

HIGHER EDUCATION – A CHRONICLE

Ayushi Sharma

Institute of Management Studies

Devi Ahilya Vishwavidhyalaya, Indore (M.P.) – 452001

E-mail Id: - avayushivyas@gmail.com

Mobile No. : - +919408383141

Dr. Deepak Shrivastava

Professor, Institute of Management Studies

Devi Ahilya Vishwavidhyalaya, Indore (M.P.) - 452001

E-mail Id: - dsindore@gmail.com

Mobile No. : - +919425480905

ABSTRACT

Education plays a crucial role in the upliftment of any country. It becomes the basis of prosperity of a nation. The advancements in Education are a continuing process which helps in knowing history, current status and conceptualizes the future. Education has power to recreate human beings into productive human resources. With the change in pattern of Higher Education, lives in academia have become very stressful and generally, individuals find it difficult and always struggle to balance their personal and workloads. In today's generation, formal and informal, both educations play a vital role, as helps in enhancing the economic upliftment, individual prosperity, social attachment and peaceful culture. This article provides an insight to how education has evolved during ancient period, issues and challenges faced and the current scenario. It includes the collection of secondary data, and thorough review of existing available literature.

Keywords: Higher Education, Management, work-life balance.

INTRODUCTION

“Education is not the preparation of life,

Education is LIFE ITSELF”

- John Dewey

Education is an on-going process which starts from birth. It is the reflection of the society, and forms the basis of Social and Economic development. This has a direct & a deep relation to the industry. Higher education is functioning as a consolidation between students and

industries. Here students are disciplined for the certain subjects, technologies, sectors and domains as per the current industry requirements. Higher education is the predominant area which faces the requirement & challenges of the industry and society. The effectiveness and efficiency of education industry is directly dependent on employees only because the infrastructure and technology is lesser required in comparison to other industries. On an average employees spend around twelve hours daily at the work place, which is around one third of entire life; this influences the overall employee's life. India's flourishing economy is rising with liberalization, privatization, automation and globalization. These factors affect the life of educational institution employees also. It becomes more challenging for employees to cope up with advancements so that they are able to prepare the new generations to stand matched to the market demand. With this challenge, it is necessary to provide a better and flexible working environment for employees so that they can give their best to the institutions. The educational institution is an exclusive place of work; not any industry environment matches with its work pattern, culture and yield. Its employees' working conditions are also quite different from other industries. So there is need to understand the importance of WLB construct for educational institutions. Educational employee's behaviour and work life affect their personal lives, students' careers and performance of the institute. Morale, values, motivation, positivity are pillar of an educational institute. These values can be maintained, enhanced and spread when the employees are satisfied. This can be done only when the employees are able to balance between work life and personal life.

REVIEW OF LITERATURE

Education sector is the ultimate intellectual work where the development and exchange of ideas are constantly brewing in people's mind; the job offers an enormous amount of flexibility, other than giving lectures and attending the occasional meeting. Scholastic, whether male or female have to deliver their services for specific period of time as in traditional 9 to 5 jobs. At this stage, this appears to be a perfect job for achieving work/life balance. But the nature of intellectual work is never ending. One has to be in continuous thinking about working on next course, applying for next grant, and developing the next research project. The adjustability of education sector depends upon the possibilities of a desirable WLB in front of faculty, but there are barriers preventing a desirable work/life balance from becoming reality. In that case organization support & family support helps the teacher in achieving desirable balance. Reduced WLB has pessimistic implications for organization in the global economy, as well as for individual women and their families.

Balancing family and academics, especially for women, is a deep-rooted challenge. They have been struggling with the issue since the time they were first “admitted” into academia. One result recorded in academia in early 1890 and 1940 shouldered all the responsibility of family life while still working to meet the demands of the workplace. Research reveals that there has been change over the past 100 years. as women have many hurdles to overcome to manage the demands of work and home, but they have to develop various strategies for being successful.

Few studies are conducted in the area of the present study. A re-consideration into these studies provides the direction to the present study. The expression was first coined in 1970s to explain the balance between an individual's work and personal life.

