

**WORK LIFE BALANCE OF UNIVERSITY TEACHERS OF
PUNJAB STATE – WITH SPECIAL REFERENCE TO
DEMOGRAPHIC FACTORS**

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“Life is like riding a bicycle. To keep our balance we must keep moving”.
– Albert Einstein

ABSTRACT

Today in this fast growing world due to technology we have seen that employees associated with almost all types of organizations and work cultures are having a problem of work-life balance (WLB). As we all are aware that every employee has two lives – personal life (family life) and professional life (work life). There are various factors that put an impact on the work-life balance. Demographic factors also play a very important role in maintaining the work-life balance. The present paper has been an effort to study the work-life balance of university teachers working in public and private universities of Punjab state with special reference to demographic factors. The demographic factors that we have covered are gender, age, experience, income, marital status and number of children. This study shows the relationship between work-life balance (WLB) and demographic factors of university teachers of Punjab state. A sample of 316 teachers has been selected. In order to measure the effect of demographic factors on work-life balance (WLB) of the University Teachers in Punjab State, independent sample t test has been applied. It has been revealed that the demographic factors have significant impact on the work-life balance of university teachers.

Keywords: Demographic Factors, Employees, Personal Life (Family life), Professional Life (Work life), Work-Life Balance (WLB), University Teachers.

1. INTRODUCTION

The life we are living is just like a bicycle. Personal life and professional life are two wheels of that bicycle (named as life). So we have to make balance between both the wheels so as to make balance and live our life comfortably. This is a fact in today's life that everybody is busy in his job due to work pressure and he is unable to pay full attention towards his family life. There are many factors that put an impact on work-life balance. These factors may be age, gender, income, experience, marital status, responsibilities or type of employment. Especially employees working with private sectors suffer more work-life imbalance. But to live a happy life we should do efforts to give sufficient equal time to family as well as work.

2. WORK-LIFE BALANCE (WLB) WITH SPECIAL REFERENCE TO DEMOGRAPHIC FACTORS

There are so many factors that put an impact on the work-life balance of the employees. Demographic factors are one of them. These factors include age, education, experience, employment, designation, marital status, number of children, income etc. These entire factors influence the work-life balance of

an employee. In the past few decades it has been observed that changes in the workplace and in employee demographics have led to an increased concern for understanding the boundary and the interaction between personal life (family life) and the professional life (work life) of the employees. People working in private sectors are finding it more difficult to balance their life than those working in public or government sectors. This research study aims to figure out the key issues responsible for the imbalance in the work life-balance of university teachers working in public and private universities of Punjab state with special reference to demographic factors. It is an attempt to explore the proponents of university teachers in the field of WLB. Therefore, the concept of WLB, along with its implications, is a core issue that must be investigated so as to fuel the societal efforts of teachers working in public and private universities of Punjab state.

3. LITERATURE REVIEW

Nor Azilah Husin, e.t al. (2018) in their research-guided paper “Work-life Balance of Malaysian Lecturers” has stated that a lecturer is a crucial asset to universities to ensure excellent students for studies. This study has been done to identify main variables that influence Malaysian WLB. 120 lecturers from public and private universities were chosen as respondents. The main objective of this research study is to identify the factors - Family, work, flexible working hours, and health that can influence WLB of lecturers in university. Results showed that all factors: Family, work, and flexible working hours - are significantly related to WLB. Health factor mediates all the variables. Family factor ($F_2 = 0.662$) and health factor ($F_2 = 0.414$).

Suryakumar R e.t al. (2018) in their study titled Influence of Demographic Variables on Work-Life Balance among School Teachers have examined the influence of select demographic variables like Family type, Work experience and Dependent care on Work-Life Balance among the School teachers. In this Survey method 172 Teachers from two private schools in Chennai were chosen. The tools used to collect the data were Work-life balance Scale by Udai Pareek & Surabhi Purohit (2010). For statistical analysis t-test, ANOVA and Tukey B post-hoc test was used to analyses the results. The findings show that there is no significant difference between the Family type and Work experience of teachers and their work life balance whereas there is a significant difference between the Dependent care of teachers and their Work-life balance. They found that there is no significant difference between family type and work life balance of school teachers. There is no significant difference between the Work experience and Work-life balance among School teachers. There is no significant difference between the Dependent care and Work life balance among School teachers.

