



A STUDY ON WORK LIFE BALANCE OF SCHOOL TEACHERS IN MADURAI CITY

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ABSTRACT:

This study aims to investigate the work-life balance among school teachers in Madurai City, Tamil Nadu, India. A mixed-methods approach was employed, combining both quantitative and qualitative data collection and analysis methods. A survey of 30 school teachers from various schools in Madurai City revealed that teachers experience moderate to high levels of work-life conflict. The results showed that factors such as workload, lack of autonomy, and poor organizational support significantly affected teachers' work-life balance. Additionally, qualitative data from interviews with 14 teachers highlighted the impact of societal expectations, family responsibilities, and personal values on their work-life balance. The study's findings suggest that school administrators, policymakers, and teachers themselves must work together to create a supportive work environment that promotes work-life balance. Recommendations include flexible scheduling, professional development opportunities, and employee wellness programs.

KEYWORDS:

WORK-LIFE BALANCE, SCHOOL TEACHERS, MADURAI CITY, TAMIL NADU, INDIA, MIXED-METHODS STUDY.

1.1 INTRODUCTION:

The talking about work life balance immediately bring to mind scenes of visiting a psychologist psychiatrist and starting a discussion about the meaning of life it sounds like a very complicated concept and for many people.it probably is however, it doesn't have to be and we hope to provide even a small amount of enlightenment on the topic. Work life basically refer to the proper prioritizing of an individual between his work or career and his personal life or lifestyle. You many near other people talking about how they have to balance their work and family. Work-family balance is merely one of the many aspects of having what we call a work life balance. Work-life balance named two key everyday concepts that will help us come up with a positive and clearer definition of work-life balance achievement and enjoyment. These two concepts always go together, meaning you cannot have feel fulfillment out of achieving something if you did not enjoy doing something if you do not accomplish anything .these two, together, help an individual realize the full value of life.

1.2 STATEMENT OF THE PROBLEM

The work-life balance of school teacher is a critical issue affecting their well-being job satisfaction and overall

effectiveness in the classroom despite the essential role teachers play in shaping future generation face significant challenges in managing their professional responsivities alongside personal and family commitments. This imbalance can lead turnover rate, ultimately impacting student outcome and the educational environment. On this ground, this study analyzes a deep classification for the following questions: In such a situation, the following research questions emerge.

1.3 OBJECTIVE OF THE STUDY

1. To know the demographic profile of the respondents.
2. To identify the factors affecting work life balance of the teacher.
3. To study about physical and mental health of teacher.
4. To offer valid finding & suggestion about the study.

1.4 METHODOLOGY:

1.4.1 RESEARCH DESIGN:

This study follows a descriptive research design to analyze the work-life balance of school teachers in Madurai city.

1.4.2 SAMPLING SIZE:

The study includes a 30 respondents of teachers from primary, secondary, and higher secondary schools.

1.4.3 SAMPLING METHOD

The study includes a 30 respondents of teachers from primary, secondary, and higher secondary schools in Madurai city.

1.4.4 TOOLS FOR DATA COLLECTION

A structured questionnaire can be used to collect data from a large sample of school teachers. The questionnaire can include questions on demographic characteristics, work-related factors, personal life factors, and work-life balance.

1.4.5. TOOLS FOR ANALYSIS

The Percentage Analysis statistical tools only have been employed to study the data.

1.4.6 STUDY OF THE AREA

The research selected in Madurai city.

1.5 METHODS OF DATA COLLECTION

The study uses both primary as well as secondary data.

1.5.1 PRIMARY DATA

The primary data have been collected from the respondents who are the working of work life balance of grade matric higher secondary school teachers at Madurai. The primary data were collected by using well-structured questionnaires.

1.5.2 SECONDARY DATA

The secondary data were collected from standard text books, journals, newspapers and websites.

DATA ANALYSIS:

TABLE 1.6.1

CLASSIFICATION ON THE BASIS OF GENDER

S.NO	PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Male	18	60%
2	Female	12	40%
	TOTAL	30	100%

Source: Primary Data

INTERPRETATION:

From the above table 1.6.1 shows that 60% of the respondents are Male, 40% of the respondents are Female. The majority of the respondents are Male.

