

Work Life Balance (WLB) Is Life-Work Balance (LWB) An Innovative Approach on Teaching Faculties in Private Rural Higher Educational institutions

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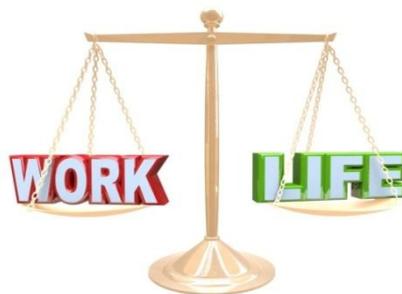
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Abstract: The successful management of an organization's human resources is an exciting, dynamic and challenging task, especially at a time when the world has become a global village and economies are in a state of flux. In organizations and on the home front, the challenge of work life is rising to the top of many employers' and employees' consciousness. Human resources are the most valuable and unique assets of an organization. In today's fast paced society, educational institutions seek options to positively impact the bottom line of their faculties to improve faculty morale and to retain faculties. Work life balance has been one of the major factors in influencing the organization's efficiency. This paper highlights the issues connected with work life balance of faculty in educational institutions and the factors that determine work life balance. Many private institutions of higher learning in India are not integrating the advanced technology into their teaching learning process. Traditional method of teaching by black board(Chalk and Talk) is not coping with this moderate scenario of advanced scientific technology. This unchanging paradigm is putting heavy pressure on teaching professionals and leading imbalance in their family life. As a result, the work life balance (WLB) is indispensable for teaching professionals to cope with the uncertain environment of teaching learning process. To address this issue, This paper also tries to bring out the satisfaction level of teaching professionals in balancing the work and personal life. The results of the conceptual study illustrates that there is a close relationship between the advancement in technology and teaching process and faculties level of stress in balancing work and personal life. It is divulged from this conceptual analysis that majorities (90%) of the teaching Faculty are not satisfied with their work life balance. In this fiercely competitive world, to be successful, it is momentous for any institutions to provide work-life balancing programs adapted with policies and practices to their workforce to balance their work and personal life. In this paper I have tried to address the reasons contributing to improper balance of work-life in Higher Education about Teaching Faculty in India and the various strategies that have been designed by implementing Technology based Teaching for PG students to keep faculty away from stress to happy. There are many measures that institutions can take to ensure work-life balance, such as employee benefits, Advanced Teaching Process like presentations, e- teaching, Audio and Video Lecturing to impart practical knowledge to students by work ease. An Endeavour has been made to provide an overview of various aspects of Work-Life Balance and its practices/policies through the Literature review. The sources referred include various journals, books, working papers, reports, magazines, internet sites, and newspapers etc has been reflected as references at the end.

Keywords: Human Resource, Technology, Faculty, Innovation, Stress, WLB Programs, Educational Institutions

I. Introduction



Work Life Balance (DiagramNo: 1)

Work life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life. The concept of work life has been abstracted from the job satisfaction level of an employee, which is an extrinsic factor of job satisfaction. It aimed to provide quality of life for an employee at the same time retaining the productivity levels of an employee at the work place. The balance of work life score provides an organization with a productive and innovative employee. Work life balance tends to develop depressed and dissatisfied staff. Though it is a very broad subject which speaks about both career development on one side and the family care on the other side, it is very necessary to know how the people balance the professional demands and domestic compulsions. Professional life means the aim to grow and earn respect in the organization and society at large and Personal life means taking care of family, children, parents, health and spending the leisure time effectively. With the development in educational, economical and social standards, things have improved to a great extent and the role of faculty in balancing their lifestyle is less taxing.

Work - life balance for teaching professional has become one of the greatest challenges in today's world. Teachers work load not only demand their time in the institution but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending to various institution related functional requirements. Teachers need to spend extra hours every day to be effective and productive in their profession so that they could reach higher levels and face the challenging atmosphere. Moreover, teachers not only look forward towards teaching, but need to also focus on soft skills and life skills so that they not only produce good professionals but also develop good citizens. The demand for work-life-balance solutions by Teachers and Staffs is expanding at an unprecedented rate. As a result, work-life balance is an increasingly hot topic in boardrooms and government halls today. Over the coming decade it will be one of the most important issues that executives and human resource professionals will be expected to manage.

