Work-Life Balance and Role Performance of women teachers in colleges of Kerala – An Empirical Research

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Abstract
Today, balance between serious and enjoyable activities work life balance (WLB) has turned into a subject of worry for business pioneers considering the contemporary segment, mechanical, market, and hierarchical changes related with it. WLB for female's representatives is profoundly alluring, on the off chance that there is no work fulfillment and consistency throughout everyday life, it can make a quandary to them. In order to reduce friction between official and domestic life, WLB requires achieving equilibrium between professional and personal work. Any company's ultimate performance is influenced by the performance of its employees, who in turn are influenced by a variety of factors, including job satisfaction, family, or both. The purpose of a study that is carried out among the employed female faculties of a colleges in Kerala is to investigate the working environment as well as the level of satisfaction that the women-respondent employees perceive regarding the various determinants of WLB. In addition, examining the effects of working women receiving family support is another important goal. The main objective was to identify how women faculty balance their work, family and how it affects the performance of the female faculty in colleges of Kerala. A survey was conducted to identify how women faculty balance their work, family and how it affects the performance of the female faculty in colleges of Kerala and 43 respondents were responded to the survey the data were interpret in SPSS software and obtained the outcome of the study.

Keywords: work-life, SPSS, performance, female faculty and job satisfaction.

1. Introduction

Nowadays, researchers and experts are interested in the link between work and life. A few elements have been found to have ignited this premium and these remember changes of segment piece for the work market and in the sum and speed of work, and expansions in work hours [1].When there is WLB, an individual can lead a successful life, happy, healthy. According to [2], the concept of WLB has been defined by several, and the common, work includes the location of authorized tasks that an individual must complete while executing a given job. In fact, those desiring to have a good value of life have made WLB a primary concern. As needs be, life includes an assortment of exercises not connected with work for example family errands and baby-sitting. In such manner,

balance is accomplished when there is concordance among work and life. According to [3], the concept of WLB has been found to significantly improve employee output, which in turn has a positive impact on the performance of organizations. Meanwhile the past few eras, the concept of WLB has been regarded as essential to both individuals and organizations. The administration's effective WLB policy enables staffs to socialize with the community while ensuring price and turnover regulator and increased output [4]. Educators, similar to some other experts, have an extraordinary obligation and obligation to their occupations. Thus, to play out their obligations proficiently, educators should be locked in and engaged with the schooling system however much as could reasonably be expected [5]. In this instance, teachers' productivity is a factor in teaching performance. Educators who are probably going to take part in the instructive establishment's dynamic cycle are bound to be useful than educators who are not able to member [6]. This is on the grounds that instructors who are engaged with the dynamic interaction have a superior possibility fostering areas of strength for the school, which prompts better execution. Engaging the teachers also builds their loyalty and inspires them to give the best instruction possible [7]. Positive efficiency, which can be handily determined to have elevated degrees of occupation fulfillment, is unequivocally connected to instructors' exhibition. Educators' sensations of occupation happiness are firmly connected to keeping up with elevated degrees of great job execution [8]. However, family-work or even work-family conflicts can have a positive or negative impact on teacher participation and loyalty. A teacher's emotional state and the satisfaction derived from the teacher's evaluation of their work constitute the non-affective component of job satisfaction, as stated by [9], It has been discovered that work-family conflict has no result on teachers' perceived enactment or job fulfilment. Notwithstanding, educators' exhibition was adversely affected by struggle among work and family. Balance among invigorating and serious exercises is outstandingly essential for the clarification that it implies a bright, strong, and compelling life. People who want a good WLB and, consequently, a good quality of life continue to have a major concern regarding teachers [10]. As indicated by [11], the steadily changing requests of work have an effect on people as well as on their lives beyond the working environment. Promoting WLB as a policy is very important to the community as a whole. These two sorts of battles are for the most part time-and stress-based. Both show that investing more energy into one will significantly affect the other [12]. According to [13], Saudi Arabia's essential vision calls for expanding female labor force interest and shutting the orientation pay hole. Subsequently, the public authority has understood that, to ensure monetary endurance, the school system should be improved and ladies' support should be expanded. The educational system's design and content were planned to safeguard Saudi Arabia's strict foundations, as evidenced by the country's history and recent advancements for women. Despite numerous obstacles, Saudi women's education has provided them with new opportunities [14]. This suggests, according to [15] that Islamic women's education does not in any way contradict Islamic values like dignity and virtue, which are highly prized and protected. Men were the sole breadwinners in the past; today, people similarly share the obligations of family, society, and work. Females have shown their presence in each thought. From sports to flight, from administrative issues to planning, from clinical purposes for living to scholastics, females have contributed basically in almost each field. Higher education for women; is just one aspect on which the researcher focuses. Functioning as a teacher at a college can give ladies a help of pay, however it likewise accompanies its own arrangement of experiences. Work Life has changed a lot in the last few years, putting more pressure on women's resources at educational foundations in terms of work-related issues and WLB. Researchers have regarded female employees' WLB as an important topic of discussion over the past few decades. According to [16]. Universities are the region's largest "knowledge-based" institution. As a result, the creators of business and strategy have asked them to change their traditional jobs of teaching and research and add a more important job in the financial provincial turn of events. However, additional demands may exacerbate the increased stress and WLB issues faced by female academic employees. Over the long haul, this might adversely affect