DIAGRAM 1.6.1

CLASSIFICATION ON THE BASIS OF GENDER

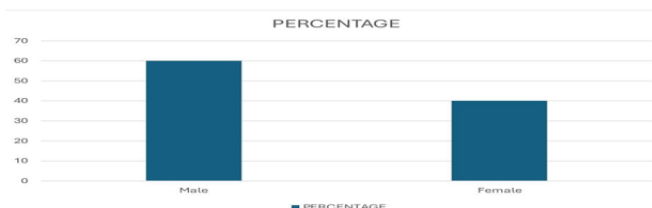


TABLE 1.6.2

CLASSIFICATION ON THE BASIS OF AGE

S.NO	PARTICULARS	NO.OF.RESPO NDENTS	PERCENTAGE (%)
1	Up to 20years	3	10%
2	21 to 30years	12	40%
3	31 to 40years	6	20%
4	More than 40years	9	30%
	TOTAL	30	100%

Source: Primary Data

INTERPRETATION:

From the above table 1.6.2 shows that 10% of the respondents are Upto 20 years, 40% of the respondents are 21 to 30 years, 20% of the respondents are 31 to 40 years, 30% of the respondents are More than 40 years. The majority of the respondents are 21 to 30 years.

DIAGRAM-1.6.2

CLASSIFICATION ON THE BASIS OF AGE

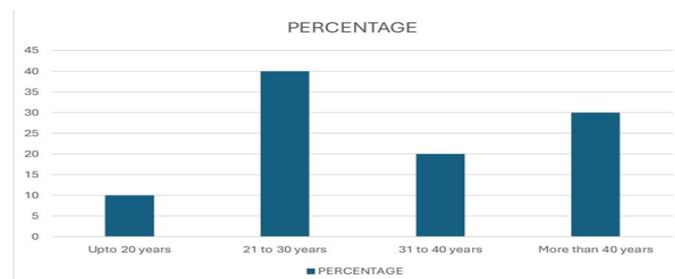


TABLE 1.6.3

CLASSIFICATION ON THE BASIS OF MARITAL STATUS

S.NO	PRARTICULARS	NO.OF RESPONDENTS	PERCENTAGE (%)
1	Married	22	73
2	Unmarried	8	27
	Total	30	100

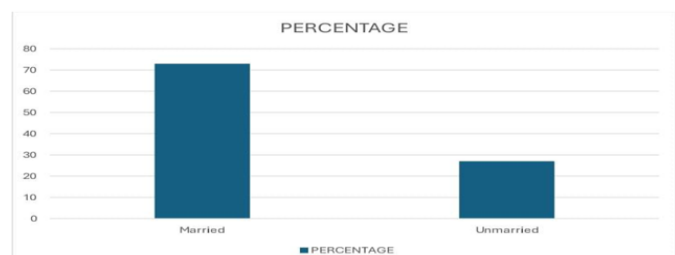
Source: Primary Data

INTERPRETATION:

From the above table 1.6.3 shows that 73% of the respondents are Married, 27% of the respondents are Unmarried. The majority of the respondents are Married.

DIAGRAM-1.6.3

CLASSIFICATION ON THE BASIS OF MARITAL STATUS



1.7 FINDINGS AND SUGGESTIONS:

Findings

- The majority of the respondents are Male
- The majority of the respondents are 21 to 30 years.
- The majority of the respondents are Married.

SUGGESTIONS:

1. Use group activities, discussions, and hands-on projects to engage students.
2. Incorporate educational technology tools, like interactive presentations or online quizzes, to make learning more dynamic.
3. Tailor lessons to accommodate different learning styles and abilities to ensure all students can succeed.
4. Provide timely and constructive feedback to help students understand their progress and areas for improvement.
5. Pose open-ended questions and real-world problems to foster analytical skills.
6. Build a classroom culture that encourages respect, collaboration, and open communication.
7. Stay updated with teaching strategies and educational research through workshops

CONCLUSION:

In conclusion, this study highlights the critical importance of work-life balance for school teachers. It reveals that a positive balance significantly enhances teachers' job satisfaction, mental well-being, and overall effectiveness in the classroom. The findings suggest that schools should implement supportive policies, such as flexible schedules and mental health resources, to foster a healthier work environment. By prioritizing work-life balance, educational institutions can improve teacher retention and student outcomes, ultimately contributing to a more sustainable and effective educational system. Future research could explore the long-term effects of these interventions and the role of administrative support in promoting work-life balance among teachers

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