

Work-Life Balance among Women in the Private Higher Education Industry during COVID-19: A Path to Organisational Sustainability

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ABSTRACT

An educator has a profound effect on the lives of their pupils, as well as on those of their families, co-workers, and the wider community in which they work. Teachers' responsibilities include providing for their students' social and emotional well-being. The 2019 Coronavirus disease outbreak (COVID-19) has taken the world by surprise. It is largely due to the rise of positive psychology that wellbeing research has recently gained momentum. Increasingly, scientists and practitioners are focusing on the science of improving one's overall well-being by studying positive subjective experiences, positive traits, positive states, and aspects of one's strengths. Despite the fact that work and family are widely considered to be two of the most important aspects of life, the positive psychology literature has not given much attention to these two areas. On March 25, 2020, the Indian government declared a nationwide lockdown in an effort to contain the disease's spread. During the COVID-19 pandemic lockdown, professionals were unable to maintain a work-life balance because of the unexpected and sudden changes that occurred. An investigation into their experiences at home and work was conducted as a result of this, with the hypothesis being that physical and mental health, activities, relationship status and the workplace all have an impact on the integration of work and home life.

Keywords: *Work-life balance; Higher education; Educators; Sustainability; Performance; Policies.*

1.0 Introduction to Work-Life Balance

Work life balance refers to a person's ability to balance professional and personal responsibilities. Personal interests, other activities, and family life are all aspects of a person's personal life. It can also be viewed as the relationship between an employee's professional and personal lives. If private and professional life exist in one individual's life, it is important to determine if it is balanced or not.

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If a person's personal life and private life are not balanced, it can create a conflict between both lives. But those two lives create a balance without conflicts; we can call it a healthy work-life balance (Kerdpitak & Jermstiparsert 2020). According to Ang (2020), every person's quality of life can be greatly enhanced by finding a work-life balance that works for them. To ensure the long-term viability and success of an organisation, it is critical that employees are able to maintain a good work-life equilibrium. Healthy work-life equilibrium, according to him, is "a way of life in which an individual's habits and actions result in the long-term development of his or her health, wealth, career, family relationships, social relationships, and life fulfilment and enjoyment." He believes that a healthy work-life balance is essential for the long-term and increases in an individual's well-being, wealth, career, relationships with others, as well as a sense of meaning in their lives.

Work-life balance can serve as an important component of any organization's employee retention strategy. Organizations have to manage their work-life balance policies in order to keep their employees for the long term. Work-life balance helps the organisation by reducing employees' absenteeism and turnover. Work-life balance policies affect the well-being of employees and may include options such as flexible working hours, working from home, parental paid leave, and a nursery in the workplace. The ability to manage one's work and the responsibilities of one's family has a positive impact on productivity. Flexible working hours allow the ability of employees to balance the demands of their work and personal lives without fail. It also has a positive impact on employee turnover intentions and organisational commitment. These types of work-life balance policies assist the organisation in improving organisational performance, increasing productivity, lowering absenteeism, lowering overheads, and improving recruitment and retention. (Agha *et al.*, 2017). With regard to the reasons why work-life balance is important, they include the fact that it helps to keep employees' mental and physical health in check; it also improves their productivity, and it reduces the risk of burnout. Everyone's definition of work-life harmony differs. Work-life balance encompasses more than just the number of hours worked; it also includes the creation of a work environment where people can be healthy and happy in order to boost morale and productivity.

The most important factor in achieving work-life balance is a flexible work environment, which includes ability to work from home with more freedom and flexibility, personal time off, having clear priorities, the ability to earn a good living while working in a pleasant environment, as well as the ability to advance professionally and socially. The job givers must show employees that their company values work-life balance by encouraging them to practise work-life balance practises. The optimal work-life balance will benefit both employees and organisations as a whole (SpriggHR, 2020). To comply with government orders, most organisations will allow employees to work from home (WFH) during this lockdown due to the pandemic COVID-19. Some employees are pleased with the WFH practise because it aids in the maintenance of work-life balance, but managers are not pleased because they lack confidence in the employees' ability to carry out their assigned work responsibilities while at home. Because everyone is on lockdown, everyone in the family is

gathered inside the house to spend quality time together, but this can present challenges in managing family responsibilities. After all, working from home while the world is under a global lockdown can present unexpected challenges in the context of work-life balance, it is believed to help employees achieve a more balanced work-life balance Bhumika (2020).

