

Quality of work-life balance among Teachers in Education Institutions

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ABSTRACT

Work- life balance could also be a critical aspect to strengthen teacher effectiveness and satisfaction in the context of student learning. It has been proved time and again that an honest quality of work life balance results into the wellness of the varsity and also improved student behaviour. The present study investigated the quality of work – life balance among teachers serving in several academic stream across universality and colleges. It emerged from the outcome that designation of the teachers, their nature of appointment, the tutorial stream in which they teaching and thus the character of their serving institution affects their quality of work life balance directly and significantly. However according to gender and marital status no significant variation are found within the standard of labour life balance of the teacher.

Keyword: Quality of work life balance, Work life balance, Teachers, Education institution.

INTRODUCTION

The conception of work-life balance contains of 3 words i.e. work, life and balance, and generally embody correct prioritizing between work (career and ambition) on the one hand and life (health, pleasure, leisure, family and religious development) on the opposite hand, and therefore the balance is satisfaction and smart performing at work and reception with a minimum of role conflict. It will mean completely different\completely different\ to different individuals but work-life balance is that the degree to that a private will at the same time balance the emotional, activity and time demands of paid work, family and private duties (Clark, 2000 and Hill, et al., 2001). it's a state of affairs within which staff square measure capable in giving correct quantity of your time and efforts to their work yet as their personal life outside the work. Work-life balance commonly is claimed to be achieved once Associate in Nursing individual's right to a consummated life within and out of doors the paid work is accepted and revered. Some individuals might refer it to the versatile operating arrangements that enable each oldsters and non-parents to avail of operating arrangements that give a balance between work responsibilities and private responsibilities (Marafi, 2012). It results in the harmonious and holistic integration of labor, family, social life and private life and is that the extent to that people square measure equally concerned in, and equally glad with their skilled role and their family role.

Work-life balance, in its broadest sense, may be termed as Associate in Nursing individual's level of satisfaction, involvement or compatibility among the multiple roles in life. One's best individual work-life balance can vary over time, typically on a day to day. the correct balance, for a private these days can most likely show a discrepancy for tomorrow. In alternative words, the simplest work-life balance is completely different\completely different\|completely different\ for all as a result of all have different priorities and different values. For majority, work-life balance means that meeting one's real and perceived personal and work obligations, and thereby satisfying the key wants of each oneself and people one is committed to support, however, for few, it doesn't mean Associate in Nursing equal balance however to realize satisfaction in one's role.

LITERATURE REVIEW

Work life balance has forever been nice concern for current researches as a result of its direct relationship with productive quality of labor life (Fleetwood, 2007 and MacInnes, 2008). smart work life balance is most essential for each individual to be additional economical and effective thereby attaining job satisfaction that successively ensures success in his or her ventures. Work-life balance is significant to teacher effectiveness and satisfaction within the context of student learning. Researches have verified that an honest quality work life balance leads to the wellbeing of the college and additionally improved student behaviour. Moreover, smart work life balance offers a feel of job satisfaction and additionally helps to attain higher retention rates within the establishment (Lakshmi & Kumar (2011). Over the course of the career, each teacher faces some difficulties achieve balance between skilled and private life thanks to lack of clear boundary between work and life as a result of flexibility of schedules. furthermore throughout

the previous decades the work pressures in world are perpetually across the nation and globally thereby making several stressors. it's been argued that rising stressors in world area unit 'eroding' the operational capabilities of universities (Perry, et al., 1997). only a few studies have examined academics' ability to balance work and private life, and overcome work-life conflicts (Bell, Rajendran & Theiler (2012). Zedeck (1992) hypothesized that top levels of perceived job pressure stress and job threat stress would predict exaggerated levels of work-life conflict, and attenuate levels of worklife balance. but Punia & Khosla (2009) found that within the education sector collaboration strategy is employed in majority dimensions of organisational role stress that signifies that during this sector individuals would like to stay conflict and stress free because it is directly joined with the teacher performance in and out aspect the schoolroom that area unit half and parcel of their organisational setting. Career ladies area unit challenged by the regular work and at the top of every workday in an exceedingly personal establishment they carry additional of the responsibilities and commitments to home as viewed by Hindu deity & Kumar (2011).

Their study highlighted the problems connected with work life balance of girls in an academic establishment and also the factors that verify work life balance. Management of academic establishments must be attentive to this standing of operating ladies and sporadically review the standing. they'll produce adjuvant setting to assist these ladies to attain work life balance. Moreover, settingal matching demand harmonizing the physical operating environment with individual employee's wants and aspirations to produce them higher quality of labor life. In any of the organization, for educators, professionals, company trainers, recruiters, managers there area unit some reasons for his or her additional performance aside from average performance that is neither the technical skills nor the intelligence rather it's one thing else that can't be outlined in words i.e. additional role behavior and also the same is earned through improved quality of labor life (Punia, 2004; and Yadav & Punia, 2013). Miryala & Nagapriya (2012) highlighted the need of adopting work life balance policies for academics teaching at completely different levels. based mostly upon the various parts particularly with relevance government and personal establishment academics, the study planned a correct policy for work life balance. Since Quality of labor life has direct correlates with price incurred on workers whether or not by influx or out flow.