the accomplishment of the organization's goals and its capacity to fulfill the necessities of its workers. WLB and workplace stress have emerged as major concerns for both organizations and working women, and today, the cries of workplace stress can be heard from all over the world. As a result, female resources are encouraged to contribute their efforts to the construction of an enlightened nation by understanding the word-related pressure and WLB of females in the higher education sector. Workplace stress and a healthy balance between fun and serious activities are inseparable. The importance that employees place on achieving a WLB and the effectiveness with which workplace policies and procedures assist them in achieving this goal appear to be significant in this context, according to [17]. [18] assert that family pressures and the majority of the time divergent work environments contribute to imbalance. The topic of WLB and the repercussions it has on women in Indian society is a crucial one that requires investigation.

## 1.1 Theoretical background

According to [19], teachers in agricultural education frequently play multiple roles in the workplace, community, church, and family. Despite the fact that studies have shown that agriculture teachers do not suffer from burnout [20], there is evidence that they do experience excessive stress and workload overload [21]. According to [22], there is also a shortage of qualified teachers and teacher turnover in the agricultural field. Understanding into educators' capacities to make due, adapt, and focus on various life jobs, alluded to from this point forward as balance between serious and fun activities (WLB) capacity, can give important data into educators' work fulfillment and their plan to stay in the calling. Figure 1 gives a theoretical model to this review.
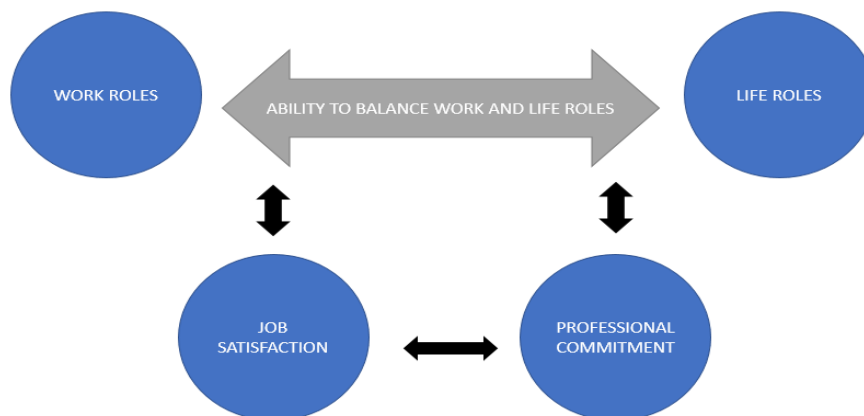
Figure-1 A conceptual model of an individual capacity for WLB and its connection to professional commitment and job satisfaction [23].

1.2 Job demand-resources model

This model in Figure 2 describes the assumptions that each occupation makes regarding employee well-being, making it useful for determining employee burnout and engagement. The model divides the workplace into two groups based on job demand and resources. Work Request influence the representative's psychological and actual wellbeing which happen because of the striving work to satisfy work needs and abilities towards accomplishing hierarchical objectives. Work Assets, then again connects with individual inspiration clubbed with useful administration through friendly help and execution criticism. Job security, role clarity, the working environment, and combating the negative effects of job demands are all related to job resources. It will undoubtedly result in job strain, demotivated employees, burnout, and other negative aspects affecting the mental, physical, and spiritual well-being of employees when there is a higher demand for jobs and fewer available jobs.
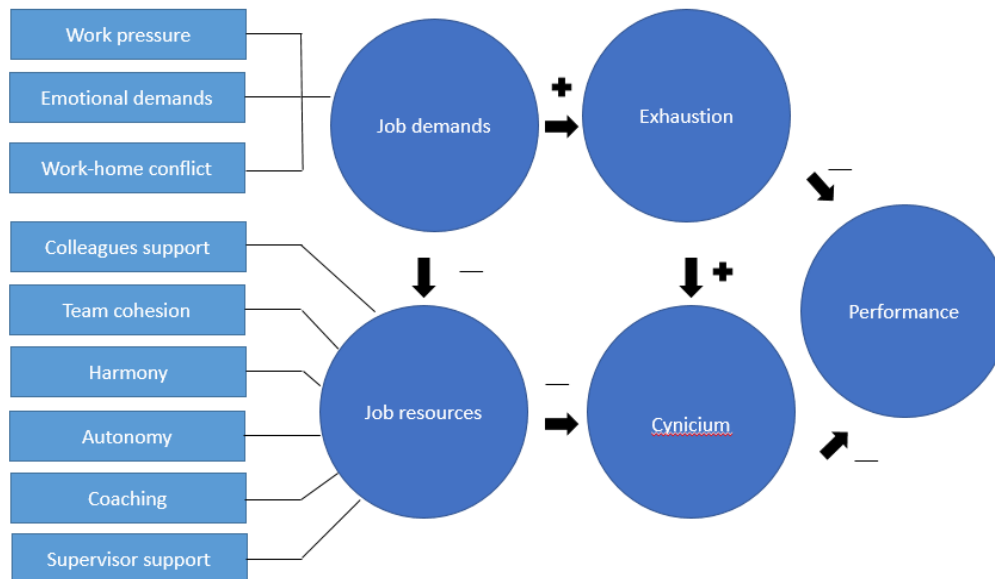
Figure-2 Job demand-resources model [24]

