

Work life Balance: A Review on Management Teaching Professionals of Odisha

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ABSTRACT

This is an empirical study to investigate the issues of work life balance of professionals working in different management institutions of Odisha. Many researches have been conducted on work life balance in the western countries but during the recent years Asian countries get attention irrespective of these vibrant issues. After globalization this particular issue raised in the organisation when more no. of female professional contributes to the work force. Due to the growth and development in the economy, a competitive environment seen in the society and individuals struggle to meet the demand which results work life conflict and work life imbalances.

Keywords: *Work life balance, teaching professionals, management institutions*

INTRODUCTION

In our modern society we have sufficient of professionals like doctors, scientist, engineers and many more who contributes to our society according to their specialized area. But among all teaching is the only profession which helps the individual to grow their mind, body, soul, emotions, skills, intellect, perception, psychology. Therefore it is widely recognised as noble profession. Teachers are considered as next to our parents and shadow of them also. Teachers are the persons who shows love, affection which nurtures the students to perform noble deeds. Teachers are play an important role in our life and every teachers have the unique personality which attracts and motivates the students, they make the students conscious, aware and realize the objectives of life. "Teachers are the most responsible and important members of society because their professional efforts affects the fate of the future" (Helen Caldicotte). So it is equally important to think about the work life of teacher and its effect on their personal and professional life. Work life Balance is a term widely used by employees, employers and researcher as well after industrial revolution. Work Life Balance is a situation which emphasises the time allotment of individuals towards professional life and personal life. The most important idea of restoring Work life Balance is to identify the priority, scheduled the priority, and then finally allocates the resources on priority. This is the very basic and simple idea to achieve work life balance. But sometimes the need of professional

achievement costs a lot and we didn't get quality time for family and the same thing applicable in case of family too, sometimes the family responsibilities bothers a lot to us and we can't focus on our profession. So to achieve the equilibrium in our personal and professional sphere we need to distribute our efforts and commitments equally.

OBJECTIVES

This review study aims to analyze the available existing resources and literature on the field of work life balance and it specially focus on the management teaching professionals of Odisha state.

METHODOLOGY

This study is based on a comprehensive literature review and the study based on the available literature on work life balance as well as teaching professionals especially on management faculty. The existing literatures were considered for this review paper basing upon their empirical investigation and other important aspects of work life balance. The literature were collected from Google scholar, research gate, international and national journals, articles, books, magazine, news papers

LITERATURE REVIEW

Fisher (2003) conducted a study on work life balance and its different components such as the amount of time employees spend in the organization, the amount of time spend in other non work activities, objectives of work accomplishment, and the belief on own self to accomplish the work. To perform every activity employees need to have faith and attitude to complete the work needed, with the help of these two components employees acquire strength to complete the task. But in case of the women employees due to work over load and multiple responsibility they reduce confidence and faith to complete it with in time as well as per demand. The deadline to complete the task automatically creates strain, anxiety and gradually the work life get imbalance.

Barnett and Hyde (2001) conducted a study on the professional and personal life of women. According to the study women are very proud to take the responsibility and challenges of both personal and professional lives. To take care the family and organisation is very much difficult and essential for women but they are quite skilled and efficient to take care as per the situation demand. After the globalization years the existence of women are not only restricted to home only, they enter into the profession and change the stereotype mind set of the society. Most important when women enter in to profession the traditional practices in the name of culture broke down with strong mindset of equality and the practice of financial contribution towards family.

Rajadhyaksha, (2012) in India previously we practice joint family system where the entire 3, 4 generation family members shares a single roof with kitchen. But now a days the extended joint families are turned in to nuclear family which is a small set up with children and spouse. In the joint family tradition values and social restrictions imposed upon the family members but in single nuclear family all these are replaced with flexible and suitable culture. All such changes in the family set of Indian society affects the work and life of the

family members and how they cope with personal and professional filed with growth and success is biggest challenge now a days.

