


A REVIEW OF WOMEN EMPLOYEES' WORK-LIFE BALANCE SATISFACTION WITH REFERENCE TO AP STATE HIGHER ACADEMIC INSTITUTIONS

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ARTICLE INFO	ABSTRACT
<p>Article history:</p> <p>Received 20 June 2023</p> <p>Accepted 12 September 2023</p>	<p>Purpose: The primary goal of this study is to assess how satisfied women employees in institutes of higher learning are with their balance between work and personal life. To better understand women employees' work-life balance satisfaction, this study looked at an array of aspects, including demographics, family-related factors, and other organizational and work-related procedures.</p>
<p>Keywords:</p> <p>Work Life Balance; Online Learning System; Work Related Procedures; Snow Ball Sampling Technique.</p>	<p>Theoretical framework: There is a wealth of empirical research available to assess the work-life balance satisfaction of female employees in academic institutions. Higher education has seen several advancements, such as the introduction of online learning systems, but more research is needed.</p> <p>Design/Methodology/Approach: An evaluation of the exhaustive survey of the literature that was employed in the research design. A data collection tool, such as a questionnaire, is employed, as well as a non-probability sampling technique, such as the Snow ball sampling technique. A standard questionnaire is used to collect data. The information was gathered from respondents in the Indian state of Andhra Pradesh.</p>
	<p>Findings: In order to analyze the data, various statistical techniques such as Anova, Regression, and the Cronbach's alpha test are used. Employees' delight with their work-life balance is influenced by their age, marital status, experience, career, and family size. The income and classification level of employees have an adverse effect on their work-life balance enjoyment.</p> <p>Research, Practical &social implication: This study evaluated the work-life balance of female employees at higher education institutions from a number of perspectives.</p> <p>Originality/Value: The objective of this research is to find and evaluate the impact of different viewpoints on female employees' work-life balance. A female employee's age as well as income level. Marital status, family size, designation, occupation and level of experience, job and family-related concerns, and working hours are all examined.</p> <p>Doi: https://doi.org/10.26668/businessreview/2023.v8i9.3513</p>

UMA REVISÃO DA SATISFAÇÃO DO EQUILÍBRIO TRABALHO-VIDA VIDA DE EMPREGADAS COM REFERÊNCIA ÀS INSTITUIÇÕES ACADÊMICAS SUPERIORES DO AP STATE

RESUMO

Objetivo: O objetivo principal deste estudo é avaliar o grau de satisfação das funcionárias de instituições de ensino superior com o equilíbrio entre trabalho e vida pessoal. Para entender melhor a satisfação do equilíbrio entre

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trabalho e vida pessoal das funcionárias, este estudo analisou uma série de aspectos, incluindo dados demográficos, fatores relacionados à família e outros procedimentos organizacionais e relacionados ao trabalho.

Estrutura teórica: Existe uma riqueza de pesquisas empíricas disponíveis para avaliar a satisfação do equilíbrio trabalho-vida de funcionárias em instituições acadêmicas. O ensino superior tem visto vários avanços, como a introdução de sistemas de aprendizagem online, mas mais pesquisas são necessárias.

Desenho/Metodologia/Abordagem: Uma avaliação do levantamento exaustivo da literatura que foi empregada no desenho da pesquisa. Utiliza-se um instrumento de coleta de dados, como um questionário, e uma técnica de amostragem não probabilística, como a técnica de amostragem Snow ball. Um questionário padrão é usado para coletar dados. As informações foram coletadas de entrevistados no estado indiano de Andhra Pradesh.

Resultados: Para analisar os dados, várias técnicas estatísticas, como Anova, Regressão e o teste alfa de Cronbach, são usadas. O prazer dos funcionários com o equilíbrio entre vida pessoal e profissional é influenciado por idade, estado civil, experiência, carreira e tamanho da família. A renda e o nível de classificação dos funcionários têm um efeito adverso em seu aproveitamento do equilíbrio entre vida pessoal e profissional.

