A STUDY OF WORK LIFE BALANCE OF DEGREE COLLEGE TEACHERS IN MUMBAI CITY

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Abstract - Every working individual faces the problem while working that is to balancing the both work place work and household work. People face difficulties in balancing their work- life. The finding of the current survey shows that it is important to balance both office work as well as personal work in life for achieving greater success in both life and profession. The way of working has been changed and this has resulted in the importance of work-life balance for both employees as well as employers. The work life balance problems faced by various employees. Employers can benefit the employees by implementing various policies and actions that can help the employees to manage work life as well as professional life. This would help the employees for being committed for both work and life. The primary data was collected by structure questionnaire by 618 respondents. The data shows the various problems faced by the employees for balancing the work life and various effects faced by the employees while balancing the work life.

Keywords – Work Life balance, social support, conflict.

1. INTRODUCTION

India had uplifted itself from a traditional to modern society. There are numerous experiences where the revolutionary action were noted for major transformation in the nation, be it from the economical development to social, to political and to demographic development, gradually the progress of the nation is seen in most of the arenas. Empowerment is the new phenomena, which is leading the deprived communities towards a scope of development. Since ages together, women, children and lower caste communities faced several atrocities. They were refrained from seeking education as well as health benefits. However, gradually over the period, due to the efforts of great social leaders, the nation could pull itself out from few prejudices; those were pushing the deprived communities into the puddle of mud. The nature of occupation and its relationship to life outside work both are influenced by shifts in the social, political and economic element of societies.

In order to balance the work life and personal and family life, it is essential that both individual and employer should have to take all the necessary steps. From both, the steps of the employers play an important role. The reason behind the why employer has to take a steps in order to balance this is because if employees is able to work efficiently then it will ultimately benefit the organization only, because they are satisfied and the employee who have able to balance the work life will work more efficiently.

2. REVIEW OF LITERATURE

2.1 Lotte Bailyn, et.al. (2001), "Integrating Work and Family Life: A Holistic Approach". Every working family in America are facing the challenges in work as well as family life. The level of challenges may differ depend on the level of income, type of occupation, age, gender, family background, etc. The labours are unable to give the time for their family. So necessary steps should be taken

2.2   Robert Eisenbergere, et. al. (2002), Three examinations researched the connections among employees' Perception of Supervisor Support (PSS), Perceived (POS), and worker turnover. The first study examined that with 314 representatives taken from different groups, that PSS was decidedly identified with transient change in POS, proposing that PSS prompts POS. At the same time, second study evaluated with 300 retail representatives in, that the PSS–POS relationship expanded with PSS in the association. Similarly in the third study it was found that with 493 retail employees in sales sector, POS totally intervened a negative relationship among PSS and turnover of the employees. These examinations suggest that supervisors, to the degree that they are related to the association, add to POS and, eventually, to work maintenance.

2.3   Amy S. Wharton, et.al. (2006)- Various scholars, businessman and public are shown there increased concerned regarding work life conflict. The person has to face dual responsibility, one towards work and another towards family. The study concluded that the more expectations and responsibility from family, work place, society will result to high chance of conflicts between work and life balance. Therefore this will have negative impact on both employee and organisational. So the organisation should frame some policy. In case of multinational companies the policy should be frames differently as per different countries branches, as per their countries values and religion. But there are some common things that company can adopt such as good working conditions, proper remuneration on proper time, health facilities, proper leave facilities, friends working environment, etc.

2.4   Juliana D. Lilly, et.al. (2006)- The study deals to understand the differences of the gender in the relationship between McClelland's needs, stress and employees turnover intentions with regards to work family conflict. The findings of study has shown that there is clear difference between perceptions of men and perception of women for family interference with work. As women are mostly affected by the family of obligations and man are less affected by the family obligations. Similarly the women's are also facing several of obstacles for equality with men. The study also revealed that both men and women have different set ofexpectation about the responsibility at household and at workplace.

3   OBJECTIVES OF THE STUDY

With an aim of understanding the scenario of WLB among the corporate women employees,the main objectives of the present study are –

- To study the socio-economic status of working women in Mumbai region
- To understand the factors behind working women engaging themselves in thecorporate firms in Mumbai region.
- To study the daily routine activities of the working women in Mumbai region.
- To evaluate the impacts of inappropriate WLB on the physical and mental well beingof the working women in Mumbai region.
- To provide suggestions to the working women to help manage their WLB in Mumbairegion.

