

The Pedagogical Assessment of Work-Life Balance and Its Impact on the Domestic Life of Women Faculty in Higher Educational Institutions of Kerala

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Abstract - Employees' well-being, productivity, and capacity to care for their families are all impacted by their work-life balance (WLB). Because there are more women than males in positions of authority in today's workplace and in education. Employees must learn to balance their professional and personal lives. Women workers must strike a balance between work and family if they want to keep workplace conflicts to a minimum. The primary objective of this research is to analyse the relationship between WLB and the personal lives of female college professors. The study goes on to examine women faculty members' levels of job stress, the effects of this stress on their families as a result of organisational stress, the work-life balance (WLB) of women faculty members, and lastly, future strategies to help women teachers achieve WLB. The study's quantitative analysis was carried out using SPSS version 24.0. Primary data was obtained via surveys conducted to female academics at Kerala's higher education institutions. The process begins with the development, division, and distribution of a systematic questionnaire survey. To conduct quantitative analysis, a purposeful sampling technique was used, and a total of 36 responses were obtained. In order to get the results, we looked at the cluster, average score, cross tabulation, and regression test (K). The research found that women faculty members experience professional stress, which in turn affects their personal lives by making them regrettable about not spending time with their families at leisure.

Keywords: Job Stress, Work Satisfaction, Work-life Balance, Conflict, Women Faculty

I. INTRODUCTION

Educational services is a tertiary sector that includes specialized establishments that provide organized training and instruction in various subjects important to human development. The educational institution contains activities that help people impart skills or knowledge and stimulate young cohorts' thinking for their growth and development (Rawal, 2023). According to the Union budget of India, Rs. 12 899 crore has been assigned to the educational sector, of which 39 percent is for the Department of Higher Education (Yucel, 2017). Approximately 28.1 % of the population in India under age 0-14 has a great opportunity provided by the

educational sector (Wan & Hu, 2024). The professional activity of women teachers is instructing students involving lesson delivery to students (Kirchmeyer, 2000). Based on information from OECD countries, a large portion of the teaching sector comprises women. As there are most female workers in the educational sector, the percentage of women teachers till 2020 is illustrated in Fig. 1 (Akrami et al., 2024; OCED, 2020). WLB is a significant challenge for many professionals in the educational sector, as the demand has been increased forced on faculty. Faculties often face challenges balancing their academic and domestic life to uphold equilibrium in an educational profession (Union Budget, 2023; Katz & Kahn, 2015). WLB is stated as the ability to fulfill or balance both time on home and work responsibilities, which can be Improved via time, involvement, and satisfaction balance on both roles (Fakhari, 2014; Yang et al., 2022; Mazerolle & Barrett, 2018).

As there is an increased workload among faculties, the expectation among faculty often results in poor WLB, which improves the stress level and burnout (Yusefabad et al., 2018; Lopez et al., 2024; Senthilkumar et al., 2012). As a result, there is a lack of WLB, which negatively affects faculty members' job satisfaction, reduces productivity, and leads teachers to leave their profession (Greenhaus & Beutell, 1985; Moreau & Sinclair, 2024). Many women faculty members are leaving their profession for several reasons, including medical reasons, childbirth, and lack of support to attain WLB (Saeed & Farooqi, 2014). Most female teachers are leaving their jobs as they think it is difficult to build a happy family and be successful in a career. One of the literature concludes that WLB negatively affects the relationship quality, including satisfaction in their marriage life (Clavijo-López et al., 2023). In developing countries like India, government policies have universalized primary education, which also enhances the gross enrolment ratio and, alternatively, increases job opportunities in the education sector. In contrast, it is depressing to observe that the increase in the teaching profession is greater in females and is based

on gender equality. Work qualities including work-life balance and flexibility have contributed to a higher proportion of female workers in the teaching area, which is influenced by economic and social factors (Rawal, 2023).

Fig. 2 shows the total number of women employed in India based on the current statistics. Female faculty members have been steadily increasing their employment share in the education industry from 1977 to 2021 (Yucel, 2017).