Pesquisa, implicação prática e social: Este estudo avaliou o equilíbrio entre vida pessoal e profissional de funcionárias em instituições de ensino superior a partir de várias perspectivas.

Originalidade/Valor: O objetivo desta pesquisa é encontrar e avaliar o impacto de diferentes pontos de vista sobre o equilíbrio entre trabalho e vida pessoal das funcionárias. A idade de uma funcionária, bem como o nível de renda. Estado civil, tamanho da família, designação, ocupação e nível de experiência, trabalho e preocupações relacionadas com a família e horário de trabalho são examinados.

Palavras-chave: Equilíbrio da Vida no Trabalho, Sistema de Aprendizado On-line, Procedimentos Relacionados ao Trabalho, Técnica de Amostragem de Bola de Neve.

UNA REVISIÓN DE LA SATISFACCIÓN CON LA CONCILIACIÓN LABORAL Y LA VIDA PERSONAL DE LAS MUJERES CON REFERENCIA A LAS INSTITUCIONES ACADÉMICAS SUPERIORES DEL ESTADO AP

RESUMEN

Propósito: El objetivo principal de este estudio es evaluar qué tan satisfechas están las empleadas en institutos de educación superior con su equilibrio entre el trabajo y la vida personal. Para comprender mejor la satisfacción del equilibrio entre el trabajo y la vida personal de las empleadas, este estudio analizó una variedad de aspectos, que incluyen datos demográficos, factores relacionados con la familia y otros procedimientos organizacionales y relacionados con el trabajo.

Marco teórico: Existe una gran cantidad de investigación empírica disponible para evaluar la satisfacción con el equilibrio entre la vida laboral y personal de las empleadas de instituciones académicas. La educación superior ha visto varios avances, como la introducción de sistemas de aprendizaje en línea, pero se necesita más investigación.

Diseño/Metodología/Enfoque: Una evaluación del estudio exhaustivo de la literatura que se empleó en el diseño de la investigación. Se emplea una herramienta de recopilación de datos, como un cuestionario, así como una técnica de muestreo no probabilístico, como la técnica de muestreo de bola de nieve. Se utiliza un cuestionario estándar para recopilar datos. La información se recopiló de los encuestados en el estado indio de Andhra Pradesh.

Hallazgos: Para el análisis de los datos se utilizan diversas técnicas estadísticas como Anova, Regresión y la prueba alfa de Cronbach. El placer de los empleados con el equilibrio entre el trabajo y la vida está influenciado por su edad, estado civil, experiencia, carrera y tamaño de la familia. El nivel de ingresos y clasificación de los empleados tiene un efecto adverso en el disfrute de la conciliación de la vida laboral y familiar.

Investigación, implicaciones prácticas y sociales: este estudio evaluó el equilibrio entre la vida laboral y personal de las empleadas en instituciones de educación superior desde varias perspectivas.

Originalidad/Valor: El objetivo de esta investigación es encontrar y evaluar el impacto de diferentes puntos de vista en el equilibrio entre la vida laboral y personal de las empleadas. La edad de una empleada y el nivel de ingresos. Se examinan el estado civil, el tamaño de la familia, la designación, la ocupación y el nivel de experiencia, las preocupaciones relacionadas con el trabajo y la familia, y las horas de trabajo.

Palabras clave: Equilibrio de la Vida Laboral, Sistema de Aprendizaje en Línea, Procedimientos Relacionados con el Trabajo, Técnica de Muestreo de Bola de Nieve.

INTRODUCTION

Work-life balance teaches how to manage both aspects of life by closing the gap between professional and personal lives to the point where the dividing line dissolves. One of the key outcomes of Work-Life Balance is that there is adequate time to devote to both profession and family when work becomes a sort of entertainment and colleagues become family. Employees who are overly excited at the start of their careers frequently end up destroying their personal lives in their efforts to match the exact and high quality required of them at work, whether due to their goal to show themselves better or the stress of securing a job. It has been found that both of these conditions result in an entire breakdown in productivity in the course of time. People who sacrifice their personal lives for their job end up ignoring their health and positive habits such as eating good food, getting enough rest, restful sleep, and engaging in relationships. As a result, their health suffers and their productivity suffers significantly.

