



# A STUDY ON PROBLEM OF ASSISTANT PROFESSOR IN WORK LIFE BALANCE WITH SPECIAL REFERENCE TO MAYILADUTHURAI DISTRICT

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## ABSTRACT:

This study aims to investigate the work-life balance of assistant professors in Mayiladuthurai district. The research will explore various factors affecting work-life balance, including workload, job demands, family responsibilities, and coping mechanisms. Data will be collected through surveys and interviews, and both quantitative and qualitative analysis will be conducted to gain insights into the challenges and strategies employee by assistant professor to achieve work-life balance. The finding of this is expected to contribute to the understanding of work-life balance dynamic among academic professionals and provide recommendations for enhance work-life balance in this context.

## INTRODUCTION

In today's fast-paced world, achieving harmonious balance between professional responsibilities and personal life has become increasingly challenging. This challenge is particularly pronounced in the realm of academia, where assistant professors often find themselves juggling multiple roles and responsibilities. The Mayiladuthurai district, known for its rich educational landscape, provides an ideal setting to explore the dynamics of work-life balance among assistant professors.

This study seeks to delve into the nuances of work-life balance specifically among assistant professors in the Mayiladuthurai district. By examining the various factors influencing their work-life equilibrium, such as workload, job demands, family obligations, and coping strategies, this research aims to provide valuable insights into the unique challenges faced by assistant professors in balancing their professional and personal lives.

Through the combination of surveys and interviews, both quantitative and qualitative data will be collected to gain a comprehensive understanding of assistant professors' experiences and perceptions regarding work-life balance. By analyzing this data, the study aims to uncover patterns, trends and potential areas for improvement in supporting assistant professors in achieving a satisfactory work-life balance.

## Objective of the study:

- To investigate the factors influencing work-life balance among assistant professors in the Mayiladuthurai district.
- To explore the role of family responsibilities and support systems in shaping assistant professors' work-life balance.
- To investigate salary satisfaction and job satisfaction.
- To investigate obstacles of teaching field.

## Important of the study:

- Enhancing Job Satisfaction
- Improving Faculty Retention
- Promoting Well-being
- Addressing Gender Disparities
- Contributing to Academic Literature

## Research Methodology:

Descriptive Research Design is used in this study. This study adopts Random sampling, the population of using Assistant Professor at Mayiladuthurai district.

## Data Collection:

This study is carried out primary Data. The primary data is collected through structured questionnaire from a sample of 100 respondents from a specific area.

**Statement of the problem:**

The study aims to address the following problem: Despite the significance of work-life balance for assistant professors in Mayiladuthurai district, there is a lack of comprehensive understanding regarding the factors influencing their ability to balance professional responsibilities with personal life. This gap in knowledge hinders the development of effective interventions and support mechanisms tailored to the unique needs of assistant professors in the district. Therefore, there is a pressing need to investigate the specific challenges, coping mechanisms, and institutional factors impacting work-life balance among assistant professors in Mayiladuthurai, to inform policies and practices aimed at fostering a healthier balance between work and personal life in this academic context.

**Review of Literature:**

**Dr.Brindhadevi Chinnaswamy (2021)** “A Study On Problem Of Assistant Professor In Work Life Balance With Special Reference To Thirupur Distric” The literature surrounding the work-life balance of assistant professors, particularly within the context of Thirupure District, offers valuable insights into the challenges faced by academic faculty. Previous studies have highlighted the intricate interplay between professional responsibilities and personal life, emphasizing the need for effective strategies to mitigate the stressors encountered by assistant professors. Within the Indian academic landscape, researchers have examined factors such as workload, institutional support, family obligations, and societal expectations, shedding light on the complexities of achieving work-life balance in this context. Despite the existing body of literature, there remains a notable gap in understanding the specific challenges encountered by assistant professors in Thirupure District.

**Clark's (2000)** article "Work/Family Border Theory: A New Theory of Work/Family Balance" presents a significant contribution to the literature on work-life balance. In her work, she introduces the Work/Family Border Theory, which offers a fresh perspective on understanding the interplay between work and family domains. Clark argues that the traditional approaches to work-life balance often fail to capture the complexities of individuals' experiences in managing the boundaries between their professional and personal lives. The article delves into the concept of "border theory," which emphasizes the fluid and dynamic nature of boundaries between work and family roles. This article delve a employee balance work-life balancing detailed explain this study.

