

A STUDY ON WORK LIFE BALANCE OF WOMEN PROFESSORS WORKING IN SELECTED COLLEGES IN CHENNAI CITY

R. DIVYA¹, Dr. R. IYAPPAN²

¹Ph.D., Research Scholar, Department of Commerce, Bharath Institute of Higher Education and Research, Selaiyur, Chennai, Tamil Nadu 600073, India

²Assistant Professor, Department of Management Studies, Bharath Institute of Higher Education and Research, Selaiyur, Chennai, Tamil Nadu 600073, India

DOI: 10.63001/tbs.2026.v21.i01.pp548-563

Received on:
14-11-2025

Accepted on:

19-12-2025

Published on:

24-01-2026

ABSTRACT

The time period Work Life Balance used to be first coined in 1986. It does now not imply equal stability however is of attempting to time table an equal wide variety of hours for every of a number of work and non-public activities.

INTRODUCTION

The time period Work Life Balance used to be first coined in 1986. It does now not imply equal stability however is of attempting to time table an equal wide variety of hours for every of a number of work and non-public activities. The proper stability of you these days will possibly be specific for you tomorrow. Thus, the core of fine work lifestyles stability definition is of two key concepts, they are every day fulfillment and enjoyment Work lifestyles stability is, the proper stability of work and non-public things to do via applicable agenda an equal wide variety of hours for every of your things to do by using layout and priority. Work existence stability presents the bonds that maintain a character with their work and non-public life. To be balanced with work and life, man or woman must understand himself or herself. Here some of the researcher's kingdom their find out about document about work existence balance.

Work Life Balance among Women Professors

Importance of a Positive Work Life Balance is essential in the case of working Women. They have to manipulate the domestic as nicely as the office. Work-Life Balance does now not imply an equal balance. Its capability the ability to time table the hours of expert and private lifestyles so as to lead a healthful and peaceable life. It is now not a new concept. It emphasizes the values, attitudes and beliefs of Women concerning their age to work in organizing and balancing their work and non-public life. When a girl achieves a profitable work-life balance, she has job pleasure and will become tremendously dedicated and productive and succeeds in her career. But, in positive instances the women are no longer in a position to be successful due to lack of

ability in balancing her work and private life. She is unable to set her priorities. As a result, she withdraws from her work due to easy motives like taking care of her children, aged in laws/parents, and different household pressures. If the man is capable to share some of her responsibilities, she would be profitable women. Women have had profitable WLB, due to the fact their husbands shared an equal partnership each in expert and private life. With the development in technology, and training and revolution in the industrial sector, there has been a little exchange in Indian guys too. Both the companions want to time table their working hours and private hours so that they lead a professionally and for my part healthful life. The women have to additionally train her adolescents to share obligations to make existence higher and fruitful.

IMPORTANCE OF THE STUDY

A place of job with lifestyles and work is necessary to make certain personnel being greater centered at work. By giving employees, the hazard to record and do their jobs all through hours when their minds are working and their center of attention is at its peak, extra work can be done and they want no longer fear about assembly commitments on household and work. Equality at work and existence of personnel is now not however to pave way for worker 's engagement. Employee engagement is something the place personnel are allowed to choose their work time table in order to make sure content material and happy. Personal well-being is adopted to decrease stress. Employees are concerned in the first-class practices of work as an alternative of spending hours honestly to get to and from work. Employees begin work and end early in the comforts and supply them greater time to relaxation or workout so they are prepared for every other difficult work week. This is why extra employers are making use of first-rate practices to reap this tons wanted stability to their employees. Therefore, this learn about has been taken up to spotlight the value of work lifestyles stability to Women instructors in unique and establishments in general.

STATEMENT OF THE PROBLEM

The shift in working patterns, the necessity to analyze and relearn and be tech savvy, longer working hours, greater erratic work schedules, want to strengthen and impart tender capabilities and existence skills, the growing occurrence of two profession families, the needs of regular accessibility and world collaboration; has made lengthy lasting effect on the work lifestyles stability of Professors. Wholesome work surroundings are very necessary for an educating of arts and science publications to be productive and successful. Work lifestyles imbalance leads to bad performance, terrible concentration, decreased efficacy degrees and work household conflict; which should be harmful to the fitness of the person in the lengthy run. Prior lookup factors out that a women instructor struggles tough to strike the stability between being a caring homemaker and an accountable Professor. Teaching school undergoes extreme stress as they attempt to stability their home existence and expert life. Continued work underneath strain would end result in bad overall performance in the group as nicely as home life. Women instructor struggles tough to strike the stability between being a caring homemaker and an accountable Professor. Researcher has made a try to analyses, examine and distinction and learn about the problems and issues related with work existence stability of Women colleges in of the instructors working in Arts and Science faculties in Chennai city. Moreover, the researcher wishes to convey to mild any inadequacy of the initiatives taken by way of the authorities and faculties to gain a wholesome work existence stability for women instructors in the chosen discipline.

OBJECTIVES OF THE STUDY

1. To take a look at the great of work lifestyles stability amongst girl's professors working in Chennai City
2. To locate out work existence stability of girl's professors working in chosen Colleges in

Chennai City

HYPOTHESIS OF THE STUDY

1. Ho There is no relationship between demographic elements and first-rate of work existence stability amongst Women professors.
2. H1 There is relationship between demographic elements and first-rate of work lifestyles stability amongst women professors.
3. Ho There is no relationship between pleasant of work existence stability amongst women professors.
4. H1 There is relationship between and fantastic of work lifestyles stability amongst Women professors.

