RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND THE PERCEPTION OF WORK-LIFE FACTORS AMONG WOMEN TEACHERS

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ABSTRACT

Work-Life Balance is one of the most pressing challenges in today's educational institutions. There is a need to understand the amount of balance that instructors have in their job and home lives. The design of the present study is exploratory and descriptive in nature. The subject of research being the correlation between women Teachers in Government and private Colleges in North-East India, these will be additionally stratified for the equivalent. The research work will be gathered based on primary data and secondary data. An exertion will be made to gather data by structured questionnaire which will be directed to the samples of respondents from administrative staff, non-administrative staff of Government and private Colleges. The research work will be founded on secondary data too. Literature, reports, statistical figures and such other will be gathered from books, journals, research papers and other distributed and unpublished records of both national and global standard. The present study address the objective of understanding the socio economic profile of respondents, work life balance, factors influencing them towards their work life balance on life satisfaction, impact of work life balance on their personal. It emerged from their outcome that designation of the teachers, their nature of appointment, the academic stream in which they are teaching, and the nature of their serving institutions affect the quality of work life balance directly and significantly. In the institutes as well as in the home, the question of work life is mounting to the apex of numerous employers' and employees' consciousness. Human factors are generally the most important and unique assets of an organization. In today's scenario where the society is accelerating, educational institutions search for options to have a positive influence on the bottom line of their teachers, enhancing the female teacher's morale, and retain faculties. Work life balance has occurs as the one of the most important aspects having the effect on the organization's competence. In support of this objective a survey was carried out for the assessment of a Work Life Balance Indicator of professionals and also highlights the issues associated with work life balance of female school teachers in educational institutions and the aspect in order to ascertain work life balance.

Keywords : Work life balance, Female teachers

INTRODUCTION:

"*Women constitute an important section of the workforce. However, the present situation of a large number of well-qualified women who due to various circumstances have been left out of their jobs needs to be addressed. The problems faced are several but; significantly, most often the "break in their careers" arises out of motherhood and family responsibilities.*"

Work-Life Imbalance among the employees can have negative effects on both the organization as well as the employees. Lowered productivity at the workplace, more conflicts, absenteeism, high attrition, low morale, more stress are the major impacts of work-life imbalance on the female employees working in both public and private sector enterprises.

Female folks in India were known for their basic role of being homemakers that included all the domestic chores. With the inflow of open Economy as well as Industrialization, modern women have become not only facilitator but also a contributor. She has come out of the domain of restrictions and deprivations, she even plays an equal role in the society, in multi-national companies, in the field of Research and Technology, in medicines, in astronomy, and where not?

Work-Life Balance (WLB) is a term that refers to the desire on the part of both employees and employers to achieve a balance between work and place obligations and personal responsibilities. It is also referred to people having enough time to have balance in the jobs and home life. It is defined as a strategy to enhance the independence of employees in coordinating with the work and non-work aspects of their lives (Felstead et. al, 2005). It includes spending good time with family members, getting free time to be able to relax for emotional wellbeing and health of family members, having good communication and support from the colleagues, obtaining high-quality child care and education; and being satisfied with the workload (Karakas and Lee, 2004).

Individuals' ideal work-life balance changes throughout time. Various things become significant for a person at different phases of their career and age. The ideal balance for a person today will most likely be different tomorrow. For various people, the appropriate balance also varies. There is no one-size-fits-all work-life balance since we all have distinct priorities and lifestyles. However, an individual's desire for balance is not limited to that, since the phrase 'balance' implies a choice between two options: work and life.

Higher-educational institutions are rewarded the greatest when they can make a difference in a student's life by inspiring interest and growth in their students. However, as satisfying as teaching may be, dealing with uninspired pupils, huge courses, and hefty workloads can be difficult and stressful. Most importantly, instructors will sometimes have to deal with student misbehavior and violence. Furthermore, inner-city and poor-community institutions are often run-down and under-resourced. Despite the appearance of a short workday, teachers often work more than the average 40 hours per week for other jobs. This is because planning, paperwork, and grading must take place outside of school hours. Simultaneously, professors must care for and be accountable for their families. When it comes to female faculties, in particular, they are required to do greater obligations in comparison to male members. Females, without a doubt, play numerous functions in the family, and their failure to do so never compromises the other members. Females are put under a lot of stress as a result of this. The current research will assist to uncover the current family strain on female faculty members, as well as the function of work-life balance techniques in balancing a job and home obligations.

