



# WORK LIFE BALANCE : A STUDY ON PRIVATE MBA /B TECH /INTER COLLEGE TEACHERS :

Ume Aseem, Dr.G.Srilakshmi, R.HARISH CHANDRA

## ABSTRACT:

**The quality of work-life balance is most important for all humans as it leads to the best output. Work-life balance actually deals with balancing of both personal and professional life of and individuals. This study helps to reduce the stress of teachers and to improve their quality of work . It helps them to get motivated towards their work. Technology had made it bit easy with the help of introducing new software, smart phones ,you tubes etc.**

**Keywords :Work life balance, stress, technology.**

## INTRODUCTION :

Work-life balance is the term used to describe those practices at workplace that describes acceptance of the truth and aim to support the needs of employees(teachers) in achieving a balance between the demands of their family (life) and work lives. A good working definition of work-life balance can be meaningful if daily achievement and enjoyment occurred in the same levels.

## OBJECTIVES:

- To study the balancing of the work by taking suggestions/advices from friends, family.
- To study how the dual –Earners in the family reduces the stress of an individual.
- To study how the uses of modern technology saves the time of individual

**RESEARCH METHODOLOGY** The study was conducted among the Private college teachers of MBA/B TECH /INTER COLLEGE TEACHERS of Hyderabad . At an initial stage Unstructured interviews of the teachers were conducted for the purpose of designing the questionnaire. Then based on their issues a Questionnaire containing 10 questions was prepared.

The questions were focused on benefit

- work-life balance
- Their goals
- Timelines
- Measures of success
- Pass much time with family members

whether job makes them feel tired to do things

A . Sample of 120 working teachers was selected using Convenient Random Sampling. They were from Private sector. 40 teachers from private sector were chosen for the study.

## B. Description of Used Tool

Then based on their issues discussed & open feedback, Questionnaire containing 10 questions was prepared. The questionnaire consists of question which has options for answers as either 'Agree', 'sometimes' or 'disagree'. Above was the questionnaire forwarded to the Employees and below is the analysis of it in table no.1.

In table 'A' Stands for Agree, 'S' stands for Sometimes and 'DA' stands for Disagree

TABLE :1 PERCENTAGE ANALYSIS

Sr.no	Work life balance	Number of teachers Working in	PERCENTAGE S
		SCHOOL B TECH MBA	
1	Worst (%DA>70%)	34 30 33	80.333 %
2	Moderate (%A &S 50 - 70%)	4 6 5	13%
3	Best(%A<50 %)	2 4 2	6.66%

INTERPRETATION:

□80.33% of the teachers were found very saying that the Work Life provided to them was worst.It is revealed that they may be under substantial stress due to lack of work–life balance.

□13% of the employees were moderate which depicts that they are not entirely happy work–life balance, but in a good position not to let the situation get out of control.

□Only and 6.66% were in Best state and said that they have a balanced work life and able to effectively manage their families. They are able to address their own needs

IMPORTANCES :

- Work life balance deals with equal contribution to time towards friends and family
- Dual earning couples helps in reducing the stress of individual.
- Balance enhances well-being and builds inconsistency among responsibilities.
- Work impacts quality of life and it what ensues outer surface of job (e.g., family, leisure).

BENEFITS:

In terms of the Education Sector, the following benefits have been identified for employers:

- Generating maximized returns on investments
- Renewed energy and freshness
- More committed workforce
- Increased performance and productivity through improved organizational climate

- Positive public recognition in both the organizational sector and across other industries
- Reduced recruitment costs
- Positive public image
- Avoiding conflicts in an organization

REFERENCES :

1. Albania Ledianaxhakollari (2013). “Quality of Work Life”.Mediterranean Journal of Social Sciences Vol. 4, (Jan 2013), pp.21-31.
2. Anantha Raj and A. Arokiasamy (2012). “Balancing work life & ethics on quality of service rendered to customers.” International Journal of Management and Strategy, (2012), Vol. No.3, Issue 5, pp.23-29.
3. Beauregard, T.A. & Henry, L.C. (2009). Managing the link between work-life balance practices and organizational performance. Human Resource Management Review, 19, 9-22.
4. Gunasundari and Mmuthumani (2013). “Creating constructive work Environment to improve Quality of work life of Coimbatore-based it professionals”.International Journal of Security, Vol.2, (Jan-13), pp.26-35.