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A Study on The Effect of Stress and Work Life Balance of Private School Women Teachers

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ABSTRACT

Nowadays stress has become a big issue which occurs in various forms at workplace. Stress is a common factor to both employer and employees. Employers are today facing stress management issues that contribute to lower job performance of employees and work life imbalance. The employee's productivity is hindered by high level stress faced by them in the workplace. So the present study makes an attempt to study the effect of stress and work life imbalance of women teachers in private schools at Madurai and Virudhunagar district. The primary data is collected from the 260 women teachers in different private schools at Madurai and Virudhunagar district. This study aims to identify the factors that lead to work stress among school teachers and to find the relationship between work stress and employees performance in the job. This study also aims to find the relationship between work stress and work life balance of women teachers in private schools.

KEYWORDS: Work Life Balance, Work place, Stress and Women, Private School.

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1. INTRODUCTION

The stress has both positive and negative effects to the individuals. It depends on the individual whether they can manage the stress or not. Work stress is negatively related to performance. Over stress can interfere with the productivity and in individual's health. Sometimes stress has positive effects on employees if they cope with it. Nowadays the nature work is also changed drastically over the last decades and it touched almost all the professions. This work stress becomes a threat to the employee's health.

Teaching is one of the important jobs in the world to provide knowledge to the students and also to make good future citizens. The teaching job is more complicate than other jobs because they have responsibilities to teach different ages of students, organise them in other extracurricular activities and giving feedback about their performance. Along with teaching the teachers has to perform various activities such as staff meetings, counselling to the students, conducting exams and doing assessment. All these activities create stress in the work. At the same time they have family responsibilities and child care.

The workplace stress and family responsibilities give rise to the work life imbalance of women teachers. So, this study attempts to investigate the effect of work stress and work life balance of women teachers in private schools at Madurai and Virudhunagar district.

2. STATEMENT OF THE PROBLEM

The women working in private schools are facing stress management issues and it affects the work life balance of women teachers. The high level stress in the workplace and their family responsibilities leads to role conflict. So, the employee's productivity is hindered by the stress at work place.

3. NEED FOR THE STUDY

The main significant need of this research is to identify the factors that lead to work stress among school teachers and to find the relationship between work stress and employees performance in the job. This present study also aims to find the relationship between work stress and work life balance of women teachers in private schools.

4. REVIEW OF LITERATURE

According to Pooja Chatterjee¹, Employees are increasingly recognizing that work is infringing on their personal lives and they are not happy about it. The study indicates that balancing work and life demands now surpass job security as an employee priority. They want a

life as well as a job. The study assess the occupational stress, job satisfaction and mental health of employees belonging to two professions namely bank and IT firms comprising of both private as well as private sector. Devadoss AV and Minnie JB² investigated the influence of work related stress on work-life imbalance based on expert's opinion. The data analyzed by means of Combined Overlap Block Fuzzy Cognitive Mapping (COBFCM) model and identified a work related stressor that exhibit greater ability to strike a proper balance between work and family domain. Shunmuga Sundaram M and Jeya Kumaran M³ explained the fact that insufficient personal time, lack of recognition for good work, dealing with media, meeting deadlines, working over time, dealing with crisis situations, lack of opportunity for advancement, competition for advancement inadequate salary, delivering sorrowful message are the causes of stress among police constables. 247 women police constables were taken for samples. This study suggested organizing regular training programs, good relationship with higher officials and counselling to mitigate the stress among women constables.

Sonal Pathak and Anil Sarin⁴ points out that the need for extra income for family coupled with the demand for labour from industry is the greatest incentive for female workers. The availability of gadgets makes household work light and less time consuming and enable women to work.

5. OBJECTIVES

- To identify the factors that lead to work stress among school teachers.
- To find the relationship between work stress and employees performance in the job.
- To find the relationship between work stress and work life balance of women teachers in private schools.

6. SCOPE OF THE STUDY

The present study gives specific recommendations and remedial measures for the women teachers in private schools to maintain work life balance. This study aims to identify the factors that lead to work stress among school teachers and to find the relationship between work stress and employees performance in the job. This present study also aims to find the relationship between work stress and work life balance of women teachers in private schools.

7. RESEARCH METHODOLOGY

- Descriptive research design is used in this study.
- Sampling method used for the study is stratified random sampling.

- Primary data was collected from the women employees of private school teachers at Madurai and Virudhunagar district. Secondary data was collected from various journals, magazines, books and websites.
- Sample size is 260. There are 260 women working in different private schools were selected for the study.
- Statistical tools such as percentage analysis, independent sample t test and correlation were used.

8. LIMITATIONS OF STUDY

- The study focused on Virudhunagar district and Madurai alone.
- The sample size and time is also restricted.

