



Impact of Child Care Responsibility on Work Life Balance (WLB) of School Teachers

S.Padma

Ph.D Research Scholar
Jawaharlal Nehru Technological University Hyderabad, India
padmasmba@gmail.com

M. Sudhir Reddy

Project Officer, NTMIS,
msudhir_reddy@yahoo.com

ABSTRACT-- *Work Life Balance is the key issue that is bothering many corporate and employees. Women have joined into the global work force in order to fulfill their career ambitions, give financial support to their family and provide good education and other facilities to their children. Women have taken up teaching as the suitable profession for them to meet the above needs. The present study has made an attempt to find the influence of Child demographics (Number of children and their Age) on Work Life Balance. The study also aimed at finding significant impact of 'Support in Child Care from Spouse and Elder parents' on Work Life Balance of School teachers. The statistical tools like Percentage, ANOVA and Linear Regression are used for data analysis.*

Keywords-- *Children, Work Life Balance, Support, Spouse, Elder parents.*

I. INTRODUCTION

Work Life Balance is a buzz word and many corporate as well as the individual employees are showing interest to work on this. Though there is no specific definition for the term Work Life Balance, it refers to the satisfaction an individual derives in his/her two key domains: at work place and at home. It is a psychological feeling an individual feels that he/she is able balance in these two domains. According to Dundas (2008) Work Life Balance is all about effectively managing the juggling act between paid work and all other activities that are important to people like family, community activities, personal development, leisure and recreation. According to Broers (2005) balancing a successful career with a personal or family life is a challenging game and it has an impact on a person's satisfaction in their work and personal life's roles.

The important domain that everyone tries to satisfy is his Family. Everyone tries to satisfy all his family members like parents, spouse and children by spending sufficient time with them.

Women especially consider their family as the primary responsibility and take wild decisions too in order to meet their family demands. New to-be mothers give up their jobs when they plan for children. After delivery they try to modify their career plans by opting for work from home, part time jobs and many a times request for transfers too. Some young mothers prefer to rejoin to their jobs after a gap of 7 to 8 years to give good education to their children. They face Work Life Conflict when Work intervenes in Family life or Family life intervenes with. They try to attain right balance of their work and family with the support from their spouse and elder parents/in-laws especially in case of child care.

Teaching is considered as a noble profession and many women opt this as it is compatible with their roles and responsibilities. The personal characteristics of women like soft, kind, patience, interest to interact and mingle with the children make them suitable for this profession. This profession offers many benefits like satisfaction, respect, money,



protection and many opportunities to learn new things to them.

II. LITERATURE REVIEW

Academicians or Teachers will have a high impact on the lives of many students. Hence it is very important to monitor their stress levels in balancing their family life and work life which will have an indirect effect on the future and careers of the students. There are various research studies that are conducted on work life balance of School teachers and Academicians of Universities.

Surabhi (2013) has made a study to find the perception of the female teachers of Pune city on their Work Life Balance with a sample of 100 respondents. The study revealed that 90% of the respondents were balancing their work and personal life with great effort, 34% of them are did not find sufficient time to spend with their families.

Santhan Lakshmi et.al (2011) have conducted a research to find the factors that are influencing work life balance of school teachers and the issues connected with their work life balance. They found in their study that marital status, long working hours, child care responsibilities and support from head of the department are the major factors that influence Work Life Balance of School Teachers and they recommended the school authority to adjust the school timings as it was the major factor that causing stress to them.

Meenakshi and Ravichandran (2012) have conducted a study to find the factors affecting work life balance and to analyze the effects of poor work life balance among Female teachers. Their study found that many of the respondents were able balance their work and personal life even though they face high stress at work place. Negative attitude of peers and colleagues at work place was found to hinder the work life balance.

Vijaya Lakshmi et al(2013) have conducted a study to find the issues and problems of women faculty working in educational institutions. Their study found that women faculty members underwent severe stress in the process of attaining work life balance. Continued work pressure resulted in poor

performance. The result revealed that many female teachers have neglected their health in the process of improving the life of their family members and their students.

