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A Perspective Conceptual Study of Work Life Balance Among Women Teachers

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Abstract: Since balance of work and life pressure may reduce productivity, performance, job satisfaction and finally increase the fluctuation rate, Work life balance (WLB) and its management is becoming an issue for both the teachers and management. Professional people face a biggest challenge to balance job and non work. The role of working women has changed throughout the world due to economic conditions and social demands. This has resulted in a scenario in which working women have tremendous pressure to develop a career as robust as their male counterparts while sustaining active engagement in personal life. The continuous-increasing work burden is taking a toll on the working women leaving them with less time for themselves. The increasing responsibilities on the personal front with the technological blessings like advanced mobile phones, notepads, etc. that keeps work life integrated with personal life also creates stress on personal and professional fronts in this knowledge age. This affects the person's physical, emotional and social well-being. Thus, achieving work life balance is a necessity for working women to have a good quality of life. This paper is an attempt to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life.

Keywords: Work- Life Balance, Working Women, Personal Life, Professional Life, Stress.

I. INTRODUCTION

Indian families are getting drastic changes in their life style due to the increased level of urbanization and modernization. In early centuries, Indian Women were mostly confined to their kitchens and employed only by working in factories, farms or shop works. Only few women had undergone to higher education and they were pressurized to be at the kind of their fathers' or husbands' attitudes towards women and work. Indian women belonging to different classes have stepped into paid occupations. Compared to few decades ago, the exposure of Indian women to educational opportunities is substantially high, especially in the urban areas. Career and goals are the most important factors in life.

Even though women have many obstacles; Most of them are started to work in order to support their family. This change is now natural and dynamic due to change of environment and economic conditions. The biggest challenge for women is how to balance the demands of family and career. Work Life Balance of Women employee has become an important subject since the women are equally sharing the earning responsibility for the betterment of their family. This paper aims to review the existing literature on work life balance of women employee with an identification of various characteristics towards the achievement of work life balance. Women are getting into jobs and they continue to work even after marriage. A married woman has more responsibility than man in taking care of young children and family. The working women efficiently overcome difficult

situations by their commitment and perseverance. The participation of women in income generation activities lends them to satisfy their home needs to a greater extent.

II. OBJECTIVE OF STUDY

This study is basically for assessing the prevalence of work life among married working women. The purpose is also to present and discuss specifically the problems married women face in the process of balancing their work and family life. The study also aims to through some light on the effect of work-life balance on the quality of life of married working women. Previously, the female workforce in India was mainly employed in non-managerial, subordinate or low-profile positions. Now, they occupy almost all categories of positions in the workplace. These changes in work culture have added to women's duties and responsibilities to their family as well as to society. The conflicts between competing work demands and personal and family needs seem to be the most probable reason for this scenario of work-life conflicts.

III. LITERATURE REVIEW

There are various studies has addressed this issue in different perspectives. Some of the papers related to this subject are reviewed.

Masako SETO et al, (2004) have examined the effects of work related factors and Work Family Conflict on depressive symptoms among working women living with young children in a Japanese Metropolis

Niharika and Supriya (2010) have studied the work based factors and family related factors that are considered to contribute to work life balance. Work based factors are flexi time, option to work part time and freedom to work from home and the family related factors are child care facility and flexibility to take care of emergencies at home.

Heather S.McMillan et al, (2011) suggested that the individual harmony and its effects has developed a new Harmony based on conflict and enrichment.

N.Krishna Reddy et al, (2010) concluded that the married women teachers indeed experience Work Family Conflict (WFC) while attempting to balance their work and family lives. Thus, Organization needs to formulate guidelines for the management of WFCs since they are related to job satisfaction and performance of the teachers...

K.Santhana Lakshmi et al, (March 2013) have examined that the Educational institutions should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement the policies to support the teaching staff to manage their WORKLIFE BALANCE.

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, and elderly and children care issues, quality of health, problems in time management and lack of proper social support.

IV. RESEARCH METHODOLOGY

It is the conceptual study which is based on the secondary data from books, articles, journals and websites.

Variables influencing work life balance

Work- Life Balance means the competence to schedule the hours of an individual professional and personal life so as to lead a healthy and peaceful life. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life. (Santhanalakshmi, Gopinath , March 2013)

The following variables influencing the experience of work life balance were identified while reviewing the various literatures.

- ❖ Work Family Conflict and Family Work Conflict

- ❖ Women in various roles

- ❖ Career Advancement

- ❖ Work Stress

- ❖ Child care

Work Life balance is not a single day activity or something that just happens within a few days. It involves the efforts of a number of elements: the workers, the organization for which the employee works, the family with whom the employee lives and the society in which all are embedded. It involves mutual understanding and respect between all of these players. (N.Gayathri & Dr.P.Karthikeyan, August 2013).

