



---

## **A Study on the Work Life Balance of Married Women School Teachers with Reference to Coimbatore City**

**Mrs. Pavithra Gopinath <sup>a</sup>, Ganesh Murugan G <sup>b\*</sup>**

<sup>a</sup>Assistant Professor, Sri Krishna Adithya College Of Arts and Science, Coimbatore-641042

<sup>b</sup>Student, Sri Krishna Adithya College of Arts and Science -641042

---

### ABSTRACT

Balancing work and life is very difficult for any women in any profession. When it comes to the teaching profession, it is more complicated to have a better balance between both life and work. A good teacher is an epitome in pupil's learning and developing good habits. Private school teacher is more answerable to the management where they are working as well as parents pertaining to pupil's education and habits. They are also responsible for non-academic activities to be done in the school. Besides, Government teachers are not only responsible for pupil's educational development, but they may be assigned additional duties like election duty, survey, etc. It makes known that it is really a very complicated working environment for the teachers in both sectors. In this context, this paper attempts to study the work-life balance (WLB) between married female government and private school teachers in Coimbatore city with a focus on personal life satisfaction and support from family. In order to carry out the study, 150 samples were chosen using simple random sampling technique. Statistical tools such as percentage analysis and test were used. The study found that there is no significant difference between personal life satisfaction and support from family among married women school teachers in Coimbatore.

---

Keywords: WLB, Married female, Private and Government, school teachers.

---

### **1.Introduction of the study**

Work-life Balance is the platform to ensure that provides flexibility for the workers in order to achieve a better balance between the working environment and family environment. Fascinatingly, Work Life Programs existed from the 1930s. There are organizations that established the policies and procedures with the goal to make employees to capably do the jobs and also, on the other hand, ensure providing flexibility to take care of personal problems and works at family. Whilst, human participation or the role of women have been increasing in the workplace, besides they have also been ready to shoulder the responsibilities at their home which is unpaid work. Balancing work and life is very difficult for any women in any profession. When it comes to the teaching profession, it is more complicated to have a better balance between both life and work. A good teacher is an epitome in pupil's learning and developing good habits. Private school teacher is more answerable to the management where they are working as well as parents pertaining to pupil's education and habits. They are also responsible for nonacademic activities too to be done in school. Besides, Government teachers are not only responsible for pupil's educational development, but they may be assigned additional duties like election duty, survey, etc. It makes known that it is really a very complicated working environment for the teachers in both the sectors. Therefore, it is very difficult to be a working mother and very difficult to be a teacher who is responsible for bringing up the next generation.

It is a big question that working as teachers are getting adequate support from family and personal life satisfaction which directly have an impact on the work where they really exit skills.. Thus, this study focused to examine the two key indicators of work-life balance such as level of personal life satisfaction and support from the family of married women school teachers in Coimbatore. The legacy of traditional understanding of family members from the past is that men are the bread winners and female are the care givers of family. It was challenged 1950s when the female participation had

Ganesh Murugan G Tel: 8110013570

E mail: 20bmpa118ganeshmurugan@skacas.ac.in\*

grown drastically in the field of workforce (Jeyawardena, 2003). 2 Education plays an important role in the growth and development of any society. It is the responsibility of the teachers to impart quality education, and apart from this, the teachers have great responsibility to shape our nation. Hence

teaching is considered as a noble profession, because of this, many female opt for this as it is also compatible with their roles and responsibilities (Dasmohapatra, 2015).

Though it is very compatible, the work burden not only requires their time in the institutions but also makes challenges bigger in their houses so as to become prepared for the subsequent day apart from keeping students records and being there for different programmes. The female teachers in the profession are expected to be committed, dynamic, competitive, and straight forward both sentimentally and nonsentimentally and act in a —business likel manner and at home, they are expected to be sweet, soft, sensitive, adaptable, gentle, and fragile and fit according to the needs of the family and society (Abdul Gani, 2010).Hence the teachers should have high and positive outlook towards the teaching profession and family. When it is disturbed they will face imbalances in their life and work domain.

