

FACTORS AFFECTING WORK LIFE BALANCE AMONG WOMEN TEACHING PROFESSIONAL: A STUDY

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ABSTRACT

Work/life balance is investing equal amounts of time and energy between your work and your personal life. Work life balance means to give priority to your work or your family. The main objective of this paper is to identify all the main factors that influence the work life balance among women teaching professional in Present scenario. The research method will help in examining the various factors those results in work life imbalance. Factor Analysis is the statistical tool that has been used for data analysis. In analysis part initially KMO (Kaiser-Meyer-Olkin) and Bartlett's Test was applied to the collected data. Kaiser-Meyer-Olkin Measure of Sampling Adequacy test shows the value of .633. The Principal Component Analysis extraction method was used to analyze the data with Varimax Rotation Method. The extracted communalities ranged from 0.603 to 0.833. For clarity of the factor definitions, factor loadings of more than 0.500 were considered. The factor analysis yielded 7 factors in all which explaining 77.068 percent of total variance. Applicative value: the vehicles to help provide attainment of personal and professional goals is work-life benefits and programs. Enabling employees to achieve a balance between their working lives and their lives outside work is a crucial issue today. This paper deals with factors affecting work life balance among women teaching professionals for which responses were sought from 100 professionals working in various colleges in Bangalore through a structured questionnaire. JEL Classification: J22, J28, J81, M12.

KEYWORDS: *Teacher Work Life Balance, KMO Test, Bartlett's Test, Factor Analysis, Varimax Rotation.*

Introduction

The term 'work life balance' was first coined in 1986 in the reaction to the unhealthy choices that many Americans working in favour of the work place, as they opted to neglect their family, friends and leisure activities in the pursuit of corporate goals. Work / life conflicts grabbed management's attention in the 1980s largely as a result of the growing number of women with dependent children entering workforce. In response, most of the major organizations took actions to make their workplaces more family – friendly (Oglesby, 2004). They introduced programmes such as childcare, summer day camps, flexi time, job sharing, and leave for school functions, telecommuting and part time employment. But organizations quickly realized that work / life conflicts were not experienced only by female employees with children. Female workers without children were also facing this problem. In application, work/ life balance is best viewed as a desired state rather than a sustained state of being. In general, it is elusive and difficult to maintain. The concept of work/life balance can serve as a measure of personal and professional focus.

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Review of Literature

Viktoria Flechl, (2009) investigated how women in senior management positions in Austria, Denmark and the UK, combine a successful career and family life. Findings from the study indicated that support from their family, help from their partners, and Companies" flexibility is the most important things needed by women to reach a satisfactory work-life balance.

Lonnie Golden, et al (2011) concluded that the consequences of hours of employment for a worker's work-life interface depends not only on the number of hours of work but also whether a worker perceives that they have some discretion over the setting and timing of their work hours and schedule. When a worker perceives to lack such discretion, this may have at least as much adverse effect on work-life balance as working long or extra hours

Chavan (2011) examined in his study that WLB (Work life balance) imbalance has negative effects like headache, digestive disorders, exhaustion, sleeping disorders, lack of appetite. It takes a toll on their mental as well as physical disorder.

Narayanan (2012) demonstrated that the work life balance of Software professionals working in IT sector is strongly influenced by the factors like Work place rigidity, Family circumstances, Personal commitments, Job contents, Situational issues and time management.

Lakshmi et al (2013) found that marital status, working hours, requirement of flexibility, additional working hours and over time, number of dependents, childcare and reason for overtime, support of the functional head and ability to discuss freely the work life balance issues with the functional head are the variables which affect the WLB of women employees in Educational Institutes.

Kshirsagar (2015) explained that there is a relationship between work life balance and gender differences in manufacturing sectors. Due to increased job stress which impacts the physical as well as mental health of the employees leading to less job satisfaction and less morale.

Lajtman (2016) contributed to the work-family literature oriented in explaining work life conflict. Results of his study show that work has more impact on life as compared to the impact of life on work. The marital status emerged as a significant predictor of work life conflict because married young professionals reported significantly higher levels of work life conflict compared to others.

Sathyadev et al (2017) the main focus was on work life balance is now playing a important role in deciding the job related performance of women in any industry with some obligation in work place. It is very difficult to maintain a level of work life balance in such circumstances affect women psychologically and physiologically. The work life imbalance, which is the problem that possess a big risk to women employees well being, their performance as well as organizational performance. Their paper aims to study the level of work life balance among different sectors.

