



A STUDY ON THE WORK-LIFE BALANCE OF WOMEN TEACHERS IN PRIVATE SCHOOLS OF BANDGAON BLOCK IN WEST SINGHBHUM DISTRICT OF JHARKHAND

¹Jayant Kumar Sahoo & ²Dr. Vijay Prakash

1. Research Scholar, PG Dept. of Commerce and Business Management, Kolhan University, Chaibasa. Jharkhand.
2. Assistant Professor, LBSM College, Karandih, Jamshedpur, Jharkhand.

Abstract:

The paper takes an in- depth look at work life balance considering in view of Balance in work and family life is an emerging challenge for women teachers of private School. The job of working women has changed throughout the world due to economic conditions and social demands. Although the significance of the ability to read and write can not be undermined, it's arguable that in order to effectively inform socio-economic development, literacy alone isn't enough. Quality education is essential for a state or a country to make strides in ground breaking exploration and other developments to ameliorate the quality of life of citizens and to ensure equitable and sustainable development develop a career. From this pressure most of rural women choose teaching profession. The present research categorizes selected variables as work and family related factors to study work life balance. This paper analyzes the causes of work and life imbalance with respect to Women teachers. An aggregate of 36 teachers responses from primary, secondary and high school are included in the study. Average literacy rate of Bandgaon Block in 2011 were 54.46 in which, man and women literacy were 69.02 and 39.95 respectively. Total literate in Bandgaon Block were 805 of which man and woman were 547 an 258 respectively. The study also brings out the relation between the various factors such as age, time spent, levels of stress, working overtime and balancing work and personal life of women teaching professionals. This study also identifies main problems and challenges which faced by unwedded and wedded working women. Both qualitative (interviews) and quantitative (questionnaires) instruments are taken to fulfill the objectives. Random sampling method was used for collection of primary data through questionnaires and interviews.

Keywords: Work life balance, stress, personal life and professional life, emerging challenges, private School.

CORRESPONDING AUTHOR:	RESEARCH ARTICLE
Jayant Kumar Sahoo Research Scholar, PG Dept. of Commerce and Business Management, Kolhan University, Chaibasa. Jharkhand. India. Email jayants65@gmail.com	

Introduction:

The work- life balance relate to comprises of three words i.e. work, life and balance and extensively include proper prioritizing between work(career and ambition) on the one hand and life(health, pleasure, rest, family and spiritual development). Attaining an optimum balance between work and life is actually crucial as it requires a lot of adaptations and demands a lot of commitment to both work, life and other liabilities. Work life imbalances generally arise due to lack of adequate time to manage work commitments as well as family and personal liabilities. Fulfilling the contending demands of family and work isn't only frustrating but also stressful, often leading to sickness and absenteeism, and accordingly affect the productivity of an existent. Average literacy rate of Bandgaon Block in 2011 were 54.46 in which, manly and womanish literacy were 69.02 and 39.95 respectively. Total literate in Bandgaon Block were 805 of which manly and womanish were, 547 and, 258 independently. further than 80 of the seminaries are arguably underperforming schools with pass probabilities of around 70 – 80 in Class 10. Pass chance for Matriculation examination in the past 5 years for the whole bandgaon block is as follows 2022- 58.63%; 2021 –72.27%; 2020 –69.99%; 2019 –66.0%; 2018 –60.46%. Numerous of these schools are private schools that don't receive any kind of support from the government. These schools are mostly financed by earnings from school fees. Traditionally, women on the other hand normally confined their duties to extended family related conditioning such as agriculture, cooking and caring for family members.¹ (*Laxmi,K,S2011*) Historically, men in general had a privileged position in the society while women were considered inferior in all respect. Today Education offered equally to both relations gave women almost equal social status. Eighty percent of the people are cultivators and the village functions like a big family. Birth of a child, marriage in the village and death of a person in the village or a community feast arranged by a member of the village are important occasions in which the whole village, men and women equally is involved.