Dubey, S., Saxena, R., & Bajpai, N. (2010) 3 (15-21) stated that Organizations need to create such conditions in which employees can balance work with their personal needs and desires. Successfully achieving work-life balance depends only on organizations but similar efforts from family are also desirable. Sageer, A., Rafat, S., Agarwal, P. (2012) studied various variables which are responsible for employee satisfaction. Their Study reported that an organization should develop strategies which can strengthen the work environment and increase the employee morale and employee satisfaction to enhance employee performance and productivity, which ultimately will result in higher profits. Castillo, J. X. & Cano's, J. (2004) reported the amount of variance in academic faculty member's overall level of job satisfaction explained by Herzberg. This study revealed that the female faculty members were less satisfied than male faculty members. The unimportant condition was “working conditions.” Factors like “recognition,” “supervision,” and “relationships” explained the instability among faculty members & exhaustive level of job satisfaction.

Latif, Shahid, M. Sohail, N., Shahbaz, M. (2011) the study reveals essential factors contributing to job satisfaction and dissatisfaction of college teachers of district Faisalabad, Pakistan, where they reported that there were significant differences in job satisfaction between public and private college teachers. Government college teachers are more satisfied than private college. This study advised that in order to increase the satisfaction level of teachers of private colleges, proper attention should be paid so that the employers of private sector colleges will be able to retain teachers.

Saad, H. & Jauhariah, A. (2008) studied on Employees perception towards quality work life and job satisfaction in a private higher learning institute. The study reveals QWL variables

are insufficient to measure employees 'job satisfaction . Job satisfaction in education sector must include intrinsic rewards and performance evaluation criteria in order to evaluate their employees.

Concept of Higher Education:

Shaukat and Pell (2015) suggests that Higher Education plays a crucial role in overall development of a child i.e. Personal, Social, emotional, Cultural and Behavioral. It helps in enhancing the knowledge of human beings, which helps them in leading an educated life and promotes in increasing the Quality of work and life and also benefiting to society.

Bridges (2000) catalogued for major components of Higher education in his study.

1. The Identity of Time.
2. The Identity of Place.
3. The Identity of Scholarly Community.
4. The Identity of Student Community.

INTENSIVE REVIEW ON HIGHER EDUCATION

S.NO.	Year	Author	Review
1.	1989	Near and Sorcinelli	Increase in family commitments for dual earning couples, less travelling, women Academicians and Male teachers.
2.	1991, 2004	Borg and Riding, Rosser	Teaching is Exasperating and Stressful Occupation.
3.	1991	Farber	5-20% of US academicians are burned out and Stressful.
4.	1996-1998	Maslach et.al. And Schaufeli, et.al.	As Compared to other professions, teaching is showing higher levels of Exhaustion and leads to fatigue, which are considered to be the main pillars of Work-life Conflict.
5.	2000	Kalimo and Hakanen	Conducted a study in Finland reported that, academicians show higher amounts of burnout in comparison to white collar workers or in other human service professionals.
6.	1995	Blackburn	Various researches on Faculty life was conducted, which

		and Lawrence	included the study on their productivity, motivation and behavior.
7.	2002	JohnSrud and Rosser	Study conducted on Faculty Members, tested and Proposed a Multilevel Structural Equation Model. They determined the impact of faculty morale and work-life balance and the intention to leave due to institutional or individual perception. The results shown that faculty members perceptions about their work life balance had powerful impact on their morale and intentions to leave are due to both institutional and individual levels.
8.	1991	Smyth	Economic Recession have Transformed the schools conditions in order to give more results, they have tightly controlled their faculties work culture, in the name of modification.
9.	1992	Glass and Camarigg	Teaching jobs are very demanding as it requires a complete commitment for getting recognition. Further, major benefit of this job is flexibility, which is in turn reducing work-life conflict. Teachers often have complained of increasing work demands, which they are unable to cope up.
11.	2005	Garett and Ssesanger	Conducted a study on 182 respondents form 2 universities of Uganda and concluded that tenure, rank and age define job satisfaction, where as there is no proof which can state the influence of gender on job satisfaction.
12.	2005	Rosner	Conducted a study on 203 academicians, impact of WLB, job satisfaction, organization commitment, and OCB. Results indicated negative impact of OCB on WLB, but have positive impact on job satisfaction, WLB and organizational commitment. The results indicated a need to promote a strong Work-life culture.
13.	2006	Ward and Wendal	A Study was conducted on Women Faculty, to explore the boundary between work and family at various types of institutions, and indicated that there is still Intellectual Inequality in Academic Life.