Agha, K., e.t al. (2017) in their paper “Work-Life Balance and Job Satisfaction: An empirical study focusing on higher education teachers in Oman” have identified the relationship between work-life balance, teaching satisfaction and job satisfaction. A questionnaire was distributed for the collection of data in the public and private higher education institutions for teachers in Oman. Structured equation modeling was used. A research model was conceptualized based on the findings of work-life balance affecting organizational commitment, employees’ loyalty and job satisfaction. Also, it was found that teaching satisfaction had a positive relationship with job satisfaction. **Shakkeela Cholasseri, e.t al. (2017)** in their paper titled “Work-Life Balance of College Teachers in Malappuram City, Kerala State – A Descriptive Study” have stated that perfect balance between career and family has always been a challenge for college level teachers. Work-life balance involves juggling of workplace stress with the daily pressures of family, friends, and self. Modern teachers demand greater control over their lives and a bigger say in the structure of their jobs. A high quality of Work-Life Balance (WLB) is essential for all educational institution to continue to attract and retain teachers for a long tenure which will ensure the growth of any educational institution. When teachers feel a greater sense of control and ownership over their own lives, they tend to have better relationships with students, management and are able to leave work issues at work and home issues at home. Balanced teachers tend to feel more motivated and less stressed out at work, which thereby increases productivity and reduces the number of conflicts

among coworkers and management. This study aimed to discuss the quality of work-life balance among college teachers in Malappuram City, Kerala State. The sample of the study consists of 50 teachers working at college level at Malappuram city. The study reveals that most of the teachers are satisfied with their salary package and status. Chi-square test shows that the stress factors are homogeneous to male and female teachers. The correlation analysis exhibits that the arrangement of work and stress of teachers shows positively correlated. The Quality of Work-Life balance is a dynamic and multi dimensional concept that includes job security, adequate salary, allowances and status etc.

M. Akif Helvaci et. al. (2017) in their paper titled “The Work-Life Balance of Academics” have stated that Work-life balance is individual’s achievement of harmonization and balance among working and non-working times. In particular, the work-life balance of academics has become a matter of curiosity over time. The aim of this research is to examine the work-life balance of academicians working at the Uşak University according to some variables. The study group of the study consists of 195 academicians (78 female, 117 male) working at the Uşak University. The analyses show that there is a significant difference between female academicians and male academicians regarding the work-life balance. On the other hand, it is found that the work-life balance of academicians did not differ in accordance with the academic position regarding field and tenure variables. This research has revealed that female academicians are more difficult to establish the work-life balance than the male academicians. This finding is also parallel to many research findings. This may indicate that there is still the pressure of traditional gender roles on women employees. It is recommended that universities provide academicians with seminars and psycho-training on work-life balance, time management and stress management, and with psychological counseling support within the university for the academics.

Karishma Bhandari & Professor Harvinder Soni (2015) in their study titled Impact of Gender, Age and Work Experience on Satisfaction towards Work Life Balance (with special reference to Bank of Baroda, Udaipur) have studied the impact of demographic factors. The purpose of this study is to analyze the impact of demographic variables (age, gender and experience) on work-life balance (WLB). Data has been collected from 70 employees of Bank of Baroda, Udaipur after developing adequate questionnaire. Mean, percentage and Chi square test are used to find out the statistical significance of the result. They concluded that Work-life balance is essential for employees and employers both. It helps employers to retain experienced and talented employees. when employees feel comfortable and satisfied with their work, they feel work as fun not burden .For employees work life balance is necessary so that they get enough time for family and work as well. When employees are at work they don’t think about family matter and when they are with family they don’t think about work that is work life balance .In our research it is shown that demographic variable like gender has significant impact on satisfaction towards work life balance so work life balance policy should be impoverished for betterment of employees and employers. . Companies have now started to bring about changes in HR practices. Small steps being undertaken in companies aimed at encouraging male employees to shoulder responsibilities at home. This will not only help in changing mindsets internally, but will contribute to the broader corporate ecosystem.

Kumari K Thriveni & Devi V Rama (2012) in their study titled Impact of Demographic Variables on Work-Life Balance of Women Employees (with special reference to Bangalore City) has Chi-Square test to determine the relationship between work-life balance of women employees and demographic variables. Two hypothesis were framed for the purpose of analysis of the women employees’ opinion on work life balance and demographic variables. Ho: There is no significant impact of demographic variables on WLB of Women employees. H_a: There is significant impact of demographic variables on WLB of women Employees. Based on the analysis it has been concluded by the authors that there is significant relationship between demographic variables and work life balance of women employees. The relationship between demographic variables and work-life balance of employees has been an important input in designing appropriate policies for employees to address work –life balance issues. Work-life balance initiatives designed to help employees balance their work and personal lives are not only an option, but also a necessity for many employers today.