There are following Four Private School which consist of Primary, Secondary and High School in the Bandgaon block, West singhbhum District of Jharkhand. These are-

Table 1

Sr. No	Name of the Private School	Established year
1	Sikshayatan School karaikela	1997
2	Lovely English Medium School Karaikela	2012
3	Sidhu kanhu School Karanjo	2000
4	Sunshine Play School	2016

Source: Primary Data

1. Sikshayatan School karaikela:- It is located in rural area. It located at Karaikela Under Bandgaon block of west singhbhum district of Jharkhand this School Consist of 1 to 8. School is private is nature. Hindi is medium of instruction in this School. At present total 5 number of women teacher are exist out of total 8 teachers.

1. Laxmi,K,S (2011)“work life balance of women employees”.

2. Lovely English Medium School Karaikela:- It is located in rural area. It located at Karaikela under Bandgaon block of west singhbhum district of Jharkhand. This School Consist of 1 to 6. School is private is nature .English is medium of instruction in this School. At present total 5 number of women teacher are exist out of total 7 teachers.

3. Sidhu kanhu School Karanjo- It is located in rural area.It located at Karanjo under Bandgaon block of west singhbhum district of Jharkhand. This School Consist of 1 to 10 .The school is Co-educational. The School is private is nature.Hindi is medium of instruction in this School. At present total 5 number of women teacher are exist out of total 15 teachers.

4. Sunshine Public School:- - It is also located in rural area.It located at karaikela Panchyat under Bandgaon block of west Singhbhum district of Jharkhand. This School Consist of 1 to 7 .The school is Co-educational. The School is private is nature. English is medium of instruction in this School. This School Provide Play facilities for all their Students. At present total 5 number of women teacher are exist out of total 6 teachers.

Table 2

The following table shows the rough time schedules of Private schools.

1	Time of arrival in school	08:45 am
2	Time of Departure from school	03:45 pm
3	No of class load of a teacher per day	4-5 hours
4	No of total classes of the entire school per day	7-8 classes
5	No of hours devoted to work at home	3-4 hours

Source: Primary Data

➤ **Women and WLB**

In a survey conducted by Researcher and it was found that women spent more total hours in work and family conditioning than men and also endured major role overload. They also found that women experienced major work to family interference than men indeed though they spent less time in their work roles than males. The Researcher suggested two possible explanations. First, ‘ gender role expectations ’ may lead women to feel more conflict as a result of time spent in the unconventional part of paid work. Second, women tend to shoulder more of the housework and childcare activities than men. This may also lead to women experiencing something related to a ‘ another shift ’ when they turn from ‘ paid work ’ to housework.

➤ **Teachers and WLB**

Career women are challenged by means of the full time work and at the end of every working day in a private educational institution, they carry more of the obligations and commitments home. Majority of the women are working 40-45 hours per week and 55% are struggling to acquire work-life balance.² (Miller Herman 2006).

Work-life balance for any one individual is having the 'right' combination of participation in paid work (defined by hours and working conditions) and other components of their lives. This combination will exchange as people move through life and have changing responsibilities and commitments in their work and personal lives.³ (Tyagi, himani 2012) Applicability and practicability as no work has been accomplished to analyze the Work-Life Balance of Women Teachers in Private Schools in the Bandgaon block area of learn about yet. So, in order to fill the aforesaid research gap, the present learn about is conducted.

Literature review

Visser,F.&Williams,L.(2006) According to the work foundation definition Work life balance is about people having a measure of control over when , where and how they work.

Lockwood (2003), in her article stated that female employees have more need of work life balance than males. therefore they have suggested that since the female employees have more need of work life balance policies and practices special consideration should be given to female employees when policies are reviewed from time to time.

Sandoval Claudia (2015) wrote in her blog that each individual has his/her own priorities in life the level of balance in different will be different so one must first find the meaning of balance in their own lives. The things that are valued in life affects the way time is spent, most people spend more time on the things they value and determines how a person prioritizes things in life.

Centre of effective living (2013) wrote in an article that work life balance is having the right combination of participation in paid work (defined by hours and working conditions) and other aspects of their lives.

Dissanayaka &Ali Hussian (2013) stated that today work life balance is a crucial subject matter for any organization as well as business leaders because of the contemporary demographic, technological and economic changes.

