

An Empirical Study - Stress At Work Place Imbalance of Life

M. Farhana Fathima

Reg.No: (19114011062002)

Doctoral Research Scholar

Department of Management Studies

Manonmaniam Sundaranar University, Abishekapatti, Tirunelveli, Tamil Nadu, India

mufa1342011@gmail.com

Dr. T.Helan

Assistant Professor

Department of Management Studies

Manonmaniam Sundaranar University, Abishekapatti, Tirunelveli, Tamil Nadu, India,

helanalfred@gmail.com

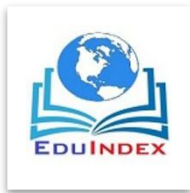
ABSTRACT

Work – life balance for teaching professional has become one of the greatest challenges in today's world. Teachers work load not only demand their time in the institution but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending to various institution related functional requirements. The Present study deals with Work Life Balance among the women working in Self Finance colleges in Tirunelveli District and the researcher know about the stress at work life and its affects the their personal life using variables . The Researcher collected data through questionnaire to women teaching staff in self finance colleges and had used simple random sampling for the study. Spss package are used for the statistical analysis technique like chi square , factor analysis are used for got the results.

Keywords: Work place, Independent Decision, Unrelated Activities

INTRODUCTION

In 1986, the term “Work-Life Balance” was first identified, but it's usage in everyday language was still sporadic for a certain number of years. Although, interestingly work-life programs existed in early years such as 1930, but people did not recognize them. Before the Second World War, the W.K. Kellogg Company created some flexible work hour shifts for their employees who replaced the traditional daily working hours, and the new shift resulted in increased employee efficiency and morale. In 1977, Rosabeth Moss Kanter, for the first time in his influential book, Work and Family in the United States: A Critical Review and Agenda for Research and Policy, raised the issue of Work-Life Balance and brought it to the forefront of organizations and research. This concept forces organizations to follow work-family friendly



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environment. Therefore, in the 1980s and 1990's, some organizations began to offer work-life programs who aimed to promote balance work-life. The first waves of these programs were mainly to support women with children (Brough et al., 2008). Now-a-days, many work-life programs have been introduced which are less gender specific and identify other obligations as well as those of family.

Work-life balance is the term used to describe those practices at workplace that acknowledge and aim to support the needs of employees in achieving a balance between the demands of their family (life) and work lives. The Work Foundation, earlier known as "The Industrial Society", believes that 'work-life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society.

Work-life balance is not merely work-family balance. More specifically, it refers to the management of one's professional responsibilities and family responsibilities, towards children, aging parents, any disabled family member, or a partner/spouse effectively. One can have work-family balance, but may not have anything left for oneself, for one's community, for one's own personal growth and development, rest and relaxation. So, it is possible to have work family balance and still need to achieve work-life balance.

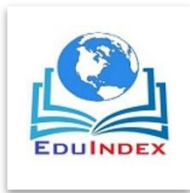
Felstead (2002) defines that "Work life balance as the relationship between cultural times and spaces of work and non working societies where income is predominately generated and distributed through the labour market."

Elliot(2003) stated that "Work life balance has defined as the work and life satisfaction by managing both responsibilities adjacently."

According to Clarke, Koch & Hill (2004) "Work life balance is defined as a satisfactory level of involvement or fit between the multiple roles in a person's life and it linked with the concept of equilibrium that maintaining an overall sense of harmony in life.

Backman (2004) defines "Life balance is typically defined by its opposite as imbalance. This term usually refers to a stressful lifestyle or more specifically, a lifestyle in which there is too much work and too little sociality. Often, the existence of imbalance within individuals' lives in Western nations is simply taken as a given a societal, organizational, or cultural-level problem for which various programs, interventions, and policies need to be created.

Definition of Swamy (2007) on work life balance is a practice that is concerned with providing scope for employees to balance their work with the responsibilities and interests they have outside work. It enables them to reconcile the competing claims of work and home by meeting their own needs as well as those of their employers.



Delecta.P (2011) states that “Work life balance is defined as an individual ability to meet their work commitments as well as other non-work and family commitment.”

STATEMENT OF THE PROBLEM

Stress arising at work has detrimental effect on the behavior of people, which ultimately results in personal and organizational inefficiency. Occupational stress can be described as a condition where occupation related factors interact with the worker to change (disrupt/ enhance) his or her psychological or physiological condition, so that the person's mind and/or body is forced to deviate from its normal way of functioning. Work life balance on an individual level can bring phenomenal changes in his life and can also heavily impact a society. The study aims at identifying stress in workplace and it makes imbalance in personal and professional life.

OBJECTIVES OF THE STUDY

- To know about the stress causes imbalance in their work and its affect their life
- To find out the variables are make influenced stress among the women college teachers.