4. RESEARCH METHODOLOGY

The main problem that we have discussed in this research paper is to study Work-Life Balance of University Teachers of Punjab State with special reference to demographic factors. The nature of the study done in this paper is exploratory and moreover descriptive in nature. In this paper we have studied the impact of work-life balance of the teachers working in various universities (public as well as private) of Punjab State including all the regions of the state (Majha Region/Malwa Region and Doaba Region). To study this in a fruitful manner primary as well as secondary data has been used. Well framed questionnaires, structured interviews and discussions with the university teachers were used to collect primary data. Various previous studies including research papers, journals, articles in newspapers and magazines and previous PhD theses and websites were used to collect the secondary data.

5. SAMPLING PROCEDURE

In this research study we have preferred random sampling method. This random sampling method has been used to select the universities for studying the impact of work life balance with special reference to demographic factors like age, sex, marital status, experience, number of children and income. A sample of 316 teachers working in Universities of Punjab were selected from all the areas of Punjab state (111 of Majha, 104 of Malwa and 101 of Doaba region). The data has been collected by filling the questionnaires by the teachers working in Universities of Punjab state. The questionnaire consists of the information/detail impact of work life balance of Teachers of Universities of Punjab, its positive effects and loopholes/challenges etc.

6. STATISTICAL TECHNIQUES USED

Scale on Work-Life Balance developed by S. Usha and Dr. K. Maran (2014) was used in the study to comprehend the Work-Life Balance of the University Teachers in Punjab State with special reference to demographic factors. The prepared questionnaire was tested for reliability using Cronbach's Alpha, which is 0.84. Another questionnaire developed by Kumari, S Vijaya and A. Manorselvi (2017) was also used. Cronbach's Alpha test is used to measure the consistency of the attitude questions from the respondents to check the reliability of the questionnaire which is 0.71.

7. OBJECTIVE OF THE STUDY

The main objective of this research study is to comprehend the Work-Life Balance (WLB) of the University Teachers in Punjab State with special reference to demographic factors

8. DATA ANALYSIS AND FINDINGS OF THE STUDY

1. Out of 316 University teachers of Punjab State 58 percent are males and 42 percent are females.

		Gender			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	182	57.6	58.0	58.0

	Female	132	41.8	42.0	100.0
	Total	314	99.4	100.0	
Missing	System	2	.6		
	Total	316	100.0		

Table (1)

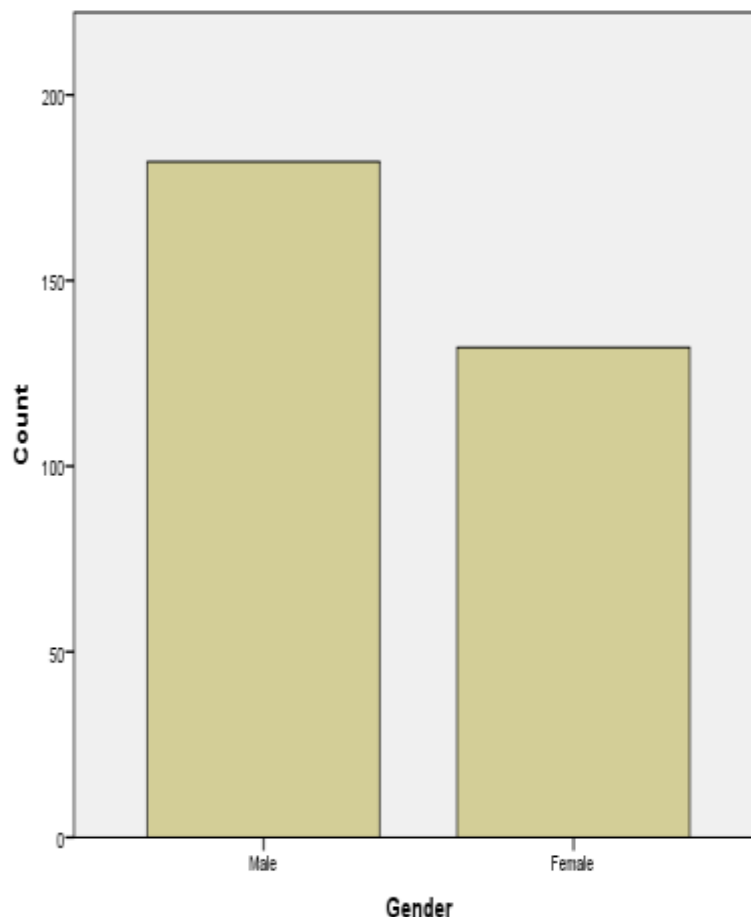


Figure (1)