Muhammadi Sabra Nadeem, Dr. Qaisar Abbas (2009) investigate the coordination and existing relationship in between the professional life conflict and job satisfaction among Pakistani workers. The researcher of this present study found that the work life conflict and job satisfaction are adversely correlated to each other and at the same time the job satisfaction again adversely correlated with stress. In this particular study the variables like work load also analysed and found that work load has some positive impacts on employees and excess work load never affects the job satisfaction level of employees. This study suggested that every organisation should think about job autonomy because employees enjoy to work in a autonomy set up and the higher level of job autonomy leads to higher job satisfaction and vice versa.

A.K.M.Mominul Haque Talukder (2011) conducted a study on work life balance by using different context which made an effort to locate and identify the smart way how employees balancing their work life with the consideration of flexible work timing, work satisfaction, positive work culture, financial, non financial and fringe benefits, conducive work environment, heavy work pressure, work overload, severe discrimination. In this present research study researcher focus on all the above mentioned variables which are important and plays vital role in work life balance.

Sakthivel Rania, Kamalanabhanb & Selvarania (2011) investigate the visible relationship exist in between workers satisfaction level and work life balance and focus on different variables such as career growth, work assignments, salary, incentives, benefits, peer-superior relationship, work life balance and job satisfaction. The findings of the study reveal that there is a positive correlation and optimum correlation exists in between work assignment and professional level satisfaction with the help of constant mediator work life balance.

V. Varatharaj, S. Vasantha (2012) did a study on women professional working in the service sector. This study established that work life balance must attain the equilibrium in the personal life and professional life then only it can minimize the conflict between work and family life. The best advantage of work life balance is that it increases the efficiency of work life balance and when the work life of an employee will balance then it enhances the productivity and performance. This present research paper tries to locate the various factors responsible for balancing work life balance, and also suggest the possible measures through which women of service sector can attain equilibrium in their personal and professional life. This study also finds that women working in the service sector are happy in their work place irrespective of hectic work pressure of organisation and multiple domestic affairs too.

A.G.V.Narayanan & R.Lakshmi Narayanan (2012) conducted a study to know about the influential variables of work life balance among the human resource professionals (HRP) of Tamilnadu working in information technology sector (IT) with the help of 200 samples. During their study the researcher revealed that difficult work timing, excess work load, unusual and frequent travel, daily meetings after the office hours, lack of holiday, work during holiday are the influential means of work life balance. The human resource professional of IT organizations are facing troubles to balance their work and life and the above mentioned are the clear visible reason of their work life imbalances.

Lalita Kumari (2012) conducted a study on employee's perception and their work life balance in the public bank. During this research survey quota sampling adopted to select respondents where 350 were contributed their valuable response. This study finds that every features of work life balance perform very silently towards their job satisfaction and there is a gap exist in between the job satisfaction of both male and female employees. There is a positive correlation exist in between the job satisfaction and work life balance. This study also suggests that it is the responsibility of the human resource manager to take essential steps to improve the commitment among employees and performance and also prepare better policies for recruitment and retention.

Hye Kyoung Kim (2014), conducted a study on "Work-Life Balance and Employees' Performance: The Mediating Role of Affective Commitment", and the main objective of the study is to know about the effective work commitment, role performance and the mediating factor of work life balance in Korea. This study consider 293 employees from Korea and used the structural equation modelling (SEM) with regression too. After the analysis it revealed the result that there is no such direct effect of work life balance in the performance of role rather the personal experience acquired by the employees on work life balance increase the work commitment and the positive work commitment positively influence the performance of role and responsibility in the work place. Many researcher shown interest in this topic but in terms of attention and seriousness this particular issues get neglected to gather information regarding the effect of work life balance on the individual behaviour and attitude of employees. There are huge amount of studies available in western countries to investigate about the work life balance but in this particular field Asian countries being neglected so this particular research focused on Korea to examine the Asian countries issues and tries to establish a comparison with western countries. The final result and findings of the study are very useful for the organization of Korea and it provides a better result to understand the importance of work and personal life at Korea.

Singal and Parvesh (2015) conducted a study on female faculty members of Hisar with a limited 30 no. of positive respondents. From the research study it was revealed that most of the faculty express and show their unhappiness during the office hours and they face many challenges to manage their work and life. Again this study found that usually female faculties are in stress at organization due to their multiple responsibilities and for the sake of balancing the work and life they experience more anxiety and stress, so this study suggest to implement systematic policy in the organisation which help the female faculty to balance their work and life with improvement of performances.

