

WORK LIFE BALANCE -A CASE STUDY ANALYSIS AT NASR SCHOOL, KHAIRTHABAD, HYDERABAD

¹Mrs. A. Danam Tressa, ²B. Srihitha

¹Associate Professor, ²BBA (IT) I yr Student

¹Department of Business Management, ²Department of Business Management

¹St. Joseph's Degree & PG College, Hyderabad. ²St. Joseph's Degree & PG College, Hyderabad.

Abstract : Employees with work life balance feel their lives are fulfilled both inside and outside of work and they experience not much conflict between their work and personal life. Those who achieve this balance tend to have high satisfaction in jobs and life and lower levels of stress and depression. This paper jumpstarted research into school teachers who could successfully care for families while working and so today work life balance is discussed with school teachers at NASR SCHOOL. The main objective of the study is to know about the work life balance of school teachers at NASR and effective measures taken by the school management. It is an empirical study where primary data is collected through a structured questionnaire administered to 50 respondents where convenient sample is adopted. The analysis of data has been done in a unique person tile method. It is concluded that most of the teachers feel that they are able to balance between their work and personal life and also have a positive opinion about their working hours and are also happy with the initiative taken by the school management for relieving their stress levels.

Keywords: Work, balance, stress management

I. INTRODUCTION

Life will take us on a wild and busy ride. It's straightforward to induce sweeping up in work and therefore the everyday demands of life and forget its true purpose. Along the way, we learn to make trade-offs between professional endeavors and family, friends, community and personal growth. Balance isn't higher time management however higher boundary management. It means making choices and enjoying those choices. We should remember that happiness is not a matter of intensity but of balance, order, rhythm, and harmony.

At this competitive age where much importance is given to work culture, many people are spending more time at work than in any other single activity. They are more careers conscious and are running after lucrative packages to lead a luxurious and comfortable life. The need to work and get job satisfaction and many other related factors have motivated modern men and women to work hard and also work for a longer duration than their physiological limits. Under these circumstances, jobs and careers have become a major source of stress.

"Work is a rubber ball. If you drop it, it will bounce back. The other balls – family, health, friends, and fun are made of glass. If you drop one among these, it will be irrevocably scuffed, nicked, perhaps even shattered." - GARY KELLER

Work-life balance is a balance that an individual needs between time allocated for work and other aspects of life. Areas of life aside from work life are, but not limited to personal interests, family and social or leisure activities.

Work-life balance doesn't mean associate equal balance. It will vary over time, often on a daily basis. There is no excellent, one – size fits all balance you should be striving for. The best work-life balance is completely different completely different} completely different} for every folk as a result of we have a tendency to all have different priorities and different lives.

STRESS AND TASK PERFORMANCE

Psychologists once believed that stress actually improves the performance on wide range of tasks. They held that the relationship between stress and task performance takes the form of an upside-down u: at first performance improves. As stress increases, presumably because the stress is arousing or energizing though, stress becomes distracting and performance actually drops

First, even relatively mild stress can be distracting. Second, prolonged and repeated exposure to even mild levels of stress may exert harmful effects on health and health problems may interfere with effective performance. Finally, a large body of research indicates that as arousal increases, task performance may rise at first but at some time it falls. The greater complexity, the lower the level of arousal at which the downturn in performance occurs

TECHNIQUES FOR STRESS REDUCTION (EFFECTIVE STRATEGIES)

Physical exercise, sports and yoga etc. are found to have an immense value in preparing a person for relaxation. Apart from these well-known methods, there are some more techniques which are scientific and systematic in nature. One such procedure is deep muscle relaxation which is based on the assumption that mental relaxation follows muscular relaxation.

THE EFFECTS OF STRESS AND PERFORMANCE

The relationship between stress and performance has been pictured by the strain response curve created by Richard Nixon P in 1979. The curve shows that because the level of stress will increase the performance level conjointly will increase to the purpose of seamstress or healthy tension. Near the point of fatigue, and identified area called the comfort zone indicates the range of stress levels that we can absolutely manage and facilitate good performance levels.