SCOPE OF THE STUDY

The current discovers out about highlights one-of-a-kind protection plan of work life balance in many factors as have been highlighted earlier. It has to be designed in such a way that specific work existence balance reduces physique of people turnover costs in their Institutions. Educational crew has to grant value to their instructors to acquire work life steadiness and hold them through enabling them to work in a congenial atmosphere.

RATIONALISATION OF THE STUDY

The purpose in the back of selecting this subject is that the researcher is very a great deal involved in Work Life Balance of Women instructors in Chennai City. This learn about is essentially for assessing the work existence stability of lady's instructors of quite a number Arts and Science Colleges in Chennai City. The reason is additionally too current and discuss in particular the issues women face in the procedure of balancing their work and household life. Previously, the woman body of workers in India used to be by and large employed in non-managerial, subordinate or low-profile positions. Now, they occupy nearly all classes of positions in the workplace. These modifications in work way of life have delivered to women's obligations and duties to their household as nicely as to society. The lookup theme is tons wished at present as Work Life Balance is gaining momentum at all most all the work places. Many greater subjects on Work Life Balance are being addressed to chalk out a nice design as to work lifestyles balance.

QUESTIONNAIRES USED FOR QUESTIONNAIRE

The researcher mainly amassed required records from a set of predetermined questions which are applicable to this find out about thru non-public interview. Each step of the query instruction is cautiously designed to gain the targets of the study. The interview time table acts as a device for greater correct and fine statistics collection. The device consists of a number scaling methods such as L.L., Thurstone's rating scale and Liker's ranking scales to measure every and each component of the respondents to correlate the researchers' objectives.

STUDY AREA PROFILE

Chennai is the capital of the Indian kingdom of Tamil Nadu. It is positioned on the Coromandel Coast off the Bay of Bengal. It is one of the largest cultural, financial and instructional facilities in South India. According to the 2011 Indian census (adjusted for the new limits of Chennai city), it is the fifth-largest town and fourth-most populous city agglomeration in India. The town collectively with the adjoining areas constitutes the Chennai Metropolitan Area, which is the 36th- greatest city place through populace in the world. Chennai is amongst the most visited Indian cities by using overseas tourists. It used to be ranked forty third most visited town in the world for 12 months 2025.

RESEARCH METHODOLOGY

Some human beings think about lookup as a movement, a motion from the recognized to the unknown. It is virtually a voyage of discovery. We all possess the indispensable intuition of inquisitiveness for when the unknown confronts us, we marvel and with our inquisitiveness we probe and reap full and fuller grasp of the unknown. This inquisitiveness is the mom of all understanding and the method, which man employs for acquiring the understanding of anything

the unknown can be, termed as research. Research methodology consists of lookup design, sources of records collection, pattern size, sampling kind and sampling unit

RESEARCH DESIGN

Research format is the association of prerequisites for series and analysis of facts in a manner that objectives to mix relevance to the lookup motive with economic system in procedure. In fact, the lookup graph is the conceptual framework inside which lookup is conducted; it constitutes the blueprint for the collection, size and evaluation of data. The lookup graph of the current find out about is of descriptive and Survey based. Random sampling has been used for this study. Of the forty-one Arts & Science Colleges placed in Chennai City; the researcher has chosen 26 Arts & Science Colleges which consist of 591 women instructors who have been interviewed for the lookup study. Total Women Professor 's Population in all these forty-one Arts & Science Colleges comes to 3656. Of whom, 591 Women instructors have been chosen for this study. Those women instructors chosen for the lookup find out about has been working in Arts and Science Colleges situated in Chennai city. Percentage of Women instructors chosen for the lookup study: $591/3656 \times 100 = 16.16\%$ Based on the above calculation, well-structured questionnaires have been circulated to 591 Women Professors working in Various Arts and Science Colleges throughout Chennai City. The faculties the place investigation was once held through the researcher consist of Government Colleges, Government Aided Institutions and Self Finance Colleges. 542 questionnaires had been accrued returned from the respondents after filling them up. However, eight questionnaires have been rejected due to incomplete data. Hence the pattern measurement for the learn about is limited to 534.

SAMPLE UNIT

There are forty-one Arts and Science Colleges in Chennai City, of which, there are seven Government Colleges, fourteen Government Aided Colleges and twenty Self- financing Colleges. The current learn about is restrained to 26 Arts & Science Colleges throughout Chennai city, which have been chosen based totally on the availability of giant range of lady's Professors. Adding to this, these 26 Arts & Science Colleges chosen for the learn about encompass 4 Government Colleges, seven Government Aided Colleges and fifteen Self-financing Colleges. The following desk enunciates the resolution of pattern unit.

