

# A STUDY ON WORK LIFE BALANCE OF FACULTIES OF SELECTED COLLEGES IN HYDERABAD

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## ABSTRACT

Work life balance is a concept of balancing the demand equation at both the fronts i.e. work place and home. The role of a person at both the frontiers can have substantial effect, on how they balance their life and lifestyle. There's been a lot of dynamism and challenges that one has to conquer on their professional front. The article would explore how the faculty members at degree college, sustain a balance of job and family. My primary focus would be to measure the fact, are lecturers able to give their 100% in teaching i.e. their areas of interest alongside coping with the demand and responsibility of shouldering a family. Challenges may include issues related to stress management, time management and justifying ones role on professional and personal front.

## KEYWORDS

**Work, Teaching, Family, Time and Stress management.**

## INTRODUCTION:

**Work-life balance (WLB)** is the term used to describe the balance that an individual needs between time allocated for work and other aspects of life. Areas of life other than work-life can be, but not limited to personal interests, family and social or leisure activities. The term 'Work-Life Balance' is recent in origin, as it was first used in UK and US in the late 1970s and 1980s, respectively. More recently the term has drawn on some confusion; this is in part due to recent technological changes and advances that have made work and work objectives possible to be completed on a 24-hour cycle. The use of smart phones, email, video-chat, and other technological innovations has made it possible to work without having a typical "9 to 5 work day".

Work-life balance is a term used for the idea that you need time for both work and other aspects of life, whether those are family-related or personal interests. The saying goes that 'all work and no play makes Jack a dull boy'. But work, or at least some kind of contributory effort, whether paid or voluntary, is often recognized as being important for personal satisfaction, so it seems likely that 'all play' would be dull too.

## NEED OF THE STUDY:

The study is been taken to understand the difficulties faced by the faculty in balancing their Work and personal life which also includes Time management, Stress management and its related elements.

**SCOPE OF THE STUDY:** The study is limited to the faculty of selected colleges within Hyderabad

## OBJECTIVE OF THE STUDY:

- To study whether the professional life affects the personal life of the faculty,
- To understand whether personal life of faculty has any impact on profession.

## RESEARCH METHODOLOGY:

**Primary Data:** For the purpose of study, a structured questionnaire is prepared to collect the data.

**Secondary data:** Data collected through websites.

**Sampling method:** Both Random and Non-Random sampling methods are used.

**Sampling technique:** Convenience and simple random sampling methods are used.

**Sample size:** A sample size of 50 is considered for the study.

**Sampling design:** Descriptive design is used.

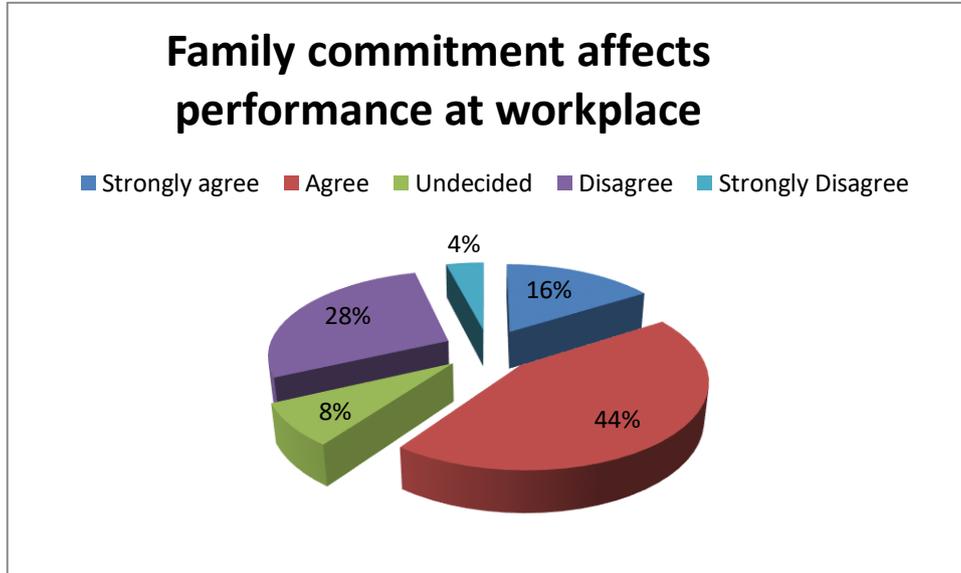
**Analytical Tool:** Correlation.

