

IMPACT ON WORK-LIFE BALANCE OF SELF FINANCING PROFESSORS IN COLLEGES IN THOOTHUKUDI

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ABSTRACT

Work-life balance is the lack of opposition between [work](#) and other life roles. It is the state of equilibrium in which demands of personal life, professional life, and family life are equal. Work-life balance consists of, but it is not limited to, flexible work arrangements that allow employees to carry out other life programs and practices. The term 'work-life balance' is recent in origin, as it was first used in UK and US in the late 1970s and 1980s, respectively. Work-life balance is a term commonly used to describe the balance that a working individual needs between time allocated for work and other aspects of life. This paper exhibits the factors and reasons of imbalance in work life balance of College professors.

Key words: work life balance, flexible work arrangement, employees

1. INTRODUCTION

People play different roles as father, mother, husband, wife, brother, sister, son, daughter, employee, employer, subordinate, superior, etc. On an average, an individual plays 5-6 different roles in his/her day-to-day life. Some of the roles are found, at times, incompatible with other. Incompatible roles affect the performance of each other like role as an employee and as a wife. Thus, incompatible roles cause disturbance or imbalance for the individual and adversely affect performance. From incompatibility point of view, roles are broadly classified between work and life. Here, life implies personal or home or family life. The ever-increasing pressure of modern life has been causing increasing incompatibility between work and life roles to be played by employees. This, in turn, adversely affects their work and home life and performance. This, therefore, necessitates balance between the roles relating to work and life of employees. It is against this backdrop, this chapter is devoted to discuss the major aspects of work-life balance such as its meaning, antecedents, and factors causing work-life imbalance. The paper also suggests ways and means to maintain work-life balance.

2. WORK-LIFE BALANCE – definition

The way to achieve this is to adopt an approach that is “conceptualized as a two-way process involving a consideration of the needs of employees as well as those of employers” (Lewis, 2000:

105). In simple words, work-life balance means scheduling the amount of time to one's paid work and personal/home life in such a manner both are performed effectively and satisfactorily. In other words, work-life balance is having enough time for work and enough time to have a lie so that one lives a complete joyful life.

Conrad (1990) defines work-life balance as the successful orchestration of career, family, recreation, studies, hobbies and commitments that promotes a sense of fulfilment and self-actualization. In sense, work and life balance is the employee's ability to discharge his/ her work and life (home) responsibilities to make life fulfilled.

3. FACTORS CAUSING WORK-LIFE IMBALANCE

- **COMMUNICATION TECHNOLOGY:**

Information technology and business are becoming inextricably interwoven. We can't think that one can talk meaningfully about one without talking about the other. Revolution in communication technology has reduced time and space distance. It has enabled people to contact anywhere at any time. This has, thus, allowed employees to work from anywhere: be at home, in their car, or on the beach in the sea (Tehminicioglu 2003: 1). Employees especially in technical and professional jobs can work any time and from any place.

- **LONGER WORK HOURS:**

Demand for work tie has sharply risen to about 45-50 hours a week, leaving little time for family and friends. The situation is magnified even more in the case of married employees. This, thus, underlines the need for drawing a fine line between work hours and family hours of employees to enable them to discharge their responsibilities effectively.

- **CHANGED DEMOGRAPHIC AND SOCIAL TRENDS:**

Another emerging but powerful factor that cannot be ignored while discussing employees' work-life balance is the changed demographic and social trends in workforce. Indian demographic changes that are occurring slowly due to change in fertility rates may mean more aging population in the next 2-3 decades. The consequence inter alia will be older workforce and, in turn, more employees with eldercare responsibilities. Again, as more and more individuals have been encouraged higher education, which then also means late age marriage and, in turn, parental responsibilities to last longer. Added to these are also the increasing the number of dual earning families and lone parent families like elsewhere including India featuring the workforce affecting their work-life balance (Brannen 2000). Hence both male and female employees may need to spend more time in discharging their caring responsibilities.

