlation between work-life balance and satisfaction**

		Correlations					
		Efficiency	Workload	Personal	Family	Health	Satisfaction
Efficiency	Pearson Correlation	1					
	Sig. (2-tailed)						
	N	100					
Workload	Pearson Correlation	.576**	1				
	Sig. (2-tailed)	.000					
	N	100	100				
Personal	Pearson Correlation	.215*	.310**	1			
	Sig. (2-tailed)	.032	.002				
	N	100	100	100			
Family	Pearson Correlation	.333**	.534**	.173	1		
	Sig. (2-tailed)	.001	.000	.086			
	N	100	100	100	100		
Health	Pearson Correlation	.249*	.296**	.169	.386**	1	
	Sig. (2-tailed)	.013	.003	.093	.000		
	N	100	100	100	100	100	
Satisfaction	Pearson Correlation	.308**	.276**	.045	.426**	.167	1
	Sig. (2-tailed)	.002	.006	.659	.000	.096	
	N	100	100	100	100	100	100
		**. Correlation is significant at the 0.01 level (2-tailed).					
		*. Correlation is significant at the 0.05 level (2-tailed).					

The above table number 02 shows correlation between the factors of work-life balance and job satisfaction. It also shows that the factors such as efficiency, workload, Personal factors, family, and Health have positive relationship between job satisfactions. The factors such as Family (Sig.0.000<0.05), Efficiency (sig.0.002<0.05) and work load (sig. 0.006<0.05) having significant relationship with job satisfaction and personal (sig.0.659>0.05) and health factors (sig.0.096>0.05) are not significant with satisfaction.

**Table 3: ANOVA of work-Life Balance and Satisfaction**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	589.587	5	117.917	5.203	.000 <sup>b</sup>
	Residual	2130.413	94	22.664		
	Total	2720.000	99			
a. Dependent Variable: Satisfaction						
b. Predictors: (Constant), Health, Personal, Efficiency, Family, Workload						

The above table no. 03 shows that the overall relationship between dependent and independent variables. It shows that there is positive and significant relationship between the variables of work-life balance and job satisfaction.

To understand which among the independent variable of factor among the work-life balance is most impacting on the dependent variable i.e job satisfaction, the regression analysis has been applied, the regression test as shows below.

**Table 4: Regression Analysis of Work-Life Balance and Satisfaction**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.332	5.094		4.973	.000
	Efficiency	.401	.210	.214	1.909	.059
	Workload	-.075	.289	-.033	-.259	.796
	Personal	-.159	.277	-.055	-.573	.568
	Family	.789	.229	.388	3.445	.001
	Health	-.034	.205	-.017	-.168	.867
a. Dependent Variable: Satisfaction						

The above multiple linear regressions, has been derived from the equation have been used as follows.

$$y = B_0 + B_1 X_1 + B_2 X_2 + B_3 X_3 + \dots + B_k X_k$$

$$y = 3.916 + 0.757x_1 + 0.286x_2 + 0.480x_3 + 0.977x_4 + 0.714x_5$$

Where x1= efficiency, x2= workload, x3= personal, x4= Family, and x5= Health

The above table-4 opines that the relationship between teachers' satisfaction and the factors of the work-life balance such as efficiency, workload, personal factors, family, and health are statistically significant or not.

The coefficient value of efficiency is 0.214 with the sig. value is 0.059. Therefore, relationship between efficiency and satisfaction is positive and not significant.

The coefficient of workload is -0.033 with the sig. value is 0.769. Therefore, relationship between satisfaction and workload is found negative and not significant.

The coefficient of Personal is -.055 with having the sig. value 0.568. Therefore, relationship between Personal and satisfaction are negative and not significant.

The coefficient of Family found 0.388 with having the sig. value 0.001. Therefore, the relationship between Family and satisfaction are positively and also significant.

The coefficient of Health is found -0.017 with having the sig. value 0.867. Therefore, a negative and non significant relationship found among Health and faculty's satisfaction.

