

WORK LIFE BALANCE IN THE EDUCATION SECTOR

by:

John Carlos D. Ramos
Administrative Assistant II

As a professional, achieving a healthy work-life balance is extremely difficult. Work-life imbalance and an excessive workload continue to be major issues in the educational sector. In the 2021 Teacher Wellbeing Index, 70% of educators and teachers cited workload as the primary factor in their decision to leave their current positions.

Employees face a variety of obstacles in the workplace today. While certain professions permit a more flexible separation of work and personal life, many others require substantial sacrifices in the area of leisure and family. The United States is ranked 30th among nations with the best work-life balance by Statista. This is primarily due to the fact that many Americans often put in extra time at work. The concept of work-life balance has developed into much more than just a desirable ideal. As balanced, content employees are ultimately more productive and driven, an increasing number of businesses are depending on their employees to live more balanced lifestyles. A firm will undoubtedly cause unhappiness and stress if it intentionally or unintentionally damages an employee's personal life through excessive overtime or unnatural amounts of pressure. This can then result in health issues, poor productivity, and alienation from the company.

The widespread discontent among workers shows just how far we still have to go in achieving work-life balance. However, as more and more businesses start to accept the concept and actively promote it, the working environment is gradually transforming.

We can be certain that a work-life balance is advantageous for all parties. The "happy employee" notion is too frequently ignored in our performance-driven culture, which nevertheless raises doubt and confusion at some management levels. This is a

result of competitiveness and the need for every vital link in the chain to work properly in order to remain competitive, particularly in light of the alleged shortage of trained personnel and demographic changes. Employees are not machines who can work nonstop during the day and then just refuel at home at night to do it all over again the following day. This is something that is frequently misunderstood. Most of the time, people work to support themselves rather than the other way around.

Starting with the employer, a positive attitude toward work-life balance is essential. Employers should see themselves more as a dependable friend who supports a healthy lifestyle than as the greatest authority in their employees' lives. It is a thin line that separates the two, and many businesses fall into a similar trap: management continues to struggle to strike the ideal balance between an enriching personal life and a suitable level of workplace commitment. The topic of how much freedom to grant employees and how much discipline is necessary in the workplace comes up frequently. Businesses that operated on a highly "loose" basis incur the risk of employees abusing the employer's kindness, which may then result in negligence.

The employee is ultimately accountable for striking a healthy balance between work and personal life. After all, we're talking about finding a balance here rather than ignoring your job in favor of a laxer way of life.

On the other hand, there are businesses whose conditions negatively affect the personal and familial lives of their employees. For example, working overtime results in less free time, and stress at work frequently causes low moods outside of the workplace. Then, work becomes constant and adversely affects personal life. Depression, burnout, and feeling overworked are all frequent effects of an economic system where the pursuit of personal pleasure is left to the individual and growth is still the guiding principle. The idea of a work-life balance and its advantages aims to remedy this

The family is crucial to achieving this equilibrium. We face the risk of the family developing as a byproduct of a successful profession in the modern workplace. A healthy family life must be promoted and encouraged by businesses. After all, a happy and healthy existence is largely dependent on one's family for many workers. You run the risk of destroying the work-life balance as a whole if you overlook this in favor of your professional life.

References:

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7037206/>

<https://meridian.allenpress.com/atej/article/13/3/248/60949/Work-Life-Balance-in-Higher-Education-for-Women>

<https://www.ijibe.org/articles/work-life-balance-of-women-in-higher-education-sector%3A-an-assessment-of-their-organizational-support>

https://eric.ed.gov/?q=work%2c+and+family+and+community&ff1=dtysince_2021&pg=48&id=EJ1320159