

A Study on Work-Life Balance of Female Teaching Professionals in Madurai District

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Abstract

Work-life balance is a significant part of a healthy work environment. Keeping up work-life balance lessens stress and counteracts burnout in the workplace. Constant stress is one of the most widely recognized health issues in the workplace. It can prompt physical outcomes, for example, hypertension, stomach related issues, ceaseless a throbbing painfulness and heart issues. Incessant stress can likewise adversely impact mental health in light of the fact that it's connected to a higher danger of sorrow, nervousness and a sleeping disorder. An excessive amount of stress over an extensive stretch of time prompts workplace burnout. Employees who work huge amounts of extra time hours are at a high danger of burnout. Burnout can cause exhaustion, disposition swings, touchiness and a diminishing in work performance. Making sense of how to accomplish work-life balance as a teacher is a tremendous test. Teachers enter the profession on the grounds that they would like to change lives, yet they frequently find that there are obstructions in their way, and the desires teachers face can appear to be difficult to satisfy. Finding the sweet spot among achievement and work-life balance can assist teachers with building a long, cheerful, and healthy career. Here are a few hints on the most proficient method to accomplish work-life balance as a teacher. Work Life Balance is a term which intends to balance the work (desire and career) and style of living (family, interests, health and relaxation). At first hundreds of years women were connecting with and working at their home cleaning and kitchen just some of them has work and occupied with education parts, businesses, social works, and little firms, little proportion of women are gets the higher proficiency and progressed education which are to be aimed at the pity of their folks and grooms, conduct towards women life and work. The rapidly advancing knowledge stinginess has occurred for most number of proportions of women can be refined by higher education. Education isn't just permit women for gets knowledge yet it likewise encourages them to blasting their careers with their mind power in these focused universes, as opposed to misery, female employees sound to float in parcel of factories education areas and ventures on equality with men. Yet, it turned into an extreme time and huge test for all women in light of the fact that she must be confronted the obligations and duties of homes just as workplaces. Hence, the present study has been conducted with a view to highlight the work-life balance of female teaching professionals in Madurai district.

Keywords: risk burnout, work performance, knowledge parsimony, healthy career, chronic stress and balance between achievement and work-life balance

Introduction

While working women comes in type of conjugal status their obligations more increment and again when she will be mother than at last their obligations will be extended, in light of the fact that they should be care of their youngsters just as care for their home and family too under extremely

enormous stress to be stroll on their career line. The present working moms are occupied and drew in to play out their family obligations and furthermore center around their careers to deal with challengeable case of their different roles. Kids minding, home obligations and obligations that working mother have mainstream a major

weight on that when she will consolidated with their office obligations and professional life. The battle of working women to co-ordinate, develop and amicability the various issues and moments to their different roles as one puts under horrible weight.

Work-life balance of employees has become a significant issue which talks about mostly about their career development and the family care, it is important to know how the employees balance the demand for their profession and furthermore their household impulses. Professional life is that the mean to develop and gain regard in the workplace and the general public they live-in. Individual life implies dealing with family, companion, youngsters, health and investing the accessible recreation energy viably. As indicated by work establishment, the term work-life balance is about people having a proportion of command over when, where and how they work, driving them to have the option to appreciate an ideal quality of life. It is characterized as building up a fruitful balance between working commitments and individual commitments. Work-life balance for teaching professional has become a test as of late. Teachers work load demands their time both in the organization and furthermore reaches out to their home. Teaching professionals need to concentrate on delicate abilities and life aptitudes with the goal that they should target creating productive members of society for the nation. Family Circle adjustment that influenced on the work life balance of women as individual premise, in current days it is incorporate women working at various castles and expanding the family unit work as well, as prior idea is likewise pursue still today that women are homemaker, it implies they are taking part in their home cleaning, food arrangement, child minding, and handle all conflicts which are happens in family and work,. So that working women plays twofold role. So the present study has been led so as to give a logical study on Work-Life Balance of Female Teaching Professionals in Madurai District.