S.No	Name of the Colleges	No of Questionnaire Circulated	No of Questionnaire Collected Back
Government colleges			
1	Government Arts College for Men, Nandhanam	19	16
2	Bharathi Women's College	18	18
3	Quaid-e-Milleth Government College for Women	18	18
4	Queen Mary's College	25	20
Government Aided Colleges			
5	The Women 's Christian College	22	21
6	Ethiraj College for Women	24	23
7	Meenakshi College for Women	20	20
8	Stella Maris College for Women	20	16
9	Justice Basheer Ahmed Sayeed College for Women	26	24
10	Chellammal Women 's College	30	29
11	Sir Theagaraya College	20	20
Self-Financing Colleges			
12	M.O.P. Vaishnav College for Women	27	25

13	Annai Veilankanni College for women	31	30
14	Anna Adarsh College for Women	32	29
15	Chevalier T. Thomas Elizabeth College for Women	15	12
16	Dr. M.G.R. Janaki College of Arts & Science (Women)	22	20
17	Guru Shree Shantivijai Jain College for Women	20	18
18	Kumararani Meena Muthiah College of Arts and Science	12	12
19	Patrician College of Arts and Science	15	13
20	K.C.S. Kasi Nadar College of Arts & Science	22	21
21	Sri Kanyaka Parameswari Arts and Science College for Women	32	30
22	Sree Muthukumaraswamy College	23	21
23	St. Thomas College of Arts & Science	10	06
24	Valliammal College for Women	35	32
25	Shri Krishnaswamy College for Women, Anna Nagar.	21	19
26	Shri Shankarlal Sundarbai Shasun Jain College for Women	32	29
Grand total		591	542

Questionnaires have been circulated solely to girl's school members. In all, 591 questionnaires had been dispensed to all women personnel participants for the reason of research. 542 have been amassed returned from these women instructors taken for survey.

SOFTWARE STATISTICAL PACKAGE USED

The validity, reliability and evaluation of the records in this find out about had been analyzed the usage of Statistical bundle for social sciences (SPSS v 21.1). Analysis of Moment Structure (SPSS AMOS v. 21.1) was once used to function structural equation modelling.

RELIABILITY OF THE STUDY

Reliability of an instrument refers to the diploma of consistency between a couple of measurements of variables. It is extent to which a test assessment or any measuring tactics yield, the equal end result on repeated attempts. Reliability was once estimated thru inner consistency technique which is utilized to measure the consistency amongst the variables in a summated scale. In the existing study, the Cronbach 's Alpha co-efficient of reliability used to be observed based totally on important information of the existing learn about and the important points are as follows:

LIMITATIONS OF THE STUDY

The following barriers have been recognized for the current study: The find out about was once performed amongst women instructors of a variety of Arts and Science Colleges throughout Chennai City. Some of the responses are biased. The duration of find out about is short.

DATA ANALYSIS AND INTERPRETATION

Table 1: Reliability measures for the study

S. No.	Variables	Number of items	Alpha
1	Work life balance as enhancement of effectiveness and satisfaction in teaching	12	0.82
2	Quality of work life balance	12	0.81
3	Job satisfaction	6	0.82
4	Institutional commitment	4	0.79
5	Family commitment	5	0.84

6	Stress	12	0.78
7	Attitude of Professors	10	0.81
	Overall reliability of the study	61	0.84

Table 2: Profile of the respondents

Particulars	Classification	Number of respondents	Percentage
Age	Less than 25 years	190	35.6
	26-35 years	195	36.5
	36-45 years	101	18.9
	More than 45 years	48	9.0
Marital status	Married	296	55.4
	Unmarried	238	44.6
Education	Post Graduate with M.Phil	267	50.0
	PG with NET/SET	133	24.9
	Ph.D	134	25.1
Experience	Less than 10 years	313	58.6
	10 – 15 years	133	24.9
	16 – 20 years	52	9.7
	Above 20 years	36	6.7
Monthly income	Less than Rs. 30000	295	55.2
	Rs. 30001-Rs. 60000	163	30.5
	Rs. 60001 – Rs. 90000	44	8.2
	Above Rs. 90000	32	6.0
Designation	Assistant Professor	420	78.7
	Associate Professor	114	21.3

Source: Primary data

36.5% of the respondents are in the age team of 26-35 years, any other 35.6% of them falls in the age group of much less than 25 years, whereas 18.9% of them are in the age team of 36-45 years and 9% of the respondents are in the age team of above forty-five years. It is determined that most of the women respondents (36.5%) employed in Arts and Science Colleges in Chennai are in the age team of 26-35 years. 55.4% of the respondents had been married and the final 44.6% are residing as single. It is determined that greater than 1/2 of the women respondents (55.4%) employed in Arts and Science Colleges in Chennai had been married. 50% of the respondents are having an training of Post-graduation with M.Phil degree, whereby 25.1% of the respondents are possessing Ph.D. diploma and every other 24.9% of the chosen respondents are Post graduates with NET/SET qualified. It is found that 1/2 of the women respondents (50%) employed in Arts and Science Colleges in Chennai are possessing Post graduate with M.Phil degree. 58.6% of the respondents are having a ride of under 10 years, whereas 24.9% of the respondents are having 10-15 years of experience, some other 9.7% of the respondents are having 16-20 years of experience,

whereby 6.7% of the respondents are having a trip of extra than 20 years. It is located that most of the women respondents (58.6%) are having much less than 10 years' ride in Arts and Science schools in Chennai. 55.2% of the respondents are incomes much less than Rs.30,000 as their month-to-month salary, whereas 30.5% of the respondent 's month-to-month earnings is Rs.30,001-60,000, every other 8.2% of the respondents are incomes Rs.60,001-90,000 as their month-to-month salary, and 6.0% of the respondents are incomes earnings of above Rs.90,000 per month. It is located that most of the Women respondents (55.2%) working in Arts and Science College in Chennai are incomes much less than Rs.30,000 as their month-to-month salary. 78.7% of the respondents are working as Assistant Professor and the closing 21.3% of the respondents are employed as Associate Professor in Arts and Science university of Chennai. It is located that most of the Women respondents (78.7%) working in Arts and Science College in Chennai are employed as Assistant Professors.

