# WORK LIFE BALANCE OF THE EMPLOYEES IN THE FIELD OF EDUCATION: A STUDY WITH REFERENCE TO MANGALORE CITY.

**Ms. Pushpalatha B**
Lecturer
Department of Commerce and Management
University College
Mangalore 575001

**Mrs. Bhavya**
Lecturer
Department of Commerce and Management
University College
Mangalore 575001

*Abstract*: Work-life balance (WLB) has become an essential aspect of employee well-being, particularly in the field of education, where professionals often juggle demanding workloads, long hours, and emotional labour. In today's fast-paced work environment, individuals are often pushed to achieve more in less time and with limited resources. The pressure to excel professionally has never been greater. Many of us juggle the responsibilities of performing the work of multiple people while striving to be ideal parents and maintain fulfilling personal lives. This includes raising children, pursuing hobbies, engaging in community service, and taking exceptional care of our physical, mental, and spiritual well-being. While the pursuit of balance is admirable, for most, it is an unrealistic and overwhelming objective that adds yet another task to an ever-growing list. Life's demands fluctuate—there are periods when work requires extra effort and times when personal priorities take precedence. Achieving balance means living a well-rounded life and regularly refreshing creative energy to reach one's full potential. When work or personal commitments consume excessive energy, it can lead to stress, decreased productivity, and strained relationships. By addressing the complexities of work-life balance in education, this research provides insights for policymakers, administrators, and educators to create a more supportive work environment, fostering both professional excellence and personal well-being.

**Keywords**: Work-life balance, Education, strategies for work-life balance.

## INTRODUCTION:

Work-life balance (WLB) is a critical aspect of employee well-being, particularly in the education sector, where professionals face unique challenges that can disrupt the equilibrium between their personal and professional lives. Educators, including teachers, administrators, and support staff, are often required to manage extensive workloads, long hours, and the emotional demands of their roles. These factors make maintaining a healthy work-life balance a pressing issue within the field of edu

The nature of work in education extends beyond classroom teaching, involving lesson planning, grading, administrative tasks, and extracurricular activities. With the increasing use of technology, educators are now expected to be accessible outside of traditional work hours, further blurring the line between work and personal life. This persistent overlap can lead to stress, burnout, and a decline in overall job satisfaction, ultimately impacting the quality of education delivered.

Furthermore, the pressure to meet academic standards, adapt to curriculum changes, and address the diverse needs of students adds to the complexity of achieving work-life balance. For educators, personal responsibilities such as caregiving, family obligations, and self-care often take a backseat due to the demands of their profession.

Addressing work-life balance in the education sector requires a holistic approach that includes institutional support, such as flexible schedules, professional development opportunities, and mental health resources. By fostering a supportive environment, educational institutions can help their employees maintain a balance that promotes personal well-being and professional excellence, benefiting both educators and students.

## OBJECTIVES OF THE STUDY:

- To understand the concept of work-life balance.

- To examine the significance of work-life balance for both employers and employees.

- To identify factors influencing employees' work-life balance.

- To find out possible solutions that could help them to overcome the problems.

## REVIEW OF LITERATURE

Goyal K.A. and Agrawel A. (2015), in their study *"Issues and Challenges of Work-Life Balance in the Banking Industry of India,"* emphasized that implementing work-life balance policies and programs serves as an organizational investment. These initiatives enhance productivity, reduce absenteeism, improve customer service, promote better health, provide flexible working conditions, and foster a satisfied and motivated workforce, especially within the banking industry.

Singh S. (2013), in his paper *"Work-Life Balance: A Literature Review,"* discussed Role Stress Theory, highlighting the negative effects of work-family conflict. However, recent research has shifted towards exploring positive interactions between work, family, and other life roles, encouraging deeper discussions on the concept of work-life balance.

Murthy M. and Shastri S. (2015), in their qualitative study *"A Qualitative Study on Work-Life Balance of Employees Working in Private Sector,"* identified several challenges faced by working parents. These include parenting struggles, such as needing more time for children and expressing work frustration towards them; marital issues, like the inability to spend quality time with a spouse; and role conflict or guilt, where individuals question their effectiveness in family roles, such as being a mother or a daughter-in-law.

Hyman and Summers (2004) outlined seven key challenges in current work-life balance practices, including inconsistent implementation across sectors, the absence of formalized policies, limited employee involvement in policy development, and the encroachment of work into personal and domestic life.

Mohammad Niaz (2008), in his study *"Work-Life Balance Practices and Gender Gap in Job Satisfaction,"* examined how work-life balance influences job satisfaction and highlighted the paradox of the "contented woman worker." His research concluded that work-life balance significantly affects both intrinsic and extrinsic job satisfaction.

Rebecca (2009), in *"Work-Life Balance – Men and Women,"* observed that men and women perceive work-life balance differently. Women often prioritize family responsibilities, while men focus more on personal interests. She emphasized that achieving balance is not solely about dividing time between work and personal life but also about creating harmony aligned with individual priorities.

Peter (2009), in his study *"Work-Life Balance and Subjective Well-Being,"* explored the link between work-life balance and employee well-being, arguing that having sufficient personal time greatly enhances overall well-being.

R. Baral and S. Bhargave (2011), in *"HR Interventions for Work-Life Balance,"* highlighted the growing importance of work-life balance due to technological, demographic, and organizational shifts. They addressed the difficulties HR managers face in implementing effective policies and stressed the need to cultivate an organizational culture that promotes employee commitment and productivity.

