

Impact of Work Life Balance on Employees of Private Sector Higher Educational Institute in Kolkata

¹Anindita Chakraborty, ²Dr. Kunal Sil and ³Dr. Anirban Mandal

¹Faculty Member, BRSN College and Ph.D Research Scholar, Brainware University

²Assistant Professor, Brainware University

³Associate Professor, Brainware University

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ABSTRACT

The paper focused to survey the existing work-life balance activities taken by life and general instructive establishment and to consider the impact of work-life balance rehearses. The overview has been completed in life and general instructive foundation in Kolkata, India with 16 explanations of work-life balance (WLB) rehearses among 143 representatives of administrative and supervisory unit. This examination is an endeavor to investigate the intense difficulties looked by the respondents in keeping up a balance between their personal and expert life. The examination depends on primary data. The different variables affecting the work-life balance of respondents have been analyzed in this examination.

1. Introduction

Work is a significant part of life; it gives a feeling of accomplishment, acknowledgment or more every one of the methods for income to satisfy the fundamental and material needs. Because of the changing scene, for example, advancement of new innovation, more number of ladies is entering the workforce, coming about, to some extent, in double worker families or more every one of the a clash of work and personal life. Adjusting both the measurements, expert and personal life, is a developing worry for the two employers and workers. Employers are acquainting different activities all together with hold the proficient workforce. These activities are as benefit, policies, or projects that help make a superior balance between the work and non-work space. Such work-life activities can conceivably manage a wide scope of issues remembering for site childcare, eldercare activities, flexi-plans, parental and maternity leave, worker assistance programs, nearby classes and workshops and so forth.

The expression "Work-Life balance" (WLB) was begat in 1986 in America, and got effective in the mid 1990s in light of Juliet Schor's (1991) exceptionally influential book "The Overworked American: The Unexpected Decline of Leisure", which reports how the idea of contemporary business has made such unreasonable requests on individuals that there has been a genuine decrease in recreation. Work-life balance rehearses are those organized, structural, and procedural game plans just as formal and casual practices that empower people to handily deal with the conflicting universes of work and family carries on with some basic statutory policies are the maternity benefits and optional policies are flexi-time, working from home and occupation sharing. Worker assistance programs like directing and stress management likewise fall under work life balance rehearses.

WLB in this way is a powerful angle. It's anything but a structure however a procedure. It is likewise individual-based essentially, in spite of the fact that there are a few normal issues across various kinds of individuals. The life segment of WLB incorporates family, companions and self. WLB isn't then only a worry of individuals with family yet of individuals. A man

doesn't live by work alone yet in addition without anyone else, family, and companions. Recreation and social interaction are as much significant as work and vocation. A successful chief needs to ceaselessly shuffle around with the various priorities and requirements of the four spaces of work and life. Subsequently, WLB activities were taken as a methods for helping all representatives accommodate the requests of work with their private carries on with paying little mind to family status. Work-life balance (WLB) is a significant territory of human asset management which is getting expanding consideration from strategy creators, associations, management, representatives and their delegates internationally.

The customary way of thinking shows that a cheerful worker is a superior worker. However, it appears that the employers think that it's hard to comprehend this reality. We need it to inspire us and empower us to perform at our best in any case over the top constrain prompts pressure. Unpleasant life occasions at the workplace, for example, absence of employer stability, changes in working hours and working conditions, cutbacks, scaling back, authoritative corrections, and so forth. IT industry in India has for quite some time been absolved from work guidelines so as to facilitate its fast development and competency in the global advertises. For the huge scope part of the IT division is moving from a standardized eight hour daily to work twenty four hours every day for seven days of the week. A large portion of the representative work on Saturdays and Sundays as well so there is a changing example in the working hours which is very not the same as the standard one, which ordinarily operates from 9 am to 5 pm. Workers who perform under tension are probably going to go under wretchedness. The consistent prerequisite to work at ideal performance prompts work dis-fulfillment, representative turnover, diminished efficiency, Absenteeism, liquor addiction absence of inspiration or creativity are largely side-effects of an over focused on workplace. Along these lines, the differentiations between work-life and family-life have vanished. On the planet loaded up with conflicting duties and responsibilities, work/life balance has become a prevalent issue in the workplace.

