

WORK LIFE CONFLICT AND WORK LIFE BALANCE AMONG AUTONOMOUS DEGREE COLLEGE WOMEN TEACHERS -A STUDY

Name of First Author: MRS Y.GEETHANJALI, Name of Second Author: PROF. A. SUDHAKAR

Designation of First Author: Research Scholar (PP COM 0160), Ph.D Programme in Commerce

Designation of Second Author: Dean, Faculty of Commerce

Name of the Organization of First Author: Rayalaseema University

Name of the Organization of Second Author: Dr. B. R. Ambedkar Open University, Hyderabad, Telangana

ABSTRACT: *Work-life balance is being able to maintain balance between work and personal tasks on all fronts of work and family, work and personal fulfilment, work and social environment. The Autonomous teaching professional play variety of roles such as academic, managerial, technical and subject designing role. Creating an excellent work-life balance is a challenge for many teaching professionals. These multiple roles of professional faculty continuously keep them under pressure and lead to differences in their work and personal life. In present times, young teaching professionals are increasingly confronted with a problem of conflict between work role and an equally challenging role at home. The present research aims at ascertaining to study the work life conflict, family work conflict and inner conflict and the need for work life balance, to design the model of work life balance based on the study and to explain the benefits of work life balance.*

Keywords: *Work life balance, Personal life, work life conflict, family life conflict inner conflict, Autonomous college teachers*

INTRODUCTION

Work life balance involves proper prioritisation of work and the personal life of an individual. The work life balance plays an important role in building the focus and it helps to have a cool and composed mind. The role of working women has changed throughout the world due to economic conditions and social demands. This has resulted in a situation in which working women have remarkable pressure to develop a career as strong and tough as their male counterpart while sustaining active engagement in personal life. The ever-increasing work pressure 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, Ipad, etc. that keeps work life integrated with personal life also creates stress on personal and professional fronts in this Information 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. There has been considerable need felt for the introduction of the work-life practice by the colleges due to a shift in the interest of the teachers from the extrinsic. Maintaining a balance between job and house work is the biggest challenge for the professional teachers.

NEED FOR AND IMPORTANCE OF THE STUDY

It is observed that the education system in India has grown exponentially to meet the demands of rising population. Globally various bodies have been established to develop guidelines for quality services and their maintenance. The globalisation of education as per the industry requirements has provided adequate causes for concerns. The development of various types of degree Autonomous colleges are emerging in India with different curriculums and designs of syllabus. But at the same time pressure on teachers is increasing day-by-day which is leading to conflict and women are finding it difficult to balance work and family. This paper examines the issues associated with the work life balance of women faculty members in an autonomous degree college.

REVIEW OF LITERATURE

Surjit Kaur (2017)¹ has examined the relationship between work life balance and Job satisfaction. This study has been undertaken among the private sector bank employees in Chandigarh –Mohali -Panchkula, The tools used were Descriptive statistics, correlation and Regression, t-test and Anova analysis which have been applied to draw the results of the study. The findings of the study indicate that there exists a positive correlation between work life balance and job satisfaction.

Tapasya Julka et al (2017)² have assessed the popularity of work life balance among married working women. To achieve work life balance, every woman should set goals to excel both in career and family. The Findings suggests that Women employees should take care of their families both physically and financially to satisfy their needs and 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.

Baljit Singh et al(2017)³ has made an attempt to find, how family-friendly initiatives are practised by the organisations to resolve the work-life interface effect employees engagement. The attitude of employees can affect levels of morale, commitment to the organisation, levels of absenteeism and nature and scope of discretionary behaviour which influences the level and the quality of performance. He found that the employees who are engaged in their work and committed to their organisations give companies crucial competitive advantages including higher productivity and lower employee turnover.

Shreyas B (2017)⁴ has identified that work life balance of woman employees has become an important subject since; the time has changed from men earning the family living but in today's world, both men and woman are equally sharing the responsibility of earning for the

betterment of their families. The study was made on Respondents on various schools of different taluks of Dakshina Kannada. It was suggested that Management should take a holistic approach to design and implement policies to support the teaching staff to manage their work life balance which would add to the performance of these staff members.

SOURCES OF DATA

SECONDARY DATA: Secondary data is based on relevant studies from Libraries, National and International Journals, committee Reports, Published Research Theses, Various Websites, TSCHE.

