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Educreator Research Journal



**Volume–IX, Issues–I**  
**Jan – Feb 2022**

Original Research

**A STUDY ON FACTORS AFFECTING WORK LIFE BALANCE OF DEGREE COLLEGE TEACHERS OF KALYAN DOMBIVLI CITY**

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**Abstract :**

*Work-Life Balance is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. Some of the common reasons that lead to a poor work-life balance are longer working hours, increased responsibilities at work and at home etc. A good work-life balance has numerous positive effects. It not only benefits employees but employers, too. The employers can save on costs, experience fewer cases of absenteeism, have loyal workforce, increased productivity ad employees have a better work-life balance.*

*Today the teachers of Degree College are facing multifaceted responsibilities in the College; completing syllabus, helping students, to stay up until midnight correcting papers, and to spend weekends planning lessons, attending conferences etc. Teachers' duties are almost unfeasible to accomplish without putting in extra hours.*

*The present study aims to find whether the identified factors affecting work life balance of Degree College teachers are similar on demographic factors like Gender, Area of College and Experience of Teachers.*

**Keywords:** SEIR, Mathematical Modelling, Time Delay SEIR

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**Introduction :**

Work-Life Balance is the degree to which an individual can simultaneously balance the emotional, behavioral and time demands of paid work, family and personal duties (Clark, 2000 and Hill, et al., 2001). It is a situation in which employees are able in giving right amount of time and efforts to their work as well as their personal life outside the work. Having a healthy work-life balance means happy employees, lower absenteeism, high productivity and greater loyalty.

Over the past few decades, there has been substantial increase in work due to stiff competition. The life of many employees today is becoming more complex and difficult with an increased burden of family and other personal responsibilities. This increased pressure has affected the life of employees at an organization causing many physical and psychological diseases.

There is an immense need that every organization should understand the difficulties faced by the employees in balancing their organizational task with their family time and health.

### **Review of Literature :**

1. **Dr. Kishori Bhagat and Dr. Ajay Bhamare :** In their paper "Application of Green Work-Life Balance by Degree Colleges to Teaching Faculties in Mumbai and Suburbs of Mumbai" an Exploratory Factor Analysis was done to find out the factors affecting green work life balance. Seven factors were identified which played an important role in maintaining green work life balance as far as the facilities provided are concerned. 1. Infrastructure, 2. Leaves, 3. Assistance, 4. Motivation, 5. Self-Time, 6. Targets and 7. Others. The seven factors identified were further tested to know whether there was any difference between the expected and actual or perceived facilities provided by the colleges to the teachers.
2. **Vandana Punia and Meenakshi Kamboj :** In their paper "Quality of Work-life Balance Among Teachers in Higher Education Institutions. Learning Community" it was found that designation of the teachers; their nature of appointment, the academic stream in which they are teaching, and the nature of their serving institution, have significant effect on quality of work life balance. However no significant variations have emerged in the quality of work life balance across the gender and marital status of the teacher.
3. **Peters, Montgomery, Bakker and Schaufeli (2008):** In their study they said that the pressures from the job and family domains are often incompatible, giving rise to imbalance. Therefore, the concept of work life balance, along with its implications, is a core issue that must be investigated as the number of working women is on the rise and the problems they face because of it is without doubt quite serious.

### **Rationale of the Study :**

In the Review of Literature of Dr. Kishori Bhagat and Dr. Ajay Bhamare, on "Application of Green Work-Life Balance by Degree Colleges to Teaching Faculties in Mumbai and Suburbs of Mumbai" in their paper they identified the factors affecting Work Life Balance and the perception of the teachers towards the same.

The need was felt to know whether these identified factors and perception of teachers were similar or not on Gender, Area of College and Work Experience of teachers of Degree College in Kalyan-Dombivli city.

### **Objectives of Study :**

- To understand the concept and importance of Work-Life Balance.
- To study the identified factors affecting work life balance of Degree College teachers also affects on demographic factors like Gender, Area of College and Experience of Teachers.

### **Null Hypotheses :**

$H_0$ : There is no significant difference between Gender and Factors Influencing Work Life Balance of Teachers.

$H_0$ : There is no significant difference between Area and Factors Influencing Work Life Balance of Teachers

$H_0$ : There is no significant difference between Work Experience and Factors Influencing Work Life Balance of Teachers.

### **Limitations :**

- The present study covers only degree college teachers of Dombivli and Kalyan city.
- Only Gender, Area of College and Experience of Teachers in Degree College are considered under demographic factors.

**Research Methodology :**

The Research is indicative and analytical in nature. For data collection, both Primary & Secondary data was collected. Primary data was collected by floating the structured questionnaire on Google form. The Secondary data was collected from books, articles in journals and websites. For survey purpose, convenient random sampling method was employed to select a representative sample. A sample of seventy teachers from degree colleges, aided and unaided sections has been collected with the help of well-structured questionnaire.

