

# Impact of various Demographic factors on Work Life Balance among Faculty members of Educational Institutes: An Empirical Study

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## ABSTRACT

Today, work-life balance principles must change with relation to practitioners in order to enhance work-life peace in the immediate future. Work-life balance encompasses all problems and techniques aimed at successfully balancing resources. It requires extensive protective measures to avoid emotional and physical fatigue. Employees nowadays tend to make more time with their family and personal desires. The employer definition of work life balance helps workers to achieve a regulated balance between their work life and personal life. Working in a good balance will offer quality of life. Job Life Balance is one of the big challenges in these days. Teacher job and family or personal life must always be matched. If the working environments are secure, the institution runs well. This research will allow teachers to balance between work and life. It is helpful to think about having both work and family balance at the same time. This paper explores the investigation of various Demographic factors on work life balance also find the impact of various Demographic factors on work life balance. This extraction performed through the responses of 270 faculties belongs to Delhi, NCR. On performing the few questionnaire based on the WLB and their views, this paper explored that a significant perception various has been found on the basis of WLB in faculties.

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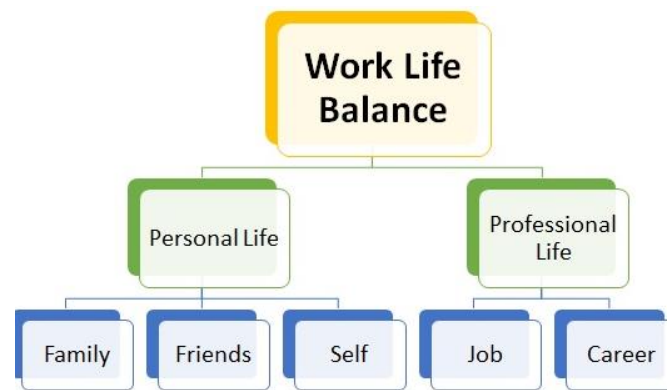
## 1. Introduction

The definition of work-life balance includes analyzing how time spent at and outside of work. Time that is not exclusively expended on jobs is spent on the tasks of being a decent parent and good relative. The strategies a person uses to combine work and private life constitute their work-life balance (Hancke et al., 2014). The concept is clear, but working professionals everywhere fail to accomplish it, let alone for themselves. Having the truth behind them is a very complex task of thousands of testimonials. Today, there is more emphasis on focusing on work-life harmony to best support all genders. Work-life balance can be afforded fairly to both races. (EY Global Generations Study 2015). The disconnect on extent of understanding on work-life balance always exists. According to the survey by Workplacetrends.com for February 2015, 67% of HR practitioners have workers maintaining work-life balance, although just 45% of employees had the same. Employers help workers have good work-life balance by providing adjustable work plans. Instead of a strict 9am-5pm business day, staff have the freedom to change their hours. Maybe you will need to operate 10am-6pm or 7am-3pm with no prior preparation or consent. Of course, there are pitfalls and disadvantages to this problem. This tactic merely moves time units, and in no way tackles a greater desire for better time. Analysis has often found that some jobs frequently profit from part-time jobs relative to full-time employment. The emergence

in digital convergence presents a significant challenge to the gains derived by versatile working structures. Employees also utilize holiday days to remain associated with work online. In today's society, work-life harmony is tough (Spinks, 2004). The more technologically advanced a nation is, the tougher it is to trace the distinction between private and state. Technology will also be here in the future so the problem of work-life harmony has to be changed.

### 1.1 Importance of work life balance

Having a job inside the business of operating hours is a hectic activity. Employees are occupied in their workplaces like usual working days. This leads them to break touch with their relatives. Sometimes, family members are not granted enough care because of job strain. Additionally, rather demanding occupations lead workers' wellbeing to decrease. This is where issues about work life satisfaction come into action. This way, employees are less depressed as their domestic tasks require some time. The contract period would enable the employee to take care of personal issues. Job time balance is a very critical part of becoming an employee and it motivates you to work hard. This picture below illustrates a work life balance (Arif & Farooqi, 2014; Singh, Singh, 2015) situation, where the individual has to balance his personal (family, friends, & self) and professional (job, career) responsibilities.



