Role of Demographic Factors on Career Balance of Academicians in Engineering Colleges of Vijayawada

Ch. Jyothi Sreedhar

Assistant Professor

Department of Business Analytics

PB Siddhartha College of Arts and Science, Vijayawada

V G.V Rajani

Assistant Professor

Department of Business Administration

PB Siddhartha College of Arts and Science, Vijayawada

Dammati. Vasu

Assistant Professor

Department of Business Analytics

PB Siddhartha College of Arts and Science, Vijayawada

Durga Chandu.Peddinti

II BBA BA

Department of Business Analytics

PB Siddhartha College of Arts and Science, Vijayawada

Abstract: The goal of this study is to determine how demographic factors affecting the career balance of academic personnel. All the staff of all the engineering colleges of Vijayawadaare considered as papulation.A total of 128 questionnaires were issued, with 93 being deemed to be eligible for research with 100% data support. The sample Size is 93. Standardized questionnaires are issued to collect data using the random sample approach. ANOVA, Factor analysis, and discriminate analysis is applied on the data. Researchers identified that there is significant relationships among demographic variables and Work Life Balance. Discriminate Model of Work life balance model is -8.407 + 0.464(ProLBF) + 0.025(Per LBF)

INTRODUCTION

Research on work-life balance dates back to the 1960s. The idea of work-life balance has a big impact on a person's health and happiness. It actually started as a management study area in an effort to create working circumstances that would maximise productivity for industrial enterprises. Political and social debates have frequently focused on this issue, and it is crucial to understand that different civilizations have varied ideas of what a healthy work-life balance looks like.

In its broadest definition, work-life balance refers to a person's level of involvement, satisfaction, or compatibility with their various life roles. The ideal work-life balance for each individual will change over time, frequently on a daily basis. The ideal balance for a particular person today definitely differs from what it is tomorrow.

In other words, because everyone has different objectives and values, the optimum work-life balance will vary from person to person.
 The majority of people define work-life balance as fulfilling one's actual and perceived personal and professional commitments while also attending to their own needs and those of the people they are dedicated to supporting. For a select number, however, the term refers to finding fulfilment in one's work rather than an equal balance.

Work-life balance refers to 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-life balance is an ever-evolving idea as the workforce keeps changing.

A person who chooses to prioritize their personal and professional obligations equally has achieved work-life balance. A person who lacks this balance has more duties at work and at home, works longer hours, and has less free time.

Many people seek to strike a better balance between their personal and professional lives so that work does not monopolize their time.Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity.

REVIEW OF LITERATURE

(Pace, 2022,) It's particularly intriguing to examine how gender affects a variable that simultaneously accounts for both job and family responsibilities.In terms of the amount of time spent on work and family responsibilities, men and women have historically had different societal positions; traditionally, males work full-time outside the home, while women take care of domestic and family responsibilities. Role distinctions based on gender are actually a part of the collective culture.

(Anjali, 2020) This researcher highlighted an effort to promote gender parity in their personal and professional life through work design. The article demonstrated how possible employment with a work-family lens causes modifications to the working environment's temporal structure, or "flexibility in the workplace."

(Gregory, 2022) In order to examine the intersectional impacts of age and gender roles on the work-life balance of managers, the current study utilizes a social role theory approach. We make three major contributions to the literature on work-life balance using this framework.

(Marič, 2018) The study's findings can be used to both practise and future research. This study's theoretical contribution is to already-conducted research on work-life balance. The data that have been provided demonstrate that the relationships exist for instructors in higher education as well.

Successful work-life balance has a number of benefits, including an individual's work engagement and commitment .As a result, it is crucial for businesses to support employees in finding a work-life balance by implementing a variety of family-friendly practices and policies. Each employee should have time to enjoy himself during his free time for his children, friends, family, or the larger community, regardless of his or her gender, education level, family history, or location of employment.

