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RESEARCH METHODOLOGY

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IMPACT OF WORK LIFE BALANCE POLICIES ON THE JOB SATISFACTION OF FEMALE SCHOOL TEACHERS: A STUDY OF CHITTORGARH DISTRICT, RAJASTHAN

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ABSTRACT

The study intends to focus on prominent factor that leads to job satisfaction and dissatisfaction among the female school teachers of district Chittorgarh, Rajasthan. In present scenario workplace is different, diverse and continuously changing. This situation as mention has forced the employees to consider those job opportunities which facilitate them to balance their professional and individual lives. The decisive performance of every organization depends on the performance of its workforce, which is depends on several features. These features can be correlated to job satisfaction or personal life or both. The objective of this research is to study the working situation and female's perception with reference to work life balance and job satisfaction, who are working in teaching sector. Apart from it, one more vital objective is to study the effects of work life balance on job satisfaction and steps taken by the organizations for efficient work life balance and its relation with the job satisfaction. Standard Deviation is applied in this paper to verify the validity of data given by the respondents of the teaching sectors. Today organization structure needs to think about the needs and wants of an worker so that they are facilitate to carry out the job errands effectively. Many organization all over the world have begun to take initiatives in developing quality of work life programs. This study reviews the impact work-life balance of female school teachers and how a work life balance program contributes to overall well-being.

KEYWORDS

school teachers, work life balance, job satisfaction.

INTRODUCTION

The work-life balance is currently in vogue among organizations as well as researchers. In organizations all over the world majority of the workforce are showed to a considerable pressures in their jobs, which further adversely affect the balance between their work and personal lives, work satisfaction and overall well-being. Work-life balance has been an anxiety for all individuals anxious in retaining a fine balance among working life and its association with broader eminence of life. The understanding of this elusive relationship is capable of providing direct impact on organization-person fit.

In this study, a different viewpoint on the topic of work life balance than most of the earlier scientific research. This study will focus on the organizational and personal aspects that affect the work life balance of female school teachers and the resultant have an effect on their job satisfaction and on the whole well-being. Throughout the past, work and life were essentially integrated. Life activities like public association, child care, and elder care occur together with the work.

Work life balance is not a new notion. It has enlarged over time. The beginning of work life balance was initially used in the United Kingdom in the late 1970s to describe the balance between an individual's work and private life. In the United States, this turns to phrase in 1986. Among the greatest of all services that can be rendered by human being to Almighty God is the education and guidance of children, so that they can cultivate by grace in the manner of salvation, developing like pearls of divine beauty in the shell of teaching and will be one day the jewel in the crown of eternal glory. The teacher is the standard that measures the achievements and goal of the nation. The worth of a country gets evaluated in and through the work of the teachers. They are the real nation builders. So, the level of satisfaction of teacher's towards their job is very important to study.

According to Robbins and sanghi (2006) "Job satisfaction is set of feelings that an individual holds toward his or her job." It is in regard to one's feelings regarding the nature of their work. The notion of work life has been indistinct from the work satisfaction level of a worker, which is an extrinsic factor of work satisfaction. It intended to provide quality of life for workers and in the mean time maintain the productivity levels of a worker at the work place. Considerable research has already been haulage out on work life balance and worker satisfaction in developed country. Developing countries have also started paying attention on this to increase employee job satisfaction.

In India to a large extent research has been carry out on this issue and additional efforts are being suggested to the higher organizations particularly where longer working hours is a specific norm, to get back a work-life balance for the better of the social and family life of the workers. This study examines the factors liable for work life balance and job satisfaction among the female school teacher's education. Workers are utmost resource of an organization. In Western society; the idea of work life balance is discussed over and over again, yet frequently elusive, idea.

REVIEW OF LITERATURE

Literature shows that organization have valuable role in encouraging employees to manage their work and life activities. Good relationship is exists between work life balance and job satisfaction, hence organization should make policies and programs for employees on work life balance. When employees are not clear about their roles to be carry out then employees are unable to meet organizational objectives and it also has an impact on their individual life and workers become dissatisfied towards their job and organization realizes lack of effectiveness. Job satisfaction can be prejudiced by multiplicity of factors.

