



# An analytical study on work-life integration of employees in higher education sector

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**Abstract:** *Work-life integration has evolved as an important aspect in the lives of every individual. The lines between work and personal lives are becoming blurred and it is imperative for every individual to manage it effectively. Higher educational institutions have faced a drastic transformation in last few years, which has a direct impact on the lives of teachers. Due to technological advancements, generational experiences and also considering the current COVID -19 pandemic it has become inevitable to change the traditional approach. The purpose of this paper is to discuss the concept of work-life integration along with its need and importance in higher education sector. This paper also analyses different practices of work-life integration and aims to suggest better work-life integration strategies to employees so that they can manage their work and life roles effectively. Various literature reviews have been done in this paper to know about the past studies so as to make the study better and relevant. Conclusions, based on the outcome, hereby obtained were drawn and decisions were taken about the said objectives. This research uses qualitative research technique. Secondary sources are used to acquire data.*

**Key Words:** *Work-life integration, employees, flexibility, telecommuting, working hours, workload, higher educational institutions.*

## 1. INTRODUCTION:

In the traditional era, work and personal life were viewed as two different compartments where the former was responsible in enhancing the latter. Slowly, the influences of work and life spilled over each other and their boundaries have been blurred (Major & Burke, 2013). There are multiple reasons for this viz. demand of generational experiences, advent of internet and technology, Covid-19 pandemic, and so on. All such reasons have led to home-shoring (work from offices to home), thus creating more demand of work-life integration.

Work-life integration is basically all about blending both personal and professional responsibilities. It is about finding areas of compromise rather than viewing professional and personal life as separate entities as witnessed in work-life balance.

The goal of work-life integration is to combine aspects of life, work, family, community, personal well-being, entertainment, and health in order to increase synergy across all domains. Technological tools and techniques have brought work to home along with creating new ways for us to collaborate and work virtually, bringing with them tailored alternatives for work schedule flexibility. It is also the responsibility of the employers to help in generating effective work-life integration of the employees by supporting them. Though it is critical for employers to understand exactly about the needs of their individual employees but it is important for them to foster employees' ideal work and life environments. Employees are more likely to feel more satisfied in all spheres of their lives—professional and personal—when they are able to effectively manage their demanding schedules and obligations.



## **2. LITERATURE REVIEW:**

Global educational institutions are facing a transition phase. Initially Educational institutions were based on work-life balance but in contemporary times, a shift is seen towards work-life integration (Priti K Rao, 2019). This change in approach was inevitable, given the advent of technology. Work-life balance is always associated with creating a view of competition between the two components. The goal of work-life integration is to bring together all the aspects of a person's life to form a cohesive whole.

Finding a balance between life and work, two aspects of human existence, has never been easy (J.R. Vaishnavi Prasad, 2017). We need to know ourselves before we can integrate our responsibilities in life and at business. Those who place a high value on family consider themselves to be primarily friends, spouses, or parents. Dual-focused people relate to and invest in themselves equally in both positions.

According to research (HARRINI U, 2021) the degree to which we manage work interrupting family is a critical aspect of integrating work/life facets.

Tremendous progress has been made in implementing innovative work-life policies and programs over the past 20 years (Harrington, Brad & Ladge, Jamie, 2009) especially in leading companies. However, a significant challenge is faced to institutionalize the new way of working and managing the workforce. To the extent that work-life balance is considered a cultural change project, far more than is the case now, a strengthening of corporate commitment will be necessary. Influencing senior leaders and line managers and helping employees make and negotiating effective career choices are both essential for making the transition to a cultural change perspective. This will need transferring staff members' accountability for work-life initiatives' implementation. People's control and choice in their lives to overcome obstacles in life lead to work-life integration. Work life integration is same as work-life balance (Kiran Kumar, 2016) work-life Balance implies a separation and seems to say the two worlds are not meant to Collide.

The topic of work-life integration has been added to boardroom agendas worldwide, particularly in India.

A working person has multiple roles to play at a time at personal as well as organizational fronts; each demanding different skills and anticipations (J. K. Sharma, 2011). Due to increasing expectations of parents and schools, the lives of school teachers have become more hectic now. Work-life imbalance leads to high employee turnover and frequent job switching. Much work has to be done in this direction. Many organizations have started working on flexible working hours, family get-togethers, time-off and other similar measures. The reasons why work-life balance has grown in importance as a study and policy concern in certain nations, particularly in Europe, have been examined by Guest (2002). Work-life balance which was once considered a smart strategy for managing varied interests is posing serious threats to humanity. Physical pain, mental tension, or social isolation are some examples of it. As a result, it is now imperative that people, organizations, and policy makers reconsider how to integrate two or more varied aspects of work-life (J.R. Vaishnavi Prasad, 2017).