Kelsey-sugg Anna(2008) in her study wrote that the Boston college Centre for work and family has revealed that 70% of managers felt that productivity has been improved in those work places which have a good work life balance.

2 Miller Herman (2006),”When work and life balance,everyone wins”

3. Tyagi, himani (2012) “Indian working women – A case for life coaching”

Statement of Problem

Till date, no research has been carried out on the work-life balance of woman teachers in private schools in Bandgaon block. It is possible that due to low pay and excessive demand on overall performance woman teachers are experiencing excessive WLC that is adversely impacting their overall performance at work and at home. Therefore, it is essential to find out if tremendous WLC exists amongst female teachers of private schools.

The lack of regulations in terms of monthly remuneration of private women teachers is a urgent issue. It is possible that private women teachers incomes lesser than their counterparts experience Work Life Conflict.⁴(*Bell, Amanda S., Rajendran, Diana and Theiler, Stephen (2012)*). If the cause of Work Life Conflict is low earnings then it potential it can be remediated through increasing pay. Therefore it is important to find out if higher income would lead to better work-life balance. Working ladies of Private school sector consists of working hours, overtimes, traveling from their houses to schools campuses, bad attitudes from their families, negative attitudes from their bosses, additionally family works and loss of working agenda.⁵(*Guest, D. 1987*) All in this busy and difficult situation, female private teachers experience very stress in their private and professional life. I have moreover Observed that Female Health trouble are primary troubles for woman Teachers. The current study on work-life balance amongst women Private School teachers in Bandgaon block in west singhbhum district of Jharkhand attempts to check out the factors of stress at home, at the place of work and in the society as a entire and work-life balance among them.

Significance and Scope of the study

Bandgaon is a Place the place the ‘culture’ factor of the society plays a primary position in the life of an individual. It is considered an duty for the people to participate in the society and this has added awesome imbalances between work and an individual’s life. It is the practice of the people to socialize in concord and is said to bring a experience of integration between the people in the society. Bandgaon is known for its low literacy price and however has given most interest in education this has Some private schools being established in the block. It is estimated that there are four private schools in the rural location of bangaon block and these Private schools do not obtain any type of assist from the government. These schools are usually financed by using revenues from school fees and School run by using these fees. The main intention of the study is to discover the work-life balance of Women teachers in private schools in the Bandgaon block. To get an idea of how the female teachers ought to find a proper balance between work and life. A table two has been given showing the busy time schedules of women teachers in private schools.

4. Bell, Amanda S., Rajendran, Diana and Theiler, Stephen (2012). “Job Stress, Wellbeing, Work-Life Balance and WorkLife Conflict Among Australian Academics” *Electronic Journal of Applied Psychology*. 8(1):25-37

5. Guest, D. (1987) *Human Resource Management and Industrial Relations*. *Journal of Management Studies*. 24(5): 503-521

Limitation of the Study:

There are some limitation where Researcher has been taken while the study:-

1. The Study will be limited only to Women teachers from Private School under the Bangaon block.
2. The Resesarch Study will be primarily based on Questionnaire and Interview of the respondents.
3. The Study will be centered only Bandgaon block under the District of West Singhbhum, Jharkhand
4. Sampling has been used in the study and it has its very own limitations
5. Personal bias of the respondents will be averted while asking a questions.
6. Mostly information is to be taken from woman teachers only.
7. This study has been carried out from the teachers' point of view however not from the different angles.
8. As the perception of the teachers is generally based on the private experience of them, the perception may differ in future.

Research Objectives

- 1) To locate out the relationship of work-life struggle and work life balance experienced through women teachers working in Private Schools in Bandgaon block.
- 2) To locate the relationship between different income groups in achieving work-life balance among the women teachers employed in Private schools in Bandgaon .
- 3) To have a look at the institutional help associated to work-life conflict.
- 4) To observe if there is a tremendous difference between the marital reputation and work life balance of the women teachers of Private School.

Research hypotheses

1. There is no extensive relationship among experiences of teachers with work life balance.
2. There is no significant relationship among institutional help and work life balance.
3. Work life conflict has a effective relationship on work life balance of women teachers.
4. Income has a considerable relationship on the work life balance of the teachers.
5. Marital status has a substantial difference on work life balance of women teachers.