Opkara (2002) described that "Factors such as pay, the work itself, supervision, relationships with colleague and opportunities for promotions have been found to contribute to job satisfaction." Job safety is vital aspect of job contentment for the teachers. More the job secure the more the teachers are satisfied with their job.

D.B Rao (2000) "the key sources of satisfaction of teachers are in phase of working with students, rational inspiration, autonomy, holidays and job security". Elasticity in design of work is essential for job contentment as flexible time table and shorter hours of work allows teachers to balance work as well as family life better.

Hammig and Bauer (2009) investigated and discovered that when work-life imbalance and psychological health problems is built-up in both males as well as females, they have a propensity to develop further issues such as pessimistic feelings, desolation, low energy and sleeping disorders.

In today scenario the demand of employees work life balance is increased by change in business surroundings in the business such as alteration in organizations structure, diversity of personnel and female employees working in organizations is done effectively. It recommended that female workforce should be given more amenities to gain their organizational commitment. As per the study, is Happiness Relative? An effective work life balance makes an individual more contented and more satisfied (Veenhoven, 1991). This satisfaction shows the way to individuals to maintain the level of hard work they put in their respective profession and keep on satisfied.

The study recommended that if the organization takes initiative to reduce work-life conflicts, it will lead to enhancement in employees' job satisfaction. As the aforementioned that "happy one is superior to the unhappy" it is for the reason that extensive reality that a satisfied worker will be highly motivated which in turn leads to a committed, organised, creative, compassionate and positive employees.

J. Redmond et al. (2006) Work-Life Balance due to the fact that it encompasses the experiences and need of parents and non-parents alike, and are a more progressive theoretical framework in which to think about new ways of living and working that are satisfactory to all.

The study by **Francene Sussner Rodgers** (1992) with the sample consisting of employees of 20 Fortune 500 companies; 28 percent of the men and 53 percent of the female state that work-family stress have an effect on their ability to give attention to their work consequently revealing that more than half the female and nearly a third of the men reported that work and family stress exaggerated their ability to focus on the job.

So, organization should make those policies and procedures which help the employee in filling the gap between his or her work and individual lives. Job satisfaction is very important concept in every profession. And level of satisfaction of female school teachers should be necessarily maintained properly because teacher is the real nation builders.

STATEMENT OF PROBLEM

In Rajasthan scenario has been varying significantly due to globalization, high degree of competition and work culture of organization. In present days working females in Rajasthan are continually challenged by the demands of full-time work and when the day is done at the school, they carry more of the responsibilities and commitment to homes. Working female are juggling between multiple responsibilities at work, in managing the daily routine responsibilities of life and home. The changing phenomenon increasing anxiety among working female where they have to manage the chunks of their family and work and need to strike a balance between their work life and the personal life. Many female are torn between these seemingly incompatible commitments to work and family.

OBJECTIVE OF STUDY

Objective of this study is, to explore the effect of work life balance on worker job satisfaction and to distinguish which factors of work life balance have more have some bearing on employee job satisfaction in teaching sector. This research can be helpful for organization to identify the factors which influence the female school teacher's work-life balance and the job satisfaction in the result.

For any person work life balance is having the correct combination of participation in paid work and other section of lives. The combination will change as people move through life and have changing responsibilities and commitments in their work and individual lives. (Frone, Russel & Cooper, 1992).

RESEARCH METHODOLOGY

SAMPLING DESIGN

For the purpose of this exploration, the researcher takes the descriptive design by way of using both open and closed ended questions to assemble data to assist the scrutiny. This form of research makes an effort to expose things like potential behaviour, values and attitudes. This research design was suitable for this study because it presented a side view to the researcher to expose the relevant fact from an individual and organizational oriented insight.

UNIVERSE AND SAMPLE SIZE

The study targeted the female school teachers of Chittorgarh Rajasthan which are constantly on rise in this region and are struggling to strike a balance between their personal and professional life. The study is confined to this area as this is undergoing transition phase in which females are moving out of their dwelling to work consisted of 240 female school teachers working in Chittorgarh district. The study is associated to female school teachers and the female teachers being the target audience, the opinion of the researcher used to depict the sample from the universe of female. A sample size of 60 respondents is arrived at as 25% of the target universe of 240.

