Work Life Balance of Teaching Staff Working In Self-Financing Colleges With Reference To Coimbatore.

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Abstract: Work life Balance is a broad concept that includes prioritizing between work (career and ambition) and life (family, leisure and spiritual development). It is the degree to which individuals are able to satisfy their important personal needs while employed in the firm. In Work life Balance people have to measure and control how, when and where they work. It is achieved when an individual's right to fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society. When there is no striking balance between work and life the issue of Work life Balance occurs.

Keywords: Work, Life, individual, business, Balance

Introduction
Work life and personal life are the two sides of the same coin. According to various work life balance surveys, more than 60% of the respondent said that are not able to find a balance between their personal and professional lives. They have to make tough choices even when their work and personal life is nowhere close to equilibrium. Traditionally creating and managing a balance between the work-life was considered to be a woman's issue. But increasing work pressures, globalization and technological advancements have made it an issue with both the gender, all professionals working across all levels and all industries throughout the world. Achieving “work-life balance” is not as simple as it sounds.

1. Objectives
1) To identify the personal profile of the teaching staff.
2) To find whether there is any difference in balancing the work and life with respect of their personal profile.
3) To find whether there is any difference between the satisfaction levels with respect of their personal profile.
4) To find whether there is any difference in managing time with respect of their personal profile.
5) To find whether there is any difference in health related problems with respect of their personal profile.
6) To find out the inter relationship between the variables under our study.

2. Methodology
A total of 250 teachers were selected through Convenience Sampling from Coimbatore.

3. Analysis
The data was collected and analyzed using Correlation Method, T Test for Two means and Kendall’s Concordance Method.

4. Results and Discussions
4.1. CORRELATION ANALYSIS:
To know whether there is any interdependence between the scores and variables correlation analysis has been performed using MS Excel. The following Pearson’s correlations are obtained:

<table>
<thead>
<tr>
<th>Correlation Matrix</th>
<th>Gender</th>
<th>Age</th>
<th>Mari Status</th>
<th>Edu Qual</th>
<th>Type of family</th>
<th>Total Q20</th>
<th>Total Q21</th>
<th>Total Q22</th>
<th>Total Q25</th>
<th>Total Q27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>0.08473</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mari Status</td>
<td>0.28143</td>
<td>0.46868</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Edu Qual</td>
<td>0.32859</td>
<td>0.43808</td>
<td>0.39262</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Type of family</td>
<td>0.12551</td>
<td>-0.1120</td>
<td>-0.1859</td>
<td>-0.0257</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Q20</td>
<td>-0.0702</td>
<td>-0.0269</td>
<td>0.0729</td>
<td>0.0603</td>
<td>-0.00612</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Q21</td>
<td>0.3329</td>
<td>0.26455</td>
<td>0.3144</td>
<td>0.04301</td>
<td>-0.22193</td>
<td>0.153</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Q22</td>
<td>0.15139</td>
<td>0.16284</td>
<td>0.06096</td>
<td>0.15543</td>
<td>0.054237</td>
<td>0.138</td>
<td>0.499</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Q25</td>
<td>0.1753</td>
<td>0.0060</td>
<td>-0.0511</td>
<td>0.08449</td>
<td>-0.16426</td>
<td>-0.050</td>
<td>0.272</td>
<td>0.266</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Total Q27</td>
<td>0.02188</td>
<td>0.06703</td>
<td>0.09827</td>
<td>0.26579</td>
<td>0.145722</td>
<td>0.41240</td>
<td>-0.001</td>
<td>0.059</td>
<td>-0.1890</td>
<td>1</td>
</tr>
</tbody>
</table>

The significant of correlation co-efficients obtained is tested using fishers Z test. The Null hypothesis taken is that the correlation co-efficient is not significant. The test statistic used is given by

\[ z = z_t^*(\sqrt{n-3}) \sim N (0, 1) \]

where \( z_t = 0.5 \times \log((1+r)/(1-r)) \)
Under our study, the relationship between the variables of the respondents may be classified into two variables as given below.

