INFLUENCE OF WORK LIFE BALANCE ON THE ORGANIZATIONAL COMMITMENT: A STUDY AMONG THE PRIMARY SCHOOL TEACHERS IN CHENNAI

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Abstract

WLB (Work Life Balance) had been given a wide range of focus among the corporate field. But not much study regarding the concept had been done among the teachers. Hence, it becomes essential to examine WLB among teachers by keeping in view the ever increasing challenges faced by the teachers in work and life. Therefore this paper is intended to examine the WLB dimensions of teachers. Data was collected through a questionnaire. The sample size was 100 and the sample population was selected through simple random sampling. Analysis of the data was done with the help of regression. The findings of the study showed that if the teachers had a better work life balance, they tend to work with enhanced commitment.

Keyword: Work life balance, Organizational commitment

INTRODUCTION

The relation between work and personal life of employees is very complex. Hence, this term has been widely focused as a base of research in modern times. Clark (2000) had defined the concept as the smooth and ongoing functioning of employees both at the workplace and at home. When an employee is capable of attaining his/her needs, may it be in the workplace or family, he/she is said to accomplish a balance between work and life. As the pressure and demands are ever increasing in both work and life, there arises heavy extent of role conflict between personal and work roles. Fleetwood, (2007) had reported that the organizations can attain a good financial results only if effective practice for balance between work and life are
followed. These financial results include lowered absenteeism, enhanced performance, better customer experience, reduced retention and overheads and highly motivated and satisfactory employees. As per the words of Hakanenet al., (2006), the term work life balance is a term used for the employees, but it is a fact that nowadays the teachers are heavily burdened with academic work. This subsequently leads to the formation of stress in teachers which leads to an imbalance in their WLB.

OBJECTIVES

The main aim of the paper is to examine the way in which the teachers manage the balance between work and personal life.

NEED FOR THE STUDY

As many studies regarding this concept had been performed in the corporate areas, this study had been done by shifting the study to the balance of work and life of primary teachers in Chennai, Tamilnadu.

REVIEW

Adeeba Irfan & Dr. Feza Tabassum Azmi (2015) had made an empirical study on the WLB among the teachers. The authors had conducted the research among the teachers of both the school and also university. On the basis of the findings of previous authors, the instrument for data collection was designed. A total of 112 responses were received. Factor analysis was performed to refine the data. The results of this study showed that there was no difference among any dimension of the WLB amidst teachers. The study suggested that balance has to be created amongst the various dimensions in order to develop efficiency among the teachers.

Selda Taşdemir Afşar in 2014 had studied the effect of work life quality on OC. it was a comparative study which was done amongst the academicians who work for Turkey’s state & foundation universities. The study aimed to identify the work life quality on OC and also to show which among academic title, work life quality, experience, salary, work nature, overtime and demographic features had the most significant impact on their OC. The results of the study show that the work life quality had an optimistic impact on the normative and affective commitment and a negative impact on the continuance commitment of the academicians. The academicians of state university’s commitment were highly influenced by work life quality on all the three types of commitment and the academicians of foundation university’s academicians had a high impact only on affective and normative commitment by work life quality, but continuance commitment was influenced by their experience in the concern.

Bushra Arif1 and Yasir Aftab Farooqi (2014) had gone through the effect of WLB on OC and job satisfaction of employees. The study was done in the University of Gujarat in Pakistan. It was a case study. The management of employees is a very difficult task in current world of changing economy. Both work life and personal life are affected by imbalance in work life. The
sample size was 171 who were selected through stratified random sampling. Questionnaire was used to collect the data analysis of data was done using SPSS. The findings of the study showed that there was an optimistic relation between job satisfaction and work life balance of the teachers of the university.

Sakthivel and Jayakrishnan had analyzed the relation of OC and work life balance of nurses. The main aim of this study was to find the relationship amidst nurses because the role of nurses is significant regarding well being of families and organizational performance. The study had made use of the procedure of descriptive research. The sample population was the nurses working in hospitals of Cuddalore in Tamilnadu and who had an experience of five years. The sample size was 328. The work life balance was assessed using 13 statements and OC was assessed using 11 statements. A scale with 7 points was used to make a self rating process. Correlation analysis and descriptive statistics were used to analyze the data. The findings showed that nurses were capable to manage their both their work and family efficiently. It was also found that both OC and work life balance had an optimistic relationship. Further, it was noted that WLB was a sign of OC among the nurses of hospitals.

RESEARCH METHODOLOGY

The research was carried out only among the primary teachers of Chennai, Tamilnadu. Data was collected through a questionnaire. Sample population was selected through simple random sampling. The size of the sample was ascertained as 100. Regression analysis was performed in this study. The work life balance instrument was developed by Rashida Banu and Duraipandian (2014).

ANALYSIS AND INTERPRETATION

Influence of work life balance on the organizational commitment

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a. Predictors: (Constant), QWL

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a. Dependent Variable: Organizational commitment

Let's focus on the 9 predictors, whether they are statistically noteworthy and, if so, the direction of the regression. Most of the work life balance statements were significant, and the coefficient is optimistic which would point out that 3 statements are related with not significant.

The multiple correlations squared represent the amount of variance in the result which is accounted for by the predictors; here, 66.2% of the variance in work life balance is accounted for by organizational commitment. Though, the multiple correlations squared were positive, the adjusted $R^2$ was more appropriate.

CONCLUSION

The study of WLB among teachers is very limited. The study of WLB provides chances to understand the problems that affect the teachers. The superiors in the school must be aware of the problems that the teachers face in balancing work and life. Sufficient space and communication should be created between the higher authorities of the school and the teachers, so that the teachers can communicate the issues that they face related with WLB. In the same
way effective balance in distribution of workload, free time and co-curricular activities should be established so as to stimulate excellence in academic performance.

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