



AN ANALYTICAL STUDY ON INFLUENCE OF SOCIO-ECONOMIC AND DEMOGRAPHIC FACTORS IN WORK-LIFE BALANCE AMONG WOMEN TEACHERS WORKING IN COIMBATORE CITY

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ABSTRACT

Work-life balance is an important element to each woman teacher. The surrounding factors make them lose their original nature and thinking ability, which is essential for the human beings. The fast developing knowledge economy has given place for more number of women to be enlightened by higher education. Education has not only empowered them but also has given them robust careers. As working women get married, they have additional responsibilities and when they become mothers, they have to manage the primary care of children and extended family and are thus, under greater pressure to continue on a career path. Various psycho-social problems like anxiety, frustration, mental illness, distress, depression, stress, anger, phobias and other various social and emotional distresses are likely to give a setback. This leads to work-life balance of women teachers and which is focused in this study.

KEY WORDS: Socio-Economic, Demographic, Work-life balance, Productivity .

1. INTRODUCTION

Work-life balance is an important element to each woman teacher. The surrounding factors make them lose their original nature and thinking ability, which is essential for the human beings. They take different roles in each sphere. How does a woman teacher balance her life at home and her life where she works and how does she balance each role with other roles assigned to her become a challenge.

Teachers play a great role in shaping the students by identifying their strengths and weaknesses. They have to take each step in their career carefully since, they need to handle different age group of students from small kids to adolescent children. The responsibilities at home and at work give rise of stress. Despite all her silence, patience, and tolerance, sometime her stress creates problem in balancing work and family. The psycho – social problems affects her physical health, mental health, moral, social aspects, official and familial sphere. Teachers experience a continuous stress to cope with both conditions and hence their mental well-being gets affected.

1.1 Work-Life Balance in Working Women

Women of the early centuries were mostly confined to their kitchens and those who were employed worked in factories, farms or shops. Very few women had the access to higher education and they were forced to be at the mercy of their fathers' or husbands' attitudes towards women and work. The fast developing knowledge economy has given place for more number of women to be enlightened by higher education. Education has not only empowered them but also has given them robust careers. With brain power being the requisite skill in this knowledge era, rather than endurance or physical strength, the women workers seem to flood into every industry on par with men. But this has indeed become a tough challenge for

women as they have to perform a lot of duties at home and office as well. As working women get married, they have additional responsibilities and when they become mothers, they have to manage the primary care of children and extended family and are thus, under greater pressure to continue on a career path.

1.2 Psycho-Social Problems

Psychosocial means individual's psychological interaction with social environment. When a person interacts with others in the society, problems tend to arise due to individual differences and attitudes. These psycho-social problems affect one's family, domestic life and work life. The problem may be high or low but it depends, how an individual expresses it outside. Because, of these problems may affect one's self-image, successful interpersonal relationships, emotional feelings and sometimes professional growth. Today's human life is filled with full of obstacles, conflicts and problems to satisfy their psychological needs.

In former times, men had huge psycho -social problems. But nowadays, women face many problems, since they play a multi role and have multiple responsibilities at home and work. Various psycho-social problems like anxiety, frustration, mental illness, distress, depression, stress, anger, phobias and other various social and emotional distresses are likely to give a setback. A careful and clever sorting of these problems will help women to reach their goals.

1.3 STATEMENT OF PROBLEM

Women teachers definitely have a greater role to play in the society. Being women teachers, they have a dual role to perform at home and workplace. Their problem at home and at workplace needs careful attention and various aspects that affect them have to be looked into by their employers. Hence, there is a need to make a study about the problems faced by working women teachers at home and at workplace, so as to bring them a balanced life in order to increase their overall performance and efficiency at work place. The organization needs to formulate situational based policies and adopt them into practice for the betterment of teachers. By creating a supportive environment at workplace, women teachers feel more comfortable at home and institution, thereby increasing overall productivity which will support the institution too.

1.4 OBJECTIVE

- To find out the socio-economic background of the teachers.
- To find out the demographic variables on the work life balance.
- To analyze the role of socio-economic and demographic variables which influence work-life balance of women teachers working in private schools.

1.5 LIMITATIONS

- The time spent with teachers to get details for the study was considerable, since the respondents were available only after the school working hours.
- This study is limited teachers working in private schools only in Coimbatore City.