1.1 Balance between work and personal life during COVID 19

As stated by Hermina & Yosepha (2019) on the Model of Employee Performance, employee performance is required not only for the employees but also for the success of organisations as it is beneficial for both the company and the employees themselves. Organizations worldwide today know that they need the best performance from human resources to deal with a challenging business environment. Furthermore, recent research has found that employee well-being has a direct impact on employee performance. That makes an organisation take care of the well-being of the employees to gain competitive advantages among competitors (Kashyap *et al.*, 2016). The COVID-19 pandemic just brought several unexpected positives for employees. One is the fact that organisations prioritise their employees' well-being and also the health and safety of employees to survive in this situation. And organisations are now offering more flexible working arrangements and benefits to their employees. However, this pandemic situation has had a mixed effect on work-life balance, as remote work makes that balance more difficult to achieve than it was previously (Kang, 2020).

Students' learning and well-being are directly linked to teachers' efforts, and COVID-19 has highlighted this fact. Teachers frequently face a variety of new and sometimes unexpected challenges, such as dealing with erratic behaviour of students and instructing classes of varying abilities, or adjusting timetables and lesson plans in response to curriculum changes. Indeed, their job necessitates constant adaptability in order to meet the daily demands of working in schools and classrooms. A high level of multitasking is common among educators who wear a variety of hats in the classroom and at school, from teacher to advisor to mentor and administrator to lesson planner to classroom manager and support worker. Both the rewards and challenges of being a teacher are immense. It has become increasingly difficult for teachers to fulfil their roles as they are now expected to deal with a diverse student body, a crowded curriculum, and dwindling resources while also interacting with parents and the wider community while still providing high-quality educational opportunities for their students. Teachers who don't have access to regular professional development, mentoring, and other forms of support are more likely to experience burnout, emotional exhaustion, and even leave the profession altogether.

There are many things that teachers must keep in mind as they try to balance the many demands of their jobs with their families' health and well-being. At the same time that they help students, teachers must also look after their own needs and those of their families. Due to the majority of teachers being women, they fared the worst their work was put at risk during the pandemic and the fact that they are the primary caregivers for the health and educational requirements of their children and their own families, making them particularly

vulnerable. In the midst of the pandemic, being a woman and a teacher was a double-whammy. Psychological stress on teachers can have serious ramifications for their own well-being as well as that of the students they are entrusted to care for. Remote working has been shown to improve the work-life balance of employees. However, the COVID-19 emergency situation for employees with minor children has changed the normal course of private life, responsibilities and timing for many people's daily lives. A healthy work-life balance is more important now than ever before because of the rise in remote working due to the current economic crisis, regardless of the employee's position or scheduling.

Every employee is faced with the challenge of juggling their professional and personal lives. Employers and employees' families alike rely on an employee's ability to balance their work, family, and personal obligations with their other responsibilities. Many people were forced to work from home as a result of the COVID-19 emergency situation. Initially, it was hoped that working from home would help to promote a better work-life balance by allowing people to spend more time with their families. Negative tendencies began to emerge gradually as a result of the close proximity of the employer as well as the uncertainty that came with working from home and spending time with family. Many mistakes were made, exacerbating the problem of work-life balance as a result of the fact that many organisations and individuals were unprepared for such a drastic change.