As stress begins to be perceived as over whelming or excessive, the person reaches a fatigue point where the performance levels start to decline. The ultimate end of overwhelming stress called burn out can be exhaustion or ill health or break down

PROMOTING WELLNESS (DEVELOPING A HEALTHIRE LIFESTYLE)

Have you ever wondered why some individuals live to be more than one hundred years whereas most people live only for sixty or seventy years? Studies of persons' who live to be more than one hundred years indicate that several factors may play a role in their extended lifespan. One of these factors is diet. Long lived persons of show a pattern involving greater than average consumption of grains, leafy green vegetables, fresh milk and fresh fruits and they tend to eat low to moderate amounts of meat

and animal fat. Physical activities perhaps the most important factor in contributing to longevity and good health among long lived people. Many work outdoors and walk a great deal i.e., regular physical activity is an integral part of their lives continuing well into old age.

OPTIMISTS AND PESSIMISTS: CONTRASTING STRATEGIES FOR COPING WITH STRESS

Optimists and pessimists employ different strategies in coping with stress

strategies preferred by optimists

- 1) problem-focused coping : making specific plans for dealing with the source of stress; implementing such plans
- 2) suppressing competing : refraining other activities until the problem is solved and stress is reduced activities
- 3) seeking social support : obtaining the advice of others, talking the problem over with others

Strategies preferred by pessimists

- 1) denial/ distancing : ignoring the problem or source of stress, refusing to believe that it exists or is important
- 2) disengaging from the goal: giving up on reaching the goal that is being blocked by the seamstress
- 3) focusing on the expression of feelings: letting off steam instead of working on the problem directly

I. STATEMENT OF THE PROBLEM

The paper aims to find out about the balance of work in a teachers life. So the statement of this research article would be “work life balance of teachers at NASR, Hyderabad”.

II. OBJECTIVES OF THE STUDY

1. To study about the work life balance of teachers at NASR school.
2. To analyze the data collected and understand the effective measures taken by the management to overcome stress.
3. To give conclusions based on study.

III. SCOPE OF THE STUDY

The scope of the study is restricted to the teachers working at NASR, Hyderabad.

IV. RESEARCH METHODOLOGY

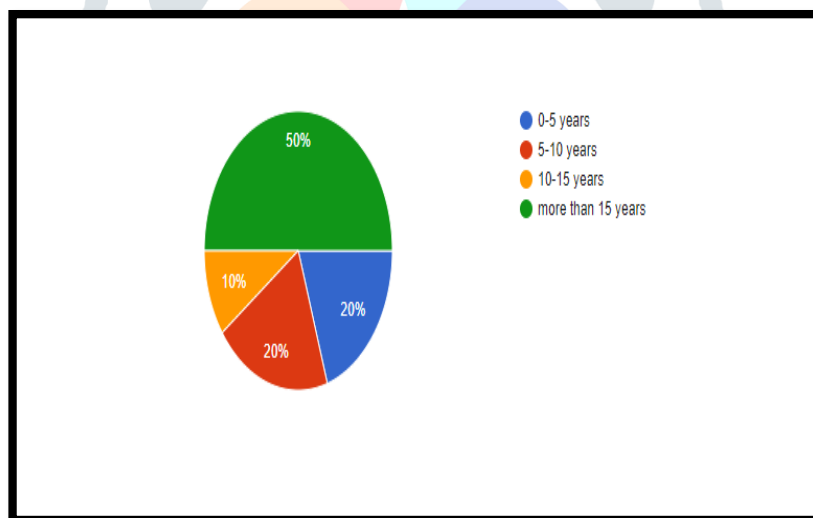
The data used for the study has been collected from both primary and secondary sources. Primary data has been collected through structured questionnaire containing 20 questions administered to teachers of NASR SCHOOL Hyderabad based on convenient sample. The secondary data has been collected from various research journals and books.