<table>
<thead>
<tr>
<th>Positively Correlated Variables</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Gender and Age</td>
<td>(0.084732)</td>
</tr>
<tr>
<td>2. Gender and Marital Status</td>
<td>(0.281436)</td>
</tr>
<tr>
<td>3. Gender and Educational Qualification</td>
<td>(0.328592)</td>
</tr>
<tr>
<td>4. Gender and Type of Family</td>
<td>(0.125517)</td>
</tr>
<tr>
<td>5. Gender and Family income per month</td>
<td>(0.233222)</td>
</tr>
<tr>
<td>6. Age and Marital Status</td>
<td>(0.468688)</td>
</tr>
<tr>
<td>7. Age and Family income per month</td>
<td>(0.172802)</td>
</tr>
<tr>
<td>8. Educational Qualification and Marital Status</td>
<td>(0.392629)</td>
</tr>
<tr>
<td>9. Educational Qualification and Family income</td>
<td>(0.064002)</td>
</tr>
<tr>
<td>10. Marital Status and Family income per month</td>
<td>(0.352139)</td>
</tr>
<tr>
<td>11. Type of Family and Family income per month</td>
<td>(0.047088)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Negatively Correlated Variables</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Age and Type of Family</td>
<td>(-0.11208)</td>
</tr>
<tr>
<td>2. Marital Status and Educational Qualification</td>
<td>(-0.18591)</td>
</tr>
<tr>
<td>3. Gender and Occupation of Spouse</td>
<td>(-0.14868)</td>
</tr>
</tbody>
</table>

5.2. T-Test for male vs female

5.2.1. Comparison on Balancing Life

It is expected that there is a significant difference between the scores of male and female in self finance colleges. To test our expectation,

Null hypothesis $H_0$: There is no significant difference between the means of the males and female scores with respect to balancing their life.

Alternative hypothesis $H_1$: There is a significant difference between the means of the males and female scores with respect to balancing their life.

Then the means were obtained for these groups. Then the $t$-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means. The test statistic used and the calculation is given below:

Test Statistic:
\[
t = \frac{\bar{y}_1 - \bar{y}_2 - D_0}{S_{pool} \sqrt{\frac{1}{n_1} + \frac{1}{n_2}}} \sim t(n_1 + n_2 - 2)
\]

where

\[
S_{pool}^2 = \frac{\sum (y_{i1} - \bar{y}_1)^2 + \sum (y_{i2} - \bar{y}_2)^2}{n_1 + n_2 - 2} = \frac{(n_1 - 1)s_1^2 + (n_2 - 1)s_2^2}{n_1 + n_2 - 2}
\]

<table>
<thead>
<tr>
<th>TABLE : COMPARISON ON BALANCING WORK AND LIFE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Male</strong></td>
</tr>
<tr>
<td>Mean</td>
</tr>
<tr>
<td>Variance</td>
</tr>
<tr>
<td>Observations</td>
</tr>
<tr>
<td>Pooled Variance</td>
</tr>
<tr>
<td>Hypothesized Mean Difference</td>
</tr>
<tr>
<td>Df</td>
</tr>
<tr>
<td>$t$ Stat</td>
</tr>
<tr>
<td>P($t$&lt;t) one-tail</td>
</tr>
<tr>
<td>P($t$&lt;t) critical one-tail</td>
</tr>
<tr>
<td>P($t$&lt;t) two-tail</td>
</tr>
<tr>
<td>P($t$&lt;t) critical two-tail</td>
</tr>
</tbody>
</table>

As the $p$-value of our test is 0.22837012 which is greater than 0.05, we do not reject our null hypothesis and conclude that there is no significant difference between the means of the male and female scores with respect to balancing their life.

5.2.2 Comparison on Level of Satisfaction
It is expected that there is a significant difference between the scores of male and female in self finance colleges. To test our expectation,

**Null hypothesis H₀**: There is no significant difference between the means of the males and female scores with respect to their level of satisfaction.

**Alternative hypothesis H₁**: There is a significant difference between the means of the males and female scores with respect to their level of satisfaction.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is $0.310039567$ which is greater than 0.05, we do not reject our null hypothesis and conclude that there is no significant difference between the means of the males and female scores with respect to their level of satisfaction.

### 5.2.3. **Comparison on Time management**

It is expected that there is a significant difference between the scores of male and female in self finance colleges. To test our expectation,

**Null hypothesis H₀**: There is no significant difference between the means of the males and female scores with respect to their time management.