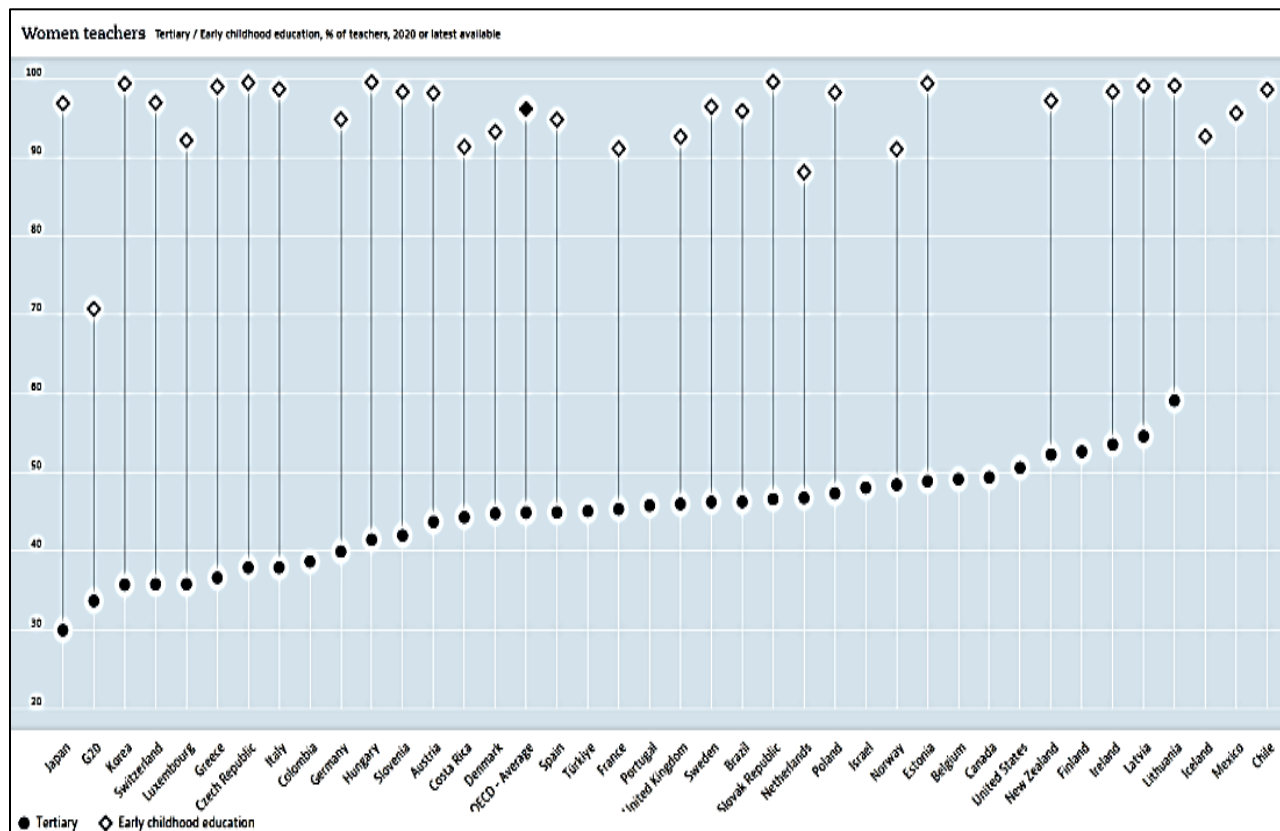


Fig. 1 Percentage of Women Teachers Till 2020 (Yusefabad et al., 2018)

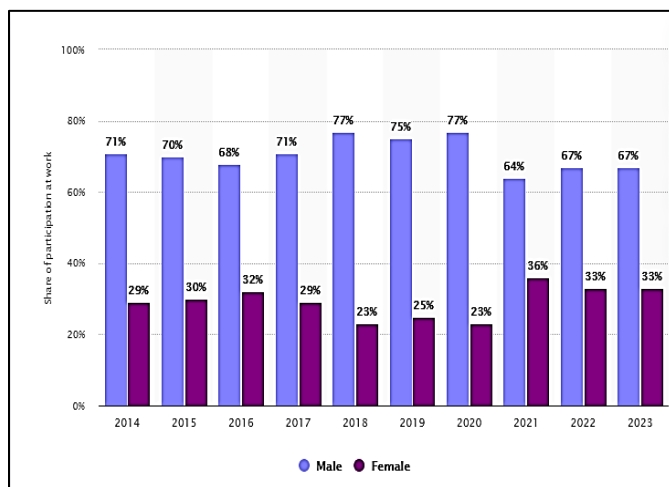


Fig. 2 Share of Participants at Work Across India (Yucel, 2017)

Few works of literature have discussed the effects of the burden on female faculty in the pandemic era, which affects their daily routines and challenges faced due to new technology (Wan & Hu, 2024). Nawaz's study reveals that most women convey that they are facing deterioration in wellbeing because of high responsibility in their professional and personal lives (Dogra & Kaushal, 2022).

1.1 Theoretical Background

WLB is defined as the struggle between professional and personal activities and the level that affects the job activities with one's personal life. The primary issue for working people is WLB due to the development of technology, which rejects the importance of physical presence in illustrating WLB. The common characteristic of poor WLB is stress. It is a common challenge to balance work and personal life, considering that most of the employed people spend their hours in the workspace. A vital issue of WLB is ensuring workers have good WLB. The normal feeling of management is to be responsible for the employer's health and have a good WLB. Employers who are stressed out face issues like making errors in their work role and also being less productive. To attain a satisfying experience in life, it is important to balance personal resources equally, like time, energy, and commitment (Kahn et al., 1964). Further positive satisfaction and role at home and work minimize the conflict (Nawaz & McLaren, 2016). Many kinds of literature have suggested the work-life pyramid to balance work with personal life, as illustrated in Fig. 3. There are various definitions, theories, and forms of WLB (Statista, 2023).

