

Work Life Balance among Female Teachers of Private Schools

Preeti Agarwal

Abstract:

Growth and development of any nation is correlated with its education system. And this education system comprises of many sub systems or mechanism. School education is one such subsystem yet one complete unit or can say system in itself. For the development of any school resources are required and the most important resource is the HUMAN, which exist in schools in the form of Teachers and others. These are teachers only that are in direct contact with students. From last two decades the role and responsibility of the school teachers have evolved noticeable change. Certain social, economic, cultural changes have also affected teaching and teachers. Teachers are the source of inspiration and motivation for students. So to keep teachers motivated is equally important as keeping students. Motivated teachers can protect the schools to some extent from tuition mafia and the teachers feel motivated when they enjoy better work life balance. And female teacher might have different work life balance. The private have different work atmosphere. To analyze that whether there is problem of work life balance among female teachers of private schools the study was conducted. Sample was collected on convenience basis. Questionnaires consisting 10 statements was used to know whether work life balance issue is there with private school teachers.

Keywords: Work life balance, Private schools

Introduction:

Females are the mother of race and liaison between generations. It is the female only who has molded future of any nation. It is female only who has courage, love, affection, feeling, emotions and beyond all devotion towards all spheres of life. She is the one who can build not only home but nation. But yes, she is also a human who can feel pain, disappointment, depression if she is not able to perform her any of the duty say duty towards house, duty towards profession, if she is working. This duty becomes more urgent and important if it is matter of number of students, and yes if it is the duty as a teacher. (Pullias and young, 1969), "A distinguished psychologist once said that there are three roles no sensible person should undertake :parent, statesman, and teacher". And simultaneously he says that there is something in man that pulls him towards greatest risk in life. Man here does not mean man but human being. And due to this nature teaching is adopted by masses as profession and so is by females. It becomes important for teacher to have confidence of those whom they teach, to have this confidence teacher need to be active, satisfied, and happy and should have good record. Here is tragic condition for females which they encounter daily, but typical what exactly is the problem is difficult to answer. The first question that need to be answered is ,is there problem of work life balance.

Objective

1 To examine whether there is work life balance among female teachers of private schools or not.

Materials and Method

To carry out the research questionnaire comprising 10 statements was framed, as it was impossible to study whole population, the sample of 50 female teachers was taken, the researcher has collected the sample on convenience basis. And sample selected included the features like female +teachers + private schools. The selected teachers were given the questionnaire and were asked to tick the statements with which they agree

Literature review

Literature review is essential to correlate the current studies with the appropriate abstract and academic context.

According to J. K. Sachdeva, Literature review is helpful in many ways:

1. It provides quick start
2. Will help to be assured that all relevant major constructs have been used in study
3. Will provide appropriate measuring instrument
4. Will help to know in advance common problems in research context

What we do not possess we cannot transfer to others, if one wants well being of those who are related with that person than one need to be genuine, authentic and sincere, calm and balanced. According to yogic concept of personality the first and second components of personality are physical body and energy simultaneously. And it is our duty to keep this physical body fit and in good condition .To do so we need to be stress free, which could be supported by proper work life balance. According to an article in economic times, Employees can do their best when they enjoy a good work-life balance. Companies are increasingly realizing that there is a fine line between pushing employees and making them feel stressed out, which makes it desirable to focus on ways to motivate employees to be more effective without compromising on other aspects of their lives.

Increasing workloads have pressurized employees to demonstrate their commitment to work in more obvious ways (Ishaya and Ayman2008).

Consequently, a larger part of them have tended to be present at their work place for longer periods of time, thereby reducing the time for which they are available at home. The internet and mobile phones have made it possible for the organizations to keep in constant touch with the employees both during the day and at night (Morgan 2003). This has further intensified the work demandson employees. Consequently, there are growing reports of stress and work imbalance (Bhagwagar 2009).

Work Life Balance implies the skill to plan the hours of an individual Professionalism and Individual life in order to lead a healthy and a quiet life. It accentuates the qualities, attitudes and convictions of women with respect to their age to work in arranging and adjusting their work and individual life. (K. Santhana Lakshmi & S. Sujatha Gopinath, Walk 2013).

Work-life balance is needed, in order to have a good quality of life and achieve a harmonious balance between work and private responsibilities and interests .(Redmond, J., Valiulis, M., Drew, E. 2006)

Findings and discussion

Table 1

Work life balance issue among female teachers of Private Schools

S.No.	Scores	Frequency	Percentage
1	0-2	1	2%
2	2-4	5	10%
3	4-6	18	36%
4	6-8	16	32%
5	8-10	10	20%
Total		50	100

Interpretation

By looking at the table we can analyze that 18 females have scored between 4-6, that is 18 teachers tick 4-6 statement favoring work life balance issue, it means they face Average imbalance between work and life. This is the average score. 16 females have moderately high problem of work life balance and 10 have high imbalance.

Conclusion

It could be analysed that, there is problem of work life balance among female teachers of private schools. A student is pulled toward the teacher who is more dedicated, active, and has balance in life. Private schools have more work responsibility and more working hours due to which teacher has to be more dedicated. The feeling of being tired, unproductive always surrounds the teacher when she face the problem imbalance at work place and house. The results show that average teachers have problem of imbalance.

Research Scholar,

Department of business Administration, UOR, Jaipur

References

- Bhagwagar, H. 2009. Need for workplace counseling in India. [Http:// prod. bolo health. com/ health zones / 21 -total-health/article/165-needfor- workplace-counseling-in-india](http://prod.bolohealth.com/healthzones/21-total-health/article/165-needfor-workplace-counseling-in-india).
- Ishaya, N., and R. Ayman. 2008. *Predicting work-family conflict via perceived involvement and overload*. Boston, ma: American Psychological Association
- Morgan, H. 2003. The challenges of a global marketplace. In *Human resources in the 21st century*, ed. M. Goldsmith, R. Gandossy, and M. Efron. New York: Wiley
- PulliasV.Earl, Young James D.1969. Ateacher is many things. What is teaching, Indiana university Press: Boomingto and London
- Redmond, J., Valiulis, M., Drew, E. (2006) Literature review of issues related to work-life balance workplace culture and maternity/childcare issues. Crises pregnancy agency report No.16.
- Santhana Lakshmi K, Sujatha Gopinath S. Work Life Balance of Women Employees with reference to Teaching faculties. International Monthly Refereed Journal of Research in Management and Technology 2013; II.

- Sachdeva J.K., 2008, Business Research Methodology, Himalayan Publishing House, Mumbai
- Singhal Rachna, 2006, A comparative study of press and need for achievement of children of working and non working mothers, Dissertation, University of Rajasthan.

http://economictimes.indiatimes.com/articleshow/59432092.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst.

Questionnaire

Female teachers have to select the statements with which they agree.

- 1 I am unable to devote sufficient time to house.
- 2 I cannot manage my personal and professional life properly
- 3 I often get delay in completing my work within given time
- 4 I feel I do not have sufficient free time
- 5 I feel I am unable to manage relationships
- 6 I feel stress due to work pressure
- 7 I feel I am less productive
- 8 I feel I could have enjoyed better life if I was not working
- 9 I feel I am trying to be jack of all trades and master on none
- 10 I often feel tired, unpleasant and irritated