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# AN EMPIRICAL STUDY ON ASSESSMENT OF FACULTIES' WORK-LIFE BALANCE AND ITS EFFECT ON THEIR SATISFACTION

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## **ABSTRACT:**

**Purpose:** This empirical research has conducted to assess the faculty's satisfaction level and its association with work life balance factors. UG and PG colleges' faculties were involved in this investigation. There are several factors contributing faculty's work life balance and it also aimed at to find out the association between factors of work life balance and job satisfaction among the faculties.

**Design and Methodology:** Two hundred (200) UG and PG colleges' faculties were involved in this study, and simple random sampling method was utilized to select the samples size. The systematic and structured questionnaire was used to accumulate the primary data. Articles, Journals, websites etc. were included for the accumulation of secondary information.

**Analysis Tools:** Simple percentile was used to find the portion of demographic data. Correlation has been consumed to analyze, infer and to test the hypothesis of the genuine data having dependent and independent variables. The data was processed through SPSS-20.

**Findings:** This Research has procreated that, the job satisfaction of faculties has a positive and significance relationship between Efficiency and effectiveness at work, Workload Management, Family support and relationship and Health and wellness. Satisfaction has positive but not having significant relationship with Personal and self-care.

**Research limitations:** This work is covers only 200 faculties and limited to UG and PG colleges of Belagavi district. Time was the major constraint.

**KEY WORDS:** Faculties, Work life balance, Job satisfaction.

## **1. INTRODUCTION:**

### **Work-life balance:**

The work-life balance and satisfaction of job are two faces of the single coin and these are having positive relationship every time. If there is well work-life balance there is a satisfaction and vice-versa. Work-life balance is "the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life" (businessnewsdaily). It is also viewed as "it refers to the level of prioritization between individual and professional life activities and the level at which actions are associated to their occupation are represent in the house." Freethinker Paul Krassner also defined as "a very little or no difference among the professional and personal life" (www.hrzone.com).

There are several factors impacting negatively on work-life balance and the same is impacting negatively on job satisfaction of the employees. Occupational stress is one among the common factors those are impacting on work-life balance of the employees.

### **Job satisfaction:**

Job satisfaction plays a vital role in the organizational scenario since the ancient days. Job satisfaction can be defined as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience” (Locke E. A). In other words, “Job satisfaction is an emotional response of how the person’s feel about their job, job condition (which cannot be seen) and diverse aspects of it”. Positive attitudes towards his/her job are theoretically equivalent to job satisfaction and negative attitudes towards his/her job leads to job dissatisfaction. Job satisfaction plays an important role in terms of employees’ health and well-being (Kornhourser, 1965; Khaleque, 1981), which add to the organization in terms of productivity, efficiency, employee relations, decreasing absenteeism and turnover (Vroom, 1964; loke, 1976; Khaleque, 1984). Job satisfaction can be termed as a positive emotional response to a job situation resulting from what an employee wants from their job. Many organization face challenges in measuring satisfaction accurately; however they realize that, level of workers job satisfaction impact on their job performance and work life balance. There are many factors contribute to job satisfaction of the employees. Such as salary and wages, promotion policies, company policies, supervision, subordinate workers, work itself, working condition, and work life balance.

## **2. STATEMENT OF THE PROBLEM:**

According the survey it can be said that teaching profession seems to be easy but there several difficulties arise. There are many factors contribute to job satisfaction of the teachers in their work life. There are several independent factors impacting on the job satisfaction. Among many factors work life balance is a major one. Work balance also has many factors such as work efficiency, effectiveness, workload management, personal care, health and wellness and family relationship and support. There are the factors directly associated with job satisfaction. Hence this research would like to find the relationship between the work life balance factors and their association with job satisfaction of the faculties.

## **3. LITERATURE:**

**Dellia Mila Vernia and et al (2022)** in their work titled “The Work Life Balance of Teacher (Case Study of Teachers in Jabodetabek)” have collected data from 119 teachers. The collected data was analyzed through PLS. Authors have found that stress has negative relationship with satisfaction and work life balance has effect on the teachers’ job satisfaction. Further found that there was the relationship between work life balance and work stress of the teachers.