- **INCREASING NUMBER OF WOMEN WORKERS:**

Women participation in workforce has been on the increase. According to Registrar General of India, women percentage in total workforce has increase from 19.67% in 1981 to 25.68% in 2001. Increasing women workers means increasing number of dual – income and nuclear families (Conlin 2000: 102-103). Women employees find it difficult to have time to fulfil their non-work

commitments to family and friends. This causes them tension, stress and conflict adversely affecting their health and performance.

FOR EMPLOYEES

The undesired consequences work-life imbalance causes for employees include but are not limited to the following only:

- Strains, stress, and role conflicts (as seen in the opening case of the chapter)
- Distorted relationships with people at work and home
- Physical and mental sickness
- Absenteeism and turnover
- Low job satisfaction or job dissatisfaction
- Career-break
- Inflicted emotional and physical growth of children
- Poor work-family life
- Low performance at work and home

4. BENEFITS OF WORK-LIFE BALANCE

Unlike the evil consequences of work-life imbalance, work-life balance benefits both employees and employers. The various benefits that work-life balance brings for employees are listed below.

FOR EMPLOYEES

The following are the benefits for employees:

- Less and low stress
- Better health
- Less disturbance and distractions
- High level of job satisfaction
- High morale and motivation
- More and better performance

Facts also speak on different benefits that employees derive from work-life balance programmes and policies. A major study carried out on a nation-wide level by researchers at the University of Cambridge (Dex and Smith, 2002) finds that:

- There are positive effects on employee commitment from having family-friendly policies
- Approximately nine out of every ten establishments with some experience of these policies found them cost effective
- Increase in performance was associated with having one or other family-friendly policy in case of five out of six performance indicators.

FOR EMPLOYERS

The benefits for employers are as follows:

- Reduced absenteeism and turnover
- Attraction and retention of competent employees
- Less recruitment and training cost
- More and better performance
- Increased return on investment
- Increase in goodwill of organization

AT EMPLOYEE LEVEL

There is no perfect one-size and type of work-life balance that fits or suits all employees. The best work-life balance varies from employee to employee because they all have different priorities and different lives. Nonetheless, employees can initiate certain interventions at their own level to improve their work-life balance. These may include the following

1. SELF-MANAGEMENT:

As the trite saying goes, self-management is the best management in many respects including work-life balance. Because circumstances and situations vary from employee to employee, management of one's own work and life (family) is obvious to vary from employee. Self-management may cover getting proper sleep, doing exercise, and having required nutrition. It is also realized that effectively using the spaces in our lives is vital, and that available resources, times and life are finite. There are certain things in our lives which only we experience and can better deal with. So to say, it is becoming captain of our own ship; no one is coming to steer for us.

2. TIME MANAGEMENT

Essentially work-life imbalance and, in turn, employee strain and stress are caused by inadequate time available either for work or home or both. This is because time available to an employee is finite like only 24 hours in a day. In order to utilize time effectively in discharging one's work and home responsibilities, one can evolve mechanism how to properly allocate time to perform his/her work and home responsibilities. One way to do so may be prioritizing one's activities in order of sequence, place, and time. Of course, it entails knowing what you do best and when.

3. STRESS MANAGEMENT:

In the face of increasing complexity, strain and stress on the employee are inevitable. Stress has physiological, psychological, and behavioural effects on employees. Hence, it needs to be managed. Managing strategies of stress may also vary from individual to individual depending on the nature and source of stress, on the one hand, and enduring ability of employee coping with stress, on the other. Generally, multitasking of conflicting nature have been the major source of stress employees' experience. This can be handled by selecting the limited significant tasks that employee can effectively perform.

4. CHANGE MANAGEMENT:

Today's employees are living in a fast-paced world with continuous changes affecting their work and life. The fact remains that changes has become virtually the only constant and permanent thing. In order to strike a fine balance between work and life, employees need to continually adapt to new methods and techniques to have a successful career and a happy life. An effective change management program is the need of the hour that ensures that change in quantum and sped of work at workplace is in perfect harmony with the demand of personal life.

5. LEISURE MANAGEMENT:

Proper rest and relaxation, known as leisure management, has been one of the effective techniques to have good balance between work and life. Employees, therefore, need to find out time for their rest and relaxation to refresh and rejuvenate to discharge to their work-home responsibilities. Of course, the means and methods of leisure management may vary from employee to employee depending on their work and home circumstances.

