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Work Life Balance and Job Stress of Employees of Private Educational Institutions

Joner Gabriel Maglalang

Teacher, Educations Schools Division of Pampanga
Sta. Maria High School, Macabebe, Philippines

Abstract:

The general problem of the study: How do work life balance, relate to job stress of employees in some private educational institutions in Macabebe, Pampanga.

Specifically, the study sought answers to the following questions: (1) What is the work life balance of the employee in terms of: Work and Career, Friends and Family, Personal and Spiritual Growth, Romance/Significant Other, Fitness/Health, Fun/Recreation and Money. (2) What are the levels of job stress of employees?

The descriptive survey method of research was used in this study. The main tool used was a research questionnaire with two-part. The Work-Life Balance Quiz from Savvy Life Skills, LLC. The Workplace Stress Scale which will measure the level of stress of each respondent to their work. The respondents of the study are 100 employees in some private school in Macabebe, Pampanga.

The following were found: On the work life balance, family and friends, romance/significant others, fitness/health, fun/recreation, money on the edge level and the total work life balance the level was out of balance. On Level of Job stress the average was little stress.

The researcher advances the following recommendation for practice and future: The researcher recommend to the employee to be more focus on the things that may lessen and avoid job stress with proper obligation in your work. All the positive side will be recommended in this study like having fun with friends, family bonding, having quality time with spouse or partner most specially have time with our Almighty Father our GOD. The study also on the future is the focus of this study to help the future researcher to find research and become their instrument for research and also to have more respondents and with larger size.

Keywords: Work life balance, job stress

1. Introduction

Job stress in the workplace is normal; too much stress is one hindrance with your productivity and influences your physical and emotional health. The belief of dealing with stress can lead to win or loss. You can't control everything in your workplace, but that doesn't mean you're helpless even when you're in a difficult situation. Finding ways to manage workplace stress isn't about making huge changes in your career or ambitions, but rather about focusing on the one thing that's always within your control. Work-life balance is a concept including prioritizing between work, career and ambition and lifestyle, health, family.

Job stress. Allen, R., Lambert, E., Pasupuleti, S., T., Tolar and Ventura, R. (2004) the meaning in literature an employee's feeling on their work-related hardness, tension, anxiety, frustration, worry, emotional exhaustion and distress as cited by (Cartwright/Cooper 1997). There have several studies that explored that cause work place stress and its impact as cited by (Cushman/Evans/Namerow 1995; Gibson/McGrath/Reid 1989; Himle/Jayarathne/Thyness 1989; Siefert/Jayarathne/Chess 1991).

Job Stress. European Foundation for the Improvement of Living and Working Conditions (2010). Work-related stress is often difficult to evaluate and their own responses to stress factors. That in other countries stress is widely recognized as a work – related issue. As cited Countries reporting an increase in stress level over the past five years include Germany, where WSI Works Council carried the survey between September 2008 and January 2009, interviewed 1,700 works council members about their establishment's innovative capabilities, working conditions and occupational health. The result showed that 79% where psychological strain for employees at the workplace had risen between 2006 and 2008.

Work-life balance. Shepherd (2010), as cited by the analysis by ComPsych shows that work-related problems and job stress. The first most common cause for calls to the EAP was family problems, the second was emotional/mental health issues and the third was work-related problem or stress. As cited by the National Institute for Occupational Safety and Health, which is part of the Atlanta-based Centers for Disease Control and Prevention. The primary factors that increase job stress. Excessive workload demands, long work hours, having little autonomy or control, poor communication, lack of family-friendly policies, job insecurity and conflicting expectations. In recent years, layoffs one problem that stress, as cited by NIOSH. Some problem that employees' stressors, include deadline pressures, dealing with difficult customers or

clients, and malfunctions with computers or other work equipment. Work place stress damage the level affecting the employee and employer relationship. Employers have duties and responsibility to manage in the work force to lessen or remove stress from their employee. Work – life balance, encouraging employee and employer relationship and providing services to counseling that the employee can do to fight against work place stress.

