

A STUDY ON WORK LIFE BALANCE OF TEACHING STAFFS IN SELECTED SCHOOL OF CHENNAI DURING COVID-19 PANDEMIC.

Submitted in partial fulfilment of the requirements for the award of
MASTER OF BUSINESS ADMINISTRATION

by

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Register No. 40410120



SCHOOL OF MANAGEMENT STUDIES

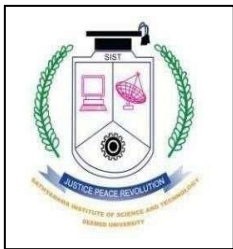
SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY(DEEMED TO BE UNIVERSITY)

Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

APRIL – 2022



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of PRADEEPAN K (40410120) who carried out the project entitled “**A study on work life balance of teaching staffs in selected school of Chennai during covid-19 pandemic**” under my supervision from January 2022 to March 2022.

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submitted for viva voce held on _____

INTERNAL EXAMINER

EXTERNAL EXAMINER

DECLARATION

I **PRADEEPAN K (40410120)** hereby declare that the Project Report entitled “A STUDY ON WORK LIFE BALANCE OF TEACHING STAFFS IN SELECTED SCHOOL OF CHENNAI DURING COVID-19 PANDEMIC” done by me under the guidance of **Dr. KUMAR.N** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:CHENNAI

PRADEEPAN.K

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. BHUVANESWARI.G, Dean - School of Management Studies** and **Dr. PALANI.A, Head - School of management studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr. KUMAR.N** for his valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the Department of Management Studies who were helpful in many ways for the completion of the project.

I wish to express my thanks to my parents for their support and guidance throughout my education.

PRADEEPAN.K

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ABSTRACT

The study was conducted among the teaching staff in selected schools in Chennai District. This study is an attempt to explore the tough challenges faced by the respondents in maintaining a balance between their personal and professional life during covid-19 pandemic. The study is based on primary data. A sample of 200 respondents was selected by convenience sampling method. This paper studies attitudes (in the form of interviews & questionnaire) of teaching staff. The various factors affecting the work-life balance of respondents have been examined in this study. The present study addresses the objective of understanding the socio economic profile of respondents, their opinion about their career, work life balance, covid19 factors influencing them towards their work life balance and imbalances and outcome of work life balance and imbalances. The attitude of respondents about the influence of work life balance on life satisfaction, impact of work life balance on their personal, social, family, environmental and psychological outlook have been made. In order to address the objectives, the relevant hypotheses have been framed. Statistical tools like Chi-Square test, ANOVA, Correlation and percentage analysis were used. It can be concluded that all levels of teaching staff have had difficulties in maintaining work-life balance during the work from home, especially the ones with children of school age.

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CHAPTER – 1

INTRODUCTION

1.1 INTRODUCTION

Human resource development

Human labour is the most important of the three elements of production That is land, labour, capital. The national labour force is considered a resource for economic development along with other physical resources. Only a man can do it Improve quality of life by making good use of other resources available to him. To improve this, mass production of various raw materials is required. Quality of life and economic development. The output is derived by join Input resources and human labour. Education, training and adequacy Opportunities are essential to improve the quality of human resources. human Behaviour is complex in nature. The challenge is not to control this energy Empower those who do their best. Therefore, they are obliged to do Motivated, which ultimately adds value to the institution.

Work life balance

The concept of work-life balance comprises of three words i.e. work, life and balance, and broadly include proper prioritizing between work on the one hand and life on the other hand, and the balance is satisfaction and good functioning at work and at home with a minimum of role conflict. In todays fast running phase of life, people really find it difficult to manage a balance between the pressures of work place and the duties of a home-maker, be it a male or female. This contemporary managerial covid-19 pandemic issue has become a challenging factor of not only the young working people who had just started their family life but also the young and middle-aged parents who needs to provide constant attention to their family. The coronavirus disease 2019 (COVID-19) pandemic has led to a significant and unprecedented disruption of all facets of our lives. Academic faculty were directly affected by the stay-at-home order, impacting research work, teaching, and service responsibilities, thereby altering any balance of work–life.

Work-lifestyles stability is an trouble now no longer only for individuals, however for employers, the marketplace, the kingdom and society as a whole. The destiny team of workers and client marketplace is depending on ladies bearing, and dad and mom elevating kids. The circulate from a unmarried male breadwinner own circle of relatives version to 1 wherein each dad and mom take part in paid employment has made it more and more hard to elevate kids at the same time as the administrative centre is still model on male breadwinner employees. "Work-own circle of relatives stability" advanced into "paintings-lifestyles stability" partially in reaction to employees with out own circle of relatives obligations who felt that personnel with kids have been getting advantages that they have been now no longer. The time period "lifestyles" applies to any non-paid sports or commitments. While the time period does now no longer normally include "unpaid paintings" while regarding paintings, it may be prolonged to cowl that. In very beyond years, agencies regarded at "paintings" and "lifestyles" as unbiased domains. Employees have been predicted to location the agencies` pursuits beforehand in their very own. In the beyond, agencies reacted that, what occurs to personnel out of doors the workplace is their very own business; what they do withinside the workplace is their business." With converting time, attitudes have changed. Organizations and bosses nowadays have come to simply accept the effect that paintings-lifestyles has on private lifestyles and vice-versa. Recent years have visible a developing variety of agencies function below the idea that private lifestyles and paintings lifestyles are complementary to every different and now no longer competing priorities. It allows personnel stability their paintings lives with their private lifestyles and results in fine results for the worker and the organization.

Therefore, a growing number of organizations have begun to adopt "work-life (family) programs" or "family friendly practices". Work-life balance is the term used to describe those practices at work place that acknowledge and aim to support the needs of employees in achieving a balance between the demands of their family life and work lives.

Work Life Balance can be defined as the perfect integration between work and life both not interfering with each other. In the current business world, people and organizations are working round the clock to meet the ever growing demands. A slight delay in meeting the schedules or expectations is considered to be an organizational failure. To avoid delays and failures, employees are working hard and giving their heart

and soul to achieve work life balance which is creating an enormous pressure on them and hence they are forced to finish their jobs irrespective of time limit. The most of ten used phrase among the employees is that they don't have time or they have a hectic schedule. A day of 24 hours is no longer enough to perform work related and personal related duties or responsibilities. The problem seems simple but difficult to solve and handle. Employees who have to play another role of daughter or son or spouse or parents are not able to manage their roles. Observing the day to day lives of many employees, two main issues to be addressed to achieve work life balance are time and stress. Managing these two variables is the secret of a perfect work life balance. The HR department of the organization should assist the employee to maintain a work life balance. The HR manager must carefully identify the issue and find a solution with the cooperation of the employer. Organization must include providing work life balance as an HR policy.

Work-life balance issues appear to affect some groups of people more than others those working long hours, those whose work spills over into the home as a result of modern technology, those in nonstandard employment such as shift work, those on low incomes, those trying to juggle parenting and paid work, and those with cultural obligations beyond the family and paid work.

Need for Work-Life Balance

It is hard to decide at what factor in history, work-lifestyles stability became of hobby to scholars. In US, studies on this area commenced withinside the overdue 1970, when Americans skilled constrained activity autonomy and accelerated intellectual and physical strain. Furthermore, in this era practices to aid identical employment emerged, which include the Civil Right Act, Pregnancy Discrimination Act and Age Discrimination legislation. These acts have been a response to the accelerated wide variety of ladies and older employees withinside the labour pressure, which led to a 3rd of all personnel being concerned for elders and kids simultaneously. In Europe, there has been much less emphasis on work-lifestyles 7 projects in organizations, due to the fact gender fairness withinside the administrative center and the house was more advantageous through extra modern nation rules and law Kossek, Lewis, Hammer, (2010). In India it's been emphasised twentieth and twenty first

century as a critical pressure withinside the National development. In precise the attention and significance of work-lifestyles stability of ladies is step by step growing withinside the gift scenario.

Determinants of Work-life Balance

Working raw balancing can be considered on aspects of different dimensions. Labour life Balance effectively directs the juggling action between paid work and others Join sports and recreation, including time with the family. The decision factor for work-life equilibrium is in the situation of work and home. the Work, work requirements can be too low or too high. Culture of work that can support balance by reflecting organizational culture Guidelines and practices, to promote balance Z. B. Occasionally You can restrict work and flexible time, or this strict. Or it may be necessary and wait for a long irregular time, and take time to take time to take the time to take yourself Family lawsuit Homeland demands are related to obligations and obligations Other than work. These can be done through family, community, or choice Free time activity. This may include sharing family responsibilities such as childcare Take care of older relatives and assess whether these should be done by family or outsourcing.

The Importance of Work-Life Balance

Work Life Balance Creates About and Maintains Supports a Healthy Working Environment Effective Employees - Jobs And personal balance Enhance retention and productivity of employees in the organization. According to a large Canadian survey conducted by Lowe, one in four employees experiences high levels of work and family conflicts, and caregiver confusion and stress. Taking into account role overload, nearly 60% of the employees surveyed experience job conflicts and family conflicts. Higher Level Jobs - Family conflicts are reported by managers or professionals and are often the result of longer hours of work. Other Reasons includes Workplace Safety, Supervisor Support, Colleague Support, Work Requests or Overwork, Work Role Conflicts, Work Role Ambiguities, Work Dissatisfaction Includes, and extensive use of

communication technology to blur the boundaries. between home and work. Work Life Balance is the main concern of for those who want to lead a balanced life.

Work-life balance of school teachers in pandemic

Academic Life is basically education, lecture preparation, student supervision , student work scoring, science research and term paper publishing, textbook writing, preparation and collaboration . And science conferences., Academic and Science Participation in committees and organizations, Participation in science projects, Participation in professional and consulting projects, administrative work.

Private life consists of different roles: Family life, children's lifting kids, home chorus, seniors, friendship maintenance, emotional relationship, travel, leisure, hobbies, etc. Overflow private life in the past 10 years. The thin line between the teacher's academic and private life is difficult time, diligence compensated work, and other side in your life of Compensate. In many cases, higher education institution teachers work more than 40 hours more than 24 working weeks and many factors affect working hours of educational staff.

EXPERIENCE OF WORKING FROM HOME

Positive experiences of working from home during the COVID-19 lockdown

key positive outcome of being able to work from home during the COVID19 lockdown. It is particularly interesting that the figure for fathers here is high as this may translate into more fathers requesting homeworking or flexible working arrangements post lockdown. Respondents also cited being able to spend time with partners as one of the key positive experiences resulting from working from home during the lockdown, with 71% of fathers and 51% of mothers saying this was the case. Working from home during this period also seems to have improved the mental and physical health of 30% of the respondents.

Most of the respondents were found to have productivity, or their working patterns were improved by work from home during the shutoff period. 39% of women without children were or more productive and 36% of children without children stated.

There is only 7% of all respondents, but it is said that the results were not positive during the manufacturer's period.

Negative experiences of working from home during the COVID-19 lockdown

At the top of the list, who works from home, blurs the line between work and family life. This blurring of the role of and multitasking was commonly confirmed in 's study of flexible work before the blockade of COVID19. For both childless men and women, increased work stress of was a generally selected result, with 33% of choosing it. Similarly, it was common for this group to have an increased workload or hours of work of. This also reflects 's previous work on flexible work, resulting in longer working hours. The other selected adverse effects were the inability to work on the due to reduced productivity and lack of equipment and space. These results indicate that workers up to need to be supported so that they can work more effectively at home.

Work-family conflict

COVID19-Lockdown forced many employees Work from house and school exclusion left many things Iodine is housework / childcare and both Normal Workload This has brought a big proportion Employees feel contradictions between work and family life. 39% of all respondents said that they prevent their work Pass your family's time (27% agree, 12% strong Achieved 30% of all respondents said their family You will prevent you from giving time to your work (23% agreed And 7% have been strongly agreed. There are a lot of these percentages More greater in previous research COVID19 Rock-down For example, in Europe 2015 Labour Condition Survey (EWC), 16% of employees I had a sense that her work hindered she to give time We consider, but in all time or most cases, Those who feel like this number are here Go to 50%. On the other hand, there are only 22% Employees found that their family interferes with at least times they work for their work.

