

A PROJECT REPORT

(18MBAPR407)

on the Topic

“A Study on Work-Life Balance of College Teachers in Bangalore City”

By

Mr. Ravi Kumar.M

USN:1CR18MBA37

MBA 4th Semester

Submitted to **VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**
in partial fulfillment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION



Under the Guidance of

Prof. Preksha Yadav

Assistant. Professor

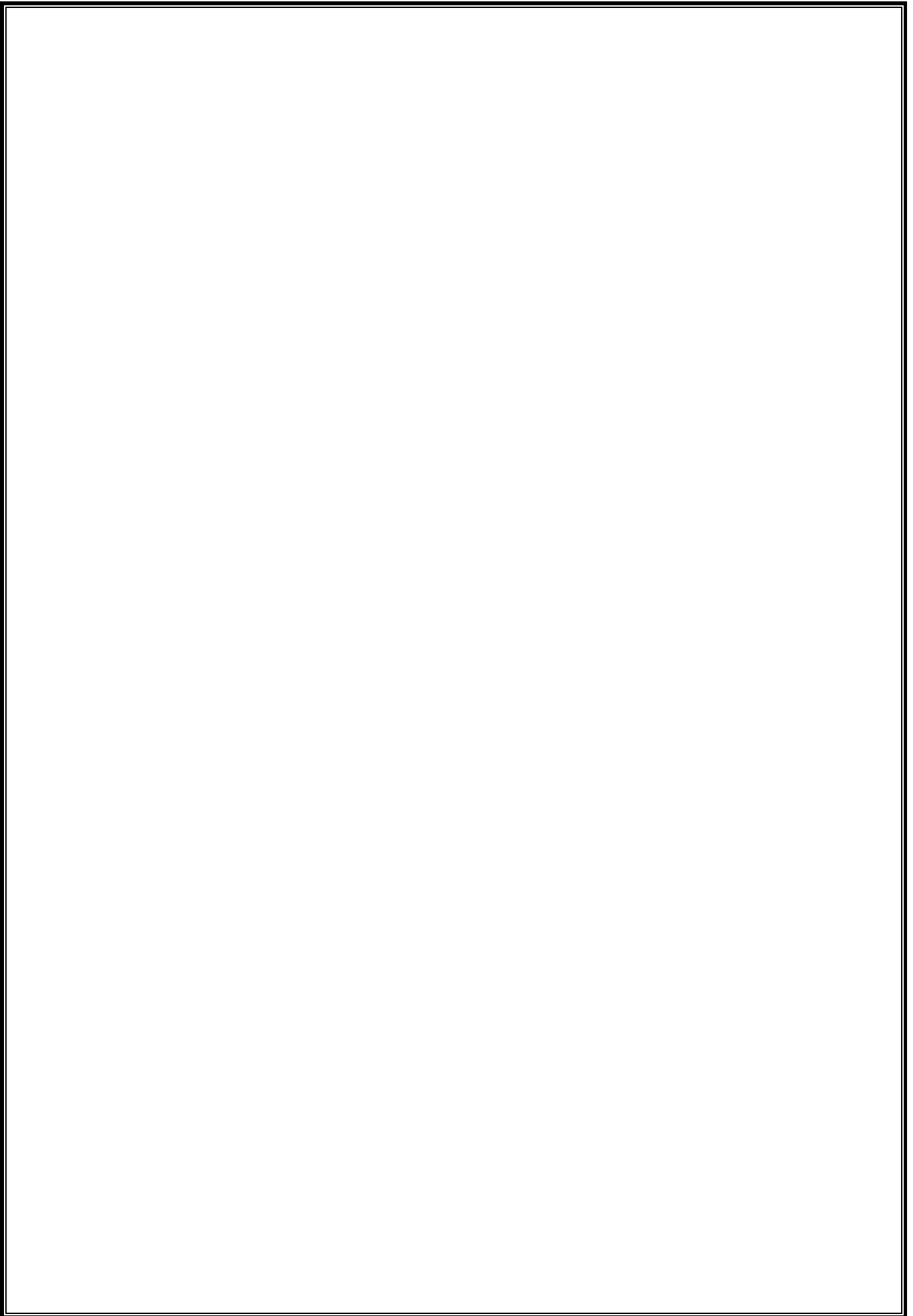


**DEPARTMENT OF MASTER OF BUSINESS
ADMINISTRATION**

C M R INSTITUTE OF TECHNOLOGY

#132, AECS Layout, ITPL Main Road, Kundalahalli,
BENGALURU-560037

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CERTIFICATE

This is to certify that **Mr. Ravi Kumar M** bearing USN **1CR18MBA37** is a bonafide student of Master of Business Administration Programme of the Institute (2018-20 Batch), affiliated to Visvesvaraya Technological University, Belagavi. Project report on **“A STUDY ON WORK-LIFE BALANCE OF COLLEGE TEACHERS IN BANGALORE CITY”** is prepared by him under the guidance of **Mrs. Preksha Yadav**, Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi in Karnataka.


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1) Name of external evaluator

Signature with Date

2) _____
Name of internal evaluator

DECLARATION

I, **Mr. Ravi Kumar. M**, hereby declare that the Project report entitled “**A Study on Work-Life Balance of College Teachers in Bangalore City**” prepared by me under the guidance of **Prof. Preksha Yadav**, faculty of MBA Department, CMR Institute of Technology. I also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted to any other University/Institution for the award of any degree/diploma.

Place: BENGALURU

(Mr. Ravi Kumar .M)

Date: 30-06-2020

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Mr. Ravi Kumar. M

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EXECUTIVE SUMMARY

Work life balance refers to the ability of an employee to balance and properly prioritize between work and his or her personal life. Most recently in the present scenario there has been a shift in the functioning of an organization as a result of advances in technology. Workplace has become very demanding and an employer has high job demands. In this setting Job satisfaction has turned into an undeniably developing worry to working people particularly ladies who have a more prominent obligation towards family and furthermore busy working.

The motivation behind the exploration survey is about understanding the job satisfaction between college educators and also to understand what factors influence their personal satisfaction and professional satisfaction. The study is being conducted taking into consideration the college teachers in Bangalore city. With the help of structured questionnaires response was analysed and conclusions drawn.

The report studies the factors influencing WLB of college teachers, the factors leading to work stress and their satisfaction level with personal life and professional life.

The study throws light on how all the employees are not the same and their attitude about what factors influences job satisfaction and personal satisfaction is different.

Further analysis reveals that striking a balance between personal and work life has always been very challenging to teachers with growing job demands from institutions. Quality in work life makes them motivated and less stressed that leads to greater efficiency at work and also have a balanced personal life.

It can be concluded from the study that WLB is very essential for any individual and the teachers are overall satisfied in balancing professional and personal life but they have certain concerns when it comes to job security, salary which had an impact on their professional satisfaction. Women employees are with the opinion that providing maternity benefits and child care assistance by the institutions helps them in a great way in increasing quality in work life balance.

CHAPTER - 1

INTRODUCTION

1.1 Theoretical Background of the Study

“Education is an organic necessity of a human being.”

-Horace Mann

Human Resource Managers in Education:

Human resource division is a necessary a part of any organization. The duties of these supervisors are arranging, enrolling, determination, enlistment, preparing, creating, guaranteeing security, deciding pay bundles and smoothing profession way of personals working in the association. Human asset supervisors in instruction association additionally play out these basic employments. In instruction, they are principals, their representatives, leader of the division, educators, guardians, watchmen, etc. Their centre duties are to oversee, support, teach and set up the planned HR of the general public. These forthcoming HR are the understudies who will lead the nation, society and family. Their development will take the nation in its incredible tallness. Success of a nation is to a great extent dictated by the nature of these assets. The individuals who are mindful to build up these forthcoming HR are the best people of the nation and society. In instruction, they are principals, their agents, leader of the division, educators, guardians, watchmen, etc. Their centre duties are to oversee, support, instruct and set up the forthcoming HR of the general public. These forthcoming HR are the understudies who will lead the nation, society and family. Their development will take the nation in its extraordinary tallness. Thriving of a nation is to a great extent controlled by the nature of these assets. The individuals who are mindful to build up these planned HR are the best people of the nation and society.

Therefore, the responsibility of a human resource management function is to ensure that human resources are utilized and managed as efficiently and effectively as possible. Human resource functions are often generally classified into three basic functions namely-

1. Optimum utilization of teachers and staff to meet educational institute's needs.
2. Motivation of employees to meet their needs and organizational needs in unison.
3. Maintenance of human relationships.

What Is Work-Life Balance?



Definition:

Work-life balance may be a technique which helps representatives of an association to regulate their own and expert lives. Work life balance urges representatives to isolate their time on the premise on needs and keep up a parity by dedicating time to family, well-being, get-away and so on alongside making a vocation, business travel and so on. It is a significant idea in the realm of business as it assists with rousing the representatives and expands their dedication towards the organization.

“Don’t Confuse Having A Career with Having A Life”

-HILLARY CLINTON

Work-Life Balance Journey

In the early 1800s the perception to work-recreation grew.

- The clash between job and social activities was introduced during the eighteenth century.
- Paul Krassner stated that psychologists seek the feeling of pleasure to provide as minimal distinction as practicable between their research and their recreation.
- The "job-life balance" articulation was first seen in u.k. throughout the mid-20th century to demonstrate the congruity between work and social existence of an adult.
- This outline was first seen in the u. s. in 1960s.
- Some of the time it began late, there was a push in the office related to advance moves.
- As Bowswell and Olson-Buchanan communicated, "continuously perplexing and moderate advances have made it progressively conceivable for agents to keep in touch with the work ".
- Officials have various methods, for instance, messages, pcs, and smart phones that involve them in their jobs beyond the farthest physical limits of their workplace. Laborers will also address mails or a speech message evening time or during the week's end, regularly while not officially "busy working".
- Specialists have found that delegates who accept their maintain sources of income to be a noteworthy fragment of their characters will undoubtedly apply these correspondence advancements for work when they are out of college.
- Some scholars recommend this obscured limit of work and life is an aftereffect of mechanical control.
- Control system "stands out of the committee's social development." For starters, companies use email and suitable specialized cell phones to motivate and encourage their workers in every case to stay involved with the company while they are not at work. For starters, companies use email and suitable specialized cell phones to motivate and encourage their workers in every case to stay involved with the company while they are not at work.
- This kind of power, like Barker suggests, replaces, for example, supervisors and executives, the more simplistic, dictator rule and simple control.
- Again as consequence, contact techniques have improved in the temporal and systemic sections of work, characterizing "another working environment" where representatives

are progressively associated with the employments past the limits of the conventional workday and work environment.

- Sometimes this restriction is hidden, the greater the job-to-life struggle is revealed either by representatives themselves.
- Several other creators agree that parents who are affected by conflict between work and home would either decrease the number of hours one operates when various creators suggest that a parent leave personal life or spend extra hours in a professional atmosphere. This indicates in a surprising way a single experience in work-life struggles.
- Employee help experts state there are numerous foundations for this circumstance going from individual desire and the weight of family commitments to the quickening pace of innovation.
- An ongoing report for the centre for work-life strategy, 1.7 million people find their careers and working hours inadequate because of global economy.

It's about work-life balance reasonably managing rearranging show both paying labours, as well as various activities that are basic to people. It's not tied in with saying that work isn't right or terrible, however that work should not totally swarm out different things that issue to individuals like time with family, cooperation in network exercises, intentional work, self-awareness, relaxation and entertainment.

A healthy lifestyle is one we distribute our vitality and exertion – emotional, intellectual, imaginative, spiritual and physical – between key areas of importance. The ignorance of one or more regions, or points of anchor, could threaten the vitality of another.

The present workers have many fighting obligations, for instance, work, kids, housework, contributing, life accomplice and old parent care and this spots weight on individuals, families and the systems in which they abide. Work-life struggle is a significant issue that impacts workers, their directors and systems. Apparently, this issue is extending after some time due to high female work power speculation rates, growing amounts of single parent families, the amazing quality of the twofold specialist family and rising examples, for instance, senior thought. It is moreover exasperated with globalization, a developing mass, and really low joblessness.

Teachers balancing work-life

Career managing life teachers has become an important subject in today's world. This is for the betterment of their social life. Subsequently, knowing how the educators balance remarkably advisor and household life is of paramount importance. Throughout the beginning periods, educators meant to combat a lot in this serious world to build their personality, both in the general public and in the expert life. In this case, things have changed as it were, with the headway in instructive and preparing foundations. Reported evidence from India 's market journal reveals that educators' job rate has grown remarkably Throughout the beginning periods, educators meant to combat a lot in this serious world to build their personality, both in the general public and in the expert life. In this case, things have changed as it were, with the headway in instructive and preparing foundations. Reported evidence from India 's market journal reveals that educators' job rate has grown remarkably through India, educators' split obstructions and built links inside expert-level systems work-life balance centres are called accomplishment and pleasure around two fundamental angles. Which indicates that an educator should have the choice to have work fulfillment (satisfaction) and at the same time have the choice to witness adulthood in his or her career (success) because a job teacher may fulfil and admire the adult and the expert life; it implies that they have a work-life arrangement.

The concept stability between work and life alludes to "fulfillment and great working at work and at home with at least job strife". Work-life balance has been described by the nonappearance of inadmissible degrees of contention among work and non-work requests. work life balance doesn't change the fact equalisation equivalent. It indicates the capacity to prepare the long stretches of individual and expert life daily lives result a good and peaceful life. This is nothing but a different agenda.

It underlines the characteristics, points of view and feelings of teachers as per their generation at college, they sift and change their career and human existence. At the point where an educator accomplishes an effective work-life balance, they have work fulfillment and gotten exceptionally dedicated and beneficial and prevail in their profession. In every event, in specific cases an educator can't set their needs. Subsequently, they recoil from their work because of basic Things such as tackling their teenagers, spouse, and husband, aged parents in law/protectors, and other personal pressures.

An assortment of "balance wheels" are extensively open, normally such as issues as psychological (e.g., relatives , friends, and sentimental associations), (e.g., fitness, natural environment, general prosperity), informative (e.g. planning, mental test), optimistic, spiritual, and job (call testing, money testing, home construction, and network management);. Work-life equalization will be exceptionally characterized by people, considering any or the entirety of the viewpoints above. In this manner, from the above meanings of work life balance it could be reasoned that when requests from the work and non-work spaces are commonly inconsistent, clash may Occur. Thus, an absence of harmony among work and non-work is usually conceptualized as work/family struggle or work/non-work strife.

Work life balance has reliably been a concern of those enthusiastic about the idea of Work-life and its association with increasingly broad individual fulfillment. Work-life has been engrossed from the movement satisfaction level of a delegate, which is a superfluous factor of business satisfaction. It planned to give personal satisfaction to a representative simultaneously holding the profitability levels of a worker at the work place. Proficient life implies the plan to develop and gain regard in the association and society everywhere and Personal life implies dealing with family, kids, guardians, wellbeing and investing the recreation energy adequately. With the advancement in instructive, financial and social principles, things have improved, as it were, and the job of workforce in adjusting their way of life is less burdening.

Work life balance for training proficient has gotten perhaps the best test in this day and age. Instructors remaining task at hand request their time in the establishment as well as stretch out to their home in order to get readied for the next day, aside from keeping up understudy records and taking care of different organization related practical prerequisites. Instructors need to spend additional hours consistently to be viable and gainful in their calling with the goal that they could arrive at more significant levels and face the difficult environment. Besides, educators look forward towards instructing, yet need to likewise concentrate on delicate abilities and fundamental abilities so they produce great experts as well as grow productive members of society. That both accessories must design their times of work as well as personally hours so as to proceed an expertly compact life. Each trainee should also teach their children to share life-enhancing and productive duties.

