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WORK LIFE BALANCE: A STUDY ON UNIVERSITY FACULTY OF SRI PADMAVATHI MAHILA VISVAVIDYALAYAM, TIRUPATI

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ABSTRACT

This paper is about the 'work-life balance' issues that affect faculty working in SRI PADMAVATHI MAHILA VISVAVIDYALAYAM, Tirupati. It is concerned with those factors that influence faculty ability to achieve harmony between their preferred contribution to Teaching, Research on one side of the balance, and with their roles, responsibilities and activities in private life on the other. In this paper, Faculty was defined as those working as Assistant professors, Associate Professors and Professors in Sri Padmavathi Mahila Visvavidyalayam, Tirupati. The objective of this research is to study the work life balance and to study the stressors faced by faculty in Sri Padmavathi Mahila Visvavidyalayam, Tirupati. It also attempts to study the factors that contribute to satisfaction and factors that detract from satisfaction on career progression. The research was conducted among faculty members with Reference to Sri Padmavathi Mahila Visvavidyalayam, Tirupati. Work life balance entails attaining equilibrium between professional work and other activities, so that it reduces friction between official and domestic life. Work life balance enhances efficiency and thus, the productivity of an employee increases. The findings of this study reveal the majority of the faculty members feel comfortable in their work place irrespective of their minor personal and work place irritants. The Primary data was collected through questionnaire survey and analyzed with the help of various statistical tools. This paper attempts to identify the various factor which helps to maintain work life balance among faculty employees in Sri Padmavathi Mahila Visvavidyalayam, Tirupati.

KEYWORDS

Emotional balance, Job Satisfaction, Personal life, Professional life, Work life balance, Work pressure.

INTRODUCTION

Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. Today's workers have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and the communities in which they reside. Benefits of maintaining work-life balance for both employees and the organization are obtaining better productivity from employees.

Work life balance is about effectively managing the juggling act between paid work and the other activities that are important to people. . Work-life balance has been a concern of those interested in the quality of working life and its role in the broader quality of life. Two factors that can influence work-life balance are autonomy in the workplace and family building. Times have changed, from the time the husband earned, and the wife stayed at home to the time now, when the husband earns and the wife earns too. But the wife still cooks and washes and runs the house. So, how does she balance her work with life at home? Today's career women are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments to home. The majority of women are working 40-45 hours per week and 53% are struggling to achieve work/life balance. The interest in work-life balance issues began in the 1980s as more women entered the workplace and focused primarily on helping employees balance work and family responsibilities by offering family-friendly benefits. These practices are now aimed a work-life balance, which is a more encompassing term that reflects the desire of nearly every employee for more flexibility in their work in order to manage the competing demands of work and life outside of work. Educational institutions are regarded as knowledge industry and these are related to creation of knowledge for future generation. All other activities and industries will be meaningless, if knowledge is not created by educational institutions or faculty, people. The persons engaged in creation and imparting knowledge are very important ones for all societies and countries in the world. Effectiveness and efficiency of these persons depend upon the balance of their work life and family and personal life. People engaged in imparting education have to play a vital role in the society. In this paper an endeavour has been made to discuss about how the balance of the work life and family life of the academics working in SRI PADMAVATHI MAHILA VISVAVIDYALAYAM, Tirupati can help to be effective and efficient in their performance and achieving productivity

REVIEW OF LITERATURE

Mohd Noor, Stanton & Young, 2009 conducted a study on work life balance. The study concedes that the ability to balance between workplace needs and personal life need is perceived as an important issue among workers globally and academics in higher education institutions.

Dundas (2008) argues that work life balance is about effectively managing the juggling act between paid work and all other activities that are important to people such as family, community activities, voluntary works, personal development and leisure and recreation.

Eikhob, Warhurf & Hauns child, 2007 examined that the articulation of work and life, cast as work-life balance, has become a key feature of much current government, practitioner and academic debate

According to a major Canadian study conducted by Lowe (2005), 1 in 4 employees experience high levels of conflict between work and family, based on work-to-family interference and caregiver strain. If role overload is included, then close to 60 percent of employees surveyed experience work-family conflict.

Broers (2005) observed that balancing a successful career with a personal or family life can be challenging and impact on a person's satisfaction in their work and personal life's role.

Guest (2002) has analysed that the work life balance has always been a concern of those interested in the quality of working life and its relation of broader quality of life.

Parasuraman and Simmers (2001) studied that how work and family role features affected work-family conflict. He also studies indicators of psychological well being among males and female workers who are self employed or organizationally employed.

Sobhavatamma (1991) examined that there are many difficulties in meeting demands of dual roles, majority of the respondents opined that office work and family work both are enjoyable. Only 30% of them felt that the time spent on children was sufficient

NEED FOR THE STUDY

Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. Today's women have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and the communities in which they reside.

