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## EXAMINING THE ELEMENTS INFLUENCING THE EFFECT OF WORK LIFE BALANCE OF FEMALE TEACHERS IN CHENNAI CITY

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### **Abstract**

*The best place to share knowledge with others is a school. It is the finest place to teach people how to affect change and contribute to society as useful members. However, without instructors who are willing to effect change and who have the requisite human qualities, aptitudes, competencies, and skills, schools will not be able to do this. There is no denying the role that teachers play in the educational process. The last stage of education can only occur through teachers, who hold a pivotal role in all human variables within the educational system. The study's goal is to identify the variables affecting school teachers' quality of work lives and their job satisfaction. Additionally, to substantiate the superiority of work life quality over job happiness. The study was carried out by the investigator with 480 participants who are employed as educators in public, government-aided, and private educational institutions. The data was analyzed by the researcher using structural equation modeling, confirmatory factor analysis, exploratory factor analysis, and reliability analysis. It is crucial that the organization supports Work life balance in order to foster a pleasant and healthful Work life balance among its employees and to benefit both the individual and the organization's overall development. It is discovered that the workplace and institutions bear a major portion of the blame for this.*

**Keywords:** Work life balance, Female Teachers, Job satisfaction, Analysis.

### **Introduction**

Every workplace sets quality standards and performance based on the capability of each individual or group. This primarily depends on the individual's ability to maintain a healthy balance between their personal and professional lives, as well as the caliber of each. These days, people work in stressful environments and place a different emphasis on quality than they did in the past. Many theories have been proposed regarding the connection between an employee's success at work and their personal and professional lives. The concept of "work life balance" emerged out of worries about the balance between

personal and professional lives.

Today's women can work full-time and hope to rise to the same levels as their male counterparts thanks to education. Women from all social strata can now aim for professional professions due to the financial responsibility and social independence consciousness. It has been noted that married and single women have different perspectives. Married women find it more challenging to juggle work and family obligations while entering the workforce. A married woman must fulfill multiple duties in her life. She experiences stress and despair as a result of justifying these many roles, which negatively

impacts her wellbeing and breeds role conflict.

### Review of Literature

*Paramasivan. C (2015)* Education becomes a powerful weapon to the socio-economic setup of the country which brings colorful changes in almost all the stakeholders. Providing quality and time bound education to the students is the vital role of the educational system of the country particularly in higher education which is highly knowledge based, innovation oriented and research centered. Education and educational system largely depends on the academicians particularly the teaching faculty.

*Siti Intan Diyana Ishak et al., (2018)* The attainment of organizational objectives in various sectors such as education, tourism, banking, manufacturing, and others is contingent upon the work life balance. Workplace quality, compensation, recognition, organizational commitment, participatory management, work-life balance, welfare facilities, appropriate grievance handling, job satisfaction, and other factors are all factors that contribute to work life balance. Superior work-life quality can lead to increased organizational efficacy, performance, and creativity. Social responsibility is also impacted by the quality of one's work life. This is due to the fact that an individual's work life can enhance their family life in addition to their professional life. This essay examined the literature on the subject of teacher work-life quality and provided a justification for it.

*Punia et al.,(2021)* In the context of student learning, work-life balance is essential for improving teacher effectiveness and satisfaction. It has been repeatedly demonstrated that faculty well-being and better student behavior are both correlated with a high quality work-life balance. The current study examined the level of work-life balance among Indian educators working in various academic fields across universities and universality. The results showed that a teacher's quality of work-life balance is directly and significantly impacted by their position, type of appointment, academic program they teach in, and type of serving institution. However, no appreciable differences in the quality of work-life balance have been observed based on gender or marital status.

*Limatujuh et al.,(2023)* A phenomenon in the social dynamics of work

life is work-life balance. In order to increase responsibility and strike a balance between work, social, and family obligations, work balance is crucial. A business that is dedicated to establishing a work-life balance that is most favored by staff members will gain a positive reputation. However, each person has two roles that they play in terms of work and family conflict, so maintaining a work-life balance is crucial to ensuring productivity. Understanding the degree to which work-family conflicts can arise, how work can impede personal time, how personal time can enhance employee performance, and how work-related activities can enhance PT employees' quality of life at home... Branch of ASABRI (Persero) in Semarang. This study employs a qualitative methodology with a case study approach.

