

Work Life Balance **(A Case Study of Female Teachers in S D College, Ambala Cantt.)**

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Abstract

Work life balance is a fundamental concept in HRM. Work life balance is an important term to better understand the stability between function and existence in relation to performance in the workforce of an organization. This paper is aimed towards understanding work life balance position of female teaching staff of SD College, Ambala Cantt; by conducting comparative study of regular and contractual staff's work and personal life position along with reviewing variety of aspects relating to the topic.

INTRODUCTION

The concept of work life balance has become an important part of organization's policy to increase effectiveness. It is a wide term, comprising proper prioritization between work i.e. career and ambition on one hand and life i.e. health, pleasure, leisure, family and spiritual development on the other.

Organizations hire workers for better performance and productivity, whereas workers joins the organization for pay, promotion, enjoyment and job satisfaction while maintaining their personal lives. These conflicting objectives of labour and management creates a complicated relationship between organizations and its employees. Therefore in order to attain better performance and enhanced productivity, the organization must apply appropriate work life balance policies to meet the different needs of different employees from time to time. Because conflicting work-life position has adverse consequences and it will negatively affect the quality of work and family achievements of both male as well as female staff but specially females in India socio-cultural system.

OBJECTIVES

- To identify the various factors affecting work life balance of contractual female teaching staff in SD College, Ambala Cantt.
- To identify the various factors affecting work life balance of regular female teaching staff in this college.
- To conduct comparative study of existing work-life position of regular and contractual female teaching staff working in the college.
- To identify better work life balance arrangements which can lead to job satisfaction.

RESEARCH METHODOLOGY

The present study is confined to study the difference in work life balance among regular and contractual female teaching staff in SD College, Ambala Cantt.

SD College is a multidisciplinary co-educational post graduate college, established in 1916.

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Originally established in Lahore, the college was reestablished in Ambala in 1948 after the partition of India in 1947.

The sample size was of 50 female teachers and convenience sampling method was used for data collection. Frequency table is used to analyze data and net result is obtained by computing percentage of calculated frequencies.

The study is based on primary data, which was collected through female teaching staff of SD College, Ambala Cantt, consisting of 26 regular and 59 contractual female teachers i.e 85 female teachers in total (population).

In order to get the required information, a well- designed questionnaire was prepared and administered among 50 respondents, comprising 14 regular (53.8%) and 36 contractual (61%) female teaching staff. The sample data is 59% of total female teaching staff of SD College.

The whole collected data (sample) can be represent as follows:-

Total Data (Sample) = 50 female teaching staff members

Associate professor	05	Assistant professor	45	Total	50
Regular staff	14	Contractual staff	36	Total	50
Married	31	Unmarried	19	Total	50

On the basis of experience, the data can be classified as follows:-

Experience	Contractual	%age	Regular	% age	Total	%age
0-5 years	23	63.89	04	28.57	27	54
5-10 years	02	05.56	12	85.71	14	28
10-15 years	01	02.78	-	-	01	02
>15 years	-	-	08	57.14	08	16
Total	26	52	24	48	50	100

DATA ANALYSIS AND INTERPRETATION

In the questionnaire, various questions were asked from the respondents, which they had to answer among the options available against each question. For analyzing the data, questions having same options were categorized into one table and percentages are calculated against each option.

Table 1 to 3, present existing work life balance position of female teaching staff and its effect on their job and job satisfaction.

TABLE 1

Questions No	CONTRACTUAL						REGULAR									
	V.S	%age	S.S	%age	S.D	%age	V.D	%age	V.S	%age	S.S	%age	S.D	%age	V.D	%age
1	28	77.8	8	22.2	-	-	-	-	12	85.7	2	14.3	-	-	-	-
2	15	41.7	21	58.3	-	-	-	-	5	35.7	9	64.3	-	-	-	-
3	21	58.3	13	36.1	1	2.8	1	2.8	7	50.0	7	50.0	-	-	-	-
4	26	72.2	9	25.0	1	2.8	-	-	8	57.2	6	42.9	-	-	-	-
5	20	55.6	15	41.7	-	-	1	2.8	8	57.2	6	42.9	-	-	-	-
6	25	69.4	10	27.8	1	2.8	-	-	6	42.9	7	50.0	1	7.2	-	-

Abbreviations used in above table:

V.S= very satisfied, S.S= somewhat satisfied, S.D= somewhat dissatisfied, V.D= very dissatisfied

Table 1.1

S.NO	QUESTIONS
1	Satisfaction with working hours.
2	Satisfaction with quality of present family life.
3	Satisfaction with break and lunch time.
4	Satisfaction with separation of professional and personal life.
5	Satisfaction with leave policy of organization.
6	Satisfaction of training with new system in organization.

