© Volume 2, Issue 11, November 2026 | JATIR
e-ISSN: 2839-5786, p-ISSN: 3139-8464

Work- Life Balance among the Faculty Members of HEI Institutions Jammu and Kashmir with special reference to Demographic Factors

[1]Aabid Yousuf, [2]Dr. Aasim Mir, [3]Dr. Gaurav Sehgal
[1]Designation: Research Scholar University: Baba Ghulam Shah Badshah University, Rajouri Pin code: 192301
[2,3]Corresponding Author Department: Management Studies University: Baba Ghulam Shah Badshah University, Rajouri Pin code: 192301

***Abstract*—Today in this fast-growing world due to Ai technologies we have seen that employees associated with almost all types of organizations and work culture are having a problem of work- life balance. Also, we all are aware that every employee have two lives i.e personal life (family life) and professional life (work life). There are numerous factors that put the impact on the work- life balance. Demographic factors also play a very important role in maintain their work-life balance. This paper put an effort to study the work life balance of the teaching faculty of HEI of Jammu and Kashmir with special reference to demographic factors. The demographic factors that we have covered are Gender, Years of Experience, Marital status, who take care of your children and number of hours spend with family in a day. This study shows relationship between work- life balance and demographic factors of HEI faculty members of Jammu and Kashmir. A sample of 1030 has been selected to measure the effect of demographic factors of work- life balance of the teaching faculty of HEI of Jammu and Kashmir independent test has been applied. It has been revealed that the demographic factors have significant impact on the work life balance of the HEI faculty members.**

***Index Terms*—work-life balance, personal life, work life, HEI and Jammu and Kashmir**

I. INTRODUCTION

The life we are living is just like a bicycle. The two wheels of the bicycle are personal life and professional life. So, we have to make the balance between the two wheels so as to make balance and live our life comfortably. Thus, infect in today`s life that everybody is busy in his job due to

work pressure and he is unable to pay full attention towards his family life. There are number of factors that put impact on work- life balance. These factors may be gender, experience, marital status etc, employees especially working with private sectors suffer more work- life imbalance. But to live happy life we should do efforts to give sufficient equal time to family as well as work.

Work- life balance with reference to Demographic factors

There are so many factors that put impact on the work- life balance of the employees of the HEI of Jammu and Kashmir. Demographic factors are one of them, these factors include education, years of experience, Designation, martial status, children care and number of hour`s spend with family in a day. These entire factors influence the work- life balance of the employees of the HEI of Jammu and Kashmir. In the past two decades it had been observed the changes in the workplace and in employee demographic have led to an increasing concern for understanding the boundary and the interaction between personal life (family life) and professional life (work life) of the employees. People who are working in the private sector are finding it more difficult to balance their life than those working in public or government sectors. This research aims to figure out the key issues responsible for the imbalance in the work- life balance of the Teaching faculty of HEI of Jammu and Kashmir with special reference to demographic factors. Therefore, the concept of WLB along with its implications, is a core issue that have been investigated so as to fuel the societal efforts of teachers working Govt. Degree colleges of Jammu and Kashmir.

Literature of review:

K. Kumari et al (2018): the research was conducted, work- life balance of women employees with special reference to Bangalore city. The study was undertaken to determine the relationship between the demographic variables and work life balance. Women`s employee in various professions like IT, BPO, marketing, insurance, banking and education sector at Bangalore. The study revealed that there is significant relationship between demographic variables and work life balance.

M. Akif Helvaci et, al., (2017): the research study founded that work- life balance was the individual's achievement of harmonization and balance among working and non- working times. The work life balance of academics has become a matter of curiosity over time. The main aim of this research study was to examine the work life balance of academics working at the Usak University. The analysis shows that there was a significant difference between female academicians and male academicians regarding the work-life balance. The research revealed that female academicians are more difficult to establish their work life balance than the male academicians. The study recommended universities provide academics with seminars and psycho-training on work life balance, time management and stress management and with psychological counseling support within university for the academics.

M. padmasiri et, al., (2016) the research was conducted in Sri Lanka among the Academic staff of University of Keleniya. The major research finding of the paper shows that gender and Martial status have significant impact on work life balance, with females and single individuals having better work-life balance compared to males and married individuals, the study founded that age was not found to be the significant demographic factors for work life balance. Research further

identified females as a best group in work life balance and under martial status single group is having work life balance greater than married than married group.

V Anand et, al., (2016): the research study was conducted in Rural employees. Employee work life balance is a major driver in the organization that helps to achieve higher productivity. The study founded the association between demographic variables of respondents and employee work- life balance to study the variations between the demographic factors on employee work life balance. The study focuses the factors influenced the work life balance of employees from rural areas and the results of the study will help the organization to enhance better work life balance towards higher level of productivity

Uma Warrier et, al., (2013): the research article is aimed at examining the work- life balance of software professional that are impacted by the demographic variables like gender, age, Martial status, managerial/ non managerial level and salary level among employees of the country from IT sector. The empirical study also tries to understand the weaker areas amongst the six components of work life balance that needed to be improvement. The research finding of the study have major implications for formulating and implementing newer HR strategies and policies.

