

# Work Life Balance: A Study on Female Teachers of Private School at Udaipur

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**Abstract-:** *This research article recognizes certain variables that strongly affect the work-life balance (WLB) of female teachers in private school at Udaipur Rajasthan. These components are identified with the difficulties which affect the professionals and personal lives of 50 female teachers working at private school. The examination likewise draws out the connection between the different variables, for example, age, time spent, levels of stress, working additional time and starts taken by the administration in balancing work and individual life of teaching experts. The discoveries of the examination represent that 25 percent of the educators are not totally fulfilled about measure of time spent at function as it takes away the nature of work and furthermore that they are passing up a great opportunity for family time . The investigation includes in expressing the fulfilment levels in adjusting the work and personal life. In light of the experimental proof and examination of the information, the investigation proposes that there is a requirement for the organisation to start work life balance programs for representative fulfilment. The investigation likewise propose that the management should find a way to cut down the extra minutes workings hours for improving quality in educating and also concentrate more on teaching as opposed to authoritative work*

**Key Words:** *work life balance, administration, opportunity.*

## 1. INTRODUCTION:

Work-life balance refers to the level to which a representative encounters feeling satisfied and having his or her needs met in both work and non-work parts of life. Through encountering more noteworthy work-life adjust, people points of interest feeling better when all is said in done (e.g., more noteworthy occupation and life fulfilment) and have a tendency to carry on in great ways (e.g., bring down turnover and non-appearance). Truly, the entrance of ladies in the working environment kicked off research into how female representatives could effectively watch over families while working, however today work-life adjust is talked about as for different influenced gatherings (e.g., men, single guardians). In the advanced period of innovation and comfort, associations have started to give their representatives supportive approaches to adjust their work and non-work parts through advantages like adaptable work hours, working from home, et cetera. In any case, offering these advantages are insufficient; the association and administration must remain behind its advancement of solid work-life balance for representatives by making a culture all things considered and planning arrangements that help this activity. Something else, Women representatives feel weight to consistently work, which can impact their execution. Results show that when all is said in done many individuals report encountering poor work-life balance however not for absence of needing it; subsequently, bosses and representatives alike ought to consider what is most vital for accomplishing this solid adjust.

Representatives with work-life balance feel their lives are satisfied both inside and outside of work (Byrne, 2005), and they encounter insignificant clash amongst work and non-work parts. The individuals who accomplish this balance have a tendency to have larger amounts of fulfilment with their employments and life when all is said in done, and additionally bring down levels of stress and discouragement. From a business' perspective, empowering work-life balance may pull in new contracts, help diminish turnover and truancy, and increment the odds of representatives deliberately captivating in "prosocial" practices that transcend and past their occupation necessities. By the by, discoveries are blended regarding impacts of worker work-life adjust on the organization's primary concern.

Truly, a few vital laws were passed which helped ladies to win an occupation and made them caretaking obligations regarding families, advanced work-life balance activities also. Nonetheless, even given authoritative models, inquire about demonstrates that representatives tend to feel good taking care of their non-business related requirements (e.g., by taking family-or wellbeing related leave that they are legitimately qualified for) just when hierarchical approaches, social standards, directors, and encompassing colleagues likewise show a pledge to work life adjust. At the end of the day, authoritative help is basic to advancing a sound work-life adjust for representatives.

## 2. OBJECTIVES OF THE STUDY:

- To know how working female teachers manage their work life and family life of Private school at Udaipur.

- To know the stress level of working female teachers at work place.
- To give suggestions to the Management.

### 3. RESEARCH METHODOLOGY:

Research design proposed for the study is „Descriptive“ type of research. This type of research deals with quality of responses from the respondents, attitudes, interests, technical skills, experience, behavioural, beliefs and values, emotions, personality, self-concept etc.,

-Primary data was collected by questionnaire survey method.

-Secondary data was collected from journals and articles available on internet.

