

## WORK-LIFE BALANCE: A LITERATURE REVIEW

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### **ABSTRACT**

*Work -life balance issues are increasing day by day. The proper balance between work and personal life help in attaining both organizational and personal goals. The work -life imbalance affects negatively both professional and personal life, leading to decrease in the productivity of the employees. The work -life balance has become an issue both in manufacturing and academics' sector. The teachers are also facing the problem of work -life imbalance. Today's teacher is overburdened with work like preparing the lessons, conducting and checking the examination sheets, keeping in touch with the parents, maintaining student's data base etc. Many a times the teachers are forced to after the institute timings and also, they carry work to their home., which takes away their personal time due to which the imbalance affects their physical and mental well-being. The aim of the paper is to understand firstly the concept of work-life balance, the affect of work-life balance in various professions mainly focusing on education sector and also to know the influence of work-life imbalance on the well-being of the teachers.*

**KEYWORDS:** *Work-Life Balance, Teachers, Demographic Variables, Job Satisfaction, Stress*

### **OBJECTIVES OF THE STUDY**

- To gain conceptual knowledge on Work-life balance
- To review the effect of work-life imbalance
- To review the impact of demographic variable on work-life balance

### **RESEARCH METHODOLOGY**

The study reviews literature from articles, book, journals, conference proceedings etc. It has been tried to find out the concepts and areas where studies were reviewed on work-life balance and it's future scope for research.

### **REVIEW OF LITERATURE**

**Robin Banwens, Jolie Muylaert, Els Claylsse, Mieke Audenaert, Adeliem Decramer (2020):** An attempt was made by the researcher to know the relationship between WIA and Work -Life Balance of 288 secondary school teachers in Flanders (Belgium).Valcour (2007) Work-Life Balance Satisfaction Scale was used to measure the extent to which the teachers were satisfied with their Work-life balance Correlation and Regression were applied in the study. The research concluded that if teachers use DCE after hours it results in reduction in work life balance and also performance expectancy

has a direct effect on teachers work life balance. The Teachers who know the benefits of DLE experience less stress and strain thus not effecting their work life balance.

**Nwagbara Uzoечи (2020):** Tried to find out the challenges faced by the Nigerian female workers due to Work - life balance policies implemented in the organizations. For the study, the 25 respondents were taken from banking, ICT and petroleum industries in Nigeria. The study was interview based and the findings comprised of two themes. Policies causing stress and work life imbalance because Nigerian Work- life balance policies, do not support women employees and there is no Work- life balance policy for working mothers which puts a challenge to them in managing both house and work. The other theme was policies on employee involvement, participation and engagement, the female employees do not have a say in the management due to work culture which is very hierarchical and high-power distance. The finding reflected that the employers are not allowed to give suggestion, opinion in organizations.

**Reshma R.S., Preetha R. (2020):** analyzed the work-life balance of college teachers by comparing annual and semester system. The sample of the study was 150 teachers from Trivandrum district. The research employed ANOVA, correlation analysis in the study. There existed a positive relationship between the age and working hours in annual system whereas no relationship was found in semester system. The gender and work -life balance of the teachers were positively related to each other in annual and semester system. The working hours and pressure of work is high in semester system resulting poor work-life balance of the teachers in comparison to the annual system.

**Pandu.A.(2020):** studied the work -life balance of married female employees of IT, school and self-employed sectors with 220 samples in Chennai. The study was subject to ANOVA, Pearson correlation and structural equation modelling for data analysis. The research discovered the connection between work family conflict, family work conflict, feelings about work, Job satisfaction, work environment, work load, family dependents, turnover intentions and work-life balance. The feelings about work were found to be the highest influencing factor on work-life balance. If the employees have positive feelings for their work, they achieve high work-life balance, which in turn increases job satisfaction followed by reduction in the turnover rate of the employees. The feelings about work are affecting the work-life balance of all the three sector women employees in the study. The work-life balance and job satisfaction are positively related to each other. AFW leads to work -life imbalance in all the three sectors. The excessive work load of female IT employees can be reduced through job sharing among the peers. The school management can provide basic living amenities for the teachers enhancing their work-life balance. Among the self-employed women sharing the work by family members equally reduces the level of role conflict thus improving the work-life balance.

**Noronha, Aithal (2019):** A survey was carried out among Government university teachers of Karnataka to study the challenges faced by women in maintaining work life balance. The sample for the survey was 106 women faculties of MBA department of government universities. The association between demographic variables and work life balance was studied by Fishers exact Test. The Test revealed that the level of work life balance lies between 9-45., Low level 9-21, moderate level 22-33, high level 34-45. The study concludes with moderate level of work life balance of the faculties working in government universities with range 30-49. No association was found between parental responsibility, family size, age of children, and work life balance of the faculties.

