TO STUDY THE IMPACT OF WORK LIFE BALANCE ON JOB PERFORMANCE IN COVID-19 PANDEMIC

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ABSTRACT

We face threats as the globe is getting more linked. Although the influence of COVID-19 was not felt at the national level, it affected everyone regardless of class, education level, gender, ethnicity, and nationality. It affected every industry and sector, including education. The pandemic created significant problems and difficulties in educational daily operations. The immediate result of it was the forced closure of schools, colleges, and institutions for almost two years, along with quarantine and lockdown. It did not, however, result in the suspension of the teaching and learning process; rather, new plans were developed as an alternative to continue the goals of education (teaching, learning, and assessment). The COVID-19 pandemic disrupted the standard and traditional methods of learning and schooling on a global scale, leading to the closure of schools, colleges, and universities. At a time when the educational community was attempting to maintain the balance and learning processes, students at home were forced to rely on their own methods of learning and continuing their learning, and teachers were forced to adopt and pursue new pedagogica. Work-life balance is another issue that has an impact on a person's general wellbeing. Numerous factors affect an individual's wellbeing, including personality, income, labour market standing, job requirements, health, family, and social ties, as well as security, liberty, moral principles, and religious belief. Emotional responses, satisfaction with various aspects of life, and overall assessments of life satisfaction are all examples of subjective well-being.

KEY WORDS: Work-Life Balance, COVID-19, Pandemic, Learning, Teaching, Assessment.

INTRODUCTION

Even while the COVID-19 pandemic taught us a lot, it also caused us to reassess our approach to human communication and the likelihood of new tools and strategies for learning, teaching, and assessment. In addition, it has provided a chance to explore the potential for creating new cutting-edge tools and technologies to bridge the gap between the old and new learning paradigms.

It was necessary to change the ways in which international students might pursue their education, the COVID-19 epidemic has a substantial impact on international higher education, particularly student mobility. According to the Institute of International Education's report, over 90% of US colleges and universities have forecast a decline in the number of international students enrolled. In the academic year 2020–21, 30% of HEIs reported a significant drop in enrolment.

According to a recent report by the British Council, which was released in April 2020, 39% of Chinese students—the largest group of overseas students in the UK—are undecided about continuing with their studies plans.

Similar to this, the Australian Higher Education Institutions (HEIs) will lose approximately 150,000 Chinese students in the upcoming academic year.

Due to the steadily declining enrollments at some institutions, recent surveys revealed "ever-deepening anxiety among higher education leaders about the future of international education and exchange in the US". This has prompted calls from policymakers and institutional thought-leaders on developing a national policy and an ardent call for action.

The COVID-19 pandemic also alters the importance of each element influencing students and their families' choices of study abroad destinations. In particular, the pandemic has given health security and safety top priority in their decision-making.

The US is currently the epicenter of the disease, so despite the fact that on-campus instruction has resumed there since the summer of 2021, noted that there is a general lack of confidence among current and prospective international students about their commitment to enroll in or even continue studying there.

WORK-LIFE HARMONY

The phrase "work life balance" was originally used to refer to how well a person balanced their personal and professional lives in the late 1970s. As "the perfect integration between work and life both not interfering with one another," work-life balance can be defined. Julie Morgenstern claims. "Work-life balance is not about how much or how little time you spend working. It's more important to consider how you spend your time working and unwinding, since you should be aware that what you do in one feeds into the other.

Work-life balance is a self-defined, self-determined condition of wellbeing that a person can achieve or set as a goal that enables him to manage many duties at work, at home, and in the community in an effective manner. It provides assistance without causing sorrow, worry, or other types of unfavourable support for the family, the health, or the body. This area of scholarly investigation is dominated by two structures. According to Clarke, Koch, and Hill (2004) and Comer and Stites Doe (2006), "balance" is defined as harmony or equilibrium between the work and life domains. The second is "conflict" or "interference," which are viewed as unfavourable or unbalanced results of mixing paid job and extracurricular hobbies. Work conflict or interference with family and family conflict or interference with work are two distinct, albeit connected, ideas. The literature on work-life balance as a whole has included work-life conflict, and various meta-analyses have looked at the causes and effects of this concept.

