

TEACHING OR PREACHING- WORK LIFE BALANCE: STUDY OF PRIVATE UNIVERSITIES

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Abstract - Concept of Work life balance has seen an accelerated growth in the recent past but is the “concept” actually practiced by all organizations; the current study aims to frame relationship between the teachings and actual policies that promote WLB in the educational institutes. Work life balance signifies the extent to which on employee experiences feeling fulfilled and having his or her needs met in the both work and non-works facets of life. Through experiencing greater work life balance, individuals report feeling better in general (e.g. greater job and life satisfaction) and tend to behave in favorable ways (e.g. lower turnover). Historically, the influx of women in workplace jumpstarted research into how female employee could successfully care for families while working, but today work life balance is discussed with respect to multiple affected groups (e.g. men, single parents) and main reason behind of is imbalance work-life are stress, productivity and less motivation. Stress is a universal element and persons from nearly every walk of life have to face stress. Stress can have negative impact on both employee as well as organization. So organization should try as much as possible to bullied a work environment that attracts retain and motivation for the employee so it is imperative that the organization realize the importance of good working environment that helps them work comfortable and increase organization productivity thus job security too and this study impacts upon the future performance of organization by taking working environment more seriously which increases the motivation and commitment label of their employee.

Keywords - Motivation, Productivity, Stress and Work life balance

Technology is changing at the rate of blink of an eye, can the life remain unchanged? Definitely not. The change is not just in external environment but this has imbibed in perception, attitude lifestyle of all humans. Now to bridge a balance is the need of hour, for every individual and organization. With the Custer of maximum women in education sector and this sector slowing and gradually becoming a promising business model. The concept of teaching has been redefined by adding on much administrative work and marketing work of customer/ student attraction. Balancing Work and Family Life has become a Great Challenge for almost every organization.

Work-life concerns have tremendously become important for both employers and employee and these issues are a universal worldwide phenomenon into a work places of every organization. Work– life balance has come to the forefront of policy discussion in developed countries in recent years against a backdrop of globalization and rapid technological change which increasing population and concerns over labor market participation rates. Work–life balance implies the extent to which individuals are equally involved and equally satisfied with their Work Role and Family Role. The employees in present are more involved in their jobs than in the last decade, the long working hours, work pressure, high demanding jobs, and use of sophisticated technology made it difficult for employees to keep a balance between their job and work commitments. Objective

of this study is, thus to examine the Impact of Work Life Balance on employee at Private Universities. This research can be helpful for University to identify the factors which influence the Employee Work-Life Balance and Job Satisfaction in the result. And to take measures this includes three main parameters: -

1. Motivation
2. Stress of Employee.
3. Productivity/Job satisfaction

One of the essential factors in successfully managing a work life balance to the ability to reduced control stress. Stress is undoubtedly one of the biggest problems faced by the modern work force. It is also becoming on increasingly working problem for employers. Stress can also be a positive force it can stimulate you to work harder and increase your focus for short periods of time. However, negative stress is more common and can adversely affect your health and performance. The key to find a balance between work life and stress is to have an enough stress to improve performance and ensuring that the level of stress does not impact negatively on performance and wellbeing. Work life balance contributes toward organizational excellence. The effective work- life balance practices help to achieve various dimensions like job satisfaction commitment and motivation which is responsible for achievement of organization. The motivation of the employee enhance when employee finds supportive work life balance from

their employees. This practice motivates their employee to work efficiently. The satisfied and motivated people become more productive and committed to the organization and put their best contribution to the organization. Work life balance contribution towards organizational productivity. The individual who can balance work and home task simultaneously, tend to be more satisfied and put their best foot ahead, which results in higher efficiency and productivity.

SCOPE OF THE STUDY

Work-Life Balance is the worldwide phenomenon and requisite of each and every individual. Though each and every organization may have a different work culture, working conditions, rules and regulations, facilities which vary from one organization to other organization. The purpose of this study is to identify the factors affecting Work-life balance of private university and to determine the cause of work-life imbalance in these universities and to provide an insight for employers so that they can take proper work-life balance initiatives.

