

**The Implementation of Strategies to Maintain the Work Life Balance and  
Stress Management in Teaching Sector**

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**Abstract:**

*A women who earns salary through regular employment. Working women has the responsibility to maintain the family as well as the career life. Working women has to face lot of complications, challenges in her personal life and in career. Each and every day is challenge for working women. She has to be successful and maintains the balance between family and in career. This paper main intention is to reveal the facts related to women in teaching field the way of balancing capacity and challenges in personal and in professional life. A women has to take care of her health, maintain balance of economic, care of children, health of the elders and the support from spouse and has to solve other stress issues.*

*This research paper reveals the certain strategies has to implement to manage the stress and maintaining the work life balance in a proper way. The proper use of time for professional and personal life plays an important role. The demand for the innovative method of work, increased work load, competition, perfectionism in work causes lot of stress and health issues to the women. In work place dedication and quality of work is very important. The real challenge is achievement of satisfaction level with work life balance in teaching sector. The interest, positive attitude participation and improvement in efficiency brings the reduction in the stress level. A healthy work life makes the performance improvement.*

*Maintaining proper time management skills reduces the stress. Making work efficient, productive causes stress free. Setting the plans, proper implementation of different tasks, concentration and systematic focus helpful for the stress management and maintenance of work life balance.*

*Key Words: Challenges, Capacity, Dedication, Participation, Maintenance.*

**Introduction:**

Most of the women employees are facing the work stress problem. Everyday is challenging and has to face multi task. Increase of work load, searching for the perfectionism, competition, major changes in profession these are mainly responsible for difficulty in balancing the work and personal life. Working women has to perform multirole. Working women is facing very conflicting commitments and responsibilities. Most of the time work stress causes decline in physical health and mental depression. Working women should know to overcome from all these problems.

The lack of job satisfaction causes problem for working women. Insecurity causes stress. The moderate level of professional stress causes negative consequences between occupational stress and work life balance. Most of the time stress causes sleep disorders, gastric problems, migraine etc.

Teaching profession is considered as the most noble and valuable profession. Teachers play the role not only as a teacher they can be guide, creators. They are responsible to enhance the knowledge and to build the future for the students. In teaching sector working women faces lot of innovative work demands, pressures and complicated challenges.

In teaching sector, the teachers has to well prepared with planning for the classes, to create interest for the students with effective teaching, guidance for the projects, question papers, assignments preparations, conducting the unit tests, internals tests, attending the parent teachers meeting, monitoring the attendance, ppt presentations, conducting group discussions for the students, adjustments for the alternate classes, taking extra classes, record maintenance, paper presentations, paper valuations etc. In teaching administrative related professional works, examination superintendent work, to be active in different committees, performance in NAAC work, to be active CSR related activities, participation in conducting workshops, guest lectures, conferences etc. Increase of work load causes absenteeism, lack of performance level.

To reduce the stress and proper work life balance, set a regular time according to scheduling of work, priority and identification of main tasks, identification of availability of time for the performance, maintain the dairy or note book the completions of tasks in an order. Give priority for the planning tool, avoid different task altogether immediately, stay healthy through practice of meditation, go for yoga, gym, exercises and involvement of hobbies based

on the interest. Maintain the good friends, sharing the problems with the person to whom you can believe, accept the failures, go for the trips with friends or family that gives refreshment, give importance for the meal times, share the emotional feelings with the close friends, enjoying a fun with friends, singing, having a coffee in a café, implementation positive attitude, helping others. Do mindfully and pay proper attention to get the best results in work. Meditation improves the physical health as well as mental health. Be positive for the new changes and ready to accept the failures and consider the failures as a motivational factors. Support and encouragement from family members brings the happiness and increases the confidence level. Good sleep enriches to work actively and gives freshness to perform in a better manner.

**Review Literature:**

Kumaraswamy M., Ashwini S.(2015) in paper titled "Challenges in WLB of Married working Women" studied that it is important for employees to maintain a healthy balance between work and their private lives. Generally those employees who have better work- life balance contribute more towards the success of the organization. The organization can render better service to the customers by having productive and efficient employees. Family sphere changes that have impacted the work life balance of individuals in today's context include nuclear families, single parent households, and dual earning parents, parents working at different locations and increasing household work.