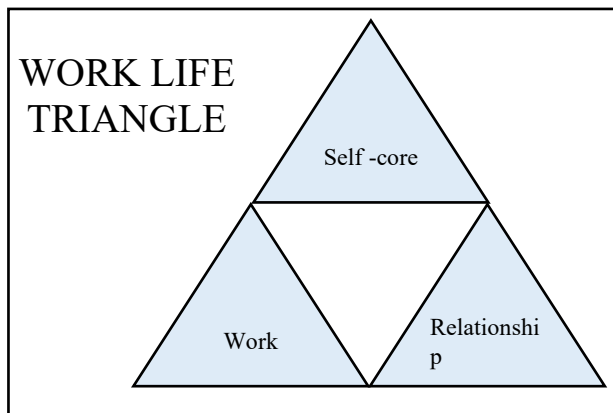


Fig. 3 Work-life Pyramid

1.1.1 Conflict Theory

Greenhaus and Beutell presented the idea of conflict theory, which suggests that, from another angle, people give up on their goals and happiness. The reasoning for this is that there are fundamental differences between the demands of one's personal life and those of one's professional life. One definition of work-life conflict is "a form of inter-role conflict in which the pressures of the role from the work and family domains are mutually inharmonious in some respect." This proves that balancing many responsibilities successfully is no easy feat. Powell asserts that conflict theory is based on role theory (Kahn et al., 1964). The role theory is on the viewpoint of scarcity, in which less energy and time is accessible to the employee, which separates diverse duties. In describing the conflict theory, the researchers have distinguished three conflict categories: stress-based, time-based, and behavior-based (Clark, 2000). Conflict based on time is due to time limit that makes it managing effort manage various role in problematic. Irregular shift, long working hours and inflexible working hours are the main reason for time-based conflict. Workplace anxiety, exhaustion, and relationship fatigue are the root causes of conflict. The primary cause of behaviour-based conflict is when there is an expectation in the workplace that employees act in ways that are not consistent with their home roles or when they are required to flip between roles often (Katz & Kahn, 2015). When work and life are two-way streets, conflict arises depending on relationships, according to Gutek et al. In this case, the field of work gets in the way of the domain of non-work and vice versa (Powell & Greenhaus, 2010). The domains of family and work are both negatively impacted by both conflicts (Roy, 2016). Problems with hypertension (Gutek et al., 1991), depression (Adams et al., 1996), and health (Thomas & Ganster, 1995) have been the subject of several literatures' suggestions about work-life conflict.

1.1.2 Border and Boundary Theory

The boundary theory originated from sociological work (Thomas & Ganster, 1995; Frone et al., 1997), where the researcher illustrates how individuals find and give meaning to home and job and ease the changeover among them. This

theory suggests that physical, psychological, and behavioral boundaries exist among non-work and work aspects of one's personal life (Ashforth et al., 2000). Clark has advanced the life/work boundary theory concept, which is based on boundary theory (Nippert-Eng, 2008). He proposes that individuals should negotiate and control their non-work and work worlds to strike a balance between the two. The relationship is only mutual at the segmentation pole, and at the integration pole, they are considered identical (Allen et al., 2014). Flexibility represents the boundary among the domains and deals with permeability to examine the degree of the borders that permits behavioral and physical components to transfer across each domain (Clark, 2000). Rules like flexi-time, telecommuting, part-time employment, and job sharing are examples of boundary flexibility in action (Voydanoff, 2005). According to Clark, who defines boundaries in terms of permeability and flexibility, (Nippert-Eng, 2008) borders may range from very strong to very weak, allowing people to distinguish between border crossers and border guardians. When it comes to handling and negotiating family and work, people are essentially seen as border crossers. There are two types of border crossers: Central Border Crossers (CBC) and Peripheral Border Crossers (PBC). CBC are heavily involved in both domains and often have relationships with key figures. The theory hypothesizes that CBC is more likely to achieve WF than PBC (Saarenpää, 2018).

1.1.3 Instrumental Theory

"Work and career are primarily ways of obtaining the means to build and maintain a satisfying and successful family and leisure life, or vice versa" is the definition of the idea that is based on the instrumentality notion (Cowan & Hoffman, 2007). This theory is based on the activities accompanied by one sphere and the ease of activities in the other. For instance, an employee working to increase the earnings at the time cost employing for extra time (Donald & Linington, 2008).

1.2 Significance of the study

A good WLB is a base for staff effectiveness, satisfaction, and well-being, which directly influence their children. WLB of women workers in the educational sector is considered vital for establishing Sustainability in work culture and development. WLB improves the employee's experience, and various literatures have highlighted WLB and job satisfaction, which impacts employee productivity. WLB is an integral and significant part of corporate social responsibility. Good employees must recognize their part of the obligation to ensure they are not employed overtime, which damages their personal lives and leads to health issues. It is a challenge for many employed women to manage WLB. The WLB is not only the basis for concern and care but also significantly affects job dissatisfaction among many workers.

Furthermore, WLB is significant to the institution for its pleasant work environment. The issue of WLB is associated with turnover and absenteeism among female employers.

While men frequently feel conflicted between fatherhood and the workplace, women suffer from a fair share of the burden of balancing work and family.

1.3 Problem Identification

Women employees have many obligations in our society, such as balancing their work pressure and job responsibilities. Today, there is a random increase in several women faculties in the educational sector (Evans & Bartolomé, 1984). However, women's careers are still being challenged by increased demand in the workplace. Regardless of the type and size of the job they pursue, it is significant for female employees to balance their family and work roles (Fakhari, 2014). From the perspective of policies to balance work and life, various researchers have discussed policies only on paper, whereas there is low concern about the practical implementation of these policies (Arntz et al., 2022). Though employees need to balance work and life, there is still stress and burnout among female employees (Moneycontrol, 2021; Chung, 2018), which consequently leads to health issues (Klapproth et al., 2020). Many kinds of literature have pictured various effects of occupational stress regarding job satisfaction (Bottiani et al., 2019) and discussed the impact of job stress on family life (Camacho & Parham, 2019; Ouellette et al., 2018). The present research helps identify the job stress level among female employees and its impact. Additionally, the study recommends future strategies to balance work and life.

1.4 Objectives of the Study

- To analyze the job-stress level of women faculty in the higher educational institutes of Kerala.
- To assess the impact of job stress levels on women faculty in the college of Kerala.
- The purpose of this study is to evaluate the work-life balance of women faculty and its effect on domestic life caused by organizational stress.
- To recommend future work-life balance strategies for Kerala's women teachers.

II. LITERATURE REVIEW

The literature review that follows covers occupational stress among female teachers, its effects on family life, and the ability to manage professional and personal responsibilities.