Work–life balance. Manuel and Ramos (2009), Maintaining work life balance has focus of industries' human resources. It is the balancing of individual life with work and environment and personal resources such as family, community, employer, profession, geography, information, economics, personality, or values as cited by (Crooker et al, 2002: 389). Every individual has different stages of life. A person who are fresh graduate and not married have different perception and belief on work life balance unlike to the married with children. As cited by Johnson (2005) the employees' age, lifestyle, and environment play important role in one's perception of work-life balance. The conflict between work and family spheres is also considered especially when there is role conflict and strain as cited by (Friede and Ryan2005; Kossek and Lambert 2005)

WORK LIFE BALANCE. Lowe (2006-2007) the survey findings, as human resources findings the quality of work life balance begin. The Employer Survey asked respondents (usually senior managers) if their organization had experienced 15 human resource challenges in the 12 months prior to the survey. 29 percent of the 600 employers surveyed in the spring of 2005 had experienced none of these difficulties. The mutual problems that practiced by the workers 33% and 36% are work life balance and too much work.

The variable of primary interest to this research is the dependent variable of Job stress. The independent variables are Work Life Balance of the employees' which includes Work and Career, Friends and Family, Personal and Spiritual Growth, Romance/Significant Other, Fitness/Health, Fun/Recreation and Money.

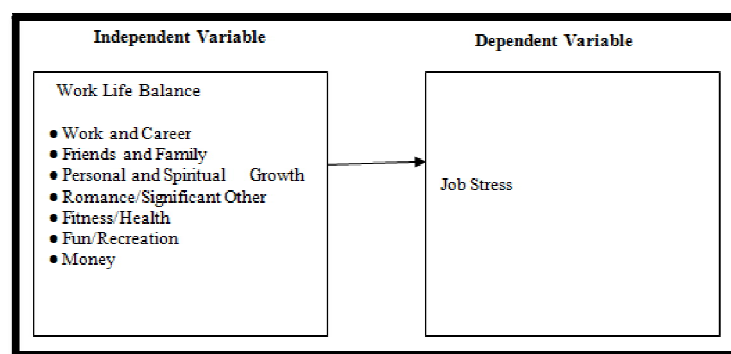


Figure 1

In this study, it sought to determine the job stress and work life balance of the employee. Specifically, the research questions address in this study are as follows:

- What is the work life balance of the employee in terms of:
 - Work and Career
 - Friends and Family
 - Personal and Spiritual Growth
 - Romance/Significant Other
 - Fitness/Health
 - Fun /Recreation
 - Money?
- What are the levels of job stress of employees?
- 3. Based on the results, what may be suggested?

2. Methods

To analyze comprehensively the data gathered and interpret it, this research used the quantitative approach to explain comprehensively the relationship among the independent variables and to its dependent variable, use of the convenience and quota survey sampling methods. Convenient sampling is a non - probability method often used to get a gross estimate of the results, without incurring the cost or time required to select a random sample. Quota sampling survey is a non - probability method wherein the researcher first identifies the strata and their proportions as they are represented in the population. The compositions of the respondents were 100 employees consist of directors, managers, office staffs, teachers (70 respondents are from rank and file).

This study made use of survey questionnaires that have two parts in which to be filled out by the respondents. The first part The Work-Life Balance Quiz from Savvy Life Skills, LLC, by encircling T (True) F or (False) of, work and career, friends and family, personal and spiritual growth, romance/significant other, fitness/health, fun/recreation and money. The last part is taken from The Workplace Stress Scale which will measure the level of stress of each respondent to their work. This was adopted and developed by The Marlin Company, North Haven, CT, and the American Institute of Stress, Yonkers, NY in order to measure the level of job stress of an employee within the organization. The Workplace Stress Scale has 8 items to be answer by the respondents, however it has three negative phrases and reverse score. Thus, was done by assigning numeral figure on the scale given: 1 is Never, 2 is Random, 3 is Sometimes, 4 is Often and 5 is Very Often.

3. Results and Discussion

3.1. Work Life Balance of Employees Namely Work and Career, Friends and Family, Personal and Spiritual Growth, Romance/Significant Other, Fitness/Health, Fun/Recreation and Money

| Level | Frequency | Percent |
|-----------------------|-----------|---------|
| 0 (well balance) | 7 | 7 |
| 1 - 2 (on the edge) | 62 | 62 |
| 3 - 4(out of balance) | 31 | 31 |
| Total | 100 | 100 |

