

**WORK-LIFE INCOMPATIBILITY WITH EDUCATION'S IN BANGALORE****Ravichander Reddy***Asst.professor, Department of Hotel Management, T. John college, Bangalore***Abstract**

*Work-life incompatibility refers to a process whereby experience or participation in one role increases the quality or performance in the other role. Incompatibility can occur bi-directionally such as work life Incompatibility or work life conflicts occurs where experience at work interfere with family life like widespread, Irregular or determined work hours, work overload and other forms of job stress, interpersonal conflicts at work - extensive travel, career transitions, unsupportive supervisor or organization. Family work conflict occur when experience in the family interfere with work life young children, primary responsibility for children, elder care responsibility, interpersonal conflict with family unit. Unsupportive family members. Although these two forms for Incompatibility are strongly correlated with each other, more attention has been directed at work-life Incompatibility.*

*Hence as attempt has been made to analyses the work life Incompatibility among educationist's.in the present day, random sampling technique has been adopted for selecting a sample of 120 college-employees/faculties in & around Bangalore. The level of work family Incompatibility can be measured by using Likert's five point scaling technique through twelve statements relating to work life Incompatibility. The survey makes an attempt to analyze the relationship between employees 'socio –economic profile' and their level of work life Incompatibility by using normal analysis test to understand the employee/faculties satisfaction in both the sectors and In teams of work-life Incompatibility.*

**Key words: Forms of Job Stress, Work Life Incompatibility, Work-Life Balance, Job Satisfaction.**

**Introduction**

**Work –family** Incompatibility is type of inter-role conflict in which the role demands derivational from one domain (work or family) are Incompatibility can be time based, strain based, or behavioral based. Time-Based conflict occurs where role pressures derivational from the two different domains strive for the individual's time. Strain-Based conflict occurs when the crew experienced in one role domain interferes with effective performance of role behavior in the other domain.Behavior Based conflict is described as conflict derivational from Incompatible behavior demanded by derivational roles.

**Statement of the Problem**

Education is essentially a concept of transferring knowledge through a teacher totaught. Nowadays students are known to be customers and often approach institutional and managerial level for information gathering and for details which is concerned about services and they look up to the institutional employees/faculties for information and advice. It is for this reason that the educationalists must adopt a professional approach that is combined with cordial relationship with the students. The quality of educational services to its students and community greatly depends upon the total efforts of the faculties. Facilities at institutional level are actually from different disciplines like science, economics, commerce arts and culinary. They learn practical teaching only after joining institutions/ serving the institutions. They learn todo the routine work by developing their skills and by improving knowledge. They are engaged in monotonous work and as a result Incompatibility arises between work and family.it is essential to measure the level of work family Incompatibility because It is connected to

negative consequences and associated with increased absenteeism, increased turnover, Decreased performance, and poorer physical & mental health. Hence an attempt is made to analyze the work family Incompatibility among educationists in the colleges around Bangalore.

### **Scope of the Study**

The present study is confined to analyze the work-life Incompatibility among college faculties. The level of work-life Incompatibility has been measured to know about extent of influence over behavior pattern of employees (**Faculties**). The socio economic profile of the respondents is analyzed with the level of work-life Incompatibility/conflict in order to find out the significant relationship. Work-life Incompatibility is analyzed to group the factors to recover and segment the consequences.

### **Objective of the Study**

The objectives of the present study are as follows:

- To portrait the theories of work -life incompatibility.
- To measure the level of work-life incompatibility among college faculties/employees.
- To examine the relationship between socio-economic profile of the respondents and level of work-life incompatibility.
- To analyze the sequences of work -life incompatibility.
- To provide suitable suggestions on the basis of findings of the study.

### **Data Collection**

This is an empirical study based on the both primary and secondary sources. For obtaining the information and facts related to the objectives of the study. Primary data has been collected from the college through faculties in few areas of Bangalore and around with the help of a structured questionnaire prepared for the purpose. The secondary data has been collected from books, journals, magazines and websites.

### **Illustrated Pitcher**

In the present study, random sampling/pitcher the technique has been adopted for selecting of 120 college faculties in and around Bangalore. A total number of 20 Government colleges and 40 Private colleges in Bangalore has been referred and analyzed to collect the data. A random of 120 faculties in which 30 H.O.D's, 20 Directors, 70 faculties according to their designations at different graduations are working in the colleges. It is observed that the ratio between departments Heads and faculties working in the colleges are 1:1:2, For the purpose of collecting primary data on the basis of the ratio 1:1:2, 50 Heads (Department heads and Directors) and, 70 faculties of the total 60 colleges were selected randomly. Further, the respondents have been stratified in to two (2) groups namely employees (Faculties) in Govt. Colleges and those in private colleges out of 60 colleges faculties; In which 25respondents come under the category of govt. colleges and the remaining 35 comes under the group of private colleges.

## Theories related to Work-Life Incompatibility

### Spillover

Spillover theory focuses on the impact of satisfaction. Positive spillover refers to situations in which the satisfaction, energy and senses of accomplishments derived from one domain transfer to another. On the category, negative spillover is the derived problem being carried over from one domain to another. (E.g. Increased satisfaction (dissatisfaction) in the work domain leads to increased satisfaction (dissatisfaction) in the work domain leads to increased satisfaction (dissatisfaction) with life.

### Compensation

Compensation is a bi-directional theory stating that the relationship between work and non-work domain is one in which one domain may compensate for what is missing in the other. Thus domains are likely to be interrelated in a counter balancing mannered.( E.g. Individuals unsatisfied with family life may try to enhance the performance at work).

