

A Study on Work Life Balance and Job Performance on Teaching Sector in Higher Educational Institutions

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Abstract:

A work life balance can be most implementation of the working peoples to having a stress management. In the teaching field it is more complicated like must work for the educational institutions in the certain of making the work as a balanced one with the development of the personal carrier. The peoples started their carrier as a Professor (Assistant) must make the working performance as a creditability with more knowledge developments. Additionally, the system of educational syllabus frame work can be easily work for the senior grade professors. It can be changing to the started carrier professor to the framing of the syllabus. The learning methodology about the experience - based information can be primary for the field and the doctorate degree of completed as a secondary.

Keywords: Work – Balance, Job Performance, HRM, Tools for Analysis Data.

INTRODUCTION OF THE STUDY:

The Educational System plays a vital role for the world to all common peoples to development of the life in the future. The present generation young teaching professor has been followed up of the balanced work for the own department & self – development for their future carrier development growth. The peoples of professor must have to manage the academic & non -academic works & Personal growth of the carrier. The education can be categorised in the college level (UG & PG, Diploma, Doctorate). The educational systems for becoming a professor will be split-up on the basics of the educational qualifications and the work assigned to the professor candidate persons. The educational systems in the present scenario can be consideration of the educational system development by the educational institutions as a labelling name of Curriculum Design Framework (NEP – 2020 & TANSKEY Government of Tamil Nadu – Norms). It will be use for the educational curriculum design framework (CDC) has been followed. The experienced teaching professor will be having an information.

OBJECTIVE OF THE STUDY:

- To Know about the Educational Institutions developing the concept of the technological improvement to the easy subject delivery to the students.

- To Study the Present scenario of the Educational Pedagogy using for the Higher Educational Institutions.
- To Examine the Study method (Pedagogy) can be most helpful for the teachers to get more incentive to explain the subject's information to the students.
- To evaluate the educational experience of the teaching faculty in the educational institutions.

SCOPE OF THE STUDY:

The Research implies that teaching professor's roles & responsibilities in the educational roles in the carrier starting period with the experienced teaching professor peoples in the Academic (e.g. Taking class) & non – academic works (e.g. NAAC Work Files). The fresher can have to learn about the experience based academic works in the label of development the teaching skills with they have to make a student embracement of the subject based activity conducts / providing a case study for solving the problems in the practical techniques.

REVIEW OF LITERATURE:

1. Dr. P. Arumugaswamy & Mr. N. Rajesh Kumar (2025), "Educational Institutions can be focus & follow the Educational development in the name of the Teaching pedagogy can be changing in some periodical times".
2. Beauregard, Alexandra, and Lesley C. Henry (2008), "Making the link between work-life balance practices and organizational performance", Human Resource Management Review, Volume19, Issue 1, article available on www.sciencedirect.com.
3. Journal of Human Resource And sustainability Studies, 2016, Vol-4, Published Online March 2016 in Sci Res. link: www.scirp.org/jurnal/jhrss <http://dx.doi.org/10.4236/jhrss.2016.41002>, pp 18.
4. Work-life balance is also about flexibility in the job, which decides the ability of an employee to describe where, when, and how they work. It comprises elements like work program, workplace environment, workloads, reward and incentive structure and policies related to leaves (Uddin, 2021).
5. This review considers assessment strategies utilized in Internet learning stages and their effect on understudy engagement and learning outcomes in advanced education (Wang T.-H.,2011). These papers evaluate the qualities and limitations of different forms of evaluation, including testing, interviewing, activities, and accompanying evaluations.
6. Kumari, L. (2012) examined employees' perception about work life balance and it is relation with job satisfaction in Indian public sector banks. The empirical results that positive correlation between the job satisfaction and work life balance and indicated job satisfaction as an important indicator of Work life balance.
7. Perspectives on the study of work-life balance – David E. Guest Published June 1, 2002.
8. Journal of Human Resource and Sustainability Studies, 2016, 4, 15 - 21 Published Online March 2016 in Sci Res.
<http://www.scirp.org/journal/jhrss>
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STATEMENT OF THE PROBLEM:

The Research can explore that the recent teaching development of the technological devices . As an example of 2001, as on using the taking the class on the basics in chalk board. In the present the

educational strategy can be preferable as (Smart board and the power point presentation projector to the students). The new generation educational teaching faculties will be adaptable to the systems and the experienced teaching professor must manage the new educational environments.

LIMITATIONS OF THE STUDY:

The Limitations for the study are data collections from the 220 respondents only.
The data collection can be surveyed from Coimbatore district only.

RESEARCH METHODOLOGY:

- **Research Design:**

The Research paper prepared on the basics of research methodology.

- **Sample Size:**

The Number of Respondents for the study is 220 Only.

- **Research Tools:**

Chi – Square Test

Simple Percentage Analysis

Particulars	Number of Respondents	Percentage of Respondents
Gender:		
Male	60 (220)	27.27% (220)
Female	160 (220)	72.73% (220)
Total	220 (220)	100% (220)
Age of Respondents:		
25 – 30	70 (220)	32% (220)
35 – 40	80 (220)	36% (220)
40 – 45	30 (220)	14% (220)
45 – 50	40 (220)	18% (220)
Total	220 (220)	100% (220)
Agreed of the Educational Development		
Fresher (PG) Faculties	80 (220)	36% (220)
Educational Pedagogy using Teaching Faculty	90 (220)	41% (220)
Experienced Faculties	50 (220)	23% (220)
Total	220 (220)	100% (220)

FINDINGS:

The percentage of 36% will be certain in the name of Agreed proposition by the Fresher of PG Faculties. The Level of the Number of Respondents in the count of 90 is covered on the Circumstances of the Educational Pedagogy using teaching faculty is in the level of percentage is 41%.

The Experienced faculties have most impact of the using the modern technology for the development of teaching methods is Practical Experience in the percentage of 23% .

SUGGESSTIONS:

The balanced percentage of agreed faculties for the educational development is the high-grade professors in the joining period of examples like 2000 – 2005.

The number of respondents as a person is having to upgrade 90 to 100 with the adding the educational development schemes and methods.

The respected senior grade professor makes own self to development of the teaching methods in the higher educational institutions.

CONCLUSIONS:

The Educational stream can be having a development of the educational exploring system as a pedagogy with the framing of curriculum designing works will be basics. The teaching performance in the present various work of academic & non – academic related. The research survey can explore that the future teaching field can be more incentive with the technical (technology) oriented.

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