Work-life balance does not mean equal balance instead scheduling number of hours for work and personal activities. It may vary time to time, when a person is single, the hours spent for work life balance is different from when she gets married and it may further differ after begetting child and job. 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.

---

## 2.Statement of the problem

One first needs to understand about work life imbalance, as with the understanding of the origin, causes and effects of this imbalance, the balancing act becomes easier. Today the deadlines are getting tighter and an individual's job is not only to match that deadline but also to give quality output. Due to this work pressure it becomes exceedingly difficult to maintain a family life. The transition from work life imbalance to work life balance has obvious benefits to all institutions and its employees. Work life balance on an individual level can bring phenomenal changes in his life and can also heavily impact a society. This study aims at identifying the level of work life balance among married women school teachers in Coimbatore.

---

## 3. Objectives of the study

- To find the difference in the level of support from the organisation among married school teachers.
- To study the Income status of the respondents among married female school teachers.
- To study how the individual factors that help the respondents to balance their work and life.
- To identify the gap between home life & work life balance dimensions.
- To analyse various ways to maintain a healthy work life balance.

---

## 4. Scope of the study

- To achieve competitive advantage in terms of student quality of education and faculties may turn in to good organisation citizens.
- It helps the teachers on balancing towards work life.
- To know the balance level of teachers with regard to both their work and family or personal life.

---

## 5. Research Methodology

The research is to identify the factors affecting work life balance in married women school teachers in Coimbatore city. The methodology of the study includes:

- Data collection
- Area of the study

- Source of data
- Sample size
- Statistical tools

### 5.1 Area of Research

*The area of the study is refers to Coimbatore city.*

### 5.2 Nature of Data

The purpose for all data collection is to capture best proof that then translate to wealthy data analysis and provides the correct and credible solution to questions that has been put-forwarded. There are two types of data collection they are • Primary Data

- Secondary Data

### 5.3 Sources of Data

Primary data is collected directly from the people with the help of the questionnaire for the first time and that are original in nature. Secondary data is collected from various sources such as books, journals, articles, newspapers, websites, published research papers in international journals and existing literatures.

### 5.4 Sample Size

151 questionnaires were collected from different shoppers with reference to Coimbatore city.

### 5.5 Tools for Analysis

Questionnaires were created in order to receive the necessary response required from the sample to achieve the study objective. Therefore, sampling method is used in order to collect data. The main statistical tools used for analysing primary data:

- Rank Analysis
- Chi-square Analysis

---

## 6. Limitations of the study

- The study is confined to limited samples of 151 from the school teachers of Coimbatore city.
- The study focused on only private, aided, government and self-financing school teachers.
- The work life balance of teachers has researched only in the limited within Coimbatore city.

---

## 7. Review of Literature

MartínezSanchez, (2019)<sup>1</sup>The study is conducted to analyse the relationship between the work life balance and job satisfaction impact with working hours. Comparatively, women are more exhausted because of the long working hours. There is a great relation between working hours and WLB. Women like to choose part-time jobs to take care their children and family. In self employed category, the level of relationship between working hours and WLB is low, because of the chance of work prioritize according to the necessity. Poor work-life balance leads for absenteeism and health issues. In Europe , the satisfaction level between working hours and work-life balance is quietly good, but certain differences are found by means of gender and age.

---

<sup>1</sup>MartínezSanchez, (2019) The study is conducted to analyse the relationship between the work life balance and job satisfaction impact with working hours

Nuria Matilla-Santander, Cristina LidónMoyano, Adrián González Marrón, Kailey Bunch, Juan Carlos Martín-Sánchez, José M. Martínez Sánchez, (2019)<sup>2</sup> The study is conducted to analyse the relationship between the work life balance and job satisfaction impact with working hours. Comparatively, women are more exhausted because of the long working hours. There is a great relation between working hours and WLB. Women like to choose parttime jobs to take care their children and family. In self employed category, the level of relationship between working hours and WLB is low, because of the chance of work prioritize according to the necessity. Poor work-life balance leads for absenteeism and health issues. In Europe , the satisfaction level between working hours and work-life balance is quietly good, but certain differences are found by means of gender and age.

