

*Kirti Sharma and Prof(Dr.) Rajni Saluja (December 2022). Personal Factors Affecting Professional Life of Teaching Faculty of Colleges: An Empirical Study*  
*International Journal of Economic Perspectives,16(12), 154-160 UGC CARE GROUP II*  
Retrieved from <https://ijeponline.com/index.php/journal>  
**Personal Factors Affecting Professional Life of Teaching Faculty of Colleges:  
An Empirical Study**

***Kirti Sharma, Research Scholar,***

***Department of Business Management & Commerce, Desh Bhagat University,  
Mandi Gobindgarh***

***Prof(Dr.) Rajni Saluja,***

***Department of Business Management & Commerce, Desh Bhagat University,  
Mandi Gobindgarh***

### **Abstract**

work-life balance involves the minimization of work-related stress, and the establishing of a stable and sustainable way to work while maintaining health and general well-being. To balance work and family life is difficult for both employees and employers. The objective of the paper is to identify the personal factors affecting professional life of the teaching faculty of colleges.

**Keywords:** Work-related stress, Family life, Personal life, Family Life

### **Introduction of Work-Life Balance**

In today's world, balancing work and personal life has become a challenging task for every employee in almost every organisation. The teaching profession cannot be isolated from this. Work pressure has intensified in recent decades capturing maximum time of a teacher's day. Teachers are over-burdened with a work load that not only demands their time in the institution but also extends to their home preparing for the next day schedule. This leaves less scope for quality family time.

If specific circumstances can be satisfied in the workplace to ensure that they don't get in the way of employees' happiness, then a good work life can be accomplished. This satisfaction serves as the backbone of a fruitful and positive working environment. The personal factors that have an impact on the professional lives of college teaching professors are listed in this section. A teacher's career may suffer as a result of their family responsibilities, health problems, or child care. A person's family has a significant role in their lives. Due to their responsibilities as family members, they find it challenging to focus on their jobs and professional development.

**Kashyap & Kaur (2021)** reviewed the studies in the field of work-life balance. Work-life balance is a problem of paramount importance in today's working environment for professionals who struggle to prioritise their personal and professional lives in the modern period of the twenty-first century. Organizations and how they run their everyday operations have been impacted by this transformation in the workplace as a whole. Employee expectations and behaviour towards their duties at home and at work have also altered. These modifications have compelled the establishment of better working conditions, in addition to additional benefits and policies that help staff members manage a good work-life balance. Healthy work-life balance is a continuous process that may be reached by the organisation and its people working together. It is not something that can be accomplished in a single day.

**Costa et.al. (2022)** examined that in the business context of today, employees and their desires, wants, and motivations are more predominant than ever. Businesses ensure their employees feel a part of the business, that it cares about them, and that they can work there in a safe and stable atmosphere. Enhancing one's sense of commitment to the organisation and professional fulfilment is becoming more and more crucial. The responsibility for enabling employees to strike a balance between the most significant responsibilities in a person's life—their professional and personal lives—lies with the businesses. The study comprised a sample of 262 employees. Findings of the study are organisational environment either enhances or detracts the organisation and job satisfaction. The balance between work and life outside of work has not changed, though. It was also found that there is a strong and positive correlation between organisational commitment and job satisfaction. The association between organisational dedication and the harmony of work and personal life, however, was not shown to be significant. Additionally, it was discovered that organisational commitment does not buffer the relationship between the professional/personal balance and the relationship between the organisational environment and job satisfaction.

**Ravi chandra et.al. (2022)** highlighted that every female employee needs to attain work-life balance in order to succeed. Every industry has a variety of plans, policies, practises, and programmes to assist its employees in striking a balance between their obligations at work and those to their families. While some policies are freely implemented, others are not. The main goal of this study is to gain insight into how changes in technology, increased work pressure from looming deadlines, coexisting virtual workplaces, and shifting demographics—including gender and experiences—as well as inflationary increases in disposable income and

rising standards of living—have boosted the value of work-life balance in the industrial sector.