1.2 INDUSTRY PROFILE:

- Educational institutions are places where people of all ages are educated, including kindergartens, nurseries, elementary schools, junior high schools, and universities. It provides various learning environments and learning spaces.
- Educational institution is responsible for the systematic transmission of knowledge, skills and cultural values within a formally organized structure.
- It is one of the most influential institutions in contemporary societies. Every nation in the world is equipped with some form of education system, though those systems vary greatly.

1.3 STATEMENT OF THE PROBLEM:

Today, employers expect more from their employees, and employees are increasingly putting extra pressure on them to get better results. Workers have many competing responsibilities, which burdens individuals, families, and the communities in which they reside. The balance between work and life is to create and maintain a supportive and healthy work environment. Maintaining work life balance is not only important for their personal health and relationships, but it can also improve the efficiency of their work performance. In today's fast paced business world, the ability to achieve work life balance is becoming more and more difficult due the global wide spread of corona virus pandemic. Hence, the researcher has made an attempt to conduct the study on Work life Balance of teaching professionals of private schools in Chennai district.

1.4 NEED OF THE STUDY

In order to gain deeper insight on the problems faced by teachers with regard to family and personal life, work-life, balancing time, monetary benefits, work-life balance provisions and socio economic factors the present study is under taken.

Scope of the study

The study has primarily focused on the covid-19 factors determining the level of attitude of the respondents towards Work life balance. This research provides an opportunity to conduct research in the field of human resources. This study will help to know the different opinions ,needs and requirements from the different teaching professionals about work-life balance and pros & cons faced during covid-19 pandemic.

1.5 OBJECTIVE OF THE STUDY

- A study to identify the impact of COVID-19 on work life balance of teaching professionals in educational institutions.
- To understand the physical and mental adaptability of working people in educational institution in the covid-19 pandemic phase.
- To analyze teaching staff's attitudes about family and personal life, work-life balance, time management, monetary advantages, work-life balance provisions, and socioeconomic issues.

CHAPTER – 02

LITERATURE REVIEW

2.1 REVIEW OF LITERATURE

Davis (2021) says, Online classes are very different from face-to-face classes and have some similarities but require different skills

Ashwini A Yarnal. (2020), she encountered Work life balance (WLB) is the modern distinctive issue of health care industry, since employees consistently need to succeed and advance at work place, simultaneously for family and recreation.

Ramakrishnan, (2020) There are different approaches to the use of the concept “work-private life balance,” i.e., equilibrium of work and family life, equilibrium of work and private life, etc. Earlier research often deal with examination of the equilibrium between family and professional life in relation to the concept of work–life balance.

Eurofound (2017) The separation of work and private life is a challenge that most of the people active in the labor market face. In many cases, this can lead to burnout—a state of physical and mental exhaustion when a person’s ability to work is drained. It was found that the negative impact of work on work–life balance is usually concentrated in the early stages of parenting, when employees in the household have pre-school children.

Parent-Thirion (2016) Work–life balance can be viewed much more broadly, considering its positive impact on social and economic sustainability. Improving work–life balance is linked to higher-level goals, including: increasing employment in the labor market, ensuring equal opportunities for the sexes, tackling demographic challenges. Our needs and the needs of our children or dependents change with age. Our necessity for work–life balance is also changing.

Sarah Holly and Alwine Mohnen (2012) in their study titled “Impact of working hours on Work Life balance” their main objective was to examine the influence of the working hours of the employees on their satisfaction on the job.

R Baral and S Bhargava (2011) in their research titled “HR interventions for Work life balance” quotes that work life balance is the concern for both research scholars and the business leaders in the view of technological, demographic and organizational changes related to it.

A.K.M.Mominul Haque Talukder (2011) studied work life balance in service context and made attempts to identify how employees are balancing their work life by considering variables such as work culture, job satisfaction, employee benefits, work environment, flexible work time, work load and discrimination. He identified that work life balance is influenced by all these variables.

Peter (2009) in his study on “Work life balance and subjective well being” explains about the work life balance and the well being of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the well being of the employees as it helps in satisfying personal needs.

Subha (2013) concluded that modern organizations, especially educational institutions, should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work or life balance which would add to the performance of these staff members. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations.

Fisher (2001) lists four components pertaining to work life balance. The first component is time, how much time is spent at work, when compared to how much time is spent engaged in other activities. The second component is related to behavior, such as, work goal accomplishment, as work life balance is based on ones' belief that he / she is able to accomplish what he / she would like at work and in his / her personal life.

D.S.R. Adikaram (2016) study has added information to understanding private sector commercial banks as having complex social scenarios with a variety of work conditions among organizations. The findings of study offer suggestions for improvement of job satisfaction through work life balance. It is suggested that consideration be given to the development of guidelines in order to ensure that work load should not affects the WLB of employees. Whereas employees can reduce the pressure of work by prioritizing their work. Top management should realize the importance of work life balance and its adverse effect on job satisfaction. The need of policy is required to cater this problem. Different policies and strategies are needed for the people at different type jobs and at different stages of their career. The use of this information can include policy making to improve employees work conditions, managerial processes, guidance for work life balance practices, and inform about valuable aspects of organizational change. In a broader sense, the study also revealed that work environment is not only related to how they feel in their workplace, but also how they think about their life.

Ratha (2015) concludes that there is no discussion about the fact that the work-to-life balance is essential and important for a stress-free and fulfilling life, especially for women, and teachers are familiar with and they are . Effective methods are the key to minimizing stress. This study may also guide employers of institutions to develop flexible work strategies and better working conditions that help teachers overcome some stress.

Dhanya and Kinslin (2016), WLB Flex time Best Practices, Commuting, 5 Days A Week, Planned leave, leave policy including maternity leave, employee benefits program and human resources development initiative. In this context, we need to develop some innovative ideas to reduce the balance between work and life.

ADEEEBA and FEZA (2015) have reached the conclusion that they have similarities to their recognition because the respondent is almost the same. Thus, gender was not seen as a significant identification factor. Under the teacher, a -year-based teacher, spouse profession, personal life, personal life number relatives on the size of relatives, and an important difference between age There was no. Since the respondents come from schools as well as universities, there is a difference in recognition. They were taught at the same university They divide physical evidence and student types, working hours, working hours, workload differences, training requirements, and the nature of teaching. Teachers of specialized courses are usually exposed to greater stress in their working lives. Therefore, university authorities can gain insights into the problems teachers face in their daily lives. The interaction between teachers and higher authorities needs to be improved so that teachers can share the issue. The interaction between authorities and teachers should be improved to understand the WLB problem they are facing. A balance between workload sharing, free time, and extracurricular activities is needed to produce good academic performance.

Ashok and Ebria (2015) suggested that spend more time with his family and find out what they need. This is an important aspect of work-life balance. Missing quality time with the family due to work pressure can lead to family quarrels. The main concern should be given to the family through a proper work plan. The, which plans and executes work in a timely manner, improves the quality of work-life balance. A little rest or relaxation while working can work astoundingly and improve the 's performance. The study concluded that work pressure impacts family life. As soon as family life is affected, which leads to poor quality of work. Avoiding formal work in staff time and giving enough time to work and the life of staff can lead to a healthy working life.

Venkataramanan and Abirami (2013) not only understand the managed teacher 's stress is the basis of stress analysis, but also people, but in for formulation of stress behaviour and formulation for the entire teacher error There is a possibility. The work conditions can be improved based on the information. The information generated from such a stress survey has the potential of to increase the satisfaction of duties and lower the rate of 44 times for experienced new teachers. This study concluded that it may be done by improving the benefits of Pay packages and fringes, so teachers feel pride at their work and do their best. The results of the rise of work satisfaction and the reduction of stress research have reached members exactly members, so is an important thing to minimize stress, You can justify that benefit.

Mohammed et al. (2012) It was concluded that both the family and workplace of female teachers in Bangladesh were affected by the work-life balance situation . Women at work can become a blessing only if both the family and the organization receive appropriate services, and contribute to both the family and the organization only in the emergence of flexible working hours. Can (-working days and family start and end times), transportation, housing facilities, day care centres, flexible work styles or work sharing, time savings and workloads, women Child education for teachers.

Lakshmi and Sujatha (2013) analyzed a matrix of rotated components. It's clear that the first component has four heavy-duty elements of the . Marriage history, working hours, need for flexibility , additional working hours and overtime. It is very clear that the amount and length of working hours distorts the balance of working life of . Test results showed a statistically significant relationship between marriage status and overtime. It was also noted that 14 of these 30 married women preferred to work on weekends and the rest were willing to work in the morning or evening of each work day. Another finding is that these 37% of married women work primarily for financial reasons. In this study, modern organizations, especially educational institutions, address issues related to work-life balance for employees, especially women, and adopt a holistic approach to design and implement faculty policies. We conclude that it is wise to support. manages work-life balance. This contributes to the performance of these staff.

Jennifer and Susan (2010) In their study, Balance of work and life Among teachers, various careers were created while working full-time, but careers I got stuck when the transition to a part-time job was completed. The majority were career oriented, Worked hard and was dissatisfied with the lack of mobility and career development While working part-time. The majority work beyond the contract time and For short hours of work, there is no proper reallocation of work.

Sara (2008) found a non-uniform perception of WLB issues and options. Among the experts. Given the shortage of skilled workers and the vibrant economy This is because the pressure on existing employees is expected to increase Must be consistently evaluated and reviewed in order to adopt best practices Sector. What that means is that employers essentially ignore WLB issues. Danger. Fiona (2007) found that flexible working practices are suitable for WLBs and managers. A WLB under development that can maintain a better WLB than its employees Appropriate WLB policies help ensure corporate loyalty and a positive attitude jobs.

Liz (2004) explored the main barriers to women`s progression and highlights the long hours associated with managerial roles as a major problem. The research presents the business case which underpins diversity management and a voluntary approach to WLB may only deliver positive benefits to women when the labor market is tight, and even then, the benefits for women in management are far from demonstrated. A stronger equal opportunities approach is also shown to be problematic, as it draws attention to women`s `difference` to men and their need for special treatment. It is further argued that more work needs to be done with male managers in order to humanize the workplace for men and women who wish to lead rounded lives.

Rupashree and Shivganesh (2010), in their study, reported that supervisor support and work family culture are positively related to job satisfaction and affective commitment. No significant association was found between Work Life Benefits and Policies (WLBP) and job outcome measures. Job characteristics and supervisor support were positively related to work to family enrichment. Work to family enrichment mediated the relationships between job characteristics and job outcomes and between supervisor support and affective commitment.

Jeff and Juliette (2007) found in their study that employees are influencing WLB. Financial services sector issues and a wide range of WLB initiatives Codification and quality where independent unions are recognized. in any case, However, the degree of deviation from the statutory minimum care level was not significant.

B. Arunkumar, Dr. R. Saminathan (2017) In their study, found significant between the average type of marriage status and the balance of attitudes towards working life among self-funded college female teachers. Showed that it is irrelevant. As a result, it was found that the attitude factor toward the working life of teachers did not affect the family status of female teachers.

B. Arunkumar, Dr. R. Saminathan (2017) In their study, found significant between the average type of marriage status and the balance of attitudes towards working life among self-funded college female teachers. Showed that it is irrelevant. As a result, it was found that the attitude factor toward the working life of teachers did not affect the family status of female teachers.

Dr Anu Radha (2015) This study states that educational institutions need to develop flexible labor strategies and that creates better working conditions that help overcome some stress among teachers.

In their study, S.Kalpana and Dr.S.DhineshBabu (2015) found that organizations address communication barriers to maintain proper work-life balance, family outings and yoga and meditation classes. I found that I needed to organize. This helps improve the quality of work of married female teachers.

Purushottam Arvind Petare (2013), in his study, show that heavy and long working hours are the main causes of work-life balance imbalances.

Sahdeep Chhatrapati (2017) found that there was no significant difference between laboratory-based female school teachers in terms of well-being and leisure, and professional performance. However, significant differences were found between laboratories regarding the personal relationships of aspect. Female teachers in private institutions are often exposed to higher working life pressures.

CHAPTER – 03

METHODOLOGY

3.1 RESEARCH METHODOLOGY

The data needed for the study were collected from the primary and secondary sources. Primary data was collected directly from the teacher using a predefined, well-structured questionnaire. A total of 200 samples were collected in the Chennai area. The various statistical tools used to analyse the primary data are percentage analysis, correlation, chi-square test, one-way ANOVA and statistical analysis. In order to interpret the data and reach the findings of the data have been tabulated to facilitate effective analysis and understanding. secondary data was collected from published journals, books, journals, and websites.

