



## PROBLEMS FACED BY MARRIED WOMEN TEACHERS AT WORK ENVIRONMENT IN HIGHER EDUCATIONAL INSTITUTIONS WITH SPECIAL REFERENCE TO ERODE DISTRICT.

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### Introduction

Work-Life Balance does not mean an equal balance. It means the capacity to schedule the hours of professional and personal life so as to lead a healthy and peaceful life. It is not a new concept. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life. When a woman achieves a successful work-life balance, she has job satisfaction and becomes highly committed and productive and succeeds in her career. But, in certain cases the woman is not able to succeed due to incapability in balancing her work and personal life. She is unable to set her priorities. As a result, she withdraws from her work due to simple reasons like taking care of her children, aged in - laws/parents, and other family pressures. If the man is able to share some of her responsibilities, she would be a successful woman. A survey in the UK reveals that the majority of the women have had successful work life balance, because their husbands shared an equal partnership both in professional and personal life. With the advancement in technology, and education and revolution in the industrial sector, there has been a little change in Indian men too. Both the partners need to schedule their working hours and personal hours so that they lead a professionally and personally healthy life. The woman should also educate her children to share responsibilities to make life better and fruitful.

### Work-Life Balance

Work-life balance refers to the level of prioritisation between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home.

### Review of Literature

**Agarwal (2000)** in his study argued that senior key executive positions are not offered to women even though women are remarkably similar to men in their characteristics, abilities and motives.

**Appelbaum et al. (2000)** in their study found that the characteristics of the job and the overall work environment have significant effects on worker views of the extent to which companies help them balance work and family. Their results show that benefits and formal family friendly policies are not sufficient to lead to their perception.

**Alam et al. (2009)** explored the correlation between working hours and work family imbalance, for three focused groups, namely, teaching professionals and two groups from corporate houses. It was found that respondents working for 5-7 hours a day did not consider working hours as a factor to affect work and family balance. On the other hand, women managers in corporate sector, having long working hours (9-10 hours a day) agreed that time was a crucial factor for work family imbalance. The study approved the association between working hour and work family conflict. 99 per cent of women managers reported to have work family conflict because of 9 -10 hours work every day.

**Lu et al. (2009)** found that childcare responsibilities, working hours, monthly salary and organizational family - friendly policy were positively related to the conflict component of work family balance whereas new parental experience, spouse support, family-friendly supervisors and co-workers had significant positive effects on the facilitation component of work-family balance. Moreover the authors stated that in comparison with the effects of work-family conflict, work to family facilitation had positive effect on work and life attitudes.

**Narayanan and Lakshmi (2012)** worked, on 200 human resources working in Tamilnadu IT organizations and found that work timings, excess workload, long travel, routine meetings, work on holidays are strongly influencing work-life balance of employees.

### Research Methodology

A married woman's nature of responsibilities changes according to her life cycle. The married working women still find themselves in a very difficult position to adjust with the work and home. The fact of being married and having a family imposes certain restrictions on women teachers. The performance of dual role is supposed to result in role conflict and stress. Thus, striking a balance between work and family have been an ongoing challenge for all married working Women.



### Objectives of the Study

The following objectives are framed for the purpose of the study

1. To identify the problems faced by married women teachers at work environment.
2. To offer suggestions to balance their work and life.

### Population and Sample Design

For the purpose of the study, data were collected from the teachers of Arts & Science and Engineering Colleges in Erode district adopting convenient sampling method. For the purpose of the study samples are selected in Engineering and Arts & Science Colleges in which 620 respondents were selected as sample for the study. Primary data collected by using the questionnaire were entered in to the number character - Excel in tabular form. The entered data were validated using tabulators. The master table in texdata.xls format was then imported into SPSS for further analysis.

### Research Instrument

Questionnaire was used as instrument for the study. The researcher designed the questions keeping in mind the factors influencing problems at work environment in the context of higher education. The factors related to the study were identified from the related literature and discussions with married women teachers.

### Collection of Data

Both primary and secondary data were used for the study. The secondary data were collected from Government publications and reports, publications of the higher education in India, various journals, books, magazines and websites. The primary data were collected from the teachers of Arts & Science and Engineering Colleges in Erode District using the questionnaire.

### Analysis of Data

The data were analyzed by using Garrett's Ranking Analysis.

### Factors Influencing Problems At Work Environment

To Rank the factors influencing problems at work environment of teachers, Garrett's Ranking Technique is used. The factors selected for rank analysis are Working condition, Work load, Inadequate salary, Long distance, Sexual harassment at workplace, Work stress, Leave facilities, Discrimination at workplace, Job insecurity and Work related illness.

