

Impact of Work Life Balance on Job Performance among Female Faculty in Private Higher Educational Institutions (PHEIs)

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Abstract: The aim of the current study was determining the impact of Work Life Balance on Job Performance among female faculty in Private Higher Educational Institutions (PHEIs) in Himachal Pradesh. The idea of work life balance of female faculty is particularly important in the education sector since it has a substantial impact on professional and personal life. Examining the work life balance of female faculty based on demographic factors and other two dimensions i.e. working environment and work performance was the main purpose of the paper. A self-administered structured questionnaire was used to gather the data from 109 female faculties of various Private Higher Educational Institutions in Himachal Pradesh, which was chosen on the basis of convenient sampling to confirm the questionnaire's reliability and validity. Cronbach's alpha was applied, and the statistical software for the social sciences (SPSS) was utilized to analyze the data. On the basis of the study it shows that there is a significant positive relationship between work-life balance and job performance among female faculty members in Private Higher Educational Institutions in Himachal Pradesh.

Keywords: Work life balance, Female faculty, Higher Educational Institutes (HEIs).

INTRODUCTION

Work-life balance (WLB) has become a critical area of concern in contemporary organizational settings, particularly within higher educational institutions. As female faculty members navigate the dual responsibilities of professional duties and personal life, understanding the impact of WLB on their job performance has emerged as an important research topic. The increasing participation of women in academia, alongside their diverse roles as caregivers, professionals, and homemakers, raises pertinent questions regarding the balance they must achieve to excel in both spheres. This study aims to

examine the influence of work-life balance on the job performance of female faculty members in higher educational institutions, focusing on how various dimensions of work-life balance—such as working environment, organization support and time management—affect their academic productivity, job satisfaction, and overall performance. By addressing these issues, the research will contribute valuable insights into the specific challenges faced by female academics and offer recommendations for creating more supportive work environments that enhance both personal well-being and professional success. In the study, there are various factors such as workload and teaching demands, Cultural and Societal Expectations, Institutional Support, Personal and Professional Development, Technology and Digital Learning, Mental Health and Stress Management, gathered from the Review of Literature.

BACKGROUND AND REVIEW OF LITERATURE

The literature review provides a summary of several facets and associated concerns of the ongoing research being conducted at the national and international levels in various nations. The literature studies that follow offer a roadmap for this investigation and help to draw important conclusions. The following are some of the significant studies that have been reviewed:

Punia V, Kamboj M (2013) did a study, “Quality of work-life balance among teachers in higher education Institutions,” and examined that several aspects of university and college instructors' work-life balance have been identified by the study. It is commonly known that a healthy balance between

work and family responsibilities is necessary for a person's psychological health, as well as for increased self-esteem, job satisfaction, and general sense of harmony in life.

Suhaimi S and Seman K (2019) did a study, "Work-life balance practices on employees job performance of selected banking sector in Malaysia," and revealed that employee performance in the Klang Valley banking industry is positively and significantly correlated with flexible work schedules, employee assistance programs, and leave policies. Employee performance was almost positively correlated with flexible work schedules and leave policies, and EAP was moderately positively correlated with employee performance.

Roopavathi S and Kishore K (2020) carried out a study, "The impact of work life balance on employee performance," and examined that work-life balance is a major concern in the current environment and has a critical influence on employee and organizational growth and productivity. This study clarifies the fundamental relationship between employee performance and work-life balance. Both have a strong bond with one another. Work life is all about controlling and measuring how, when, and where people work. Businesses may assist their employees perform better by offering a healthy work environment and culture, appropriate training programs, and improved life plan designs. One of the motivating factors for employees is their employer's support.

Rashid S, Subhan Q and Imran M (2022) carried out a study, "Impact of work life balance, workload and supervisory support on teachers job satisfaction with mediating role of stress," and examined that the effects of workload, supervisor support, and work-life balance on the job performance of teachers employed by private educational institutions in the Islamabad area. Prior research has mostly examined the effects of workload, work-life balance, and supervisor support separately, paying little attention to the mediating function of stress and how it may affect teachers' performance. It was clear that stress mediates the relationship between workload and work.