Purpose of work – life management

The teachers work 40-45 hours a week, trying to maintain job-life harmony. The purpose of this battle is to get them tested by their association 's requests versus their home duties. They have to contend with their family's day-to-day preconditions on one hand and the other plans, meetings, company needs and other daily duties at college. Developing strategies that will not only draw and retain members for a prolonged period of time, but also make them deeply lucrative. Organizations include various such offices as storage, bin, day care centre and mail / savings programs. Offer data on work-life balance approaches and unusual course of action, such as semester leave and accessible incentive leave, job break leave, leave for an elective officer, leave for court in your group , social security centre, bonuses & acknowledgement, vocation growth, safety plans , work pivots, motivating powers, play relevant implementation, rest space. Moreover, there are many work-life balances options such as managing workers, bureaucratic structure in brain science. Working environment improve the health, sports clubs, retirement benefits squad, women's structure, bosom managing of care groups and so on these plans help representatives to work smoothly without family, pressure from young people so that they are ready to give their best busy work. In addition, organizations have provided plans such as boards, commissions, dispute improvements process plans to express their views, concerns and suggestions with the top administration and to conclude the corresponding answers.

Need to balance work life

Balancing work life studied the family-life consequences on teacher's job performance and work.

The value of managing job life features the present worry inside the general public and association concerning the impact of specific occupations on the well-being and welfare of experts and their advice on career - family success and their role in the general public. The following conditions influencing work life satisfaction interactions were identified when the writing was reviewed.

- These specific tasks that the two individuals work out are pressures encountered because of various employment, i.e. career pressure and career impoverish.
- Community of organization and elements of job group ideals promoting work-life harmony have positive function which resulted in people's health.

-
- Individual capital and economic capital help a few investigations affirmed the constructive connection between characters, enthusiastic help and prosperity.
 - Profession direction and vocation a period at which people's vocations or timetables can be seen in relation to their life path.
 - They adapt and adapt methodologies using both passionate and problem-centered adaptation methodologies to manage the workfare.

Work Life balance is the function of a compromise between career and home duties. Job and family have slowly been competing pairs, similarly ravenous of energy and resources and accountable for Work-family Tension (WFC). These concerns are heightened by the "financial rational contradictions in parenthood" when teachers are slowly encouraged to achieve self-satisfaction in calling for vocations; they are often confronted with increased weights to sacrifice themselves for their children through offering "escalated child-rearing," profoundly involved child-rearing and development.

The idea of Work Life imbalance and eventually roe conflict of employed, has assembled consideration in the ongoing occasions.

WFC has characterized as a type of work-related battle in which a few work-related and family-related obligations are not good and affect the work circumstances of a representative. Its hypothetical foundation is a speculation of shortfalls that depicts these people for certain, limited measure of vitality. In general, these jobs will channel them and cause pressure or strife for both jobs. Follow-up from previous studies indicates that WFC is associated with numerous negative work opportunities and results, including poorer job output and greater propensity to exit a role.

Work place attributes can likewise add more significant levels of WHC. Researchers the number of hours worked each week, the sum and the frequency of the extra time needed, the unbreakable measuring, the unhappy leader and the unkind organisational culture have improved the likelihood that women's members will find themselves struggling between their work and their friends work.

The Six Job Life Satisfaction Elements

The key components of Work Life Balance are as follows:

Self-Government

Treating oneself properly can be demanding, especially in having proper rest, exercise, and nourishment. Self-management is the recognition that even the gaps of our lives are utilized viably is fundamental, and that accessible assets, time, and life are limited. It implies turning out to be subtitle of our own boat; nobody is coming to direct for us.

Time Management

Powerful time the executives includes utilizing our day and the supporting assets you can call keep pace with when your assets coordinate their difficulties. The time the board enhances through appropriate targets and recognizes what is important and essential, versus significant as well as dire. It involves recognizing what you specialize in and when, and collecting the fitting devices to achieve explicit assignment.

Stress Management

Essentially, social orders will in general become increasingly perplexing after some time. Even with expanding multifaceted nature, weight on the individual is inescapable. More individuals, interruptions, and clamour require every one of us to become receive at keeping up peacefulness and working ourselves out of weight filled circumstances. Most types of Multi-entrusting at last increment our pressure, as opposed to concentrating on each thing in turn.

Management Changes

Shift in our high moving environment is for all intents and purposes the main steady. Ceaselessly embracing new techniques and re-receiving Others are key to a fruitful vocation as well as a glad home lifestyle. Viable switch the board includes putting forth occasional and deliberate attempts to guarantee that and the volume pace of progress doesn't overpower or vanquish you at work or at home.

Leading Technology

Effective technology management means ensuring that technology is at your service, rather than abusing you. Innovation has been with us constantly, since the main stick, rock, lance as well as roller. Presently, each pace of change is fast-paced, welcomed by traders seeking to extend the muffin. Regularly there is no decision however to stay aware of the innovative joneses, yet you should control innovation, not the other way around.

Outdoor Management

This often neglected of work-life management areas, executives' leisure acknowledges the value of rest and relaxation but cannot bamboozle sleep, and but "time off" is an essential aspect of human nature. Inquisitively, a lot of a similar relaxation action, anyway charming, can prompt tedium. Along these lines, powerful recreation the executives require differing one's exercises. Fulfillment with Life and Work life balance Life fulfillment gives an appraisal of a person's general feeling of prosperity (physical, enthusiastic, social profitable). Life fulfillment alludes to a critical procedure, where people survey the nature of their lives based on their own remarkable arrangement of standards. An examination of one's apparent life conditions with a purposeful norm or set of measures is probably made, and to the extent that conditions coordinate these guidelines, the individual reports high life fulfillment. In this manner, life fulfillment is a cognizant intellectual judgment of one's life where the rules for judgment are up to the individual. Work-life specialists' reason that, on account of the intelligent and complementary nature of the connections among work and family spaces, business related job pressure may consolidate with work-family requests to apply significant effect on a representative's general view of life fulfillment.

Characteristics

- Work Life Balance Business Benefits.
- Not consistent, travels every which way with life changes.
- It takes work.
- The way toward looking for equalization can be profoundly fulfilling.

What's the Issue?

Work-life balance is progressively an issue for many nations. Employments, the work environment and the workforce are evolving as:

- The workforce ages and is progressively various.
- More ladies and sole guardians go into work.
- More individuals shuffle more than one employment.
- Business keep on contending all-inclusive to recruit gifted specialists.
- Technology changes the manner in which we work - for example mobile phones and pc's obscure the differentiation among work and individual time.

For any nation, the two greatest work-life balance issues are:

- People who have an excessive amount of work.
- People with insufficient work or salary.

the low paid who need to work extended periods of time to gain enough and the more generously compensated who may feel caught into working a larger number of hours than they need to.

Managers advised that they needed to address work-life balance issues in their work environments, and that they needed down to earth apparatuses to execute work-life balance activities. Laborers, families and people revealed to us that the key issues for them in accomplishing work-life balance concerned their mindful duties, work environment practices and societies, and the need to acquire adequate salary.

Signs and Indications of Stress

- Mental
- Emotional
- Physical
- Behavioural
- Stress and work pressure are primary supporters of work life unevenness.

Reasons for Pressure

Outer reasons for pressure:

- Significant change of life
- Work together
- Problems in friendship
- Economic challenges
- Being too busy
- Kids and their relatives

Interior reasons for pressure (self-produced):

- Inability to acknowledge vulnerability
- Doubt
- Positive self-discussion
- Impractical expectations
- Confectioner
- Loss of self-confidence

Job Life Unbalanced Elements

- Social-assistance
- Function of organisation
- Source of stress
- Add in the problem of jobs
- Reason for social problems
- Design component

Consequences of Work-Life Imbalance

The outcomes of unbalanced workload can be influenced from multiple points of view:

❖ Health Risks:

- Obesity: Not setting aside the effort to practice or eat well can build corpulence, which is associated with coronary illness and various other wellbeing dangers.

-
- Exhaustion: Sleeping great can add a very long time to an individual's life. Giving up rest for work will effect on health and increment the odds of becoming ill.
 - Emotional issues: Stress and weariness will unleash devastation on passionate prosperity. This will influence connections and individual character.
- ❖ **Absenteeism:** Poor wellbeing brings about representative truancy and in this way is an exorbitant issue for managers. This can build the expense to the association as they need to pay the representatives wiped out compensation and it can influence in loss of profitability to the association.
- ❖ **Burnout:** Overworked representatives are for the most part consume outs. The emotional exhaustion and mental reaction to a drawn-out pressure. Indications of consume outs are absence of intrigue, absence of feeling, absence of inspiration, and conceivable discouragement.
- ❖ **Stress:** The impacts of weight on emotion wellbeing are fatal. Pressure can prompt heart infection, Sensual medical issues, weakened resistant framework, Migraines and cerebral pains, Stiff muscles, Backaches, discouragement, Weight gain, Substance fixation, apprehension, inconvenience focus, restlessness, psychologically and physically loneliness.
- ❖ **Signs of pressure are:** Over feeling, Lethargy, Insecurity, tiredness.

Other reasons for job satisfaction awkwardness are:

- Fewer household interests.
- Imperfect companionships.
- Improved weights and outstanding task at hand.
- Distance in close to home relations.
- Decreased degree of refreshment without anyone else.

Drivers for Change

Work-life balance has gotten progressively significant for various social and financial reasons that are making:

- Associations consider how they work.
- Government consider how individuals balance paid and unpaid work and care.
- Individuals consider the job work has and will have at various phases of their lives.

Comprehensively, this move is affected by changes to business sectors, methods for working, the work market and desires for work. In the open division, these drivers mean:

- Pressures to build efficiencies while simultaneously reacting to the requests of administration clients, making increasingly adaptable and responsive open administrations.
- That there is a need to see better and react to client prerequisites in a populace that is turning out to be more established and all the more ethnically various. In this way individuals who have these abilities and connections are urgent to helping associations see new client fragments, advance inventiveness and adapt to progressively complex plans of action.

The Work-Life Harmony impact

In general, the work-life balance case would be taken on two checks.

1. First, that work-life balance improves people's wellbeing, prosperity and occupation fulfillment.
2. Second, that business can profit by work-life balance on the grounds that these arrangements:
 - improve efficiency and specialist duty
 - diminish disorder nonattendance
 - increment consistency standards for gifted laborers and decrease substitution costs
 - permit associations to enrol from a more extensive pool of ability
 - Enable associations to offer administrations past normal business hours by utilizing laborers on various movements that fit in with caring obligations.

Work-Life Balance Benefits As

- Draws new members
- Protect employees
- Creates a strong range of expertise and faculty
- Delivers superior
- Lowers discomfort and relaxation
- Improves working partnerships between employees
- Allows authorities to demonstrate further engagement and cooperation
- Raises innovation and delivery rates
- Lower paying jobs and stress

Issues of Work Life

The following are the major issues of work life:

- Great condition and foundation
- Great leadership
- Open interchanges
- Even-handed prizes frameworks
- A concern for worker's professional stability
- Satisfying vocations
- Participation in dynamic.

Balancing Work-Life Balance

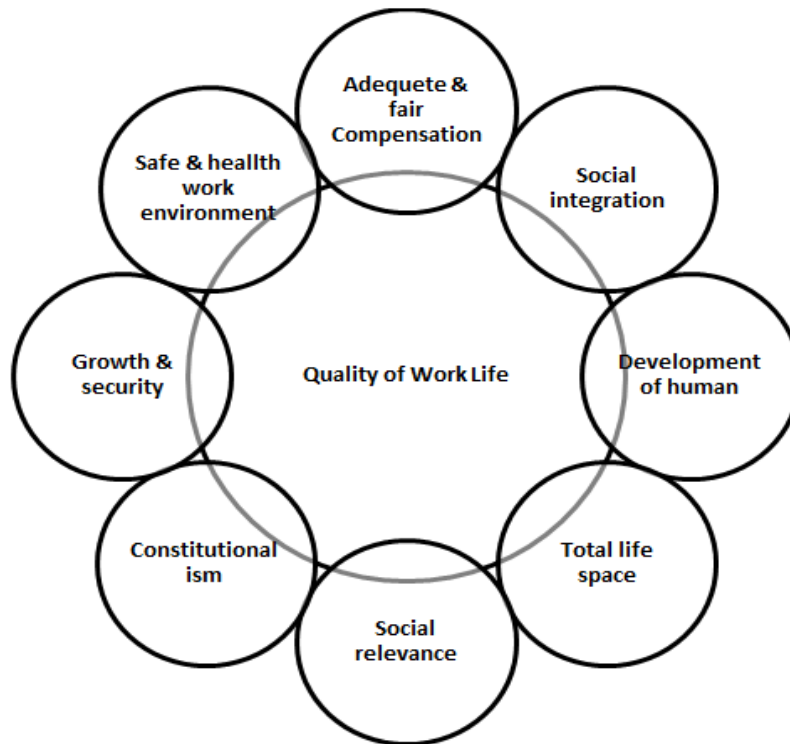
1. **Family-** successful child rearing, the way of life of care and magnanimity that are a piece of family life, requires vitality, time, persistence and a resilience for wreckage and disarray. a difficult task when the working day has demonstrated upsetting and long. The key inquiry here is who 'discovers time to think about whom?', for what frequently happens is the time consuming listening some portion of connections gets jettisoned for handy solutions, and afterward the unattended get the chance to feel disliked and respond as needs be. Families need supporting, and our reactions must be adequately profound and flexible to oblige the unforeseen, not simply the booked bits that fit in flawlessly with our occupations.

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2. **Home-** Home creation is tedious. Actually, taking the shape of a home we are building an atmosphere that reflects our sense of place in this universe. Like a dry, natural sweater, the home furnishes us with an extension of ourselves, a space where we can feel safe to be who we really are in our feelings and content. The Catch 22 is that the longer we work, the more important it is to find such a home with its ageless affiliations, and the less time it takes to construct it. The Catch 22 is that the longer we work, the more important it is to find such a home with its ageless affiliations, and the less time it takes to construct it.

 3. **Friendships-** its frequently been said that the specialty of fellowship requires normal aptitudes to an exceptional degree a blend of love, resilience and tolerance just as a feeling of consistency in the midst of battle and contrast. However, as our work-life relationship spirals crazy, the main issues to survive are daily companionship alongside exercise. A key trend in recent decades in a survey called 'Global Trends; U.k. cultural norms Survey 30' is that we see less of our nearest companions. Nonetheless, as the more remote family gets the chance to be more and more topographically checked, our partnerships are slowly becoming important to our mutual love or assistance.

 4. **Community-** Life family, home and kinships, our neighbourhood networks rely upon our time and vitality so as to work viably, uninhibitedly and suddenly. It is in the corresponding setting of its exercises that our collective character can be experienced and appreciated. However, on the off chance that we lose that fundamental labour of love balance, at that point the numerous exercises through which neighbourhood and area are communicated are minimized and we are the more unfortunate for that disregard. Diversions, interests and brandishing interests determine a lot of their significance through our cooperation with others. On the off chance that we neglect to address the issues of work-life balance as a general public then one of the main losses will be the extravagance and decent variety of network life. By work-life balance we imply that all specialists ought to reserve an option to work that doesn't harm their opportunity to seek after exercises and duties outside the work place. That implies making work increasingly touchy, orchestrating work all the more successfully and sorting out it all the more astutely.

Component in Quality-of-work aspect



Adequate and just wages: This same panel on reasonable pay rates characterized reasonable compensation as "the compensation under the living period over the base pay."

Safe and sound working conditions: Owing to humanitarian needs and legal requirements, most educational organizations provide safe and healthy working conditions.

Opportunity for the utilization and development of human capacity: The degree of the instructor being allowed to exert greater influence over her jobs, and the degree to which the teaching role accepts a whole substantial mission, just not a portion. Further quality work life offers incentives such as job flexibility and preparation engagement to maximize human resources.

Career growth opportunities: By expanding one 's capabilities, knowledge, and qualifications, future opportunities for continued growth and security contribute to the quality of work life. In the case of teachers, prospects for advancement are restricted either because of professional obstacles or because of insufficient higher-level openings.

Workforce social inclusion: Social incorporation in the workplace power can be established by seizing opportunities from bias, supporting essential work gatherings to have a sense of network and burying individual receptivity, libertarianism and instructors' upward versatility.

Originalism in the association of labour: Quality of work life offers the educators sacred protection only to the degree of appealing efficiency that hampers research. It occurs because the behaviour of educational management is contested with any decision and regulatory processes that need to be pursued at that stage, and is granted to workers on topics such as anonymity, freedom of expression, and equity.

