Work Life Balance of Academic Sector Employees: A Study in Vadodara City

INTRODUCTION
The term Work-life balance describes those practices at work place that acknowledge and aim to support the needs of employees in achieving a balance between the personal life and professional life. Work-life balance aims at creating and maintaining supportive work environment which will enable the employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity.

The work life issues have been dated back to 1960's but still they have received greater concern during the past two decades. A study conducted in 2003 reveals that employees are often preoccupied with work even when they are in the company of family or loved ones and cannot engage themselves meaningfully in non-work spheres.

Research has been increasing considerably 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.Evidence suggests that imbalance of work-life relationships can lead to severe health problems and hamper job performance. In Asia, there has been a surge of work-life balance research in the fields such as medicine, nursing & IT. But there has been no evidence of teachers’ demands on the cost of other.

LITERATURE REVIEW:
Jacobs et al. (2008) suggested that Work Life Balance becomes an issue when an employee wishes tospend time on leisure activities but cannot do so due to organizational commitment. Donaldand Linnington (2007) explained reasons for causing work life balance as in most of the cases; demands of job and personal lives are conflicting as well asmutually exclusive. This means that employees have to fulfil one of the demands on the cost of other.

Doble Niharika and M.V. Supriya in their study on Gender Differences in the Perception of Work-Life Balance (Anna University, India) highlighted the issues related to work life balance in Indian Context. The study indicates that while most countries in the developed world have put in place family, friendly work practices, the same is yet to be seen in good measure in India. Flex working hours, home working, child care facilities and the option to work part time are facilities that need to be introduced in India. Building a supportive work environment is also a challenge for Indian corporate.

Byrne (2005) suggested that people who have attained WLBgives due priorities to their family members, personal health, friends and cliques along with spiritual lives.

In the last few years, significant amount of research has been carried out on WLB. Organizations are nowtaking this issue more seriously and are devising various policies to correct the imbalance (Burke, 2000). In an attempt to do so, organizations are identifying all those factors which are causing dissatisfaction to the employees. Eradication of these factors will lead to good WLB and both employers and employees will benefit from this.

OBJECTIVE OF THE STUDY:
- To identify the factors that hinder the employees in balancing their professional & personal life.

METHODOLOGY/APPROACH
Descriptive research design was implicated and data was col-
LECTED FROM 180 RESPONDENTS FROM THREE MANAGEMENT INSTITUTIONS OF VADODARA CITY IN GUJARAT STATE, INDIA. NON PROBABILITY CONVENIENCE SAMPLING TECHNIQUE WAS SELECTED. WE HAVE USED A CLOSE ENDED STRUCTURED QUESTIONNAIRE FOR THE SAKE OF ACCURACY.

HYPOTHESIS

H0: Number of hours of travelling to work has an independent effect on work life balance.

X1 (11, 180) = 0.78, p > 0.05. No. of hours employees spend travelling to work place is a hindrance factor in balancing the work and life of employees.

H0: Level of job stress has an independent effect on work life balance.

X2 (2, 180) = 4.34, p value < 0.01. Job stress and work life balance are dependent on each other.

H0: Employees are more likely to make employment trade-offs than family trade-offs.

X3 (18, 180) = 0.01, p value > 0.05. It is not statistically significant. Professional job demands have forced employees to compromise personal responsibilities.

LIMITATIONS OF THE STUDY

In this study we have selected only 3 management colleges of Vadodara city which does not represent the whole population. Also the faculties were hesitating to give the responses as they feared that their data would be given to the management. 65% of population did not mention their designation due to which we could not find out the relation between the designation and the stress level of the employees.

FURTHER SCOPE OF STUDY

The comparative study of work life balance of married & unmarried employees and also of those employees whose partners are employed can be done. The comparative study of work life balance of the public and private academic institutions can be done.

CONCLUSION

We have investigated the relationships between job-related stress, work-life balance and work-life conflict among academics. Job stress in academician’s life has been increasing over the last few decades globally and has important implications for academic staff performances and student outcomes. 55% of employees spend around two hours-four hours commuting to workplace and going back home. 56 percent of survey respondents who found it harder to balance work-life reported often or always being under stress in their job, compared with 26 percent of those who found work-life balance easier to achieve. Employees who have experienced difficulties balancing work and personal life also are likely to report chronic job stress, compared with those experiencing no change or a reduction in work-life balance. Higher-paying professional jobs are often the most demanding, requiring not only extra time at the workplace but also a commitment from the employee to prioritize the job over family responsibilities. As the academicians impact the lives of many students and other faculty members, monitoring and managing job stress in universities and colleges is extremely important. Faculty members may choose to focus on improving one aspect of their situation at a time, or to increase the positive aspects of their job to increase their sense of satisfaction. Finally self-management is important people need to control their own behavior and expectations regarding work life balance.