INTRODUCTION

Work Life Balance is the term used to describe the balance that an individual needs between time allocated for work and other aspects of life. Maintain a good work life balance always improves work efficiency of a person. A proper balance between work and life is not an easy task. It includes both internal and external factors which in turn results in the balance or imbalance in your work life and personal life. Once a likable work is in place we can call it life. Everything depends on person’s attitude. If you consider your work as opportunities for learning and growth of soul, or challenges that you enjoy developing new skills, all works becomes likeable work. Always give your best and it is not difficult to impress others with your productivity.

Work life balance teaches ways to manage the different spheres of life by reducing the gap between personal and professional life. There may be lots of benefits, when we maintain a healthy balance between work and life. It leads to stronger relationship, as it makes possible to spend sufficient amount of time with your family and friends. Unhealthy way of life can cause lots of problems in family life, health, relationships and also work life. So knowing how to maintain a healthy balance between domestic as well as personal life improves not only your life style but also increases output. In addition to increased output, work life balance also helps to attaining satisfaction in life.

Objectives of the Study

- To identify the various factors that influence work life balance.
- To study the level of satisfaction among college lectures.
- To study the various work life balance policies adopted by the institutions.
- To provide suitable suggestions to improve work life balance.

Scope of the Study

Through this study the researcher tries to find out the various factors that influence work life balance of college lectures. The study also focused on the various strategies used to improve work life balance of college lectures.

Hypotheses

- \( H_0 \): There is no significant relationship between work life balance and level of stress.
- \( H_0 \): There is no significant relationship between work life balance and demographic variables.

*Corresponding author: Deepthy.G
M.Phil Scholar in Commerce, Nesamony Memorial Christian College, Marthandam*-629165
**Research Methodology**

Investigator collected data from both primary and secondary sources. Primary data was collected from 100 respondents of selected aided colleges of Thiruvananthapuram District by using a well structured questionnaire. Secondary data was collected from websites, journal, articles etc. Random sampling method was used by the investigator for selection of the sample.

**Sampling Design**

Since it is difficult to collect data from entire teachers, therefore random sampling method has been used in the study which consists of 100 college teachers. The sample size selected includes teachers from all the selected college in Thiruvananthapuram District.

**Review of Literature**

Ms. T Subha (2013) conducted a study on “A study on work life balance among women faculties working in arts and science colleges with special reference to Coimbatore City”. In this research work the researcher analyse that work life balance is about people having a measure of control over when, where and how they work. Striking a balance between professional and personal commitments is a dilemma for many of today’s workers. Modern organizations, especially educational institutions should address the work life balance related issues among their staff, specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work life balance which would add to the performance of staff members.

S Vijayakumar Bharathi and E Padma Mala (2016) conducted a study on “A Study on the Determinants of Work Life Balance of Women Employee in Information Technology Companies in India”. In this study the researcher find out the personal enhancers of work life balance, such as regular exercise and fitness schedule, yoga and meditation, balanced diet as well as good sleep and involvement in the hobbies, loaded the heaviest as the most impacting factors; working from home heavily impacts as a professional enhancer in the work life balance of women.

Usha V Bhandare and Dr. Seethalexmy (2017) conducted a study on “Challenges to maintain work life balance with reference to Degree College Teachers of University of Mumbai”. In this study the researcher found that work life balance problems are faced more by female teachers than the male teachers. They could not pursue their further education like M.Phil, Ph.D, MBA etc. Their health has affected, and they could not enjoy their life at the fullest and so on. They also point out that in order to overcome these problems, the role of institution plays very important role and should implement favourable measures to support teachers to balance their both lives.

**Data Analysis**

Gender Wise classification of the Respondents.

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Gender</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Male</td>
<td>38</td>
<td>38</td>
</tr>
<tr>
<td>2</td>
<td>Female</td>
<td>62</td>
<td>62</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

**Interpretation**

The above table shows the data relating to the Gender of the sample respondents. Out of 100 faculties, 38% of the respondents are male and the remaining 62% of the respondents are female.

**Marital Status Wise classification of the respondents.**

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Marital Status</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Married</td>
<td>82</td>
<td>82</td>
</tr>
<tr>
<td>2</td>
<td>Unmarried</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Primary Data

**Interpretation**

The above table shows the Marital Status Wise classification of the respondents. Out of 100 faculties, 82% of the respondents are married and remaining 18% of the respondents are unmarried.

**Do you generally feel that you are able to balance your work life?**

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Attributes</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>66</td>
<td>66</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>34</td>
<td>34</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Primary Data

**Interpretation**

- 66% of faculties are saying yes.
- 34% of faculties are saying no.

From the above analysis we know that maximum numbers of faculties are having the better work life balance.