## REVIEW OF LITERATURE:

**Rajesh K. Yadav and Nishant Dabhade** in their paper "Work Life Balance and Job Satisfaction among the Working Women of Banking and Education Sector – A Comparative Study" found that work life balance for women employees is highly desirable and if there is no job satisfaction and consistency in life, it can create a dilemma for working women. Work life balance requires attaining equilibrium between professional work and personal work, so that it reduces friction between official and domestic life. The ultimate performance of any organization depends on the performance of its employees, which in turn depends on numerous factors. These factors can be related to job satisfaction or family or both. A comparative study is conducted among the working women of some Govt. colleges and national institutes of Bhopal in education sector and nationalized banks, running their in Bhopal (M.P.) for banking sector. The objective of this research is to study the working environment and women's perception about the work life balance and job satisfaction, who are working in banking and education sector. Apart from it, another significant objective is to study effects of work life balance on job satisfaction and initiatives taken by the organizations for effective work life balance and its relation with the job satisfaction. Standard Deviation is applied in this paper to check the authenticity of data given by the respondents of both the sectors. Finding suggests that WLB can be achieved by the factors responsible for job satisfaction such as: supportive colleagues, supportive working conditions, mentally challenging work, equitable rewards and employee oriented policies etc.

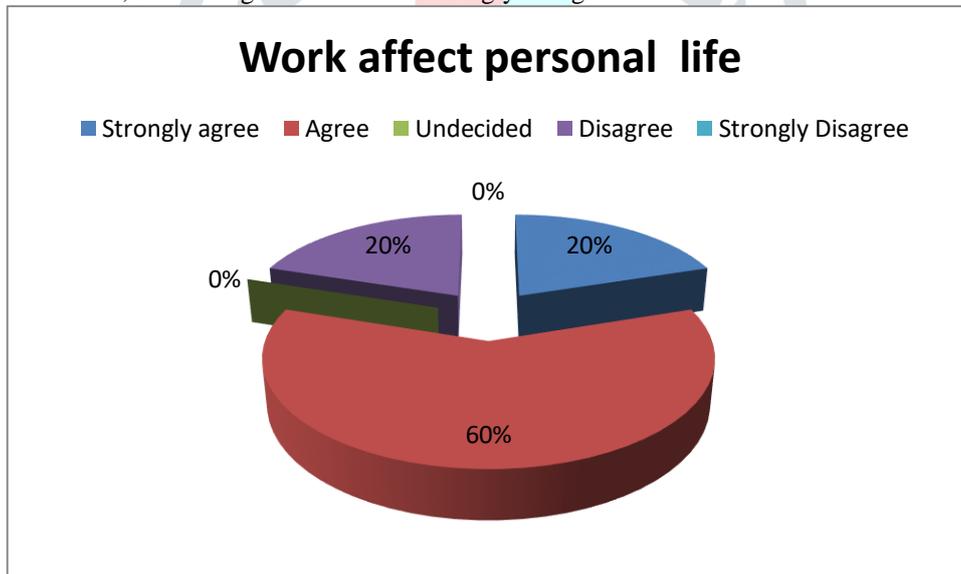
Amanda S. Bell, Diana Rajendran, Stephen Theiler in their paper on “Job Stress, Wellbeing, Work-Life Balance and Work-Life Conflict among Australian Academics” have found that correlation relationships between job related stress, health, work-life balance and work-life conflict among academics. Job stress in universities globally has been increasing over the last few decades and has important implications for academic staff performances and student outcomes. Despite its importance, there has been a lack of research conducted in this area of academia. As academics impact the lives of many students and other faculty members, monitoring and managing job stress in universities is extremely important. Even with the availability of employee assistance programs in universities such as stress management and flexible work arrangements, the complex nature of stress still seems to influence academics’ health and work-life balance negatively. Further research is required in the area of stress, health and work-life balance in order to better understand the relationships between these variables and help universities on how to effectively improve academic work life.

**Data Analysis:**



**Inference:**

From the above graph it is seen that about 16% Strongly agree that their family commitment affects their performance at workplace, 44% Agree, 8% are Undecided, 28% Disagree and the rest Strongly Disagree.