2.1 Occupational Stress Factors of Women Faculty

The analysis found that personal burnout at moderate and high levels among participants is identified by 82 percent and work burnout at 79 percent. Teachers on mental health and physical identify pandemic-related effects with worsening sleeping, eating, and addiction to alcohol (Craig & Churchill, 2019). Jerg-Bretzk et al. analyze data on psychosocial stress based on family and work compatibility. Data for the study was collected via cross-sectional study; nearly 844 samples were obtained. The data is gathered from university staff. The study's outcome highlights a shortage in work-life

compatibility and personal life in colleges, science, and universities (Nomaguchi & Johnson, 2016). The study also finds indicators that WF conflict influences somatic and mental health. This work-family conflict should be avoided to enhance the somatic and mental well-being of employees and WLB. The study by Klapproth et al. analyses the stress level of teachers during the pandemic era of schools in Germany. The study provided a questionnaire to collect data, and a total of 380 data were obtained (Moneycontrol, 2021). The analysis illustrates that the participants exhibit stress at a medium to high level. Further, more than 50% of teachers spent 4 hours daily on remote teaching. Most of the teachers experienced technical barriers, and most of the teachers cope functionally with stress. The study shows that skills regarding digital technology should be improved among school teachers, and schools need to be better equipped based on computer software and hardware. Additionally, psychological factors are more contributed to teachers (Watanabe & Falci, 2016).

Bottiani has examined burnout and stress, effective practices in classrooms, resources, and job demand's interplay. The data was collected via a survey process, and 255 teachers' data were obtained in 33 urban middle and low-income schools. The findings of the study identified that female teachers, low-income teachers, and white teachers are reported to have high burnout and stress. Faculties reporting more on affiliation with colleges and self-efficacy reported lower burnout and stress (Chung, 2018). The study of Camacho examines the challenges and relative prevalence of these challenges in classroom situations. Also, it analyses the level of classrooms, individuals, and institutions, predicting the presence of these issues (Klapproth et al., 2020). Nearly 164 teachers in urban areas of the US data were obtained to analyze the study's outcome. The result highlights that the teachers' main challenge is students' misbehavior, which lacks teacher health problems. The conventional research analyses the impact of student's behavior and learning on teachers' occupational stress or job satisfaction. Six low-poverty schools are selected randomly to analyze the mental stress of the teachers (Bottiani et al., 2019). The study's findings reveal no variation among the conditions on faculty related to job stress and satisfaction. Instead, the study highlights that there is a significant lever for change in the teacher connectedness and institutional climate supporting teachers' job stress and satisfaction in institutes (Záborská et al., 2018).

2.2 Impact of job stress on family life

Palumbo investigates the telecommunicating effects from home on WLB. Further engagement of work and fatigue related to work are included. The study is based on a qualitative method and adopts a retrospective technique (Minihan et al., 2022). The study concludes that telecommunicating based at home negatively affected the WLB of public servants. Furthermore, laborers working from home are affected highly by the conflict between life to work and work to live. Also, telecommunicating provoked fatigue related to work, which worsened the WLB. Work

engagement mediated positively with the adverse effects of work-home on WLB. Craig's study investigates the association between parenting stress and the labor force and the transformation of mothers and fathers comprising spousal effects (Camacho & Parham, 2019). The data was gathered via a survey by national representative longitudinal data in Australia. Nearly 4387 data have been collected. The result of the study depicts that there is high parenting stress when working part-time. When a family has employment partners, there is low parenting stress. The study concludes that both fathers and mothers face parenting stress compounded by work situations, mainly for mothers. It is essential for cross-spousal linkage; parenting stress is less when a partner is not laboring and high when both parents are employed. The study analyses contemporary fatherhood norms, highlighting the dual role of breadwinning and childcare involvement. The study uses qualitative methods to analyze the challenges of fathers in meeting the demands of job inflexibility and instability. Nearly 3165 data have been gathered, and the researcher concludes that two main factors are related to parenting stress: inflexibility in the workspace and insecurity of job (Ouellette et al., 2018).

The study data is based on a survey gathered from 1045 employees via a questionnaire (Jerg-Bretzke et al., 2020). Data is analyzed using the SEM method. The study reveals that WF conflict significantly and negatively impacts the performance of female employees. WF conflict indirectly influences performance via the work satisfaction variable (Li & Kou, 2018). Liu's literature investigates the association between women in WLB and organizational commitment. The data is collected from 525 female workers in China (Palumbo, 2020). Further, there is a significant association among the female socio-demographic features, institutional commitment, and WLB. Poggesi investigated WF conflict among women entrepreneurs. The study data is based on a survey of 669 female entrepreneurs (Purwanto, 2020). The result highlights both cross-domain and within-domain association plays a vital role in WFC by female entrepreneurs (Denieffe, 2020).

2.3 The adeptness in balancing professional and domestic work

Lagarde surveyed non-tele-employees and tele-employees to associate differences in family work conflict, WF conflict, and role overload. ANOVA analysis was performed to examine the outcome. Nearly 68 participants' data was collected. The study reveals no statistical variation regarding WF conflict among non-tell and tele-employees (Liu et al., 2021). The existing study investigates workers' benefits in terms of WLB and well-being (Poggesi et al., 2019; Jung, 2018). The research collects data via a survey process, and nearly 213 data are collected from professionals regarding WLB and flexibility roles. The research depicts a mediating role between flexibility work and family conflict (IBEF, 2019). The study also suggested that employees balance their family and work lives. Chung examines and assesses policy

levels based on occupational and family-friendly (FF) standards. For private reasons, the researcher collects data from 30 European countries to analyze flexi-time, family-friendly employed time arrangement, and off-time work (Diego-Medrano & Salazar, 2021). The literature also aims to examine women responsible for care and their demands for policy regarding FF work and personal environment. The study's findings state there is a segmentation among workers in contact with FF policy (Arntz et al., 2022). Hence, the study contributes by delivering a requirement to move toward the national level while analyzing FF policy (Akrami et al., 2024).