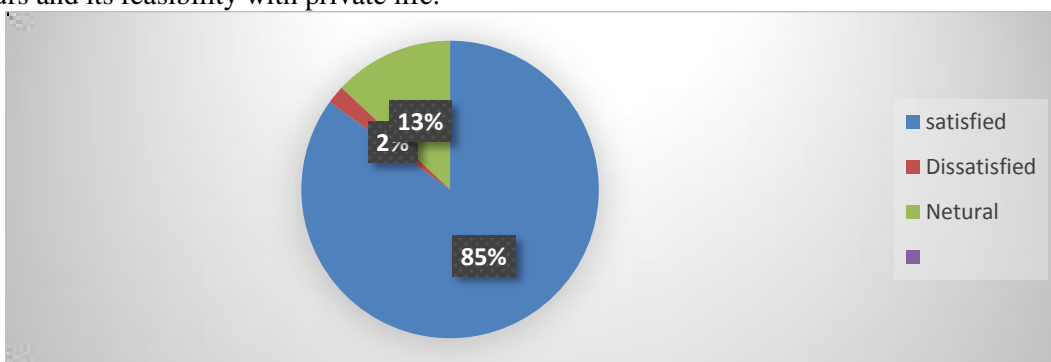
Sample: Primary data was collected from the teachers of Private School, Udaipur. Sample size is 40.

Questionnaire was distributed to the teaching faculties belonging to primary school.

This sort of research manages nature of reactions from the respondents, dispositions, interests, specialized abilities, encounter, behavioural, convictions and qualities, feelings, identity, self-idea and so forth

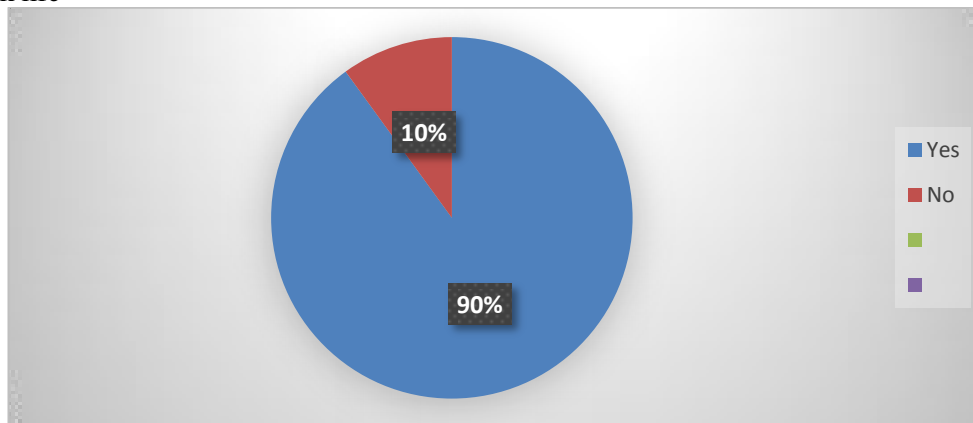
### 3. ANALYSIS AND RESULTS

#### 3.1 Working hours and its feasibility with private life.



85% of the female teachers are satisfied with the working hours 2% are dissatisfied & whereas, 13% are kind of neutral