**Kossek and Lautsch's (2014)** article "Work-Family Boundary Management Styles in Organizations: A Cross-Level Model" contributes significantly to the understanding of work-life balance within organizational contexts. The authors present a comprehensive model that examines how individuals manage the boundaries between their work and family roles and how organizational factors influence these boundary management styles. The review of literature in this article synthesizes existing research on work-family boundary management, highlighting the diverse strategies individuals use to navigate the interface between their professional and personal lives. Kossek and Lautsch identify several key boundary management styles, including segmentation (keeping work and family roles separate), integration (blending work and family roles), and boundary management (flexibly shifting between work and family roles as needed).

**Elsa Diego-Medrano and Leslie Ramos Salazar** ‘In exploring the work-life balance of faculty in higher education’, the literature review highlights the multifaceted challenges and opportunities inherent in academia. Scholars underscore the intricate interplay between teaching, research, and service obligations, often leading to blurred boundaries between personal and professional life. Moreover, the review emphasizes the growing importance of institutional support, flexible policies, and individual coping strategies in fostering a sustainable work-life equilibrium for faculty members. This synthesis provides a nuanced understanding of the complexities surrounding faculty well-being in higher education contexts, paving the way for targeted interventions and organizational enhancements.

**Demographic Profile:**

**Table 1**  
**Age of the respondent**

| S.No | Age          | Respondent |
|------|--------------|------------|
| 1    | Less than 30 | 54         |
| 2    | 31 to 35     | 26         |
| 3    | 36-to40      | 10         |
| 4    | Above 46     | 10         |
|      | Total        | 100        |

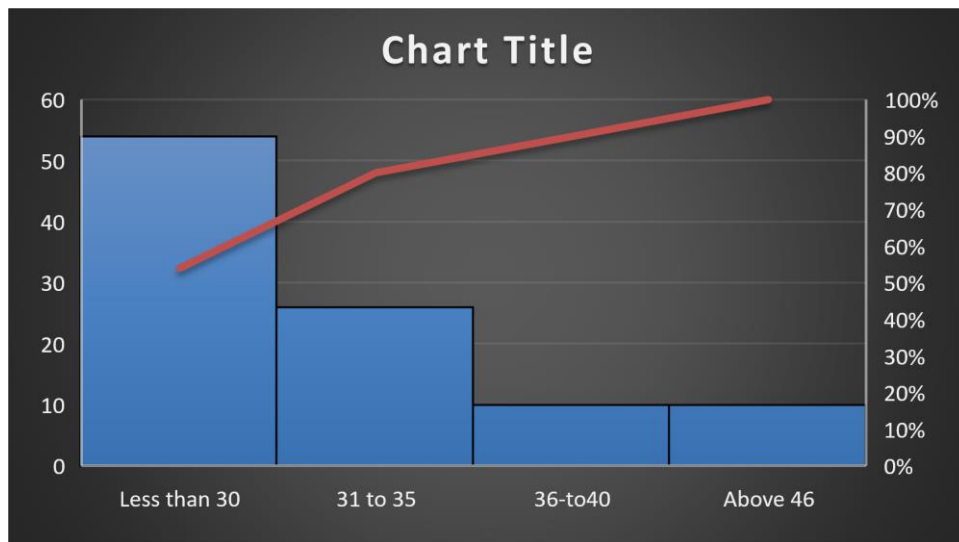


Table 1 show most of the respondent Less than 30 precentage of (54), than followed (26) 31 to 35 respondent perccentage (26),(10) percent of the respondent above the age of 46, 1 percent of the respondent 36 to 40 (10) percent of the respondent

**Table 2**  
**Marital status**

| S.No | Marital Status | Respondent |
|------|----------------|------------|
| 1    | Single         | 45         |
| 2    | Married        | 55         |
|      | Total          | 100        |