TABLE 1: FRAME OF SAMPLE

Sections	Population, (Frequency)	Percentage	Sample size
Sr.Sec School	25	10.41	10
Middle School	215	89.53	50
Total	240	100	60

DATA COLLECTION TECHNIQUE

The researcher used a questionnaire to accumulate large data and integrated a likert's five-point scale worn to measure the attitude and opinions of respondents to determine the level of work life balance and job satisfaction. This assists the researcher to weigh up the female school teachers move towards work life balance policies and job satisfaction all the way through their agreement or disagreement with the strings of statements. The questionnaire encompasses both open and closed questions.

VALIDITY AND RELIABILITY

To set up the substance validity of the research instrument the researcher required opinions of experts in the field of study. The reliability of the questionnaire was tested using Cronbach's Alpha which processes the internal uniformity. Coefficient of 0.7 is a usually used as the cut of point of satisfactory reliability Nunnally (1978).

DATA ANALYSIS AND PRESENTATION

The completed questionnaires were edited for comprehensiveness and uniformity prior to processing the responses. The questionnaires were then coded to enable the responses to be grouped into various categories. The researcher generally used descriptive statistics and inferential statistics to analyze data. Multiple regressions were used to find out the analytical power of the aspects.

RESULTS AND DISCUSSIONS

The dependability of the questionnaire was assessed through Cronbach's Alpha which moves towards the internal consistency. Cronbach's Alpha was instituted for every objective in order to find out if each scale would produce consistent results should the research be done later on. The findings of the study shows that all the 4 scales were reliable as their reliability values go beyond the arranged doorsill of 0.7.

TABLE 2: RELIABILITY COEFFICIENTS

Scale	Cronbach's Alpha	Number of Items
Job Design	0.693	6
Elastic Policies	0.889	7
Leave Conditions	0.833	6
Welfare Policies	0.745	4

The response rate of the study targeted 60 respondents to collect data with reference to the supremacy of work life balance policies on job satisfaction of female school teachers of district Chittorgarh, Rajasthan. For the study, 60 questionnaires were distributed among the respondents to filled-in and returned the questionnaires. Only 54 questionnaires were returned which make a response rate of 90%.

TABLE 3: JOB DESIGN

Job Design	Mean	Standard Deviation
I am tired and have ignored my family responsibilities due to helplessness to refuse my peers and superiors.	2.334	.147
My cooperative behaviour or helplessness to say no to everyday jobs given to me at work has lead to family dissonance.	2.173	.218
My helplessness to refuse my peers and superiors request to help out at work has lead to family dissonance.	2.121	.216
I think that the superior expectation from me leads to clash between my work and family relations.	2.057	.213
I think that I would improve on my job if job is moving from one place to another place timely.	1.684	.108
I think that if my job is to be less versatile I would do it well.	1.855	.055

INTERPRETATION

The researcher required to ascertain the level of concurrence to a variety of Job Design aspects. According to the result the respondents settled that they are tired and have ignored their family responsibilities revealed through mean of 2.33, their incapability to refuse requests by their peers and superiors to help out revealed through mean of 2.12, that the superior expectation from them leads to clash between my work and family relations revealed through mean of 2.05, they would improve on their job if their job is moving from one place to another place timely revealed through mean of 1.68 and they would like their job is to be less versatile revealed through mean of 1.85.

TABLE 4: FLEXIBLE POLICIES

Flexible	Mean	Standard Deviation
My place of work does not give me technology assistance.	1.047	.311
I have run into a mental disturbance at work produced by incompleteness of family responsibility.	2.268	.302
I have experienced clash in programme when it come up to family events and work.	2.052	.011

INTERPRETATION

The researcher required to ascertain the level of concurrence to a mixture of flexible policies. According to the result the respondents settled that they have experienced clash in programme when it come up to family events and work as revealed through mean of 2.0, the study make out that female school teacher are juggling with mental disturbance at work which is produced by incompleteness of family responsibility as revealed through mean of 2.26 and the study also make out that their place of work does not give them technology assistance as revealed through a mean of 1.04.