Pratibha Barik (2017) conducted a study on married women to identify the work life conflict and the suitable measures for a healthy work life balance. It is confirmed from this research as well as earlier research that women are excellent at time management, work scheduling and multi tasking. Women face huge amount of challenges to balance their life with multiple responsibilities but they handle many of them with personal attention such as child care, elderly attention, cooking, cleaning. As women are the vital part of our society, so organisation and government should take proper measures to balance the work life of women and support the women to progress in life with better productivity and hard work.

Barik & Pandey (2017) describe that the issue of work life balance is very emerging for employees as well as employers too. From a long time every single individual is

struggling to maintain equilibrium in between the personal and professional life which seems very difficult. Every organization in each and every stage tries their best to implement new and ideal policies to motivate the individual in the work place and employees can achieve better and healthy professional life. This paper justifies the importance of work life situation and the policies, practice and implementation of work life balance in the organisation from the employer's side. This study assess the previous literature of India and abroad countries and find that the policies and practice of work life balance is important for the organisation to reduce the absenteeism percentage, reduction in the cost of recruitment, higher retention rate of employees, lower work life conflict, higher productivity and performance rate. The proper implementation of work life balance policies are motivation not only for the women professional but it is beneficial for the male employees also.

Anna Beninger (2010) conducted a research study on work women especially on academics from United states, Australia, Sweden with the sample size of 80 and found that women working in the academic sector suffer with chain of challenges in case of their work and life situation. To deal with the work life imbalances and creating a work life balance situation government policy and cultural atmosphere exist despites, women face challenges during their work and life journey. To support the women and help to cope up with the universal work life challenges several supports are organised by formal organizations through their policy and social norms.

A.Danam Tressa and C.K.Manisha (2011) conducted a study on women teachers of Kendriya Vidyalaya in Uppen, Hyderabad specifically. This research study examines the methods that how women teachers are struggling to balance their work life and level of stress at their work place. Their dual role towards personal and professional life forced them to juggle towards the unlimited and never ending responsibilities. It is really difficult on the part of women to compromise with one for another so it is the prime responsibility of organization to create a family type work environment which promotes the health, well being, positive work life and overall happiness of women at work place.

Nidhi & Balasubramanian (2013) conducted a study on "A study of work life balance among teachers" to examine the work life balance among teachers. In every organization there is a human resource department which is like a bridge in between the employees and employers with various organisational policies and programmes and these policies are helpful to create a positive balance between the work and life. This present study did on the school teachers of Umargam of Gujarat state includes 114 no. of teachers and analyse the data with the help of statistical tools such as ANOVA, T-test and correlation for a netter analysis which reflects the relationship between work life balance and job productivity. From this present research study it revealed that there will be a positive correlation between work life balance and job productivity and the organisation as well as management is also very much serious and aware about the importance of teachers' work life balance because it affects the job productivity as well.

Uddin, Hoque, Mamum and Shahab (2013) conducted a study at Bangladesh among the female teachers working in private institutions. The study come with certain suggestions such as work life balance is important and the only way to get continuous balance between work and life is family support and organisational cooperation. From many study it is also revealed that women are the support to the family so it is really a need for all women to be

happy and make others life happy. The study also suggests that it is the responsibility of every family and organisation to cooperate and support women to balance their life.

S.Saranya and A.Gokulakrishnan (2013) the prime objectives of this study are to examine the perception of women regarding their work life balance and the concerned working institutions of women. The study come with the suggestion for the institution's management and also recommended that institutions need to show their interest towards the women employees and towards their issues. Management is the chief authority of any academic institutions so, it is their responsibility to take care the serious issues faced by women in the work place including work over load and role conflict. On the top management need to think about the motivation and encouragement of female employees with the help of support and flexible work environment.

Matheswaran and Hemalatha (2015) conducted a study on work life balance with 120 women teachers of public and private schools in Tiruvllur. This research study revealed that private school teacher work more both in school as well as home after the office hours also. Apart from that the school teachers of both the sectors agrees that they did not get sufficient time for their family and non work activity due to the work load. The excess amount of work load makes them fatigue and depressed after the job and in the family they find themselves irritated among other family members.

