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WORK LIFE BALANCE AMONG THE PRIVATE SCHOOL TEACHERS IN SIVASAGAR DISTRICT

Geeta Chetri, Department of Education, Dibrugarh University

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Abstract: In today's fast paced society human resources are considered to be the most valuable and unique assets of an institution. Work life balance has been one of the major factors in influencing an institution's efficiency. This study was conducted among the teaching professionals of private school in Sivasagar district by using descriptive method. It made an attempt to explore the tough challenges faced by the teachers in maintaining a balance between their personal and professional life based on primary data. A sample of 24 teachers was selected by purposive sampling method. Interview schedule was used to identify the challenges faced by the respondents. The study intends to measure the attitude of respondents about the influence of work life balance in life satisfaction, impact of work life on their personal life, social outlook etc.

Key words: Work life Balance, School teachers, Private school

Introduction

Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self-care, and other personal activities, in addition to the demands of the workplace. The history of work-life balance started by using the term work-leisure dichotomy and it was invented in the mid-1800s. The term work life balance was first being used in the United Kingdom in the late 1970s to

define the balance between an individual's work and personal life. However in the America, work-life balance term was first used in 1986. Employees with work-life balance feel their lives are fulfilled both inside and outside of work (Byrne, 2005), it is the level to which an employee experiences feelings fulfilled and having his or her needs met in both work and non-work aspects of life. Through experiencing greater work life balance, individuals' details feeling better in general and tend to behave in several ways. The term work life-balance is seen as a state of equilibrium in which the demands of both a person's job and personal life are equal (The Word Spy, 2002). Work-life balance is based on the premise that everyone should have a complete life in which sufficient amount of time is given to personal interests such as continuing education, social/community work, sports, hobbies and family interest (Doherty & Manfredi, 2006). Chandra (2012) describes work life balance (WLB) as an employee's attention towards four areas of fulfillment. These are made up of both personal and work fulfillment, family (which includes spouse, parental and/or filial) role fulfillment, and also community fulfillment as a responsible citizen. Because these roles come with different obligations and perceptions for each individual, WLB then essentially becomes a personal perception of how an employee manages and integrates both work and personal life fulfillment with the various role responsibilities that come with being involved in work, family and the community. There is a complex relationship between work and personal life of individuals. In the present context, the concept of Work-Life Balance (WLB) has gained immense significance (Irfan & Tabassum Azmi, 2015). From an employer's viewpoint, encouraging work-life balance may attract new hires, help reduce turnover and absenteeism, and increase the chances of employees voluntarily engaging in "prosocial" behaviors that rise above and beyond their job requirements. Nevertheless, findings are mixed with respect to effects of employee work-life balance on the organization's bottom line.

Rationale: Quality of work life is the quality of relationship between employees and total working environment. A great place to work is where you trust the people you work for, have pride in what you do and enjoy the people you work with. Quality of work life represents concern for human

dimension of work and relates to job satisfaction and organizational development. It is a well-known fact that our education system, which is supposed to improve the life of human beings, has failed in its primary aim of meeting aspirations of individuals, requirements of society and the needs and challenges of a growing economy. Educating people at an early stage to embrace entrepreneurial traits and behavior will enable them to prepare for productive careers as leaders in the corporate world. Thus, this study attempts to analyze the work life balance among private school teacher's in Demow, Sivasagar district and offer suggestions for creating more number of future.

Objectives of the study

- 1.To study the attitude of teachers about the influence of work life balance in life satisfaction.
2. To study the impact of work life on the teachers personal life, social outlook etc.

Methodology

i) Design of the Study

For present study, the investigator has adopted Descriptive survey method.

ii) Population

The population of the present study comprised of 512 teachers who are teaching in private schools at Demow, Sivasagar district. There are 49 private schools at Demow, Sivasagar District.

iii) Sample

This study uses purposive sampling technique to select sample of 24 teachers from 9 private school.