Act and perform personal satisfaction: Work-life consistency accommodates the good partnership between parts of life in the job, non-work and home. In other terms, job hours include extra jobs, job at difficult hours of travel, transitions, and holidays do not burden personal life and social life.

Work Social Importance: Standard of job is concerned with the basis of social significance to job in a socially beneficial manner. In the changing environment of recent technological advancement, the normal concept of the teaching profession is subjected to rapid changes. A person who enjoys the work and derives satisfaction alone can perform within the best perfect manner. The fulfillment of private needs and goals results in satisfaction well-being and happiness. But how far and the way long could a private be satisfied within the profession, if it's filled with work related stress and strain.

Work-Life Balance Includes

- Variable day
- Dragging hours
- Absorbed hours of work
- Replacing the shift

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- Self- rigging
 - The exchange of work
 - Length of the job
 - Working away from home
 - Tele-working
 - Breaks from home

CHAPTER - 2
LITERATURE REVIEW

2.2 Literature Review

Executing a literature search may be a means of demonstrating the knowledge of the author in a number of specific fields of study, including vocabulary, theories, key variables and phenomena, methods and history. Conducting a literature review also informs the scholar of the influential researchers and research groups within the field (Randolph, 2009).

Literature review forms a central component of a research study for an important reason: the research should fill (or help fill) a gap in known about a topic i.e. the research gap.

A literature review is analysis of already published books and articles in a summarized form. Its purpose is to identify, read and analyse the body of literature published on the topic, to understand the trends and gaps.

The main objective of this analysis is to explain the work - life definition, which puts special focus upon factors that affect imbalance of work-life of college teachers and to understand how they balance professional life and personal life. In this review several authors' views and opinions are mentioned. Various text books, leading journals and magazines, newspapers and websites address a number of issues, factors and importance of work-life balance for better performance among employees.

This analysis of relevant literature is meant to:

- To provide foundation of knowledge on topic.
- To identify areas of prior scholarship to prevent duplication and give credit to others researchers.
- To identify inconsistencies: gaps in research, conflicts in previous studies, open questions left from another research.

Sources

To gain knowledge and understand the topic under study the review is being done by sourcing various books, renowned journals, leading magazines, newspaper and web sources. The following research studies were analysed to identify the research gap that could form the basis of this research paper. The articles are critically reviewed and presented in a summarized form as follows....

Nayeem, M. A., & M. R. Tripathy (2012) in its research paper “Work-Life Balance Among Technical Institute Teachers”. The developing examples of work and individual parts of life offer more prominent difficulties to the cutting-edge workforce. Numerous associations and representatives look for ways to deal with better deal with the contention and strains among work and non-work exercises. Among different occupations, educating is accounted for to have positive and negative encounters about work-life. This paper inspects the relationship of Job fulfilment with Work-Life Balance (WLB), turnover expectations and burnout levels of instructors. The paper gives exact proof to demonstrate the relationship and determines the indicators of Job fulfilment among the specialized instructors. One of the key discoveries of this paper is that WLB is a significant giver toward Job fulfilment and male educators feel more burnout contrasted with female instructors.

In his article "A Thesis of Work Life Relationship for Women Working in Teaching Career at Kolhapur" Petare, P. (2013). The paper takes an inside and out gander at work life balance considering taking into account balance in work and family life is a rising test for the two representatives and businesses. The current research orders chosen factors as work and family related elements to consider work life balance. This paper breaks down the reasons for work and life unevenness as for female educators. An aggregate of 50 educator's reactions from different universities and establishments in Kolhapur are remembered for the examination. Measurable examination uncovers that the fundamental driver of irregularity of work life balance is Heavy work and degree working hours followed by Inabilities to needs and oversees time and Flexi - time, decreased working hours and different offices at working spot prompts accomplish work life balance.

Zaheer, A., Islam, J. U., & Darakhshan, N. (2016). “Occupational Stress and Work-Life Balance: A Study of Female Faculties of Central Universities in Delhi, India”. Delhi, India. The investigation depends on essential information gathered from 120 female resources from two focal colleges in Delhi, India. The information is breaking down utilizing different measurable apparatuses and techniques. The consequences of the examination uncover that there exists a moderate-level of word related pressure and moderate-level of work-life balance in the midst of female resources in focal colleges of Delhi, India. The aftereffects of the investigation further uncover so there is a solid negative links between Occupational Stress and

balancing work-life. This examination can end up being of incredible assistance to the administration of instructive set-up to expand the degree of work-life parity and diminishing the degree of work related worry among their employees; to make a workplace that everybody feels glad to be the piece of. This, thus, will build the hierarchical productivity and adequacy in scholarly set-ups.

According to Sudha, J., & Karthikeyan, P. (2014), in their article "Women Employee's Work Life Balance". Special occupation and ambitions are perhaps the most significant considerations of daily life. A significant percentage of the ladies are going to work to support their families. Currently this change is common and dynamic due to advances in conditions and monetary conditions. The greatest test for ladies is the means by which to adjust the requests of family and vocations. The writing recognizes the different angles, for example, professional success, job stress, career objective, family work conflict, work life balance (WLB) child care and practices. This article uncovers the outline of the numerous challenges and issues that Woman Employees have searched through in trying to obtain WLB. The elements referred to in this paper include various diaries, reports, web locations and so on, and the subtleties in the reference area have been given.

Mohanty, S.S., says (2014), in his thesis "A Work Life Balance Analysis Among Woman Teachers in The City of Mumbai". The problem of work-life balance is progressively getting significant in India as an ever-increasing number of ladies with youngsters are joining the workforce; and there are an ever-increasing number of working experts want to adjust their work and family life. The reason for present examination is to feature the need of embracing work-life-balance (WLB) strategies for instructors educating at college(degree) level. The paper analyses various components of WLB, particularly concerning instructors working in government and private establishments. In light of experimental proof, the examination suggests that there is a requirement for embracing WLB arrangements for instructors. The information for the examination was gathered from 50(fifty) instructors working for government and private schools for both scholastic and expert courses. The discoveries of the examination show that there is a requirement for structuring WLB approaches and projects for the instructing network to empower them to adjust their work and life needs. Through this investigation an endeavour has been made to recognize distinctive individual thought processes

and its need among various segment bunches which could turn into the reason for structuring WLB strategies for instructors.

In his article "Work Life Balance and Women Professionals" according to Mani, V. (2013). The examination endeavours to pick up understanding in to the job of an example populace of ladies utilized in various occupations, in adjusting work and life in Tamil Nadu, India. The accentuation is fundamentally on polished skill and was completed by leading an overview among respondents who were original ladies' workers. Information were gathered by (cluster random) examining alongside semi-organized meetings and a survey. The information was contemplated and dissected so as to investigate and depict the affectability of ladies and their impression of the general public just as to feature the qualities, perspectives and convictions of ladies in the conventional work associations and essential family framework. The discoveries uncovered that job struggle, absence of acknowledgment, hierarchical legislative issues, sexual orientation separation. The main issue impacting the WLB of women's experts in India is the issue of aged and children's welfare, the essence of well-being, appropriate board concerns and the absence of valid social assistance.

Priya, J. J. (2017). "An Investigation on Balance between Professional and Personal Work of Women Teachers". The current investigation plans to inspect the work-life equalization of ladies' educators in Chennai city. In this regulating overview study, 100 ladies' educators were chosen as test by utilizing advantageous examining procedure. The information was gathered from 100 ladies' instructors who are working in eight Higher Secondary Schools at chennai city utilizing the Work-life Balance Checklist by Daniels, Lewis, and McCarraher (2000). The apparatus comprises of ten explanations relating to work-life balance. For breaking down the information, the examiner utilized mean, standard deviation, t-test, and ANOVA as the measurable systems. Discovering shows that there is a noteworthy distinction among work-life offset of ladies educators concerning age gathering and long periods of experience and there is no huge contrast among work-life offset of ladies' instructors regarding compensation, conjugal status, and number of youngsters.

Kumaresan, D. & Hemalatha, P. (2020), in their research paper "A Study on Women Employees ' Work Life Balance-Reference to Teaching in the Salem District". Work life equalization of ladies 'Advisors have acquired a significant issue as the period has shifted from individuals acquiring a family residing in this day and age where all individuals have a common responsibility to acquire their professional and residential existence for a parapet. Throughout the beginning periods, women had to fight a lot to establish their character throughout this realistic world, in the wider population as well as in the individual life. The Government of India just as of states and others also are supporting the expanding the commitment of ladies in the general public for that the administration has presented booking for ladies just as age limit has been expanded for applying to government occupations for ladies. It has expanded the commitment of Indian ladies in the economy of family and nation. For the reason such examination has been led and the information has been gathered from the lady's respondents of training area. It has been come out that ladies are confronting trouble in dealing with their own and expert life simultaneously.

Parameswari, J., And Kadhiraavan, S. (2011), in its article "Value of Work and Self-Regulated Conduct Among Teachers in Government and Private Schools". Nature of work life has a critical impact work execution. The essence of life at work relates to what degree attributes of work offer chances to make a harmony between control need and control limit as to fulfil the needs and capabilities of the laborers. Self-regulated conduct is managing one's exercises as indicated by the outer world without being controlled by others. The current paper is an endeavour to check whether there is any connection between nature of work life and self-directed conduct among government and tuition-based school instructors. For this reason, information on nature of work life and self-regulated conduct were gathered from 60 teachers (30 Government and 30 Private teachers) utilizing Work-Related Quality of Life Scale created by Laar and Self-administrative conduct scale (SRBS) created by S. Kadhiraavan. The gathered information was breaking down utilizing mean and ANOVA. The discoveries show that both the Government and Private teachers have elevated level of nature of work life and self-controlled conduct. There is a connection between specific variables of nature of work life and certain elements of self-managed conduct. Watchwords: Quality of work life, Self-managed conduct, Government, Private, School, Teachers.

Kushi, B. K., Frank, A. R., Kamath, S. S., & Bennehalli, B. (2019), in their research article "A Study on Women Teachers ' Work Life Balance at a Mangalore Engineering College". Ladies are the structure squares of the general public particularly the instructors. It is exceptionally hard for ladies to work for the duration of the day by dealing with the work routines just as the family when little children are near. The associations consistently interest for increasingly more execution. The lady's representatives think that it's difficult to oversee thus called work life parity will be broken. This investigation made an endeavour to locate the degree of work life balance among ladies showing experts in a Mangalore school. The examination additionally illuminates the elements which could improve the work life balance.

According to Sutha, D. A. I. (2019), in its report "A Report on the Work Life Relationship of Women Professors Employed in Chennai City Selected Colleges". This investigation enrolls certain measurements and its suggestions over work life balance were distinguished. It additionally gained from the current investigation that overseeing work life balance is channelized by the mental cosmetics of a person's particularly ladies and that is absolutely as a demeanour-based issue. In this way the explanations for investigating the work-life balance improve the nature of social women's working life. Currently women are involving practically all classes of positions in the work environment. Among different occupations, educating is accounted for to have positive and negative encounters about work life. The paper takes a top to bottom gander at work life balance considering taking into account Balance in work and family life is a developing test for the two representatives and managers.

Kang, L. S., & Sidhu, H. (2015). "Identification of stressors at work: a study of university teachers in India". An example of 570 educators working in four colleges of Punjab (Guru Nanak Dev University, Amritsar; Punjabi University, Patiala; Punjab Agricultural University, Ludhiana; and Punjab University, Chandigarh) were overviewed to survey the status of the strength of school instructors and to acknowledge factors causing worry among them. The outcomes uncovered that 14 percent of the respondents were experiencing unexpected frailty. The factor investigation of 60 things covering different parts of the activity of a college educator yielded 14 components. The relapse examination uncovered that 'Insufficient Competence of Teachers', 'Conventions', 'Intense and Dull Job', 'Unsavoury Work Conditions and Lack of Resources', 'Low quality of Students', 'Absence of Control' and 'Requesting Job'

are critical stressors causing worry among the college educators and influencing their wellbeing antagonistically. While, 'Work–Life Imbalance', 'Workplace Politics and No Freedom of Expression', 'One-sided Behaviour of Head of the Department', 'Slow and Limited Promotion and Inequitable Salary', 'Nonsensical Workload', 'Poor Interpersonal Relations', and 'Inappropriate behaviour' have not been secured to be critical position qualities deciding the soundness of the respondents.

Naidu, C. K. (2020). “Occupation Stress and Work Life Balance of Women Professors of Arts & Science Colleges in Coimbatore”. Parity in work and family life is a rising test for people, yet for managers, the market, the state and society all in all. There has been a developing worry over work and family issues by virtue of the adjustments where work has been characterized and altered by modernisation and industrialization forms., and furthermore because of an expanding number of ladies entering the universe of paid jobs .This investigation is an endeavour to examine the intense significant problems looked through the ladies teachers trying to keep up an equalization and getting the correct harmony between obligations at their own and expert life. The examination was directed among the showing experts of expressions and science universities in Coimbatore. The examination likewise means to quantify the disposition of overseeing work life balance by the respondents.

Saminathan, R., & Kumar, B. A. (2017). “Work Life Balance Design and Approach: The Antecedents with Self Financing College Professors in Rural Areas of Tamil Nadu, India”. In the present pattern work is probably going to attack individual life and keeping up work-life balance is certainly not a basic errand. All things considered; work-life balance isn't far off. The overseeing of work life balance among ladies’ representatives constantly fluctuate at various conditions. It is additionally discovered that the summoning techniques utilized by ladies at work and family to oversee work life adjusts are simply relies upon the circumstances. The investigation enrolls certain measurements and its suggestions over work life balance were distinguished. It likewise gained from the current examination that overseeing work life balance is channelized by the mental cosmetics of a person's particularly ladies and that is simply as a disposition-based issue. In this way, the examination infers that work life balance rehearses improve the nature of work life of working ladies. Further work life balance among ladies’ instructors lead to work fulfilment.

R. K. Miryala, & Chiluka, N. (2012), in their analysis “Balance of Work-Life Among Teachers”. The reason for this examination is to feature the need of embracing Work-Life Balance (WLB) strategies for educators instructing at various levels. The paper looks at changed components of WLB, particularly regarding government and private establishment instructors. In light of the experimental proof, the investigation suggests that there is a need of receiving WLB approaches for educators. The information for the examination was gathered from 100 instructors working for government and tuition-based schools, schools, colleges and expert courses. The discoveries of the examination demonstrate that there is a requirement for planning WLB approaches and projects for the instructing network to empower them to adjust their work and life needs. Through this examination, an endeavour has likewise been made to distinguish distinctive individual thought processes and its need among various segment bunches which could turn into the reason for planning WLB approaches for instructors.

According to Radha, A. (2015), from the literature review "A Study on The Work-Life Balance of Female Teachers in Coimbatore". Analysts and too specialists have concentrated on trouble that working ladies face in adjusting office work and family unit work to accomplish some level of "work-life balance" in the present associations. This examination canters around the issue of work-life equalization and how it influences ladies utilized as instructing experts. It is an endeavour to distinguish whether it is as simple as it is accepted for ladies to adjust among work and life in the alleged expectedly reasonable calling called "educating". It additionally specifies a few answers for show up at an increasingly even-handed work-life balance.

Saravanan, S. S., & Dharani, P. (2014), through their analysis paper "A Study of Factors Affecting School Teachers' Work-Life Harmony in Coimbatore". Work/life is generally alluded to as work and family. To adjust between the family obligations and work duties has become a test for the individuals in numerous callings. Strain among work and family jobs is a typical encounter among tuition-based school educators. This paper investigations the components deciding the work and life offset as for teachers. A sum of 150 educators' reactions from private part schools were remembered for the examination. Free example t-test is utilized to investigate the impact of autonomous factors on work life offset as for regard to non-public school instructors.

Goud, M. V., & K. Nagaraju. (2013), in their report "Job Life Relationship of Faculty of Teaching with Respect to Andhra Pradesh Engineering Colleges". The effective administration of an association's HR is an energizing, dynamic and testing task, particularly when the world has become a worldwide town and economies are in a condition of transition in alliances and on the residential side, the labour check grows to the maximum point of the consciousness of various businesses and members. HR are the most important and interesting resources of an association. In the present quick paced society, instructive establishments look for alternatives to decidedly affect the primary concern of their resources, improve staff confidence, hold resources. Work life balance has been one of the central points in affecting the association's proficiency. This article features the issues associated with work life parity of workforce in instructive establishments and the variables that decide work life balance.