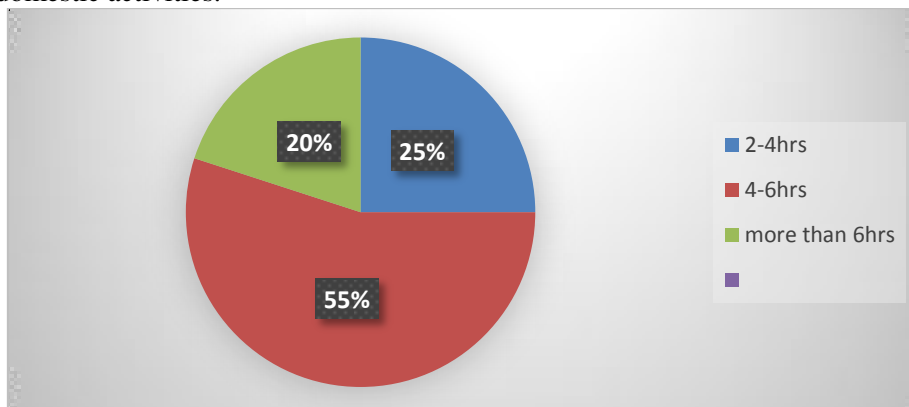
#### 3.2. Balanced work life



Source: Primary Data

90% of the female teachers have a balanced work life where as 10% don't have so

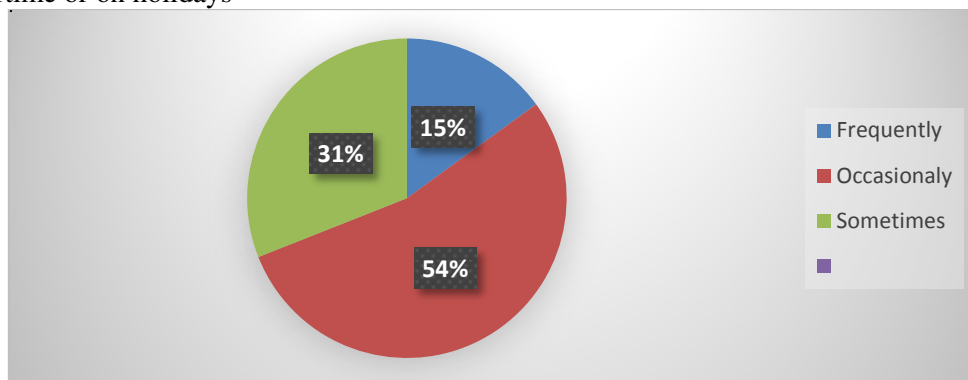
#### 3.3. Time spent on domestic activities.



Source: Primary Data

55% of the female teachers spend 4-6 hrs of their time on domestic activities, 20% spend more than 6hrs and the least 2-4hrs of time is spent by 25 %.

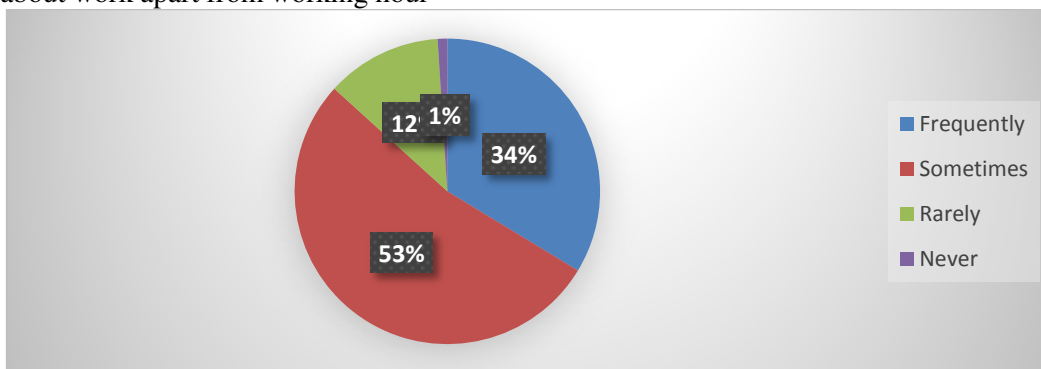
### 3.4 Working overtime or on holidays



Source: Primary Data

Maximum female teachers i.e., 54% occasionally work on holidays or overtime, 31% work sometimes and minimum is 15%.

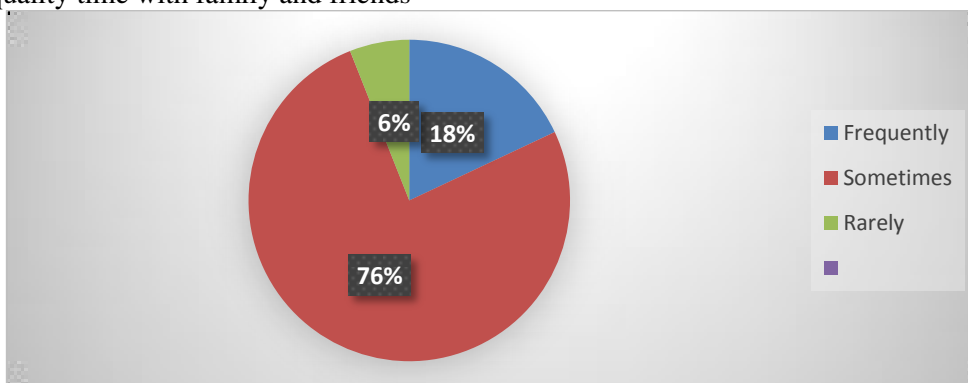
### 3.5 Worrying about work apart from working hour



Source: Primary Data

53% of the female teachers sometimes worry about their professional work apart from their working hours, 34% frequently worry, 12% do it rarely and 1% never worry.