In order to measure the effect of gender on work-life balance of the University Teachers in Punjab State, independent sample t test has been applied to understand whether there is any significant difference in male and female related to work life balance. The findings of the test reported that there is a significant difference in male and female with respect to work life balance. The significance value is .000 which is less than .05 level at 95% confidence level. It has been observed that the male teachers had more work-life balance whereas the female teachers had to face some obstacles in maintaining work-life balance. This study concluded that with reference to partner support male teachers are more satisfied with work life balance as compared to females. It is found that female university teachers felt more work life strain due to child care responsibilities, and it is further noticed that elder dependency is doubling the burden of women than men which is in support the findings of Noor Fatima and Dr Shamim A. Sahibzada (2012). As Daly and Lewis (2000) also concluded in their study that in reality, it is still women who primarily carry the major responsibilities for care. Work life balance with reference to colleague support provide evidence that female university teachers are less satisfied with their colleague supports as compared to their male counter parts. One reason for dissatisfaction with the colleague support could be that as females are over stressed

due to over burden of household chores. It is also shown by the results that females are more affected by the unfair criticism at the work place than do the male faculty members. As generally females are more sensitive by nature, so feel bad about unfair criticism as compared to males which is in support the findings of Noor Fatima and Dr Shamim A. Sahibzada (2012). Unfair criticism at work place increased work life strain and unpleasant experience at work affected the family life badly which is in support the findings of Elliott (2003). Factors affecting work-home life did vary by sex; having children and being in a senior position were more strongly related to work-home conflict for women than men which is in support the findings of Emslie, Hunt and Macintyre (2004).

- Coming to next point - the age of a person is an important indicator, which refers to a multidimensional process of physical, psychological and social change in human and is associated with the level of understanding level of human. Some dimensions grow and expand over a period, while others decline. Reaction time, for example, may decline with age, while knowledge of world events and wisdom may expand.

Age

	Frequency	Percent	Valid Percent	Cumulative Percent
Above 25	79	25.0	25.0	25.0
31-40	75	23.7	23.7	48.7
Valid 41-50	87	27.5	27.5	76.3
Above 50	75	23.7	23.7	100.0
Total	316	100.0	100.0	

Table (2.1)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Age	316	1	4	2.50	1.108
Valid N (list wise)	316				

Table (2.2)

It is inferred from the study that out of these 25 percent are above the age of 25 years, 23.7 percent are between the ages of 31 to 40 years, 27.5 percent are between the age group of 41 to 50 years, 23.7 percent are above the age of 50 years. There is a significant difference across different age groups of the University Teachers with respect to work-life balance in Punjab State. In order to measure the effect of age on work-life balance of the University Teachers in Punjab State, One-Way ANOVA has been performed to understand whether there is any significant difference in age groups related to work life balance. The findings of the test reported that there is a significant difference in different age groups with respect to work life balance. These findings are due to the fact that every age group handle the job pressure and their personal life in different ways. The significance value is .000 which is less than .05 level at 95% confidence level. The teachers having less age can maintain healthier work-life balance. As the age grows, he/she gets married, the responsibilities of the person increase, his/her circle increases and he/she has to face various problems in maintaining work-life balance in a fair way. So lesser the age, the healthier is the work-life balance. Next point to be