Table 1: Employees by Work Life Balance in terms of Work and Career

Distribution of employees by work life balance in terms of work and career of the respondents. It shows that 62% of the respondents are 1 – 2 (on the edge) level, 31% at 3 – 4 (out of balance) level and only 7% were 0 (well balance) level. It likewise shows that the employees of the school were on the edge level they manage their work and career. They said that if you teach the young people your heart will stay young always. The findings of Park (2007) that the work stress and job-related variables that shift workers were more likely to have high-strain jobs than other workers (29% vs. 22%). The findings are consistent with other research that the shift workers were high level of job stress and poor general health as cited by (Harrington 2001; Shields 2006).

| Level | Frequency | Percent |
|-----------------------|-----------|---------|
| 0 (well balance) | 21 | 21 |
| 1 - 2 (on the edge) | 43 | 43 |
| 3 - 4(out of balance) | 36 | 36 |
| Total | 100 | 100 |

Table 2: Distribution of Employees by Work Life Balance in Terms of Friends and Family

Distribution of employees work life balance in terms of friends and family of the respondents. It shows that 43% of the respondents are 1 – 2 (on the edge) level, 36% at 3 – 4 (out of balance) level and only 21% were 0 (well balance) level. It likewise shows that the employees of the school were on the edge level That sometimes manage to have family gathering and some event from their family and friends. The 36% which out of balance has not social life some of them have a little child and they don't have time for pleasure. Good to know that 21% were on the level of well balance and they manage to well balance their family life and career with lesser stress on their part. Park (2007) that Shift workers' stress may result from lack of socializing with family and friends, having problem with planning for family responsibilities, taking part in daily job activities or forming routines as cited by (Occupational Health Clinics for Ontario Workers 2005) According to the article of Stress Management Health Center October 14, 2009, that stress is a fact of life for all people. Stress may not be able to avoid but you can minimize it. One of the ideas that you may try is ask for help, People who have a strong network or relationship with your family and friends manage stress better. They are the one who help you to avoid your stress in your work place. They are the one you can lean on.

| Level | Frequency | Percent |
|-----------------------|-----------|---------|
| 0 (well balance) | 5 | 5 |
| 1 - 2 (on the edge) | 67 | 67 |
| 3 - 4(out of balance) | 28 | 28 |
| Total | 100 | 100 |

Table 3: Distribution of Employees by Work Life Balance in terms of Personal and Spiritual Growth

Distribution of employees work life balance in terms of personal and spiritual growth of the respondents. It shows that 67% of the respondents are 1 – 2 (on the edge) level, 28% at 3 – 4 (out of balance) level and only 5% were 0 (well balance) levels. It likewise shows that the 67 %employees of the school were on the edge level they have little time for their personal development and also, they little time to cleanse their heart into a spiritual desire for the fruit of the souls.28% were out of balance that they don't have any time to cleanse their sinful heart. Litzsey (2006), that research has shown that there are many benefits that can be acquired by integrating spirituality in the workplace. The workers with higher salary are more active in the workplace and have self-confidence.

| Level | Frequency | Percent |
|-----------------------|-----------|---------|
| 0 (well balance) | 36 | 36 |
| 1 - 2 (on the edge) | 54 | 54 |
| 3 - 4(out of balance) | 10 | 10 |
| Total | 100 | 100 |

Table 4: Distribution of Employees by Work Life Balance in Terms of Romance/Significant Others

Distribution of employees work life balance in terms of romance/significant others of the respondents. It shows that 54% of the respondents are 1 – 2 (on the edge) level, 36% at 0 (well balance) level and only 10% were 3 - 4 (out of balance) level. It likewise shows that the 54 %employees of the school were on the edge level they sometimes have time for the love and romance. Good to know that the 36% were well balance because they have time for romance with their partners in life. 10% were out of balance they are so busy with their work that's why they don't have to go on dating and they don't have time to build their own family.Gul andDelice (2011), the increased of husband and wife's problem may lead to increase in job stress.

| Level | Frequency | Percent |
|-----------------------|-----------|---------|
| 0 (well balance) | 8 | 8 |
| 1 - 2 (on the edge) | 60 | 60 |
| 3 - 4(out of balance) | 32 | 32 |
| Total | 100 | 100 |

Table 5: Distribution of Employees by Work Life Balance in terms of Fitness/Health

Distribution of employees work life balance in terms of fitness and health of the respondents. It shows that 60% of the respondents are 1 – 2 (on the edge) level, 32% at 3 – 4 (out of balance) level and only 8% were 0 (well balance) level. It likewise shows that the 60 % employees of the school were on the edge level they sometimes have time for them to go to the gym, do some exercise for their physical fitness and to have a good health. 32% were out of balance because they have no time for their physical well-being even if they become bigger or they don't care about obesity. Only 8% were on well balance their have time for their work and body fitness. Park (2007) that the finding may also be related to the health effects shift work causes, such as disruption of circadian rhythm, reduction in quality and quantity of sleep, fatigue, anxiety, depression and increased neuroticism as cited by (Harrington 2001).