Mokana Muthu (2018) examined on work life balance among employee and employers in organization. He showed that imbalance in work life create a lot of problem in personal life and work life. The main study was on how work life influences emotional, spiritual intelligence, organizational support job engagement and technology advancement on employees work life balance. He concluded saying that emotional intelligence, job engagement and organizational support were found positively and significantly related to work life balance and also indicated that spiritual intelligence was not related to work life balance.

Rupa Rathee et al (2018) felt that today the work life balance is become an increasingly pervasive concern for employers and employees, a good balance in life and work can play a vital role for attaining personal and organizational goal. The study focus on factors influencing the work life balance of employees in different sectors and also tries to find out the difference between the influence of these factors on male and female and also studies whether occupation of employee has impact on influence of different factors on work life balance. The present study suggests that there are lot of hindrances work life balance which are related to the factors analyzed in present study.

Research Gap

From the above literature review we can analyze that studies were conducted in manufacturing sector, banking sector, education sector on work life balance and its impact on demographic variables. Hence, no studies were conducted specially on factors affecting work life balance on women in education sector specific to colleges

Statement of the Problem

The role of work has changed throughout the world due to economic conditions and social demands. Originally, work was a matter of necessity and survival. Role of teachers in present age throughout the years has evolved and the composition of the workforce has changed. Hence, there is a need to balance work life with personal life due to ever increasing demand and pressure from both the domains. Here the research aims at understanding the factors affecting work life balance on women teaching professional.

Objective of the Study

- To study the Prominent factors affecting Work Life Balance of Women Teaching Faculty working in colleges at Bangalore

Methodology

The methodology used here is analytical and problem solving technique.

- **Source of Data**

The data was collected by primary Source for which Structured Questionnaire was given to Women Teaching Faculty working in colleges at North Bangalore.

- **Tools for Data Analysis**

Factor analysis was carried on using Varimax rotation where 25 statements were categorized into seven(7) components for which factors were name as work interference in family, physical factor, mental factor etc. The sample constitutes 100 women teaching faculty from various colleges. Convenience random sampling was used.

- **Sampling Technique**

Convenience sampling was used as it is a non-probability sampling technique where Respondents are selected because of their convenient accessibility and proximity to the researcher.

- **Scope of the Study**

The Study is limited to the Teachers working in Bangalore North colleges.

- **Limitations of the Study**

- The study is limited to Bangalore North only
- The study is limited to women employees only.
- The sample size is 100

- **Data Analysis**

Kmo Sampling Adequacy

The analysis and the result of the fitness of the test regarding factor analysis based on the KMO adequacy has been presented in Table 1

Table 1: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.633
Bartlett's Test of Sphericity	Approx. Chi-Square	2.020E3
	DF	300
	Sig.	.000

Table 1 depicts that the KMO results. If the value of this test stand very small or low, it reveals that the correlation among the variables is not satisfactory and factor analysis will not be suitable. But as apparent in Table 1, the value is 0.633 which is not less than 0.5 and hence satisfactory. So, the factor analysis for the present study is effective and suitable.

Reliability and Validity of the Scale

The reliability and validity of the scale has been judged through two tests, such as Cronbach's Coefficient Alpha and Split half reliability.

Cronbach's Coefficient Alpha

It is the way to split data in possible way and compute the correlation coefficient for each and every split and it is the common measure to evaluate reliability. Cronbach's coefficient alpha will generally increase when the correlations between the items increase. For this reason, the coefficient is also called the internal consistency or internal consistency reliability of the test. The reliability of Cronbach's alpha is presented below.

Table 2: Reliability Statistics

Cronbach's Alpha	N of Items
.882	25

It is understood from the Table 2 that our interpreted value is coming to 0.882 which is good enough and indicates that the scale is reliable and can be used. Hence, the Cronbach's Alpha reliability test result concluded that all the variables scored 0.882 and it was more than acceptable range of 0.70 for analyzing the Factors affecting Work Life Balance on the Women Teaching Professional in colleges at Bangalore City.

Table 3: Split Half Reliability

Cronbach's Alpha	Part 1	Value	.828
		N of Items	13 ^a
	Part 2	Value	.821
		N of Items	12 ^b
	Total N of Items		25
Correlation Between Forms			.578
Spearman-Brown Coefficient	Equal Length		.733
	Unequal Length		.733
Guttman Split-Half Coefficient			.733

a. The items are: VAR00001, VAR00002, VAR00003, VAR00004, VAR00005, VAR00006, VAR00007, VAR00008, VAR00009, VAR00010, VAR00011, VAR00012, VAR00013.

b. The items are: VAR00013, VAR00014, VAR00015, VAR00016, VAR00017, VAR00018, VAR00019, VAR00020, VAR00021, VAR00022, VAR00023, VAR00024, VAR00025.

