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## HARMONIOUS LIVING – WORK LIFE BLEND

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### ABSTRACT

At present, women have more responsibility since they are maintaining Integrating work and life. With reference to women lecturers they feel that sometime their life is balanced and in other instances it is unbalanced. Since women lecturers are playing major roles especially the personal and professional roles it is highly difficult to live a balanced life. In the working Institutions women lecturers have to effectively manage the problems and maintain a cordial relationship with the staff members. An optimum level of balance is needed between personal and college work. When women lecturers experience more stress it affects their work life blend. Married women lecturers have more responsibilities as they have to attend to the family members' requirements as and when needed. But it is comparatively low with unmarried women lecturers.

The need for integrating work with family life is a part of everyday reality for majority of women lecturers. It provides an opportunity to discover the problems of women lecturers. Work life blend is increasingly being understood as an strategic issue in many organisations. Both educational institutions and lecturers have sensed that lecturers' personal life has a great impact on work quality for which the autonomous status is being awarded to eligible interested colleges in India. In Tamilnadu one hundred and thirty four colleges are offered with autonomous status. These colleges are really competitive by nature. This means the work of the lecturers is very difficult. Apart from these, the recent systems such as choice based credit systems and new job oriented courses are introduced in the colleges to empower the students from bondage they have in general and thereby make them self employed. These altogether increase the work load of women lecturers. As a spouse in a family women have to prove their effectiveness in the performance and maintain a balanced life in the society.

### INTRODUCTION

Integrating work with life is the need of the hour. In a society filled with conflicting responsibilities and commitments, work life blend is the predominant issue to the women. It supports physical and emotional family health. It is about living a peaceful life. Integration of work with life refers to managing one's professional responsibilities and personal life.

Women lecturers have a feeling that sometimes their work is not integrated with life. An optimum level of integration is required between personal and college work. When women lecturers experience more stress it affects the integration of work with life.

In India, colleges with aided and self financing courses are emerging fast. The requirements of the colleges are also increasing faster. In this context women lecturers' are in a condition to introduce new pedagogies in their teaching. Updating knowledge is also important on the part of the lecturers and at the same time due care has to be given to the family members.. In case of joint families women Lecturers have to consider the elder members and also maintain a blend work with life. At the same time upgrading them with new technology and continuous learning is required in the working environment.

Thus integration becomes difficult for women lecturers to maintain blend the work with life.

## STATEMENT OF THE PROBLEM

The challenge of integrating work with family life is a part of everyday reality for majority of women lecturers. It provides an opportunity to discover the problems of women lecturers. Work life blend is increasingly being accepted as an important strategic issue in many organisations. In Tamilnadu one hundred and thirty four colleges are offered with autonomous status. These colleges are really competitive by nature. This is because of the effort taken by lecturers. This means the work of the lecturers is very difficult. Apart from these, the present systems such as choice based credit systems and new short term courses are introduced in the colleges to empower the students from bondage they have in general and thereby make them self employed. These altogether increase the work load of women lecturers. As a spouse in a family women have to prove their effectiveness in the performance and maintain a balanced life in the society.

The personal life is reflected in working atmosphere. Family- friendly workplace policies make positive attitude in the mindset. Tensions in work and home life distract and increases stress. They are bad for families, bad for educational institutions and bad for women lecturers. Setting up strong goal for career development motivates to upgrade cadre of women lecturers.

Career development or progression also help them to grow and thereby maintain a work life balance. Identifying the most influencing factors for career development, clarity of life purpose and path helps them living the life peacefully. The study focusing on integration work with life reflects the increased coping and stress management skills adopted by women lecturers in maintaining a balanced life. Adopting time management and equity planning helps for balanced life. Employee Assistance programmes by the educational institutions also helps for a balanced and stress free life. A balance between both can also help in resolving conflicts. Colleges are also realising that the pressures of their lecturers will decrease their morale and increase turnover.

## OBJECTIVES OF THE STUDY

- To study the Integration work with life of women lecturers in Madurai district.
- To find out the problems of women lecturers in blending the work with life
- To determine the factors influencing career development
- To assess the measures to integrate work with life .

## METHODOLOGY

### Sample Design

Proportionate stratified random sampling is taken for the study with colleges as the stratum and the women lecturers as the ultimate sampling unit. The proportionate probability sampling technique has been used data collection from 33 Arts and Science colleges in Madurai District. In the selected colleges there are 2394 lecturers. Out of 2394 lecturers 1362 were women lecturers. A total of 200 women lecturers in proportion from each colleges were selected at random.

### Data Collection

Primary and secondary data were used for the study. Information regarding women lecturers' personal profile, problems, opinion about goal setting, factors influencing career development and strategies adopted to blend work with life were collected from women lecturers. To ascertain the problems of women lecturers the personal interview method was adopted. A comprehensive questionnaire consisting of with suitable statements depicting problems of women lecturers and strategies adopted by women lecturers were used. A pilot Study was also conducted.

Secondary data were collected from various publications in Anna University Chennai, University of Madras, M.S. Swaminathan Research Foundation, Madras Institute of Development studies, Gandhigram Rural University, Fatima College, Indian Institute of Management Bangalore, Madurai Kamaraj University,