Sri Padmavathi Mahila Visvavidyalayam, Tirupati is a women's state university actively functioning with different designations. The need of the study is confined to work life balance about the roles and responsibilities playing by the selected faculty members. The scope of the study is extended to the following related aspects VIZ., to know the socio-cultural profile, the level of work life balance and the factors act as stressors and by giving valuable suggestions for improvement in the University.

RESEARCH METHODOLOGY

This study is designed to explore the work life balance of women faculty and factors that derives satisfactionThe study was conducted among faculty of Sri Padmavathi Mahila Visvavidyalayam, Tirupati, Chittoor Dt, Andhra Pradesh, India. This study is based on both primary and secondary data. Total 50 questionnaires were distributed to the who were the target respondents of this study. Only 40 responses were received. By administering self-made questionnaire to the sample units (40) generated the primary data with regard to work-life balance levels of women faculty. This study is based on exploratory analysis and the required data for analysis were collected through a well structured questionnaire that has questions on demographic profile of the respondents, factors which contribute most to the satisfaction and factors that act as stressors. In the study, non-probability sampling (convenience sampling) method has been used. The secondary data are collected from the books, journals, websites etc. A

AREA OF THE STUDY

The study covered the faculty members of various designations like Professors, Associate Professors, Assistant Professors of Sri Padmavathi Mahila Visvavidyalaya, Tirupati.

SAMPLING TECHNIQUE

This study is an empirical research based on the survey method. The information was collected from the sample respondents with the help of an interview schedule. The primary data was collected by taking 40 sample respondents

STATISTICAL TOOLS

In this study the tabulated data were formulated using the statistical tools of simple percentage analysis, ranking analysis and chi-square to interpret the data.

STATEMENT OF THE PROBLEM

In recent years there has been an increasing trend in balancing the work life of women employees. As an academicians in an University, women faculty is having various works related to research, teaching, administration work and in personal life women has to play various roles like wife, mother, daughter-in-law to look after their spouse, in-laws, dependants and children. In between these dual roles, how faculty members working in university are balancing their work life.

It is identified that there is a need for research work in this field about the women faculty working in Sri Padmavathi Mahila Visvavidyalayam, Tirupati. The research deals with the following questions like

1. What is the demographic profile of the Faculty?
2. Whether the faculty is balancing their work life?
3. What are the factors that act as stressors?

OBJECTIVES OF THE STUDY

1. To know the socio-cultural characteristics of the faculty of Sri Padmavathi Mahila Visvavidyalayam
2. To analyze the factors that contribute most to satisfaction and factors that detract from satisfaction with current job or career progression
3. To find out the relationship between the demographic characteristics and level of work life balance

HYPOTHESIS OF THE STUDY

1. There is no significant relationship between the age group and level of work life balance
2. There is no significant relationship between the Designation and level of work life balance
3. There is no balancing in work life of the faculty in SRI PADMAVATHI MAHILA VISVAIDYALAYAM

ANALYSIS AND INTERPRETATION

The collected data were analyzed using the appropriate statistical tools mentioned in the research methodology. The objective-wise analysis and their interpretation are presented in this section

PERCENTAGE ANALYSIS

The various socio-economic characteristics considered for this study are respondent's age group, marital status, designation and experience.

TABLE 1: DISTRIBUTION OF SAMPLE RESPONDENTS ACCORDING TO THEIR AGE

Sl.No.	Age in Group	Respondents	Percentage
1	21-30 years	02	5
2	31-40 years	12	30
3	41-50 years	18	45
4	50 & above	08	20

Source: Primary Data

From the above table 1, it is inferred that 45% of the respondents are between 41-50 years age group, whereas 30% of the respondents are between 31-40 years and 20% of the respondents are in the age group of 50 & above, only 5% of the respondents are in 21-30 years age group.

TABLE 2: DISTRIBUTION OF SAMPLE RESPONDENTS ACCORDING TO THEIR MARITAL STATUS

Sl.No.	Marital status	Respondents	Percentage
1	Married	28	70
2	Unmarried	04	10
3	Divorced	01	3
4	Widowed	07	17

Source: Questionnaire

From the above table 2, it is found that 70% of the respondents are married, 17% of the respondents are widowed and 10% are unmarried and only 3% are divorced

TABLE 3: DISTRIBUTION OF SAMPLE RESPONDENTS ACCORDING TO THEIR DESIGNATION

Sl.No.	Designation	Respondents	Percentage
1	Professor	20	50
2	Associate professor	16	40
3	Assistant Professor	04	10

Source: Questionnaire

The above table 3 shows that 50% of the respondents are Professors, 40 % of the respondents are Associate Professors and 10% are Assistant Professors.

