Effective Strategies for Stress Management in Work Life Balance among Women Teaching Profession *(With special reference to Technical Teachers)*

Deepthi Amith, Vinay K B, Y P Gowramma

Abstract: This research paper proposes the effective strategies to manage the stress generated by the multirole of the working women. Personal and professional balance itself is the multirole. Further multirole in personal and professional balance needs effective strategies for the stress management are presented. The research proposes at most stress management strategies such as effective utilization of professional time, at most commitment towards work and balance of stress..etc are presented. Personal balance maintenance such as health balance of herself, her family health, child care, elder health, economic balance, supportive spouse solves many stress related issues. Mental health and mental food (spiritual solutions) are presented. Sample frame considered as Kalpataru institute of Technology and Management women faculties are considered.

Key Words: Work life balance, Multirole, Stress Management, Working Women Teaching Profession.

I. INTRODUCTION

In the present real world the working women are increasing drastically day by day to support their family economically, to have financial independence and empowerment. Today's women are career oriented and they are challenged by the professional demands and personal obligations. Women carry out multirole personality in the life and they need to balance between family and work place. Naturally every individual have their own psychology. Balancing work life involves high level of control over the mind and body. The women psychology is still more complex. But some of the activities are very common among the women. Based on Common features , policies and procedures in the technical teaching institutes, technologies introduced at the work place. The research proposes simple optimal strategies for work life balance of working women among technical teaching institutes. This is a very complex problem since it involves multi role play of women both at work and the personal life in the limited time with various responsibilities as age passes.

In the Veda they explained the multi role of the women as man plays one role   but every woman plays six roles such as wife, adviser, friend, servant, mother, and lover.

Work life balance of working women is great demand for human resource practitioners to concurrently balance between the personal life issues such as domestic activities, childcare, elder care, spouse,

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health issues of family and self, cultural and traditional beliefs of the family and professional life issues in teaching such as teaching role as teaching, planning and preparing for regular class, question paper preparations, project and seminar guidance, paper presentations, alternate class adjustments, university assignment, student evaluation, paper valuation, guest lecture delivery, research publications and activities, meeting the deadlines, communication with the parents, feedback collection, daily record maintains harassment, guiding UG,PG and PhD students, time management, organization policies and procedures, team work, favoritism, deadlines, these can be performed in limited time like 8-9 hours in the workplace. Teaching administrative professional works such as Head of the department, rounds to classes, departmental observation, review of assigned works, examination chief superintendent, Dean of various sectors, project coordinators, courses coordinators lab coordinators, AICTE works, LIC visits, the proposal for funding projects , consultancy work, member of various committees.   The proposed study has many applications in professional life and personal life as wellbeing teachers which are aimed to increase performance, placement, results, admissions, high level work life balance, low stress level during working time and life time, profitability, maintaining pleasant working environment, decrease absenteeism, punctuality and finally building the healthy working environment , family, confident at working place and healthy society.

This multi role evolves stress by multirole in the profession and multirole in the personal life.

These issues are addressed in the literature [3-9] which suggests flexible work timings, work from home, day care for children, and to balance the mental stress they have suggested many solutions like yoga, meditation and many more methods. Work life balance is cognitive [1], qualitative, uncertain and psychological problem. Hence, this research aims to develop an integrated balance between professional and personal life using cognitive mathematical model.

With different problems arising every day in life which demands for feasible strategies and cognitive solutions using fuzzy, neural, genetic and philosophic based model to balance professional and personal life both physically and psychologically. Hence, it is of great opportunity to carry out research on multirole of working women facing the real world challenges in the society.

II. PROBLEM STATEMENT

The study evidences the following research problem for the study at hand related to multirole of working women facing the real world challenges and stress in the society professionally and personally that to with a special reference to technical Teaching professionals.

1. Balancing between professional life and personal life stress.
2. Professional role working stress and Emotional stress at personal life.
3. Balance the healthcare at work place and family.
4. Stress due to tolerance of abuse, violence, harassment and discrimination at work place and family.
5. Stress due to Prejudiced and stereotyped thinking of the society.

The research is designed to develop feasible solutions which can be motivating factors for individuals to adopt and balance between professional and personal life among academic teaching working women. Composed profession and personal life can have cascading effect on the work culture which can enhance productivity of the organization and also professional development. The intended solutions shall be accessible, socially acceptable, **easily adaptable** and cost effective.

III. LITERATURE SURVEY

Several interesting research attempts are made in the field of work life balance on different issues and case attempts. The limitations and drawbacks of the research works are identified and presented below. Our literature list all working women including the teaching sector.

ShobithaPoulose and Sudarshan (2014) attempted and presented deeply report on work life balance towards newer and depth search for the directions of future research. They presented **research gap** for better modeling and thereby enable accurate mathematical models to estimate the WLB among employees towards ensuring higher performance deliverance. Use of cognitive techniques such as fuzzy and neural network also required in the work life balance. Since work-life balance is cognitive psychological problem. The techniques are also imitates or simulates the human cognitive behavior.