In their research paper "An Observational Analysis of Work-Life-Balance with Particular Regard to Government & Private Teachers in India" Miryala, R. K. & Chiluka, N. The purpose behind the inquiry is to explain the need to understand work-life management structures for and representative class. The paper analyses components of work-life balance vitality and the extraordinary relationship among government and private teachers and proposes exact proof which articulates the centrality. The information has been gathered from around 100 educators working for Government and Private Schools, Colleges, Universities and Professional Courses. The discoveries of the examination show that, there is an intense need of structuring the arrangements and projects to execute at National level to empower the instructing network to adjust their work and life needs. Through this exact examination an endeavour is made to recognize the sorts of individual thought processes and its need among various Genders, Ages, Levels of Position and Number of Dependents and afterward ideated the approaches to adjust Work and Life of Teachers working for both Government and Private Institutions.

Darakshan, N., & J. U. Islam "The Effect of Occupational Stress and Work-Life Balance on Job Satisfaction Among Central University Female Faculties in Delhi". The examination means to explore the degree of Job Satisfaction among female resources of focal colleges of Delhi, India. The examination likewise researches the impact of Occupational Stress and Work-Life Balance on Job fulfilment. A self-organized survey is received to achieve

the exploration destinations through the reactions from 120 female employees of two focal colleges of Delhi, India. Different measurable devices and strategies, for example, expressive insights and relapse investigation and so on have been utilized to break down the information. The consequences of the examination uncover that an altogether significant level of occupation fulfilment exists among female employees of two focal colleges of Delhi. The outcomes likewise uncover the presence of altogether low negative impact of Occupational pressure and low constructive outcome of Work-Life Balance on the level of employment fulfilment of female employees of two focal colleges of Delhi. This investigation makes a huge commitment to the current assortment of information by investigating the connection between Occupational pressure, Work-Life Balance, and Job Satisfaction. This data may end up being of incredible assistance to the approach producers and experts of the instructive set-ups.

In the research "Evaluating the Factors of Work-Life Balance Among School Teachers" according to Kumar, K. N. Balancing work life (WLB) has gotten thought in corporate section. Regardless, there is a need to examine the subject inverse teachers, recalling the growing examples of work life issues among instructors. Along these lines, the reason for the writing is to discover measurements of evaluating the variables of work life balance among instructors. In this examination, the analysts found that there are seven variables which give work-life balance among educators. They are outstanding burden working hours, stress the board, conjugal relationship, working conditions, and family relationship. It is the duty of the association that they ought to encourage a decent air with great working conditions, working hours, self-sufficiency, and strategies to have a work-life parity of educators.

Sathish Kumar, B., & Aswin Prakash, P. "Work Life Balance Among College Teachers". To adjust between the family obligations and work duties has become a test for the individuals in all callings. Work Life Balance is a wide subject which discusses both vocation advancement on one side and the family mindful on the opposite side, it is essential to know how the individuals balance their expert requests and family requests. This exploration article means recognizing the job satisfaction between building school instructs to distinguish the different practices embraced by the foundations to empower educators to adjust between proficient life and individual life. This examination found that the majority of the instructors were working with a feeling of missing life and the foundations have not found a way to beat them.

2.3 Research Gap

The main purpose behind the review of literature is that it serves the requirement of providing theoretical understanding to the problem under study. Many authors speak about the need for a balance among work life and personal life and its importance in performance of employees and also it has an impact on the classroom performance of a teacher.

After reviewing the literature, there appears to be a small number of work-life balance study accessible of faculties of undergraduate/post graduate courses of institutions in Bengaluru city. Other variables that have not yet been discussed are: degree of tension among faculty, arrangements for work-life balance and facilities offered by educational institutions, connection among satisfaction and organizational-life balance.

Therefore, there lies a research gap. This study aims at understanding what factors influence the personal satisfaction and professional satisfaction of teachers. The study also further aims in understanding the ways in which college teachers balance their professional and personal life and measures taken by the educational institutions to provide a conducive environment to the faculties that will help them balance their work life and personal life.



CHAPTER - 3
RESEARCH DESIGN



Research Design

The central part of a research study is to develop a research design. It is a systematic plan or a blue print prepared for directing a research study. It acts as road map for collection, measurement and analysis of data. It is very important to know the respondents to the study, the type of data required and effective technique to be used for processing and interpretation of the data. The researcher in the present study has followed all the essentials of research design.

A research design is like a blue print or a road map that gives a framework for conducting the research project. It gives the details of the statement of problem, need for the study, objectives and the research methodology. It also includes the data collection process and the methods used to interpret the results.

The particulars are as follows:

3.1 Statement of The Problem

Working environment has been an increasing problem for both managers and workers in companies in today's scenario. Job satisfaction which mainly deals with the ability of an employee to balance and properly prioritize between work and his or her personal life is greatly linked with performance of the employee, job satisfaction and employee productivity.

Henceforth, providing quality of work life for all employees in the organization is of great importance. An understanding of the need for work-life balance practices for teachers and professors is also very important for educational institutions.

The problem lies when there is very high job demands and lack of work flexibility that we are witnessing in today's competitive world, it is very difficult for employees to have a quality work life balance.

Therefore, this research study aims in understanding the problems that teachers might face in having a balanced work life. The above said problem has made me research on the nature of work life balance among college level teachers in Bengaluru city, Karnataka state.

3.2 Need for The Study

Employees are important vital assets to the company. The management should ensure that the employees are satisfied and enjoy the work environment which has an impact on the performance of the employees.

It is very important to ensure a good work life balance for the employees in the organisations and also the employees should also see that they plan their work life in such a way that they can also prioritize their personal life.

Therefore, in this scenario considering the importance of human resource in every type of organization, the need for this study is to research on the WLB of college teachers which is very significant. Due to limited research on work-life balance of college teachers, there is a need to study the same, which becomes very relevant in the present scenario.

3.3 Objective of the Study

- Defining variables affecting college teachers' work-life arrangement
- To consider college teachers' degree of happiness over work-life harmony in institutions
- To research factors triggering occupational tension
- To understand the work life balance policy prevailing in institutions
- To suggest suitable measures to improve the WLB of college teachers based on findings

3.4 Scope of Study

The present study on “**Work-Life Balance College Teachers in Bangalore City**” is confined to college teachers at undergraduate and post graduate level working in institutions in the city of Bangalore.

3.5 Research Methodology

Type of Research

The analysis type employed in the thesis is descriptive of nature. The basic reason for carrying out a descriptive research is to gather descriptive information by using appropriate data collection method like structured questionnaire method (sent through google forms). The study aims at understanding the work life balance among college teachers in Bangalore city.

Sampling Technique

The sampling technique to be used in the study is stratified random sampling which is a improved type of random or probability sampling. The total population is divided into a homogeneous group and random sample is drawn.

Sample Size

The sample size comprises of a total of 101 respondents. The respondents are college teachers working at undergraduate and post graduate levels at various educational institutions in the city of Bangalore.

Sample Description

The most important characteristics of the sample are that the respondents are college teachers who are from different Institution (Government, Govt Grant -in Aid and Self-Financing). The majority of respondents are women and most of them are in the designation of assistant professor.

Instrumentation Techniques

The tools or instruments used for data collection are through Structured Questionnaires and as appended at the end of this project dissertation under the heading 'Appendix'.

A structured questionnaire which consists of personal details, close-ended and open-ended will be used to collect data from the college teachers. The scaling techniques used for the close ended questions were likert scale, simple category scale, multiple rating list scale and multiple choice questions.

Actual Collection of Data

To attain the aforesaid objectives data collection plays a very important part in the study. The study depends on primary as well as secondary sources.

Primary Data : The primary data were gathered through questionnaires. The questionnaires were sent to the college teachers in the form of Google Forms. The google forms were sent to their e-mail accounts and other means of social media like whatsapp, facebook etc.

Secondary Data : Secondary data were collected from standard textbooks, leading journals, magazines, research papers and a few websites.

Plan of Analysis : The data which was collected by primary means was studied and classified ; tables and graphs were prepared for better understanding of the same. Simple statistical techniques like averages and percentages are used for analysis.

3.6 Hypothesis

H₀₁: There is no significance association between Salary and Professional satisfaction.

H₀₂: There is no significance association between Job outcome and Professional satisfaction.

H₀₃: There is no significance relationship of Personal life on Work performance.

H₁: Yes, there is significance association between Salary and Professional satisfaction.

H₂: Yes, there is significance association between Job outcome and Professional satisfaction.

H₃: Yes, there is significance relationship of Personal life on Work performance.

3.7 Limitations of the Study

- The study was restricted to Bengaluru city, hence the result obtained cannot be generalized as whole.
- The attitude of respondents may change, so the study is valid for specific period only.
- The sample size is restricted to only 101 respondents from a huge population due to difficulties in getting adequate response.
- There are possibilities of error owing to the respondents prejudice and bias while supplying the data.
- There are chances of bias in primary data because of the presence of human element.

3.8 Chapter scheme

1. Introduction

2. Literature Review

3. Research Design

4. Data Analysis and Interpretation

5. Summary of Findings, Suggestions and Conclusion.

CHAPTER - 4
DATA ANALYSIS AND
INTERPRETATION

PRESENTATION OF DATA, ANALYSIS AND INTERPRETATION

Analysis of data is the most skilled task in the research process and a very vital part in a research report. This chapter covers the data analysis computed purely from primary data.

The data was collected from questionnaires who have an experience from 1 – 15 years in (UG and PG) level.

The analysis of the data has been done with the help of response given by the College Teachers. Tables and various types of charts and pie diagrams are used to show the response of the respondents towards the Work-Life Balance. The analysis and interpretation of data collected from the respondents have been incorporated in this chapter. The various questions asked to the respondents have been analysed in the subsequent tables which are further supported by graphs.

General characteristic of the sample studied:

The sample under study and analysis is the response given by 101 respondents. The respondents are College Teachers who are from different Institution (Government College, Govt Grant -in Aid College, Self-Financing College).

The respondents who are from various departments like Commerce Management Science Arts Other and are designated as Professor, Associate Professor, Assistant Professor and Guest Lecturers

Response Analysis:

The following tables and charts depict the response given by College Teachers to various questions, which has been analysed and interpreted.

Age Distribution of the Respondents

Age (years)	No of Responses	Percentage
21-30	25	25%
31-40	56	55%
41-50	19	19%
51 and above	1	1%
Total	101	100%

Source: Primary Data

TABLE 1.1

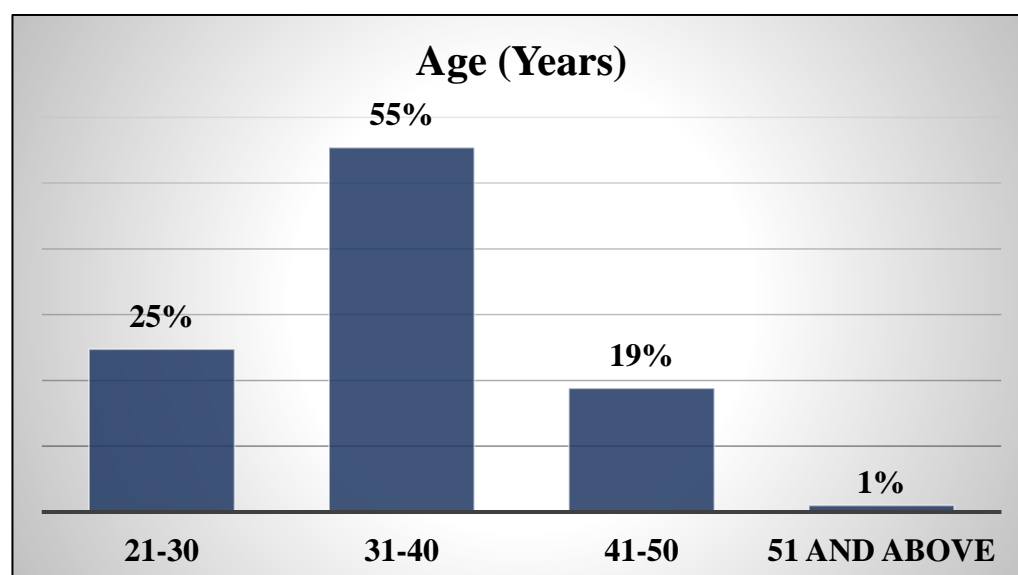


CHART 1.1

Analysis: The above Table.1 shows the age of the College Teachers. Majority of the respondents are in the age group of 31 to 40 years with the highest of 55%. The respondents are also in the age group of 21 to 30 and 41 to 50 that is 25% and 19 %.

Interpretation: By the information in the above table it can be said that the respondents are of middle age with few years of experience. And 25% are freshers with less experience.

Gender of the Respondents

Gender	No of Responses	Percentage
Male	34	34%
Female	67	66%
Total	101	100%

Source: Primary Data

TABLE 1.2

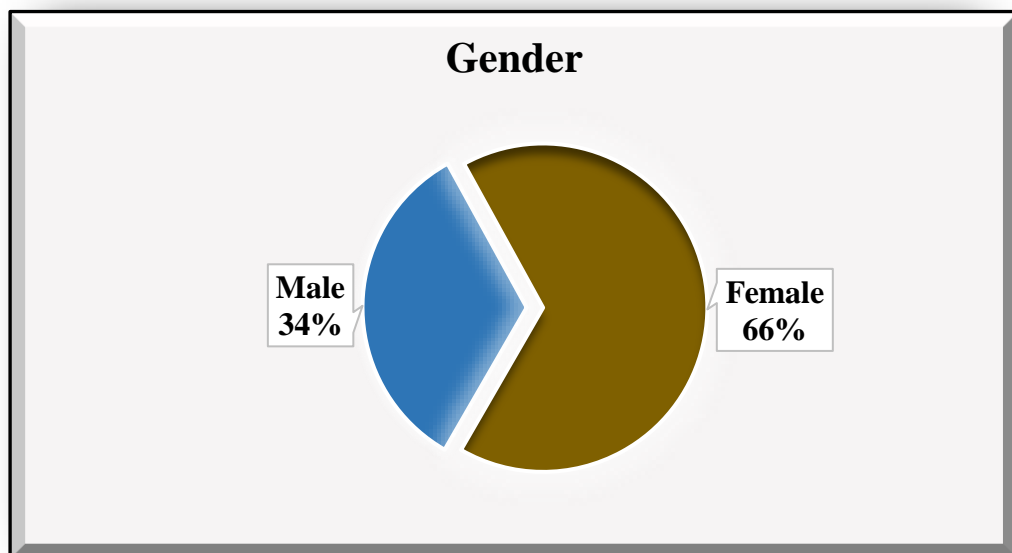


CHART 1.2

Analysis: According to the research gender of the respondents in the above table says that female is dominating with highest of 66% rather than male with 34%.

Interpretation: In the case of gender wise classification it revealed that female teachers are more than male teachers. In which it shows that the majority respondents in our study are female respondents.

