

Impact of Individual and Work Ingredient on Work-Life Synergy of PG Assistants in CBSE Schools

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Abstract:

Work-life synergy is a valuable relationship between our personal and work life, where both complement each other. The Researcher is keen on unveiling the current situation faced by the people concerning the work-life synergy of PG Assistants in CBSE schools in Tirunelveli City. In this research, we have considered three ingredients: Individual factors, Work-related factors, and monetary benefits of the PG Assistants in CBSE Schools in Tirunelveli City. This research aims to analyze the impact of Individual and work-related Ingredients and Monetary benefits on the Work-life Synergy of PG Assistants in CBSE Schools in Tirunelveli City. In Tirunelveli city, we have eleven CBSE Schools. Out of eleven schools, six schools have senior secondary in their schools. The research design used for this study is the Descriptive research design. In this study, using the questionnaire, primary data is collected. The Census method has been used to gather data from the PG Assistants. Out of 57 respondents, 52 respondents responded to the questionnaire. The Statistical tool used for the study is multiple regressions to analyze the impact of predictors on an outcome variable. Ho: There is no impact of predictor's variables such as personal factors, work-related factors, and monetary benefits on outcome variables as work-life synergy. The R Square value of 0.290, shows that the predictors have a moderate impact on the dependent variable. The present study provides suggestions for the Educational Institutions in maintaining proper work environment, congenial atmosphere to teachers and work life synergy strategies.

Key Words: Work-Life Synergy, Work-related Factors, Personal Factors, Monetary Benefits.

INTRODUCTION

Work-life Synergy involves juggling workplace stress with the daily pressures of family, friends, and self. It is better regulation of multiple responsibilities at personal and professional life. The effective workplace support provided to employees helps them to maintain Work-life Synergy.

Synergized employees tend to feel more motivated and less stressed out at work, which thereby increases the organizational productivity and builds a sustainable workforce. Organizations that support the Work-life Synergy of employees have now become more attractive choice for employees.

Clark (2000) has defined Work-life Balance as “The state of less role conflict with better satisfaction and good functioning at work and home”.

DETERMINANTS OF WORK LIFE SYNERGY

In every individual's life there exist the determinants of Work-Life Synergy. The subject in the present contexts that are related the most with Work-Life Synergy are as follows.

Individual

An individual is the most important determinant of work life Synergy. Two American cardiologists Rosen man and Friedman determined two different types of personality depending on heart disorders and individual behaviour: Type A & B Type A is someone who is more active, more work oriented, more passionate and competitive, while type B is calm, patient, balance and right minded. It can be argued that since type A is more oriented to work there will be Negative reflection of it to Work-Life Synergy.

Yet workaholics considered being an obsessive behaviour is another thing that destroys Work-Life synergy. Workaholics, connotes over-addiction to work, being at work for a very long time over working, and being busy with work at times, out of work. As a workaholic is someone who is not interested in any other subjects than his job, works excessively and continues working without being aware that workaholic damages health, personal happiness and relations with others. Since life is not only about work, workaholics suffer from alienation, family problems. Like alcoholics workaholics neglects their families, friends, relations and other social responsibilities.

The demands that one experiences in family life and that have effects on individual, Work-Life synergy of an individual in terms of marriage child-rising, caring for elder people, shopping, house chores have effect on Work-Life synergy since they demand more family responsibilities. Traditionally responsibility in the family becomes more burdensome on women while balancing work and life. Those who have to look after a child or the elder people might sometimes have to risk their career by shortening their working hours, which becomes a source of stress for them.

Work and Organization

Work environment is more effective in work life Imbalance than the family environment. The job and the organization, one works in both have demand on individual time, efforts and mental capacity. Among the efforts, to increase organizational efficiency one of the subject's managers should focus on to raise the organizational loyalty of the staff. In this context employees working hard are encouraged and given opportunities to advance in career. Organization tries to get the most of their employees without considering

the other aspects to their private life. Such organizational strategies provide the opportunity of promotion and other benefits to the employees, so that in long run the employees might neglect their private life; therefore, the organizations become an important factor on Work-Life Synergy.

OBJECTIVES

- To know the demographic profile of the PG Assistants in CBSE Schools in Tirunelveli city.
- To analyse the impact of Individual and Work related Ingredient and monetary benefits on Work Life Synergy of PG Assistants in CBSE schools in Tirunelveli city.

METHODOLOGY

Research Design is defined as the framework of methods and techniques chosen by a researcher to combine various components of research in reasonably logical manner so, that research problem is efficiently handled.

The research design used for this study is Descriptive research design.

Area of the Study

The survey is conducted among PG Assistants in CBSE Schools in Tirunelveli City. Tirunelveli has many reputed CBSE Schools affiliated under Central Board of Secondary Education. The total number of schools affiliated from CBSE is 24 schools in Tirunelveli District. The study confined to Tirunelveli city, which has 11 CBSE Schools and of those 6 schools have senior secondary status.

Population of the study

A research population is generally a large collection of individuals or objects that is the main focus of a scientific query. A research population is also known as a well-defined collection of individuals or objects known to have similar characteristics.

Population of the study is PG Assistants in CBSE Schools in Tirunelveli City.

Data Collection Method

Data Collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses and evaluate outcomes.