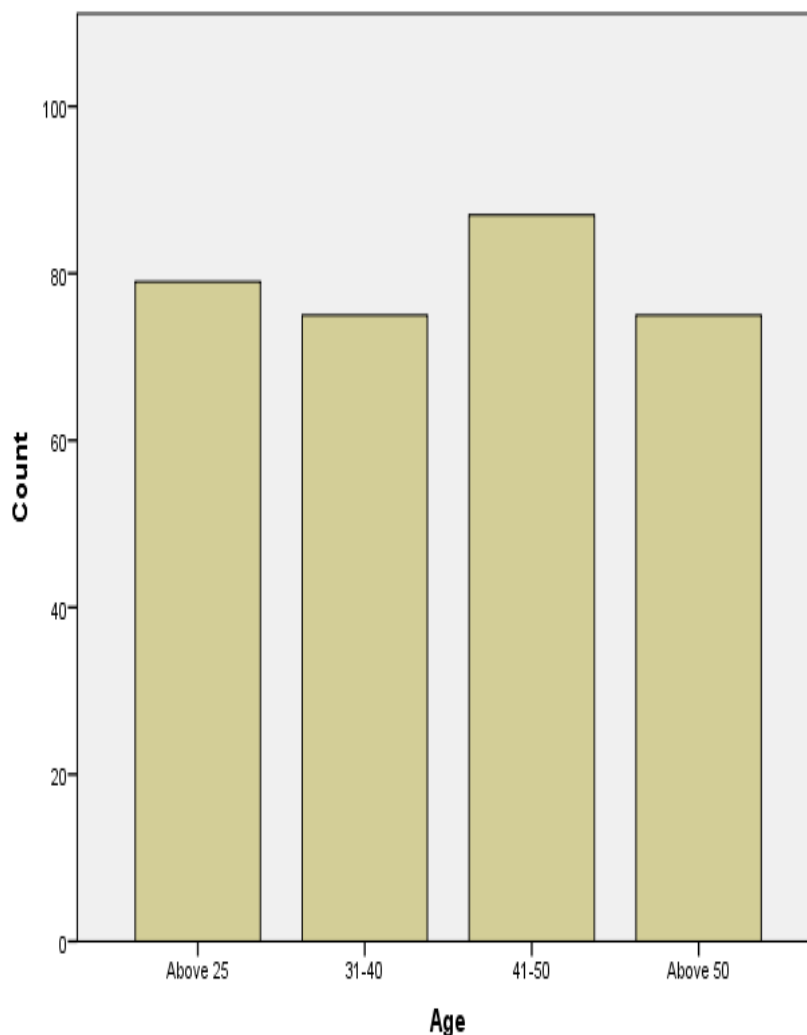


Figure (2)

discussed is the nature of university. It has been declared that out of 313 university teachers 51.4 percent were Assistant Professors, 17.6 percent were Associate Professor and 31 percent were Professors. The teachers belonging to Public Universities were having good work-life balance as they are having good work-life arrangements like salary, working hours, flexible leave arrangements (maternity leave, paternity leave, career breaks, marriage leave, study leave, child care leave etc.), job security and other facilities and vice-versa in the case of private university teachers.

3. Another important factor in maintaining work-life balance is salary (income) status. Household income is a measure of the combined incomes of all people sharing a particular household or place of residence. It includes every form of income, e.g. salaries and wages, retirement income, near cash government transfers like food-stuff and investment gains. Average household incomes need not map directly to measures of an individual's earnings such as per capita income as number of people sharing households, number of income earners per household can vary significantly between regions and over time. Here the income connotes the salary of the respondents.

Monthly Income

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
10000-15000	59	18.7	18.8	18.8
16000-20000	70	22.2	22.3	41.1
21000-25000	78	24.7	24.8	65.9
26000 and Above	107	33.9	34.1	100.0
Total	314	99.4	100.0	
Missing				
System	2	.6		
Total	316	100.0		

Table (3.1)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Monthly Income	314	1	4	2.74	1.119
Valid N (list wise)	314				

Table (3.2)