1.2 Objective of the research work

- The goal of this study is to investigate the difficulties associated with achieving a work-life balance as well as the consequences of this on the health and productivity of employees.
- And in addition to this, in this time of pandemic situation, this research will study how people, including both employees and employers, deal with work-life balance.
- This study will highlight the positive benefits to the organisation of employees having a work-life balance.
- This research will also investigate the negative effects of poor work-life balance on employees, which can lead the organisation to failure.
- And also, this study will suggest employers encourage work-life balance to attract skilled people and become the employers of choice.
- This study will also suggest strategies to have a better work-life balance and how to get the best performance and healthy well-being at the age of COVID-19.

2.0 Review of Literature

As a full-time academic nurse educator during the COVID-19 pandemic, Elizabeth A. (2022) sought answers from her research. As a result of COVID-19, ANEs who had previously taught in clinical and classroom settings will be forced to work under new conditions in 2020. This investigation was based on hermeneutic phenomenology. A

demographic questionnaire was also used in conjunction with in-person interviews to compile the data. A total of 14 ANEs showed up for the event. From the data, we discovered five main themes: rollercoaster, figure it out, help and be helped, silver linings, and loss. Because of this study, we know that these people were in contact with the pandemic virus. The research results can be used to help improve working conditions for ANEs now and in the future.

According to Kumpikait-Valinien *et al.*, (2021), the COVID-19 pandemic impacted daily life and work globally. Many educational institutions have moved to a virtual environment with little or no experience. This study examines how institutional support affects educators' work-life balance during pandemic lockdown. In April 2020, 1,851 Telangana educators were interviewed quantitatively. Work-life balance was improved, and work-related, client-related, and personal burnout was reduced, thanks to institutional support.

Martin Daumiller, Raven Rinas, and Julia Hein theorise that the COVID-19 pandemic forced many professors to teach online because of the time constraints of traditional classrooms. Some teachers performed exceptionally well, while others had a difficult time. Online teaching and learning exhibit inter individual differences as a result of this sudden shift. Prior to and following their switch to online teaching, we surveyed 80 faculty members about their academic and personal goals, as well as their attitudes and levels of burnout and engagement. 703 student evaluations of faculty teaching abilities were also included in this study. Goals for faculty's own competence development were seen as positively associated with the shift to online teaching because it offered a new, exciting challenge. As a result of this avoidance of performance and work goals, a threat perception was linked to burnout and student evaluations of the quality of teaching. Successful online teaching and learning relies heavily on the attitudes and goals of the instructors.

Specifically, Susilaningsih, Komariah, and Mediawati stated that they conducted this study in order to assess lecturers' wellbeing in the course of the COVID-19 epidemic (2021). It was peer-reviewed and written in English, and it was published in a journal. This was accomplished by using the Boolean search engine to look for "lecturer OR academic OR nurse lecturer AND e-learning OR online OR remote OR distance" and "e-learning OR online OR remote OR distance." There were 53 citations from the electronic searches, and only five were retained. This COVID-19 pandemic reduced the quality of life of lecturers because of poor mental health, stress related to the use of IT, and a decreased work-life balance.

Staff members of educational establishments of higher learning face increasingly complex responsibilities, according to Ilic-Kosanovic (2021), including not only classroom instruction and lecture preparation, but also administrative tasks, such as completing a large amount of scientific research and writing a scientific paper. She argues that this makes the topic of work-life balance among faculty members at these institutions more relevant to researchers (vice deans, department chiefs, etc.). Attracting and retaining high-quality teachers, regardless of gender, is becoming an increasingly important issue. During pandemics like the COVID-19 virus pandemic, the complexities of this problem have become especially apparent. When most higher education institutions resumed semi-regular

operations after the lockdown in Serbia from March to May and teachers were allowed to work from home, researchers interviewed them to learn how they felt about the work-life balance they were able to achieve. Teachers at all levels have had difficulties juggling their work and personal lives when they are working from home, even though the sample size is small.