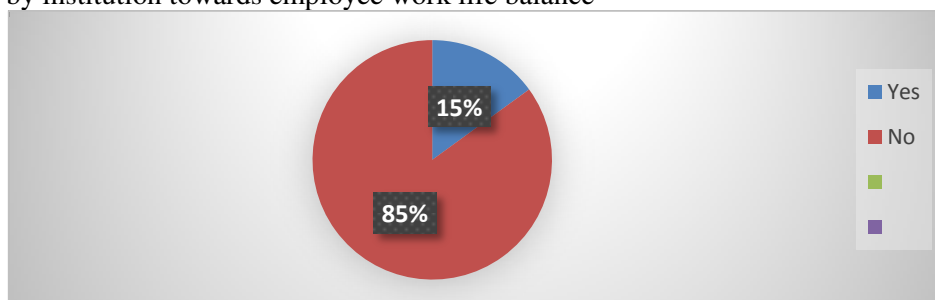
### 3.6 Missing out quality time with family and friends



Source: Primary Data

76% of the female teachers sometimes miss out their family and friends time, 18% frequently and 6% rarely.

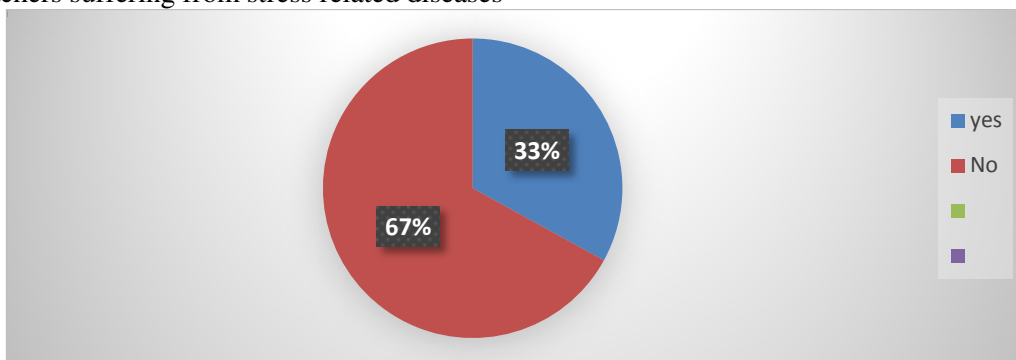
### 7. Initiatives taken by institution towards employee work life balance



Source: Primary Data

85% of the female teachers state that their institution doesn't take initiatives of employee work life balance where as 15% state that it does provide

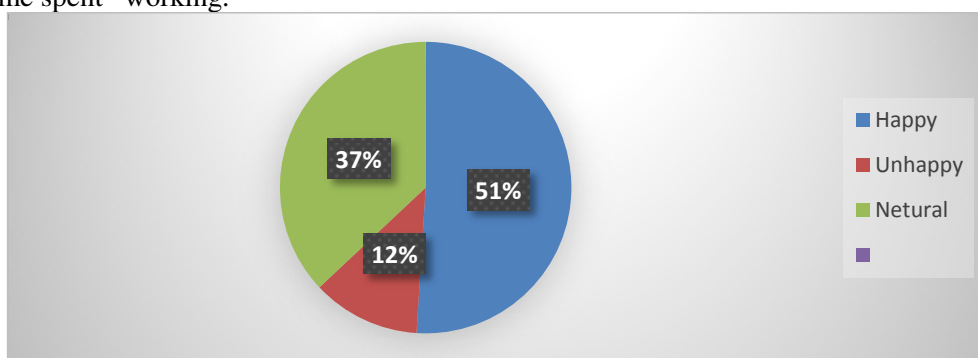
### 3.8. Female teachers suffering from stress related diseases



Source: Primary Data

67% of the female teachers suffer from stress related diseases and 33% don't.

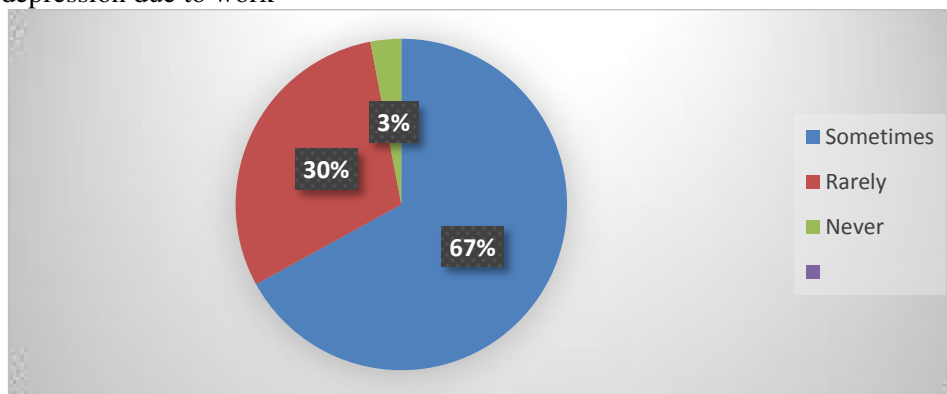
### 3.9 Amount of time spent working.