The first set of data came from a sample of respondents who completed a structured questionnaire, whereas the second set of data was gathered from widely known government websites, online publications, etc. The questionnaire was distributed by emails and handouts in order to collect the necessary data regarding the policies, practises, and workplace characteristics that had an impact. The outcome was computed using regression and a likert type scale. The results show that it is insufficient to determine women's work-life balance only based on employee and job-related factors. Private pursuits and detailed planning could balance a person's lifestyle. In order for a woman to maintain her high-grade performance on both ends, governance and society as a whole must move forward.

**Rao et. al.(2022)** examined what difficulties and opportunities female employees in educational institutions encounter, as well as how effectively they can balance work and personal life. A tone of the universities in the Sultanate of Oman, research is directed. A descriptive study was undertaken at an Omani university to learn what female employees thought about work-life balance. All 83 of the university's female teaching staff members are included in the population of the study, which spans all departments (BSD, ELC, Engineering and IT). With a 95% confidence level, the sample size is 68. A organised questionnaire is given to female employees to learn more about their aims and perspectives in order together first-hand information. Stratified proportionate convenient sampling method is used to collect data from female teaching employees of the University. Parametric test ANOVA is used for analysis. A one way ANOVA was conducted to compare the opinions of female employees towards work environment. The employees' targets that create tensions how dastatistically significant difference among four departments. The employees' responsibility at work create stress own

a statistically significant difference among four departments. The employees not able to spare time for research activities shown a statistically significant difference among four departments. It has been found that opinions about the workplace climate among female university employees vary. Similar to this, there is disagreement among the university's female staff members on work-life balance and the home environment (family). A post-hoc test was carried out to determine the precise difference in their viewpoints with relation to other departments, and it was discovered that IT and engineering have different views on work-life balance. Therefore, we might conclude that certain female employees at the university do not feel comfortable with the work-life balance.

**Objective of the Study:**

- To identify the personal factors affecting professional life of the teaching faculty of colleges.  
**H<sub>01</sub>:** There is no significant difference in personal factors affecting professional life of the teaching faculty of colleges.  
**H<sub>11</sub>:** There is significant difference in personal factors affecting professional life of the teaching faculty of colleges.

**Research Methodology**

**Sample and Sampling Design**

The study has been conducted on the teaching faculty of the colleges. About 50% of the colleges from different districts in Punjab were chosen in the first round, including government, privately supported, and self-financing colleges. In the second stage, the teaching faculties were chosen as respondents from the selected colleges. Total sample size was 450. The current study is based on primary data and secondary data. Primary data was collected from the teachers in colleges which are affiliated to Punjabi University, Patiala. Secondary data collected from various sources such as journals, magazines, articles, government records, books and published websites. Statistical tools such as factor analysis and co-relation have been used.

**Result & Discussion**

**Personal Factors Affecting Professional Life of Teaching Faculty of Colleges**

**KMO and Bartlett’s Test**

**Table 1.1**

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.876
Bartlett's Test of Sphericity	Approx. Chi-Square	2190.912
	Df	70
	Sig.	0.000

Table 1.1 reveals the results of KMO test and Bartlett’s test as follows:

- † The **Kaiser-Meyer-Olkin (KMO)** measure is .876 (> 0.6 is suggested as the minimum value for good factor analysis) is good, which shows that enough items are predicted by each factor.
- † The **Bartlett’s test** is significant that is value of chi-square is 2190.912 at 70 degrees of freedom. The p value is 0.000 which is less than significant value 0.05; this means that the variables are correlated highly enough to provide a reasonable basis for factor analysis

**Table 1.2** Communalities (Variance retained in a variable during EFA)

Statement No.	Statements	Initial	Extraction
1	I am preoccupied with home related thought during work Hours	0.384	0.314
2	Family/personal worries keep me distracted while at Work	0.547	0.618
3	Spouse does not understand my work demands which impacts on marital life	0.214	0.190
4	Family/home related stress makes me irritable at work.	0.486	0.509
5	My home responsibilities hinder my performance at Work	0.576	0.667
6	I have to post pone things at work due to demands on my time at home	0.420	0.369
7	Due to role overload at home, I am physically tired to discharge my work responsibilities at work	0.517	0.547
8	I compromise on work front to keep my family happy	0.380	0.379
9	Due to my involvement in other societal activities, I find it difficult to complete my work in time	0.440	0.480
10	I have to exceed the amount of leave I am eligible to take in a year	0.320	0.340
11	The needs and demands of my family members interfere with my work related activities.	0.508	0.470
12	I cannot concentrate on my work due to dependent care issues at home	0.533	0.460
Extraction Method: Principal Axis Factoring.			