3.2.RESEARCH DESIGN

Descriptive Research Design

From the objective we have studied the work life balance of teaching staff in school during covid-19 pandemic. To analyse this different data have to be collected from various educational institutions in Chennai.

A researcher using a descriptive design is only concerned in explaining the circumstance or case under investigation. Data collection, interpretation, and presentation are all part of this theory-based design process.. This enables a researcher who can explain why and how research is done. The design aids others in comprehending the research's importance.

Research Gap

Previous researchers have studied about work life balance of IT employees, women workers and teachers WLB. There was no research conducted pertaining to work-life balance of teaching staff in schools especially in Chennai during the covid-19 pandemic.

3.3 LIMITATIONS OF THE STUDY

- The sample size is small (200).
- Not able to do brief study due to less time duration.
- The demographical variables effect on the depending variables are not studied
- The data is collected on the online forms than hands on guide.
- Research study was done only in Chennai district.

3.4 Population, Sampling and Questionnaire Survey

Sampling is an important strategy in statistical analysis, selecting some of the potential populations to evaluate or learn about them at a lower cost. Convenient sampling (also known as sampling, random sampling, or expedient sampling) is a type of non-stochastic sampling in which samples are taken from near parts of the population. The questionnaire contains closed and open questions using the Likert Scale option. The survey was conducted in interviews and online mode, hosted on Google Drive and shared on Google Forms. The link to the Google Forms will be emailed directly to the teacher. A total of 200 responses were received and used for survey analysis. The questionnaire was divided into subheadings: Performance, Satisfaction, Work and Life Factors, Personal Life Factors, and Covid19 Barriers.

3.5 GOOGLE FORMS

Google Forms is free online software that you can use to create surveys, quizzes, and more. This is part of Google`s web based app suite, including Google Docs, Google Sheets, and Google Slides. The form is one of the most versatile tools on the internet. Whether you need a contact form, a checkout page, a survey, or a student directory, all you need is a form to easily collect this information. With Google Forms, it only takes a few minutes to create for free. Easy to use, it's one of the easiest ways to store your data directly in your spreadsheet, and it's a great complement to your Google Sheets spreadsheet. If you need to collect data from a spreadsheet, the form is the best choice. This chapter describes Google Forms features, hidden tools, and add-ons to help you create the form you need in minutes.

3.6 PERCENTAGE ANALYSIS

Percentage analysis is a way to view the raw data stream as a percentage (part of 100%) to better understand the collected data. Percentage change analysis shows how two items changed as a percentage from one period to another. The rate of change analysis used on the balance sheet shows how the balance sheet account changes yearly or quarterly. Balance sheet accounts are assets, liabilities, and equity. Percentage analysis is an analysis that emphasizes the important relationships between percentages. Percentage calculation analysis includes historical performance results and the methods used to evaluate and interpret current percentage positions in relation to specific factors of interest in making investment decisions. gain. It is an important tool for assessing past performance and predicting and planning future performance. Percentages are often used to describe the overall percentage. Long before the decimal system existed, 50% of the total number of students was often calculated as a fraction. The term "percent" comes from the Latin percentage. This means "hundred" or "up to a hundred". Increasing or decreasing percentages due to inconsistent usage is not always clear from the context. The % error formula is primarily used to determine how exactly the calculated value is given to the actual value. Roughly speaking, this is the percentage deviation of the gap between the calculated and actual values. The range of positive percent error is usually expressed as, but negative percent error is not the wrong approach. You can use the sign of the approximation error measurement to analyse whether the calculated value is stimulated below or above the actual value. The Approximation Error Tool is one of the most reliable and accurate tools for calculating relative errors by keeping the original measurements as a base.

3.7 STATISTICAL ANALYSIS

This is the science of collecting, researching and presenting large amounts of data to discover the underlying patterns and trends. Statistics are used daily in research, industry, and government to make more scientific decisions. The purpose of statistical analysis is to find the distribution behind the data. "What does the distribution behind my data mean?" The distribution of the data represents the range and frequency of the characteristics of the data associated with the population of interest.

Importance

Statistical analysis is a study that is the science of data acquisition, organization, research, interpretation, presentation, and the discovery of patterns and trends. Many companies rely on increasingly important statistical assessments. One of the main reasons for this is to use statistical data to predict future trends and minimize risk.

DESCRIPTIVE ANALYSIS

Descriptive statistics are used to explain the basic characteristics of information and the data is presented or summarized in a rational way. Descriptive statistics are a study of quantitative descriptive. This type of statistic uses all or a sample of data from a particular population. Descriptive statistics can include numbers, charts, tables, charts, or other types of data visualizations for displaying raw data. However, descriptive statistics cannot draw conclusions. No conclusions can be drawn and generalized beyond the available data. Descriptive statistics can easily explain the content and content of the data.

Inference

This type of statistical analysis is used to investigate the relationships between variables in a sample and to make inferences, generalizations, or predictions for a larger population. In other words, the sample accurately represents the population. In addition, inference statistics allow companies and other organizations to test hypotheses and draw inferences about their data. One of the main reasons for the existence of inference statistics is that it is usually very difficult to investigate the entire population of people or things.

3.8 RESEARCH TESTS

CORRELATION

Correlation is a statistical term that describes how two variables move in concert with each other. If two variables move in the same direction, we will discuss the positive correlation of these variables. If they move in the opposite direction, they are negatively correlated.

ANOVA

Analysis of variance, or ANOVA, is a statistical method that separates observed variance data into different components to use for additional tests. A one-way ANOVA is used for three or more groups of data, to gain information about the relationship between the dependent and independent variables.

CHI-SQUARE

Independence Test determines if there is a relationship between categorical variables, whether the variables are independent or related. This is a nonparametric test. This test is also known as the chi-square related test.

3.9 HYPOTHESIS TESTING

- H0: There is no relationship between performance and satisfaction.
H1: There is relationship between performance and satisfaction.

- H0: There is no relationship between performance and work life factors
H1: There is relationship between performance and work life factors

- H0: There is no relationship between performance and personal life factors
H1: There is relationship between performance and personal life factors

- H0: There is no relationship between performance and covid-19 barriers.
H1: There is relationship between performance and covid-19 barriers.

CHAPTER – 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

TABLE 4.1.1 GENDER

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	Male	92	46%
2	Female	108	54%
TOTAL		200	100%

TABLE 4.1.1 Representing Gender of the respondents

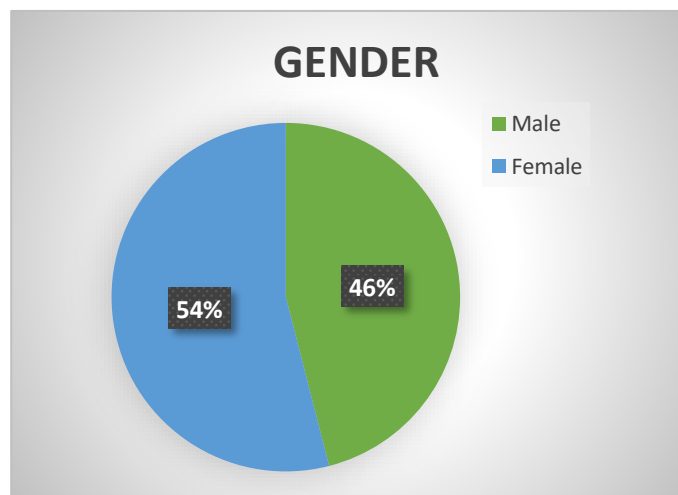


Chart 4.1.1 Representing Gender of the respondents

Interpretation:

- Out of 200 respondents male respondents are 54.00 percentage and female respondents are 46.00 percentage.

Inferences:

Majority (54.00%) of the respondents are Male category.

TABLE 4.1.2 AGE GROUP

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	25-35	25	12.5%
2	36-45	52	26%
3	46-55	78	39%
4	55 above	45	22%
TOTAL		200	100%

TABLE 4.1.2 representing Age group of the respondents

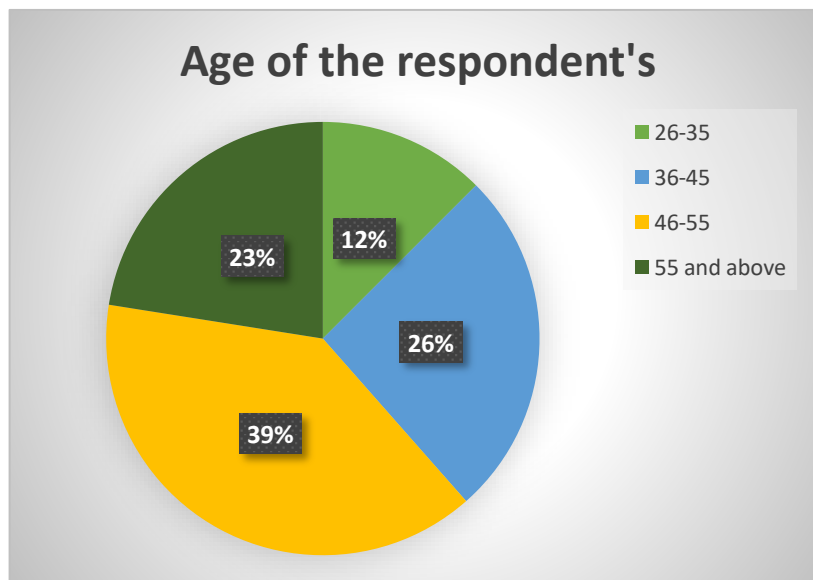


Chart 4.1.2 representing Age group of the respondents

Interpretation:

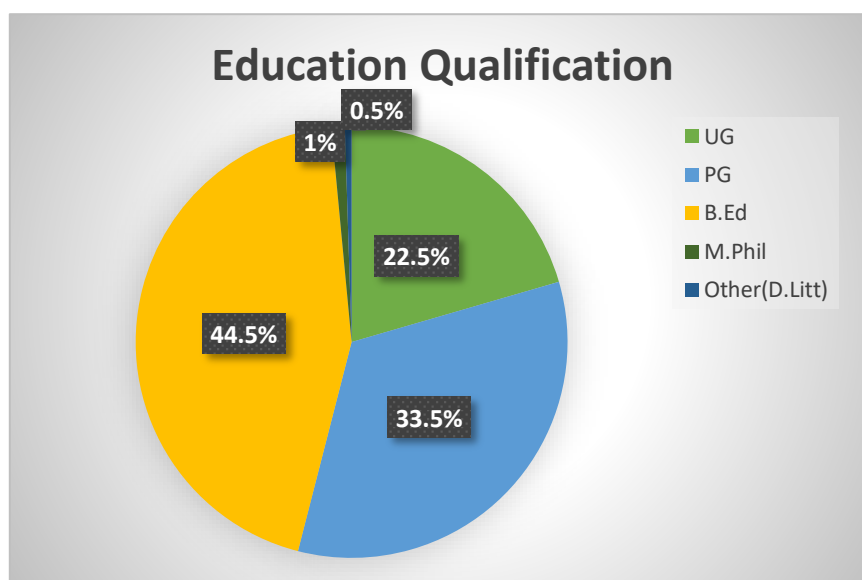
- Out of 200 respondents, 12.5 percentage of the respondents are aged between 26-35, 26.00 percentage of the respondents are aged between 36-45, 39.00 percentage of respondents are aged between 46-55 and 22.00 percentage of the respondents are at the age crew of above 55.

Inferences:

Majority (39%) are under the category of between the age of 46 – 55.

TABLE 4.1.3 EDUCATIONAL QUALIFICATION

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	Graduate	41	20.5%
2	Post-Graduate	67	33.5%
3	B.Ed	89	44.5%
4	M.Phil	2	1%
5	Other (D.Litt)	1	0.5%
TOTAL		200	100%

TABLE 4.1.3 Representing Educational qualification of the respondents**Chart 4.1.3 Representing Educational qualification of the respondents****Interpretation:**

Out of 200 respondents, 20.5 percentage of respondents belong to Under graduation, 33.5 of the respondents belong to Post-graduation, 44.5 percentage of the respondents are B.Ed, 1.00 percentage of the respondents belong to M.Phil and the remaining 0.5 percentage belong to other(D.Litt).

Inferences:

Majority (44.5%) of the respondents are B.Ed qualified.