The prevailing study investigates the influence of Work-family balance (WFB) on work engagement directly via perceptions of institutional support for WLB. The study is an empirical approach to analyzing the association among practices and policies of institutions regarding WLB, work engagement, and WFB. The data collected from the survey participants is 343. The study concludes that understanding helps to support work engagement via FF policy and practices, which consequently contribute to employee behavior and enhancement in the productivity of employees (Lagarde, 2020). Fuller's study focuses on the work flexibility arrangements affecting the motherhood wage for women who are situated differently. The study was conducted in Canada to examine the spatial and temporal flexibility of the motherhood pay penalty. The result highlights that flexible hour work decreases mothers on university educated and working home also decreases mother's salary gaps on the basis of education. The study delivers that flexibility work hours mainly decreases barriers to mothers work in higher salaried establishment (Erden Bayazit & Bayazit, 2019). The work-life facilitation model best fits the data. Nevertheless, considering how women's education and working arrangements intersect is crucial due to the fact that the pattern of impacts might vary. The existing study investigates the association among pandemic phobia by administrators of school and WF conflict, life satisfaction and family work conflict. The study is based on quantitative approach and nearly 356 data are collected (Žnidaršič & Bernik, 2021). Correlation, ANOVA, linear regression test are analyzed to provide outcome. The result of the study depicts that administrators who are female experience higher level of pandemic phobia than male peer also female administrators face social subdivisions and psychological stress intensively.

2.4 Research Gap

Bottiani (Chung, 2018) has examined the burnout and stress among school teachers yet lacked to analyze and provide suggestions for professional enhancement of faculties. Camacho has examined the challenges of teachers in classroom teaching. The study has lacked to concentrate on the behavioral engagement and design policy which impact positively on the professional teachers and social emotional experience on the faculty, classroom and overall school level (Klapproth et al., 2020). The study has lacked to analyze the

rising nuanced gender role in understanding impact of occupation engagement on shaping stress of parents and well beings (Ouellette et al., 2018). Similarly, common method bias and social desirability bias are intrinsic to the research (Fuller & Hirsh, 2019).

III. METHODOLOGY

3.1 Study Area

The study area of the present research is Kerala. The participants of the survey are from the Kerala based higher educational institution's female employees. The respondents of survey are from various cities in Kerala such as Kattappana, Kanchiyar, Labakkada, Calicut, Adimaly, Idukki, Rajakad and so on.

3.2 Research Design

Empirical and descriptive research are the backbone of the present research. Primary data is employed in the research,

which also embraces quantitative analysis techniques. We used questionnaires to do the main data collection, and then we used SPSS to analyse the results. Research participants are female faculty members from colleges and universities in Kerala. Together with the primary data collection, over 36 female faculty members from different universities participated. The goal of this study is to identify the factors influencing women's work-life balance and how it affects the home lives of women professors in universities.

In the first step of study design, we look for the factors that changed or had an effect on the companies. The elements that affect WLB and its effects on women's household lives have been precisely identified. This article explains the connection between work-life balance, job happiness, and its impact on family life. The study aims to explore the fundamental issues impacting the home life of educational institution teachers using a quantitative and exploratory approach. For women working in education, the home life is also affected by both positive and negative aspects.

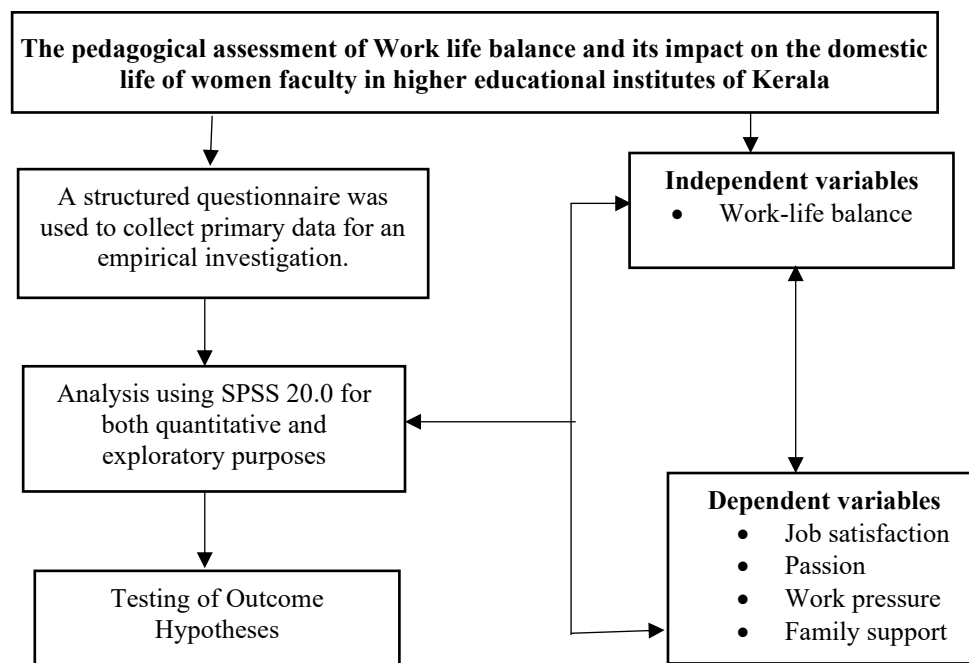


Fig. 4 Research Design

The female participants who are employed by educational institutions provide the data. Applying ANOVA, correlation, variable frequencies, and regression evaluations allows us to establish the connection and relationship between the variables chosen for this study. Fig. 4 shows the steps that were taken throughout the study. The dependent variable are job satisfaction, passion towards work, work pressure, and family support. The independent variable is work life balance.