TABLE 5: LEAVE CONDITIONS

Leave Conditions	Mean	Standard Deviation
I have obtained remuneration for zero absent.	2.394	.100
I do not have time for my professional development.	2.026	.020
I do not have the option to choose my leave days.	1.894	.457
I do not obtain free time to take care of family urgent situations.	2.105	.426
I do not get free time from my obligation even when I am not well.	2.442	.234
I have the option to carried forward my leave days from prior year.	2.052	.223

INTERPRETATION

The researcher required to ascertain the level of concurrence to a variety of aspects regarding Leave conditions. According to the result the respondents settled that they have obtained remuneration for zero absent as revealed through a mean of 2.39, they have the option to carried forward my leave days by a mean of 2.05, that they do not have time for their professional development as revealed through a mean of 2.02, they do not have the option to choose my leave days revealed through a mean of 1.89 and that they do not have the free time to take care of family urgent situations revealed through a mean of 2.10.

TABLE 6: WELFARE POLICIES

Welfare Policy	Mean	Standard Deviation
The Organisation does not go on possessions to give a hand to me with my family errands.	2.210	.476
My superior does not have co-operative and supportive nature.	2.378	.169
I have realized that my efficiency is affected by means of pressure and concern of childcare.	2.421	.216

INTERPRETATION

The researcher required to ascertain the level of concurrence to a variety of aspects related Welfare Policies. According to the result the respondents settled that their superior does not have co-operative and supportive nature as revealed through a mean of 2.37, that their efficiency is affected through pressure and concern of childcare revealed through a mean of 2.42, and that the organisations does not go on possessions to give a hand to them with their family errands as revealed through a mean of 2.21.

TABLE 7: JOB SATISFACTION OF FEMALE SCHOOL TEACHERS

Job Satisfaction of Female School Teachers	Mean	Standard Deviation
Job Security I have perceived for myself that I am working in this organisation till my retirement.	4.336	.333
Administration My superior promotes personal growth and development.	3.785	.445
Efficiency Utilisation My work is full of challenges and opportunity to bring out the best from me every day.	3.654	.316
Growth Work assigned to me assist me in my personal growth	3.738	.389
Acknowledgment My good work is acknowledged and praised well.	3.894	.196
Reliability I am satisfied with the existing practices and rules regarding work life balance of female school teachers. I am looking forward to have cordial relation with the peer and superior at workplace. On the whole I am enormously satisfied for the services render by me for my present Employer.	3.967 3.526 3.986	.201 .304 .054

INTERPRETATION

The researcher required to ascertain the level of concurrence to a variety of aspects related to Job Satisfaction. According to the result the respondents show a discrepancy to most of these factor, the respondents differ that the work assigned to them is assisting them in their personal growth revealed through a mean of 3.73, that their work is full of challenges and opportunity to bring out the best from them every day shown through a mean of 3.65, that their superior promotes personal growth and development revealed through a mean of 3.78, that they have perceived for themselves that they are working in this organisation till their retirement revealed through mean of 4.33, that their good work is acknowledged and praised well revealed through a mean of 3.89.

When they ask over on their satisfaction with the existing policies and rules regarding work life balance of female school teachers provided by their employers they were unsatisfied as revealed through a mean of 3.96, they did not looking forward to have cordial relation with the peer and superior at workplace as revealed through a mean of 3.52 and they were in the whole unsatisfied for services rendered by them for their present Employer as revealed through a mean of 3.98.

REGRESSION AND CORRELATION ANALYSIS

Correlation analysis is used to set up the association between the study variables while multiple regression analysis is used to assess the predictive of impact of work life balance practices on job satisfaction of Female School Teachers in Chittorgarh, Rajasthan. Inferential figures that is Pearson's product moment correlation analysis is used to study the variables. Pearson's product moment correlation analysis is preferred in turn to think about whether there is an association between the variables study. The technique is also selected because of the rating scale is used in the questionnaire.