| Level | Frequency | Percent |
|-----------------------|-----------|---------|
| 0 (well balance) | 10 | 10 |
| 1 - 2 (on the edge) | 49 | 49 |
| 3 - 4(out of balance) | 41 | 41 |
| Total | 100 | 100 |

Table 6: Distribution of Employees by Work Life Balance in terms of Fun/Recreation

Distribution of employees works life balance in terms of fun and recreation of the respondents. It shows that 49% of the respondents are 1 – 2 (on the edge) level, 41% at 3 – 4 (out of balance) level and only 10% were 0 (well balance) level. It likewise shows that the 49 % employees of the school were on the edge level they have little time for fun and recreation, 41% were out of balance that zero time for fun and recreation time because of their busy schedule, and only 10% were on well balance level that they have time for fun with their family to go malls, swimming, picnic, shopping, and out of town (on (2009), A national telephone survey of 1,300 households found that the benefits the American public most frequently associated with use of recreational services were exercise and fitness; relaxation and peace (stress reduction) were the second most frequently mentioned and as cited by (Godbey et al. 1992).

| Level | Frequency | Percent |
|-----------------------|-----------|---------|
| 0 (well balance) | 8 | 8 |
| 1 - 2 (on the edge) | 57 | 57 |
| 3 - 4(out of balance) | 35 | 35 |
| Total | 100 | 100 |

Table 7: Distribution of Employees by Work Life Balance in Terms of Money

Distribution of employees work life balance in terms of money of the respondents. It shows that 57% of the respondents are 1 – 2 (on the edge) level, 35% at 3 – 4 (out of balance) level and only 8% were 0 (well balance) level. It likewise shows that the 57 % employees of the school were on the edge level they don't have enough money to buy what they want and they have some children who go to school and need more money to finish the schooling. 35% were out of balance that their salary was not enough for their basic needs and payment for the bills for the month. Only 8% were well balance because they have higher salary pay and other extra income to support their needs and wants. Also, they were a good budget manager of their own money. Similar to the findings of Park (2007), those individuals with lower incomes were more likely to have high-stress or passive jobs than individuals with high incomes. Those with higher income were active and low job stress. Emotional and mental stress are significantly related to work stress.

| Level | Frequency | Percent |
|----------------------|-----------|---------|
| 0 - 4 (well balance) | 6 | 6 |
| 5 - 7 (on the edge) | 8 | 8 |
| 7+ (out of balance) | 86 | 86 |
| Total | 100 | 100 |

Table 8: Distribution of Employees by Total Work Life Balance

Distribution of employees by total work life balance namely work and career, friends and family, personal and spiritual growth, romance/significant other, fitness/health, fun/recreation and money of the respondents. It shows that 86% of the respondents are 7+ (out of balance) level, only 8% at 5 – 7 (on the edge) level and 6% were 0 - 4 (well balance) level. It likewise shows that the 86 % employees of the school were out of balance. The conflict between work and family spheres is also considered especially when there is role conflict and strain as cited by (Friede and Ryan2005; Kossek and Lambert 2005). Lowe (2006-2007) the survey findings, as human resources findings the quality of work life balance begin. The investigation of the employer to the top management in 1 year about the experiences of the company in 15 HR task. 29 percent of the 600 employers surveyed in the spring of 2005 had experienced none of these difficulties. The mutual problems that practiced by the workers 33% and 36% are work life balance and too much work.

The variable of primary interest to this research is the dependent variable of Manuel and Ramos (2009), Maintaining work life balance has focus of industries' human resources. It is the balancing of individuals life with work and environment and personal resources such as family, community, employer, profession, geography, information, economics, personality, or values as cited by (Crooker et al, 2002: 389).