The p-values of the family and efficiency are less than significance value i.e. 0.05. However, family is having highest Beta value (0.388) that influencing more on the dependent variable i.e. job satisfaction followed by efficiency (Beta value 0.214), and others are not significantly impacting on the job satisfaction of the faculty.

**Findings**

- Majority of the faculties i.e. 48 per cent of the respondents ages fall under 26-35, 56 percent were female, 52 per cent were married, 56 per cent were lecturers, 40 per cent were having only PG, and 28 Per cent having M.Phil, 16 per cent having NET/SLET.

- The factors such as Family (Sig.0.000), Efficiency (sig.0.002) and work load (sig. 0.006) having significant relationship with job satisfaction and personal (sig.0.659) and health factors (sig.0.096) are not significant with satisfaction.
- Family is having highest Beta value (0.388) that influencing more on the dependent variable i.e. job satisfaction followed by efficiency (Beta value 0.214), and others are not significantly impacting on the job satisfaction of the faculty.
- The overall relationship between dependent and independent variables such as work-life balance and job satisfaction is positive and significant.

### Conclusion

This empirical study has been conducted to evaluate the teachers' work life balance and their satisfaction. It also intended to analyse dimensions of work-life balance and its impact on teachers' satisfaction. However it concludes that there the factors such as Family, Efficiency and work load having significant relationship with job satisfaction of faculties and the personal factors and health factors are not significant with satisfaction. Work-life balance is the base for personal growth and job satisfaction of employees in the different institutions or organizations. There are several factors those contribute lot to the work-life balance and the same has impacting on the job satisfaction of the employees which means faculties here in. as the factors of work-life balance are achieved or satisfied by the employer the employee satisfaction automatically increases. Therefore the organization or institutions has to take care of the work-life balance of the teachers and that is positively impact on their satisfaction and the same would reply on the productivity of teachers in development of the students' career.

### References

1. AMELINDA D. MARMOL (2019). DIMENSIONS OF TEACHERS' WORK-LIFE BALANCE AND SCHOOL COMMITMENT: BASIS FOR POLICY REVIEW. IOER INTERNATIONAL MULTIDISCIPLINARY RESEARCH JOURNAL, VOL. 1, NO. 1. Pp.110-120.
2. ArunaShantha A. (2019). The Impact of Work-Life Balance on Job Satisfaction: With Special Reference to ABC Private Limited in Sri Lanka. American Journal of Humanities and Social Sciences Research (AJHSSR). Volume-3, Issue-6, pp-97-108.
3. D. Shoba and G. Suganthi (2020). Work Life Balance and Job Satisfaction - An Empirical Analyses Using Structural Equation Modeling. International Journal of Advanced Science and Technology Vol. 29, No. 4, pp. 1265-1272
4. Gayathiri, M., & Ramakarishnan, D. (2013). Quality of Work-Life kLinjage with Job Satisfaction and Performance. International Journal of Business and Management Invention, 2(1), 01-08
5. <https://www.businessnewsdaily.com/5244-improve-work-life-balance-today.html/16/04/2021>
6. <https://www.hrzone.com/hr-glossary/what-is-work-life-balance/19/04/2021>
7. <https://www.mbaskool.com/business-concepts/human-resources-hr-terms/7045-work-life-balance.html/19/04/2021>.
8. K. Agha, F. T. Azmi, and 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. Pp. 164-171.
9. Locke E.A, "The Nature and Cause of Job-satisfaction", in MD Dunnette (ed.), Handbook of Industrial and Organizational Psychology, Chicago; Rand Mc Naaly, 1976, p.1300
10. Tyson J. Sorensen, Aaron J. McKim, and Jonathan J. Velez (2016). A National Study of Work-Family Balance and Job Satisfaction among Agriculture Teachers. Journal of Agricultural Education, 57(4), 146-159
11. Vroom, V.H. (1964), Work and Motivation, John Wiley and Sons, New York, pp.99.