3.1.1 Research Hypothesis

H₁₁: There is job-stress among women faculty in the higher educational institutes.

H₀₁: There is no job-stress among women faculty in the higher educational institutes.

H₁₂: There is impact on job stress in women professionals in college

H₀₂: There is no impact on job stress in women professionals in college

H₁₃: Organizational stress affects WLB and domestic life of women professionals in college

H₀₃: Organizational stress does not affect WLB and domestic life of women professionals in college

Data collection strategy and Participants

Data gathering is the most crucial part of any research project. This stems from the fact that the study aims to strengthen rational understanding of the problems that are being examined. Choosing the right data gathering technique is a researcher's primary task. For this study, we surveyed 36 working women from universities to learn more about their experiences with work-life balance and how it affects their home lives.

3.3 Sampling methods and Participants

In this study, the researchers used a deliberate method of sampling to choose their participants. The main data sources used in this research were selected using a purposive sampling technique. Researchers choose which individuals to include in the sample, making it a non-probability sampling approach (Karakose et al., 2021). Researchers predict useful data from the respondents' selection procedure. The study's declaration is structured according to the research goals, which means that certain individuals may offer important perspectives needed for the research questions and, therefore, must be included in the sample (Aruldoss et al., 2021). Through the use of purposive sampling techniques, we were able to eliminate unqualified survey participants. The study used a sample size of 36. In order to achieve the study goal, the collected data is input into SPSS as variables and evaluated there.

3.4 Research Instrument

Students and consumers are examined using the research methods in the fields of education, health sciences, and social sciences. Several responders will fill out a standardized questionnaire for the planned study. The survey questions represent the structured questionnaire that was used as a research instrument in the study. The female staff members of Kerala's universities were the subjects of a survey that was both developed and sent out to them. Each study sample has the same probability of being selected as other samples, and each sample is meant to be a reflection of the whole population.

3.5 Quantitative analysis

Quantitative research analysis is a methodical process that involves gathering and using numerical, statistical, and computerised data (Thomas, 2022). This approach uses sampling approaches to get data from management workers. The study yields numerical results. Quantitative approach is used for data analysis once data is gathered from a specific sample of respondents using a framed questionnaire. In order to identify the variables, the data will be stored in an Excel sheet. In the next estimation step, variables provided in Excel are analysed using the software programme SPSS. Five different assessment methods are used to estimate the results. As far as methodology, the researchers make use of descriptive statistics, ANOVA, frequency distribution, and regression and correlation.

One way to describe the relationship between two variables is by using correlation. One way to show how one variable affects other variables is via the use of regression. When comparing the means of two separate datasets, analysts often use analysis of variance (ANOVA) to find the difference. The process of data representation, gathering, and construction is known as descriptive statistics. Information about the properties of data sets is conveyed using it. Visual representations that produce counts of frequencies are called frequency distributions, and they simplify the information that is presented. This study's findings are reliable and accurate since SPSS was used to compile the data. Excel and SPSS were used to enumerate the data that was obtained. The organized hypothesis is tested using ANOVA, regression, and correlation. Three phases make up the data estimate process. The first level involves using Microsoft Excel to adjust the demographic variables. The second level involves designing the frequency distribution. This study makes use of SPSS software. The study hypothesis is tested using analysis of variance (ANOVA), correlation, regression, and independent t-sample test (IST).

3.6 Ethical Considerations

The study analysis will adhere to certain ethical standards. Respondents' privacy is of the highest priority since this study relies on a pedagogical evaluation of WLB and its effects on women faculty members' home lives and work satisfaction at Kerala's higher education institutions. Prior to the researcher evaluating the survey, information is communicated to the respondents in accordance with study ethics. Respondents are under no mandate to provide any information. We only include those who are willing to participate in the survey in the results. We kindly request that to avoid from disclosing any personally identifiable information (PII) or reports from the respondents beyond what is required by the questionnaire. The lack of misleading data is due to the fact that the research study only utilizes original data for data analysis. The information that is collected and organized will be treated with the greatest confidentiality.

IV. RESULTS

This research makes use of SPSS, a statistical programme, to review and analyse data obtained from survey questionnaires according to the established variables. According to the study's aims, the research strategy yielded satisfactory findings. It also conducts in-depth analyses of the replies according to various demographics.

