



Managing Stress Level Of The Female Teachers By Adopting Work-Life Balance Mechanism

Fariyah Banu Jamaluddin Saiyad^{1*}, Dr. Rabia Aftab², Arooj Baig³, Leontia Pertila Fernandes⁴, Bisma Hasan⁵

^{1*}(Faculty) Department Of Business And Management, Bath Spa University Academic Center Rak, (UAE)
Drfariyahsaiyad@gmail.Com

²(Faculty) Department Of Psychology, Bath Spa University Academic Center Rak, (UAE)
Rabia@Bathspa.Ae

³(Faculty) Department Of Business And Management, Bath Spa University Academic Center Rak, (UAE)
Arooj@Bathspa.Ae

⁴(Faculty) Department Of Psychology, Bath Spa University Academic Center Rak, (UAE)
Leontia@Bathspa.Ae

⁵(Faculty) Department Of Business And Management, Bath Spa University Academic Center Rak, (UAE)
Bisma@Bathspa.Ae

Citation: Fariyah Banu Jamaluddin Saiyad et al. (2024), Managing Stress Level Of The Female Teachers By Adopting Work-Life Balance Mechanism, Educational Administration: Theory and Practice, 30(5), 11367-11372
Doi: 10.53555/kuey.v30i5.4941

ARTICLE INFO

ABSTRACT

Work Life Balance is very important for all the people in the contemporary period. The fast moving life is yet another reason for people to struggle with the work and life pressures. The personal space is intruded by the professional aspects more after the COVID pandemic. The life of the teachers in the degree college has been severely affected. Due to various educational reforms and need to patch up with the upcoming challenges, it is becoming very hectic for the teachers to cope up with their personal and professional commitments. Here the work-life balance stands distorted. The present paper assesses the factors those connect the work life stress and occupational variables among the female teachers of degree and junior colleges of Mumbai. The study findings notes that though there are challenges in managing several factors, the teachers ultimately are finding their way to adopt this lifestyle and meet the requirements of the fast moving hour.

Keywords- Work life balance, Stress, Adoption Mechanism, Health Impact

1. INTRODUCTION

The concept of work life balance is not new. In 18 century there was a change in the pattern of work due to the industrial revolution that gave a new dimension to the work life balance. After the passage of time from the joint family, people started progressing to the nuclear family. The level of education has been improved and the opportunity for employment has increased. Now this makes both mother and father a working person due to the increase in their necessities and desire. Nowadays companies are focusing on the work life balance in order to retain the employees and to increase their productivity. Therefore companies cannot ignore the concept of work life balance. For this various companies have introduced various different schemes. Work life means that an individual is involved equally in both workplace and family place and he satisfies both work role and family role.

David Clutter Buck defines work-life balance as “being aware of different demands on time and energy, having the ability to make choices in the allocation of time and energy, knowing what values to apply to choices, and making choices”. The work life balance MS is not an equal balance it is trying to schedule equal numbers of horses for various activities at the workplace and family. Every individual's work -life balance differs from time to time, even daily. The words life balance of today may differ from yesterday and can be different on tomorrow. For instance a single person's balance may change when he gets married and again change when he gets a child. Therefore there is no perfect size of the work life balance. It is about managing our work commitment with a power ball for careers plus our responsibility towards the home and community. In an ideal scenario a person works 8 hours and can have it for recreation and remaining 8 hours for sleeping time. That means equal balance between work, self activities and personal life. But in the real scenario many individuals work more than 12 hours in a day and very few hours for recreation time and sleeping time. Many

are working till late and also bring office work to their home. Individuals want to spend more time with their family but work pressure is unrelenting. Therefore both work life and personal life are interdependent and interconnected. We can say that both are two sides of the same coin so people have to make a tough choice to reach equilibrium of both of them.

2. REVIEW OF LITERATURE

2.1 Dr. Jyoti Sheoran, Pallavi, (2021), Work is considered as an important part of human life. This study explains the work life balance conflicts, its consequences. While balancing the conflicts the human has to face various challenges. There are two types of conflicts faced by Work-interfering-with family (WIF) and family-interfering-with-work. WIF conflict comes when work activities are taken to home and FIW conflict comes when family roles and responsibilities are taken at the work.