Educational institutions worldwide had to be put on lockdown in order to prevent a pandemic of the COVID-19 virus from spreading, according to Jeliska *et al.*, (2021). Emergency remote instruction has become the preferred method of providing education for many. For the most part, this is the case at institutions of higher learning (HE). The pandemic has put an unprecedented amount of stress on the population, particularly on educators and students, which has been exacerbated by the shift to a teaching method that is unfamiliar to the majority. Teaching online in these new conditions has posed unique challenges for college and university faculty, and this study examines how those challenges affected their well-being in their daily lives and careers. Between April and September 2020, 804 university instructors from 92 countries took part in an extensive online survey. Gender, age, marital status, place of residence, and number of years in a given profession are just a few of the socio demographic factors we'll be looking at, as well as the length of time spent working in the field. Understanding the mechanisms that mediate relationships between individual, contextual, and emotional variables can help us better understand the impact of pandemic and emergency remote instruction on instructors' well-being. In order to alleviate the negative effects of the ongoing pandemic and possible school closures, administrators and teachers alike may find it useful.

Throughout history, women have played a pivotal role in securing stability, progress, and long-term development, according to Basak (2021). Taking care of young children and the elderly is traditionally a woman's responsibility in every culture. When it comes to achieving success in the workplace, women no longer trail men. Keeping up with the other sexes requires them to stand shoulder to shoulder. In Bangladesh, a large portion of economic activity is carried out by women, including household and care activities, agriculture, education, industries, banking, and the service industries. Women in Bangladesh are being studied as part of an effort to better understand how the COVID-19 pandemic is affecting their ability to maintain a healthy work-life balance. As a part of this effort, a random sample of 105 Bangladeshi women from a variety of fields (e.g., teaching; banking; healthcare; ready-made garments; public and private corporations; government service and entrepreneurship) has been selected. Many statistical tests were performed on the collected data, including reliability and validity checking; multiple regression; ANOVA; and hypothesis testing. It has been presented as a table with the results of the analysis. The study found that the COVID-19 pandemic had a significant impact on the work-life balance of Bangladeshi women. As a result, policies promoting work-life balance and flexibility are becoming increasingly important in the workplace, particularly for female employees, who are more likely than men to experience high levels of job stress, job satisfaction, and

productivity. Having a work-life balance policy is essential for the health and well-being of employees, according to the findings of this study.

During the COVID-19 pandemic, researchers discussed the importance of finding a work-family balance, according to Skorska (2021). Individuals and organisations suffer, as well as society as a whole, when there is a lack of harmony among various aspects of life. Workplace burnout, discontent, and unproductive absences are all possible consequences of working too many hours. On the other hand, employees' personal problems can have an impact on their productivity. In light of the above, the article's goal is to describe the essence of the balancing act between work and home life COVID-19 pandemic as an important quality of life factor. Achieving the stated objective necessitates the following questions: Is it possible that the pandemic has had an impact on how people view their work-life balance. Has the pandemic changed how people feel about the amount of free time they have and how they spend it? How do men and women differ from each other, if at all? To address the issue of measuring work-life balance and the impact it has on quality of life, a diagnostic survey method was used in Poland in December 2020. It was created by students and faculty at the University of Economics in Katowice's Department of Forecasting and Labor Market Analysis. For this article's limited space, the author chose to focus on gender differences in the responses. In many families, responsibilities and tasks are still unequally distributed, even after many changes in the last few decades. Since women are more likely than men to experience a conflict balance between professional and personal obligations, as well as the consequences of this, the COVID-19 pandemic has been particularly severe.

"The impact of COVID-19 is far-reaching," write Soni & Jain (2020) in their article. We've all embraced the new normal, even if it has come as a surprise to some. Teaching is a profession that could easily be shifted online. The process was simplified thanks to technological advancements, but it was still difficult for those who had to do it, especially for female educators who had to deal with a unique set of challenges related to juggling work and home life with little help from family members. This study examines the work-life balance of female educators and their personal experiences in education. There were quantitative and qualitative components to the study. An online survey of female educators in Jaipur's PostGraduate Diploma in Management (PGDM) programmes collected 150 responses in the quantitative phase. Semi-structured interviews were conducted with 30 participants who volunteered to participate in the qualitative phase. Working environment, social support at work and personal social support in the home emerged as five themes from the qualitative phase of research. Findings in the existing literature supported each of these themes, and this was discussed in depth in the section devoted to it.