After extraction, the upper and lower range is reported from Table 1.2. The highest score is 0.667, while the lowest value is 0.314.

The Eigen values for each factor before and after extraction are shown in Table 1.2. The variance of the factors is shown by Eigen values. Since the number of components and variables is equal, the first Eigen values show the variance of all 12 statements used in the study. Only Eigen values greater than 1 are taken into consideration during extraction.

**Table 1.3 Pattern Matrix**

Item No.	Statements	Factor	
		I	II
	<b>Cronbach's Alpha</b>	0.906	0.900
2	Family/personal worries keep me distracted while at Work	0.956	
5	My home responsibilities hinder my performance at Work	0.940	
4	Family/home related stress makes me irritable at work.	0.779	
1	I am preoccupied with home related thought during work hours	0.691	
6	I have to postpone things at work due to demands on my time at home	0.685	
3	Spouse does not understand my work demands which impacts on marital life	0.711	
10	I have to exceed the amount of leave I am eligible to take in a year		0.753
9	Due to my involvement in other societal activities, I find it difficult to complete my work in time		0.829
7	Due to role overload at home ,I am physically tired to discharge my work responsibilities at work		0.781
11	The needs and demands of my family members interfere with my work related activities.		0.699
8	I compromise on work front to keep my family happy		0.688
Extraction Method: Principal Axis Factoring.			
Rotation Method: Oblimin with Kaiser Normalization.			
Rotation converged in 8 iterations.			

Table 1.3 results indicate that three independent factors are extracted from the factor loadings. The next step is to name the extracted independent factors.

Naming of the factors is as follows:

- 1) Home Stress
- 2) Family Obligations

### **Conclusion:**

It is concluded from the study that there is no significant difference in rural and urban areas for the overall impact of personal life with respect to home stress and family obligations. However, these factors have a significant difference among married, unmarried and single parent as well as regular job holder, contractual, ad-hoc and resource persons.

### **References:**

Adeeba, I., & Tabassum, F. A. (2015). Work life balance among teachers: an empirical study, *IOSR Journal of Business and Management (IOSR- JBM)*, 17(2):0-11 DOI: 10.9790/487X-17230111.

Aggarwal, S. (2012). Balancing professional and personal life: Work-life balance study at Gujarat refinery, Indian Oil Corporation Limited, *Journal of Business Management*, 2(2). ISSN-2249-9962.

Agha, K., Azmi, F. T., & Irfan, A. (2017). Work-life balance and job satisfaction: An empirical study focusing on higher education teachers in Oman, *International Journal of Social Science and Humanity*, 7(3): 164-171

Ashok sinhji, S., (2018). *Exploring the effects of occupational stress on work life balance a study of university teachers of Gujrat*. [Ph.D Thesis, C.U. Shah University]. Retrieved from <http://hdl.handle.net/10603/219606>.

Azmi, F. T., & Sharma, G. M. (2015). Organisational commitment of B-school teachers in India: an empirical study, *International Journal of Indian Culture and Business Management*, 10(4):433. doi:10.1504/ijicbm.2015.069644.

Chaugule, S. S. (2015). *Analytical study of work life balance as a key factor for employee engagement* [Ph.D. Thesis, Savitri bai Phule Pune University, Maharashtra]. Retrieved from <http://hdl.handle.net/10603/202851>.

Christopher, R. P. (2014). *A study on work life balance among women teachers in Kanyakumari district* [Ph.D. Thesis, Manonmaniam Sundaranar University, Tamil Nadu]. Retrieved from <http://hdl.handle.net/10603/151150>.