2. REVIEW OF LITERATURE

Clutterbuck (2013)¹ explained work/life balance does not mean striking a perfect balance between work and personal life. It is more about spending qualitative time and having the feeling of wellbeing. One cannot clearly divide the issues affecting the work and personal life. These two are interdependent. Striking perfect balance always depends on various issues like one's perception of success and failure in life and developing strategies to bring balance between achieving organizational goals and personal goals. Hence, work/life balance can be understood as to state where an individual manages real or potential conflict between different demands on her time and energy in a way that satisfies her needs for well-being and self-fulfillment.

Christine and Anne (2012)² identified the way women dealing in public relations took similar work as a solution of reacting to work stress and pressures, specifically at the place where their work and life roles coincide in interviews and focus groups. The findings bring in light a set of complex constructions for identity. Women belonging to different age groups and from distinctive career backgrounds discussed their experience of fast shuffling between diverse roles which may include worker, mother, partner, friend, parent etc. Some women are able to separate two different identities both professional and personal, while some others are not able to resist personal and professional roles. In order to work as those who practice public relations not only involves the expectations of the society people aiming to present oneself in public relations, but also involves an association that changes and is expanded in different situations in life, including twists in career and different stages of family life.

Anathbandhu and Damodar (2009)³ in their study suggest that the level of educational attainment, family income and jointly living do not influence happiness and satisfaction. Irrespective of family type, the higher the level multitasking attitude and marital adjustment, the higher are the level of happiness and satisfaction. More time which was spent on household work, freedom of both the partners, and liberated belief on gender roles retard happiness and satisfaction.

Kim and Stoner (2008)⁴ reported that workers who experienced higher levels of emotional exhaustion were more likely to experience lack of personal accomplishment at work. The availability of social support and promoting autonomy in the workplace will help to burnout the stress. The burnout is linked to both physical and psychological health problems.

Nubling et al. (2008)⁵ found that socio-demographic factors of age is important factor for work and family interference. The younger have fewer problems than the middle age and high age group. This is because of more and more family responsibility as the age grows. So it is important to balance life so that less chance of family interference. The support of family is also important in this regard.

Dixon and Sagas (2007)⁶ suggest that attitudes, values, perceptions, family dynamics, sex and coping strategies are associated with work-family conflict. Parents with infants and small children may have more imbalance and work conflict than men bring into being that there was a relationship among work-family conflict, organizational support and job-life satisfaction. It was also proposed that reduced work-family conflict and improved job satisfaction would increase family satisfaction.

3.ANALYSIS AND INTERPRETATION

TABLE : 1
ASSOCIATION BETWEEN AGE AND OPINION REGARDING WORK –
LIFE BALANCE ISSUES

S.No.	Age (in years)		Never	Rarely	Sometimes	Often	Always	Total
1	20-25	Freq	5	10	12	6	12	45
		%	1.0%	2.0%	2.4%	1.2%	2.4%	9.0%
2	25-30	Freq	27	18	19	18	20	102
		%	5.4%	3.6%	3.8%	3.6%	4.0%	20.4%
3	30-35	Freq	42	27	21	28	16	134
		%	8.4%	5.4%	4.2%	5.6%	3.2%	26.8%
4	35-40	Freq	21	28	20	31	29	129
		%	4.2%	5.6%	4.0%	6.2%	5.8%	25.8%
5	Above 40	Freq	12	13	13	22	30	90
		%	2.4%	2.6%	2.6%	4.4%	6.0%	18.0%
	TOTAL	Freq	107	96	85	105	107	500
		%	21.4%	19.2%	17.0%	21.0%	21.4%	100.0%

Source: Primary data

From the table 4.1.13a, it is observed that, the association between age and opinion regarding work-life balance issues, among the total 500 samples, in the age group of 20 – 25, almost equal number of respondents express their opinion in this way. (Always & Often: 3.6 percent, Never & Rarely: 3.0 percent and Sometimes: 2.4 percent). In the age group of 25 – 30, the majority say (Never & Rarely: 9.0 percent) they have issues, and almost equal to that says (Often & Always: 7.6 percent) they have issues and the least (Sometimes: 3.8percent) face issues. Next in age group of 30 – 35, the majority say the category (Never & Rarely : 13.8 percent) they have issues, and the next (Often & Always : 8.8 percent) they have issues and the least (Sometimes : 4.2 percent) face issues. In the other age group 35 – 40, the majority (Often & Always: 12 percent) have issues and (Never & Rarely: 9.8 percent) have issues and the lowest (4.0 percent) sometimes they face issues. Finally in the age group of above 40, the highest (Often & Always: 10.4 percent) face issues and the half of this (Never & Rarely: 5 percent) have problems and the lowest (Sometimes: 2.6 percent) face work – life balance issues.