Objectives of the paper

- To study the work life conflict of women teachers.
- To analyse the need and benefits of work life balance

Based on the following aspects a new model is projected at the end of the Research paper

Work-to-family conflict

Work Life conflict occurs when experiences and commitments at work interfere with family life, like extensive, irregular, or inflexible work hours, work overload and other forms of job stress, interpersonal conflict at work etc.

Family-to-work conflict occurs when experiences and commitments in the family interfere with work life like presence of young children, primary responsibility for children, elder care responsibilities, interpersonal conflict within the family unit, unsupportive family members. For example, a parent may need to take time off from work in order to take care of a sick child, or to attend parents' day to see the performance of a child. In addition, work vs family conflicts occur due to the perception of the organisations that the employees make more efforts to overcome family challenges than others.

conflict can be reduced by establishing family-friendly policies in the workplace. Certain policies can include tele work and telecommuting policies where employees have the ability to work from home, and schedule flexibility policies where employees have control over their schedules.

psychological struggle: An psychological struggle is an inner conflict that arises because of opposite demands. An inner conflict happens when one part of the mind disagrees with what the other part is doing. This leads to restlessness, over thinking, stress, sleep disturbances mood swings etc in human being. Studies conducted in the field of psychology, say that the violation of one's own values, disturbances in family relationship and irritating thoughts is a source of inner conflict. It depends upon how best a teacher can deal with conflict. every problem has a solution if not exaggerated and one can try to solve the problem in a most humble way. Of course they are all good to listen but when one faces the situation he knows how difficult it is. Teachers experiencing inner conflict can be helped to achieve balance in family life by a strategy variable counselling programme. Hence colleges can appoint a psychologist as a counsellor to help solve their inner conflict and attain balance in the family life.

Teacher, who is able to maintain balance between private and professional life can contribute more to the success of the organisation. Work life balance is common for both men and women who are working, but responsibilities for women are more with regarding to work as well as family as compared to men. If proper balance is not maintained between work and family it leads to work life conflicts. Women need to spend quality time at work as well as with family, but there are so many reasons for not spending quality time if things are not proper in both the places, if the spouse is harassing, drunkard or if there are problems like torturing in-laws etc. then there is no meaning for women to spend quality time at home. Spending time with happy family is what is required, only then women can balance and concentrate at work.

Domestic Compulsion: Other life activities that need to be balanced apart from teaching may include studies, sports and exercise, volunteering works, hobbies or taking care of the elderly. Eldercare' in particular is becoming a growing issue for employees. The timing of these care-giving responsibilities is important because, women are established in their careers before the issue arises. Hence, eldercare has the potential to generate greater communal interest and response than did childcare.

Career Development: It is a very broad subject which speaks about family care on one side and the career development on the other side. It is necessary to know how women balance the professional demands and domestic compulsions also. Professional life means the aim to grow and earn respect in the Institutions and society at large and, Personal life means taking care of family, children, parents, health and spending the leisure time effectively with the development in economical social standards and educational things have improved to a greater extent and the role of women in balancing their lifestyle is less taxing. But not all women have been able to achieve this balance, as each one of them has different Challenges to face.

More women are now looking for flexibility in their work lives and are willing to sacrifice much more in order to take care of their home lives. Perhaps this is a sign that women no longer feel as if they have to "do it all" the career, the husband, the kids and are willing to make some tough choices that result in sacrifices in one area of their lives.

There are several problems that a woman has to face when she decides to undertake a job in India. The root cause of the problem is the patriarchal structure of the society, where women are expected to give the highest priority to the needs of the family irrespective of whether they work outside the house or not. Their primary role is considered to be looking after the home and children, and their employment outside the home is still regarded as secondary (Arora, 2003). Women's pregnancy and maternity leave might result in a delay in their promotions as compared to their male counterparts. They also face sexual harassment and exploitation in their workplace (Shukla, 2003). When working women try to manage both home and job along with the demands of childcare, they are bound to experience role conflict. One of the greatest drawbacks which resulted from being focused on their career is the high chances of disharmony in their family life, where the modern educated husbands too expect their wives to serve them and the household despite the women working outside the homes. Studies also revealed that the discrimination which a woman faced at the workplace was related to the lower job commitment which was acquired through the socialisation process. When women consider work as an additional role and do not set career goals, they are likely to face problems at work. A low representation of women in higher posts has been considered as a reflection of discrimination in recruitment policies or prejudices as well as the lack of orientation and commitment of women towards their careers. In addition, there are also studies that focused on the changes taking place in women's lives as a result of their employment. Women were able to create a bigger space for themselves by emerging out of the traditional role (Abraham, 2002; Mahajan, 1996).