Lore Arthur (2002) UK addressed many future course of action towards work life balance for Policy Learning between Germany and Britain. The further research gap needed was in the directions of;

- Whether the individuals or families or employees or employers different time considered in Germany than in the UK.
- Effectiveness of early retirement schemes when expected to work longer.
- Provision for childcare provision at working place.
- Attitude and support of managers towards work-life balance schemes
- Strategies for work-life balance for disabled or other minority groups.

Reimara and VasanthiSrinivasan(2011) presents the study of 13 women IT Professionals in software companies in Bangalore, India. The study identified four major points

1. Family impact on life choices,
2. Multirole responsibility and attempts to overcome them;
3. Self and work identity; personal and professional challenges and managing strategies;
4. Work place policies , practices and social support.

They suggested **research gap** exploring the research for large set of samples.

G.Delina and R.Prabhakara Raya(2013) their study reveals that **research gap** listed in this study as Considerably more interface can be needed to gain additional insight into the meaning and consequences of work-family balance and found weekly hours of work and stress associated with work were very important determinants of employees work-life balance, alongside their occupations, age and caring responsibilities. Conflicts in work-life balance of working women affects their health who report more stress, headaches, muscle tension, weight gain and depress than their male counterparts. Juggling between the obligations towards the families and expectations of the organization and constant struggle to maintain a balance between work and family can have serious implications on the life of an individual by affecting their well-being and overall quality of life. There is a widespread demand from employees for the right to balance work and home life in today's busy world where finding time for oneself seems impossible. Health and wellness programs can, for sure help working women in balance their personal and professional life. But they alone cannot be the answer to addressing the problems of imbalance. The problems and difficulties of women are multi-dimensional as evident from the literature reviewed; therefore, they require further probing to help working women in balance in balancing their work and family life.

K.SanthanaLaksmi and S.SujathaGopinath(2013) concluded that new organizations, especially **educational institutions** should constitute the work life balance of staff members(women) and take a holistic approach to manage their work life balance which would add to the performance of these staff members.

K.Maran and S.Usha (2014) are concluded based on the researcher objectives the study conclude the good correlation between women professional life balance is well correlated in terms of societal life, personnel factors, experience, number of ancestors and siblings , childcare, procedures and policies. The overall study has analyzed experience, financial problems, exposure towards caring the family, superiors supporting, procedures and policies. In their respect, the women respondents able to improve the performance to organization in different dimensions included quality, productivity and profitability.

Michael Galanakts et.al (2016) study investigated that level of stress and self-esteem interaction. the last five years findings indicated that self-esteem affected stress. The interaction takes place in personal, psychological and professional parameters. Finally methods and strategies of stress management can enhance employees self-esteem, which is temporary solution fort mental health plus convergence of both personal

and professional quality of life.

MayeshaTasnim et.al (2017) identified in their research which specifies that the work-life balance issue has become a critical problem for the working women of Bangladesh. managing a balance between work-family becomes difficult due to the non cooperative attitude of managers, long working hours and overloaded work, which. Causes job discontentment. Here the disadvantage is the sample size. For this work a limited sample size is selected, since the findings are simplified. Future research can be done in order to investigate these issues thoroughly.

Research Gap: This study lists several open problems for the further research based on the literature and the new technology involved in the educational institutes, such as

1. Techniques required to balancing the child care, elderly care and many other family related cares.
2. Techniques required for health management.
3. Techniques to manage individual stress and role stress
4. Solution to balance and play dual role of the women at work place and family
5. Now a day's **Biometric** attendance and **Surveillance** introduced in the work place increases the complexity of time balancing and work place stress.
6. Time, satisfaction, involvements in personal, professional and public life.
7. The recent artificial intelligence for resolving the problem of work- life balance.
8. Work life balance of teaching working professionals is few in the study.
9. Few literature related to technical teaching working women in Karnataka
10. Moving population means travelling from other places to the working place employees strain and time management.
11. Attending the emergencies of family members from distinct place.
12. The private intuitions teachers' work-life balance is critical because of management expectation.
13. Holistic approach to stress management

IV. OBJECTIVES OF THE PROPOSED RESEARCH

The study and research gap attempts to address the following key research objectives of **stress of *working women especially in technical teaching profession***. Since, the job profiles in teaching profession are of nonflexible timings and not work from home.

The study aims to address the following research objectives at technical teaching women and stress management.

1. The stress management in the work place.
2. The stress management in personal life.
3. To develop feasible solutions for stress management to work life balance at professional life
4. To evolve the feasible approaches to manage and balance personal stress and role stress
5. Strategies to manage Individual stress and Role stress

V. PROPOSED METHODOLOGY

Here we explore the research design set up as collecting the data from the individuals related to our objective. Come up with the solution, apply the solutions to the sample individuals. To study and identify factors of professional life.

