

# A Study of the Work-Life Balance of Virudhunagar District's Teaching Professionals in the Arts and Science Colleges

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## Abstract

The teaching staffs of the scientific and arts institutions in the Virudhunagar District participated in the study. This study aims to investigate the difficult obstacles respondents had in juggling their personal and work lives. The primary data for the study are used. Using the random sampling approach, 150 respondents made up the sample. This study has looked at the several elements that respondents' work-life balance is affected by. The goal of the current study is to comprehend the respondents' socioeconomic profile, opinions regarding their careers, work-life balance, and the factors that influence these factors as well as the results of work-life imbalances. The respondents' perspective of how work-life balance affects life happiness, as well as the effects of work-life balance on individuals psychological, social, familial, and environmental perspectives. The poll also aims to gauge respondents' attitudes toward managing work-life balance. The relevant hypotheses have been framed as the relational basis's focus in order to address the objectives. These hypotheses test whether there are significant differences among working women regarding their work-life balance issues, the impact of work-life balance, the outcome, and the method of managing work-life balance-related aspects. The relevant statistical tools that are used for this purpose include the Chi-Square test, ANOVA, correlation, Garrett Ranking Technique, and factor analysis.

**Keywords:** Professional Life, Personal Life, Professional Life Balance, and Teaching Professionals

## 1. INTRODUCTION

The issue of finding a work-life balance in companies and at home is becoming increasingly pressing for many businesses and individuals. Human resource professionals search for ways to enhance their organizations' financial performance, boost staff morale, retain people who possess important company knowledge, and stay up to date with workplace developments in today's fast-paced culture. In a culture where obligations and responsibilities sometimes collide, work-life balance has emerged as a key concern for employers.

In today's fast-paced world, it may be rather challenging for people to strike a balance between the demands of the workplace and the responsibilities of being a homemaker, regardless of gender. Their life frequently ends and swings at either end of a seesaw living a busy life. This modern managerial

issue has become a difficult aspect for young professionals who have just begun a family as well as for young and middle-aged parents who must constantly attend to their rapidly developing children, who are either young adults or students. A shift in approach that prioritizes emotional intelligence would be helpful in achieving work-life balance.

Work-life balance affects not only employees but also businesses, the economy, the government, and society at large. Women producing children and parents nurturing them will be key players in the employment and consumer market of the future. The shift from a family structure with a single male breadwinner to one where both parents work for a living has made Raising children is becoming more and more challenging as long as the workforce is still shaped around male wage earners. "Work-life balance" emerged in part as a reaction to employees without family responsibilities believing that workers with children were receiving perks that they were not. All obligations and non-paid activities are included in the definition of "life." Although "unpaid work" is not typically included in the phrase when discussing employment, it might be expanded to encompass that. Organizations once considered "life" and "work" to be separate spheres. It was expected of employees to put the interests of the organization before their own. Organizations used to respond by saying that employees' personal matters and their work within the office were their own concerns. As time has progressed, so too have attitudes. Today's managers and organizations understand the influence work-life balance has on personal life and vice versa. An increasing number of firms in recent years have adopted the premise that objectives for work and personal life are complimentary rather than competing. It produces favorable results for both the employee and the company and aids people in striking a balance between their personal and professional lives.

Consequently, an increasing number of businesses have started implementing "family-friendly practices" or "work-life (family) programs." The phrase "work-life balance" refers to workplace policies and procedures that recognize and support workers' requirements in striking a balance between the responsibilities of their personal and professional lives work-life balance.

The ideal integration of work and life without them interfering with one another is known as work-life balance. People and businesses in the modern business world are working nonstop to satisfy the ever increasing demands. When deadlines or expectations are not met, even a small delay is viewed as an organizational failure. Employees are working extremely hard and sacrificing everything to achieve work-life balance in order to prevent delays and failures. This is putting a great deal of strain on them, and as a result, they are compelled to accomplish their task regardless of the deadline. The most common excuse cited by staff members is that they are too busy or don't have enough time. A 24-hour day is no longer sufficient to carry out obligations or responsibilities both personal and professional. The issue appears straightforward, but it is challenging to manage and address. Workers who must simultaneously fulfill the tasks of husband, father, daughter, or son find it difficult to balance these responsibilities. Time and stress are the two key challenges that need to be addressed in order to attain work-life balance, based on observations of many employees' daily lives. Optimizing these two factors is key to achieving the ideal work-life balance. The company's HR division ought to support the worker in keeping a healthy work-life balance. With the employer's help, the HR manager must carefully diagnose the problem and come up with a solution. Work-life balance must be provided by the organization as per HR policy.

