

## An empirical study on effect of work-life balance on job satisfaction among female teachers, west Godavari district

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### Abstract

With the increase in female employment rates and the consequent weakening of the traditional model of family roles division, attention to problems associated with the need to reconcile different roles has grown considerably. As a matter of fact, work-life balance has eventually become an essential necessity for almost all categories of workers, including those employed in teaching positions, in which the female gender is presently fairly dominant. The anxiety over work-life balance is progressively becoming a common talk, especially for female employees. Increasing demands from the work and family domains represent a high strain for employees which even lead to the health problems among employees. Although it is believed that work-family role strain is more common among women employees. It is believed that balancing a successful career with a family life or personal life can be challenging. Work-life balance impacts on persons' satisfaction in their work and personal life roles. The objective of this study is to investigate the work-life balance and Job satisfaction among female teachers belonging to West Godavari District, Andhra Pradesh. For this purpose, a questionnaire was developed and the data collected from female public and private school teachers in West Godavari District, Andhra Pradesh. The constructs considered in this study related to work –life balance and Job satisfaction includes the demographic and organisational variables such as Age, nature of work, designation, Marital status and children. Leave Policy, work-life balance programs, and welfare facility, Working environment, and supervisor/management support.

**Keywords:** work-life balance, job satisfaction, female teachers

### Introduction

Work-life balance is a widely studied phenomenon in organizational literature that, over the past few decades, has tried to identify the various ways in which work and private life affect each other. Furthermore, it represents a new approach to human resource management policies intended to encourage the creation of a substantial balance between employees' working and private life. Specifically, this approach has developed in response to recent socio-demographic changes that have profoundly changed nowadays society and the labor market: in particular, the increase number of working women, the growing figures of families in which both spouses work, major changes in the traditional family unit, and the progressive aging of the population.

Traditionally creating and managing a balance between the work and life considered as a woman's issue. But increasing work pressures, globalization and technological advancement made it an issue with both the gender, all working professionals at all levels and all industries around the world. Work life and personal life are interconnected. On the other hand, personal life can be full of demand if you have a kid or aging parents, financial problems or even problems in the life of relatives. It will lead to Absenteeism from work; creating stress and lack of concentration at work. Work- life conflict arises when the onus, accountability, and responsibilities of work and family roles become incompatible. The obligation of one can force an individual to neglect the other. In India, the concern over work-life balance is becoming a common talk, peculiarly

for women employees. Each role having a different set of demands and when these demands overlap, different problems are faced. A balanced life for women is one where they disseminate energy and effort between important areas. Employees are the greatest resource for any organization. Engage and retaining the people is critical to the success of an organization. Work determines a person's place and worth in society and it influences one's psychological identity and sense of well-being. It is undeniable that work needs to be satisfying the job for a mutually beneficial relationship between employee and employer. Employee will become more satisfied if they will get as per their expectation with efficient work life balance.

### Review of literature

Pleck (1997) <sup>[1]</sup> there has been a general consensus that work and family influence each other in both a positive and a negative way: time, tasks, attitudes, stress, emotions, and behavior spill over between work and family.

Parasuraman and Simmers (2001) <sup>[2]</sup> in a comparative study of work-family conflict, type of employment and employees' welfare, have confirmed that work-family conflict is negatively related to job satisfaction. Nonetheless, they argued that the specific work characteristics (eg, autonomy, flexibility) affect this correlation and provide the most reliable prediction of job satisfaction.

(Burke 2002) <sup>[3]</sup> Men feel more satisfied when they achieve more on the job even at the cost of ignoring the

family. On the other hand, women stress that work and family are both equally important and both are the sources of their satisfaction. For them the former is more important. When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family and they do not like one crossing the other.

Lalita Kumari (2012) [4] the findings of the study emphasized that each factors of WLB in itself is a salient predictor of job satisfaction and there is alarming gap among the male and female respondents with job satisfaction with respect to all factors of WLB. Correlation indicates that job satisfaction is an important signal of WLB.

Gururaja, Umesh, S. Devi, A.George (2013) [5] did a descriptive study with 67 nursing faculty towards their perceptions and attitude towards quality of Work- Life. It showed that majority, 58 (86.57 %) experienced well-balanced work-life, 9 (13.43 %) expressed moderately balanced work -life and no one rated poor work-life balance. Data for job satisfaction showed majority 35 (52.24 %) had moderate job satisfaction and 32 (47.76 %) had high job satisfaction. Correlation between work life balance and job satisfaction showed a positive correlation ( $r = 0.77$ ) which can be inferred best of work life balance will improve job satisfaction and vice versa. This study has concluded that the work-life balance and job

satisfaction are directly linked.

**Objectives of the study**

- To identify the key factors influencing the work life balance.
- To examine the effect of work life balance on female teachers job satisfaction.
- To measure the level of satisfaction as anticipated by women employees on the different determinants of work life balance
- To analyze the Challenges associated with managing the balance between professional and Personal life.

**Research Methodology**

The data for the present research was collected from both the primary and secondary data sources. The primary data was collected with the help of a structured questionnaire. The respondents were contacted personally and distributed questionnaires. The data was collected from 100 female teachers who were working in public and private schools, Tadepalligudem city, West Godavari District. The sample was chosen with the help of random sampling method. The data collected was analysed by calculating means and standard deviations. To analyse the impact of work- life balance on job satisfaction of the female teachers’ regression analysis was carried out.

**Data Analysis and Interpretation of Results**

**Table 1:** Factors of Work- Life Balance

Dimension	Mean	Standard Deviation
Working Hours	2.34	.514
Leave Policy	2.91	.319
Management/Superior support	3.10	.414
Work environment	3.09	.555
Welfare facility	2.96	.578
Dependents	3.25	.365
Time spent on domestic activities	3.65	.389
Suffering from stress related diseases	2.14	.571
Spouse occupation	3.25	.362
Quality time spent with family and friends	3.04	.557

- From the above table it was found that time spent on domestic activities was one of the significant factors contributing for work –life balance. It indicates that the amount of support the female teachers receive at their home in handling their domestic activities enable them to hand work and life better.
- It was also observed that the No. of dependents and spouse’s occupation also influences their work life. If the no. Of dependents are more and if the spouse financial support is poor this creates stress for the female teachers.
- It was evident that the management and superior support at the work place, the working environment and the opportunities to spend quality time with their family and friends were also the important factors that influence their work-life balance and in turn their job satisfaction.

**Impact of Work- Life Balance on Job Satisfaction**

**H<sub>0</sub>:** There is no significant impact of Work- Life Balance on Job satisfaction.

**H<sub>1</sub>:** There is significant impact of Work- Life Balance on Job satisfaction.

From the analysis it was found that there was a significant impact of Work- Life Balance on Job satisfaction. Hence the null hypothesis was rejected and the alternative hypothesis was accepted.

**Conclusion**

The potential impact that work/family issues have on employees, family members, and organizations has already caused a rising interest among researchers. Historically, women's employment participation has been more in the area of the service sector. Females with high

levels of academic qualifications are also finding it difficult to make a balance between professional life and private life. It is important for organization to take needed steps to maintain a healthy balance between work and their private lives so that employees and the company can be make it in the long term.

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