This Paper provides the methods for you to accelerate the implementation of a very successful work-life strategy within your Institution. First we cover why work-life is critical to the key objectives of our Institution and its Management team. A brief history of work-life efforts follows so you can learn from the trial and error of others and avoid their mistakes. Finally, we describe the two parts of a successful work-life strategy and how you can most quickly and effectively to implement them. Some of the solutions proposed by The Work-Life Council included are the two key components necessary for any successful work-life strategy.

Balancing Work Life



The Two Legs Of The Work-Life Strategy Ladder:



- ▶ **The Organization (Left Leg)** :Policies ,Benefits ,Initiatives , Opportunities ,Improved with Education & communication creates awareness and utilization of best Possibilities.

- ▶ **The Individuals (Right Leg)** :Responsibilities ,Choices , Action ,Results ,Improved With WLB Education. Positively impacts the mindset and skill set of management and employees to better manage for themselves.

At its core, work-life balance is more an individual issue that affects the organization than it is an organizational issue that affects the individual.Both Legs of the work life strategy ladder are necessary to reach our destination WLB.

A. Work -Life Balance definition :



Four Quadrants Of Life (Diagram No: 2)

- Work-life balance is the harmonious blending of the professional and non-professional aspects of life that results in higher professional productivity, better health and more sustainable living habits. Which Make the distinction between "standard of living "(Work / Money) and "Quality of life" (Perfect Balance).

Achievement and Enjoyment in each of our four life quadrants: Work, Family, Friends and Self. Balance is necessary in all aspects of our lives as driven as we all are about our careers, we need to take some time to focus on ourselves outside of the office. We all in a need to know how smartly to balance our career and lifestyle. Here are some important factors mentioned to achieve Quality Of Work life.

Success of Quality of life requires BALANCE of these six factors

- Standard of living (Balance Bank book)
- Mental Balance (positive mental attitude)
- Physical Balance (health)
- Balanced and Harmonious human relationships
- Freedom from fear and worry
- Balance between activity and rest.

Key Components of Work-Life Balance

Self-Management : It is the recognition that effectively using the spaces in our lives. Particularly in getting proper sleep, exercise and nutrition.

Time Management : It involves making optimal use of your day and the supporting resources that can be summoned. what is both important and urgent, versus important or urgent to accomplish specific tasks.

Stress Management : In the face of increasing complexity, stress on the individual is inevitable. More people, distractions, and noise require each of us to become adept at maintaining tranquility and working ourselves out of pressure-filled situations.

Change Management: In our fast-paced world, change is virtually the only constant. Continually adopting new methods and re-adapting others is vital to a successful career and a happy home life.

Technology Management: Effectively managing technology means ensuring that technology serves you, rather than abuses you. Technology has always been with us, since the first walking stick, flint, spear, and wheel, but you must rule technology, not vice versa.

Leisure Management: The most overlooked of the work-life balance supporting disciplines, leisure management acknowledges the importance of rest and relaxation.

B. Need for Work-Life Balance in India:

As being a developing economy, Indian workforce is facing fierce competition. Due to the liberalization, privatization and globalization, the workforce of India are always under pressure. Apart from this, improper usage of Information and Communication Technology (ICT), and the increased level of female participation in the workforce add complexity while balancing paid work and personal life. Hence, it is crucial that the workforce of India have to be given work-life balancing programs to balance their paid work and their personal life.