Vijaya Mani (2013) has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support.

Singh S. (2013) mentioned Role stress theory in his paper Titled "Work- Life Balance : A Literature Review" wherein the negative side of the work- family interaction has been put under the spotlight. Recently, the emphasis has shifted towards the investigation of the positive interaction between work and family role as well as roles outside work and family lives, and scholars have started to deliberate on the essence of work- life balance

Nayeem A., Tripathy M (2012) in the paper titled "Work-Life Balance among Teachers of Technical Institutions" mentioned that teaching is reported to have positive and negative

experiences about work- life. This paper has examined the relationship of job satisfaction with Work- life Balance (WLB), turnover intentions and burnout levels of teachers. One of the key findings of this paper is that WLB is a major contributor toward Job satisfaction and male teachers feel more burnout compared to female teachers

Kamari T. (2011) in the paper titled "Impact of Stress on Work-life Balance of Women employees with reference to BPO and Education sectors in Bangalore" analysed the impact of work life balance of women employees in Education and BPO sectors conclusion is drawn that stress level between the women employees is different in different sectors. Though there is difference in their professions based on the work and life balance we can say that stress level in the work environment might be different but they say that at home their stress level is equal. As per the results, stress level impact is different in both the sectors. Niharika and Supriya (2010) have studied the work based factors and family related factors that are considered to contribute to work life balance. Work based factors are flexi time, option to work part time and freedom to work from home and the family related factors are child care facility and flexibility to take care of emergencies at home.

Sanghamitra Buddhapriya (2009)[23]. Work-life imbalance usually arises due to lack of adequate time and support to manage the work commitments both personal and family responsibilities. Meeting competing demands of work and family is not tiring but can be stressful and can lead to stress / sickness and absenteeism. It inevitably affects productivity. Balancing both career and family is an arduous task for working women especially if they have small children and there is no well-equipped day-care / crèche facilities where they can leave their kids without any tension while they are at work. Women often suffer from the guilt-complex of not spending enough time during the tender age of their children and being forced to leave their children in the hands of the maids on whom they have little faith.

Mesmer-Magnus & Viswesvaran (2006)[13]. it was found that family support for the work culture helps to manage the work-life balance. In case of support from superiors, co-workers, flexibility of working hours, adequate maternity leave etc. helps to motivate the employee and allows them to reduce the dark side of work life balance. This contributed significantly work life conflicts.

Masako SETO et al, (2004) have examined the effects of work related factors and Work Family Conflict on depressive symptoms among working women living with young children in a Japanese Metropolis.

**Statement of the Problem:**

The administrative work load along with teaching causes more pressure to the teachers.

Increase work load causes of emotional stress. More pressure and expectations from the management, less time for the preparation, economic problems, adjustment of the classes, lack of support from the co-workers, disturbance of personal life issues, unhealthy work environment, More restrictions from the management, continuous classes, less time for the relaxation, lack of facilities from the management.

The disturbance of personal issues in work, the disturbance of work in personal life causes dissatisfaction and creates lower performance in job. Long hours of standing causes knee pain leads other health issues. Multi work task causes confusions. Heavy work load causes migraines, depression and anxiety.

Lack of support from the students, not sufficient time for the preparation, so many different roles at the same time, lack of motivation, encouragement and support from the management, lack of recognition and appreciation causes stress. Lack interest of the students behaviour causes frustration to the teachers

**Objectives of the Study:**

- To study the difficulties and challenges faced by the teachers in teaching sector.
- To understand the factors influencing work life balance of Teachers.
- To analyse the impact of stress and maintenance of work life balance of the Teachers.

