

A Review on Effects of Work-Life Balance among Lecturers in Colleges

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Abstract – *Work life balance is, the right balance of work & personal activities through legitimate calendar an equivalent number of hours for every one of your activities by plan and priority. Work life balance gives the bonds that hold a person with their work and personal life. Work Life Balance as the degree to which an individual is similarly occupied with and similarly happy with their work job and family job. In this manner, employees who experience high work life balance are the individuals who display comparable speculation of time and duty, to work and work areas. This research examined the significant rise in the dual-career demands of women in public life. This study will also serve as an addition to review of literature in future. This research gives advice to related organizations.*

Key Words – *Work Life Balance, Female Lecturers, Job Satisfaction, Family, Factors Influencing*

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INTRODUCTION

The term Work Life Balance was first authored in 1986. It doesn't mean equivalent balance yet is of attempting to plan an equivalent number of hours for every one of your different work and personal activities. The correct balance of you today will presumably be distinctive for you tomorrow. Along these lines the center of successful work life balance definition are of two key idea, they are day by day accomplishment and delight.

Work life balance is the right balance of work & personal activities through legitimate calendar an equivalent number of hours for every one of your activities by plan and priority. Work life balance gives the bonds that hold a person with their work and personal life. To be balanced with work and life, individual should know himself or herself. Here a portion of the scientists express their examination report about work life balance. Work Life Balance as the degree to which an individual is similarly occupied with and similarly happy with their work job and family job. In this manner, employees who experience high work life balance are the individuals who display comparable speculation of time and duty, to work and work areas.

Work life balance is an expansive idea including appropriate organizing among career and desire on one hand and pleasure, leisure, family and profound advancement on the other. Work Life Balance is a condition of balance where the requests of both an individual's job & personal life are equivalent. Work

life balance is an idea that underpins the endeavors of employees to part their time and vitality among work and other significant parts of their lives. Work life balance is a general attempt to delegate time to families, colleagues, culture, education, faith, professional development, self-care & other personal interests, independent of the requirements of the workplace. Work life balance comprises of the usage of working game plans and strategies, which help workers in joining work with different parts of their lives. The key to work life balance will vary contingent upon your field of work, family structure & funds. In any case, some work life balance standards are all inclusive via saying no, organizing, and banishing blame.

Work family balance is characterized as —satisfaction and great capacity at work and at home, with at least job conflict. Work Life Balance is additionally characterized as —a palatable degree of association or fit between the dissimilar jobs in an individual's life. In spite of the fact that definitions and clarifications change, work/life balance is by and large connected with balance, or keeping up a general feeling of amicability in life. The investigation work/life balance includes the assessment of individuals' capacity to oversee at the same time the multi-faceted requests of life.

Work-Family Life Balance doesn't mean an equivalent number of hours for different work & personal activities. It is characterized as a person's capacity to meet their work and family duties, just as other non-work obligations and activities.

Notwithstanding the relations among work & family works it additionally includes different jobs in dissimilar everyday issues. It incorporates legitimate organizing between "work" (career and aspiration) on one hand and "life" (health, pleasure, leisure, family and otherworldly turn of events) on the other. Work-life balance is characterized as a person's capacity to meet their work & family duties, just as other non-work obligations & activities.

Effects of Work Life Balance and Job Satisfaction

- Workers Reduce punctuality, teamwork, customer service, responsibility for work supervision, group behaviour, peer interaction & employee leadership initiatives.
- Recognition is a part of satisfaction at work. It is an act of notification, praise or blame provided by one or more superiors, peers, colleagues, managers, clients and/or the general public. Failure to get recognition results in poor job satisfaction.
- Ingenuity, new job-learning skills and workplace productivity are severely damaged as work-related excitement for employees is reduced.
- Seniority requires advancement, & emotional happiness promotes promotion. It refers to designating an actual change in job status in the upward direction. Promoting to the next stage would lead to positive improvements like compensation, flexibility, monitoring, etc.
- Workers struggling with work roles & family roles, setting bad standards in the company's work environment & often upsetting the friendly work environment.
- Particularly for woman workers, the greatest monetary reward is monthly wage or compensation. These are the series of incidents where insurance plays a crucial role. No doubt monetary rewards can play a very important role in determining job satisfaction. That may lead to dissatisfaction if salaries are not market oriented.
- Worker problems are negatively reflected in the turnover, operating profit and balance sheet of the company.
- Employees of women foster the burden on interpersonal relationships within the workplace, especially with female colleagues, including connections with superiors, subordinates & peers or colleagues. If the employee feels the positive interaction inside the organisation with others, it can improve the integrity and

commitment towards the job and contribute to higher efficiency.