V. SAMPLE SIZE

Sample size is taken as 50 respondents

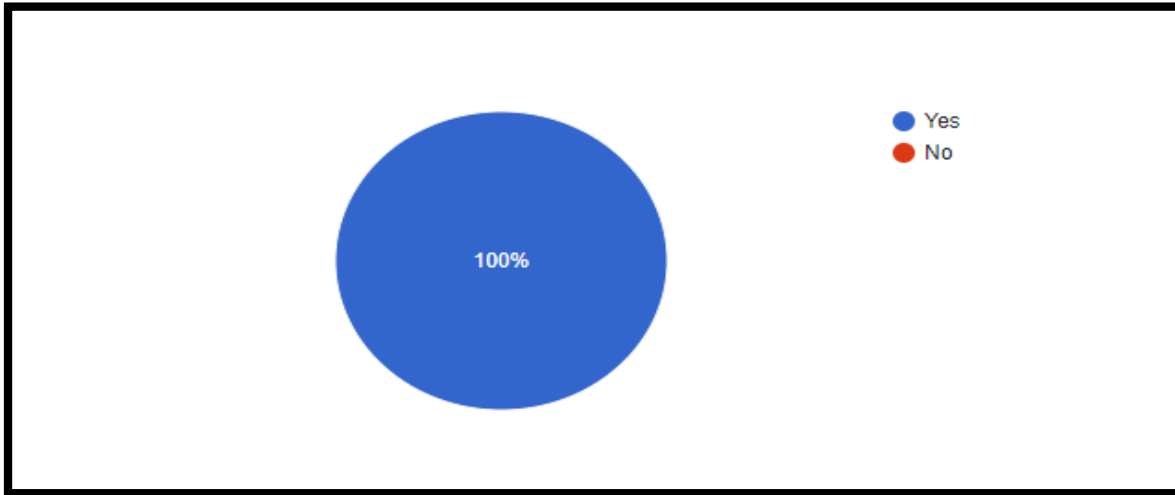
VI. ANALYSIS OF THE STUDY

✓ NUMBERS OF YEARS THE TEACHERS HAVE BEEN WORKING IN THE SCHOOL



- ✓ According to the survey, 50% of the teachers have been working for more than 15 years whereas the rest have been working only for a short period of time.

