



IMPACT OF WORK LIFE ENVIRONMENT ON ASSISTANT PROFESSORS IN TECHNICAL COLLEGES OF BANGALORE SOUTH AND THEIR RESILIENCE

Athira Omanakuttan¹, Sarath S Kumar², Abinaya D³, Abhishek U⁴, Sayooj C⁵

¹²³⁴MBA Ist Semester,

T John College Bangalore

ABSTRACT

Work environment play's an important role in an organization. Most of the problems faced by employees are related to working environment in the organization. This paper investigates the impact of work life environment on assistant professors in technical colleges of Bangalore south and their resilience [8, 9, 10]. Psychology has long been associated with mental disease or instability, but recent research has demonstrated that this is not the case. The model assist us to understand how contextual factors create both opportunities and tension which impacts the work-life interface of workers.

INTRODUCTION

Organizational climate is the collection and pattern of the environmental determinants of aroused motivation. Organizational climate can be described and measured indirectly through the perceptions of the members of the Organization. In education industry, Teaching and Faculty are the inseparable elements ever. Better education is assured by The competent faculty if the faculty is having the freedom to handle the style of teaching that ensures better education to the Students. There are several factors which may decide the education environment to become a better learning ground [1,2,3]. The Combined effort by educational environment and faculty decides a better education. Every university and colleges are Having the responsibility to provide better working environment to facilitate learning for the student. Institutional climate plays an important role in providing better learning environment by providing better infrastructure, having a good college policy, competent faculty, good leadership by management people and so on [13, 14]. The success of every educational institution lies on how well they manage

their faculty members and at the same time the faculty members feeling towards their institution are also overemphasized. It is the responsibility of every educational institution to ensure that the internal customer, that is faculty members are satisfied and have good feeling towards their institution, is most important in the competitive world [4,5]. Institutional climate helps every college to ensure better education by facilitating the teaching learning process and it helps to improve the faculty satisfaction and retention. The factors like reaction with co-workers, training and development, attractive and fast incentives and recognition plans, adequate work load at work place are helpful in developing a working environment that has positive impact on employees level of productivity in the organization.

RESEARCH METHODOLOGY

Participants and Data Collection

There are 720 Arts and Science colleges and B.Ed colleges are affiliated to Bangalore University for the year 2022-23. It consists of 58 Government colleges, 49 Private Aided colleges, 521 Private Arts and Science colleges, 4 Bruhat Bengaluru Mahanagara Palike (BBMP) administrative body colleges, 11 Private aided B.Ed Education and Physical Education colleges, 77 Private B.Ed Education and Physical education colleges. The population includes the faculty Members of 327 arts and science colleges (consist of 58 Government colleges, 49 Private Aided colleges and 220 private Arts and science colleges whose life is more than 10 years) which are affiliated to Bangalore university, Bengaluru City in The state of Karnataka. The data required for the study is primary in nature [7,8]. It is collected through a well framed Questionnaire. A pilot study was conducted with 20 faculty members who belong to arts and science colleges affiliated to Bangalore University. Based on the feedbacks and discussions with the academic experts, the questionnaire was Restructured. Totally 750 questionnaires were distributed among the faculty members by employing convenience sampling Method [11, 12, 13]. The data for the questionnaire were collected through offline as well as online mode using Google forms in Google Docs. Among all, only 665 questionnaires were complete in all aspects in both offline and online which are Considered for the study. Bangalore city is chosen as the study area because large number of arts and science colleges are Located here. The sample of 665 faculty members consists of 43 Head of the Departments, 77 Associate Professors and 545 Assistant Professors in different disciplines of arts and science programmes. Data was collected in the academic year 2017-18, designed to understand the impact of institutional climate on Human factors among faculty members, who are Working in various arts and science colleges affiliated to Bangalore University [15,16,17]. The questionnaire contained items asking About their demographics, professional background and various statements pertaining to institutional climate and human Factors.

CONCLUSION

The calculations presented in this paper give a provisional impression of the quantitative impact of working conditions on cardiovascular diseases. The impact appears to be rather large. We feel that work environment factors ought to play a bigger role in cardiovascular epidemiological research in the future and also that the cardiovascular diseases should be acknowledged as work related diseases in the same way as cancer, reproductive failures, lung diseases, and

many others. It is evident that more-and better- research is needed, but this fact ought not be used as an excuse to postpone preventive programmes aiming at improving the work environment.

REFERENCES

1. Arulmani, G., Bakshi, A. J., Leong, F. T., & Watts, A. G. (2014). Handbook of career development. *International Perspectives*. New York: Springer.
2. Feleen, F., David, A., Choudhary, N., & Vivekanand, N. (2021). Impact of Psychological Capacities on the Work-Life Balance of Entrepreneurs.
3. Haque, A. N., Dodman, D., & Hossain, M. M. (2014). Individual, communal and institutional responses to climate change by low-income households in Khulna, Bangladesh. *Environment and Urbanization*, 26(1), 112-129.
4. Lahiri-Dutt, K. (Ed.). (2018). *Between the Plough and the Pick: Informal, artisanal and small-scale mining in the contemporary world*. ANU Press.
5. Lauria, M., & Slotterback, C. S. (Eds.). (2020). *Learning from Arnstein's ladder: From citizen participation to public engagement*. Routledge.
6. Marvin, S., Bulkeley, H., Mai, L., McCormick, K., & Palgan, Y. V. (Eds.). (2018). *Urban living labs: Experimenting with city futures*. Routledge.
7. Mayya, S. S., Martis, M., Ashok, L., Monteiro, A. D., & Mayya, S. (2021). Work-life balance and gender differences: a study of college and university teachers from Karnataka. *Sage Open*, 11(4), 21582440211054479.
8. Mohan, C. and Joy, R., 2021, Entrepreneurs' Resilience to Natural Disasters: Emerging Entrepreneurs from Flood Affected Areas in Kerala. *The Empirical Economics Letters*, 20(3), 33-41.
9. Mohan, M. C., & Joy, R. Role of entrepreneurship in empowering Kerala community for disaster resilience. *Juni Khyat*. 10(5), 19-24.
10. Mohan, M. C et al. (2022), *Integrated Disaster Management*. D L Publications.
11. Nelson, A., & Schneider, F. (Eds.). (2018). *Housing for degrowth: Principles, models, challenges and opportunities*.
12. Otto-Zimmermann, K. (Ed.). (2011). *Resilient cities: Cities and adaptation to climate change-proceedings of the Global Forum 2010* (Vol. 1). Springer Science & Business Media.
13. Rukmana, D. (Ed.). (2020). *The Routledge handbook of planning megacities in the Global South*. Routledge.
14. Sharma, A., Hassan, A., & Mohanty, P. (Eds.). (2022). *Covid-19 and the Tourism Industry: Sustainability, Resilience and New Directions*. Routledge.
15. Shankar, M. J., & Kumari, T. IMPACT OF PSYCHOLOGICAL CAPITAL ON JOB SATISFACTION: A STUDY ON SELECTED PROFESSIONAL COLLEGES OF SOUTH KERALA.

16. Singh, B., Berger, T., & Parmar, M. (2023). Negotiating Resilience with Hard and Soft City.
17. Uday, P., & Marais, K. (2015). Designing resilient systems-of-systems: A survey of metrics, methods, and challenges. *Systems Engineering*, 18(5), 491-510.
18. Vidhya, J. (2019). Emotional intelligence on work life balance among professionals.