TABLE 4.1.4 INCOME

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	Below 20000	30	15%
2	21,000-30,000	70	35%
3	31,000-45,000	72	36%
4	45,000 and above	26	13%
	TOTAL	200	100%

TABLE 4.1.4 representing income of the respondents

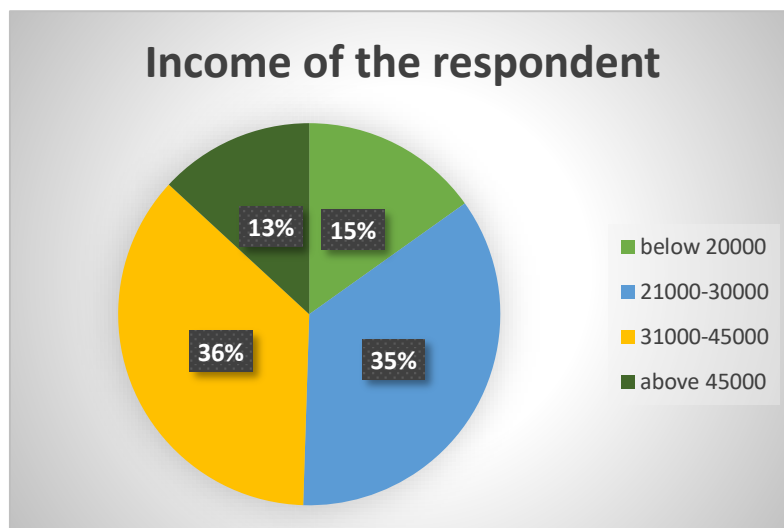


Chart 4.1.4 representing income of the respondents

Interpretation:

- Out of 200 respondents, 15.00 percentage of the respondents comes under the category of income below 20000, 35.00 percentage of the respondents comes under the category of income between 21000 – 30000, 36.00 percentage of the respondents comes under the category of income 31000 – 40000 and 13.00 percentage of the respondent comes under the category of income above 45000.

Inferences:

Majority (36%) of the respondents receives income below 31000-45000.

Table 4.1.5: Performance of teaching staff during covid-19 pandemic

SA-Strongly Agree, A- Agree, N- Neutral, DA – Disagree, SDA- Strongly Disagree

PARTICULAR	SA	%	A	%	N	%	D	%	SD	%
working from home influence motivational level of teaching staff in the current covid situation.	19	9.5	69	34.5	45	22.5	66	33	1	0.5
Teaching in online mode is more effective compared to physical class.	13	6.5	37	18.5	44	22	60	30	46	23
If teaching staff have good work-life balance, the institution will be more effective and successful.	95	47.5	65	32.5	35	17.5	5	2.5	0	0
Sufficient time is provided to complete the syllabus in online mode.	15	7.5	50	25	80	40	30	15	25	12.5

Source: Primary Data

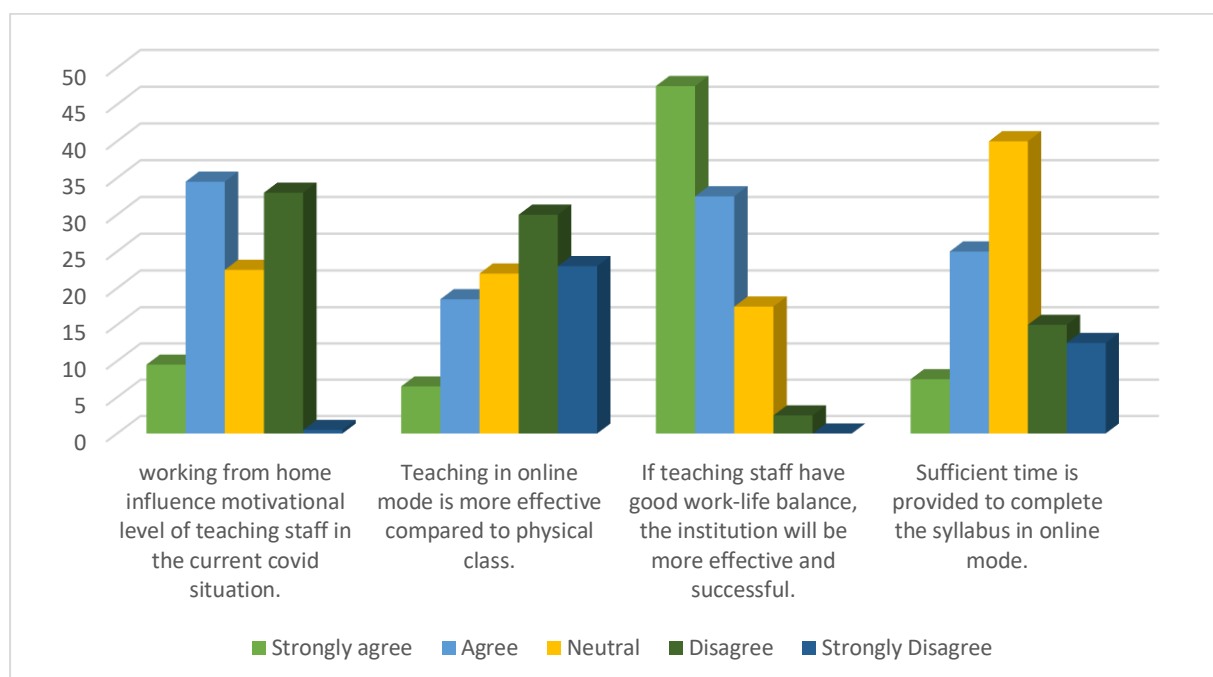


Chart 4.1.5 Performance of teaching staff during covid-19 pandemic

Interpretation:

From the above table it was interpreted that

- 9.5% respondents are strongly agreed, 34.5% respondents agree, 22.5% respondents are neutral, 33% respondents are Disagree and 0.5% respondents are Strongly Disagree with the statement, working from home influence motivational level of teaching staff in the current covid situation.
- 6.5% respondents are strongly agreed, 18.5% respondents agree, 22% respondents are neutral, 30% respondents are Disagree and 23% respondents are Strongly Disagree with the statement Teaching in online mode is more effective compared to physical class.
- 47.5% respondents are strongly agreed, 32.5% respondents agree, 17.5% respondents are neutral, 2.5% respondents are Disagree and 0% respondents are Strongly Disagree with the statement , If teaching staff have good work-life balance, the institution will be more effective and successful.
- 7.5% respondents are strongly agreed, 22% respondents agree, 40% respondents are neutral, 15% respondents are Disagree and 12.5% respondents are Strongly Disagree with the statement, Sufficient time is provided to complete the syllabus in online mode.

Inferences

- Majority (34.5%) respondents are agreed working from home influence motivational level of teaching staff in the current covid situation.
- Majority (30%) respondents agree I'm
- Majority of them (47.5%) respondents are strongly agreed If teaching staff have good work-life balance, the institution will be more effective and successful.
- Majority of them (40%) respondents are strongly agreed Sufficient time is provided to complete the syllabus in online mode.

Table 4.1.6: Satisfaction level of teaching staff working from home

SA-Strongly Agree, A- Agree, N- Neutral, DA – Disagree, SDA- Strongly Disagree

PARTICULAR	SA	%	A	%	N	%	D	%	SD	%
Work life balance in the teaching profession should be customized to individual needs with considering current covid pandemic situation.	46	23	91	45.5	58	29	5	2.5	0	0
Educational institutions take initiatives to manage work life of its employees.	15	7.5	17	8.5	124	62	26	13	18	9
Work from home, work load is fair and reasonable.	26	13	18	9	40	20	89	44.5	27	13.5
Teaching staff need to work after the hours to meet the work requirements.	45	22.5	68	34	50	25	29	14.5	8	4

Source: Primary Data

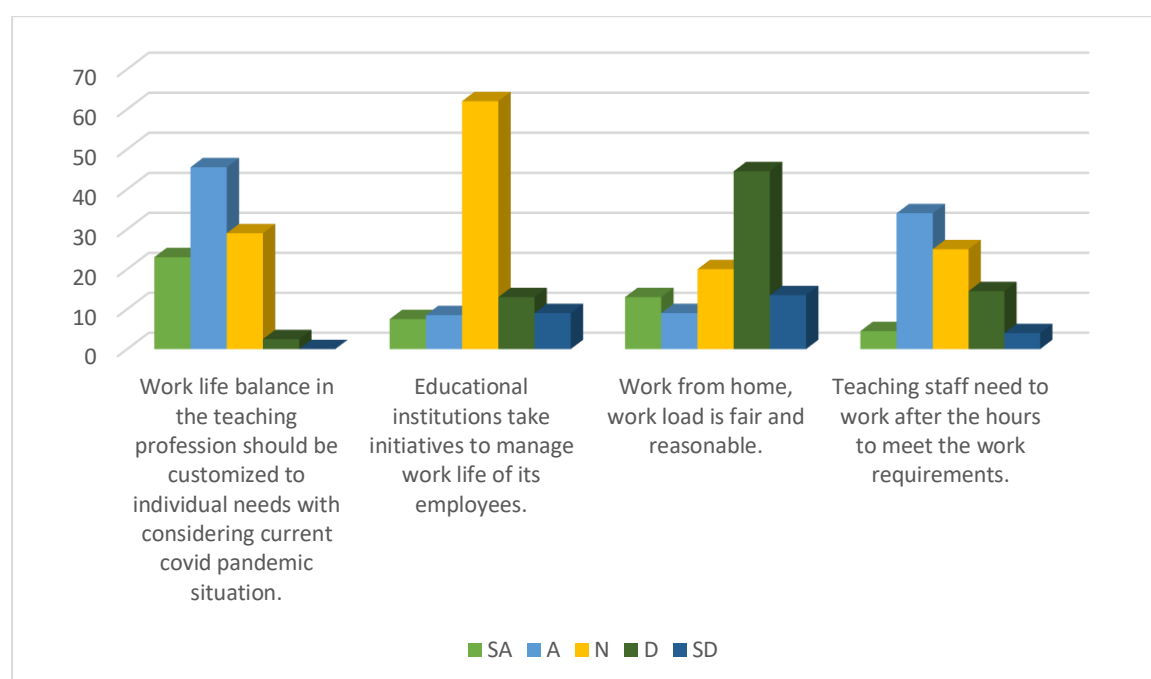


Chart 4.1.6 Satisfaction level of teaching staff working from home

Interpretation:

From the above table it was interpreted that

- 23% respondents strongly agreed, 45.5% respondents agree, 29% respondents are neutral, 2.5% respondents are Disagree and 0% respondents are Strongly Disagree with the statement, Work life balance in the teaching profession should be customized to individual needs with considering current covid pandemic situation.
- 7.5% respondents strongly agreed, 8.5% respondents agree, 62% respondents are neutral, 13% respondents are Disagree and 9% respondents are Strongly Disagree with the statement, Educational institutions take initiatives to manage work life of its employees.
- 13% respondents are strongly agreed, 9% respondents agree, 40% respondents are neutral, 44.5% respondents are Disagree and 13.5% respondents are Strongly Disagree with the statement, Work from home, work load is fair and reasonable.
- 22.5% respondents are strongly agreed, 34% respondents agree, 25% respondents are neutral, 14.5% respondents are Disagree and 4% respondents are Strongly Disagree with the statement, Teaching staff need to work after the hours to meet the work requirements.

Inferences

- Majority (45.5%) respondents agreed Work life balance in the teaching profession should be customized to individual needs with considering current covid pandemic situation.
- Majority (62%) respondents are neutral that Educational institutions take initiatives to manage work life of its employees.
- Majority of them (44.5%) respondents are strongly disagree that Work from home, work load is fair and reasonable.
- Majority of them (34%) respondents are strongly agreed that Teaching staff need to work after the hours to meet the work requirements.