(Vandana, 2013) Career women in private educational institutions are challenged by full-time employment and end each workday with more obligations and responsibilities at home. Their study brought to light problems with women's work-life balance in educational settings as well as the elements that affect it. The administration of educational institutions needs to be aware of this position of working women and assess it on a regular basis. They can establish an encouraging environment to aid these ladies in striking a balance between job and life. Additionally, environmental matching asks for coordinating the physical workplace with each employee's objectives and goals in order to improve their quality of work life

(KarBrajaballa, 2019) According to the study, the majority of female employees do not demonstrate low WLB, obstacles, or issues brought on by job pressure. Female employees' perceptions of WLB are not influenced by their motivations to work, demographic factors, marital status, number of hours worked each week, working overtime, management's commitment to improving WLB, or time for personal wellbeing;

instead, satisfactory compensation is a defining factor influencing WLB perception. According to the study, female employees prioritize their contentment with their salary over perceived larger obstacles or job pressure.

(PrakashDivakaran, 2020) Reviewed the various previous literature related to the work-life balance of women employees. This study revealed that the women employee experienced a variety of difficulties and challenges in managing the balance between work and family responsibilities than men employees.

Today's women and men embrace a holistic approach to their careers and personal lives, allowing them to achieve fulfillment in both the work and family spheres**.** (Monika, 2022)

People in all cultures regularly perform a wide range of activities that are classifiable as work. Work is frequently seen in traditional civilizations as routine, as a source of validation, or, to put it more simply, as an action people take as a result of existing. Workers, on the other hand, who have roots in the smokestack economies of industrial society may be able to define their labour in very specific terms and assign it fixed values. (Berrell)

OBJECTIVES
1. To identify the impact of demographic factors on Professional career balance of Academicians
2. To identify the factors affecting Professional career balance of Academicians

RESEARCH METHODOLOGY

Research Design:
The study is purely descriptive. All the engineering colleges are located in and around Vijayawada have been considered for data collection.

Sampling Design
The questionnaire is given to 128, and information collected from 93 people.

Data Collection

The primary data is collected through direct discussions with people by distributing questionnaire. The questionnaire had 28 questions and the respondents were asked to rate their response on a 5 pointLikert's scale, 1 being the least and 5 being top for pilot study.
The Secondary data is collected through books, college websites, and journals.
Effort has also been made to gather information from doctoral works on this area

DATA ANALYSIS

The data Analysis is done by using IBM SPSS. The following tests are used to analyze the data

- Anova
- Factor Analysis
- Discriminate Analysis

RESULTS

Tests of Normality

Kolmogorov-Smirnova Shapiro-Wilk

	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistic	df	Sig	Statistic	df	Sig
out3	.105	57	.1954	.959	. 56	.053

p0.05 Accept NH

NH: Data is Normally Distributed

AH: Data is not Normally Distributed

According to Shapiro-Wilk the significant value is p is >0.05 so that NH is Accepted.

So that data is normally distributed

The following are the significant Factors identified **Professional career balance of Academicians**

1. Nature of the Job
2. Fair Compensation
3. Career Growth Opportunities
4. Stress Level
5. Risk and Reward
6. child care management
7. family management
8. Social life management
9. Trips &Tours
10. Self Management

Table of Communalities

Sino		Extraction
1	Nature of the Job	**.75**
2	Fair Compensation	.723
3	Career Growth Opportunities	**.764**
4	Stress Level	**.751**
5	Risk and Reward	**.749**
6	child care management	.823

7	family management	**.845**
8	Social life management	**.87**
9	Trips &Tours	**.86**

KMO and Bartlett's Testa

Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.582
Bartlett's Test of Sphericity Approx. Chi-Square	284.881
	36
df	.000
sig	

Table shows that all the Communalities values are >0.5 So that the scale is valid. Kaiser-Meyer-Olkin = 0.582 so that Factor Analysis is applied. Bartlett's Test of Sphericity

: NH: Data is not in Identity Matrix AH: Data is in Identity Matrix

P value <0.05.reject null hypothesis

Factor 1(ProLF) Profession Life Balance Factors	Factor 2 (PerLF) Personal Life Balance Factor
Nature of the Job	child care management
Fair Compensation	family management
Career Growth Opportunities	Social life management
Stress Level	Trips &Tours

Reliability Statistics

Cronbach's Alpha	N of Items
.784	8

Cronbach's Alpha >0.78 so the Scale is Reliable To find the relationship between the factors Discriminate Analysis can be used

Wilks' Lambda

Test of Function(s)	Wilks' Lambda.	Chi-square	df	Sig
1	.985	692	2	.705

P=0.708>0.5, so that the factors are not correlated to each other

Y=a+ b (SFB) +b (CFB)

Work life balance model

> Discriminate Model of Work life balance model
> = -8.407 + 0.464(ProLBF) + 0.025(Per LBF)

In the above model the ProLBF factors are more affecting the result than the Pe LBF s..