Educational Qualification of Respondents

Educational Qualification	No of Responses	Percentage
Post Doc	3	3.0%
Ph. D	13	12.9%
PG with M. Phil	12	11.9%
PG with NET/SET	40	39.6%
PG	33	32.7%
Total	101	100%

Source: Primary Data

TABLE 1.3

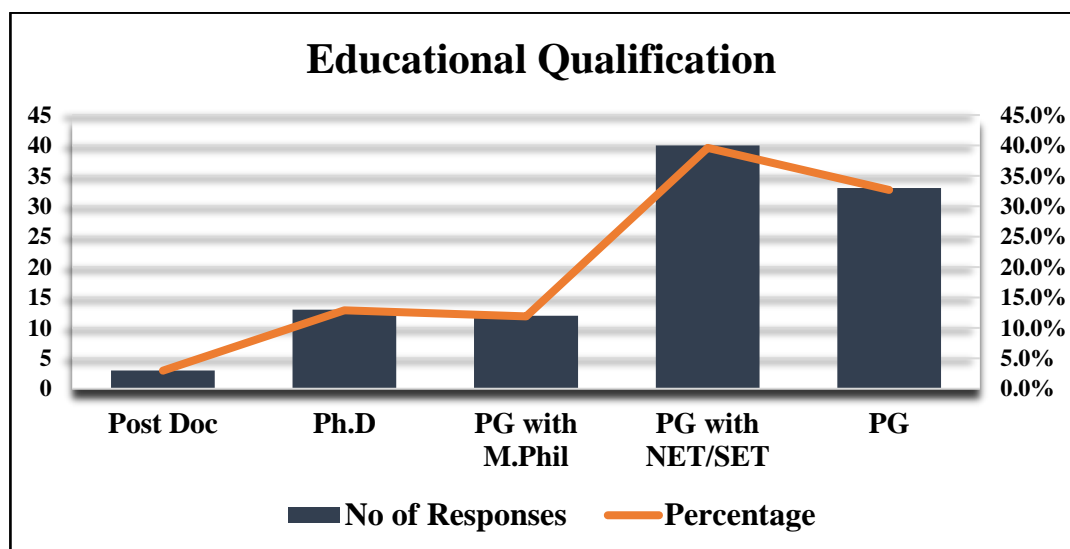


CHART 1.3

Analysis: The qualification of the respondents is classified into Post Doc, Ph. D, PG with M. Phil, PG with NET/SET, PG. From the table and graph, it can be indicated that the percentage of PG with NET/SET holders are more with 39% when compared to other respondents.

Interpretation: In the educational system, professional qualification of college teachers plays a very important role. In our study majority of respondents are PG holders and have cleared NET/SET respectively.

Designation of the Respondents

Designation	No of Responses	Percentage
Professor	7	7%
Associate Professor	11	11%
Assistant Professor	65	64%
Guest Lecturers	18	18%
Total	101	100%

Source: Primary Data

TABLE 1.4

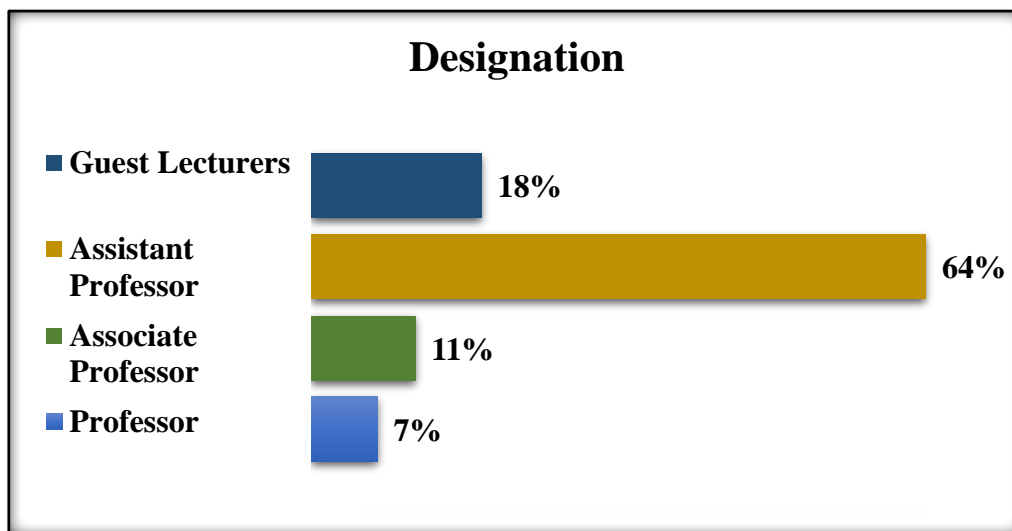


CHART 1.4

Analysis: The Table.4 deals with designation of the teachers. It reveals that 64% of teachers are Assistant Professor, 18% of respondents are Guest Lecturers, 11% are Associate Professors, and 7% are Professors.

Interpretation: According to the research study the above table and chart shows that majority of the college teachers in the study are Assistant Professors with highest of 65 in 101 respondents.

Institution of the Respondents

Category of Institution	No of Responses	Percentage
Government College	25	25%
Govt Grant -in Aid College	14	14%
Self-Financing College	62	61%
Total	101	100%

Source: Primary Data

TABLE 1.5

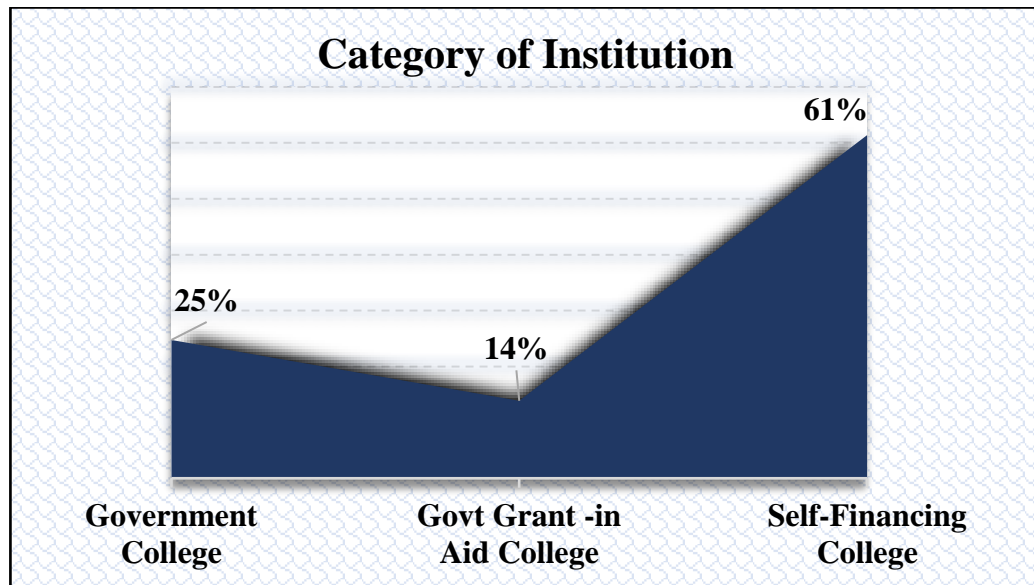


CHART 1.5

Analysis: In Table.5 the type of institution of the respondents in Bangalore city has a greater number working in self-financing colleges with majority percentage of 61% followed by a small percentage of respondents working in government colleges and govt grant-in aid colleges respectively.

Interpretation: The research shows that majority of the respondents under study are from self-financing colleges or private colleges, with which we can understand the stress and work life balance among teachers in these private colleges.

Work Experience of the Respondents

Years of Experience	No of Responses	Percentage
Upto 1 year	3	3.0%
Above 1-5 years	23	22.8%
Above 5-10 years	45	44.6%
Above 10-15 years	18	17.8%
Above 15 years	12	11.9%
Total	101	100%

Source: Primary Data

TABLE 1.6

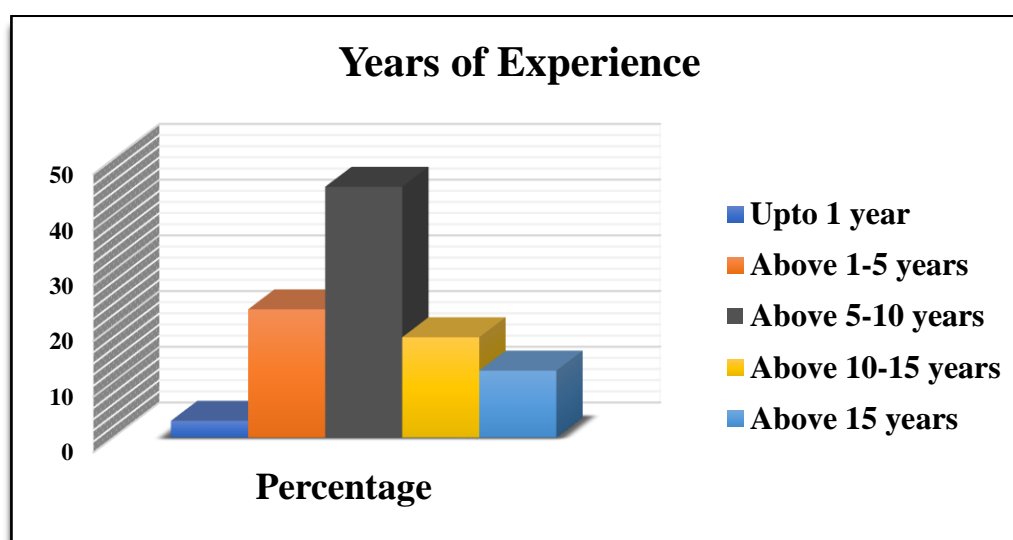


CHART 1.6

Analysis: The table shows that 44% of the respondents are between 5 to 10 years, 22.8% experience with 1 to 5 years, 18% with 10 to 15 years, 12% with more than 15 years and 3% are respondents having experience within 1 year.

Interpretation: The study mainly comprises of teachers having average to high experience in the field of teaching. This research study consists of respondents who are highly experienced.

Income of the Respondents

Annual Income	No of Responses	Percentage
Upto Rs.5,00,000	47	46.5%
Rs.5,00,001 - Rs.8,00,000	41	40.6%
Rs.8,00,001 - Rs.10,00,000	9	8.9%
Above Rs.10,00,000	4	4.0%
Total	101	100%

Source: Primary Data

TABLE 1.7

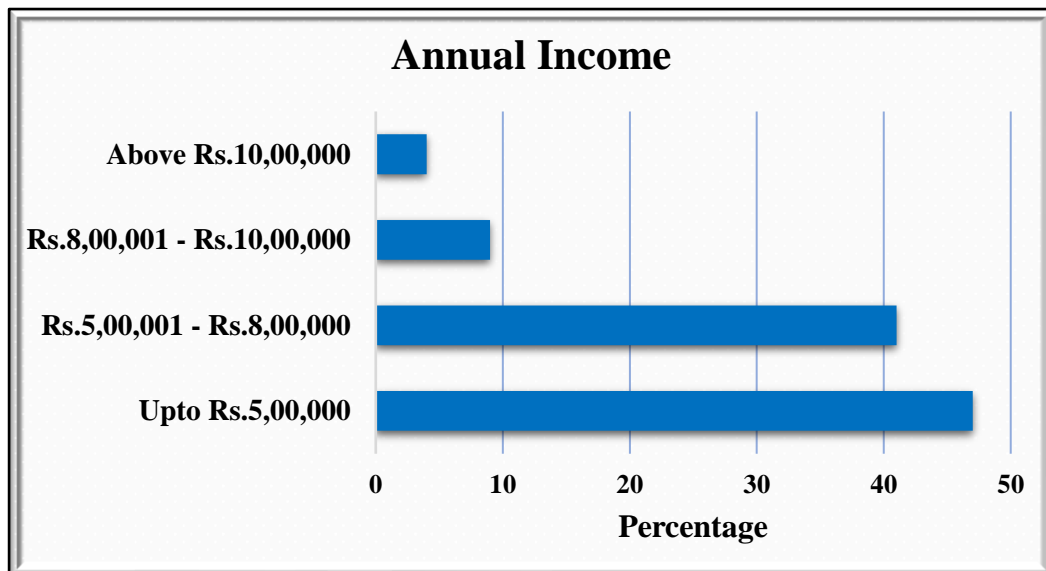


CHART 1.7

Analysis: Table 7 shows that 46% of the respondents have income Upto Rs 5,00,000, 40% has Upto Rs 8,00,000, 9% Upto Rs 10,00,000, 4% has more than 10,00,000.

Interpretation: The income level classification reveals that most of the teachers come under the income level of Rs 5,00,000 due to their designation of Assistant Professor with average experience in the teaching profession.

Department of the Respondents

Department	No of Responses	Percentage
Commerce	58	57%
Management	16	16%
Science	9	9%
Arts	16	16%
Other:	2	2%
Total	101	100%

Source: Primary Data

TABLE 1.8

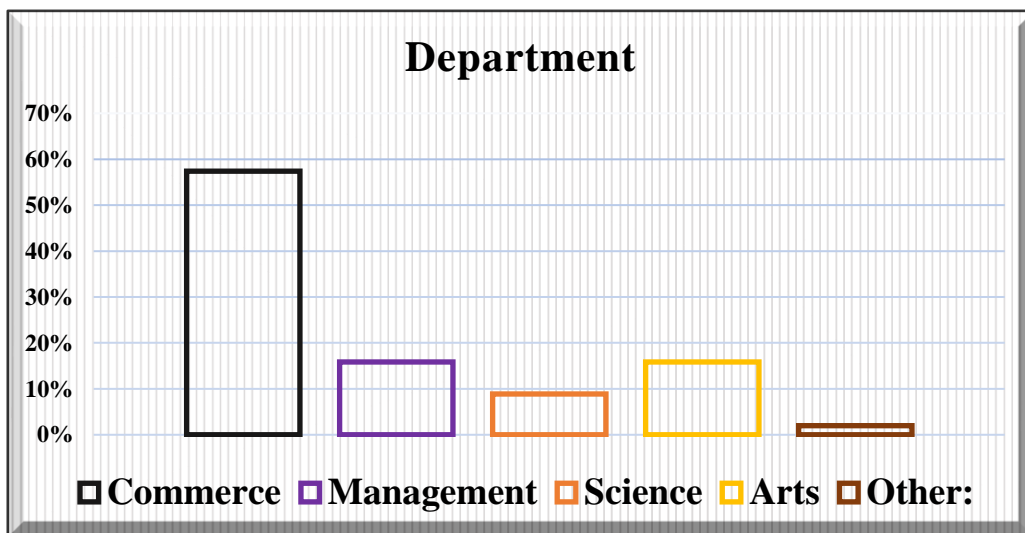


CHART 1.8

Analysis: The Table 8 shows that 57% are from commerce department, 16% from management, 9% from science, 16% from arts and 2% from other departments.

Interpretation: According to the research majority of the respondents i.e. the college teachers are from department of commerce with specialisation in the field of Finance, Human Resources and Marketing etc. Majority of colleges have commerce department in Bangalore city.

Family Type of the Respondents

Family Type	No of Responses	Percentage
Joint Family	38	38%
Nuclear Family	63	62%
Total	101	100%

Source: Primary Data

TABLE 1.9

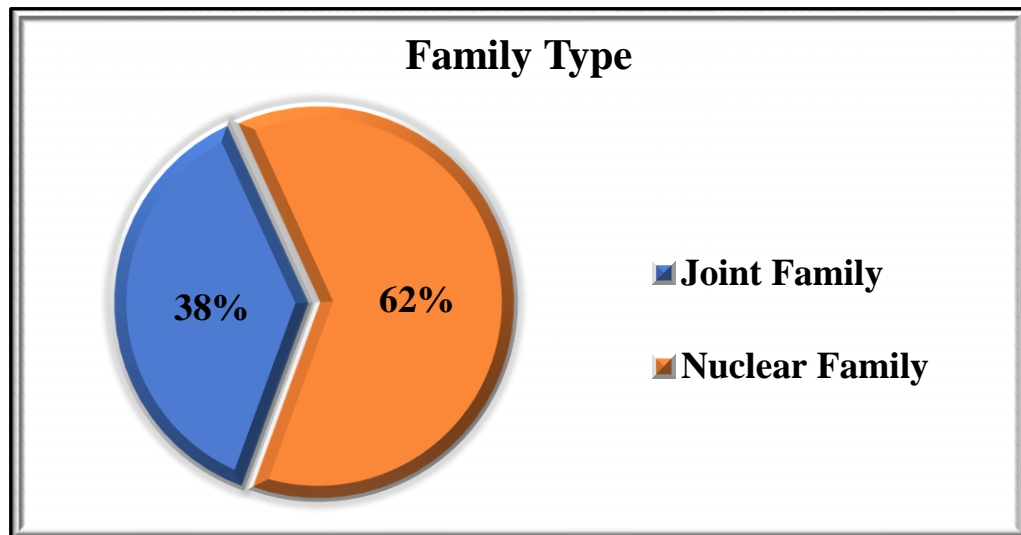


CHART 1.9

Analysis: Table 9 shows that 62% of the respondents are in nuclear family and 38% live in joint family.