2.2 Chunyu Zhang, et.al. (2021)- The researcher in this paper has taken sample of 267 counsellors of the Chinese university, where the 3 work-family interface profiles: slightly conflict (51 percent), little high than mean level of work-to-family and family-to-work conflict and little less than mean level of Work-to-Family Enrichment (WFE) and Family-to-work Enrichment; Work-to-Family conflict (15 percent) with high level of Work-to-Family conflict and low level of Family-to-work conflict, Work-to-Family Enrichment and family-to-work Enrichment; and enriched (34%) with high level of Work-to-Family Enrichment and Family-to-work Enrichment and low level of Work-to-Family conflict and Family-to-work conflict.

2.3 Dr. Sonia Delrose Noronha & Dr. P. S. Aithal, (2020), In the modern era the level of education of the women has risen, the lifestyle of the women has changed, and awareness has brought the women out of the four walls of the house into the world of earning. Women are successful in achieving various high feet in their careers. But this has brought challenges in the front of women and that is not noticed by anyone.

2.4 Tahani H. Alqahtani, (2020), The term WLB is used to describe the balance of the personal and professional life. Especially in the case of women a healthy work life balance means they are completing both work as well as family challenges and problems. As per this research paper the women are facing more role conflict challenges than the man.

2.5 Reena Chopra, et.al. (2020) - With change in economic and working system the task to balance the work and life has become challenging. The rise in women employment, increase in working hours and still low amount of income has become problematic to balance the work-life. The introduction of digitalisation has affected the way of working. The work has become online, letter has been replaced by mail and SMS. Digitalization has overcome with traditional barriers like geographical areas, time. Digitalization has also increased the productivity.

2.6 Dr. G. Balamurugan , et. al. (2020), The satisfaction of the employees depends on the whether the employee is enjoying his role at an organization and is able to render his hundred percentage abilities at the workplace. Indeed, even in the Worst situation the worker is faithful to their organization on account of the satisfaction he/she derives from the workplace. The quality of life of the women employees will be good if she is getting adequate motivation at her professional life to support her family.

2.7 Adriana AnaMaria Davidescu, et.al (2020) - With increasing the future challenges, their is need to redesign the Human Resources Management (HRM) for long term development. HRM should plan proper working hours, workloads so that employees can maintain the work and life balance. They should give flexibility in the work, appointment of proper required staff.

2.8 Kalpna, Dr. Meeta Malhotra (2019), The paper reflects an adverse relationship between Work-Life Balance & Occupational Stress. Study's results are helpful for Army employees to understand the relationship of WLB & occupational stress. The study suggests that if we increase the level of WLB, naturally the stress level will be reduced.

3 OBJECTIVES OF THE STUDY

With the aim of understanding the scenario of work life balance among the teaching women employees, the main objectives of the present study are -

- 3.1** To study the socio-economic status of working women in Mumbai region
- 3.2** To understand the factors behind working women engaging themselves in the teaching sector in Mumbai region.
- 3.3** To find the association between the stress related factors and occupations variables.

4 DATA AND METHODOLOGY

For the present study both primary and secondary data is used. The primary data is obtained from the degree and junior colleges female teachers of Mumbai. **Six hundred and eighteen** questionnaires were distributed to women working the degree and junior colleges of Mumbai. While considering the respondents, the aided, permanents, contractual teachers were considered. The visiting faculties did not form the part of the sample as their roles and responsibilities are different from the full time faculties. The response were recorded in Google forms and further analysed using Advanced Excel options. The secondary data was obtained from books, journal and reports.

5 FINDINGS AND ANALYSIS

5.1 The data is about 618 respondents out of which 29 respondents fall under less than 30 which is 4.6%. 239 respondents are from 31-40 category which is 38.7%. 348 respondents are from 41-50 which is 56.3% this group has the highest number of respondents. And remaining 2 respondents are from above 51 which is 0.4%. This data concludes that the age group 41-50 has the highest no. of respondents.

5.2 The data is about the year of services of the respondents. When 618 respondents were surveyed, 6 respondents were from less than 1 year of service which is 0.9%. 205 respondents have experience of 2 to 10 years which is 33.2%. 309 respondents were from 11-20 category which is 64.6%. Remaining 8 respondents were from above 21 categories which is 1.3%. This data concludes that the majority of the respondents are from the 11-20 category.

5.3 The data reveals the monthly salary of the respondents. When 618 respondents were surveyed 4 respondents have a monthly salary of less than 20,000 which is 0.6%. 11 respondents were from the 20,000-30,000 category which is 1.7%. 198 respondents were having a monthly salary of 30,000-40,000 rupees which is 32.0%. Remaining 405 respondents are having a monthly salary of above 40,000 which is 66.0%. Majority of the respondents are having a monthly salary of above 40,000 rupees.