Table 1: “Demographic Factors of the Respondents (Percentage Analysis)”

Demographic Factors	Category	Percentage of the respondents
Age	20-25 years	32.7
	26-30 years	30.4
	31-35 years	14.2
	Above 36 years	22.7
	Total	100.0
School level	Nursery & Primary school	30.0
	Intermediate School	40.4
	Higher Secondary School	29.6
	Total	100.0
Years of experience	Less than 1 year	36.2
	1-5 years	37.3
	5-10 years	13.8
	Above 10 years	12.7
	Total	100.0
Monthly Income	Below 5000	34.7
	5000-10000	36.8
	10000-15000	16.2
	Above 15000	12.3
	Total	100.0
Family Type	Nuclear family	49.2
	Joint family	50.8
	Total	100.0
Marital Status	Single	36.5
	Married	63.5
	Total	100.0

Source: Primary data

The above table shows that majority of 32.7 percent of the women teachers are 20-25 year age category. 40.4 percent of the respondents are working in the intermediate school. Majority of 37.3 percent of women teachers fall in 1-5 years experience and 36.8 percent of the respondents are earning 5000-10000 monthly. Majority of 50.8 percent are in joint family and majority of 63.5 of them were married.

9. INDEPENDENT SAMPLES T TEST

Null hypothesis H_{01} : There is no association between the school level and factors that lead to work stress among school teachers.

Table 2: “Independent Samples T-Test”

S.No	Particulars	T	Sig. (2-tailed)	Hypothesis
1	Workload	0.488	0.626	Rejected
2	Poor salary	-1.385	-0.251	Accepted
3	Frequent travel	-3.334	0.001	Accepted
4	Repetitive and boring work	1.699	0.091	Rejected
5	Lack of job security	0.307	0.759	Rejected
6	Co-worker support	0.838	0.403	Rejected
7	Superior support	-2.568	0.011	Accepted
8	Work pressure	-3.334	0.001	Accepted
9	Welfare measures	-1.875	0.062	Rejected
10	Rewards and recognition of work	-0.266	0.791	Rejected

Source: Primary data

The independent sample t test reads a significant level of -0.251, 0.001, 0.011 and 0.001 at 5% level of significance. The value 0.626, 0.091, 0.759, 0.403, 0.062 and 0.791 being greater than the significant level of 0.05, the null hypothesis is rejected. Hence there is significant relation between the school level and workload, repetitive and boring work, lack of job security, co-worker support, welfare measures, rewards and recognition of work. The value -0.251, 0.001, 0.011, 0.001 being less than the significant level of 0.05, the null hypothesis is accepted. Hence there is no significant relation between the school level and poor salary, frequent travel, superior support and work pressure.

10. CORRELATION

Table 3: “Work Stress and its Effects on Job Performance”

S.No	Particulars	Significance
1	Increased absenteeism	-.047
2	Decreased productivity	-.068
3	Wasted potential and skill	.034
4	Loss of goodwill	-.050
5	Reduced work effectiveness	.005
6	Low morale	-.051
7	Reduced job satisfaction	.109

Source: Primary data

Pearson R value for increased absenteeism, decreased productivity, loss of goodwill, low morale are -.047, -.068, -.050, -.051 and wasted potential & skill, reduced work effectiveness, reduced job satisfaction are .034, .005, .109. Hence, increased absenteeism, decreased productivity, loss of goodwill, low morale are negatively correlated with work stress and wasted potential & skill, reduced work effectiveness, reduced job satisfaction are positively correlated with work stress.

11. WORK STRESS AND WORK LIFE BALANCE

Table 4: “Correlations”

Particulars		8. Do you have work stress	11. Do you have work life balance
8. Do you have work stress	Pearson Correlation	1	.005
	Sig. (2-tailed)		.942
	N	260	260
11. Do you have work life balance	Pearson Correlation	.005	1
	Sig. (2-tailed)	.942	
	N	260	260

Source: Primary data

Pearson R value for work stress and work life balance is 0.005. Hence, work stress and work life balance are positively correlated.

12. FINDINGS

- From the independent samples t test it is conclude, that there is significant relation between the school level and workload, repetitive and boring work, lack of job security, co-worker support, welfare measures, rewards and recognition of work.
- From the independent samples t test it is conclude, that there is no significant relation between the school level and poor salary, frequent travel, superior support and work pressure.
- From the correlate on, it is found that the increased absenteeism, decreased productivity, loss of goodwill, low morale are negatively correlated with work stress and wasted potential & skill, reduced work effectiveness, reduced job satisfaction are positively correlated with work stress.
- From the correlate on, it is found that the work stress and work life balance are positively correlated.

13. SUGGESTIONS

- The workload, repetitive and boring work, lack of job security, co-worker support, welfare measures, rewards and recognition of work are the factors lead to work stress. So, the institutions can consider all these factors and take effective steps to reduce employee’s stress.

- Time management is the best stress management mechanism to minimize the stress for the women employees at work.
- The women employees can share their ideas and problems with other employees in the workplace. So, that they can get advices from others and also it helps to minimize their stress.

14. CONCLUSION

It is conclude from the above study that stress at work decrease the employee's performance at work and also affect their work life balance. Stress is common in our life. We have to overcome the stress by using stress management techniques. The employers can conduct stress management counseling programmers for their employees in the institutions. So that the employee's stress can be reduced and their productivity is increased.

15. REFERENCES

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