14.	1996	Acker	The prominence for studying Higher education and work life balance is, there is higher number of women Faculties in Teaching profession as compared to any other profession.
15.	1989	Clark	The importance of studying WLB in higher education is that, every University, Institution has different working patterns, Authority, Identification and culture. All these differ with each other in every dimension and Subjects, which is why it is the most preferred, field to study WLB.
16.	1989	Near	Reported the most practical ways in which work and life of faculty members can be studied even away from work, but are still in connection to University, study was done on the basis of rank and Gender, and the Implications in higher Education of friend-Family Policies were also suggested.
17.	2004	Winslow and Jacob	Conducted a study on Faculty Work load and Dissatisfaction. They tried to figure out the reason for dissatisfaction due to work overload. They also identified that those who work for longest hours are more dissatisfied. Further, analyzed they suggested that, extended working hours led to research efficiency.
18.	2012	Sandeep	Conducted a research on work-life Initiatives and how these can affect the employee's personal and professional performance. Also, figured out the relationship between work-life initiatives and faculties attitude towards WLB.
19.	2010	Mathew and Panchanathan	Studied the various dimensions of WLB with Organizational Commitment and its relation with other dimensions in service sector in India.
20.	2009	Babu et.al	The study examined the relation between Flexi-time and WLB. It also showed that there exists a positive relationship between stress and Flexi-time. With WLB as major practice, employees are able to handle stress levels during Flexi-time.

CONCLUSION

Education sector has appeared as one of the largest sector in the country which has not only created immense job opportunities but has also resulted in various types of challenging careers. As this sector gives more importance to knowledge alone, it is open-minded in nature. It provides probability for the educated, middle class women to build their own dreams and excel in their fields. An ever changing economy and an aging workforce can join together to create an employment environment where competent females who are unhappy in their current situations are motivated to find a better and a new place to "hang their hats. Women in competitive environment also expect to combine home responsibility with their working life where the question arise how to manage both the lives. Work life and personal life are two sides of same coin .Organizational efforts with family support and technological can help the Women in properly balancing personal front with professional work. Harmonizing work life linkage is not an easy task to do for women. As demand from both sides can be extreme and women may need to make equilibrium. Educational sector have higher responsibilities, immense work pressure, never ending academic work, always think about working on next course. Professionals have to make stiff choices even when their work and personal life are close to Equilibrium. A proper balance between work and life has to exist if we want to make proper functioning at work and also at home.

A new revolution can be built up by young brains and educational institution, employees have a major contribution of nurturing, educating these brains. The educational employees working life and environment play a major role in their life. It has been proved that WLB factors are essential for promoting and an encouraging a strong work culture, a good human resource climate, motivates and encourages employees to perform their duties and put their maximum effort. This will provide a job satisfaction to employee and growth to an institution. The study provides following suggestions.

- Create an environment such that educational employees achieve their own set targets for Excellence and sustain in the same with autonomy and accountability.
- A joint-venture between the industry and institutions to exchange their employees to understand the new requirement of industry, to enhance and promote the research outlook.
- Teacher Excellence enhancement programs like workshop and training for teachers and staff in new technologies, standards and processes.
- Employees exchange programs between national and international framework for understanding of global need, requirement and cultural differences.

- Fair and transparent employee's evaluation cell for understanding the need of employees, rewards and recognition, promotion schemes, grievance redressing and personal counselling mechanisms.
- To establish a Life and Career Advising Centre - a single point of contact for educational employees' counselling on current job, personal and career issues.
- Frequent meeting, dialogues and sharing of information between employees and management for transparency and institutions new plans and projects.

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