

The Impact of Stress and Work Life Balance on Job Satisfaction among Female College Faculties in Thrissur District

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Abstract: *In this automatic world women have a multi-facet role in their day to day life as homemakers; they have to release their family household tasks at home and perform their official duties at the work place. Irrespective of gender, work-load is equal for all faculty at Arts and Science Colleges. As a result, they may find it difficult to balance their work and private life. As a result, they agonize from stress. Hence, an effort has been made to recognize the influence of Stress and Work Life Balance (WLB) on job satisfaction. The result of the study shows that WLB and Stress significantly influence Job Satisfaction.*

Keywords: Work life balance, Teachers, stress, Educational Institutions

I. INTRODUCTION

In every country education is the backbone. Educational institutions offer the right platform for students to become either employees or entrepreneurs. Primary education is a necessity for all, and higher education acts as a career-building platform. Higher educational institutions teach students the mandatory skills to make them fend for themselves when they leave the institutions. Thus, economic growth of any nation highly depends on higher education. Success of any educational institution is straight related to the faculty and quality of work life that overcomes at the work place. Therefore, the faculty members working in higher educational institutions must have perfect conditions to perform their tasks. Quality of Work Life (QWL) was one of the important tools for managing human resources. It assists faculty to have their work and personal life balanced, which eventually improves employees' job satisfaction. The duties of the faculty members include preparation of notes for class, maintenance of students' records and mentoring for their professional growth. A few faculty members are constrained to carry the college assignment to their home for completing the task on time. Thus, they find it difficult to manage their family and work obligations, which eventually leads to pressure affecting their job dissatisfaction. A satisfied faculty will be committed and extend her full support for overall development of their institutions and students as well.

II. REVIEW OF LITERATURE

1. Agha, K., F. T. et al. (2017) in their study stated that personal life with work interference and vice versa had a negative relationship with job satisfaction.
2. DivyaThankomVarghese (2017) in her study pointed out that heavy work load, prolonged working hours, inability to prioritise their work and poor time management were the main causes of work life imbalance.
3. Esther Mutheu et al. (2017) in their study stated that faculty were moderately satisfied with regard to their jobs and fringe benefits offered at their institution. Studies pertaining to WLB of female faculty at Arts and Science at Cbe.
4. Bushra Arif and Yasir Aftab Farooqi (2014) in their study stated that the employees who were able to balance work and life were highly committed to their work and organization and had high job satisfaction.
5. Padma S and Sudhir Reddy M(2014) in their study discovered that female teachers, who were able to balance work and family commitment had high level of job satisfaction.
6. Sultan Khan et al. (2014) in their study identified that teachers who experienced low work stress had high job satisfaction.
7. Jaspreet Kaur (2013) in his study learned that work life balance was strongly related to job satisfaction.

8. Roberta Maeran et al. (2013) in their study recognized that family and work commitment, work family conflict and superiors support affected job satisfaction of female teachers.
9. Dhruvkumar and J M Deo (2011) in their study determined that junior female faculties experienced work life imbalance because of meagre teaching experience and poor relationship with their colleagues.
10. Roland P Chaplin (2006) in his study discovered that teachers who were able to manage their stress had job satisfaction.

III. STATEMENT OF THE PROBLEM

The success of education can be measured by ascertaining how well students are moulded as socially accountable citizens. Training students correctly to make them employable in several fields of their choice is the primary accountability of faculty members. Only the members who are free from stress at their work place and are able to fulfil their work and family responsibilities will have more job satisfaction. On the other hand, those with high job satisfaction are dedicated and volunteer to do more for the growth of students and their institution. Thus, an effort has been made to determine the influence of WLB and Stress on Job Satisfaction in the case of female faculty members working at select Colleges in Thrissur District.

3.1 Objective of the Study

1. To analyse impact of Stress and WLB on job satisfaction.
2. To find out the reasons for stress in colleges.

IV. RESEARCH METHODOLOGY

4.1 Research Design

In this research, Quantitative and Qualitative Methods was used. The Survey strategy involved Questionnaire containing mix of quantitative and qualitative “Questions”. Data was collected through random sampling technique. Data would be analyzed according to the nature of data type and respective research questions. The present study is descriptive and analytical in nature

4.2 Data

The primary data have been collected with the help of Questionnaire from female faculty working in Self-financing Arts and Science Colleges of Thrissur District.

4.3 Sampling and Sample Size

By adopting simple random technique relevant data have been obtained from 200 faculty members.