3.2. Level of Job Stress

| Items | Response | | | | | Mean | Interpretation |
|--|----------|----|----|----|----|------|-----------------------|
| | 5 | 4 | 3 | 2 | 1 | | |
| A. Conditions at work are unpleasant or sometimes even unsafe | 2 | 9 | 32 | 21 | 36 | 2.20 | Little Stress |
| B. I feel that my job is negatively affecting my physical or emotional well-being. | 2 | 5 | 41 | 27 | 25 | 2.32 | Little Stress |
| C. I have too much work to do and/or too many unreasonable deadlines. | 8 | 8 | 44 | 23 | 17 | 2.67 | Some Stress |
| D. I find it difficult to express my opinions or feelings about my job conditions to my superiors. | 6 | 8 | 42 | 23 | 21 | 2.55 | Some Stress |
| E. I feel that job pressures interfere with my family or personal life. | 3 | 13 | 36 | 19 | 29 | 2.42 | Little Stress |
| F. I have adequate control or input over my work duties. *13 | 19 | 41 | 19 | 8 | | 3.10 | Some Stress |
| G. I receive appropriate recognition or rewards for good performance. * | 16 | 37 | 49 | 21 | 7 | 4.24 | Quite a bit of Stress |
| H. I am able to utilize my skills and talents to the fullest extent at work. * | 1 | 10 | 26 | 36 | 27 | 2.22 | Little Stress |
| Overall Mean | | | | | | 2.80 | Some Stress |
| *reverse score | | | | | | | |

Table 9: Level Job Stress of Employee

Level of job stress of employees and make use of the scale from 1 – 5 in which 1 (1 – 1.49) is no stress, 2 (1.5 – 2.49) is little stress, 3 (2.5 – 3.49) is some stress, 4 (3.5 – 4.49) is quite a bit of stress, 5 (4.5 – 5) great deal of stress. It has overall mean of 2.80 which shows that it is some stress. European Foundation for the Improvement of Living and Working Conditions (2010). Work-related stress is often difficult to evaluate and their own responses to stress factors. That in other countries stress is widely recognized as a work – related issue. As cited Countries reporting an increase in stress level over the past five years include Germany, where WSI Works Council carried the survey between September 2008 and January 2009, interviewed 1,700 works council members about their establishment's innovative capabilities, working conditions and occupational health. The result showed that 79% where psychological strain for employees at the workplace had risen between 2006 and 2008. Allen, R., Lambert, E., Pasupuleti, S., T., Tolar and Ventura, R. (2004) the meaning in literature an employee's feeling on their work-related hardness, tension, anxiety, frustration, worry, emotional exhaustion and distress as cited by (Cartwright/Cooper 1997). There have several studies that explored that cause work place stress and its impact as cited by (Cushman/Evans/Namerow 1995; Gibson/McGrath/Reid 1989; Himle/Jayaratne/Thyness 1989; Siefert/Jayaratne/Chess 1991).

4. Conclusion

Based on the analysis of data, the following conclusions have been derived:

As reflected on the result of the study on the work life balance and job stress of the employees as follows:

- Work life balance in terms of work and career on the edge level.

- Work life balance in terms of friends and family on the edge level.
- Work life balance in terms of personal and spiritual on the edge level.
- Work life balance in terms of romance/significant others was on the edge level.
- Work life balance in terms of fitness/health on the edge level.
- Work life balance in terms of fun and recreation on the edge level.
- Work life balance in terms of money on the edge level.
- Work life balance in terms of total work life balance out of balance level.
- Level of Job stress, little stress.

5. Recommendation

Based on the findings and conclusions of the study, the following recommendation is given:

- The researcher recommends to the employees to have trainings and seminars that minimize workplace stress.
- The researcher recommends to have acquaintance with friends and to have family centered and to reduce workplace stress.
- The researcher recommends to the stress employee to have personal and spiritual growth for the development of their personality and also for the fruit of their soul. Also recommend to meditate to cleanse your mind and spirit.
- The researcher recommends to all single employees to have Romance/Significant others to have inspiration in life to avoid the stress in the work place. Also recommend to married employee not to stress their self in the work place instead be always in love with your spouse or partner.
- The researcher recommends to the employer to have programs in the company for the benefits of the employee that may lessen their stress at work.
- The researcher recommends to the employer to pay their employee with right salary and benefits for their long relationship.
- The researcher recommends to the employees to have exercise and to be physically fit to avoid the unexpected poor health and lessen their job stress.
- The researcher recommends to the employees to have fun and recreation with their coworker so that they may reduce the work place stress.
- The researcher also recommends to all the employee's to not stress their heart and mind to all the overload work in the office or production that may lead to job stress instead find solution to avoid or minimize this kind of stress that may lead to poor health.

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