Kedia S, Shukla A and Sinha S (2023) carried out a study, "A comprehensive study of work-life balance and its impacts on employee performance and job satisfaction," and observed that the outcomes of the

research reveal strong confirmation of the significant impact work-life balance has on output and job satisfaction. Numerous outcomes, including employee productivity, job satisfaction, engagement, wellbeing, retention, organizational commitment, creativity, team dynamics, job attitudes, motivation, stress management, and problem-solving abilities, are positively connected with work-life balance.

Ashwin A and Kumar V (2024) carried out a study, "Impact of work life balance on employee performance with reference to automobile industry in around Chennai" and found that this study advances our knowledge of how encouraging work-life balance might enhance workers' productivity and job success. As a result, it is essential for companies assure that they have procedures and policies in place that support work-life balance. By doing this, they may establish a productive workplace that supports workers' happiness, well-being, and productivity.

RESEARCH METHODOLOGY

The present research is descriptive and based on correlation. Descriptive research helps in describing the current scenario regarding Work Life Balance among female faculty, and correlation research examines the relationship between Work Life Balance and Job Performance. The study area taken here is private higher educational institutions in Himachal Pradesh, specifically targeting female faculty members.

Objective of the Study

- To critically examine the impact of work life balance on job performance among female faculties in Higher Educational Institutions (HEIs) in Himachal Pradesh.

Hypothesis:

H₁: There is a significant positive relationship between Work Life Balance and Job Performance among female faculty members in Private Higher Educational Institutions (PHEIs) in Himachal Pradesh.

Population and Sample

The target population consists of female faculty members working in private higher educational

institutions in Himachal Pradesh. The sample size for this study is 109 female faculties, and it is based on primary data. A well self-structured questionnaire was used to collect primary data and interpretation was carried out by using SPSS

software. In this research paper, to find out the correlation, Pearson correlation test was used.

DATA ANALYSIS

Table 1.1: Socio - Demographic Characteristics of the Female Faculty in Private Higher Educational Institutions (PHEIs)

Demographics		No of Faculty	Percent
Age	Below 30 Years	44	40%
	31-40	36	33%
	41-50	16	15%
	Above 50 Years	13	12%
	Total	109	100
Educational Qualification	Post Graduation (PG)	71	65.13%
	M. Phil	15	13.76%
	Ph. D	19	17.43%
	Post Doc	4	3.68%
	Total	109	100
Annual Income	2 lacs - 4 lac	97	89%
	5 lacs to 7 lacs	12	11%
	Total	109	100%
Marital Status	Married	82	76%
	Unmarried	27	25%
	Total	109	100
Designation	Assistant Professor	65	60%
	Associate Professor	29	27%
	Professor	15	13%
	Total	109	100

Table 1.1 shows that a significant portion of the faculty is young, with 40% below 30 years, which suggests that the institution may have a relatively young and dynamic workforce. 33% fall within the 31-40 age group, showing a moderate representation of mid-career professionals. Faculty in the 41-50 age group make up 15%, indicating that fewer mid-career individuals are present compared to younger ones. Only 12% of faculty are above 50 years, pointing to a smaller proportion of senior or experienced faculty in the institution.

As per Educational Qualification, the majority of faculty members hold a Post Graduate (PG) qualification, comprising 65.13% of the sample. A smaller proportion has an M. Phil (13.76%) or Ph.D. (17.43%), suggesting that a considerable number of faculty members have pursued advanced degrees. Only 3.68% of the faculties have a Post Doctoral qualification, pointing to a limited representation of highly specialized academics within this sample.

On the basis of annual income, the majority of the faculty (89%) earn between 2 lakh to 4 lakh, reflecting a relatively lower income bracket, which might be characteristic of the academic sector or the institution's salary structure. A smaller group (11%) earn between 5 lakh to 7 lakh, which could represent a higher pay scale, possibly for more senior or specialized faculty.

On the basis of marital status, the majority of faculty members (76%) are married, indicating a likely stable personal life for most of the academic staff. A smaller proportion (25%) is unmarried, which suggests that the faculty includes a diverse group in terms of personal life stages.