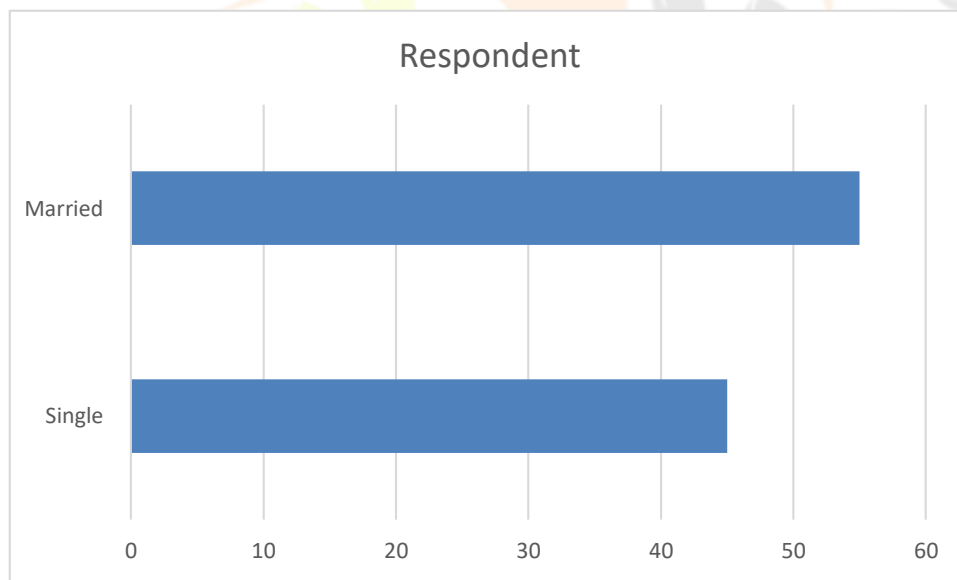


Table 2 show that most of the respondent (55) Married, than followed single (45) respondent

**Table 3**  
**Educational Qualification**

| S.No | Educational qualification | Percentage |
|------|---------------------------|------------|
| 1    | PG                        | 35         |
| 2    | M.phil                    | 35         |
| 3    | PHD                       | 25         |
| 4    | Above                     | 5          |
|      | Total                     | 100        |

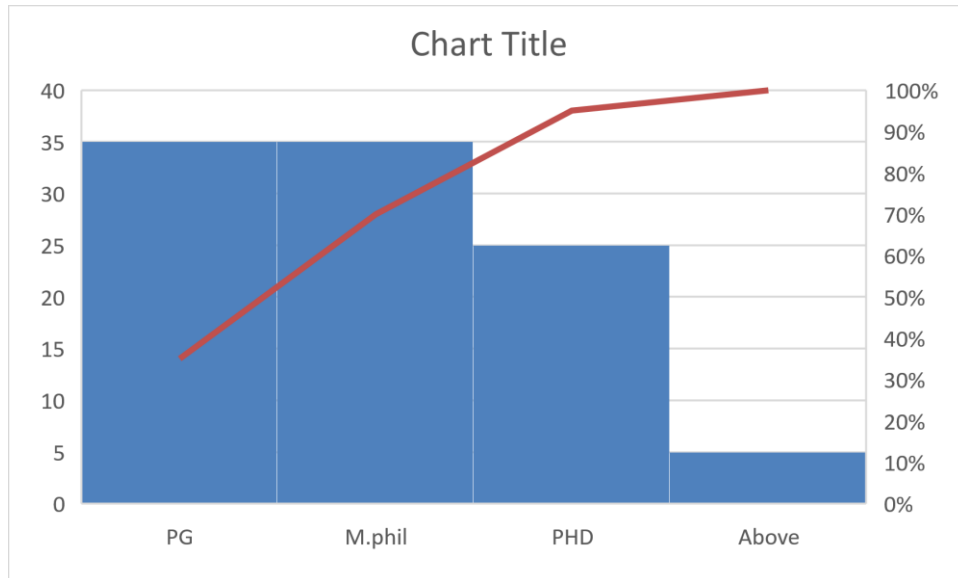


Table 3 show that most of the respondent 35 percent of the respondent PG Both same M.phil 35 percent of the respondent. than followed 25 percent of the respondent phd, 5 percent of the respondent Above.