### Segmentation

Segmentation is a theory that each domain operates independently, such that satisfaction can be delivered from work-family life (or) both. Therefore segmentation are entitles of spillover theory in which it is assumed that one can compartmentalize competing role demands.

### Level of work-life incompatibility with Educationists

In the present study, the level of work family incompatibility can be measured by using Likert’s five point scaling technique through twelve statements relating to work-life incompatibility/conflict. For analytical purpose, the level of work-life incompatibility may be classified into High, Medium & Low which are shown in table 1.

**Table one (1) Show the level of Work-life Incompatibility with Educationists**

SL.NO	LEVEL	NO. OF PARTICIPANTS	PERCENTAGE
1	High	70	58.17
2	Medium	31	26.00
3	Low	19	15.79
TOTAL		120	100

Source: Primary Data.

Out of 120 respondents, 70(58.17 %) have high level work-life Incompatibility, 31 (26%) have medium level work-life Incompatibility and 19(15.79%) have low level work-life Incompatibility. It is Interesting to note that nearly half of the respondents i.e. (50.17%) are having high level work Incompatibility.

### Socio Economic Profile of College Faculties and its significance with Level of Work-Life Incompatibility

The socio economic profiles of the college faculties affect their work-life Incompatibility. In this I would like to attempt to analyze the relationship between employees’ socio economic profile and their level of work-life Incompatibility by using a sample testing method drawn under table 2.

Hypothesis: There is no significant relationship between socio economic profile of the respondents and their level of work-life incompatibility. From table 2, it is clear to note that all socio economic variables are significant related to work-life incompatibility except the job level. Hence excluding the job level, remaining socio economic variables such as age, education, ownership pattern, job level, experience and monthly income influence the work-life incompatibility.

**Table-2-Socio Economic Variable-Level of Work Life Incompatibility**

SOCIO-ECONOMIC VARIABLES		LEVEL OF JOB SATISFACTION		
		Low	Medium	High
Age below 25		15	9	6
25-35		10	7	5
35-45		9	6	4
45-55		5	11	12
55 Onwards		8	10	13
Marital Status	Male	8	12	55
	Female	4	10	31
Education	U.G	7	15	30
	P.G	5	15	15
	Others	13	10	10
Ownership pattern	Govt. colleges	10	10	25
	Private colleges	30	10	10
Job Pattern	Lecturer	35	20	10
	Professors	25	25	15
Experience	Below -5	9	9	5
	5-10	8	8	8
	10-15	9	8	7
	15-20	9	8	8
	20 & above	10	6	8
Monthly Income in Rupees	Below 10,000	12	8	7
	10,000-15,000	12	9	9
	15,000-20,000	19	10	8
	20,000 & above	10	8	8

Source Primary Data and calculated data.

**Consequences of work-life incompatibility**

The consequences of work-life incompatibility felt by the college faculties are given in the table 3.

Table: 3 consequences of work-life incompatibility

Likert’s five point scaling technique through twelve statements relating to work life Incompatibility.

S.NO	CONSEQUENCES	SA	A	N O	DA	SDA
1	Lack of cordial relationship with superiors	20	25	33	22	20
2	Plunge into despair	10	25	30	40	15
3	Disturbed sleep	10	20	35	47	8
4	Angry response to family members	2	7	46	50	15
5	Working under tension	15	10	50	30	15
6	Feeling tired and bored	10	10	40	50	10
7	Neglecting family life	10	26	19	46	19
8	Lack Of cordial relationship with colleagues	5	56	22	22	15
9	Inadequate attention to family life	12	11	21	68	8
10	Failure about frustration to achieve	1	10	24	73	12
11	Strained relationship with family members	3	6	40	56	15
12	Lack Of cordial relationship with subordinates	4	5	30	66	15

Source: Primary Data

From table3, it is clear that due to work-life incompatibility, the employees cannot develop cordial relationship with superiors, subordinates and colleagues. They cannot concrete on family affairs and they always are in the state of tension and frustration.

### Findings of the Study

- ❖ Most of the respondents are affected by high level work –life incompatibility.
- ❖ All the socio-economic variables, except job level are significantly related to level of work-life incompatibility/conflict.
- ❖ The work-life incompatibility affects the cordial relationship of faculties, superiors, subordinates, colleagues and peers.
- ❖ The faculties are not in a position to mingle with family members and do not involve in family life.
- ❖ The faculties (employees) are always in a position of angry, sad and tension due to these reasons they can’t concentrate on their work.

### Suggestions

On the basis of findings of the present study. The following suggestions are given to reduce the level of work-life incompatibility.

- ❖ The management should take efforts to reduce the work load of faculties by recruiting more members of the same crew.
- ❖ The management should provide counseling to their employees to reduce their work-life incompatibility.
- ❖ The management should take more steps to reduce administration work and concentrate more on academics.

- ❖ Informal and periodical meetings should be conducted to understand the feelings and opinions of faculties /employees about working environment.
- ❖ The employees/faculties should be given an adequate time for the family hours and children education.
- ❖ The employees/faculties should divert their mind in spiritual means, yoga and entrainment activities to reduce their tension and angry.

### **Conclusions**

Faculties have to split the work-life incompatibility and take measures to reduce it, the work-life incompatibility are the two faces of the same coin were management and faculties grown together. Then only the faculties will be relieved from the problems of work-life incompatibility because it is considered as slow poison. When they receive from the work-life incompatibility they will work whole heartedly for the success of the institution and keep their institution as mountainous one.

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