



Challenges to maintain work life balance with reference to Degree College Teachers of University of Mumbai

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Abstract

Purpose: To manage and live the best life of both lives i.e. work life and personal life is very difficult now a day's especially those who are working. The term work life balance evolved in 1970 among the employees of corporate sector. Now this concept has become popular in every sector including education. In education sector, teachers have been facing challenges while maintaining a good work life balance. Hence, the purpose of this paper is to find out the challenges faced by the teachers of Degree Colleges in Mumbai and its suburb.

Methodology: This study is based on the responses of teachers from different faculties working in degree colleges which are affiliated to University of Mumbai. A structured questionnaire has been used to gather responses from the sample respondents.

Findings: It is found that work life balance problem is faced more by female teachers than the male teachers. They could not pursue their further education like M.Phil, Ph.d, MBA etc. their health has affected, and they could not enjoy their life at the fullest and so on

Management Implications: This study may give insight regarding the problem that teachers usually face. Due to increasing working hours, workload and involvement in extracurricular activities, academic growth through which teachers can not able to maintain good balance at their work and personal life. Hence the study can help to education minister to divert attention towards the problems faced by teachers due to imbalanced work and personal life.

Research Limitations: The study has undertaken only the Degree College teachers affiliated with University of Mumbai. Only 100 samples of respondents considered for the same and analyzed the data by using SPSS software package.

Keywords: work life balance, WL B policies and practices

Introduction

In recent times, globalization characterized by increasing requirements at the job level and changing social attitudes, has made balancing of work and personal life of people very challenging. The changing scenario at workplaces coupled with changes in socio-economic levels led to imbalance in the work and personal lives of people all over. Increasing demand, rising awareness among women, increasing stress levels, increasing family demands etc. have made it difficult for people to cope-up with their work and family lives. With increasing stress levels and demands at workplaces, attrition rate is increasing. There is need for the organizations to create a flexible environment which would help employees to manage their work and family and which help employees to retain their best of manpower.

Many organizations have introduced and implemented work life policies and programme so as to make employees work in conducive environment. Imbalance in work and family lives has created many issues related to gender, stress etc., leading to different practices in different countries and organizations [1].

Every individual in his/her life faced the challenges which

may occurred due to several reasons such as stress, overburdened work, role ambiguity, work pressure at house and workplaces etc. so they could not achieve their determinations which decided earlier, could not achieve higher degrees, could not able to concentrate on their physical fitness, could not concentrate their health etc., which caused imbalanced life.

With the development in educational, Economical and social standards, things have improved to a great extent and the role of faculty in balancing their lifestyle is less taxing. Work – life balance for teaching professional has become one of the greatest challenges in today's world. Teachers work load not only demand their time in the institution but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending to various institution related functional requirements. Teachers need to spend extra hours every day to be effective and productive in their profession so that they could reach higher levels and face the challenging atmosphere. Moreover, teachers not only look forward towards teaching, but need to also focus on soft skills and life skills so that they not only produce good professionals but also develop good citizens [2].

¹ Pramod verma, Hardik Shah(2014) Book titled 'Work- Life Balance- A Global Perspective' published by Wisdom publications, Delhi, ISBN:978-93-81503-73-1, pp 3-227.

² S.Mari,Dr. O.M. Haja Mohideen(2015) titled ' A study of work life balance among the college teachers in Pudukkottai and Thanjavur District' published in International journal of Innovative science Engineering and Technology, Vol 2, Issue 7, July 2015, ISSN 2348-7968 www.ijiset pp 127-132

Objectives of the study

1. To study the challenges faced by male and female teachers while maintaining a good work life balance.
2. To understand the co- relationship between teachers profile and work life balance

Research methodology

Definitions of work life balance

Work life balance has been described as the balance between work and all other life activities that occur outside of work (Guest, 2002). Traditionally, work life balance was used to connote a willingness to compromise or reciprocate in terms of giving more or less of oneself to one area when appropriate and feasible, the idea being that more often than not the scale is tipped in favor of work (Ransome, 2007). This view has been suggested by other scholars, who similarly maintain that work life balance is the “accomplishment of role-related expectations that are negotiated and shared between an individual and his/her role-related partners in the work and family domains” (Grzywacz & Carlson, 2007, p. 458). From a situations perspective, work life balance is defined as “satisfaction and good functioning at work and at home, with a minimum of role conflict” (Clark, 2000, p. 751)

Primary Source

Structured questionnaire survey was collected from 70 teachers from different colleges in Mumbai and Mumbai suburb but only 50 questionnaires with proper filled were selected for the interpretations. Questionnaire was hand delivered to all the teachers in all departments of the institution and follow up was made by the researcher. Assurance was given to the teachers about confidentially to their responses for research purpose only. The presentations of data in this research were done by ways of tables.