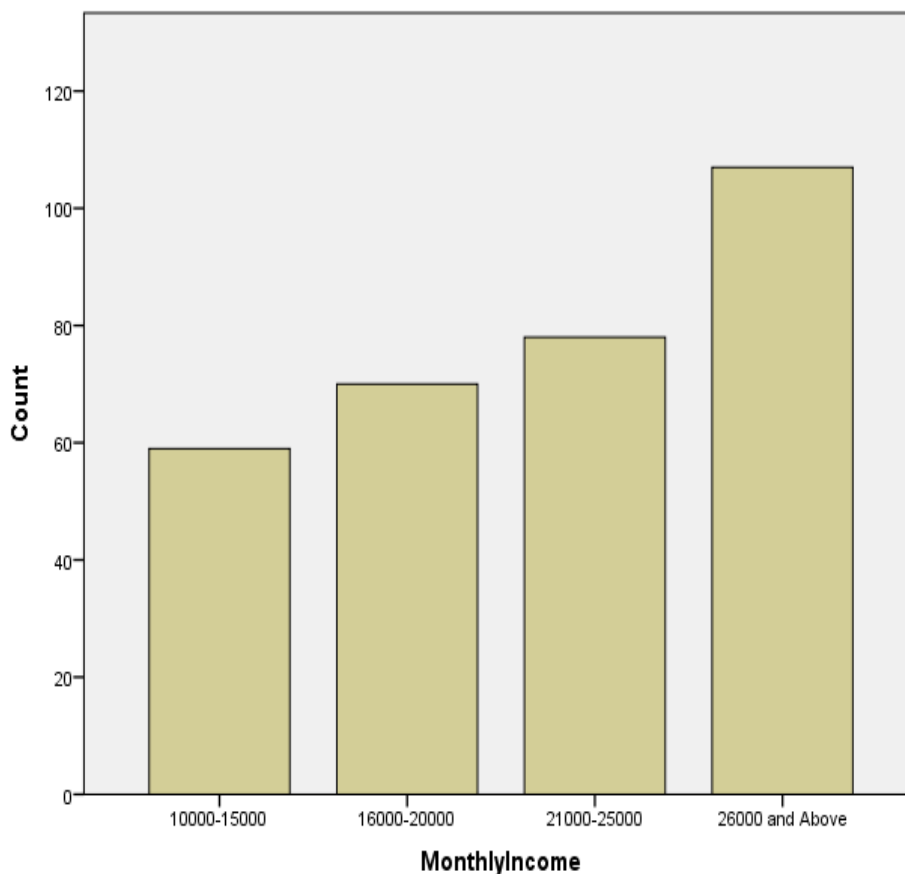


Figure (3)

This study states that 18.8 percent of the selected university teachers are earning monthly salary between Rs. 10000 to 15000, whereas 22.3 percent of the university teachers are earning monthly salary of Rs. 16000-20000, 24.8 percent of the selected university teachers are earning monthly salary of Rs. 21000 to 25000 and 34.1 percent of the selected university teachers are earning more than Rs. 26000 as their monthly salary. There is a significant difference across monthly income levels with respect to work life balance. In order to measure

the effect of teacher’s monthly income on work-life balance of the University Teachers in Punjab State, One-Way ANOVA has been applied to understand whether there is any significant difference in monthly income groups related to work life balance. The findings of the test reported that there is a significant difference in different monthly income groups with respect to work life balance. The significance value is .000 which is less than .05 level at 95% confidence level. Lesser the income lesser is the work-life balance. Fair the salary healthier is the work-life balance. The teachers belonging to private universities are earning lowest slab of monthly income as compared to the teachers of public universities. So this point concludes that the teachers of public universities are having healthy work-life balance.

4. Maintaining children is the foremost important responsibility and difficult task of working others. Child bearing, protecting and nurturing have become the ultimate responsibility of working mothers. The thought of attending to newborn baby, toddlers and children returning from school and returning from creche may deviate the attention of women employees in their work place, Carole. C. Peters (2004). Therefore, it will affect the work life balance and their job performance of women employees.

No of Children

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 Children	103	32.6	38.7	38.7
2 Children	104	32.9	39.1	77.8
More than two	8	2.5	3.0	80.8
No	51	16.1	19.2	100.0
Total	266	84.2	100.0	
Missing System	50	15.8		
Total	316	100.0		

Table (4.1)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
No of Children	266	1	4	2.03	1.090
Valid N (list wise)	266				

Table (4.2)

The study explores that 37.8 % of the selected university teachers are having one child only, whereas 39.1% of the university teachers are having 2 children, 3.0% of the selected university teachers are having more than 2 children and 19.2% of the selected university teachers are having no child. Further this study reveals, 12.3 % of the selected university teachers are having children between the age group of 0 to 3 years, whereas 12.3 % of the university teachers are having children between the age group of 3 to 5 years, 28.9 % of the

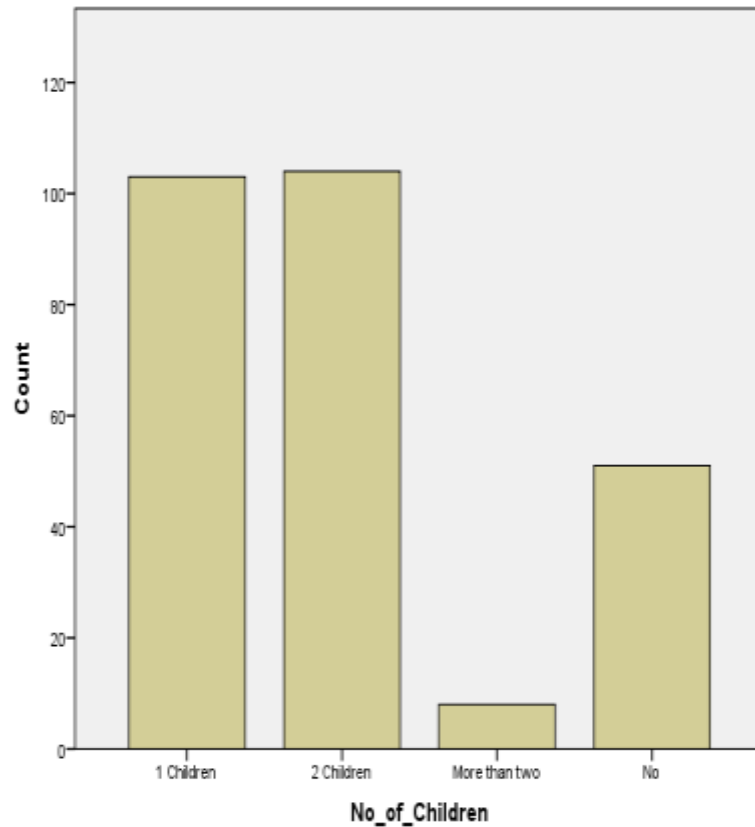


Figure (4)

selected university teachers are having children between the age group of 5 to 10 years and 46.5 % of the selected university teachers are having children of the age of 10 years.