**Table 4**  
**Number of Hours in day to day spend family members**

| S.No | Numbers of hour spend in day to day spend with family members | Percentage |
|------|---------------------------------------------------------------|------------|
| 1    | Less than 2 Hours                                             | 20         |
| 2    | 3-4 Hours                                                     | 15         |
| 3    | 4-5 Hours                                                     | 25         |
| 4    | More than 5 Hours                                             | 40         |
|      | Total                                                         | 100        |

Table 4 show that most of the respondent more than 3-4 hous spend with family members, than followed more than 5 hours spend family member, 3 percent of the respondent less than 2 hours spend family members, 2 percent of the respondent 4-spend our family members

**Table 5**  
**Family Members**

| S.No | Family Members  | Percentage |
|------|-----------------|------------|
| 1    | Up to 3 members | 60         |
| 2    | 4 to 5 members  | 30         |
| 3    | Above 5         | 10         |
|      | Total           | 100        |

Table 5 show that most of the respondent 25 percent of the respondent up to 3 members, than followed 30 percent of the respondent 4 to 5 members, 10 percent of the respondent 10

**Table 6**  
**Monthly Income**

| S.No | Monthly income        | Percentage |
|------|-----------------------|------------|
| 1    | Less than 6000        | 30         |
| 2    | Rs6001 to Rs 12000    | 20         |
| 3    | Rs 12,001 to Rs 25000 | 35         |
| 4    | Rs 21001 to above     | 15         |
|      | Total                 | 100        |

Table 6 show that mosto of the respondent 35 percent of the respondent Rs12,001 to Rs25000, than followed (35) percent of the respondent Less than 6000, 20 percent of the respondent Rs 6001 to Rs 12000, 15 percent of the respondent 21001 to above.

**Table.7**  
**Year of experience of Assistant Professor**

| S.No | Experience          | Percentage |
|------|---------------------|------------|
| 1    | Less than 5 years   | 37         |
| 2    | 6 to 10 years       | 13         |
| 3    | 11 to 15 years      | 35         |
| 4    | Above than 15 years | 15         |
|      | Total               | 100        |

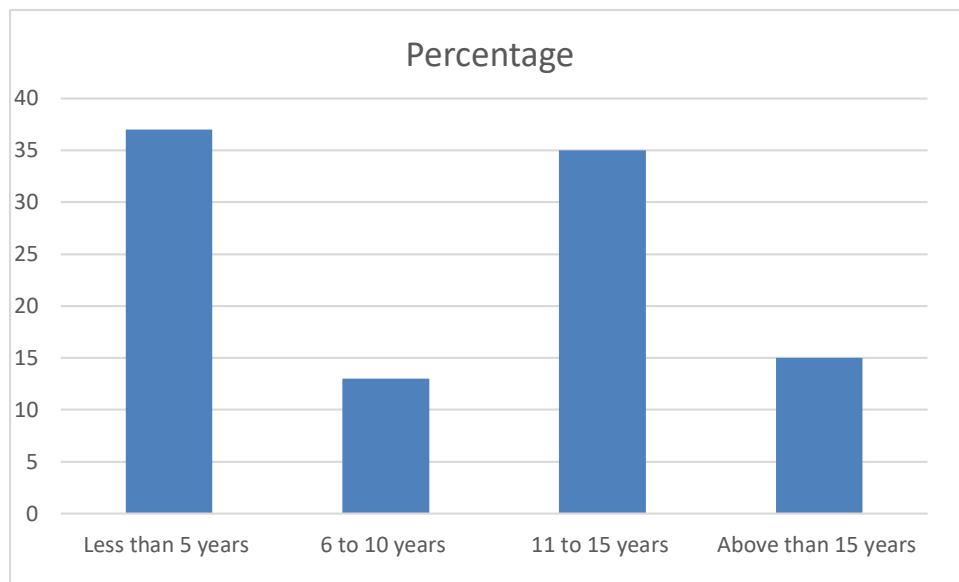


Table 7 show that 37 percent of the respondent less than 5 years, than followed 35 percent of the respondent 11-15 years, 15 percent of the respondent above than 15 years, 13 percent of the respondent 6 to 10 years.