The grass is reported to be green on the opposite side. This is especially true for female faculty members who hold teaching jobs at colleges and institutions that provide higher education. Even though the current Indian generation recognizes the significance of women's roles outside of the confines of the home, women are still required to perform their former job of domestic duties. Despite their professional commitments, these women are expected to conduct household responsibilities such as cooking, housework, and caring for elders and children. Women's biggest challenge is overcoming the obstacle of not having enough time to perform all of their obligations at work and at home.

When it comes to Work-Life Balance, jobs in the teaching profession are seen to be simpler. Most of the time, women choose to take teaching faculty positions since the institutes and colleges' schedules are more accommodating to them, enabling people to achieve a better balance between work and other aspects of their lives such as family responsibilities, leisure, and health care.

The goal of this research is to look at the Work-Life Balance of female instructors in government and private institutions in India's northeast.

Work life balance is a concept including proper prioritising between "work" (career and ambition) and "lifestyle". With more and more women becoming independent and working either through home or on job it has increased the pressure on them as they have to manage their households as well as their professional lives.

The term work life balance was first used in the United Kingdom in 1970's to define the problems between individual's work life and personal life. However in America the term work life balance was used in 1986.

Life of women from the ancient period have changed drastically. In a society from where women were not even allowed to go to schools for their education till now women have changed a lot. Women are exceeding in almost all the fields. The position of working female has been transformed through the world due to change in financial situation and social pressure.

Women are the building blocks of the society especially the teachers. It is very difficult for women to work throughout the day by managing the work schedules as well as the family.

Teachers workload 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 institutions related functional requirements teachers need to spend extra hours everyday to be effective and productive in their profession. Thus it is very important to study the work life balance with respect to the teachers especially women who are working in teaching profession.

WORK FAMILY BALANCE

Work family balance is the proper prioritizing between work (career and ambition) on one hand and life (pleasure, leisure, family and spiritual development) on the other. It does not imply equal balance in units of time between work and family but includes each individual's needs, experiences, and goals, and there is not a one size fits all solution. Work-family balance involves suitable functioning at work and at home and to achieve it, workers have to create support systems at home, at work, and in the community. It is a satisfactory level of involvement or fit between the multiple roles in a person's life.

WORK LIFE ENHANCEMENT

Work Life Balance refers to the effective management of dual role at work and family. Any employee has to balance between work and family life by prioritizing both at professional and at personal level. Demand for teachers is ever increasing. The attitude of teachers in taking care of students cannot be seen in other professions. Because they play a vital role in the lives of students in gaining their knowledge with their unselfish and dedicated service. Teachers perform their duties as nursery teachers, primary teachers, higher secondary teachers, professors and lecturers etc., Hence, gaining their knowledge is very important. This creates stress among teachers. Balancing work and family tends to have a proper physical and mental health. Proper working conditions, working schedules and support from family members will help in attaining good physical and mental health.

STATEMENT OF THE PROBLEM

Traditionally the role of women was confined to cooking, cleaning, raising children, etc. They were looked upon as teacher, professor, lecturer and were denied access outside home. But now the story is different. They have an important role to play even outside the home. With the potential education and employment opportunities today, most homes have become dual earners because of increase in expenses and necessities. The expansion of higher education has also enhanced job prospects for women and there is a shift in the role models from stay-at-home mothers to successful professional women. But her role at home has not changed much. The wife still cooks, does household work, takes care of the family members, family commitments and runs the house. With increase in pressure at work place and important demands at home, the work life balance is at stake.