The pattern and idea of professionalism have undergone a significant transformation since the Industrial Revolution in the latter part of the 18th century. Work-life balance now has a new dimension as a result. However, there is no ideal work-life balance. It differs from person to person since priorities change depending on a person's lifestyle. Not only can priorities vary, but status also, such as when one is single, married, has children, starts a new career, and this continues to alter until one retires. Employment prospects for women have risen along with industrialization and education, and as economic situations worsen, it has become essential that both the husband-and-wife work in order to lead a decent life. Organisations need to establish a friendly environment where employees can combine their professional and personal lives in this quickly expanding and competitive world, where every employment opportunity is increased. An employee can only be productive and give her all to her organisation when she has a positive WLB. Therefore, businesses are developing programmes to both attract and keep employees.

LISTS OF WORK-LIFE DEFINITIONS

WLB is characterised as a suitable level of participation or fit between a person's several tasks. Studies on work-life balance have long been a worry and difficulty for the majority of researchers in this field due to the complexity of work, technology intrusion into personal life, limited scope for job happiness, and a blurred line between work-life and personal life. The optimal work-life balance requires people's capacity to simultaneously handle job pressures and personal/family commitments because people frequently have to undertake multitasking roles. It entails efficient time management, a high level of commitment, and contentment with the elements ingrained in a successful work-life balance. The ability of a person to simultaneously manage the temporal, emotional, and

behavioural demands of both paid employment and family responsibilities is referred to as work-life balance. "work-life balance" is the capacity of individuals to successfully pursue both their professional and personal lives "without undue pressure from one undermining the satisfactory experience of the other." Employees perceive work-life imbalance as "stress transferred from work to home or vice versa" if their needs for balance are not met. Employees are able to devote the appropriate amount of time and effort to both their work and their personal lives outside of the workplace in this condition.

In order to achieve work-life balance, people must have some degree of control over how, when, and where they work. The idea of work-life balance has been explored in depth by Greenhaus and colleagues (2003), with a particular emphasis on the equality of time or satisfaction across a person's many life responsibilities. As a result, the term "work-family balance" or "work-life balance," as it is more commonly used now, was defined as "the degree to which an individual is involved in and equally satisfied with his or her job function and family role, "We suggest three components of work-family balance: time balance, involvement balance, and satisfaction balance. Work-life balance has also been interpreted as the degree of control an individual has over the demands of his various roles, albeit having less support in the literature. "Work-life balance is the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities," stated Kalliath and Brough (2008) in their definition of the term. It is significant to notice from this definition that work-life balance is about an individual's perception while they carry out numerous, frequently conflicting duties.

RESEARCH METHODOLOGY

Sampling Design

The study's main goal is to determine the level of work-life balance among female teachers in Maharashtra State in COVID-19.

Sampling Unit (Population)

Women Teaching Employees at Schools in Maharashtra State is the sample unit. The sort of study done will determine the sampling units, and the information required will be acquired from the employees, therefore the sampling unit in this case is teaching personnel of the schools where the research will be conducted.

Sample Size

The survey was based on fully completed replies from 500 female teaching professionals from various private schools in Maharashtra State. However, 550 questionnaires were distributed, with 50 of them being incomplete and so useless.

Sampling method

The study's data was collected using the random sampling approach.

Sample selection

The study's participants were chosen at random from schools in various parts of Maharashtra State. In this investigation, no specific strategy of selection was used.

Type of Research

The study employs descriptive and analytical research methods.

Method of Collection of Data

We used both primary and secondary data. A systematic questionnaire was used to obtain primary data. Secondary information was gathered from journals, periodicals, books, newspapers, previous studies, and websites, among other sources.