Issues with work-life balance seem to impact certain categories of people more than others—those with long work hours, those whose work extends into the home due to contemporary technology, those in

non-traditional jobs like shift work, those with low incomes, those attempting to balance paid work and parenting, and those with cultural obligations outside of the home and workplace.

### **STATEMENT OF THE PROBLEM**

These days, both employers and employees are placing more and more pressure on one another to deliver better results. Work, kids, housework, volunteering, caring for a spouse and aging parents, among other conflicting obligations, puts a strain on individuals, families, and the communities where they live. The goal of work-life balance is to establish and preserve a positive, healthy work environment that will help employees balance their personal and professional obligations, hence increasing their productivity and loyalty. In addition to being beneficial for their relationships and general well-being, maintaining a work-life balance can increase productivity. The capacity to attain work-life balance in the fast-paced business world of today is growing in more challenging. Thus, it is imperative that educators give careful thought to preserving their work-life equilibrium. As a result, the researcher has attempted to carry out a study on the work-life balance of instructors at science and arts colleges in the Virudhunagar area.

### **SCOPE OF THE STUDY**

The teaching staffs of five taluks (Virudhunagar, Sivakasi, Srivilliputtr, Sattur, and Rajapalayam in the Virudhunagar district)'s arts and science institutions were the subject of the current study. The analysis of the respondents' demographic profiles and the correlation between demographic factors and the degree of attitude toward the teaching profession have been highlighted in the study. This study also examined the relationship between respondents' marital status and attitude toward the strategy to improve work-life balance at home, as well as the relationship between respondents' job satisfaction and attitude toward work-life balance. It also analyzed the significant differences between respondents' gender and attitude toward the strategy to improve work-life balance at the workplace. The research has mostly concentrated on the variables influencing the respondents' attitudes toward work-life balance and the factors influencing their level of attitude toward the teaching profession.

### **REVIEW OF LITERATURE**

Senthil Kumar et al.'s study [1] concentrated on teaching professionals in an effort to determine the correlation between the degree of stress associated with juggling work and life and demographic factors such marital status and spouse employment status. According to the study, 109 (55.3%) respondents who fell into the middle age group expressed significant levels of stress in trying to balance work and life. Of the respondents who were female, the biggest percentage (63.5%) reported high levels of stress. Because of their workload, the majority of respondents (90%) expressed dissatisfaction with their work-life balance. The study came to the conclusion that teaching professionals have significant challenges in the current teaching and learning environment, and that their roles are always changing and evolving in the modern world. The pressure at work will have an effect on their private lives and cause an imbalance in their lives and careers. Hence, the most crucial factor in the growth and success of educational institutions is the work-life balance of teachers. Any organization must provide its employees with stress-relieving resources so they can manage their personal and professional lives. Additional investigation could identify the best work-life balance initiatives for academic staff at Indian higher education institutions.

After analyzing the Rotated Component Matrix, Lakshmi and Sujatha [2] found that the first component contains four heavily loaded factors: working hours, marital status, need for flexibility, increased

working hours, and over time. It's obvious that what matters is the length and volume of working hours that skew the equilibrium between work and life. The test result showed a statistically significant correlation between working overtime and married status. Additionally, it was discovered that 14 of the 30 married women wanted to work on the weekends, while the other 18 were willing to work in the morning or late at night every weekday. An additional observation is that 37% of married women work primarily for financial gain. The study found that after considering the points raised above, it makes sense for contemporary businesses, particularly educational institutions, to address work-life balance-related concerns among their employees, particularly women, and adopt a comprehensive strategy when creating and enforcing policies to assist teaching staff in managing their work-life balance the effectiveness of these employees.

According to Subha [3], contemporary organizations, particularly educational institutions, should address work-life balance-related issues among their employees, particularly women. They should also take a comprehensive approach to designing and implementing policies that support teaching staff in managing their work-life balance, as doing so will improve staff members' performance. For modern people and businesses, striking a healthy balance between work and family obligations is becoming increasingly important.