5.4 When 618 respondents were surveyed out of which 23 respondents have 0 dependents which is 3.7%. 84 respondents have only 1 dependent which is 13.5%. there 452 respondents who have 2 dependents which is 73.1%. The remaining 59 respondents have more than 2 dependents which is 9.5%. This data concludes that the majority of the respondents have 2 dependents. 3.1.1 When 618 respondents were surveyed 46 respondents replied that their parents stay along with them which is 7.4%. The remaining 572 respondents said that their parents do not stay with them, which is 92.3%. This data concludes that the maximum number of the respondents stay without their parents.

5.5 324 respondents have chosen that spouse to take care of their children which is 52.4. There are 252 respondents who's in-law parents take care of their children which is 40.7. There are 2 respondents who have kept servants for their children which is 0.3%. 3 respondents have chosen a day care facility for their children which is 0.4%. The remaining 37 respondents have chosen not to apply, which is 5.9%. This data concluded that the majority of the employed women keep their children with their spouse.

5.6 When 618 respondents were surveyed out of which 45 respondents are able to balance their work life which is 7.2% and remaining 573 respondents are not able to balance their work life which is 92.8%. This reveals that the majority of the respondents are not able to balance their work life.

5.7 3 respondents have chosen that on a very high basis they balance their life which is 0.4%. 106 respondents balance their life on the high end which is 17.1%. 12 respondents have neither high nor low balancing in their life which is 1.9%. 493 respondents were able to maintain a low balance which is 79.7%. The remaining 4 respondents have a very low balance which is 0.6%. This concluded that maximum respondents are able to maintain low balance.

5.8 When 618 respondents were surveyed out of which 5 respondents feel very high on working in the teaching sector which is 0.8%. 497 respondents have high responses for the working teaching sector. 15 respondents have chosen that they have neither high nor low feelings about their work. 100 respondents feel low on working in the teaching sector which is 16.1%. Remaining 1 respondent have felt very low which is 0.2%. This concluded that maximum respondents feel that they should work in the teaching sector.

5.9 Out of 618 respondents 377 have problems with long working hours which is 61%. 18 respondents have said that they have to do compulsory overtime which is 2.9%. 6 respondents are not comfortable with their shifts which is 0.9%. 15 respondents have problems with meetings which is 2.4% and the remaining 202 respondents have training after office hours which is 32.6%. This data concluded that maximum respondents have problems with long working hours.

5.10 5 respondents have said that they feel very high, which is 0.8%. 33 respondents have a high feeling which is 5.3%. 12 respondents have chosen neither high nor low which is 1.9%. 521 respondents feel that they have a low feeling about the working environment, which is 90.7%. The remaining 7 respondents have felt very low on the working environment which is 1.1%. This concluded that maximum respondents have felt low about the present working environment.

5.11 When 618 respondents were surveyed out of which 17 respondents are taking leave for 1 day which is 2.7%. 588 respondents are taking leave for 2 days. 5 respondents are taking leave for more than 3 days which is 0.8%

and the remaining 8 respondents do not take leave from their job which is 1.2%. This data reveals that the majority of the respondents take for 2 days.

5.12 2 respondents felt very high for maintaining a healthy position which is 0.3%. 33 respondents have a high response which is 5.3%. 9 respondents felt neither high nor low about their present working position. 405 respondents feel low which is 65.5%. The remaining 169 respondents felt very low which is 27.3%. This data concluded that maximum respondents felt low about balancing their present working health position.

5.13 457 respondents said they have an obesity problem, while 487 were having backache problems. Cardiovascular problems were there in 405 respondents and only 1 were suffering from migraine. Therefore Backache, obesity and cardiovascular are one of the some common physical problems faced by the respondent.

5.14 451 respondents said they have been suffering from the emotional changes, while 458 were having depression/anxiety problems. Stress problem was there in 457 respondents and only 3 were having no mental problem. Therefore depression/anxiety, emotional changes and stress are one of the some common mental problems faced by the respondent.

6 INFERENTIAL ANALYSIS

Stress related problems and professional related variables

The following table 4.33 shows the descriptive statistics of the stress related problems and various professional related variables.

