

Work Life Balance and Job Satisfaction among Academic Staffs of Educational Institutions in Patna

Sana Imam (Research Scholar), Prof. (Dr.) Mahesh Chandra Prasad (Professor)

Department of Applied Economics and Commerce, Patna University

D/O Late.Md.Aquil Imam, Near Power Grid Colony, New Karbigahiya, G.P.O, Patna-800001

Corresponding Author: Sana Imam

Abstract: *After Globalization, Work Life Balance has emerged as concerning issues for the organization and individuals as well. Work life balance means the amount of time spend doing the professional job compared to the amount of time spent with family. This research paper is based on the topic of work life balance and job satisfaction among academic staffs of educational institutions in Patna, Bihar. The Objective of the study is to identify the impact of work life balance on job satisfaction among academic staffs of educational institutions in Patna. Convenience sampling technique is used for collecting the data. Total number of Sample Size is 79.110 Questionnaire were administered to the academic staffs and 79 were analyzed. For testing the hypothesis, Pearson Product-Moment Correlation Coefficient is used. The result is $r=.727$. Therefore, it can be said that there is a positive significant relationship between work life balance and job satisfaction among academic staffs of educational institutions in Patna.*

Keywords: *Work Life Balance, Job Satisfaction, Educational institutions, Academic staffs*

Date of Submission: 04-11-2019

Date of Acceptance: 20-11-2019

I. Introduction

In today's scenario the work life balance is getting more concerning issues for the organization and individuals as well in India. The teaching profession is also not missed with the concept of work life balance. The academic staffs organize the skill and knowledge through the interactive learning process in educational institutions. In this twentieth century, the roles of academic staffs are more demanding. Academic staff's institution not only demand their time but to extend their personal life for getting prepared for certain days, that they can spend extra hours in the institutions to be efficient and creating more challenging environment.

Work life balance means the time spend doing the professional job compared to the amount of time spent with family and doing extracurricular activities. Getting work life balance is not an easy task. It's not about spending the time carefully but to make sure the individuals manage their professional life and personal life according to their need change. If a person is unable to manage between work and family, it can lead to poor performance, conflict, depression and job satisfaction.

For understanding work life balance and job satisfaction, the study selected sub variables such as organizational factor, individual factor and societal factor of work life balance. Organizational factor consists of role conflict, gender equality, workload and stress, workplace conflict and time factor. Individual factors consist of parental care, marital status and multiple roles. Societal factor consist of social life within organization and social life outside organization. Job satisfaction comes with the involvement of pay, compensation, career growth, working hour and organizational policies.

Rational of the study

In this fast changing and growing world, there are concerning issues regarding work life balance and job satisfaction in almost every organization. The educational institutions also have the same concerning issues. There are numbers of reviews available in respect of work life balance and job satisfaction of different organizations that shows the importance of work life balance on job satisfaction. Therefore, the rational of the study is to examine the impact of work life balance on job satisfaction among academic staffs of educational institutions in Patna, Bihar

Objective of the study

1. To identify the impact of work life balance on job satisfaction among academic staffs of educational institutions in Patna.

Hypothesis of the study

H₀: There is no significant relationship between work life balance and job satisfaction among academic staffs of educational institutions in Patna.

H₁: There is a significant relationship between work life balance and job satisfaction among academic staffs of educational institutions in Patna.

II. Literature Review

A. Work Life Balance

According to **Felicity asiedu-appiah (2013)** the gender difference exists in needs of work life balance because work and personal responsibilities are separate for male and female academic staffs. The research shows that female academic staffs are more prone to balance between professional work and personal work as compared to male academic staffs. Every individual get satisfied with life from professional work as well as family work. This study concludes that work life balance get to enhance the overall satisfaction of individuals and organization as well. Therefore, work life balance plays an important role in job satisfaction.

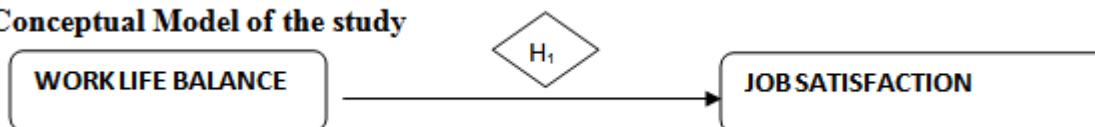
Rania,S.et.al. (2011) conducted a study on work life balance and job satisfaction. There objective of the study is to examine the relationship between employee satisfaction and work life balance. The factors used for this study is career opportunities, payment, recognition, work task, benefits, employee satisfaction and superior subordinate relationship. The study concludes that there is a high correlation between work life balance and job satisfaction.

B. Job Satisfaction

Castillo, J.X & Cano, J. (2004) conducted a study on the amount of variance in faculty member's overall level of job satisfaction explained by Hertzberg two factor models. The study examine the suitability on one factors with multiple factor of job satisfaction. The conclusion of the study is that the female faculty was less satisfied than male faculty with their job. The most motivating factor considered during the study was work itself and the least motivating factor considered for the study was working condition.