Work Family Conflict and Family Work Conflict

Researchers define the incompatibility between the domain of work and the domain of family as work-family conflict. Conflict between these domains occurs when participation in one role is more difficult due to participation in other role.

Today, work interfering with family (work-family conflict) is more existing than family interfering with work (family-work conflict) though both can occur. Sometime one domain can affect the other domain, the conflict arised and increased stress on the individual. As working women get married, they have additional responsibilities and when they become mothers, they have to manage the primary care of children and extended family and are thus, under greater pressure to continue on a career path. Working mothers of today fulfill family responsibilities and also try to remain fully involved in their careers coping up with the competing demands of their multiple roles. The caring responsibilities that working mothers have lays a heavy stress on them when it is combined with their professional duties.

The attempt of working women to integrate, organize and balance the various problems and activities in their different roles simultaneously puts them under tremendous pressure. Besides the rapid increase of married women entering the work force while continuing to maintain the majority of the family and household responsibilities (Jackson, Tal, & Sullivan, 2003), the interest in the topic has also in large measures been fuelled by the recognition that work-family concerns are highly salient for the well-being of teachers. Empirical evidence also confirms that work-family conflict is often a severe stress factor at work leading to various negative outcomes, including impaired well-being (Karatepe & Tekinkus, 2006).

The concept of work-family conflict has been explained by Kahn, Wolfe, Quinn, Snoek, & Rosenthall (1964) using the role theory framework. They proposed that the major determinant of an individual's behaviour is the expectation of behaviour that others have for him or her. The role theory predicts that the expectation surrounding each of these different roles a person performs can generate inter-role conflict when they involve pressure to dominate the time of the focal person to satisfy all expectations of his or her work and family roles since each role requires time, energy and commitment.

Using this framework, Kahn et al. (1964) defined work family conflict as a form of inter-role conflict in which the role pressures from work and family spheres are mutually incompatible. Such incompatibility is indicated by the fact that participation in the work role is made more difficult by virtue of participation in the family role and vice versa.

Role of Women and work life balance

Women are mostly into full time services and are working 8 hours per day and 5 days in a week minimum and are confronted by increasing workload every day. So, most of them carry work and responsibilities to home but balancing between these two complex situations in the present day fast life requires talent, tact, skill and caution.

Women have to cope up with high work targets, office commitments, tight meeting schedules and the duties and responsibilities of life and home. Employers should concentrate on framing various policies and schemes to facilitate Work life balance to encourage and attract women teachers. (Sayanti Ghosh, 2010) According to Powell and Greenhaus (2006), women may have difficulties managing their own work/life balance, especially in work settings where they do not receive much formal support from their employer.

If they want to strike any balance between work and their lives outside work, they must set this as a goal and find their own ways of achieving it. Women must have a desire to take control of their own work/life balance and take initiative, representing their own individual effort aimed at securing this work/life balance. According to Wrzesniewski and Dutton (2010), in order to gain control over work and their identity in the workplace, women need to clarify with their bosses' the expectations about the workload that they can handle.   They also need to manage spouses' and friends' ideas about how hard they need to work. A job includes components and requirements objectively defined by the organization; however, work/life balance must be constructed by an individual. There are different kinds of unofficial techniques or behaviour that a woman, as an active manager of her own work/life balance, can use. For example, depending on the job, a woman may be able to control the length and timing of her working day by managing when her work actually begins. Some individuals may be able to make choices about employer, job or work projects based on the hours they think they will have at work.
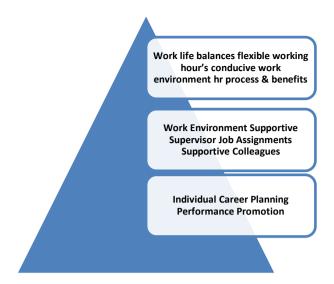
According to Roebuck and Smith (2011), the support from employers toward working women varies on a boss-by-boss basis. Female bosses with families and young children tend to be more familiar with having to juggle many different roles and are generally more flexible. Male bosses, however, without children or who have older children, tend to be less forgiving and more demanding of time outside of work. The lack of relatedness or the "business first" mentality of jobs has caused many women to end up resigning from their jobs because they just do not provide the support they needed. In order for any organization to retain talented women, they must continue to establish family-friendly human resource practices such as flexi time, job sharing, telecommuting, assistance in finding day care or providing onsite day care, as well as suitable nursing areas. Organizations can cope with the increase in stress by creating programs to promote work/life balance, especially for teachers with families. Organizations can also make sure that mental health services are included in their health care plans and through employee assistance programs.