C. Significance of Work-Life Balance for the Indian Teaching Professionals :

There are certain reasons for the inevitability of work-life balance to the teaching professionals. First among them is rare utilization of Change, advancement in technology particularly the development of ICT which has transformed the nature of delivery systems in higher education to effectiveness. which leads to stress and leading imbalance in their family life. Hence, work-life balance is indispensable for teaching professionals. Another important reason has been the role played by the teaching professionals in this contemporary world, the teaching professionals play assortment of roles; such as pedagogical, managerial, technical and subject-designing role. These multiple roles of teaching professionals constantly keep them under pressure and lead to imbalance in their work and personal life.

D. Transforming Professional Success In to Personal Happiness:

Maintaining Good Work- Life balance figures on top most people's agendas, but somehow ,it's one of those resolutions that never see the light of day. Separating personal life from professional life is becoming increasingly difficult. Some of the important factors help teaching Faculties to strike a healthier balance between home and work.

1. Get Organized: Coming on time (be first) and going out (fast).

2. List Priorities : Focussing on four quadrants: Work, Family, Friends and Self.

3. Develop Interests : Other than work and make time for them (movie , friends and family).

4. Learn to say "No" : Putting in that extra bit is good, but it's equally important in doing something out of a false sense of guilt or obligation to set boundaries.

5. Pursue your Calling : Identify your areas of interest and do what interests you. Work becomes much more enjoyable and you can take time to stop and smell the roses.

6. The 80/ 20 principle verses Universal Perfectionism: 80% of your results will come from 20% of the causes and also 80% of your stress will come from 20% of the causes.

7. Eliminate Stress from home /work: Stress is a mental and or physical reaction to a real or perceived event. It may be external (heat, sunlight work) or internal (fear, worry, irritation).

II. Review Of Conceptual Literature

The study was undertaken in the kolar District of Karnataka, India. The respondents were the faculty members working in self financing Private Colleges in the kolar District. The core of an effective work-life balance is two keys, everyday concepts that are relevant to each of us. They are daily Achievement and Enjoyment, ideas almost deceptive in their simplicity. Achievement and Enjoyment are the front and back of the coin of value in life. You can't have one without the other, no more than you can have a coin with only one side. Trying to live a one sided life is why so many "Successful" people are not happy or not nearly as happy as they should be.

III. Objectives Of The Study

- ❖ To identify the key factors influencing the work life balance.
- ❖ To examine the effect of work life balance on faculties' performance and work attitude.

IV. Methodology Of The Study

- ❖ Primary data was collected from the faculty members of various colleges of Kolar region Of Karnataka .

❖ Secondary data was collected from various journals, Magazines, Newspapers and Websites etc.

Factor Analysis

The objective set for this paper is to identify the factors that influence Work life balance among Teaching Faculty in Private Management Colleges. Factor analysis extracted two factors for work life balance for teaching faculty. The first factor reveals dependents, time flexibility, role clarity and co-worker support. The second factor extracted reveals family culture, working hours and head support. Management has to concentrate on time flexibility, role clarity, co-worker support, working hours and head support for managing work life balance of teaching faculty. Management also need to emphasis on dependents of the teaching faculty.

V. Implications Of The Study:

Based on the findings of the study, it is clear that faculty undergo severe stress as they try to balance their domestic life and professional life. Continued work under pressure would result in poor performance in the institution as well as domestic life. As this paper is focusing on identification of factors affecting work life balance and it has also considered the type of policy support required for such faculty in educational institutions.

V. Findings: Work – Life Balance Is Resource Allocation



Time Isn't Money...It's Your Life!

Those Who Make The Worst Use Of Their Time Are The First To Complain Of Its Shortness.

V. Successful Implementation Of Policies And Practices To Achieve WLB

To Assist faculty, staff, and students who are exploring ways to integrate work and study with their personal and family life. To manage an aesthetic environment, higher educational institutions have to implement Work/life balance programs for faculty and staff, including students teaching learning process also are:

Professional Development:

There are number of programs and services to help faculty become exceptional teaching scholars like,

Faculty Development Program: Through one-on-one consultations, mentoring, classroom Visits , and workshops, the FDP program works with faculty members to strengthen teaching.