Kristy S.Chunta (2020)<sup>3</sup>The study is conducted among the nurse leaders to evaluate the barriers of joy in workplace and work-life balance. The study suggested implementing IHI's four step model to measure the barrier factors of job in work place. Nurses have to maintain and manage a complex role on a daily basis. They have varies responsibilities such as managing the staff, coordinating the staff, managing patient, managing family roles, meeting the expectations of the organization and enhancing productivity and outcomes. IHI's four step model addresses the first step with two questions a)'what matters to you' b)'state your work-role purpose?'. This is the question to realize the short term and long term goals. This will help the employee to move favourably beyond the obstacles. Step two is identifying the barriers related to workplace joy. Prioritizing the job and making the surrounding with likeminded subjective and objects will make a difference in work place. The third step is to set framework to make changes. The changes can't be made immediately and rapidly . The changes should be planned carefully and technically possible means. The proper time management and pre-planning on daily work basis will definitely help to balance work-life efficiently. The fourth measure is to measure the outcome. Self-care is the most important factor for the self management. Those who pose the capability of self-manage, they move with the good level of life balance.

Noda ,H (2020)<sup>4</sup> 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 worklife balance more than social-democratic ones.

Jodie Raffi , Megha K. Trivedi , Lucile White, Jenny E. Murase. (2020)<sup>5</sup> The study is conducted among the women dermatologists in Texas to analyse the impact of mental health due to imbalance in worklife. Eighty five percent of the respondents are married. As the respondents are in health care field, generally dermatologists are overloaded with responsibilities. They are facing lot of challenges because of the challenges in medical career. To balance the work-life ,majority of them have recruited household to help in their daily life. It is also suggested to give importance to exercise and good hours of sleep. The stress created because of the routine and work-load has direct impact on mental-health. Personal awareness in selfmanaging and prioritizing the work will help to stabilize professional and personal life. Generally physicians face challenges in balancing work and life. Now the modern technology results advancements in medical field. Managing the health-records electronically and maintaining automated way of work may reduce the work load. Twenty five percent of the respondents reported that they get sleep for less than six hours and they are struggling to manage the stress level.

Dr .D. Shoba, Dr. G. Suganthi (2020)<sup>6</sup> their study entitled “Work Life Balance and Job Satisfaction – An Empirical Analyses Using Structural equation

Modeling” is about work life balance and job satisfaction of school teachers working in Villupuram District. This study discloses that the attributes Emotional Intelligence, Organizational Commitment, and Attitude have positive effect on job satisfaction of teachers. And the attribute Work-life

<sup>2</sup> The study is conducted to analyse the relationship between the work life balance and job satisfaction impact with working hours. Comparatively, women are more exhausted because of the long working hours.

<sup>3</sup> Kristy S.Chunta (2020) The study is conducted among the nurse leaders to evaluate the barriers of joy in workplace and work-life balance. The study suggested implementing IHI's four step model to measure the barrier factors of job in work place.

<sup>4</sup> Investigated the Individual and macro problems affect young Europeans' work-life balance. Education affects young men and women's work-life balance differently.

<sup>5</sup> Jenny E. Murase. (2020) The study is conducted among the women dermatologists in Texas to analyse the impact of mental health due to imbalance in worklife.

<sup>6</sup> Dr. G. Suganthi (2020) their study entitled “Work Life Balance and Job Satisfaction – An Empirical Analyses Using Structural equation Modeling” is about work life balance and job satisfaction of school teachers working in Villupuram District.

balance have negative influence on job satisfaction of teachers. And these factors have direct influence on job satisfaction. Job satisfaction through their work life balance indirectly influenced by the attributes Work-life conflict, Flexible working arrangement and Attitude of teachers. And these factors not affected by the type of school in which They are teaching. The work-life balance of teachers working various type of schools like Government school, Aided school and Private schools are same; also the job satisfaction of teachers is same regardless of the School in which teachers are working.