- Significant increase in the number of workers absent from work & in extreme cases, leaving the job.
- Safe working environments & services are equally essential for women's workplace satisfaction. In addition to this business policy and administration, happiness often plays a key role. These must be framed to keep an eye on the needs & desires of employees.

Quality of Work Life and Work Life Balance

Women of the early hundreds of years were tied to their kitchens & people who were used were employed in production lines, homes or shop works. Not many people had exposure to higher schooling, & was powerless before the mentalities against people & jobs of their dads or spouses. The rapidly creating information economy has given space for advanced education to edify progressively numbers of women. They were empowered by education, as well as given them strong careers. In this information time, with brain power being the essential aptitude as opposed to continuity or physical strength, the women workers occur to flood into every industry comparable to men. Be that as it may, this has to be sure become an intense test for women as they need to play out a ton of obligations in home and office also. As working women get hitched, they have extra obligations and when they become moms, they need to deal with the essential care of children and more distant family and are consequently, constrained to proceed on a career way. Today's working moms meet family obligations &, moreover, try to remain fully engaged in their careers adapting to the contentious demands of their numerous jobs. The conscientious obligations of working moms lay an overwhelming weight on them when they are joined with their expert duties. Working women's desire to integrate, organize & manage the numerous problems and events of their separate occupations at the very same time places them under tremendous stress. Therefore the spouse is an impartial associate & influential social trend denoted the beginning of the shift in the viewpoint of work / life harmony.

Work Life Balance towards Institutional Commitment and Family Commitment

The term Institutional commitment has become so much a piece of the executives language today, that a large number of us use it consistently without obviously envisioning the standards and parameters related with it. Inability to comprehend the idea of authoritative commitment prompts an absence of comprehension of worker connection to the

association and thus prompts insufficient administration methodologies that neglect to arrive at their goals. In this article, we will quickly depict the three kinds of authoritative commitment watched and acknowledged by investigate. basic words, it is the strength of the connection a worker feels towards an association. It might be estimated by how much an individual is prepared to embrace authoritative values and goals. It might be estimated by how much a representative satisfies his/her job obligations. Furthermore, it might likewise be estimated by conduct saw in the workplace.

During the 90s, Allen and Meyer proposed a logical perspective on authoritative commitment, parting it into three quantifiable segments – affective, continuance, and normative commitment. Affective commitment is the emotional connection of a representative to hierarchical values – how much a worker prefers the association. Continuance commitment is a proportion of the ability of a representative to keep working for a similar association. Normative commitment manages the sentiments of commitment, or awareness of other's expectations a representative feels towards the association. In spite of the fact that every part of hierarchical commitment may influence different segments, to plan the executive's techniques, it is simpler to portion and imagine the three sorts of authoritative commitments so as to support them as indicated by need.

Affective commitment or how much a representative really likes or feels some portion of an association tremendously affects worker and authoritative execution. Elevated levels of affective commitment in employees won't just influence continuance commitment, yet in addition urges the worker to attempt to carry others into the ability pool of the association. A worker with elevated levels of affective commitment goes about as a brand representative of the association. Then again, a representative with high continuance commitment (because of absence of options), yet poor affective commitment may hurt the association by censuring it in his/her social circles.

Affective commitment of a representative is legitimately corresponding to positive work understanding. Along these lines, the board arrangements and systems that make legitimate strength and shortcoming evaluations of employees and make circumstances and workflows where the most extreme number of employees independently experience positive work encounters, help to fabricate an effective association.

FACTORS INFLUENCING WORK LIFE BALANCE

A person's capacity to keep up a balance among work and life is influenced by factors identifying with

a person's workplace and working conditions, including the adaptability and amount of hours worked, wiped out and occasion leave arrangements and accessibility of help structures inside the workplace (for example childcare offices, breastfeeding offices).

Government policies with respect to business and worker duties additionally apply an impact. For instance, government arrangement or appropriation of child care or parental leave may make it simpler for parents to take an interest in the workforce without intruding on their work life balance.

LITERATURE REVIEW

Babatunde Akanji (2012) led the study to evaluate the impression of rehearsals of Work-Life Balance (WLB) in a creating Nigerian country. By directing 61 top-to-bottom meetings with Nigerian employees (41 women and 20 men) working in bleeding edge vocations in banking, media communications and protection segments about their impression of WLB, a subjective methodology has been used in this way. Nonetheless, the findings revealed that tension situations occurred rather than work-family enhancement, but under various constraints owing to Nigeria's long history of national challenges.

V. Varatharaj, S. Vasantha (2012) sought to analyze the work-life balance of women in the administrative division in order to understand the multiple variables that tend to preserve the work-life balance between woman workers. They find that most female workers felt comfortable in their workplace regardless of their little aggravation of their personal and workplace. Balance of work life involves achieving a balance between skilled work and various activities, thus reducing erosion between official and household life. Job life harmony increases productivity and a leader measures efficacy along these lines. It increases happiness, both in the working and personal lives.