Source: Primary Data

51% of the female teachers are happy with the amount time spent on working, 12% are unhappy and 37% are neutral about their feeling

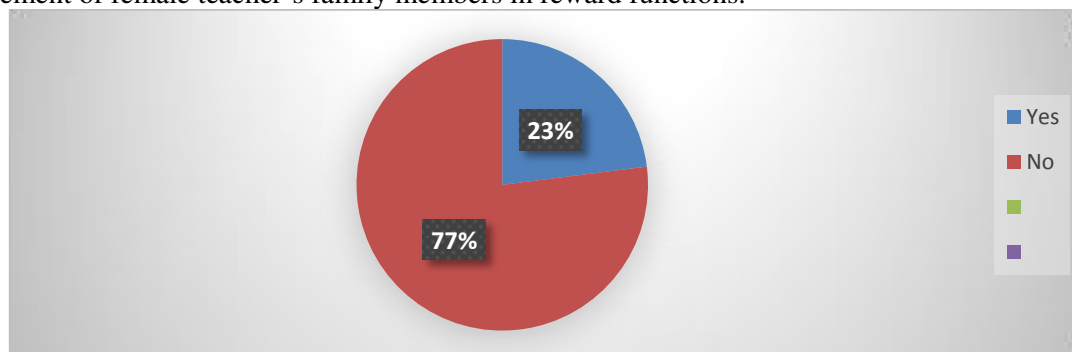
### 3.10 Tiredness or depression due to work



Source: Primary Data

67% of the female teachers sometimes feel tired and depressed due to work, 30% rarely feel so and 3% never.

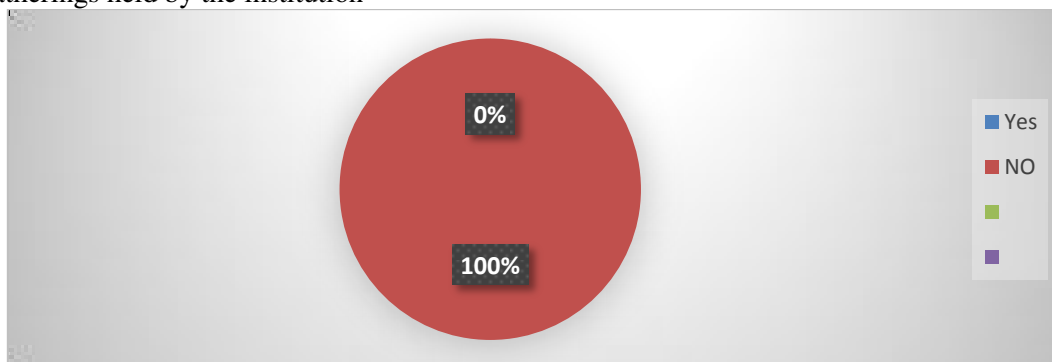
### 3.11 . Involvement of female teacher's family members in reward functions.



Source: Primary Data

77% of female teachers agree with the fact that the institution involves family members in award functions and 23% disagree

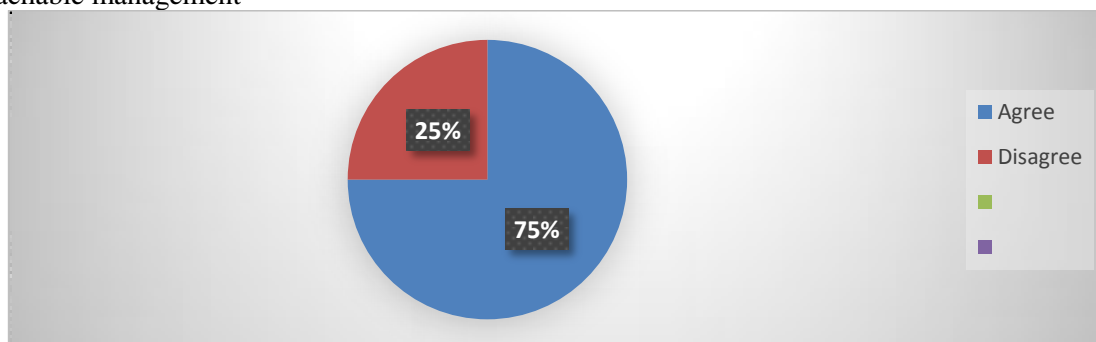
### 3.12 Social gatherings held by the institution



Source: Primary Data

All the female teachers state that the institution doesn't organize any social gatherings involving families.