Ranji & Priya (2021) for women, balancing work and family life can be a difficult task, especially when they also have a full-time job. In light of COVID-19's recent pandemic, however, things have taken a dramatic turn. As a result, all of the company's employees are now doing their work from home. In order for work and home life to coexist peacefully, employees in the information technology industry face a great deal of mental and emotional strain. In light of the current pandemic, all IT employees have been instructed to work from

home, or WFH. Based on this, the female employees who work from remote locations should be able to balance their work and family lives. Working and raising a family will have to coexist in harmony for them. Women working remotely in the COVID-19 era are the focus of the current study, which examines how they manage work and home life.

When the COVID-19 pandemic hit the United States in 2020, it caused a major upheaval in educational settings across the country, putting a tremendous amount of stress on educators and students alike. Teachers' psychological well-being is being monitored as the virus makes its way across the pond. Teachers' anxiety peaked when schools were closed and peaked again when reopening announcements were made. During the summer term, teachers in fee-paying schools reported higher levels of anxiety than teachers in state schools, most likely due to the fact that they delivered more "live" online lessons. Head teachers reported a significant increase in anxiety and a greater likelihood of quitting the profession as a result of the experience.

Aims of the study were to identify and gather information on the benefits and drawbacks of working from home (Work from Home) during the pandemic COVID19 according to Purwanto *et al.*, (2020). Working from home during the pandemic COVID-19 can have both advantages and disadvantages, according to a study that uses the case study method to investigate these issues. Participants in this study were all sixth graders at a Tangerang school. Those who take the survey have their initials scrawled on their foreheads in order to maintain their anonymity. As a result of the literature review, semi-structured interviews were conducted, and the following questions were developed: Those who participated in this study were elementary school teachers in Tangerang, West Java. This study found that the WFH programme has both advantages and disadvantages. Work-from-home activities have many advantages, including the ability to complete work in a more flexible manner, the absence of the need to pay for transportation or gasoline costs, and the ability to reduce the stress of traffic jams. With WFH, workers may lose motivation to keep up with electricity and internet costs, which could lead to data security issues.

Work-life balance has long been an issue for people around the world, according to Jain & Rawat (2021). While it's clear from literature that women have been involved and that it's a real phenomenon, Work-life balance was difficult for both men and women because of the COVID-19 lockdown, which made everyone work from home. Simply put, if you are working from home, you will be subject to additional duties and expectations arising from the pandemic. While it doesn't really matter if you're a man or a woman, there will always be little eyes and elderly hands reaching out for help. During this time of uncertainty, focusing on work has become a major challenge because the question of job security and stability automatically comes up. So, what would be the appropriate course of action and strategy for achieving a healthy work-life balance? For this purpose, a study was conducted that included both men and women. The researchers used a pre-made questionnaire to conduct an online poll of their subjects. A random sample of 55 men and 55 women were chosen as respondents because conducting a door-to-door survey was impossible during the lockdown.

The authors are Buhimschi & Weinreich (2021). This year's pandemic of coronavirus disease (COVID-19) has impacted the ability of academic health science faculty to maintain a healthy work-life balance. A survey of faculty members' personal and professional characteristics was conducted as part of this study to better understand the pandemic's impact on faculty and the policy implications that resulted. A 93-question survey was sent to faculty at an urban public university and medical centre. Data on demographic, family, and academic characteristics, as well as work distribution and productivity before and during the pandemic, stress, and self-care data, were collected. Professors with similar traits were identified using a latent class analysis (LCA). ANOVA and chi-squared tests were used to make comparisons between the various latent classes in the dataset. Sixty percent of the 497 participants were female. A total of four distinct latent classes of professors were derived from the six significant indicator variables studied. More women, assistant professors, and nontenured members of Class 1 faculty were more likely to have a high level of work and home stress; Class 2 faculty members were more likely to have a high level of work and home stress; Class 3 members were more likely to have a moderate work but low home stress; and Class 4 members were nontenured adjunct professors. Increasing administrative and clinical responsibilities, as well as academic project productivity and self-care deferral, impacted Class 2. This outbreak hasn't hit every member of the faculty equally. Increased workloads, stress, and a lack of time for self-care have impacted people in their early and mid-career stages. -management. Educators must take into account the diversity of their faculty when making changes to employment or promotion policies.