Research Instrument

The research was carried out utilizing a Structured Questionnaire with closed-ended statements.

Problems Encountered in Data Collection

The main issue was obtaining a sufficient number of responses. Although this is a study of highly educated women instructors with professional degrees, several schools denied the request for an interview appointment. The researcher also ran into issues with the respondents' availability of time. Because of unanticipated board test and paper valuation delays at work, the appointment had to be cancelled and rescheduled several times. Some schools have refused to allow the questionnaire to be circulated and refuse to provide any personal or school information. To achieve the needed number of responses, a huge number of schools had to be contacted.

RESULTS AND DISCUSSION

Work-life balance refers to the interaction between one's professional and personal responsibilities, as well as how they affect one another. Effectiveness and satisfaction among instructors are crucial components of supporting student development, which in turn depends on a healthy work-life balance. Giving teachers more control over their work lives and a higher sense of ownership can aid in their recruitment and retention. Work-life balance methods are crucial for all employee classes in the workplace of today. In order to enable its employees to balance their personal and professional lives, the human resource management function must regularly create and implement such policies. This will inevitably improve productivity, employee satisfaction, and retention, all of which can raise employee commitment. "Work-life balance is fundamentally about choice and flexibility, balancing life and work, balancing the needs of both, the school (employer) and members (employees), and the best environment for high performance and satisfaction at all levels," according to the author. Women balancing work, home, and family is only one aspect of work-life balance, but it is undoubtedly a significant one. It also involves changing work schedules and procedures so that everyone, regardless of age, ethnicity, or gender, can establish a routine that makes it easier for them to balance work with their other obligations or objectives.

"Work-family balance" is a concept that describes how much a person perceives favourable relationships between their job and family responsibilities, where the relationships are seen as harmonious and balanced with one another. The word "work-family balance" serves as a metaphor to debunk the historical idea that work and family ties can frequently be in competition, at odds, and in conflict. It acts as a fulcrum measuring the daily shifting weights of time and energy allocation between work and home life.

Those who are interested in the quality of working life and how it relates to overall quality of life have always been concerned about work-life balance. The effects of child labour were a major worry throughout the early stages of the industrial revolution in Europe (and even today in some underdeveloped countries). In regions of Europe, the lack of employment and its effects are a concern during recessions and even now. Jahoda's early work at Marienthal in 1992 and subsequent research in numerous contexts up to the present day provide a graphic illustration of this issue.

Women who want to succeed in both their roles—at home and at work—should therefore maintain a balance between the two. Their lives take on discipline, and they move in unison. They do a fantastic job of accommodating and adjusting to the two roles that women play. In "More than Clockwork: Women's Time Management in their Combined Workloads," Melody Hessing (1994) presents a related concept. Sociological

Perspectives examines how women arrange their life to complete their numerous tasks. According to Hessing, "Women with both paid and household responsibilities must appear to be successful in accomplishing both, or they risk censure or criticism as mothers and/or as employees."

The goal of work-life balance should be to achieve a balance that works for various organisational models, not necessarily one that is equal. It differs for different people and organisations, and it evolves with time. According to The Work Foundation, "Work-life balance is about people having a measure of control over when, where, and how they work, this is one description that is beneficial. It is attained when, to the mutual benefit of the individual, business, and society, the right of an individual to a fulfilling life, both inside and outside of paid labour, is recognised and respected as the norm. Work-life balance is defined by Jim Bird, the founder and CEO of Work-life balance.com, as "meaningful achievement and enjoyment in daily life."

