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# Stress Management and Work Life Balance of Female Teachers

– Dr. Sachin M. Prayag\*

## Abstract

*Work life balance is about the balance that allocated for work and other aspects of life. It also refers to the level of prioritization between personal obligations and professional activities in an individual's life and the level to which activities related to their job are present in the home. The main objective the study is to know the factors affecting balance between professional life i.e. job demand, job time, job stress etc. and family life i.e. household demand, family support, etc.*

*The nature of data collection is in both ways i.e. Primary data (structured questionnaire) and Secondary data from resources like research paper and internet based information, reports etc. Many of the female teachers found quit stressed for balancing their work life and professional life and are facing the problems of professional environment at work place increasing their stress level. We found some reasons of unbalance work life. Such as stress in domestic life and work life affect each other. Size of the family affects on wok- life balance. Time management is one of the solutions to balancing work life. Soft skill to manage good interpersonal relationship is vital for work life balance. Strong support on family front helps to deal difficult task in professional life. Rational distribution of professional and domestic responsibilities helps to maintain ideal work life balance.*

*Keywords: - Personal obligations, Professional Stress, work balance, Ideal work life balance. Jel Code :- A20 ,M12,O15*

## Introduction

Occupation stress occurs at place of work. It can be defined in the form of physical and physiological effects on a person. It is generated on account of physical, mental or emotional strain. Occupational stress occurs when the workplace demand remain unattended due to lack of ability in responsible person. Overloaded work plays vital role in generating occupational stress where an individual fails to adjust him/her with the pressure in the job. It affects the personal health and level of efficiency. Profession of teacher is also changing rapidly due to privatisation of education and extreme competition. Increase in workload, improper infrastructure, and huge class strength, disturbs the level of job satisfaction on one side. At the same time the level of job stress in female married teachers in this profession is more acute and intense as compair to male teachers because female teachers has to perform multiple roles on both ground at a time. Their professional responsibilities are not less than

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their male counterpart and they need to perform their domestic obligations too which creates lot of work stress on the female college teachers. Her responsibilities towards her family in the role of mother, wife and sister in law won't let her to take any excuses. Maintaining work life balance is core matter of concern of every female professional. This research is an attempt to study the state of work life balance of female college teachers. Work life balance is not just an equal balance between work and personal obligations. Right balance for today may be unfit for tomorrow or get differ from female to female. Priority of every working woman might be different when she is single, when she gets married and more often when she gets children. Thus, it will be different at different quadrants of life on the basis of priorities.

### Key Concept /Definition

- "Work Life Balance refers to the level of prioritisation between personal and professional activities in an individual's life" -[www.hrzone.com](http://www.hrzone.com)
- "A Comfortable State of equilibrium achieved between an employee's primary priorities of their employment position and their private life style" - [www.businessdictionary.com](http://www.businessdictionary.com)

### Review of Literature

**Dr. Malvi Kamboj (2017)** concluded that teaching profession has become challenging specifically for female teachers. She has to interact many type of problem while imparting education to the students. She has stated that occupational stress has become inseparable part of the teaching profession which get more intensified in the case of female teacher. (Kamboj, May 2017) She also advocated to generate pleasurable educational environment and sought the national development.

**Dr. Naresh Gandhi (2017)** has conducted the research to find out the relationship between the occupational stress and job satisfaction of degree college teachers. After the detail study and hypothesis testing he has clearly mention that there exists significant relationship between Occupational Stress and Job Satisfaction of degree college teachers. He explains the importance of stress free occupational pattern for college teacher and suggested that highly stressed and poorly satisfied teachers are not able to justify their duties.

**Dr. Adhikar & Surajit Poul (2015)** has studied to analysis the degree of job satisfaction of college teachers and found that teachers' belief and opinion plays vital role in confirming the level of job satisfaction, regular payment, physical facilities and overall ecology are impotent features of job satisfaction of the teachers.

**Dr. Partap Singh & Sangeeta Rani (2015)** has studied with an objectives to know the cause of works stress that affects a teaching in college atmosphere found that key factor of stress are job insecurity, lack of motivation and most specifically work home conflicts. They further suggested that maintain positive attitude and following yoga, meditation will prove beneficial for the teachers specifically female teachers.