2. Literature review

Khairunneezam, M.N. (2017) Work-life balance has consistently been a worry of those inspired by the quality of working life and its relation to more extensive quality of life. Offsetting an effective vocation with a personal or family life can be testing and effect on an individual's satisfaction in their work and personal life's jobs remembering academics for advanced education. This article depends on an examination created in 2015, which planned to explore the condition of apparent work-life balance satisfaction among academics in state funded colleges in Malaysia. The exploration appeared as semi-organized meetings and center gathering interviews with seventeen academics from three state funded colleges in Malaysia. Purposive inspecting and snowball examining procedures were executed in this examination. The discoveries demonstrated that there are blended reactions concerning the overall sentiments of satisfaction with the work-life balance among the talked with scholarly individuals. Working additional time and on ends of the week, family backing, and effects of work towards life or the other way around were the key issues examined among the academics in regards to satisfaction with work-life balance. Discoveries of the examination furnishes the colleges and policy creators with key data to increment and keep up the work-life balance satisfaction and in a similar time control the consequence factors, for example, work satisfaction, organizational commitment, and turnover.

Mr. Mohammed Rafeeq (2015) the effective management of an association's HR is an exciting, dynamic and testing task, particularly when the world has become a worldwide town and economies are in a condition of transition. In associations and on the home front, the test of work life is ascending to the head of numerous employers' and representatives' awareness. HR is the most significant and one of kind resources of an association. In the present relentless society, instructive institutions look for alternatives to emphatically affect the main concern of their resources to improve workforce confidence and to hold resources. Work life balance has been one of the central points in impacting the association's efficiency. This paper features the issues associated with work life balance of workforce in instructive institutions and the components that decide work life balance. Numerous private institutions of higher learning in India are not coordinating the cutting edge innovation into their showing learning process. Conventional strategy for educating by chalkboard (Chalk and Talk) isn't adapting to this moderate situation of cutting edge logical innovation. This perpetual worldview is squeezing showing experts and driving imbalance in their family life. Subsequently, the work life balance (WLB) is indispensable for instructing experts to adapt to the questionable condition of showing learning process. To address this issue, this paper likewise attempts to draw out the satisfaction level of showing experts in adjusting the work and personal life. The consequences of the conceptual investigation illustrates that there is a cozy relationship between the progression in innovation and encouraging procedure and resources level of worry in adjusting work and personal life. It is uncovered from this conceptual examination that majorities (90%) of the encouraging Faculty are not happy with their work life balance. In this savagely serious world, to be effective, it is pivotal for any institutions to furnish work-life offsetting programs adjusted with policies and practices to their workforce to balance their

work and personal life. In this paper I have attempted to deliver the reasons adding to ill-advised balance of work-life in Higher Education about Teaching Faculty in India and the different techniques that have been planned by implementing Technology based Teaching for PG understudies to get workforce far from worry to cheerful. There are numerous estimates that institutions can take to ensure work-life balance, for example, worker benefits, Advanced Teaching Process like presentations, e-educating, Audio and Video Lecturing to bestow down to earth knowledge to understudies by work ease. An Endeavor has been made to give an outline of different parts of Work-Life Balance and its practices/policies through the Literature survey. The sources alluded incorporate different diaries, books, working papers, reports, magazines, web destinations, and newspapers and so on has been reflected as references toward the end.

Dr. Jeevan Jyoti (2010) For the improvement of quality educators, one needs to comprehend factors related with it and quality of work life (QWL) is one of the most significant factors that can influence instructors' activity satisfaction, commitment, efficiency and intention to leave. Quality of Working Life is definitely not a unitary idea, however has been viewed as joining a progressive system of viewpoints that incorporate not just work-based factors, for example, satisfaction with pay and relationships with work associates yet the relationship among work and non-work life spaces have additionally been identified as factors that establish Quality of Working Life. The current investigation centers on QWL in advanced education institutions in Northern India. Evaluation approach was utilized for data collection from college instructors. Univariate and multivariate factual techniques were utilized for data examination and translations. The unwavering quality was checked through split-half and Cronbach's alpha and legitimacy of the scale has been demonstrated by use of exploratory and corroborative factor investigation. The outcomes uncovered that QWL isn't high in the chose North Indian Universities and decidedly related with work satisfaction, work commitment however contrarily related with intention to leave. Further way examination has been utilized to discover the immediate and backhanded impacts of QWL, work satisfaction and occupation commitment on intention to leave.

VandanaPunia (2010) Work-life balance is a basic angle to improve instructor effectiveness and satisfaction with regards to understudy learning. It has been demonstrated on numerous occasions that a decent quality of work life balance results into the wellbeing of the staff and furthermore improved understudy conduct. The current examination explored the quality of work-life balance among Indian instructors serving in various scholastic streams across all inclusiveness and universities. It rose up out of the result that assignment of the instructors, their inclination of arrangement, the scholarly stream where they are instructing, and the idea of their serving institution influence their quality of work life balance legitimately and altogether. Anyway as indicated by sexual orientation and conjugal status no huge variations have been found in the quality of work life balance of the instructor.