Faculty and Staff Assistance Program (FSAP): Psychosocial assessment done to improve performance at work.

Flexible Work Arrangements: Job sharing compressed work etc.

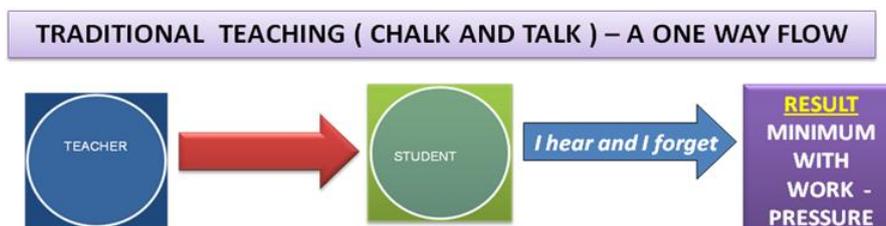
Tuition Assistance : Educational Assistance for faculty and staffs.

Teaching Policies : Development of several policies that permit faculty to adjust their teaching schedules to allow for greater work flexibility. Flexible Course Scheduling Policy, Modified Duties Policy, Summer Teaching Policy, Advance Teaching by means of IT etc.

Innovative Ways Of Teaching Ease Work And Reduce Stress For WLB On teaching Faculty :

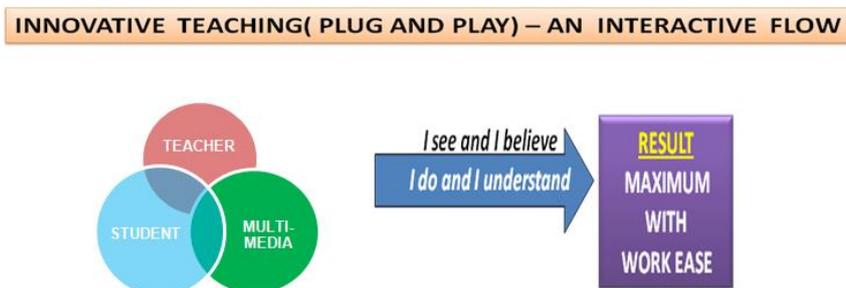
Teacher's job is to create to condition in which learning takes place.

Traditional teaching method which is delivered via the “chalk-and-talk” method. The teacher delivers the lecture content and the students listen to the lecture. The learning mode tends to be passive and the learners play little part in their learning process. It has been found that the conventional lecture approach in classroom is of limited effectiveness in both teaching and learning because it is “one way flow” of information.



Innovative teaching method is delivered via Multi Media Learning “ Plug and Play” method .This is of interactive learning process where the students and faculty have strong bonding linkage to betterment.

I hear and I forget. , I see and I believe, I do and I understand - by Confucius



Pedagogy / Practice /Teaching Methodology:

Innovation in teaching is of AV (Audio -Video), (ET /TE) Education Technology / Technology Education and ICT (Information and Communication (s) technology).

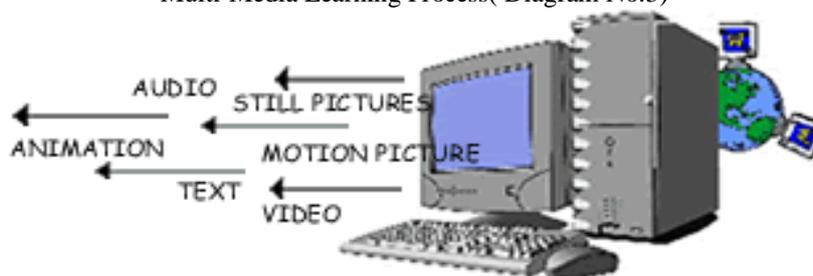
The following are the important innovative teaching methods to educate the student are:

