

A Study on Relationship between Work Life Balance and Job Stress: A Case Study of College Teachers in Rajasthan (India)

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ABSTRACT

Stress is a universal element and person from nearly every walk of life have to face stress. Employers today are critically analyzing the stress management issues that contribute to lower job performance of employees originating from dissatisfaction and high turnover, ultimately affecting both organizational goals as well as family life of employees. The main reason for stress appears to be either failure to balance between career goals and family responsibility. This imbalance ultimately leads to increased number of family disputes, divorce cases, failure at corporate level and so on.

The research was carried out taking the data from college teachers working in Rajasthan (India) from 2016 to 2019. The aim of the research was to find out the relationship between independent variable – work-life balance and dependent variable – job stress. The findings of the study revealed that the incidence of job stress was directly associated with the level of work-life balance. The result of hypothesis testing rejected the null hypothesis of no association between these two variables meaning there by the acceptance of alternate hypothesis of a strong association between these two variables. At the same time result of correlation coefficient between these two variables was highly negative which was interpreted that high work life balance has less job stress establishing the fact that a proper work-life balance certainly lessens job stress.

Key words: *Work life balance, Job stress, Job satisfaction, Likert's scale*

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I. Introduction

Every person whether in job or self-employed aims to achieve positive work-life balance. Work life balance means striking a trade-off between job related affairs and family/social affairs. The need for work life balance has emerged due to multitasking and increasing performance standards in job and complexities in family/social life. Work-life balance (WLB) is a term that refers to the desire on the part of both employees and employer to achieve a balance between workplace obligations and personal responsibilities.

Stress is prevalent in modern life, yet in spite of its frequent use, the word 'stress' is an ambiguous term. Stress is the psychological and physical state that results when the resources of the individual are not sufficient to cope with the demands and pressures of work situation or family affairs or both. In today's life the main reason for stress is multitasking and failure to balance between career goals and family goals. Therefore stress is major problem for such employees which fail to balance between these two diverse goals, particularly female employees. The field of higher education – college education is becoming complex due to continuous dissemination of information at the figure tips of students. A college teacher is expected to know all aspects of the subjects and at the same time he has to meet his family obligations also. Therefore one needs to balance between educational goals and home. This is becoming challenging because of unpredictable timeline in completing critical jobs like teaching, preparing lecture notes, evaluation of examination answer books and so on at the same time increasing demand of attention by family members. This becomes more difficult if both husband and wife are working the male member is expected to share certain responsibility at home also. Therefore irrespective of the gender of the employees the incidences of job stress are increasing day-by-day due to an imbalance in career and home.

Work-life conflict can be the major reason of job stress. Work-life conflict occurs when the cumulative demands of work and role at home are incompatible in some respect so that participation in one role is made more difficult by participation in the other. Sometimes described as having too much to do an too little time to do it, role overload is a term that is sometimes used as a means of examining the conditions that give rise to work-life conflict.

II. Review Of Literature

The relationship between work-life balance and job stress has been well established in the literature as negative in nature. That is to say, higher level of balance between career and home leads to less mental stress, smooth sailing at family front whereas lower level of balance between career and home leads to more stress, difficulty at family front resulting into profession as well as social distress. In a study conducted by Professor Currivan in the year 2009 it was concluded that the role ambiguity was more strongly related to work-life conflict leading to job stress among the employees working in knowledge process organization (KPO). In an another study by Sharpe Jr. in the year 2010 on bank employees of middle east countries it was concluded that increasing demand of attention by family members was the major reason for poor performance at the professional front leading to job dissatisfaction, job stress, and increased employee turnover. The employees are very much distressed which resulted into frequent job changes in search of job satisfaction so as to lower the job stress.

In an another study in the year 2011 Brown concluded that the incidences of frequent job changes among middle aged executives was due to the failure of the employees in coping with the job pressure, family pressure and social responsibility like taking care of aged parents, education of children and so on. All these factors lead to work-life conflict and employees start switching their jobs very frequently without knowing the real reason for the same. Tailor Fransis conducted a study in the year 2011 on college professors on work-life balance and tested the variables that the successful professor had very little social/family responsibility hence they could concentrate more on professional goals – research and publication work. In the same study is was concluded that the professors who have increased social/family responsibilities were not much excellent in carrying out research and publication activities. Therefore the findings of the study concluded that there is a negative relationship between social/family responsibility and professional excellence i.e. high social/family responsibility means low performance at professional front.

III. Research Profile

Below given section discusses about the research profile of the study.

Objectives

- To measure the relationship between employee's job stress and level of work-life balance of college teacher working in Rajasthan (India)
- To gain familiarity with the phenomenon of work-life balance and job stress.

Hypothesis

Following hypothesis was formulated to establish the relationship between job stress and level of work-life balance :

H₀ : There is no relationship between college teacher's stress and level of work-life balance in Rajasthan.

H_a : There is a relationship between college teacher's stress and level of work-life balance in Rajasthan.

