

# Work Life Balance in Corporate Institutions

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**Abstract**—This study explains about the causes of unsatisfactory work life, managing working hours, employee satisfaction at work place and techniques of providing flexible workplace. This study looks at several aspects of work life balance. A survey has conducted among 100 instructors from public and private colleges, Universities and professional courses provided the study's data. This study aims to comprehend the goals of the workers at the educational institutions and how successfully manage their personal life and the professional life and it also aim to uncover the various personal motivations and their priorities in the work life balance among instructors from various demographic backgrounds. The findings suggest that flexible workplace plays an influential role in sustaining work life balance. This study concludes by offering the effective directives to address these challenges and foster a balanced work-life for employees

**Index Terms**—Flexible scheduling, Remote work, employee satisfaction, Work life conflict

## I. INTRODUCTION

"Work-life balance" refers to the equilibrium between an individual's professional commitments and their personal life, aiming to allocate time and energy effectively between work responsibilities and other important aspects like family, hobbies, and self-care, ensuring that neither area significantly overshadows the other, ultimately contributing to overall well-being and satisfaction.

Maintaining a good work-life balance can lead to increased productivity, reduced stress, improved mental health, and higher job satisfaction. Work hours, flexibility, workload, company culture, personal commitments, and individual needs all play a role in achieving a healthy work-life balance. Setting boundaries, prioritizing tasks, effective time management, utilizing available benefits like vacation time, and open communication with

employers can help individuals achieve a better work-life balance.

## II. REVIEW OF LITERATURE

K. Agha (2017) states that work-life balance concerns have grown crucial due to rising stress, competitiveness, and uncertainties in society. Findings: He has discovered the ideal balance between work and life, as well as how to feel at ease juggling obligations to one's family and career.

Dr. Vijay Prakash (2023) discusses the need of work-life balance in the modern world, especially when it comes to COVID-19 cases. conclusions: Individuals' own interests are often not given as much weight as family bonds. In summary, one of the most important elements in assisting women in maintaining a life.

RAMAIYAN, C. (2024) Schools are the ideal places to impart information to others. It's the best venue to teach individuals how to be valuable members of society and bring about change. However, without educators who possess the necessary human traits, aptitudes, competences, and skills—as well as the willingness to bring about change—many corporate schools.

Dr. Ravi Gupta (2020) Findings: The rivalry that pervaded every business in the modern era did not initially exist in the education sector. Conclusion: Depending on the type of material that is typically offered in a department, the ICT tools that are appropriate for it may not be the same as discipline to discipline.

Dr. Bhuvaneswari (2023) Findings: The researchers have tried to investigate the connection between work-life balance and employee retention and have discovered that employee retention is a persistent issue for many companies. The research concludes with a cult-like epidemic that women feel more responsible than males do. Additionally, the respondents express

that balancing work and life might create obstacles to job progression.

Sadaf Naz (2021) Results: This study's results indicate that emotional intelligence and job stability are significantly correlated. The researcher has come to the conclusion that, because female workers in any organisation play a variety of roles outside of their work, particular attention should be paid to the issues that specifically affect them.

Raj Shrivanthi Andukuri (2013) Because of the recent changes in the market, technology, demographics, and organisational structure, work-life balance has gained attention from both academics and corporate executives. Nonetheless, there hasn't been much research done to present a comprehensive picture of work-life balance benefits and initiatives (WLBP).

In 2020, Raabia Naseem in the context of this research, "work-life balance" refers to allocating the appropriate amount of time to the many demands of one's personal and professional lives in order to achieve harmony in one's life. The rising number of women entering the workforce is one of the most significant shifts observed in Pakistan's traditional culture.

David Prabhakar (2012) This essay examines several facets of current work-life balance philosophy and research. It begins by examining the reasons behind the growing importance of work-life balance as a research issue. It next looks at the definition of balance and how it relates to the study of the relationship between work and life outside of work.

### III. OBJECTIVES OF THE STUDY

To Analyse the satisfactory level of employee regarding work life balance in corporate schools.