Research Objectives

The present study aimed with following objectives:

1. To study the status of work-life balance of female in India.

2. To know the Work-Life Balance among Teaching Professionals
3. To analyse various factors associated with study.
4. To suggest based on the findings of the study offered to improve the Work life balance among teaching professionals

Operational Definitions

Work-life balance alludes to the degree of prioritization among individual and professional exercises in a person's life and the level to which exercises identified with their activity are available in the home.

Work-life balance is the absence of restriction among work and other life roles. It is the condition of balance where demands of individual life, professional life, and family life are equivalent. Work-life balance comprises of, yet it isn't restricted to, adaptable work arrangements that permit employees to complete other life projects and practices.

Reviews of Related Literature

Miryala et al. have discovered that the reason for this study is to feature the need of receiving Work-Life Balance (WLB) policies for teachers teaching at various levels. The paper looks at changed elements of WLB, particularly with reference to government and private foundation teachers. In light of the experimental proof, the study suggests that there is a need of receiving WLB policies for teachers. The information for the study was gathered from 100 teachers working for government and tuition based schools, schools, colleges and professional courses. The discoveries of the study demonstrate that there is a requirement for planning WLB policies and programs for the teaching network to empower them to balance their work and life needs. Through this study, an attempt has likewise been made to distinguish distinctive individual thought processes and its need among various statistic groups which could turn into the reason for planning WLB policies for teachers.

Dhaval et al. have inspected that the women are the structure squares of the general public particularly the teachers. It is exceptionally hard for women to work for the duration of the day by managing the work plans just as the family when little children are near. The associations

consistently demand for increasingly more performance. The women employees think that its hard to manage thus called work life balance will be broken. This study made an attempt to locate the degree of work life balance among women teaching professionals in a Mangalore school. The study likewise illuminates the factors which could improve the work life balance.

Shobana et al. have researched that the work life balance was first named in 1986 in US to clarify the unhealthy life decisions that many individuals were making. They were deciding to disregard different areas, for example, peer group, family and even their side interests for work related objectives. Work life balance comprises of implementation of working arrangements and policies that guide the workers in joining employment with the part of their life. These policies would increment commitment which brings about profitable work power. Accomplishing work life balance will at last make exceptionally satisfied work power that prompts achievement of the association. As indicated by work establishment, the term work life balance is about people having a proportion of authority over when where and how they lead them to have the option to appreciate an ideal quality of life. It is being characterized as setting up a fruitful balance between work commitments and individual commitment. This Study is about work life balance among teaching resources working in expressions and science schools.

Ishak et al. have explored that the quality of work life is turning into a basic issue to accomplish the objectives of the association in each segment whether it is education, the travel industry, administration division, manufacturing, banking part and other. Quality of work life it about work environment, compensate, hierarchical commitment, acknowledgment, participative management, work life balance, welfare offices, legitimate complaints taking care of, work satisfaction and other. High quality of work life can give a result in better hierarchical performance, adequacy and inventiveness. Quality of work life additionally influences the social obligation. This is on the grounds that quality of work life can improves the family life just as work life of the person. These papers centers and examine the writing audit on the quality of teacher work life legitimized.

Methodology

Since it is a research study the sample from 100 respondents collected randomly. The women teaching professionals are the respondents for the study.

