



CHALLENGES TO MAINTAIN WORK LIFE BALANCE OF TEACHING FACULTIES - A CASE STUDY

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ABSTRACT

Work- life balance is very important to happy professional and personal life. And also, it is one of the important aspects of healthy work environment. Healthy work life balance is a daily challenge. In addition to the demands of the work place, it is very tough to make time for family, friends, community participation, personal growth, self- care, spirituality, personal activities etc. A good work- life balance which enables employees to feel more control their lives, benefited to organization and employees can contribute for the betterment of the society also. The purpose of this paper is an attempt to know the challenges faced by teaching faculties of Shree Devi Group of Colleges in Mangalore, Dakshina Kannada for maintaining work- life balance. People who are in teaching profession also have to do more adjustment in their work and personal life. Sometimes imbalance in work life results increased stress level. So, the present study tries to understand the various means adopted by the teaching faculties cope with the maintaining balance between professional and personal life. The study is descriptive one. A structured questionnaire is formed to collect data from 100 respondents. The collected data was analyzed and thereby conclusion was drawn.

KEY WORDS: Work- life balance, Teaching Faculties, Professional and personal life

1. INTRODUCTION

Work- life balance is important for employees' productivity, better performance and also for their healthy well-being. Work- life balance is striking balance between assigned work and the personal/ social responsibilities of an employees are expected to perform. It is the responsibility of management of educational institution to see that their teaching faculties work is not affected by their personal needs. It is the responsibility of the management to provide various provisions to their employees i.e., flexible working hours, class room facilities, good working environment etc. to enable their employees to balance their personal needs with social responsibilities. Work and family life balance is a very important issue. It is the responsibility of employees to plan their career effectively in order to balance work- life balance and this would be the challenge to them for their career and personal advancement also. They should have proper awareness about various factors influence good work- life balance, it includes current working position, working environment, update latest technology, strategies to manage work and family life etc. Impact of Covid-19 also caused lot of problems in their work and family life. And also, covid- 19 resulted more stress in their teaching career due to postponement of semester exams.

This study is focused to understand challenges faced by teaching faculties to maintain work- life balance and also this

study would provide insight about how teaching faculties are effectively balancing work commitment and family obligations. Based on this the present study might provide suggestions for college management regarding work- life balance of teaching faculties working in their college.

2. REVIEW OF LITERATURE

(Dr. Sunitha R, 2020), the study was proposed to find out the effect of long working hours, satisfaction level of working at work place. The study was found out that working hours is the one of the factor affect more in managing their work – family life. The study highlight that education institution should address work- life balance related issues among their staff especially women. And also effective implementation of policies would help to support the teaching staff to manage their work- life balance and increase performance.

(Dr. Kavita Pareek, 2018), it has recommended that the women have to come forward to access of ways that can lead them to maintain work- life balance. And also women should take self-step to create work- life balance. Women should learn how to prioritize activities then only they can balance the work and life. They should understand what can give value of their values. They should find and select method which provides maximum satisfaction for life and motivation to work.



(Divya Thankom Varghese, 2018), the study reveals that main reason of imbalance in work- life is heavy work load and extensive working hours. Educational Institution should address work- life balance issue to women employees.

(V. Madhusudhan Goud and K. Nagaraju, 2013) have conducted a study to identify the key factors influencing work life balance. The study reveals that majority of the faculty undergo severe stress which result in poor performance in the institution and domestic life.

(Ms. A. Meharaj, 2015), the study assess the impact of work-life balance on the job satisfaction of the faculty members in Autonomous Colleges. The study concluded that, the faculties highest job satisfaction is on system of payment and on job security.

3. OBJECTIVES OF THE STUDY

1. To know the opinion of respondents about work-life balance.
2. To find out the impact of work life balance on respondents' work and family life.
3. To understand the coping strategies used to maintain work- life balance.

4. RESEARCH METHODOLOGY

Teaching faculties working in Shree Devi Group of Colleges, Mangalore were selected as a sample for conducting the study. The sample comprised 100 respondents which were

1. ANALYSIS OF DATA

A structured questionnaire has been used for the study. Research was conducted by using questionnaire method. Simple percentage technique was used to analyze the collected data.

selected on the basis of simple random sampling technique. The study is descriptive and empirical in nature. Data was collected by using primary and secondary sources. The structure questionnaire is prepared. For collecting primary data, structure questionnaire is prepared. Secondary data were collected from various journals, articles and websites. Descriptive research is carried out in this study. Size of the sample 100 respondents. Two types of data have been collected i.e. primary data and secondary data. Primary data collected through structured questionnaire method and secondary data collected through internet, articles and journals.

5. SAMPLE DESIGN

Primary data have been collected from 100 respondents and they are selected by adopting simple random sampling method. Respondents are teaching faculties who are working in Shree Devi Group of Colleges in various departments i.e., Shree Devi Institute of Technology, Shree Devi College of pharmacy, Shree Devi College of Physiotherapy, Shree Devi College of Nursing, Shree Devi College of Allied Health Sciences, Shree Devi College of Hotel Management, Shree Devi College of interior Design, Shree Devi College of fashion Design, Shree Devi College of Information Sciences, Shree Devi Institute of Social Work and Shree Devi College.

6. GEOGRAPHICAL AREA

The universe of the study comprises of Shree Devi Group of Colleges in Mangalore.