A 'work life' balance applies to an employee's desire to achieve a balanced balance between their work duties, personal life, and family obligations. Companies continually understand the value of having their workers find harmony between their jobs and private life. In today's country, more employees are having big commitments from caring for their own families to working for charity. This is occurring around the moment as their roles at work are also growing, allowing personal and work obligations to clash with each other.

There is a major shift in forms that staff are supposed to work. In the technological age, business function is no longer limited to the office. Employees will operate from nearly any place today, utilizing portable machines, laptops, and mobile phones. Employees can operate anywhere, anytime, everywhere ensuring that they can still be available to customers and employers. This versatile job pattern can blur the concept of work and family. Workers would find that they work fewer because of remote jobs.

### 1.2 Work Life Balance of College Teachers

Job Life Balance is one of the big challenges in these days (Baral, & Bhargava, 2009). Teacher job and family or personal life must always be matched. If the working environments are secure, the institution runs well. This research will allow teachers to balance between work and life. It is helpful to think about having both work and family balance at the same time. Graduates in India have breached the hurdles in hitting the successful academic sector. Achievement and relaxation are concerns of work-life harmony. When a practicing instructor is willing to get job fulfilment and at the same time gain personal life, this means that the teacher is going to have job satisfaction (Hafeez & Akbar, 2015) and at the same time personal life.

Work-life balance has been a central theme in modern educational institutions. There is a provision that teachers should both their jobs and personal life. when employees are comfortable at work, the working of an organization is nice and easy. This research would certainly assist teaching teachers about how to reconcile job and life. Both professional growth and family roles need to be managed. In present times, teaching practitioners can be faced with the dilemma of juggling employment and a family. Teachers not only claim their time in the institution, they often have to balance different forms of activities in order to provide a best atmosphere for the pupils.

The aim of this study is to illustrate the significance of policies surrounding Work-Life Balance (WLB) for teachers teaching at various levels (Nayeem & Tripathy, 2012). The paper discusses various aspects of WLB for students. The

research demonstrates the need for monitoring WLB activities. These participants were granted the survey on 270 faculties of government and private schools, colleges, universities and technical courses. These results suggest that there is a need for educational services to address the teaching community's needs. One topic of the research was attempts to define various personal motivations and their significance in relation to different demographics of teachers.

### 2. Literature Review

**Sinha et al., (2018)** Knowing Work-Life Harmony This paper reflects on work-life harmony and demographic factors. In the analysis, it was observed that gender influenced work-life balance while other demographic factors did not. Any proposals were proposed to balance the teaching system and develop classrooms. The principle of work-life harmony has been accepted and women engage in many tasks in their lives. The Education sector has historically been the most liberal of the industry. Job life balance has a beneficial impact on employee motivation and conduct.

**Johari et al. (2017)**, career satisfaction is adversely linked to teachers' attendance and work-life balance. The study offers further proof of correlation between workload, work-life balance, employee satisfaction, and job efficiency. What the study noticed is that empowering teachers to be autonomous is important for enhancing the success of teachers. The considerations mentioned above need to be of greater importance in every educational environment.

**Radha et al. (2015)**, Tests of work life balance (WLB) of female teachers. This study focuses on woman teachers and work-life balance and how this effects women. The issue of the degree of work-life harmony when engaging in "traditional" professions is much debated. This paper lists several avenues to enhance family planning in this new age. A survey was performed on the Condition of Work Life of Teachers employed in Higher Educational Institutions. This research identifies different facets of the standard of life of school teachers. Teacher work fulfilment, engagement, and citizenship can pose new problems now. This research helps to better understand work well-being for college and university teachers, the importance of job well-being for job satisfaction, job engagement, personal and institutional competence, and job efficiency. Employment happiness increases productivity of staff.

**Hafeez et.al (2015)** This article offers a summary of the research on the importance of work satisfaction. The biggest independent variable is workplace satisfaction, which involves

pay size, job stability, interactions at work, the amount of time with families, job versatility and how much they feel committed to their colleagues. Using class sampling technologies, 350 school teachers were surveyed. The response rate is high. Four theories are specifically linked to the study issue. SPSS (Statistical Kit for the Social Sciences) would be used for statistical interpretation of the analysis. According to the findings of the report, the school's work-life balance has no major impact on teachers' job satisfaction.