**How do you manage stress that arising from your work?**

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Attributes</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yoga and Meditation</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td>2</td>
<td>Entertainment</td>
<td>64</td>
<td>64</td>
</tr>
<tr>
<td>3</td>
<td>Reading Books</td>
<td>14</td>
<td>14</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Sources: Primary Data

**Interpretation**

64% of faculties are in to entertainment. 22% are doing yoga and meditation and 14% are reading books. From the above analysis, we can say that 64% of faculties are in to different entertainment programs to take out there stress and rest of them are doing yoga and meditation and reading books.

**Does your institution have a separate work life balance policies?**

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Attributes</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>3</td>
<td>Not aware</td>
<td>35</td>
<td>35</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Sources: Primary Data
Interpretation

50% of faculties said that there are no separate work life balance policies. 35% of faculties are not aware the separate policy for work life balance. 15% of the faculties have said yes. From the above analysis we can say that half of the faculties are said that there are no separate work life balance policies provided by the institution.

Do you ever miss out quality time with your family because of work pressure?

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Attributes</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>69</td>
<td>69</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>31</td>
<td>31</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Sources: Primary Data

Interpretation

- 69% of faculties are saying yes.
- 31% of faculties are saying no.

From the above analysis we can know that the maximum no. of faculties is missing out quality time with their family because of work pressure.

Are you satisfied with the working hours of the college?

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Attributes</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>92</td>
<td>92</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Sources: Primary Data

Interpretation

- 92% are saying yes.
- 8% are saying no.

From the above table we can know that 92% of the faculties are fully satisfied with the working hours of the college and only 8% of faculties are not satisfied with the working hours of the college.

Which of the following factors those motivate you to join as a faculty?

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Attributes</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Passion for Teaching</td>
<td>62</td>
<td>62</td>
</tr>
<tr>
<td>2</td>
<td>Passion for the Subject</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td>3</td>
<td>Imparting Knowledge</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>4</td>
<td>Being in the Role as a Teacher</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Sources: Primary Data

Interpretation

From the above table we can say that 62% of the faculties are passion for teaching. 16% of the faculties are passion for the subjects. 10% of faculties are passion for imparting knowledge and balance 12% faculties are passion for role as a teacher.

Does your institution provide any training for improving academic skills?

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Attributes</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>42</td>
<td>42</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>58</td>
<td>58</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Sources: Primary Data

Interpretation

From the above table we can say that 42% of the faculties having the opinion that the institutions provide training for improving academic skills and balance 58% faculties opinion that there is no training facility for improving academic skills.

Do you feel to access your authorities to express your grievances?

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Attributes</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Yes</td>
<td>35</td>
<td>35</td>
</tr>
<tr>
<td>2</td>
<td>No</td>
<td>65</td>
<td>65</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Sources: Primary Data

Interpretation

The above table shows to feel to access authorities to express grievances of the faculties. Out of 100 respondents 65% of the respondents are not feeling to access authorities to express grievances. 35% of the respondents are feeling to access authorities to express grievances.

Findings

✓ Majority of the respondents (62%) are females.
✓ Majority of the respondents (82%) are married.
✓ Most of the respondents (66%) are able to balance their work life.
✓ Most of the respondents (64%) are going for entertainment program.
✓ Most of the respondents (50%) declare that there will be no separate work life balance policies.
✓ Majority of the respondents (69%) felt that they miss out quality time with their family because of work pressure.
✓ 92% of the respondents are satisfied with the working hour of the institutions.
✓ Most of the respondents (62%) are passion for teaching.
✓ Most of the respondents (58%) have negative opinion towards the training programs for developing academic skills.
✓ Majority of the respondents (65%) are not feeling to access authorities to express grievances.

Suggestions

As a result of the data analysis and interpretation, here are some suggestions to improve the work life balance of college lectures.

✓ The teachers are the backbone of the education. Thus teachers may respect their work by providing the education benefits.
✓ The teacher should maintain a good relationship with their principal, colleagues and students.
Careful planning and personal efforts is important for balance in work and personal life.

CONCLUSION

Work life balance satisfaction has become a significant issue for every institution. The study concludes that several factors play dominant role in the enhancement of work life balance of aided college lectures. The institution must provide adequate work life policies for the development of teachers. This will positively influenced by the teachers which in turn help to reduce stress, work pressure, unhealthy life styles and health problems. The institutions also provide sufficient training programs to build a better career growth. It helps to build confidence among teachers. Thus a healthy work life balance helps to improve both personal and professional life among faculties.

Reference


How to cite this article:
DOI: http://dx.doi.org/10.24327/ijrsr.2020.1102.5150

******

37650 | P a g e