6. JOB MANAGEMENT:

One of the effective ways to have good balance between one's work and life will depend on the type of work one chooses depending on one's home or family circumstances. For example, employees having joint families and nucleus families may find jobs suitable for them involving tour-work and no tour-work respectively. Manika Awasthi Menon, director, People Strategy of Sapient India views that it is one's ability to juggle items (jobs) with different priorities while ensuring the required outcomes is created.

5. OBJECTIVES

- i. To know the factors affecting work life balance
- ii. To analyze the stress level of self financing professors
- iii. To study the working time and leisure time of professors
- iv. To examine the motivational aspects of professors

6. METHODOLOGY

Self-selection Sampling. Self-selection sampling is a non-probability technique, that is based on the judgement of the researcher. This is a useful tool for researchers, who want people or organisations (units), to participate (or volunteer) as part of a study on their own accord.

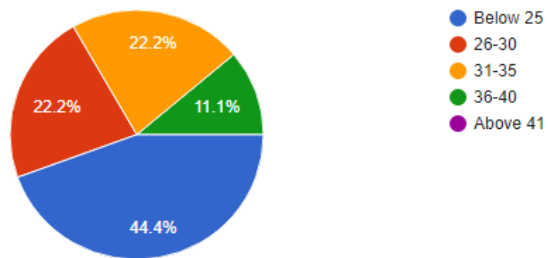
Primary data :

On the basis of the objectives 13 questions were framed and collected through Google forms from 30 self financing staff from Colleges surrounded in Thoothukudi.

