Abstract

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The concept of work life balance means that tackling the problem of increasing amount of stress in the work place as people try to juggle a wide range of factors in their life/work environment, including; work, family, friends, health and self. The major driver of trend towards achieving work life balance is the fact that balancing the work and family related to work and outside of work in the working environment.

The research problem chosen for the study is to identify and analyse the impact of variables related to the women teachers associated with engineering, arts and science and polytechnic colleges.

The review of literature revealed in required area of dimensions of work life balance and variables are identified. The study was conducted three categories of higher education that is Engineering, Arts and Science and Polytechnic Colleges. The study area geographically confined to three districts that is Tiruvannamalai, Vellore and Villupuram. Descriptive research is adopted in this study. The profile of colleges and women teachers for the study area districts is collected and population is determined. From the population stratified random sampling is adopted, through which the sample size is derived as 500 women teachers comprising 200 from engineering, 200 from arts and science and 100 from polytechnic colleges.

The socio demographic analysis is carried out and its association with the work life balance is hypothetically proved. The exploratory factor analysis, ANOVA, Chi-square, Multiple regression, Multiple correlation, KMO test, SEM model and path analysis were used for analysis.

The studies conclude that contribution of women teachers in higher education is significantly present. The factors that are found to have nature and significant impact to the work life balance are to be juggled appropriately for an ideal ratio between work and life balance. The work life balance is very much sensitive with respective the contributing factors. It is imperative to conclude women teachers have more cautious in creating and practicing explicit demarcation between work and life.