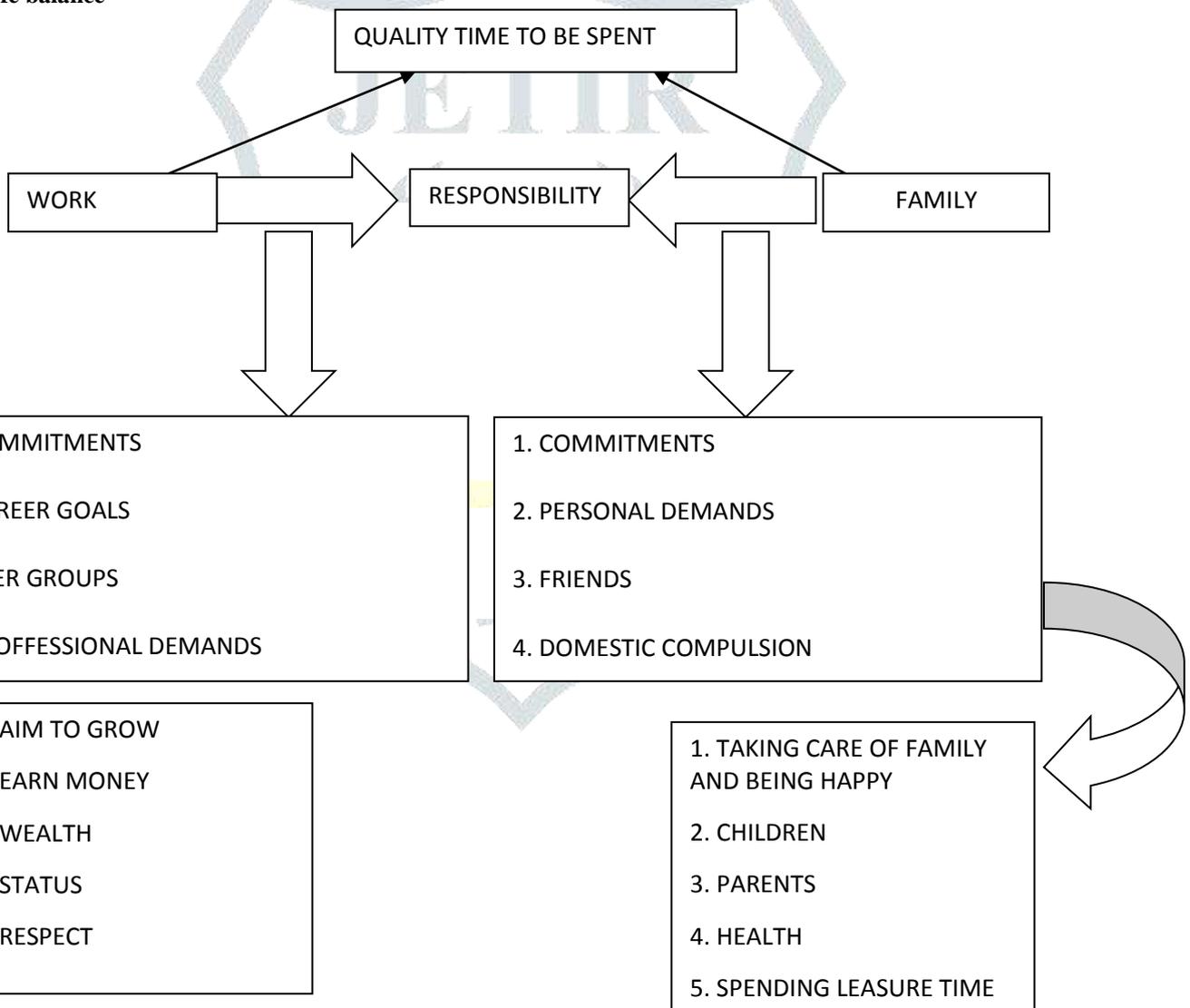
Peer Groups and spending leisure time with friends:

Analysing the studies done on nearly 280000 people, a Michigan state university scholar William Choupik summarized saying that friendships are apparently proven to be ensuring predictors of happiness and health than relationships with family members. Choupik, an Assistant professor of Psychology mentioned in a journal that investing time in smart friendships can methodically bring happiness as these relationships when nurtured with time are quite strong as they stand on trust and care helping to rejuvenate our emotional health constantly.