Latif, K., et. al. (2011) conducted a study on factors contributing to job satisfaction and dissatisfaction of college teachers of district Faisalabad, Pakistan. The objective of the study is to investigate about the level of job satisfaction of teachers in public and private colleges. The conclusion of the study is there is a significant difference between the teachers of public colleges and private colleges. The factors considered for the study are nature of work, job security, educational qualification, pay, family & work life balance and promotional opportunities. Public colleges are satisfied with these factors but private colleges are not satisfied. The study suggested that the proper focus should be on paid on salary, benefits and promotional opportunities. So, they can retain their employees.

Conceptual Model of the study



III. Methodology

Research design: This study is descriptive in nature. Since it elaborates the factors such as work life balance and job satisfaction and also it has its own objective and hypothesis constructed.

Collection of data: The data is mainly collected through primary source with the help of questionnaire. The questionnaire is based on 5 point likert scale, which is mainly as follows; 1-Strongly Disagree, 2- Disagree, 3- Neutral, 4- Agree, 5- Strongly Agree. The secondary data is used for literature review, which considers journal, magazine, thesis and dissertation, etc.

Sampling technique: For this study convenience sampling technique is used. Convenience sampling is considered when the population is close to hand and easy to collect the data.

Sample size: The sample size of the study is 79. Total number of questionnaire administered to the respondents was 110. Total number of questionnaire returned and analyzed was 79.

Variable of the study: There are two variable considered for the study. The first variable is work life balance and second one is job satisfaction. Here, work life balance is an independent variable and job satisfaction is dependent variable.

Reliability and validity: Reliability means the tools measurement gives a consistence result every time. The Cronbach's Alpha test is used to measure the reliability for this study. The value of Cronbach's alpha is 0.84. Validity means the measurement scale is well founded and acceptable or valid in nature. Pearson Product-

Moment Correlation Coefficient test is used to test the validity for this study. The value is $r = .727$. Therefore, the study is valid.

Data analysis and its interpretation

The data analysis is divided into three sections; the first section defines about demographic profile of the respondent, second section defines about the reliability test and last section defines about the hypothesis testing. The analysis is done on the basis of Statistical package for the social science (SPSS) software along with its interpretation.

Demographic statistics:

Tabular presentation on the basis of Gender:

Gender		Frequency	Percent
Valid	male	40	50.6
	female	39	49.4
	Total	79	100.0

Primary Report

Interpretation: - The data shows that there are 40 male academic staffs and 39 female academic staffs. The response is almost equal from both sides.

Tabular presentation on the basis of age:

Age		Frequency	Percent
Valid	below 30	20	25.3
	31-40yrs	44	55.7
	41-50yrs	15	19.0
	Total	79	100.0

Primary Report

Interpretation: - The data shows that the majority of 55.7% of respondents are the age group of 31-40 yrs. 25.3% of respondents are below the age of 30 yrs and 19% of respondents are between 41-50 yrs.

Tabular presentation on the basis of marital status:

Marital status		Frequency	Percent
Valid	married	45	57.0
	unmarried	34	43.0
	Total	79	100.0

Primary Report

Interpretation: The data shows that 57% of the academic staffs are married and 43% are unmarried. Therefore, the majority of the respondents are married.

Tabular presentation on the basis of children:

Children		Frequency	Percent
Valid	yes	40	50.6
	no	39	49.4
	Total	79	100.0

Primary Report

Interpretation: The data shows that 50.6% of the academic staffs are having children and 49.4% are not having children. Therefore, the majority are having children.

Tabular presentation on the basis of Experience:

Experience of academic staffs		Frequency	Percent
Valid	below 5yrs	20	25.3
	5-10yrs	42	53.2
	10-20 yrs	14	17.7
	more than 20 yrs	3	3.8
	Total	79	100.0

Primary Report

Interpretation: The data shows that 25.3% of academic staffs are having below 5yrs of experience, 53.2% are having 5-10yrs of experience, 17.7% are having 10-20yrs of experience and 3.8% are having more than 20yrs of experience. Therefore, the majority of academic staffs are having experience of 5-10yrs.

Tabular presentation on the basis of family:

Family		Frequency	Percent
Valid	nuclear	44	55.7
	joint	35	44.3
	Total	79	100.0

Primary Report

Interpretation: The data shows that the majority of 55.7% of academic staffs are living in nuclear family. 44.3% of the academic staffs are living in joint family.

Tabular presentation on the basis of Educational Qualification:

Educational Qualification of Academic Staffs		Frequency	Percent
Valid	PG level	46	58.2
	PhD level	33	41.8
	Total	79	100.0

Primary Report

Interpretation: The data shows that the educational qualification of PG level of the academic staffs is 58.2% and PhD level is 41.8%. Therefore, the majority of the academic staffs completed their PG level.

