

A STUDY ON WORK-LIFE ISSUES WITH RESPECT TO SCHOOL TEACHERS

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ABSTRACT

Whether it is public sector or private sector, work-life balance has now been discussed more widely in India. An employee person has various roles to play at a time; first the family role; followed by organization role. These roles have altogether different skills and expectations. When role demands overlap, it leads to role class. Serious problems are faced by the employees, which ultimately result into losses for the incumbent, family and the organization at large. This paper delves into work-life balance issues with reference to females working as school teachers in reputed private schools of Bhopal.

Keywords: Work-life integration, school, teachers, role demand.

I. INTRODUCTION

Typically considered a less engaging job for females, now teaching job in private schools has been quite tough to manage. Corporate culture is now being inculcated in schools, which have higher reputation in the city. With many entrants, the competition is now more intense. The pay package of the teachers has increased and so the working style. One has to perform many important tasks apart from teaching in the classrooms. The teachers have to be actively involved in co-curricular assignments along with administrative duties. At times, it becomes difficult to manage work and personal life specially during special events.

Along with the role of employee, a person has multiple roles at home. Due to professional and personal life related stress, role clashes are more common now. The clash leads to stress which hampers the social and family life as well. In work-life imbalance an individual faces conflict between different demands and energy (Clutterbuck, 2003). Life in urban areas is now more busy and hectic due to the rise in the number of nuclear families. The joint family concept is getting limited. The personal and professional life of a person can not remain isolated. When professional level stress starts encroaching into personal life or vice-versa,

serious problems are faced. Work-life balance is about developing working practices beneficial for both organizations and the employees (Coussey, 2000). Since work life balance issues are now seen in education sector as well, the study of work-life integration becomes crucial from organization point of view.

II. LITERATURE REVIEW

Crooker et al. (2002) studied nexus between complex life and dynamism that impact work-life balance. Value systems have impact on relation between life complexity and work-life equilibrium. Guest (2002) explored the reasons why work-life equilibrium has become a significant topic for research across the countries. McDowell (2004) elaborated the methods in which the organizations operate at a range of scales and new sets of responsibilities towards peers and households. Byrne (2005) highlighted work-life balance as a means of tackling the problem of increased stress at work-place. Morris and Madsen (2007) explored the significance of work-life balance. By better understanding of work-life equilibrium, HR people can contribute more to strategic development of policies. Moore (2007) did research to compare work-life balance issues of workers and managers in top MNCs and found that many managers and workers are not able to achieve work-life equilibrium.

In a study, Hughes and Bozionelos (2007) observed that work-life imbalance was not only a source of concern, but also it caused dissatisfaction and burn out. To explore the awareness levels of work-life equilibrium policies, Wilkinson (2008) conducted a research and found that the results of imbalance between professional and family life is emotional tiredness. McDonald et al. (2013) explored how workplace practices support or challenge dominant work life balance discourses as seen in socio-cultural and organisational sources. As per Kraak et al. (2018), if work life balance issues are not managed properly, turnover intentions get increased at all levels.

Mas-Machuca et al. (2016) delved into linkage between work life equilibrium, organizational pride and job satisfaction. Using survey with Pharma employees, authors used structural equation modeling and analyzed the data. It was found that work life equilibrium and autonomy is positively related with organizational pride and job satisfaction. Anand and Vohra (2019) tried to explore the constructive role that organizations can play in enabling their

employees move from work-family conflict. Authors found that effective two-way communication between employees and top management is important. Akanji et al. (2020) tried to explore the experiences of work-life balance with emphasis on causes of the imbalances and coping techniques experienced by female doctors in Nigeria. After interview with 52 respondents, it was found that time squeeze leads to negative work-home interference.

III. RESEARCH METHODOLOGY

Objectives:

1. To study work-life integration issues with respect to female teachers in reputed schools.
2. To determine the factors affecting work-life integration of such employees.
3. To find the factors leading to work-life imbalance.

Sampling: There were 86 respondents who were selected through random sampling. The population was top five CBSE affiliated schools of Bhopal. These teachers were mostly teaching in middle and senior classes irrespective of their subjects in the age group of 25-35 years. These were married women with one to two kids in their family. There was no equal representation of samples as per age and income was considered. The secondary data were collected from Internet, books, newspapers, journals and magazines. Self-administered Likert five-point scale questionnaire (ranging from strongly agree to strongly disagree) consisting of 16 statements was used for primary data collection. The data was tabulated in Excel sheet and analyzed by z-test. Prior to z-test, reliability of instrument was established through Cronbach's alpha calculation and was considered adequate as it was obtained above 0.70 (as seen in table 1).

Hypotheses:

H₀₁ –There is no significant impact of nature of job on work-life integration with respect to female school teachers.

H₀₂ – There is no significant impact of work-life integration on overall performance of individuals.

The above null hypotheses were tested and results were drawn.

IV. DATA AND EMPIRICAL RESULTS

On application of z-test, both the null hypotheses were rejected at 0.05 level of significance. It can be seen that there is significant impact of nature of job on work-life integration with respect to female teachers. Further, there is significant impact of work-life integration on overall performance. Work life equilibrium has been a common phenomenon which has gained more attention now because of increased job demand everywhere and teaching job is no exception to it. Call it multi tasking or anything, the manifold activities have made every task more complicated than ever. In terms of maintaining work-life integration, the nature of job has a fundamental role to play. Jobs like teaching are typically preferred by women because of the limited working hours with less pressure. However, with increasing compensation, the expectations are getting increased. For appraisal, one has to be result-oriented. Though the work life balance is managed upto a great extent for school teachers, yet at times, the teachers feel the imbalance.

V. CONCLUSION

The study has significant implications for school management as well as the society in particular. The routine of school teachers have become more hectic nowadays because of ever increasing expectations from schools and parents. Imbalance in work-life leads to high employee turnover further resulting into frequent job changes. Few respondents consider that education has taken the form of corporate working; though pay package is higher in corporate jobs. This is the time employers must ensure to strike balance between personal and professional life of the teachers as the teachers form the blood veins of the schools. When the teachers go back homes, organizational related stress should not be carried with them. The attitude of peers to responsibilities is of critical importance to their work satisfaction and in the case of women to their overall well-being (Davis et al, 2004).

Much work can be done in this direction. Many employers have been doing well on launching flexible working hours, family outings, time-off and other measures. In a nutshell, there should be due consideration to human factors. Work-life balance policies are beneficial for individuals, families, organizations and society (Brough et al, 2008).

Limitation and scope of study: This study was confined to female teachers employed in private schools in Bhopal with sample size of 86, which may appear small. The area selected for data collection was Bhopal, which may not represent the entire state. There may be biasness from respondents in filling up of the questionnaire. The findings of study may not be generalized for all the teachers working in the state. The results may also differ in case of government school teachers, where the roles are different.

Further studies can be carried out on large sample size including more cities to compare and adding more demographic variables. Comparative studies can be done with respect to work life balance between male and female teachers along with private school and government school teachers.

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Table 1: Reliability statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.725	.812	16

Table 2: z- test: one sample for mean

	Place_str_1
Mean	3.82
Known Variance	0.84
Observations	86
Hypothesized Mean Difference	3
Z	8.894148771
P(Z<=z) one-tail	0
z Critical one-tail	1.644853627
P(Z<=z) two-tail	0
z Critical two-tail	1.959963985

ABOUT AUTHOR

Dr. Jitendra Kumar Sharma has been associated with Sant Hirdaram Institute of Management Bhopal. He has a work experience of nearly 20 years in academics. He has many research papers published in national and international journals to his credit.

