

Perception of Work-Life Balance among the Library Professionals: An Analysis

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ABSTRACT

Purpose

The purpose of this study is to find out that an organization's employees' work-life balance can maintain a balance between their personal and professional lives. Workers with a healthy work-life balance may manage their time according to their priorities. To further their careers, they must, nevertheless, fulfill their academic obligations, which include publishing and conducting research.

Methodology

For the present study survey method has been adopted and 155 structured questionnaires were distributed among the Library professionals and 150 were collected. The Collected data have been organized and analyzed by using Microsoft Excel and SPSS software.

Findings

After analyzing some shows how academic library professionals perceived work-life balance in relation to their age, marital status, and pay level. The scale consists of 42 items- four-factor instruments designed to measure four dimensions: Intrusion of personal life into work (IPLW), Intrusion of work into personal life (IWPL), Work enhancement by personal life (WEPL) and Personal life enhancement by work (PLEW). Scoring was done on a Five Likert for the reliability of four factors in the order IPLW = 0.97, IWPL = 0.98, WEPL = 0.81 and PLEW = 0.97

Originality

The study was to analyze the effects of library professionals' work-life balance in relation to four key areas: work enhancement of my personal life, work intrusion into personal life conditions of library professionals, and personal life enhancement by work conditions of library professionals.

KEYWORDS: Work Life Balance, Academic Librarian, Organization, Library Professionals, Employees, Personal and Professional Life.

INTRODUCTION

In this technological age, work is becoming more difficult due to changes like work and working habits (Thilagavathy and Geetha, 2020). People work so hard in today's competitive environment that they hardly have time for self-care. Though librarian responsibilities and the practice of library and information science have changed significantly in the last few years, little is known about how librarians view our work and issues related to it, such as stress and job satisfaction. Employers need to be aware of this issue and provide solutions to enable staff members to manage their personal and work lives.

Causes of Work-Life Imbalance

There are different reasons for having a work-life irregularity. This is the motivation behind why ladies can't be given sufficient opportunity to assemble their profession and face work-life lopsidedness.

LITERATURE REVIEW

Pircher, B., De la Porte, C., & Szelewa, D. (2024) The European Union (EU) launched the European Pillar of Social Rights to improve social rights for the EU citizens. Based on an actor-centered approach, the article demonstrates two main factors. First, the economic costs. Second, the values of gender equality. **Young, D. K., McLeod, A. J., & Carpenter, D. (2023)** the response to the tech skills gap, this research paper aims to examine the influence of Occupational Characteristics, gender and Work-life Balance on IT Professionals' satisfaction with and commitment to their chosen occupation. Finally, rather than treating the IT profession as a unified whole as has been done in most prior studies, authors explore the satisfaction and commitment-related differences across occupational clusters.

OBJECTIVES

- ✓ To analyze the impact of Intrusion of personal life into work conditions on Library Professional
- ✓ To present the Intrusion of work into personal life conditions of Library Professional
- ✓ To present the impact of Work enhancement by personal life Library Professional
- ✓ To analyze the personal life enhancement by work conditions of Library Professional

MATERIALS AND METHODS

The data was collected through a structured questionnaire distributed to library professionals. 155 questionnaires were distributed and 150 were collected. The collected data was analyzed using statistical tools such as MS Excel and SPSS and the findings are showcased as tables and figures. The scale consists of 42 items factor instruments designed to measure four dimensions.

Table No: 1 Personal Details

Sl. No	Profile	Options	No of Respondents	Percentage
1	Gender	Male	87	57.7
2		Female	63	42.3

		Total	150	100.0
1	Age	Below 25	26	17.3
2		26 – 35	44	29.3
3		36 – 45	34	22.7
4		46 – 55	28	18.7
5		Above 55	18	12.0
		Total	150	100.0
1	Residential Sector	Rural	40	26.7
2		Urban	57	38.0
3		Semi-Urban	53	35.3
		Total	150	100.0
1	Marital Status	Married	91	60.7
2		Unmarried	59	39.3
		Total	150	100.0

The table 1 presented the personal details of the respondents. Among the gender, 57.7% of the respondents are male and 42.3% are female. Among the age category, 17.3% of the respondents are aged below 25. 29.3% of the respondents are aged 26-35 and 22.7% of the respondents are aged 36-45.

