



Short Communication

Impact of Work–Life Balance of Employees in the Field of Education

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Abstract

In the contemporary professional environment, employees in the education sector are expected to perform multiple academic, administrative, and emotional roles. Work–life balance refers to maintaining physical, mental, and emotional well-being rather than equal division of time. Imbalance between work and personal life may result in stress, burnout, reduced job satisfaction, and lower productivity. This paper examines the concept, importance, factors affecting work–life balance, and its impact on employees in the education sector based on secondary data.

Keywords: Work–Life Balance, Education Sector, Employee Well-Being, Human Resource Management.

Introduction

Work–life balance is the equilibrium between professional responsibilities and personal life activities such as family, health, and leisure¹. Employees in educational institutions often experience extended working hours, workload pressure, and emotional labor². A healthy work–life balance enhances job satisfaction, commitment, and productivity³.

Review of Literature

Hyman and Summers highlighted the absence of formal work–life balance policies in organizations⁴. Baral and Bhargava emphasized the role of HR interventions in supporting employee well-being⁵. Niaz found a strong relationship between work–life balance and job satisfaction⁶.

Research Objectives

To understand the concept of work–life balance in the education sector⁷. To examine factors affecting work–life balance among employees⁸. To analyze the impact of work–life balance on employee performance and well-being⁹.

Indian Perspective on Work–Life Balance

In India, the concept of work–life balance has evolved with changing organizational practices¹⁰. Educational institutions are gradually adopting flexible work arrangements and wellness initiatives¹¹.

Factors Affecting Work–Life Balance

Workplace culture, workload, managerial support, career concerns, communication, and self-management significantly influence work–life balance¹².

Consequences of Work–Life Imbalance

Work–life imbalance leads to stress, burnout, absenteeism, low morale, and reduced productivity¹³.

Methodology

The study adopts a descriptive research design based on secondary data collected from books, peer-reviewed journals, and research articles¹⁴.

Conclusion

Work–life balance is a crucial component of human resource management in the education sector. Institutions must implement effective policies and supportive environments to ensure employee well-being and long-term organizational success¹⁵.

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