Nature of Study

The present study is descriptive in nature as it aims to establish a relationship between work-life balance and job stress.

Data Type and Data Collection Tools

Primary data relating to opinion of college teachers of Rajasthan was collected through survey method using questionnaire, whereas secondary data was collected from different published sources.

Tools for Analysis

Method of tabulation and statistical tools like mean and standard deviation were used to analyse the data.

Limitations

It was assumed in the study that there might be a close relationship between work-life balance and job stress but still there might be certain other variables affecting the job stress but have not been considered in this study as the main focus of the study was to testify the relationship between work-life balance and job stress.

IV. Survey Findings , Analysis And Interpretation

Findings

Around 200 questionnaire were sent by post and email and only 144 questionnaire were received back which were complete in all respect, this resulted into 73% response rate. Table given below depicts respondents profile

Table 1 : Respondents Profile

Variable	Frequency	Percentage
Age Group (in years)		
25-35	40	28
35-45	31	22
45-and above	73	50

	144	
Education Level		
Post-graduate	45	31
Doctorate (PhD)	99	69
Gender		
Male	91	63
Female	53	37
Income (Rupees per annum)		
Less than 5,00,000	22	15
5,00,000 – 10,00,000	30	21
10,00,000 – 15,00,000	28	19
15,00,000 – 20,00,000	50	35
Above 20,00,000	14	10

Table 1 given above reveals that out of the sample 50% employees were in the age group 45 years or more and 69% of the total employees were having a doctorate degree. Out of the total sample surveyed 63% were male employees and rest were female employees. While referring to income group the majority i.e. 35% belonged to the income group Rs. 15,00,000 to Rs. 20,00,000.

Apart from these demographic data the respondents were asked to rate their work-life balance using 'Likert's Scale' ranging from positive – highly balanced to negative – ill balanced. At the same time level of job stress was measured using similar scale ranging from very high job stress to negligible job stress.

Table 2 : Work Life Balance on Likert's Scale

Likert's Scale Parameter	Male	Female	Total
Positive (3)	47	31	78
Neutral (2)	14	09	23
Negative (1)	30	13	43
Total	91	53	144

Table 3 : Job Stress on Likert's Scale

Likert's Scale Parameter	Male	Female	Total
Positive (3)	41	38	79
Neutral (2)	28	03	31
Negative (1)	22	12	34
Total	91	53	144

Analysis and Interpretation

The data collected through survey was analyzed using method of cross variable analysis and certain statistical tools. For the purpose of analysis two main variables were identified i.e. (i) Independent variable – Work-Life Balance and (ii) Dependent variable – Job Stress.

A cross variable analysis revealed that there was more job stress among female employees of age group 35 to 45 as compared to the male employees, about 70% of the female employees as compared to 45% of male employees reported stress at professional level as well as family level.

Rating about work-life balance showed that female employees in the age group 25 to 35 reported high level of work-life balance and less job stress perhaps due to less quantum of responsibility at the family front or being unmarried.

A cross variable analysis of education level and job stress revealed that the incidence of stress was more among doctorate as compared to post-graduate and the reasons reported by the respondents was high ambition among doctorate as compared to the ambition level of post-graduate. In total 52% of post graduates were having job stress as compared to 90% of the doctorate were in job stress.

Result of Hypothesis Testing

Following hypothesis was tested using 'z' score :

H₀ : There is no relationship between college teacher's stress and level of work-life balance in Rajasthan.

H_a : There is a relationship between college teacher's stress and level of work-life balance in Rajasthan.

The method of two group mean variance criterion was employed to calculate (i) mean and standard deviation of each variable's score on work-life balance scale and job stress scale, (ii) correlation coefficient between the score of work-life balance and job stress scores and (iii) 'z' score were calculated.

The findings of these parameters were as follows

The correlation between the score of work-life balance and the score of job stress was highly negative i.e. '-0.80' and it was interpreted that a high level of work-life balance means less level of job stress and vice-a-versa.

The mean difference between the score of work-life balance and job stress was 3.50 and standard error was 1.25 whereas 'z' score was 2.75 as compared to the table value 1.96 of 'z' score at 5% significance level established in rejecting the null hypothesis.

Thus the result of hypothesis showed that there was a high level of relationship between work-life balance and job stress among college teachers in Rajasthan. The same fact is supported by the interpretation of correlation between both of these variables.

V. Conclusion

The aim of the research was to find out the relationship between independent variable – work-life balance and dependent variable – job stress. The findings of the study revealed that the incidence of job stress was directly associated with the level of work-life balance. The result of hypothesis testing rejected the null hypothesis of no association between these two variables meaning there by the acceptance of alternate hypothesis of a strong association between these two variables. At the same time result of correlation coefficient between these two variables was highly negative which was interpreted that high work life balance has less job stress establishing the fact that a proper work-life balance certainly lessens job stress. The incidence of job stress in the female teachers was more as compared to the males of the same age group.

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