Interpretation: The above table and graph reveals that college teachers in Bangalore city live in nuclear family rather than joint family because of reasons like most of the teachers work away from home town and certain prefer nuclear families. As majority are from nuclear family, they have more responsibilities which can affect your work-life balance.

Marital Status of the Respondents

Marital Status	No of Responses	Percentage
Single	25	25%
Married	76	75%
Total	101	100%

Source: Primary Data

TABLE 1.10

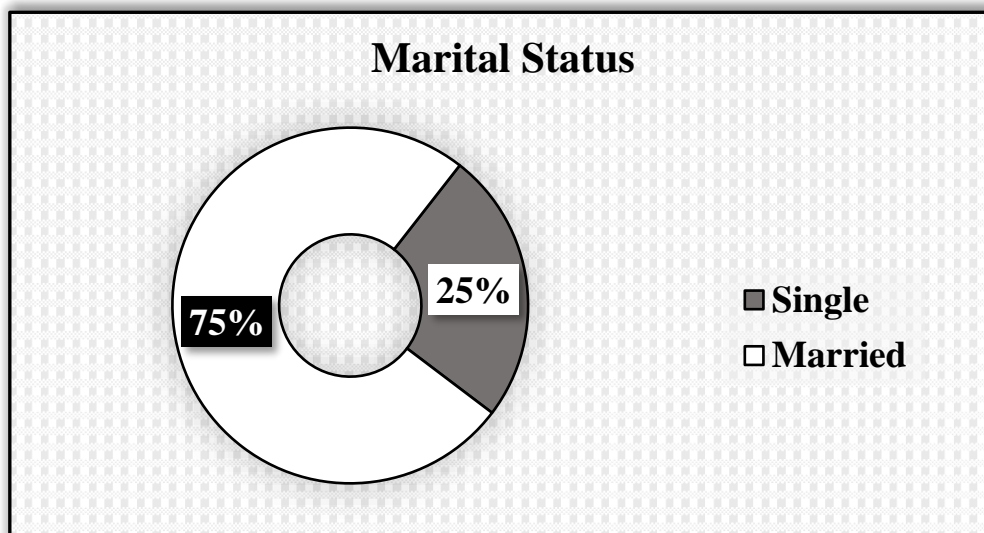


CHART 1.10

Analysis: The marital status shows that 75% of the respondents are married and 25% are single.

Interpretation: The research reveals that most of the college teachers who are our respondents under study are married. This shows that they have more responsibilities in regard to family and children compared to respondents who are single. Therefore, in our study on work life balance these married respondents' opinion is very important.

No of Children of the Respondents

No of Children	No of Responses	Percentage
1	28	37%
2	31	41%
More than 2	2	3%
Does not have kids	15	20%
Total	76	100%

Source: Primary Data

TABLE 1.11

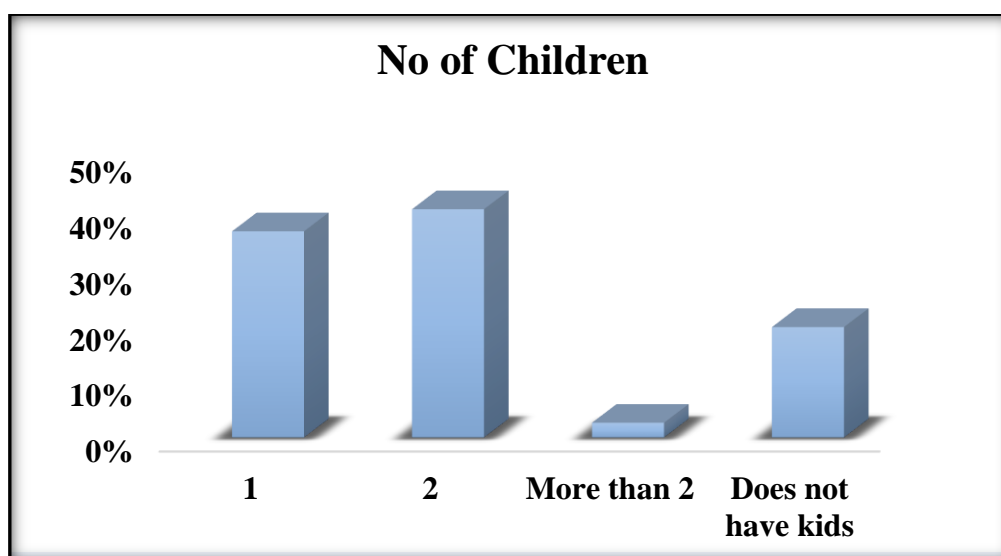


CHART 1.11

Analysis: The table 11 reveals the no of children of the respondents with 41% having 2 children, 37% with 1 child, 20% doesn't have kids and 3% with more than 2 children.

Interpretation: According to the above table and chart no of children of married respondents are 76 for which 41% of college teachers have 2 children. In which WLB plays a crucial role in balancing both personal and professional life for teachers.

Family Members of the Respondents

No of members in the family	No of Responses	Percentage
One	0	0%
Two	8	8%
Three	21	21%
More than Three	72	71%
Total	101	100%

Source: Primary Data

TABLE 1.12

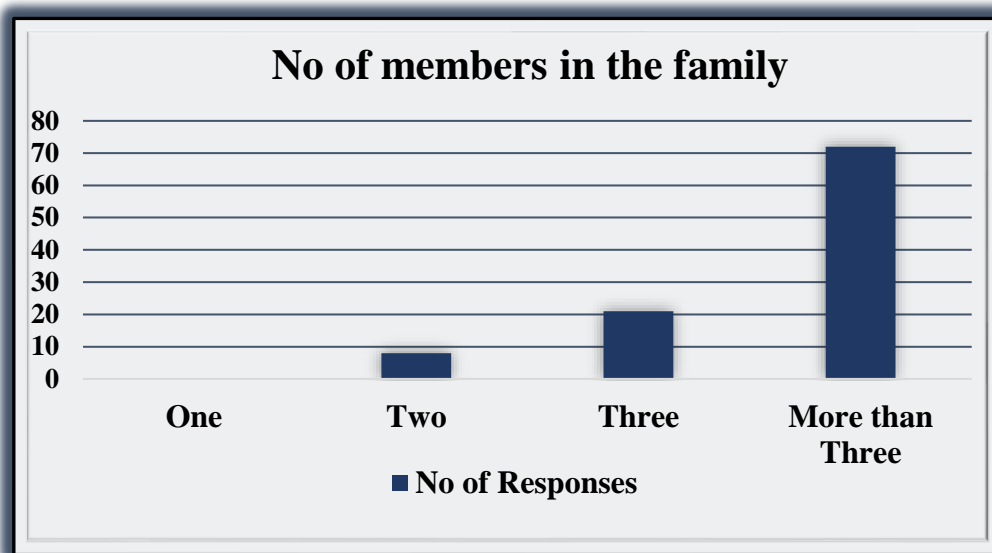


CHART 1.12

Analysis: The above table shows no of members in the family where 71% of respondents has more than three, 21% with three members, and 8% has 2 members.

Interpretation: The research reveals that 72 respondents out of 101 has more than three members in their family. Which clearly indicates that college teachers have huge responsibility to take care their family and balance work along with it.

Personal Rating of the Respondents Whether Normal Teaching Hours Exceed More Than 16 Hours

Frequency	No of Responses	Percentage
Always	29	28.7%
Often	14	13.9%
Sometimes	41	40.6%
Rarely	8	7.9%
Never	9	8.9%
Total	101	100%

Source: Primary Data

TABLE 1.13

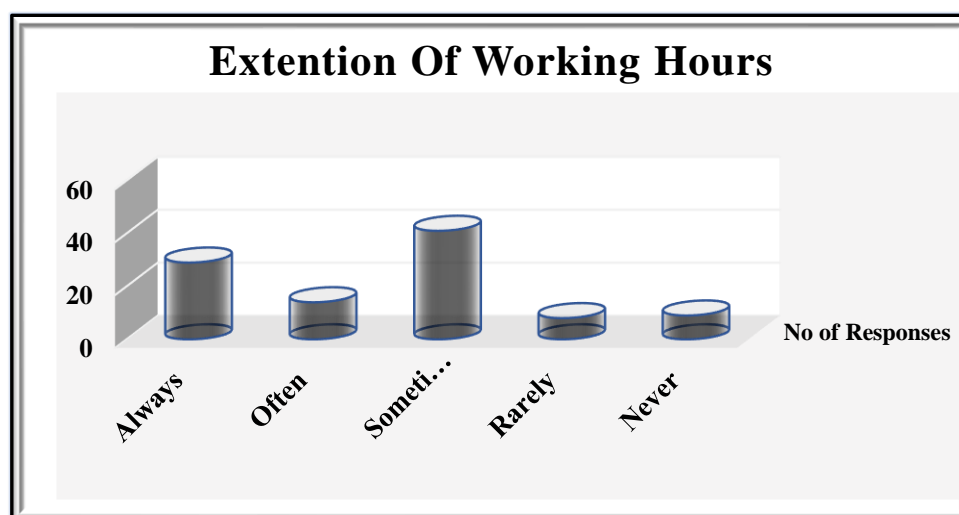


CHART 1.13

Analysis: The above table and graph shows teachers response when asked whether normal teaching hours exceed more than 16 hours. 40.6% of teachers says sometimes only it exceeds with 28.7% responded always and 13% says often they exceed more than 16 hours.

Interpretation: According to the research it reveals that sometimes the institutions insists on teaching that exceeds more than 16 hours of working in a week which effects personal life with lack of time and tiredness. Teachers would lack interest to involve in other activities rather than professional life. It is very important that the institution should not exceed more than 16 hours as per UGC guidelines so that teachers would have healthy work-life balance.

Extent to Which Respondents Worry About Work (when not actually at work)

Frequency	No of Responses	Percentage
Always	19	18.8%
Often	32	31.7%
Sometimes	35	34.7%
Rarely	12	11.9%
Never	3	3.0%
Total	101	100%

Source: Primary Data

TABLE 1.14

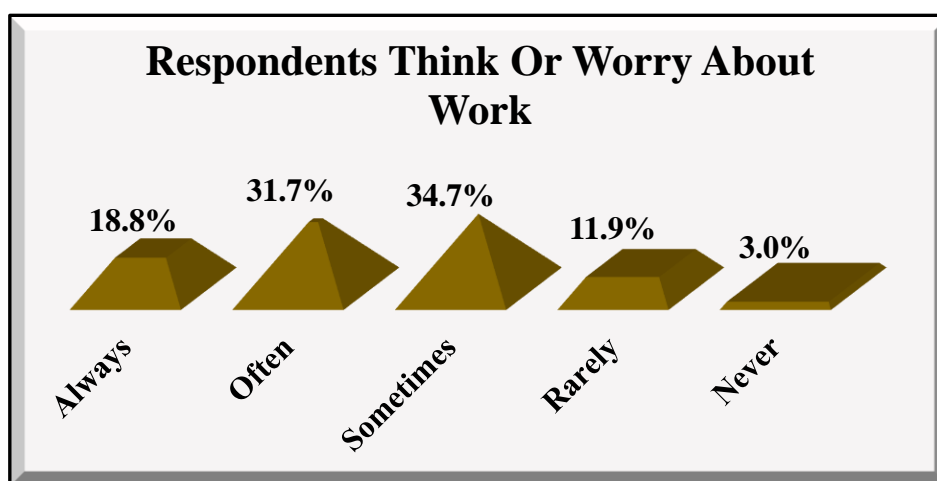


CHART 1.14

Analysis: The Table.14 shows how often respondents think about work when not actually at work, to this 34.7% of teachers responded saying sometimes with 31.7% responded often and 18.8% says that they always worry about work even though when they are not at work.

Interpretation: It can be inferred from the above analysis that most of the teachers worry about work when not actually at work. This shows that they might also carry work to home like class preparations etc which makes them spend less time with family and worry more about work. This will surely affect the health and personal space, therefore it's important for them to have a balance in there WLB so that it leads to relaxed mind and it would help teachers to think and spend time on personal matters.

Response Towards Stress at Work

Agreement	No of Responses	Percentage
Strongly Agree	7	6.9%
Agree	33	32.7%
Neutral	40	39.6%
Disagree	16	15.8%
Strongly Disagree	5	5.0%
Total	101	100%

Source: Primary Data

TABLE 1.15

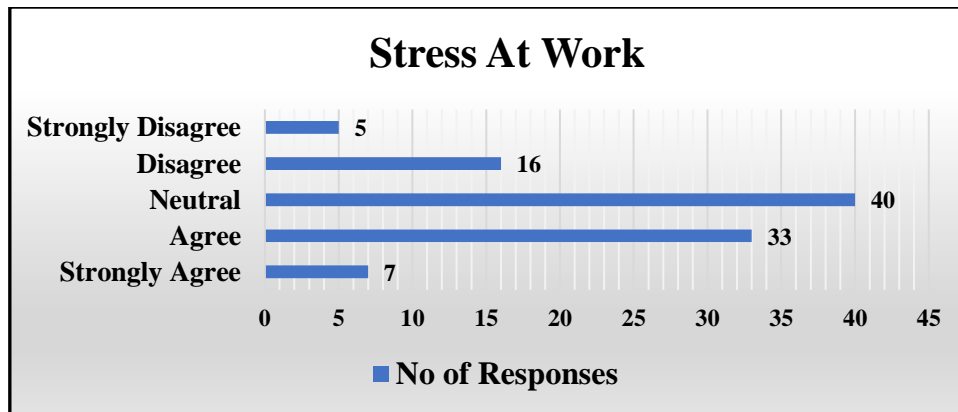


CHART 1.15

Analysis: The above graph represents the response from teachers to the question of their opinion towards stress at work. 40% of the response says neutral 33% agree 7% strongly. But few respondents disagree and strongly disagree to the above statement.

Interpretation: It can be concluded from the above that there is no constant work-life imbalance which effects stress at work. Most of the response says neutral, which means sometimes they experience stress and at times no. It can be said that there is no very high stress among compared to other profession. But some respondents say they suffer from stress at work which affects their performance level and effects there WLB. Studies show that professional work stress affects personal life by showing anger and stress at home and results in negative work-life balance.

Factors that Causes Stress at Work

Factors	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Score	Weighted Average	Rank
High job demands	25x5	30x4	30x3	9x2	7x1	360/101	3.56	1
Student Misbehaviour	14x5	26x4	28x3	19x2	14x1	310/101	3.07	6
Poor relationships at work	19x5	24x4	29x3	11x2	18x1	318/101	3.15	4
Role Conflict	12x5	27x4	36x3	13x2	13x1	315/101	3.12	5
Lack of Autonomy	23x5	20x4	31x3	15x2	12x1	330/101	3.27	3
Involvement in non-teaching work	30x5	26x4	18x3	15x2	12x1	350/101	3.47	2

Source: Primary Data

TABLE 1.16

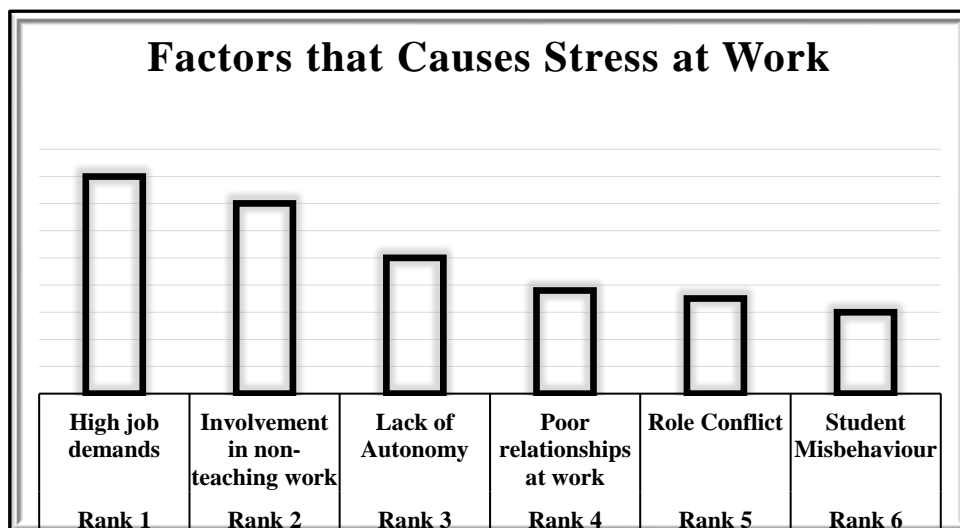


CHART 1.16

Analysis: The Table.16 reveals the factors that causes stress for teachers. The factor High Job Demands occupies first rank, Involvement in Non-Teaching Work gets second rank, Lack of Autonomy occupies third, Poor Relationships at Work occupies fourth rank, Role Conflict at the fifth followed by Student Misbehaviour in the sixth place.