The state of Andhra Pradesh is divided into 26 districts. It is well-known for its top educational institutions. The state has a number of state and central universities that are also considered universities. The government is also making significant efforts to improve education. This study is particularly concerned with female employees' satisfaction with their work-life balance in regard to higher education institutions in this state. This study focuses on the work-life balance satisfaction of women employees in higher education institutions in the state of Andhra Pradesh. The main objective is to examine the impact of female personnel' demographic, work-related, and family-related characteristics on their balance between work and life satisfaction. Women work entirely in AP state institutes of higher learning. The questionnaire only acknowledged a few female employees' real work-life balancing perspectives. It also identified female employees' preferences for balance between job and personal satisfaction.

THEORETICAL BACKGROUND OF THE STUDY

Age and gender have little impact on an employee's ability to combine their professional and home lives, according to C.Muthulakshmi's (2018) study in the Tuticorin district. Balance between work and life is greatly influenced by employee experience. Employees' marital status has little impact on their work-life balance. Work-life balance is significantly related to employee job satisfaction.

Senthilkumar et al. (2012) discovered that an employee's gender and age have an important connection with their work-life balance in Tamil Nadu's Namakkal area. This study examined employee demographics and their impact on work-life balance. The Chi-square test is used to examine the connection among variables. According to the previous discussion, it is reasonable for contemporary organizations, particularly educational institutions, to address Work Life Balance issues among their staff, particularly women, and to take a holistic approach to designing and implementing policies to assist teaching staff in managing their work life balance, which would improve these staff members' performance.

Heavy loading, which includes marital status, job hours, flexibility requirements, extra working hours, and over time, according to a study conducted by Lakshmi and Sujatha (2013). Work-life balance is clearly affected by the number and length of hours spent. The findings indicate a statistically significant association between marital status and overtime work. It was also discovered that 14 of the 30 married women chose to work on weekends, while the others preferred to work in the morning or evening on every working day.

According to a study conducted by Naz and Fazal in Pakistan, most female academics found it hard to balance their responsibilities at home and at work. Participants dealt with a variety of issues at home and at work that impacted their lives in both settings. The issues included a lack of assistance and amenities at home and at work. These concerns, however, didn't seem to impede them from carrying out their work-from-home obligations. Participants' strategies to preserve this balance included splitting and structuring home-work time, obtaining family support, and making better use of time at work. However, it appeared that these female academics had little time for themselves as a result of this. The disadvantage of this appeared to be that these female academics had little free time or time to dedicate entirely to their own mental and physical well-being. The findings had far-reaching implications for working women, their employers, families, and policymakers in Pakistan and other cultures.

Rawal (2023) discovered that age, marital status, and family type, as well as experience, length of service, wage level, and working hours, are statistically essential to the work-life balance of female teachers. A female teacher's educational background or the number of children she has has no bearing on her work-life balance. Work-life balance is influenced by a teacher's life style and commitments, work place culture, working hours, job requirements, nature of employment, family support system, financial commitments, and situational factors.

This study investigates how COVID-19 influences female schoolteachers' work-life balance, which raises concerns about gender equality due to women's increased responsibility

for unpaid labour. It also emphasizes that one of the reasons women quit the profession is the increasing desire to be present at work 24 hours a day, seven days a week, combined with a lack of family support for the added burden. To summarise, work-life balance is a symmetrical coin that cannot be broken. Women anticipate some discontent when the regular setup changes; nonetheless, poll participants uniformly agreed that the epidemic has produced unexpected problems in the form of a lengthy learning curve for adopting online methods of material delivery.

There is no significant association between job stress and job satisfaction, according to the findings of a study conducted in Gujarat city by Saeed and Farooqi (2014). Furthermore, the research found a correlation between employee work-life balance and job happiness.

Employee demographical criteria such as age, gender, marital status, experience, income, and family type, according to a study conducted by Shobitha and Sudarsan (2014), would have an impact on employee work life balance. Employees' work-life balance will be affected by their family duties, as well as other aspects such as spouse job, family cooperation and quarrels, parental responsibilities, and dependents care worries.