On the basis of Designation, the highest number of faculty are Assistant Professors (60%), indicating a significant number of early-career academics followed by 27% are Associate Professors, and 13% hold the title of Professor, showing a smaller but notable proportion of mid- and senior-level academics.

In summary, the female faculty members are predominantly young, with a significant number holding postgraduate degrees, and their income

distribution is skewed toward lower-income categories. Most are married and hold positions as Assistant Professors

Table 1.2 To examine the Karl Pearson correlation between Work Life Balance and Work Performance among female faculty members working in Private Higher Educational Institutions.

Dimensions	N	Mean	SD	Pearson Correlations
Work-Life Balance – Female Faculties				
You are satisfied with the grievance handling procedure.	109	3.38	.707	1
Your seniors give you fair environment and motivate you.	109	3.92	.898	.183
Your organization provides stress free environment.	109	3.44	.824	.558
Your organization provides basic amenities.	109	3.41	.821	.537
You are always motivated to get creative and innovative.	109	3.65	.631	.344
Faculty satisfaction is given top priority at my university.	109	3.31	.872	.517
There is no rational discrimination between experienced staff and newly appointed staff.	109	3.49	.881	.509
Impact of WLB on Job Performance				
	N	Mean	SD	Pearson Correlations
You are satisfied with the organizations appraisal system.	109	3.20	.876	.331
There exists quality relationship among the employees.	109	3.59	.870	.247
Your needs are fulfilled by your job.	109	3.45	.841	.365
You are satisfied with your job.	109	3.45	.841	.365
There exists the opportunities for promotion.	109	3.40	.880	.348
There exists job security in your organization.	109	3.37	.855	.421

Table 1.2 shows the positive and significant relationship between work-life balance and job performance among women faculty members in Private Higher Educational Institutions (PHEIs) in Himachal Pradesh,” by using Pearson’s correlation,

Work-Life Balance (WLB) dimension: It includes satisfaction with grievance handling, motivation from seniors, stress-free environment, basic amenities, creativity encouragement, faculty satisfaction, and equality between experienced and new staff. The mean scores for these variables range from 3.31 to 3.92, indicating a generally positive experience, but not necessarily a very high level of satisfaction. Pearson correlations for these variables with other WLB factors range from 0.183 to 0.558, showing weak to moderate positive relationships between different aspects of work-life balance.

Impact of Work-Life Balance on Job Performance: It reveals that satisfaction with the appraisal system, relationships among employees, job fulfillment, job satisfaction, opportunities for promotion, and job security. The Mean scores for these variables range from 3.20 to 3.59, indicating moderate to high

satisfaction levels, especially regarding relationships with colleagues (3.59) and the appraisal system (3.20). The Pearson correlations with work-life balance variables range from 0.247 to 0.421, indicating weak to moderate positive correlations between work-life balance and job performance.

RESULTS AND DISCUSSIONS

The correlation values between work-life balance and job performance variables show the following results:

Moderate Positive Relationships: The highest correlation (0.421) is observed between job security and work-life balance, indicating that as work-life balance improves, job security is also perceived more positively. This suggests that a better balance may contribute to faculty feeling more secure in their positions.

Other moderately positive correlations are seen between the availability of basic amenities (0.537) and a stress-free environment (0.558) with various aspects of job performance. These factors indicate

that a supportive environment at work can contribute to higher job satisfaction and performance.

Weak Positive Relationships: The correlation between "satisfaction with grievance handling" (0.183) and job performance is relatively low, suggesting that grievance handling, while important, may not directly influence job performance as much as other factors like job security or work environment. Overall correlation values are mostly positive, though they vary in strength, supporting the hypothesis that there is indeed a positive relationship between work-life balance and job performance. However, not all correlations are strong, indicating that while work-life balance plays a role in improving job performance. Based on the Pearson correlation analysis, the hypothesis (H_1): There is a significant positive relationship between work-life balance and job performance among female faculty members in Private Higher Educational Institutions in Himachal Pradesh appears to be supported. There are several positive correlations, particularly regarding job security, stress-free environments, and the availability of amenities, which align with the notion that better work-life balance enhances job performance. However, the relationships are not exceptionally strong; suggesting that while work-life balance is important, other factors may also significantly impact job performance.

Conclusion

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