**Susanto P, and etal (2022)** in their research study on “Work-Life Balance, Job Satisfaction, and Job Performance of SMEs Employees: The Moderating Role of Family-Supportive Supervisor Behaviors” had an objective that to assess an effect of work-life balance on the performance of employees in SMEs, laterally the mediating role of job satisfaction and family-supportive on the supervisors’ behaviors. The authors were collected first hand data from purposively selected 600 employees with the help of well-structured questionnaire. To test the hypothesis SEM-PLS has employed. They found that job satisfaction partially mediates the relationship between work-life balance and job performance and when an FSSB interacts with work-life balance and job satisfaction, it moderates the relationship between work-life balance and job performance and job satisfaction.

**Thilagavathy S. and Geetha S.N (2021)** in their work titled “Work-life balance -a systematic review” has been conducted a systematic review of available resource related to the subject having five significant steps such as identification of sources, scanning the sources, checking the appropriateness of the source, organic search, and Review and analysis. The authors have reviewed 99 research papers and the literature review discussed in detail the relationship between WLB and other related variables. The authors were found that clearly opined that WLB has three major factors such as Individual factors, organizational factors, and social factors and reveals the importance and essentiality of the individual’s ability to balance work and life.

**D. Shobana and I. Siddiq (2021)** in their work titled “Work-Life Balance and Job Satisfaction among Educators of Higher Education Institutions in Dimapur District” have followed stratifies sampling method to collect data from 50 educators of five educational institutions in Nagaland. The authors have found that there was a negative relationship between WLB and satisfaction. Demographic factors are positively associated with WLB and few are negatively associated.

**Odisa Alfred Mathews and et al (2021)** in their work titled “Influence of characteristics of work-life balance on teachers’ levels of job satisfaction in public secondary schools in

Nairobi, Kenya” have collected data from 1759 teachers through simple random sampling. Research has found that there was no difference in level of satisfaction among both male and female teachers. The good policies would enhance work life balance.

**Hana Silaban and Meily Margaretha (2021)** in their research work on “The Impact Work-Life Balance toward Job Satisfaction and Employee Retention: Study of Millennial Employees in Bandung City, Indonesia” had an objective to explore the effect of work-life balance on job satisfaction and employee retention of the millennial generation employees in the city of Bandung, Indonesia. The authors were collected quantitative data from 196 employees through online questionnaire consisted of 42 questions. They found that there was an effect of work-life balance on job satisfaction.

**Renato Lopes da Costa, and et al (2020)** in their work on “The Work-Life Balance and Job Satisfaction Article” have been collected data from 262 respondents. SMARTPLS 3 has employed to test the hypothesis. Authors were found that organizational environment positively affects or compromises the organization and job satisfaction and there is a positive and significant relationship between organizational commitment and job satisfaction.

**V.P. Matheswaran and V. Hemalatha (2015)** in their research study “A STUDY ON WORK LIFE BALANCE FOR WOMEN EMPLOYEES IN PUBLIC AND PRIVATE SECTOR SCHOOLS IN TIRUVLLUR DISTRICT” have collected from 120 respondents and questionnaire as used to collect the primary data. Chi-square test was conducted to know the inference. They found that there was significant difference between women taking work home and working more than prescribed number of hours among both public and private teachers. Further, they found that significant difference between women who miss out any quality time with family or friends because of pressure of work and women who feel tired or depressed because of work in Public sector schools.

**Uzma Hafeez and Waqar Akbar (2015)** in their study on “IMPACT OF WORK-LIFE BALANCE ON JOB SATISFACTION AMONG SCHOOL TEACHERS OF 21ST CENTURY” have conducted qualitative research method. The researchers have used quota sampling method to select 350 respondents. They found that long working hours and work pressure, has no impact on satisfaction but flexible work environment has impact on the satisfaction of the teachers.

