



## A Study on Life Satisfaction, Work-Life Balance, and Overall Well-Being of Individuals Working in the Education Sector

**Vritti Johar**

Student, Bachelor's of Arts, DAV College, Department of Psychology, Punjab University, Chandigarh, India  
vrittijohardec1@gmail.com

### ABSTRACT

As the world is developing at a faster rate, the value of education is also increasing day by day. The number of students have gradually increased enrolling in universities and schools. As a result, educators teach a huge class size of students. The modern education system has faced a number of challenges. The main reason to bring significant change is because of the traditional educational system that becomes a hindrance. Education is the most important sector yet working in the educational sector is one of the most stressful occupations. The education sector must adapt to technological advancements and the upgradation of knowledge and skills which effects the physical and mental health of individuals. Educators work under constant pressure which leads to distress and disbalance between work and personal life responsibilities. The aim of the current study is to examine the impact on individuals working in Education Sector. The study was conducted on 35 individuals working in private and public education institutions. Standardized measures of Life Satisfaction, Work-Life Balance, and well-being were administered to the participants. The result found that work-life balance and life satisfaction are significantly positively correlated. Well-being and Life Satisfaction are significantly positively correlated. It can be concluded that work experience should be taken from employees working in the education sector, work pressure, and other factors that effect Life Satisfaction, Work-Life Balance and Well-being. The aim should be to maintain a healthy and growth environment for the employees.

**Keywords:** LifeSatisfaction, Work-Life Balance, Wellbeing

### Introduction

*"When individuals are mentally healthy, they are able to realize their own abilities, cope up with normal stresses in life, work productively and make positive contributions to society."*

~World Health Organization (2004)~

Education is a nation's strength. A developed nation is inescapably an educated nation. After independence, India as a developing nation is contentiously progressing in the education field. Although there have been a lot of challenges faced by the higher education system of India but equally have a lot of opportunities to overcome these challenges. Greater transparency and accountability are essential in the educational field, emphasizing the crucial significance of colleges and universities in the present era and the evolving scientific investigations regarding the process of learning.

Life Satisfaction is being fulfilled with your life and with your accomplishments. Work-life Balance is balancing the needs and responsibilities of personal life and work life. Well Being refers to living a quality of life in terms of physical, mental, emotional and social health.

A study was conducted on 404 full-time employees working in the Manufacture Sector Organizations in India to test the demographically based perceptions on life satisfaction. The results showed that the perception of life satisfaction in employees significantly differs according to age, gender, education and income level. Further, the results revealed that male employees perceive higher life satisfaction than female employees and elderly employees perceive more life satisfaction than younger and middle-aged employees (Dahiya & Ragnekar, 2020).

The focus of the study was to examine the influence of non-monetary factors in the work environment on employee discretionary effort in the higher education sector of Australia. There is a lack of quality research investigating the factors that drive and inhibit employee discretionary effort, especially in the higher education sector. A purposive sampling method was used to conduct semi-structured interviews with 20 academics and support staff from various higher education institutions. The findings suggest that professional commitment plays a significant role in determining discretionary effort in the higher education sector and the needs are to be further explored. The results also indicate that job design, job characteristics, and organizational factors (such as excessive workload) directly impacts discretionary behavior(Sharafizad & Redmond, 2020).

### Life Satisfaction

An overall assessment of feelings and attitudes about one's life at a change at a particular point in time ranging from negative to positive (Buetell, 2006). In a study conducted at the University of Sistaan and Baluchestan, a random sample of 170 university employees (90 Males and 80 Females) was examined. The findings revealed a significant positive correlation between job satisfaction and life satisfaction. However, both of these variables displayed a negative correlation with Emotional Exhaustion and Depersonalization. Moreover, personal accomplishment demonstrated a positive correlation with both life and job satisfaction. The results also revealed that male participants had higher average scores for depersonalization compared to female participants. While there was no significant difference in job satisfaction scores between males and females, females expressed higher satisfaction with their overall life compared to males (Tamini & Kord, 2011).

A review study was done on correctional staff affects the workplace and the correctional workplace affects staff. The study aimed to analyze the relationship between organizational citizenship behaviors and other factors such as job satisfaction, turnover intent, life satisfaction and job burnout. Data was gathered through a survey administered to 160 correctional staff from a Midwestern prison. The findings revealed a significant positive correlation between organizational citizenship behaviors and both job and life satisfaction. Additionally, organizational citizenship behaviors displayed a significant negative correlation with turnover intent and three dimensions of job burnout: Emotional Exhaustion, Depersonalization and perceived effectiveness at work (Lambert, 2010).