Primary Data: In this study, the primary data is collected from the questionnaire. Census Method is used to collect the data from the PG Assistants. Out of 57 respondents, 52 respondents are responded due to their non availability 5 respondents are not responded.

Secondary data refers to data that is collected by someone other than the user. Common sources of secondary data for social science include censuses, information collected by government departments, organisational records and data that was originally collected for other research purposes. The secondary data is collected from the journals, articles related to this study.

Data Collection Instrument

The instrument used for data collection in this study is Questionnaire. Primary data were collected through questionnaire survey. The respondents were asked to give their opinion relating to major factors of work-life balance.

Questionnaire design

The first part of the questionnaire comprises the socio demographic factors with optimal questions. The second part contains statements related to work-life balance with Likert's seven Point's Scale. All related statements were included to derive responses. The researcher circulated the framed questionnaire among the PG Assistants in CBSE Schools in Tirunelveli City.

The information related to the study was collected through personal standardized questionnaire. The mixed mode of data collection was followed through online as well as offline personally by the researcher.

Statistical tools used for the study

The primary data collected through standardized questionnaire were grouped based on the dimensions and presented in the form of tables, diagrams, graphs and etc. The following statistical analyses are used to make the interpretation more meaningful and scientific.

Objective 1: To know the demographic profile of the PG Assistants in CBSE Schools in Tirunelveli city – **Percentage Analysis** to know the distribution of respondents.

Objective 2: To analyse the impact of Individual and Work related Ingredient, monetary benefits on Work Life Synergy of PG Assistants in CBSE schools in Tirunelveli city – **Multiple Regression** to analyse the impact of predictors on outcome variable.

OUTCOMES AND DISCUSSIONS:

Objective 1: Percentage Analysis to know the distribution of respondents.

- 80.8% of the respondents are female. Out of 52 respondents, 42 respondents are female. They preferred the teaching profession as their career.

- The equal number (23.1%) of respondents belongs to young and middle age group. It clearly interprets that the school management prefers the young and dynamic teachers to handle their senior secondary classes.
- All the respondents (100%) have minimum qualification as PG and Majority (50%) of the respondents have the qualification as PG with B.Ed.,
- 51.92% of the respondents earns below Rs.20, 000, the school management has to revise the salary for the PG Assistants in their school as per Tirunelveli city, cost of living.
- 63.4% of the respondents belong to the Nuclear Family and 36.5% of the respondents belong to the joint/ Extended Family. It is inferred that majority of the respondent lives in the nuclear family.

Objective 2: Multiple Regressions to analyse the impact of predictors on outcome variable.

Ho: There is no impact of predictors variables such as personal ingredient, work related ingredient, monetary benefits on outcome variable as work life synergy.

H₁: There is an impact of predictors variables such as personal ingredient, work related ingredient, monetary benefits on outcome variable as work life synergy.

Table 1.1 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.539 ^a	.290	.246	.849

a. Predictors: (Constant), Work Related Ingredient, Monetary Benefits, Personal Ingredient

The R Square value 0.290 shows that the predictors have moderate impact on the dependent variable.

Table 1.2 ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.	
1	Regression	14.162	3	4.721	6.548	.001 ^b
	Residual	34.608	48	.721		
	Total	48.771	51			
a. Dependent Variable: Work Life Synergy						
b. Predictors: (Constant), Work Related Ingredient, Monetary Benefits, Personal Ingredient						

The table (1.2) shows that the p value (0.001) is lesser than the level of significance (0.05) and homogeneity of variance is met. Hence we accept H_1 .

Table 1.3 Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.428	1.275		.336	.738
	Individual Ingredient	.713	.196	.513	3.639	.001
	Monetary Benefits	.085	.138	.079	.617	.540
	Work Related Ingredient	.001	.261	.000	.003	.997

a. Dependent Variable: Work Life Synergy

Source: Primary Data

The table (1.3) shows that 1 point increase in Individual Ingredient causes .713 unit increases in work life synergy, 1 point increase in monetary benefits causes .085 increases in work life synergy and 1 point increase in work related ingredient causes .001 increases in work life synergy.

Hence, we can infer that among the independent variables, personal factors have a more significant influence on work life Synergy.

Therefore, From the Study, the Multiple Regression Equation can be written as follows

$$\text{Work Life Synergy (y)} = .428 + .713 \text{ Individual Ingredient (x}_1\text{)} + .085 \text{ Monetary Benefits (x}_2\text{)} + .001 \text{ Work related Ingredient (x}_3\text{)}.$$

CONCLUSION

From the Research, it was clear that the PG Assistants in CBSE Schools in Tirunelveli City reveals that, Even though they have long working hours, not agreeing with monetary benefits.

- Work, family and personal life should be complementary to each and not conflicting with each other. Some are successful in their careers but fail in family and personal life, whereas others who have a vibrant personal and family life are below par at work. Being successful in one sphere of life at the cost of the other is not a healthy sign.
- Work/life synergy is at best an elusive ideal and at worst a complete myth. But by making deliberate choices about which opportunities to pursue and which to decline, rather than simply reacting to emergencies, leaders can and do engage meaningfully with work, family, and community.

- Through work life synergy the individual will feel relaxed and organized. Productivity of the person increases which will lead accomplishing task efficiently as well as to attain greater successes. It will improve relationship with families and friends. Better mental and physical health is another benefit. We will be able to make priorities than sacrificing. Leisure time is another added plus of work life synergy.

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