Senthilkumar et al. (2012) have conducted a study to find the relationship between the demographic factors (age and gender of the teachers) and the level of stress in balancing work and personal life of school teachers in Namakkal ditrict, Tamilnadu. The analysis of the study revealed that the respondents of old age category and female category perceived maximum level of stress in balancing work and family life. Most of the respondents were not satisfied with their work life balance due to heavy work load at work place.

Bell et.al (2012) have conducted a study to investigate the relation between job stress and Work Life Balance/Conflict among Australian academicians and found that Job stress and Work Life Balance are correlated with each other and also found that the academicians experienced less work life balance and more work life conflict when they were in high stress due to work pressures.

Siti Aisyah Binti Panatik et al. (2011) have made a study in Malasian Country with the objectives of to find the level of work family conflicts among teachers and to find the impact of work family conflict on the life satisfaction, turnover intention and mental health. The study revealed that the level of Work Interfering in Family (WIF) was higher when compared with Family Interfering Work (FIW). There has been a negative relationship between work family conflict and mental health. Work Life Conflict has significant impact on turnover intention and life satisfaction.

Kumarath et al.(2012) have conducted a study with the focus to find the relationship between work life conflict and satisfaction (including job satisfaction and life satisfaction). The study has reveled that there was a significant negative relationship between work life conflict and job satisfaction & life satisfaction.

Khairunneezam(2011) has conducted the study on Work Life Balance and intention to leave in Malaysian Higher Education Institutions. He found that Job satisfaction and Organizational Commitment



act as mediators of Work Life Balance and intention to leave the institution.

Jennefer et al(2012) have conducted a study to examine the work life balance among Professors and therapists. The results denoted that Men and older participants could balance better than others. Child care responsibility, long working hours, tenure and gender issues were the main reasons for imbalance.

From the above Literature it is found that various research studies have been conducted globally and also in India on academicians/teachers and their work life balance. But the researcher has not come across much study on impact of child care responsibility on work life balance of school teachers. Hence the present study is aimed to find the impact of child demographic (Number of Children and their Age) on their work life balance. The Study has also aimed to find the impact of the Spouse and Elder Parents support in Child Care on Work Life Balance of School Teachers.

III. OBJECTIVES OF THE PRESENT STUDY

The study has the following objectives.

- To find the impact of demographics of children (Age of the Children and Number of Children) on Work Life Balance of School Teachers.
- To find the impact of „Spouse Support in Child Care“ on Work Life balance of School Teachers
- To find the impact of „Elder parents/in-laws support in Child Care“ on Work Life Balance of School Teachers.

IV RESEARCH METHODOLOGY

The Study is conducted with a total sample of 54 Women School Teachers through Random Sampling method from various schools located in Hyderabad, Andhra Pradesh, India. Data is collected through primary and secondary sources. A Structured questionnaire was used as the primary source for this purpose. The questionnaire consists of two parts- Demographics (of the respondents and their children) and various factors that influence Work Life Balance of School Teachers. The respondents are asked to

judge the factors/statements through a five point scale ranging from “Strongly Agree” to “Strongly Disagree”. For data analysis “Strongly Agree” is given 5 points and “Strongly Disagree” is given 1 point. The Secondary data is collected from books, journals etc.

V. HYPOTHESES

The following hypotheses are formulated for the study.

H₀₁: There is no significant difference between Age of the Children and Work Life Balance (WLB) of School teachers.

H₀₂: There is no significant difference between Number of Children and Work Life balance of School Teachers.

H₀₃: There is no significant impact of „Spouse Support in Child Care on Work Life Balance of School Teachers.

H₀₄: There is no significant impact of „Elder Parents/in-laws support in Child Care on Work Life Balance of School Teachers.

VI. DATA ANALYSIS AND FINDINGS

Frequencies, Percentages, ANOVA and Regression tests are the various statistical tools used for the study and SPSS 20.0 version is also used for data analysis. The objective-wise analysis and their interpretation were presented in this section.

A. Age of the Children and Work Life Balance

For the purpose of the study Age of the Children are classified into 4 categories viz., School teachers with no children, Children as Kids (with less than 12 years), Teenagers (between 13 to 19 years) and Adults (Above 19 years).

	Frequency	Percentage
No Child	9	16.7
Kids	24	44.4
Teenagers	16	29.6



Adults	5	9.3
Total	54	100.0

Table 1 denotes the Age Category of the Children. The table describes most of the respondents are having kids who have 1 to 12 years of age group.