Greenhaus (2003) discovered that three factors would be evaluated for employee work-life balance. Time balance, involvement balance, and satisfaction balance are examples of these things. Even an employee's work-life balance influences his or her quality of life at work.

According to Frone (2003), work-to-family and family-to-work facilitation can also occur. To date, research on work-family facilitation reveals that the processes may differ from those functioning under contexts of work-family conflict. The chapter concludes with a review of personal and organizational actions to improve work-family balance.

Numerous demographical criteria, such as an employee's gender, age, academic qualification, marital status, income level, and family life, have an impact on their work-life balance, according to Gautam and Sameeksha's (2018) study. Employee work-life balance is also associated with pay and family collaboration. A pleasant working environment, flexible work hours, positive relationships with superiors, subordinates, and colleagues, spouse collaboration, and spending quality time with family and friends are all factors that influence an employee's work-life balance.

Kumari and Akanksha's study in 2021 discovered that flexible work arrangements, gender inequalities in balance between professional and personal life, and organizational work life balance practices all have an impact on employees' work life balance.

Gayathri performed a study in Chennai city in (2019) and discovered that employee gender, age, income, work experience, lengthy working hours, their designation child care, and household works all had an effect on work family balance.

According to Thriveni K.K. and Rama Devi V. (2018), demographic characteristics and female employees' work-life balance have a significant association. The author suggested that businesses create appropriate policies for employees who are struggling with work-life balance concerns. S. Tipping et al. (2012) investigated if flexible work practices boosted corporate spirit, which could benefit work-life balance.

Employees today believe that work-life balance is as important as money (or) salary (Srinivas Lakkoju and R.Jeyalakshmi 2015).

An individual's work-life balance fosters a healthy work environment, loyalty, and enhanced productivity in the workplace (Padmasiri and Mahalekamge 2016).

The study conducted by Manikandan and Ganesh in (2022) discovered that if teachers have a pleasant work life, interaction with pupils, and emotional balance at work, it has a very positive impact on their work life balance.

The study conducted by Madraswale and Velmurugan in Bangalore city in (2023) discovered that employee gender, level of education, kind of family, and time spent working hours have an impact on employee quality of work life. Employees' work-life quality will contribute to their job satisfaction, productivity, and work-life balance. They are able to combine personal and professional obligations. It will reduce job stress and enhance employee job satisfaction.

RESEARCH METHODOLOGY

The population consists of female employees from AP higher education institutions. Because historical studies do not identify any population, the Snowball sampling technique is used for this study. It is a non-probability method. Sample size is determined by using William G.Cochran.Data is collected from 246 women employees from various higher educational institutions of A.P state. A structured questionnaire is used for data collection. Anova, Regression, Cronbach's alpha test are used for this analysis.

RESULTS AND DISCUSSION

Table-1 Reliability Statistics Values

Work life balance factors	Cronbach's Alpha	Number of items
Work place factors Workplace assistance Interference with personal life at work Interference from personal life with job Workplace fulfillment increased productivity at work	0.348	5
Family related factors Spouse cooperation Children cooperation In-laws cooperation Overall family cooperation	0.876	4
Organizational policies and other work related factors Deadlines and schedules Nature of work Number of working hours Attitude of peer group and superiors Leave procedure Organizational terms and conditions Working norms	0.671	7

Source: Created by authors

According to Table-I, the reliability values for work-related, family-related, and organizational-related components are 0.348, 0.876, and 0.671, respectively.

H1: There is a significant relationship between employee’s demographical factors and their work life balance satisfaction

Table 2: Regression Coefficient Values Between Demographic Factors and Employee Work Life Balance Satisfaction. Regression Coefficient Values.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.817	.371		4.898	.000
AGE	.046	.095	.040	.483	.629
MARITAL STATUS	.124	.096	.093	1.288	.199
EXPERIENCE	.397	.082	.355	4.860	.000
LEVEL OF DESIGNATION	-.230	.114	-.124	-2.011	.046
PROFESSION	.143	.188	.047	.759	.449
MONTHLY INCOME	-.040	.039	-.062	-1.020	.309
FAMILY SIZE	.174	.064	.171	2.736	.007

Source: Created by authors

According to Table -2, employees' age, marital status, experience, profession, and family size all have a favorable impact on their work-life balance happiness. Employees'

income and level of classification have a detrimental impact on their work-life balance happiness.