REVIEW OF LITERATURE

Nadeem Malik, (2011) the purpose of this research paper is to checked that what the impact of occupational stress in the banking sector. They randomly selected sample of 200 employees from private and public banks and the result was bank employees cannot afford the time to relax and wind down when they are faced with work variety. Mohsen Keshavarz, Reza Mohammadi, (2011) this study was to determine the factors associated with occupational stress and their relationship with work life balance at university of Tehran and the outcome of this research that most of the employees experienced high degree job stress like role conflict and role ambiguity. Ogbomoso Nigeria, (2012) the purpose of this paper that focused on the impact of job stress and the performance at Nigerian managers. In this research random sampling technique was used to select 135 managers, data were collected using structured questionnaire, and outcome was they have poor concentration and less decision-making skills. Oladinrin, (2013) this research paper focused on identifying the source of stress among construction professionals and examine ways of effectively managing stress levels of employees the result in those professional should exhibit select control and good self-esteem to engage in continuous professional development on skills for better organizations. Muhamad Satful Batrri Yousaf, (2013) this article describe about occupational stress based on several stress model that says working on high demand will be the most stressful condition and the result was that the stress occur the imbalance between the efforts required to complete work in time .T.I

Newton, (2014) this paper focused on finding out the degree of work related to stress among the staff nurse and various determinants which has impact on it and result of this paper is that the nurses have no time for rest which shows that the nurses suffering from moderate to severe stress which effects on productivity. Saravanan and Dharani, (2015) study was conducted to analyze the factors determining the work and life balance with respect to school teachers. Independent sample t-test is used to analyze the effect of independent variables on work life balance with respect to private school teachers. In this authors analyzed that female private school teachers feel more balance between work and life than the male private school teachers and concluded that the factors influencing work life balance of male and female private school teachers is different. Hanes, (2015) According to this study stress is a condition of physical or mental strain / physical emotional wear and tear that can be the result of a real or perceived threat. This study helps to overcome the stress and help to improve the productivity.

Othman yeap Abdullah, (2013) this study was understanding the work life balance of employees in the infrastructure university kuala lumpur. This study used a survey method to gather data from respondents. The outcome of this study is that employees is lacking with motivation and also indicates current situation of work life balance. Komal Saeed, Yasir aftab Farooqi, (2014) the main purpose behind conducting the study is to investigates the relationship between work life balance, job stress and motivation among university teachers. Random Sampling technique is used for this study and the outcome of this study is it will improve the performance in educational institution and also proves the hypothesis which share the positive relationship with job satisfaction motivation. Osman Hussein et.al, (2015) the purpose of study is to find out whether home and family responsibilities affect the work life and motivation of the respondents and how it's affecting job satisfaction thus the outcome of this study is that management should try as much as possible to build work environment that attracts and motivate its employees so as to help them work comfortably and increase the organization productivity Babatunde oluwatoyin, (2016) this study focussed on female employees in Nigerian Organization in order to find the Business growth, high performance and commitments and the result is that due to less motivation the female employee's enhancing the work life which results the better performance and skills too Tara Tarassali, Albert sune, (2016) the purpose of this study is to find the relationship between the work life balance and motivation in Middle East Society Culture and the outcomes is that structural equation modelling tool is used to find out the work life balance of the employees which resulted that the motivation is lacks among the employees which decreases the productivity and

increases the stress among them. Shobitha and Sudarsan, (2017) Work Life Balance: A Conceptual Review. In this paper authors made an attempt to compile the previous researches on WLB studies under-taken to search for newer and deeper avenues of future research. Authors find out that the concept of work life balance has attracted the attention of not only different organizations but also researchers and HR practitioners. This mainly could be attributed to ever increasing demands of work along with increased family demands owing to the necessity of spouses to be employed and quest for personal achievements in personal life. Lazarus, (2017) the purpose of study is to find out whether home and family responsibilities affect the work life and motivation of the respondents and how it's affecting job satisfaction thus the outcome of this study is that management should try as much as possible to build work environment that attracts and motivate its employees so as to help them work comfortably and increase the organization productivity

E.Muchiti et.al, (2014) the purpose of study was to establish the influence work life balance of employees productivity in Kenya and also it find out the independent variables that contributes 77.10% significantly and positively to employer's productivity, the result of this study is that flexible working schedules and the leave programmes determines the employee's productivity. Oroghulilian et.al, (2014) the study examined the work life balance and employees performance in commercial banks in logos state .The problem identified in this study is the their were poor working organization culture in the commercial bank which resulted in the productivity and the outcome is that bank should create different work life balance incentive to improve the employees performance. Robnagel and Biemann, (2015) According to this study maintaining a high level of motivation at different ages, and for older workers in particular, is a prerequisite for successful management when dealing with changes in work capabilities and the result of this study is that Motivation encourages the old workers and allow them to increase the productivity. Hayes and Weathington, (2015) this study indicates that productivity in the workplace has negative impact on job satisfaction, work performance and absenteeism resulting from decline in individual health.OgnjenRidis,Adnan Avdibegoric ,(2016) this study analyzed the impact of flexible work arrangement on employees performance and efficiency in university and the outcome is that work and family priorities conflicted and this affected their performance and decrease in productivity. Mwangilcuy Wambui,Tumwet Emily ,(2016) the purpose of this study is to analyze the effects of work life balance on employees manufacturing sector and the result of this study indicates that the flexible work time and location can have positive impact on employees. Bartol and Martin (2017), According to