**Sorensen et.al (2014)** This research shows the correlation between perceived work-life balance capacity, job satisfaction, and professional engagement. The aim of this qualitative analysis is to identify aspects of job satisfaction, professional engagement, and perceived work-life balance of agricultural teachers from Oregon. This study explores the relationship between work-life balance, job satisfaction, and workplace dedication in middle management workers. Sex, marital status, and parental status may not have major impacts on happiness, dedication, and balance in the work-life of workers. Workers are more willing to voice the concerns they have and ask for advice whether their job satisfaction, personal engagement, and work-life balance are strong.

**Arif et.al (2014)** This paper discusses the implications of the work-life balance between the faculty and staff members of Gujarat University as well as their ethical contribution to their careers. A study focused on 171 workers was chosen for the purpose of research. Collect knowledge by survey and evaluate it with statistical kit of SPSS. "Work-life balance policies will improve job satisfaction levels among teachers".

**Petare et al. (2013)**, Job life harmony for women in teaching career. This essay explores factors behind the work-life disparity among female teachers. The research included 50 students from different universities and colleges in Kolhapur. Based on the Statistics' review, the key explanation for the disparity between job and life is the heavy workload.

**Senthil Kumar et. al (2012)**. An observational study into individuals' work-life balance in higher learning institutions. This article discusses work-life balance, with a view to disclosing the connection between demographic variables such as age, gender, and stress levels. This essay also aims to inspire the teaching workforce to feel more fulfilled with their jobs as well as personal life. chi-square findings indicate that the

relationships between the demographic variables included in the study and the stress levels are important.

### 3. Objective and Methodology

To know the impact of various demographic factors on work life balance.

#### Hypothesis

**H1o:** Factors of WLB has no significant perceptual variation for Gender.

**H2o:** Factors of WLB has no significant perceptual variation for Age.

#### Methodology

This paper also explores the Work-Life Balance in Educational Institutes of Faculties (Punia & Kamboj, 2013). This exploration bases on testing the gender and age based asymmetry. This analysis is limited in the scope of perpetual knowledge of the Work-Life Balance on the behalf of the few suggestive factors. This paper performs short analysis for enhancing the general perception of the Work-Life Balance in Educational Institutes. As the above review studies suggested the following factors.

#### Major Factors affecting the Work-Life Balance in Educational Institutes

- Dependents - DPND
- Family culture - FMLC
- Working Hours - WONH
- flexibility - FXTY
- Role Clarity - ROLC
- Head Support - HDST
- Co-Worker support – COWS

### 4. Result

The test of the 270 faculties has been examined through questionnaire from 18 different college of Delhi, NCR. For the study of the gender and age based asymmetry of the faculties of college is performed through the ANOVA factorization. The level of the significance reflect that the factor has significant perception for the Work-Life in different age group and on the basins of gender also.

Gender based Asymmetry

Anova						
		Sum of Squares	df	Mean Square	F	Sig.
DPND	Between Groups	2.725	1	2.725	2.453	.118
	Within Groups	298.862	269	1.111		
	Total	301.587	270			
FMLC	Between Groups	9.139	1	9.139	9.009	.003
	Within Groups	272.883	269	1.014		
	Total	282.022	270			
WONH	Between Groups	1.683	1	1.683	1.805	.180
	Within Groups	250.760	269	.932		
	Total	252.443	270			
FXTY	Between Groups	4.302	1	4.302	4.881	.028
	Within Groups	237.093	269	.881		
	Total	241.395	270			

ROLC	Between Groups	4.398	1	4.398	4.202	.041
	Within Groups	281.528	269	1.047		
	Total	285.926	270			
HDST	Between Groups	4.312	1	4.312	4.208	.041
	Within Groups	275.607	269	1.025		
	Total	279.919	270			
COWS	Between Groups	1.300	1	1.300	1.579	.210
	Within Groups	221.409	269	.823		
	Total	222.708	270			

\*Between-group mean-squared value how much the group means deviate from the overall mean.

\* Within-group mean-squared value can be understood as the squared sum of the column entries.

\* Significant value consider is 0.05.