Lalita Kumari (2012) directed the transparent section banks to focus on the worker's understanding of their work-life management policies and activities. Strategy for Share Inspection was followed. Information was examined with the help of factor examination, illustrative insights, mean, t-test and the connection with Karl Pearson. The examination discoveries accentuated that each of the WLB factors all alone is a noteworthy indicator of job job satisfaction & there is a noteworthy hole with job satisfaction among the female and male respondents as for different WLB factors. She suggested that the examination might be of reasonable importance for the human asset managers of banks in particular to improve employee engagement & profitability alongside structuring their enrollment & maintenance policies.

R. Arun Raj (2013), directed emphasis on workplace work-life satisfaction in pharmaceutical ads. Moreover, he finds that work-life balance has always been a problem among many who are fascinated by the nature among work-life and its relation to a broader quality of life. Basically an individual has two tasks to perform; a professional and personal job that is worthy of note in molding an individual's presentation, especially in Indian settings. In fact, he suggests that it is about time the chiefs of human resource make ever more sincere efforts to achieve some form of balance in work & life for their workers. It is not possible to change the idea of overt job position, but the way it is performed requires change.

Master raja, et. al. (2013) conducted a distinct review of their observations and readiness for quality of work-life among 67 nursing faculty. The results showed that the lion's share had even work-life experience and none of them evaluated under poor work-life balance. Information regarding job satisfaction indicated that lion's share had moderate job satisfaction and not many were highly satisfied with work. The association between work-life balance and job satisfaction has shown a strong correlation ($r = 0.77$) that can be obtained by suggesting that high work-life balance would increase job satisfaction and bad habit.

Vijaya Mani (2013), performed an investigation on woman experts with the aim of exploring women's mentalities and beliefs in proper job organisations and the WLB problems women experts are experiencing in Tamil Nadu, India. Five hundred respondents were selected for exam. Discoveries of the inquiry include role controversy, lack of respect, authoritative regulatory concerns, division of sexual identity, problems of old and infant care, standard of safety, board concerns and shortage of legal social assistance are the key factors concerning the WLB of female experts in India. Employees have a strong interest in the alternative for juggling work and home life. Discovering spaces for oneself seems to be impossible in the current dominated world. Health and wellness programs will certainly help employed people change their intimate and professional lives. There are changes in large part due to an enormous social move from a parental point of view that is, an expanded recognition of offering education to young ladies that takes into account the chance of women working outside the home, contributing financially to the family and in any event seeking a career.

Komal saeed et. al. (2014) conducted an examination to investigate the relationship between work-life balance, work stress and work satisfaction among college educators. One example of 171 was taken as an irregular test. The results indicate that there is a huge and positive connection between work-life balance and job satisfaction. Furthermore, the relation between work-life balance and job satisfaction is noteworthy and of a mild positive type, indicating that an improvement in work-life balance

would contribute to an increase in work-life satisfaction.

Abdul and Roshan (2010) studied the causes, consequences and correlated the Work family conflict among dual career women in Kashmir Valley. They analysed the data using simple average scoring scale, chi-square tests and ranking methods. They attempted to study the causes, consequences and correlates of work-family conflicts among dual-career women. The study examined if the working women were able to combine their work and family, and identify the constraints they faced and the family and organizational support they received in the process. The study also examined the strategies that working women adopt to contain the stresses of contradictory and competing dual role demands. The sources of conflict are dependent on the availability of various support systems within and outside the family as well as the organization where she worked. They found that despite obstacles a satisfying balance between work and family life was achievable. However they did not study the factors responsible for the role conflict situations. Another limitation of their research is heterogeneity of the sample as educational institutions and the government offices were also included in the sample in which the work family conflict issues were distinctly different from the private business organizations. This study enabled the researcher to concentrate on one single industry to study the work-life conflict of women.

Satinder Singh (2013). It has been suggested that the Work-Life Balance literature review has been framed in view of its increased visibility with the primary goal of ensuring the stability of society and promoting a good life for its staff by facilitating the growth of all staff and the continued advancement of businesses. The literature describes its effects on the different quality of life circumstances, i.e. Employee satisfaction, Work tension, Employment Advancement, Attrition, Absenteeism, Respect and the economic climate in the sense of Work-Life Balance and its practices / policies. An attempt has been made in this paper to provide an analysis of the different facets of work-life management by a study of current literature. The documents alluded to include numerous articles, books, graduate dissertations, working papers, surveys, magazines, directories, newspapers, etc. which were eventually reflected as guides.

