

WORK-LIFE BALANCE OF WOMEN WORKERS IN THE AMERICAN COLLEGE

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Abstract: Work life balance of the 60 women workers in The American College population was investigated in February 2015. The results on demographic characteristics indicated that above 55 per cent of the respondents are working in the self-financed stream. The findings on stress factors influencing the work life balance revealed that the hours of anxiety was in the morning for 60 per cent of the women and the loss of concentration was due to the health issues (45 per cent). It was found out that more number of respondents spends their time in the chapel (53 per cent) in order to maintain work life balance.

Key words: work life balance, stress free zone and demographic characteristics.

Introduction: Work life and personal life are the two sides of the same coin. According to various work life balance surveys, more than 60% of the respondent professionals reported that are not able to find a balance between their personal and professional lives.(Delina and Prabhakara Raya, (2013), Subha (2013). Work-life balance is the proper prioritizing between “work” (career and ambition) on one hand and “life” (pleasure, leisure, family and spiritual development) on the other. Work-life balance, in its broadest sense, is defined as a satisfactory level of involvement or ‘fit’ between the multiple roles in a women’s’ life. (Jeffrey *et.al* (2003)

Work - life Balance of women employees has become an important subject since the time has changed from men was the bread-winner, to today’s world where both men and women equally sharing the responsibility of family life. (Francene Sussner Rodgers(1992) .Work - life balance for teaching professional has become one of the greatest challenges in today’s world. Teachers work load not only demand their time in the institution but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending to various institution related functional requirements.

statement of the problem:Work life balance emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life. When a woman achieves a successful work-life balance, she has job satisfaction and becomes highly committed and productive and succeeds in her career. This study aims at identifying the level of work life balance among women workers in The American College, Madurai, Tamil Nadu.

Objectives of the study:

- To evaluate the work life balance problems of working women across their demographic characteristics such as age group, number of children and spouse’s profession and work experience.
- To determine the factors affecting work life balance among working women in The American College.

Research methodology:In the present study, 60 working women of The American College population has been selected. The primary data is collected by distributing a questionnaire among the teaching and non-teaching women workers of The American College, Madurai Tamil Nadu. The questionnaire had 20 variables. In order to subject the data to statistical testing, the collected data were coded and analyzed using SPSS version 16 for windows. The data were also tabulated with frequency tables and percentages using MS-Excel.

Data analysis and interpretation

Findings:One of the objectives for the present study is to evaluate the work life balance of working women across their demographic characteristics of the respondents.

Table 1Demographic Characteristics

Demographic characteristics of Respondents	Frequency	Percentage
Age group		
20-30	20	33.3
30-40	23	38.3
>40	17	28.3
TOTAL	60	100
Teaching and Non-teaching		
Aided	15	25
Self-financed	34	56.7
Non-teaching	11	18.3

TOTAL	60	100
Spouse 's occupation		
Government	2	3.3
Non-government	41	68.3
Self-employed	17	28.3
TOTAL	60	100
Number of Children		
1	18	30
2	23	38.3
Others	19	31.7
TOTAL	60	100

Sources: primary data

Table 1 depicts that majority of the respondents are working in self financed stream accounting for 56.7 per cent in The American college followed by 15 respondents (25 per cent) of them are working government aided stream and 11 respondents (18.3 percent) are non-teaching staff members. It is inferred from the above table that 23(38.3 per cent) respondents fall under the age group of 30 to 40 years followed by 20(33.3 per cent) respondents in the age group 20 to 30 years and 17 of them are in the age group above 40 years. Majority of respondent's spouse (68 per cent) are working in non-government organization followed by 28.3 per cent of respondents being self employed and 3.3 per cent in government organization. Out of 60 respondents 48(80 percent) of them fall under teaching category and 12 respondents (20 per cent) are non teaching staff members. Majority of respondents have 2 children followed by 19 respondents and 18 respondents having no children (unmarried and childless) and one child respectively. To determine the factors such as anxiety, loss of concentration, stress free zone and mind relaxation which affects the work life balance among the working women in The American College. It is interpreted from the below table.2 that majority of staff members have the feeling of anxiety in the early morning (36 respondents) 60 per cent followed by in the evening (13 respondents), during office time (6 respondents) and 5 respondents during dusk. Out of 60 respondents 27 respondents (45 per cent) feel that the reason for loss of concentration is due to health problems followed by heavy responsibility (13 respondents) and due to children (11 respondents).

TABLE 2 Factors Influencing the Work Life Balance

FACTORS	FREQUENCY	PERCENTAGE
Hours of Anxiety		
Early morning	36	60
Office Time	6	10
Evening	13	21.7
Dusk	5	8.3
TOTAL	60	100
Loss of concentration		
Number of Children	11	18.3
Health issue	27	45.0
Laziness	9	15
responsibility	13	21.7
TOTAL	60	100
Stress free Zone		
Home	14	23.3
College	13	21.7
Library	1	1.7
Chapel	32	53.3
TOTAL	60	100
Mind relaxation		
Reading	14	23.3
Hearing Music	27	45
Shopping	15	25
Watching T.V	4	6.7
TOTAL	60	100

Sources: primary data

Majority of respondents (53.3 percent) feel that they are under stress free zone when they are at Chapel followed by home (23.3 per cent) respondents. Most of the respondents feel that their mind gets relax by hearing music, shopping, reading and watching TV. Out of which 27 of them get relaxed by hearing music. With regard work life balance 47 respondents are at the notion that healthy life style will improve their work life balance.

Classification of respondent's work experience and level of satisfaction

H₀- there is no significant relationship between work experience and level of satisfaction of the respondents.

H₁- there is significant relationship between work experience and level of satisfaction of the respondents. The table value for chi-square for freedom 2 at 5% level of significance 0.2. The calculated value of chi square is less than the calculated value. Therefore the null hypothesis is accepted and hence there is no significant relation between work experience and level of satisfaction.

Conclusion: From the present study it is reasonable to conclude that women workers of The American College could manage their work and family responsibilities in a balanced way in the institutional climate. Our findings revealed the importance of work life balance and the need to have work life balance to have happiness and life satisfaction. The significant number of women workers found out that the chapel as stress free zone. The practice of spending time in the chapel helps the women workers to balance their work and life.

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