## **3. OBJECTIVES:**

- To identify the need of work life integration in higher education sector.
- To study the various work-life integration practices in higher education.
- To analyze the impact of work-life integration on organizational effectiveness

## **4. RESEARCH METHODOLOGY :**

This article includes information gathered from past studies. The data has been gathered from secondary sources including websites, journals and so on.

### **• Need Of Work-Life Integration In Higher Education**

Indian higher education system is the third largest in the world in terms of students, next to the United States and China. India is a growing country that has advanced steadily in the sphere of education since gaining its freedom. The "Right to Education Act," which mandates free and mandatory schooling for all students between the ages of 6 and 14 years, has completely transformed the nation's educational system.

The involvement of private sector in higher education has brought about a drastic change in the field. Today over 60% of higher education institutions in India are promoted by the private sector. Due to the rapid creation of institutes that have emerged in the previous ten years, India now has the second-highest number of enrolled students worldwide and the greatest concentration of higher education institutions worldwide (Shaguri, 2013).



(Younis Ahmad Sheikh, 2017) Faculty shortages and the inability of the state educational system to attract and retain well qualified teachers have been posing challenges to quality education for many years. Research says that fifty percent of faculty members say work conflicts with family responsibilities at least twice or three times per week. Forty percent of women delay having children as a result, and 33 percent of parents are worried they are not spending enough time with children (Priti K Rao, 2019).

Enrollment in higher education has increased to more than 4.14 crore, an increase of 7.5% from 2019-20 and 21% from 2014-15 according to the government's All India Survey on Higher Education (AISHE) 2020-2021. According to 2011 population forecasts for the 18–23 age group (Times of India), GER grew from 25.6 in 2019–20 to 27.3 in 2020–21. The number of colleges increased by 1,453 and the number of universities increased by 70.

In higher education institutions across India, the student-teacher ratio in 2019–20 was 23. The faculty plan should strive to maintain the faculty-student ratio of at least 1:10 (UGC).

Amidst the new opportunities and difficulties brought about by the dynamism of globalization, the shift to a knowledge-based society, and the rapid growth of technology, the idea of global higher education is rapidly evolving. These developments have sharply increased the work responsibilities of academic staff (Priti K Rao, 2019).

#### • **Various Work-Life Integration Practices**

(J.R. Vaishnavi Prasad, 2017) argued that in order to combine work-life substantiates, firms could propose flexitime, telecommuting, maternity/paternity leave benefit, childcare, medical insurance for dependents, and family get-togethers. Flexible work arrangements are key to working flexibly. Employees are supposed to plan their life according to the flexibility offered by their jobs (Cruz & Meisenbach, 2018). Implementation of flexible arrangements does help individuals to integrate both work and life domains (Munjal, 2019). They prefer the flexibility to manage their work-life domains and to improve their well-being.

#### • **Impact of Work-Life Integration on Organizational Effectiveness**

Employees tend to realize their potential in all areas of their life which helps in improving employee's experience. More contented, driven, and joyful team members result from this. As today's generation wants more flexibility in work, work-life integration will help in satisfying and retaining employees particular for businesses facing labor shortages. Past findings (Rhee et al., 2020) showed that workplace flexibility was found to be affecting reducing work-family conflict and increasing employees' job satisfaction as well as reducing their intention to leave their organization. (Baltes et. al, 1999) have proved that flexibility has a significant effect in lowering employees' absenteeism while increasing their job satisfaction and productivity. A productivity strategy is essential to work-life integration on both an individual and organizational level (Amah and Ogah, 2021). An organization's production level was determined by the collective work of its members.

They can meet the optimum level of productivity once there is an alignment between their personal goals and other aspects to have a significant impact outside of the work environment.

### **5. SUGGESTIONS:**

- The company should offer a more conducive atmosphere for balancing work and personal obligations.
- In order to enhance work-life integration techniques, which can help both individuals and organizations, new and creative concepts should be developed.
- The HR department needs to take a number of steps to establish work-life integration plans in order to lower employee turnover rates.
- Individuals must conscientiously pay attention to their well-being, personal responsibilities as well as personal interests. Paying too much or too little attention to one or more of these aspects will have long-term adverse implications.
- Organizations should not ignore the benefits of individuals and should contribute to their satisfaction and well-being. Compensations, fringe benefits and facilities should be provided to make good for the employees.

### **6. CONCLUSION:**

It is a balanced lifestyle that boosts the sense of responsibility and build better relationship with management. With the capabilities of modern technology, it is possible to integrate work and life (Priti K Rao, 2019). The best method to strike a balance is to have a flexible work schedule and be able to use mobile technology. This is a trend that is gaining traction



in educational institutions and is something that faculty members are looking for. The majority of people have the same basic yearning to find simple happiness and meaningful connection among the interwoven roles, relationships, and duties that comprise their existence. As times change and technology advances, work-life integration must become the norm for forward-thinking educational institutions to succeed. Significant efforts should be increased by the organizations towards making work-life integration more productive for individuals, organizations and the nation as a whole.

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