SCOPE OF THE STUDY

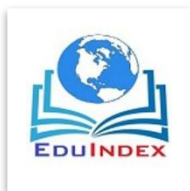
This study is designed to learn about the work life balance of college women teachers working in self finance colleges in Tirunelveli District. As compare to aided college teachers, self finance college women teachers are have more stress in because of working environment, work schedule, and family issues also. So the researcher want to know about the work life balance of college teachers through structure questionnaire are used for collect the data

REVIEW OF LITERATURE

D. Jeslin, et al(2016) found that poor work life balance create high stress, absenteeism and turnover. An institution one which may have the most employees - friendly policies in the form of vacation, teacher's assistance programme, various benefits and flexi work policies created higher institutional commitment.

M. Manikandan et al (2015) concluded that when demands from the work and non-work domains are mutually incompatible, conflict may occur. For this reason, we have to balance between the work and life through satisfaction in their job. It is generally agreed that work-life balance has become more difficult. Within the past decade or so, the global workplace has seen increased numbers of working women, dual career and single parent families, and increased numbers of employees with elder care responsibilities; a decrease in job security; and a challenging of work-family boundaries due to technological change.

Mr.Lims Thomas et al (2016) clear that faculty undergo severe stress as they try to balance their domestic life and professional life. Continued work under pressure would result in poor performance in the institution as well as domestic life. From this study, it is cleared indicated that majority of the faculty feeling stress due to dependents, role clarity, co-worker



support, family culture, working hours, flexibility, head support. If the educational institutions management think over the issue of providing employee friendly policies to faculties in order to balance their professional and personal life, definitely it can achieve competitive advantage in terms of student quality of education and faculties may turn into good organization citizens.

JohanimJohari et al (2017) indicates that based on the statistical analyses conducted, the findings reported that autonomy and work-life balance had a significant impact on respondents' job performance. Workload, on the other hand, had no substantial bearing on job performance among school teachers .terms of practical ramifications, the management of schools need to focus on measures to enhance autonomy and work-life balance in improving job performance among teachers.

Ms. T. Subha(2013) conclude that modern organizations, especially educational institutions, should address the Work Life Balance related issues among their staff, specifically women & take a holistic approach to design and implement policies to support the teaching staff to manage their work/life balance which would add to the performance of these staff members.

V. MadhusudhanGoud et al(2013)cleared indicated that majority of the faculty feeling stress due to dependents, role clarity, co-worker support, family culture, working hours, flexibility, head support. If the educational institutions management think over the issue of providing employee friendly policies to faculties in order to balance their professional and personal life, definitely it can achieve competitive advantage in terms of student quality of education and faculties may turn into good organization citizens.

Mrs. ShakkeelaCholasseri et al.(2017) conclude that the WLB of every employee is determined by the various factors of total working condition in educational institution. The WLB of college teachers is mostly depends on their surroundings. The factors which influence them more is to be given them. Now the college teachers are satisfied with their WLB factors to some extent. Establishing a long term relationship between management and teachers can enhance satisfaction because teachers are real creators cum developers of the students' community and future society.

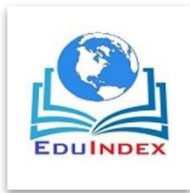
ANALYSIS AND INTERPRETATION

CORRELATION ANALYSIS

Showing the relationship between Hours per Week in working environment and effects of stress

HO - There is no significant relationship between Hours per Week in working environment and effects of stress

H1- There is significant relationship between Hours per Week in working environment and effects of stress



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Correlations

		HoursPerWeek	STRESS
HOURSPERWEEK	Pearson Correlation	1	.359**
	Sig. (2-tailed)		.001
	N	86	86
STRESS	Pearson Correlation	.359**	1
	Sig. (2-tailed)	.001	
	N	86	86

**. Correlation is significant at the 0.01 level (2-tailed).

P value is less than 0.05, Null hypothesis is rejected.

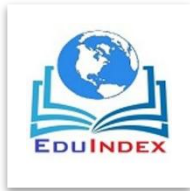
There is significance relationship between Hours per week in working environment and it gets effects on stress, more number of hours of teaching in a week and also have some of the additional works apart from teaching it makes stress among teachers.

FACTOR ANALYSIS

Factor analysis is used to identify and define the underlying dimensions (factors) in the original variables. Kaiser – Meyer – Olkin measure of sampling adequacy (KMO measure) and Bartlett's test of sphericity are applied to the resultant correlation matrix to test whether the relationship among the variables is significant or not.

KMO and Bartlett's Test

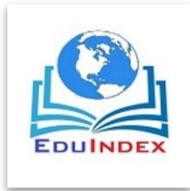
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.735
Bartlett's Test of Sphericity	Approx. Chi-Square	1.458
	Df	120
	Sig.	.000