One of the important careers among them is Teaching Professional. Educational Institutions is fully service oriented. In the competitive world, the educational institutions has also increased because of the huge population and change in life style of the people. Still the Educational sector is in growing phase with certain limitations, which creates a heavy pressure on Teaching Professionals and it may affect their work life. The pressure from extended working hours, compulsory overtime, chances of getting deceased, increased stress level at their job leads to job dissatisfaction which ultimately end up with higher attrition rate and low morale. In this context, it would be more relevant to make an attempt to study the problem related to Work Life Balance of Teachers which may help the educational sector to drastically reduce the attrition rate and to provide high level of job satisfaction to the Teachers.

REVIEW OF LITERATURE

Albertsen et al (2018) stated that women staffs working during non-standard durations or doing overtime work suffer from a lacking of work-life balance. In a research study with both male and female staff, this has been observed. Prolonged working time mostly gives in an unhealthy relationship, marital disputes between partners as well as improper development of kids. Alternatively, women staffs involved in part-time jobs have a balanced

work-life. Although, for males, this picture is not the same for male staff, and their motives behind doing part-time jobs are entirely dissimilar from those of the women staff. Many other people like those having disabilities or older individuals, or women having small kinds can do part-time jobs and manage their professional and personal lives in a better manner. So as per the empirical research, people having better regulatory authority in terms of the working times have better work-life balance. It influences personal/family life majorly. On the other hand, entirely professional women's spouses report feeling stressed. Kids having parents who work on non-standard hours or have shift (night shift etc.) duties mostly suffer from attitudinal and emotional issues.

Muthulakshmi (2018) performed a research among teaching professionals in Tuticorin District's arts and science institutions. The purpose of this research is to look at the difficulties that respondents have in balancing their personal and work lives. The research is based on first-hand information. The random sampling technique was used to choose a sample of 200 respondents. This research looked at the numerous aspects that influence respondents' work-life balance. The purpose of this research is to learn about respondents' socioeconomic profiles, their views on their careers, work-life balance, variables affecting their work-life balance and imbalances, and the outcomes of work-life balance and imbalances. Respondents' opinions on the effect of work-life balance on life satisfaction, as well as the impact of work-life balance on their personal, social, familial, environmental, and psychological outlooks, were gathered. The research also aims to assess respondents' attitudes on balancing work and personal life. The relevant hypotheses have been framed as the focus of relational basis to address the objectives, namely testing the existence of significant differences among working women about their work-life balance issues, the impact of work-life balance, outcome, and way of managing work-life balance related aspects using relevant statistical tools such as Chi-Square test, ANOVA, Correlation, Garrett Ranking Technique, and factor analysis.

Bileviciene, et al., (2015) article presents the results of expert evaluations carried out in the Personnel Administration Divisions of the Ministries of the Republic of Lithuania. This paper presents only a part of survey results and an analysis of theoretical material. Following an information technology-based innovation, environmental analysis identified the need to strengthen and supplement the factors that encourage innovation, and reduce or eliminate factors that were slowing innovation. The results of our research show that the purposeful cycle of development of information technology as innovation implementation can lead to the effective application of information technology.

Palki and Pankaj (2015) investigated, 'Impact of Flexible Working Hours on Work-life Balance'. The purpose of this study was to identify the benefits to employees due to flexible working hours. The survey found that the most prevalent advantages are increased employee productivity and increased company profitability. Work-life balance is also promoted and facilitated through flexible working hours. Proper WLB results in less stress and greater employee well-being.

Campbell et al. (2014), in their study "The Effects of Family Responsibilities on the Work Commitment and Job Performance of Non-Professional Women", analyzed the impact of females being empowered and economically active on their personal and family lives and vice versa (family life's effect on professional life). As per the findings of the analysis, females having kids represented a low level of professional commitment as compared to those who had no kids.

Goud and Nagaraju (2013) research was done on "Work-life Balance of Teaching Faculty regarding Andhra Pradesh Engineering College". This research focused on the challenges surrounding faculty members' work-life balance at educational institutions, as well as the elements that influence work-life balance. The Stratified Random Sampling approach was used to pick 210 respondents from 14 engineering institutes in the Rayalaseema area of Andhra Pradesh. The study's main goal was to look at the impact of work-life balance on faculty performance and attitude. The instruments of analysis were percentage analysis and factor analysis. The study's key conclusion was that faculty members experience extreme stress as they strive to balance their professional and home lives, and it

was proposed that management may create family-friendly policies to improve faculty members' work–life balance.

