A Study on Work Life Balance of the Employees with Reference to Education Sector

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Abstract:

The majority of us are pushed to work harder, quicker, and with less resources in today's hectic workplace. There appears to be greater pressure than ever before to succeed. We're supposed to be excellent parents, lead happy personal lives where we enjoy our hobbies, give back to the community, and take excellent care of our children while working two or three jobs at once.taking care of our bodies, brains, and souls. While seeking balance is an admirable objective, most people just cannot achieve it. Instead, it has turned into another item in an ever-growing, guilt-inducing list of "to-dos."

Sometimes we must put in more hours than usual, and other times we can take more time off. Our interests and passions can sometimes be our primary focus, but other times, other priorities must take precedence. There may be times when we take really good care of ourselves and other times when we fall a little short; times when we give our family a lot of attention and other times when there isn't as much energy or daily time to do so. In order to live a balanced life and realise your full potential, you must regularly renew and refresh your creative energies.

Introduction:

The connection between work and other activities, such as family, community, leisure, social duties, health, and personal growth, is known as work-life balance. Work-life balance is achieving a delicate equilibrium by giving these things priority. It is unique to each person and evolves through time. The founding director of the Wharton School's Leadership Program and professor of management Stewart claims that "a one-size-fits-all mindset in human resource management frequently perpetuates people." It involves striking the correct balance between a person's involvement in their profession and other facets of their life. With time, this mixture morphs into something else. Work-life balance is a condition in which conflicts between work and personal life are reduced by the use of effective workplace regulations, supportive management, accommodations, and positive interpersonal relationships. Work-life balance is allegedly linked to employee productivity and job happiness. Employees who balance their professional and personal lives report higher job satisfaction and less stress at work.

Companies now understand the value of work-life balance in terms of employee creativity and productivity. Companies often provide flexible work schedules, team outings to healthcare facilities, and daycare facilities to encourage staff to work effectively. Employees are so inspired and become loyal and devoted to the company as a consequence of the additional effort made to maintain a good work-life balance.

Work-life policies are difficult for organisations to implement because employees nowadays desire more than just a job; they also want the company to care about their overall well-being.

Approach to work-life balance from an Indian perspective:
Life-balance strategy from an Indian viewpoint:
Work-life balance is mostly a term that has its roots in Western management philosophies. such as Infosys, Wipro, Yahoo India, and Google India Many companies, including Dell India, Microsoft India, Accenture, and HCL Technologies, have already started moving in this route. The following actions are taken by Indian businesses to uphold a healthy work-life balance at their workplaces:

1) Working from Home: Over 15,000 tech staff members at HP India and close to 50,000 employees at IBM India each use their firms' work-life balance programme. People may work from home and essentially have no cubicles in their offices.When workers work from home, Microsoft India reimburses them for their phone and internet costs and gives them a range of flexible work choices.

2) Schedule your work so that you may take the weekend off: In contrast to western nations, the bulk of the Indian workforce still works a 6-day week. However, as some MNCs take the lead in adopting 5-day workweeks, large corporate buildings may very well be seen providing weekend off to some of their staff.

3) Choosing split shifts: Split shift is one of India Inc.'s most recent work-life initiatives. Employees who work split shifts can put in a few hours in the morning, take care of personal business in the afternoons when business is normally slow, and then come back in the evening to finish the day. By employing this tactic, they may keep talent that would otherwise leave because of rigid work hours while also increasing the number of women in the workforce.

4) 4) Using all of the company's facilities: It's surprising how few workers who work for corporations with expansive campuses and countless amenities actually make use of them. In India, a lot of large corporations have cafés, grocery stores, sports courts, gyms, daycare centres, and banks on their campuses.

5) Time management at work: To get work done, employees should try to make the most of all available resources, including time. Following a plan and timetable while working is a terrific method to make the most of your time. The idea that working longer hours is directly associated to being more productive is gradually losing ground in the Indian workplace.

Strategies for maintaining Work Life Balance:

- To help achieve a better work-life balance, a variety of different approaches and resources can be used.A few of these are: A key strategy for achieving a better work-life balance is time management. Making the most of your time and finding the perfect balance between work and other facets of your life are both possible with time management. Working from home or other flexible hours can be a great way to improve your work-life balance.