Profile of the Study Area

Madurai is one of the many sanctuary towns in the state which is named after the forests, bunches or woods overwhelmed by a specific assortment of a tree or bush and a similar assortment of tree or bush shielding the managing divinity. The locale is accepted to have been secured with Kadamba timberland and thus called Kadambavanam. The city is alluded by different names including "Madurai", "Koodal", "Malligai Maanagar", "Naanmadakoodal" and "Thirualavai". The word Madurai might be gotten from Madhura (sweetness) emerging out of the celestial nectar showered on the city by the Hindu god Siva from his tangled hair. Another hypothesis is that Madurai is the subordinate of the word Marutham, which alludes to the sort of scene of the Sangam age. A town in the neighboring Dindigul locale is called Vada Madurai (North Madurai) and another in Sivagangai area is called Manamadurai. The various names by which the city has been alluded to generally are recorded in the seventh century ballad Thiruvilayaadal puraanam composed by Paranjothi Munivar. Koodal implies a gathering or assembly of insightful individuals, alluding to the three Tamil Sangams held at Madurai. Naanmadakoodal, which means the intersection of four towers, alludes to the four significant sanctuaries for which Madurai was known for. Tevaram, the seventh or eighth century Tamil structures on Shiva by the three conspicuous Nayanars (Saivites), to be specific Appar, Sundarar and Thirugnanasambandar, address the city as Thirualavai. According to Iravatham Mahadevan, a second century BCE Tamil-Brahmi engraving alludes to the city as matiray, an Old Tamil word meaning a "walled city".

Status of Work-Life Balance in India

The teaching employees are the facilitators for knowledge and expertise through intelligent learning strategies in management education. Quick changing educational process in the present century has affected the role of teaching professionals, their obligations and

teaching exercises at management organizations. Subsequently, they may confront — stress in their everyday life through basic work and non work stressors, eventually letting down their mental prosperity. Alongside teaching, an employee needs to perform shifted different obligations, for example, doing authoritative occupations, going to personnel gatherings, prompting understudies, controlling undertaking work, temporary position, summer placement of understudies, leading tests, doing assessment and experiencing workforce advancement plans. In present occasions, youthful teaching professionals are progressively stood up to with an issue of conflict between work role and a similarly demanding role at home.

Previously, the female workforce in India was for the most part utilized in non-managerial, subordinate or low-profile positions. Presently, they possess practically all classes of positions in the workplace. These progressions in work culture have added to the women's obligations and duties to their family just as to society. The conflicts between contending work demands and individual and family needs appear to be the most plausible explanation behind this situation of work-life conflicts. According to the Indian convention woman is the peak of a family and resources of the country. Indian custom treats women as the goddess of the nation. Indeed, even our country is now and again tended to as 'Bharath Matha' which shows the incredible worth and regard for women. A general public is viewed as the image of affection and persistence in our social orders. Along these lines, our social orders give such a rumored situation for women. Continuously there built up a feeling that women are so valuable and they should be secured, minded and regarded. However, knowingly or unknowingly this perspective was abused by many individuals. As time cruised by, these social orders counteracted women from entering the public space and were given a subordinate situation in the social orders. In the prior days, a young lady should be secured by her dad in her adolescence, by her significant other as she turns into a woman and finally to be taken care of by her child in her mature age. Yet, all these didn't keep going long. Time had achieved immense changes in every one of these ideas. Women these days have exposed to such a wide assortment of changes every which way.

Work-Life Balance among Teaching Professionals

Positive Work Life Balance is significant on account of working Women. They need to manage the home just as the workplace. Work-Life Balance doesn't mean an equivalent balance. It implies the capacity to plan the long stretches of professional and individual life to lead a healthy and serene life. It's anything but another idea. It underscores the qualities, demeanors and convictions of women with respect to their age to work in sorting out and balancing their work and individual life. At the point when a woman accomplishes a fruitful work-life balance, she has work satisfaction and turns out to be profoundly dedicated and beneficial and prevails in her career. Be that as it may, in specific cases the women can't prevail because of inability in balancing her work and individual life. She can't set her needs. Subsequently, she pulls back from her work because of basic reasons like dealing with her kids, matured in laws/guardians, and other family pressures. In the event that the man can share a portion of her obligations, she would be effective women. Women have had effective WLB, on the grounds that their spouses shared an equivalent association both in professional and individual life. With the advancement in innovation, and education and upset in the modern part, there has been a little change in Indian men as well. Both the accomplices need to plan their working hours and individual hours with the goal that they lead a professionally and by and by healthy life. The women ought to likewise instruct her youngsters to share obligations to make life better and productive.