Table 4.1.7: Work life factors

SA-Strongly Agree, A- Agree, N- Neutral, DA – Disagree, SDA- Strongly Disagree

PARTICULAR	SA	%	A	%	N	%	D	%	SD	%
Flexible work hours due to current work life.	59	29.5	48	24	43	21.5	24	12	26	13
class room atmosphere is created in the online class.	51	25.5	89	44.5	14	7	20	10	26	13
Teachers work schedule must be altered in turn to the requirement and convenience.	99	49.5	60	30	20	15	14	7	7	3.5
Teaching staffs are able to make a balance of professional and personal life.	45	22.5	78	39	50	25	9	4.5	8	4

Source: Primary Data

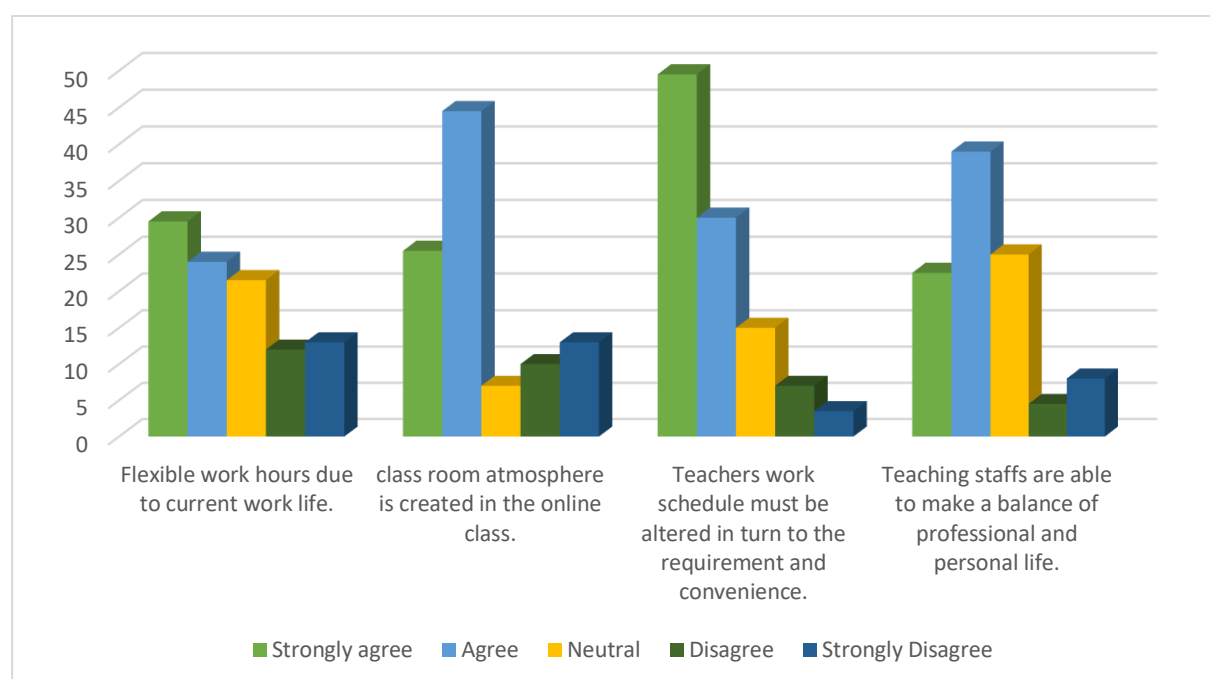


Chart 4.1.7 Work life factors

Interpretation:

From the above table it was interpreted that

- 29.5% respondents strongly agreed, 24% respondents agree, 21.5% respondents are neutral, 12% respondents are Disagree and 13% respondents are Strongly Disagree with the statement, Flexible work hours due to current work life.
- 25.5% respondents strongly agreed, 44.5% respondents agree, 7% respondents are neutral, 10% respondents are Disagree and 13% respondents are Strongly Disagree with the statement, class room atmosphere is created in the online class.
- 49.5% respondents are strongly agreed, 30% respondents agree, 15% respondents are neutral, 7% respondents are Disagree and 3.5% respondents are Strongly Disagree with the statement, Teachers work schedule must be altered in turn to the requirement and convenience.
- 22.5% respondents are strongly agreed, 39% respondents agree, 25% respondents are neutral, 4.5% respondents are Disagree and 4% respondents are Strongly Disagree with the statement,

Inferences

- Majority (29.5%) respondents strongly agreed Flexible work hours due to current work life.
- Majority (44.5%) respondents agree that class room atmosphere is created in the online class.
- Majority of them (49.5%) respondents are strongly agreed Teachers work schedule must be altered in turn to the requirement and convenience.
- Majority of them (39%) respondents are strongly agreed that Teaching staffs are able to make a balance of professional and personal life.

Table 4.1.8: Personal life factors

SA-Strongly Agree, A- Agree, N- Neutral, DA – Disagree, SDA- Strongly Disagree

PARTICULAR	SA	%	A	%	N	%	D	%	SD	%
Missing out quality time with family because of work pressure during the current covid crisis	51	25.5	59	29.5	55	27.5	24	12	11	5.5
Demands of your job interfere with your family life.	51	25.5	89	44.5	14	7	20	10	26	13
Demands of your family interfere with your work on the job.	15	7.5	4	2	78	39	34	17	7	3.5
Sacrificing sleep to make up time with the family.	45	22.5	78	39	50	25	9	4.5	0	0

Source: Primary Data

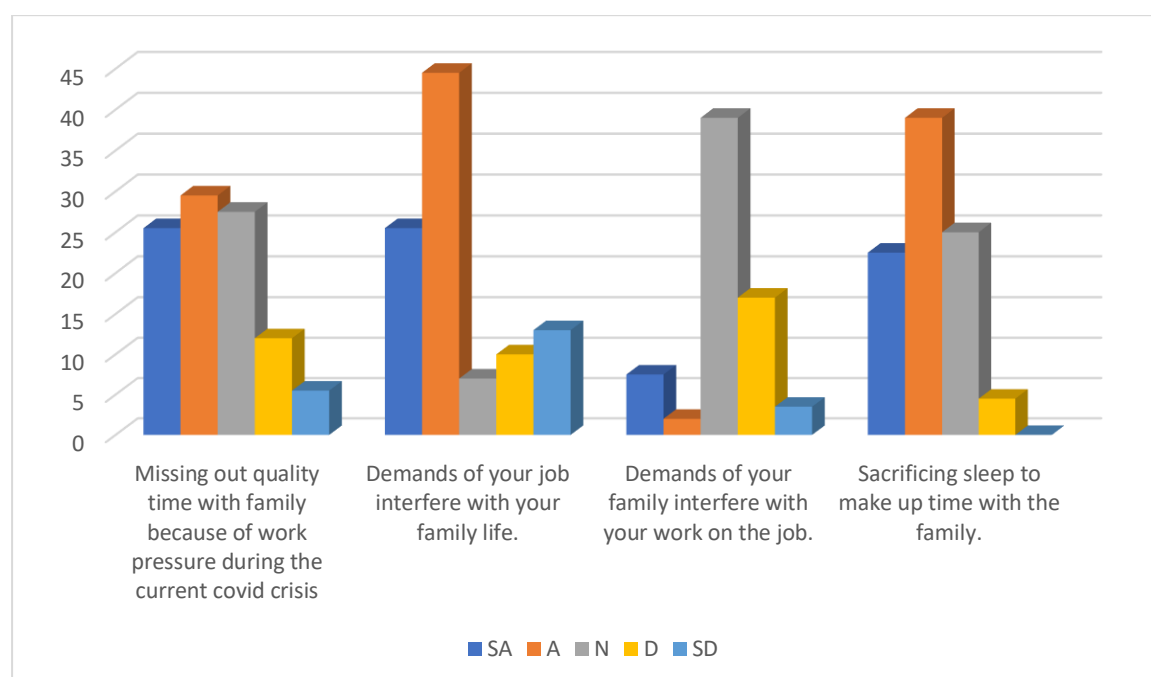


Chart 4.1.8 Personal life factors

Interpretation:

From the above table it was interpreted that

- 25.5% respondents strongly agreed, 29.5% respondents agree, 27.5% respondents are neutral, 12% respondents are Disagree and 5.5% respondents are Strongly Disagree with the statement Missing out quality time with family because of work pressure during the current covid crisis.
- 25.5% respondents strongly agreed, 44.5% respondents agree, 7% respondents are neutral, 10% respondents are Disagree and 13% respondents are Strongly Disagree with the statement, Demands of your job interfere with your family life.
- 7.5% respondents are strongly agreed, 2% respondents agree, 39% respondents are neutral, 17% respondents are Disagree and 3.5% respondents are Strongly Disagree with the statement, Demands of your family interfere with your work on the job.
- 22.5% respondents are strongly agreed, 39% respondents agree, 25% respondents are neutral, 4.5% respondents are Disagree and 0% respondents are Strongly Disagree with the statement, Sacrificing sleep to make up time with the family.

Inferences

- Majority (29.5%) respondents agreed that Missing out quality time with family because of work pressure during the current covid crisis
- Majority (44.5%) respondents agree that Demands of your job interfere with your family life.
- Majority of them (39%) respondents are neutral Demands of your family interfere with your work on the job.
- Majority of them (39%) respondents are agreed that Sacrificing sleep to make up time with the family.

Table 4.1.9: Barriers during covid-19 pandemic

SA-Strongly Agree, A- Agree, N- Neutral, DA – Disagree, SDA- Strongly Disagree

PARTICULAR	SA	%	A	%	N	%	D	%	SD	%
Due to covid lockdown, working from home, affects mental and physical health.	99	49.5	63	31.5	20	10	18	9	0	0
Impact of covid hinder in balancing work and family commitments	117	58.5	32	16	50	25	1	0.5	0	00
There are no significant compromises or shortcuts taken when staff safety is at stake due to covid-19	111	55.5	65	32.5	14	7	10	5	0	0
Work pressure extra working hours are taken to complete the syllabus in online classes due to covid crisis.	106	53	70	35	13	6.5	10	5	1	0.5

Source: Primary Data

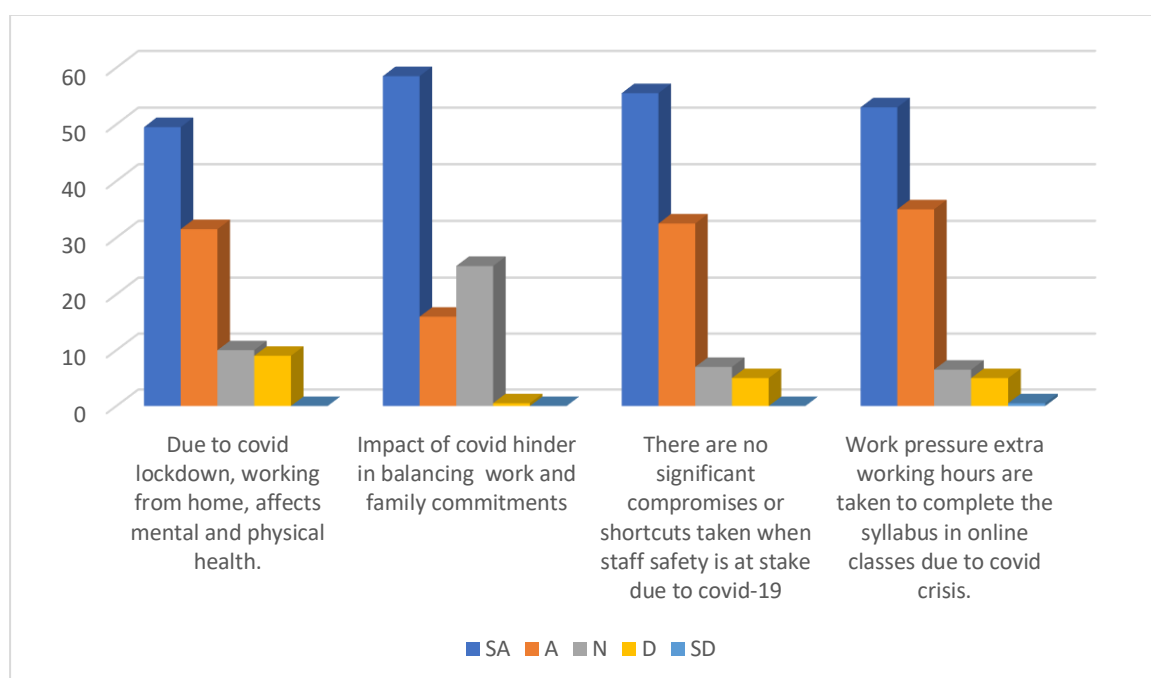


Chart 4.1.9 Barriers during covid-19 pandemic

Interpretation:

From the above table it was interpreted that

- 49.5% respondents strongly agreed, 31.5% respondents agree, 10% respondents are neutral, 9% respondents are Disagree and 0% respondents are Strongly Disagree with the statement, Due to covid lockdown, working from home, affects mental and physical health.
- 58.5% respondents strongly agreed, 16% respondents agree, 25% respondents are neutral, 1% respondents are Disagree and 0% respondents are Strongly Disagree with the statement, Impact of covid hinder in balancing work and family commitments.
- 55.5% respondents are strongly agreed, 32.5% respondents agree, 7% respondents are neutral, 5% respondents are Disagree and 0% respondents are Strongly Disagree with the statement, there are no significant compromises or shortcuts taken when staff safety is at stake due to covid-19
- 53% respondents are strongly agreed, 35% respondents agree, 6.5% respondents are neutral, 5% respondents are Disagree and 0.5% respondents are Strongly Disagree with the statement, Work pressure extra working hours are taken to complete the syllabus in online classes due to covid crisis.

