

The Impact Of Work From Home On Faculties Work Life Balance

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ABSTRACT

The Global pandemic has changed the way we work, every one faces various challenges regarding work - family balance due to societal, cultural, family and gender norms. This research paper addresses the impact of work from home on faculties work life balance. To find out the work life balance of teaching faculties samples were collected from 125 faculties who working at various colleges in southern districts. The convenient sampling method was adopted for this research. In this paper SWOT analysis was done. The statistical tools of Percentage, weighted average, correlation were used to for analysis. Increased house hold work is the major factor that affects the faculties work life balance during work from home. Transportation cost and spending more time with family and their children are the major benefits for the Faculties during work from home. Year of experience and benefits during work from home is positively correlated with each other. Work life balance and location independence is the strength of working from home during this pandemic situation. Faculties who can put equal importance on well-being are undoubtedly happier and more satisfied and this will reflect on their performance and behavior.

Keywords: Impact, Work from Home, Faculties, Work Life Balance

INTRODUCTION

Work-life balance is the level of prioritization between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home. Work-

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life balance is an important aspect of healthy work environment. Working from home (WFH) is telecommuting, teleworking, and remote working. It has been identified as a flexible work arrangement that enables employees to work from their residence or a remote location. Many educational institutions around the world shifted to online mode of education because of pandemic crisis COVID-19. Teaching faculties around the world are strained in this current situation. Working from home is a new phenomenon for the people who are working in educational institutions. The online mode of education and working from home impacts more in faculties work life balance. Work-life balance involves looking at how working people manage time spent at and outside of work. Time outside of work may include managing relationships, family responsibilities, and other outside interests and hobbies.

RESEARCH OBJECTIVE

1. To analyze the impact of work from home on faculties work life balance.
2. To know the factors affecting work life and personal life of faculties during WFH.
3. To know the factors benefited by faculties during WFH.
4. To the SWOT towards WFH.

METHODOLOGY

The sampling method adopted for this research is the convenient sampling method. 125 samples of faculties working in southern districts were taken for this research. Data has been collected through Google form. The statistical tools used for the analysis is percentage, weighted average and correlation.

ANALYSIS AND FINDING

PERCENTAGE ANALYSIS

Variables	No Of respondents	Per cent
Gender		
Female	78	62.4
Male	47	37.6
Total	125	100
Designation		
Professor	6	4.8
Associate Professor	13	10.4
Assistant Professor	93	74.4
Guest Lecturer	13	10.4
Total	125	100
Experience		
1-10	72	57.6
11-20	44	35.2
21-30	7	5.6
Above 30	2	1.6
Total	125	100
Type of Institution		
Govt/Govt Aided	47	37.6
Private	78	62.4
Total	125	100
Marital status		
Married	105	84
Un married	20	16
Total	125	100
Parental status		
Parental	32	25.6
Non- parental	93	74.4
Total	125	100

INTERPRETATION

From the above table 62.4% of faculties are female, 74.4% of faculties are working as Assistant Professor, 57.6% of faculties are having 1 to 10 years of experience in the teaching field, 62.4% of faculties are working in private institution, 84% of faculties are married and 25.6% are parental Faculties.

WEIGHTED AVERAGE ANALYSIS-I

Weights	5	4	3	2	1		
Dimensions	SA	A	N	DA	SDA	Total	Weighted average
More free time to spend with family	38	50	23	10	4	483	32.2
More time with children/grand children	30	48	35	8	4	467	31.13
Can do other house work responsibility	36	65	14	8	2	500	33.33
Flexible working hours	28	66	16	13	2	480	32
Minimize the stress level	18	30	37	24	16	372	24.8
Improved physical health	24	42	34	22	3	437	29.1
Reduced transportation cost	72	41	10	1	1	557	37.13

INTERPRETATION

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From the above table Reduced the transportation cost is the major benefit for faculties followed by can do other house work responsibility, more free time to spend with family, Flexible working hours, more time with children/grandchildren, improved physical health, Minimize the stress level are benefited factors by faculties during work from home.

WEIGHTED AVERAGE ANALYSIS-II

Weights	5	4	3	2	1		
Dimensions	SA	A	N	DA	SDA	Total	Weighted average
Increased household work	42	46	33	2	2	499	33.26
Too much of distraction at home	22	52	28	15	8	440	29.33
Increased family stress	18	50	32	19	6	430	29
Increased job related work	28	53	36	6	2	474	31.6
Negative impact on career	26	32	42	13	12	423	28.2
Reduced income level	66	33	12	12	2	524	34.9
Fear of virus	44	42	29	4	6	489	32.6
Can't work due to lack of equipment / Internet facility	32	42	28	19	4	454	30.2

INTERPRETATION

From the above table Reduced income level is the major factor followed by increased household work, fear of virus, Increased job related work, Can't work due to lack of equipment / Internet facility, Too much of distraction at home, Increased family stress and Negative impact on career are the factors affecting work life and personal life of faculties during work from home.

CORRELATION ANALYSIS

	Year of Experience	Benefits during work from home
Year of Experience	1	
Benefits of work from home	0.196416583	1

INTERPRETATION

From the above result there is a positive correlation between year of experience and benefits during work from home.

SWOT ANALYSIS FOR WFH

<p>Strength</p> <ul style="list-style-type: none"> • Flexible time • Feeling safe • Better work life balance & location independence • Care for family & children 	<p>Weakness</p> <ul style="list-style-type: none"> • Lack of team work & communication • Lack of equipment • Less job fulfillment • Work load increase
<p>Opportunities</p> <ul style="list-style-type: none"> • Familiar with digital aid • Accumulate knowledge through webinar • Planning for other source of income • Work L life balance can be managed 	<p>Threats</p> <ul style="list-style-type: none"> • Job insecure • Lack of professionalism • Quality of education • Lack of exposure

CONCLUSION AND RECOMMENDATION

The prevailing pandemic situation has brought in an extreme struggle among the working people in maintaining a work life balance. Work from home is completely a new concept for the teaching faculty where the obstacle of maintaining work life balance becomes magnified. It has brought a stressful atmosphere for the faculty. They don't explore a soulful teaching in online classes. Their reduced income again raises their bar of stress, they feel faculty of government and government aided institutions to be privileged when compared to them. But work from home serves as an effective opportunity for parental faculty if they extract the best out of it. They can actually bring out miraculous leap in their career; aspiration, with right priorities; good planning & precise execution can bring about the exclusive part of the individual.

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