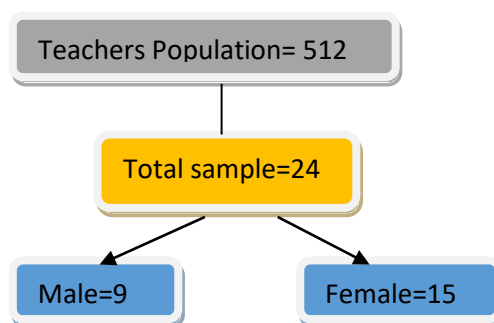


Figure 1: Distribution of sample

iv) Tools used in the study

This study is basically based on both primary and secondary data sources. Interview schedule has been used for the purpose of primary data collection. This is because, it usually allows freedom in the sequencing of questions, and allows flexibility in the amount of time and attention given to participants as compared to other techniques. Secondary data are collected from various journals, books, research publications, articles, etc.

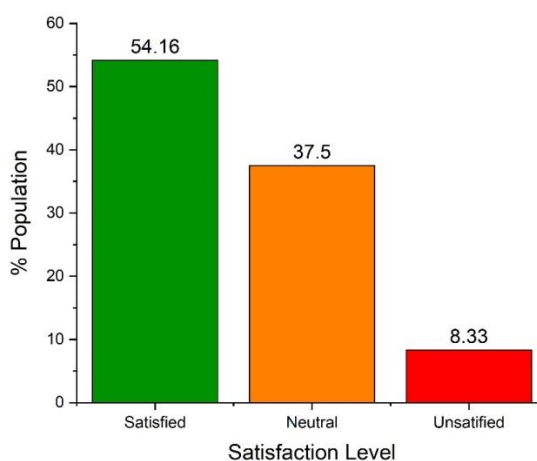
The investigator has visited 9 private schools of Sivasagar district and collected relevant information related to the present study.

Delimitations of the study

1. The present study has delimited to the teachers of private schools at Demow, Sivasagar District, Assam.
2. This study is also delimited to private schools of Sivasagar district, Assam.

Analysis and Interpretation

Chart: Working hours and its feasibility with private life.



Source: Primary Data this study reveals that 54.16 % of teachers were satisfied, 37.5 % are kind of satisfied and 8.33% said they were not satisfied with their job.

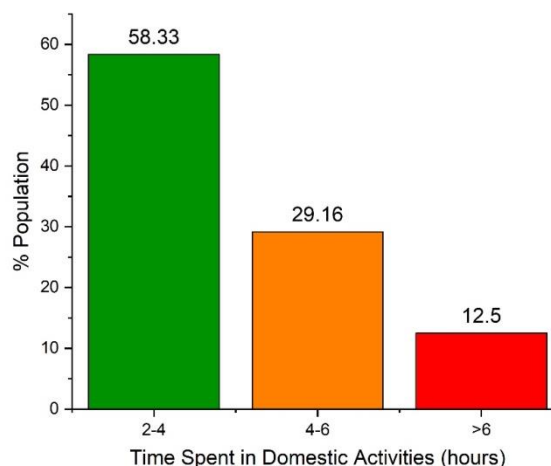
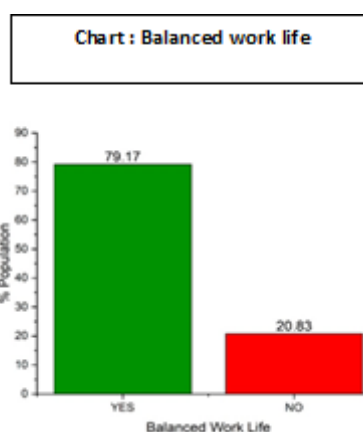