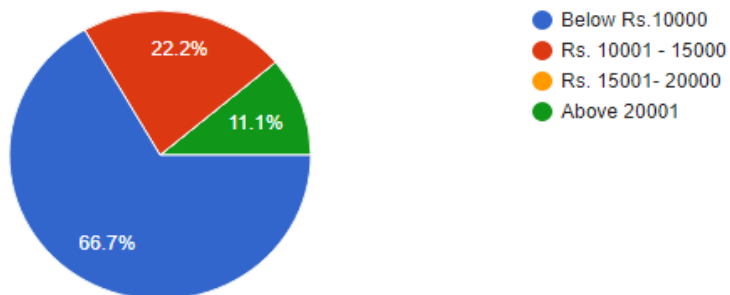
Secondary data were collected through

7. ANALYSIS OF DATA

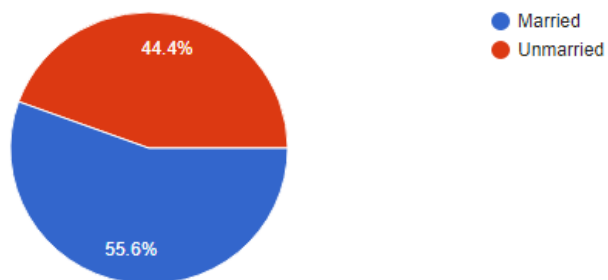
i. Age



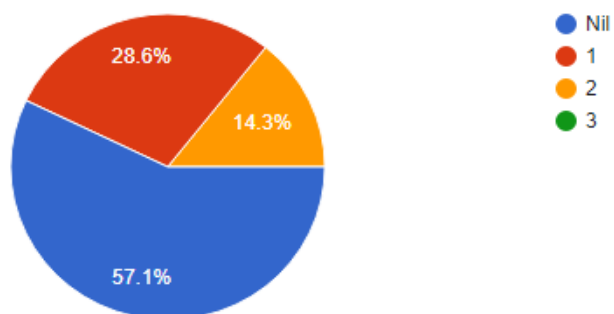
ii. Salary



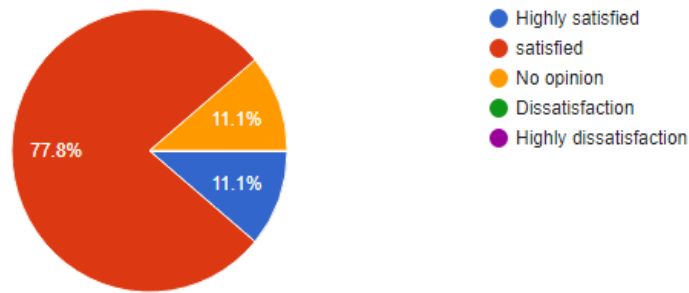
iii. Marital status



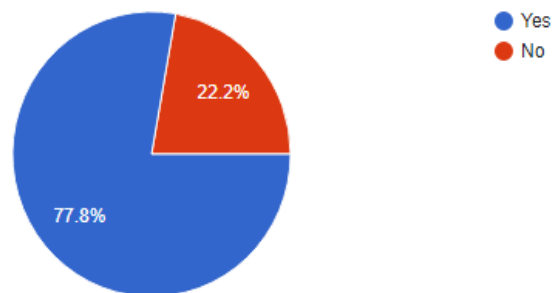
iv. Number of kids



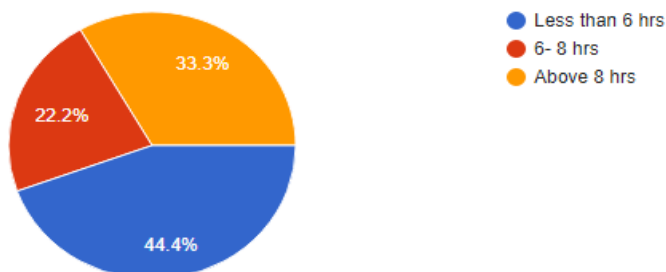
v. Level of satisfactions in job



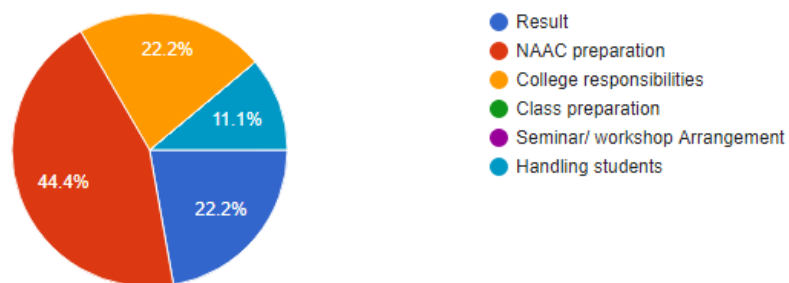
vi. Time spend with family



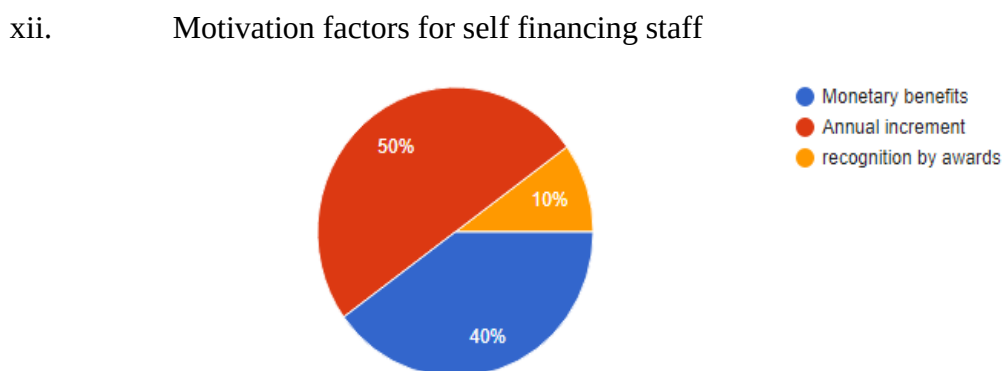
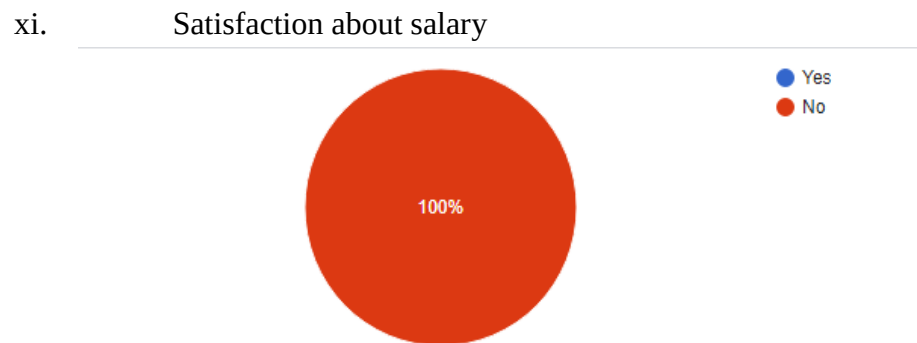
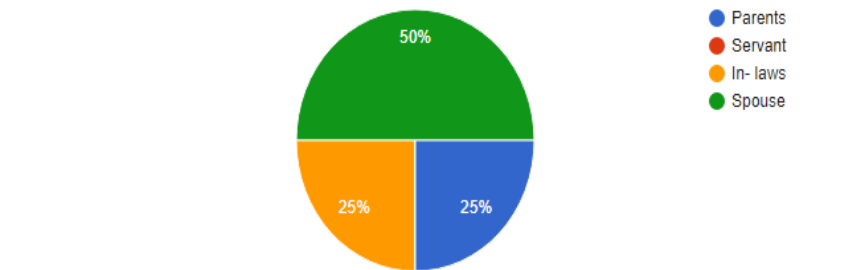
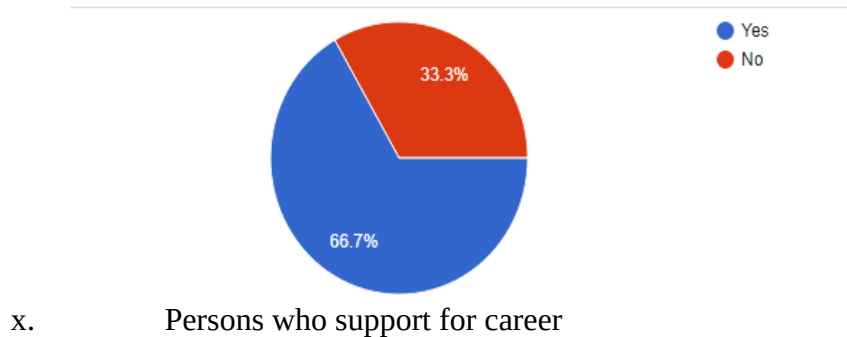
vii. Number of hours spend with family memebrs



viii. Factors for stress



ix. Completing housekeeping and other carrier oriented work by themselves for time bound tasks



8. FINDINGS

- 44% of the respondents are in the age group of below 25
- 66.7% of the self financing staff are getting below 10,000 salary
- 55.6% of the respondents are unmarried
- 77.8% of the respondents are satisfied in teaching profession
- 77.8 % of the respondents are allocating and spending time with their family members.
- 44.4% of the respondents are spending less than 8 hours with family members

- **44.4%** of the respondents are expressed NAAC related works gave pressure. Second position result and college responsibilities.
- **66.7%** of the respondents revealed that they will complete the tasks on time.
- **50%** of the respondents replied that their spouse will help to complete the tasks
- **100%** of the respondents strongly agreed that they are not getting good salary for their work.
- **50%** of the respondents are expecting that annual increment is necessary. Next **40%** of the respondents are wants to get monetary benefit.

9. SUGGESTIONS

- Proper orientation should be given to the faculties by the management
- Management should provide and identify their skills and to be appreciated.
- For every faculty members, according to their experience proper increment should be given to the faculty members.
- All faculties should have pre planned format to execute their tasks to avoid last minute tension.
- Instead of shouldering one person's responsibility. Along with group of people should be involved in report preparation for NAAC.

10. CONCLUSION

This technical world everyone working for around the clock and could not concentrate on work as well as their life. If the staff concentrates on life their career life will be affected and they concentrate on work and career family would suffer. Areas of life other than work-life can include personal interests, family and social or leisure activities. In its broader sense, the concept of work-life balance includes proper prioritizing between “work” (career and ambition) and “lifestyle” (pleasure, leisure, family and spiritual development/meditation) of an individual. Because people have different priorities and different lives, work-life balance varies from individual to individual

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