SWATHY E T (2021)<sup>7</sup> Work–life balance is a broad concept including proper prioritizing between work” (career and ambition) on one hand and “life” (Health, pleasure, leisure, family and spiritual development) on the other. This study is about to know the work life balance of women teachers in autonomous colleges in Thrissur district. This study tries to find factors influencing work life balance of women teachers and their satisfaction level. Primary data collected from respondent through systematically prepared questionnaire in google form then electronically summarized through SPSS. This study descriptive in nature. It include fact finding enquires of different kind. The major objective of the study to identify the factors influencing work life balance among women faculty and the practices followed by women staff members on managing their work life commitments. Appropriate statistical tools were used for data analysis via descriptive and inferential statistical tool. Percentage and inferential analysis done through Levine’s ‘t’ test for equality of variances and Spearman’s rank correlations (non parametric correlations). Pie charts are also used for graphical presentation of data. This study revealed that faculty satisfied with work life balance even they are going through work pressure. Majority of respondents also having job satisfaction also. In case if there is work life imbalance management should take proper measures for ensuring work life balance and thereby ensure quality education for students.

### 7.1 Research gap

The above research papers were only about the work life balance of various fields of work such as nurses, IT employees, medical practioners etc., but this briefly portrays the work life balance of women school teachers in Coimbatore city . This study also differentiated from the others as it takes into consideration only married women school teachers. This study analyses the various factors associated with the work life balance along with their causes and effects.

---

## 8. Analysis and Interpretation of Data

Data analysis and interpretation is the next stage after collecting data from empirical methods. The dividing line between analysis of data and interpretation is difficult to draw as the two processes are symbolical and merge imperceptibly.

Interpretation is inextricably interwoven with analysis. The analysis is a critical examination of the assembled data. Analysis of data leads to generalization. Interpretation refers to the analysis of generalization and results. A generalization involves concluding a whole group or category based on information drawn from particular instances or examples. Interpretation is a search for the broader meaning of research findings. Analysis of data is to be made regarding the purpose of the study. Data should be analysed in light of hypothesis or research questions and organized to yield answers to the research questions.

Data analysis can be both descriptive as well as a graphic in presentation. It can be presented in charts, diagrams, and tables. The data analysis includes various processes, including data classification, coding, tabulation, statistical analysis of data, and inference about causal relations among variables. Proper analysis helps classify and organize unorganized data and gives scientific shape. In addition, it helps study the trends and changes that occur in a particular period.

The following tools were used:

- Rank Analysis
- Chi-square Analysis

### 8.1 Rank Analysis:

A ranking is a relationship between a set of items such that, for any two items, the first is either "ranked higher than", "ranked lower than" or "ranked equal to" the second. In mathematics, this is known as a weak order or total preorder of objects. It is not necessarily a total order of objects because two different objects can have the same ranking. The rankings themselves are totally ordered.

---

<sup>7</sup> SWATHY E T (2021) Work–life balance is a broad concept including proper prioritizing between work” (career and ambition) on one hand and “life” (Health, pleasure, leisure, family and spiritual development) on the other.

For example, materials are totally preordered by hardness, while degrees of hardness are totally ordered. If two items are the same in rank it is considered a tie. By reducing detailed measures to a sequence of ordinal numbers, rankings make it possible to evaluate complex information according to certain criteria. Thus, for example, an Internet search engine may rank the pages it finds according to an estimation of their relevance, making it possible for the user quickly to select the pages they are likely to want to see. Analysis of data obtained by ranking commonly requires non-parametric statistics.

**8.1.1 Table shows the factors that their organisation facilitates the facilities to the respondents**

<b>FACTORS</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>TOTAL</b>	<b>RANK</b>
Counseling service for employees	44	44	44	13	6	560	3
Health program	45	36	57	9	4	562	2
Parenting or family support programs	49	39	44	14	5	566	1
Relocation facilities and choice	37	38	49	17	10	528	4
Transportation	37	37	39	19	19	587	5

**INTERPRETATION**

The above table depicts the factors that will help the respondents to balance their work and life. It states that the highest rank is for the parenting or family support programs, second rank is for the health programs, third rank belongs to the counseling service for employees, fourth rank is for the relocation facilities and choice, fifth rank belongs to the Transportation.