- Then comes the teaching experience of teachers.

Experience

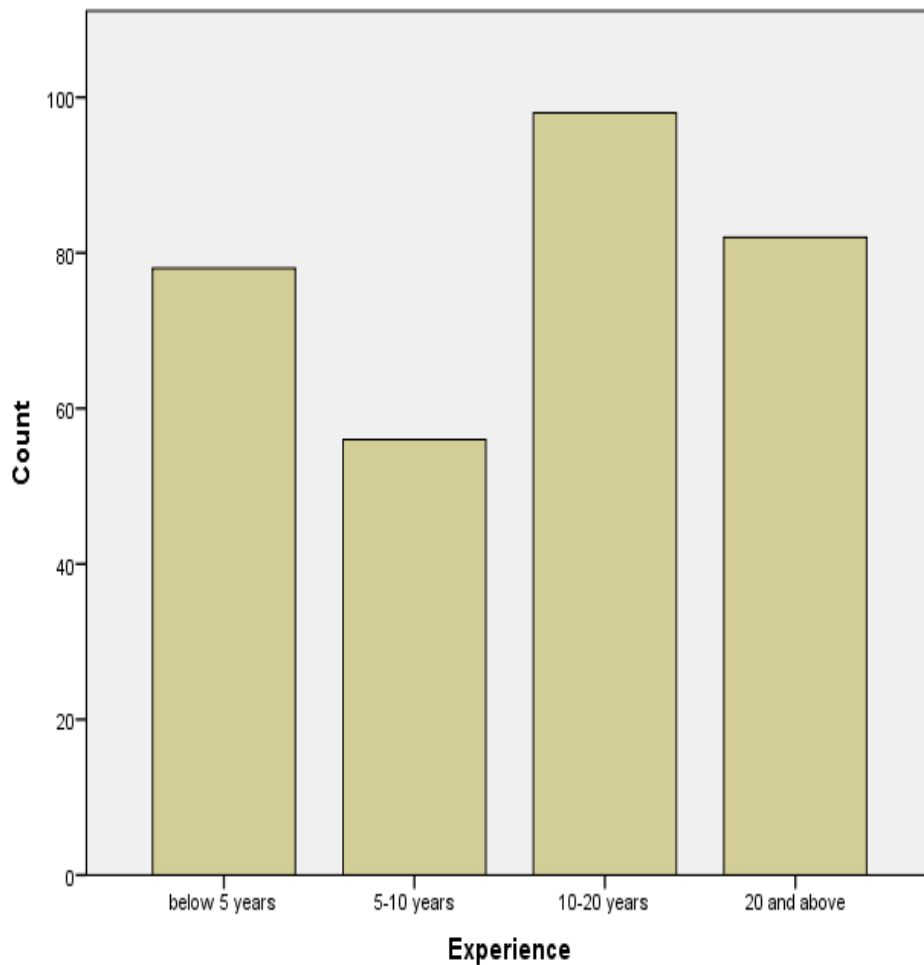
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	below 5 years	78	24.7	24.8
	5-10 years	56	17.7	42.7
	10-20 years	98	31.0	73.9
	20 and above	82	25.9	100.0
	Total	314	99.4	100.0
Missing	System	2	.6	
	Total	316	100.0	

Table (5.1)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Experience	314	1	4	2.59	1.125
Valid N (list wise)	314				

Table (5.2)



Fig

ure (5)

As per the study done 24.8 % of the selected university teachers are having work experience below 5 years, whereas 17.8 % of the university teachers are having experience of 5 to 10 years, 31.2% of the selected university teachers are having experience of 10 to 20 years and 26.1% of the university teachers are having experience of more than 20 years.

In order to measure the effect of teaching experience on work-life balance of the University Teachers in Punjab State, One-Way ANOVA has been applied to understand whether there is any significant difference in experience levels related to work life balance. The findings of the test reported that there is a significant difference in different experience levels with respect to

work life balance. The significance value is .000 which is less than .05 level at 95% confidence level.

