



Study on Life Satisfaction, Work-Life Balance and Work Motivation among Teachers

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Abstract:

The aim of this research is to study the relationship of life satisfaction, work-life balance and work motivation among teachers. The term life satisfaction refers to an individual's personal judgment of wellbeing and quality of life based on his or her own chosen criteria. It is an assessment of the overall conditions of existence as derived from a comparison of one's aspiration to one's actual achievements. Work-life balance is 'satisfaction and good functioning at work and at home with a minimum of role conflict' and Work motivation is a set of energetic forces that originate both within as well as beyond an individual's being, to initiate work-related behaviour, and to determine its form, direction, intensity, and duration. Teachers face many problems in daily life other than just students issues, thus life satisfaction is also affected. The sample for this study included 80 participants (teachers) between the age group of 25-35 years of age, minimum 5 years of experience, and from Pune city.

The tools used for this study was The Satisfaction with Life Scale, Work-Life balance scale and The Motivation at Work Scale. The data was collected, analysed and correlation statistics along with descriptive statistics were used.

The results show significant positive correlation between life satisfaction, work-life balance and work motivation. It is important to study this topic because it can be beneficial to the psychological research as this study enhance the knowledge with the possible issues among the

teachers and help the teachers to improve their work motivation, life satisfaction and work-life balance and shape their behaviour.

Keywords: Life satisfaction, Work-life balance and Work motivation.

Introduction:

Life Satisfaction

Life satisfaction is an overall assessment of feelings and attitudes about one's life at a particular point in time ranging from negative to positive (Diener, 1984). Life satisfaction is an assessment of the overall conditions of existence as derived from a comparison of one's aspiration to one's actual achievements (George and Bearson, 1980). Life satisfaction is considered as a dynamic process which goes on throughout one's life (Brown, 1981). Life satisfaction refers to an individual's personal judgement of wellbeing and quality of life based on his or her own chosen criteria (Diener, 1984). Life satisfaction is a complete term and is sometimes used interchangeably with the emotion of happiness, but they are indeed two separate concepts. Life satisfaction is defined as one's evaluation of life as a whole, rather than the feelings and emotions that are experienced in the moment.

Therefore, it is ultimate goal and every human being strives to achieve this goal throughout the life. Life satisfaction is a multi dimensional concept related to psychological and environmental life conditions. The term life satisfaction can be split into two words, life and satisfaction. Life- Life is the state of functional activity peculiar to organized matter and especially to the portion of it such as, constituting on animal or plant before death (oxford dictionary) 'Life is what one's thinking makes it, one makes it human or hell through one's thinking' (bartlet) life is on object to which the effect or ambitions directed, infact, no life can be without a goal.

Work-Life Balance

Work-family balance, defined as 'the extent to which an individual is engaged in and equally satisfied with- his or her work role and family role with three components: time balance, involvement balance, and satisfaction balance' (Green-haus, Collins & Shaw 2003: 513).

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Work-life balance is 'achieving satisfying experiences in all life domains and to do so requires personal resources such as energy, time, and commitment to be well distributed across domains' (Kirch-meyer 2000: 80).

Work life balance (WLB) is about people having measure of their control over when, where and how they work. Most of the people view this as work life balance is what the organization allows for an individual to experience. However, work-life balance is a multi-dimensional approach with dimensions, which many individuals overlook, relates to what individuals do for themselves. The success of work life balance is always sustained with achievement along with enjoyment.

Work Motivation:

Work motivation is a set of energetic forces that originate both within as well as beyond an individual's being, to initiate work-related behaviour, and to determine its form, direction, intensity, and duration.

Work motivation is a person internal disposition to be concerned with and approach positive incentives and avoid negative incentive is the anticipation is the anticipated reward or aversive event available in the environment. Various forms of pay, such as salary commission bonuses, employee ownership programmes and various types of profit or gain sharing programs, are all important tangible reward. While fringe benefits have a positive impact on attraction and retention, their direct impact on motivation and performance is not well defined. Salaries play a crucial role in the tangible reward system. They are an important factor in attracting employees well is one way for an organization to reinforce an employee's value to the organization.

Statement of the Problem:

To study relationship between life satisfaction, anger, work-life balance and work motivation among teachers.

Rationale of the Study:

The researcher has chosen to study this topic due to personal and psychological significance. The research study could provide information about working teachers. Teachers deal with anger in their daily life and this disrupt in their work-life balance. This study would be beneficial to the psychological research as this study enhance the knowledge with the possible issues. Furthermore this study would provide the necessary information on the cause and issues of their anger, life-satisfaction, work-life balance and work motivation. To the future researchers this study can provide baseline information on the recent status of this research.