According to Mohammad et al. [4], the work-life balance issue is having an impact on Bangladeshi female teachers' families as well as their careers. Women in the workplace may only be a blessing if they provide the right service to their families and the organization. They will only be able to support their family and the organization if the founders guarantee flexible work schedules (including rotated days off and family-friendly start and finish times), transportation, housing, child care, job sharing, flexible work schedules, lower workloads, and child education for the female teachers.

According to Venkataramanan and Abirami [5], knowledge of stress in management teaching experts could serve as the foundation for stress analysis as well as help in explaining stress-related behavior and developing coping mechanisms for the group as a whole. These details could lead to better working circumstances. The knowledge gained from this further research on stress may improve job satisfaction and lessen the turnover rate for both newly hired teachers and seasoned ones. The study came to the conclusion that this might be accomplished by enhancing compensation packages and ancillary benefits to enable faculty members to work with pride and to the best of their abilities, which would raise job satisfaction and lower stress levels. The study's results support its usefulness since reducing stress requires understanding management faculty members well and effectively interacting with them. The study may also advise management institute employers to develop more flexible work schedules and better working environments, both of which will aid faculty members in somewhat reducing stress.

Ashok and Ebria [6] recommended devoting greater time to attempt to find out what the family members require from each other. One important component of work-life balance is this. Family disputes arise when work pressure prevents family members from spending quality time together. The family will come first by having work scheduled appropriately. The quality of work-life balance is enhanced when tasks are scheduled and completed on time. Taking a brief break or unwinding during work can greatly enhance productivity. According to the study's findings, there is a feedback loop where work pressure impacts home life, which in turn affects work quality. A healthy work-life balance might result from avoiding official work during personnel time and allocating proper time for both work and personal life work-life balance.

Ratha [7] came to the conclusion that there is no disputing the necessity of work-life balance for a

happy, stress-free life, particularly for women. She defended its value by pointing out that the key to reducing stress is getting to know faculty members well and communicating with them effectively. The study may also help employers of the college develop more flexible work schedules and better working environments, both of which will help faculty members reduce stress to some degree.

Adeeba and Feza [8] came to the conclusion that there are commonalities in the respondents' perceptions because they are nearly the same age. Therefore, it was determined that gender did not significantly separate groups. There was no discernible variation between the teachers on based on age, number of dependents, marital status, and spouse's occupation on the dimensions of work interference with personal life, personal life interference with work, and work Enhancement of Personal Life. There are disparities in the respondents' perceptions because they come from both schools and universities. Even though they both work at the same university, their physical environments, the kinds of students they educate, their work schedules, workloads, and the courses they teach differ. Work-life demands are typically greater for teachers in professional courses. As a result, it might help university administrators understand the issues that instructors typically deal with on a daily basis. To enable instructors to communicate their issues, there should be more interaction between higher authorities and educators. To better comprehend the WLB challenges that teachers face, there should be more interaction between authorities and educators. To foster academic achievement, a balance should be formed between the distribution of the workload, free time, and extracurricular activities. Best practices for work-life balance (WLB) include flexible scheduling, work-commuting, five days of work per week, planned vacations, leave facilities (including maternity leave), employee welfare programs, and talent development initiatives, according to Dhanya and Kinslin [9]. In this situation, several creative solutions to lessen work-life imbalance are required to change.

### **OBJECTIVES OF THE STUDY**

- To research the respondents' demographic characteristics.
- To examine how teaching professionals' attitudes about work-life balance relate to various demographic factors.
- To examine the association between the respondents' gender and attitude about the workplace's improved work-life balance plan.
- To examine how respondents' marital status and attitude regarding the plan to enhance work-life balance at home relate to each other.
- To compare and determine the association between respondents' attitudes toward work-life balance and their degree of job satisfaction.
- To determine the elements influencing the respondents' perceptions of the teaching profession.
- To determine what factors affect work-life balance.

### **HYPOTHESIS OF THE STUDY**

- There is no discernible correlation between respondents' ages and their attitudes regarding teachers' work-life balance.
- There is no discernible correlation between respondents' gender and their attitude about teaching professionals' work-life balance.