Table 1, includes points which relate to the staff members existing work schedule and its effect on their personal life.

According to this table, the results obtained against, point 2 (quality of present family life), point 3 (satisfaction with break and lunch time) point 4 (separation of professional and personal life) and point 6 (satisfaction of training with new systems); depicts more positive results in case of contractual teaching staff as compare to regular teaching staff.

Whereas, the result obtained against point 1 (satisfaction with working hours) and point 5 (satisfaction with leave policy of organization) depicts more positive result in case of regular teaching staff as compare to contractual teaching staff.

Hence after analyzing the whole table, it is observed that overall satisfaction is greater in contractual teaching staff as compare to regular teaching staff, considering the above mentioned points.

TABLE 2

Questions	CONTRACTUAL										REGULAR							
	Always	%age	Sometim	%age	Seldom	%age	Never	%age	Not	%age	Always	%age	Sometim	%age	Seldom	%age	Never	%age
1	23	63.9	12	33.3	-	-	1	2.8	-	-	6	42.9	7	50.0	1	7.1	-	-
2	13	36.1	21	58.3	1	2.8	1	2.8	-	-	4	28.6	7	50.0	3	21.4	-	-
3	18	50.0	14	38.9	4	11.1	-	-	-	-	6	42.9	8	57.1	-	-	-	-
4	6	16.7	27	75.0	3	8.3	-	-	-	-	3	21.4	10	71.4	1	7.1	-	-
5	13	36.1	17	47.2	2	5.6	4	11.1	-	-	-	-	-	-	3	21.4	11	78.6
6	12	33.3	18	50.0	4	11.1	-	-	2	5.6	3	21.4	11	78.6	-	-	1	7.1
7	26	72.2	9	25.0	1	2.8	-	-	-	-	12	85.6	2	14.3	-	-	-	-

TABLE 2.2

Sr. No	QUESTIONS
1	Availability of enough time for family after working hours.
2	Availability of sufficient time for own self development.
3	Spending quality time with family members after busy working schedules.
4	Scheduling trips with family.
5	Stress often due to income level.
6	Initiatives taken by organization to manage work life balance of employees.
7	Getting fair treatment and respect among employees of organization.

Table 2, includes points which relate to the personal and social life of staff members.

Point 1 (enough time for family after working hours) and 3 (spending quality time with family) depicts that in respect of giving time to their family members, contractual teaching staff has given positive response as compare to regular teaching staff.

Point 5 (stress due to income level) clearly shows that regular staff is barely stressed about their income level, while contractual staff shows some negative results in this regard. The result obtained against point 2 (time for self-development) and 4 (trips with family) is nearly the same in case of both regular and contractual teaching staff.

Point 7(fair treatment and respect among employees) relates to the self-esteem needs of the staff members, which shows comparatively positive result in case of regular staff than contractual staff.

The result obtained against point 6 (Initiatives taken by organization to manage work life balance of employees) shows lack of uniformity in both regular and contractual staff members' answers, which can be due to lack of awareness or confusion regarding efforts made by organization for managing work life balance of employees on the part of teaching staff members.

TABLE 3

Question	CONTRACTUAL										REGULAR										
	Def.	Mag	M.H	Mag	P.B.N	Mag	D.N	Mag	N.A	Mag	Def.	Mag	M.H	Mag	P.B.N	Mag	D.N	Mag	N.A	Mag	
1	6	10.7	22	61.1	5	13.9	1	2.8	2	5.6	2	14.3	8	57.2	2	14.3	2	14.3	-	-	-
2	26	72.2	8	22.2	1	2.8	1	2.8	-	-	8	57.2	6	42.9	-	-	-	-	-	-	-
3	23	63.9	7	19.4	1	2.8	2	5.6	6	16.7	9	64.3	4	28.6	-	-	-	-	1	7.1	-
4	23	61.1	4	11.1	-	-	2	5.6	8	22.2	8	57.1	4	28.6	-	-	-	-	3	14.3	-
5	15	41.7	19	52.8	-	-	1	2.8	1	2.8	13	92.9	1	7.1	-	-	-	-	-	-	-
6	21	58.3	11	30.6	2	5.6	-	-	2	5.6	10	71.4	4	14.3	-	-	-	-	-	-	-
7	24	66.7	7	19.4	2	5.6	1	2.8	3	5.6	10	71.4	3	21.4	1	7.2	-	-	-	-	-
8	19	52.8	9	25	3	8.3	5	13.9	-	-	6	42.9	6	42.9	2	14.3	-	-	-	-	-
9	27	75	7	19.4	-	-	-	-	2	5.6	14	100	-	-	-	-	-	-	-	-	-
10	14	38.9	7	19.4	2	5.6	1	2.8	13	33.3	8	57.2	1	7.2	-	-	-	-	5	35.7	-

Abbreviations used in above table:
 Def. = definitely, M,H = may be, M,B,N = may be not, D,N = definitely not, N,A = not applicable.