Sayedameharunisa (2019) Job pressure is available in a wide range of associations, even in higher instructive institutions. There are different factors that cause worry in the workplace including outlandish requests and clear weights of the work circumstance and inclination of the people to balance

their expert and personal lives. The point of this paper is to recognize the reasons for work worry alongside contemplating the effect of worry in keeping up work life balance among female resources in India's advanced education institutions. This investigation chose an example of 208 ladies employees utilized in higher instructive institutions in Northern India so as to gather primary quantitative data from them utilizing structured close-finished questionnaires. The gathered data was broke down utilizing SPSS Software and it was discovered that ill-advised compensation structure and wild work plans were the fundamental driver of worry in workplace. Moreover, it was likewise discovered that because of these stresses has caused a financial problem just as a reduction in the profitability of the female resources affecting their work life. In this way, it was ensnared that there is a positive relationship among stress and work life.

Job stress and its impact on work life balance

The most well-known reasons for work pressure incorporate exorbitantly high workloads, impractical cutoff times which cause representatives to feel rushed, under tension and immersed alongside causing the workers to feel underutilized or abused. They likewise feel bothered in the event that they feel an absence of authority over work exercises alongside absence of interpersonal help or helpless working relationships and may even prompt harasser and harassment by partners. A few representatives may be experiencing issues sinking into advancement, both as far as satisfying the new job's needs and adjusting to potential changes in relationships with partners (Mehta and Sharma, 2015). These are the significant reasons for employment or work-related pressure. Other primary driver may be identified with employer stability, be inadequate in of occupation openings, or level of play alongside confronting tormenting. A powerless or insufficient management may leave the workers without an ability to know east from west while over-management can leave representatives feeling underestimated and influence their confidence. Employment worry just as work life strife leads to comparable effect like occupation mishaps and low performance. There are different organizations even in created nations that utilize rehearses like flexible working hours and vocation break so as to help the representatives in accomplishing family requests just as requests of the work. High performing representatives put forth attempts to balance

their troublesome impacts outside their workplace. The contention among work and family life can likewise lead the representative to settle on the choice to leave the organization.

3. Objectives of the study

1. To identify the factors influencing Work life Balance
2. To identify the factors determining the perception of the respondents towards teaching profession
3. To analyze the relationship between gender of the respondents and level of attitude towards the strategy to improve Work life Balance at work place
4. To analyze the relationship between demographic variables and the level of attitude towards Work life Balance of teaching professionals

4. Research Methodology

The data required for the investigation were gathered from both the primary sources and secondary sources. The primary data has been gathered straightforwardly from showing professionals by utilizing the pre-characterized all around structured poll. Absolutely 143 examples were gathered from different instructive institution by embracing stratified irregular inspecting strategy. Respondents were chosen from Institution of Kolkata. The different statistical tools applied to investigate the primary data are Percentage examination, Chi-Square test, and One-way ANOVA and Factor investigation. So as to interpret the data to show up at discoveries from the examination, for successful investigation and simple comprehension, the data were tabulated. The secondary data were gathered from the published diaries, books, magazines and sites.

5. Data Analysis

Gender

Teaching as a profession essentially used to be considered as female area. Notwithstanding, as on date it is similarly loved profession across both the sexual orientations wherein the two players contribute similarly and endure similarly whether professional pleasure or the quality of wok life balance.

Table 1: Quality of Work Life Balance according to Gender

Gender	N	Mean	SD	F	Sig.
Male	65	176.30	15.8	.956	.341*
Female	78	176.69	16.6		

Descriptive insights for quality work life balance across gender introduced per Table-1 uncover practically equivalent quality of work life balance in male and female instructors which is obvious from the mean scores. The application of one way ANOVA give a noteworthiness value of .341 which clarifies that there is no significant contrast in the quality of work life balance of educators as per gender accordingly.

Marital Status

Marital status of an individual is the genuine predictor and testimony of one's quality of work life balance. Reason being that it is simply after marriage we are encircled by diverse and multidimensional obligations and we can't bear to overlook any of these.

Table 2: Quality of Work Life Balance according to Marital Status

Marital Status	N	Mean	SD	F	Sig.
Married	114	175.84	16.4	1.404	.163*
Unmarried	29	171.10	15.4		

The descriptive measurements from the table uncover that there is no significant contrast ($p=.163$) in the quality of work life balance as indicated by marital status. Anyway married instructors have displayed predominant quality of work life balance (Mean Score=175.84) as opposed to unmarried teachers who recorded a mean score of 171.10. There is no significant contrast in the quality of work life balance of instructors as indicated by their marital status.