#### **4. OBJECTIVES:**

- To know the work life balance of the faculties
- To study the Job satisfaction level of the faculties.
- To study factors and work life balance
- To analyze relationship between factors of work life balance and job satisfaction

## **5. HYPOTHESIS:**

H<sub>1</sub>: *Efficiency and effectiveness at work and job satisfaction are positively related*

H<sub>2</sub>: *Workload Management and job satisfaction are positively related*

H<sub>3</sub>: *Personal and self-care and job satisfaction are positively related*

H<sub>4</sub>: *Family support and relationship and job satisfaction are positively related*

H<sub>5</sub>: *Health and wellness and job satisfaction are positively related*

## **6. METHODOLOGY:**

After reading several literature objectives and hypothesis have opined. UG and PG college faculties were focused for the study. The structured questionnaire (Including teachers' work-life balance and Satisfaction questionnaire) having five point Likert scale was used to collect the primary data from the faculties belongs to degree colleges. Simple random sampling technique was employed to select hundred (200) samples. Articles, Journals, websites etc. were incorporated for the secondary data. Pearson's Correlation has been used to analyze and to test the hypothesis. Hence the same has been followed through SPSS-20.

## **7. ANALYSIS AND INTERPRETATION:**

### **7.1. Demographic data:**

The table no. 1 reveals that the age of the respondents significantly fall under 26 to 35 (48 percent) followed by less than 25 and 36 to 45 i.e. 24 percent each. Majority of the faculties were female 56 percent followed by male faculties i.e. 44 percent. 52 percent of the respondents are married and 48 percent were unmarried. 56 percent were lectures, 36 percent were Asst. Professors and only 8 percent were Associate professors. 40 percent of the faculties have only post-graduation, 28 percent have M.Phil., 16 percent have NET/SET, 12 percent have Ph.D., and only 4 percent among faculties have PDF as their educational qualification.

*Table No. 1 Demographic information*

Demographic factors	Categories	Frequency	Per cent
Age	Less than 25	48	24.0
	26-35	96	48.0
	36-45	48	24.0
	46 and 55	8	4.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>
Gender	Male	88	44.0
	Female	112	56.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>
Marital Status	Married	104	52.0
	Unmarried	96	48.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>
Designation	Lecturer	112	56.0
	Asst. Professor	72	36.0
	Assoc. Professor	16	8.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>
Educational Qualification	PG	80	40.0
	M.Phil.	56	28.0
	NET/SLET	32	16.0
	Ph.D.	24	12.0
	PDF	8	4.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>

Source- Primary Data

## 7.2. Testing of Hypothesis:

**H<sub>1</sub>: Efficiency and effectiveness at work and job satisfaction are positively related**

Table No 2 Correlation between Efficiency and effectiveness at work and Satisfaction

		Efficiency and effectiveness at work	Satisfaction
Efficiency and effectiveness at work	Pearson Correlation	1	.308**
	Sig. (2-tailed)		.000
	N	200	200
Satisfaction	Pearson Correlation	.308**	1
	Sig. (2-tailed)	.000	
	N	200	200

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

The above table no 2 shows that there is positive relationship between the Efficiency and effectiveness at work and Satisfaction (Pearson's r value-0.308). The P-value  $0.000 < 0.05$ . Hence the null hypothesis is rejected at 99 per cent of confidence level though it has sent for 95 per cent of confidence level i.e. H<sub>0</sub>: Efficiency and effectiveness at work and job

satisfaction are not positively related. Finally it can be concluded that Efficiency and effectiveness at work and job satisfaction are positively and significantly related.

## H<sub>2</sub>: Workload Management and job satisfaction are positively related

*Table No 3 Correlation between Workload Management and Satisfaction*

		<i>Workload Mgt</i>	<i>Satisfaction</i>
<i>Workload Mgt</i>	Pearson Correlation	1	.276**
	Sig. (2-tailed)		.000
	N	200	200
<i>Satisfaction</i>	Pearson Correlation	.276**	1
	Sig. (2-tailed)	.000	
	N	200	200

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

*Source- Primary Data*

The above table no 3 shows that Pearson's r value 0.276 shows that there is a positive relationship between the variables. P value-0.000<0.05. Hence the null hypothesis is rejected at 99 per cent of confidence level i.e. H<sub>0</sub>: Workload Management and job satisfaction are not positively related. Finally it can be confined that Workload Management and job satisfaction are positively and significantly correlated each other.