### Work-Life Balance

Kirchmeyer (2000) has viewed Work-Life Balance as "achieving satisfying experiences in all life domains, and to do so require personal resources such as energy, time and commitment to be well distributed across domains."

The study aims to assess the interplay between control and demands at work, the work-life balance and well-being among the self-employed men and women. Data was obtained from the European Social Survey Programme (2004), which is an interview conducted in 26 European Countries. WHO-Five Well Being index was used to measure Wellbeing and work-life balance was measured by an index consisting of two questions on work-life balance/conflict. Results showed that men and women who are self experience a lower level of work-life balance than those employed and this result is found more in men than women. When considering the constant job control demands among self-employed individuals and employees, it is observed that self-employed women exhibit a notably higher level of work-life balance compared to employed women. Additionally, self-employed women demonstrate a slightly higher level of well-being compared to employed women, while no significant difference is found between self-employed and employed men. These findings affirm the significance of psychological working conditions, as demands and control in work directly impact work-life balance and overall well-being in both self-employed men and women (Nordenmark et al., 2012).

A study was conducted to check the impact of work-life balance on employee commitment in the education sector. Around 480 participants were administered in the study which were drawn from educational institutions in Bengaluru. The study found that the working environment, decision-making power, personal role, work support and conflict with colleagues impact the work commitment in the education sector (Vijayalakshmi & Sharon, 2023).

A study investigated the socioecological factors that impact work-life balance and how they operate. The primary objective was to examine the relationships between work-life balance (WLB), subjective well-being, employee well-being, and allocation of quality time. Data was gathered from an online survey which received a total of 1063 responses. The results indicated that relational, community and societal factors directly influence individual factors and indirectly affect the WLB. Additionally, the study revealed a positive correlation between work-life balance and employee well-being, as well as with the quality and quantity of personal time. Subjective well-being significantly moderates the relationship between work-life balance and its outcomes (Wong et al., 2021).

### Well Being

Well-being is variously linked to positive and negative affect, satisfaction with life, quality of life, happiness, personal growth and flourishing, capability, self-acceptance, positive relationships, and autonomy (Dodge et al., 2012).

The purpose of the study was to investigate the effects of remote e-working on important research areas including work-life balance, job effectiveness, and well-being. The study also provided a set of generalized themes which included building trust, management style and quality of working and non-working life. The research provided insights into diverse factors affecting remote e-workers. Results showed adverse impacts on well-being due to overworking and lack of recuperation. Trust and Management style were found to be key influences one-worker effectiveness (Grant et al., 2013).

A review study was conducted to develop as well as test a model of employee well-being in Argentina. One thousand and sixty employees from a National Representative Sample completed measures for leisure, psychological detachment from work, job resources, work-family conflict, work-related well-being (engagement and burnout), and subjective well-being (life satisfaction). The result came out to be that structural equation

modeling that the model fits the data well (Medrano et al., 2018).

A review study was done to give the negative consequences of job burnout for both individual auditors and audit firms. The study aimed to examine the effect of an auditor's personal characteristics, working-life quality, and psychological well-being on an auditor's job burnout. A sample of 240 auditors were chosen who work at 53 adult and public accounting firms in Mashhad during 2015-2016. Findings suggested that Auditor's job burnout is significantly and positively influenced by Auditor's Job Burnout is significantly and positively influenced by Auditor's personal traits, quality of working life, and psychological well-being (Salehi et al., 2020).

### **Purpose**

The purpose is to study Life Satisfaction, Work-Life Balance, and overall Well Being among individuals working in the Education Sector.

### **Hypothesis**

- There will be a negative effect on the life satisfaction of individuals working in the Education Sector.
- There will be a positive correlation between Life Satisfaction and Well-Being.
- There will be a positive correlation between Life Satisfaction and Work-Life Balance.
- There will be a positive correlation between Work-Life Balance and Well Being.

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### **Method Sample**

A total of 35 people participated from across Chandigarh and Haryana in the study of individuals working in the Education Sector. The age of the subject ranges from 20 to 50.