The Kaiser – Meyer – Olkin test is based on the correlations and partial correlations of the variables. If the test value of KMO measure is closer to one, then it is good to use factor analysis. If KMO measure is closer to zero, then the factor analysis is not good idea for the variables and data. The value of KMO is 0.757 which means the factor analysis for the identified variables is found to be appropriate to the data. Bartlett's test of Sphericity is used to test whether the correlation matrix is an identified matrix i.e., all the diagonal terms in the matrix are zero. The significant value of Bartlett test is 0.000. Hence, there exists significant relationship among the variables. The measure of KMO test and value of Bartlett test indicate that the present data is useful for factor analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.603	28.768	28.768	4.603	28.768	28.768	3.823	23.891	23.891
2	2.933	18.332	47.099	2.933	18.332	47.099	2.954	18.460	42.351
3	1.881	11.754	58.853	1.881	11.754	58.853	1.896	11.849	54.200
4	1.115	6.966	65.819	1.115	6.966	65.819	1.859	11.620	65.819
5	.944	5.903	71.722						
6	.731	4.566	76.289						
7	.730	4.560	80.849						
8	.590	3.689	84.537						
9	.511	3.197	87.734						
10	.413	2.582	90.315						
11	.373	2.331	92.646						
12	.320	2.000	94.646						
13	.273	1.706	96.352						
14	.238	1.489	97.840						
15	.219	1.367	99.207						
16	.127	.793	100.000						



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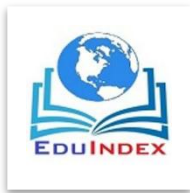


Extraction Method: Principal Component Analysis.

The next step in the process is to decide about the number of factors to be derived. The rule of thumb is applied to choose the number of factors for which “Eigen Values” with greater than unity is taken by using Principal Component Analysis (PCA) method. The component matrix so framed is further rotated orthogonally using varimax rotation algorithm. All the statements are added on the four factors. The results, so obtained have been given in the tables separately along with factor loadings. Among the four factors, the first factor which accounts for 23.891 percent of variance is the prima criteria considered to study the stress at work place. The second, third and fourth factors account for 18.460, 11.849 and 11.620 respectively. The cumulative variance of all the four factors is 65.819 percent. The following table give the factor matrix where principal component analysis is extracted for four factors.

Rotation Component Matrix

	Component			
	1	2	3	4
Disturbed in Sleep	.846			
Got Angry due to Work pressure	.844			
Often anxious to meet deadline At Work	.741			
Appetite due to Work Pressure	.739			
Suffer from Headache	.641			
Misunderstanding Workplace	.604			
Administrative does not concentrate on teaching		.840		
Cannot make Independent Decision		.792		
Need Extra Working Hours		.770		
Doing Unrelated Activities		.744		
Complete my syllabus			.786	
Balance between Personal and Professional			.631	
Fair Proportion Under Graduate and graduate			.537	
Pressure from Management				.716



Professional workload is Fair				.675
Carry work to Home				.650

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

The table reveals that the factor loadings (co-efficient) indicate how much weight is assigned to each factor. Factors with large co-efficient for a variable are closely related to that variables. Thus the 16 variables in the data are reduced into four factors.

FINDINGS AND CONCLUSIONS

Working Hours and effect of stress

In this the researcher observes that, there is a relationship between working hours and job effect of stress the null hypothesis is Rejected, in because of they have continuously teaching hours and deal more than three subjects and also they have some additional work apart from teaching it makes some effects on stress among teachers.

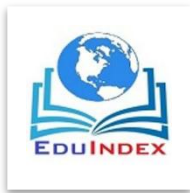
FACTOR ANALYSIS

KMO and Bartlett's Test

- Researcher observes two tests that indicate the suitability of the data for structure detection. The **Kaiser-Meyer-Olkin Measure of Sampling Adequacy** is a statistic that indicates the proportion of variance in your variables that might be caused by underlying factors, in this .735 (close to 1.0) generally indicate that a factor analysis appropriate for the data.
- **Bartlett's test of sphericity** tests the hypothesis that your correlation matrix is an identity matrix, which would indicate that your variables are unrelated and therefore unsuitable for structure detection. Small values (less than 0.05) of the significance level indicate that a factor analysis may be appropriate for the data.

FACTOR LOADINGS

- Disturbed in Sleep, Got Angry due to Work pressure, Often anxious to meet deadline at work, Appetite due to Work Pressure, Suffer from Headache, Misunderstanding in Workplace are placed first in Rotation Component Matrix.
- Concentrate on teaching, Cannot take Independent Decision, Doing Unrelated Activities, Need Extra Working Hours, are placed Second in Rotation Component matrix.
- Complete my syllabus, Balance between Personal and Professional, Fair Proportion Under Graduate and graduate are placed third in Rotation Component matrix.



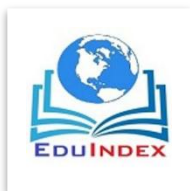
- Pressure from Management, Professional workload is Fair, Carry work to Home are placed Fourth in Rotation Component matrix.

CONCLUSION

In today's trend work is likely invade personal life and maintaining work life balance is not a simple task. Still work life balance is out of reach. The managing work life balance among women employees continuously vary at different circumstances. It's also learnt that the invoking strategies employed by women at work and family to manage work life balances purely depend on their situations. In this the Researcher found that women working college teachers have some unbalance between work and life, In basis of the findings the respondents have children at home, and married its affects their work and age of the respondents, number of subject handling, working hours and hours per work, they also have some troubles like travelling hours, standard timing of work, regular working environment, and family commitment also. In this researcher use statistical tools Correlation Analysis, Factor analysis for arriving the conclusion.

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