The “F” statistics of variables DPND, FMLC, WONH, FXTY, ROLC, HDST, & COWS are 2.453, 9.009, 1.805, 4.881, 4.202, 4.208, and 1.579 respectively and the “F” probabilities of these variables are .118, .003, .180, .028, .041, .041, and .210 Since the F statistics of seven variables are greater than the tabled value of 1.96, they are found to be statistically significant at 5 percent level and hence it is presumed that there is significant difference of perceptions among the two groups of members of faculty with regard to the statements

DPND, FMLC, WONH, FXTY, ROLC, HDST, & COWS This shows that, there is lacking of effective human resource plan, comprehensive goal setting and clear objectives with regard to quality performance in the institutions by the management. Hence it is concluded that, all groups of the faculty members perceived all the variables the same except the variables DPND, FMLC, WONH, FXTY, ROLC, HDST, & COWS in which, significant difference of perception was found.

**Age based Asymmetry**

Anova						
		Sum of Squares	df	Mean Square	F	Sig.
DPND	Between Groups	31.941	2	15.971	15.873	.000
	Within Groups	269.646	268	1.006		
	Total	301.587	270			
FMLC	Between Groups	19.162	2	9.581	9.768	.000
	Within Groups	262.861	268	.981		
	Total	282.022	270			
WONH	Between Groups	13.537	2	6.769	7.593	.001
	Within Groups	238.906	268	.891		
	Total	252.443	270			
FXTY	Between Groups	22.718	2	11.359	13.921	.000
	Within Groups	218.677	268	.816		
	Total	241.395	270			
ROLC	Between Groups	34.898	2	17.449	18.629	.000
	Within Groups	251.028	268	.937		
	Total	285.926	270			
HDST	Between Groups	24.637	2	12.319	12.932	.000
	Within Groups	255.282	268	.953		
	Total	279.919	270			
COWS	Between Groups	12.938	2	6.469	8.264	.000
	Within Groups	209.771	268	.783		
	Total	222.708	270			

\*Between-group mean-squared value how much the group means deviate from the overall mean.

\* Within-group mean-squared value can be understood as the squared sum of the column entries.

\* Significant value consider is 0.05.

The “F” statistics of variables DPND, FMLC, WONH, FXTY, ROLC, HDST, & COWS are 15.873\*, 9.768, 7.593, 13.921, 18.629, 12.932, 8.264 and 9.943 respectively and the “F” probabilities of these variables are .000, .000, .001, .000, .000, .000, .000 and .000 Since the F statistics of eight

variables are greater than the tabled value of 1.96, they are found to be statistically significant at 5 percent level and hence it is presumed that there is significant difference of perceptions among the two groups of members of faculty with regard to the statements DPND, FMLC, WONH, FXTY, ROLC, HDST, &

COWS. This shows that, there is lacking of effective human resource plan, comprehensive goal setting and clear objectives with regard to quality performance in the institutions by the management. Hence it is concluded that, all groups of the faculty members perceived all the variables the same except the variables DPND, FMLC, WONH, FXTY, ROLC, HDST, & COWS in which, significant difference of perception was found.

## 5. Conclusion

Conclusively, work-life management principles may change with regard of practitioners in order to improve work-life balance in the immediate future. Work-life equilibrium involves all obstacles and techniques aimed at successfully handling money. Having enough rest is important in order to preserve your mental and physical wellbeing. Employees today invest more time on professional pursuits and activities. Employers describe work life balance and allow their employees to obtain

a healthy balance between their work and personal life. Work Life Balance is now one of the main issues of these days. Likewise, one can manage jobs, family, friends and home life. If there is good atmosphere for jobs, the business can operate well. This will encourage teachers to manage work and life. Such aim of maintaining job and family life is beneficial. This paper examined Socioeconomic variables as well as their effect on the respondents on work-life balance. As this paper explored how the major WLB variables like Dependents (DPND), Family culture (FMLC), Working Hours (WONH), Flexibility (FXTY), Role Clarity (ROLC), Head Support (HDST) and Co-Worker support (COWS) has significant variation on age and gender. This paper analyzed that a significant perception numerous has been found on the basis of WLB in faculties. As found that the most of the extracted factors has been significantly affected that the Work-Life in different age group and gender.

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