- The respondents' years of work experience and the degree of attitude that teaching professionals have toward work-life balance are not significantly correlated.
- The respondents' levels of attitude regarding the plan to enhance work-life balance at work do not differ significantly based on their gender.
- The respondents' attitudes regarding the plan to enhance work-life balance at home are not significantly different based on their marital status.

## RESEARCH METHODOLOGY

Both primary and secondary sources provided the data that were needed for the investigation. The pre-defined, well-structured questionnaire was used to directly gather primary data from teaching professionals. Using a stratified random sampling technique, a total of 150 samples were gathered from the five Taluks in the Virudhunagar district: Virudhunagar, Sivakasi, Srivilliputtr, Sattur, and Rajapalayam. Thirty responders were chosen from every Taluk in the district of Virudhunagar. One-way ANOVA, factor analysis, percentage analysis, and Chi-Square test are among the statistical techniques used to analyze the primary data. The data were tabulated for efficient analysis and clear comprehension in order to analyze the data and derive study findings. The secondary data were gathered from books, periodicals, journals, and websites.

## FINDINGS

- The study's general conclusions can be divided into four groups: One-way ANOVA analysis; percentage analysis; factor analysis; chi-square test analysis

## PERCENTAGE ANALYSIS

- Female respondents make up the majority (62%) of the sample.
- Ages 31 to 35 make up the majority of respondents (38%) to this survey.
- Seventy percent of those surveyed are married.
- The majority of respondents—56 percent—have finished their M.Phil degrees.
- Of the interviewees, the majority (76%) identify as Hindu.
- Fifty percent of the participants are members of a joint family, while the remaining fifty percent are members of a nuclear family.
- Three to four family members make up the majority of respondents (60 percent).
- Most responders (54%) live in their own homes.
- 3.8% of the respondents, or the majority, has one child.
- Of those surveyed, the majority (50%) accept family care for their children.
- The spouses of the majority of respondents (52%) have jobs.
- Of the respondents' spouses, the majority (46.15%) work in businesses that are private.
- The majority of responders (84%) fall into the assistant professor grade category.
- The majority of respondents (86%) have consolidated appointments.
- The majority of respondents—90%—work for self-financing colleges.

- Every respondent (100%) works at a coeducational college.
- The majority of responders (96%) work for non-autonomous universities.
- Of the responders, the majority (48%) had less than three years of experience as teachers.
- The majority of responders (90%) make less than Rs. 10,000 a month in pay.
- The majority of responders (52%) are dissatisfied with their pay.
- The majority of responders (94%) receive benefits from provident funds.
- Six days a week is when the majority of responders (80%) work.
- The majority of those surveyed (46%) are employed for fewer than five hours each day.
- The majority of respondents (46%) said that they chose to become teachers mostly out of self-interest.
- The majority of responders (56%) believe that updating knowledge is their job.
- The majority of respondents (36%) said they leave their house at 8.30 a.m. to go to work.
- Of the respondents, 34% arrive home after 5.30 p.m., and the majority (34%) arrive home in the evening.
- The majority of respondents (42%) have taken personal illness leave.

### CHI-SQUARE TEST ANALYSIS

Given that the p value of the Chi square test is greater than 0.304, the computed value of 9.467 is significant at the 5% level. The null hypothesis is therefore accepted. Therefore, it has been established that there is no discernible correlation between the respondents' age and their attitude toward work-life balance.

Given that the p value of the Chi square test is greater than 0.595, the computed value of 1.039 is not significant at the 5% level. The null hypothesis is therefore accepted. Therefore, it has been demonstrated that there is no meaningful correlation between the respondents' gender and attitude toward work-life balance.

Chi Square test result is 22.105, which is significant at the 5% level because of its p value is below 0.01. The null hypothesis is thus disproved. Thus, it has been demonstrated that a substantial correlation exists between the respondents' years of work experience and their attitude toward work-life balance.

### ONE-WAY ANOVA ANALYSIS

A one-way ANOVA was used to determine whether there was a significant difference between the respondents' gender and attitude about the work-life balance improvement plan at work. The figures that were computed are  $p = 0.022$  and  $F = 5.340$ . It is determined to be significant at the 5% level of significance because  $P > 0.022$ . As a result, the null hypothesis is disproved, and it is determined that respondents' genders and attitudes on the workplace's efforts to promote work-life balance differ significantly.