3.0 Research Methodology of the Study

The method of sampling chosen for this study is simple random sampling. The reasons for choosing this method is that, the study focus on the women teaching professionals who are working in private institutions. The study is going to be conducted in private educational institutions run in Coimbatore district, Tamil Nadu. Since there are a greater number of teaching professionals are working in these institutions, a list of private institutions is taken from the internet and arranged in alphabetical order. And then a simple random sampling technique was used to select the institutions where 25 from private sector were selected separately. A survey was conducted using a structured questionnaire on work life balance, where the researcher distributes it to them through online mode via Google survey. The method of data collection is quantitative in nature. The concerned women teaching professionals from various private educational institutions running in Coimbatore district were approached through phone to get permission to collect their opinion on the challenges faced by them while working during the pandemic of COVID 19.

The population of the study targeted all the women teaching professionals who are working in educational institutions during the pandemic of COVID 19. This is because to study whether they face challenges due to work life balance especially conducting online classes during the pandemic. The sample size used for this study is 200 respondents who are,

women teaching professionals working in Coimbatore District, Tamil Nadu. Out of which 150 responses were taken for consideration and 50 responses were rejected because of incomplete data. The method of data collection used for this study is survey technique using structured Questionnaires. The study uses Primary data as the source for data analysis. The primary data for this study has been collected for a period of May 2020 to July 2020 the study uses Quantitative Approach for data collection and data analysis.

A structured questioner was used for collecting the survey data from the respondents. The questionnaire has the following parts and they are:

- Personal profile
- Company Information/ Job Profile
- Support from Officers
- Support from Co-workers
- Support from Co-workers
- Positive Parenting
- Parental Satisfaction
- Spouse Support
- Domestic Support
- Role Overload
- Job Satisfaction

The results of the Cronach's alpha retrieved from the SPSS output shows that the reliability of the Dimensions is good. The reliability values are above 0.7, which indicates that the instrument used for the study is reliable (Nunnally, 1976). For the empirical and statistical justification of the study, following hypotheses are framed.

- There is no significant influence of work life balance among the groups of Demographic variables of the respondents.
- There is a no association between the variables of Work Life Balance and Job satisfaction.

To analyse the results of the above hypothesis, ANOVA and correlation tests were used using SPSS software and the results were presented below.

4.0 Analysis and Interpretation

The following table 1 gives the work life balance measurement against the demographic variables of the respondents of the study. One of the objectives of the study is that to find out whether there is any difference of influences of various groups of the demographic variables on the level of work life balance of the respondents. To find out the results for this objective, ANOVA test has been carried out.

Table 1: Work Life Balance and Demographic Variables

Work Life Balance and Demographic Variables				
		Mean Square	F	Sig.
Family type	Between Groups	3.843	29.09	0.000
	Within Groups	0.132		
age	Between Groups	0	0.001	0.980
	Within Groups	0.521		
education	Between Groups	0.227	0.395	0.531
	Within Groups	0.575		
designation	Between Groups	0.013	0.073	0.787
	Within Groups	0.175		
experience	Between Groups	0.091	0.083	0.774
	Within Groups	1.094		
income	Between Groups	2.804	2.253	0.136
	Within Groups	1.245		