Table 3: Influence of personal variables on enhancement of effectiveness and Satisfaction in teaching

Variable	Category	N	Mean	S D	F value
Age	Less than 25	190	3.39	0.823	21.954** (p < .001)
	26-35 years	195	3.75	0.839	
	36-45 years	101	3.92	0.882	
	More than 45 years	48	3.95	1.001	
Marital status	Married	296	3.78	0.858	14.163** (p < .001)
	Unmarried	238	3.53	0.935	
Education	Post Graduate with M.Phil	267	3.68	0.991	2.120 (p=.121)
	PG with NET/SET	133	3.61	0.757	
	Ph.D	134	3.72	0.853	

**** Significant at 1% level**

The got 'F' price is 21.954 and it is full-size at 1% level. Therefore, the formulated speculation —There is no massive have an impact on of age on enhancement of effectiveness and delight in teaching|| is rejected. It shows that there is big have an effect on of women instructors 'age on enhancement of effectiveness and pleasure in instructing in Arts &Science faculties in Chennai. Further, the Table 4.10 suggests that the Women instructors in the age team of above forty-five years have scored very best imply cost of 3.95 and the lowest imply price used to be scored via the girl's instructors in the age crew of under 25 years (3.39). This suggests that the Women instructors in the age team of above forty-five years agreed that their work existence stability has greater effectiveness and pride in educating and the instructors in the age team of much less than 25 years universal that their work existence stability offers little enhancement in effectiveness and delight in educating in Arts & Science colleges. The bought 'F' cost is 14.163 and it is big at 1% level. Therefore, the formulated hypothesis. There is no sizeable impact of marital repute on enhancement of effectiveness and pride in teaching|| is rejected. It shows that there is vast effect of lady's instructors 'marital fame on enhancement of effectiveness and pleasure in educating in Arts and Science schools in Chennai

Table 4: Influence of work variables on enhancement of effectiveness and satisfaction in

teaching

Variable	Category	N	Mean	S D	F value
Experience	Less than 10 years	313	3.51	0.879	13.481** (p<.001)
	10 – 15 years	133	3.85	0.803	
	16 – 20 years	52	3.86	0.878	
	Above 20 years	36	4.14	0.974	
Monthly income	Less than Rs. 30,000	295	3.57	0.928	11.069** (p<.001)
	Rs. 30,001-60,000	163	3.74	0.808	
	Rs. 60,001 – 90,000	44	3.84	0.958	
	Above Rs. 90,000	32	3.99	0.891	
Designation	Assistant Professor	420	3.58	0.865	21.379** (p<.001)
	Associate Professor	114	4.09	0.923	

**** Significant at 1% level**

The bought 'F' price is 13.481 and it is giant at 1% level. Therefore, the formulated speculation. There is no huge impact of journey on enhancement of effectiveness and pride in teaching is rejected. It shows that there is great have an effect on of trip on enhancement of effectiveness and pleasure in instructing amongst Women instructors in Arts and Science schools in Chennai. Further, the Table four suggests that the Women instructors with greater than 20 years of journey have scored best suggest cost of 4.14 and the lowest imply price used to be scored by means of the lady's instructors with a ride of under 10 years (3.51). This suggests that the Women instructors with extra than 20 years of trip agreed that they are getting extra enhancement from work lifestyles stability for effectiveness and pride in teaching, whereas the Women instructors of with under 10 years of trip are getting fewer enhancements from work existence stability for effectiveness and pleasure in educating in Arts & Science colleges. The received 'F' fee is 11.069 and it is considerable at 1% level. Therefore, the formulated speculation. There is no substantial impact of month-to-month profits on enhancement of effectiveness and delight in teaching is rejected. It shows that there is tremendous have an effect on of month-to-month earnings on enhancement of effectiveness and pride in instructing amongst women instructors in Arts & Science schools in Chennai. Further, the Table 4.4 shows that the Women instructors' incomes extra than Rs.90,000 per month have scored perfect imply fee of 3.99 and the lowest imply cost was once scored through the women instructors with the revenue of much less than Rs.30,000 (3.57). This suggests that the Women instructors' incomes extra than Rs. 90,000 as month-to-month income are getting extra enhancement from work lifestyles stability for effectiveness and pride in teaching, whereas the Women instructors with the profits of beneath Rs.30,000 are getting much less enhancement from work existence stability for effectiveness and pride in instructing in Arts & Science colleges. The got 'F' fee is 21.379 and it is big at 1% level. Therefore, the formulated hypothesis. There is no sizeable have an impact on of designation on enhancement of effectiveness and pleasure in teaching is rejected. It shows that there is considerable have an effect on of designation on enhancement of effectiveness and pride in instructing amongst Women instructors in Arts & Science schools in Chennai. Further, the Table four shows that the Associate Professors have scored easiest imply cost of 4.09 and the lowest suggest price used to be scored with the aid of the Assistant Professors (3.58). This suggests that

the Associate Professors are getting extra enhancements from work existence stability for effectiveness and pleasure in educating in Arts & Science colleges.

