



A Study on Work Life Balance Among the Teaching Professionals in Post Covid-19

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Abstract

Academics who work in education participated in the study. The purpose of this study is to examine the challenges respondents faced in balancing their personal and professional life. Understanding the socioeconomic background of the respondents, how they view their professions and work-life balance, the factors that contribute to these imbalances as well as the imbalances themselves, as well as the effects of these imbalances, are the main objectives of the current study. We gathered the respondents' opinions on their personal, societal, familial, environmental, and psychological outlooks as well as their viewpoints on how work-life balance affects life satisfaction.

Key Words: Teaching, Work Life, Outcome, Imbalance and Family

Introduction

Employers and employees are becoming more and more concerned about the challenge of finding a work-life balance, both inside of businesses and at home. In today's fast-paced society, human resource professionals search for strategies to boost employee morale, retain workers with substantial corporate knowledge, and keep up with shifting workplace trends. In our world of competing obligations and commitments, work-life balance has become a major challenge in the workplace.

Whether they are male or female, people nowadays, especially in the fast-paced time of life, actually struggle to combine the demands of the workplace with the responsibilities of a homemaker. They frequently juggle as a result of how their life swings back and forth between the two poles of a seesaw. This present managerial issue is difficult for everyone, not only young professionals who have recently started families but also young and middle-aged parents who must offer constant attention to their children who are fast-growing students or young adults. A strategy that prioritises emotional intelligence will help people manage their job and personal lives in a balanced way.

Along with individuals, businesses, the market, the government, and society as a whole are all impacted by the issue of work-life balance. Future labour and consumer markets will be shaped by women bearing children and parents raising them. While the workplace continues to be built on the idea of the male breadwinner worker instead of the family model where both parents work, it has been more and harder to raise kids.

The phrase "work-family balance" was replaced with "work-life balance" in part due to employees who did not look after children thinking that those who did received benefits that they did not. Life is everything that involves duties or commitments for which there is no financial reward. The term "unpaid work" could be expanded to encompass it even though it is normally left out of discussions of work.

Work and life were once seen by organisations as two separate realms. The company expects its employees to put the interests of the business ahead of their own. In the past, businesses have replied by asserting that whatever occurs to employees outside of work, it is none of their business what they do at work. Attitudes have changed as time has gone on. Organizations and managers now acknowledge the effects of work-life on personal lives and vice versa. Nowadays, a growing number of companies operate on the premise that, unlike in the past, personal and professional ambitions complement one another. Successful employees balance their personal and professional lives, which benefits both them and the business.

Because of this, more companies are introducing "family-friendly practises" or "work-life (family) programmes." Workplace policies and practises that acknowledge and support employees' needs in striking a balance between the demands of their personal and professional lives are referred to as "work-life balance."

Work-life balance could be defined as the ideal, conflict-free balance between work and personal obligations. In the contemporary business world, people and teams are working around the clock to meet the constantly growing needs. A small slip-up in meeting deadlines or expectations is seen as an organisational failure. Employees are working really hard and putting all of their effort into finding work-life balance, which puts a lot of pressure on them and forces them to finish their responsibilities by the deadline in order to avoid delays and failures. The staff's most common justification is that

they are too busy or don't have time. A 24-hour day is no longer sufficient to fulfil all of one's duties, both personal and professional. The problem is hard to tackle even though it seems simple. Employees who have to play the parts of daughter, son, husband, or parents at the same time find it challenging to manage their dual duties. The two main concerns that need to be addressed to attain work-life balance are time and stress, according to observations of the daily routines of many employees. Keeping control of these two factors is the key to finding the ideal work-life balance. The company's HR staff should help the employee strike a balance between work and personal obligations. The HR manager must thoroughly pinpoint the problem and work with the company to develop a solution. Work-life balance must be a priority for the organization's HR policies.