Inferences

- Majority (49.5%) respondents strongly agreed that Due to covid lockdown, working from home, affects mental and physical health.
- Majority (58.5%) respondents agree that Impact of covid hinder in balancing work and family commitments.
- Majority of them (55.5%) respondents strongly agree that there are no significant compromises or shortcuts taken when staff safety is at stake due to covid-19
- Majority of them (53 %) respondents are strongly agreed that Work pressure extra working hours are taken to complete the syllabus in online classes due to covid crisis.

4.2 STATISTICAL ANALYSIS

4.2.1 CORRELATION

Performances and Satisfaction

Hypothesis Testing

H0: There is no relationship between performance and satisfaction.

H1: There is relationship between performance and satisfaction.

Table 4.2.1.1 Correlation between performances and satisfaction.

Correlation				
			Performance	Satisfaction
Spearman's rho	Performance	Correlation Coefficient	1.000	.402**
		Sig. (2-tailed)	.	.002
		N	200	200
	Satisfaction	Correlation Coefficient	.402**	1.000
		Sig. (2-tailed)	.002	.
		N	200	200
	**. Correlation is significant at the 0.02 level (2-tailed).			

Interpretation: From the above it was interpreted that, significant value .002 is less than 0.5 and r value .402 is less than 1 critical value. So, the null hypothesis gets rejected and alternate hypothesis gets accepted.

Inferences: Thus, there is a positive relationship between the performances and satisfaction.

Performances and Work life factors

Hypothesis Testing

- H0: There is no relationship between performance and work life factors
- H1: There is relationship between performance and work life factors

Table 4.2.1.2 Correlation between performances and Work life factors.

Correlation				
			Performance	Work life factors
Spearman's rho	Performance	Correlation Coefficient	1.000	.502**
		Sig. (2-tailed)	.	.001
		N	200	200
	Work life factors	Correlation Coefficient	.502**	1.000
		Sig. (2-tailed)	.001	.
		N	200	200
**. Correlation is significant at the 0.01 level (2-tailed).				

Interpretation: From the above it was interpreted that, significant value .001 is less than 0.5 and r value .502 is less than 1 critical value. So, the null hypothesis gets rejected and alternate hypothesis gets accepted.

Inferences: Thus, there is a positive relationship between the performances and work life factor.

Performances and personal life factors

Hypothesis Testing

• H0: There is no relationship between performance and personal life factors

H1: There is relationship between performance and personal life factors

Table 4.2.1.3 Correlation between performances and personal life factors.

Correlation				
			Performance	Personal life factors
Spearman's rho	Performance	Correlation Coefficient	1.000	.802**
		Sig. (2-tailed)	.	.000
		N	200	200
	Personal life factors	Correlation Coefficient	.802**	1.000
		Sig. (2-tailed)	.000	.
		N	200	200
**. Correlation is significant at the 0.00 level (2-tailed).				

Interpretation: From the above it was interpreted that, significant value .000 is less than 0.5 and r value .802 is less than 1 critical value. So, the null hypothesis gets rejected and alternate hypothesis gets accepted.

Inferences: Thus, there is a positive relationship between the performances and personal life factor.

Performances and covid-19 barriers.

Hypothesis Testing

• H0: There is no relationship between performance and covid-19 barriers.

H1: There is relationship between performance and covid-19 barriers.

Table 4.2.1.4 Correlation between performances and personal life factors.

Correlation				
			Performance	Barriers during Covid
Spearman's rho	Performance	Correlation Coefficient	1.000	.602**
		Sig. (2-tailed)	.	.001
		N	200	200
	Barriers during Covid	Correlation Coefficient	.602**	1.000
		Sig. (2-tailed)	.001	.
		N	200	200
**. Correlation is significant at the 0.01 level (2-tailed).				

Interpretation: From the above it was interpreted that, significant value .001 is less than 0.5 and r value .602 is less than 1 critical value. So, the null hypothesis gets rejected and alternate hypothesis gets accepted.

Inferences: Thus, there is a positive relationship between the performances and covid-19 barriers.

4.2.2 ANOVA

Hypothesis testing

H₀: There is no relationship between the dependent variables (performances) and independent variables (satisfaction, work life factors, personal life factors and covid-19 barriers).

H₁: There is relationship between the dependent variables (performances) and independent variables (satisfaction, work life factors, personal life factors and covid-19 barriers).

Table 4.2.2.1 ANOVA

Performance		Sum of Squares	df	Mean Square	F	Sig.
Satisfaction	Between Groups	1.783	60	.594	5.312	.001
	Within Groups	55.505	140	.112		
	Total	57.288	200			
Work life balance	Between Groups	1.739	110	.580	5.108	.002
	Within Groups	56.283	90	.113		
	Total	58.022	200			
Personal life balance	Between Groups	1.783	120	.594	5.312	.001
	Within Groups	55.505	80	.112		
	Total	57.288	200			
Covid-19 barriers	Between Groups	1.783	130	.594	5.312	.001
	Within Groups	55.505	70	.112		
	Total	57.288	200			

Interpretation:

From the above table, it was interpreted that, f-value is greater than significant value (i.e.) Satisfaction $5.312 > 0.001$, work life factor $5.108 > 0.002$, personal life factors $5.312 > 0.001$ and covid-19 barriers $5.312 > 0.001$. So, the null hypothesis is rejected and alternate hypothesis is accepted.

Inferences:

There is relationship between the dependent variables (satisfaction, work life factors, personal life factors and covid-19 barriers).

4.2.3 Chi-Square

Chi-Square

Hypothesis Testing

H₀ : There is no association between the Age of the respondents and monthly income.

H₁ : There is association between the Age of the respondents and monthly income.

Table 4.2.2.2 Chi-Square

Age * monthly income Crosstabulation							
		Salary					Total
		SA	A	N	D	SD	
Age	25-35	20	25	4	8	0	57
	35-45	21	30	4	6	0	61
	45-55	27	29	1	4	2	63
	Above 55	6	10	0	1	2	19
Total		74	94	9	19	7	200

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	15.805 ^a	12	0.010
Likelihood Ratio	15.525	12	0.010
N of Valid Cases	200		

Inferences:

Since the p-value 0.010 is less than 0.05. We accept the alternate hypothesis and reject the null hypothesis. Hence, there is a significant differences between the age and monthly received by the teaching professionals.

CHAPETER – 5

RESULTS AND DISCUSSION

5.1 FINDINGS

- Majority (54.00%) of the respondents are Male category.
- Majority (39%) are under the category of between the age of 46 – 55.
- Majority (44.5%) of the respondents are B.Ed qualified.
- Majority (36%) of the respondents receives income below 31000-45000.
- Majority (34.5%) respondents are agreed working from home influence motivational level of teaching staff in the current covid situation.
- Majority (30%) respondents agree I'm
- Majority (47.5%) respondents are strongly agreed If teaching staff have good work-life balance, the institution will be more effective and successful.
- Majority (40%) respondents are strongly agreed Sufficient time is provided to complete the syllabus in online mode.
- Majority (45.5%) respondents agreed Work life balance in the teaching profession should be customized to individual needs with considering current covid pandemic situation.
- Majority (62%) respondents are neutral that Educational institutions take initiatives to manage work life of its employees.
- Majority of them (44.5%) respondents are strongly disagree that Work from home, work load is fair and reasonable.
- Majority of them (34%) respondents are strongly agreed that Teaching staff need to work after the hours to meet the work requirements.
- Majority (29.5%) respondents strongly agreed Flexible work hours due to current work life.
- Majority (44.5%) respondents agree that class room atmosphere is created in the online class.
- Majority of them (49.5%) respondents are strongly agreed Teachers work schedule must be altered in turn to the requirement and convenience.

- Majority of them (39%) respondents are strongly agreed that Teaching staffs are able to make a balance of professional and personal life.
- Majority (49.5%) respondents strongly agreed that Due to covid lockdown, working from home, affects mental and physical health.
- Majority (58.5%) respondents agree that Impact of covid hinder in balancing work and family commitments.
- Majority of them (55.5%) respondents strongly agree that there are no significant compromises or shortcuts taken when staff safety is at stake due to covid-19
- Majority of them (53 %) respondents are strongly agreed that Work pressure extra working hours are taken to complete the syllabus in online classes due to covid crisis.

5.2 SUGGESTION

- The School management may arrange seminars and awareness programs about stress and overburden, work-life balance and individual energy management to make better choices about balancing their energies across their work and life.
- Consider providing training in relaxation methods, such as Yoga, meditation and free health checkup. These practices helps to maintain healthy life style and lower stress.
- The teaching staff members have to plan, prioritize and schedule their work and life obligations in order to improve their work life balance.
- They shall think about what they want out of work and out of life.
- The management shall facilitate work life balance with many schemes that can attract teaching staff members and satisfy their needs.
- Management should not only develop work-life balance measures, but also take steps to encourage instructors to take use of work-life chances.

5.3 CONCLUSION

- It can be said that Work Life Balance is a very important issue in the Human Resource Management field and it has a negative impact because to the covid-19 pandemic.
- The incorporation of Work-Life Balance strategies into annual planning of educational institutions by the management can, in fact, have positive impact on employee's well-being.
- Work is an essential part in which each individual spend most of the time so it is necessary to have proper balance to live the residual time with their family.
- Although this paper is focused on only one teaching staff of education institution, it can be concluded that all levels of teaching staff have had difficulties in maintaining work-life balance throughout the work from home, specifically the ones with children of school age.
- Therefore, it is equally important for teaching staff members to express their expectations and needs, since otherwise they cannot expect management or the institutions to resolve matters for them on their own initiative.

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APPENDIX-I (QUESTIONNAIRE)

FINAL PROJECT

A STUDY ON WORK LIFE BALANCE OF TEACHING STAFFS IN SELECTED SCHOOLS OF CHENNAI DURING COVID -19 PANDEMIC

Hello Everyone!

This is Pradeepan. I am currently pursuing my Masters in Business Administration.

I am conducting a survey on work life balance of teaching staffs in selected school of Chennai during this covid-19 pandemic. This Survey is part of my final year project.

I would like to assure you that the personal data you enter in this will be completely confidential and your responses will be used only for research purposes. So, please feel free to respond based on your experiences.

Your time and participation is highly appreciated. Thank You.

Education Institution Name:

Your answer

Gender:

☐

Male

☐

Female

Age:

- ☐ 25-35
- ☐ 36-44
- ☐ 45-55
- ☐ 55 and above

Educational Qualification:

- ☐ UG
- ☐ PG
- ☐ B.Ed
- ☐ M.Ed
- ☐ M.Phil
- ☐ PhD
- ☐ D.litt.

Sector:

- ☐ Private
- ☐ Government

Monthly Income

- ☐ >20000
- ☐ 20000-30000
- ☐ 30000-40000
- ☐ 40000-50000
- ☐ <50000

Performance	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
working from home influence motivational level of teaching staff in the current covid situation.	☐	☐	☐	☐	☐
Teaching in online mode is more effective compared to physical class.	☐	☐	☐	☐	☐
If teaching staff have good work-life balance, the institution will be more effective and successful.	☐	☐	☐	☐	☐
Sufficient time is provided to complete the syllabus in online mode.	☐	☐	☐	☐	☐

Satisfaction level of teaching staff working from home	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Work life balance in the teaching profession should be customized to individual needs with considering current covid pandemic situation.	☐	☐	☐	☐	☐
Educational institutions take initiatives to manage work life of its employees.	☐	☐	☐	☐	☐

Work from home, work load is fair and reasonable.

☐ ☐ ☐ ☐ ☐

Teaching staff need to work after the hours to meet the work requirements.