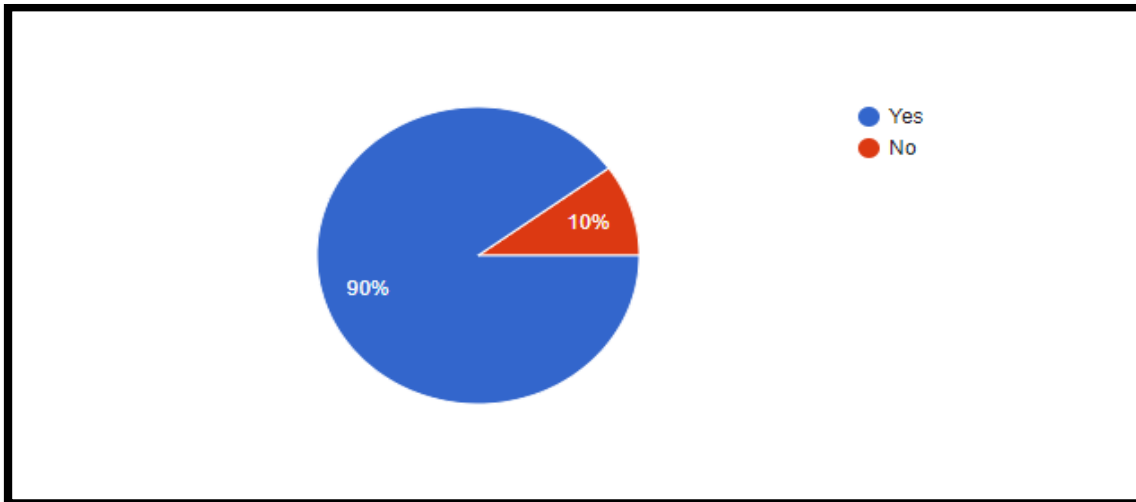
✓ SATISFACTION REGARDING WORKING HOURS OF THE SCHOOL



All

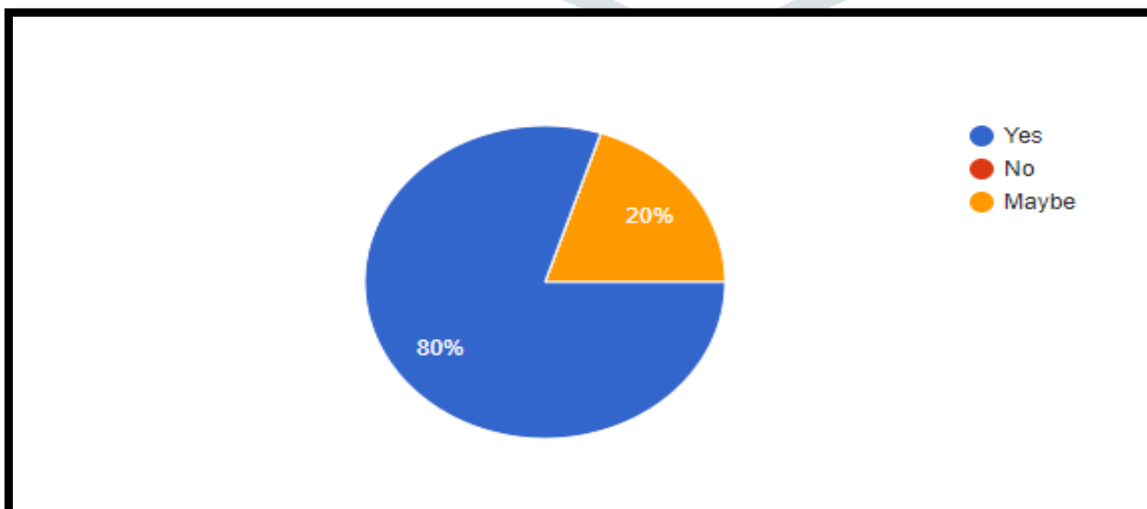
the teachers are quite satisfied with the working hours of the school

✓ ALLOCATING TIME TO THE FAMILY AFTER WORKING HOURS



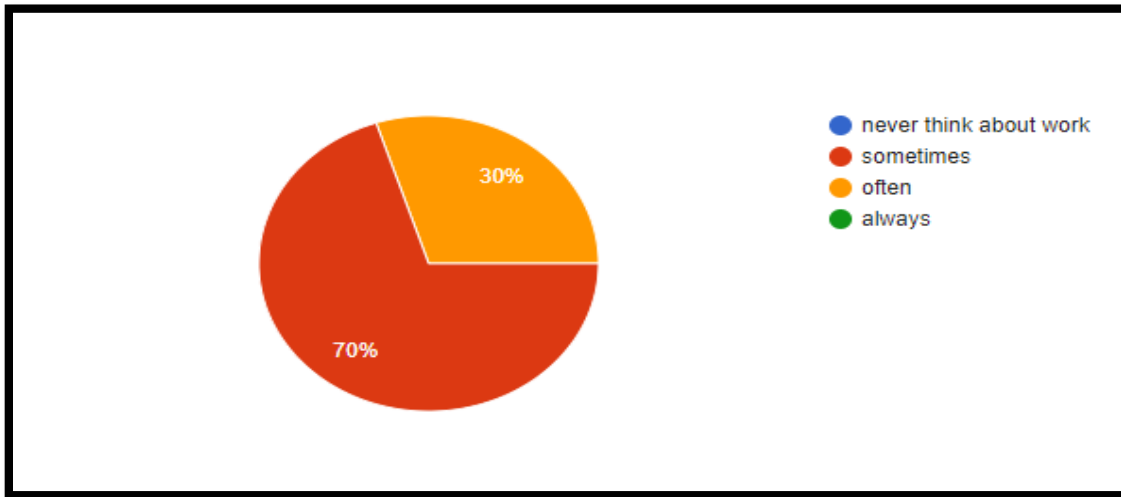
Almost (90%) the teachers have responded that they do get enough time to cater the needs of the family even after their work life.

✓ RESPONSE REGARDING THE BALANCE REGARDING THE WORKLIFE.