**Alternative hypothesis H₁**: There is a significant difference between the means of the males and female scores with respect to their time management.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is $0.965568524$ which is greater than 0.05, we do not reject our null hypothesis and conclude that there is no significant difference between the means of the males and female scores with respect to their time managing.

### 5.2.4. **Comparison on Health suffering due to Profession**

It is expected that there is a significant difference between the scores of male and female with respect to suffer due to the profession in self finance colleges. To test our expectation,

**Null hypothesis H₀**: There is no significant difference between the means of the males and female scores with respect to suffer due to the profession.

**Alternative hypothesis H₁**: There is a significant difference between the means of the males and female scores with respect to suffer due to the profession.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is $0.909923752$ which is greater than 0.05, we do not reject our null hypothesis and conclude that there is no significant difference between the means of the males and female scores with respect to suffer due to the profession in self finance colleges.

### 5.3. **T-Test for Married Vs Unmarried**

#### 5.3.1. **Comparison on Balancing Life**

It is expected that there is a significant difference between the scores of unmarried and married in self finance colleges. To test our expectation,

**Null hypothesis H₀**: There is no significant difference between the means of the unmarried and married scores with respect to balancing their life.

**Alternative hypothesis H₁**: There is a significant difference between the means of the unmarried and married scores with respect to balancing their life.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is $0.00099387$ which is greater than 0.05, we reject our null hypothesis and conclude that there is a significant difference between the means of the unmarried and married scores with respect to balancing their life.

#### 5.3.2. **Comparison on Level of Satisfaction**

It is expected that there is a significant difference between the scores of unmarried and married in self finance colleges. To test our expectation,

**Null hypothesis H₀**: There is no significant difference between the means of the unmarried and married scores with respect to their level of satisfaction.

**Alternative hypothesis H₁**: There is a significant difference between the means of the unmarried and married scores with respect to their level of satisfaction.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is $7.57767E-08$ which is less than 0.05, we reject our null hypothesis and conclude that there is a significant difference between the means of the unmarried and married scores with respect to their level of satisfaction.

#### 5.3.3. **Comparison on Time management**

It is expected that there is a significant difference between the scores of unmarried and married in self finance colleges. To test our expectation,
Null hypothesis $H_0$: There is no significant difference between the means of the unmarried and married scores with respect to their time management.

Alternative hypothesis $H_1$: There is a significant difference between the means of the unmarried and married scores with respect to their time management.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is 0.005697007 which is greater than 0.05, we do not reject our null hypothesis and conclude that there is no significant difference between the means of the unmarried and married scores with respect to their time managing.

5.3.4. Comparison on Health suffering due to Profession

It is expected that there is a significant difference between the scores of unmarried and married with respect to suffer due to the profession in self finance colleges. To test our expectation,

Null hypothesis $H_0$: There is no significant difference between the means of the unmarried and married scores with respect to suffer due to the profession.

Alternative hypothesis $H_1$: There is a significant difference between the means of the unmarried and married scores with respect to suffer due to the profession.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is 7.65952E-05 which is less than 0.05, we reject our null hypothesis and conclude that there is a significant difference between the means of the unmarried and married scores with respect to suffer due to the profession in self finance colleges.

5.4. T-Test for Joint Vs nuclear family

5.4.1. Comparison on Balancing Life

It is expected that there is a significant difference under joint and nuclear family respondents in self finance colleges. To test our expectation,

Null hypothesis $H_0$: There is no significant difference under joint and nuclear family respondent’s scores with respect to balancing their life.

Alternative hypothesis $H_1$: There is a significant difference under joint and nuclear family respondent’s scores with respect to balancing their life.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is 0.923197884 which is greater than 0.05, we do not reject our null hypothesis and conclude that there is no significant difference under joint and nuclear family respondent’s scores with respect to balancing their life.

5.4.2. Comparison on Level of Satisfaction

It is expected that there is a significant difference under joint and nuclear family respondents in self finance colleges. To test our expectation,

Null hypothesis $H_0$: There is no significant difference under joint and nuclear family respondent’s scores with respect to their level of satisfaction.