Working long hours, having work that extends into the home due to modern technology, working unconventional hours or shift work, having low incomes, juggling parenting and paid work, and having cultural obligations outside of the family all appear to be groups of people who are more likely to experience work-life balance issues than others.

Statement of the Problem

Today's businesses have higher standards for their employees, and workers are putting more pressure on their companies to produce better results. Individuals, families, and the communities in which they live are stressed out by the numerous competing responsibilities that today's workers confront, such as work, kids, cleaning, volunteering, caring for a spouse and ageing parents. The establishment and maintenance of supportive and healthy work environments is essential for enabling employees to strike a balance between work and personal commitments, which will boost employee loyalty and productivity. Keeping a work-life balance is essential for people's relationships and personal health, and it can increase productivity. In today's hectic corporate world, it is getting more and more difficult to strike a balance between work and personal life. Therefore, educators must carefully balance their personal and professional life.

Literature Review

With the aim of demonstrating a relationship between demographic parameters (such as marital status and partner employment status) and the level of stress associated with juggling work and personal duties, Senthil Kumar et al. focused on teaching professionals. According to the poll, managing work and family duties caused considerable levels of stress for 109 (55.3%) respondents who defined as middle-aged, with female respondents feeling the most stress (63.5%). The majority of respondents (90%) expressed dissatisfaction with their work-life balance as a result of their workload. The study came to the conclusion that because the job of teaching professionals is always changing and evolving, they are under a lot of strain in the modern society. This professional pressure will have an effect on their personal lives, creating an unbalance between work and life. Therefore, the work-life balance of teaching professionals is crucial to the success and expansion of educational institutions. Any company that wants its workers to be able to balance their personal and professional life must provide them with stress-reduction tools. The outcomes of further research may be used to determine the work-life initiatives that will benefit faculty members in Indian higher education the most.

According to Lakshmi and Sujatha's research of the Rotated Component Matrix, the first component has four factors with substantial loading, including marital status, working hours, the need for flexibility, increased working hours, and over time. The length and number of working hours are clearly what throw off the harmony between work and life. The test's findings revealed a statistically significant association between having a spouse and putting in more time at work. Additionally, it was found that of the 30 married women, 14 preferred to work on the weekends while the other 20 were open to working every working day in the morning or the evening. The fact that 37% of married women work solely for financial benefit is another finding. The study's conclusions indicate that it is reasonable for modern organisations, especially educational institutions, to address issues related to work-life balance among their employees, particularly women, and take a holistic approach to design and implement policies to support the teaching staff in managing their work-life balance, which would improve this staff's performance.

Subha came to the conclusion that modern organisations, especially educational institutions, should address issues relating to work-life balance among their staff, particularly women, and take a holistic approach to design and implement policies to support the teaching staff in managing their work-life balance, which would improve their performance. Finding a healthy balance between work and family obligations is a worry for modern people and businesses.

Female teachers in Bangladesh are impacted by the issue of work-life balance in terms of both their families and their careers, according to Mohammad et al. Women at work can only be a blessing if both the company and their families receive the proper service from them, and they can only contribute to both the company and their families if the company offers flexible working hours (rostered days off and family-friendly starting and finishing times), transportation, housing, child care, flexible work arrangements or job sharing, reduced working hours & workload, and c.

According to Venkataramanan and Abirami, comprehending stress in management teaching professionals may be useful in creating coping mechanisms for the overall teaching profession as well as serving as the basis for stress analysis. These specifics might result in a better working environment. For both experienced and new teaching professionals, the knowledge gathered from this extra stress research has the potential to increase job satisfaction and decrease turnover rates. According to the study's findings, this might be accomplished by increasing faculty members' pay and benefits, enabling them to take pride in their profession and give it their all, leading to greater job satisfaction and decreased stress. Because lowering stress necessitates deep familiarity with management faculty members and effective communication with them, the study's findings can show its relevance. In order to help faculty members cope with stress, the study can also advise management institute employers to create flexible work practises and provide better working conditions.