Table 5: One sample t-test for perception towards quality of work life

Statements	Mean	SD	t-value	p-value
Work schedule for single faculty is prepared by keeping in view coverage of syllabus	3.55	1.038	12.301**	<.001
Work schedule thus made considers your wellbeing in all aspects	3.42	1.104	8.701**	<.001
Work schedule is made only after the consultation with the respective staff. Similarly, work schedule does not have any deviation when compared with that of other same line of Professors	3.30	1.014	6.828**	<.001
Higher authorities like HOD, Principal set right the issues in connection overwork load in the schedule of a professor thereby ensuring work and life is properly balanced	3.47	1.031	10.572**	<.001
College organizes various programmes for the welfare of the Professors and students	3.66	.860	17.660**	<.001
Expression of interest in participating in these programmes as it bridges the gap between work and life	3.48	1.035	10.784**	<.001
Feeling tired very often whenever interaction with the students in the class	2.75	1.056	5.366**	<.001
Higher officials take action at once to sort out this tiredness	2.95	1.096	0.987	.324
Taking special care on the students to improve their skills and abilities	3.85	.933	21.056**	<.001
After improving the skills and abilities among the students, it is useful for them in their employment opportunities	3.96	.834	26.553**	<.001
Cooperation with the students is good in the class as they are inculcated the basic values of teaching well in advance.	2.86	1.211	2.644**	.008

**** Significant at 1% level**

Table five indicates the grasp of women instructors toward pleasant of work existence in Arts and Science faculties in Chennai. The t-values of the variables: 12.301, 8.701, 6.828, 10.572, 17.660, 10.784, 5.366, 21.056, 26.553, 2.687, 2.644 are significant at 1% level. This indicates that there is substantial distinction between the suggest responses given with the aid of the respondents toward pleasant of work lifestyles in Arts and Science faculties in Chennai, the null speculation is rejected. Further the suggest rating of the variables; Work time table for single college is organized by way of maintaining in view insurance of syllabus (3.55), Work time table as a result made considers your well-being in all elements (3.42), Work agenda is made solely after the session with the respective staff. Similarly, work agenda does now not have any deviation when in contrast with that of different equal line of instructors (3.30), Higher authorities like HOD, Principal set proper the problems in connection overwork load in the time table of a instructor thereby making sure work and existence is good balanced (3.47), College organizes quite a number programmes for the welfare of the instructors and college students (3.66), Expression of activity in collaborating in these programmes as it bridges the hole between work and lifestyles (3.48), Taking different care on the college students to enhance their abilities and competencies (3.85), After enhancing the capabilities and capabilities amongst the students, it is

beneficial for them in their employment possibilities (3.96) are greater than the common suggest score. The imply rating of the variables; Feeling worn-out very frequently on every occasion interplay with the students in the type (2.75), Higher officers take motion at as soon as to kind out this tiredness (2.95), college students 'behavior in the category room is interesting and feeling free from anxiety and stress whilst at the work (2.87), and Cooperation with the college students is desirable in the classification as they are inculcated the simple values of instructing nicely in improve (2.86) are under the common imply score. This indicates that the Women instructors are feeling higher excellent of work existence balance. Improvement of pupil competencies for employment is the quintessential component of the high-quality of work existence stability consequences into the well-being of the school and additionally improves scholar 's behavior. Special care for enhancing competencies and abilities, applications for welfare of instructors and students, balancing the over work load in the agenda of Professors, collaborating in the work lifestyles stability packages are the different vital factors of first-class of work existence balance. The respondents disagreed that the college students 'behavior in the type room is thrilling and feeling free from anxiety and strain whilst at the work and Cooperation with the college students is proper in the classification as they are inculcated the primary values of educating properly in advance.

Table 6: Relationship between work life balance enhances effectiveness and satisfaction in teaching and Quality of work life balance

	Quality of work life balance	
	R-value	p-value
Work life balance enhances effectiveness and satisfaction in teaching	0.466**	<.001

**** Significant at 1% level**

Positive correlation is located between work existence stability enhances effectiveness and delight in instructing and Quality of work lifestyles stability ($r = 0.466$), which is a sizable relationship. Hence the null speculation —There is no good-sized relationship between work lifestyles stability enhances effectiveness and pride in instructing and Quality of work existence balance is rejected at 1% level. This indicates that work lifestyles stability enhances effectiveness and pride in instructing helps in enhancing Quality of work lifestyles stability by way of 46.6 percentage amongst Women instructors working in Arts and Science colleges.