TABLE 3.1

S.NO.	QUESTIONS
1	Engagement in social activity.
2	Ability to attend urgent family or personal issues.
3	Ability to take good care of aged parent(s)/in law(s).
4	Ability to give full attention to children.
5	Do you have good career prospect in your organization?
6	Are all employees treated equally in respect with work related matter?
7	Are all employees treated equally in respect with family related matter?
8	Does organization provide good compensation for work?
9	If employees have good work life balance, organization will be more effective.
10	Whether various unique programmes are offered by organization to employees for maintaining work life balance.

The points in this table depicts a good mixture of staff members' present working life, social life and family life.

Point 1(engagement in social activity), point 2(attention for urgent family & personal issues) depicts more positive results in case of contractual teaching staff as compared to regular teaching staff.

Point 3(taking good care of aged parents/in laws), point 4(give full attention to children), point 8 (providing good compensation of work by organization) depicts nearly the similar results in case of both regular & contractual teaching staff.

The results obtained against point 5(good career prospect in organization), point 6(equal treatment in respect of work related matters), point 7(equal treatment in respect of family related matters), point 9 (effectiveness of organization due to good work life balance of employees), point 10 (offering unique programmes to employees for maintaining their work life balance by organization); shows comparatively positive results in case of regular staff than contractual staff.

After analyzing table 3, it is clearly visible that most of the positive responses are obtained from regular staff as compare to contractual staff against every point.

FINDINGS

The comparative analysis of above three tables, clearly shows the more satisfaction of regular teaching staff in respect of their job security, salary, esteem and status needs and career prospects in this College, as compare to contractual teaching staff members.

Whereas in respect of quality time available with teachers to be spent on their family members or in social activities, the more positive response are obtained from contractual teaching staff members as compared to regular teaching staff. It may be because of the more responsibilities and work pressure lies with the regular teachers.

SUGGESTIONS

Following are some of the suggestions to improve work life balance position on the part of teachers themselves:-

- As a teacher, the best thing one can do for handling stress is to ensure that they have always got something to look forward to after completing all working tasks which they can enjoy in their free time such as watching movie, playing games etc. in addition to studying allied subjects of their interest.
- Learn to say “No” because saying “No” is not as bad as we all think. Being honest and assertive about what we can and we can't do, will allow us to prioritize our already busy work schedule.
- Make yourself healthy and give priority to your health.
- To cope up with the stress arising out of lack of job security, especially as in case of contractual teachers, they must try to find alternative careers such as education liaison roles, educational supplier, tutoring, corporate learning & development and so on.
- To avoid stress while working in this cut throat competitive environment (especially for contractual teachers), it is advised to work with the strengths of the people around you and actively seek support from them, as well as actively provide your support too, in case of any need.

CONCLUSION

Supportive relationships are very important in a workplace for all the organizations to develop and create healthy and supportive work environment. The work policies and practices which are family supportive might be very helpful in terms of employee attitude and wellbeing.

The nature of work that teaching profession demands now a days, have highlighted teacher's workload and the amount of stress and pressure they are put under. Class preparation to be done, marking due and observation around the corner- it's not hard to understand how things can mount up causing unhealthy levels of stress and anxiety. Despite this teaching remains one of the most rewarding and prestigious career. Therefore, so many people wants to make their career in this area.

As with many other organizations, work life balance now has become a very important and fundamental issue in teaching profession also. Organizations must use friendly policies to create better work life balance position for employees various work and family supportive programmes, for example: “flexi-time”, “compressed work week”, and “job sharing” can be administered by the organizations.

Such programmes would provide great support to teachers who are striving to balance their work and other family responsibilities and therefore reduce their work- family conflict. These programmes will also help the organizations in improving the overall job-satisfaction, motivation, retention and productivity.

The important point in this regard is that the employees should feel positive and be encouraged to use these facilities.

LIMITATIONS AND AREAS FOR FURTHER RESEARCH

Although comprehensive research has been conducted in this study, there will always remain room for further studies with larger sample sizes. The present study was only confined to female teaching staff of SD College, Ambala Cantt and that only to 50 respondents, which is a very small sample in the context of the broader subject of work life balance.

Time and resource constraint was also another main limitation. If more time was allotted to this case study, the sample size would be relatively large.

Apart from this, the study was also limited to a specific college i.e. SD College in Ambala, which can further be extended to include another colleges of the region.

It would be interesting to perform a comparative study of work life balance of both male and female teaching staff of different colleges. With larger sample sizes, better qualitative results can be obtained from the future studies.