1. **Inquiry-based learning** is a teaching method which is rapidly gaining popularity. Based on the scientific method, this teaching method can be used for virtually all subjects.
2. **Information processing strategies** is another example of teaching method that motivates students to find the answer. While it is often advisable to have students really understand the teaching methods
3. **Cooperative learning** is another teaching method that is considered highly effective when done correctly. Students are put in small groups to work together.
4. **E-Learning** is On-line learning refers to instruction and delivery of information by computers through the internet or company intranet. It includes task support, simulation training, distance learning and learning portals
5. **Blended Learning** is the method combines online learning, face-to-face instructions .
6. **Case Study method** is a Role of a decision maker facing a problem. Identify other major players if relevant and finding Solutions for the issues.
7. **Business game** is also called as business simulation game refers to simulation games that are used at an educational tool for teaching business Simulations are considered to be an innovative learning method and are often computer based.
8. **Role play simulation** is a practical approach, supplementing theory by proper practical knowledge.
9. **Project management simulation** is use to analyze real projects. The goal of the simulation is to show the user the different possible outcome helps in reducing the project risk and in choosing the best project plan.
10. **Virtonomics** (“virtual economics”) is a browser multiplayer economics game. The main purpose of the game in virtonomics is to build a successful business in a tough competitive struggle.
11. **Keller plan** makes a great demand on the time of teacher and students. The teacher however does not teach but advises and examines. The student does not listen to lectures, he reads and is examined. The basic philosophy is that it is better to fully understand part of the course than to partially understand the full

course that each individual should make progress at his own pace and that one should fully understand the earlier units before proceeding to the later units.

12. **Z to A approach** is by explaining the Application of particular Concept from recent to past with clarity.
13. **Mind Maps** is Making Notes with Keywords and Images to explain in a innovative way.
14. **Teaching With Sense Of Humour** is an effective medium of teaching to strengthen faculty and Student bonding.
15. **Photographing White boards** is by Students receives images as digital files.
16. **Tablet PC's** by which Professors make notes on charts and spreadsheets sending directly to students PC's, directly writing notes on to the screen with a special pen.
17. **Multi Media** is by Text , Images, Audio, Video ,MS Power Points ,Astound Graphics, Flash Slide Shows, Audio, Video, Animation, Design, Graphs ,Sounds, Charts, Short Films ,Internet-ready phones, handheld computers, digital cameras, MP3 players and Laptops.

Multi-Media Learning Process(Diagram No:3)



Personal and Family Care

As a Institution, it is committed to the care of the whole person. Accordingly, which offers comprehensive health care and insurance benefit designed to promote and sustain good health for faculty and their families to promote work-life balance are Pregnancy Disability Leave, Family or Medical Leave, Tenure Clock Extension, Child Care etc.

Break Camp: A Day camp for Students and their parents.

Supplemental Benefits : A variety of supplemental benefits are extended to employees are Higher Education Savings Plan, Will Preparation ,You Decide, Banking, Referral Rewards, Travel Discounts, Recreation and Retail etc.

Financial Resources

There are several programs to contribute to the financial security of faculty members. For a comprehensive list of policies, programs, and resources are Faculty Housing Assistance Program , Education Benefits, Retirement Benefits -Defined Contribution Retirement Plan, Tax Deferred Annuity Plan and Phased Retirement.

Wellness Resources

The following programs to support health, wellness, and well-being are Employee Assistance Program, Fitness and Recreation Center, Faculty Groups and Faculty Study Groups etc.

Leaves of Absence

Offering a rich holiday, sick and vacation program as well as other benefits to complete your benefits package are Time Off, Vacation, Holidays, Institute Holidays, Sick Leave -Donated Sick Leave, Family Medical Leave, Other Leaves - Blood donation leave, granulocytes etc.

VI. Benefits Of work Life Balance As Whole

"Measures to ensure that absent employees' workloads are not routinely re-allocated to remaining employees without some form of compensation or recognition, e.g. extra vacation days, may also help to eradicate co-worker resentment toward those struggling to balance competing work and home demands."