In this scale, all the Twenty Five variables are divided into two halves and then correlated. There is high correlation between the halves. It shows that there is internal consistency. The split half reliability has been exhibited.

Table 4: Communalities

Statements	Initial	Extraction
I have no energy to interact with my family	1.000	.739
Don't get sufficient time for me and my family due to my Job Commitments	1.000	.731
I have to work on vacations	1.000	.833
Due to my busy schedule I am not able to give time for my family	1.000	.603
Late for my work due to household responsibilities.	1.000	.719
Due to commitments at home I cannot give my best at work	1.000	.761
My responsibilities towards my family prevent me to complete my job related work on time	1.000	.853
difficult to concentrate at work because of family responsibilities	1.000	.808
I get annoyed with my colleagues due to tensions at home	1.000	.717
My responsibilities and commitment at family affect my behavior at work	1.000	.761
I carry college work to home	1.000	.821
At work I feel disturbed because of the thought about what is happening at home.	1.000	.750
My family responsibilities take precedence over my work commitments.	1.000	.702

I discuss family problems with my colleagues at work	1.000	.762
I keep talking on phone to my family members when am at work.	1.000	.831
I have no enthusiasm to attend any social function due to hectic schedule	1.000	.824
My work arrangements have acted as a barrier to taking up voluntary activities.	1.000	.812
I miss family and social occasion because of extended work schedule	1.000	.813
My work arrangements have acted as a barrier to taking up further education	1.000	.756
I don't find much time for my hobbies.	1.000	.802
Many times I feel quitting my job as I am not able to manage with job responsibilities and personal life.	1.000	.813
My job responsibilities doesn't allow me to get enough sleep	1.000	.817
I don't get much support from organization when its utmost important	1.000	.749
My biggest worry is the child care	1.000	.757
My work hours has affected my physical fitness	1.000	.733

Factor Analysis

Factor analysis is a very popular technique to analyse Interdependence. Factor analysis studies the entire set of interrelationships without defining variables to be dependent or independent. Factor analysis combines variables to create a smaller set of factors. Mathematically, a factor is a linear combination of variables. A factor is not directly observable; it is inferred from the variables. The technique identifies underlying structure among the variables, reducing the number of variables to a more manageable set. Factor analysis group's variables are according to their correlation. The factor loading can be defined as the correlations between the factors and their underlying variables. Factor analysis is a statistical method that is based on the correlation analysis of multi Variables. The main applications of factor analytic techniques are:

- To reduce the number of variables
- To detect structure in the relationships between variables, that is to classify the variables.

Therefore, factor analysis is applied as a data reduction method. Factors are formed by grouping the variables that have correlation with each other. The factors are extracted from the correlation matrix based on the correlation coefficients of the variables. The factors are rotated in order to maximize the relationship between the variables and some of the factors.

Naming of the Factors

All the Seven factors extracted have been given the names on the basis of variables included in each case. By considering the factor loading, all statements are Loaded on Seven factors. Tables below show the classification of the variables showing imbalance into 7(Seven) different factors.

Factor 1: Work Interferences in Family

5 statements out of 25 statements reveal that there is interference of work life into family Life. This has a direct impact on the work

Factor 2: Physical Factor

5 statements of the 25 statements reveal that due to the long hours of work the female employees gets stressed out physically and Psychologically

Factor 3: Other Interest

3 statements of the 25 statements reveal that due to the loads of work they are not getting time to go for higher education and for hobbies

Factor 4: Organisation factor

3 statements of the 25 statements reveal that the family has interferences in the work life of female employees and it affects the performance of employees at work place .

Factor 5: Family Interference in Work

3 statements of the 25 statements reveal that the family has interferences in the work life of Female employees and it affects the performance of employees at work place .

Factor 6: Mental Stress

2 statements of the 25 statements reveal that the family has interferences in the work life of female employees and it affects the performance of employees at work place.

Factor 7: Personal Factor

3 statements of the 25 statements reveal that the organisation expectation has interferences in the work life of female employees and it affects the performance of employees at work place .

