Impact on Work Life Balance on Career Planning and Development, Organization Commitment and Job Satisfaction among Faculties in Higher Educational Institutions in Bilaspur City (C.G)

Abhinav Awasthi\textsuperscript{1}, Dr. Abhishek Pathak\textsuperscript{2}, Dr. Pushkar Dubey\textsuperscript{3}
Dr. C V Raman University, Kota, Chhattisgarh, India\textsuperscript{1,2}
Pandit Sundarlal Sharma (Open) University, Chhattisgarh, India\textsuperscript{3}

Abstract:
The study has been conducted in order to careful evolution and examines Impact on work life balance on career planning and development, organization commitment and job satisfaction among faculties in higher educational institutions. All the institutions to be studied work life balance on career planning and development, organization commitment and job satisfaction among faculties in higher educational institutions. This research will assist faculty to ascertain a better understanding of work life balance towards career planning development, organization commitment and job satisfaction Bilaspur city of Chhattisgarh.

Keywords: Work life Balance, Career Planning and Development, Organization Commitment, Job Satisfaction.

1. INTRODUCTION

This study analyzes the work life balance toward career planning and development, organization commitment, job satisfaction is analyzed. Furthermore, this part consists of the demographic profile of faculties and reasons for maintaining work life balance. So in the educational institutions in Bilaspur city, the working person who is working in his work life balance career planning and development organization committee and job satisfaction is getting or not it from his institution, it is studied for its information.

2. OBJECTIVE

The objectives for the study can be classified under the following:
1. To predict the effect of work life balance on career planning and development among faculties of higher educational institution in Bilaspur city.
2. To predict the effect of work life balance on organization commitment among faculties of higher educational institution in Bilaspur city.
3. To predict the effect of work life balance on job satisfaction among faculties of higher educational institution in Bilaspur city.
4. To predict the effect of career planning and development on organization commitment among faculties of higher educational institution in Bilaspur city.
5. To predict the effect the organization commitment on job satisfaction among faculties of higher educational institution in Bilaspur city.

3. HYPOTHESIS

H01 Work life balance positively effects career planning and development among faculties of higher educational institution in Bilaspur city.
H02 Work life balance positively effects organizational commitment among faculties of higher educational institution in Bilaspur city.
H03 Work life balance positively effects job satisfaction among faculties of higher educational institution in Bilaspur city.
H04 Career planning development positively effects organizational commitment among faculties of higher educational institution in Bilaspur city.
H05 Organizational commitment positively effects job satisfaction among faculties of higher educational institution in Bilaspur city.

PROBLEM STATEMENT

This research pertaining to find out present work life balance towards career planning and development, organization commitment, job satisfaction in the study of the area of faculties in higher education in Bilaspur city of Chhattisgarh. The study on work life balance helps to know that how is career planning development, there job satisfaction and wants to know the organization commitment towards faculty. The faculties where carefully study by concluding survey on the work life balances and also problems encountered by using research and so on

4. RESEARCH METHODOLOGY

The methodology is the way to solve the research problem systematically explains how the research is done scientifically. Questionnaire collection from work life balance, career planning and development, organization commitment, job satisfaction used about the faculties and a convenient way of data collection. The proposed methodology for the study can be classified under the following category:

1. Population of Study: Population study will be faculties of higher institution in Bilaspur city.
2. **Sampling and sample size of the study:** Purposive sampling will be used in the study, a total of 100 respondents, divided as per different field of education.

3. **Research Design:** Both descriptive and diagnostic research design will be used in the proposed study. Instrument used in the study: Self structured questionnaire after a detailed pilot survey will be used in the study. Questionnaire will be designed for work life balance and job satisfaction factor for the employee of the organizations. Validity checks will be made before the actual administration of the instrument. Reliability will be determined before the actual interpretation of the data tools for data analysis as use suitability.

4. **Scaling techniques:** A five point scale and dichotomous scale as per suitability of the questionnaire will be used in the study.

5. **Method of data collection/Administration of instrument:** Data will be collected both from primary and secondary sources for the present study. Collection of primary data will be through administered predesigned structured questionnaires. Secondary data will be collected from various published and unpublished sources (magazines, journals, government reports, official websites etc.)

5. **DATA ANALYSIS**

To access faculty’s response, preferences and their satisfaction level researcher have invites faculties about the frequency of uses, main reasons of choosing work life balance, main features and their level of satisfaction analysis of primary data collected are shown in the following pie chart.

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**WORK LIFE BALANCE**

- **STRONGLY AGREE**
- **AGREE**
- **NEUTRAL**
- **DISAGREE**
- **STRONGLY DISAGREE**

**CAREER PLANNING AND DEVELOPMENT**

- **STRONGLY AGREE**
- **AGREE**
- **NEUTRAL**
- **DISAGREE**
- **STRONGLY DISAGREE**

**ORGANIZATION COMMITMENT**

- **STRONGLY AGREE**
- **AGREE**
- **NEUTRAL**
- **DISAGREE**
- **STRONGLY DISAGREE**
5.1 INTERPRETATION
As far as work life balance of uses is concern, after analysis it is found that most of the respondents i.e. 53% agree, 28% are neutral and surprisingly 0% of the respondents are strongly disagree. To career planning and development 54% are in the favor of the same i.e. agree, 36% of the respondents are neutral. To organization commitment 64% are in the favor of the same i.e. agree, 23% of the respondents are neutral. As for as job satisfaction of uses is concern, after analysis it is found that most of the respondents i.e. 55% agree, 35% are neutral and surprisingly 0% of the respondents are strongly disagree higher institution in Bilaspur city(C.G).

6. RESULT
From the above thinking, we know that India's place of all the places of the world is also in the life balance of India and Chhattisgarh's Bilaspur city, and its trend continues to grow, the working people are constantly being satisfied.

7. CONCLUSION
Work Life Balance is essential in the higher education institute, where the staff members maintain balance between their career planning and development, organization commitment and job satisfaction.

8. REFERENCES
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