Alternative hypothesis $H_1$: There is a significant difference under joint and nuclear family respondent’s scores with respect to their level of satisfaction.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is 0.000406648 which is smaller than 0.05, we reject our null hypothesis and conclude that there is a significant difference under joint and nuclear family respondent’s scores with respect to their level of satisfaction.

5.4.3. Comparison on Time management

It is expected that there is a significant difference under joint and nuclear family respondents in self finance colleges. To test our expectation,

Null hypothesis $H_0$: There is no significant difference under joint and nuclear family respondent’s scores with respect to their time management.

Alternative hypothesis $H_1$: There is a significant difference under joint and nuclear family respondent’s scores with respect to their time management.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is 0.009271912 which is smaller than 0.05, we reject our null hypothesis and conclude that there is a significant difference between under joint and nuclear family respondent’s scores with respect to their time managing.

5.4.4. Comparison on Health suffering due to Profession

It is expected that there is a significant difference under joint and nuclear family respondents with respect to suffer due to the profession in self finance colleges. To test our expectation,

Null hypothesis $H_0$: There is no significant difference between under joint and nuclear family respondent’s scores with respect to suffer due to the profession.
Alternative hypothesis $H_1$: There is a significant difference between under joint and nuclear family respondent’s scores with respect to suffer due to the profession.

Then the means were obtained for these groups. Then the t-test for equality of two means is applied by taking the null hypothesis as there is no significant difference between the two means.

As the p-value of our test is 0.021175228 which is smaller than 0.05, we reject our null hypothesis and conclude that there is a significant difference under joint and nuclear family respondent’s scores with respect to suffer due to the profession in self finance colleges.

5.5. Kendall's Coefficient of Concordance

The measure for knowing the agreement or concordance between $k$ ($k>2$) sets of rankings of the same $n$ individuals awarded by $k$ judges or the same $n$ individuals being measured for $k$ variants and then ranked was given by M. G. Kendall.

As a general discussion, one can easily conceive that if all the $k$ judges are in perfect agreement, the sum of the ranks of $n$ individuals would be $1k$, $2k$, ..., $nk$ and if they totally disagree, then the sum of ranks of individuals would be almost equal. From the ranks awarded by $k$ judges is reflected by the degree of variation between the $n$ sums of ranks. So we find the sum of squares of the deviations of the actual $n$ rank totals from the mean.

$H_0$: the $k$ sets of rankings are independent. $H_1$: they are not independent.

Test Statistics

$$W = \frac{12S}{k^2n(n^2 - 1)} \cdot s = \sum_{j=1}^{n} \left[ R_j - \frac{k(n + 1)^2}{2} \right]$$

where $R$ is the sum of actual ranks of the $j$th individual for $j = 1, 2, ..., n$

<table>
<thead>
<tr>
<th>Test Statistics</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>250</td>
</tr>
<tr>
<td>Kendall’s, Wa</td>
<td>252</td>
</tr>
<tr>
<td>Chi-Square</td>
<td>567.223</td>
</tr>
<tr>
<td>Df</td>
<td>9</td>
</tr>
<tr>
<td>Asymp.Sig</td>
<td>.000</td>
</tr>
</tbody>
</table>

As $\chi^2$ calculated value (567.223) is greater than $\chi^2$ table value (16.91898) of 5% level at significance for 9 degrees of freedom. We reject our null hypothesis and conclude that no relationship between the sets of rankings.

5. Conclusion

Work life Balance is about people hours a measure of control over when, where and how they work. Today’s careers are continuously being challenged by full demand of time in office and at home especially professors where they carry preparation of subjects to home in spite of commitments at home. Enjoyment and achievement at work is decisive part of work live balance. Moreover, enjoyment and achievement at other there quadrants of ones live (family, friends and self) is significant as well. Work cultures have most often expected a revolution from inflexibility to flexibility. Professionals of the present day appear to be more involved in work that gives them bigger elasticity at work. Working community has diverse needs at different stages of their working life. As a result, people strive for balance in their working hours and their personal commitments. Work life Balance has now become a sensitive issue because it offers obvious benefits to organizations and its employees. I am sure empowered professors will also play an important role in imparting Knowledge, guidance motivation to all the students.

References

1. Elizabeth A. Smith., (2008), “Happy employees have a good work-life balance: Staff trusted to balance personal needs with employment responsibilities”