Secondary Source

Secondary sources also included like research Journals published in ISSN and ISBN journals, Web sites, Encyclopedia etc.

Literature Review

Rahul Singal & Parvesh (2015) ^[3] - The present Study emphasized on work life balance of women employees with special reference to teaching faculties working in professional college, Hisar, India. The main objectives of the study was to know how working females manage their work life and family life of professional colleges as well as the stress level of working female at work place. The study was a descriptive in nature. Primary data was collected by questionnaire. Survey method and secondary data was collected from journal and articles available on internet. The sample size was 30 only. The two variables were taken into study i.e. working hours and it correlated with stress level. The study revealed that most (64%) of the female teachers were not spending enough time with their family due to long working hours and has normal stress level.

³ Rahul Singal & Parvesh paper titled ‘ work life balance of women employees with reference to teaching faculties’ published in International Journal of research (E- ISSN 2321-3264) vol 3, No,3, Aug,2015, pp 53-56, www.ijrmst.org

Researcher’s evaluation: The study was limited only of two colleges of Hisar with very sample size of 30 respondents. Researchers considered only female teacher for the study and also not made any comparisons between age wise problems faced by teachers while maintain WLB. If researchers would have compared with age wise responses from the respondents may reveled the different output.

Kumar (2011) viewed that career women are challenged by the full time work and at the end of each work day in a private educational institutions. They carry more of the responsibilities and commitment to home

Data Analysis and Interpretation

Gender-wise distribution of responses related to do you feel that to maintain balance between work life and family life is really challenging?

Table 1

Gender	Do you feel that to maintain balance between work life and family life is really challenging?		
	Yes	No	Total
Male	30	12	42
Female	48	10	58
Total	78	22	100

Interpretation

The above table described the Gender wise distribution of responses related to the above specified question i.e. ‘DO you feel that to maintain balance between work life and family life is challenging?’

1. In response to the above question, it is observed that out of 58 female respondents, 48(83%) were stated that to maintain balance between both lives is really challenging followed by 10(17%) respondents said they do not feel there is any challenge to maintain balance between both lives. Hence, it is concluded that majority of the female respondents feel that to maintain balance between both lives is really challenging.
2. In reply to the above question, it is observed that out of 100 respondents, 42 male respondents, 30(71%) were answered that they feel that to maintain balance between work life and family life is really challenging for them whereas 12(29%) stated that it is not challenging for them. Therefore, it is observed that majority of the male respondents feel that to maintain balance between both lives is really challenging.

Age-wise distribution of responses related to do you feel that to maintain balance between work life and family life is really challenging?

Table 2

Age	Do you feel that to maintain balance between work life and family life is really challenging?		
	Yes	No	Total
21-30	17	05	22
31-40	34	08	42
41-50	15	05	20
51-60	12	04	16
Total	78	22	100

Interpretation

The above table indicates the age wise responses provided to the question i.e. ‘Do you feel to maintain balance between work life and family life is really challenging?’

1. In view to the above question from the age group of 21 to 30, out of 22 respondents, 14(77%) were feels that to maintain balance between work life and family life is really challenging whereas according 5(23%) respondents this is not challenging.
2. In the age group of 31 to 40, out of 42 respondents, 34(81%) were stated that to maintain balance between

work life and family life is challenging whereas 8(19%) stated that it is not challenging.

3. From the age group of 41 to 50, out of 20 respondents, 15(75%) were answered that to maintain balance between work life and family life is challenging whereas only 5(25%) were stated that it is not challenging.
4. In reply to the above question from the age group of 51 to 60, out of 16 respondents, 12(56%) were responded to yes whereas 4(25%) were said No.

