

Work Life Balance of Professors of Parul University

1Sapna Chauhan, 2Pooja Singh, 3Sunita Dadheech
1Assistant Professor, 2Student, 3Student
Parul University

Abstract - The work-Life balance was invented in the mid-1800s. Paul Krasner remarked that anthropologists use a definition of happiness that is to have as little separation as possible "between your work and your play". The expression "work-life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. This phrase was first used in 1986, in the United States. Recently as a result of advances in technology there has been a shift in the workplace. Professors have many methods, such as online classes, physical classes, emails, computers, and cell phones, which enable them to complete their work beyond the physical boundaries of their work place. Researchers found that professors who consider their work more important component of their identities will apply these communication technologies to work while in their non-work domain. Many authors believe that parents being affected by work-life conflict will either reduce the number of work hour's where other authors suggest that a parent may stay away from family life or work more hours at a workplace. This implies that each individual views over work-life are completely different. There are many causes for this situation such as from personal ambition and the pressure of family obligations to the deal with development of technology.

keywords - work life balance, professor.

Introduction

Work-life balance is about effectively balancing paid work and other activities that are important to people and life. You cannot say that the work is wrong or should not be done, but that the work is not the other things that are important to people and their personal life, such as family time, participation in community activities, volunteer work, personal development, the joy of living life. Work-life balance varies from person to person. Instead of having too much work, the problem for some people is finding a specific job or finding more work. There is no one-size-fits-all solution for every problem.

The term "work-life balance" was first coined more than 20 years ago in response to the trend of the 1970s and 1980s, when men and women began to prioritize careers and career goals over family, friends, community affairs and leisure activities. Today an entire industry is dedicated to this area. Today, in the fast-paced phase of life, it is really difficult for people to balance stress at work and the duties of a housewife, either as a man or as a woman. Her life bounces off both ends of a seesaw and often ends in a life of juggling. This current management problem has become a challenging factor not only for young companies just starting their family life, but also for young and medium-sized parents who need constant attention to their children, who are students or fast-growing young adults. Adapting to a strategy in which emotional intelligence becomes the main factor would help to achieve a balance in the management of work life. Work-life balance issues seem to affect some groups of people more than others with long hours of work, people whose work is spreading into the home due to modern technology, people in atypical jobs such as work for shifts, low-income people, people trying to raise children and juggle paid employment, and people with cultural obligations beyond family and paid employment. Balance can be described in general terms as the degree of satisfaction, participation or compatibility of a person with the various roles in life. The best work-life balance varies over time, often on a daily basis. The right balance for the individual today will likely be different tomorrow. In other words, the best work-life balance is different for everyone because everyone has different priorities and different values. For most people, work-life balance means meeting real and perceived personal and professional obligations and thus meeting the most important needs of oneself and of those for whom satisfaction has been committed. in the role itself.

Objective of the Study

- To know the key factor influencing the work life balance.
- To know that how work life balance effect on the performance and work attitude.
- To know that what are all the problems faced by the faculty in personal life due to imbalance in work and personal.
- To know that how faculties deal with both work and personal life.

Statement of the Problem

Today, employers expect more from their employees, and employees are putting increasing pressure on them for better results. Today's workers have many competing responsibilities such as work, children, housework, volunteering, caring for spouses and parents, and this puts pressure on the individuals, families, and communities in which they live. Work-life balance is about creating and maintaining a healthy and supportive work environment that enables employees to achieve a balance between work and personal responsibility, thereby strengthening employee loyalty and productivity. Maintaining work-life balance is not only important to your health and personal relationships, it can also improve the efficiency of your work performance. In today's fast-paced business world, it is increasingly difficult to reconcile work and private life. Therefore,

teachers must be very considerate in maintaining work-life balance. Therefore, the researcher tried to carry out a study on the work-life balance of professors from the Parul University Vadodara Gujarat.

Tips to Develop a Better Work-Life Balance

To make sure you get the most out of your time at work and at home, great ideas include:

- Analyze your time and decide what is really important. Establish a new daily regimen to make sure the things that matter most remain the most important.
- Leaving work at work. Turn off your mobile phone, turn off your laptop, and create a clear line between work and home. Ask your family to hold you accountable to make sure you don't slip back into old habits.
- Say “no” to stressful things that only lead to conflict later on. This allows you to focus on the parts of your life that are really important to you and give them 100 percent attention.
- Manage your time effectively by saving family events to a shared calendar. Keep a daily to-do list. Make sure you complete the important things.