The below table shows the result of the hypothesis by using the non- Parametric method Kruskal Wallis test. For the analysis stress related problems are taken as the independent variable and the professional related variables include factors like workplace flexibility, social support, work life programmes, workplace culture as the dependent variable. Since it consists of five factors under a professional related variable, the testing is done for each factor separately. The mean rank column of the below rank table is used to compare the effects of each professional related variable factor with that of various stress related problems. Whether there exists any significant relationship with the can be assessed by using the table test statistics. The test statistics table presents the results of the Kruskal Wallis H test. Thus each professional related variable factors relationship to stress related problems is explained in the test statistics table as follows:

Table 1 -Rank of each professional related variable with Stress related problems

	Stress related problems	No. of Employees	Mean Rank
Workplace culture	Backache	34	193.21
	Obesity	215	294.67
	Cardio-Vascular problems	295	321.84
	Cancer and Gynecological problems	30	433.50
	Emotional Changes	41	303.00
	Depression/ Anxiety/Stress	3	175.50
	Total	618	
Workplace Flexibility	Backache	34	305.59
	Obesity	315	262.08
	Cardio-Vascular problems	195	353.02
	Cancer and Gynecological problems	12	356.29
	Emotional Changes	41	338.44
	Depression/ Anxiety/Stress	21	122.00
	Total	618	
Social support	Backache	34	336.47
	Obesity	300	284.57
	Cardio-Vascular problems	195	336.45
	Cancer and Gynecological problems	27	410.21
	Emotional Changes	59	204.34
	Depression/ Anxiety/Stress	3	103.50
	Total	618	
Work life programmes	Backache	34	348.88
	Obesity	295	318.87
	Cardio-Vascular problems	255	253.55
	Cancer and Gynecological problems	12	356.29
	Emotional Changes	18	331.59
	Depression/ Anxiety/Stress	4	227.50
	Total	618	

Table 2 - Test Statistic of each professional related variable with that of Stress related problems

	Workplace culture	Workplace Flexibility	Social support	Work life programmes
Chi-Square	25.544	40.806	36.624	23.939
Df	5	5	5	5
Asymp. Sig.	.000	.000	.000	.000

The result is interpreted into four parts. Firstly, the relationship between stress related problems and workplace culture, secondly stress related problems and workplace flexibility, thirdly stress related problems and social support, fourthly stress related problems and work life programmes respectively.

6.1 Stress related problems and Workplace culture

The Kruskal wallis H test highlighted in test statistics table 4.35 shows that there exist a statistically significant relationship between the stress related problems of the employees and workplace culture of the women from corporate field with ($U^2 = 25.544$), ($P = .000$) where ($P < .05$) and the rank table 4.34 reveals that various mean rank of various stress related problems to workplace culture with the highest mean rank of strong emotion of cancer and gynecological problem (433.50), Cardio-vascular problems (321.84), emotional changes (303.00), obesity (294.67), backache (193.21), depression/ anxiety/stress (175.50) respectively.

6.2 Stress related problems and workplace flexibility

The Kruskal Wallis H test highlighted in test statistics table 4.35 shows that there exist a statistically significant relationship between the stress related problems of the employees and workplace flexibility of the women from corporate field with ($\chi^2 = 40.806$), ($P = .000$) where ($P < .05$) and the rank table 4.34 reveals that various mean rank of various stress related problems to workplace culture with highest mean rank of cancer and gynecological problem (356.29), Cardio-vascular problems (353.02), emotional changes (338.44), backache (305), obesity (262.08), depression/ anxiety/stress (122) respectively.

6.3 Stress related problems and social support

The Kruskal Wallis H test highlighted in test statistics table 4.35 shows that there exist a statistically significant relationship between the work life conflict of the employees and workplace flexibility of the women from corporate field with ($U^2 = 36.624$), ($P = .000$) where ($P < .05$) and the rank table 4.34 reveals various mean rank of various stress related problems to workplace culture with highest mean rank of strong emotion of cancer and gynecological problem (410.21), backache (336.47), Cardio-vascular problems (336.45), obesity (284.57), emotional changes (204.44), depression/ anxiety/stress (103.50) respectively.

6.4 Stress related problems and Work life programme

The Kruskal wallis H test highlighted in test statistics table 4.35 reveals that there exist a statistically significant relationship between the stress related problems of the employees and workplace flexibility of the women from corporate field with ($U^2 = 23.939$), ($P = .000$) where ($P < .05$) and the rank table 4.34 reveals that various mean rank of various workplace conflict factors to workplace culture with highest mean rank of strong emotion of cancer and gynecological problem (356.29), backache (348.88), emotional changes (331.59), obesity (318.87), Cardio-vascular problems (253.55), depression/ anxiety/stress (227.50) respectively.