L. Lavanya et al. (2014) the present article is ambit of work –life balance, the researcher focuses on the work life balance practices provided in organizations. The primary objectives of the study, was identify the impact of demographic factors in taking –up of WLBPs in an IT company. The result of the analysis indicates that for certain practices. There is a definite impact based on the demographic profile of the respondents. The results of the study showed the practical implications would be for the HR Managers in IT sector, to address their WLBPs.

K lakshmi et al (2013): the study investigated the impact of demographic variables on work life balance among software professional on Hi tech city Hyderabad. The research finding shows that the increase of dual – career couples with young children has increased pressure on women to manage both work and family. The study found that there was a significant difference in work-life balance satisfaction based on demographic variables among the software professional at Hyderabad. The research also founded that long working hour`s and a flexible work environment challenge for employees.

II. RESEARCH METHODOLOGY

The main problem that we have discussed in this research paper is to study work-life balance of teaching faculty of HEI of Jammu and Kashmir with special reference to demographic factors. The nature of the study done in this paper is exploratory and more over descriptive in nature. In this paper we have studied the impact of work-life balance of the teachers working in various Governments colleges of Jammu and Kashmir. To study thus in a fruitful manner primary as well secondary data has been used. Well structured questionnaire was distributed among the teaching faculty of HEI of Jammu and Kashmir for the purpose of collecting primary data. And various

previous studies including research papers, journals articles were also used for the purpose of collecting secondary data.

III. SAMPLING PROCEDURE

In this research study we have preferred random sampling method. This random sampling method has been used to select the teaching faculty of the colleges for studying of work life balance with special reference to demographic factors like sex, Martial Status, years of experience, who is taking care of children`s and number of hours spend with the family in a day. The sample of 1032 of teachers working in the colleges of Jammu and Kashmir were selected. The data has been collected by filling the questionnaire by the teachers working in colleges in Jammu and Kashmir UT. The questionnaire consists of the information/ details, its positive effects and loopholes/challenges etc.

IV. STATISTICAL TECHNIQUES USED

Scale on work life balance developed by S. Usha and Dr K.Maran (2014) was used in this study to comprehend the work life balance of the teaching faculty of the government degree colleges of Jammu and Kashmir with special references to demographic factors. the prepared questionnaire was tested for reliability using Cronbach`s Alpha which is 0.84

V. OBJECTIVES OF THE STUDY

The main objective of this study is to comprehend the work-life balance of the University Teachers in the HEI of Jammu and Kashmir UT With special reference to demographic factors.
Data Analysis and findings of the Study:

Gender: Figure 1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	666	64.7	64.7	64.7
	Female	364	35.3	35.3	100.0
	Total	1030	100.0	100.0	

In order to measure the effects of gender on work- life balance of the HEI of Jammu and Kashmir. Independent sample t test has been applied to understand whether there is any significant difference in male and female related to work –life balance. The research findings of the test report shows that there is a significant difference in male and female with respect to work-life balance. The significance value is .000 which is less then 0.5 at 95% of confidence level. It has been observed that the male teachers had more work – life balance where as the female teachers had to face some obstacles in maintaining work-life balance.
Educational qualification: Figure 1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	completed pg degree	19	1.8	1.8	1.8
	completed Doctoral degree	996	96.7	96.7	98.5
	completed post-doctoral degree	15	1.5	1.5	100.0
	Total	1030	100.0	100.0	

One of the important indicators of work life balance among the teaching faculty of HEI of jammu and kashmir was dual earning couples. Both the male and female are earning face a lot of difficulties in maintain the work life balance between the family life and personal life.

Dual Earning; Figure 1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	15	1.5	1.5	1.5
	no	997	96.8	96.8	98.3
	Other	18	1.7	1.7	100.0
	Total	1030	100.0	100.0	

Maintaining children is the foremost important responsibility and different task of working others. The thought of attending to newborn baby, children returning from schools may deviate the attention of women employee in their work place, the study was conducted by Carole,C Peter (2004) the research finding shows that the affect the work life balance of women employees.

Who is helping you to take care your children`s: Figure 1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	spouse	639	62.0	62.0	62.0
	in laws	6	.6	.6	62.6
	grand parents	187	18.2	18.2	80.8
	servants	1	.1	.1	80.9
	other	197	19.1	19.1	100.0
	Total	1030	100.0	100.0	

Year of experience is one of the important indicators`s and is associated with the level of understanding the levels of human. Some of the dimensions grow over a period of time, while others decline like knowledge of work and wisdom may expand.