Interpretation: The chart clearly indicates that high job demands and involvement in non-teaching work causes more stress for teachers. Which results in non-job satisfaction, less performance and lack of interest towards teaching profession.

Parameters associated with Personal Satisfaction

Parameters	Very Often	Often	Rarely	Sometimes	Never	Score	Weighted Average	Rank
Get enough sleep, exercise & healthy food	20x5	53x4	15x3	10x2	3x1	380/101	3.76	2
Spend as much time with your family and friends	18x5	58x4	17x3	5x2	3x1	386/101	3.82	1
Job makes me tired & neglect work at home	12x5	28x4	29x3	24x2	8x1	315/101	3.12	5
Pursuing Hobbies during working days	6x5	27x4	37x3	15x2	16x1	295/101	2.92	7
Ability to do Household activities during working days	15x5	32x4	33x3	14x2	7x1	337/101	3.34	4
Attending important events/occasions	8x5	30x4	33x3	25x2	5x1	314/101	3.11	6
Care for self	15x5	39x4	26x3	14x2	7x1	344/101	3.41	3

Source: Primary Data

TABLE 1.17

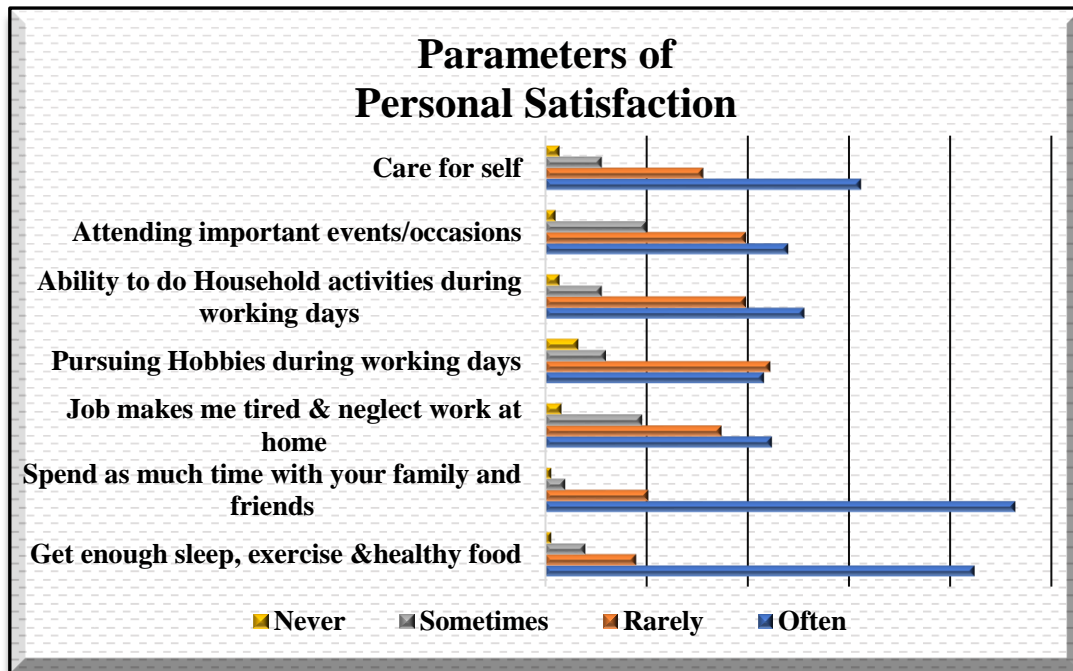


CHART 1.17

Analysis: The above tables and graph illustrates the response of the college teachers in regard to what extent the above-mentioned parameters have an impact on teachers in an institution that has effect on personal satisfaction. Through an weighted average analysis we observe that Spending time with friends and family has first rank, Sleep and Exercise occupies second rank, Care for Self has third rank, Ability to do Household Activities during Working Days occupies fourth rank, Job makes me tired & neglect work at home fifth rank, Attending important events/occasions sixth rank and pursuing hobbies during working days occupies seventh rank.

Interpretation: According to research the above analysis says that the above parameters of personal satisfaction is very important for an employee, if there is no personal satisfaction it will have an impact on the professional life as well. The response reveals that majority of the respondents manage to spend time with family and friends often, they also have time for sleep and exercise and make time to care for self but also it can be seen that respondents feel the inability to do household activities, they rarely attend occasions and get less time to pursue hobbies. It can be concluded that there is personal satisfaction to a great extent among the respondents.

Parameters associated with Professional Satisfaction

Parameters	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Score	Weighted Average	Rank
I am overall satisfied with teaching profession	30x5	60x4	8x3	2x2	1x1	415/101	4.15	1
I have job security?	16x5	30x4	33x3	13x2	9x1	334/101	3.31	6
Job outcome fulfill my satisfactory level	14x5	48x4	30x3	4x2	5x1	365/101	3.61	4
My work is recognized by institution	15x5	53x4	26x3	5x2	2x1	377/101	3.73	2
I am satisfied with salary	12x5	36x4	29x3	15x2	9x1	330/101	3.27	7
I am able to balance the amount of work load	12x5	54x4	25x3	7x2	3x1	368/101	3.64	3
I am able to pursue a course of study or training	11x5	47x4	28x3	8x2	7x1	350/101	3.47	5

Source: Primary Data

TABLE 1.18



CHART 1.18

Analysis: The graph and table depict the various Parameters associated with Professional Satisfaction. The response has been taken from teachers towards their satisfaction level. The highest rank goes to criteria Overall Satisfied with Teaching Profession, Work is Recognized by Institution occupies second rank, Ability to Balance the Work Load takes third rank, Satisfaction with Job Outcome occupies fourth rank, Ability to pursue a course of study or training is ranked fifth, Job Security sixth rank and Satisfaction with Salary occupies seventh rank.

Interpretation: The research reveals that teachers are highly satisfied with their professional life. As the response towards overall satisfaction with teaching profession is highest, we can conclude that there is professional satisfaction. Further respondents are also satisfied with parameters like work recognition by institution, ability to manage work load and also satisfaction with job outcome. But when it comes to criteria's like job security and satisfaction with salary there is dissatisfaction which will also affect the satisfaction with professional life which the institutions should consider to increase the overall professional satisfaction among employees.

TESTING OF HYPOTHESIS

H_{01} is not accepted because there is no homogeneity. Therefore, we accept alternative hypothesis. Hence there is significance association between Salary and Professional Satisfaction.

Secondly, H_{02} is not accepted because there is no homogeneity. Therefore, we accept the alternative hypothesis. Hence there is significance associated with Job Outcome and Professional Satisfaction.

Factors affecting Balance between Work Life and Personal Life

Factors	Doesn't Affect	Affects Sometimes	Affects Many Times	Always Affects	Score	Weighted Average	Rank
Work on holidays (For Preparing)	18x1	54x3	17x3	12x4	280	2.77	3
Work from home after working hours (Documentation work)	11x4	50x3	24x2	16x1	258	2.55	4
Distance between college and home	40x4	34x3	17x2	10x1	306	3.03	1
Negative attitude of Family/ Co-workers/Students	20x4	52x3	18x2	11x1	283	2.80	2

Source: Primary Data

TABLE 1.19

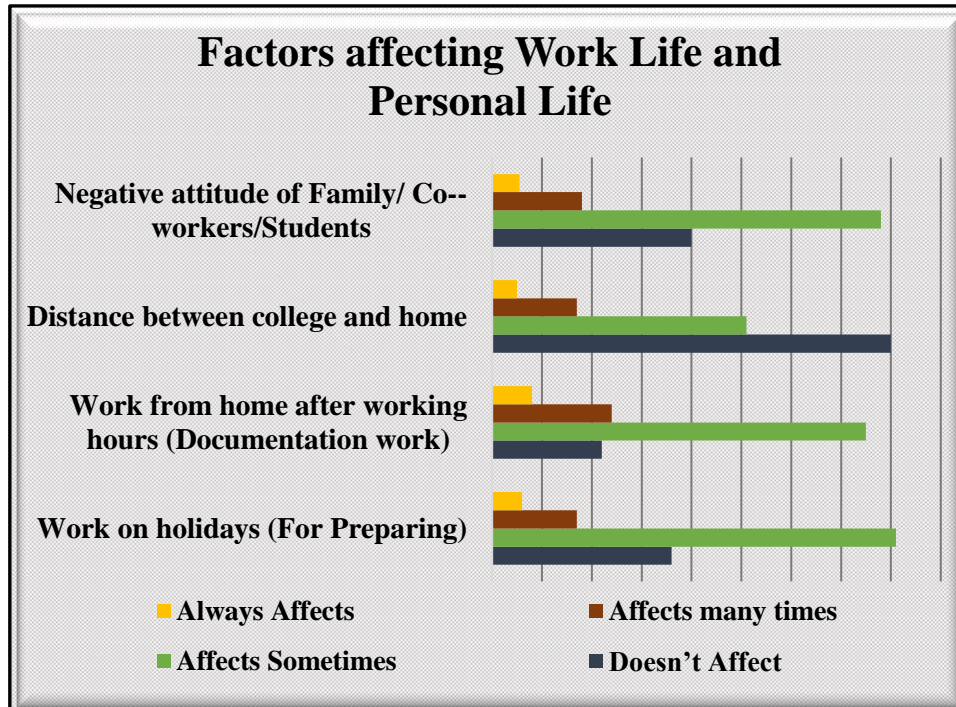


CHART 1.19

Analysis: The above mentioned are the factors affecting work-time harmony and family existence. Distance between college and home has ranked first, Negative attitude of Family/ Co-workers/Students occupies second rank, Work on holidays (For Preparing) takes third and Work from home after working hours occupies fourth rank.

Interpretation: The chart clearly indicates that all the above factors effects in balancing work-life and personal life. Because if respondents are unable to balance personal life it surely effects their performance even though if their well experienced and with high designation. So, there is a relationship between personal life and work performance. If personal life is affected it will surely have an impact on the work performance.

TESTING OF HYPOTHESIS

H_0 is not accepted because there is no homogeneity. Therefore, we accept alternative hypothesis. Hence there is significant relationship of Personal Life on Work Performance.

Availability of Work Life Balance Policy at Respondent's Institution

Opinion	No of Responses	Percentage
Yes	12	12%
No	66	65%
Not Aware	23	23%
Total	101	100%

Source: Primary Data

TABLE 1.20

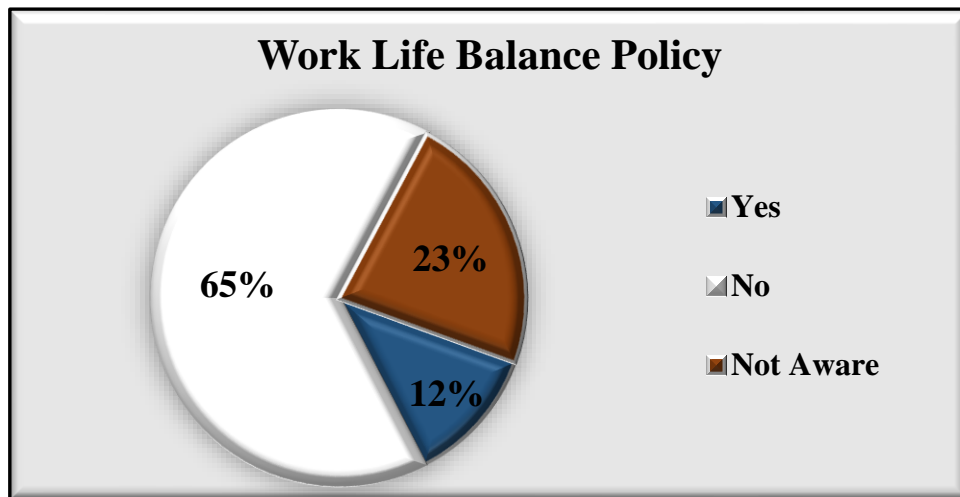


CHART 1.20

Analysis: The Table.20 illustrates that 65% of the respondents clearly says that there is no work-life balance policy in their institution only 12% opinion says yes and 23% are totally not aware.

Interpretation: It is essential for an institution to have a work-life balance policy as it will help in creating a better WLB for employees. But the study shows that majority of institutions don't have a WLB policy. Institutions should provide and make sure the employees are aware of the policy in the beginning, institution should also consider their point of view and make necessary changes if required as an employee is a very valuable asset to the institution.

Criteria's Respondents feel important to be included in Work Life Balance Policy

Parameters	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Score	Weighted Average	Rank
Career break/sabbaticals	33x5	48x4	18x3	2x2	0x1	415/101	4.11	6
Paid maternity or paternity leaves	66x5	24x4	7x3	2x2	2x1	453/101	4.49	1
Opportunity to return to the same job after maternity leave	62x5	29x4	7x3	2x2	1x1	452/101	4.48	2
Health programs	58x5	29x4	12x3	1x2	1x1	445/101	4.41	5
Family support programs	56x5	33x4	10x3	2x2	0x1	446/101	4.42	4
Child care assistance	64x5	25x4	8x3	2x2	2x1	450/101	4.46	3

Source: Primary Data

TABLE 1.21

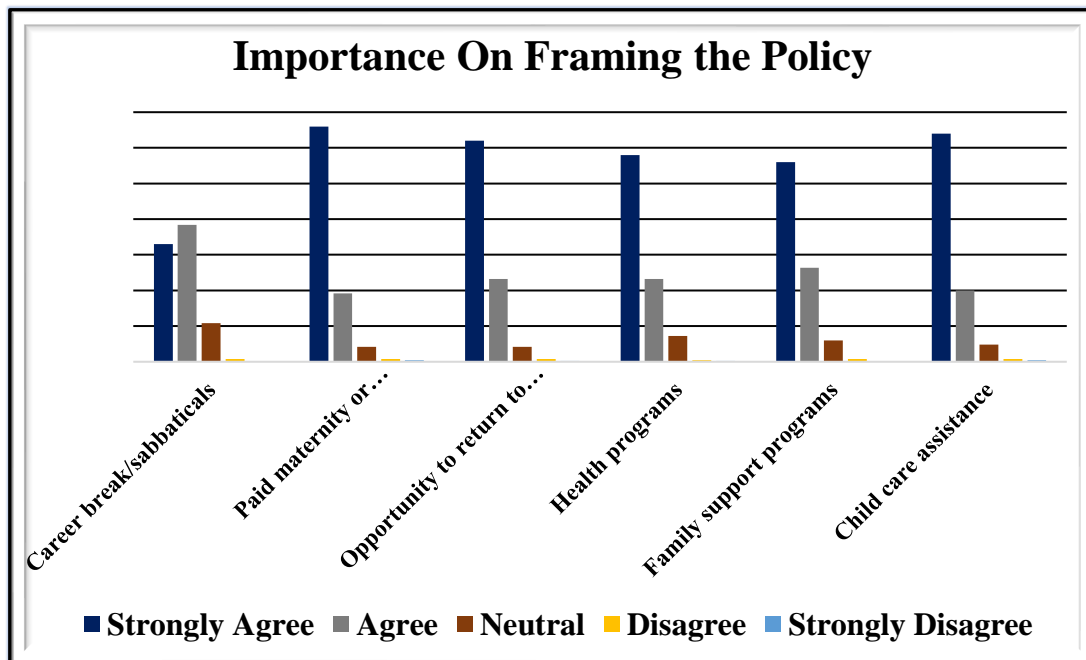


CHART 1.21

Analysis: The above table illustrates the criteria's that respondent's feel important to be included in work-life balance policy. Paid maternity or paternity leaves falls under first rank, Opportunity to return to the same job after maternity leave stands at second rank, Child care assistance occupies third rank, Family support programs take fourth rank, Health programs fifth and Career break/sabbaticals occupies sixth rank.