Table 2 depicts the one way Anova test results. Work Life Balance of the School Teachers is taken as the dependent factor and Child Age category as independent variable. The F-Value is 0.562 and P-value is 0.642 which is more than 0.05. Null Hypothesis is accepted which is interpreted as there is no signification difference between Age Categories of Children and Work Life Balance of School Teachers. Hence School Teachers with different age group children and also those who are childless have perceived their Work Life Balance similarly.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.254	3	.751	.562	.642
Within Groups	66.783	50	1.336		
Total	69.037	53			

B. Number of the Children and Work Life Balance

The number of Children that the respondents have is considered for the study. It is assumed that there are more chances of imbalances when the respondents have more children; Table 3 showed the descriptive results of number of children of the respondents.

	Frequency	Percentage
0	9	16.7
1	28	51.9
2	16	29.6
3	1	1.9
Total	54	100.0

From Table 3 it is identified that most of the respondents have only one child and 30% of them have 2 children. Table 4 showed the one way Anova table to show the significant difference of Number of children and their Work Life Balance.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.992	3	.331	.243	.866
Within Groups	68.045	50	1.361		
Total	69.037	53			

Table 4 depicts Work Life Balance as dependent variable and number of Children as independent variable. The F-value is 0.243 and significant value (p-value) is 0.866 which is more than 0.05. Hence accept the null hypothesis. It is interpreted that School teachers with more number of children (three children) and also the childless teachers perceived their Work Life Balance similarly only.

Support in Child care Responsibility and Work Life Balance

In Indian scenario, Working mothers take the support of Elder Parents for their child care. Indian grandparents sometimes take the responsibility of raising their grand children. As the number of nuclear families is increasing in the present scenario, sometimes husband is taking the responsibility of child care by adjusting his job timings.

Linear Regression test was conducted to find the impact of Spouse Support and Elder parents/in-laws support in Child Care and Work Life Balance. Enter Method was used in Linear Regression.

C1. Impact of Elder Parents/in-laws support in Child Care responsibility on Work Life Balance of School Teachers.

Table 5 shows Model Summary 1 explained the Correlation of Work Life Balance and Elder Parents



Support in Child care and the R Value is 0.384 which denotes as less correlation between Work Life Balance of School Teachers and the support they take from their parents/in-laws in child care responsibility. The R^2 value has explained that only 14.8% of Work Life Balance is explained by the independent variable Elder parents' support in Child Care.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.384 ^a	.148	.131	1.064

a. Predictors: (Constant), Elder Parents/in-laws help in Child care

Table 6 Depicts the ANOVA table indicating the Regression Model predict the outcome variable significantly well. As the p-value is 0.004 which is less than 0.05 indicates that the Model 1 is statistically significantly predicted the outcome variable (WLB).

Model 1	Sum of Squares	df	Mean Square	F	Sig.
Regression	10.190	1	10.190	9.005	.004 ^a
Residual	58.847	52	1.132		
Total	69.037	53			

a. Predictors: (Constant), Elder Parents/in-laws help in Child care
b. Dependent Variable: balance work and personal life

Table 7 shows the Coefficient Table and it provides the information on the predictable behavior. As both the p-values are less than 0.05, the regression equation be

Work Life Balance=2.421+0.339(Elder parents' /in-laws Support).

Model 1	Un standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.421	.359		6.741	.000

Elder Parents/in-laws help in Child care	.339	.113	.384	3.001	.004
--	------	------	------	-------	------

a. Dependent Variable: balance work and personal life

From the above Table 7 it is found that Elder parents support in child care has a significant impact on Work Life Balance of School Teachers.

C2. Impact of Spouse Support in Child Care Responsibility on Work Life Balance of School Teachers

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
2	.460 ^a	.212	.197	1.023

a. Predictors: (Constant), Spouse help in Child care

Table 8 denotes the Model Summary 2 that depicts R and R^2 values. The Simple Correlation value R is 0.460 indicates less correlation. R^2 value is 0.197 which indicates 19.7% of Work Life Balance was explained by the independent variable Spouse Support in Child Care Responsibility.