**Inference:**

From the above graph it is seen that about 20% Strongly agree that work affects ones personal life, 60% Agree and 20% Disagree.

**Table showing correlation between various variables considered to understand WLB**

	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11
Q2	1									
Q3	0.5008	1								
Q4	0.2439	0.8695	1							
Q5	0.5894	0.722	0.3191	1						
Q6	0.6259	0.6144	0.1609	0.9817	1					
Q7	0.9621	0.5774	0.2811	0.7503	0.7637	1				
Q8	0.7994	0.7661	0.373	0.937	0.9402	0.8757	1			
Q9	0.7534	-0.059	-0.298	0.3768	0.4581	0.7725	0.4585	1		
Q10	0.4957	-0.403	-0.351	-0.262	-0.184	0.3841	-0.083	0.7738	1	

Q11	0.6692	0.5875	0.1132	0.9259	0.9722	0.7515	0.9472	0.4296	-0.164	1
Q12	0.4687	-0.517	-0.647	-0.184	-0.027	0.3223	0.0095	0.7279	0.8503	0.0785
Q13	0.9005	0.4579	0.4176	0.3008	0.289	0.8283	0.5425	0.6448	0.6216	0.309
Q14	0.803	0	-0.078	0.1508	0.2036	0.7425	0.3378	0.9056	0.9013	0.2048
Q15	0.7069	0.6038	0.162	0.9715	0.9913	0.8367	0.9515	0.5588	-0.063	0.959
Q16	0.2085	0.7633	0.9791	0.1572	-0.005	0.2221	0.2301	-0.282	-0.218	-0.058
Q17	0.3622	0.5618	0.1876	0.9449	0.9162	0.5839	0.7747	0.3323	-0.326	0.8044
Q18	0.4683	0.7454	0.3629	0.9877	0.9536	0.6455	0.8907	0.2362	-0.406	0.8893
Q19	0.2932	0.8736	0.9984	0.3276	0.1732	0.3243	0.3958	-0.25	-0.302	0.1286

**Inference:**

From the above table, we can observe that preparation time get affected with facilities provided and support both from personal and professional front. We can also observe that the performance of faculty and their hold on specialization is affected by the rotation of subjects and/alongside the responsibilities assigned to the faculty.

**FINDINGS:**

- 1) After analysing the data it is observed that faculty finds that their quality of performance is affected when there is rotation of subjects.
- 2) Rotation of subjects weakens their hold on specialization which directly affects their performance.
- 3) It is observed that Department wise performance of faculty differs when subjects are rotated. (i.e. Commerce, Management, Computer Science & English)
- 4) Working hours demanded by the institution also affects the faculty and their performance.
- 5) Majority of the faculties feels that their level of stress differs along with the responsibilities assigned to them.

**CONCLUSION:**

The study hereby is effective in finding that faculty performance differs with the various factors like time for preparation and delivery of lecture, subjects allotted, infrastructure and subject rotation policy of the institution. Other than this, their personal life and commitments also affects performance of faculty at work place.

On the other hand, faculties' personal life like their family time, support from family and personal commitment are also affecting professional life.

Thus, to balance both the ends; employees can be provided with an option of choosing their area(s) of specialization, providing counselling to overcome stress. College can also put efforts in helping employee plan their career growth and recognise their efforts which would motivate them and also enhance their performance.

“The simplest way to bring balance to your thoughts and emotions is unwavering commitment towards something.” - Sadhguru

**WEBSITE:**

- 1) [https://www.researchgate.net/profile/Amanda\\_Bell2/publication/259467880\\_Job\\_Stress\\_Wellbeing\\_Work-Life\\_Balance\\_and\\_Work-Life\\_Conflict\\_Among\\_Australian\\_Academics/links/0c96052be41f2c0105000000/Job-Stress-Wellbeing-Work-Life-Balance-and-Work-Life-Conflict-Among-Australian-Academics.pdf](https://www.researchgate.net/profile/Amanda_Bell2/publication/259467880_Job_Stress_Wellbeing_Work-Life_Balance_and_Work-Life_Conflict_Among_Australian_Academics/links/0c96052be41f2c0105000000/Job-Stress-Wellbeing-Work-Life-Balance-and-Work-Life-Conflict-Among-Australian-Academics.pdf)
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