**8.1.2 Table shows the Factors that will help to balance both work and life**

FEATURES	5	4	3	2	1	TOTAL	RANK
Job sharing	57	55	33	3	3	613	2
Time off for family	60	44	43	3	1	612	3
Prioritizing	62	43	42	4	0	616	1
Focus on your health	52	49	40	7	3	593	4

## INTERPRETATION

The above table shows that factors that will help to balance both work and life, in that prioritizing ranked first which shows that respondents are most satisfied with that and followed by job sharing, time off for family and the least satisfied factor from the opinion of the respondents is focus on your health.

### 8.2 Chi-Square Analysis:

Chi-square test is the non-parametric test of significant differences between the observed distribution of data among the observed distribution of data among categories and the expected distribution based on the null hypothesis. The test (Pronounced as chi square test) is one of the simplest and most widely used non-parametric test in statistical work. The symbol is the Greek letter Chi. The test was first used by Karl person in the 1900.

#### 8.2.1 Table showing the relationship between level and type of institution of the respondents

INCOME LEVEL	TYPE OF INSTITUTION				TOTAL
	GOVERNMENT SCHOOL	AIDED SCHOOL	PRIVATE SCHOOL	SELF-FINANCING	
15000-20000	7	3	41	4	55
21000-30000	4	3	16	0	23
31000-40000	6	6	15	1	28

<b>Above 40000</b>	<b>29</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>45</b>
<b>TOTAL</b>	<b>46</b>	<b>20</b>	<b>79</b>	<b>6</b>	<b>151</b>

<b>O</b>	<b>E</b>	<b>O-E</b>	<b>(O-E)<sup>2</sup></b>
7	16.75	-9.75	95.0625
4	7.00	-3	9
6	8.52	-2.52	6.3504
29	13.70	15.3	234.09
3	7.28	-4.28	18.3184
3	3.04	-0.04	0.0016
6	3.70	2.3	5.29
8	5.96	2.04	4.1616
41	28.77	12.23	149.5729
16	12.03	3.97	15.7609
15	14.64	0.36	0.1296
7	23.54	-16.54	273.57
4	2.18	1.82	3.3124
1	1.11	-0.11	0.0121
1	1.78	0.78	0.6084
151	149.82	1	815.2408



$$\begin{aligned}
 \text{Chi-square Value } X^2 &= \sum (\mathbf{O-E})^2 / E \\
 &= 815.2408 / 149.82 \\
 &= 5.44146842 \\
 \text{Degree of Freedom} &= (r-1) (c-1) \\
 &= (4-1) (4-1) \\
 &= (3) (3) \\
 &= 9
 \end{aligned}$$

Table value = 16.919 Testing of Hypothesis

Null Hypothesis H0: There is no significant relationship between the income level of respondents with their institution.

Alternate Hypothesis H1: There is a significant relationship between the income level of respondents with their institution.

Level of significance = 5% or 0.05

Degree of freedom = 9

Chi square value  $X^2 = 5.44$

Table value = 16.919

## INTERPRETATION

The calculated value (5.44) is less than table value (16.919) at the level of 5% significance. Hence null hypothesis is accepted, thus there is no significant relationship between income and working institution of the respondents.

## 9. Findings and Suggestions

Objective of the study were to know the impact of various factors influencing the work life balance of women teachers, to examine the impact of work life balance on women teachers' performance and to suggest the management to take necessary actions for the betterment of work life balance. The study has been carefully analysed using the techniques of simple percentage analysis, rank analysis and chi-square analysis. The final chapter is an attempt to summarize the findings of the study based on which few suggestions have been made.

### 9.1 Rank Analysis

- The above table depicts the factors that will help the respondents to balance their work and life. It states that the highest rank is for the parenting or family support programs, second rank is for the health programs, third rank belongs to the counseling service for employees, fourth rank is for the relocation facilities and choice, fifth rank belongs to the Transportation.
- The above table shows that factors that will help to balance both work and life, in that prioritizing ranked first which shows that respondents are most satisfied with that and followed by job sharing, time off for family and the least satisfied factor from the opinion of the respondents is focus on your health.

### 9.2 Chi-square Analysis

- The calculated value (5.44) is less than table value (16.919) at the level of 5% significance. Hence null hypothesis is accepted, thus there is no significant relationship between income and working institution of the respondents.