motivation energize behavior gives direction to behavior, and underscores the tendency to persist". Islam and Ismail suggested that motivation is an important aspect by leading function in influence on others to work toward company's goals. Shankar,G, Deivasigamani, (2017) the objective of this study is find out the cause disproportion work life balance in the IT sector. It recommends few suggestions on strategies that can be implemented by the organization for better work life balance and the outcome is that company should create different work life balance in order to satisfy the job satisfaction. Jasmine Christophor, (2017) this study analyzed the impact of flexible work arrangement on employees performance and efficiency in university and the outcome is that work and family priorities conflicted and this affected their performance and decrease in productivity

OBJECTIVE OF THE STUDY

The theoretical scope of the study follows:-

- To explore the level of relationship between work life balance and Motivation.
- To analyze the existence of relationship between work life balance and Stress.
- To study the existence of relationship between work life balance and Job satisfaction/Productivity
- To examine the significant factor affecting work life balance.

Hypotheses:-

H₀: work-life balance has positive impact on employees' motivation.

H₁: work-life balance does not have positive impact on employees' motivation.

H₀: work-life balance has positive impact on employees' stress.

H₁: work-life balance does not have positive impact on employees' stress.

H₀: work-life balance has positive impact on employees' productivity.

H₁: work-life balance does not have positive impact on employees' productivity.

SAMPLE:

The study involved the measurement of Employees in Private Universities Work life Balance (WLB) in the Personal environment and work environment. The framework of the study is focused on the work life balance problems of employees in Private Universities . . The questionnaire was administered to a non-probability sample of 104 employees of Private Universities. The study is descriptive and empirical in nature. Since this survey is conducted in Lovely Professional University, GNA University and ICFAI University an educational institution in Punjab. So the

entire sample size is basically from the Jalandhar (Area of Punjab). The college teachers are considered as the sample for several reasons. In data collection, there are two methods in general used to collect data Primary and Secondary method

DISCUSSION

Fifty-three (50.96%) of the respondents were single while Fifty (48.08%) were married. One (0.96%) respondents were divorce. Married and Single respondents are almost same. Marital status needed to show whether respondents truly have family members particularly wives, husbands, children, etc. at home to balance their work and life or not. Despite almost half of respondents are single, this did not affect the true

results because the singles also have family members like fathers, mothers, brothers, and sisters etc. to balance their work-life or not. The study shows work experience in years and plays a key role in the study. Most of the respondents have worked for four years Forty-five (43.27%) of the total respondents. Respondents work experience in years will give valid information because even one-year work experience is enough to give information on work-life balance. The study indicated that two (1.9%) of respondents have educational background of diploma, nine (8.7%) are bachelor holders, seventy (67.3%) are masters, and twenty-three (22.1%) respondents have PhD. This shows that the study respondents have studied a lot to provide preferred responses to the questionnaire instruments

Analysis:

	Mean	Std. Deviation	N
I think that if employees have good work life balance the institution will be more effective and successful	3.29	1.067	104
Ater working hours, I get enough time for my family	3.17	1.028	104
I am satisfied with the working hours of this institution	3.23	1.117	104
I feel tired or depressed because of work	3.11	.944	104
I am satisfied with salary from institution	3.12	.982	104
I spend as much time as I would like with my loved one.	3.05	1.144	104
This institution organize Holiday camps and get together to manage work life and personal life.	2.99	1.119	104
Top management is interested in motivating the employees in the institution.	3.08	1.244	104

If employees have a good work life balance the institution will be more effective and successful in nature. After working hour's employees get an enough time for their family and they are satisfied with their salary too. Institution organizes Holiday camps and get together to manage work life and personal life, differently which results to overcome the stress too. Top management is interested in motivating the employees in this institution which describe the certain values i.e. 0.202, 0.326, 0.095,

0.141, 0.171, and 0.352 respectively. This means the given figures are all more than 0.05. The correlation coefficient value for Motivation is 0.141 and the number of respondent answering both item as 0.141. which shows that P value for this said to be as zero. Thus the Null Hypothesis₁ says that Work-life balance has positive impact on employee's Motivation because $p > 0.05$, reject the null of no relationship and conclude that the relationship is statistically significant

ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	33.175	7	4.739		
Residual	84.172	96	.877	5.405	.000 ^a
Total	117.346	103			

ANOVA analysis and whether there is a statistically significant difference between the Work life balance and Motivation. We can see that the significance value is 0.000 (i.e., $p = 0.000$), which is below 0.05. And, therefore, there is a statistically significant difference between this two modes. The hypothesis test for each pair-wise comparison is the same:

H₀: There is no difference between the Work Life Balance being compared.

