



# INTERNATIONAL JOURNAL OF ADVANCE RESEARCH, IDEAS AND INNOVATIONS IN TECHNOLOGY

ISSN: 2454-132X

Impact factor: 4.295

(Volume 5, Issue 3)

Available online at: [www.ijariit.com](http://www.ijariit.com)

## A comparative study on WLB of married female Government and Private School teachers of Puducherry

Dr. R. Veluraj

[velutac@yahoo.co.in](mailto:velutac@yahoo.co.in)

Tagore Arts College, Puducherry,

J. Poomagal

[jpoomagal0606@gmail.com](mailto:jpoomagal0606@gmail.com)

Bharathiar University, Coimbatore, Tamil Nadu

### ABSTRACT

*Balancing work and life is very difficult for any women in any profession. When it comes to the teaching profession, it is more complicated to have a better balance between both life and work. A good teacher is an epitome in pupil's learning and developing good habits. Private school teacher is more answerable to the management where they are working as well as parents pertaining to pupil's education and habits. They are also responsible for nonacademic activities too to be done in the school. Besides, Government teachers are not only responsible for pupil's educational development, but they may be assigned additional duties like election duty, survey, etc. It makes known that it is really a very complicated working environment for the teachers in both sectors. In this context, this paper attempts to study the Work-Life Balance (WLB) between married female government and private school teachers in Puducherry with a focus on personal life satisfaction and support from family. In order to carry out the study, 55 samples were chosen using simple random sampling technique. Statistical tools such as percentage analysis and t-test were used. The study found that there is no significant difference between personal life satisfaction and support from family among government and private school teachers in Puducherry.*

**Keywords**— WLB, Married female, Private and Government, School teachers

### 1. INTRODUCTION

Work-life Balance is the platform to ensure that provides flexibility for the workers in order to achieve a better balance between the working environment and family environment. Fascinatingly, Work Life Programs existed from the 1930s. There are organizations that established the policies and procedures with the goal to make employees to capably do the jobs and also, on the other hand, ensure providing flexibility to take care of personal problems and works at family.

Whilst, human participation or the role of women have been increasing in the workplace, besides they have also been ready to shoulder the responsibilities at their home which is unpaid work.

Balancing work and life is very difficult for any women in any profession. When it comes to the teaching profession, it is more complicated to have a better balance between both life and work. A good teacher is an epitome in pupil's learning and developing good habits. Private school teacher is more answerable to the management where they are working as well as parents pertaining to pupil's education and habits. They are also responsible for non-academic activities too to be done in school. Besides, Government teachers are not only responsible for pupil's educational development, but they may be assigned additional duties like election duty, survey, etc. It makes known that it is really a very complicated working environment for the teachers in both the sectors.

Therefore, it is very difficult to be a working mother and very difficult to be a teacher who is responsible for bringing up the next generation. It is a big question that working as teachers are getting adequate support from family and personal life satisfaction which directly have an impact on the work where they really exit skills. In this context, it is imperative to identify whether government school teachers or private school teachers are getting higher support from family and the level of personal life satisfaction is commonly needed to understand the work-life balance undergone by teachers. Thus, this study focused to examine the two key indicators of work-life balance such as level of personal life satisfaction and support from the family of government school teachers or private school teachers in Puducherry.

### 2. REVIEW OF LITERATURE

Saritha Madipelli, V.S. Veluri Sarma and Y. Chinnappaiah in their study titled "Factors causing Work-Life Imbalance among working Women – A Study on school teachers" focused to ascertain the opinion of teachers towards the problems they face at workplace and their relation to work-life imbalance. The research is based on empirical in nature and conducted with 125 samples.

The study used primary data which were collected using a structured questionnaire. The study concluded that the pressure by too many work demand and long working hours are the key influencing factors for work life imbalance.

Vijayshri Rameshkumar Mehtha (2012) in her study titled “A study of WLB among women employees in service factor” aimed to identify the determinants of WLB of women employees. The study is based on descriptive research, and stratified random sampling was used and 263 samples were analyzed. It is found from the study that the importance of balance between both work and personal aspects of the life of women enable greater success to be achieved in every area of life including professional matters.

### 3. OBJECTIVES OF THE STUDY

The objectives of the study are;

- (a) To study the different level of personal life satisfaction among married female government and private school teachers
- (b) To find the difference in the level of support from family among government and private school teachers.