Serving Institution

The nature of serving institution of a worker is additionally viewed as a significant factor affecting his quality of work life balance. It is regular thought that job in government segment give expanded stability and satisfaction to a worker rather than job in government supported institution or private institution.

Table 3: Quality of Work Life Balance according to Nature of Serving Institute

Nature of Institution	N	Mean	SD	F	Sig.
Government Institutions	35	263.02	19.55	10.206	.000*
Government aided Institutions	41	247.50	21.34		
Private/self financing	67	258.25	21.01		

Descriptive measurements for quality of work life balance over the nature of serving institution align out that with the normal notion; the educators serving in government institutions appreciate the most elevated level of quality of work life balance with a mean score of 263.02. Shockingly the educators serving in private institution are the devotees of government institution instructors in getting a charge out of the quality of work life balance with a mean score of 258.25. Anyway the educators serving in government supported institution have uncovered most minimal degree of quality of work life balance over the three strata with a mean score of 247.50. Evidently it appeared that the nature of serving institution affects the quality of work life balance. This was learned by applying ANOVA wherein the p value of .000 implied a total impact of nature of the serving establishment on dependent variable for example quality of work life balance.

this manner, experience trouble in keeping up the balance among work and home. This negative relation is named as "job conflict" and it rises because of the unfitness of activities between the spaces of work and family and puts more accentuation on the way that the intersection point among family and work can be viewed as a lose-lose situation. It is discovered that 10% of the respondents of the survey directed by Health Canada were of the supposition that they confronted high obstruction of family to work and personal circumstances alongside their obligations towards their family outside of work were representing a hurdle before them from getting more beneficial in their work. Along these lines, it tends to be seen that both work to family advancement just as family to work enhancement should be all around considered for acquiring a superior comprehension of the work-family interface. Once more, showed different factors like opportunity to unwind and revive, horrible showing level, extended periods of working, delayed pressure based issues, imbalanced calendar and hours, segment factors, family based issues and numerous other to name.

Factors affecting work life balance and its importance

Work life conflict happens where the high situation of the individual requires that person to work for longer hours and in

Table 4: One Way Anovafor Factors Impacting Work – Life Balance against Total Work Experience

Factors impacting work – life balance Against Total Work Experience	Sum of Squares	df	Mean Square	F	Sig.
I feel exhausted at the end of days work	2.554	3	0.851	0.643	0.590
My family supports me in my professional life	39.848	3	13.283	10.548	0.000*
My organization recognize the importance of my personal life	29.679	3	9.893	3.695	0.015*
Lack of work-life balance has an adverse impact on my career	21.227	3	7.076	4.217	0.008*
My colleagues have resigned or taken a career break because of work-life balance issues in the last one year	5.395	3	1.798	1.995	0.122

From above table unmistakably, the significant bit of the factors of factors affecting work – life balance against the dependent variable of all out work experience is profoundly significant at 0.05 levels. Where the determined value of "F", is over the table value for the factors my family bolsters me in my professional life, my association perceive the significance of my

personal life and Lack of work-life balance adverse affects my vocation are significant and the rest of the factors are not a significant factors. The mean scores processed in the above Table depend on weighted normal technique. Among all factors, my partners have surrendered or taken a profession break as a result of work-life balance issues over the most

recent one year has most noteworthy mean value of 3.54 and standard deviation of 0.967. A significant and solid correlation was found for Lack of work-life balance adverse affects my vocation with My family bolsters me in my professional life ($r=.276$, $p < 0.05$ level) i.e., a large portion of the respondents feeling that to improve results and to balance the work life in their professional life and just as in personal life they need their association and family support.

6. Conclusion

Administration area is one of the quickest developing division it gives chance to work of more number of ladies. The key to work-life balance will rely upon field of work, family structure and financial position. Personal life and professional work are different sides of coin it is hard to separate and structure a wellspring of conflict. Associations must endeavor to build up an extraordinary bond with its kin, so they will place

in additional into their jobs and contribute emphatically. Work life and personal life are the two of a kind. Professionals need to settle on intense choices in any event, when their work and personal life is no place near balance. Accomplishing "work life balance" life isn't basic as it sounds uncommonly for working women. However, association's efforts with family backing can make women balance personal front with professional work. Another world can be developed by youthful cerebrums and educational institution representatives have a significant commitment of sustaining, educating these minds. The educational representatives working life and condition assume a significant job in their life. It has been demonstrated that QWL factors are basic for advancing a solid work culture, a decent human asset atmosphere, propels and urges representatives to play out his obligations and put their most extreme exertion. This will give a job satisfaction to representative and growth to an institution.

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