☐ ☐ ☐ ☐ ☐

Work Life Factors

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Flexible work hours due to current work life.	☐	☐	☐	☐	☐
class room atmosphere is created in the online class.	☐	☐	☐	☐	☐
Teachers work schedule must be altered in turn to the requirement and convenience.	☐	☐	☐	☐	☐
Teaching staffs are able to make a balance of professional and personal life.	☐	☐	☐	☐	☐

Personal Life Factors

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Missing out quality time with family because of work pressure during the current covid crisis	☐	☐	☐	☐	☐
Demands of your job interfere with your family life.	☐	☐	☐	☐	☐

Demands of
your family
interfere with
your work on
the job.

☐
☐
☐
☐
☐

Sacrificing
sleep to make
up time with
the family

☐
☐
☐
☐
☐

Barriers during covid-19 pandemic

Strongly
Agree

Agree

Neutral

Disagree

Strongly
Disagree

Due to covid
lockdown,
working from
affects mental
and physical
health.

☐
☐
☐
☐
☐

Impact of covid
hinder in
balancing work
and family
commitments

☐
☐
☐
☐
☐

There are no
significant
compromises
or shortcuts
taken when
staff safety is
at stake due to
covid-19

☐
☐
☐
☐
☐

Work pressure
extra working
hours are taken
to complete the
syllabus in
online classes
due to covid
pandemic.

☐
☐
☐
☐
☐

APPENDIX-II

A STUDY ON WORK LIFE BALANCE OF TEACHING STAFFS IN SELECTED SCHOOL OF CHENNAI DURING COVID-19 PANDEMIC.

Mr. K. Pradeepan, B.com., MBA.,¹
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*Assistant Professor, Sathyabama Institute of Science and technology
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ABSTRACT

The study was conducted among the teaching staff in selected schools in Chennai District. This study is an attempt to explore the tough challenges faced by the respondents in maintaining a balance between their personal and professional life during covid-19 pandemic. The study is based on primary data. A sample of 200 respondents was selected by convenience sampling method. This paper studies attitudes (in the form of interviews & questionnaire) of teaching staff. In this study, we investigated various factors that affect the work-life balance of respondents. The present study addresses the objective of understanding the socio-economic profile of respondents, their opinion about their career, work life balance, covid19 factors influencing them towards their outcome of work life balance and imbalances. The impact of work-life balance on life satisfaction was affected by respondents' attitudes, personal, social, family, ecological and psychological attitudes. Relevant hypotheses have been made to address the goal. Statistical tools like Chi-Square test, ANOVA, Correlation and percentage analysis were used. It can be concluded that while working in a family with teachers of all levels, especially school-age children, they experienced difficulties in maintaining a balance between work and life.

Key Words: Work life balance, Personal life, Professional life, Respondents, Covid-19 factors, Imbalance.

I. INTRODUCTION

Human resource development

Human labour is the most important of the three elements of production That is land, labour, capital. The national labour force is considered a resource for economic development along with other physical resources. Only a man can do it Improve quality of life by making good use of other resources available to him. To improve this, mass production of various raw materials is required. Quality of life and economic development. The output is derived by join Input resources and human labour. Education, training and adequacy Opportunities are essential to improve the quality of human resources. human Behaviour is complex in nature. The challenge is not to control this energy Empower

those who do their best. Therefore, they are obliged to do Motivated, which ultimately adds value to the institution.

Work life balance

The concept of work-life balance comprises of three words i.e. work, life and balance, and broadly include proper prioritizing between work on the one hand and life on the other hand, and the balance is satisfaction and good functioning at work and at home with a minimum of role conflict. In todays fast running phase of life, people really find it difficult to manage a balance between the pressures of work place and the duties of a home-maker, be it a male or female. This contemporary managerial covid-19 pandemic issue has become a challenging factor of

not only the young working people who had just started their family life but also the young and middle-aged parents who need to provide constant attention to their family. The coronavirus disease 2019 (COVID-19) pandemic has led to a significant and unprecedented disruption of all facets of our lives. Academic faculty were directly affected by the stay-at-home order, impacting research work, teaching, and service responsibilities, thereby altering any balance of work–life.

Work-lifestyles stability is a trouble now no longer only for individuals, however for employers, the marketplace, the kingdom and society as a whole. The destiny team of workers and client marketplace is depending on ladies bearing, and dad and mom elevating kids. The circulate from a unmarried male breadwinner own circle of relatives version to 1 wherein each dad and mom take part in paid employment has made it more and more hard to elevate kids at the same time as the administrative centre is still model on male breadwinner employees. “Work-own circle of relatives stability” advanced into “paintings-lifestyles stability” partially in reaction to employees with out own circle of relatives obligations who felt that personnel with kids have been getting advantages that they have been now no longer. The time period “lifestyles” applies to any non-paid sports or commitments. While the time period does now no longer normally include “unpaid paintings” while regarding paintings, it may be prolonged to cowl that. In very beyond years, agencies regarded at “paintings” and “lifestyles” as unbiased domains. Employees have been predicted to location the agencies` pursuits beforehand in their very own. In the beyond, agencies reacted that, what occurs to personnel out of doors the workplace is their very own business; what they do withinside the workplace is their business.” With converting time, attitudes have changed. Organizations and bosses nowadays have come to simply accept the effect that paintings-lifestyles has on private lifestyles and vice-versa. Recent years have visible a developing variety of agencies function below the idea that private lifestyles and paintings lifestyles are complementary to every different and now no longer competing priorities. It allows personnel stability their paintings lives with their private lifestyles and results in fine results for the worker and the organization.

Therefore, more and more organizations are beginning to implement “work and family programs” or “family-friendly practices.” Work-life balance is a term used to describe workplace practices aimed at recognizing the needs of employees and balancing family needs with work life.

The balance between work and life can be defined as a fully integrated work and personal life that does not interfere with each other. In today's business world, people and organizations work 24 hours a day to meet ever-increasing demand. A slight delay in meeting schedules and expectations is considered an organizational failure. To avoid delays and cancellations, employees work hard and strive to balance work and life, which puts a lot of pressure on them and finishes work regardless of deadlines. Have been forced to. The most common phrase among employees is that they have no time or a busy schedule. A 24-hour day is no longer sufficient to fulfil work-related and personal obligations or responsibilities. The problem looks simple, but difficult to solve and manage. Employees who need to play a role other than daughter, son, spouse, or parent have no control over that role. Looking at the daily lives of many employees, time and stress are two important issues that need to be addressed to balance work and life. Dealing with these two variables is the key to a perfect work-life balance. Your organization's HR department needs to help your employees maintain a balance between work and life. The HR manager needs to carefully identify the problem and work with the employer to find a solution. Organizations should include work-life balance as an HR policy.

The issue of work-life balance seems to be more influential than the other groups. People who work long hours, who are invading their homes with modern technology, who have atypical jobs such as shift work, low-income people, child-rearing and paid employment, and families. Strive to reconcile people with exceeded cultural obligations and paid employment.

Need for Work-Life Balance

It is hard to decide at what factor in history, work-lifestyles stability became of hobby to scholars. In US, studies on this area commenced withinside the overdue 1970, when Americans skilled constrained activity autonomy and accelerated intellectual and physical strain. Furthermore, in this era practices to aid identical employment emerged, which include the Civil Right Act, Pregnancy Discrimination Act and Age Discrimination legislation. These acts have been a response to the accelerated wide variety of ladies and older employees withinside the labour pressure, which led to a 3rd of all personnel being concerned for elders and kids simultaneously. In Europe, there has been much less emphasis on work-lifestyles 7 projects in organizations, due to the fact gender fairness withinside the administrative center and the house was more advantageous through extra modern nation rules and law Kossek, Lewis, Hammer, (2010). In India it's been emphasised twentieth and twenty first century as a critical pressure withinside

the National development. In precise the attention and significance of work-lifestyles stability of ladies is step by step growing withinside the gift scenario.

The Importance of Work-Life Balance

Work Life Balance Creates About and Maintains Supports a Healthy Working Environment Effective Employees - Jobs And personal balance Enhance retention and productivity of employees in the organization. According to a large Canadian survey conducted by Lowe, one in four employees experiences high levels of work and family conflicts, and caregiver confusion and stress. Taking into account role overload, nearly 60% of the employees surveyed experience job conflicts and family conflicts. Higher Level Jobs - Family conflicts are reported by managers or professionals and are often the result of longer hours of work. Other Reasons includes Workplace Safety, Supervisor Support, Colleague Support, Work Requests or Overwork, Work Role Conflicts, Work Role Ambiguities, Work Dissatisfaction Includes, and extensive use of communication technology to blur the boundaries. between home and work. Work Life Balance is the main concern of for those who want to lead a balanced life.

Work-life balance of school teachers in pandemic

Academic Life is basically education, lecture preparation, student supervision , student work scoring, science research and term paper publishing, textbook writing, preparation and collaboration . And science conferences., Academic and Science Participation in committees and organizations, Participation in science projects, Participation in professional and consulting projects, administrative work.

Private life consists of different roles: Family life, children's lifting kids, home chorus, seniors, friendship maintenance, emotional relationship, travel, leisure, hobbies, etc. Overflow private life in the past 10 years. The thin line between the teacher's academic and private life is difficult time, diligence compensated work, and other side in your life of Compensate. In many cases, higher education institution teachers work more than 40 hours more than 24 working weeks and many factors affect working hours of educational staff.

II. STATEMENT OF THE PROBLEM

Today, employers expect more from their employees, and employees are increasingly putting extra pressure on them to get better results. Workers have many competing responsibilities, which burdens individuals, families, and the communities

in which they reside. The balance between work and life is to create and maintain a supportive and healthy work environment. Maintaining work life balance is not only important for their personal health and relationships, but it can also improve the efficiency of their work performance. In today's fast paced business world, the ability to achieve work life balance is becoming more and more difficult due the global wide spread of corona virus pandemic. Hence, the researcher has made an attempt to conduct the study on Work life Balance of teaching professionals of private schools in Chennai district.

III. OBJECTIVE OF THE STUDY

- A study to identify the impact of COVID-19 on work life balance of teaching professionals in educational institutions.
- To understand the physical and mental adaptability of working people in educational institution in the covid-19 pandemic phase.
- To analyze teaching staff's attitudes about family and personal life, work-life balance, time management, monetary advantages, work-life balance provisions, and socioeconomic issues.

IV. REVIEW OF LITERATURE

Davis (2021) says, Online classes are very different from face-to-face classes and have some similarities but require different skills

Ramakrishnan, (2020) There are different approaches to the use of the concept "work-private life balance," i.e., equilibrium of work and family life, equilibrium of work and private life, etc. Earlier research often deal with examination of the equilibrium between family and professional life in relation to the concept of work-life balance.

Eurofound (2017) The separation of work and private life is a challenge that most of the people active in the labor market face. In many cases, this can lead to burnout—a state of physical and mental exhaustion when a person's ability to work is drained. It was found that the negative impact of work on work-life balance is usually concentrated in the early stages of parenting, when employees in the household have pre-school children.

Parent-Thirion (2016) Work-life balance can be viewed much more broadly, considering its positive impact on social and economic sustainability. Improving work-life balance is linked to higher-level goals, including: increasing employment in the labor market, ensuring equal opportunities for the sexes, tackling demographic challenges. Our needs

and the needs of our children or dependents change with age. Our necessity for work–life balance is also changing.

A.K.M.Mominul Haque Talukder (2011) studied work life balance in service context and made attempts to identify how employees are balancing their work life by considering variables such as work culture, job satisfaction, employee benefits, work environment, flexible work time, work load and discrimination. He identified that work life balance is influenced by all these variables.

V. METHODOLOGY

Research Design:

From the objective we have studied the work life balance of teaching staff in school during covid-19 pandemic. To analyse this different data have to be collected from various educational institutions in Chennai.

A researcher using a descriptive design is only concerned in explaining the circumstance or case under investigation. Data collection, interpretation, and presentation are all part of this theory-based design process.. This enables a researcher who can explain why and how research is done. The design aids others in comprehending the research's importance.

Sampling technique:

The sampling technique used here is convenience sampling.

Data Collection Method:

Primary data: In Primary data collection method comprises of the online survey method i.e., Google forms were used to collect the responds from the respondents and the structured questionnaire.

Secondary data: The secondary facts for the observe become accumulated from websites, internet, magazines.