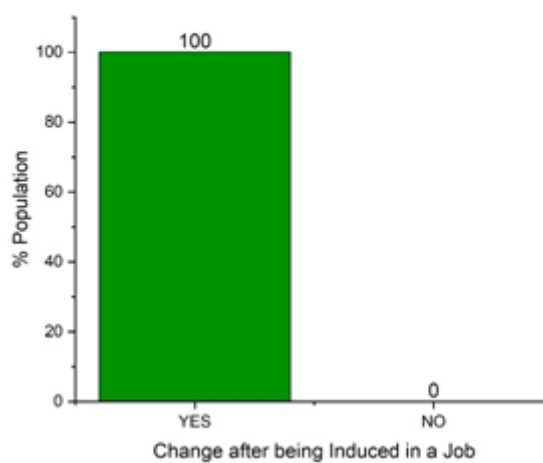
Chart : Time spent on domestic activities

Source Primary Data

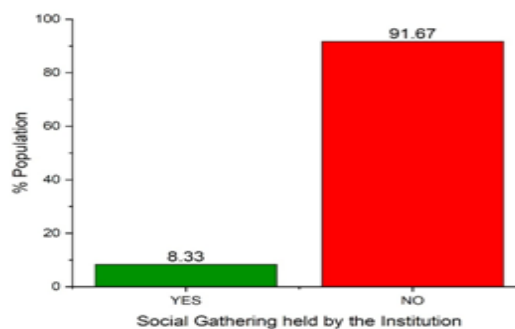
58.33 % teachers spend 6 hours of their time ,29.16% teachers spend 4-6 hours and the least ,12.5% spent more than 2-4 hours of time.



79.17 % teachers said that they have a balanced work life and 20.83 % don't have so.

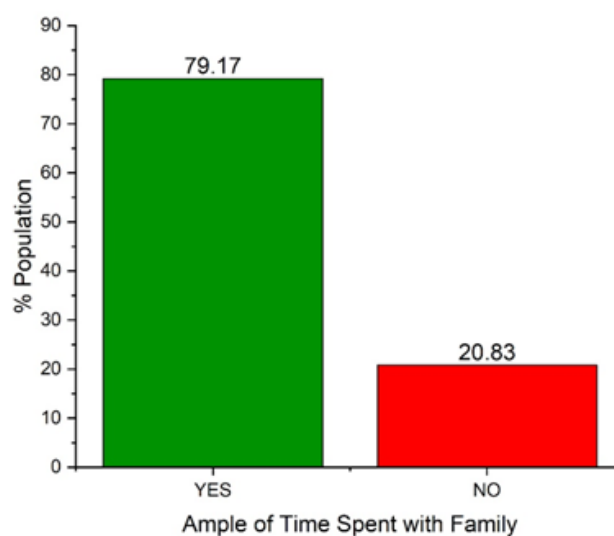
Chart : Changes after being involved in job

100% teachers said that lots of changes they found after getting involved in job

Chart : Social gathering held by the institution

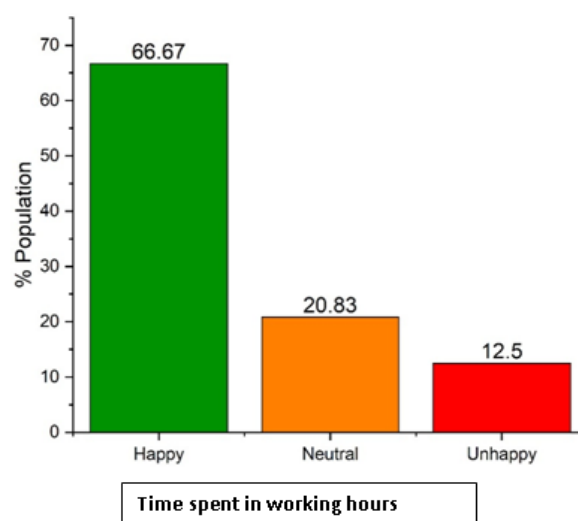
8.33% teachers said that they were indulged in social gathering which were celebrated by the private schools and 91.67% said that no social gatherings were celebrated at their respective schools.