Table 7: Regression analysis for impact of Work life balance enhances effectiveness and satisfaction in teaching on Quality of work life balance

	R ²	Beta	F-statistics	t- value
Work life balance enhances effectiveness and satisfaction in teaching	0.501	0.512	18.328**	8.365**

**** Significant at 1% level**

It is found from the desk 7 the regression mannequin 's F price is 18.328 and it is considerable at 1% level, the null hypothesis. Work lifestyles stability enhances effectiveness and delight in educating is now not having enormous have an effect on on Quality of work lifestyles balance. The regression mannequin 's coefficient of dedication (R²) is 0.501 (50.1% of variability) which appears to be fairly good. One unit extend in Work lifestyles stability enhances effectiveness and pleasure in educating substantially predicts and will increase Quality of work lifestyles stability by using 0.512 units. The regression equation for Quality of Work existence stability amongst Women instructors employed in Arts and Science

Colleges in Chennai is: Quality of Work existence stability = $1.847 + 0.512$ (Work lifestyles stability enhances effectiveness and pride in teaching) Hence Work lifestyles stability enhances effectiveness and pleasure in instructing extensively predicts and improves Quality of work lifestyles of women instructors employed in Arts and Science faculties in Chennai.

Table 8: Influence of personal variables on Institutional Commitment

Variable	Category	N	Mean	S D	F value
Age	Less than 25 years	190	3.06	1.056	14.658** (p < .001)
	26-35 years	195	3.75	1.059	
	36-45 years	101	4.03	1.022	
	More than 45 years	48	4.38	0.909	
Marital status	Married	296	3.76	1.136	2.001 (p = .101)
	Unmarried	238	3.58	1.187	
Education	Post Graduate with M.Phil	267	3.48	1.182	19.094** (p < .001)
	PG with NET/SET	133	3.46	1.267	
	Ph.D	134	3.94	0.966	

**** Significant at 1% level**

The received 'F' fee is 14.658 and it is large at 1% level. Therefore, the formulated speculation —There is no tremendous impact of age on Institutional Commitment is rejected. It suggests that there is widespread have an impact on of Women instructors 'age on Institutional Commitment in Arts and Science schools in Chennai. Further, the Table 4.23 suggests that the women instructors in the age crew of greater than forty-five years have scored very best imply price of 4.38 and the lowest imply price used to be scored with the aid of the Women instructors beneath 25 years (3.06). This suggests that the Women instructors of above forty-five years are dedicated with group and much less dedicated through the Women instructors of under 25 years in Arts & Science colleges. The acquired 'F' fee is 2.001 and it is insignificant at 5% level. Therefore, the formulated hypothesis. There is no substantial have an impact on of marital popularity on Institutional Commitment is accepted. It shows that there is no sizable effect of girl's instructors 'marital popularity on Institutional Commitment in Arts & Science faculties in Chennai. The got 'F' price is 19.094 and it is sizeable at 1% level. Therefore, the formulated hypothesis. There is no widespread have an impact on of schooling on Institutional Commitment is rejected. It suggests that there is big of lady's instructors 'education on Institutional Commitment in Arts and Science faculties in Chennai. Further, the Table eight shows that the Women instructors possessing Doctoral diploma have scored best imply price of 3.94 and the lowest imply cost used to be scored via the women instructors possessing Post graduate diploma alongside with NET/SET (3.46). This suggests that the instructors possessing Doctoral diploma are greater dedicated to their organization and the instructors possessing Post graduates with NET/SET qualification are much less dedicated to their organization where they work in Arts & Science schools.

Table 9: Regression analysis for impact of Quality of work life balance on Institutional

commitment				
	R ²	Beta	F-statistics	t- value
Quality of work life balance	0.584	0.518	18.965**	9.012**

**** Significant at 1% level**

It is determined from the desk nine the regression mannequin 's F cost is 18.965 and it is huge at 1% level, the null speculation Quality of work lifestyles stability is now not having big have an impact on Institutional commitment|. The regression mannequin 's coefficient of dedication (R2) is 0.584 (58.4% of variability) which looks to be moderately good. One unit extend in Quality of work lifestyles stability enhances Institutional dedication with the aid of 0.518 units. The regression equation for Institutional dedication amongst Women instructors employed in Arts and Science Colleges in Chennai is: Institutional dedication = 1.502 + 0.518 (Quality of work life) Hence Quality of work lifestyles stability drastically predicts and improves Institutional dedication of girl's instructors employed in Arts and Science schools in Chennai.

Table 10: Relationship between Quality of work life balance and Family Commitment

	Quality of work life balance	
	R-value	p-value
Family Commitment	0.489**	<.001

**** Significant at 1% level**

Significant correlation is found between Quality of work lifestyles stability and Family Commitment (r = 0.489), which is an advantageous relationship. Hence the null speculation. There is no sizable relationship between Quality of work lifestyles stability and Family Commitment| is rejected at 1% level. This indicates that Quality of work existence stability helps in attaining in household for Women instructors employed in Arts and Science schools via 48.9 percent.

Table 11: Regression analysis for impact of Quality of work life balance on Family Commitment

	R ²	Beta	F-statistics	t- value
Quality of work life balance	0.532	0.478	17.256**	8.012**

**** Significant at 1% level**

It is determined from the desk 10, the regression mannequin 's F cost is 17.256 and it is substantial at 1% level, the null speculation —Quality of work lifestyles stability is now not having widespread have an effect on on Family Commitment|. The regression mannequin 's coefficient of willpower (R2) is 0.532 (53.2% of variability) which looks to be fairly good. One unit expand in Quality of work lifestyles stability leads to an enchantment of 0.478 gadgets in Family Commitment. The regression equation for Family Commitment amongst women instructors employed in Arts and Science Colleges in Chennai is: Family Commitment= 2.014 + 0.478 (Quality of work life) Hence Quality of work existence stability notably predicts and improves Family Commitment of lady's instructors employed in Arts and Science schools in Chennai.