Sampling Frame:

Method of sampling	: Stratified Random sampling
Sampling Units	: Women working in Kalpataru institute of technology such as age group of 24- 50. Married, widow, separated, single, with children of 1-2, No children And finally living in Nuclear and joint families
Sample area	: Kalpataru institute of technology, TIPTUR, Tumkur District, India

The research would be based on the following steps:
Self -prepared questions were used for collecting the data using personal interview and also Questionnaires were used for data collection.

Suggestions: Based on conclusions, solutions are suggested for professional life stress and personal stress management among teaching working women.

5.1. Causes for Stress

Work life balance of multirole play of the working women is very critical problem. since it involves limited time(24 hour/day), physical strain, and psychological involvement. It definitely generates the stress during many reasons of multirole.

1. Stress to meet the deadlines.
2. Demand from the management.
3. Shortage of time for preparation of classes.
4. Management of time between academic and administrative role.
5. Stress due to family health.
6. Stress due to Economic problems.
7. Stress due to funding projects from public and private sectors.
8. Stress due to admission problems.
9. Stress due to research demands from higher authority.
   Further many other reasons, the stress is generated. The list is no means exhaustive.

VI. FINDINGS OF RESEARCH

The findings are based on the five important factors like

1. Teachers Stress level.
2. Teachers work place support.
3. Teaching work interference with personal life issues.
4. Family Life interference with profession life issues.
5. Convergence and divergence of degree of work life balance.

6.1. Findings Before and after the intervention

The stress level of teachers is as summarized in the table 1.

Table 1. Analysis of teachers stress level

Degree of stress	% of stress before intervention	% of stress after intervention
Average level stress	50%	25%
High level stress	25%	25%
Low level stress	25%	50%

The table 1 illustrates the analysis and improvement of teachers stress level before and after intervention.

The findings of teachers work place support is summarized in table 2.

Table 2. Analysis of workplace support

Degree of work place support	% of work place support before intervention	% of work place support after intervention
Support from work place	50%	<50%
Never get work place support	25%	<10%
Sometimes get support	10%	<25%
Fairly get support	10%	10%
Very often get support	0%	<10%

The table 2 illustrates the analysis and improvement of teachers work place support before and after intervention
The findings of the teaching work interference with personal life issues are summarized in the table 3.

Table 3. Analysis of work interference with personal life.

Degree of work interference with personal life	% of work interference with personal life before intervention	% of work interference with personal life after intervention
Never interfered	0%	10%
Almost never interfered	10%	50%
Sometimes interfeared	<10%	<25%
Fairly often interfered	<10%	<10%
Very often interfered	>50%	<10%

The table 3 illustrates the analysis and improvement of teaching work interference with the personal life issues before and after intervention.

The findings of the family life interference with work issues are summarized in the table 4.

Table 4. Analysis of family life interference with work issues.

Degree of family life interference with work	% of family life interference with work before intervention	% of family life interference with work after intervention
Never interfered	10%	10%
Almost never interfered	>25%	>25%
Sometimes interfeared	>10%	<25%
Fairly often interfered	>25%	>10%
Very often interfered	>10%	<10%

The table 4 illustrates the analysis and improvement of family life interference with the work life issues before and after intervention.
The findings of convergence and divergence of the degree of work life balance issues are summarized in the table 5.

Table 5. Analysis of convergence and divergence of degree of work life balance.

Degree of work life balance	% of work life balance before intervention	% of work life balance after intervention
Never satisfied	50 %	10%
Almost never satisfied	<25%	<25%
Sometimes satisfied	25%	>25%
Fairly often satisfied	<10%	10%
Very often satisfied	0%	10%

The table 5 illustrates the analysis and improvement of convergence and divergence of degree of work life balance.

VII. EFFECTIVE STRATEGIES TO MANAGE THE STRESS

The effective strategies for teachers stress level management are listed
1. At most commitment to work
2. Maximum support from the spouse and family.
3. Maximum support from management.
4. Optimal utilization of work time
5. Healty working environment
6. Healthly diet food
7. Good culture like reading for long hoursof technical and literature
8. Hearing to music, yoga and meditation.
9. Sharing the feelings with deep friends.

10. Management should provide special facilities to handle extra curricular programs.
11. More teaching employees should be appointed.
12. Timings should not be extended without prior intimation.
13. Psychological counseling for teachers.
14. Regular health checkups to teacher.
15. Providing entertainment programmes for relaxation and refresh.
16. Small group trips should be sponsored to teachers.
17. Clear defining of roles.

VIII. CONCLUSION

This research helps to identify and resolve the various aspects of stress factors relatedto the work-life balance of teachers. Identifying the poor psychological health factors of teaching fraternity. The stress reduction strategies and time management are presented. Finally the stress analyzed based on level of stress, work place support. Work interference in personal life, family life interference in work life and convergence and divergence of work life balance. Effective strategies to balance the stress is presented.

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