Source: Primary data

4.1 Interpretation

When looking at work-life balance among the different groups of the demographic variable 'family type', it is seen that the differences were statistically significant, as indicated by the levene's significant value (0.000). There is no significant influence between the different age groups of the respondents on the level of work-life balance of the respondents as the levene's significant value (0.980) exceeding the significance threshold of 0.05. In the case of different groups of educational qualification of the respondents, it is seen that the level of work-life balance is having no significant difference ($F=0.395$) as the levene's significant value (0.531) is greater than the significance level of 0.05. There is no statistically significant difference among the different groups of designation of the respondents' ($F=0.073$), as the value of the levene (0.787), indicates that it is greater than the level of significance of 0.05. It is also noted that the levene's significant value (0.774) of different groups of experience of the respondents is higher than the 0.05 threshold, indicating that there is no statistically significant difference between the different groups of the respondents' experiences with work-life balance. For different groups of income of the respondents, it is seen that the significant value of the levene's (0.136) is greater than the level of significance of 0.05, which indicates that there is no statistically significant difference between the groups of income level of the respondents and their work life balance level.

The following table 2 gives the results of relationship between various variables of work life balance of the respondents of the study. The second objectives of the study is that to find out whether there is any relationship between the variables of work life balance and job satisfaction level of the respondents. To find out the results for this objective, Correlation test has been carried out.

TABLE 2: Results from Correlation Analysis

	Support from Officers	Support from Co-workers	Positive Parenting	Parental Satisfaction	Spouse Support	Domestic Support	Role Overload	Job Satisfaction
Support from Officers	1							
Support from Co-workers	0.078	1						
Positive Parenting	0.074	0.923**	1					
Parental Satisfaction	0.102	0.573**	0.596**	1				
Spouse Support	0.057	0.599**	0.651**	0.437**	1			
Domestic Support	0.074	0.923**	1.000**	0.596**	0.651**	1		
Role Overload	0.019	0.371**	0.419**	0.125	0.235**	0.419**	1	
Job Satisfaction	0.509	0.528	0.648	0.608	0.785	0.648	0.465	1

**. Correlation is significant at the 0.01 level (2-tailed).

Source: Primary data

Interpretation

It is seen that 'Positive Parenting' and 'Domestic Support' (1.000) have very high and perfect correlation that indicates a very good relationship between them. It is seen that there is a high correlation between 'Support from Co-workers' with 'Positive Parenting' and 'Domestic Support' (0.923). It is also noticed that there is a good correlation between the 'Spouse Support' and 'Job Satisfaction' (0.785). There seems to a good relationship between 'Spouse Support' with 'Positive Parenting' and 'Domestic Support' (0.651). There is a reasonably good relationship between 'Positive Parenting' and 'Domestic Support' with 'Job Satisfaction' (0.648) and also between 'Parental Satisfaction' and 'Job Satisfaction' (0.608).

There is a moderate correlation between 'Support from Co-workers' with 'Parental Satisfaction' (0.573), 'Spouse Support' (0.599) and 'Job Satisfaction' (0.528). And also between 'Parental Satisfaction' with 'Positive Parenting' and 'Domestic Support' (0.596). 'Support from Officers' and 'Job Satisfaction' (0.509) also have moderate correlation.

It is seen that the 'Spouse Support' and 'Parental Satisfaction' (0.473) have low correlation. Also 'Role Overload' with 'Positive Parenting' and 'Domestic Support' (0.419) and 'Support from Co-workers' (0.371) has low correlation. And also 'Role Overload' and 'Job Satisfaction' (0.465) also have low correlation.

It is noticed that 'Support from Officers' with 'Support from Co-workers' (0.078), 'Positive Parenting' (0.074), 'Parental Satisfaction' (0.102), 'Spouse Support' (0.057), 'Domestic Support' (0.074) and 'Role Overload' (0.019) is very low correlation. Also the

correlation between 'Role Overload' with 'Parental Satisfaction' (0.125) and 'Spouse Support' (0.235) is also very low.

5.0 Discussion

Work-life balance has long been an issue for people around the world, according to Jain & Rawat (2021). Work-life balance was difficult for both men and women because of the COVID-19 lockdown, which made everyone work from home. But it is clear from literature that women have been involved to additional duties and expectations arising from the pandemic, if working from home.