Dole and Mhatre (2018) Managing and keeping employees is one of the most critical HR choices in today's highly competitive market. When deciding whether to educate current staff in-house or hire a new employee, the cost aspect is quite crucial. So, much as other departments do for their operations, controlling worker productivity entails maximising the ROI (return on investment) for the labour expenditure. The objective of an HR manager is to create a target for the maximum return on investment in the HR function, since human resource management entails appropriate management of talent in the firm. From ERP to people management to team and network management software, the HR software industry has changed. It began with the goal of automation, then integration, engagement, and now the emphasis is on employee empowerment and performance enhancement via leadership skills. Companies now days are made up of networks of teams, with team management at the core of organisational architecture. Many firms are replacing their fundamental systems with cloud-based systems, which are based on applications and data centres, and the outcome is increased employee productivity. The emphasis of software is increasingly moving away from analytics and toward artificial intelligence. In this discipline, IBM is the pioneer. IBM Watson evaluates several techniques of recruiting and recommends the most cost-effective approach for the company.

Gayatri Pradhan (2016) investigates how working women reconcile job and family life in her research. Due to an increase in the number of women joining the workforce, there has been a rising concern about work-family difficulties and the idea of balancing these two realms. In the case of males, such a conversation is seldom brought up. Men are less active in household activities, creating a sharp separation between work and home. The notion of work-family balance has been used to describe the balance between work-related and non-work-related duties. Having a balance in the work and family realms means that the balance is in the right proportion for the person concerned. Several research on work-family difficulties have been undertaken in Western nations, but the results of these studies cannot be extrapolated to other countries since work and family duties are seen differently in various countries. The literature shows that the work-family experience is not universal, but rather culture-specific. As a result, there is a need to investigate how working women in various nations handle work-family difficulties.

Dhanya and Kinslin (2016) studied that Flexi time, Work commuting, Five days of work per week, Planned vacations, leave facilities including maternity leave, employee welfare programmes, and talent development efforts are among the best practises for WLB. In order to reduce work-life imbalance, certain novel solutions must emerge in this environment.

Chaturvedi (2016) studied that '69 percent of talent in India regards flexible work arrangements as favourably effecting work-life balance**.** Employers would need to provide more than conventional inducements such as attractive pay and straight career pathways to retain and recruit great talent in India. Workers are increasingly attempting to "create" the ideal work-life balance. Flexible work arrangements are seen as having a favourable influence on work-life balance by 69 percent of Indian talent. In India, employees named a variety of factors that they believe are vital for achieving work-life balance. Flexible work schedules and arrangements, such as working remotely or telecommuting (69 percent), limitations/restrictions on working outside of normal business hours (45 percent), and health programmes, such as on-site, are among the key results. Furthermore, job flexibility is no longer a male-dominated problem. Employers in India will need to demonstrate how they assist their workers succeed professionally and personally in order to stay competitive in recruiting the top talent, according to the survey's results. To build a work-life design attitude, Kelly recommends that businesses make flexibility the norm, encourage relaxation, assure meaningful work, assist in keeping skills current, establish a culture and brand to be proud of, and give lifestyle support alternatives.

Rashmi (2016) interviewed the topic 'Work-life balance? Doesn't exist:' and reported that their exist no WLB instead the people should maintain a single list instead of a list of priorities. Building a strong team will help them to get the things possible but not maintain WLB. In addition to that, he said that people should make their task

simpler instead of complicating them. To take the things lighter they have to nurture their interest on music and photography.

