

A COMPREHENSIVE STUDY OF WORK-LIFE DYNAMICS: UNDERSTANDING JOB STRESS, WORK-LIFE BALANCE, AND FACULTY ENGAGEMENT IN DHARMAPURI'S HIGHER EDUCATION SECTOR

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ABSTRACT

Human resources are the most valuable and unique assets of an organization. In today's fast-paced society, educational institutions seek options to positively impact the bottom line of their faculties, improve faculty morale, and retain faculties. Work-life balance has been one of the major factors in influencing the organization's efficiency. The successful management of an organization's human resources is an exciting, dynamic, and challenging task, especially at a time when the world has become a global village and economies are in a state of flux. In organizations and on the home front, the challenge of work life is rising to the top of many employers' and employees' consciousness. The present study has been carried out to evaluate the nature of work-life balance as experienced by professionals in an Indian context. For this purpose, a survey was carried out to estimate the work-life balance index of professionals and also highlight the issues connected with the work-life balance of faculty in educational institutions and the factors that determine work-life balance.

Keywords: HR, QWL, WLB, Institution.

INTRODUCTION

The concept of work life has been abstracted from the job satisfaction level of an employee, which is an extrinsic factor of job satisfaction. It aimed to provide quality of life for an employee at the same time retaining the productivity levels of an employee at the work place. The balance work life score provides an organization with a productive and innovative employee (Greenhaus, 2003), whereas disparity in the work life balance tends to develop depressed and dissatisfied staff (Kofodimos, 1993). Though it is a very broad subject which speaks about both career development on one side and the family care on the other side, it is very necessary to know how the people balance the professional demands and domestic compulsions. Professional life means the aim to grow and earn respect in the organization and society at large and Personal life means taking care of family, children, parents, health and spending the leisure time effectively. With the development in educational, economical and social standards, things have improved to a great extent and the role of faculty in balancing their lifestyle is less taxing. Work-life balance for teaching professional has become one of the greatest challenges in today's world. Teachers work load not only demand their time in the institution but also extend to their home so as to get prepared for the following

day, apart from maintaining student records and attending to various institution related functional requirements. Teachers need to spend extra hours every day to be effective and productive in their profession so that they could reach higher levels and face the challenging atmosphere. Moreover, teachers not only look forward towards teaching, but need to also focus on soft skills and life skills so that they not only produce good professionals but also develop good citizens.

Karakas and Lee, (2004) identified that the following factors as a major issue of work life balance. Spending good time with family members, getting free time to be able to relax for emotional wellbeing and health of family members, having good communication and support from the fellow colleagues, obtaining high quality child care and education; and being satisfied with the work load. He found out that over half of the academics surveyed complained that they have to regularly work at home during the evenings which are the major cause of stress. Samartha Vishal (2016) found that in the fast moving life, there are many pressures that new-age couples have to deal with-running a home, doing daily chores like Cooking/cleaning, raising children and handle the tight deadlines at work. Hence striking a balance between professional and personal life has been the need of the hour. The researcher found that) work-Life Balance is affected by six factors that identified are as follows: Individual growth, Job pressure, Work life balance, Work environment, Professional support and mental strain. The research further suggests that Work life balance is affected tremendously by the increase in job pressure, this is witnessed by the high positive correlation between job pressure and work life balance. Netemeyer, Boles and McMurrian (1996) in their study found that majority of the employees remained preoccupied with work issues even after leaving the workplace and feel difficulties in sleep at home. Academic institutes particularly have lower operational budgets normally pay low salaries and have poor working conditions, People working in such institutions, result in the lower quality of work life and this leads to low productivity of the staff and high turnover. The contribution of the teaching staff plays an important role in success of the institution. The institutions must identify such issues which are important to improve the quality of the institution. This study is to measure and analyse the work life conflict among college teachers. Mohammad et al. concluded that both family and job of female teachers of Bangladesh are being affected due to work-life balance situation. women in the work place can be blessings only when both family as well as organization will receive proper service from them and they will be able to contribute to both family as well as organization only when the origination will ensure flexible working hours (roistered days off and family friendly starting and finishing times), transport facility, residential facility, child care center, flexible work arrangements or job sharing, reduced working hours & workload and child schooling for the female teachers.

SCOPE OF THE STUDY

The current study has covered the teaching professionals of arts and science colleges of Dharmapuri district. The study has emphasized the analysis of demographic profile of the respondents, and relationship between demographic variables and the level of attitude towards teaching profession. The analysis of finding out the significant difference between gender of the respondents and level of attitude towards the strategy to improve work life balance at work place,

marital status of the respondents and level of attitude towards the strategy to improve work life balance at home, and the level of job satisfaction of the respondents and the level of attitude towards Work life Balance has also been covered in this study. The study has primarily focused on the factors determining the level of attitude of the respondents towards teaching profession, and the factors influencing the level of attitude of the respondents towards work life balance.