TABLE- 1A
CHI-SQUARE TEST

Pearson Chi-Square	Calculated value	Df	P-value	S/NS	Remarks
	34.412	16	.005**	S	Rejected

**P<0.05 S-Significant

H₀: There is no association between age and opinion regarding work-life balance issues.

It is clear that, the p-value is less than 0.05, the null hypothesis is rejected at 5 per cent level of significance. The null hypothesis “There is no association between age and opinion regarding work-life balance issues” is disproved. Hence, it is found that there is a significant association between the age and work – life balance Issues.

TABLE - 2
ASSOCIATION BETWEEN FAMILY TYPE AND OPINION REGARDING WORK – LIFE BALANCE ISSUES

S.No.	Family Type		Never	Rarely	Sometimes	Often	Always	Total
1	Nuclear family	Freq	72	68	60	69	66	335
		%	14.4%	13.6%	12.0%	13.8%	13.2%	67.0%
2	Joint Family	Freq	35	28	25	36	41	165
		%	7.0%	5.6%	5.0%	7.2%	8.2%	33.0%
	Total	Freq	107	96	85	105	107	500
		%	21.4%	19.2%	17.0%	21.0%	21.4%	100.0%

Source: Primary data

It is witnessed from the table 4.1.17a that, the association between family type and opinion regarding work-life balance issues from 500 samples, in nuclear family type, an equal number of respondents (Never & Rarely : 28 percent) and (Often & Always : 27 percent) share their views on work-life balance issues. In Joint family type majority (15.4 percent) respondents feel that they have issues.

TABLE- 2A
CHI-SQUARE TEST

Pearson Chi-Square	Calculated value	Df	P-value	S/NS	Remarks
	2.584	4	.630	NS	Accepted

**P<0.05 NS-No Significant

H₀: There is no significant association between family type and opinion regarding work – life balance issues.

It is clear that, $P > 0.05$, the null hypothesis (H_0) is accepted at 5% significance level and H_0 is proved. Hence, it is found that there is no significant association between the family type and opinion regarding work – life balance Issues.

TABLE - 3

ASSOCIATION BETWEEN NUMBER OF CHILDREN AND OPINION REGARDING WORK – LIFE BALANCE ISSUES

S.No.	Number of children		Never	Rarely	Sometimes	Often	Always	Total
1	1	Freq	27	20	34	38	35	154
		%	5.4%	4.0%	6.8%	7.6%	7.0%	30.8%
2	2	Freq	55	47	24	33	40	199
		%	11.0%	9.4%	4.8%	6.6%	8.0%	39.8%
3	More than 2	Freq	14	7	5	9	8	43
		%	2.8%	1.4%	1.0%	1.8%	1.6%	8.6%
4	None	Freq	11	22	22	25	24	104
		%	2.2%	4.4%	4.4%	5.0%	4.8%	20.8%
	TOTAL	Freq	107	96	85	105	107	500
		%	21.4%	19.2%	17.0%	21.0%	21.4%	100.0%

Source: Primary data

The table 4.1.18a shows the association between number of children and opinion regarding work-life balance issues from the 500 samples. Among the respondents who have 1 child, the majority (Often & Always: 14.6 percent) face problems. Among those who have 2 children the majority (Never & Rarely: 20.4 percent) face less problems, and the next (Often & Always: 14.6 percent) have issues, and among those having more than 2 children, the majority (Never & Rarely: 4.2 percent) face issues. Almost equal, (Often & Always: 3.4 percent) number of respondents have issues. Finally the respondents, among those who don't have children, majority (Often & Always: 9.8 percent) face issues.

TABLE- 3A

CHI-SQUARE TEST

Pearson Chi-Square	Calculated value	Df	P-value	S/NS	Remarks
	29.259	12	.004**	S	Rejected

** $P < 0.05$ S-Significant

H₀: There is no significant association between number of children and opinion regarding work –life balance issues.

