

# Introspecting The Relationship Among Work Life Balance And Teaching Staff In Private Colleges Of Tirupati City

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## Abstract

The aim of the present study is to evaluate the work life balance among teaching staff members in private colleges in Tirupati City. Further, this study assesses the level of work life balance among teaching staff members and analyzes the influence of different socio- demographic factors on work life balance of the teaching staff members. A total of 155 samples were selected and the data was collected through questionnaire method and they analyzed statistical package for social science (SPSS). The empirical results of the study it is clear that more than half of the teaching staff members perceived level of work life balance are high and more than one fourth of the teaching staff member's level of work life balance are low. Study concluded that there is a statistically significant relationship between monthly income of the teaching staff members and work life balance.

**Key words:** Work life balance, teaching staff, Performance, Satisfaction.

## Introduction

Work – life Balance of teaching staff members has become an important subject since the time has changed from men was the bread- winner, to today's world where both men and equally sharing the responsibility of family life (Thakur , A., & Geete,V. 2014). 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. Effective WLB is a necessary aspect in teacher efficiency and happiness, which consequently

assists students' learning. In today's circumstance the essentiality of work-life balance approach is a requisite for every class of teachers. The human resource management function has to design constantly and implement strategies that make possible their teachers to balance their personal and professional lives (Radha, A. 2015). WLB is inevitable to raise the productivity of teachers, stability and job satisfaction, which may motivate the teachers be more committed to their institution who are professionals face a lot of trouble removing the barriers and building bridges with respect to balancing between home and work. From time, immemorial had to cross a lot of obstacles to achieve a position in society. But with the advancements in the fields of education and mindset, they were able to overcome the obstacles. A work life balance can

be achieved in a 'life only when she is able to enjoy and achieve in both personal and professional life.

Work life and personal life are inter-connected and interdependent. Spending more time in office, dealing with students and the pressures of job can affect the personal life, sometimes making it impossible to even complete the household chores (**Bansal, K. A., & Raj, L. (2017)**). On the other hand, personal life can also be demanding if one has a kid or aging parents, financial problems or even problems in the life of a dear relative. It can lead to Absenteeism from work, creating stress and lack of concentration at work.

### Review of Literature

**Mari, S., & Mohideen, H.O.M. (2015)** explored the impact of work life balance on job satisfaction and organizational commitment among the employees of public sector banks of Bhubaneswar, Odisha. The results revealed that Organizational commitment and work satisfaction are significantly positively associated and there is a significant dependence between workplace support and work satisfaction. However, multiple regression analysis showed the significance of model and also the significance of independent factors workplace support and Personal-life satisfaction with the criterion variables, Organizational commitment and work satisfaction.

**Thakur, A., & Geete, V. (2014)** investigated the effect of work-life balance on life satisfaction using data on men and in organization for economic co-operation and development countries. The author has been found implementing work-life balance policy leads to the improvement of life satisfaction for both men and and the work-life balance elasticity of life satisfaction the percentage change in life satisfaction in response to a 1% change in the level of work-life balance-is greater for men than for . Usually, work-life balance issues have predominantly been thought to concern rather than men. Finally, the results imply that institutional design that adequately incorporates the work-life balance of

both men and is important for increasing life satisfaction.

**Abdirahman, H. I., Najeemdeen, et (2018)** explored how individual and macro-level factors shape the work-life balance of young men and across European countries. The results revealed that both differences and similarities between young men and in how education shapes work- life balance. Further, higher education increases the likelihood of considering work-life balance as important in work selection for men, while lower education decreases the odds of considering this balance for and education is associated with lower acceptance of the traditional norm, for both men and and less time spent on housework. However, higher share of family benefits decreases the importance of work-life balance more so for men than for and work-life balance is more important for men living in conservative, Mediterranean and post-socialist welfare regimes compared to those from social-democratic regimes.

**Bansal, K. A., & Raj, L. (2017)** studied on quality of work life among employees of nationalized banks in Tanjore district, Tamil Nadu. Empirical results that a good talent in the organization it is important for the organization to have high QWL and low stress level and there is considerable evidence from this study that bank employees of nationalized are truly empowered. Further, there is a significant influence on safe and healthy working conditions, opportunity for growth and development, social integration in the work force, constitutionalism in the banks and participation in management.

