



A STUDY OF WORK LIFE BALANCE AND ACADEMIC STAFF PERFORMANCE IN SELECTED UNIVERSITIES OF MADHYA PRADESH

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ABSTRACT

Performance of each and every employees is highly depends on the level of job satisfaction. However job satisfaction of any employee is a subject to positive association between work and family which is called a work life balance. The present research study explores the impact of work life balance on performance of academic staff working in various universities. The samples for the present study were collected among the group of employees by using simple random sampling techniques. Various aspect of work life balance has been discussed in order to examine the impact of work life balance on the performance of academic staff. The findings of the study explore that among the all aspect of work life balance job rotation, leave benefits and job sharing has not been found significantly related with work life balance; however, flexible working hour has been found most important parameter of work life balance.

INTRODUCTION

In the present scenario each and every universities is paying serious attention to improve academic sustainability In order to gain competitive advantage. In this process the employees are treated as essential player to determine the sustainability. However, top authorities and HR department of the universities must be focuses on various practices to balance work life of the academic staff. Work life is most important practice of the organization to maintain balance between work and personal life. In this context major amount of researcher suggested that work life balance is one of the effective way helps to improve performance as well as job satisfaction among the employees. The present research study related with work life balance and academic staff performance working in various universities of Madhya Pradesh. In order to explore the relationship between work life balance and academic staff performance for practices of work life balance as independent variables have been discussed. However performance of academic staff has been discussed as dependent variables.

Work Life Balance

Work life balance essentially represents a process to balance a person family as well as professional life. However, work life balance is not a problem to solve but it is an issue among the employees which required a specific solution and may be manage with mutual understanding of employee and employer. Work life balance may be defined as “Work life balance is a level of activities related to personal and professional life of the individual. However it may be related to their job and home”

Benefits of work life balance

Work life balance is benefited for both organizations as well as employees which may be as:

A) Benefits of work life balance to the organization: The benefits of work life balance to the organizations are as under:

i) Retain staff: Work life balance of the employees may enables them satisfied with their job to willing more attention on work. However satisfaction level of the employees with family and work assist them to keep connectivity with existing organization. For the long period of time.

ii) Improve Team work: Proper work life balance of the employees enhances strong positive relationship between colleagues in order to explore initiative and team work culture.

iii) Increase level of production: Proper Work life balance among the employee increase motivation and job satisfaction which further extend high performance and improve productivity of the organization.

B) Benefits of work life balance to employee : The benefits of work life balance to the employee are as under :



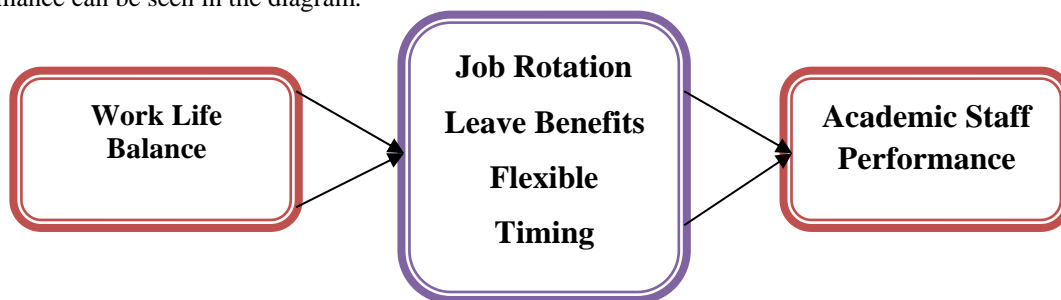
i) **Job satisfaction:** Work life balance is highly appreciative activity among the employees which helps to improve job satisfaction. Furthermore quality of work improves by the effective work life balance practices which also improve a better quality output.

ii) **Balance stress:** The proper balance of employee work life is obvious reduce the stress. However it improves employee performance in the interest of organizational benefits.

iii) **Increase collaboration:** Work life balance among the employees enables them motivated and satisfied with their jobs. However it is a process to develop positive mutual understanding among the employees in order to promote collaboration to perform the specific task.