Interpretation: The main objective of this analysis was to study about criteria's respondents want to be added in their work-life balance policy. All the above are important and are base for balanced work-life among college teachers but it can be inferred from the above that due to majority of respondents being women they prefer paid maternity leave , opportunity to return to the same job after maternity leave, child care assistance are preferred the most important as per this research study.

A conclusion can be drawn from the above analysis that when work-life balance policy has to be framed all the above criteria should be considered as it motivates the teachers to have a balanced work-life which in turn benefits the institution.

Respondents Overall Satisfaction in Balancing Professional and Personal Life

Rating Scale	No of Responses	Percentage
Highly Satisfied	13	13%
Satisfied	64	63%
Neutral	22	22%
Dissatisfied	2	2%
Highly Dissatisfied	0	0%
Total	101	100%

Source: Primary Data

TABLE 1.22

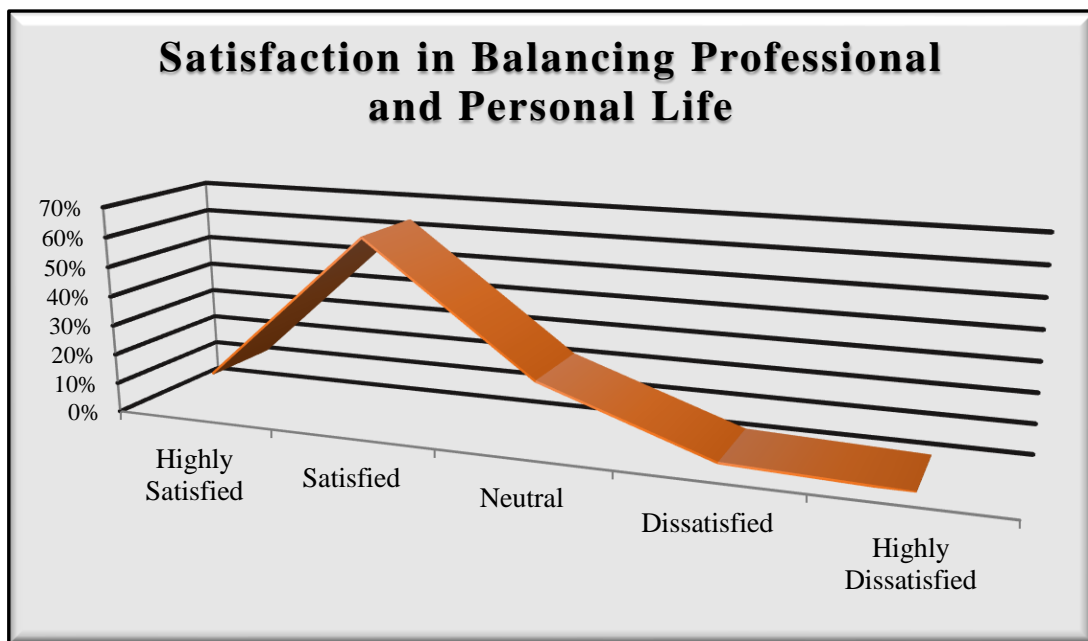


CHART 1.22

Analysis: The above table and chart clearly shows that 13% of respondents are highly satisfied and 63% are satisfied in balancing professional and personal life, 22% are neutral and only 2% are dissatisfied.

Interpretation: Above analysis reveals that most of the teachers are satisfied in balancing personal and professional life. Employees at their personal level should know how to balance both and it's also important for institutions to have a WLB policy that will also benefit employees. With balanced work-life there can be job satisfaction, commitment and positive behaviour among staff members, family and students. Therefore, it can be concluded that WLB has an impact on overall performance of employees.

CHAPTER - 5
**SUMMARY OF FINDINGS,
SUGGESTION AND
CONCLUSION**

5.1 Findings of the Study

The following findings can be determined from the analysis, which is based on the response given by the respondents (college teachers).

1. The majority of the respondents in the study are in the age group of 31-40 years which indicates the respondents are in the middle age.
2. Of the total respondents, the majority are female teachers (66%) and the rest are male teachers.
3. Nearly 40% of the respondents under study are with the educational qualification of PG with NET/SET.
4. It is found that majority of the respondents are in the designation of Assistant Professor which constitute to over 64%.
5. 61% of the respondents are from self-financing institutions which constitute more than half of the total respondents from other type of institutions. With majority of the respondents under study are from private colleges, we can understand the stress and work life balance among teachers in these private colleges
6. It is found that 44.6% of the respondents have 5-10 years' work experience.
7. Most of the teachers nearly 46.5% come under the income level Upto Rs 5, 00,000 and also 40.6% of the respondents come in the income level of Rs.5, 00,001 to Rs.8, 00,000.
8. As per the research findings the respondents i.e. the college teachers are from department of commerce with specialization in the field of Finance, Human Resources and Marketing etc, this constitute to 57% of the respondents from commerce department.
9. Most respondents are found to be married (nearly 75%). This indicates that they have more responsibilities in regard to family and children compared to respondents who are single.
10. The findings reveal that college teachers in the study live in nuclear family rather than joint family with 62% of the respondents living in nuclear families.
11. Most of the respondents nearly 41% have two children and 31% are with single child.
12. The research reveals that 72 respondents out of 101 total respondents have more than three members in their family.
13. 40.6% of the teachers are with the opinion that only sometimes their teaching hours exceed the stipulated 16 hours of teaching hours per week.

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14. Thinking about work when not actually at work affects the WLB. When this question was asked to respondents only (18%) of teachers said they worry about work even though when they are not at work. But majority of the respondents agrees sometimes.
 15. Nearly 40% of the respondents remain neutral when asked if they experienced stress at work. It is found that 32.7% of respondents agree towards stress at work.
 16. The study indicates that high job demands and involvement in non-teaching work causes more stress for teachers. Which results in no job satisfaction, less performance and lack of interest towards the profession.
 17. Findings reveal that respondents are satisfied with personal life as often respondents make time to spend with family and friends and also get enough sleep, exercise which are parameters associated with personal satisfaction
 18. Majority of the respondents are with the opinion that they have an overall satisfaction with teaching profession.
 19. Recognition of work by the institution is a motivation to employees. It is found in the study that most of the teacher's feel their work is recognized by the institution so they are professionally satisfied and motivated to work.
 20. Respondents have a great amount of satisfaction with personal life but still it is observed that when it comes to spending time for activities of self-interest like pursuing hobbies, they rarely find time.
 21. From the research study it is found that when it comes to professional satisfaction, respondents show satisfaction towards the salary they receive yet there is a respondent who are also dissatisfied with the salary they receive which is also a very important factor for professional satisfaction.
 22. Findings also show that majority of the respondents are in the opinion that they are able to balance the amount of work load given to them.
 23. In the profession of teaching constant learning and updating of knowledge is essential for professional advancement. On an average teacher feel satisfied that they are able to pursue a course of study or training for their career advancement.
 24. It is observed that job security is a great concern of insecurity to the respondents which can have an impact on their professional satisfaction.
 25. Some respondents are of the opinion that they don't feel a complete balance in personal life as they sometimes don't get much time for household activities and are unable to attend important events & occasions
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26. The study mainly shows that respondents feel that their work-life balance has affected their work-life balance when they work from home after working hours, and that this is one of the important factors affecting work-life balance.
 27. Findings show that work on holidays and sometimes negative attitude of co-workers/students/family also have an impact on balance of work life for respondents.
 28. Survey reveals that majority of the institutions don't have a WLB Policy for employees which constitutes to 65% of the total responses. Also, some respondents are not even aware if their institution has a WLB Policy
 29. Study shows that respondents strongly agree that paid maternity or paternity leaves and opportunity to return to the same job after maternity leave are very essential criteria's to be included in WLB Policy.
 30. As the profession of teaching is very much preferred by women, child care responsibility is very challenging for working women. Findings say that respondents strongly feel that child care assistance should be provided by institutions.
 31. Findings also show that family support programs & health programs are important factors to be considered while framing Work Life Balance Policy.
 32. It is found that respondents feel it's very important for the institutions to provide career break or sabbaticals to enrich their knowledge which will in turn also benefit students and lead to professional satisfaction.
 33. The study finds that there is significant difference between the factors leading to stress between female and male teachers.
 34. The overall analysis has found that most of the teachers (nearly 63 percent) are satisfied through balancing their professional and personal life. Furthermore, if the institutions and employees also systematically plan certain factors in handling of work and personal life as mentioned above, there can be quality in proper balance of personal and professional life.

5.2 Suggestions

The following are the recommendation and suggestions in connection with the present study.

- ❖ Adaption of flexible working hours can be provided by the institution for employees especially women so that they can take care of the child care responsibility which is their major concern. By this the organization can retain efficient and competent teachers.
- ❖ Ensuring fair salary to the teachers and better remuneration scheme so that there is job satisfaction which impacts WLB positively.
- ❖ The organization should ensure adequate job security to the employees for better professional satisfaction.
- ❖ Creating a woman friendly work place, as many studies say that proficient and well qualified women quit jobs after marriage as they cannot balance work life and personal life.
- ❖ Institutions should open child care centres at workplace which in turn increases the productivity of women employees at work and also reduces the rate of attrition and builds confidence among women employees about career advancement.
- ❖ Employees should follow efficient time management skills which will help ensure productivity and also give quality time for personal life.
- ❖ The stress of college teachers should be reduced by reducing their work load, as some respondents are with the opinion that teaching hours given to them is beyond the hours recommended by UGC.
- ❖ The communication system between the superiors and subordinates should be transparent and improved so as to reduce conflicts and create a conducive work environment.
- ❖ Training programs and motivation should be provided to college teachers regularly by organizing orientation programs so that they feel motivated and perform better.
- ❖ Best practices that employees can adopt to balance professional and personal life:
 - Plan the work effectively so as to avoid delay and make sure that work doesn't affect personal priorities.
 - Maintaining healthy relationship with family, friends and colleagues.

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- Avoid taking office tension to home and don't take personal life tensions to office.
 - Regular meditation and having positive attitude improve both physical health and mental health.
 - Taking time off from work for social networking, recreation and spending time for self makes mind fresh and energetic to get back to work.
 - Maximum trying to complete work at college rather than taking it home.
 - Giving equal weightage for work and family will help in having a balanced job life and personal life.
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- ❖ Organizations should recognize the work of employees and provide regular monetary/non-monetary rewards and recognition which motivates them and leads to better performance and job satisfaction.
 - ❖ Institution/ management must often interact with faculties to know and understand the ground problems and act accordingly.
 - ❖ Organizations can give employees flexibility at work and also have job rotation among employees in various designations.
 - ❖ Institutions should frame and implement Work Life Balance Policy for employees which most of the institutions don't have.
 - ❖ Women employees should be provided paid maternity leaves and given opportunity to return to the same job after maternity leave which will help retain talented employees.

From the research study the above suggestion is being made and if it's implemented by the institution and adopted by the employees can lead to quality in work-life balance and better professional and personal satisfaction among employees.

5.3 Conclusion

The idea of balancing work life has become an important study for researchers and human resource department. This is mainly because of the change in working styles in the organization and also the changes happening in the life style of people. Growing job demands and the trend of nuclear family is making working individuals unable to balance among job life and personal life. This in turn is having an impact on job performance as employees are mentally stressed and also effecting the quality of their personal life.

It is very important for institutions to improve and retain the work life balance for their staff. This helps the institution to work smoothly, efficiently and also retain talented and competent employees.

From the study it can be concluded that professional satisfaction and personal satisfaction of the teachers is very important for WLB. Various factors and working conditions in the educational institutions influence quality of WLB.

Further it is also very important for institutions to frame and implement effective Work Life Balance Policy that will for sure help in increasing quality of wok life for employees. This will in turn enhance the job satisfaction level of teachers, spend time with family on a quality basis with space for personal life. Since there is a balance between the work and personal lives, this will make employees less stressed and it motivates them to give their best to the student community and future society.

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ANNEXURE

Questionnaire on ‘A Study on Work-Life Balance of College Teachers in Bangalore City’

I am a student of CMRIT, pursuing my final year MBA. As part of the curriculum I have undertaken a project study on the topic " A Study on Work-Life Balance of College Teachers in Bangalore City" under the guidance of Prof. Preksha Yadav.

In this regard, I am administering a survey for data collection among the teachers of (UG & PG) colleges in Bengaluru. Hence, I request you to kindly spare a few minutes to fill the form. The data collected is only used for research purpose and shall be kept confidential and anonymity shall be maintained.

Ravi Kumar. M
CMRIT
Bengaluru

DEMOGRAPHIC PROFILE

NAME (optional)

AGE (years)

- 21-30
- 31-40
- 41-50
- 51 and above

GENDER

- Male
- Female

EDUCATIONAL QUALIFICATION

Post Doc

Ph. D

PG with M. Phil

PG with NET/SET

PG

Designation

Professor

Associate Professor

Assistant Professor

Guest Lecturers

Category of Institution

Government College

Govt Grant -in Aid College

Self-Financing College

Years of Experience

Upto 1 year

Above 1-5 years

Above 5-10 years

Above 10-15 years

Above 15 years

ANNUAL INCOME

Upto Rs.5,00,000

Rs.5,00,001 - Rs.8,00,000

Rs.8,00,001 - Rs.10,00,000

Above Rs.10,00,000

DEPARTMENT

Commerce

Management

Science

Arts

Other: _____

PERSONAL LIFE

Family Type

Nuclear Family

Joint Family

MARITAL STATUS

Single

Married

No of Children (If applicable only)

1

2

More than 2

Does not have kids

No of members in your family

One

Two

Three

More than Three

Does your normal teaching hours exceed more than 16 hrs in a week?

Always	Often	Sometimes	Rarely	Never

How often do you worry about work (when actually not at work)?

Always	Often	Sometimes	Rarely	Never

Do you feel stressed at work?

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Please rank the factors that causes stress at work. (Grade 1 the highest and Grade 5 the lowest)

Factors	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
High job demands					
Student Misbehaviour					
Poor relationships at work					
Role Conflict					
Lack of Autonomy					
Involvement in non-teaching work					

Please select one option for each question that comes closest to reflect your opinion about Personal Satisfaction

Particulars	Very Often	Often	Rarely	Sometimes	Never
Get enough sleep, exercise & healthy food					
Spend as much time with your family and friends					

Job makes me tired & neglect work at home					
Pursuing Hobbies during working days					
Ability to do Household activities during working days					
Attending important events/occasions					
Care for self					

Please select one option for each question that comes closest to reflect your opinion about Professional Satisfaction

Particulars	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
I am overall satisfied with teaching profession					
I have job security?					
Job outcome fulfil my satisfactory level					
My work is recognized by institution					
I am satisfied with salary					
I can balance out the amount of workload					
I am able to pursue a course of study or training					

Do these factors affect in balancing work life and personal life?

Particulars	Doesn't Affect	Affects Sometimes	Affects many times	Always Affects
Work on holidays (For Preparing)				
Work from home after working hours (Documentation work)				
Distance between college and home				
Negative attitude of Family/ Co-workers/Students				

Does your institution have a separate policy for work-life balance?

Yes

No

Not Aware

If an organization sets out a policy for employees, what points are important to you and should be included in the policy?

Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

Career break/sabbaticals					
Paid maternity or paternity leaves					
Chance to return to the same job after maternity leave					
Health programs					
Family support programs					
Child care assistance					

Rate your overall satisfaction in balancing professional and personal life

Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied

Activity Chart

Sl. No.	Activity	Activity Details	Duration
1	Activity-1	Topic discussion and selection, discussion in regard to primary data collection and hypothesis.	Week-1
2	Activity-2	Submission of chapter 1, questionnaire discussion, collection of data, analyzing and preparing table and charts with submission of chapter 2.	Week-2
3	Activity-3	Discussion in regard to analysis and interpretation and submission of chapter 3.	Week-3
4	Activity-4	Submission of chapter 4 and discussion of chapter 5. Discussion if any changes or editing required.	Week-4
5	Activity-5	Final soft copy discussion and submission.	Week-5

Name and Signature of the Student

RAVI KUMAR. M