**Kumari, L. (2012)** studied focuses on the problem of work-life balance and how it affects employed as teaching professionals. The findings of the study can justify its utility since knowing the faculty members precisely and reaching out to them in the effective way, is the key to minimize stress. The research can be summed up with a quote by Christina Winsey: Life's demands may not slow up any time soon, and learning life balance is an ongoing art. If you think one day you will get it all done, and

then you can relax, you are bound to be disappointed.

### Objectives

- To assess the level of work life balance of the teaching staff members in private colleges in Tirupati City

### Hypothesis

- There is a significant relationship between the age of the teaching staff members and work life balance.
- There is a significant relationship between years of work experience of the teaching staff members and work life balance.
- There is a significant relationship between monthly income of the teaching staff members and work life balance.
- There is a significant association between marital status of the teaching staff members and work life balance.

Table: 1 Karl Pearson' Co-Efficient of Correlation between Age of the teaching staff members and work life balance.

Sl. No	Work life balance	Correlation Value	Statistical Inference
1.	Work life balance Age	-0.091	P>0.05 Not Significant

The table 1 illustrates that there is no significant relationship between age of the teaching staff members and work life balance. The correlation value shows that there is negative relationship between the age of the respondent and the work life balance level among the teaching staff members. It explains that age of the teaching staff members has no influence on the work life

### Research Methodology

The present study is based on both primary and secondary data. Primary data have been collected from teaching staff members in private degree colleges in Tirupati City. The study was selected by using simple random sampling method and a sample of 155 teaching staff members was taken. Secondary data have been collected from books, journals, newspapers, periodicals, reports and internet. The first part of the questionnaire was related to personal details of faculties, second part relates with measuring of work life balance among the teaching staff members and were analyzed Statistical Package of Social Sciences (SPSS). The item responses are to be elicited on a five-point scale that range from 1 (strongly disagree) to 5 (strongly agree).

### Data Analysis & Interpretation

**H<sub>1</sub>: There is a significant relationship between the age of the teaching staff members and work life balance.**

balance level among the teaching staff members.

**H<sub>2</sub>: There is a significant relationship between years of work experience of the teaching staff members and work life balance.**

Table: 2 Karl Pearson's Co-Efficient of Correction between years of work experience of the teaching staff members and Work life balance

Sl. No	Work life balance	Correlation Value	Statistical Inference
1.	Work life balance Experience	-0.012	P>0.05 Not Significant

The table 2 shows that there is no significant relationship between years of experience of the teaching staff members and work life balance. It explains that working experience of the teaching staff members has no influence on the work life balance level among the teaching staff members. The correlation value shows that there

is negative relationship between the work experience of the respondent and the work life balance level among the teaching staff members.

**H<sub>3</sub>: There is a significant relationship between monthly income of the teaching staff members and work life balance.**

Table: 3 Karl Pearson's co-efficient of correlation between monthly income of the teaching staff members and Work life balance

Sl. No	Work life balance	Correlation Value	Statistical Inference
3.	Work life balance Monthly Income	0.728	P<0.05 Significant

The table 3 interprets that there is a significant relationship between monthly income of the teaching staff members and work life balance. Hence null hypothesis rejected. It explains that the monthly income of the teaching staff members has influence on the work life balance level among the teaching staff members. The

correlation value shows that there is positive relationship between the monthly income of the teaching staff members and work life balance among the teaching staff members.

**H<sub>4</sub>: There is a significant association between marital status of the teaching staff members and work life balance.**

Table: 4 Association between the teaching staff members by marital status of work life balance

Sl. No.	Work life balance	Marital Status		Statistical Inference
		Married n=130	Single n=25	
1.	Work life balance Low High	85 45	15 20	$\chi^2 = 0.165$ df = 1 P>0.05 Not Significant

The table 4 indicates that there is no significant association between marital status of the teaching staff members and work life balance. Hence null hypothesis is accepted. However, marital status of the teaching staff members does not contribute to the work life balance in this study.

## Conclusion

The Present study is to find out the work life balance level of teaching staff in Private

colleges in Tirupati city and analyzes the influence of different socio demographic factors on work life balance of the teaching staff members in colleges. The empirical results of the study it is clear that more than half of the teaching staff members perceived level of work life balance is high and of the teaching staff members' level of work life. However there is no statistically significant difference between teaching staff members and work life balance of the teaching staff members. It is found that there

is no statistically significant relationship between age of the teaching staff members and work life balance. Similarly there is no statistically significant association between marital status of the teaching staff members and work life balance. The study will help the management to rethink on flexible work schedules and providing more opportunities for the teaching staff members, so as to improve their mental happiness together with their work performance betterment for the college growth.

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