According to the statement that "Family-Work life Conflicts (FWC)," Table -1 shows how respondents feel about the effect of work-life balance on job performance with special reference to job profile. 12.71 percent of respondents agree with the statement, 25.9 percent disagree strongly, 41.14 percent have no opinion, 19.57 percent strongly disagree, and 1.29 percent agree strongly. Work-Family Life Conflicts (WFC): 18.71% of respondents strongly disagree with the statement, 23.86% disagree in a similar manner, 40.71% have no opinion, 13.14% agree with the statement, and 3.57% strongly agree with the statement, according to the survey. Poor Quality of Work Life (QWL) is a statement that 28.43 percent of respondents strongly disagree with, 39 percent disagree with the same, 25.43 percent have no opinion on, 5.43 percent agree with, and 1.71 highly agree with. Reduced job performance is a statement that 28.43 percent of respondents strongly disagree with, 39 percent disagree with the same, 28.43 percent do not have an opinion on, 5.43 percent agree with, and 1.71 severely disagree with. Increased stress/burnouts is a statement that 19.57 percent of respondents strongly disagree with, 29.86 percent disagree with the same, 26.86 percent have no opinion on, 20.14 percent disagree with, and 3.57 strongly agree with. Nearly 21 percent of respondents strongly disagree with the statement that overall fatigue/work-related diseases, 35 percent strongly disagree, 23 percent have no opinion, 17.71 percent agree with the statement, and 3.29 percent strongly agree with the statement. Regarding the claim that there is increased absenteeism The remark is disagreed with by 40.71 percent of respondents strongly, 34.43 percent of respondents similarly, 20.57 percent of respondents do not have an opinion, 4.14 percent of respondents disagree with the statement, and 0.4 percent of respondents strongly. Conflicts in inter-personal relationships is a statement that 29.43 percent of respondents strongly disagree with, 35.71 percent disagree with the same, 20.57 percent have no opinion on, 11.71 percent agree with, and 2.57 highly agree with. Since most female teachers are intelligent

enough to strike a balance between work and family life and never allow the constraints to permeate the job profile, it is clear from empirical verification that work-life balance issues have relatively less impact on job performance within the job profile. This demonstrates the psychological prowess and maturity of the female professors.

TABLE-1: IMPACT OF WORK LIFE BALANCE ON JOB PERFORMANCE WITH SPECIFIC REFERENCE TO JOB PROFILE, JOB INVOLVEMENT AND SATISFACTION

Impact of WLB onJob Performance	StronglyAgree		Agree		No opinion		Disagree		Strongly Disagree	
	Nos	Percent	Nos	Percent	Nos	Percent	Nos	Percent	Nos	Percent
Family-Work life Conflicts (FWC)	6	1.29	64	12.71	206	41.14	126	25.29	98	19.57
Work-Family life Conflicts (WFC)	18	3.57	65	13.14	203	40.71	119	23.86	95	18.71
Poor Quality of worklife (QWL)	8	1.71	27	5.43	127	25.43	195	39.00	143	28.43
Reduced job performance	7	1.43	58	11.57	95	19.00	207	41.43	133	26.57
Increased stress/Burnouts	19	3.57	100	20.14	134	26.86	149	29.86	98	19.57
Overall fatigue/Workrelated diseases	16	3.29	88	17.71	115	23.00	174	35.00	107	21.00
More absenteeism	0	0.14	20	4.14	102	20.57	175	34.43	203	40.71
Conflicts in Inter –personal relationship	13	2.57	59	11.71	102	20.57	178	35.71	148	29.43
Reduced employee involvement/ engagement	3	0.71	36	7.14	106	21.14	190	38.14	165	32.86
Poor concentration onwork	3	0.71	21	4.29	106	21.14	193	38.57	177	35.29

Reduced employees commitment and loyalty	6	1.29	35	7.00	106	21.29	201	40.29	152	30.14
Loss of interest inteaching and learning	5	1.00	24	4.86	94	18.86	171	34.14	206	41.14
Less job satisfaction	4	.86	43	8.57	94	18.86	164	32.86	195	38.86
Low morale	2	.43	26	5.29	101	20.29	173	34.71	198	39.29
Decreased students satisfaction on teaching	18	3.71	38	7.57	83	16.71	166	33.14	195	38.86