Area of research:

Sample size: 200

Period of study: 3 months

Target people: Teaching professionals

Target location: Chennai, Tamil Nadu

Type of industry: Educational Institutions (School)

Conceptual Framework:

The Conceptual framework of organizational commitment was based upon research gaps and

exhaustive review of literature into 5 variables of the study such as,

1. Performance
2. Satisfaction level
3. Work life factors
4. Personal life factors
5. Covid-19 Barriers

Analytical tool:

The main tools were used for statistical analysis were percentage analysis, ANOVA, Chi-Square, Correlation.

HYPOTHESIS TESTING

• H0: There is no relationship between performance and satisfaction.

H1: There is relationship between performance and satisfaction.

• H0: There is no relationship between performance and work life factors

H1: There is relationship between performance and work life factors

• H0: There is no relationship between performance and personal life factors

H1: There is relationship between performance and personal life factors

• H0: There is no relationship between performance and covid-19 barriers.

H1: There is relationship between performance and covid-19 barriers.

LIMITATIONS OF THE STUDY

- The sample size is small (200).
- Not able to do brief study due to less time duration.
- The demographical variables effect on the depending variables are not studied
- The data is collected on the online forms than hands on guide.
- Research study was done only in Chennai district.

VI. DATA ANALYSIS

PERCENTAGE ANALYSIS

1)TABLE: GENDER

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	Male	92	46%
2	Female	108	54%
TOTAL		200	100%

TABLE -1 Representing Gender of the respondents

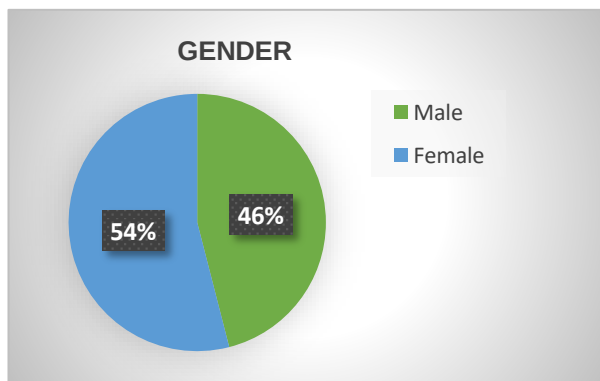


Chart -1 Representing Gender of the respondents

Interpretation:

Out of 200 respondents male respondents are 54.00 percentage and female respondents are 46.00 percentage.

2)TABLE: AGE GROUP

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	25-35	25	12.5%
2	36-45	52	26%
3	46-55	78	39%
4	55 above	45	22%
TOTAL		200	100%

TABLE-2 Representing Age group of the respondents

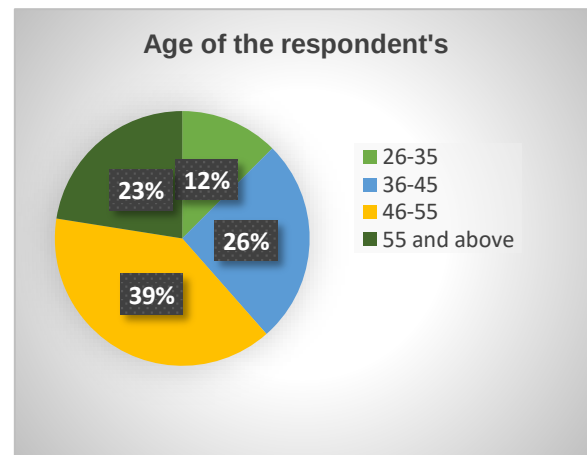


Chart-2 representing Age group of the respondents

Interpretation:

Out of 200 respondents, 12.5 percentage of the respondents are aged between 26-35, 26.00 percentage of the respondents are aged between 36-45, 39.00 percentage of respondents are aged between 46-55 and 22.00 percentage of the respondents are at the age group of above 55.

3)TABLE: EDUCATIONAL QUALIFICATION

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	Graduate	41	20.5%
2	Post-Graduate	67	33.5%
3	B.Ed.	89	44.5%
4	M.Phil.	2	1%
5	Other (D.Litt.)	1	0.5%
TOTAL		200	100%

TABLE-3 Representing Educational qualification of the respondents

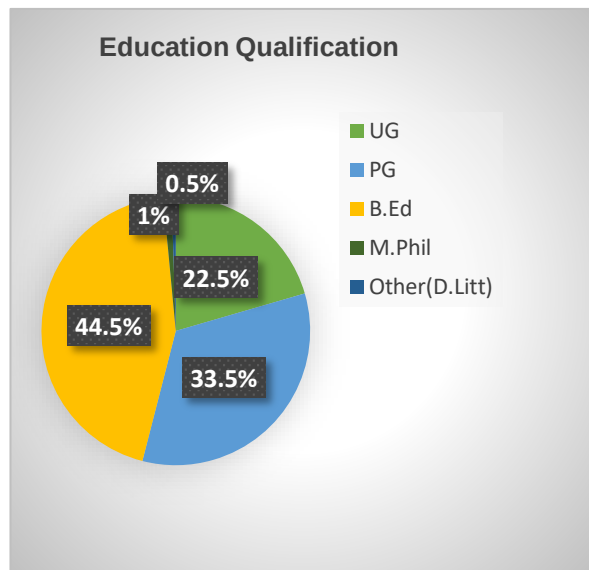


Chart-3 Representing Educational qualification of the respondents

Interpretation:

Out of 200 respondents, 20.5 percentage of respondents belong to Under graduation, 33.5 of the respondents belong to Post-graduation, 44.5 percentage of the respondents are B.Ed, 1.00 percentage of the respondents belong to M.Phil and the remaining 0.5 percentage belong to other(D.Litt).

4)TABLE: INCOME

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	Below 20000	30	15%
2	21,000-30,000	70	35%
3	31,000-45,000	72	36%
4	45,000 and above	26	13%
	TOTAL	200	100%

TABLE -4 representing income of the respondents

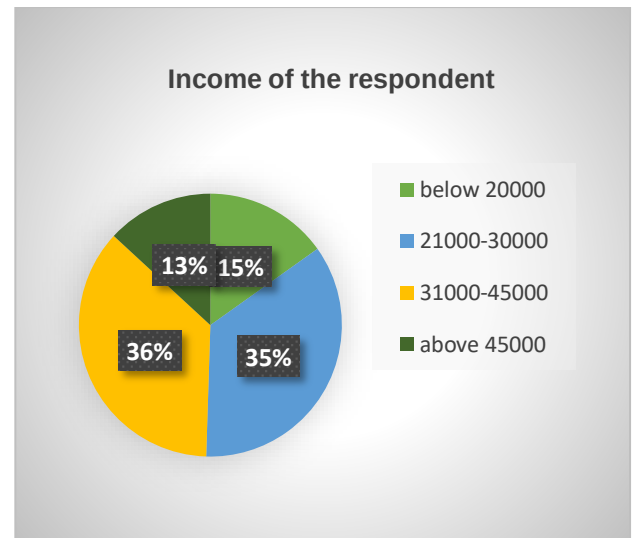


Chart-4 representing income of the respondents

Interpretation:

Out of 200 respondents, 15.00 percentage of the respondents comes under the category of income below 20000, 35.00 percentage of the respondents comes under the category of income between 21000 – 30000, 36.00 percentage of the respondents comes under the category of income 31000 – 40000 and 13.00 percentage of the respondent comes under the category of income above 45000.

CORRELATION

1)Correlation between performances and satisfaction.

Correlation				
			Performance	Satisfaction
Spearman's rho	Performance	Correlation Coefficient	1.000	.402**
		Sig. (2-tailed)	.	.002
		N	200	200
	Satisfaction	Correlation Coefficient	.402**	1.000
		Sig. (2-tailed)	.002	.
		N	200	200

**, Correlation is significant at the 0.02 level (2-tailed).

Interpretation: From the above it was interpreted that, significant value .002 is less than 0.5 and r value .402 is less than 1 critical value. So, the null hypothesis gets rejected and alternate hypothesis gets accepted.

Inferences: Thus, there is a positive relationship between the performances and satisfaction.

2)Correlation between performances and Work life factors.

Correlation				
			Performance	Work life factors
Spearman's rho	Performance	Correlation Coefficient	1.000	.502**
		Sig. (2-tailed)	.	.001
		N	200	200
	Work life factors	Correlation Coefficient	.502**	1.000
		Sig. (2-tailed)	.001	.
		N	200	200
**. Correlation is significant at the 0.01 level (2-tailed).				

Interpretation: From the above it was interpreted that, significant value .001 is less than 0.5 and r value .502 is less than 1 critical value. So, the null hypothesis gets rejected and alternate hypothesis gets accepted.

Inferences: Thus, there is a positive relationship between the performances and work life factor.

3)Correlation between performances and personal life factors.

Correlation				
			Performance	Personal life factors
Spearman's rho	Performance	Correlation Coefficient	1.000	.802**
		Sig. (2-tailed)	.	.000
		N	200	200
	Personal life factors	Correlation Coefficient	.802**	1.000
		Sig. (2-tailed)	.000	.
		N	200	200
**. Correlation is significant at the 0.00 level (2-tailed).				

Interpretation: From the above it was interpreted that, significant value .000 is less than 0.5 and r value .802 is less than 1 critical value. So, the null hypothesis gets rejected and alternate hypothesis gets accepted.

Inferences: Thus, there is a positive relationship between the performances and personal life factor.

4)Correlation between performances and personal life factors.

Correlation				
			Performance	Barriers during Covid
Spearman's rho	Performance	Correlation Coefficient	1.000	.602**
		Sig. (2-tailed)	.	.001
		N	200	200
	Barriers during Covid	Correlation Coefficient	.602**	1.000
		Sig. (2-tailed)	.001	.
		N	200	200
**. Correlation is significant at the 0.01 level (2-tailed).				

Interpretation: From the above it was interpreted that, significant value .001 is less than 0.5 and r value .602 is less than 1 critical value. So, the null hypothesis gets rejected and alternate hypothesis gets accepted.

Inferences: Thus, there is a positive relationship between the performances and covid-19 barriers.

VII. SUMMERY OF FINDING

- Majority (54.00%) of the respondents are Male category.
- Majority (39%) are under the category of between the age of 46 – 55.
- Majority (44.5%) of the respondents are B.Ed qualified.
- Majority (36%) of the respondents receives income below 31000-45000.
- Majority (34.5%) respondents are agreed working from home influence motivational level of teaching staff in the current covid situation.
- Majority (30%) respondents agree I'm
- Majority (47.5%) respondents are strongly agreed If teaching staff have good work-life balance, the institution will be more effective and successful.
- Majority (40%) respondents are strongly agreed Sufficient time is provided to complete the syllabus in online mode.
- Majority (45.5%) respondents agreed Work life balance in the teaching profession should be customized to individual needs with considering current covid pandemic situation.
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- Majority of them (34%) respondents are strongly agreed that Teaching staff need to work after the hours to meet the work requirements.
- Majority (29.5%) respondents strongly agreed Flexible work hours due to current work life.
- Majority (44.5%) respondents agree that class room atmosphere is created in the online class.
- Majority of them (49.5%) respondents are strongly agreed Teachers work schedule must be altered in turn to the requirement and convenience.
- Majority of them (39%) respondents are strongly agreed that Teaching staffs are able to make a balance of professional and personal life.
- Majority (49.5%) respondents strongly agreed that Due to covid lockdown, working from home, affects mental and physical health.
- Majority (58.5%) respondents agree that Impact of covid hinder in balancing work and family commitments.
- Majority of them (55.5%) respondents strongly agree that there are no significant compromises or shortcuts taken when staff safety is at stake due to covid-19
- Majority of them (53 %) respondents are strongly agreed that Work pressure extra working hours are taken to complete the syllabus in online classes due to covid crisis.

VIII. CONCLUSION

- It can be said that Work Life Balance is a very important issue in the Human Resource Management field and it has a negative impact because to the covid-19 pandemic.

- The incorporation of Work-Life Balance strategies into annual planning of educational institutions by the management can, in fact, have positive impact on employee's well-being.
- Work is an essential part in which each individual spend most of the time so it is necessary to have proper balance to live the residual time with their family.
- Although this paper is focused on only one teaching staff of education institution, it can be concluded that all levels of teaching staff have had difficulties in maintaining work-life balance throughout the work from home, specifically the ones with children of school age.
- Therefore, it is equally important for teaching staff members to express their expectations and needs, since otherwise they cannot expect management or the institutions to resolve matters for them on their own initiative.

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