Table No: 2 Professional Details

Sl. No	Profile	Options	No of Respondents	Percentage
1	Professional Qualification	BLIS	12	8.0
2		MLIS	40	26.7
3		MPhil	56	37.3
4		PhD	42	28.0
		Total	150	100.0
1	Designation	Librarian	66	44.0
2		Deputy Librarian	26	17.3
3		Assistant Librarian	42	28.0
4		Library Assistant	16	10.7
		Total	150	100.0
1	Job Status	Permanent	80	53.3
2		Temporary	26	17.3
3		Contract Basis	44	29.3
		Total	150	100.0

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1	Professional Experience	Less than 4 years	28	18.7
2		5 – 7	46	30.7
3		8-10	26	17.3
4		11- 13	18	12.0
5		Above 13	32	21.3
		Total	150	100.0
1	Salary	Below Rs. 10000	16	10.7
2		Rs. 10001 - Rs. 20000	33	21.7
3		Rs. 20001 - Rs. 30000	38	25.3
4		Rs. 30001 - Rs. 40000	29	19.0
5		Above Rs. 40000	35	23.3
		Total	150	100.0
1	Status of Institution	Self-finance	99	66.0
2		Aided	36	24.0
3		Government	15	10.0
		Total	150	100.0

The table 2 presented the Professional information about the respondents. Among the professional qualification of the respondents, it is noticed that 8% of the respondents are BLIS degree holders, 26.7% of the respondents are MLIS degree holders, 37.3% of the respondents are MPhil degree holders and 28% of the respondents are PhD degree holders.

Table No3: Intrusion of personal life into work

Sl.No	Factors	Mean	Std. Deviation
1	I cannot concentrate in my work due to the dependent care issues at home	2.59	1.347
2	Due to the role overload at home, I am physically tired to discharge my work responsibilities	2.57	1.354
3	The stress originating from my personal / family life makes me unable to concentrate.	2.55	1.397
4	Many a time I have to postpone things at work due to demands on my time at home.	2.59	1.347
5	I could have concentrated in my work, if I were free from the family burden.	2.57	1.354

6	I find it too tired to perform my works after discharging all my personal / family responsibilities.	2.55	1.397
7	My work suffers as I am mentally worried about my dependents' issues at home	2.41	1.330
8	The needs and demands of my family members interfere with my work related activities.	2.74	1.450
9	I cannot discharge my duties properly at the work place due to my personal / Family problems.	2.66	1.284
10	Due to my pre-occupation with societal activities, I find it difficult to complete work in time.	2.60	1.421

The table 3 presents the respondents' opinion about the Intrusion of personal life into work. The Intrusion of personal life into work factors is consists of ten factors. Among the factors, my work suffers as I am mentally worried about my dependents' issues at home (Mean: 2.41; SD: 1.33) the stress originating from my personal / family life makes me unable to concentrate. (Mean: 2.55; SD: 1.397)

Table No: 4 Intrusion of work into personal life

Sl. No	Factors	Mean	Std. Deviation
1	Due to increasing work demands, I have to postpone/ neglect many of my personal / family needs.	2.55	1.354
2	The stress originating at my work drastically diminishes the happiness of my family.	2.38	1.393
3	As I am busy with my work, I cannot give proper attention to my children.	2.29	1.217
4	As I have to spend more time in my work domain, I often fail to fulfill my family responsibilities.	3.15	1.391
5	The demands arising from my work make my personal life stressful.	2.98	1.319
6	I face difficulties in personal life due to my profession / work	3.12	1.345
7	Due to the non-cooperative nature of the co-workers, I face difficulties in personal life.	3.02	1.238
8	The rigid and non-supportive nature of my HOD/Mgt makes my family life a difficult one.	2.90	1.284

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9	My spouse feels uncomfortable due to my preoccupation with the work.	2.74	1.307
10	Due to my work load, I fail to give proper attention to my dependents at home.	2.65	1.314
11	In view of the nature of my work, I find it increasingly difficult to take care of my old parents / in laws.	2.42	1.336
12	I find it difficult to manage my personal and family life and work demands.	2.53	1.311
13	The tiresome demands of work do not allow me to lead a personal life that I like	2.76	1.312
14	I come home from work too late to look after the family roles.	2.74	1.284
15	I have health issues arising due to the increasing work demands.	2.66	1.188
16	I do not have proper sleep due to my busy work schedule.	2.82	1.327
17	My work makes me too tired to look after my personal / family obligations.	2.76	1.284
18	Quite often I have to miss out important family / social functions due to my preoccupation with the work.	2.97	1.305

The table 4 presents respondents’ opinion about Intrusion of work into personal life. Intrusion of work into personal life consists of 18 variables. Among the various factors, as I am busy with my work, I cannot give proper attention to my children.