A one-way ANOVA was used to determine whether there was a significant difference between the respondents' marital status and attitude on the best approach to manage work and life at home. The figures that were computed are  $F = 0.142$  and  $p$  less than 0.707. At the 5% level of significance,  $P < 0.707$  indicates that it is not significant. As a result, the null hypothesis is accepted, and it is determined

that respondents' attitudes on the method of enhancing work-life balance at home are unaffected by their marital status.

A one-way ANOVA was used to determine whether there was a significant difference between the respondents' attitudes regarding work-life balance and their degree of job satisfaction. The computed values show that  $p > 0.018$  and  $F = 4.114$ . It is determined to be significant at the 5% level of significance because  $P > 0.018$ . As a result, it is determined that there is a substantial difference between and that the null hypothesis is rejected the respondents' attitudes toward work-life balance and their degree of job satisfaction.

### **FACTOR ANALYSIS**

The factors influencing the work-life balance of the teaching staffs at the science and arts institutions in the Virudhunagar district have been examined using factor analysis. Ten factors—Risk Involved and Reward (0.743), Attitude (0.790), Professional Knowledge and Skills (0.767), Opportunities (0.830), Co-operation (0.798), Stress Level (0.865), Nature of Job (0.715), Mind-set (0.714), People (0.788), and Feelings (0.754)—are grouped together to represent the agreement among the 57 statements regarding work-life balance.

The factors impacting the work-life balance of the teaching staff at the science and arts institutions in the Virudhunagar district have been examined using factor analysis. Ten parameters, including welfare measure (0.872), promotion, and work-life balance, are used to group all 32 statements that describe the agreement among them. Promotion in the workplace (0.803), financial package (0.844), family support (0.863), social status (0.705), coworker support (0.829), sensitivity (0.879), celebrations of family events (0.745), bonus payments (0.817), and comfortable future earnings (0.691) are the factors that are considered.

### **SUGGESTIONS**

The recommendations made to enhance work-life balance are as follows.

#### **ADVICE FOR THE MANAGEMENT**

- To help employees make better decisions regarding how to balance their energies between work and life, management may provide seminars and awareness campaigns about stress and overload, work-life balance, and individual energy management.
- Take into account offering instruction in calming techniques like yoga and meditation. These exercises assist in reducing stress and strengthening the body.
- Organizations must have counseling services within their own walls, staffed by counselors who may assist teaching staff members in maintaining a healthy mental and physical rhythm.
- The management will support work-life balance by offering a variety of programs that will draw in and meet the demands of teaching staff members.
- Initiatives such as free health exams, health insurance, and exercise centers

#### **SUGGESTIONS FOR THE TEACHING STAFF MEMBERS:**

- To enhance their work-life balance, the teaching staff members must organize, schedule, and prioritize their duties in both work and life.
- They will decide to delegate after considering what they want from life and from their jobs.



- They might schedule their studies and continuous professional development (CPD) in advance and make sure to follow through on the plan.
- They could engage in activities like nighttime walks, alternative therapies, or concert attendance that will help them decompress from the stresses of their jobs.
- They may visit the NHS Management website, [www.nhsmanagement.org](http://www.nhsmanagement.org), which includes links to other websites and an extensive section on handling stress at work can obtain a variety of helpful guidance.
- They will discuss their actions with their friends, family, and coworkers and explain the reasons behind it in order to gain their support.

## CONCLUSION

For a sizable portion of employed men and women, juggling work and life responsibilities has become more important due to the growing diversity of family structures represented in the workforce, such as dual-earner couples, single parents, blended families, teaching staff members with elder care responsibilities, and the rising number of people choosing to live alone. The interface between work and life responsibilities has become much more complex as a result of these societal processes, particularly when it comes to educational institutions.

Institutions ought to view kid supervision as more controlled than their academic personnel. Teaching staff members have high expectations for balance in this area at the same time. Therefore, it is important to let management know that this issue may use greater attention. Other than that, adaptable another issue that needs special attention from management is working time. It is true that the inclusion of work-life balance methods in educational institutions' annual planning can improve the wellbeing of their staff.

Since they cannot expect management or the institutions to address issues for them on their own initiative, it is equally necessary for teaching staff members to communicate their needs and expectations.

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