4.4 Tools Employed

The collected data analysed with the help of correlation, one sample test and percentage analysis.

4.5 Limitations of the Study

Primary data were obtained only from female faculty members employed in Arts and Science Colleges in and around Thrissur District. Hence, the results may not be generalized.

V. DATA ANALYSIS

Table 1: Demographic Characteristics

Characteristics	Frequency	Percentage
Gender		
Male	76	38%
Female	124	62%
Age		
20-29	105	52.5



% 30-39	67	33.5%
More than 40	28	14.0%
Marital Status		
Single	93	46.5%
Married	87	43.5%
Widow / Widower	20	10.0%
Qualification		
PG	89	44.5%
Mphil	21	10.5%
Phd	30	15.0%
NET qualified	44	22.0%
Other qualifications	16	8.0%
Area		
urban	105	52.5
rural	67	33.5%
Semi urban	28	14.0%
Employment type		
Full time	145	72.5%
Part time	55	37.5%

One Sample T Test Of Job Satisfaction And Work Life Balance

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Job Satisfaction	200	3.40	1.125	.080
Work Life Balance	20r	3.33	.967	.068

One-Sample Test

	Test Value = 3					
	t	Df.	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	upper
Job Satisfaction	4.966	199	.000	.395	.24	.55
Work Life Balance	4.824	199	.000	.330	.20	.46

The result derives from the above test that there is work life balance among the female faculties as the result is giving significant value (below 0.05). Furthermore, there is also job satisfaction among the female faculties due to which they can have work life balance. The fairness of result can be checked according to test value which is set to be as 3 and t value results are showing value more than 3.

Correlation between Job Satisfaction and Work Life Balance

		Work Life Balance
Job Satisfaction	Pearson Correlation	.425*
	Sig. (2-tailed)	.000
	N	200



Impact of Work Life Balance of Job Satisfaction

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.425 ^a	.180	.176	1.021

Coefficients

Models	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std.Error	Beta		
1 (Constant)	1.751	.259		6.751	.000
Work Life Balance	.494	.075	.425	6.598	.000

Dependent Variable: Job Satisfaction

According to the above correlation table, the result suggests that the correlation test result is significant which means there is a positive correlation between Work Life Balance and person job satisfaction. The R test result is showing 42.5% correlation between the above two variables, which is a positive sign of the correlation between the two variables.

VI. FINDINGS

In the light of Research Problems, this study represents the most appropriate literature on Work Life Balance and proficient success. With this study, we connect working hours and satisfaction with desirable work-life balance. This balance is specific to each person and relates to satisfaction with a job and all other parts in life, especially family life and free time. Therefore, a good work-life balance results in high satisfaction. In order to find out the result, few tests like Correlation, t-test etc are performed. According to the result, the conclusion reveals that there is an impact of work life balance among the female faculties as the result is giving significant value (below 0.05). Furthermore, the result also suggests that there is a job satisfaction among the female faculties due to which they can have work life balance. If a person does not satisfy with his job, he cannot have proper Work Life Balance. Therefore, in order to get the answer, T test has been performed. The test value has been fixed as 3 and performed accordingly. It found 0.00 sign value, which shows the significance result of the variables.

VII. SUGGESTIONS

Female faculty have to prioritize their family and official work, thereby fulfilling their official and family commitments smoothly. Support staff may be appointed at department level, who may look after the documents required for NAAC, NIRF etc. By this, stress level of faculty members may be reduced, and they may find time to spend with their family members or to fulfil their family commitments. Senior faculty members may guide and assist their younger generations to carry out the allocated tasks and offer a pleasant working environment, so that young faculty members are free from stress. The management must appoint sufficient faculty members as per University norms so that they need not suffer from excess workload, which paves way for reducing stress and help them spare adequate time for their family. At educational institution level, management may arrange counselling for female faculty to reduce their stress and guide them in managing work and family commitments. Free transport facility may be offered to faculty members, when they are compulsory to work for long hours, which may help to reduce the extra stress of delay in returning home.

VIII. CONCLUSION

Faculty members who are able to have their work and life balanced and are able to manage stress may have high level of job satisfaction. Institutions should employ sufficient faculty, offer friendly working atmosphere and appoint satisfactory sub-staff members to look into the various nodal agencies' documentation work, which will surely help female faculty to be free from stress and balance their work and family commitments. Managing stress as well as work and family commitments is not only in the hands of female faculty, but also in the hands of the family members who have to chip in with contributions of their own in managing the daily household chores.

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