Table 12: Relationship between Stress and Quality of work life balance

	Quality of work life balance	
	R-value	p-value
Stress	-0.357	<.001

**** Significant at 1% level**

Negative correlation is determined between Stress and Quality of work existence stability ($r = -0.357$), which is a great relationship. Hence the null hypothesis. There is no large relationship between Stress and Quality of work existence balance is rejected at 1% level. This indicates that Stress skilled with the aid of the Women instructors decreases Quality of work existence stability by way of 35.7 percentage in Arts and Science Colleges.

Table 13: Regression analysis for impact of stress on Quality of work life balance

	R ²	Beta	F-statistics	t- value
Stress	0.498	0.304	16.214**	7.215**

**** Significant at 1% level**

It is located from the desk thirteen the regression mannequin 's F fee is 16.214 and it is massive at 1% level, the null speculation Stress is now not having extensive influence on Quality of work existence balance. The regression mannequin 's coefficient of willpower (R²) is 0.498 (49.8% of variability) which looks to be moderately good. One unit enlarge in Stress considerably predicts and reduces Quality of work lifestyles stability by using 0.304 units. The regression equation for Quality of Work lifestyles stability amongst Women instructors employed in Arts and Science Colleges in Chennai is: Quality of Work lifestyles stability = 2.214 - 0.304 (stress) Hence Stress appreciably predicts and reduces Quality of work lifestyles of women instructors employed in Arts and Science schools in Chennai.

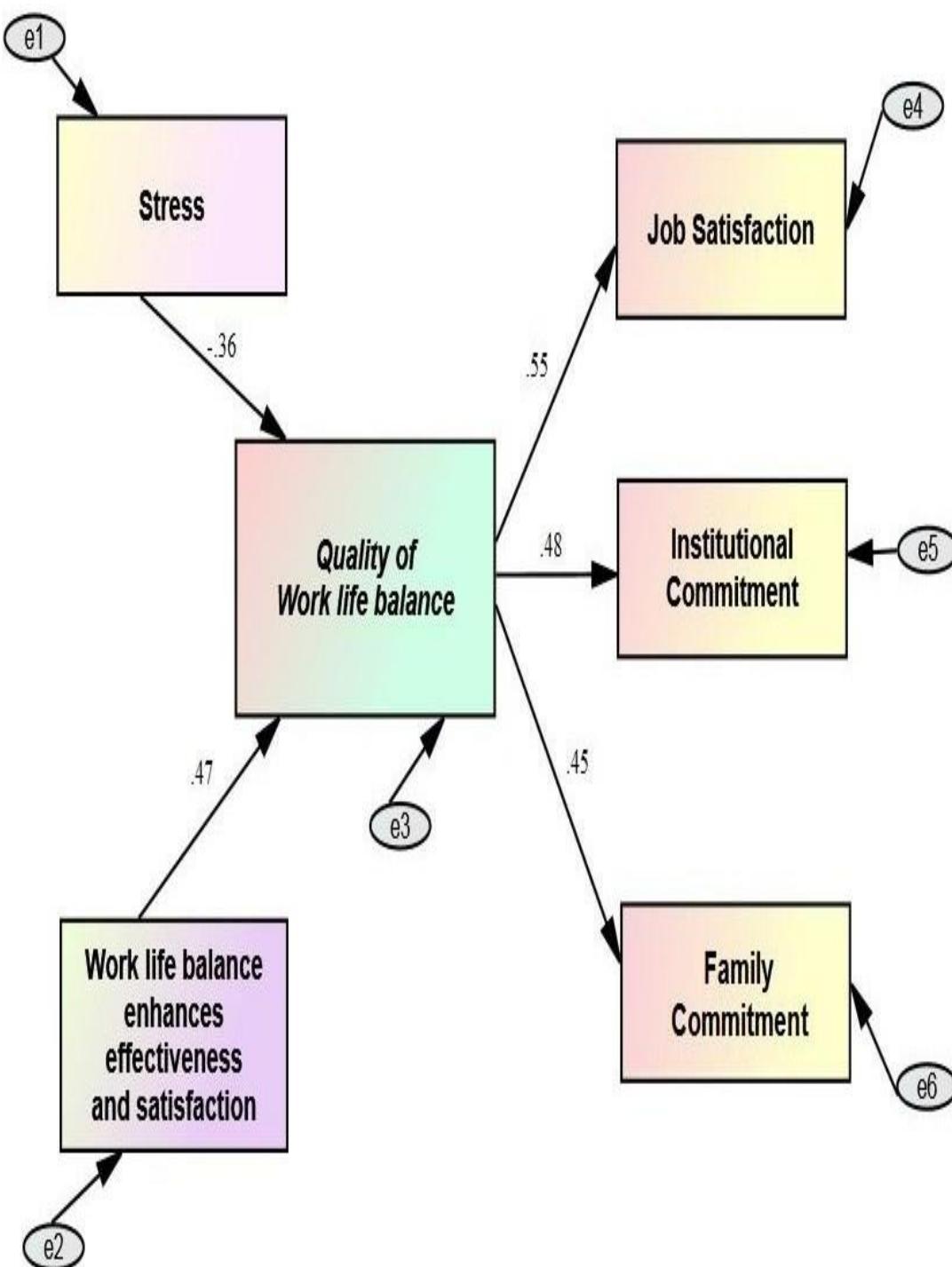


Figure 4.9: Model for work life balance of women Professors

Table 14: Model fit summary

χ^2	Dof	χ^2/dof	p-value	GFI	AGFI	RMSEA	ECVI
15.756	12	1.313	0.102	0.914	0.905	0.088	0.096