Work-life balance is how much an individual is engaged with and satisfied similarly with their activity and individual roles. Work life balance for people has a place with educational organizations are vital as it makes knowledge for all segments of society. Absence of balance in family and work life among scholastics will be hurtful for every single other area. States viable balance in employment and individual life makes an individual progressively content and more joyful. It has been uncovered in different examinations that a higher want to accomplish more lead individuals to attempt outrageous attempts that expansion their working timing and they lost their work life balance. Work stress is typically conceptualized as work-role conflict, work-roll over-burden,

and work-role uncertainty. As for work-role conflict, the more conflict among work roles, the more prominent the odds that stress will overflow and cause negative practices that meddle with satisfying family roles. Roll over-burden is the after-effect of having too many activities in a given timeframe. With the development in educational, economic and social measures, things have improved, as it were, and the role of personnel in balancing their lifestyle is less exhausting. Work – life balance for teaching professional has gotten perhaps the best challenge in this day and age. Teachers work load demand their time in the foundation, yet in addition stretch out to their home in order to get readied for the next day, aside from keeping up understudy records and going to different organizations related utilitarian requirements. Teachers need to spend additional hours consistently to be viable and beneficial in their profession with the goal that they could arrive at more elevated levels and face the difficult climate. In addition, teachers look forward towards teaching, yet need to likewise concentrate on delicate abilities and life aptitudes with the goal that they produce great professionals as well as grow productive members of society.

Starting here teachers ought to have productive work-life balance. A study on Work-life balance of women employees with reference to teaching resources have indicated that most of women are working 40-45 hrs./week out of which practically 53% of them battle to accomplish work-life balance. The explanation for this battle is that they are being tested by the demands of their foundation versus the commitments of their home. They have to manage the everyday requirements of their family as one side and the different timetables, gatherings, business requirements and other routine duties at work. Absence of worry towards teachers' issues and issues is maybe because of less mindfulness and comprehension about stitch. That teaching workforce experiences extreme stress as they attempt to balance their household life and professional life. Proceeded work under strain would bring about poor performance in the foundation just as household life. In this unique circumstance, the specialists recognized that the Work Life Balance of the teachers is one of the areas which least investigated and furthermore the criticalness of drew out this worry to the Public.

Table 1: Opinion of the Respondents towards Work-Life Balance

| Statements | Strongly Agree | Agree | Neutrally Agree | Disagree | Disagree |
|-------------------------------------|----------------|-------|-----------------|----------|----------|
| Motivational Factors | | | | | |
| Personal Satisfaction | 45 | 32 | 13 | 6 | 4 |
| Economic Independence | 31 | 22 | 26 | 10 | 11 |
| Support to Family | 9 | 13 | 39 | 25 | 14 |
| Social Recognition | 17 | 39 | 22 | 10 | 12 |
| Service to Society | 8 | 18 | 21 | 46 | 7 |
| Personal Factor | | | | | |
| Children Development | 17 | 24 | 45 | 10 | 4 |
| Supporting Family Members | 13 | 8 | 26 | 45 | 8 |
| Creating Health Issues | 46 | 31 | 14 | 5 | 4 |
| Allotting Time for the Family | 33 | 20 | 28 | 8 | 11 |
| Professional Factor | | | | | |
| Long Working Hours | 30 | 23 | 20 | 15 | 12 |
| Long Travelling Hours to Work Place | 25 | 28 | 18 | 17 | 12 |

| | | | | | |
|----------------------------|----|----|----|----|----|
| Attitude of Superiors | 40 | 37 | 10 | 9 | 4 |
| Work on Holidays | 29 | 24 | 11 | 20 | 16 |
| Less Work Pressure | 30 | 23 | 12 | 22 | 13 |
| Reasonable Salary | 12 | 9 | 28 | 43 | 8 |
| Interpersonal Relationship | 29 | 12 | 24 | 20 | 15 |
| Recreational Facilities | 26 | 45 | 8 | 13 | 5 |