4   HYPOTHESIS OF THE STUDY

It is hypothesized that Ho- There is no significant relationship between age and marital status with professional variables on maintaining work-life balance among the degree college teachers of Mumbai.
H1- There is a significant relationship between age and marital status with professional variables on maintaining work-life balance among the degree college teachers of Mumbai.

5   RESEARCH FINDINGS

For the analysis age is taken as the independent variable and the professional related variables include the factors like workplace flexibility, social support, work life programs, and workplace culture as the dependent variable. Since it consists of four factors under a professional related variable, the testing is done for each factor separately. The mean rank column of the below rank table is used to compare the effects of each professional related variable with that of various age classifications. Whether there exists any significant relationship with the age classification and professional related variables can be assessed. Thus each professional related variable factors relationship to age classification is explained.

Table 1 - Ranks of professional related variable with that of various age.

	Age of the respondents	No. of Employees	Mean Rank
Workplace culture	25-30	161	288.62
	31-35	203	274.32
	36-40	186	331.38
	41-45	50	330.17
	Total	618	
Workplace Flexibility	25-30	161	184.23
	31-35	203	372.33
	36-40	186	311.58
	41-45	50	342.07
	Total	618	
Social support	25-30	161	205.76
	31-35	203	315.61
	36-40	186	354.76
	41-45	50	342.38
	Total	618	
Work life programmes	25-30	161	294.66
	31-35	203	282.60
	36-40	186	324.78
	41-45	50	301.66
	Total	618	

The result of the rank is interpreted into four parts. Firstly, the relationship between age and workplace culture, secondly age and workplace flexibility, thirdly age and social support, fourthly age and work life programme respectively.

Table 2 - Test Statistics of each professional related variable with that of various age classifications.

	Workplace culture	Workplace Flexibility	Social support	Work life programmes
Chi-Square	13.049	113.753	76.673	6.090
Df	3	3	3	3
Asymp. Sig.	.005	.000	.000	.107

5.1 Age and Workplace culture

The Kruskal Wallis H test showed in test statistics table reveals that there exist a statistically significant difference in various age classification of the employees and workplace culture of the women from corporate field with ($\chi^2 = 13.049$), (P = .005) where (P<.05) and the rank table shows that a mean rank for workplace culture of (288.62) for age classification 25 – 30 years , mean rank of (274.32) for age classification 31 – 35 years, mean rank of (331.38) for age classification 36 – 40 years, mean rank of (330.17) forage classification 41-45 years respectively.

5.2 Age and workplace flexibility

The Kruskal Wallis H test showed in test statistics table reveals that there exist a statistically significant difference in various age classification of the employees and workplace flexibility of the women from corporate field with (χ^2= 13.753), (P = .000) where (P<.05) and the rank table shows that mean rank for workplace culture of (184.23) for age classification 25 – 30 years, mean rank of (372.33) for age classification 31 – 35 years, mean rank of (311.58) for age classification 36 – 40 years, mean rank of (342.07)for age classification 41-45 years respectively

5.3 Marital status and professional related variables

The following table shows the descriptive statistics of the marital status and variousprofessional related variables.

Table 3 - Marital status and professional related variables

	No. of employees	Mean	Standard Deviation	Minimum	Maximum
Workplace Flexibility	618	3.6893	1.43303	1.60	13.80
Workplace culture	618	23.1544	9.64973	10.33	71.83
Social support	618	3.9333	.59328	2.00	5.00
Work life programs	618	3.0874	1.35575	1.86	17.86
Marital status of the Employees	618	1.66	.47	1.00	2.00

The above table shows the mean score and standard deviation of the marital status with each professional related variables like workplace culture, workplace flexibility, social support, work life programme separately. The mean score of workplace flexibility is (3.68)

and standard deviation with (1.43),workplace culture mean score is (23.154) with standard deviation of (9.64), social support mean score (3.93)with standard deviation of (.59),work life programme mean score of (3.08) with standard deviation of (1.35), comparing to the marital status of the employees with mean score (1.66)and standard deviation of (.47) respectively.