Aspect of Work Life Balance

The present study adopted four aspects of work life balance which may have significant and positive impact among the performance of academic staff of the university. The various Aspects and their relationship with performance can be seen in the diagram.



REVIEW OF LITERATURE

Agarwal P. (2014), conducted a research study on work life balance among the employees of Indian call centre. The study explores the issues of Indian call centre employees regarding work life balance. The study was based on survey method and primary data were collected among the 200 employees of 10 different call centre. Z test and t test were applied to analyses the data. The findings of the study explore that work life balance have a significant relationship with employees of call centre. Furthermore study suggested that call centre need to revisit various areas such as long working hours, heavy working presser and stress level of the employee.

Bhandari k & Soni H. (2015), conducted a research study to explore the impact of various demographic factors and job satisfaction on work life balance among the employees of service sectors. Furthermore authors explore that service sector is most growing sector because it provides opportunity for job. The study was based on primary data which has been collected among the 70 employees of different banks. The purpose of the study is to examine impact of age, gender, and experience on work life balance. Findings of the study explore that among the various demographic factor ages and gender is significantly and positively related with work life balance among the employees of various public sectors.

Goyal K .A. (2015), conducted a research study to discuss about the issues and challenges of work life balance among the employees of banking industry. The purpose of the study is to examine various issues and challenges related to work life balance of employees. The study was based on primary data which has been collected among the employees of few selected banks. The findings of the study explore that the work life balance among the employees of banking industry is imbalance. However employees of banks feel more painful efforts in order to deliver various needs of the customers. On the other hand study suggested that work life balance among the bank employees is very typical task due to heavy working presser.

Manisha P. (2013), Conducted a comparative study of work life balance among the employees of interstitial sectors of pune religion. The purpose of the research study to explore the status of organization polices regarding work life balance of the employees. The study covers four areas such as manufacturing, information technology and educational and banking sectors. The findings of the study were based on primary data which has been collected from the employees of mentioned four sector and analyses with the help of applicable tools. Furthermore study concludes that status of policy and work life balance is different among all the four industry.

Rathod M. S. H. & Shivthare (2016), Conducted a research study on work life balance among working women in different organization. Study explore that the role of working women across the world is changing. The purpose of this research is to explore the challenges faced by working women to maintain their personal and professional life. The study examines various factors affecting the work life balance of married working women. The findings



of the study reveals that work life balance of working women is very complex due to uncertain conditions which they face in family as well as professional life.

OBJECTIVE OF THE STUDY

The objectives of the present study are as:

1. To study the impact of work life balance and performance of academic staff towards **Job Rotation**.
2. To study the impact of work life balance and performance of academic staff towards **Leave benefits**.
3. To study the impact of work life balance and performance of academic staff towards **Flexible Timing**.
4. To study the impact of work life balance and performance of academic staff towards **Job Sharing**.

HYPOTHESIS

The hypotheses of the study are as under:

H_{a1}: Work life balance has a significant impact on academic staff performance with respect to **Job Rotation**.

H_{a2}: Work life balance has a significant impact on academic staff performance with respect to **Leave Benefits**.

H_{a3}: Work life balance has a significant impact on academic staff performance with respect to **Flexible Timing**.

H_{a4}: Work life balance has a significant impact on academic staff performance with respect to **Job Sharing**.

RESEARCH METHODOLOGY

The present research study is descriptive and analytical in nature. The frame work for the study has completed with the help of various independent and dependent variables. The study was also based on primary and secondary data, however primary data were collected by using Survey method among the employees of various selected universities and secondary data taken from the various sources such as papers and other published sources.

Research Design

Research design for any study is a entire structure adopted by the researcher to combine various study variables. However research design provides a processor to conduct a research by using an applicable methodology. Research design for present study includes collections of data, sample size and design, sampling method, measurement tools, etc.