- Taking care of one's family or pursuing education. Job sharing is one more strategy to strike a healthy work-life balance.You can have extra time for activities outside of work if two persons divide a single task between them. Regular breaks will help you prevent burnout and maintain a healthy work-life balance. Regular breaks can be taken throughout the day. Breaks allow you to reenergize so that you can return to work renewed and focused.

Challenges for maintaining Work Life Balance:
Previous research revealed that employees who don't feel like they have a healthy work-life balance are more likely to experience burnout, which can lower job satisfaction. When a worker believes that their job is preventing them from taking care of their personal affairs, burnout may result. This may occur when an employee puts in long hours, doesn't have enough time for breaks, or senses continual pressure. Companies need to promote a culture at work that supports employees in striking a healthy work-life balance. Employees who think they have a healthy work-life balance are more likely to be committed, productive, and creative at work.

Opportunities in maintaining Work Life Balance:
There are a few crucial things businesses can do to support their staff in striking a healthy work-life balance.
First and foremost, businesses should offer flexible scheduling options wherever feasible. Flexible work schedules, telecommuting, and short work weeks are a few examples of this. Second, businesses should promote the use of paid time off and make it simple for workers to do so. Lastly, businesses should foster a climate of respect and tolerance for their workers' personal obligations outside of the workplace. Employers may foster a climate that encourages workers to strike a good work-life balance by following the above actions. Employees who are happier, more content, and more successful can result from this.

Job satisfaction is essential from the standpoint of retaining employees. High levels of job satisfaction successfully support higher organisational productivity, fewer staff turnover, and lower levels of workplace stress in contemporary businesses. Each employee's work-life balance is impacted by a number of factors unique to the organisation. Investigating and understanding the work-life balance.

Statement of the problem:
A study on work-life balance of the employees in the field of education.

Literature review:
Hyman and Summers ((2004)) identified seven key issues with the way that people now approach work-life balance. They include inconsistent adoption across various industries and organisations, a lack of organisational formalisation of policies, a restriction on employee input in the development and execution of policies, both concrete and abstract work intrusions into personal life, etc.
The author of "Work-Life Balance Practices and Gender Gap in Job Satisfaction," Mohammad Niaz (2008), discusses the importance of work-life balance practises by elaborating on the paradox of the asserted women worker. The main conclusion is that both the intrinsic and extrinsic components of job satisfaction are significantly influenced by work-life balance.
Women and men view work-life balance differently, according to the article "Work-Life Balance - Men and Women." She claims that men spend more time pursuing their interests while women spend more time caring for their families. According to her, striking a balance involves more than just allocating time to one's personal and professional lives; it also entails creating harmony that reflects the priorities of the individual. In his research "Work-life balance and subjective well-being," Peter (2009) discusses the relationship between employee wellbeing and work-life balance. He claims that having enough time available improves employees' wellbeing because it enables them to attend to their own needs.

Objectives of the study:
- To understand the meaning of work-life balance in the context of employment relations.
- To know the importance of work-life balance for employers and employees.
- To identify the factors that impact the employees work-life balance
- To know the relationship between employee's job and its impact on employee's personal life.
- To know the relationship between the supervisors support and employee's job performance.
- To recommend areas for improving work-life balance satisfaction among employees.

Research design:
The present study adopted a descriptive type of research approach for analyzing the work-life balance.

Sample:
A sample of 60 instructors was selected from the greater Noida district for data gathering purposes using a random selection approach.

Tool used for the study:
A structured questionnaire was designed to collect the primary data from the employees. Secondary data was collected from school's official website, internet, journals and text books.

Analysis and Interpretation of the Data:
1. Do you think it is important to achieve a balance between paid work and personal life?

Statement	No of respondents in %
Yes	89.3%
No	10.7%

Interpretation:
According to the graph, the vast majority of instructors (89.3%) firmly believed that striking a balance between paid employment and personal life is crucial. While 10.7% of respondents responded negatively.

2. Do you think that work-life balance enables people to work better?

Statement	No of respondents in %
Agree	94.3%
Disagree	5.7%

Interpretation:
Work-life balance helps people work better, according to 94.3% of the professors, while 5.7% of them disagree.