**Kaushal, Paramar (2019):** The study explored the relationship between demographic factors like age, gender, and marital status of police personnel in Himachal Pradesh. The work life balance was assessed by using Hayman (2005)

work life balance scale. Positive relationship existed between age and Work Interference with Personal Life and Personal Life Interference with Work whereas no relationship existed between age and Work Personal Life Enhancement. The overall work life balance of the police personnel is influenced by their age. They've existed difference in opinion regarding Work Interference with Personal Life among males and females, no difference was seen regarding Personal Life Interference with Work and Work Personal Life Enhancement among males and females. Work life balance was same for both males and females. Marital status does not influence work life balance. ANOVA was applied to study the work life balance at varied levels of age and the result was that work life balance different among different age groups. No difference was observed among different age groups regarding Work Personal Life Enhancement. It was reported that lower aged police personnel are able to maintain work life balance. The females face more interference of work in their life than males.

**Mehrunisa (2019)** : The aim of the research was to know why faculties feel stress and how it influence their work life balance in India's higher education institutions in Northern India covering 208 female faculty members. ANOVA, Correlation and Regression was employed to analyze the data in the research. The study explored that stress and work life balance are positively correlated. The factors responsible for stress were gender discrimination, tight work schedule, no proper pay, no development activities for the faculty members. It was also found that stress has a positive influence on work life balance of the women faculty members in higher educational institutions such as deterioration of health, decrease in performance, and monetary problems in their life, thus it was said that stress impact work life balance.

**Chang, Hsieh, Han- Shen Chen (2019)**: In the study the moderating effect of work life balance was examined between organizational commitment and decision to stay in the Hotel industry. The research found that organizational commitment and intention to stay are positively correlated means organizational commitment reinforce the intention to stay. To analyze the mediating effect of work life balance on relationship between organizational commitment and decision to stay Hierarchical Regression was used and the result was that work life balance has moderate effect between organizational commitment and intention to stay in the hotel industry that means work life balance does not affect much on intention to stay.

**Gautam, Jain (2018)**: Focused on assessing the influence of Work – life balance on the wellbeing of 114 manufacturing employees in Dehradun and Haridwar district. ANOVA was employed to study the impact of various demographic factors on Work- life balance. The result supported no difference between male and female employees on perception to Work- life balance. The age, education, marital status, monthly salary, has no impact on work-life balance. Further it was also revealed that work- life balance has an influence on the family life of the employees. The work-life balance is influenced by the compensation factors. Work-life imbalance has a negative influence on family life whereas the compensation and work-life balance have a strong and positive relationship. The research suggested cordial relations with superiors and support from spouse as the solutions for balanced work life, other solutions given in the study were positive work environment, flexible working schedule, and spending quality time with friends and family.

**Vasumathi, S. Prithi (2018)**: had attempted to know the association of demographic profile and work life balance determinants and the factor responsible for stress and also to study work life balance attributes. The research was conducted in tannery industry in Tamil Nadu. Multiple Regression was employed to know the influence of demographic variables on stress. The demographic profile included age, marital status, educational qualification, working experience,

income, number of children and dependents and time required to reach the work place. The demographic variables which do not predict the occurrence of stress were age, marital status, education, income, number of children and dependents and time required to reach whereas experience and dual earner couple were found to be the variable predicting the occurrence of stress. Good quality of education and experience contributes to more working hours. Work life balance of married was found better than unmarried respondents, supervisor support was found to be the most important attribute for work life balance.

**Devi.P., Lalu G. F.(2018):** The research attempted to study the stress and work life balance and influence on mental well-being of higher secondary school teachers in Tiruvallur district. The intervention program used in the study was solution focused model and the methods used were guest lecture on time management, stress management, role playing, and work life balance activities. Cluster sampling method in the research divided the population of 66 teachers into 4 clusters. The findings of the study were divided into two parts Findings before intervention and after intervention. The level of stress decreased after intervention and the respondents felt they get support from their workplace. The interference of work with personal life and personal life interference with work also came down after the intervention. Satisfaction level towards work life balance was found more after the intervention.

**Apoorva, Chadha (2018):** The survey was conducted to examine the impact of work life balance facilities on performance, absenteeism and health of women faculty from various colleges of West Delhi. The study reported that work life imbalance impact negatively on performance and increases absenteeism. Family and Organizations help the faculty to improve their work life balance and organizations should have separate work life balance policies. The study also highlighted the role of Government, University and family in work life **balance**.

