

## **An Empirical Study on Work Life Balance among Women Teaching Staff in Private Colleges, Bengaluru**

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### **Abstract**

The purpose of this study is to assess the work-life balance of female teaching staff in private degree colleges in north Bangalore, Karnataka. Furthermore, this study assesses the level of work-life balance among female teaching staff members and examines the impact of various socio-demographic characteristics on their work-life balance. A total of 112 samples were chosen, and data was collected using the questionnaire method, with the data analysed using a social science statistical software (SPSS). According to the study's findings, more than half of women teaching staff members have a good degree of work-life balance, while more than a quarter of women teaching staff members have a low level of work-life balance. According to the findings, there is a statistically significant link between women teaching staff members' monthly pay and work-life balance.

**Keywords:** Work life balance, women teaching staff, Performance, Satisfaction.

### **Introduction**

Life-work Balance of women teaching staff members is vital as males used to be the breadwinner and now men and women share household responsibilities. (*Thakur , A., & Geete,V. 2014*). Work-life balance for teachers is one of today's biggest issues. Teachers' work load extends to their homes to prepare for the next day, in addition to maintaining student data and catering to institution-related functional requirements.

Effective WLB improves teacher efficiency and happiness, which helps kids learn. Work-life balance is vital for teachers today. HRM must design and implement solutions to help teachers balance personal and professional lives. (*Radha, A. 2015*). WLB raises teachers' productivity, stability, and job happiness, which may drive them to be more engaged to their school.

Professional women have problems balancing home and work. Women have always faced several difficulties to advance in society. They overcame hurdles with advances in education and thinking. A woman can attain work-life balance when she can enjoy and succeed in both personal and professional life.

Work and life are linked. More time in the office, dealing with students, and job stress can affect personal life, making it hard to do housework (*Bansal, K. A., & Raj,L. 2017*). Personal life might be hard if one has a child or ageing parents, financial challenges, or family issues. It can cause absenteeism, tension, and loss of concentration.

### **Review of Literature**

*Stoilova, R., Ilieva-Trichkova, P., & Bieri, F. (2020)* explored how Individual and macro-level issues affect young men and women's work-life balance in Europe. The results showed that education affects work-life balance differently for young men and women. Higher education improves the likelihood of males considering work-life balance in job selection, but lesser education decreases the likelihood for women. Education is also related with weaker acceptance of the traditional norm, for both men and women, and less time spent on housework. Work-life balance is more crucial for men in conservative, Mediterranean, and post-socialist welfare regimes than in social-democratic regimes.

*Noda,H.(2020)* investigated the Individual and macro problems affect young Europeans' work-life balance. Education affects young men and women's work-life balance differently. Lower education affects the chance of women considering work-life balance in job selection. Education is linked to men and women's poorer acceptance of traditional norms and less housework. Conservative, Mediterranean, and post-socialist welfare regimes value work-life balance more than social-democratic ones.

*Lenka,S., & Subudhi, N.R. (2019)* explored Work-life balance affects job satisfaction and organisational dedication

in Bhubaneswar, Odisha. Organizational commitment and job happiness are positively correlated, and workplace support affects job satisfaction. Multiple regression analysis showed the model's and independent factors' significance with criterion variables Organizational commitment and work satisfaction.

**Saravanan, K., & Muthulakshmi, K. (2017)** studied on Tanjore, Tamil Nadu, nationalised bank employees' work life. Empirical results show that a good talent in the organisation is vital for high QWL and low stress, and this study shows that nationalised bank personnel are actually empowered. Safe and healthy working conditions, growth and development opportunities, social integration in the workforce, constitutionalism in banks, and management engagement are also impacted.

**Radha, A. (2015)** studied Describes how work-life balance impacts female teachers. Knowing faculty members well and reaching out to them effectively helps reduce stress, according to the study. Christina Winsey's comment sums up the research: Learning life balance is an ongoing skill. You'll be disappointed if you assume you'll finish everything and then relax.