**Table 8**  
**Working hour in a week**

| S.No | Working hour in a week | Percentage |
|------|------------------------|------------|
| 1    | 9-10 Hrs               | 36         |
| 2    | 11-12 Hrs              | 14         |
| 3    | 13-14 Hrs              | 45         |
| 4    | Above than 15 Hrs      | 5          |
|      | Total                  | 100        |

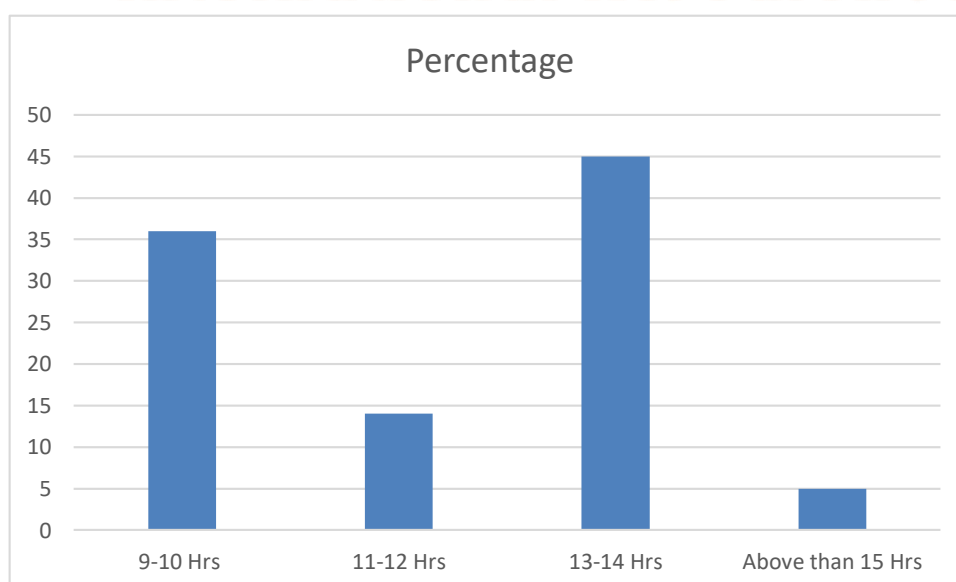


Table 8 show that 45 percent of the respondent 13-14 Hrs, Than followed another respondent same 36 percent of the respondent 9-10 Hrs, than followed 14 percent of the respondent 11-12 Hrs , 5 percent of the respondent above than 15 Hrs.



**Table 9****Salary Satisfaction**

| S.No | Salary       | Percentage |
|------|--------------|------------|
| 1    | Satisfied    | 20         |
| 2    | Dissatisfied | 80         |
|      | Total        | 100        |