TABLE 4: DISTRIBUTION OF SAMPLE RESPONDENTS ACCORDING TO THEIR EXPERIENCE

Sl.No.	Experience	Respondents	Percentage
1	7-10 years	04	10
2	10-20 years	24	60
3	More than 20 years	12	30

Source: Questionnaire

From the above table 4, it is clear that 60% of the respondents are having more than 10-20 years of experience, 30 % of the respondents are having more than 20 years of experience and 10% of the respondents are having 7 to 10 years of experience.

TABLE 5: DISTRIBUTION OF SAMPLE RESPONDENTS ACCORDING TO THEIR NATURE OF THE FAMILY

Sl.No.	Nature of the family	Respondents	Percentage
1	Nuclear family	36	90
2	Joint family	04	10

Source: Questionnaire

The above table 5 shows that 90% of the respondents belong to nuclear family and 10% of the respondents are belong to joint family.

TABLE 6: DISTRIBUTION OF SAMPLE RESPONDENTS ACCORDING TO THE TYPE OF DEPENDANTS IN THE FAMILY

Sl.No.	Dependants	Respondents	Percentage
1	Older people	8	20
2	Dependent adults	5	12
3	Adults with disabilities	2	5
4	Children with disabilities	2	5
5	None	23	58

Source: Questionnaire

From the above table 6, it is inferred that 20% of the respondents are having older people and 12% of the respondents are having dependant adults, whereas 4% are having adults and children with disabilities and 58% are having no dependents.

TABLE 7: DISTRIBUTION OF SAMPLE RESPONDENTS ACCORDING TO THE TYPE OF DEPENDANTS IN THE FAMILY

Sl.No.	Number of children	Respondents	Percentage
1	One	10	27
2	Two	24	67
3	Three	2	6

Source: Questionnaire

From the above table 7, it is observed that 67% of the respondents are having two children and 27% of the respondents are having one child and 6% are having three children. Only 36 respondents responded to this question as 4 respondents are unmarried in this study.

RANKING ANALYSIS

In this section simple rank analysis is used to measure the factors that contribute most satisfaction with current job or career progression.

TABLE 8: RANKING OF THE FACTORS THAT CONTRIBUTE MOST TO SATISFACTION

Sl.No.	Factors	R1	R2	R3	R4	R5	Total	Rank
1	Contributions in the area of Research	6	10	9	7	8	119	II
2	Contributions in the area of Teaching	5	5	3	6	21	87	V
3	Experience/Expertise	2	2	10	18	8	92	IV
4	Contributions in the area of Administrative work	10	6	13	3	8	127	I
5	Hardwork / Commitment	6	7	8	10	9	111	III

Source: Questionnaire

From the above table 8, it is found that the maximum respondents selected first rank for the contribution in the area of administrative work (127). Second rank is to the contributions in the area of research (119). Then the third rank is to be hardwork/commitment (111). Forth rank is toward experience / Expertise (92) and fifth rank is for the contributions in the area of teaching.

TABLE 9: RANKING OF THE FACTORS THAT DETRACT FROM SATISFACTION WITH CURRENT JOB

Sl.No.	Factors	R1	R2	R3	R4	R5	Total	Rank
1	Over Workload	12	4	7	5	11	118	II
2	Lack of Recognition /appreciation	11	4	2	5	8	95	V
3	Difficulties with administrators	7	7	6	8	2	99	IV
4	Difficulties with colleagues	16	6	3	2	2	119	I
5	Teaching burden	9	9	5	4	2	106	III

Source: Questionnaire

From the above table 9, it is found that the maximum respondents selected the first rank is to be difficulties with colleagues (119) whereas second rank is to over workload(118). Then the third rank is to be teaching burden (106). Forth rank is to be difficulties with administrators (99) and fifth rank is to be lack of recognition/appreciation (95)

TABLE 10: RANKING OF THE FACTORS THAT ACT AS STRESSORS

Sl.No.	Factors	R1	R2	R3	R4	R5	Total	Rank
1	Over Workload	5	4	10	6	7	90	IV
2	Lack of Recognition /appreciation	3	8	7	7	11	93	III
3	Difficulties with administrators	5	7	4	4	8	81	V
4	Difficulties with colleagues	14	5	2	2	3	103	I
5	Teaching burden	5	5	13	6	0	96	II

Source: Questionnaire

The above table 10 shows that the maximum respondents selected the first rank is to be difficulties with colleagues (103) whereas second rank is to teaching burden (96). Then the third rank is to be lack of recognition/appreciation (93). Forth rank is to be over workload (90) and fifth rank is to be difficulties with administrators (81).