Boudersa (2016) One of the most valuable resources in every educational institution is a knowledgeable and high-performing teacher. The teacher is the professional agent and the most directly accountable person in the learning process; he is the one in charge of making/helping pupils learn and benefiting or suffering from his teaching quality. As a result, the teacher and the quality of his instruction are often discussed and given prominence in education. Nowadays, Algerian educational institutions, like any other educational institution in the world, are at danger of encountering a scenario in which our educational systems fail to teach and shape exceptional learners. As a consequence of these problems, there is typically a constant need in education to ensure that pupils at all levels get effective instruction. Teachers' evaluation methods are being called for today as a strategy to ensure the teaching/learning processes. Teachers are used to entering the field with little or no formal professional training or experience. Teachers' lack of professional training and growth may be a major cause of discontent with the quality of their instruction in forming competent pupils with the essential knowledge and abilities in many subject areas. Today, a move from traditional-based teaching, which is mostly centred on theoretical educational processes, to research-theory-based teaching, which informs and inspires teaching practises, is necessary. This is said to have far-reaching implications in education, implying that instructors should be in regular touch with research for future teaching innovations and should incorporate new research results into their teaching methods to increase learning and ensure high-quality teaching. Teachers' professional development and training are essential ingredients in supporting creative and successful teaching. The purpose of this research study is to analyse the critical role of teacher education and professional development in enhancing and/or raising educational quality in Algeria. In light of the study results, several relevant methods for assessing and improving instructors' teaching quality will be presented. Teacher, teaching, training, professional development, quality, and assessment are all terms that may be used to describe a teacher.

Teir and Zhang (2016) Any educational institution's success is said to be based primarily on the quality of its human resources and its regard for human resource management as the core of educational administration (Jones & Walters, 1994). Human resources are the most potent assets that an institution may possess to fit in this competitive climate and to meet the new entrepreneurial paradigm, especially in higher education, which has grown more competitive and open to market-driven decision making. Human resource management is responsible for converting organisational strategic goals into human resource policy and developing human resource strategies that may help the company acquire a competitive edge (Tyson, 1997). This study focuses on human resources in higher education as a fundamental component of enhancing the quality of higher education, which is a critical aspect in a nation's social, scientific, technical, economic, and political growth. This study provides a model for human resource management in higher education and explores how this model is currently implemented in Palestinian higher education institutions in terms of the practises used and the amount of relevance assigned to each activity. Analyzing the findings may lead to a better understanding of human resource management as a whole, as well as provide guidance for future growth in higher education, particularly in Palestine. A survey was designed based on two human resource models that were deemed suitable for the Palestinian higher education system and delivered to the directors of human resource departments and their assistants at all Palestinian institutions (N=53). The survey addressed eight fundamental practises, each with many tasks. The beneficiaries were instructed to review the tasks that had been completed at their respective institutions. N=38 people responded to the survey, yielding a return rate of 71.7 percent. The number of institutions that use human resource methods varies as a consequence of the findings. Furthermore, certain activities get more emphasis than others, showing the present situation of Palestinian institutions' human resource strategy.

OBJECTIVES OF THE STUDY

The main Objectives of the Research Study are as follows:

- To study the concept of Work-Life Balance and its different Aspects

- To identify the level of work-life balance and imbalance among the employees
- To examine the various outcomes of work-life imbalances and the impact of work-life imbalances on the various outcomes of work-life imbalances
- To examine Work-Life Balance policies towards Women Teachers working in Government and private Colleges in North-East India.
- To analyze the significance of demographic factors with respect to Work-Life Balance of women Teachers in Government and Private Colleges in North-East India.
- To understand the status of Work-Life Balance of Women Teachers in Government and Private Colleges in North-East India
- To compare the perceived level of Work-Life Balance among the women Teachers working in Government and private Colleges in North-East India on the basis of Work-Life factors

RESEARCH DESIGN

The term "research" refers to a quest for information. A scholarly and methodical search for relevant knowledge on a given subject may also be defined as research. Research is, in reality, a kind of scientific enquiry. Research is defined as "a diligent examination or inquiry, especially via search for new facts in any domain of study," according to the Advanced Learner's Dictionary of Current English. Research, according to Redman and Mory, is a "systematized endeavour to gather new information." Some individuals see research as a movement, one that takes them from the familiar to the unknown. It is, in fact, a journey of discovery. When the unknown confronts us, we wonder, and our inquisitiveness causes us to investigate and get a thorough and complete grasp of the unfamiliar.