Research Methodology

Both qualitative (interviews) and quantitative (questionnaires) instruments are taken to fulfill the objectives. Random sampling method was used for collection of primary data through questionnaires and interviews.

➤ **Population of the study**

The study of Total Population of Private School teachers are 36 in which Women teacher are 20.

The population of the study is confined only to the rural areas of Bandgaon block.

➤ **Sampling**

After identifying the total number of Private schools in Bandgaon block for the interview 61% Women teacher from the total number of Private schools teacher were selected. 61 % Women teachers were identified from each school to answer the questionnaire.

$$n = N / 1 + N(e)^2$$

Where,

n= Sample size

N=Total Population

1=Constant figure

e= Margin of error(0.05)

$$\begin{aligned} \text{Sample size:-} \quad n &= N / 1 + N(e)^2 \\ n &= 36 / 1 + 36(0.05)^2 \\ &= \frac{36}{1 + 36 \times 0.0025} \\ &= \frac{36}{1 + 0.09} \\ &= \frac{36}{1.09} = 33.02 = 33 \quad \text{Sample size} = 33 \end{aligned}$$

➤ **Primary data collection**

A.Questionnaires: Primary data was taken through Questionnaires. The Questionnaires have been distributed among 20 women teacher from four Private School.

B.Interview: Primary data was taken also through Interview. The primary motive of the interview is to get better perception into the concern and therefore to add a personal touch to it the interview technique was used to collect necessary information from the respondents

Data analysis

Only completely filled-up questionnaires were considered for data analysis. SPSS data analysis software will be used. For the analysis of the questionnaire statistical tools such as the use of basic mean, standard deviation, t- test, ANOVA, Z test and Chi-square (X^2) test will be used for the purpose of the present study.

Findings and Suggestions of the Research Study-

➤ **Finding of the Study**

This study used to be able to measure the work–life balance of working women finding that married working women find it very challenging to balance their work and personal life irrespective of the sector they are into, the age group they belong to, the variety of children they have and their spouse’s profession. Working hours associated WLB problems have been more for the Private sector professionals. In today’s competitive era, with changing demands, guidelines and so much pressure the work wants have increased a lot. This leads to enlarge in stress level of the woman School teacher. If the private and professional lives of woman

employees are balanced, they can dedicate extra time to their children and can focus on their upbringing. It was found that the number of hours worked per week, the quantity and frequency of overtime, and inflexible work schedule increase the stress and occur conflict between their work and family roles as it kills their time to operate family related activities. Suggestions of the Study.

The following are the suggestions offered to improve the Work life balance-

- **Suggestions to the management**

1. The management may organize seminars and awareness programmes about stress and overburden
2. Institutions want to create counseling services in their respective organizations through counselors who can help teaching staff members in balancing their intellectual and physical rhythm.
4. The management shall facilitate work life balance with many schemes that can attract Women educating staff members and fulfill their needs.
5. The management need to inculcate the belongingness among teaching staff contributors and organize stress reducing activities like get together, cultural or recreational programmes as and when required.
6. It is observed that there is poor communication in the work place which discourages work life balance; consequently the flow of communication has to be improved at the work place.
7. The infrastructure facilities of the institutions must additionally be adequate and should foster a proper working surroundings that can remove stress and inspire the teachers which will enhance their balance between work and life.
8. The institutions have to adjust the wage/salary system and have a suitable system of promotion and wage increment policies and schemes as they encourage the employees and enhance work life balance.
9. The study indicates that most of the schools do not put into effect work life balance policies. Therefore the institutions have to implement higher work life balance policies to promote work life balance in the work place.

- **Suggestions to the women teaching staff members**

1. The Women teaching staff members have to plan, prioritize and schedule their work and life responsibilities in order to enhance their work life balance.
2. They may contain in such activity that will assist them relieve the stresses that are part of the job like a walk in the evening.
3. They shall discuss to their family, friends and colleagues about what they are doing in every day busy Schedule.
4. The teachers must find themselves a interest or take part in extracurricular activities that acts as a reset button to refresh their minds and clear it up for different work associated problems to keep a balance between work and life.
5. The Women teachers should study to overlook work related matters when not at work to enhance their work life balance.
6. The teachers need to make time for work and life in equal proportions to find the optimum degree of balance between work and life.
7. The study confirmed that majority of the teachers agree that being financially stable encourages work life balance.