### IV. RESEARCH METHODOLOGY

A descriptive study was conducted. Primary and secondary sources of data were used in the study. A structured questionnaire was administered adopted random sampling method. Contacted 100 employees to collect information required for the study. The questioner included close ended and five-point Likert scale. Tables, Pie charts, Percentage and hypothesis were used to analyse the data to arrive at conclusion.

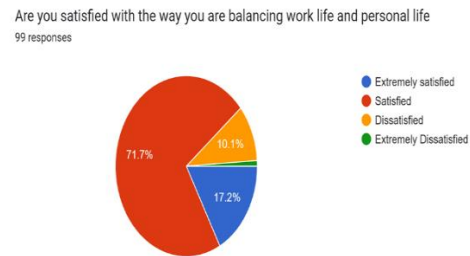
## V. DATA ANALYSIS AND INTERPRETATION

Table No. 4.1

FACTORS		FREQUEN CY	PERCENTA GE
1. Gender	Female	44	43.4
	Male	56	56.6
Total		100	100
2. Age	18-24	72.4	72.4
	25-34	22.4	22.4
	35-40	5	5
	40 Above	0	0
Total		100	100

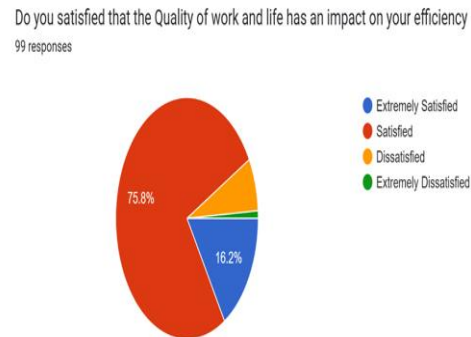
The study included 56 male employees and 44 female employees. The work force constitutes youngsters as majority of the respondents fall in the category of 18-24 and the least respondents fall in the category of above 40 years.

Chart No. 4.2 Employee response/perception towards work life balance



Interpretation:71.7% of the respondents are satisfied' and17.2% of the respondents are extremely satisf

Interpretation: 72.7% of the respondents are satisfied'and 19.2% of the respondent are extremely sarisified with their work |life during busy work schedule in your corporate institutions.



Interpretation:

75.8% of respondents are satisfied' and 16.2% of respondents are extremely satisfied' with the quality of work and life that has an impact.

## VI. SUGGESTIONS

- The institutions have the ability to offer flexible working hours to its workers, particularly women, to enable them to attend to their primary concern—child care. This allows the schools to keep qualified and effective teachers.
- Making sure instructors receive a fair pay and an improved compensation plan to promote job happiness, which benefits work life balance.
- The company has to give its employees more job security so they may be more satisfied in their careers and personal as well as work life.
- Making the workplace welcoming to women is important since, according to several studies, skilled and competent women leave their employment after marriage because they find it difficult to reconcile their home and professional lives in work life balance.
- It is recommended that institutions provide child care facilities on the premises. This will boost school teachers' productivity at work, and boost their confidence in advancing their careers in work life balance.
- Ensure workloads are reasonable by reviewing and redistributing the tasks of work life in workload management and minimize excessive administrative duties for the school teachers.
- In work life integration organize the activities that integrate work and life such as school sponsored and family events are their team building exercises include families.
- Promote health and wellness initiatives such as fitness sessions, and mental health workshops and access to wellness resources in the work life balance.
- Introduce family friendly policies such as parental leaves, child care support and family health benefits to support the school staff with family commitments so that they will be satisfy with both personal and professional work life

## VII. CONCLUSION

The concept of work-life balance has grown in importance as a research topic for academics and HR departments. This is mostly due to shifts in organisational working practices, which are causing changes in people's lifestyles. The increasing demands of work coupled with the nuclear family trend are making it difficult for working people to strike a balance between their personal and professional lives. Employee mental stress and the quality of their personal lives are both being negatively impacted, which in turn is affecting how well they perform at work.

Ensuring that employees have a healthy work-life balance is crucial for organisations. This promotes seamless, effective operation inside the organisation and aids in the retention of skilled staff members.

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.

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