Table No: 5 Work enhancement by personal life

Sl. No	Factors	Mean	Std. Deviation
1	My job keeps my personal / family life enjoyable.	2.95	1.352
2	My work provides me enthusiasm and happiness to pursue my personal / family roles.	2.96	1.347
3	My work contributes to the positive development of my personality.	3.19	1.369
4	My work gives me ample opportunities to get rid of the tensions arising from the personal / family life	3.62	1.116

5	My exposure and interactions at work help me to provide proper care to my dependents.	3.85	1.060
6	My work schedule helps me to plan and execute my family activities regularly.	4.24	.896
7	The culture and punctuality at work help me to do my personal / family role properly.	3.74	1.075

The table 5 presents respondents' opinion about Work enhancement by personal life. The Work enhancement by personal life consists of 7 variables. My job keeps my personal / family life enjoyable. (Mean: 2.95; SD: 1.352) and my work provides me enthusiasm and happiness to pursue my personal / family roles.

Table No: 6 Regression on Age of the Respondents and Work Life Balance

ANOVA^b

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	11.353	28	.405	1.894	.001 ^a
Residual	25.907	121	.214		
Total	37.260	149			

The table 6 presents the regression between age and work life balance factors. It is understood that F value is 1.894 and the significant value is 0.001. Hence the null hypothesis is rejected.

Table No: 7 Regression on Marital Status of the Respondents and Work Life Balance

ANOVA^b

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	8.570	28	.306	1.332	.005 ^a
Residual	27.803	121	.230		
Total	36.373	149			

The table 7 presents the regression between marital status and work life balance factors. It is understood that F value is 1.332 and the significant value is 0.005. Hence the null hypothesis is rejected. It shows that marital status of the respondent is influence on the work life balance.

Table No: 8 Personal life enhancement by work

Sl. No	Factors	Mean	Std. Deviation
1	My family life gives me energy and better mood to perform my duties at work places.	3.77	1.003
2	My family responsibilities and experiences make me punctual and responsible at work.	3.66	1.083

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3	The experience of managing my family provides me better skill at work.	3.93	1.056
4	Due to the supportive nature of my family members, I am able to relieve tensions originating at work.	4.13	.949
5	The family life increases my self-esteem at work	4.07	.924
6	The interaction and concepts prevailing in the family life make my relationship with my HOD / Mgt. and co-workers more cordial.	4.08	.974
7	My supervisors and co-workers have a difficult time in accommodating my work schedule.	4.14	1.041

The table 8 presents respondents' opinion about Personal life enhancement by work. Personal life enhancement by work consists of 7 variables. Among the seven variables of Personal life enhancement by work, my family responsibilities and experiences make me punctual and responsible at work.

Table No: 9 Regression on experience of the Respondents and Work Life Balance

ANOVA^b

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	33.485	28	1.196	1.172	.273 ^a
Residual	123.508	121	1.021		
Total	156.993	149			

The table 9 presents the regression between experience and work life balance factors. It is understood that F value is 1.172 and the significant value is 0.273. Hence the null hypothesis is accepted. It shows that experience of the respondent is not influence on the work life balance.

Table No: 10 Regression on Salary of the Respondents and Work Life Balance

ANOVA^b

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	58.394	28	2.086	1.549	.005 ^a
Residual	162.939	121	1.347		
Total	221.333	149			

The table10 presents the regression between salary and work life balance factors. It is understood that F value is 1.549 and the significant value is 0.005. Hence the null hypothesis is rejected. It shows that salary of the respondent is influence on the work life balance.

DISCUSSION

Work-Life Balance (WLB) is an important component for any working person because it deals with juggling work and family obligations. WLB is crucial to both male and female employees. The study's main goal was to demonstrate the beneficial relationship between the library's age, marital status, and pay and the elements that affect work-life balance. The techniques that could improve work-life balance for female academic librarians showed that all the suggested techniques are seen as valuable. For library workers to be more satisfied in their

jobs, private educational institutions need to pay more attention to human resource practices. Government and private sector authorities should take the necessary action for employee well-being in India and abroad.

CONCLUSION

This study described the perception of work-life balance among age, marital status and salary level of the academic librarians. There is no doubt that academic librarians are important in the day-to-day operations of any academic library. Given that the preponderance of academic librarians is female, many of whom are married; the role they play in the success of any academic library cannot be overemphasized. The work-life balance should be implemented to encourage them to give quality job performance capable of satisfying their users.

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