Women take a tough task of managing their family and work life simultaneously and it is supposed to be really hectic. So, in order to strike a balance between work and personal life a woman should always spare a small amount of time for her hobbies and interests as they not only help in “happy refreshing “ of mind but also give a sort of satisfaction and new energy when she gets back to her workplace. Ensuring to follow this balanced cycle of activities in life will avoid work-family conflicts.

As the most significant resource in colleges, teachers are critical to raise education standards. Improving the efficiency in Autonomous colleges depends, in large measure, on ensuring that teachers are highly skilled, well resourced, and motivated to perform at their best. Raising teaching performance is perhaps the policy direction most likely to lead to substantial gains in student learning (OECD, 2005). In turn, the effective monitoring and evaluation of teaching is central to the continuous improvement of the effectiveness of teaching in a college. It is essential to know the strengths of teachers and those aspects of their practice which could be further developed. From this perspective, the institution of teacher evaluation is a vital step in the drive to improve the effectiveness of teaching and learning and raise educational standards. Meaningful teacher evaluation involves an accurate appraisal of the effectiveness of teaching, its strengths and areas for development, followed by feedback, coaching, support and opportunities for professional development. It is also essential to celebrate, recognise and reward the work of teachers. TALIS results reveal that the great majority of teachers report that the appraisal and feedback they receive is beneficial, fair and helpful for their development as teachers (OECD, 2009b).

Model of work life balance



It was found that teachers working in Government Autonomous colleges are able to balance life after work compare to Private autonomous college teachers. A study revealed that Work life balance increases the motivation of teachers and helps them to perform better at their jobs. N. Nawaz (2015) It helps teachers to relieve their stress as they can spend leisure time with their near and dear ones. Colleges can maximise the outcome from a teacher who is rejuvenated and refreshed as compared to a over worked teacher. work life balance can be maintained by having a healthy lifestyle. This includes a good diet, regular exercise, etc. Teachers who are highly motivated can help for the growth of the institution as they are more attached to their jobs and careers. As per the observations there are teachers who have no other options but to continue at the same place as there is a feeling that the other institutions may be worse than the present institution regarding pay, job satisfaction, atmosphere etc.

Suggestions

Work life balance can now be called as life after work. Successfully achieving balance between work and family will ultimately create a more satisfied work force that contributes to efficiency and achievement in the workplace. Management can facilitate work life balance with many schemes that can attract women teachers and satisfy their needs, at the same time family support is also required to balance both work and family. Some of these are

Support from employer

Facilities for child care, Financial planning services for employees, Flexi-timing, Work sharing, Subsidized food plans, Part time employment, Leave plans - both paid and unpaid, to suit employee's needs, Insurance plans, Rest rooms, Reasonable workloads, Review of work processes to see if the burden on employees can be lightened

Support from Family

Support from Family members: Time to be spent on personal requirements which gives self satisfaction like devoting time on hobbies like singing, dancing etc, Support from spouse, grown up children, Giving time to family members, Support from husband to take care of ailing parents, physically/mentally handicapped child, Going out with family members during weekends, Keeping track of financial position and bank account, generate mental satisfaction or individual satisfaction, leisure time or recreational activities, personal development, etc setting aside of an equal number of hours for each role lead to work-family balance, and spending time with friends, Maintaining healthy life style by regular diet, exercise etc.

Conclusion

To conclude, it is evidently proved that there is an increasing demand for work life balance for women teachers. As compared to the earlier days there is much development in the work life policies which is being introduced by the institutions. Though there are multiple policies adopted by the institutions there is a need to Identify the key need or reason for introducing Work-Life Balance policies, Set up a Work-Life Balance Task Force to examine current practices in the organization, Build the commitment to Work-Life Balance Policies into the organization's vision or value statement, Hold joint discussions with employees to evolve policies, and also identifying possible barriers, Communicate policies through handbooks, newsletters, Intranet and other forms of communication, Hold workshops help Management implement and manage policies. The spouse, children and family members will have expectations from the woman employee. They should help in routine household work. For this, awareness and training programs can be arranged to create awareness among the family members, spouse, children. She should be realistic about her strengths and weaknesses and adopt a balanced outlook towards work and life by managing her time and prioritizing wherever required.

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