Details regarding challenges faced by teachers while maintaining WLB

Table 3

		Yes	No	Total
I can/could not discharge my duties to the fullest	F	66	34	100
	%	66	34	100.0
I can/could not pursue further desired higher education (Ph.D, MBA, M.Phil)	F	59	41	100
	%	59	41	100.0
My health has affected	F	58	42	100
	%	58	42	100.0
I can/could not enjoy family life to the fullest	F	66	34	100
	%	66	34	100.0
I feel I did not give sufficient time to my children	F	31	69	100
	%	31	69	100.0
My personal life has disturbed	F	21	79	100
	%	21	79	100.0
I sacrificed my hobbies	F	75	25	100
	%	75	25	100.0

Interpretation

From the above table out of 100, 78(78%) respondents agreed that to maintain balance between work life and family life is really challenging. While facing this challenge they were asked what problem they faced.

1. In response to the problem i.e. ‘they Can/ could not discharge their duties to the fullest’: Out of 100 respondents, 66(66%) were replied favourable answer whereas 34(34%) responded negatively.
2. In reply to the problem i.e. ‘I can/could not pursue further desired higher education (Ph.D, MBA, M.Phil)’: 59(59%) were replied positively answer whereas 41(41%) were negatively responded to the question.
3. In view to the respondents about the problem i.e. ‘My health has affected’: Out of 100 respondents, 58(58%) were replied favourable answer whereas 42(42%) were negatively responded.
4. In response to the problem i.e. ‘I can/could not enjoy family life to the fullest’: Majority 66(66%) were replied positively whereas 34(34%) were provided unfavourable answer to the question.
5. In view to the problem i.e. ‘I feel I did not give sufficient time to my children’: Out of 100 respondents, majority 69(69%) were provided negatively answer and 31(31%) were replied favourable answer to the above stated problem.
6. In reply to the problem i.e. ‘My personal life has disturbed’: Majority 79(79%) were replied unfavourable answer and 21(21%) were responded positively to the question.
7. In view to the respondents about the problem i.e. ‘I

sacrificed my hobbies’: Out of 100 respondents, highest 75(75%) were responded positively and 25(25%) were responded negatively to the question.

Findings

1. Hence, majority (83%) of female teacher respondents feel to maintain balance between work life and family life is challenging compared to male respondents.
2. Therefore, majority of respondents from the age group of 21 to 40 (77%, 81%) were feels that to maintain balance between work life and family life is challenging whereas from the age group of 41 to 60 (75%), respondents has balanced opinion about the above stated problem
3. Hence, it is concluded from the above table that majority male and female respondents were agree that they could not discharge their duties to the fullest, they could not pursue further desired higher education, their health has affected, they could not enjoy family life to the fullest and they sacrificed their hobbies while maintaining better WLB therefore, it is challenging for them whereas majority of the male and female respondents were not agree that their personal life has disturbed, they feel that they did not give sufficient time to their children while maintaining better WLB so it is not challenging for them.

Suggestions and Recommendations

Institution should appoint counselor for understanding more about the problems of teachers. There should be stress free environment at work place as well as at home. Organizations should provide supportive environment that permits flexibility in schedules, onsite child care and other family focused

program. Once in a month the lectures on ‘How to maintain good work life balance?’ should be organized by the institution wherein the expertise can share their experiences and provide guidelines/tips to maintain good work life balance. The organization need to formulate guidelines for the management of WFCs (Work family conflict) since they are related to job satisfaction and performance of the employees. The innovative teaching techniques should implement such as virtual learning.

Limitations of the study

Very limited samples size i.e. only 100 selected for the study. There are nearly 165 colleges from Mumbai and its suburb which are affiliated with university of Mumbai but due to time constraint researcher selected only 10 colleges for the present study. Apart from this, very limited challenges which are faced by teachers considered for the study.

Conclusion

It is observed that compared to male respondents, female respondents were faced more challenges while maintaining a good WLB. The respondents from the age group of 31 to 40 have been facing more challenges due to work burden at work place and also at home. Majority of the respondents were could not achieve higher degree, their health has affected and many of them sacrificed their hobbies. To overcome from these problems, the role of institution plays very important role and should implement favourable measures to support teachers to balance their both lives. There should be stress free environment at the work place and harmonious relations between colleagues and higher authorities. Institution should organize various programmes under staff academy for the benefits of teachers such as career development, stress management, get together/picnic etc.

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