The Sample, Instrumentation and Item Analysis

The Sample, Instrumentation and Item Analysis This section describes the small print relating to the participants, stages of instrument development, instrument details and knowledge analysis. Keeping seeable the character and purpose of the study, the descriptive survey technique of academic analysis is most popular. For survey purpose, purposive sampling technique was used to pick a sample. A sample of 1 hundred forty 3 academics from university teaching departments, government establishments, government-aided, and self funding faculties has been collected with the assistance of well structured form. within the gift study, a selfdeveloped form is employed by the researchers as a tool for assembling knowledge. when developing the form, it had been additionally standardized on the idea of reliableness and validity of things. Review of literature discovered that the standard of labor life balance of varied professionals was usually measured with totally different standards or scales. None of them was found appropriate for academics and notably in Indian settings. therefore development of a replacement tool was thought-about inevitable to exactly live the standard effectuality and productivity, therefore, every dimension of the standard of labor life balance has positive versus negative element as its impact on the individual and therefore the organization. As Associate in Nursinging initial step for coming up with Associate in Nursinging instrument for activity the standard of labor life balance of the academics has been taken as a model. The format of the current tool designed was supported the character of statements and constructs measured beneath the on top of scale. As a results of the careful examination and scrutiny of the on the market literature on the standard of labor life balance of varied professions, and when thorough discussion with consultants, the 5 dimensions/ factors were extracted to harness the standard of labor life balance of the teacher.

Satisfaction with Family and Self Life:

'Satisfaction with family and self life', is must for work life balance. A person who devotes considerable time not only to his work but also to his family can feel satisfaction on both the fronts. Some activities like picnic, vacations, discussions, mutual understanding and fulfilling the needs of family make an individual satisfied. Giving equal time to every aspect of personality provides satisfaction with self life and adds to its quality.

Role Overload:

'Role overload' wherein fourteen items of the instrument have emerged to be a part of this factor have been shown in the Table-3. Balanced role is a pre-requisite to have good quality of work life which means that when a person is not able to perform a balanced role as a family member and as an employer it is bound to affect both and the person starts feeling anxiety and maladjustment. He has to make many adjustments to find a fit into his environment to cope up with the extra work pressures and family demands. The employees who cannot adjust with it will start hesitating in accepting responsibilities affecting work and family both.

Awareness towards Work Life Balance:

An employee's awareness of work life balance creates mental and physical preparedness to augment quality of work life. 'Awareness towards work life balance' means having awareness for work that work is necessary to be a dynamic

personality as well. One should be aware that he/she has to achieve his personal and professional goals and should realize the importance of work life balance and it would be beneficial for both individual and organization.

Job Satisfaction and Flexible Environment.

Flexible work environment will lead to job satisfaction and a satisfied will contribute more on every progression front of the organisation. 'Job satisfaction and flexible environment' comprises of seven items with distinct mean score, standard deviation and factor loading as shown in the Table-5. In fact this term is used with respect to the different facilities and opportunities provided by an organization and an individual feels job satisfaction when he gets good working conditions, good salary, opportunities to display talents, motivation for the work done, flexible environment etc. These conditions are helpful in developing positive attitude towards work and help in adding to quality of work life.

Self Appreciation of Work:

'Self appreciation of work' means what a person thinks about his/her role towards family and work. Work would be helpful to know the positive and negative thinking of a person. It would also be exposed that he/she feels great while performing duties or not. The person who enjoys and appreciates his/her work will equally enjoy while executing the duties towards family and thus having superior quality of work life balance.

CONCLUSION

The study has disclosed various factors associated with quality of labor life balance among university and school lecturers. it's typically established that work-life balance is vital for AN individual's psychological well-being, for elevated shallowness, job satisfaction, and overall sense of harmony in life which might be determined as indicators of a prospering balance between work and family roles. In teaching profession, it's essential to be additional economical and effective there by attaining job satisfaction that consecutively ensures prospering molding of student community. at the same time work life balance conjointly helps the college to be additional productive in their job accomplishments with their personal commitments and family affairs. within the gift study, man of science had explored the varied factors that are found considerably touching the standing of labor life balance. it's been found that designation of the teachers; their nature of appointment, the educational stream within which they're teaching, and therefore the nature of their serving establishment have an effect on their quality of labor life balance considerably. but no vital variations have emerged within the quality of labor life balance across the gender and legal status of the teacher. whereas talking in terms of specific parameters, associate professors, frequently appointed lecturers, college members of arts stream, and therefore the lecturers serving in government establishments have witnessed highest level of quality of labor life balance in distinction to their contemporaries across the various variables. it's on the far side speech communication that correct work life balance affects the productivity at work likewise as individual and family setup whereby work setting plays an important role in crucial the standard of labor life balance of a coach. In dynamical situation, lecturers have such a large amount of assignments with teaching employment, analysis and extension activities that job pressures area unit giving birth negative impact on their skilled likewise as personal life. thence policy manufacturers, academic establishments and therefore the lecturers themselves have to be compelled to beware of this facet terribly rigorously so the output of the system adds to the standard of total system and therefore the society.

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