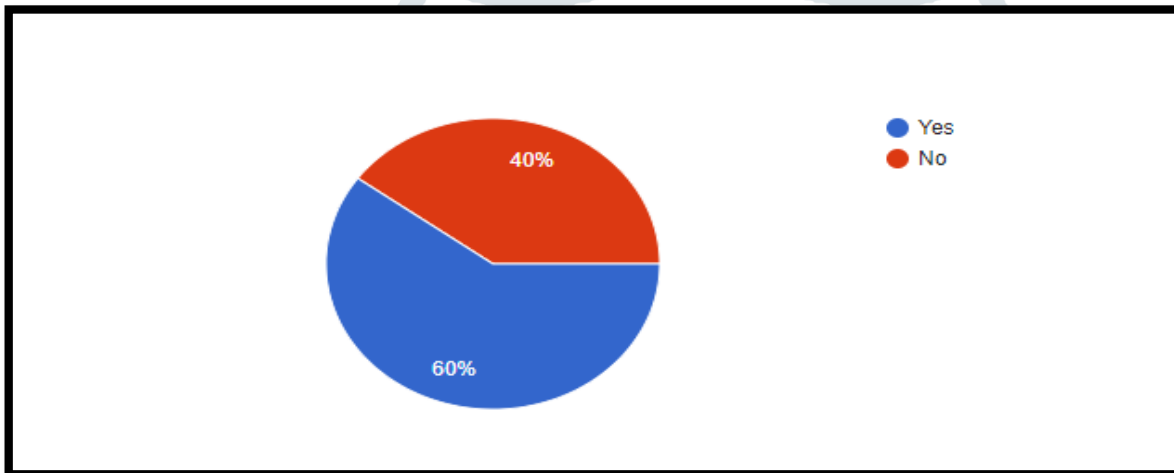
Most (80%) of the teachers feel that they are successful in balancing their work and personal life simultaneously.

✓ **WORRY ABOUT ONES WORK WHEN NOT ACTUALLY WORKING**



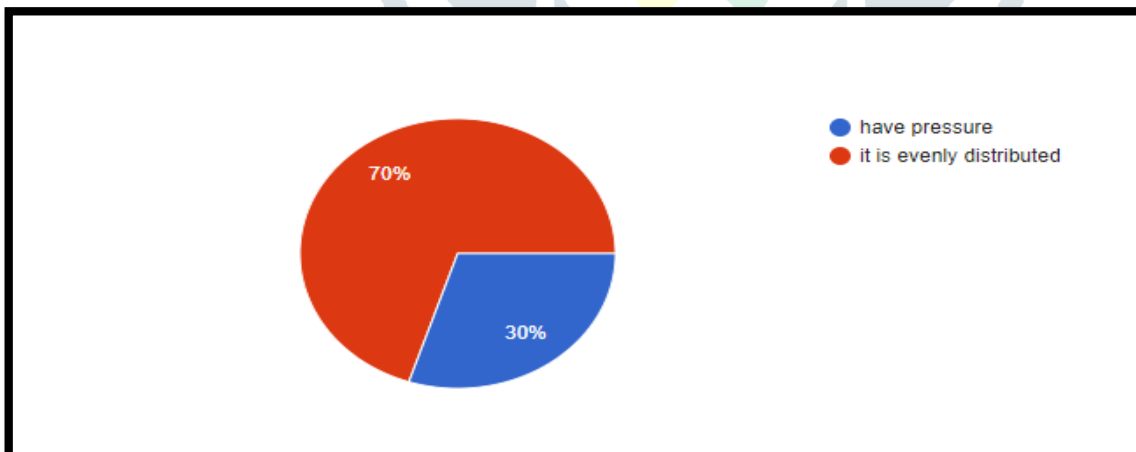
According to the above question posed, almost 70% teachers feel that they do think of their work even when not actually doing it.