Years of experience: Figure 1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5 years	775	75.2	75.2	75.2
	5-10 years	184	17.9	17.9	93.1

	10-15 years	26	2.5	2.5	95.6
	20&above	45	4.4	4.4	100.0
	Total	1030	100.0	100.0	

It is inferred from the study that out of 75.2 having the years of experience of 0-5 years, 17.9 percent are having the experience of 5-10 years, 2.5 of having the experience of 5-10 years and 4.4 of having the experience of more than 20 years. There is a significant difference of experience among the faculty members of the HEI with respect to the work-life balance in the Jammu and Kashmir UT. In order to measure the effect of experience on work life balance one-way ANOVA has been performed to understand whether there is any significant difference in experience related to work-life balance. The findings of the study show that with respect to years of experience handling job pressure and their personal life in different ways.

One of the most important indicators of the work-life balance is the time spends in a day at work. Lot of spend in a day feels the boredom among the faculty especially the married female faculty members, they have to also attend the family responsibility and making of dinner to their children and also they helps their children to completing the school work and their own work. The study shows that 5.8 feels very happy with their life, 71.4 percent of the members feels happy,22.1 of the faculty members neither feel happy nor feel unhappy they feel neutral in their job. .6 percent of the feels unhappy and only.1 percent among the faculty members feels very happy

Time spend at work: Figure 1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	very happy	60	5.8	5.8	5.8
	happy	735	71.4	71.4	77.2
	indifferent	228	22.1	22.1	99.3
	unhappy	6	.6	.6	99.9
	very unhappy	1	.1	.1	100.0
	Total	1030	100.0	100.0	

VI. CONCLUSION

Lastly in few words we concluded that there is a significant difference in male and female with respect to work- life balance. There is a significant difference in married and unmarried with respect to work-life balance, taking care of children alot affect the work life balance and their job performance of women employees. Factors affecting work home life did vary by sex; having children and being in a senior position were more strongly related to work-home conflict for women than men which is in support the findings of Emslie, Hunt and Macintyre (2004). There is a significant difference in different experience levels with respect to work-life balance (WLB).

REFERENCES

[1]. Abdullah, F., & Ullah, H. (2022). Lived Experiences of Women Academicians in Higher Education Institutions of Azad Jammu and Kashmir. South Asian Studies, 37(02), 323-340.
[2]. Akhtar, S., & Nadem, N. A. (2012). An Objective-Based Evaluation of Higher Education in Kashmir (Doctoral dissertation).
[3]. Anand, V., Rengarajan, V., Renganathan, R., Swathi, B.V., Udhaya, S., & Vardhini, N.H. (2016). Employee Work-Life Balance - A Study with Special Reference to Rural Employees. Indian journal of science and technology, 9, 1-6.
[4]. Clark, S. C. (2000). Work/family border theory: A new theory of work/family balance. Human relations, 53(6), 747-770.
[5]. Chhatrapati, I. (2017). Work Life Balance among Female School Teachers: An Empirical Study of Chittorgarh. International Journal of Research in Management & Business Studies (IJRMBS 2017) Vol, 4.
[6]. Lakshmi, K.S. (2013). Impact of the Demographic Characteristics on the Work Life Balance Satisfaction-A Study on Software Professionals in Hyderabad. Advances in Management, 6, 39.
[7]. Lavanya, L., & Thangavel, N. (2014). Work-Life Balance Practices and Demographic Influence: an Empirical approach. IOSR Journal of Business and Management, 16, 104-111.
[8]. Muthulakshmi, C. (2018). A study on work life balance among the teaching professionals of arts and colleges in Tuticorin district. ICTACT journal on management studies, 4(1), 657-662.
[9]. Padmasiri, M.K., & Mahalekamge, W. (2016). Impact of Demographical Factors on Work Life Balance among Academic Staff of University of Kelaniya, Sri Lanka. Journal of Education and Vocational Research, 7, 54-59.
[10]. Singh, H., & Sharma, R. (2020). Work Life Balance of Married and Unmarried University Teachers of Punjab State. International Journal of Management, 11(06), 1112-1123.
[11]. Singh, A., & Shukla, T. (2017). Enablers of Work Life Balance: An Insight. In International Conference on Management and Information Systems September (Vol. 25, p. 26).
[12]. Singh, S. (2013). Work-life balance: A literature review. Global Journal of Commerce & Management Perspective, 2(3), 84-91.
[13]. Thriveni, K.K., & Rama, D.V. (2018). Impact of Demographic Variables on Work-Life Balance of Women Employees (with special reference to Bangalore City).
[14]. Thomas, L., & Paul, R. (2016). Work life balance of female college teachers in thrissur district. International journal for innovative research in multidisciplinary field, 2(10), 26-32.
[15]. Warrier, U. (2013). A STUDY ON WORK-LIFE BALANCE AS A FUNCTION OF DEMOGRAPHIC VARIABLES AT AN IT COMPANY IN BANGALORE. Journal of Organization and Human Behaviour, 2, 40-48.