Ashok and Ebria suggested spending more time with the family to try to understand their needs. This is a crucial element of work-life balance. Families that don't spend enough time together due to work obligations experience conflict. Careful job scheduling should prioritise family care. By planning the assignment and finishing it on time, the work-life balance is enhanced. Even a quick break or period of relaxation might increase productivity. According to the study's findings, there is a loop in which professional stress negatively impacts home life, which in turn lowers the quality of the work. Avoiding work-related tasks during working hours and allocating enough time for work and personal responsibilities will help you maintain a healthy work-life balance.

Ratha came to the conclusion that maintaining a work-life balance is essential for a contented, stress-free life, especially for women, and that its advantages are justified because getting to know your faculty members well and communicating with them effectively is the key to doing so. The study may also provide schools with guidance on how to create flexible work arrangements and better working environments, which will help faculty members cope with stress to some extent.

Since the respondents were of the same age, Adeeba and Feza got to the conclusion that their perceptions were comparable. Therefore, it was concluded that gender did not significantly differ from other characteristics. Teachers' scores on the categories of work-life balance, personal-life balance, and work-personal life enhancement did not substantially differ according to marital status, spouse's occupation, the number of dependents, or age. Because they have backgrounds in both high schools and universities, there are differences in the respondents' viewpoints. They both work at the same university, but their workloads, student demographics, work hours, and the kinds of courses they must teach are all different. Professional course teachers frequently struggle more with work-life balance. Therefore, it might assist university authorities in comprehending the problems that teachers frequently deal with. Communication between the two parties needs to be enhanced in order to give instructors the opportunity to express their concerns with higher authority. It is necessary to strengthen communication between administrators and teachers in order to better understand the WLB difficulties that teachers face. A balance between workload distribution, spare time, and extracurricular activities should be developed to support academic performance.

Flexible scheduling, work-related commuting, five days of work per week, planned vacations, leave alternatives, including maternity leave, employee welfare programmes, and talent development activities are among the best WLB practises, according to Dhanya and Kinslin. New ideas must emerge in order to lessen the imbalance between work and life.

Objectives of the Study

- 1) To analyze the factors influencing the work life imbalance among the teachers

Chi-Square Test Analysis

The estimated Chi square test result is 9.452, and because its p value is more than 0.303, it is significant at the 5% level. The null hypothesis is therefore accepted. Therefore, it is established that there is no correlation between respondents' ages and their attitude towards work-life balance.

Suggestions

- In order to optimise their work-life balance, the teaching staff members must plan, prioritise, and schedule their duties.
- They will consider what they want from life and from their jobs.
- They might create a strategy in advance for their continued academic and professional growth and make sure they follow it.
- They might engage in activities like nighttime walks, alternative therapies, or attending concerts to help them cope with the strains of their jobs.
- They might visit the NHS Management website, www.nhsmanagement.org, which includes a section dedicated to managing work-related stress and connects to other websites with a variety of helpful information.
- They will explain what they are doing and why it is vital to their family, friends, and coworkers in order to gain their support.

Conclusion

The diversity of family structures represented in the workforce, including dual-earner couples, single parents, blended families, teaching staff members with elder care responsibilities, and the growing number of people choosing to live alone, has increased the importance of balancing work and personal obligations for a sizable portion of employed men and women. These socioeconomic developments have made it considerably more difficult to balance work and personal obligations, especially in the case of educational institutions.

Institutions should prioritise the regulation of child supervision over the regulation of the teaching staff. There are also high expectations for balance from teachers in this area. Therefore, management needs to be made aware that this area needs more attention. In addition, management must give the issue of flexible working hours significant attention. The annual planning of educational institutions can benefit from the addition of work-life balance strategies.

Teaching staff members must also express their expectations and demands because they cannot rely on management or the institutions to resolve problems for them on their own.

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