Significance of the Study:

The present study is an attempt to know how and in what manner life satisfaction, anger, work motivation and work-life balance plays a major role in teachers. As a psychology student it's the duty to evaluate and study the behavioural changes in human mind and mental process. It is important to study this topic because anger is an important and unavoidable factor in life. We need to understand how anger affects in a negative way and by maintaining it, it can help teachers to cope with work-life balance and life-satisfaction. This research will help to improve their anger, work motivation and life satisfaction and work-life balance. The work experience of the teachers makes differential influence on their job and life satisfaction.

Objectives:

- 1) To study the relationship of Life satisfaction and Work-life balance.
- 2) To study the relationship of Life satisfaction and Work motivation.

Literature Review:**Life Satisfaction and Work-Life Balance**

Syed Mohammad Azeem, Nadeem Akhtar (2014), the study examines the effects of perceived work-life balance and life satisfaction on organizational commitment among healthcare employees. It was predicted that perceived work-life balance fosters life satisfaction which leads

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to the organizational commitment among employees in the long run. The degree of work-life balance is measured using the five statements from Chaney (2007) and eight statements from Gutak et. Al.(1991). Results showed that respondents have moderate level of perceived work-life balance, life satisfaction and commitment. Significant relationship is found among work-life balance, life satisfaction and organizational commitment. A regression analysis revealed that 37% variance in organizational commitment and life satisfaction is attributed to work-life balance.

Thomas and Ganster(1995) conducted a study on impact of family-supportive, work-family conflict and satisfaction with life. Survey data were gathered at 45 acute-care facilities from 398 health professionals who had children aged 16 years or younger at home. The result showed that supportive practices, especially flexible scheduling and supportive supervisors had direct positive effects on employee perceptions of control over work and family matters and satisfaction with life.

Life Satisfaction and Work Motivation

Billie Coomber, K Louise Barriball (2007), conducted a study to explore the impact of life satisfaction and work motivation components on intent to leave and turnover for hospital-based nurses in order to identify the most influential factors. The United Kingdom (UK), alongside other industrialised countries, is experiencing a shortage of nurses partly due to low retention rates. Work motivation and life satisfaction has been highlighted as a contributing factor to intent to leave and turnover, yet this is a complex area with many elements affecting its measurement.

In a study done by Nadia Ayub, Shagufta Rafif(2011), numerous researchers investigated the relationship between life satisfaction and work motivation in diversified professions but none investigated bank managers in Pakistan. Therefore, the current study attempts to explore the relationship between work motivation and life satisfaction. Based on the literature review two hypotheses were formulated 1) there will be positive relationship between work motivation and life satisfaction, and 2) There would be a gender difference on the variable of work motivation and life satisfaction. To assess life satisfaction, “Life Satisfaction Survey (LSS; Spector, 1997)”, and for motivation, “Motivation at Work Scale (MAWS, Gagné, M., et. al, 2010)”, were used.

The sample of the study consists of 80 middle managers (46 males; 34 females) from different banks of Karachi, Pakistan. A Pearson Product Moment Correlation Coefficient was calculated for the correlation between the work motivation and life satisfaction.

Methodology:**Variables Used In the Present Study:****1) Life Satisfaction**

Life satisfaction is an overall assessment of feelings and attitudes about one's life at a particular point in time ranging from negative to positive (Diener,1984).

Life satisfaction is an assessment of the overall conditions of existence as derived from a comparison of one's aspiration to one's actual achievements (George and Bearson,1980).

2) Work-Life Balance

Work–family balance: defined as ‘the extent to which an individual is engaged in and equally satisfied with- his or her work role and family role with three components: time balance, involvement balance, and satisfaction balance’ (Green-haus, Collins & Shaw 2003: 513)

3) Work Motivation

Work motivation is a set of energetic forces that originate both within as well as beyond an individual's being, to initiate work-related behaviour, and to determine its form, direction, intensity, and duration.

Variables**1) Criterion:**

- Life Satisfaction

2) Predictors:

- Work-life balance
- Work motivation

3) Controlled variable:

- Consolidated teachers
- Hours of working
- Age range
- Years of experience

- Teachers from Pune city colleges

Hypotheses:

- Life satisfaction will positively correlate with Work-life balance.

- Life satisfaction will positively correlate with Work motivation.

Sample:

The sample selected for the present study includes 80 participants (teachers) selected from Pune city. The age group of the sample was between 25-35 years of age. All the individuals were from Indian Nationality only.

The sampling technique used for data collection was purposive sampling method.