**B.Arunkumar & Dr.R.Saminathan (2017)** has mentioned that change in the social, political and economic dimension of the system has pose impact on the nature of employment and its relationship to life outside the work. They have concluded that reaching a work life balance among the female teachers of the college is highly distinctive activity and vary for person to person and condition to condition.

## Research Scope

Times are changing as traditionally husband earns and wife stayed at home. Now in modern time the husband earns and the wife earns too. But the wife still cooks, washes and runs the house. In such a way traditional concepts of the woman the homemaker has not gone away from people's mind Therefore the present women are striving continuously for "Work Life Balance"

Many of the institution fail to achieve their goals just due to unsatisfied workforce and their stressful professional work life. Still in the era of the modern and scientific management job satisfaction of the female employees remain unsolved. The present research tries to throw some light on them.

## Object of the research

1. To know the factors causing imbalance between professional life and personal life of female college teachers
2. To study the state of their quality family life.
3. To get information about time she spends for her own.
4. To suggests the remedies to establish and maintain the work life balance

## Research Methodology

Both primary and secondary data source are used for the present study. A structured questionnaire is used to collect the responses from the female college teachers in the city.

- Primary Data -Filled up questionnaire from 100 respondents.
- Secondary data -Research papers ,internet based data of working women belongs to educational background

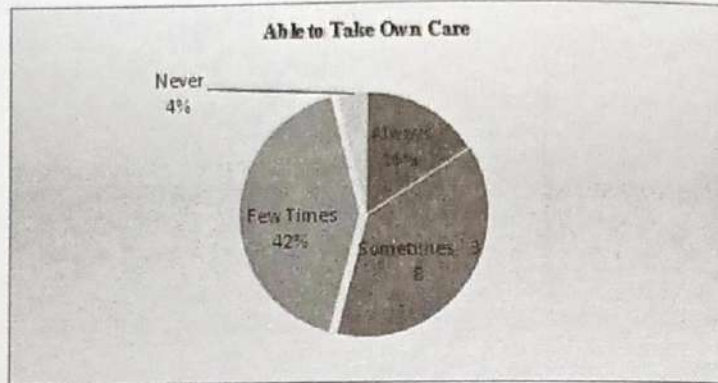
## Hypothesis of the study:-

1. **Working women can maintain work life balance properly. (H0)** : According to only 12% respondents the state of their Work Life balance is very good therefore the hypothesis is rejected
2. **Professional stress affects family life.(H1)** 50% respondents have stated that very few time they are able to spend quality family time hence this hypothesis is accepted



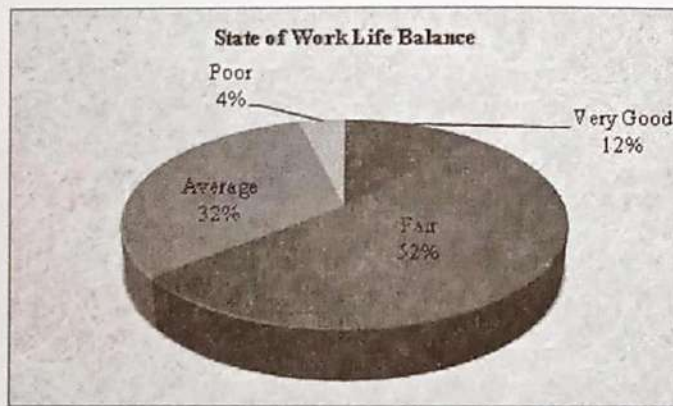
**Data Analysis and Interpretation**

**Graph 1:- Time availability for own care**



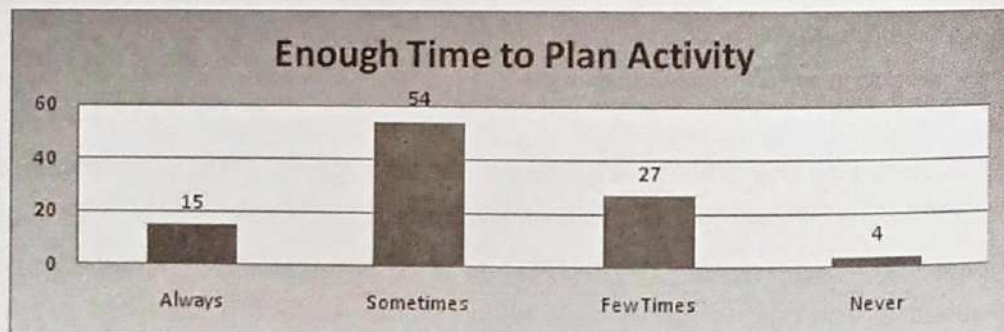
Only 16% of the respondents have stated that they are able to take care of their own at the same time 42% of the respondents have stated that few time they are able to take care of them selves.

