



## A Study on Faculty Members ' Work-Life Balance in Higher Learning Institutions With Special Reference to Agra City.

**Dr.Vikrant Shastri** guest faculty,Mewar University

**Mrs.Charul Vohra** research scholar,Mewar University

### ABSTRACT

*With the growing pressure of increase in the cost of learning and demands of children people today are becoming more task oriented in their jobs. As a result, the work life balance (WLB) is indispensable for teaching professionals to cope with the uncertain environment of teaching learning process. To through light on this issue, this paper reviews work-life balance in general and aims at bringing out the relationship between the demographical variables such as age, gender and the level of stress in balancing work and personal life of teaching professionals. The results of the chi-square test illustrate that there is a close relationship between the demographical variables taken for the research and the level of stress in balancing work and personal life. It is divulged from this analysis that majorities (90%) of the respondents were not satisfied with their work life balance.*

**KEYWORDS : Information and Communication Technology (ICT), Work-Life Balance, Flexible Time in General, Work- Life Balancing Program**

### I. INTRODUCTION

VEN though the work-life issues were dated back to 1960's they have received greater concern during the past two decades. There has been a growing body of research in the field of work- life issues especially work-life balance as most of the organizations and employees seek ways to balance their work and family demands. There is also a growing awareness of work- life issues in developing countries (Joplin et al. 2003) [2]. According to Guest (2002) [3], the reasons for the rise of concern regarding work-life balance are the pressure and intensification of work, increasing focus on quality of home and community life and the attitudes and values of people.

#### A. Work-Life Balance: Definition

There is plethora of definitions to work-life balance. It means different things to different people at different times. The phrase work-life balance was called as an 'almost taken for granted metaphor' by Pitt-Catsouphes, et al. (2006) [5]. It is nothing but investing equal amounts of time and energy between work and personal life. Parkes and Langford (2008) [6] defined work-life balance as 'an individual's ability to meet their work and family commitments, as well as other non-work responsibilities and activities. Kirchmeyer (2000) [7] simply defined work-life balance as 'achieving satisfying experiences in all life domains'. Lewis (2000) [8] differently conceptualized work- life balance as a two way process involving a consideration of the needs of employees as well as those of employers.

#### B. Significance of Work-Life Balance for the Indian Teaching Professionals

With growing needs of today's family the work -life balance needs have also increased for the teaching professionals. First amongst them is the tremendous advancement in technology particularly the development of ICT which has transformed the nature of delivery systems in higher education. ICT has transformed the teaching learning process from conventional, which is teacher centric, to constructivist learning, which is learner centric. In the new learning environment the teacher has to cope with many more uncertainties which lead to stress and leading imbalance in their family life. Hence, work-life balance is indispensable for teaching professionals.

Another important reason has been the role played by the teaching professionals. In this contemporary world, the teaching professionals play assortment of roles; such as pedagogical, managerial, technical and subject-designing role (Bennet & Lockyer, 2004) [13]. These multiple roles of teaching professionals constantly keep them under pressure and lead to imbalance in their work and personal life.

Hence, this study is focused on teaching professionals with the objectives of finding the relationship between the demographical variables (such as marital status and partner employment status) and the level of stress in balancing work and life.

Based on the above objectives the following hypotheses have been formed.

1. There is a relationship between age of the respondents and their level of stress in balancing paid work and personal life.
2. There is a relationship between gender of the respondents and their level of stress in balancing paid work and personal life.

### II. RESEARCH DESIGN

The study was undertaken in the private colleges of Agra, India. The respondents were the faculty members working in self financing Engineering Colleges in the Agra Region and selected using stratified Random Sampling method. For this purpose the level of stress was selected as the dependent variable. The independent variables such as marital status and partner employment status were chosen for this analysis.

The questionnaire was sent to the 240 faculty members but only 197 responses were received and the response rate of 82.08%. Hence, the total numbers of respondents were 197, including 101 male respondents and 96 female respondents.

Among the 197 respondents 83 were married and 114 were unmarried and 64 respondents from married category reported that they have an employed partner.

### III. DATA ANALYSIS

The data thus collected were sub divided into suitable tables and statistical tools like percentage, average, range, S.D, two-way tables and chi-square test were employed appropriately. Henry Garret ranking technique was employed to find the expectations by the staff members.

#### A. Age and Level of Stress

For the purpose of the study age of the respondent has been classified into 3 categories viz., young age (below 30 years), middle age (30-50 years) and old age (Above 51 years). The sample consists of 54 (32%) respondents belonging to young age category, 109 (55.3%) respondents belonging to middle age category and 34 (17.3%) respondents belonging to old age category. The distribution of sample respondents according to age and their level of stress in balancing work and life are shown in Table 1.