### 4. METHODOLOGY OF THE STUDY

This study adopted the descriptive type of research approach for analysing the responses of teachers both from government and private schools in Puducherry. The sample size was 55 which were chosen using simple random sampling technique. Alpha value Tested Questionnaire was designed to collect the primary data from the school teachers. Secondary data were also collected and used in the study. Statistical techniques such as percentage and t-test analysis are used to analyse the data.

### 5. DATA ANALYSIS

#### 5.1 Personal Life Satisfaction

In any profession, women need to be effective and efficient. If a woman employee is needed to be dedicated to work, she must have good Personal Life Satisfaction. The positive results can be obtained only when an employee feels free to work with maximum personal life satisfaction. The professional like teachers who contribute intellectual matters at work place requires the length and breadth of satisfaction in their own life. The following table presents the difference between personal life satisfaction of married female government and private school teachers.

**Table 5.1. Difference between Personal Life Satisfaction of Government and Private Married Female School Teachers**

Variable	Private School Teachers		Government School Teachers		t-test	P Value
	Mean	SD	Mean	SD		
Personal life Satisfaction	13.22	3.06	16.23	3.01	1.236	0.213 NS*

Source: Compiled from primary data collected \*- 1 level \*\* - 5 levels NS= Not Significant

The table shows the differences in personal life satisfaction among government and private married female school teachers. The Personal Life Satisfaction of government school teachers is higher than private school teachers. The mean value of Government school teacher is 16.23 and of private school teachers is 13.22. T-test was implemented to test the differences and t value is 1.236 and p-value is 0.213. Since the P value is >0.001, it is concluded that there is no significant difference in personal life satisfaction between married women Government and private school teachers.

#### 5.2 Support from Family

A family is a place where a woman gets peace and rest. Good support from family and family members really helps her maintain work life balance. Irrespective of the profession where the women hold or carry out their routine, sizeable support from family is required as a source of encouragement and confidence which in turn help them to maintain work life balance. In other words, support from family for a woman to perform her work at work place essentially matters to balance the work and life situations. The following table presents the difference between personal life satisfaction of married female government and private school teachers.

**Table 5.2 Differences in Support from family among Government and Private Married Female School Teachers**

Variable	Private School Teachers		Government School Teachers		t-test	P Value
	Mean	SD	Mean	SD		
Personal life Satisfaction	3.11	1.13	3.42	1.0	0.176	0.84NS*

Source: Compiled from primary data collected \*- 1 level \*\* - 5 levels NS= Not Significant

The table shows the differences of support received from family among government and private school married female teachers. The mean value for a private school teacher is 3.11 and for government school teacher is 3.42. The support from the family of a government school teacher is slightly higher than the Private school teachers. T-test was implemented to test the differences and the value is 0.176 and p-value is found to be >0.001, i.e. 0.84. Since the P value is >0.001, it is concluded that there are no significant differences between the married female government and private school teachers.

### 6. CONCLUSION OF THE STUDY

Women who are working as teachers are blended with family works and societal works. These women employees can undergo stress if they do not have good personal life satisfaction. Also, they cannot survive happily if they do not get good support from family. With regard to work interferes with personal life satisfaction and support from family, from the findings of the study, it is understood that there are no significant differences in personal life satisfaction and support from a family between married female government and private school teachers. Therefore, it is concluded that both married female government and private school

teachers have uniformity in fulfilling their personal life satisfaction which shall have an impact on the work. In other words, good personal life satisfaction and support from family exists among married female government and private school teachers in Puducherry without significant difference.

## **7. REFERENCES**

- [1] Mehtha, Vijayshri Rameshkumar. (2012) A Study of Work-Life Balance among Women Employees in Service Sector with special reference to Pune city, downloaded from shodhganga.inflibnet.ac.in.
- [2] Madipelli, S, Sarma, V. V and Chinnappaiah, Y. (2013) Factors Causing Work-Life Imbalance Among Working Women - A Study on School Teachers, Indian Journal of Industrial Relations, Vol. 48 (4), April, Pp.621-633.
- [3] Chawla, D., and Sondhi, N. (2011) Assessing work-life balance among Indian women professionals. Indian Journal of Industrial Relations, Vol. 47(2), October, Pp.341-352