It is inferred from the desk 14 the mannequin suit Chi-square 2 df = 1.313 and the mannequin 's p-value is 0.102 which is insignificant at 5% level, which indicates that the null hypothesis. The mannequin in shape for work existence stability of lady's instructors in Arts and Science Colleges in Chennai is good|| is accepted. The goodness of match index (GFI) is 0.914 of the models, suggests moderately suitable fit, and its adjusted goodness of suit index (AGFI) is 0.905. The Root Mean Square Error of Approximation (RMSEA) is 0.088, a smaller price shows higher model, and Expected Cross Validation Index (ECVI) is 0.096, which are inside the proper vary indicating a higher mannequin fit.

CONCLUSION

Conclusion for Women Professors, getting caught in the work/life stability entice will proceed to be an on-going challenge. Careful planning and non-public effort are the recommendation from these who have discovered stability in each profession and non-public life. As one respondent summarized, "Plan, prioritize and time table as efficaciously as possible... and do not be afraid of difficult work!" Work-life stability is a people manipulate over the stipulations in their workplace. It is completed when a person feels dually comfortable about their non-public lifestyles and their work life. The work-life stability method provides a range of ability to decrease stress ranges and amplify job delight amongst Women instructors whilst improving many advantages for the educational institution. In our increasingly more frantic world, the work-life method seeks to discover a stability between work and non-public life. A sentence that brings the concept of work existence stability to the factor is: "Don't Work Harder Work smarter and happier.

REFERENCE

1. Anderson, S. E., Coffey, B. S., & Byerly, R. T. (2002). Formal organizational initiatives and informal workplace practices: Links to work-life conflict and job-related outcomes. *Journal of Management*, 28(6), 787-810.
2. AnupKumar Singh and Richa Awasthy, Work-Life Balance: causes, consequences and interventions||, NHRD Network Journal,2009, pp.59-67.
3. Aziz, Mohsin (2004). —Role Stress among Women in the Indian Information Technology Sector||, *Women in Management Review*, Vol 19 (7), pp 356-363.
4. Baltes, B. B., T. E. Briggs, J.W. Huff, J.A. Wright and G.A. Neuman, (1999). Flexible and compressed workweek schedules: A meta-analysis of their effects on work- related criteria. *Journal of Applied Psychology*, 84(4), 496-513.
5. Clutterbuck, D. (2003) Managing work–life balance: a guide for HR in achieving individual and organisational change. London: CIPD.
6. Cooke, F.L., ||Employment Relations in China, International and comparative employment relations 5th edition, London, 2009.
7. Dasgupta, Hirak, and Kumar, Suresh (2009). —Role Stress among Doctors Working in a Government Hospital in Shimla (India)||, *European Journal of Social Sciences*, Vol 9 (3).
8. Delina and Prabhakara Raya (2013), A study on work life balance in working women,

International Journal of Commerce, Business and Management, ISSN: 2319-2828, Vol.2, No. 5

9. Devadoss AV, Minnie JB (2013) A study of personality influence in building work life balance using fuzzy relation mapping (FRM). Indo-Bhutan International Conference on Gross National Happiness. 2: 211-216.
10. Frone MR, Developing and testing an integrative model of the work-family interface. *J Vocat Behav* 2000; 50:145-67.
11. Frone, M.R., Russell, M., & Cooper, M.L. (1992a). Prevalence of work-family conflict: Are work and family boundaries asymmetrically permeable? *Journal of Organizational Behavior*, 13, 723-729.
12. Gohm, Carol L., Corser, Grant C., and Dalsky, David J. (2005). —Emotional Intelligence under Stress: Useful, Unnecessary, or Irrelevant? *Personality and Individual Differences*, Vol 39, pp 1017–1028.
13. Greenbatt, (2002). Work/Life Balance: Wisdom or Whining. *Organizational Dynamics*, 31(2), 177-193.
14. Greenhaus J.H.,Sources of conflict between work and family roles, *Academy of Management Review*, Volume10, 1985, pp.76-88.
15. Hyman, J., & Summers, J., (2004). Lacking balance? Work-life employment practices in the modern economy. *Personal Review*. Vol.33 Iss: 4, pp.418-42.
16. Ismail, Azman.,Suh-Suh, Yeo, Ajis, MohdNa'eim., and Dollah, Noor Faizzah (2009). —Relationship between Occupational Stress, Emotional Intelligence and Job Performance: An Empirical Study in Malaysia, *|| AGER*, Vol 10, pp 3- 16.
17. Ivan T. Robertson and Cary L. Cooper: —Full engagement: the integration of employee engagement and psychological well-being, *Leadership & Organization Development Journal* Vol. 31 No. 4, 2010