1.3 Social identity theory

In the writing as of recently, the issue of WLB has not been unequivocally made sense of through the social personality hypothesis; However, it is pertinent to apply this theory to the explanation of some individual behavior phenomena pertaining to balancing work and personal life. Additionally, many of the WLB approaches appear to originate from this theory. [25] Developed social identity theory in 1979. Despite the fact that psychological research has long used this theory. However, the application of social identity theory, which appears to be pertinent, may benefit WLB research. In a variety of social contexts, an individual's "level of self" may be based on his or her personal, family, or national identity [26]. Social identity theory focuses on the connection between individual self-concept and group behavior (at work, in the family, in the community, and with friends).[27] Says that the fundamental idea of social identity theory is that a person's self-definition, which is a part of their self-concept, defines who they are in terms of how they fit into the social category. Social structures and institutions are made up of roles and their relationships, according to social identity theory. Individual capability as a feature of establishments within jobs. Everybody plays different jobs; a laborer, an accomplice, a companion, a parent, a lobbyist, a craftsman, an athlete, a worker, etc [28]. As per [29], jobs are the unique part of social positions and allude to genuine ways of behaving as well as assumptions — all the more explicitly, to lucid sets and examples of ways of behaving as opposed to single demonstrations. These roles, which are sometimes referred to as role identities, are the result of the identities that are associated with various roles. Two common methods for defining identities are internalized roles used for self-definition and role relationships [30]. It is possible for a person to have as many distinct identities as the number of relationships in which they are involved. Characters are pretty much unmistakable pieces of the self [31]. In addition, according to social identity theory, the importance of a person's various roles and related identities in defining themselves is distinct. All the more explicitly, it is assumed that jobs and personalities are organized in a various leveled way. To put it another way, a few characters are a higher priority than others. The less important identities are thought to be closer to the bottom of the hierarchy, while these identities are thought to be at the top. A few personalities are pretty much a piece of what your identity is. Different identities have different effects on how people think about themselves and behave, with people investing more in identities that are more important to them. Depending on where and with whom they are at any given time, each person adopts a variety of social identities. Different characters can take different designs, from which the settled characters

and cross-cutting characters are relevant for the investigation on WLB. As indicated by [32], a few characters are settled or inserted inside different personalities. For instance, the term "personal identity," also known as the "portable self," refers to self-knowledge derived from a person's distinctive traits. The personal identity, which is prominent in all circumstances, is the lowest level of the hierarchy of nested identities. More elevated level settled characters vary from lower-level settled personalities regarding selectiveness, solidness, and significance, as well as their general higher striking nature (i.e., more prominent abstract significance and situational importance). Depending on the context, other higher-level identities emerge alongside the personal identity. In work environments, for instance, the following sequence of characters might be inserted: There is a connection between identity, job, workgroup, department, division, and organization. Additionally, lower-request characters are remembered for higher-request personalities beyond work. A few people never experience the higher request characters' striking nature, for example, working. One's restricted reasoning, for example, makes it challenging to carry out a local area level personality, similarly as accomplishing representative obligation to the whole organization is troublesome. The possible order of non-work identities might be as follows: Because each member of the family has a distinct identity, a number of other identities are woven into the family identity. This includes personal identity, family, friends, and interest groups, as well as community. The fact that the order of non-work identities is highly personalized and varies from person to person supports the argument that organizational nested identities vary in organization-specificity. The salience of particular identities is influenced by individual and organizational contexts, as well as the subjective significance of an identity. If an identity is thought to be extremely subjectively important, it is likely to remain chronically salient, despite frequent shifts in salience. For instance, [33] says that a manager who has problems with his or her family is more likely to talk about their family during work hours, including meetings, which are inappropriate times for socializing.

1.4 Significance of the study

For female representatives, the current situation is extremely appealing because it allows them to strike a balance between serious and pleasurable activities. However, working women may find it challenging to find work fulfillment and consistency throughout their daily lives if this is the case. Balance among serious and pleasurable exercises requires achieving concordance between capable work and individual work, with the objective that it reduces scouring among official and local life. The issues that women teachers in colleges in Kerala face regarding WLB and role performance are identified and addressed by this study.

1.5 Problem identification

For a number of decades, there has been contention that housewives have a more upbeat outlook on life than working women do. They are generally financially free and for the most part not rely upon husband's finance. This raises the question for the researcher about whether the difficult job of working as a woman causes stress in the form of fatigue, anxiety, and other symptoms while balancing household chores. In the event that yes what are foundations for the pressure and the degree of stress. Therefore, the purpose of this study is to determine the most significant factors that contribute to college teachers' stress [34]. In the current study how the female faculty's WLB and role performance in colleges of Kerala were affected and how they overcome those hurdles were identified.

1.6 Objectives of the study

- To determine job satisfaction level of women faculty in institutes of Kerala
- To assess the performance of women teachers in higher education institutes

- To evaluate the varying dimension of work-life harmony and its influence on the domestic life of women teachers in Kerala
- To suggest the practices for women faculty to manage the work-family interface effectively.