Table 5

First Factor Includes following Statements (Work interference in family Factor)

Statements	Particulars	Loadings
6	Due to commitments at home I cannot give my best at work	.799
7	My responsibilities towards my family prevent me from completing my job related work on time.	.726
14	I discuss family problems with my colleagues at work.	.716
8	I find it difficult to concentrate at work because of family responsibilities and commitments.	.590
11	I carry college work to home	.575

Table 7

Second Factor Includes following Statements (Physical Factor)

Statements	Particulars	Loadings
21	Many times I feel quitting my job as I am not able to manage with job responsibilities and personal life.	.854
22	My job responsibilities doesn't allow me to get enough sleep	.705
1	I have no energy to interact with my family	.673
20	I don't find much time for my hobbies	.660
24	My biggest worry is the child care	.615

Table 8

Third Factor Includes following Statements (Other interest Factor)

Statements	Particulars	Loadings
19	My work arrangements have acted as a barrier to taking up further education	.824
18	I miss family and social occasion because of extended work schedule No or less support from colleagues	.676
04	Due to my busy schedule I am not able to give time for my family	.588

Table 9

Fourth Factor Includes following Statements (Organization Factor)

Statements	Particulars	Loadings
16	I have no enthusiasm to attend any social function due to office work	.743
23	I don't get much support from organization when its utmost important to pay attention to family responsibilities	.667
17	My work arrangements have acted as a barrier to taking up voluntary activities.	.586

Table 10

Fifth Factor Includes following Statements (Family Interference in work Factor)

Statements	Particulars	Loadings
12	At work I feel disturbed because of the thought about what is happening at home.	.753
10	My responsibilities and commitment at family affect my behavior at work.	.749
13	My family responsibilities take precedence over my work commitments.	.728

Table 11

Sixth Factor Includes following Statements (mental stress Factor)

Statements	Particulars	Loadings
3	I have to work on vacations	.844
2	Don't get sufficient time for me and my family due to my Job Commitments	.843

Table 12

Seventh Factor Includes following Statements (Personal Factor)

Statements	Particulars	Loadings
25	My work hours has affected my physical fitness	.803
15	I keep talking on phone to my family members when I am at work.	.672
5	I get Late for my work due to household responsibilities.	.615

Benefits of Work Life Balance

- Improved work life balance can have less impact of work on home as well as family.
- The stress level can be reduced from time to time
- Teachers can have control on their commitments through proper time management.
- There would be independence to make decision regarding work life balance
- Increased Job Security is possible.

Barriers or Challenges to Work Life Balance

- Lot of organizations have policies on Work life balance but only in paper no proper implementation is done.
- There is lack of communication with reference to work life balance among the employees.
- Implementation of work life balance requires a holistic and collective approach.
- Implementing work life balance requires time management in real time.

Findings of the Study

The findings of this survey reinforce the perceived importance of balance between both work and personal aspects of one's life to enable greater success to be achieved in every area of life.

- It was found that the employees are not able to give their best due to work commitments.
- Many a time's employees feel to quit their job due to work pressure.
- Due to work barrier employees are not able to take up higher education.
- Employees have no enthusiasm to attend social functions
- There is family interference in work as the employees are worried about their family specially child care.
- Employees feel stress as they have to work on vacations.
- It was found that due to work commitments their physical health has gone for a toss.
- The participants rated work-life balance as the most important of the propositions. It also was rated lowest for the amount of attention being paid to it through the workplace.

Suggestions

- The organisation can nominate Work life balance champion who can assist in smooth flow of work so that the employees can balance both work and personal life.
- Employees can be trained to maintain a balance
- Work life balance initiatives have to be intact where employees can be counselled.
- The organisation can avoid long hours of work for women.
- Childcare centres are to be placed at workplaces
- Flexibility can be given to them to finish their work during vacations
- Employees can bolster them self with yoga and other activities.
- Organisation can take work life balance issue very seriously as today it has become one of the integral point

Conclusion

Women constitute an important section of the workforce. However, the present situation of large number of well-qualified women who due to various circumstances have been left out of their jobs needs to be addressed. The problems faced are several but; significantly, most often the "break in their careers" arises out of motherhood and family responsibilities. Achieving a good balance between work and family commitments is a growing concern for Current employees and organizations. There is now mounting evidence-linking work–Life imbalance to reduced health and wellbeing among individuals and families. Work-life balance policies are most likely to be successfully mainstreamed in organizations

Future Scope

Future research must focus on a wider sample in order to get more generalized results. Areas of study can be conducted with reference to IT, ITES, Banking etc . Moreover, it must be directed at understanding individual differences so that employee Specific initiatives to improve work life balance could be initiated by organizations. The size of the sample used to determine the dimensions of the scale was small.

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