Table-3 Employee Demographical Factors. Regression Model Summary.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	Sig. F Change
1	.452	.205	.181	.599	.205	8.521	.000

Source: Created by authors

Table 3 shows that the anova value is 0.000, indicating that the total demographical aspects of employees are statistically significant with their satisfaction with work-life balance.

Table-4 Anova Values between Demographical Factors and Employee Satisfaction with Work Life Balance. Demographical Factors And WLB Satisfaction.

Factor	Mean	Standard deviation	F-value	Significance
AGE	3.09	0.667	11.768	0.000
MARITAL STATUS	3.09	0.667	10.718	0.001
EXPERIENCE	3.09	0.667	17.548	0.000
LEVEL OF DESIGNATION	3.09	0.667	0.215	0.643
PROFESSION	3.09	0.667	3.859	0.051
MONTHLY INCOME	3.09	0.667	2.837	0.039
FAMILY SIZE	3.09	0.667	13.655	0.000

Source: Created by authors

Employees' age, marital status, work experience, monthly salary, and family size are statistically associated with their work life balance satisfaction, according to Table-4. Employees' degree of designation and occupation has little bearing on their happiness with work-life balance.

H2: There is a significant relationship between employee’s workplace related factors and work life balance satisfaction

Table-5 Regression Coefficient Values between Employee Work Place Factors and their Work Life Balance Satisfaction. Regression Table for Employee Related Factors

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.657	.256		10.388	.000
Workplace assistance	-.108	.049	-.149	-2.192	.029
Interference with personal life at work	.047	.034	.087	1.398	.163
Interference from personal life with job	-.013	.036	-.022	-.363	.717
Workplace fulfillment	.065	.060	.076	1.078	.282
increased productivity at work	.171	.041	.308	4.134	.000

Source: Created by authors

According to Table 5, work place support and personal life interference with work are inversely related to employee work life balance satisfaction. Workplace support, interference with personal life at work, job happiness, and increased effectiveness at work are all positively related to employee work-life balance satisfaction.

Table 6 Regression Model Summaries for Work Place Factors

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	Significance
1	.353	.124	.106	.630	.124	6.822	0.000

Source: Created by authors

Table 6 is showing 10.6% of variance with work place factors.

Table 7 Anova Table for Employee Work Place Factors and their Work Life Balance Satisfaction. Work Place Factors Work Life Balance Satisfaction

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	13.545	5	2.709	6.822	.000
Residual	95.305	240	.397		
Total	108.850	245			

Source: Created by authors

Table 7 shows that the anova value is 0.000, indicating that employee work place characteristics are statistically significant in terms of work life balance satisfaction.

H3: There is a significant relationship between employee’s family related factors and women work life balance satisfaction

Table - 8 Regression Coefficient Values Between Employee Family Related Factors and their Work Life Balance Satisfaction. Regression Coefficient Values

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.355	.121		27.778	.000
Spouse cooperation	.014	.039	.037	.355	.723
Children cooperation	.120	.039	.313	3.111	.002
In-laws cooperation	-.042	.045	-.095	-.936	.350
Overall family cooperation	-.143	.039	-.294	-3.687	.000

Source: Created by authors

Table 8 illustrates employees spouse and children cooperation are positively influencing with their work life balance. Inlaws and overall family cooperation are negatively associate with the satisfaction towards their work life balance.

Table 9 Regression Model Summaries for Family Related Factors. Regression Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	Sig. F Change
1	.293	.086	.059	.648	.086	3.170	.003

Source: Created by authors

Table 9 states that the regression equation is showing 5.9% variance.