### **Measures**

1. **Work-Life Balance Scale (WLBS)** is a modified version developed by Hayman (2005). It consists of 15 statements to assess the Work-life balance of the subject. The scale is a 5-point Likert scale that ranges from 5 (Strongly Agree) to 1 (Strongly Disagree). The Cronbach's alpha coefficients for the reliability of the scale was .853, indicating that the reliability is ensured. A value of 0.90 and above demonstrates strong convergent validity.
2. **The Satisfaction with Life Scale (SWLS)** was given by Diener et al. (1985). It is a short-5-item instrument designed to measure global cognitive judgments of one's life satisfaction. The scale is a 7-point Likert scale that ranges from 7 (Strongly Agree) to 1 (Strongly Disagree). Convergent validity for SWLS was good with correlations as high as  $r = 0.75$ . Also, the Internal Validity between SWLS items was 0.87. The analysis of the scale's reliability showed good internal consistency of 0.74. The exploratory factor analysis confirmed the existence of a unique structure that explained 54% of the variance.
3. **WHO-5 Well-Being Index (WHO-5)** was developed in 1998 by the WHO Regional Office in Europe as part of the DEPCARE project on well-being measures in primary health care. It is a short-self-administered measure of well-being over the last two weeks. It consists of five positively worded items that are rated on a 6-point Likert Scale, ranging from 0 (at no time) to 5 (all of the time). Internal Consistency of the WHO-5 was good (Cronbach's alpha = 0.858). The WHO-5 significantly correlated with PHQ-9 ( $r = -0.522$ ), HADS-anxiety ( $r = 0.524$ ), and HADS-depression ( $r = -0.630$ ), confirming convergent validity.

### **Procedures**

The participants were informed about the purpose of the research and the questionnaires were filled through Google Forms. Informed Consent was taken from each participant prior to data collection. Standardized Psychological Tests were administered to the participants.

## Analysis of Data

### Results

Table 1: shows the N, Mean, and Standard Deviation of the sample

	Work Life Balance	Life Satisfaction	Well Being
<b>N</b>	35	35	35
<b>Mean</b>	51.2	27.0	18.1
<b>Standard deviation</b>	11.4	5.34	3.95

Table 2 :shows correlation between all the variables

	Work-Life Balance	Life Satisfaction	Well Being
<b>Work-Life Balance</b>	—		
<b>Life Satisfaction</b>	0.501 **	—	
<b>Well Being</b>	0.272	0.594 ***	—

Note. \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

## Discussion of Results

The result found that there is a significant positive correlation between Life Satisfaction and Work-Life Balance ( $r=0.501$ ,  $p<.05$ ). Life satisfaction is significantly positively correlated with Well-Being ( $r=0.594$ ,  $p<.001$ ).

The aim of the study is to examine how transformational leadership affects employee job satisfaction and the likelihood of leaving a job. The study specifically investigates the role of employee well-being in mediating the relationship between leadership and both job satisfaction and turnover intentions in Higher Education. Data was collected from 280 Academics and Professional Staff members at a regional university in Australia. The findings indicated that transformational leadership had a significant positive influence on employee well-being and job satisfaction, while also reducing the likelihood of employees wanting to leave their job. Additionally, employee well-being played a mediating role in the relationship between transformational leadership and both job satisfaction and turned intentions (Samad et al., 2022).

The main objective of the study is to investigate the specific factors related to work-life balance (WLB) impact on job performance. The data for the study was collected using self-reported questionnaires from academic and administrative heads at universities in the North East Region of Sri Lanka. The findings revealed that individual WLB factors significantly influence Job performance. The results served as a guide for academic and administrative heads at universities, helping them improve their performance by considering individual factors of WLB (Umma & Gaffoor,2023).

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## Conclusion

The current research was done to study the relationship between Life Satisfaction, Work-Life Balance, and overall, Well Being among individuals working in the Education Sector. The study was conducted on 35 people from across Chandigarh and Haryana, between the age of 20 to 50. Standardized measures of Life Satisfaction, Work-Life Balance, and Well-being were administered to the participants. The results indicated that work-life balance and life satisfaction are positively correlated. When Work life balance is increased then Life satisfaction also increases. Additionally, well-being is positively correlated with Life Satisfaction, as well-being is enhanced life satisfaction increases.

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