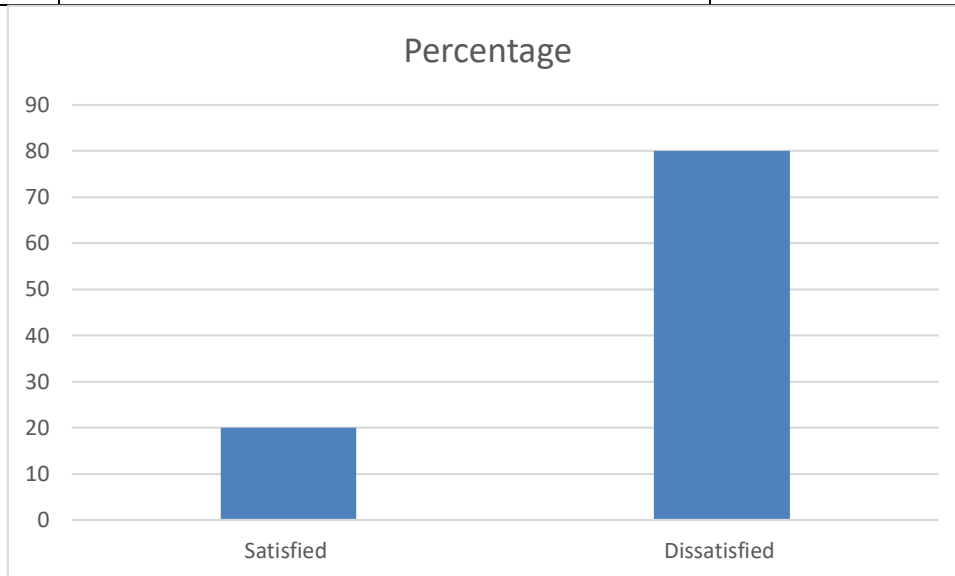


Table 9 show that most of the respondent 85 percent of respondent says salary is always dissatisfied work load compare our salary very low salary get our college says, than followed 20 percent of the respondent says salary is satisfied

**Table 10****Number of Travelling Hours**

| S.No | Number of travelling Hours | Percentage |
|------|----------------------------|------------|
| 1    | Less than 1 Hour           | 42         |
| 2    | More than 1 Hour           | 58         |
|      | Total                      | 100        |

Table 10 show that most of the respondent 58 percent of the respondent more than 1 Hour, than followed 42 percent of the respondent Less than 1 hour.

**Table 11****Work Stress**

| S.No | Working Hour                 | Percentage |
|------|------------------------------|------------|
| 1    | Time Spend with our children | 75         |
| 2    | Entertainment                | 25         |
|      | Total                        | 100        |

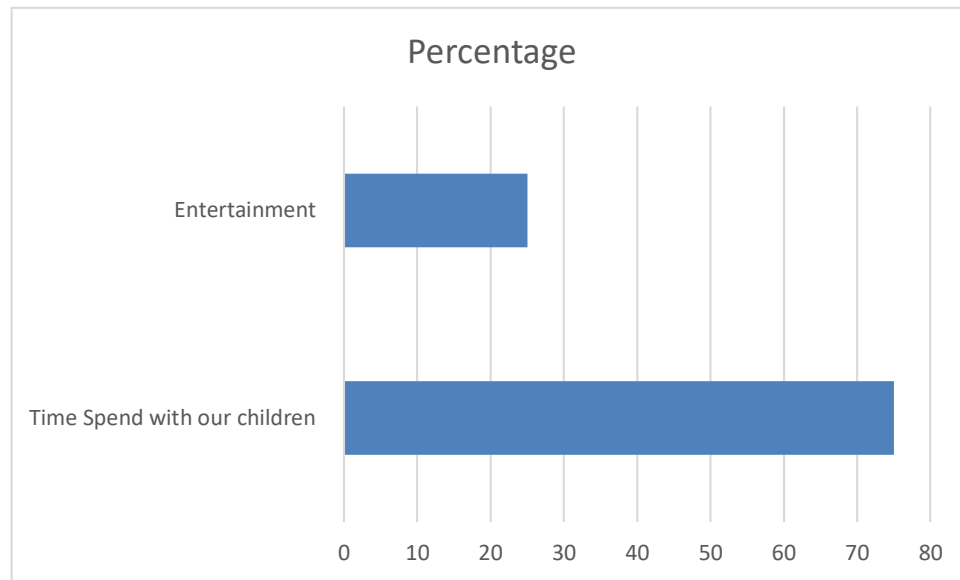


Table 11 show that 75 percent of the respondent time spend with our children's, than followed 25 percent of the respondent entertainment.

**Table 12**

**A Study on Work Life Balance Assistant Professor Mayiladuthurai District**

| S.No | Statement                                                                                                                                 | 5  | 4  | 3  | 2  | 1  | Total |
|------|-------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|-------|
| I    | Assistant professor in Mayiladuthurai perceive the ideal balance between their professional responsibilities and personal life commitment | 50 | 5  | 5  | 25 | 15 | 100   |
| II   | Getting back to home on time                                                                                                              | 45 | 5  | 12 | 13 | 25 | 100   |
| III  | Maintain the physical health                                                                                                              | 45 | 5  | 20 | 15 | 15 | 100   |
| IV   | Get balance from family members                                                                                                           | 15 | 20 | 35 | 20 | 20 | 100   |
| V    | Manage or handle the work pressure                                                                                                        | 35 | 10 | 15 | 15 | 25 | 100   |
| VI   | Long working hours/frequently travelling away from away                                                                                   | 47 | 13 | 20 | 8  | 12 | 100   |