H_a: There is a difference between Work life Balance compared.

The p-value is .000, meaning reject the null and conclude the Work life Balance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Change	Square Change	F Change	df1	df2
1	.532 ^a	.283	.230	.936	.283	5.405	7	96	.000

As a modal summary of the regression shows that R is 0.532 which results as high degree of correlation between the observed and predicated value of dependent variable. The R square value indicates how much of the total variation in the dependent variable can be explained by independent variable. The Result of this defined the Correlation Value which lies between -1 to +1. And if employees have a good work life balance the institution will be more effective and successful in nature. After working hour's employees get an enough time for their family and their are satisfied with their salary too. This Institution organize Holiday camps and get together to manage work life and personal life, differently which results to overcome the stress too. Top

management is interested in motivating the employees in this institution which describe the certain values i.e. 0.537, 0.121, 0.443, 0.231, 0.363, and 0.182 respectively. This means the given figures are all more than 0.05. The correlation coefficient value for Stress is 0.041 and the number of respondent answering both item as 0.041. which shows that P value for this said to be as zero. Thus the Null Hypothesis 3 says that Work-life balance has positive impact on employee's Stress because $p > 0.05$, reject the null of no relationship and conclude that the relationship is statistically significant. This coefficient shows that there is weak and negative relation between change of job and employees job satisfaction

ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	46.372	6	7.729	10.563	.000 ^a
Residual	70.974	97	.732		
Total	117.346	103			

The above table shows the output of ANOVA analysis and whether there is a statistically significant difference between the Work life balance and productivity. We can see that the significance value is 0.000 (i.e., $p = 0.000$), which is below 0.05. And, therefore, there is a statistically significant difference between this two modes.

The hypothesis test for each pair wise comparison is the same:

H₀: There is no difference between the Work life Balance being compared. **H_a:** There is a difference between Work life Balance compared.

The p-value is .000, meaning reject the null and conclude the Work life Balance.

FINDINGS

1. In Private Universities the employees have a good work life balance the institution will be more effective and successful in nature. Thus the Null Hypothesis1 says that Work-life balance has positive impact on employee's Motivation because $p > 0.05$, reject the null of no relationship and conclude that the relationship is statistically significant.
2. In terms of stress we found out that employees get an enough time for their family and their are satisfied with their salary too. Thus the Null Hypothesis2 says that Work-life balance has positive impact on employee's Stress because $p > 0.05$, reject the null of no relationship and

conclude that the relationship is statistically significant

3. This Institution organize Holiday camps and get together to manage work life and personal life, differently which results to increase the productivity in nature.

RECOMMENDATION

- Universities need to focus on good working life balance in order increase the productivity and should manage both personal and professional equally. Thus we suggest that their should enjoy their life and tried to maintain a good working life.
- The Motivation always played an important part in everyday life so forget the stress and enjoy each day with happiness.
- Education sector must clearly define the task , which has to be performed by faculty in advance or either they can create different departments which would enable faculty to only concentrate on teaching task .

CONCLUSION

The purpose of this study was to examine the impact of work life balance on employees job satisfaction in Private universities and to identify which factor of work life balance have more influence on employee job satisfaction in Private universities . The research findings show that work life balance have not much impact on employee job satisfaction and some factors of work life balance such as employee intention to leave job, work pressure and long working hours have negative relation with employee job satisfaction and work life balance programs and flexible working conditions have positive relation with employee job satisfaction. It is found out that the organizations can face multiple problems if their workforce satisfaction level is lower. It is essential that HR departments are responsive to the needs and constantly changing requirements of workforce and the effect of environmental issues in order to improve programs and policies. It also saves cost of hiring by improving employees retention. In case of research conducted in private university the factors which were supposed to have greater impacts on employee job satisfaction and work life balance does not turn out to be effective. In this research, the null hypothesis of all the factors of work life balance with job satisfaction is accepted.

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