## Suggestions

### 1. Suggestion to the teachers:

The study showed that having a hobby or taking part in extracurricular activities strengthens the relationship between work and life. Therefore the teachers should find themselves a hobby or take part in extracurricular activities that acts as a reset button to refresh their minds and clear it up for other

work related issues to maintain a balance between work and life. □ The teachers should make time for work and life in equal proportions to find the optimum level of balance between work and life. □ The study showed that majority of the Private school teachers think about they have lot of stress during their work. So the teachers must learn to forget work related things when not at work to improve their work life balance.

## 2. Suggestions to the institutions/workplace:

The institutions must regulate the wage/salary system and have a proper system of promotion and wage increment policies and schemes as they motivate the employees and improve work life balance. □ The study shows that most of the schools do not implement work life balance policies. Therefore the institutions should implement better work life balance policies to promote work life balance in the work place. □ The study shows that many of the school providing additional managerial responsibilities to the teachers. So the institutions can reduce those responsibilities it may easy to balance both work and life.

## 3. Suggestions to the state government:

The study showed that there is many private school teachers are struggling to manage their work and life. There is no proper rules and by laws governing the private schools. Therefore the state government should come up with various rules and by laws to govern and regulate the private schools in terms of the fee structure, the wage/salary systems and the implementation of work life balance policies. □ The state government should look into the working hours of the teachers and formulate a better and more flexible timings for the schools. 4. Suggestions to future work life balance researchers. □ Since the current study is only based on women school teachers of Coimbatore city, there is a good prospect for future research in work life balance of other sectors. □ More exploratory research can be done in the future with better formulated objectives and hypothesis using different tools to gain better insight into the concept of work life balance and its implications. □ This study does not compare the gender of the teachers. Therefore future studies could be conducted to compare the levels of work life balance between men and women.

## Conclusion

The findings of the previous chapter results and discussions shows certain conclusion of the study. Throughout the report work life balance was the main focus. The institutions /workplace is found to be extremely responsible for work life balance and it is crucial that the organization supports work life balance in order to promote a good and healthy work life balance among its employees so that it can be beneficial for both the employee and for the organization's overall development. It has also been observed that additional work apart from teaching will also an impact on work life balance of teachers.

The level of income too has a significant impact on work life balance therefore in order to promote work life balance the organizations should have a better wage /salary system which is missing from most of the schools comparing to type of institutions in Coimbatore. There should be a proper wage payment system and not just based on the type of institutions as it is a very crucial element in promotion and maintaining of work life balance

## REFERENCES

- Acker,S.(1992). Creating careers: Women teachers at work. Curriculum inquiry, 22, 141- 163.
- Adams Lisa (2013), Find a hobby to balance out your career. <http://www.careerealism.com> . August 22, 2013. • Adams Lisa (2013),Find a hobby to balance out your career.
- Adisa A (2014),The challenges and realities of work-life balance among Nigerian female doctors and nurses,Economic Insights –Trends and challenges,Vol.3,No.3,pp23-37
- Akanji B (2012), Realities of work life balance in Nigeria:Perceptions of role conflict and coping beliefs,2012, 10(2):248-263, [www.bme.vgtu.lt](http://www.bme.vgtu.lt) All work & no play will take your young guns away (2007),Worklife solutions-Articles.
- Amour-St N.L, Johanne,D Annie,M. S. (2007),The difficulty of balancing work and family life:Impact on the physical and mental health of Quebec families.