- In Indian society, marriage is supposed to be a religious obligation. In the social context, it is the prelude (happening before marriage) to the family formation, expansion or ever bifurcation. After marriage, there is a transition in the status of men and women with abundant rights and obligations. Several factors relating to marital status of women affect the work-life balance such as lack of family support, marital conflicts and frequent changes in the sleeping patterns lead to stress, burnout, ill health and poor performance. Therefore, marital status of teachers is an important factor in measuring the work life balance.

Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Married	221	69.9	70.8	70.8
Unmarried	91	28.8	29.2	100.0
Total	312	98.7	100.0	
Missing				
System	4	1.3		
Total	316	100.0		

Table (6.1)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
MaritalStatus	312	1	2	1.29	.455
Valid N (list wise)	312				

Table (6.2)

This study shows that 70.8% of the university teachers are married and 29.2 % are unmarried. In order to measure the effect of marital status of teachers on work-life balance of the University Teachers in Punjab State, independent sample t test has been performed to understand whether there is any significant difference in married and unmarried related to work life balance. The findings of the test reported that there is a significant difference in married and unmarried with respect to work life balance. The significance value is .000 which is less than .05 level at 95% confidence level.

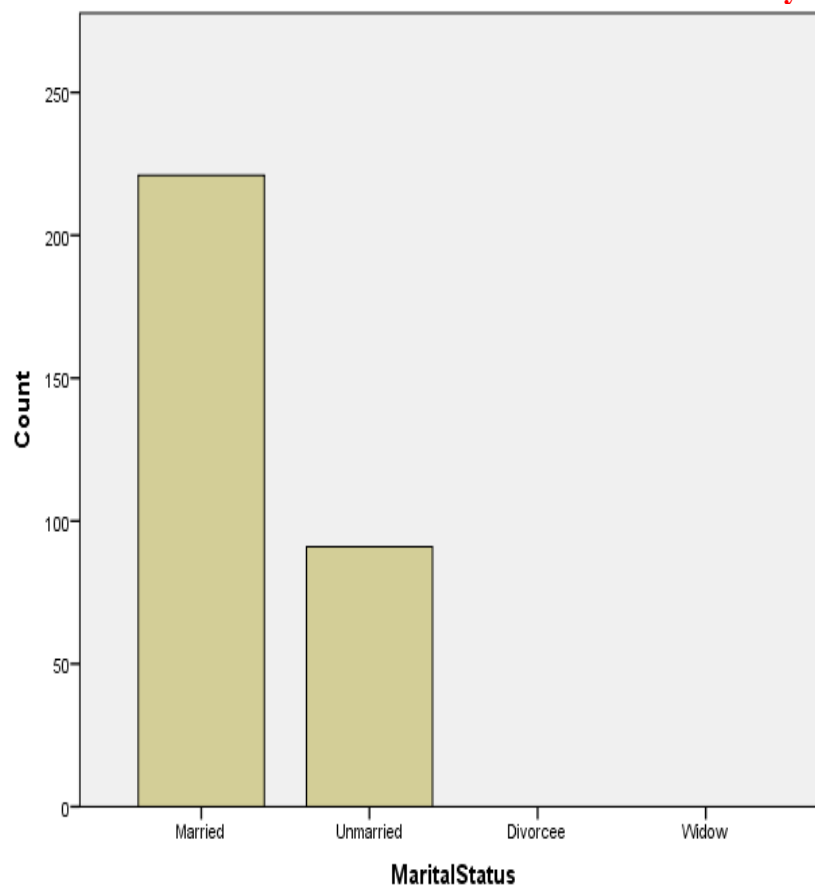


Figure (6)

Based on the study conducted we come to a point that the good correlation between the university teachers' work-life balance is well correlated in terms of personnel factors, experience, number of dependant, childcare, procedures and policies. The overall study has analyzed experience, salary, family, dependants, superiors supporting, procedures and policies, and other working and family environmental factors are more supporting for the teachers of public and private universities of Punjab which is in support the findings of Usha S. and Dr. K. Maran (2014).

9. CONCLUSION

Lastly in few words we conclude that there is a significant difference in male and female with respect to work-life balance (WLB). There is a significant difference in married and unmarried with respect to work-life balance (WLB). Number of children also affects the work-life balance and their job performance of women employees. The teachers belonging to private universities are earning lowest slab of monthly income as compared to the teachers of public universities. So this point concludes that the teachers of public universities are having healthy work-life balance (WLB). Factors affecting work-home life did vary by sex; having children and being in a senior position were more strongly related to work-home conflict for women than men which is in support the findings of Emslie, Hunt and Macintyre (2004). There is a significant difference in different experience levels with respect to work-life balance (WLB).

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