Review of Literature

1. Reshma R.S., Preetha R. (2020): analyzed the work-life balance of college teachers by comparing annual and semester system. The sample of the study was 150 teachers from Trivandrum district. The research employed ANOVA, correlation analysis in the study. There existed a positive relationship between the age and working hours in annual system whereas no relationship was found in semester system. The gender and work -life balance of the teachers was positively related to each other in annual and semester system. The working hours and pressure of work is high in semester system resulting poor work-life balance of the teachers in comparison to the annual system.
2. Robin Banwens, Jolie Muylaert, Els Clalysse, Mieke Audenaert, Adeliën Decramer (2020): An attempt was made by the researcher to know the relationship between WIA and Work -Life Balance of 288 secondary school teachers in Flanders (Belgium).
3. Ashok and Ebria [2018] suggested that more time to be spent with the family members and try to know what they need. This is a major aspect in work-life balance. Missing the quality time with family due to work pressure leads to dispute in family. Main concern shall be given to family by proper scheduling of work. Scheduling the work and performing it according to time improves the quality of work-life balance. A little break or relaxation during work can do wonders and improves the performance. The study concluded that acts as a cycle where work pressure affects the family life; once the family life gets affected then it leads to decline in quality of work. Avoiding official work in personnel time and scheduling appropriate time for work and personnel life can lead to a healthy work-life condition. [ICTACT JOURNAL ON MANAGEMENT STUDIES, FEBRUARY 2018, VOLUME: 04, ISSUE: 01 C. Muthu Lakshmi]
4. Ratha [2018] concluded that no debate on the fact that work life balance is essential and important for a stress free and fulfilling life, especially for a woman and justify its utility since knowing the faculty members precisely and reaching out to them in the effective way, is the key to minimize stress. The study can also direct employers of institution to evolve flexible work strategies and provide better working conditions which will help in overcoming stress in faculty members to some extent. [ICTACT JOURNAL ON MANAGEMENT STUDIES, FEBRUARY 2018, VOLUME: 04, ISSUE: 01 C. Muthu Lakshmi]
5. Subha [2018] concluded that modern organizations, especially educational institutions, should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work or life balance which would add to the performance of these staff members. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. [ICTACT JOURNAL ON MANAGEMENT STUDIES, FEBRUARY 2018, VOLUME: 04, ISSUE: 01 C. Muthu Lakshmi]
6. Mohammad et al. [2018] concluded that both family and job of female teachers of Bangladesh are being affected due to work-life balance situation. women in the work place can be blessings only when both family as well as organization will receive proper service from them and they will be able to contribute to both family as well as organization only when the origination will ensure flexible working hours (roistered days off and family friendly starting and finishing times), transport facility, residential facility, child care center, flexible work arrangements or job sharing , reduced working hours & workload and child schooling for the female teachers [ICTACT JOURNAL ON MANAGEMENT STUDIES, FEBRUARY 2018, VOLUME: 04, ISSUE: 01 C. Muthu Lakshmi]
7. Apoorva, Chadha (2018): The survey was conducted to examine the impact of work life balance facilities on performance, absenteeism and health of women faculty from various colleges of West Delhi. The study reported that work life imbalance impact negatively on performance and increases absenteeism. Family and Organizations help the faculty to improve their work life balance and organizations should have separate work life balance policies. The study also highlighted the role of Government, University and family in work life balance.
8. Arunkumar and R. Saminathan (2017) in their study state that women teachers’ management of work life balance is channelized by the psychological makeup of individuals, especially women, and that it is purely an attitude-based issue. Work life balance practice leads to improvement in the quality of work life among working women.
9. Dinithi, Geethani (2016): Examined the impact of demographical factors on Work- life balance of a teaching staff of University of Kelaniya, Sri Lanka. In the research, 150 teachers selected out of 560 teachers using simple random method. The study came to the conclusion that gender affects Work- life balance and there is difference male and where female teachers identified as the best group in Work – life balance in comparison to male teachers. There exists

difference in Work- life balance on basis of marital status. Single teachers have more Work- life balance than married teachers. No difference in Work–life balance exists on the basis of age. The impact of demographic factors was studied by using t- test and Anova.