Psychometric Tools:**The Satisfaction with Life Scale (SWLS)**

The Satisfaction with Life Scale (SWLS) was developed by Diener, Emmons, Larsen, & Griffin (1985). The scale consists of 5 items, each item is rated using the likert 1-7 scale ranging from Strongly agree to strongly disagree.

Scoring is done continuous (sum up scores on each item).

Work-Life balance (WLB)

The WLB questionnaire was developed by Rincy and Panchanatham. The scale is designed in India and consists of 42 items in which 28 are negatively keyed and 14 are positively keyed. The WBL scale consists of four dimensions:

- 1) IPLW (Intrusion of personal life into work) 2) IWPL (Intrusion of work into personal life)
- 3) WEPL (Work enhancement personal life) 4) PLEW (Personal life enhancement into work)

The Motivation at Work Scale (MAWS)

The MAWS is a twelve-question Likert-type scale developed by Gagné et al. (2010) to measure the four variables derived from self-determination theory:

- 1) Intrinsic motivation, 2) Identified regulation,
- 3) Introjected regulation and 4) External regulation.

Statistical Analysis

For the present study Correlation statistics and Descriptive statistics were used. For Correlation, Pearson's Product Moment Correlation was used and a regression analysis was also done. For descriptive statistics mean, median, mode, standard deviation, variance was obtained for all the variables.

Results:

4.2. A) Table showing the Mean, Standard Deviation, Variance and Standard error of mean for Life satisfaction, Work-life balance and Work motivation. (N=80)

Variables	N	M	SD	Variance	SEM
Life Satisfaction	80	26.36	4.928	24.285	.551
Work-life balance	80	194.34	41.777	1745.315	4.671
Work motivation	80	63.06	11.857	140.591	1.326

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Table 4.2.A focuses on Descriptive statistics of the study. The Mean and Standard deviation for Life satisfaction is 26.36 and 4.928 respectively. The Mean and Standard deviation for Work-life balance is 194.34 and 41.777 respectively. The Mean and Standard deviation for Work motivation is 63.06 and 11.857 respectively.

4.2. B) Table showing the Correlation between Life satisfaction, Work-life balance and Work motivation using the Pearson's Product Moment Correlation method. (N=80)

	LS	WLB	WM
LS	1	.397**	.431**
WLB	.397**	1	.226*
WM	.431**	.226*	1

*Significant at 0.05 level

**Significant at 0.01 level

Table 4.2.B shows the Pearson's Product Moment Correlation. The variable Life satisfaction and Work-life balance shows a significant positive correlation. The variable, Life satisfaction and Work motivation shows a significant positive correlation.

4.2. C) Linear regression analysis with Life satisfaction as predictor and Work-life balance and Work motivation as criterion.

	R	df	F	Sig	Beta	Sig
LSb	.158	1	14.628	.000	.397	.000
LSb	.186	1	17.832	.000	.431	.000

b. Dependent variable: Work-life balance

c. Dependent variable: Work motivation

Table 4.2.C explains the regression analysis between the variables Life satisfaction and Work-Life balance and Life satisfaction and Work motivation. From the results it was found out that

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the predictor variable Life satisfaction explains 15.8 percent of variance with the criterion variable Work-Life balance. From the results it was found out that predictor variable Life satisfaction explains 18.6 percent of variance with criterion variable Work motivation.

Discussion:

The hypothesis stating that "Life satisfaction will positively correlate with Work-life balance" was found to be significant from Table 4.2.B the correlation coefficient was found to be significant at 0.01 level ($r = .397, p = \leq 0.01$). Thus, the Hypothesis was accepted.

The hypothesis stating that "Life satisfaction will positively correlate with Work motivation" was found to be significant from Table 4.2.B the correlation coefficient was found to be significant at 0.01 level ($r = .431, p = \leq 0.01$). Thus, the Hypothesis was accepted.

Conclusion:

1. The hypothesis stating that "Life satisfaction will positively correlate with Work-life balance" was accepted.
2. The hypothesis stating that "Life satisfaction will positively correlate with Work motivation" was accepted.

LIMITATIONS

- The sample size used in the study was very small.
- Individuals only from Pune city were selected and it was not done on vast population so it lacked generalizability.
- This study only focused on urban area colleges.

IMPLICATIONS

- This study would be beneficial to the psychological research as this study enhance the knowledge with the possible issues among the teachers.
- This research will help the teachers to improve their anger, work motivation, life satisfaction and work-life balance.

- It can be used in educational settings.
- It can be used in training programmes.

Suggestions:

- This study only focuses on college teachers, it can also be done on school teachers.
- It can also be done as a comparative study.
- This study can also be done to see gender differences.
- It could also be done on Private and Government college teachers.

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