7 SUGGESTIONS OF THE STUDY

7.1 The management should build up the organizational work environment with ethical culture, spirituality, better structural design, and human resource policies that provide a positive work environment to the employees in the organization.

7.2 The existence of work stress itself need not imply the low performance of the employees, it can either be positive or negative. The managers should take initiative to identify and convert the negative stress to positive stress by suitable policies and procedures in order to help the employees' from stress free professional and personal life.

7.3 Understanding the proper way to do a work task is proper socialization. It should be done in the organization to avoid work conflicts which can even lead to a solution for work life conflict.

7.4 The management should consider or be sensitive to employee differences, thus the management can specialize on goal setting of employees, level of involvement and rewards to align with the needs of employees. Thus a satisfied employee can maximize his/her potential in balancing professional and personal life.

8 CONCLUSION

It can be concluded from the study that there exists a scientifically significant relationship among the various age groups of the teaching professionals and workplace flexibility, workplace culture, and social support of the organization. There exist no statistical significant relationship between the various classification of age of the employees and work life programmes and gender with social support available in the organizations. Work life conflict and Social support have no significant relationship among employees. There exists a significant relationship among the work-life conflict and workplace flexibility, workplace culture, work life programmes of the employees in the colleges. The stress related problems of the employees and workplace flexibility, workplace culture, work life programmes shows a statistically significant relationship of the employees' in the colleges. Many other factors can be considered rather than Personal related variables (age, gender, marital status, parental status) and professional related variables (Workplace flexibility, workplace culture, social support, work-life programme) for the study on Work life balance, this can be the research gap for future studies.

REFERENCES

1. Shilpi Kulshrestha (2018), "A Descriptive Study on Work Life Balance of Women Employees in Banks" International Journal of Economics and Management, Vol 6(3) ISSN : 2278-2478
2. Kalpna, Dr. Meeta Malhotra (2019), " Relationship of Work-Life Balance with Occupational Stress among Female Personnel of Central Industrial Security Force (CISF), India", International Research Journal of Engineering and Technology (IRJET)", Volume: 06 Issue: 07 | July 2019, e-ISSN: 2395-0056, p-ISSN: 2395-0072
3. Laveena D'Mello, Meena Monteiro and Nelson Pinto, (2018), "The Quality of Work life and Job Satisfaction of Private Sector Employees" International Journal of Management, Technology, and Social, DOI: <http://doi.org/10.5281/zenodo.1156175>.
4. Adriana AnaMaria Davidescu, Simona-Andreea Apostu, Andreea Paul and Ionut Casuneanu, (2020), "Work Flexibility, Job Satisfaction, and Job Performance among Romanian Employees Implications for Sustainable Human Resource Management" sustainability, doi:10.3390/su12156086
5. Bhagyalaxmi Koti, (2020), "Work Life Balance Policies & Practices For Women Employees By Major Indian It Companies" International Journal Of Creative Research Thoughts, Volume 8, Issue 8, ISSN: 2320-2882, [Www.Ijert.Org](http://www.ijert.org)
6. G. Balamurugan And M. Sreeleka, (2020), "A Study On Work Life Balance Of Women Employees In It Sector" International Journal Of Engineering Technologies And Management Research, 7(1), 64-73. Doi: 10.29121/Ijetmr.V7.I1.2020.499.
7. Reena Chopra, Dr. Sonika Sharma, (2020), "Impact Of Digitalization On Employees' Work Life Balance In Corporate" International Journal Of Creative Research Thoughts (Ijert) [Www.Ijert.Org](http://www.ijert.org), Volume 8, Issue 8
8. Sonia Delrose Noronha & Dr. P. S. Aithal, (2020), "Work-Life Balance Issues Encountered by Working Women in Higher Education Sector" SCHOLEGE International Journal of Management & Development, DOI: 10.19085/sijmdo70501
9. Tahani H. Alqahtani, (2020), "Work-Life Balance of Women Employees" Granite Journals Postgraduate Interdisciplinary Journal: Volume 4, Issue 1 pages 37- 42
10. Chunyu Zhang, Bryan J. Dik, Zengyun Dong, (2021), "Living a calling and work-family interface: A latent profile analysis." Journal of Career Assessment, online first. doi: 10.1177/10690727211006701
11. Dr. Jyoti Sheoran, Pallavi, (2021), "Worklife Balance" International journal of English language literature in humanities, Volume 6, Issue 5.