10. Seema Arif and Maryam Ilyas (2013) focused on quality of work life of private universities in Lahore, Pakistan. They explored various dimensions of quality of work life which affect life and the attitude of teachers. This quantitative study took 360 members of university and analyses their perception of QWL. This study also investigated the QWL effects on employee commitment, engagement, job involvement and reputation of the university. This research suggested that the perceived value of work, work climate, work-life balance and satisfaction are the main factors which shaped the work attitude and also improve employees work life.

Research Methodology

- **Sample Size:**
We have collected 50 responses for this research.
- **Area:**
The Research is done with in the Parul University.
- **Tools Used for Analysis:**
A structured Questionnaire was issued, and the type of questions covered are name, age, department, designation, working hours and questions related to work life balance.
- **Research Design:**
Descriptive research has been used which is considered to determine research that describes, defines, or determines the data. Descriptive research involves gathering data that describe events and then organizes, tabulates, depicts, and describes the data collection.
The reason for selecting the descriptive research design to evaluate the data especially the data is of secondary nature. The Primary data is collected by the Questionnaire via hard copy of questionnaire.
- **Source Of Data:**
For the purpose of research, the data has been collected from both primary as well as secondary sources. Primary data is collected through the distribution of questionnaires to teaching faculties of Parul university. Secondary data has been used from the websites, journals, articles, etc.
The overall findings of the study are classified under four categories:
 - Chi-Square
 - Hypothesis Testing
 - Percentage Analysis

• **Data Analysis and interpretation:**

➤ **Gender and Work life balance**

Chi-Square Tests						
	Value	df	Asymp. Sig. (2-sided)	Monte Carlo Sig. (2-sided)		
				Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	8.056 ^a	8	.428	.463 ^b	.453	.473
Likelihood Ratio	9.242	8	.322	.498 ^b	.488	.508
Fisher's Exact Test	8.090			.422 ^b	.412	.432
N of Valid Cases	50					

Chi square value = 8.056, df = 8 & p = 0.428 indicating that the significant value is more than 0.05. So, the null hypothesis is being accepted and hence there is no significant relationship between gender and work life balance.

- ⊙ Ho1: There is no significant relationship between gender and work life balance.
- ⊙ Ha1: There is a significant relationship between gender and work life balance.

➤ **Age and work life balance**

Chi-Square Tests						
	Value	df	Asymp. Sig. (2-sided)	Monte Carlo Sig. (2-sided)		
				Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	16.049 ^a	24	.886	.809 ^b	.801	.817
Likelihood Ratio	16.555	24	.867	.760 ^b	.751	.768
Fisher's Exact Test	25.135			.815 ^b	.807	.823
N of Valid Cases	50					

Chi square value = 16.049, df = 24 & p = 0.886 indicating that the significant value is more than 0.05, So the null hypothesis is being accepted and hence there is no significant relationship between age and work life balance of employees.

- ⊙ Ho2: There is no significant relationship between age and work life balance.
- ⊙ Ha2: There is a significant relationship between age and work life balance.

- **Percentage analysis:**

- Majority (78%) are of age between 25-40.
- Majority (77%) are women\female.
- Majority (48%) are satisfied by their work but not fully satisfied.
- Majority (52%) of are neutral about the current working hours.
- Majority (54%) often take the work to home.
- Majority (68%) works on vacations.
- Majority (60%) can handle personal and professional life equally.

Scope of this Study

The current study is done to find out the significant difference between gender of the respondents and level of attitude towards the strategy to improve Work life Balance at work place, marital status of the respondents and level of attitude towards the strategy to improve Work life Balance at home, and the level of job satisfaction of the respondents and the level of attitude towards Work life Balance has also been covered during this study. The study has primarily focused on the factors determining the extent of attitude of the respondents towards teaching profession, and the factors influencing the extent of attitude of the respondents towards Work life balance.

Conclusion

Just as other sector the Work-life balance for the people working in the education sector is very much important. Because education sector creates knowledge which is required for all the sectors. If the people working in education sector do not have a balance work-life, it may be harmful for all the sectors. Efficiency of the knowledge workers is very much important for the development of a country. The knowledge workers having work-life balance can show wonderful results which can be shared by everybody and every section of the society.

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