Table 10 ANOVA - Employee Family Factors and their Work Life Balance Satisfaction. Anova Table for Family Factors and Work Life Balance Satisfaction

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	9.319	7	1.331	3.170	.000
Residual	99.522	237	.420		
Total	108.841	244			

Source: Created by authors

According to Table-10, employee family-related parameters are statistically important in terms of work-life balance satisfaction.

H4: There is a significant relationship between employee’s organizational and other work related factors and their work life balance satisfaction

Table-11 Regression Coefficient Table for orgaNization and Other Work Related Factors and Employee Work Life Balance Satisfaction. Regression Coefficient Values

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.647	.292		12.480	.000
Deadlines and schedules	-.135	.053	-.219	-2.525	.012
Nature of work	-.010	.071	-.012	-.139	.890
Number of working hours	-.107	.065	-.123	-1.654	.099
Attitude of peer group and superiors	.078	.041	.149	1.901	.059
Leave procedure	.072	.063	.090	1.144	.254
Organizational terms and conditions	.008	.040	.012	.192	.848
Working norms	-.030	.043	-.055	-.695	.488

Source: Created by authors

According to Table 11, job-related deadlines and schedules, nature of work, amount of working hours, and working norms all have a negative impact on their work-life balance satisfaction. Peer group and superiors' attitudes, leave procedures, and organizational terms and conditions are all positively related to their happiness with their work-life balance.

Table 12 Model Summary for Organization and Other Work Related Factors and Employee Work Life Balance Satisfaction. Regression Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	Sig. F Change
1	.293	.086	.059	.648	.086	3.170	.003

Source: Created by authors

Table 12 shows that regression equation is showing 5.9% variance.

Table 13 Anova Table For Organization and Other Work Related Factors and Employee Work Life Balance Satisfaction. ANOVA for Organizational Factors and Work Life Balance Satisfaction

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	9.319	7	1.331	3.170	.003
Residual	99.522	237	.420		
Total	108.841	244			

Source: Created by authors

Table 13 states that anova value is 0.003 represents that employee’s work related factors are statistically significant with their work life balance.

H5: There is a significant relationship between employee’s considerable factors and their work life balance satisfaction

Table 14 Regression Table for Various Considerable Factors and Employee Work Life Balance Satisfaction

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.700	1.553		2.382	.019
CHILDREN AGE	-.099	.151	-.081	-.656	.513
HOURS OF SLEEP	.482	.185	.279	2.609	.010
WORKING HOURS	.005	.091	.005	.057	.954
ADDITIONAL RESPONSIBILITIES	-.176	.157	-.088	-1.121	.265
FAMILY LIFE	-1.346	.517	-.430	-2.604	.010
EMPLOYEE PRODUCTIVITY	.007	.119	.006	.060	.952
TIME FOR FAMILY	-.046	.169	-.051	-.274	.784
TIME FOR HOBBIES	.154	.057	.255	2.726	.007
BOUNDARIES FOR WORK AND LIFE	.021	.087	.022	.239	.812

Source: Created by authors

Table 14 reveals that hours of sleep, working hours, family life, employee productivity, time for hobbies, and work-life balancing boundaries are all positively related to work-life balance happiness. Children's ageing, extra responsibilities, family life, and spending time with family members all have a detrimental impact on their work-life balance happiness.

Table 15 Regression Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	Sig. F Change
1	.610	.373	.324	.551	.373	7.657	.000

Source: Created by authors

Table 15 shows that the 32.4 % of variance with the employee work life balance satisfaction.

CONCLUSION

As the sector of higher education becomes more competitive, the issue of WLB must be accorded due attention. After accounting for other demographic characteristics, the current study found that WLB correlated with age, family size, work experience, marital status, family related factors and work related factors. WLB of professors under the age of 50 and females require special attention. To keep a WLB, efforts must be made at both the organizational and personal levels. Additional research into the impact of certain organizational or personal measures on WLB, work productivity, health, and thus academicians' overall life may be planned. This extensive investigation's findings can be used to compare academicians' WLB post-National Educational Policy.

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