Chart: Ample of time spent with family



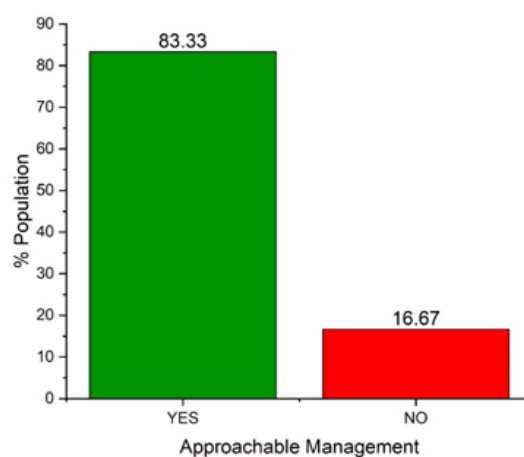
79.17 % teachers said that they spent time with family and 20.83% don't have time to do so.

Chart : Time spent in working hours



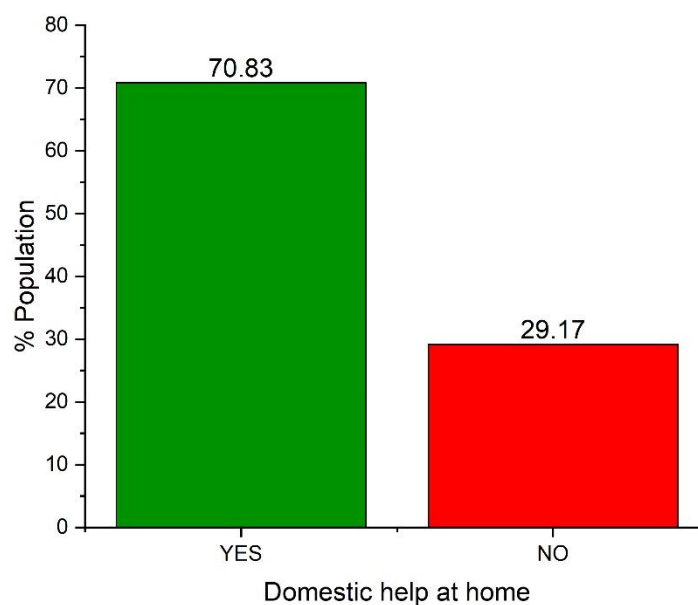
60.67% teachers said that they were happy in their working hours, 20.83% were neutral and 12.5% were not happy.

Chart: Approachable Management



83.33% teachers said that their management authority is approachable and 16.67% teachers were not able to receive such approach.

Chart :Domestic help at home



70.83 % teachers were happily engaged at their home activities and 29.17 % were not engaged in domestic works.

CONCLUSION: In conclusion, it can be said that people who combine all aspects of their life in a balanced manner should therefore be the most satisfied and happiest one. In short, work life balance is part of the general well-being. The higher work-life imbalance, the lower are life satisfaction,

happiness, subjective health and emotional well-being. Work life balance programs have the potential to extensively reduce absenteeism, improve employee morale and keep hold of organizational knowledge, particularly during hard economic times. In this 21st century, where there is increasing globalization, it depends upon human resource expert to comprehend the serious issues of work life balance. Flexible working arrangements are important but it should be catered according to employees' needs, resources, time and demands to get more improved results. Work life balance is associated with quality of life and is not only a moral issue – it is productivity and economic issue, a workplace issue and a social issue, and needs to be addressed as such.

Work-life balance involves successfully managing paid work and other essential activities, such as spending time with family, participating in community service or pursuing additional study. Enhancing balance between work and personal lives by providing work-life balance options results in great benefits both for the school and teachers. For the teachers there is enhanced happiness, better sense of worth, health, attentiveness, and self-assurance, enhanced management of tasks, better driving force, and lower levels of stress

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