Model	Sum of Squares	df	Mean Square	F	Sig.
2 Regression	14.618	1	14.618	13.968	.000 ^a
Residual	54.419	52	1.047		
Total	69.037	53			

a. Predictors: (Constant), Spouse help in Child care
b. Dependent Variable: balance work and personal life

Table 9 denotes the ANOVA table. As the p-value is 0.000. It indicated that the Regression Model 2 predicts significantly and statistically the outcome variable Work Life Balance.

Table 10 shows the Coefficient2. As the significant values in this table are less than 0.05 hence it is



interpreted that both the constant and Spouse Support contribute significantly to the regression Model. Thus the Regression Equation is

$$\text{Work Life Balance} = 1.233 + 0.625(\text{Spouse Support}).$$

Model	Un standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
2 (Constant)	1.233	.598		2.062	.044
Spouse help in Child care	.625	.167	.460	3.737	.000

a. Dependent Variable: balance work and personal life

From the above Regression it was found that Spouse Support in Child Care Responsibility has a significant impact on Work Life Balance of School Teachers.

VII. CONCLUSIONS

From the above study it is found that the demographics of the children (Age and Number of Children) has no significant influence on the Work Life Balance of School Teachers. There is a statistically significant impact of „Support in Child Care responsibilities from Spouse and Elder parents“ on Work Life Balance of School Teachers. Hence it is concluded that School teachers need the support to share child care responsibility. If her family members are cooperative enough to give a helping hand she can rightly balance her Work and Personal life. Similarly Schools can help their teachers by providing child care facilities like crèche at work place to enable the teachers rightly balance work and family life.

REFERENCES

[1] Bell, Rajendran & Theiler (2012) "Job stress, wellbeing and work-life balance and Work Life Conflict Among Australian Academics", *Electronic Journal of Applied Psychology*, 8(1), 25-37.

- [2] Broers, CM 2005, Career and Family: The Role of Social Support, Griffith University, PhD Thesis.
- [2] Jennifer L. Matheson and Karen H. Rosen (2012), "Marriage and Family Therapy Faculty Members' Balance of Work and Personal Life" *Journal of Marital and Family Therapy*, 38(2), 394-416.
- [3] Khairunneezam Mohd Noor(2011), "Work Life Balance and intention to leave among Academics in Malaysian Higher Education Institutions", *International Journal of Business and Social Science*, 2(11), 241-248.
- [4] Surabhi. S (2013) "Study on Work Life balance of Female Teaching Professionals in Pune", *Journal of Management and administration Tomorrow*, 1(2), 06-11.
- [5] Meenakshi and Ravichandran (2012) "A study on Work Life balance among Women Teachers working in Self Financing Engineering Institutions" *International Journal of Research in Commerce, Economics & Management*, 2(3), 51-55.
- [6] Santhana Lakshmi and Santhosh Kumar (2011), "Work Life balance of Women Employees - with special reference to Teaching Faculties", e-proceedings, International Research Conference And Colloquium, Contemporary Research Issues and Challenges in Emerging Economies, 202-212
- [7] Qumarth Karimi, Farhad Jomehri, Hasan Asadzade, Faramarz Sohrabi (2012), "Consequences of Conflict between Work and Family among Iranian Female Teachers", *Journal of Basic and Applied Scientific Research*, 2(2), 1869-1875.
- [8] Senthilkumar, Chandrakumarmangalam and Manivannan (2012), "An Empirical Study on Teaching Professionals' Work Life Balance in Higher Learning Institutions with special reference to Namakkal District, Tamilnadu", *Bonfring International Journal of Industrial Engineering and Management Science*, 2(3), 38-41.
- [9] Siti Aisyah Binti Panatika, Siti Khadijah Zainal Badria, Azizah Rajaba, Hamidah Abdul Rahmana & Ishak Mad Shaha (2011), "The Impact of Work Family Conflict on Psychological Well- Being among School Teachers in Malaysia", *Procedia – Social and Behavioral Sciences*, 29, 1500– 1507.
- [10] Vijayalakshmi and Navneetha (2013), "Work Life Balance of Women Faculty working in Educational Institutions: issues and Problems", *International Journal of Research in Commerce, Economics and Management*, 3(4), 73-75.