Shalini M (2017) did a study on the work life balance of women faculty members of Nijalingappa College to examine the several factors and challenges faced by women faculties to make a balance between personal and professional life. From the study it is revealed that women faculties face many more difficulties to satisfy the need of personal and profession life but they failed to achieve the required results and juggle a lot which are the natural practices among women professional. As this are the unavoidable issues and need to address on priority so the study suggest that organisation should frame policies and programmes for women's better work life balance through flexible work schedule, stress free life, gender neutrality, leave policies. All these well being plans are really helpful to achieve better performance and productivity.

Vanishree et al., (2019) conducted a study on work life balance and shares that during last few years the demographic features and cultural practices at work place have changed largely. Present women are doing excellent in every field and they are visible in large numbers in each field too. During these years the topic work life balance is very important and specifically women engaged in teaching professions also very important because of their equal contribution towards their family as like their male counter parts. Right now it is a big challenge in front of every women professional to manage their personal and professional life effectively, that's why it is significant to study on this issues positively. To establish a positive balance between work and life is very top and it needs skills and effectiveness to do so. To deal with work life balance of women is a sensitive issues and it is an essential means for the performance of professional and personal life. This present research study tries to examine the important factor which affect the work life balance of women by considering three areas such as personal life, work life of academicians, work life on research. this study conducted among the women faculty members of under graduate and post graduate students of a college in Bangalore. This research study consider 98 women faculty through random sampling and collected primary data with the help of structured

questionnaire. To get the result this study analyze the data with the tool like regression, chi square, and find that the prior importance provided to the faculty members of in comparison to personal life and work life research. As we all know that personal life is important for the women faculty but the work load of their organisation keeping them very busy and they get very less time for the personal and house hold activities. This present research study suggests different ways to achieve work life balance differently. To achieve personal life success the proper utilisation of time and family support is important, for the work life faculties advancement in career, growth in career, financial success and security is important, for work life research the name, fame, reputation, power, scholarly skills are important.

CONCLUSION

“Work-life balance is the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual’s current life priorities” (Kalliath and Brough, 2008). According to Parkes and Langford, 2008 “an individual’s ability to meet work and family commitments, as well as other non-work responsibilities and activities”. A effective and positive work life balance is essential for the health and well of professional and at the same time it is more essential for the organisation to achieve success and required productivity. The demanded nature of society and diverse family with social structure among the working community with dual earning couple, single parents status, nuclear family, working group with old age care responsibilities and the demand of opting living alone seriously focused on establishing balance on work and life responsibilities of both employed men and women. These type of social change severely affect the work and life by creating complexities especially in the educational sector. In the educational institutions employees are highly expects the crèche facilities from the employers. All the working couple logically argued that, they work for the happy family and as like profession it is also their priority, so this particular child care facilities need more attention for the better work life balance. In this competitive and hurried society, working hour flexibility is another important area to be focused and it is a responsible factor for work life balance.

In Odisha there is a high demand of management education by parents as well as students because of the social structure and economic independent behaviour. Every parent wanted their children to be a skilled manager in a reputed organization and they never hesitate to invest money for their children education. And as like their expectations from the child they too expect a lot from the institutions. To make the parents and students satisfy organisation and their employees work hard and compete with other organisation in terms of infrastructure, teaching, research, extra activity, placement and others which affects the mental and physical health of employees adversely. Many prominent factors are responsible for faculty stress in the management institutions such as work over load, role ambiguity, powerlessness, absence of decision making capacity, non-competitive salary, opportunity of promotion, maternity and paternity leave, fringe benefits etc. Continuous stress among the faculty members reduce productivity, creates health issues, mental well being suffered and finally the work and life suffered. For a productive and purposive life every individual need to establish equilibrium in their professional and personal life.

A good work life balance policies in the management institutions creates positive and successive impact on the mental and physical wellbeing of faculties. Many research studies in India and abroad revealed that work life balance and job satisfaction are positively correlated to each other so organisation should be attentive towards the policy and implementation of work life balance to make the employees happy and satisfied. Therefore to maintain a equilibrium in the personal and professional field it is essentially important for the faculties to share their expectations to the employers, otherwise employers never take initiatives to resolve the work life issues from their side.

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