**Bhavana, Dangar(2018):** had conducted a study titled Work life balance and Job Satisfaction to study 128 B.Ed. teachers in Gujarat from different institutes. The objective of the study was achieved by using tools such as T-Test, one way ANOVA, and Regression analysis was done. The study was concluded with the result that both work life balance and Job satisfaction are affected by personal factors of teachers like gender, age experience, income, etc. work life balance affects Job satisfaction. The researcher suggested to take initiatives on developing work life balance practices in education sector.

**Muthulakshmi (2018):** This study attempted to bring out the challenges faced by teachers in maintaining work life balance and to analyze the relationship between level of attitude towards work life balance and demographic variables, job satisfaction in Tuticorin district in Tamil Nadu., The Research also identified the factors which have influence on work life balance. It was found that age and gender do not influence the level of attitude towards work life balance whereas work life balance is influenced by working experience. The influence of marital status was studied with the help of ANOVA, which found no influence on level of attitude towards work life balance, married and unmarried share same opinion on work life balance. The level of attitude towards work life balance also influences job satisfaction, The Factor analysis resulted in ten factors affecting work life balance of the teaching staff as follows: Welfare measures, Promotion, Comfortable future earnings, Family Functions, sensitivity, Social status, celebrations, monetary benefits, family support, colleague support and bonus payments.

**Aroosiya (2018):** The study reported that demographic factors like type of position age, job of spouse, experience and number of children affect the level of work life balance of the government teachers and employees of Divisional

Secariate in Ninatatur. The survey was conducted on 100 working women from Government schools and Divisional Secariate. Work life balance was measured ny using Hayman (2005) scale and the was analyzed on the basis of descriptive statistics that is mean and standard deviation.

**Bathen ( 2018):** had studied the impact of individual and organizational factors on Work Interference with personal life and Personal life interference with work. The primary school teachers were not able to maintain their work life balance. The study showed very low work interference with personal life because their management support being the reason. The management of the school had provided many facilities to maintain their work life balance leading to job satisfaction of the primary school teachers.

**Kaur Sidhu, Saluja( 2017):** investigated a study that aimed to examine the work life balance among women employees in banks and insurance companies. An attempt was made to study the problems of work life imbalance of 450 employees both from banking and insurance sector. High level of correlation was found between demographic variables and work life balance of the employees. The type of family, marital status, and income did not have much effect on work life balance. There was positive association between job satisfaction, career goal accomplishment and organizational commitment. The problems of work life imbalance found in the study were child care, office politics, work overload, back bitching. These problems cause pressure on employees leading to work life imbalance of the employees.

**Agha, Azmi, and Irfan: (2017):** The study explored what relationship exists between job satisfaction and work life balance in higher education teachers in Sultanate of Oman and was studied by using maximum likelihood estimation method in LISREL on a sample of 625 teachers. A structural model fit was examined to know the relationship of work life balance and its dimensions that is work interference with personal life, personal life interference with work and work personal life enhancement with job and teaching satisfaction. The moderating variables used in the study were gender, education, experience, nationality and current position in the organization. Work life balance of the teachers is not affected by these moderating variables in study. The study came out with the finding that work interference with personal life and Personal life interference with work decreases both teaching and job satisfaction of the teachers. But work personal life enhancement increases both teaching and job satisfaction. This study validated the relationship between work life balance and both teaching and job satisfaction of the higher education teachers in Sultanate of Oman

**Rifaya, Renuga, Pamaja, Siddiqui (2017):** The study revealed that no significant relationship exit between the demographic variables like age, education level, monthly income, family type, and year of working with Work- life balance of women teachers in Shivakasi (Tamil Nadu). The study was a survey of ninety teachers and Chi- square used in data analyze. According to the study women teachers find more difficult to maintain balance due to pressure at work and home. The time demanded is same at both work and home and women teacher are not able to devote same time. This produces stress in which result I work life imbalance. The study concluded by stating that support at work and family are that main factors responsible for having Work – life balance.

**Dinithi, Geethani (2016):** Examined the impact of demographical factors on Work- life balance of a teaching staff of University of Kelaniya, Sri Lanka. In the research, 150 teachers selected out of 560 teachers using simple random method. The study came to the conclusion that gender affects Work- life balance and there is difference male and where female teachers identified as the best group in Work – life balance in comparison to male teachers. There exists difference in Work- life balance on basis of marital status. Single teachers have more Work- life balance than married teachers. No

difference in Work–life balance exists on the basis of age. The impact of demographic factors was studied by using t- test and ANOVA.

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