As per the table, independent variables have following Pearson's moment correlation coefficient on flexible policies ($r = 0.56$), Job design ($r = .13$), welfare policies ($r = 0.65$), leave conditions ($r = 0.19$). In order to ascertain the strong point of the association between flexible policies and job satisfaction of female school teachers, the finding revealed that there is a strong and constructive correlation between elasticity policies and job satisfaction of female school teachers ($r = 0.56$) exists. Leave conditions ($r = 0.19$) revealed that there is an existence of low correlation between leave conditions and job satisfaction of female school teachers, the findings revealed that there is existence of a positive correlation.

Job Design and job satisfaction of female school teachers, the findings revealed that there is a weak and positive correlation among welfare policies and job satisfaction of female school teachers ($r = 0.13$). Welfare policies and job satisfaction of female school teachers, the findings illustrate that there is a strong and positive correlation exists between welfare policies and job satisfaction of female school teachers ($r = 0.65$).

REGRESSION ANALYSIS

A multivariate regression model is used to find out the relation of each of work life balance policies on job satisfaction of the female school teacher in Chittorgarh. The regression model is using the values of the coefficients as of the regression coefficient Table 8 the determine the multiple linear regression equation obtain the form of $Y = 5.05 + .20X_1 + 0.17X_2 + 0.42X_3 + 0.16X_4$

Where Constant = 5.05; when value of the independent variables is zero and the job satisfaction takes the value 5.05;

$X_1 = .20$, an increase in flexible Policies by a unit which in turn results in increase in the job satisfaction by 0.20 units.

$X_2 = .17$, an increase in leave conditions by a unit which in turn results in increase in the job satisfaction by 0.16 units.

$X_3 = .42$, an increase in welfare policies by a unit which in turn results in increase in the job satisfaction by 0.42 units.

$X_4 = .16$, an increase in job design by a unit which in turn results in increase in the job satisfaction by 0.16 units.

TABLE 8: REGRESSION COEFFICIENTS

Model	Consistent Coefficients Beta	Inconsistent Coefficients B	Std. Error	T B	Sig. Std. Error
1 Constant		5.05	3.06	1.65	.10
Job Design	.20	.16	.07	2.22	.03
Flexible policies	.47	.20	.39	5.32	.03
Leave Conditions	.37	.17	.05	3.06	.003
Welfare policies	.62	.42	.79	5.34	.00

DEPENDENT VARIABLE: JOB SATISFACTION

TABLE 9

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.80	.64	.61	.783

The findings as given in the Table 9 signify that the four independent variables described a 61.8% of the disparity in the dependent variable. As a result, the remaining 38.2% is described through erstwhile things which are not considered in this study.

CONCLUSION

Job satisfaction prolongs to be a demanding variable to predict since there are number of aspect that determines it. The purpose of the study is to find out the Impact of work life balance policies on the job satisfaction of the female school teachers in Chittorgarh, Rajasthan and exclusively in consideration of the flexible policies, welfare policies, job design decisions and their leave conditions. The findings revealed that there is a positive relationship exists between the independent and the dependent variables. The regression findings are also be in accord with the correlation findings as indicated in Table 8.

As a result it can be concluded that the administration of the education sector in Chittorgarh district require to think about all the variables measured in this study in turn to improve the job satisfaction of their female school teachers and subsequently this will help the education sector to improve the efficiency and effectiveness of their female school teachers. Nevertheless, there is no ultimate Work Life Balance policy which confirm the seize good for all and consequence in total job satisfaction. It can be achieved only by the mean of making positive working environment all the way through diverse policies and programs.

SUGGESTION/RECOMMENDATION

Female who step outside the socially ascribed roles of wife and mother are experiencing emotional turmoil and stress as they have to manage family and work. The organisation should take care of female teachers and make some strategies that make them more productive at organization and help in manage their homes as well.

Female school teachers with better work life Balance will participate more significantly towards the organizational growth and achievement. The adoption of a wide range of work life Balance policies to deal with a variety of female teacher's needs and demands will have the prospective for the significant positive findings for the organization. Administration would be able to form better policies for female teacher's, such that it would reduce or eliminate levels of work life conflict, and thereby enhance female teacher's performance and organizational effectiveness.

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