CHI-SQUARE ANALYSIS**CHI-SQUARE VALUE OF THE RESPONDENTS AGE GROUP VS LEVEL OF WORK LIFE BALANCE****HYPOTHESIS**

H₀ : There is no significant relationship between the age group and the level of work life balance

H₁ : There is significant relationship between the age group and the level of work life balance

TABLE 11: CHI-SQUARE VALUE OF THE RESPONDENTS AGE GROUP Vs LEVEL OF WORK LIFE BALANCE

Sl.No.	Age	High	Moderate	Low	Total
1	21-30 years	0	1	1	2
2	31-40 years	3	5	4	12
3	41-50 years	3	12	3	18
4	50 & above	6	2	0	8
	Total	12	20	7	40

Source: Questionnaire

Age	Value	df	significance	Result
Pearsons Chi square value	13.000	6	0.043	Ho Rejected

Source: Questionnaire

From the above table 11 Pearson Chi-square test, the actual value is 13.000 for level of balance and the age of the respondents. As the actual value is less than the table value. Ho is rejected. So there is significant relationship between the level of balance and age of the respondents.

CHI-SQUARE VALUE OF THE RESPONDENTS DESIGNATION VS LEVEL OF WORK LIFE BALANCE**HYPOTHESIS**

H₀ : There is no significant relationship between the designation and the level of work life balance

H₁ : There is significant relationship between the designation and the level of work life balance

TABLE 12: CHI-SQUARE VALUE OF THE RESPONDENTS DESIGNATION Vs LEVEL OF WORK LIFE BALANCE

Sl.No.	Designation	High	Moderate	Low	Total
1	Professors	9	8	3	20
2	Associate Professors	3	11	2	16
3	Assistant Professors	0	1	3	4
	Total	12	20	8	40

Source: Questionnaire

Designation	Value	df	significance	Result
Pearsons Chi square value	12.150	4	0.016	Ho Rejected

Source: Questionnaire

From the above table 11 Pearson Chi-square test, the acquired value is 12.150 for level of balance and the designation of the respondents. As the actual value is less than the table value, Ho is rejected. So there is significant relationship between the level of balance and designation of the respondents.

CHI-SQUARE VALUE OF THE RESPONDENTS EXPERIENCE VS LEVEL OF WORK LIFE BALANCE**HYPOTHESIS**

H₀ : There is no significant relationship between the experience and the level of work life balance

H₁ : There is significant relationship between the experience and the level of work life balance

TABLE 13: CHI-SQUARE VALUE OF THE RESPONDENTS EXPERIENCE Vs LEVEL OF WORK LIFE BALANCE

Sl.No.	Experience	High	Moderate	Low	Total
1	7-10 years	2	1	0	3
2	10-20 years	9	10	6	25
3	More than 20 years	1	9	2	12
	Total	12	20	8	40

Source: Questionnaire

Experience	Value	df	significance	Result
Pearsons Chi square value	6.556	4	0.161	Ho Accepted

Source: Questionnaire

From the above table 11 Pearson Chi-square test, the acquired value is 6.556 for level of balance and the experience of the respondents. As the actual value is greater than the significance value, Ho is accepted. So there is significant relationship between the level of balance and experience of the respondents.

FINDINGS

Based on the above analysis, the following are the major findings of the study

1. Majority of the respondents (45%) are belonging to 41-50 years age group
2. Majority of the respondents (70%) are married

3. Majority (60%) of the respondents are professors in this study
4. Majority (60.5%) of the respondents are having more than 10 years of experience
5. Majority (90%) of the respondents are belonging to nuclear family.
6. Majority (90%) of the respondents are having old people as dependent.
7. Majority (65%) of the respondents are having two children
8. Maximum number of respondents selected first rank to the factor i.e., contributions to the area of administration work (127) that derives satisfaction
9. Maximum number of respondents selected first rank to the factor i.e., difficulties with colleagues (119) that distracts from the satisfaction
10. Maximum number of respondents selected first rank to the factor i.e., difficulties with colleagues (103) acts as a stressor

SUGGESTIONS

This section contains suggestion based upon the findings of the study.

1. Maximum number of respondent's opened that contributions in the area of administration work is giving much satisfaction in the current job. But it is to be suggested that there is a great need for contributions in the area of teaching as well
2. Hardwork/Commitment also gives productivity in work, which in turn gives some sort of satisfaction that leads to managing balance in work life
3. Difficulties with colleagues is a major factors that is distracting the respondents from satisfaction. Institution should see that the difficulties can be lessen among the faculty, which in turn builds the cordial and friendly relation with colleagues
4. Workload should also be reduced. So that they can balance their academics and family life.

CONCLUSIONS

Women is struggling with the demand of their jobs and satisfying the family needs. In order to balance their work life, faculty should be provided with training and counseling on work-life balance. The training and counseling can be given by educational institutions, corporate enterprises and specialized training organizations. This study reveals that the experienced faculty is balancing their work well when compared to the age and designation. It would be very helpful if experienced faculty can guide and help their colleagues in work life balance. That can be definitely helpful for the faculty to reduce difficulties in work life balance.

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