Research is a phrase that should be used in a technical meaning since it is an academic activity. According to Clifford Woody, research entails defining and redefining problems, formulating hypotheses or suggested solutions, collecting, organising, and evaluating data, deducing and arriving at conclusions, and finally carefully testing the conclusions to see if they fit the formulating hypothesis. The Encyclopaedia of Social Sciences defines research as "the manipulation of things, concepts, or symbols for the purpose of generalising to extend, correct, or verify knowledge, whether that knowledge aids in the construction of theory or the practise of an art," according to D. Slesinger and M. Stephenson. As a result, research is a unique addition to the current body of knowledge that contributes to its growth. It is the search for truth by research, observation, comparison, and experimentation. In a nutshell, research is the pursuit of information via an objective and methodical approach of finding a solution to a problem. Research is also the methodical approach to generalisation and the construction of a theory.

The research design is a blueprint/master plan that lays out all of the methodologies, techniques, and processes, as well as the conceptual framework in which the study is planned and carried out. It is responsible for data definition, collection, measurement, analysis, and interpretation. 'A research design is an arrangement of circumstances for data collection and analysis that seeks to combine relevance to the study goal with procedural efficiency.'

For the objective of this study, the researcher used a descriptive-research design. Descriptive study identifies people's current situation, attitudes, and progress. The "what is" method is used in descriptive study design. It entails acquiring quantitative data, defining qualitative information categories, gathering data that characterises events, and then organising, tabulating, depicting, and describing the data. Descriptive research use description as a tool for organising data into patterns that emerge during analysis, and it typically employs visual aids such as graphs and charts to assist the reader.

TOOLS USED

Newspapers, Books , Journals, Websites, Research paper and internet.

SUGGESTIONS

The balance between personal and professional life vary from person to person. The best individual work-life balance will vary over time. The work – life balance strategies differ for single, married women and women with children. Based on the findings of the study the following suggestions are drawn.

The educational institutions are advised to establish a work life balance cell at their institutions in order to analyse the level of their teachers" expectations and perception on the work life balance concept. The educational authorities are advised to focus on the main key dimensions of work life balance.

Stress free environment can be created by giving minimum work load. Courses on effective stress management can be introduced by the education institutions. Typically they can create awareness and demonstrate technique to reduce the stress. Proper yoga and meditation training can be given to the teachers to cope with stress.

It is very necessary to understand that married women with children require more organizational support than the unmarried and married teaching staffs with no children. So it is the prime responsibility of the institution to take care the human resource policies so that they can best utilize the teachers potential.

CONCLUSION

No significant differences were observed between males and females on the aspect of Work Life Balance. It can be concluded in view of the fact that the respondents are nearly of the similar age group and there is resemblance in their perceptions. Therefore gender was not found to be a major distinguish factor. No significant difference was found among female schools teachers on the basis of institute on the aspect of Wellbeing & Leisure and job Performance. In spite of this, significant difference was found between institutes on the aspect of Personal Relationship. It's perhaps for the reason that is workload, training needs etc. Female teachers in private institutes more often experience more work-life pressures. Though, no significant difference was found between female teachers of on the aspect of Personal Relationship.

Globally, dual-career employees especially women are confronted by the dilemma of work-life conflict. This study indentifies work-life balance options, as experienced by workers and assessed the perceptions and experiences of work-life balance among female journalists and teachers. Organizations must assist employees especially women in improving and maintaining good work-life balance. Work life balance has the potential to significantly increase employee morale, decrease absenteeism, and retain organizational knowledge. Irrespective of the category of employees work life balance offers a win-win situation for both employers and employees. Therefore there must be more organization commitment to investing in human resources who contribute significantly to sustained organization performance. To achieve competitive advantage in the marketplace organizations must be concerned about their human resources who are their most important assets and take consistent and steadfast measures to improve their work- life and employ high-quality work-life balance options.

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