4.1 Demography Analysis

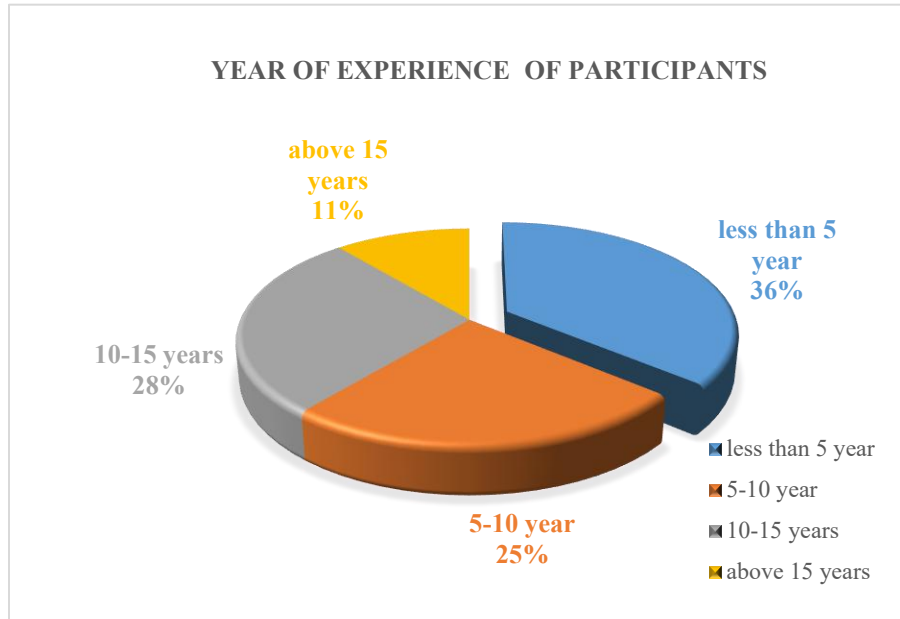


Fig. 5 Year of Experience of Participants

Fig. 5 illustrates year of experience of respondents from questionnaire. The figure clearly delivers that most of the respondents work experience is less than 5 years with 36% and 10-15 work experience of respondents is 28%. 5-10 years of work experience is 25% and least is 11% with work

experience above 15 years. As most of the respondent's age was less than 5 years and there might be conflict among these participants in balancing work and life as they need to get more experienced in WLB.

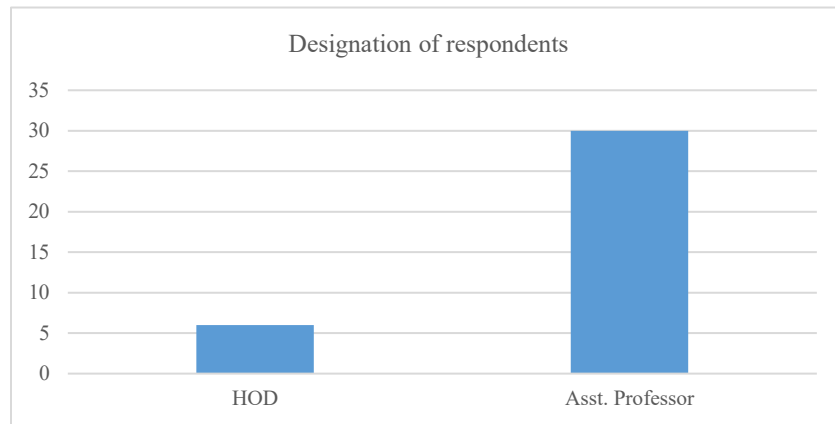


Fig. 6 Designation of Respondents

Fig. 6 illustrates the respondent's designation. Nearly 30 respondents are working as Assistant professor and 6 respondents are HOD. As most of the respondents are

Assistant professors their experience will mostly be less than 5 to 6 years. These participants might feel difficult in managing WLB.

4.2 Statistical Analysis

TABLE I K MEANS CLUSTER TEST

ANOVA						
	Cluster		Error		F	Sig.
	Mean Square	df	Mean Square	df		
overloaded work makes you stressful	26.870	1	.530	34	50.700	.000
salary provided with the respect to your qualification	9.257	1	.787	34	11.769	.002

Table I illustrates the analysis of K means clustering test. By this test a large number of data can be handled, also K means helps to classify cases of relatively homogenous groups on the selected features. However it is required to specify the cluster number. The main purpose of this test is to analyse whether the considered variables relate to same characteristics. Variable considered in the test are overload of work leads to stress and salary provided is with respect to the qualification. Here the significant value is less than 0.05 hence, these two variables relate to the same characteristics which is stress. As the significant value is less than 0.05, the null hypothesis "There is no job-stress among women faculty in the higher educational institutes" can be rejected.

TABLE II NO. OF CASES IN EACH CLUSTER

Cluster	1	21.000
	2	15.000
Valid		36.000
Missing		.000

Table II illustrates the number of cases in cluster analysis. Here, the cluster 1 is the considered first variable which is overload of work leads to stress and the responses who agree is 21. The cluster 2 is the second variable which is salary provided is with respect to the qualification and the responses who agree is 15. From the table it is clearly depicted that there is stress with respect to overload of work and salary.

TABLE III AVERAGE SCORE TEST

Rate the level of your passion as the faculty in college.			
Rate the level of your job satisfaction as faculty....	Mean	N	Std. Deviation
strongly agree	1.00	9	.000
agree	1.62	21	.669
neither agree nor disagree	1.50	6	.548
Total	1.44	36	.607

The average score on the level of passion as faculty is illustrated in table III The mean value is high for the participants who "agree" which is 1.62. The number of participants who agree they are passionate towards faculty job is 21 and strongly agree response is 9 and mean value is 1.00. Neither agree nor disagree is 6 and mean value is 1.50.

TABLE IV REGRESSION MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.594 ^a	.353	.292	.382

Table IV shows that the R² value reveals the relationship between the dependent variable and the components that were assessed for the regression analysis. The correct proportion of the relationship may be determined by multiplying 100 by the R-value of 0.353. Therefore it is observed that 35.3% of the predictor variable that is management provide positive support at the crucial situation and proper planning in the work schedule will balance both the work and domestic life and have leisure time for personal development contributes effect to the dependent variable family support for working.