✓ **INITIATIVE TAKEN BY THE SCHOOL TO MANAGE THE WORK LIFE OF IT'S TEACHERS**



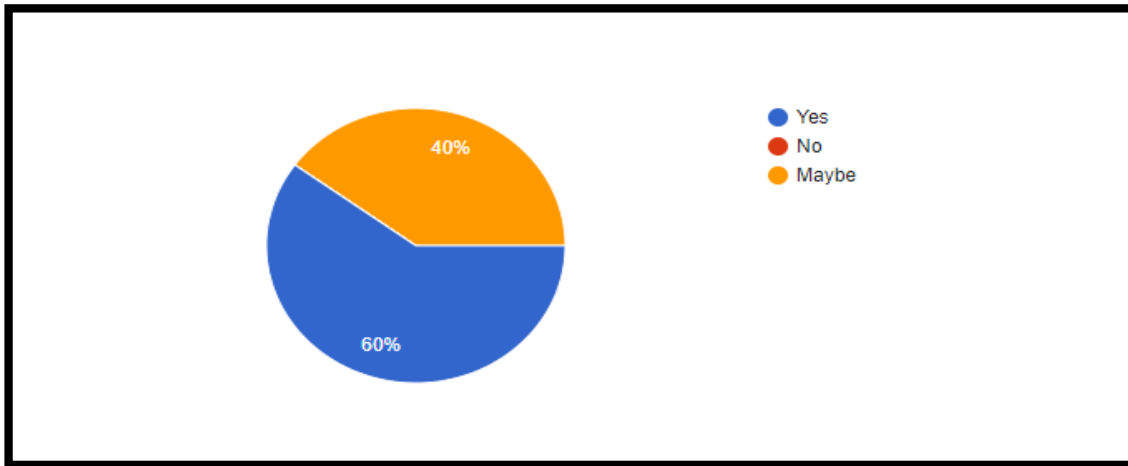
Apparently, 60% of the teachers feel that school does take up the initiative to manage the work life of its teachers.

✓ **DISTRIBUTION OF WORK PRESSURE IN THE SCHOOL**



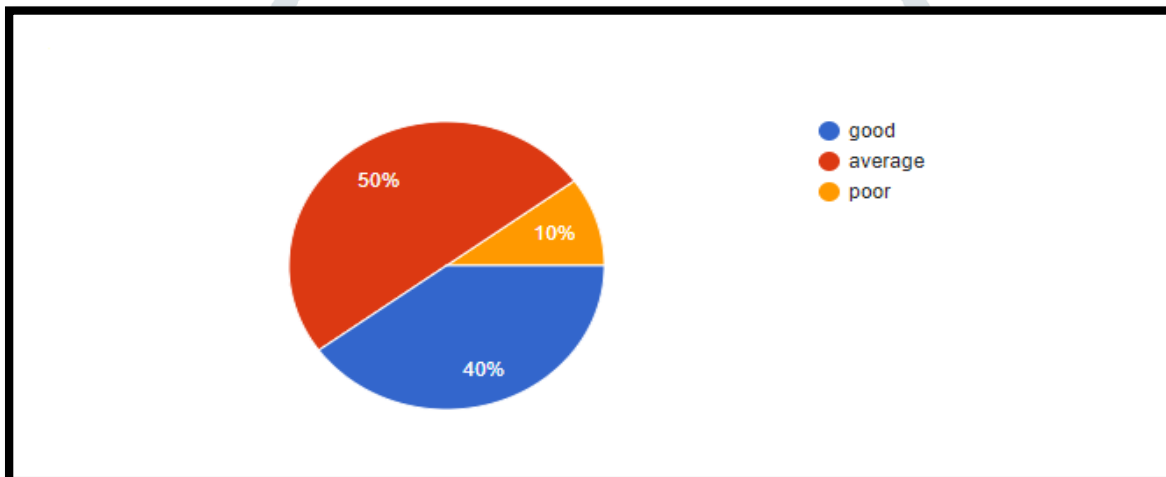
Most of the teachers feel that the work load in their school has been evenly distributed whereas 30% of them feel that they do experience work pressure.