Sampling Method

Simple random sampling method used in order to obtain the sample among the academic staff of various selected universities.

Sample Area

Sample area for present study is limited up-to Bhopal city because large numbers of private and public sector universities are located here.

Sample Size

Final questionnaire were distributed among the 200 academic staff in which 153 academic staff were participated in survey. However sample size of the study was 153.

Measurement Tools

Measurement tools for the study were based on three options with each question, like agree, neutral and disagree. However the measurement scale may be called 3 point Likert scale where 1 denote for disagree, 2 denote for neutral and 3 denote for agree.

Tools for Data Analysis

Pearson correlation analysis used to explore the relationship between various dimensions of work life balance and academic staff performance.



Hypothesis Testing

Hypothesis testing of the study are explore in the table

Hypothesis	No. of Items	df	r- Score	P value	Sig.	Result
H _{a1}	5	4	0.7359	0.3022	$P \geq 0.05$	Not Significant
H _{a2}	5	4	0.8915	0.1416	$P \geq 0.05$	Not Significant
H _{a3}	5	4	-0.3160	0.0490	$P \leq 0.05$	Significant
H _{a4}	5	4	0.6899	0.7910	$P \geq 0.05$	Not Significant

FINDINGS OF THE STUDY

The above table explore the result with respect to examination of impact of work life balance on performance of academic staff working in various universities. The result of hypothesis testing is measure on the basis of Pearson correlation and P-value. On the basis of hypothesis testing the various findings of the study may be explored are as under.

1. The relationship between job rotation and performance of academic staff can be seen in the above table. Since the r-score is 0.7359 and P value is 0.3022 which is not significant ($P \geq 0.05$). However study rejected the alternative hypothesis. (**H_{a1} = Rejected**)
2. The relationship between leave benefits and performance of academic staff can be seen in the above table. Since the r-score is 0.8915 and P value is 0.1416 which is not significant ($P \geq 0.05$). However study rejected the alternative hypothesis. (**H_{a2} = Rejected**)
3. The relationship between flexible timing and performance of academic staff can be seen in the above table. Since the r-score is -0.3160 and P value is 0.0490 which is significant ($P \leq 0.05$). However study accepted the alternative hypothesis. (**H_{a3} = Accepted**).
4. The relationship between job sharing and performance of academic staff can be seen in the above table. Since the r-score is 0.6899 and P value is 0.7910 which is not significant at $P \geq 0.05$. However study rejected the alternative hypothesis (**H_{a4} = Rejected**).

CONCLUSION

The present study is related with work life balance and academic staff performance working in various universities. The relationship between work life balance and its impact on academic staff performance is based on various aspects of work life balance such as job rotation, leave benefits, flexible timing and job sharing. On the basis of findings the study can be concluded in the following manner

1. Findings of the study explore that job rotation among the academic staff of the university has not found the significant parameter of work life balance because it is not significantly related with performance of academic staff. However it can be conclude that there is no significant relationship between work life balance and academic staff performance with respect to **job rotation**.
2. Findings of the study explore that leave benefits among the academic staff of the university has not found the significant parameter of work life balance because it is not significantly related with performance of academic staff. However it can be conclude that there is no significant relationship between work life balance and academic staff performance with respect to **leave benefits**.
3. The findings of the study explore that flexible working hour has been found the most important parameter of work life balance which is significantly and positively related with academic staff performance. On the basis of significant result it can be concluded that the working hour of the universities are highly appreciated and accepted by the academic staff and it has significant relationship between work life balance and their performance with respect to **flexible timing**.
4. Findings of the study explore that job sharing among the academic staff of the university has not found the significant parameter of work life balance because it is not significantly related with performance of academic staff. However it can be conclude that there is no significant relationship between work life balance and academic staff performance with respect to **job sharing**.

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