Source: Primary data

Table 2: Respondent's Opinion about the Work-Life Balance of Female Teaching Professionals

| Statement | Factor Loading | Ranks |
|---|----------------|-------|
| I work additional hours to complete my work | 3.982 | 1 |
| I share the work with my partners at whatever point required | 3.657 | 2 |
| I lean toward doing all doled out activity in a group | 2.964 | 3 |
| I frequently take extra work to home | 2.486 | 4 |
| I meet the desires for my partners and workmates | 3.457 | 5 |
| I comply with endorsed time constraints and timetables, without my home life being influenced | 3.456 | 6 |
| I help my youngsters in getting ready for their tests | 2.543 | 7 |
| I experience issues in meeting the desires for my manager and senior | 2.897 | 8 |
| I get time to satisfy my financial commitments, such as checking my ledger, protection, income charge | 2.689 | 9 |
| I get chance to appreciate occasions with my family | 2.987 | 10 |
| I think that it's hard to visit and appreciate parties | 3.568 | 11 |
| I feel pressure while working to comply with a time constraint | 3.653 | 12 |
| I experience work pressure while doing a group task | 2.986 | 13 |
| I appreciate the benefits I am offered by the association | 2.879 | 14 |
| I appreciate carrying out my responsibility alone, instead of with my group | 2.995 | 15 |
| I appreciate carrying out my responsibility | 2.564 | 16 |
| I don't get time to go to on my debilitated accomplice/kid/guardians | 3.335 | 17 |
| I don't get made up for my additional attempts in the association | 2.686 | 18 |
| I don't think that its hard to go on leave at the hour of social crises | 3.256 | 19 |
| I don't discover sufficient opportunity to go through with my family and companions | 3.338 | 20 |
| I don't do after some time to finish my work | 2.635 | 21 |
| I do activities and deal with my health | 3.028 | 22 |
| I serenely satisfy the essential requirements of my family | 3.025 | 23 |
| I can alter my working timetable to take care of my life needs | 3.470 | 24 |
| I am not open to driving to the work place | 2.889 | 25 |
| I am not clear about the destinations of my activity | 2.878 | 26 |
| I am not ready to take care of my family unit obligations | 2.698 | 27 |
| I am left with great vitality level by the day's end | 2.876 | 28 |
| I am ready to take an interest in network exercises and satisfy strict commitments | 2.770 | 29 |

Source: Primary data

Table 3: Analysis on the Factors affecting Work-Life Balance of Female Teaching Professionals

| Factors | Agree | Sometimes | Disagree |
|--|-------|-----------|----------|
| There isn't a lot of time to socialize/unwind with my accomplice/see family in the week | 45 | 30 | 25 |
| My association with my accomplice is enduring a direct result of the weight or extended periods of time of my work | 39 | 41 | 20 |
| I might want to diminish my working hours and stress levels, however feel I have no power over the present circumstance | 38 | 52 | 10 |
| At the moment, in light of the fact that the activity demands it, I as a rule work extended periods of time | 29 | 60 | 11 |
| I need to take work home generally nights | 31 | 49 | 20 |
| I frequently work late or at ends of the week to manage paperwork without interferences | 35 | 45 | 20 |
| Unwinding and overlooking work issues is difficult to do | 29 | 55 | 16 |
| My family are passing up my information, either in light of the fact that I don't see enough of them/am excessively worn out | 30 | 32 | 38 |
| Discovering time for side interests, recreation exercises, or to keep up fellowships and broadened family connections is troublesome | 20 | 51 | 29 |