2. Literature review
2.1 WLB (WLB)

The investigation of [35] incorporates balance between serious and fun activities, authoritative responsibility, and occupation fulfillment among ladies utilized in the U.S. development industry are the essential subjects of this review. Its goal is to decide the elements that impact ladies' general expectation to remain with their manager and their degree of occupation fulfillment. There were differences in the respondents' commitment over various time intervals and their satisfaction with employer benefits based on whether or not respondents had children under the age of 21 living at home. Great working associations with collaborators and companions were the main factors that added to work fulfillment; respect and fair treatment from supervisors; impediments at work; feeling of accomplishment and respect as a worker. The most important factors on organizational commitment were job-fit to individual skills, flexibility, balancing work and personal time, feeling valued as an asset to the company or employer, and the availability of advancement opportunities. It will be easier for employers to choose initiatives that will help them promote WLB among their employees.

According to the research conducted by [36], women's job satisfaction is a significant contributor to turnover rates. In the COVID era, when boundaries between home and work have been crossed, having a healthy WLB is essential to one's well-being today. In the ongoing pandemic, in which the working environment is representing a new and not at all like arrangement of difficulties and issues for ladies, working ladies' by and large mental and close to home remainder can be adjusted by having a wonderful work that is very much coordinated into life. According to research, the most prevalent issues that Indian women face in the workplace are long working hours, a lack of recognition for their work, a lack of motivation, and issues related to stress. However, working from home as the new norm is a completely unexpected work environment. Concerning emerging nations, women's issues regarding balancing serious and fun activities in the classroom are poorly understood. Due to the rise in female employment, WLB has received increased attention from academia and industry. As more women have access to better educational opportunities, an increasing number of them are switching from being homemakers to organized workers. As a result, there is an urgent need to investigate this phenomenon. It has become common practice to take online classes from home, and it is becoming increasingly stressful to manage one's personal and academic lives from the same location. The essential target of this review is to grasp the Coronavirus obstructions that teachers in Noida face while conveying content to understudies at home and the techniques they use to beat them.

It is the obligation of the administration to further develop representatives' balance between serious and fun activities, not exclusively to consent to regulations and guidelines yet in addition to stay away from high turnover and high medical services costs related with work-family clashes, which are shown to be more costly than carrying out a sound HR enrollment and maintenance procedure. This study focuses on employee performance and WLB in Pakistan's education sector. Conditional authority's directing impact on the association between representative execution and balance between fun and serious activities is likewise the subject of the review. 150 individuals from eight colleges in Islamabad and Rawalpindi partook in the review. The regression and moderation analyses are carried out with SPSS 22. The findings of the study indicate that employees perform better when they have a good WLB. According to the findings, transactional leadership also has a significant moderating effect. When drafting policies regarding leave and work load, the study suggests that university management should take into account the impact of WLB. The findings

of study have important policy implications for the government and policymakers who want to boost employee performance [37].

2.2 Challenges faced by women faculty

In light of the worldwide teacher shortage, the issue of teacher job satisfaction, which is the subject of the study [38] , requires greater attention. Not exclusively is work fulfillment firmly connected to educator maintenance, yet it likewise assists instructors and their understudies with feeling improved, reinforces school attachment, and raises the calling's standing. This survey explores the relations between teacher work satisfaction, school working conditions and instructor characteristics for eighth grade science educators. Corroborative element examination and underlying condition demonstrating are the essential strategies used in the review, which utilizes Sweden's TIMSS 2015 (Patterns in Worldwide Arithmetic and Science Study) information. The findings indicate a significant connection between educator job satisfaction and working conditions in schools. Even more expressly, teacher obligation, instructor coordinated effort and teacher perspective on student discipline in school were the factors generally solidly associated with educator work satisfaction. As to of instructors, female educators, instructors who got more expert advancement valuable open doors, and instructors who were more compelling normally revealed more elevated levels of occupation fulfillment. In addition, it was discovered that male teachers had a stronger connection between teacher cooperation and job satisfaction, and teachers with lower self-efficacy beliefs had a stronger connection between job satisfaction and student discipline. The repercussions for policy are further discussed.

This study focuses on [39] how the global spread of Coronavirus (2019) is causing a wide range of health effects. E-learning gadgets are accepting a pressing part during this pandemic anyway in non-modern countries like Nepal, mechanical, preparing/capability establishment and monetary hardships exist. These moves could go probably as a hindrance to the E-instructive experience. The place of this study was to overview the impact of E-getting the hang of during the Covid pandemic among Nursing students and teachers of Nepal. A clear cross-sectional web-based study was conducted. Instructors and students of Nursing Assets were looked over 13 changed nursing colleges of Nepal who were coordinating electronic classes during the Covid Pandemic lockdown. Due to the power issue, approximately half of the instructors were upset about their online class. E-learning is a respectable opportunity to continue with tutoring anyway concerning non-modern countries like Nepal it isn't totally strong with the exception of on the off chance that the factors impacting the E-developing experience are thought of. This finding will help with handling the certifiable issue looked by teachers and students while running online classes to make the educational system more feasible.

