

INFLUENCES OF WORKING ENVIRONMENT AND WORK ROLE ON WORK LIFE BALANCE AMONG FACULTY MEMBERS IN CUDDALORE DISTRICT

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Abstract: Main purpose of the research was identifying the influences of working environment and work role on work life balance among faculty members in Cuddalore district. Sample size was 124 faculty members in all obtained through convenience sampling technique. Researcher used tested and self designed tools with 5 point scale in the continuum of agreeing. Path analysis was used for data analysis. The analysis found that there is influence of working environment and work role on work life balance among faculty members in Cuddalore district. It is also found that there is influence of work life balance on job satisfaction among faculty members in Cuddalore district. The analysis identified that there is relationship between work role and working environment. Hence, it is concluded that the college managements to provide better work environment that enhance the work culture of the college as well as the life of the faculty.

Keywords: Work Role, Working Environment, Work Life Balance, Job Satisfaction and Faculty Members.

1. INTRODUCTION

While the extant research provides convincing evidence of the influence of working environment and work role on job satisfaction, some scholars have called for additional empirical research into the mechanisms through which dimensions of organizational culture affects those outcomes (Gregory et al. 2009). One potentiality is that working environment influences the attitudes of faculty members, which in turn induces or contributes to such organizational outcomes as the support faculty members believe is provided by the employer, the satisfaction that the faculty feels toward their job and any intentions the employee may have to leave the organization.

The present study concentrates over the influence of working environment and work role on work and life balance among the faculty members in Cuddalore. Major need of the study is to explore and announce the difficulties faced by the faculty members towards the work and life balance. The scope of the study aims not only the contemporary situation in relation to work and life balance but also the study may render assistances to tackle the future work and life balances to minimize the conflicts. The study is a hot to touch area since these faculty members are expected to retain confidential of the department. The study is not only related to the life of the faculty members but also the work of them and the balance of the two domains.

2. REVIEW OF LITERATURE

Amanda, et al. (2012) their study result unconcealed that, job stress is globally has been increasing over the previous couple of decades and since of this job stress there's a poor work-life balance and enhanced conflict between work and private lives of the staff. Worker help programs like stress management and versatile work arrangements, the complicated nature of stress still influences staff health and work-life balance negatively.

Chitra Devi and Sheela Ranee (2012) in their study determined that, there's a major distinction within the level of work-life balance of the respondents happiness to numerous age teams and designations. They advised that observe of work-life balance policy and different necessary steps for this geographical point issue, staff will maintain a correct balance between their work and private life.

Ali Abbaas Albdour and Ikhlas Ibrahim Altarawneh (2012) investigated the impact of internal company Social Responsibility (CSR) practices on staff Engagement. The testing of many hypothetic relationships between internal CSR and worker engagement unconcealed that each one the relationships were vital.

JyotbiSree and Jyotbi (2012) studied the connection between role efficaciousness and emotional intelligence as associated with work- life balance of career girls. The sample consists of sixty three career girls operating in state, India and therefore the results show that there's a major impact of things moving Role efficaciousness on Emotional Intelligence.

Lalita Kumari (2012) was to search out concerning the employee's perception of their work life balance policies and practices within the public sector banks. Quota sampling methodology was followed. The findings of the study emphasized that the WLB factors on its own could be a salient predictor of job satisfaction and there's a major gap among the feminine and male respondents with job satisfaction with reference to numerous factors of WLB.

Senthilkumar, et al. (2012) in their study reviewed work-life balance generally and located a detailed relationship between the demographical variables like age, gender and also the level of stress in equalization work and private lifetime of teaching professionals.

Boyun Woo and Packianathan Chelladurai (2012) studied on "Dynamics of Perceived Support and Work Attitudes." The data was collected from 202 fitness club employees across the United States. The results showed that perceived support explained 79% of the variance in organizational commitment, and organizational commitment significantly and positively influenced work effort (16%) and negatively influenced intention to leave the organization (61%).

Muhamad Khalil Omar and Nur Farah Syuhada Mohd Ramdani (2017) studied on "Perceived Work Environment, Perceived Work Values, and Turnover Intention among Generation-Y of a Private Trustee Organization in Malaysia." Results indicated that work environment that consist of recognition, promotion, and good feelings as well as work values of ambition, motivation, and flexibility were the factors that significantly affecting Gen Yers' intention to leave their current employment.

3. RESEARCH METHODOLOGY

Research Design

This study had adopted descriptive research design. With objectives clearly set for the study, it used a large sample size and survey method to gather information from respondents, thus descriptive research was adopted for the study.