Source: Primary data

Table 4: Factors influencing the Work Life Balance

| Factor | Mean | Standard Deviation |
|---|-------|--------------------|
| Satisfaction about work place environment | 3.254 | 1.25 |
| Individual and family bliss | 3.698 | 1.05 |
| Balance of individual and work life | 3.478 | 2.09 |
| Recurrence of work life conflict | 3.684 | 1.89 |
| Authoritative support for work life balance | 3.579 | 1.78 |

Source: Primary data

Table 5: Rank the following HR Strategies followed by your Workplace for the WLB

| HR Management Practices | Score | Ranks |
|---|-------|-------|
| Kid care offices at work | 3.875 | 1 |
| Presentation of women to top management | 3.698 | 2 |
| Customary study of women to evaluate work satisfaction | 3.698 | 3 |
| Career development programs for women | 3.657 | 4 |
| Mentoring programs for women | 3.476 | 5 |
| Authority development programs for women | 2.897 | 6 |
| Occupation turn for women | 2.648 | 7 |
| Recruitment of women at senior-level positions | 2.578 | 8 |
| Senior management commitment to sexual orientation issues | 2.568 | 9 |

Source: Primary data

Suggestions and Recommendation

Suggestion and recommendation dependent on the discoveries of the study offered to improve the Work life balance among teaching professionals:

Recommendations to the Management

- Consider giving preparing in unwinding strategies, for example, Yoga and contemplation. These practices help fortify the body and lower stress.
- Free health checkups, health protection and exercise offices are the Initiatives which are the basic impacting factors for teaching staff individuals utilized as great maintenance apparatuses.
- Institutions need to make directing administrations in their separate associations through advisors who can help teaching staff individuals in balancing their mental and physical musicality.
- The management may orchestrate classes and mindfulness programs about stress and overburden, work-life balance and singular vitality management to settle on better decisions about balancing their energies over their work and life.
- The management may give satisfactory convenience office inside the grounds to diminish the movement time and strain of the teaching staff individuals.
- The management will encourage work life balance with many plans that can pull in teaching staff individuals and satisfy their needs.
- The management ought to instill the belongingness among teaching staff individuals and organize stress diminishing exercises like social affair, social or recreational projects as and when required.

Suggestions to the Teaching Staff Members

- The teaching staffs individuals need to design organize and plan their work and life commitments so as to improve their work life balance.
- They may include in such action that will assist them with mitigating the stresses that are a piece of the activity like a stroll at night, elective treatments or going to shows.
- They may prepare for constant professional development (CPD) and studying and ensure they stay on course.

- They will concur that they will designate.
- They will converse with their family, companions and partners about what they are doing and why it is essential so as to get their upfront investment and backing.
- They will consider what they need out of work and out of life.

Conclusion

The developing assorted variety of family structures spoke to in the workforce, including double worker couples, single guardians, mixed families, teaching staff individuals with senior consideration duties and the expanding number or individuals deciding to live alone, has increased the importance of balancing work and life roles for a generous segment of utilized men and women. These cultural developments have enormously expanded the complexities of the interface among work and life roles particularly if there should arise an occurrence of educational organizations. Foundations ought to believe youngster supervision to be preferable managed over teaching staff individuals do. Simultaneously, teaching staff individuals 'desires for balance in this area are high. It ought to in this maner be indicated out management that more consideration could be committed to this area. Aside from this, adaptable working time is additionally an area which requires specific consideration from management. The fuse of Work-Life Balance systems into yearly arranging of educational establishments can, indeed, have positive impact on employee's prosperity. Accordingly, it is similarly significant for teaching staff individuals to express their desires and needs, since else they can't expect management or the establishments to determine matters for them all alone activity. From the above exchange, it is sensible to presume that cutting edge associations, particularly educational foundations, should address the Work Life Balance related issues among their staff, explicitly women and adopt an all encompassing strategy to plan and implement policies to help the teaching staff to manage their work life balance which would add to the performance of these staff individuals.

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