2.3 Job satisfaction and its influence on domestic life

The purpose of Bellmann's study [40] was to determine under what conditions employed from home increases or decreases job fulfillment and WLB. Individual qualities, work attributes, abilities, and business properties are assessed independently and all in all for blocks of impacts on balance between serious and fun activities and occupation fulfillment. The variables are selected using the least angle regression. The technique for entropy adjusting is utilized to distinguish impacts that are the reason. The study looks into whether imbalances are caused by personal or professional factors, whether the results are influenced by the chosen control group and firm-specific regulations, and whether they only occur in leisure time. Balance between fun and serious activities is for the most part affected in a bad way, however work fulfillment isn't plainly impacted by remote work. There is no evidence that private interests are to blame for the imbalance, as opposed to features that are conditioned by work. Under a severe legally binding arrangement, representatives who telecommute are more joyful than the individuals who need to telecommute, work fulfillment is higher, and balance between fun and serious activities isn't more terrible under

a nonbinding responsibility. A wide range of personality traits, skills, employment properties, and job characteristics are all considered to be determinants. The question of causality is examined. The usage of different controller and handling groups is examined to see if they have different effects. With three waves, the observational investigation relies on brand-new German data.

In a similar vein, the banking sector is the focus of the Dhamija study [41]. Banking industry is a subset of monetary administrations that has set up a good foundation for itself as India's essential wellspring of financial development. Work satisfaction of agents is one of the huge pre-fundamentals to ensure smooth working of banks. The purpose of this study is to investigate the connection between bank representative job satisfaction and the nature of (WL) variables. Then, the fundamentally persuasive connection between these ideas and socio-segment qualities will be examined, demonstrating the study's unique dedication to the "stay alive" writing collection. The review's essential information were accumulated using multi-stage testing on five Indian confidential area banks. A variety of cadres, including executive, associate, and manager, who were involved in customer interactions, responded to this survey. The analysis made use of descriptive statistics, regression analysis, and x2 statistics. The outcomes and the Herzberg Hypothesis of Occupation Fulfillment have been analyzed. As per the review's discoveries, the nature of work-life builds represent the difference in work fulfillment (R2 61.40%). Job satisfaction is negatively correlated with the hostile work environment. The study's goal is to provide upper management with information that will help them improve employee job satisfaction. The exploration gives a hypothetical clarification of the variables that impact representatives' work fulfillment and personal satisfaction at work in Indian confidential banks, which are essential for the Indian financial industry.

The investigation of Andrade [42] centers around balance between fun and serious activities, characteristic and extraneous prizes, and the effect of work connections on lodging servants' work fulfillment are completely analyzed in this worldwide relative review. The study examines these variants in 29 nations using data from the International Social Survey Program. The findings show that inn maids' work satisfaction varies greatly from country to country, that neighborliness occupations have lower work satisfaction than any other word-related classifications, that lodging servants have lower work satisfaction than representatives in other friendliness occupations, and that certain components of balance between serious and fun activities, characteristic and extraneous prizes, and colleague relations have a significant impact on work satisfaction. High turnover rates, limited rewards, and an unfortunate balance between serious and fun activities are all characteristics of the neighborliness industry. As far as balance between serious and fun activities, pay, associations with supervisors, helpful work, and intriguing work, lodging maids are less fulfilled than other cordiality laborers. Inn quality and visitor fulfillment are intensely impacted by maids. Therefore, it is essential for managers to comprehend and address the factors that influence hotel housekeepers' job satisfaction.

The hypothesis that self-management is inextricably linked to representative flexible performance and job satisfaction in unusual and fast-changing workplaces is examined in this review by P. Marques-Quinteiro [43]. This assertion was tried in a semi exploratory examination on the execution of a self-initiative preparation program in the Confidential Financial division of an overall bank. All through the range of eight months, the self-organization, flexible execution, and occupation satisfaction of private intermediaries were overviewed on numerous occasions. The bank received a sudden bailout in the fourth month of the training program's implementation. 52 confidential investors were decided indiscriminately to make up the benchmark group (n = 24) and the exploratory gathering (n = 28). Self-leadership, adaptive performance, and job contentment were all higher in the experimental group than they were in the control group. According to research, a shift in self-leadership is positively correlated with a shift in adaptive performance and

job satisfaction over time. Self-leadership training may improve individual adaptive performance and job satisfaction, according to a new study. Especially during progressive crises, self-drive planning can be a crucial tool for assisting the flexible execution and job satisfaction of delegations.

2.4 Research Gap

The absence of genuine execution markers otherwise called task execution pointers that could be connected to self-authority advancement is the impediment of the [43] study, featuring the meaning of self-administration preparing for execution improvement. The arrangement of execution pointers used to deal with the confidential brokers was changed because of the information assortment situational requirements depicted in the technique segment, which keep the examination's planned investigation from occurring. Task execution markers, like individual efficiency and deals pointers, were at first remembered for the plan of the ongoing review. The scientist couldn't test the measurable meaning of the determinants of occupation fulfillment across nations by running the OLS relapse model on a country-by-country premise because of the absence of adequate members in this (Andrade, Miller, & Westover, 2021) review. In this exploration [38] the trade between school regular components and different teacher credits is examined overall and interior plan of the associations can be researched all the more fastidiously.

In this research [37] to obtain general results, the study can be extended to other industries and the research can increase the size of the sample. This study [35] may not adequately represent personality, cultural, sociological, and other differences between women who choose to join one trade or professional organization over another or who retrain from joining a trade or professional organization.

