

## Chapter 21

# Changing Dimensions of the Work–Life Balance of Teachers: A Social Perspective

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### ABSTRACT

*Teachers' work life has undergone a lot of changes in recent years which have caused an increased level of occupational stress and work-life imbalance for the teaching faculties of educational institutions, especially universities. Today, teachers, apart from teaching, have to perform multiple roles. As a result, striking a proper balance between their professional and personal roles has become a necessity of time. The purpose of this study is to put forth the evolution, concept, and origin of work-life balance individually, and work-life balance in totality through an extensive review of the literature. The study attempts to identify the numerous organizational factors that affect the continuum of work life balance of university teachers. Further, the study delves into the consequence of family-friendly work-life balance policies and practices implemented by the employers on the perception and attitude of the employees. The secondary data used for the literature review in this theoretical study includes journals, books, theses, working papers, magazines, internet sites, newspapers.*

### INTRODUCTION

Life has become an extremely challenging balancing act as employees today constantly strive to juggle between their professional and personal lives. This, in turn, is creating an imbalance in their lives. Thus in recent times, work-life balance has become a topic of immense importance and concern, attracting the attention of researchers and academicians across the globe. One of the reasons for this is the ever-increasing competition and the need for constant change to survive and grow. In such a scenario, managing

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these constant changes has imposed severe challenges on employers and employees. A work-life balance survey conducted in 2002 by True Careers states that 70% of more than 1,500 respondents said they couldn't strike a healthy balance between their personal and professional lives. Hence striking the right balance between the different professional and personal roles is the need of the hour. Balanced employees feel more satisfied, and less stressed at the workplace, which increases organizational productivity, employee commitment and develops a robust workforce (Sinha et al., 2021). Hence achieving a life that balances the pressure of work and life, that is, work-life balance is the most compelling challenge for the current generation. The same remains a challenge for the teachers of the higher education industry as well. The higher education industry constitutes an integral part of any society and contributes heavily towards nation-building and the development of human capital. It acts as a bridge by nurturing the young minds for engaging in research and developmental activities and builds an efficient workforce as per the requirements of the organizations. In the higher education hierarchy, the University is considered the apex body and bears the most increased cost of managing the human capital of faculty. Since the efficiency of the educational institution is dependent upon the employees, it is imperative that they remain satisfied and stress-free. But unfortunately, teaching, like other professions, has become highly demanding and challenging. Therefore individuals belonging to this profession are experiencing much more problems in maintaining an effective work-family balance than any other profession (Saeed & Farooqi, 2014). The process of globalization, liberalization, privatization and digitalization has further accelerated the feeling of imbalance between work and family life. Only when the quality of work-life balance is good, university teachers will be motivated to work and contribute significantly towards attaining the organizational goal. At the same time, they will spend quality time for family and themselves. So, for the overall development of a nation, the wellbeing of teachers must be given due attention. Thus, concepts like Quality of Work life is becoming extremely important in the present time as it focuses on the holistic wellbeing of an employee as a person and not just their work (Chatterjee, 2018).

## **MOTIVATION AND PROPOSES OF THE WORK**

The study is a systematic review of literature on the work-life balance and is conducted to fulfill the following objectives:

1. To trace the evolution of work-life balance.
2. To understand the concept and origin of work, life, balance individually, and work-life balance in totality.
3. To explore and evaluate the various organizational factors that impact work life balance of teachers.
4. To study the WLB practices implemented by the employers and their impact on the attitude and perception of the employees.

## **BACKGROUND**

In this chapter, the researcher has tried to explore and understand the origin, concept, and meaning of work life balance. Then the study delves into the work life balance of teachers, especially university faculties, to investigate what all factors related to job characteristics and job environment affect the

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