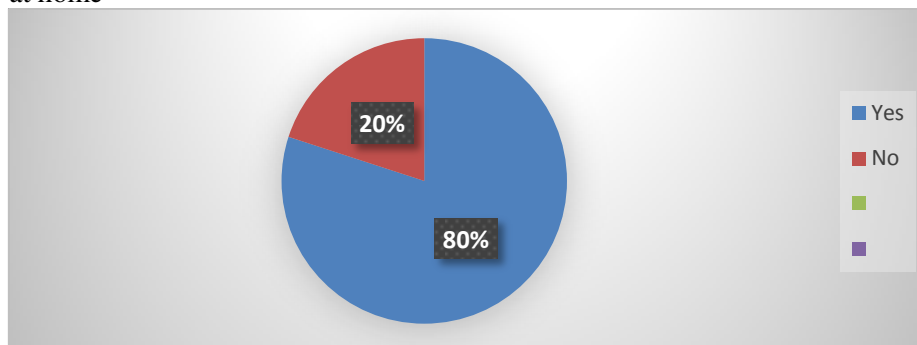
### 3.13 Approachable management



Source: Primary Data

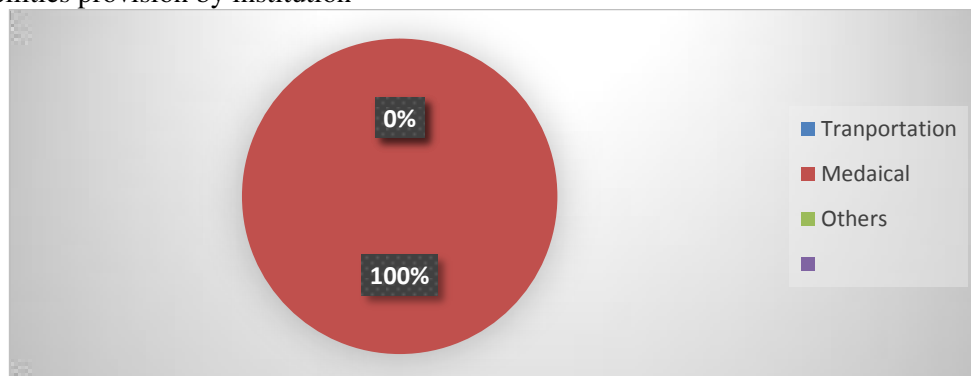
75% of the female teachers say that their institution's management is approachable whereas, 25% disagree with it.

### 3.14 Domestic help at home



80% of the female teachers say that they are provided with help in accomplishing their domestic chores whereas 20% are not provided with any help

### 3.15 Additional facilities provision by institution



Source: Primary Data

All the female teachers state that they are provided with health care programs by the institution but not any other facilities

#### **4. RECOMMENDATIONS:**

- The school can present certain family-accommodating measures, for example, broadened maternity leave, youngster mind offices, unique leave, legitimization of work load and working hours, pick and drop offices for ladies representatives and so forth.
- The mate, youngsters and relatives will have desires from the lady worker. They should help in routine family unit errands. For this, mindfulness and preparing projects can be organized to make mindfulness among the relatives, life partner, and youngsters
- She ought to be practical about her qualities and shortcomings and embrace an adjusted standpoint towards work and life by dealing with her time and organizing wherever required.
- An comprehension of worry in administration showing experts may shape the premise of stress examination as well as be valuable in justifying stress conduct and planning adapting procedures for the whole educating populace
- Modules for stretch administration can be planned on the premise of ways of life, convictions and states of mind of administration employees for various profile gatherings. It might likewise help in creating sound general work environment techniques for administration employees

#### **5. CONCLUSION:**

There can be no civil argument on the way that work life balance is basic and critical for a tranquil and satisfying life, particularly for a lady. Juggling between the weight, commitments and duties of work and numerous family parts, adjusting turns into a tough and a progressing errand for showing experts, as much as, if not more than some other working lady. The discoveries of the investigation can legitimize its utility since knowing the employees accurately and connecting with them in the powerful way, is the way to limit stretch. The examination can likewise guide businesses of foundation to develop adaptable work procedures and give better working conditions which will help in defeating worry in employees to some degree

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