3. Methodology

3.1 Study Area

The study mainly focuses on the Kerala state and the targeted respondents are women faculty who were employed in colleges of Kerala.

3.2 Research Design

A semi-structured questionnaire was used in this survey-based study, and data were gathered from a variety of age groups and female faculty. The questionnaire was categorized according to the study variables, and the purposive sampling analysis was used to collect the data. The quantitative evaluation is used to interpret the research objectives and establish the hypothesis for the empirical study. Figure 3 provides a summary of the proposed research design. The demographics of the population being studied were also observed, and the responses to those observations were analyzed.
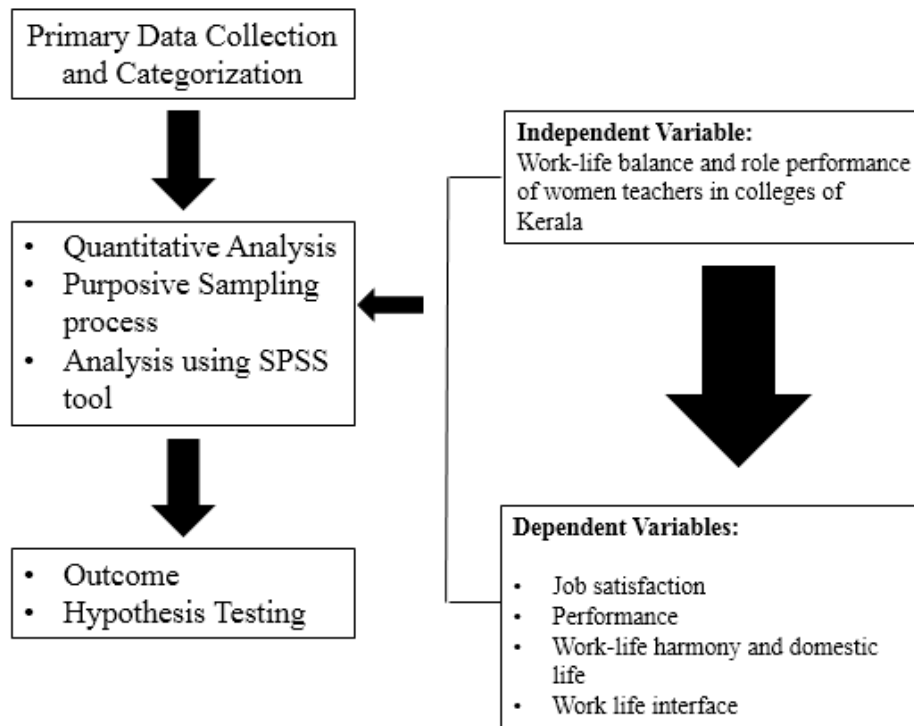
Figure 3. Research Design

3.3 Research hypothesis

- **$H_1 0$**: There is work-life harmony and its influence on the domestic life of female faculty in Kerala
- **$H_1 1$**: There is no work-life harmony and its influence on the domestic life of female faculty in Kerala

- **$H_2 0$**: There is job satisfaction among female faculty in colleges of Kerala
- **$H_2 1$**: There is no job satisfaction among female faculty in colleges of Kerala

- **$H_3 0$**: There is female teachers performance in higher education institutes
- **$H_3 1$**: There is no female teachers performance in higher education institutes

3.4 Sampling method and Participants
The purposive sampling technique was chosen for the statistical quantitative analysis after the data were gathered. The survey's respondents were asked age, designation. The questionnaires were grouped according to the study variables after the necessary data for the analysis were gathered (Figure 3). The study population consisted of those who were female faculty in the Kerala. The population of the study is 42. The focus of the study confirmed that the responses were strong enough to satisfy the objectives and support the hypotheses.

3.5 Research Instrument
The five-point likert scale was used to adapt a standard research instrument for the primary data analysis. All the questions had the responses "Strongly Agree (SA)," "Agree (A)," "Neither agree nor disagree (N)," "Disagree (DA)" "Strongly disagree (SDA)" in it. This rating scale is used to determine how the independent variables affect the dependent variables.

3.6 Quantitative analysis

Quantitative examination approach [44] can be expressed as peculiarity of information assortment and executing measurable, numerical and computational investigation. This strategy removes information from imminent and regular clients consolidating examining procedures and display surveys, online exploration and overviews. The results came in the form of numbers. The numerals were used to evaluate the upcoming research and make the necessary adjustments after careful data interpretation. This approach [45] yields empirical evidence to support the efficacy of numerous potential solutions for achieving the research's goals.

This study uses a significant sample size to target the intended population. Proper examining strategies ought to be integrated while extricating the examples to support the reason for the review. Tables, graphs, and other non-numerical representations are typically used to identify quantitative data. This is a straightforward approach for evaluating the extracted data and confirming the research's acceptability. The results got from this method can be far reaching to target populace to go to important lengths for upgrade. The essential components of the quantitative methodology are utilized in the examination to quantify things which can be counted and guarantee adequate information is accumulated to play out the measurable examination. The distinction of both procedure is subjective methodology explores and investigations the reactions and responses of the people. Following are some benefits of quantitative analysis [46].