Therefore the Women teachers must study how to build up savings and make themselves financial stable to promote work life balance.

11. Conclusion

The findings of the preceding chapter results and discussions indicates positive conclusion of the study. Throughout the document work life balance was the most focus. The organisations /workplace is observed to be fairly in charge for work life balance and it is essential that he organization helps work life balance so as to push an sincere and healthful work life balance among its staff so it will be useful for every the employee and for the organization's standard development. It is moreover been decided that job life conflict moreover has a bearing on work life balance which conflict between work and life discourages a balance between work and life. the amount of economic achieve too encompasses a essential impact on work life balance therefore so as to push work life balance the organizations ought to have a much higher wage /salary system that is lacking from most of the private schools in Bandgaon Block . There ought to be a right wage payment system and not actually supported the school principal's mercy due to the fact it could be a terribly crucial part in promotion and maintaining of work life balance. it had been moreover determined that married and unmarried women teachers expertise a distinct level of labor life balance.

References

- 1) Laxmi,K.S(2011)“work life balance of women employees”. PP 1- 3.
- 2) Miller Herman (2006),”When work and life balance, absolutely everyone wins” PP 1-5
- 3) Tyagi, himani (2012) “Indian working women – A case for life coaching” PP 12-15
- 4) Bell, Amanda S., Rajendran, Diana and Theiler, Stephen (2012). “Job Stress, Wellbeing, Work-Life Balance and WorkLife Conflict Among Australian Academics” Electronic Journal of Applied Psychology. 8(1):25-37
- 5) Guest, D. (1987) Human Resource Management and Industrial Relations. Journal of Management Studies. 24(5): 503-521
- 6) Anna beninger (2010) “Women in academia: A move culture potential on work life balance” A research report pg 1-40.
- 7) Santha Laxmhi.k & Dr.N.santosh Kumar “Work life balance of women employees- with reference to teaching faculties e-proceedings for global research convention and colloquium pg 1112-118
- 8) Dayakar Kurimeti (2021) “A Study on Well Being and Work Life Balance Among Secondary School Teachers” PG 12-32
- 9) Mishra, Prerana (2021)” A Study on work life balance among Female Teachers in Higher Education” Pg 114-119
- 10) Chhetri, Punam (2022) “Work life balance and job satisfaction amongst secondary school teachers of Sikkim” pg 35-42
- 11) Panchal manvi (2019)‘A Study on Job Satisfaction Affecting the Work Performance of Teachers Working in Government and Private Secondary Schools Delhi NCR pg 25-38.

- 12) Thilagavathi (2019) “Work Life Balance and Job Satisfaction Of Women Teachers In Private Higher Secondary Schools Pg 56-78.
- 13) Agarwal, Mitu (2016) A learn about on work life balance of working couples in private sector organizations pg 20-23
- 14) Ramesh Babu,G(2017)” A learn about on work life balance among Women teachers of arts and science schools in Kanyakumari district” pg 32-52
- 15) Bhatia, Yogeeta (2022)’ Work Life Balance among Women Professionals” pg 12-27
- 16) Anwar J, Hasnu SAF, Janjna Y. S (2013), Work-life balance: What businesses have to do to create balance, World Applid Sciences Journal,24(10):1348-1354.
- 17) T. Subha, (2013) “A Study on Work Life Balance Among Women Faculties Working in Arts and Science Colleges with Special Reference to Coimbatore City”, Paripex-Indian Journal of Research, Vol. 2, No. 12, pp. 160-163.
- 18) Anju Sigroha, (2014) “Impact of work life balance on working women: a comparative analysis”,The Business & Management Review, Volume 5 Number 3.
- 19) Raya, G. a. (2013). A study on Work-Life Balance in Working Women . International Journal of Commerce, Business and Management, 274-282.
- 20) Sao Rucchi, (2012). Work Life Balance of Married Working Women, Indian Streams Research Journal, Volume 2. Pg 154-165