3. Do you think that bringing work-life balance is a joint responsibility of employer and employee?

Statement	No of respondents in %

Agree	83%
disagree	17%

Interpretation:

83% of them agreed that work-life balance is a joint responsibility of employer and employee.while 17% affirmed in the negative.

4) Do you feel that your Principals/ in-charges/ HOD's style affects your work-life balance?

statement	No of respondents in %
Agree	64%
disagree	36%

Interpretation: Only 64% of the them felt that their work-life balance is affected by their Principals/ in-charges/ HOD's style. While 36% were of the opinion that principals/ in-charges/ HOD's style does not affect their work-life balance.

5) Do you think flexible working hours is needed to maintain work-life balance?

Statement	No of respondents in %
Flexible	47%
Compressed	53%

Interpretation: 47% of teachers answered positively while the remaining 53% were happy with the compressed working hours.

6) Why do you need flexible working hours?

Statement	No of respondents in %
Suit over all needs	30%
Reduce travel distance	24%
Study	18%
Childcare	18%
Anyother interest	10%

Interpretation:

The most common reasons given for need of flexible working hours are to suit over all needs (30%), to reduce distance of travel (24%) to pursue a course of study or training (18%), childcare responsibilities (18%) and to pursue any other interest (10%)

7) Do you expect your employer to be sympathetic towards employees?

Statement	No of respondents
Agree	97%
Disagree	3%

Interpretation: 97% of the respondents agreed that their employer should be sympathetic towards them. 3% had a negative opinion regarding this statement.

8) Do you think quality time with your family is missed because of work pressure?

Statement	No of respondents (in percentage)
Sometimes	77%
Never	23%

Interpretation: 77% of the respondents feel that they sometimes miss quality time with their family while 23% never feel that their time with family is missed because of work pressure.

9) Do you think that your organization will be more effective and successful if employees have a good work-life balance?

Statement	No of respondents in %
Yes	100%
No	0%

Interpretation: All the respondents (100%) opined that their organization will be more effective and successful if employees have a good work-life balance.

10) Are you aware of leave benefits of your organization?

Statement	No of respondents in %
Yes	91%
No	9%

INTERPRETATION: 91% of the respondents said that they were aware of the leave benefits of their organization and that they have availed them. 9% of the remaining respondents said that they were aware only of maternity leave and compassionate leave.

Findings:
- Employees' lives are negatively impacted by their jobs. The quality time of the employees is wasted due to overtime working and workload expectations.
- The employee's personal life is impacted by their work.
- Work-life balance is negatively impacted by factors such as long hours, travel to work, meetings, and more.
- The majority of workers believe that the work-life balance approach has a positive impact on workers' performance in the workplace.

Recommendations:
- To increase public understanding of the choices for obtaining work-life balance techniques, appropriate legislation and activities should be publicly publicised.
- The rules and programmes must be evaluated while taking into account the many needs an employee may have for a work-life balance depending on his or her unique situation.

- The organisations must advertise and promote successful case studies that show how implementing work-life balance policies and programmes may be advantageous.
- A healthy work-life balance should be encouraged by the company.
- The responsible leaders ought to promote team discussion on how to match needs for work-life balance.

Suggestions:
- In order to meet the wide range of demands of their workers, businesses should improvise and innovate.
- Since the policies' adoption and implementation have an impact on both employees and organisations, extreme caution must be used when making decisions.
- The organization's policies regarding work-life balance should be explained to the staff.

Conclusion:

From the present research study it is observed that there is a significant impact of work life balance on job satisfaction of employees. This research study will be helpful to organizations to design new strategies related to work life balance which will be beneficial to improve employee job satisfaction. This research study will be helpful to academicians to develop theoretical models related to work life balance and job satisfaction. Organizations should improvise and think of new methods to meet the various demands of their staff. The adoption and implementation of policies must be done with the utmost care since they have an influence on both the employee and the business.The organization's work-life balance policy should be made known to the staff.Students can better grasp topics like job satisfaction, work-life balance, and employee engagement by reading this research study.

Work-life balance is a crucial topic in the field of human resource management since it affects both the individual and the organization's productivity and growth. The achievement of work-life balance by employees is facilitated by a variety of circumstances. To ensure that employees' work and personal lives are highly balanced, certain factors, such as employee involvement in formulating policies and making important decisions, can be strengthened.

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