### Statement of the Problem

Institutions now share a common concern about the quality of the work-life balance. Social pressures, high-tech lifestyles, and technological advancement have all made this issue worse. The ability to balance one's personal and professional lives has become increasingly important. Finding a balance between a successful career and a satisfying personal life can be challenging and have an effect on one's mental and physical health. With time, the educational field has evolved as well; it was once thought to be among the best career options. Careers in education are becoming more challenging due to shifting curricula, market demands, teaching methods, and the upcoming generation of students who rely on the internet without knowing how to verify the information they find. Its culture of set times and hours has changed to accommodate contemporary demands. Gender is no different. It's difficult for women who once considered teaching as a rewarding career choice to balance their personal lives because of the complexity of the work. It is expected of teachers today to manage their workload and work long hours. In order to progress the organization and themselves, they must use research, create their own teaching styles, implement modern teaching techniques, and satisfy their customers—in this case, the students of the next generation. She has additional responsibilities in addition to this schedule, such as taking care of the kids, maintaining a cordial relationship with her

husband, the family's elders, and complying with rules.

**Objectives of the Study**

- To study the elements affecting Chennai's female school teachers' work life balance.
- To assess the degree of contentment that Chennai's female teachers have with their careers.
- To confirm the impact of work life quality on teachers' job satisfaction in Chennai's schools.

**Hypotheses of the Study**

Ha1 There is a noticeable difference between job satisfaction and social relevance.

Ha2 There is a noticeable difference between job satisfaction and physical and working conditions.

Ha3 The degree of job satisfaction is significantly influenced by the workspace.

Ha4 There is a noticeable correlation between job characteristics and job satisfaction.

Ha5 Fair compensation has a considerable impact on job satisfaction.

**Research Methodology**

Convenience sampling and other non-probability sampling methods, like simple random sample, are used for research. Women who work as instructors at public, private, and government-aided institutions are the study's target audience, so the researcher will exercise her discretion in selecting a sample from the female community. The geographic

distribution of the sample is not consistent. A convenient selection process will be used to select the sample from the target audience. The sample size for the study was 480 persons.

**Analysis**

*Reliability Analysis*

Cronbach's Alpha	No of Items	Mean	Variance	Std. Deviation
0.793	31	227.25	258.63	19.359

All 31 of the items have reliability values of 0.793, which is higher than Hair et al. (2006)'s suggested value. The research study's 31 items have a mean value of 227.25 and a standard deviation of 19.359.

*Exploratory Factor Analysis*

To test the sample adequacy of the research paper, KMO and Bartlett test of Sphericity is used.

KMO and Bartlett's Test	
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.826
Bartlett's Test of Sphericity	Approx. Chi-Square
	df
	Sig.
	12367.253
	465
	.000

The validity of the KMO and Bartlett test of sphericity is demonstrated by Table 2 above, where the KMO value of 0.826, which is higher than 0.50, indicates the degree of inter correlation between the variables.