Tabular presentation on the basis of Designation:

Designation of academic staffs		Frequency	Percent
Valid	Visiting faculty	39	49.4
	Asst.professor	33	41.8
	Asso.professor	4	5.1
	Professor	3	3.8
	Total	79	100.0

Primary Report

Interpretation: The above table exhibits that 49.4% of the academic staffs are working as visiting faculty. 41.8% are working as assistant professor, 5.1% are Associate Professor and 3.8% are Professor. Therefore, the majority of academic staffs are holding the position of Assistant Professor.

Reliability testing:

Reliability means the ability to rely upon or having a consistent result. This study selected the Cronbach's alpha test for testing the reliability because it measures the internal consistency of the scale or the questionnaire. The result of reliability statistics shows that the Cronbach's alpha value is .962. Therefore, the study is reliable because as theory stated that if the Cronbach's alpha value is more than .70, it is acceptable and reliable for the study.

Reliability Statistics	
Cronbach's Alpha	N of Items
.962	20

Primary Report

Hypothesis Testing:

H₀: There is no significant relationship between work life balance and job satisfaction among academic staffs of educational institutions in Patna.

H₁: There is a significant relationship between work life balance and job satisfaction among academic staffs of educational institutions in Patna.

Pearson Product-Moment Correlation Coefficient is used to test the hypothesis because it is used to find the correlation between the two variables. Here, the first variable is Work Life Balance (Independent Variable) and second variable is Job Satisfaction (Dependent Variable).

		WLB	JS
WLB	Pearson Correlation	1	.727**
	Sig. (2-tailed)		.000
	N	79	79
JS	Pearson Correlation	.727**	1
	Sig. (2-tailed)	.000	
	N	79	79

** . Correlation is significant at the 0.01 level (2-tailed).

Primary Report

Interpretation: The above table exhibits that there is a positive correlation between Work Life Balance and Job Satisfaction. Pearson Product-Moment Correlation Coefficient value having two-tailed test with $r = .727$, Degree of Freedom $(n-2) = 77$ and level of significance = 0.01.

Therefore, the Null Hypothesis get **Rejected**.

IV. Conclusion

The above study concluded that there is an impact of Work Life Balance on Job Satisfaction among academic staffs in educational institutions in Patna. The academic staffs highly agreed on the topic of gender equality like degree of respect and fair treatment from the colleagues and institutions, it can be said on the basis of mean value and standard deviation value. The academic staffs agreed that there is less role conflict between their personal and professional life. The academic staffs agreed that there are workload given by the institutions but doesn't keep them away from their family. The academic staffs agreed that there is less conflict in workplace. The academic staffs agreed that sometimes there is a problem of time factor, in terms of over-time during workload. The academic staffs agreed that there are fewer problems in marital life like taking care of child equally and agreed that they get time for parental care. The academic staffs disagreed that they are able to do social services outside the workplace but they agreed that inside the workplace they are having good social relationship. The academic staffs agreed that they are satisfied with their work; it gives them the right work life balance and overall performance increased with the appropriate amount of work life balance.

Suggestions

The above study suggests to the institutions that they should focus towards the existence role conflict. The institutions can overcome through role linkage and role shrinkage. The institutions can pre-define the work of each and every academic staffs in proper format to reduce workload. The institutions can pay extra incentives for the over time done by the academic staffs during workload. Now, the some suggestions for academic staffs are, they can focus towards gender equality at home also and spouse should take equal responsibility to maintain work life balance.

Limitation of the study

1. The study is target to the educational institutions in Patna region only.
2. The sample size of the study is selected and cannot be generalize to the whole population.

References

- [1]. Acharya, A. & Padmavati, G. (2018) "Work Life Balance and Job Satisfaction: A Study from Private banks in Nepal", *International Journal of Advance Research and Development*, Vol. 3, Issue 12, Pp: 33-37.
- [2]. Castillo J. X., Cano J. (2004) "Factors explaining job satisfaction among faculty", *Journal of Agricultural Education*, Volume 45, Number 3, pp. 65-74.
- [3]. Felicity Asiedu-Appiah, I. D.-M. (2013) "Work-life balance as a tool for stress management in selected banking institutions in Ghana" *Global Advanced Research Journal of Management And Business Studies*, 1-21.
- [4]. Latif K., Shahid M. N., Sohail N., Shahbaz M. (2011). "Job Satisfaction among Public and Private College Teachers of District Faisalabad, Pakistan: A Comparative Analysis", *Interdisciplinary Journal of Contemporary Research in Business*, Vol. 3, No 8, pp: 235-242.
- [5]. Rania S., Kamalanabhanb & Selvarania, (2011) "Work / Life Balance Reflections on Employee Satisfaction", *Serbian Journal of Management*, Vol. 6 (1), pp. 85-96.

* Sana Imam. " Work Life Balance and Job Satisfaction among Academic Staffs of Educational Institutions in Patna". *IOSR Journal of Business and Management (IOSR-JBM)*, Vol. 21, No. 11, 2019, pp. -12-16