## H<sub>3</sub>: Personal and self-care and job satisfaction are positively related

*Table No 4 Correlation between Personal and self-care and Satisfaction*

		<i>Personal and self-care</i>	<i>Satisfaction</i>
<i>Personal and self-care</i>	Pearson Correlation	1	.045
	Sig. (2-tailed)		.529
	N	200	200
<i>Satisfaction</i>	Pearson Correlation	.045	1
	Sig. (2-tailed)	.529	
	N	200	200

*Source- Primary Data*

In the above table no 4 the Pearson's R-value 0.045 reveals that there is positive relationship between the variables. P value 0.529>0.05 shows that there is no significant relationship between the variables. Hence the null hypothesis is failed to reject i.e. H<sub>0</sub>: Personal and self-care and job satisfaction are not positively related. Finally, concluded that Personal and self-care and job satisfaction are not significantly related.

#### H<sub>4</sub>: Family support and relationship and job satisfaction are positively related

Table No 5 Correlation between Family support and relationship and Satisfaction

		Family support	Satisfaction
Family support	Pearson Correlation	1	.426**
	Sig. (2-tailed)		.000
	N	200	200
Satisfaction	Pearson Correlation	.426**	1
	Sig. (2-tailed)	.000	
	N	200	200

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

*Source- Primary Data*

The Person's R-value 0.426 in the table no 5 shows that, there is a positive relationship between both dependent and independent variables. The P-value  $0.000 < 0.05$ , hence the null hypothesis is rejected at 0.01 level though it has worked on 0.05 level i.e. H<sub>0</sub>: Family support and relationship and job satisfaction are not positively related. Finally it can be confined that Family support and relationship and job satisfaction are positively and significantly related.

#### H<sub>5</sub>: Health and wellness and job satisfaction are positively related

Table No 6 Correlation between Health and wellness and Satisfaction

		Health and wellness	Satisfaction
Health and wellness	Pearson Correlation	1	.167*
	Sig. (2-tailed)		.018
	N	200	200
Satisfaction	Pearson Correlation	.167*	1
	Sig. (2-tailed)	.018	
	N	200	200

\**. Correlation is significant at the 0.05 level (2-tailed).*

*Source- Primary Data*

The above table no 6 shows that there is positive relationship between the variables ( $r=0.167$ ). Sig value  $0.018 < 0.05$ , hence the null hypothesis is rejected i.e. H<sub>0</sub>: Health and wellness and job satisfaction are not positively related. Finally, concluded that Health and wellness and job satisfaction of faculties are positively and significantly related.



## **8. FINDINGS:**

- The majority of the respondents' age fall under 26to35 (48 percent), majority of the faculties were female 56 percent, 52 percent of the respondents are married, majority are lectures (56 percent) followed by 36 percent were Asst. 40 percent of the faculties have only post-graduation followed by 28 percent have M.Phil., 16 percent have NET/SET as their educational qualification.
- Efficiency and effectiveness at work of employees and job satisfaction are positively and significantly related. It shows that as increase in the Efficiency and effectiveness at work leads to increase in the job satisfaction and vice versa.
- Workload Management at work by the employees and job satisfaction are positively and significantly correlated each other. As increase in the Work management leads to augment the job satisfaction of the employees.
- Personal and self-care and job satisfaction are not significantly related. It also shows that employees are not bother regarding their personal and self-care in the work environment.
- Family support and relationship and job satisfaction are positively and significantly related. As increase in the Family support and relationship leads to mountain the level of job satisfaction of employees.
- Health and wellness and job satisfaction of faculties are positively and significantly related. It is also found that as increase in the Health and wellness leads to increase in the level of job satisfaction.

## **9. CONCLUSION:**

Every individual work to be happy in their life Happiness comes from the satisfaction of the job they do. There are countable factors impacting on the job satisfaction such as performance, stress and its management, quality of work-life and work life balance. This research worked on how factors of work life balance is associated with job satisfaction of the faculties. It is clearly found that the factors such as the job satisfaction of faculties has a positive and significance relationship between Efficiency and effectiveness at work, Workload Management, Family support and relationship and Health and wellness. Satisfaction has positive but not having significant relationship with Personal and self-care. Further it can be seen that a comparative research can be conduct.

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