To find out the most significant factor which influences the respondent, Garrett's ranking technique was used. As per this method, teachers have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Per cent position} = 100 (R_{ij} - 0.5) / N_j$$

Where

$R_{ij}$  = Rank given for the  $i^{\text{th}}$  variable by  $j^{\text{th}}$  respondents

$N_j$  = Number of variable ranked by  $j^{\text{th}}$  respondents

By referring the Garrett's table (Refer Appendix-III) the per cent position estimated is converted into scores. Then for each factor, the scores of each individual are added and then mean value is calculated. The factor having highest mean value is considered to be the most important.

The Table shows the calculations relating to the teachers. The table reveals the number of teachers assigned ranks to the ten factors, total score value for each of the factor and the mean score under Garrett's Ranking Method.



**Scale and score values of factors of problems at work environment: Garrett's ranking method**

Factor Rank Scale value	I	II	III	IV	V	VI	VII	VIII	IX	X	Total score	Mean score	Rank
	81.86	70.37	63.3	57.61	52.49	47.51	42.39	36.7	29.63	18.14			
Working condition	(28) 2292.08	(82) 57704.34	(104) 6583.2	(64) 3687.04	(65) 3411.85	(72) 3420.72	(55) 2331.45	(57) 2091.9	(67) 1985.21	(26) 471.64	(620) 32045.43	51.69	V
Work load	(110) 9004.6	(110) 7740.70	(83) 5253.9	(74) 4263.14	(70) 3674.3	(46) 2185.46	(54) 2289.06	(20) 734	(34) 1007.42	(19) 344.66	(620) 36497.24	<b>58.87</b>	<b>I</b>
Inadequate salary	(117) 9577.62	(81) 5699.97	(51) 3228.3	(60) 3456.6	(60) 3149.4	(50) 2375.5	(60) 2543.4	(57) 2091.9	(62) 1837.06	(22) 399.08	(620) 34358.83	<b>55.42</b>	<b>III</b>
Long distance	(91) 7449.26	(58) 4081.46	(32) 2025.6	(37) 2131.57	(34) 1784.66	(38) 1805.38	(55) 2331.45	(104) 3816.8	(114) 3377.82	(57) 1033.98	(620) 29837.98	48.13	VII
Sexual harassment at workplace	(29) 2373.94	(28) 1970.36	(11) 696.3	(12) 691.32	(24) 1259.76	(15) 7126.5	(29) 1229.31	(37) 1357.9	(59) 1748.17	(376) 6820.64	(620) 25274.2	40.76	X
Work stress	(80) 6548.8	(93) 6544.41	(95) 6013.5	(91) 5242.51	(43) 2257.07	(69) 3278.19	(51) 2161.89	(43) 1578.1	(30) 888.9	(25) 453.5	(620) 34966.87	<b>56.40</b>	<b>II</b>
Leave facilities	(59) 4829.74	(55) 3870.35	(58) 3671.4	(81) 4666.41	(90) 4724.1	(87) 4133.37	(58) 2458.62	(70) 2569	(53) 1570.39	(9) 163.26	(620) 32656.64	52.67	IV
Discrimination at workplace	(23) 1882.78	(48) 3377.76	(37) 2342.1	(64) 3687.04	(83) 4356.67	(62) 2945.62	(102) 4323.78	(73) 2679.1	(95) 2814.85	(33) 598.62	(620) 29008.32	46.79	IX
Job insecurity	(58) 4747.88	(38) 2674.06	(78) 4937.4	(62) 3571.82	(71) 3726.79	(94) 4465.94	(81) 3433.59	(71) 2605.7	(53) 1570.39	(14) 253.96	(620) 31987.53	51.59	VI
Work related illness	(25) 2046.50	(27) 1899.99	(71) 4494.3	(75) 4320.75	(80) 4199.2	(87) 4133.37	(75) 3179.25	(88) 3229.6	(53) 1570.39	(39) 707.46	(620) 29780.81	48.03	VIII
<b>Total</b>	<b>620</b>	<b>620</b>	<b>620</b>	<b>620</b>	<b>620</b>	<b>620</b>	<b>620</b>	<b>620</b>	<b>620</b>	<b>620</b>			

The above table indicates that the respondents assigned the maximum mean score (58.87) to the factor work load. The factor family function (56.36) is ranked as the second most important factor. The third rank is given to the factor inadequate salary (55.42). Sexual harassment at workplace has got the least mean score (40.76) among the ten factors listed.



### **Findings**

Garrett's Ranking Analysis was applied to find out the problems faced by married women teachers at work environment. From the analysis, it is clear that the married women teachers considered work load as the major problem faced at work place.

### **Suggestion and Conclusion**

The married women teachers considered work load as the major problem faced at work place. Consequently married women may face time management issues about domestic work and academic work load. It may bring them under stress and tension that negatively affects their performance at studies and also at household activities. It is recommended that higher education institutions design flexible working hours for married women so that they will be able to cope with the domestic work and academic workload without stress and tension.

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