Framework

From the framework work life balance was considered as a dependent variable. The independent variables were working environment and work role. Job satisfaction was considered as an outcome variable.

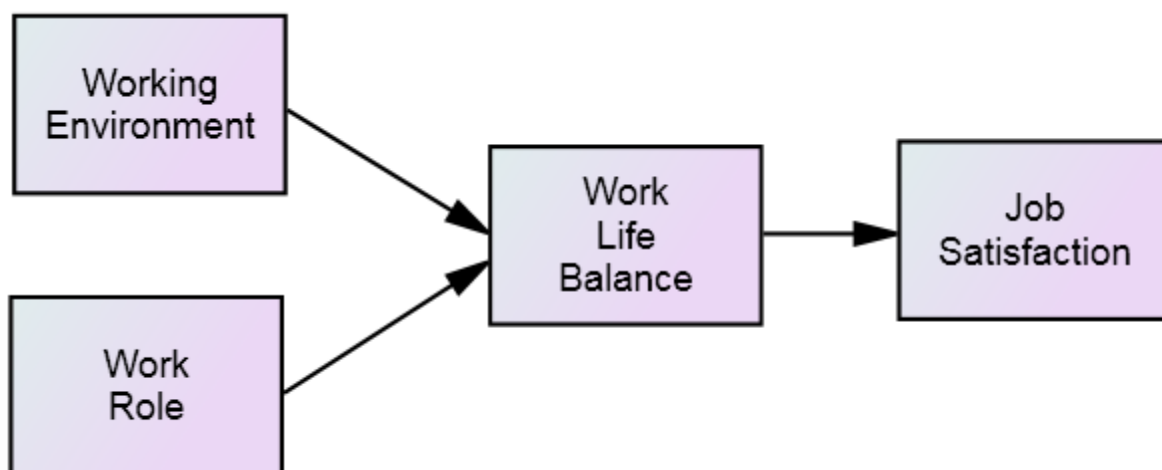


Figure 1: Framework of the Study

Objectives of the Study

- To study the influence of working environment and work role on work life balance among faculty members in Cuddalore District.
- To identify the influence of work life balance on job satisfaction among faculty members in Cuddalore District.

Hypotheses of the Study

- There is no influence of working environment and work role on work life balance among faculty members in Cuddalore District.
- There is influence of work life balance on job satisfaction among faculty members in Cuddalore District.

Toll for data collection

Table 1: Questionnaire Construction

S.No.	Variable	Author
1	Working Environment	Self Designed
2	Work Role	
3	Work Life Balance	(Hayman J 2005)
4	Job Satisfaction	(Rosie Sara Shiels 2014)

Standard questionnaire and self designed questionnaire with reliability, validity and objectivity was framed which involved several steps before and after pilot study.

Sampling Technique

Non probability sampling method like convenience sampling technique has been followed to collect the data for the study. This offers a high degree of accuracy and in a short period, a valid and comparable result can be obtained.

Sample Size

Totally 150 questionnaires are distributed. In order to have responses through the faculty members in Cuddalore district, 124 questionnaires were collected and were edited to have 124 samples strength.

Tool for data analysis

Path analysis was used for data analysis. It was used for to identify the influence of independent variable working environment and work role on job satisfaction with respect work life balance.

4. ANALYSIS AND INTERPRETATION

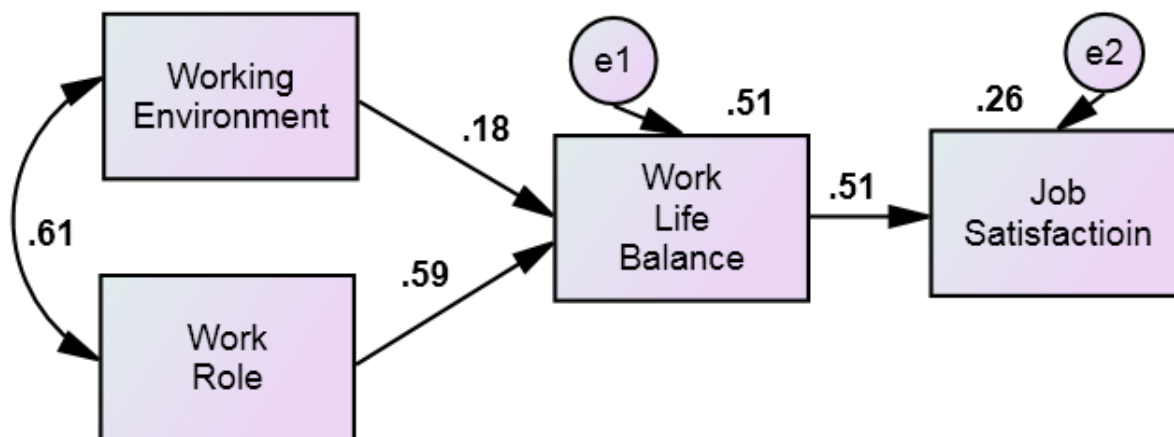


Figure 2: Path analysis of influences of working environment and work role on work life balance among faculty members