**Data Analysis :**

**Normality testing :** Normality of data was tested using Normality test.

**H<sub>0</sub> :** Distribution is Normal

**H<sub>1</sub> :** Distribution is non-Normal

**Table 1**  
**Tests of Normality**

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Factors Influencing Work Life Balance	.121	70	.001	.930	70	.002

a. Lilliefors Significance Correction

**Source: Primary data**

The table 1 indicated that the significant value for the variable is 0.002 which is less than 0.05 which means the Null Hypothesis is rejected and alternate hypothesis is accepted that is distribution is non-Normal hence appropriate non-Parametric test Mann-Whitney U test and Kruskal Wallis test were used for further analysis.

To study the identified factors affecting work life balance of Degree College teachers also affects on demographic factors like Gender, Area of College and Experience of Teachers, following hypotheses were tested:

**Testing of Hypotheses :**

**H<sub>0</sub> :** There is no significant difference between Gender and Factors Influencing Work Life Balance of Teachers.

**H<sub>1</sub> :** There is significant difference between Gender and Factors Influencing Work Life Balance of Teachers.

**Table 2**

**Mann-Whitney U Test – Gender and Factors Influencing Work Life Balance of Teachers**

Null Hypothesis	Test	Sig.	Decision
There is no significant difference between Gender and Factors Influencing Work Life Balance of Teachers	Independent-Samples Mann-Whitney U Test	.410	Retain the null hypothesis.

**Source: Primary data**

Table 2 indicated that significant value is 0.410 which is greater than 0.05 thereby indicating the null hypothesis is accepted that means there is no significant difference between Gender and Factors Influencing Work Life Balance of Teachers.

$H_0$  : There is no significant difference between Area and Factors Influencing Work Life Balance of Teachers.

$H_1$  : There is significant difference between Area and Factors Influencing Work Life Balance of Teachers.

**Table 3**

**Mann-Whitney U Test –Area and Factors Influencing Work Life Balance of Teachers**

Null Hypothesis	Test	Sig.	Decision
There is no significant difference between Area and Factors Influencing Work Life Balance of Teachers	Independent-Samples Mann-Whitney U Test	.661	Retain the null hypothesis.

*Source: Primary data*

Table 3 indicated that significant value is 0.661 which is greater than 0.05 thereby indicating the null hypothesis is accepted that means there is no significant difference between Area of College and Factors Influencing Work Life Balance of Teacher.

$H_0$  : There is no significant difference between Work Experience and Factors Influencing Work Life Balance of Teachers.

$H_1$  : There is significant difference between Work Experience and Factors Influencing Work Life Balance of Teachers.

**Table 4**

**Kruskal Wallis Test -Work Experience and Factors Influencing Work Life Balance of Teachers**

Null Hypothesis	Test	Sig.	Decision
There is no significant difference between Work Experience and Factors Influencing Work Life Balance	Independent-Samples Kruskal Wallis Test	.302	Retain the null hypothesis.

*Source: Primary data*

Table number 4 indicated that significant value is 0.302 which is greater than 0.05 thereby indicating the null hypothesis is accepted that means there is no significant difference between Work Experience and Factors Influencing Work Life Balance of Teachers.

**Findings :**

1. From the data collected 51.4% were Male Teachers and 48.6% were Female Teachers.
2. 62.9% Teachers were from Urban and 37.1% Teachers from Rural.
3. 31.5% Teachers were having experience below 10 years, 37.1% Teachers were having experience between 10-20 years and 31.4% were having experience above 20 years.
4. There is no significant difference between Gender and Factors Influencing Work Life Balance.
5. There is no significant difference between Area and Factors Influencing Work Life Balance.
6. There is no significant difference between Work Experience and Factors Influencing Work Life Balance.

### **Suggestions :**

All the Null Hypotheses were accepted, it means all the factors are influencing WLB of the Teachers irrespective of Gender, Area of the College and Work Experience.

The College Management should

- Focus on all the factors like Infrastructure, Leaves, Assistance, Motivation, Self-Time, Targets and Others. Those factors which are their strength can be consolidated and those which are their weakness can be overcome.
- Encourage a culture of openness. Teachers should come with their problems and share openly with the Management so that they can bring necessary changes in the facilities provided.
- Bring more digitalization and upgraded technology to make the work easier and fast.

The Teachers should

- Not strive for the perfect schedule; strive for a realistic one. Some days may be busy in work, while other days may have more time to pursue hobbies or spend time with loved ones. Balance is achieved over time, not each day.
- Set the priorities in the work, accordingly plan the day and follow it.

### **Conclusion :**

It has been proved time and again that a quality of work life balance results into job satisfaction and rise in performance level. In Colleges, quality work life balance for teachers can motivate them to work dedicatedly which can help in improved student behavior. All teachers are required to benefit from a practical work-life balance. And every College Management has the responsibility for the well-being of their staff.

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### **Cite This Article:**

*Dr. Anuja Bapat, (2022). A Study on Factors Affecting Work Life Balance of Degree College Teachers of Kalyan Dombivli City. Educreator Research Journal IX Feb 2022. 11-15*