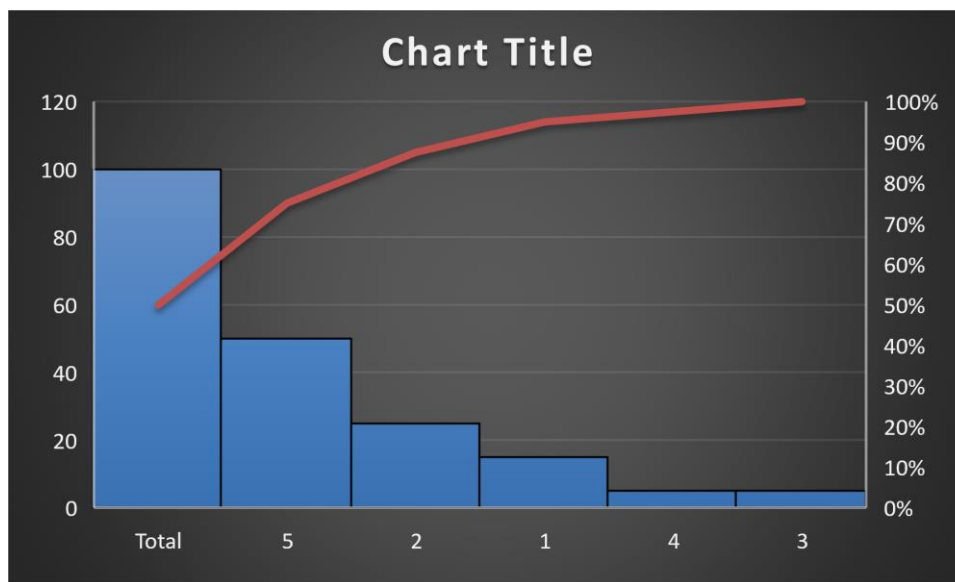


Table 12 show that assistant professor in Mayiladuthurai perceive the ideal balance between their professional responsibilities and personal life commitment, some respondent strongly says we can't balance work and life balance, because work load heavy and we manage our personal problem that on major problem work- life balancing of assistant professor. Getting back to home on time, we can't reach our home on time because sometimes we have some important, so we can't reach home proper timer. Manage or handle the work pressure it is difficulty task to manage our work stress and pressure. Long working hour frequently travelling away for away travelling time have to affect. We handle student prepare subject point of you explain shortly student easy to understanding we teach. We can't able to work-life balancing

#### Finding:

- Table 1 show most of the respondent Less than 54 pre centage of (54), than followed (26) 31 to 35 respondent perc centage (26), (10) percent of the respondent above the age of 46, 1 percent of the respondent 36 to 40 (10) percent of the respondent
- Table 2 show that most of the respondent (55) Married, than followed single (45) respondent
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- Table 11 show that 75 percent of the respondent time spend with our children's, than followed 25 percent of the respondent entertainment.

#### Suggestions:

- Lack of comprehensive understanding of factors influencing work-life balance among assistant professors in Mayiladuthurai district.
- Absence of tailored interventions and support mechanisms to address work-life balance challenges specific to assistant professors in the district.
- Need to investigate specific obstacles, coping mechanisms, and institutional factors affecting work-life balance in this academic context.
- Gaps in knowledge hinder the development of effective policies and practices to promote work-life balance.
- Limited research on the impact of gender and caregiving responsibilities on work-life balance among assistant professors in the district.
- Opportunity to utilize a mixed-methods approach to gain insights into assistant professors' experiences and challenges.
- Importance of maintaining participant confidentiality and ethical standards throughout the research process.

#### Conclusion:

In conclusion, this study on work-life balance among assistant professors in Mayiladuthurai district sheds light on the multifaceted challenges faced by educators in reconciling their professional and personal lives. Through a comprehensive investigation, we have identified key factors influencing work-life balance, including workload, institutional support, and individual coping mechanisms. Our findings underscore the importance of tailored interventions and support mechanisms to address the unique needs of assistant professors in the district.

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