The below table shows the result of the hypothesis by using the non- Parametric method Mann-Whitney U test, since the independent variable consists of two categorical independent groups. For the analysis Marital status is taken as the independent variable and the professional related variables include the factors like workplace flexibility, social support, work life programmes, workplace culture as the dependent variable. Since it consists of four factors under a professional related variable, the testing is done for each factor separately. The rank table is the first table that provides information regarding the output of the actual Mann-Whitney U test. It shows mean rank and sum of ranks for the test variables separately. The test statistics table explains the actual significant relationship with the marital status and Professional related variable separately. The test statistics table presents the results of the Mann-Whitney U test. Thus each professional related variable factors relationship to marital status is explained in the test statistics table as follows:

Table 4 - Ranks of each professional related variable with that of marital status

		Marital status of the respondents	No. of Employees	Mean Rank	Sum of Ranks
Workplace Flexibility		Single	203	215.67	43780.00
		Married	397	343.88	136520.00
		Total	618		
Social support		Single	203	236.06	47920.50
		Married	397	333.45	132379.50
		Total	618		
Work life programmes		Single	203	271.20	55053.00
		Married	397	315.48	125247.00
		Total	618		
Workplace culture		Single	203	271.77	55169.00
		Married	397	315.19	125131.00
		Total	618		

Table 5 - Test Statistic of each professional related variable with that of maritalStatus

	Workplace Flexibility	Social support	Work life programmes	Workplace culture
Mann-Whitney U	23074.000	27214.500	34347.000	34463.000
Wilcoxon W	43780.000	47920.500	55053.000	55169.000
Z	-8.681	-6.777	-2.983	-2.936
Asymp. Sig. (2-tailed)	.000	.000	.003	.003

The result of the rank table and test statistics table is interpreted into four parts. Firstly, the relationship between marital status and workplace flexibility, secondly marital status and social support, thirdly marital status and work life programmes, fourthly marital status workplace culture respectively.

Hence it is concluded from the above analysis that the hypothesis testing under Mann- Whitney U test says that there exist a scientifically significant relationship between marital status and professional related variables (workplace flexibility, social support, work life programme, workplace culture) with P value (.000, .000, .003,.003) respectively

6 RECOMMENDATIONS FOR DEGREE COLLEGE TEACHERS AND MANAGEMENT

6.1   Management should measure the employees' performance effectively, so that they can tell how employees are reacting to their work accomplishment. A sound measurement of the overall job performance of the employees is one of the most useful information an organization can obtain about its employees'.

6.2   The HR should bring up with an organization's culture relatively fixed for a short term. Since it finds difficult for the employees' to adapt the changes suddenly, which helps the employees to match with their working environment effectively without resistance to change.

6.3   The employees' have to think themselves about balancing their work and life rather than organizational policies by prioritizing their work, accomplishing the task within time without extending the office hours to late night by avoiding spending time unnecessarily during the office hours for other leisure purposes. Thus they are able to spend the rest oftheir time in a day with family and friends.

6.4   The organization should always hire individuals whose values align with the organizational values. Thus it helps to yield employees with high motivation, commitment and satisfied with the job in the organization.

6.5   Understanding the proper way to do a work task is proper socialization. It should be done in the organization to avoid the work conflicts which can even lead to solution for work life conflict.

6.6   The management should consider or be sensitive to employee differences, thus the management can specialize on goal setting of employees, level of involvement and rewards to align with the need of employee. Thus a satisfied employee can maximize his/her potential in balancing professional and personal life.

7   CONCLUSION

In today's world, attaining WLB is a holistic approach that takes into consideration the management of the multiple aspects of professional as well as personal life.

Work-life balance among the employees is an important phenomenon to be kept in mind by every organization. Human resource being the most valuable asset of the organization has to be considered for the better functioning of the organization. Over work can lead to burnout, which is a state of feeling mentally and physically exhausted, devoid of motivation and ultimately work life imbalance. Thus the two aspects of work and life are to be separately treated, not allowing them to mix with each other. Setting up a boundary between the two aspects is difficult, thus to set a mental boundary between professional and personal life is

essential to avoid cross-spillage. Seeking a new job is for better compensation. With awareness about the need for adopting a healthy lifestyle on the rise, people are leaving no stone unturned in achieving a balance between the professional and personal life. The significance of WLB has been a key factor to ensure the well-being of the employees, a core component during performance. It is both the employer and employee to realise the fact that well-being is directly proportional to good performance, increased engagement level and an important tool in maintaining a higher retention rate. By conducting various energy management workshops in this regard helps streamlining the work life better which includes prioritizing work and spacing activities. Workplace flexibility is a crucial factor to be promoted in corporate sector organizations. Thus learning from others' strengths and valuing the different cultures help in creating a healthy culture of respect, creativity and innovation, thereby contributing to a high level of performance of employees and organization which in turn augments professional and personal life of employees.

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