**Objectives**

- To assess women's work-life balance in private institutions in north Bangalore

**Hypothesis**

1. There is a significant relationship between the age of the women teaching staff members and work-life balance.
2. There is a significant relationship between years of work experience of the women teaching staff members and work-life balance.
3. There is a significant relationship between monthly income of the women teaching staff members and work-life balance.
4. There is a significant association between marital status of the women teaching staff members and work-life balance.

**Research Methodology**

This study uses primary and secondary data. Women teaching staff members in Bangalore north private degree colleges provided the primary data. 112 female teachers were randomly sampled for the study. Books, journals, newspapers, magazines, reports, and the internet provided secondary data. The first part of the questionnaire asked about women faculty members' personal details, while the second part measured their work-life balance. Both parts were analysed using Statistical Package for Social Sciences (SPSS). The scale runs from 1 (strongly disagree) to 5 (strongly agree) (strongly agree).

**Data Analysis & Interpretation**

**H<sub>1</sub>: There is a significant relationship between the age of the women teaching staff members and work-life balance.**

Table: 1 Karl Pearson's Co-Efficient of Correlation between age of the women teaching staff members and work life balance.

Sl.No	Work life balance	Correlation Value	Statistical Inference
1.	Work life balance Age	-0.083	P>0.05 Not Significant

The table 1 illustrates Age of female teachers has no impact on work-life balance. The correlation value demonstrates a negative association between age and work-life balance among female teachers. Age of women teaching staff members has little effect on work-life balance.

**H<sub>2</sub>: There is a significant relationship between years of work experience of the women teaching staff members and work life balance.**

Table: 2 Karl Pearson's Co-Efficient of Correction between years of work experience of the women teaching staff members and Worklife balance

Sl.No	Work life balance	Correlation Value	Statistical Inference
1.	Work life balance Experience	-0.081	P>0.05 Not Significant

The table 2 shows There's no correlation between women's teaching experience and work-life balance. It says that teaching experience has little effect on women's work-life balance. The correlation value demonstrates a negative

association between respondent job experience and women teachers' work-life balance.

**H<sub>3</sub>: There is a significant relationship between monthly income of the women teaching staff members and work life balance.**

Table: 3 Karl Pearson's co-efficient of correction between monthly income of the women teaching staff members and Work life balance

Sl.No	Work life balance	Correlation Value	Statistical Inference
3.	Work life balance Monthly Income	0.324	P<0.05 Significant

The table 3 interprets that Work life balance is linked to women teachers' monthly pay. Rejecting null hypothesis. It says that women's monthly income affects their work-life balance. The correlation value reveals a favourable association between women's monthly income and work-life balance.

**H<sub>4</sub>: There is a significant association between marital status of the women teaching staff members and work life balance.**

Table: 4 Association between the women teaching staff members by marital status of work life balance

Sl. No.	Work life balance	Marital Status		Statistical Inference
		Married n=80	Singlen=32	
1.	Work life balance Low High	28 52	10 22	$\chi^2 = 0.082$ df = 1 P>0.05 Not Significant

The table 4 indicates that there is no significant association between marital status of the women teaching staff members and work life balance. Hence null hypothesis is accepted. However, marital status of the women teaching staff members does not contribute to the work life balance in this study.

**Conclusion**

The main aim of the study is to find out the work life balance level of arts and science college female teaching staff members and analyze the influence of different socio-demographic factors on work life balance of the female teaching staff members. The empirical results of the study it is clear that more than half of the female teaching staff members perceived level of work life balance is high and of the female teaching staff members' level of work life balance is low. However there is no statistically significant difference between type of family of the female teaching staff members and work life balance of the female teaching staff members and there is no statistically significant difference among the female teaching staff members of difference nativity background and work life balance of the female teaching staff members and also it was found that there is no statistically significant relationship between age of the female teaching staff members and work life balance. Likewise there is no statistically significant relationship between years of experience of the female teaching staff members and work life balance and there is a statistically significant relationship between monthly income of the female teaching staff members and work life balance. Similarly there is no statistically significant association between marital status of the female teaching staff members and work life balance. The study will help the management to rethink on flexible work schedules and providing more opportunities for the female teaching staff members, so as to improve their mental happiness together with their work performance.

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