

A Study on Work Life Balance of Women Faculties in Arts and Science College with Special Reference to Chennai City

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Abstract: Women are the structure squares of the general public particularly the instructors. It is hard for women to work for the duration of the day by dealing with the plans for getting work done just as the family when children are near. The associations consistently interest in increasingly more execution. The women representatives think that it's difficult to oversee thus called balance between serious and fun activities will be broken. This study has made an endeavour to discover the balance between serious and fun activities among women resources in expressions and science school. The study additionally illuminates the elements which could improve the balance between serious and fun activities.

Keywords: Representatives, Structure Squares, Consistently.

I. INTRODUCTION

The balance between serious and fun activities can be characterized as the ideal combination between work and life, both not meddling with one another. In the current business world, individuals and associations are working nonstop to satisfy the continuously developing needs. A slight postponement in gathering the timetables or assumptions is viewed as an authoritative disappointment. To stay away from postponements and disappointments, representatives are trying sincerely and giving their substance to balance strenuous and fun activities, causing enormous tension. Thus they are compelled to complete their positions regardless of as far as possible. The regularly utilized expression among the workers is that they do not have time or have a rushed timetable. A day of 24 hours is not, at this point, enough to perform business-related and individual-related obligations or duties. The issue appears to be straightforward yet hard to settle and deal with. Workers who need to assume another part of little girl/child/companion/guardians cannot deal with their jobs. Noticing the everyday existences of numerous representatives, two primary issues to be routed to accomplish a balance between fun and serious activities are time and stress. Dealing with these two factors is the mystery of an ideal balance between serious and fun activities. The HR division of the association should help the worker keep a balance between serious and fun activities. The HR supervisor should cautiously distinguish the issue and discover an answer with the collaboration of the business. The association should incorporate a giving balance between serious and fun activities as an HR strategy.

II. OBJECTIVES OF THE STUDY

- 2.1 To study about work life environment of women faculties of arts and science college in Chennai city
- 2.2 To analyse the problems faced by the women faculty while balancing personal life and work life
- 2.3 To know about work life balance policy in an organisation

III. SCOPE OF THE STUDY

- 3.1 The scope of the study is to analyse the work life balance among the college Faculties in Chennai city.
- 3.2 The study covers to identify the possible, feasible ideas to overcome the imbalance and improve the work life balance of employees.

IV. LIMITATION OF THE STUDY

- 4.1 The study is extended to Chennai city only
- 4.2 The study limited to 100 respondents
- 4.3 Result of the study has declared based on respondents answer so the result might be uneven



- 4.4 The undertaken research is related to work life balance issues of women faculty employed in arts and science colleges only.
- 4.5 The study is conducted in selected arts and science colleges only.

V. REVIEW OF LITERATURE

5.1 Dr. G. Balamurugan, M. sreeleka (2020) The study analysis the work life balance of women employees in IT sector. The sample size is 60 and analysed using simple percentage analysis, chi-square and correlation. The study has been concluded that women employee in IT sector have good work life balance.

5.2 Dr. J. Jeya Sunita, Dr. R. Mohanaselvi, Dr. P. Prabhakaran (2020) The study analysis the work life balance of college faculties in management studies staff. The sample size is 60 and analysed using simple percentage analysis, chi-square and correlation. The study has been concluded that faculties in management studies have good work life balance.

5.3 Dhavalai Kaliyanda Bopanna Kushi, Divyasree (2019) The study analysis the work life balance of women teachers in a Mangalore engineering college. The sample size is 30 and analysed using mean, standard deviations, chi square and Rank. The study has been concluded that it is required to given a more consideration for teachers in order to build good organisation.

5.4 Dr. A. Irin sutha (2019) The study analysis the work life balance of women professors working in selected college. The sample size is 50 and analysed using percentage analysis and chi square. The study has been concluded that responsibility with greater accountability with greater accountability would help to create a good environment at the work place and also strengthens family bond.

5.5 Dr. Shwetha Sharma, Dr. Sanjeevni Gangwanai (2019) The study analysis the work life balance of working women. The sample size is 50 and analysed using reliability statics, KMO and Bartlett's test and factor analysis. The study has been concluded that women who is responsible for all the chores of house along with giving best in balancing of both the life. so that will in turn result in balanced life of all the members of family and press who are related with women

VI. RESEARCH METHODOLOGY

Primary data: The data was collected through well-structured questionnaires.

Secondary data: The data was collected through journals, books, websites

Sample size: The researcher fixed sample size as 100

Sample design: The sample design used in this research was convenience sampling technique

Sample area: The researcher has fixed sample area as Chennai city arts and science college.

