

## A STUDY ON WORK-LIFE BALANCE AMONG TEACHING PROFESSIONALS WITH SPECIAL REFERENCE TO WOMEN TEACHERS

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### ABSTRACT

*Women are the foundation and essential element of the society especially the teachers. At times, it becomes challenging for women to work for the entire day as she plays a dual role by handling the work schedules along with the family when small children are around. Female workers are very busy and it is a stress for a mother to work. But with aim of earning enough to get a better life for her family, her work life is dominated by her family life. The biggest challenges women faces is that how to balance work and family demands. Due to job, women are able spend only few hours with their families. The demand of organizations is further and more performance. The women employees find it difficult to manage the equilibrium between personal and professional life. This gives rise to work-life imbalance. Such an imbalance has a direct and negative impact on personal life of women which transforms into social threats such as upsurge in the number of divorces, increased stress level, infertility due to stress, health hazards etc. This attempts to analyse the level of work life balance among women teaching professionals of CBSE schools. The study also sheds light on the variety of factors which could improvise and strengthen the academic performance and work life balance.*

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**Keywords:** *Work-Life Balance, Personal Life, Professional Life, Teaching Professionals.*

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### Introduction

'Work-Family Balance' transformed into Work-Life Balance. The term "Life" means "Unpaid" work. Now a days, in this dynamic phase of life, people find it hard to manage a balance between the pressures of work place and the roles and responsibilities of home, whether it's a male or a female. The potential to attain Work-Life Balance has become complex. Fulfilling the demands of work and family is not only difficult but hectic too. In a society tanked up with challenging obligations and commitments, work or life balance has become a paramount and foremost issue on the workplace. With this continuous changing pace of time, the staff is expected to put in their more efforts and to reap enormous output by the employers. Since, work-life balance is all about maintaining an equilibrium between work and family with none of it interfering with each other. Therefore, having a healthy work-life balance would not only improve the health and relationships of an employee, but also would help to enhance their work performance. According to several studies, it has been observed that if a person spends more time on the job, the more conflict is there between work and family. It has been observed that teachers possess certain features in their career which are harmful for their health. As the quality and strength of an education system depends mainly upon the teacher's work. Thus, the teaching professionals must pay due attention in order to maintain a healthy work-life balance.

### Effects of Poor Work-Life Balance

The ill effects of a poor work-life balance include:

- **Personal Life**
  - Unhealthy relationships
  - Toxic social life.
  - Aloofness or disunite
  - lack of Family time
  - lack of Personal time with friends

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- **Health**
  - Weariness
  - Lethargy
  - Anxiety
  - Absence from work
  - Drowsiness
- **Wellbeing**
  - Lack of physical activity
  - lack of sleep
  - lack of self- discipline
  - impatient
  - poor quality of life

#### **Factors Responsible for a Healthy Professional Life**

Work-life balance includes professional people in equally balanced work and family life. A healthy work-life balance involves various independent factors .It is therefore important to know what factors are responsible for maintaining a healthy working life. For Example: When an employee pulls personal problems into their work life, the whole unit suffers. On the other note, work issues or problems can also have an adverse effect on personal life. A balance between work and life has to be there with proper functioning at work and at home with minimum role conflict. Undoubtedly, a sound work-life balance can only be attained if certain requisites are fulfilled within the working place which ensures that it does not become a hurdle in the way of the employee's happiness and success. Conceptually, this happiness is the baseline and objective of an efficient, constructive and a healthy working alliance.

#### **Factors Responsible for a Healthy Private Life**

The factor that promotes a healthy personal life varies from person to person. Here, family plays a vital role in attaining this balance. As home making is time consuming, there has to be a "me time" which means not letting the work spoil your personal family time. Sometimes when our work life balance goes out of our control, often family is the first one who suffers. However, there may be some other factors that play a significant role in the personal lives of most employees such as friends or peer groups. People who live in nuclear families are often dependent upon their friends or peers to obtain mutual support from them. As friendship also needs time and attention, therefore balancing work life and private life is needed. Some employees successfully compensate their unfulfilled private life with professional life. However, the following is true for most: a sound and healthy work-life balance starts in our free time.

#### **Suggestions**

In order to improve Work-Life Balance of teaching professionals, the following suggestions are extended:

##### **Suggestions to the Management**

- Institutions should organise free health check-ups and health insurance facilities which would help them to retain their employees.
- The management should formulate work-life balance policies which would attract staff members and would prove to be helpful in satisfying their needs.
- The management can also organise seminars and workshops for coping up with stress and overburden of work in order to balance their energies throughout their work and life.
- The management should organise stress relieving activities to develop a sense of belongingness among teaching staff such as cultural programmes, get together from time to time.

##### **Suggestions to the Teaching Staff Members**

- The teaching staff members should plan and prioritise their work schedule and life responsibilities in order to attain work-life balance into four categories. They are:
  - Important and urgent.
  - Important but not urgent.
  - Urgent but not important.
  - Neither important nor urgent.
- Staff members are suggested to draw out some personal time from their daily work schedule. They can use this time for taking rest or for their hobbies.

- They may involve themselves in such activities which helps them to heal their stress such as joining social groups or joining a gym or going on a short trip.
- They should be clear in their thoughts that what they want from life and work.

### Conclusion

In today's scenario, personal life is being invaded by work and to maintain work-life balance is not an easy task. But still, work-life balance is not inaccessible. Management of work life balance among female employees continues to differ at various circumstances. It is to be noted that to learn the art of implementing strategies by employed women at workplace and family, to be able to manage work life balances totally depends on the circumstances. Its analysis contains certain dimensions and its implementation over work life balance and its identification. It also observed from the present study that managing work life balance is conducted by the psychological composition of an individual particularly women and that is completely an attitude based aspect. The outcome of poor work-life balance between work and personal life not only has adverse effect on employees, but it also affects the institution they work for. Therefore, the study concludes that the quality of work life of working women is enhanced by following work life balance practices. Further, job satisfaction among women teachers could also be attained through healthy work life balance i.e. by proper prioritising the work. Therefore, work life balance is about employees having a yardstick of control on when, where and how they work.

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