It is clear that, $P < 0.05$, the null hypothesis (H_0) is rejected at 5% significance level and H_0 is disproved. Hence, it is found that there is a significant association between number of children and opinion regarding work – life balance Issues.

TABLE - 4

ASSOCIATION BETWEEN FAMILY'S MONTHLY INCOME AND OPINION REGARDING WORK – LIFE BALANCE ISSUES

S.No.	Family's Monthly Income (in Rupees)		Never	Rarely	Sometimes	Often	Always	Total
1	15,000 –	Freq	49	47	41	52	54	243

	25,000	%	9.8%	9.4%	8.2%	10.4%	10.8%	48.6%
2	25,000 – 35,000	Freq	27	19	24	26	21	117
		%	5.4%	3.8%	4.8%	5.2%	4.2%	23.4%
3	35,000 – 45,000	Freq	7	11	9	11	12	50
		%	1.4%	2.2%	1.8%	2.2%	2.4%	10.0%
4	45,000 – 55,000	Freq	18	11	5	5	9	48
		%	3.6%	2.2%	1.0%	1.0%	1.8%	9.6%
5	Above 55,000	Freq	6	8	6	11	11	42
		%	1.2%	1.6%	1.2%	2.2%	2.2%	8.4%
	Total		107	96	85	105	107	500
			21.4%	19.2%	17.0%	21.0%	21.4%	100.0%

Source: Primary data

The table 4.1.22a shows the association between family's monthly income in rupees and opinion regarding work – life balance issues, among the 500 samples. Where the family's monthly income ranges from 15,000 – 25,000, majority (Often & Always : 21.2 percent) feel that they have issues, in 25,000 – 35,000 income group, equal number of respondents (Never & Rarely : 9.2 percent) and Often & Always : 9.4 percent) share their opinion on issues, in 35,000 – 45,000 income group, most of the respondents (Often & Always : 4.6 percent) have issues, in 45,000 – 55,000 income group, the respondents feel that (Never & Rarely : 5.8 percent) that have issues and in above 55,000 income group, (Often & Always : 4.4 percent) they feel that they have issues.

TABLE -4A
CHI-SQUARE TEST

Pearson Chi-Square	Calculated value	Df	P-value	S/NS	Remarks
	16.506	16	.418	NS	Accepted

**P<0.05 S-Significant

H₀: There is no significant association between family's monthly income and opinion regarding work – life balance issues.

It is clear that, P>0.05, the null hypothesis (H₀) is accepted at 5% significance level and H₀ is proved. Hence, it is found that there is no significant association between the family's monthly income and opinion regarding work – life balance issues.

TABLE –5

INTER –CORRELATION BETWEEN SOCIO-DEMOGRAPHIC VARIABLES AND DEPENDENT VARIABLES (r - Value)

X¹-WLB, X² – Age, X³ – Education, X⁴ – Experience, X⁵- Level of teaching in School, X⁶ - Marital Status, X⁷- Family Type, X⁸- Number of children, X⁹- Number of members in your family, X¹⁰- Area of residence, X¹¹- Number of earning members in family, X¹²- Family's monthly Income in rupees, X¹³- The mode of transport to reach institution, X¹⁴- How many hours a day do you spend while travelling to work, x¹⁵- WLC.

	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15
X1	1														
X2	.114**	1													
X3	-.023	.032	1												
X4	.059	.614**	.140**	1											
X5	-	.305	.183	.437	1										

	.123 **	**	**	**											
X6	-.065	.438 **	-.046	.307 **	.214 **	1									
X7	.050	.015	.030	.035	.068	.009	1								
X8	.015	-.341 **	.031	-.180 **	-.087 **	-.591 **	.086 **	1							
X9	.017	-.009	.026	.000	.053	-.154 **	.580 **	.265 **	1						
X10	.150 **	.167 **	.048	.138 **	-.097 **	.023	-.033	.052	.019	1					
X11	-.043	-.051	.052	-.001	-.011	-.105 **	.143 **	.126 **	.232	-.025	1				
X12	-.015	.150 **	.096 **	.236 **	.159 **	.053	-.015	-.058	.102	.103 **	.141 **	1			
X13	.104 **	.004	-.039	-.006	-.003	-.005	-.091 **	-.020	.086	.092 **	-.009	.030	1		
X14	-.149 **	-.038	.123 **	.090 **	.025	-.026	.135 **	.105 **	.100	-.104 **	.038	.098 **	-.177 **	1	
X15	-.168 **	.134 **	-.115 **	.061	.078 **	.069	-.045	.003	.036	-.042	.017	-.017	.011	-.101 **	1