Above the path diagram, working environment and work role were considered as independent variables. Work life balance was considered as mediator variable and finally job satisfaction was considered as outcome variable.

Table 2: shows Model Fit Indication

Indicators	Observed Values	Recommended Values (Premapriya, et al. 2016)
Chi-Square	6.892	---
p	0.064	Greater than 0.050
GFI	0.995	Greater than 0.90
AGFI	0.977	Greater than 0.90
CFI	0.995	Greater than 0.90
NFI	0.994	Greater than 0.90
RMSEA	0.058	Less than 0.080

Source: Primary data

The above model fit table found that the calculated chi-square value was 6.892. The p value was greater than five percent level. The Goodness of Fit Index value and Adjusted Goodness of Fit Index values were greater than 0.90. The calculated Comparative Fit Index and Normed Fit Index values were greater than 0.90. It was found that Root Mean Square Error of Approximation value was less than 0.08. The above indicators indicate that it was perfectly fit Velaudham and Baskar (2016) and Premapriya, et al. (2016).

Figure 3: Regression Weights

DV		IV	Estimate	S.E.	C.R.	Beta	p
Work Life Balance	<---	Working Environment	0.288	0.051	5.638	0.184	***
Work Life Balance	<---	Work Role	0.965	0.054	17.928	0.586	***
Job Satisfaction	<---	Work Life Balance	0.280	0.017	16.114	0.512	***

Source: Primary data

H₀: There is no influence of working environment on work life balance.

Influence of working environment on work life balance calculated value of CR is 5.638. The Beta value was 0.184. The beta value indicates that 18.4 percent of influence is through working environment towards work life balance. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the working environment influence work life balance among faculty members in Cuddalore district.

H₀: There is no influence of work role on work life balance.

Influence of work role on work life balance calculated value of CR is 17.928. The Beta value was 0.586. The beta value indicates that 58.6 percent of influence is through work role towards work life balance. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the work role influence work life balance among faculty members in Cuddalore district.

H₀: There is no influence of work life balance on job satisfaction.

Influence of work life balance on job satisfaction calculated value of CR is 16.114. The Beta value was 0.512. The beta value indicates that 51.2 percent of influence is through work life balance towards job satisfaction. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the work life balance influence job satisfaction among faculty members in Cuddalore district.

Covariance

IV		IV	Estimate	S.E.	C.R.	r	p
Work Role	<-->	Working Environment	13.008	0.926	14.055	0.610	***

Source: Primary data

H₀: There is relationship between work role and working environment.

Relationship between work role and working environment calculated value of CR is 14.055. The Beta value was 0.610. The coefficient value indicates that 61 percent relationship between work role and working environment. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that there is relationship between work role and working environment.

5. FINDINGS, RECOMMENDATIONS AND CONCLUSION

Findings

- The analysis found that there is influence of working environment and work role on work life balance among faculty members in Cuddalore district.
- It is also found that there is influence of work life balance on job satisfaction among faculty members in Cuddalore district.
- The analysis identified that there is relationship between work role and working environment.

Recommendations

- The college managements to provide better work environment that enhance the work culture of the college as well as the life of the faculty.
- College administration should make workplace faculty friendly by providing relaxing ambience and facilities to unwind and rest when stressed.
- Colleagues support may also be necessary support in managing personal problems at work place. Cooperative and supportive work climate may help the facilities to feel the work place as their home and utilize their potential for the benefit of the colleges.

Conclusion

Main purpose of the research was identifying the influences of working environment and work role on work life balance among faculty members in Cuddalore district. Sample size was 124 faculty members in all obtained through convenience sampling technique. Researcher used tested and self designed tools with 5 point scale in the continuum of agreeing. Path analysis was used for data analysis. The analysis found that there is influence of working environment and work role on work life balance among faculty members in Cuddalore district. It is also found that there is influence of work life balance on job satisfaction among

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