- **Findings from studies**: The statistics are used to calculate a significant amount of the retrieved data. This conquers the idea of predisposition. When a large number of researchers attempt to work with the collected data, they all produce the same result.
- **Persistent:** The design of the examination is engaged before it is begun and research is utilized to evaluate a hypothesis or an idea, it will be either upheld or dismissed.
- **Offers greater controllability**: When the data go beyond the scope of the study, the researcher will absolutely have more control over the collection of the data. Using this method can result in a broader perception.
- **Oversees enormous examples**: The size of the samples that represent the intended audience will ultimately determine the outcomes. The majority of the time, a large sample size will assist in obtaining statistically valid results.
- **Inclination less**: The specialist centres for inclination less results. Specialist will approach questions which will have outlining replies.
- **Sorted using simple analytical methods**: The majority of the data that is retrieved is organized in the form of graphs, charts, and other numerical representations.
- **Adaptable**: The examination can essentially be rehashed or repeated that outcomes in high exactness.

3.7 Ethical Considerations

Certain morals will be followed while directing the exploration investigation. Due to the fact that the study is based on an investigation into WLB and role enactment of women faculty in colleges of Kerala the responses are highly confidential. Prior to the researcher's survey evaluation, according to the research's ethics, respondents are provided with information. The respondents are not constrained using any and all means to give their reactions. Just willing respondents are chosen for the review examination. Respondents are only required to provide responses to the questionnaire; they are not compelled to disclose their private data or reports. The research study does not contain any false data because it only analyzes original data. The organized and gathered data would be kept very secret. Based on this research study, these are the ethical considerations that the researcher used for the analysis of the study. They are accurate to their knowledge.

4. Results

The information gathered through the overview surveys are handled through the SPSS programming and dissected for its results in view of the review factors. Through the research design, the results meet the study's goals. Additionally, the recorded examination of the reactions in light of the different demography is performed.

4.1 Demographic data and inferences
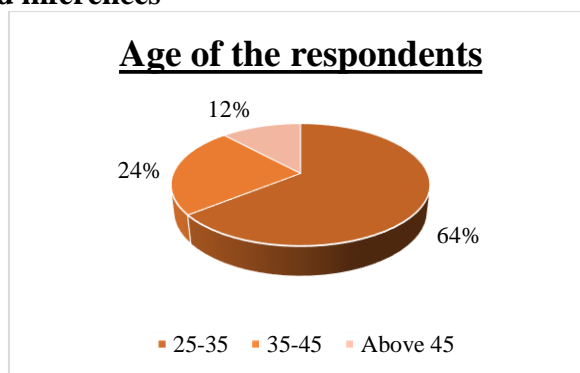
Figure 4. Age Group

Figure 4 shows a graphic representation of the age-based population demography. According to the figure 4 it is observed that 64% of the participants are aged among 25-35 years, 24% of the participants are aged among 35-45 years, and 12% of the participants are aged above 45 years. It can be observed from the study that majority of female faculty are working in college in Kerala are from the age group of among 25-35 years because of their personal interest (passion). Age group of 35-45 years and above 45 years female faculty are working in college in Kerala in a least count because they can't able to balance work life and their family at a stretch so they decide to retire their job.
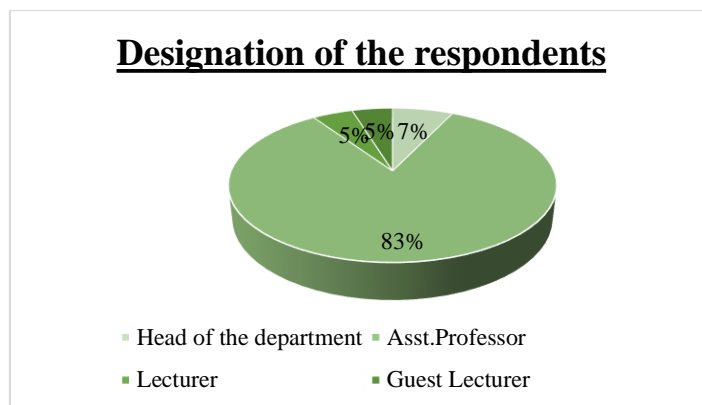
Figure 5. Designation of the respondents

Figure 5 shows a graphic representation of the designation of the respondents' demography. According to the figure 5 it is observed that 83% of the respondents' are belong to the Assistant professor role, 7% of the respondents are belong to the head of the department role, and 5% of the respondents are belong to lecturer and guest lecturer role. It can be observed from the study that majority of female faculty are working in college in Kerala are from the Assistant professor role because they don't have enough experience as they are in the initial career stage, they were un-aware about handling techniques' of the students. Head of the department, Lecturer and guest lecturer roles are in a least count because they can't able to balance work life and their family at a stretch so they decide to switch their position with less pressure and they will have enough experience in the field.

4.2 Statistical analysis of the data

The SPSS software package was used to analyze the questionnaire-collected data. The relationship between the objectives and the study variables is revealed by statistical analysis. We are able to validate the hypothesis and comprehend the significance of the objectives thanks to this connection. The correlation test, average score test, k-means cluster test and frequency test are four distinct statistical analysis methods, were used in this study.