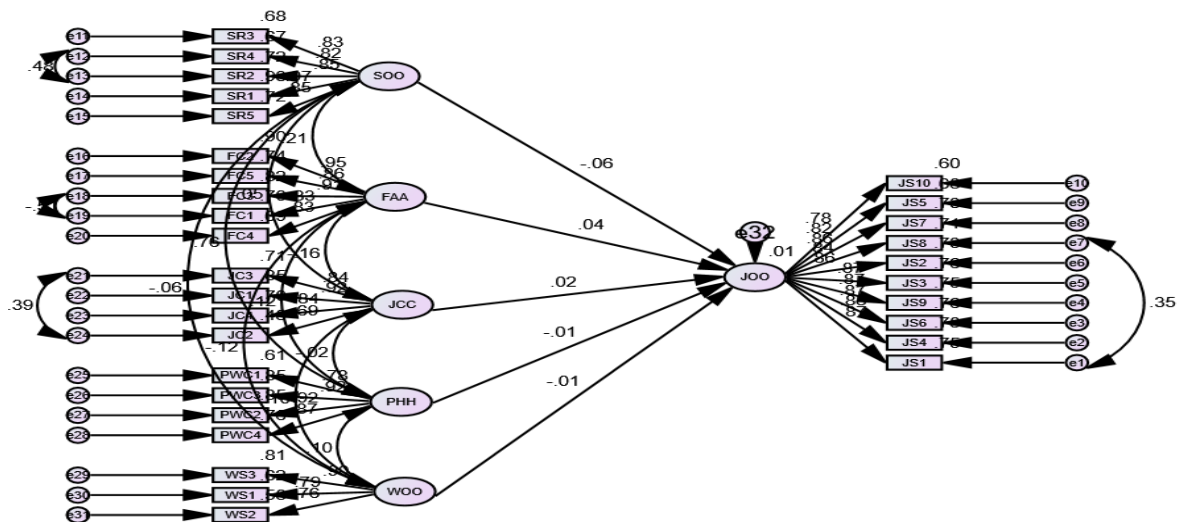
**Rotated Component Matrix**

Statements	Component					
	1	2	3	4	5	6
In my work, I am free to use modern teaching techniques	.742					
ICT is encouraged.	.639					
The allotted time to finish the syllabus is adequate	.725					
Sufficient benefits for leaves are provided.	.881					
Promotion is dependent on my performance.	.750					
I think my job is secure	.639					
I'm content with my pay and raise.	.722					
In addition to teaching, I perform other tasks.	.811					
The workload is manageable.	.635					
I made sure my lesson plan was clear.	.770					
My professional life and my social life coexist.		.749				
My current position has raised my social standing.		.633				
Faculty members, in my opinion, have a status in society.		.752				
In accordance with my status and qualifications, my current job provides me with respectable living accommodations.		.799				
My work and all of my other commitments mesh nicely.		.852				
My needs in terms of money are met.			.666			
I'm content with my prospects of receiving a pay raise.			.951			

I'll keep working at my current job regardless of compensation			.723		
I'm happy with the money I make from it;			.667		
it adequately clarifies my responsibilities and duties;			.750		
it involves a variety of tasks				.837	
The work itself gives me feedback on how I performed.				.741	
I can set my own hours because of my job.				.901	
I'm pleased with my management.				.933	
Teachers have good opportunities for advancement					.713
They are free to voice their opinions.					.722
I have the ability to work with my management.					.981
The management has taken notice of my personal complaints.					.923
My workplace values both my life and my work equally.					.658
A work-life balance that aligns with my personal priorities is achievable.					.923
I'll keep working at my current job regardless of compensation					.707

The EFA conducted with all research variables yielded two distinct factors with Eigen values greater than 1, as indicated in Table 5. A Maximum Likelihood with Varimax rotation has been used to examine the variations in the questionnaire data.

Six constructs-social relevance, workspace, job characteristics, fair compensation, and job satisfaction were investigated based on the results of the factor analysis.



**Structural Equation Modelling**

In order to estimate a number of interrelated dependence relationships simultaneously, structural equation modeling (SEM) is a multivariate technique that

**Testing Significance**

The following are the result of tested hypotheses through structural equation modeling.

Job satisfaction is significantly impacted by fair compensation. P = 0.006 indicates that the alternative hypothesis is accepted.

- The physical and working environment has a big impact on job satisfaction. P = 0.014 indicates that the alternative hypothesis is accepted.

combines multiple regression (examining dependence relationships) and factor analysis (representing unmeasured concepts-factors with multiple variables).

- Job satisfaction is not significantly impacted by the other Work life balance factors, such as Social relevance, Job Characteristics, and Work Space. Since the P value is greater than 0.05, the alternative hypothesis that "there is any significant influence of Social relevance, Job characteristics, and work space over Job satisfaction" is thus rejected.

**Interpretation**

The data and remarks from the previous chapter provide insight into the

study's conclusion. The report's main focus was the quality of work-life balance. It is crucial that the organization supports Work life balance in order to foster a positive and healthful Work life balance among its employees and to benefit both the individual and the organization's overall development. It is discovered that the workplace and institutions bear a major portion of the blame for this. It has also been observed that conflict between work and life detracts from a good work-life balance and affects its quality. Since the study was a comparison, there were some points where the perspectives of the two sectors differed. There were sections pertaining to the workplace.

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