Source: Computed from Primary Survey

The respondents' opinions on the effect of work-life balance on job performance are shown in this table, specifically with regard to job participation and satisfaction in the study and the claim that it decreased employee involvement/engagement. The following percentages of respondents disagree strongly with the statement: 32.86% strongly disagree, 38.14% disagree similarly, 21.14% have no opinion, 7.14% agree, and 0.71 strongly agree. Poor concentration at work is a statement that 35.29 percent of respondents strongly disagree with, 38.57 percent disagree with the same, 21.14 percent have no opinion on, 4.29 percent agree with, and 0.71 highly agree with. According to the responses, 30.14 percent strongly disagree with the statement that diminished employee commitment and loyalty, 40.29 percent strongly disagree with the statement as well, 21.29 percent have no opinion, 7% agree with the statement, and 1.29 highly agree with the statement. Regarding the claim that there has been a loss of interest in education, 41.14 percent of respondents strongly disagree with it, 34.14 percent disagree as strongly, 18.86 percent have no opinion, 4.86 percent agree with it, and 1 percent strongly disagree. 38.86% of respondents strongly disagree with the assertion that less job satisfaction exists, followed by 32.86% who feel the same way, 18.86% who don't have an opinion, 8.57% who disagree, and 0.86% who highly agree with the statement. Regarding the claim that poor morale exists, 39.29% of respondents strongly disagree with it, followed by 34.71% who felt the same way, 20.29% who had no opinion, 5.29% who agreed with it, and 0.43 who highly agreed with it. Regarding the claim that fewer students are satisfied with their education, 38.86 percent of respondents strongly disagree, 33.14 percent disagree, 16.71 percent have no opinion, 7.57 percent disagree, and 3.71 strongly disagree. Given that most respondents have a passion for teaching, it can be deduced from the empirical evidence that teachers' work-life balance has no bearing on how involved and satisfied they are in their jobs.

CONCLUSION

The term "Work-Life Balance" (WLB) was originally only used to refer to employees who were predominantly male and had fewer female employees. Work-life balance has become increasingly important as a result of women's job practises over time. The line separating work and life has gotten increasingly blurry and complex as families have changed from the male breadwinner tendency to multiple earner trend. The favourable trend in technology development has led to a troubling incursion into family and personal life from the job demand. The phrase "extent to which an individual is equally engaged in and satisfied with his or her work role and family role" refers to the work-family balance concept. The study of work-life balance provides information about the elements that make for a healthy work-life balance, the connections between stress, job satisfaction, and work-life balance, the advantages of having a healthy work-life balance, the organisational strategies used to achieve this balance, and employee awareness of and preferences for it.

In order to properly prioritise profession and ambition in relation to pleasure, leisure, family, and spiritual development, work-life balance is a broad notion. It is an important component that affects workers' satisfaction, loyalty, and productivity. Technology, working couples, nuclear families, and globalisation are some significant causes of the imbalance between work and life. While management is battling an unfavourable economic climate, fierce competition, rising costs, looming deadlines, and other challenges that force them to cut costs and boost productivity, which directly affects employees, the employees are juggling family responsibilities, organisational expectations, personal aspirations, and technological innovations. The organisations must accomplish these without degrading staff morale or compromising on their objectives. Work Life Balance is more important now than ever because there is less divide between work and home life. The phrase "work-life balance" is favoured because it takes into account the needs and experiences of both parents and non-parents, and it provides a more modern theoretical framework within which to consider novel approaches to living and working that are agreeable to all. It has gotten increasingly difficult to get away from work as it has become more knowledge-based, flexible, and intellectual (Lockwood, 2003). Because work has the potential to dominate people's thoughts, employees can no longer easily separate their work from the rest of their lives (Patterson, 2001). In addition to this knowledge, communication technology have eliminated the temporal and geographic constraints on labour, enabling individuals to work whenever and wherever they choose (Jacobs & Winslow, 2004). Finding a healthy balance between work and life outside of work is becoming increasingly challenging as work demands become more intense.

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