During the COVID-19 pandemic, researchers discussed the importance of finding a work-family balance, according to Skorska (2021). Individuals and organizations suffer, when there is a lack of harmony among various aspects of life. In this study, the outcome says that there is high positive relationship between the various factors of work life balance like support from other like the higher officials and co-workers. And also variables like domestic support and spouse support that have high impact with the work life balance level among the respondents. On the other hand, employees' personal problems can have an impact on their productivity. The study also says that the work life balance variables like spouse support, parental satisfaction, positive parenting and domestic support were having a very high relationship which implies that if an individual is having a good personal life, then it increases their job satisfaction level also.

According to Kumpikait-Valinien *et al.*, (2021), the COVID-19 pandemic impacted daily life and work. In this study, the result shows that there is no difference among the groups of demographic variables of the teaching professionals and the level of work life balance during the pandemic. Martin Daumiller, Raven Rinas, and Julia Hein says that the COVID-19 pandemic forced many professors to teach online because of the time constraints of traditional classrooms due to which the work life balance has been disturbed to some extent. Teaching professionals of educational establishments of higher learning face increasingly complex responsibilities, according to Ilic-Kosanovic (2021). This study also says that the teaching professionals were feeling work over load to a moderate level that impacts their job satisfaction level.

5.1 Suggestions / Recommendations

- Female employees should prioritise their tasks in order to avoid work-family conflict and reduce their levels of role overload.
- Yoga and meditation play a vital role in all of our daily lives, which creates a healthy atmosphere because they can avoid stress and increase concentration. Management can organise programmes to relieve its employees of stress and other factors to avoid an imbalance between work and life.

- Achieving adequate self-management can be difficult, particularly when it comes to getting enough sleep and nutrition. People should develop the habit of dealing with things with ease as they grow older.
- Proper leisure management should be adopted in order to minimise interruptions and distractions in work and life.
- Counselling and guidance, along with an orientation program, should be conducted in order to make them aware of the nature and importance of their work, which helps them to reduce their stress.
- Women have to be recognised when they perform their duties effectively both at home and at work.
- A set number of paid days off work per year should be made available to employees who need to care for sick children or elderly parents who are unable to care for themselves.
- SWOC analysis has to be done periodically to identify their weaknesses and challenges and to make them positive, which makes them flourish in their work and life.

5.2 Limitation of the study

The primary limitation of the study is that it takes a broad view of work-life balance to investigate but does not consider the well-being of the employees in the organization, industry or location. To investigate a research problem especially during pandemic of COVID 19, a researcher should have insights from different studies during the pandemic. This is because this is just the very beginning of the COVID19 situation, where there is no enough time to review. And also the current situation is changing rapidly during the pandemic as time goes on which is un-predictable. So, the research needs a lot of time to gain accurate information and analysis for constantly changing environment as well. Moreover, different people have different perspectives and challenges during the pandemic and so the researcher was not able to address all the specific challenges during data collection. The recommendations based on this research cannot be seriously considered as accurate as the situations and mindsets of the people changes frequently during the pandemic. To overcome these limitations in this study, researchers will need more time, money and a proper plan to contribute to the literature of comprehensive work-life balance study.

6.0 Conclusion

Teachers contribute significantly to the social fabric of our society. In the course of COVID-19, we should extend our concern for schools and students to include teachers and their families as well. Teachers may become vulnerable and unable to cope with the demands of their professional and personal lives if appropriate support is not identified and provided. This can have a negative impact on their mental and physical well-being. We could see a significant decrease in the number of teachers in our schools and an increase in our current economic burden as a result of this change. It is significant that each and every woman has to

lead a balanced life to avoid the conflicts that arise in their work and personal lives. Women play a dynamic role in building a smooth relationship and balancing their work and family life. They can't blame others for their imbalance in any situation. If they create such a situation, it leads to depression, which automatically affects their health. Hence, women must empower themselves to equalise work and home life.

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