To identify the impact of demographic factors on Professional career balance of Academicians

WLB and Gender:

ANOVA Table -1 Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	82747.85	1	82747.85	1993.626	5.5E-100	3.893061
Within Groups	7554.13	182	41.50621			
Total	90301.98	183				

According to Table 1 Levene's Test for Equality of Variances shows male group and female group have difference in WLB because it findings show 0.00055 significant value which is less than0.05. It indicates there is a significant difference between males and females hencegender is a significant factor affecting WLB. Therefore, females identified as best group in gender factor who have ability to manage WLB

WLB and AGE

ANOVA Table 2 Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	82747.85	1	82747.85	1993.626	5.5E-100	3.893061
Within Groups	7554.13	182	41.50621			
Total	90301.98	183				

According to Table 2, it is identified that p value is 0.00055 . Age has significant effect on WLB. Therefore, it is concluded that 30 t0 40 age group of respondents have ability to manage

WLB and Designation

ANOVA Table 3						
Source of Variation	*SS*	*df*	*MS*	*F*	*P-value*	*F crit*
Between Groups	83342.7	1	83342.7	2001.655	3.9E-100	3.893061
Within Groups	7577.913	182	41.63688			
Total	90920.61	183				

According to Table 3, it is identified that p value is   0.00039. Designation has significant effect on WLB Therefore, it is concluded that, the Designations like Associate Professor, Professor and HoD of respondents have ability to manage WLB

WLB and Experience

ANOVA Table 4						
Source of Variation	*SS*	*df*	*MS*	*F*	*P-value*	*F crit*
Between Groups	81396.2	1	81396.2	1959.301	2.3E-99	3.893061
Within Groups	7560.913	182	41.54348			
Total	88957.11	183				

According to Table 4 it is identified that p value is   0.00023. Experience has significant effect on WLB factors. Therefore, it is concluded that,   Less experience of respondents have not ability to manage WLB

WLB and Salary

According to Table 5 it is identified that p value is   0.00035. Salary has significant effect on WLB factors.

ANOVA Table 5						
ource of Variation	*SS*	*df*	*MS*	*F*	*P-value*	*F crit*
Between Groups	83470.44	1	83470.44	2004.542	3.5E-100	3.893061
Within Groups	7578.598	182	41.64065			
Total	91049.04	183				

Therefore, it is concluded that,   Less salary of respondents have not ability to manage WLB

FINDINGS

1. Gender is a significant factor affecting WLB
2. 30 to 40 age group of respondents have ability to manage WLB.
3. Designations like Associate Professor, Professor and HoD   of respondents have ability to manage WLB
4. Low Salary packages   of respondents have not ability to manage WLB.
5. Less experience of respondents have not ability to manage WLB
6. Profession Life Balance Factors are Nature of the Job, Fair Compensation, Career Growth Opportunities, Stress Level
7. Personal Life Balance Factor are child care management, family management, Social life management, Trips &Tours
8. Discriminate Model of Work life balance model is -8.407 + 0.464(ProLBF) + 0.025(Per LBF)

Conclusions:

The current study focuses on the testing the impact of demographic factors on WLB of academic staff of engineering colleges in Vijayawada. General objective was, impact of demographic factors on WLB of academic staff of engineering colleges in Vijayawada.

According to the findings gender is a significant factor affecting WLB and male group and female group have difference in WLB where females identified as the best group in WLB comparing to men. 30 to 40 age group of respondents have ability to manage WLB. Designations like Associate Professor, Professor and HoD   of

respondents have ability to manage WLB. Low Salary packages of respondents have not ability to manage WLB.

Less experience of respondents have not ability to manage WLB. Finally ANOVA results showed of age is not a significant factor affecting WLB. Final findings of this study achieved established research objectives successfully

Future scope of research

The present paper is analyzed only 2 factors for balancing of professional and personal life. These factors are further extended based on the segment selected for research. Further the study can be extended to other cities s too.

Limitations

1. This study is limited to vijayawada Region.
2. The sample size is little.

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