CAREER ADVANCEMENT AND WORKLIFE BALANCE

Different factors across three levels play a role to determine the progress of women through organizational hierarchy.

(Dr.InesWichert, 2012) Amita Singh (2010), suggested that flexi time, home working, child care facilities, option to work part time are facilities that need to be introduced and recommended for building a supportive work environment for women teachers. Mathew and Pachanatham (2009) stated that the women workforce in India was mainly employed in non-managerial, subordinate or low profile positions in the past. At present, they occupy almost all categories of positions in the workplace. These changes in work culture have added to women's duties and responsibilities to their family as well as to society.

FRAMEWORK FOR WOMEN'S CAREER ADVANCEMENT

Work stress and Work Life Imbalance: Stress at work, the stress of raising children, the stresses that come with aging parents -- any of these situations could provide a moderately high amount of stress. When women are faced with multiple roles, all of which carry heavy demands, they face levels of stress that are high enough to contribute to health problems, missed work, and a diminished capacity to take on more. Women are multi-taskers by nature and enfold tasks within tasks. The Common causes of work place stress of women are:

❖ Unreasonable demands for performance

❖ Lack of interpersonal communication between the employer and the teachers

❖ Lack of interpersonal relationships among the teachers

❖ The fear of losing one's job

❖ Long working hours

❖ Less time to spend with the family

❖ Harder to balance work and home demands

❖ Treated inferiorly to your male colleagues

Vijaya Lakshmi et al (2013) have studied and find the issues and problems of women faculty working in educational institutions. Also found that women faculty members underwent severe stress in the process of attaining Work Life Balance. Continued work pressure resulted in poor performance. The result revealed that many female teachers have neglected their health in the process of improving the life of their family members and their students.

G.Shiva (2013) studied that "Women professionals in high position in their office have return from office in correct time, cook, clean and look after their family affairs. This makes them more stress and leads to some health problems. The leading cause of stress arises because of communication with Superior" Gunavathy (2007). In the study among married women teachers of BPO companies outlined the causes, consequences of work life imbalance and interventions for work life balance. The study revealed that more than two third of the respondents reported work life imbalance primarily on account of work interference with personal life. Also concluded from this study, stress and burnout, ill-health and poor work performance are the consequences of work life imbalance.

Child Care: G.Shiva (2013) explained the working women having small children are forced to leave their child in day care or in hands of maid. This creates more tension for them and less concentrate on their work and also not able to give proper care for them at times. Lan Day (2006) stated in his study that the policies centred on extending parental leave and child care provision promotes a greater flexibility in employment.

WORKLIFE BALANCE = Healthy life + Satisfactory lives both professionally and personally

Work Life balance is a Pendulum. Pendulum is a rod with a weight that swings freely backward and forward and at the end it regulates the mechanisms of a clock. Like, Women employee has to satisfy both the work and family.

V. WOMEN TEACHERS CAREER AND LIFE PREFERENCES

Women into different occupations is the principal reason for earnings differences between men and women. The occupational segregation restricts people's choice of career, especially in the crucial early years of adult life. This was the reason for both the European Commission and ILO belief regarding the occupational segregation can and should be eliminated (Catherin Hakim, 2006). Rajesh K. Yadav, Nishant Dabhade (2013) has concluded that the women working in all types of professions demonstrating that there are no gender differences in work. The increasing demands at work place, the interface between work life and personal life needs more attention. It leads to stress and such situation affects person's health both physiologically and psychologically. Ramadoss (2012) observed in his study that high job control, supervisor support for family related issues and one's own coping resources were significantly related to positive spill over from work to family and the direction of the relationships were positive for women in IT enabled sectors.

Work

- ❖ Getting ahead at Work
- ❖ Completing the task within time
- ❖ Commuting to/from work

Family

- ❖ Spending valuable time with family
- ❖ Caring children and elderly parents
- ❖ Doing chores at home
- ❖ Daily schedule of WORKLIFE BALANCE

VI. CONCLUSION

Women can achieve work life balance only if woman should set the goal and excel both in career and family. Some of the strategies and skills at work such as planning, organizing and setting limits can be used at home and work place for accomplishing a satisfying and fulfilling well balanced life both professionally and personally. Women employee should care the family both physically and financially to satisfy the family needs. Also work for the accomplishment of organizational objectives and individual upliftment to satisfy the career needs. Organisations need to adopt human resource strategies and policies to overcome the issues of the work life balance of women in the current business environment.

Frances and Patricia (200&) concluded that Family Policy, Welfare state provision and labour market structure behave jointly to determine distinct models of work family balance and the financial consequences associated with them .

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