TABLE V REGRESSION ANOVA^A

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.547	3	.849	5.812	.003 ^b
	Residual	4.675	32	.146		
	Total	7.222	35			

TABLE VI REGRESSION COEFFICIENTS

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.125	.257		4.382	.000
	proper planning in the work schedule will balance both the work and domestic life	.294	.118	.373	2.501	.018
	leisure time for developing personal growth	.171	.077	.353	2.220	.034
	management provide positive support at the crucial situation	.262	.079	.504	3.315	.002

Table VI shows the results of the regression analysis, which were influenced by the ANOVA results in table V. There is a relationship between the independent variables, proper planning in the work schedule will balance both the work and domestic life, leisure time for developing personal growth

and management provide positive support at the crucial situation, the dependent variable, family support for work since the significant value is 0.00. Hence, it is proved that organizational stress affects WLB and domestic life of women professionals in college.

TABLE VII CROSS TABULATION TEST

		guilty feelings that you cannot spend time with the family due to pressurized work					Total
		strongly agree	agree	neither agree nor disagree	disagree	strongly disagree	
overburdening of work affect your composure in the domestic life	strongly agree	1	0	0	0	0	1
	agree	1	5	3	2	1	12
	neither agree nor disagree	0	0	4	10	0	14
	disagree	0	1	0	6	1	8
	strongly disagree	0	0	0	0	1	1
Total		2	6	7	18	3	36

Table VII shows the results of the cross-tabulation. The factors that are taken into account in the examination include the negative sentiments that come from not being able to spend time with family because of job pressures and how work overload affects your ability to remain calm at home. Perception among the sample population is represented by the greatest value. A high "neither agree nor disagree" component indicates that some people feel bad about being at work all the time and that some people don't think that work overload impacts their home lives. So, it's safe to say that the two variables in question are highly dependent on one another. The correlation between the variables under consideration is shown by the cross-tabulation analysis.

TABLE VIII CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
Likelihood Ratio	33.151	16	.007
Pearson Chi-Square	44.937 ^a	16	.000
Linear-by-Linear Association	12.598	1	.000

To find the correlation between two category variables, researchers use the chi-square method, which is also known as Pearson's chi-square analysis or the association test. Table VIII shows how stress at work and the associated emotions of regret about missing out on family time might impact your ability to remain calm at home. It is acknowledged that the analysis is significant when the significant value is lower than the significant P value, which is 0.00, as seen above. A significant value of less than 0.05 and a high Pearson Chi-square value of 44.937 are evident. This proves that there is a significant association between the factors that were taken into consideration. So, it's clear that there is a correlation between workplace stress and women in professional roles.

V. DISCUSSION

Various literatures have analyzed on the stress during pandemic era (Moneycontrol, 2021; Craig & Churchill, 2019; Žnidaršič & Bernik, 2021). These studies have analyzed that there is a personal burnout from the level moderate to high and also depict that teachers need to improve the skills regarding the utilization of technology. Further the study (Ouellette et al., 2018) reveals that there is a psychological stress among female faculties to balance work and life during pandemic era. Few literatures have discussed that student behavior and academic record have impact on teacher's work pressure and burnout (Klapproth et al., 2020; Bottiani et al.,

2019). Similarly other literatures have reported that work from home and flexibility time to work reduces stress among mother employees (Minihan et al., 2022; Erden Bayazit & Bayazit, 2019). The study of Bottiani (Chung, 2018) states that stress among female employees in educational institutes is mainly due to low income and face high burnout. The research of Craig and Nomaguchi illustrated on parenting stress having negative effect on work and home due to insecurity and inflexibility of job (Camacho & Parham, 2019; Ouellette et al., 2018). Various research have examined that if the WLB is managed significantly which alternatively increases the performance and job satisfaction in working place (Jerg-Bretzke et al., 2020; Palumbo, 2020). Few studies have discussed on the WLB policy (Arntz et al., 2022) to engage work actively (Lagarde, 2020) and get benefitted accordingly (Poggesi et al., 2019).

The present study has analyzed the job-stress level of women faculty in the higher educational institutes of Kerala using K means Cluster test. The outcome of the result is based on the variable workload and salary with respect to qualification. The result of this analysis reveals that there is work stress among the female employees in higher education institution. An average score test is analyzed regarding the work passion among the female employees, from the analysis it is found that most of the respondents are passionate towards their work. The present study has assessed the impact of job stress level of women faculty by cross tabulation test using the variables guilty feelings that you cannot spend time with the family due to pressurized work and overburdening of work affect your composure in the domestic life. The result of the analyse states that there is job stress when it affects family. Regression test is used to evaluate WLB of women faculty and its effect on domestic life caused on institutional stress. The outcome of the result illustrates that there is an impact on personal life due to organisational stress. The present study recommends employees to plan their work schedule and personal schedule according to avoid conflict among each other.

VI. CONCLUSION AND FUTURE RECOMMENDATIONS

WLB is a base for staff effectiveness, satisfaction and wellbeing, which directly influence employee family and children. Most of the literature have stated that there is job stress and burnout among female employees. Furthermore most of the literatures regarding job stress were in context to pandemic era. None of the literatures have provided

suggestion to balance work and life. To fill this gap the present study have recommended employees to plan their work schedule and personal schedule according to avoid conflict among each other, recruiting additional faculty to reduce work burden and to take leisure time to develop personal growth. Also balance work family and self-care equally as illustrated in work life pyramid. The present study clearly highlights that there is job stress among female faculty in higher institutional sectors even though they are passionate towards their work role. As every study has its own limitation, the present study too is limited with number of respondents. Future studies should analyze WLB with huge number of population to get the required outcome. Future studies should analyze whether the suggestions provided are practically implemented among faculties in higher educational sector.

DECLARATION

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