

Work- Life Balance of Faculty Members in Autonomous Colleges

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ABSTRACT: The evolving patterns of work and personal aspects of life offer greater challenges to the modern workforce. Balancing home and work to achieve a good quality of life is a major issue for everyone. This study clearly reveals faculty members potential in balancing their home life with professional life and overall satisfaction with job. Most of faculty members are fell happy about the amount of time spends at work. Faculty members are getting appreciated for the accomplishment of work given by the institutions.

Key words: Stress, Holy Grail, Subject designing role, Work culture, Assortment of roles

I. INTRODUCTION

Work is an important aspect of man's life and behavior. Most active part of people's life goes in work and work related activities. But in this modern world, stress and anxiety have become pervading features of one's work life. Majority of people all over the world seems to be experiencing high psychological stress in various spheres of their life. It also plays major role in teaching profession also.

Along with teaching a faculty member has to perform varied other duties such as doing administrative jobs, attending faculty meetings, advising students, guiding project work, internship, summer placement of students, conducting exams ,doing assessment and undergoing faculty advancement schemes. Work-life balance is about being able to maintain a balance between work and personal responsibilities on all fronts of work and family, work and personal fulfillment, work and social responsibilities. The teaching professionals play assortment of roles such as pedagogical, managerial, and technical and subject designing role. Creating a good work-life balance is the Holy Grail for many teaching professionals. These multiple roles of teaching professionals constantly keep them under pressure and lead to imbalance in their work and personal life. In present times, young teaching professionals are increasingly confronted with a problem of conflict between work role and an equally demanding role at home.

II. OBJECTIVES OF THE STUDY

- To assess the impact of work-life balance on the job satisfaction of the faculty members in Autonomous colleges.
- To examine the effect of work culture on job satisfaction among the faculty members.

- To determine the influential factor leading to job satisfaction among the faculty members

Limitation of the study

The result of the study is based upon the information given by the faculty members.

III. METHODOLOGY

The sources of data are primary. The primary data required for the study was collected through a survey method by using questionnaires. The data collected from the Various Autonomous colleges constitute primary sources.

IV. SAMPLING TECHNIQUE

Selective systematic sampling was taken for consideration. For reliability of questionnaire, 150 faculties were selected from different colleges of Coimbatore.

V. ANALYSIS AND DISCUSSION

Influence of independent variables on the elements of work-life balance of Autonomous college faculties: The present research aims at ascertaining work environment, impact of work-life balance, work culture, influential factor leading to job satisfaction and the outcome of personal life with professional life. These variables are considered as independent in nature due to perceptual differences among college teachers working in various management environments. The influence of independent variables on dependent variables can be estimated through weighted average . It compares the total weight of the factors and identifies which group differs significantly with respect to average weight.

LEVEL OF SATISFACTION ON JOB

S.No	Factors	Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied	Total faculties	Total	Average
1	System of payment	150	216	75	42	20	150	503	3.533
2	Extra regards for good work	90	212	129	34	19	150	484	3.226
3	Job security	120	196	138	36	13	150	503	3.533

Interpretation

The above table reveals that the highest average score 3.533 is on system of payment and job security, 3.226 is on extra regards for good work. It is concluded that, the faculties highest job satisfaction is on system of payment and on job security.

VI. CONCLUSION

Teaching is a very demanding job with a high level of responsibility. Excessive workload can lead to dangerous levels of stress, which in turn can adversely affect professional judgment and pupil care. Working hard and achieving is an important factor in maximizing personal fulfillment. However, overwork is as unhealthy for the staff as it is for the pupils. Work- life balance is equilibrium between the needs of the college and the needs of faculty members. Autonomous colleges operate on flexibility and goodwill. Faculty members are regularly performing additional duties or work late for the benefit of the pupils and the college.

VII. REFERENCE

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