The above table no. 4.4.3 reveals that the correlation analysis has been done on all the data collected through the survey. This analysis is done to show the existing relation between the variables namely Age, Level of teaching in School, Area of residence, The mode of transport to reach institution, How many hours a day do you spend while travelling to work and WLC. It was observed that the variables X₂ (Age r : 0.114, P<0.05), X₁₀ (Area of residence r : 0.150, P<0.05), X₁₃ (The mode of transport to reach institution, r : 0.104, P<0.05), have significant positive correlation with work life balance. Other three variables namely X₅ (Level of teaching in School, r : -0.123, P<0.01), X₁₄ (How many hours a day do you spend while travelling to work, r : -0.149, P<0.01) and X₁₅ (WLC, r : -0.168, P<0.01) have significant but negative correlation with WLB.

4. FINDINGS

- 1) It is found that maximum (25.8 %) of the respondents are between the age group of 35 and 40 are finding work-life balance issues.
- 2) It is depicted that maximum (67%) of the respondents living in a nuclear family are finding a work – life balance issues.
- 3) It is found that maximum (39.8%) of the respondents having two children are feeling that they have work – life balance issues.
- 4) It is identified that maximum (73%) of the respondents in whose family where there are two earning members experience work – life balance issues.
- 5) It is identified that maximum (48.6%) of the respondents whose monthly income is 15,000 – 25,000 rupees find the work – life balance issues.

5. SUGGESTIONS

1. Because of hectic family responsibilities and physical conditions majority of the middle aged women teachers feel that they have work-life balance issues. In demographic factor age was the highest influencing factor, however, family type, dependent care issues, inadequate time for personal demands in family are few issues that needs attention. And hence, it is suggested that personally employees have to analyze their career and home priorities. Exploring solutions for children/elderly care issues- at home front they can think of possible solutions for taking care of their children and the elderly care like asking the help of paid maid servant or some others to solve the problem of dependent care. Small kids can be kept in modern daycare centers. They provide good care facilities for growing kids.
2. Due to the multiple role of women teachers those who are living in nuclear families have problems of balancing work and family. It could be managed by prioritizing work and by the feel of empathy. These constitute an important part of satisfied and happier family life. Use the merits of all work according to the convenience of not only for themselves but also for others too.
3. The work – life balancing problems arise in the families where the monthly income is 15000 – 25000. Hence, it is suggested to overcome with the creation of meaningful budget, and to find the right balance in spending. Financial problems cause stress, so it's important to avoid over-spending.
4. Most of the teachers have regular head ache because of the stress at work and home. It is suggested that, to be effective in caring for the loved ones, one has to be careful for herself. Self-care can include spending time with friends and families, taking short breaks during the workday, eat healthy foods, exercising, and getting regular sleep and meals. Use any relaxation technique which helps more like reading books and plan for the trips with family, friends and relatives during the vacation.
5. Majority of the teachers feel work – family issues due to less revenue and more dependents. When the women know how to balance work and home, she could enjoy an economic freedom. Work and family are the two which travel on opposite directions. So don't express the tension of office at home. Give importance only to the work at home. Spend most of the quality time with children.
6. Financial aspects take a major role of creating work – life issues. Present annual income of employees particularly the female employees having less annual income find more work life imbalance as compared to females having good annual income. So it is suggested that such female employees try to work additional hours with the aim to gain higher income without affecting the family and the present work.

6. CONCLUSION

The analysis of the data based on sample survey provides ample evidence on the effect of employment on the status of married and unmarried female teachers within their households as well as on the work. Along with employment status, age, educational status and income level are some of the demographic and socio-economic factors, which influence the decision-making power and extent of observation of the work-life balance. This leads to give certain suggestions on policy prescriptions related to the work-life balance of women teachers. The engagement of the womenfolk in educational institution and such other types of service establishment will raise their economic and social status in terms of a greater in the decision making process within their households and work.

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