In his paper, Rifaya Meera et. al. (2017) claimed that the WLB has become a matter of interest for business leaders in the light of the cultural, technical, industry and operational shifts correlated with it. Work Life Harmony for woman workers is extremely desired, because if there is little career fulfillment because stability in life, it will build a challenge for them. Work Life Balance requires a balance between professional work and personal activities that eliminates tension between official and

domestic life. The overall success of any company depends on the morale of its workers, which, in essence, depends on a variety of variables, such as work satisfaction, family or both. A research is being undertaken among the working woman teachers of the Sivakasi educational institutions. Job life Balance has been one of the most critical problems throughout any educational organisation these days. This research on Work Life Balance between Woman Teachers at Sivakasi has a critical need to know the degree of integration between teachers, both in terms of job and family and personal life. If the work-life is fine, the working of the organisation would be smooth and correct. Primary data was obtained from teachers with the aid of a standardised questionnaire. Primary data are gathered from prior study studies, numerous written papers, magazines, blogs and internet posts. Work Life Harmony maintains a positive relationship between employment, non-work and family facets of life. The sampling method adapted to this study is proportionate random sampling and the sample size considered for the study was 90 teachers (450 total teachers in education institution i.e., 15 institutions). The tools for the analysis include Descriptive analysis, Cross tabulation, Chi-square analysis. This research study will definitely help teachers on balancing towards work-life.

Shobitha Poulouse and Sundarsan (2014) made an endeavor to explain The concept of work life balance has pulled in the attention of various organizations as well as scientists and HR practitioners. This mainly could be credited to consistently increasing demands of work along with increased family demands owing to the need of mates to be utilized and mission for personal accomplishments in personal life. This paper is an endeavor to aggregate together striking investigations on work life balance embraced nationally and internationally across various areas of work towards identifying intricate interrelationships existing between various life and business parameters, to give a conceptual understanding through different hypotheses propounded and the estimation scales utilized in a scope of studies, along with different elements and potential consequences of WLB. Additionally, the paper likewise endeavors to investigate conceivable degree for additional examination in the zone for achieving better modeling and subsequently empower accurate estimations of WLB among workers towards ensuring better liberation.

Zedeck and Mosier (2014) distinguished regularly five main models used to explain the relationship among work and life of an individual. The main model is known as segmentation model, Speculates that work and non-work are two separate realms of life that are conducted separately and have little impact over each other. This seems, by all accounts, to be introduced as a hypothetical possibility as opposed to a model with down to earth support. In contrast to

the main model, an overflow model set forward proposed that one domain can influence the other domain in either a positive or negative manner. While, adequate research to help this model has been accounted for, need exists for progressively far reaching propositions about the nature, causes and consequences of overflow. The third model, named as compensation model proposes work & family as to be two circles of life and what might be lacking in one circle, as far as demands or satisfactions might be gotten from the other circle of life. For instance, though work being customary and unchallenging, this could be made up for by a key role in neighborhood outside work. A fourth model alluded to as an instrumental model, suggests that exercises of one circle may encourage accomplishment in the other circle, traditionally exemplified by, an instrumental worker may investigate approaches to expand earnings by undertaking riotous extra time work lasting a few days against a routine job to buy a home or a vehicle for their family. Another model alluded to as conflict model recommends that individuals encountering elevated levels of demand in all circles of life and constrained to settle on troublesome decisions may wind up in experiencing mental conflicts with significant over-burden.

Tapasya and Urvika Mathur (2017) spelt out that managing work life balance (WLB) has become an issue for both the representatives and HR divisions since WLB tensions may diminish performance, generally speaking job satisfaction and finally increase the fluctuation rate. Having a balance among job and non work is a greatest test for the professional individuals. The role of working women has changed all through the world because of economic conditions and social demands. This has brought about a situation where working women have enormous strain to build up a vocation as powerful as their male partners while sustaining dynamic commitment in personal life. The rising responsibilities on the personal front with the innovative blessings like propelled cell phones, scratch pads, and so forth that keeps work life integrated with personal life additionally makes stress on personal & professional fronts in this information age. This influences the person's physical, emotional and social prosperity. In this way, achieving WLB is a need for working women to have a decent personal satisfaction. This paper is an endeavor to investigate the intense difficulties looked by working women in maintaining a balance between their personal and professional life.

CONCLUSION

Work life balance is an important strategic issue in many organizations. Role and responsibility both are tied with each other. In view of the emerging policy trends women's participation in all the sectors and in all spheres of economy one can presume that women in top ranking post would increase in future.

Women lecturers' have to perform many roles related to work and non- work life. Today, work is widely viewed as a source of personal satisfaction. There has been a great deal of talk lately about how the changes and demands of today's workplace are affecting women lecturers' lives. Adapting to these changes and demands as well as to institutions growth goals – requires women lecturers to work smarter and improve their work practices to be more effective and informative.

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