Work-Life Balance Benefits to Your Organization

- ▶ Measured increases in individual productivity, accountability and commitment
- ▶ Better teamwork and communication
- ▶ Improved morale

- ▶ Increased engagement and commitment levels
- ▶ Less negative organizational stress

Work-Life Balance Benefits to the Individual

- ▶ More value and balance in your daily life
- ▶ Better understanding of what your best individual work-life balance is
- ▶ Increased productivity
- ▶ Improved relationships both on and off the job
- ▶ Reduced stress.

VII. Suggestions: To Maintain » Work-Life « Balance

- ⊙ Identify the priorities - Set a time frame
- ⊙ Find a balance mentor -Telecommute
- ⊙ Use technology to your advantage
- ⊙ Communicate -Have a support system
- ⊙ Learn your employee's policies
- ⊙ Edit yourself personally and professionally
- ⊙ Separate work and leisure
- ⊙ Earmark a separate time for working
- ⊙ Take a holiday
- ⊙ Do not bring work home unless absolutely necessary
- ⊙ Enjoy life

VIII. Discussion

It is revealed from the conceptual literature analysis that the respondents have perceived maximum level of stress in balancing their work and life. Similarly, there is a close relationship between gender of the respondents and their level of stress in balancing work and life. Hence, it is suggested that the institutions should develop work life policies such as special leave facilities, parental or family support programs and health care programs. It is divulged from this analysis that majority (90%) of the respondents were not satisfied with their work-life balance due to their work load i.e., evening coaching classes/weekend special classes for slow learners and the administrative work done by them. This left them frustrated as they were not able to spend quality time with their family. This finding is similar with the research findings of Pocock et al (2007). They explained that longer work hours worked is consistently associated with worse work-life outcomes. It is divulged from the conceptual analysis that majority of the respondents (93%) agreed that work-life balance is a joint responsibility of both employees and employers.

IX. Conclusion & Recommendations

Work Life Balance Is Not a Problem to be Solved, It is an On-going Issue to be Managed. In this contemporary world, the role of teaching professionals are ever changing and evolving and traditional teaching method is not suitable for learning environment puts heavy pressure on teaching professionals. This work pressure will have an impact on their personal life and lead to imbalance in their work and life. Hence, teaching professionals work life balance is the most significant aspect in the success and development of educational institutions. It is vital for any institution to provide facilities to their staff members to get relieved from stress for balancing their work and personal life. The further research may determine the suitable work-life balancing programs for teaching faculty members in higher learning institutions in India. It is a rewarding exercise to the researchers and helps to gain knowledge on socially relevant problems.

It is clearly indicated that majority of the faculty feeling stress due to dependents, role clarity, co-worker support, family culture, working hours, flexibility, head support. If the educational institutions management think over the issue of providing employee friendly policies to faculties in order to balance their professional and personal life, definitely it can achieve competitive advantage in terms of student quality of education and faculties may turn into good organization citizens.

Although work-life balance is a widely researched field (Byron, 2005), Bearing in mind the struggle that Teaching Faculties often experience in balancing their academic and personal lives, this research explored how, and to what extent Teaching Faculties strive to obtain a college -work-life balance.

Based on these findings, I believe Faculty Development programs, Innovative Advanced Teaching Methods based on Technology, Productivity and Virtual Tools can facilitate college faculties to convert their Professional success in to Personal Happiness. For future this findings may help them think about ways to attempt to balance their Teaching Profession, work, and personal lives. Our paper presents the voices of

building a bridge between Teachers and Management. In light of my True experiences, the following recommendations are offered for Management colleges , departments, and all Higher Educational Institutions committed to support work-life balance efforts of faculties , which may ultimately contribute to successful Life - work Balance .

Work efficiently during office hours and leave on time (i.e. Enter First and Exit Fast).Give the required time to your Family, Friends and have proper Rest.

“Value Has A Value Only If Its Value Is Valued”

**Doing It Right And Avoiding The Pitfalls
“ WORK - LIFE BALANCE Becomes LIFE - WORK BALANCE ” !**

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Additional Resources

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