

Exploring Work-Life Balance Among Academic Staff in Chhattisgarh's Higher Education Institutions: A Comprehensive Study

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Abstract: *Work-life balance has emerged as a crucial aspect of professional and personal well-being, particularly for academic staff who navigate the dual demands of rigorous educational responsibilities and personal life. This study focuses on exploring the work-life balance among academic professionals in Chhattisgarh's higher education institutions, recognizing the unique challenges faced in this sector. The research seeks to understand the complex interplay between time management, engagement levels, and satisfaction across work and personal domains. Drawing on a sample of 126 university employees, this study utilizes a range of statistical techniques, including Chi-square tests, ANOVA, and regression analysis, to identify the key determinants of work-life balance in the academic context. The analysis considers various factors such as workload, institutional support, family commitments, and personal well-being, assessing their collective impact on employees' ability to maintain equilibrium between their professional and personal lives. The results of the study provide valuable insights into the specific pressures and constraints that academic staff encounter in balancing their roles, highlighting areas where institutions can implement targeted interventions to support their workforce. By identifying the critical factors that influence work-life balance, the study offers recommendations for enhancing job satisfaction, reducing burnout, and fostering a healthier work environment within higher education. These findings contribute to the broader discourse on work-life balance, offering practical solutions for educational institutions striving to support their staff in achieving a sustainable and fulfilling work-life integration.*

Keywords: work-life balance, academic staff, higher education, Chhattisgarh, time management, job satisfaction, personal well-being, institutional support, workload, employee well-being.