✓ **RETENTION OF TEACHERS BECAUSE OF THE EFFICIENT WORK LIFE MANAGEMENT POLICY IN THE SCHOOL**



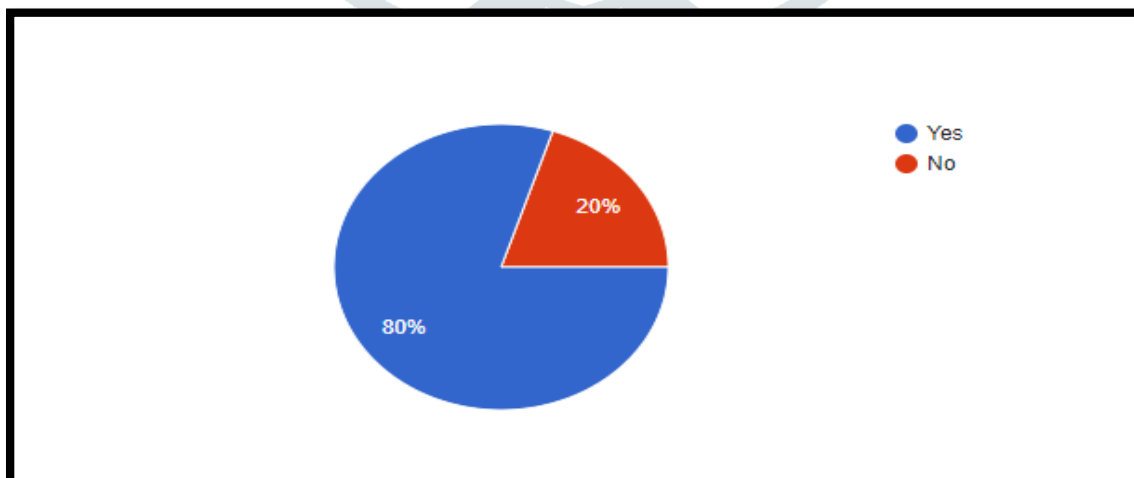
More than 50% of the teachers think that the school is successful in retaining its teachers because of its effective work life policy while the rest are not so sure about it.

✓ **FLEXIBLE WORKING HOURS PROVIDED BY THE SCHOOL DUE TO CURRENT WORK LIFE MANAGEMENT POLICY**



According to the survey, 50% of the teachers think that the school does provide flexible working hours.

✓ **MATERNITY AND PATERNITY LEAVES PROVIDED BY THE SCHOOL TO THE TEACHERS**



Almost 80% of the teachers being females, they do feel that the school provides effective maternity and paternity leaves to the employees.

VII. CONCLUSION

Schools these days to some extent have complete importance of the employee-work-life balance and its importance within the potency of the staff. They can facilitate work-life balance for his or her workers through work-life programs and training . In work places , friendly work atmosphere for the workers should be provided. The employee’s area unit given the freedom to own their own ways that of doing the work. They are given the assignments with deadlines and that they will have their own schedule as so much as they're meeting the deadlines. The school have gone to the extent of involving the families of the workers by introducing maternity leaves and numerous vacation packages and insurance schemes. The school currently specialize in grooming their

workers by conducting workshops in YOGA and related activities. The study concludes that the teachers are happy with their work environment and are able maintain work life balance .

REFERENCES

1. KAREN.J.CROOKER,FAYE.L.SMITH, FILIZ TABAK(2002) ,CREATING WORK-LIFE BALANCE: A MODEL OF PLURALISM ACROSS LIFE DOMAINS SAGE JOURNALS, VOLUME: 1 ISSUE: 4, PAGE(S): 387-419.
2. Y. P. S. Kanwar, A. K. Singh, A. D. Kodwani(2009),Work—Life Balance and Burnout as Predictors of Job Satisfaction in the IT-ITES Industry, Vision: The Journal of Business Perspective, volume: 13 issue: 2, page(s): 1-12.
3. Joseph G. Grzywacz, Dawn S. Carlson (2007), Conceptualizing Work—Family Balance: Implications for Practice and Research, Advances in Developing Human Resources, Volume: 9 issue: 4, page(s): 455-471.
4. Margaret Deery(2008),Talent Management, Work-life Balance and Retention strategies", International Journal of Contemporary Hospitality Management " Vol. 20 Issue: 7, pp.792-806.
5. Artemis Chang ,Paula McDonald &Pauline Burton(2010),Methodological choices in work-life balance research 1987 to 2006: a critical review, The International Journal of Human Resource Management ,Volume 21, - Issue 13.
6. NaYeon Lee, Anisa M. Zvonkovic, Duane W. Crawford(2013) ,The Impact of Work–Family Conflict and Facilitation on Women’s Perceptions of Role Balance ,The journal of family issues ,Vol 35, Issue 9.
7. <https://www.mbarendezvous.com/essay/work-and-life-balance>
<http://www.counterbalances.com/inspirational-quotes-about-work-life-balance-2062850>