**Research Methodology:**

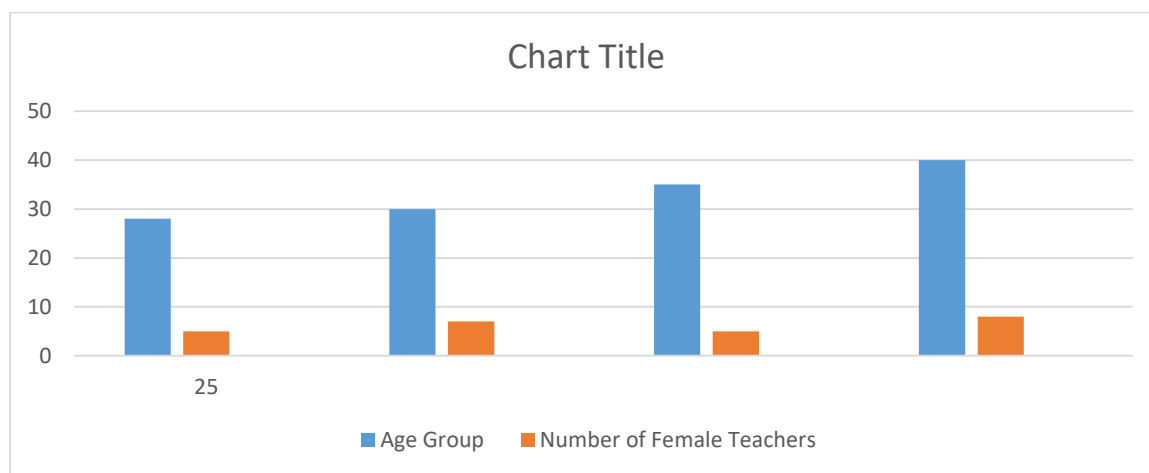
This study was designed as a questionnaire survey to investigate the work life balance and work stress in teaching sector. The study included teachers are working in private colleges. A sample size of 25 teachers working in the private wards of a selected colleges was considered for the study. A structured questionnaire was used to gather data. The data revealed that maintenance of work life balance and causes for the stress and the ways found to come out from the stress.

The respondents of this study belonged to private colleges working as teachers in various private colleges. All the teachers who were full-time employees of the private colleges were willing to participate were included in the study.

All respondents in this study were females. Most respondents belonged to the 28–40 years age group. The studies that suggest that the implementation of meditation, sharing their problems with their close friends reduces the stress and helpful to solve

the problems support from the family members brings to face the problems in a positive manner. Confidence level leads to solve the complicated problems.

Number of Respondents	Age Group	Numbers of Female Teachers
25	28	05
	30	07
	35	05
	40	08



**Data Analysis and Interpretation:**

Data has collected through quantitative research through questionnaires and surveys. Collected data from groups of Female Teachers. According to them, mediation practices, yoga, exercises, sharing their problems with their close friends, implementation of positive attitude, support from family members increases their confidence level and practices of time management, setting the plans in a systematic manner, adoption of kindness and helping nature brings the happiness and complete satisfaction in their performance and handle the daily challenges and facing multi role.

Stress reduction practices especially meditation practices helped them to handle complicated situations in easiest manner. Experience brings the maturity and face the situation with positive energy. They learnt Time management tricks and problem solving skills with proper mental preparation to handle the level of the stress.

**Limitations:**

The administrative work consumes the more number of working hours for the teachers causes dissatisfaction. It creates more workload. It has covered respondents from a different age and experience group. Research in future may assess this difference based on generation to which one belongs and experience, in the perception of career development, stress experienced in teaching profession and their association with work life balance and causes of stress, family. Teachers may be asked to work for long hours. It causes stress. During the time of shortages teachers are supposed to work long hours. Lack of co-ordination with the management and more expectations and demand from the management creates the problems.

### **Finding Suggestions:**

To reduce the work load, management should provide some leisure for the teachers to work energetically. Proper recognition, motivational factors brings the happiness. Implementation of facilities to reduce burden for the teachers. Arrangement of trips for the teachers gives the refreshment.

Support from the family members helps to handle the work life balance and to face challenges in the profession. Setting the plans and follow up reduces the tensions and confusions. Well prepared classes brings the confidence.

### **Conclusion:**

In teaching sector management should reduce to give the administrative works to the teachers. Avoid the multi task to reduce the tensions and confusions. Apply the time management skills. Maintenance of understanding and communication between the management and with the teachers brings the healthy environment. Maintain the note book to list the main tasks in an order.

The implementation of positive attitude and support from the colleagues and family members reduces the stress level. The recognition, motivation, support and encouragement enhances the efficiency level. Respond positively for the new changes and take it as a challenge. Meditation practices increases the confidence level and brings the mental happiness.



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