Tools Used: Percentage analysis, Chi square, Annova, Factor analysis

Statistical package: SPSS 25.0

VII. DATA ANALYSIS

4.6 Table showing demographic information of the respondents

Age	No of respondents	percentage
25-30	35	35%
30-35	16	16%
35-40	30	30%
More than 40	19	19%
Total	100	100%
Marital status	No of respondents	percentage
Married	79	79%
Un married	21	21%
Total	100	100%
Qualification	No of respondents	Percentage
M.Phil.	59	59%
PhD	41	41%
Total	100	100%
Designation	No of respondents	percentage
Assistant professor	74	74%
Associate professor	13	13%
Head Of the department	13	13%



Source:

Total	100	100%
Experience in years	No of respondents	percentage
0-5	37	37%
5-10	18	18%
10-15	27	27%
More than 15	18	18%
Total	100	100%
Monthly income	No of respondents	Percentage
20,000-30,000	71	71%
30,000-40,000	18	18%
40,000-50,000	7	7%
More than 50,000	4	4%
Total	100	100%

primary data

INTERPRETATION

Above table shows that majority of the respondents are comes under 25-30 years of age group, 79% of the respondents are married, Majority of the respondents are assistant professors, 37% of the respondents are having 0-5 years of experience in teaching field and almost 71% of the respondents are earning from 20,000 – 30,000 as there monthly income .

4.7 Table showing chi-square analysis of type of organisation and inspiration of work place**H0 There is no significant difference between type of organization and work place inspiration****H1 There is significant difference between type of organization and work place inspiration****Chi-Square Tests**

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	4.486 ^a	4	.344
Likelihood Ratio	5.255	4	.262
Linear-by-Linear Association	2.541	1	.111
N of Valid Cases	100		

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .48.

Source spss 25.0

INTERPRETATION

The table show that chi-square value is 4.486^awith p value of 0.344. Since p value is greater than the 0.05, we accept null hypothesis the test has concluded that “**there is significant difference between type of organization and work place inspiration.**”

4.8 Table showing one-way annova of travelling hour and tiredness of travelling time**H0 There is no significant difference between travelling time and tiredness for travel****H1 There is significant difference between travelling time and tiredness for travel**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.654	3	.551	1.031	.383
Within Groups	51.346	96	.535		
Total	53.000	99			

Source : spss 25.0

INTERPRETATION

The f- statistic score is 1.031with p value 0.383. since p value is greater then the 0.05 we accept the null hypothesis in simple research can conclude that “**There is significant difference between travelling time and tiredness for travel**”



4.9 Table showing factor analysis of peers and superior, organisation, work life and personal life orient

Factor	Components	Item description	Factor loading	% variance	Elgen value
I	Peers and superior oriented	Taking care well being	0.875	41.433	41.433
		Helping tendency	0.881		
		Pride in accomplishment	0.652		
		Failure to notice work	0.735		
		Discrimination	0.784		
		Negative response	0.856		
II	Organisation oriented	Deadline	0.830	14.255	55.688
		Slow process in performance	0.535		
		Lack of work autonomy	0.648		
		Promotion policy	0.839		
		Programme by institution	0.772		
		Teaching aids	0.776		
III	Work life oriented	Managing students	0.705	7.162	62.850
		Answer paper valuation	0.657		
		Question paper setting	0.873		
		Work pressure	0.777		
		Work hour	0.525		
		Managing other responsibility	0.694		
		Participation of students in activity	0.480		
IV	Personal life oriented	Attending family function	0.698	5.235	68.084
		Parenting issue	0.714		
		Taking care of dependent	0.693		
		Health related issues	0.832		
		Doing college work in home also	0.804		

source spss :25.0

INTERPRETATION

The above table shows that peers and superior oriented factor has showing the variance percentage as 41.433, Organisation oriented factor has showing the variance percentage as 55.688. Work life-oriented factor has showing the variance percentage as 62.850. Personal life-oriented factor has showing the variance percentage as 68.084.

4.10 Table showing chi square of marital status and worrying about balance work life

H0 there is no significant difference between marital status and worrying about balancing work life

H1 there is significant difference between marital status and worrying about balancing work life .

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	13.901 ^a	3	.003
Likelihood Ratio	14.500	3	.002
Linear-by-Linear Association	10.143	1	.001
N of Valid Cases	100		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 2.52.

Source spss:25.0

INTERPRETATION

The table show that chi-square value is 13.901^a with p value of 0.003. Since p value is less than the 0.05, we reject null hypothesis the test has concluded that **“there is significant difference between marital status and worrying about balancing work life.”**

4.11 Table showing chi square analysis of designation and missed out quality time with family and friends

H0 there is no significant difference between designation and missed out quality time with family and friends

H1 there is significant difference between designation and missed out quality time with family and friends.