**Table 1: Age and Level of Stress**

Age	No. of Respondents	%	Level of Stress			SD
			Average	Range		
				Min	Max	
Young age (Below 30 years.)	54	27.4	37.0	33	41	1.7
Middle age (30-50 years.)	109	55.3	37.7	34	40	1.7
Old age (Above 51 years.)	34	17.3	38.6	35	42	1.5
Total	197	100.0				

It could be observed from the Table 1 that the level of stress perceived by the young age category of respondents ranged between 33 and 41 with an average of 37.0. The level of stress perceived by middle age category of respondents ranged between 34 and 40 with an average of 37.7.

**B. Gender and Level of Stress (Two-Way Table)**

With the view to find the degree of association between age of the respondents and their level of stress in balancing work and personal life, a two-way table has been prepared and depicted in Table 2. The remaining 96 (48.7%) belonging to female category. The distribution of sample respondents according to gender and level of stress in balancing work and life is shown

**Table 4: Gender and Level of Stress**

Age	Level of Stress			Total
	Low	Medium	High	
Young age (Below 30 years.)	12 (22.2%)	21 (38.9%)	21 (38.9%)	54
Middle age (30-50 years.)	17 (15.6%)	68 (62.4%)	24 (22.0%)	109
Old age (Above 51 years.)	10 (29.4%)	10 (29.4%)	14 (41.2%)	34
Total	39	99	59	197

It is highlighted in Table 2 that the percentage of high level of stress perceived in balancing work and life was the highest (41.2%) among the respondents of old age category and the same was the lowest (22%) among the middle age category of respondents. The percentage of medium level of stress was highest (62.4%) among the middle age category of respondents and the same was the lowest (29.4%) among old age category of respondents.

**C. Age and Level of Stress**

In order to find the relationship between the age of the respondent and their level of stress in balancing work and life, chi-square test has been used and the result is shown in the Table 3.

**Table 3: Age and Level of Stress (Chi-Square Test)**

Factors	Calculated $\chi^2$ Value	Table Value	D.F	Remarks
Age	15.400	9.488	4	Significant at 5% Level

It is identified from the Table 3 that the calculated chi-square value is greater than the table value and result is significance at 5% level. Hence the hypothesis "Age of the respondents and their level of stress in balancing work and life" are associated holds good.

**D. Gender and Level of Stress**

For the purpose of the study gender of the respondents has been studied under two category viz., male and female. The sample consists 101 (51.3%) respondents of male category and It could be seen from the Table 4 that the level of stress perceived by the male respondents ranged between 34 and 41 with an average of 37.0%. From the analysis it is concluded that the female respondents have perceived maximum level of stress.

With the view to find the degree of association between gender of the respondents and their level of stress, a two-way table has been prepared and is depicted in Table 5.

**Table 5: Gender and Level of Stress (Two-Way Table)**

Gender	Level of stress			Total
	Low	Medium	High	
Male	16 (15.9%)	38 (37.6%)	47 (46.5%)	101
Female	12 (12.5%)	23 (24.0%)	61 (63.5%)	96
Total	39	99	59	197

It is highlighted from Table 5 that the percentage of high level of stress perceived is the highest (63.5%) among the female respondents and the same is the lowest (46.5%) among the male respondents. The percentage of medium level of stress is the highest (37.6%) among the male category of respondents and the same is the lowest (24.0%) among female category of respondents.

**IV CONCLUSION**

It is revealed from the analysis that the respondents of old age category and female category have perceived maximum level of stress in balancing their work and life. The results of the chi-square showed that there is a close relationship between age of the respondents and their level of stress in balancing work and their personal life. Similarly, there is a close relationship between gender of the respondents and their level of stress in balancing work and life. Hence, it is suggested that the institutions should develop work life policies such as special leave facilities, parental or family support programs and health care programs.

It is divulged from this analysis that majority (90%) of the respondents were not satisfied with their work-life balance due to their work load i.e., evening coaching classes/weekend special classes for slow learners and the administrative work done by them. This left them frustrated as they were not able to spend quality time with their family. This finding is similar with the research findings of Pocock et al (2007) [14].It is vital for any institution to provide facilities to their staff members to get relieved from stress for balancing their work and personal life. The further research may determine the suitable work-life balancing programs for teaching faculty members in higher learning institutions in India. It is a rewarding exercise to the researchers and helps to gain knowledge on socially relevant problems.

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