**Table 1: Demographic characteristics of sample with frequency distribution**

VARIABLES	FREQUENCY	PERCENTAGE
Age (years)		
24- 30	13	13%
30-36	40	40%
36-42	35	35%
42-48	08	08%
48-54	04	04%
Total	100	100%
Sex		
Male	37	37%
Female	63	63%
Total	100	100%
Educational Qualification		
MPhil	12	12%
PhD	09	09%
NET/ SLET	36	36%
Post-Graduation	43	43%
Total	100	100%
Total No. of teaching experience		
0-5 years	20	20%
5- 10years	25	25%
10- 15years	46	46%
15- 20 years	06	06%
Above 20 years	03	03%
Total	100	100%
Salary		
Below Rs. 20,000	19	19%
Rs. 20,000- Rs. 40,000	72	72%
Rs. 40,000- Rs 60,000	06	06%
Above Rs. 60,000	03	03%
Total	100	100%
Designation		
Principal	11	11%
Assistant Professor	89	89%
Total	100	100%

Source: Primary Data

Table 2: Opinion about work life balance

Particular	Frequency	Percentage
To a greater extent	65	65%
Some what	32	32%
Very little	03	03%
Not at all	0	0
Total	100	100%

Source: Primary Data

**Table 3: Factors lead to poor work life balance**

Variables	Difficulty in teaching subjects	Lack of recognition	Poor salary	Poor working environment	Increased responsibility towards family	Difficulty in managing students
Strongly Agree	0	12	45	07	35	0
Agree	13	33	40	09	40	08
Neutral	05	0	8	06	0	02
Disagree	68	42	4	43	12	70
Strongly Disagree	14	13	3	35	13	20

Source: Primary Data

Table 4: Impact of work life balance

Variables	Frequency	Percentage
Positive impact	73	73%
Negative Impact	15	15%
Neutral	12	12%
Total	100	100%

Source: Primary Data

Table 5: Coping Strategies Used to Maintain Work- Life Balance

Variables	Class room Management	Setting priorities	Schedule time thoughtfully	Avoid multi-tasking	Set boundaries for conversation	Yoga/ Meditation
Strongly Agree	20	46	24	0	47	23
Agree	56	54	76	0	34	68
Neutral	0	0	0	2	12	
Disagree	12	0	0	63	05	7
Strongly Disagree	12	0	0	35	02	2

Source: Primary Data

2. RESULTS

- Table 1 shows that demographic profile of the respondents i.e., majority 40% of the belong to the age group between 30 to 36 years and 35% of them belong to the age group between 36 to 42 years. 63% of the respondents are female. In this data majority of them are married and they have two children. 43% of the respondents are completed Post Graduation in various subjects. 36% are cleared NET/SLET. Majority i.e. 46% of the respondents have 10- 15 years of teaching experience. Most of the respondents i.e. 72% of them drawing a salary of between Rs. 20,000 to Rs. 40,000. Majority i.e., 89% of them working as a designation of Assistant Professor.
- Table 2 data reveals that majority i.e., 65% of them opined that they have positive opinion towards work life balance to a greater extent.
- Table 3 data indicates that respondents various opinion towards factors lead to poor work life balance. Out of 100% of the respondents, 13% of them agree that difficulty in teaching subject is one of the reasons for work stress which affect them in work life imbalance. In the

same 100% of the respondents, 33% of them agree and 12% of them strongly agree that lack of recognition is also one factor for work life imbalance. Same 100% of the respondents expressed their reason they consider for work life imbalance i.e. 45% of them strongly agree and 40% of them agree that poor salary is the one more factor lead to poor work life balance. Again in the same 100% of the respondents, 40% of them agree and 35% of them strongly agree that increased responsibility towards family is the reason to poor work life balance. From the same 100% of the respondents only 8% of them said that difficulty in managing students is the factor led to poor work life balance. It was found out from the study that lack of recognition at work place, poor salary and increased responsibility towards family are the major factors lead to poor work life balance.

- Table 4 data reveals that majority i.e., 73% of them opined that they have positive opinion towards impact of work life balance. It indicates that they have good working atmosphere and also getting support from management/colleagues to discharge their responsibility in



a productive way. And least 15% of the respondents opined that impact of work life balance affected them negatively in their performance. Because the strong reason they said that poor salary made them difficult to manage their increased responsibility towards family.

- Table 5 data reveals that respondents opinion about coping strategies used by them to maintain work life balance. 76% of them said that class room management strategies used by them to maintain work life balance. In that same 100% of the respondents in that all the respondents that they set priorities for their responsibility in work place and family life and also scheduled time thoughtfully which would help them to manage both work and family life. Again same 100% respondents in that 81% of them said that set boundaries for conversation would be helpful for them more to concentrate on work and also to avoid unnecessary clashes. Again, same out of 100% of the respondents said that i.e., 91% of them yoga/ meditation will be helpful them to cope up with work related stress.

3. SUGGESTIONS

Based on the finding of the study would like to give following suggestions: -

- Most of the respondents are unhappy with their salary, they felt that management is not provide them salary according to their experience and educational qualification. Hence Management has to put a glance on it.
- Management should organize more awareness programmes for their faculties about stress management and how to balance work life.

4. CONCLUSION

Work life balance is an important concept to all the employees who works in different organizations. In teaching profession also faculties are facing lot of work-related stress and it causes impact to their work and family life also. The important finding of the study is majority of the female faculties have positive attitude towards their working environment. And also, they know how to cope up with work stress and also balance work life and family life. But they are dissatisfied towards poor salary, lack of recognition, lack of provisions, lack of career development programmes etc. Hence management should take appropriate action to enhance their faculties quality of work life and it would be help them to maintain proper work life balance.

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