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	7.850 ^a	4	.097
Likelihood Ratio	10.729	4	.030
Linear-by-Linear Association	7.486	1	.006
N of Valid Cases	100		

a. 4 cells (44.4%) have expected count less than 5. The minimum expected count is 1.82.

Source: spss 25.0

INTERPRETATION

The table show that chi-square value is 4.486^awith p value of 0.097. Since p value is greater than the 0.05, we accept null hypothesis the test has concluded that **“there is significant difference between designation and missed out quality time with family and friends .”**

4.12 **Table showing chi-square of Age and hindrance in adjusting work life with personal life**

H0 there is no significant difference between Age and hindrance in adjusting work life with personal life.

H1 there is significant difference between Age and hindrance in adjusting work life with personal life.

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	23.495 ^a	6	.001
Likelihood Ratio	24.626	6	.000
Linear-by-Linear Association	20.983	1	.000
N of Valid Cases	100		

a. 3 cells (25.0%) have expected count less than 5. The minimum expected count is 3.04.

Source:spss25.01

INTERPRETATION

The table show that chi-square value is 23.495^awith p value of 0.001. Since p value is less than the 0.05, we reject null hypothesis the test has concluded that **“there is significant difference between Age and hindrance in adjusting work life with personal life.”**

4.13 **Table showing two-way annova of work life balance policy health related programme and chreche facility**

H0 there is no significant difference between availability of work life balance policy and health related programme

H1 there is significant difference between availability of work life balance policy and health related programme

H0 there is no significant difference between availability of work life balance policy and chreche facility

H0 there is significant difference between availability of work life balance policy and chreche facility

Tests of Between-Subjects Effects

Dependent Variable: Does your organisation provide you casual leave?

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	.173 ^a	4	.043	.896	.469
Intercept	50.137	1	50.137	1040.584	.000
Health programme	.151	2	.076	1.568	.214
chreche facility	.015	2	.008	.160	.852
Error	4.577	95	.048		



Total	115.000	100		
Corrected Total	4.750	99		

a. R Squared = .036 (Adjusted R Squared = -.004)

Source:spss25.0

INTERPRETATION

The factor of Health programme has a F-statistic of 1.568 with p value 0.214. Since the p- value is greater than 0.05 we accept null hypothesis i.e., **“there is no significant difference between availability of work life balance policy and health related programme”**

The factor of chreche facility has a F-statistic of 0.160 with p value 0.852. Since the p- value is greater than 0.05 we accept null hypothesis i.e., **“there is no significant difference between availability of work life balance policy and chreche facility”**

VII. FINDINGS

- 4.14 The study shows that the influence of organization is essential in a work-life environment
- 4.15 Most of the respondents are tired because of their travelling time
- 4.16 The study draws a line between peers and superior oriented factor, organization factor, work-life factor and personal-life factor in that personal-life factor has influenced more than others
- 4.17 The study says that married respondents are worried more about balancing work life with personal life
- 4.18 The study reveals that assistant professors are missed out on quality time with their family and friends
- 4.19 The study explains that most of the young respondents are not able to balance work life with personal life
- 4.20 The study says that most of the respondents are aware of work-life balance policies provide by the organization
- 4.21 The study reveals that most of the respondents not aware of the work-life programme organized by the institution

VIII. SUGGESTIONS

- 4.22 Reducing workload would likely be the most effective way to reduce stress.
- 4.23 Make course clustering and partial leave uniformly available and increase faculty awareness of policies and programs.
- 4.24 Work-life balance policies like a flexible working hour, flexible leave, the possibility of teleworking, emergency child care.
- 4.25 The organisation should tell the faculties about the availability of a work-life balance programme
- 4.26 In order to achieve work-life balance, time management, involvement in work, and satisfaction should be considered.
- 4.27 The organisation should not tell the faculties to work more than the work hour
- 4.28 The organisation should conduct workshop, webinar, FDP to reduce stress during the work hour
- 4.29 The organisation should take care of the wellbeing of the professors, so that have to take health care of the professors

IX. CONCLUSION

Balance between fun and serious activities is an issue vital that must be tended to by the Associations at the most punctual. After every one of the representatives is the best resource, the association’s exhibition is influenced by worker execution. The association and the representatives should work out methodologies to help achieve Work-life balance, making the association the most joyful work environment. Regardless of more significant compensations and other money related and non-financial advantages, an open to working space, less responsibility, and associations dealing with representatives, it is seen that occasionally workers neglect to convey anticipated deals. Even though various variables influence the exhibition of a representative, accomplishing balance in work and day-to-day life is viewed as significant to perform second to none. The harmony among expert and individual life improves execution at work and helps in acquiring position fulfilment. It gives a sensation of happiness and spurs the person to bear duties with more major responsibility. It helps establish a pleasant climate in the working environment and fortifies the family obligations of the representatives.

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