## NEED FOR WORK-LIFE BALANCE:

When women juggle dual roles at home and in the workplace, they must carefully prioritize their responsibilities to maintain balance. Therefore, it is crucial to examine the challenges working women face in both their personal and professional lives. Work-life conflict is commonly linked to:

- Reduced job satisfaction, leading to higher employee turnover and absenteeism.

- Declines in job performance and heightened stress levels.

- Increased intention to leave the organization.

- Negative impacts on physical and mental health.

- Strained relationships with spouses, children, and peers.

## METHODOLOGY:

- Questionnaire distributed to 100 women working in different colleges of Mangalore City
- Data collection and data analysis.
- Findings, suggestions.

## DATA ANALYSIS:

A case study of problems and challenges faced by working women in Education are analysed here. The data are obtained through primary investigation of 100 working women served in various colleges. They have served with questionnaires. From the data collected following observations are made. 62% of the respondents are of age group 25-35 and 38% of respondents are of age group of 35-45 years.

1.1 Do you think family life is more important than career

|  | No. of respondent | Percentage |
|---|---|---|
| Yes | 100 | 100 |
| No | 0 | 0 |

According to the data every one of the opinions that family life is more important than career.

1.2 Do you believe that achieving work-life balance is a shared responsibility between the employer and the employee?

|  | yes | NO |
|---|---|---|
| Joint responsibility of Employer and Employee | 68 | 32 |

Sixty Eight percent of teachers agreed that maintaining a work-life balance is a shared responsibility between employers and employees, while 32% disagreed.

1.3 Do you believe flexible working hours are necessary for maintaining a healthy work-life balance?

|  | Yes | No |
|---|---|---|
| Flexible working hour needed | 58 | 42 |

Fifty Eight percent of teachers responded positively, while the remaining 42% were satisfied with compressed working hours.

1.4 Do you expect your employer to show understanding and compassion toward employees?

|  | Yes | NO |
|---|---|---|

| | | |
|---|---|---|
| Employer to be sympathetic towards employees | 73 | 27 |

Seventy three percent of respondents agreed that their employer should be understanding and supportive, while 27% disagreed with this view.

1.5  What do you consider the most significant challenge women face in the workplace?

| | No. of respondent | Percentage |
|---|---|---|
| Depression | 66 | 66 |
| Mental pressure | 32 | 32 |
| Gender discrimination | 01 | 01 |
| Sexual harassment | 01 | 01 |

According to the above table the most important challenge faced by working women are due to mental stress that includes jealousy, rivalry, gossip, etc., and other workplace problems physical stress, lack of child care support, rigid workplace timings and insufficient salary as per qualification.

1.6  Reasons for stress

| | No. of respondent | Percentage |
|---|---|---|
| Inability to meet goals | 10 | 10 |
| Family Expectations | 05 | 05 |
| Peer Pressure | 05 | 05 |
| Work Load | 80 | 80 |

Among the 100 respondents, 80% reported experiencing stress due to work pressure from the organization, 10% attributed their stress to their own perceived inadequacy, and 10% cited peer pressure and family expectations as the cause of their stress.

1.7 Strategies to overcome stress

| | No. of respondent | Percentage |
|---|---|---|
| Indulge in Hobbies | 10 | 10 |
| Outing with Family | 30 | 30 |
| Rest & Recuperation | 50 | 50 |
| Physical Exercise | 10 | 10 |

The above table indicates that 50% of respondents take rest and recoup in order to deal with stress. 10% would indulge in their hobbies and 30% would go on an outing with family and 10% do physical exercise.

1.8 Do you believe your organization would be more effective and successful if employees maintained a healthy work-life balance?

|  | yes | No |
|---|---|---|
| Need for good work life balance | 100 | Nil |

All respondents (100%) believe that their organization would be more effective and successful if employees maintain a good work-life balance.

## Findings:

- The majority of working women fall within the age group of 25-35 years.

- The primary source of stress for these women stems from their commitment to family responsibilities.

- Most respondents report having the ability to balance work and family effectively.

- Many working women manage stress by engaging in various entertainment activities.

- Work negatively affects employees' lives, as extended working hours and work demands result in a loss of quality time.

- An employee's job has a significant impact on their personal life.

- Factors such as overtime, commuting, and meetings negatively affect employees' work-life balance.

- The majority of employees believe that a good work-life balance is positively linked to improved performance in the organisation.

## Suggestions:

- Organizations should appoint a counselor to better understand the challenges faced by working women.
- Organizations can create a supportive environment by offering flexible work schedules.
- Organizations should continually improve and innovate to meet the diverse needs of their employees.
- Great care must be taken when making decisions about adopting and implementing policies, as these decisions affect both employees and the organization.
- Employees should be informed about the organization's policies concerning work-life balance.

## Conclusion :

In conclusion, achieving a healthy work-life balance is crucial for working women in the education sector. The demands of both professional responsibilities and family commitments can create significant stress, but with appropriate support systems in place, such as flexible working hours and counselling services, these women can manage their personal and professional lives more effectively. It is essential for educational institutions to recognize the unique challenges faced by working women and create a supportive environment that fosters both productivity and well-being. By prioritizing work-

life balance, organizations can not only enhance employee satisfaction and performance but also contribute to the overall success and growth of the institution.

**Reference:**

Work-Place-Stress-Literature-Review.pdf

Allan, C., Loudoun, R. &Peetz, D. (2007) 'Influences on work/non-work conflict'.

Journal of Sociology, 43 (3): 219-239. Allen, T.D. (2001) 'Family-supportive work environment