STATEMENT OF THE PROBLEM

Now a day, employers expect more from staff, and the employees are increasingly putting additional pressure on them to achieve greater results. Today's workers have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and the communities in which they reside. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. Maintaining work life balance is not only important for their personal health and relationships, but it can also improve the efficiency of their work performance. In today's fast paced business world, the ability to achieve work life balance is becoming more and more difficult. Hence, teaching professionals needs a very much consideration in maintaining their work life balance. Hence, the researcher has made an attempt to conduct the study on Work life Balance of teaching professionals of Arts and Science Colleges in Dharmapuri district.

OBJECTIVES OF THE STUDY

- To study the demographic profile of the respondents.
- To identify the key factors influencing the work life balance.
- To compare work life balance among teachers from self-managed colleges and Government aided colleges.

RESEARCH METHODOLOGY

The data required for the study were collected from both the primary sources and secondary sources. The primary data has been collected directly from teaching professionals by using the pre-defined well-structured questionnaire. Totally 50 samples were collected Dharmapuri district by adopting stratified random sampling technique. The various statistical tools applied to analyse the primary data are Percentage analysis, 't' test. In order to interpret the data to arrive at findings from the study, for effective analysis and easy understanding, the data were tabulated. The secondary data were collected from the published journals, books, magazines and websites.

DATA ANALYSIS AND INTERPRETATION

Table – 1 Classification towards personal profile

items	No.of respondents (n=50)	Percentage (100%)
Age		
Below 30yrs	21	42
31 to 40yrs	13	26
41 to 50yrs	09	18
51yrs & above	07	14

Gender		
Male	31	62
Female	19	38
Designation		
Assistant Professor	29	58
Associate Professor	21	42

More than one third (42 per cent) of the respondents were below 30yrs of age group, 26 per cent were 31 to 40yrs, 18 percent were 41 to 50yrs and remaining 14 percent were above 51yrs.

Majority (62 per cent) of the respondents was male and remaining 38 per cent were female. More than half (58 per cent) of the respondents were worked in Assistant Professor and remaining 42 per cent were Associate Professor.

Table – 2 Difference between brand preference and their overall performance of social media

Overall work life balance	n	Mean	S.D	Statistical inference
Assistant Professor	29	43.01	0.824	t=7.326 0.063>0.05 Not Significant
Associate Professor	21	37.24	1.041	

Research Hypothesis: There is no significant difference between assistant and associate professors and their overall work life balance.

From the 't' test reveals that there is no significant difference between assistant and associate professors and their overall work life balance. The calculated value is greater than table value ($0.063 > 0.05$). The research hypothesis is accepted.

SUGGESTIONS

The following are the suggestions offered to improve the Work life balance.

Management

- The management may arrange seminars and awareness programmes about stress and overburden, work-life balance and individual energy management to make better choices about balancing their energies across their work and life.
- Consider providing training in relaxation methods, such as Yoga and meditation. These practices help strengthen the body and lower stress.
- Institutions need to create counselling services in their respective organizations through counsellors who can help teaching staff members in balancing their mental and physical rhythm.
- The management shall facilitate work life balance with many schemes that can attract teaching staff members and satisfy their needs.
- Free health checkups, health insurance & exercise facilities are the Initiatives which are the critical influencing factors for teaching staff members used as good retention tools.
- The management should inculcate the belongingness among teaching staff members and arrange stress reducing activities like get together, cultural or recreational programmes as and when required.

- The management may provide adequate accommodation facility inside the campus to reduce the travel time and tension of the teaching staff members.

The Teaching Staff Members

- The teaching staffs have to plan, prioritize and schedule their work and life obligations in order to improve their work life balance.
- They shall think about what they want out of work and out of life.
- They shall agree that they will delegate.
- They may plan ahead for Continuous Professional Development (CPD) and studying and make sure they stick to the plan.
- They may involve in such activity that will help them relieve the stresses that are part of the job like a walk in the evening, alternative therapies or going to concerts.
- They shall talk to their family, friends and colleagues about what they are doing and why it is necessary in order to get their buy-in and support.

CONCLUSION

The growing diversity of family structures represented in the workforce, including dual-earner couples, single parents, blended families, teaching staff members with elder care responsibilities and the increasing number of people choosing to live alone, has heightened the relevance of balancing work and life roles for a substantial segment of employed men and women. These societal developments have greatly increased the complexities of the interface between work and life roles especially in case of educational institutions.

Institutions should consider child supervision to be better regulated than teaching staff members do. At the same time, teaching staff members' expectations of balance in this area are high. It should therefore be pointed out to management that more attention could be devoted to this area. Apart from this, flexible working time is also an area which requires particular attention from management. The incorporation of Work-Life Balance strategies into annual planning of educational institutions can, in fact, have positive impact on employee's well-being.

Therefore, it is equally important for teaching staff members to express their expectations and needs, since otherwise they cannot expect management or the institutions to resolve matters for them on their own initiative.

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