**Graph 2:- Opinion about the work life balance**



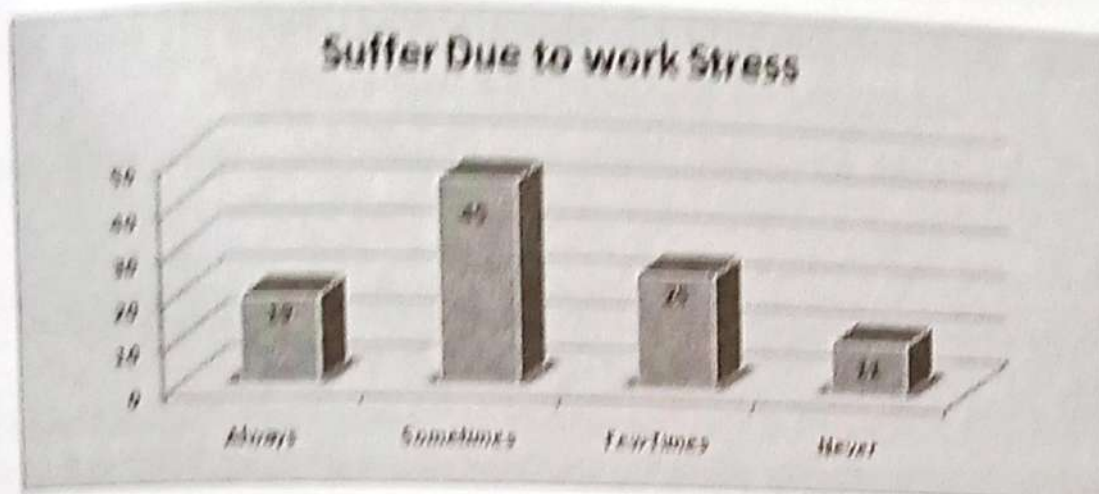
Only 12% of the female college teachers have stated that their state of work life balance is very good at the same time 32% of them have straight way mentioned that the standard of their work life balance is average in nature.

**Graph:-3 Sufficient time to plan the activities**



54% of the respondents have accepted that some time they get required space to plan their activities on the other hand 4% of respondents have complained that they get enough time to plan their activities.

Graph -4 Suffer due to work stress



19% of the female college teachers have accepted that they always suffer due to work stress, according to 45% of female teachers some time they suffer from work stress where as only 19% respondents have reacted in a positive mode.

Table 1. Leisure Time for Recreation

Sr. No	Particulars	No of Respondents
1	Always	5
2	Sometimes	42
3	Few Times	37
4	Never	16
Total		100

Table 2:- Time for Exercise and Workout

Sr. No	Particulars	No of Respondents
1	Always	24
2	Sometimes	38
3	Few Times	24
4	Never	14
Total		100

Table-3 Able Spend Quality Time with family

Sr. No	Particulars	No of Respondents
1	Always	29
2	Sometimes	39
3	Few Times	28
4	Never	4
Total		100

### Finding & Conclusions

1. Home life and work life of female college teachers affects each other



2. After marriage and birth of baby the state of work life balance becomes difficult.
3. Support from family and colleagues help female college teachers to achieve better work life balance.
4. Female college teachers are not able to take care of their own generate work stress.

### Suggestions

1. Every female and married teacher should possess proper time management skill.
2. She should spend quality time with her family.
3. She should try to maintain two separate compartments for personal life and professional life.
4. She should know how to manage good interpersonal relationship with co-workers which is vital for work life balance.
5. Stress busters like yoga and meditation, workouts should become a part of routine life.
6. All work responsibilities must be matched with her capabilities and resources at the same time roles and responsibilities are clearly defined
7. Female teacher need to use their skills and learn new skills affecting job
8. Adequate and professional Communication is required between co-workers and  
Most important work schedules are compatible with responsibilities outside the job

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