- Anwar J, Hasnu SAF,Janjna Y. S (2013),Work-life balance: What organizations should do to create balance,World Applid Sciences Journal,24(10):1348-1354. 184
- Appiah- A, Evelyn (2013),Work-life balance as a tool for stress management in selected banking institutions in Ghana,global Research journal of Management and Business Studies, Vol.2(5) pp.291-311.
- Atheya, Ritu,A. R (2014),Stress and its brunt on employee's work-life balance (Wlb):A conceptual study,IOSR Journal of Humanities and Social Sciences,Vol.19,Issue 3,pp 57- 62.
- Azeem M.S, Akhtar N (2014),The influence of work life balance and job satisfaction on organizational commitment of healthcare employees, International Journal of Human Resource Studies,2014,Vol. 4,No. 2.
- Balaji . R (2014), Work-life balance of women employees, International Journal of Innovative Research in Science, Engineering and Technology,Vol.3,Issue 10,October 2014.
- Balancing work and family life, soroptimist white paper (2012)
- Banwell W (2006),under pressure implication of work-life balance and job stress, [www.humansolutions.ca](http://www.humansolutions.ca)
- Barlett.A,Jennifer, (2001). The —weisirel class: the elusive goal of work-life balance ,[http://uknowledge.uky.edu/libraries\\_facpub](http://uknowledge.uky.edu/libraries_facpub)
- Beauregard, T. Alexandra and Henry, Lesley C. (2009) Making the link between work-life balance practices and organizational performance. Human resource management review, 19 . pp. 9-22. ISSN 1053-4822 . 71
- Bloom N. K, Toby. V (2006),Work life balance, management practices and productivity.
- Burke, R.J.,& Greenglass,E.(1987) work and family. In C.L. Cooper & I.T. Robertson (Eds) International review of industrial and organizational psychology. New York: Wiley.

#### Websites

- [www.wikipedia.com](http://www.wikipedia.com)
- <http://www.careerealism.com>
- [www.google.com](http://www.google.com)
- [www.slideshare.com](http://www.slideshare.com)
- <https://shodhganga.inflibnet.ac.in>



## International Journal of Research Publication and Reviews

Journal homepage: [www.ijrpr.com](http://www.ijrpr.com) ISSN 2582-7421

---

#### Annexure

##### Age

- 25-30 • 31-35 • 36-40 • Above 40

##### Qualification

- Graduate •Post Graduate • B.ed • M.ed

##### Monthly income

- 15000-20000 • 21000-30000 • 31000-40000 • Above 40000

##### Marital status

- Married • Divorced • Seperated • Widow

##### Area of residence

- Urban • Semi urban • Rural

Since how long have you been in this profession • 1-5 years • 6-10 years • 11-15 years • Above 15 years How many hours you handle in a day?

- 2-3 hours • 4-5 hours • 6-7 hours • More than 7 hours

How satisfied are you with your current working hours?

- Strongly satisfied • Satisfied • Neutral • Dis-satisfied Do you prioritize your family over work?

- Yes • No

Do you prioritize your job over your personal life?

- Yes • No

How do you feel about the amount of time you spend at work?

- Very happy • Happy • Neutral • Unhappy

How many hours do you spend travelling to work in a day?

- Less than half an hour • Nearly one hour • Nearly two hours • More than two hours Mode of transport

- School transport • Public transport • By own vehicle

Type of institution

- Government school • Aided school • Private school • Self financing

Do you participate any co-curricular activities outdoors not related to work?

- Sports • Religious • Cultural

How do you manage stress arising from your work?

- Yoga • Entertainment • Spending time with family • Others

Rate the following factors that will help you to balance your work and life? (5 being the best, 1 being least)

International Journal of Research Publication and Reviews Vol ( ) Issue ( ) (2021) Page 000

- Job sharing • Time off for family • Prioritizing • Focus on your health

Rank the following additional work facilities that your organisation facilitates.

- Counseling services for employees • Health programs • Parenting or family support programs • Relocation facilities and choices • Transportation What benefits are focused by your institution to balance your work life?

- Flexible timings • Vaccations • Paid time-off • Class rotations

Does any of the following hinder you in balancing your work and family commitments?

- Long working hours • Compulsory over time • Meeting/ Training after class hours • Others In the last six months for what particular reason have you taken off from work?

- Personal circumstances • Health issue • Stress related • Religious beliefs

Are you benefited from offloading some of your tasks or works to your colleague?

- Frequently • Often • Sometimes • Rarely

What is the duration upto which your school provides maternity leave to the teachers?

- 3 months • 5 months • 6 months • 1 year

Do you have additional managerial responsibilities in your current school?

- Discipline management • Curriculum development • Non academic work • Examination related work Do you suffer from any stress related diseases?

- Hyper tension • Obesity • Diabets • Frequent headache • Others