4.3 Correlation Test

The bivariate correlation test in the SPSS software tool was used to analyse the correlation between the study's numerous components, and the results are summarised in Table 1. The variables were found to be significantly correlated with one another. The typical threshold of significance has to be less than 0.05. The significance levels for the correlations between appreciation from the management will boost up your career life which in turn bring happiness in family life and developing self-motivation in one's self will effectively balance work-life harmony are 0.001 and 0.001 respectively. And finally, the correlation between appreciation from the management will boost up your career life which in turn bring happiness in family life and developing self-motivation in one's self will effectively balance work-life harmony are .634 indicating that there is high level of meaningful relationship between the two factors. The table shows that all of the factors' Pearson Correlations are in the positive range. By considering these two variables there is job satisfaction among female faculty, hence the null hypothesis there is no job satisfaction among female faculty in colleges of Kerala can be rejected.

Table 1. Correlation Test			
		Appreciation from the management will boost up your career life which in turn bring happiness in family life	Developing self-motivation in one's self will effectively balance work-life harmony
Appreciation from the management will boost up your career life which in turn bring happiness in family life	Pearson Correlation (Pc)	1	.634
	Sig. (2-tailed) (S)		.000
	N	42	42
Developing self-motivation in one's self will effectively balance work-life harmony	Pearson Correlation	.634	1
	Sig. (2-tailed)	.000	
	N	42	42

4.4 Average score test

The term "Average Score" refers to the sum of all relevant, converted, and weighted scores a candidate receives for a particular classification or job title. A single average can be used to represent a large number of numbers. It's a visual representation of every number in the data set.

The normal is determined by adding every one of the information esteems and partitioning it by the quantity of the data of interest. Here the average score is calculated by comparing an independent variable called "Age of the respondents" with a dependent variable called "Disrespectable behavior of the students affects your mental health." As a result, from the table 2 it is clear that female faculty who were above 45 years were highly affect their mental health because of the students disrespectable behaviour, female faculty who were 25-35 years, their mental health were moderate affect because of the students disrespectable behaviour and female faculty who were 35-45 years, their mental health were least affect because of the students disrespectable behaviour.

Table 2. Average score (Mean)	
Age of the respondent	**Disrespectable behaviour of the students affects your mental health**
25-35 years	4.22
35-45 years	4.20
Above 45 years	4.60
Total	4.26

4.5 K-means cluster analysis

Using an algorithm that can handle a large number of cases, the K-means cluster analysis method attempts to identify relatively homogeneous groups of cases based on selected characteristics. However, you must specify the number of clusters for the algorithm to work. Gathering lot of examination is a bunch of information decrease strategies which are intended to bunch comparative perceptions in a dataset, with the end goal that perceptions in a similar gathering are as like each other as could really be expected, and comparably, perceptions in various gatherings are as various to one another as could really be expected. The management ask the suggestion with the faculty in scheduling the working hours in each department, the infrastructure of the institution make you feel comfortable and the policies framed by the management is unbearable and difficult to follow were clustered and as a result were shown in table 4. The reason for considering these hypothesis because all these hypothesis are related to the management factor.

Table 3. Number of responses in each cluster	
Cluster	**Responses**
SA (1)	12
A (2)	7
N (3)	18
DA (4)	3
SDA (5)	2

Table 5. Average final cluster					
	Cluster				
	1 (SA)	**2 (A)**	**3 (N)**	**4 (DA)**	**5 (SDA)**
The management ask the suggestion with the faculty in scheduling the working hours in each department	2	3	2	3	2

The infrastructure of the institution make you feel comfortable	3	2	2	3	2
The policies framed by the management is unbearable and difficult to follow	3	4	4	3	1
Average	2.666667	3	2.666667	3	1.666667

4.6 Frequency table

The distribution of observations based on a variable's options is shown in a frequency table. Understanding which options in the dataset occur more or less frequently can be accomplished by using frequency tables. This is helpful for determining whether variables need to be recoded or not and for better comprehending each variable. Here table 6 shows the frequency of your family supports you to carry out the work in colleges effectively. The reason for considering this hypothesis is to know whether the female faculty's family were supportive to carry out their work in colleges effectively.

Table 7 Frequency table				
Your family supports you to carry out the work in colleges effectively				
	F (Frequency)	P (Percent)	VP (Valid Percent)	CP (Cumulative Percent)
SA	14	33.3	33.3	33.3
A	26	61.9	61.9	95.2
N	1	2.4	2.4	97.6
DA	1	2.4	2.4	100.0
Total	42	100.0	100.0	

5. Discussion

The issue of teacher job satisfaction is the focus of the study [37] which demonstrates that there is a significant link between educator job fulfillment and working conditions in schools. More specifically, the variables that were most strongly associated with teacher work fulfillment were educator responsibility, educator collaboration, and educator perspectives on student discipline in the classroom. As to of instructors, female educators, educators who got more expert advancement open doors, and instructors who were more powerful commonly announced more significant levels of occupation fulfillment. This study centers around [39] the overall spread of Coronavirus sickness 2019 (Covid) is setting of an extent of general prosperity responses. Despite the fact that e-learning devices are playing an increasingly important role in this pandemic, non-industrial nations like Nepal face mechanical, training/proficiency foundation, and financial challenges. This research will help with addressing the real problem that educators and students are looking for when running web-based classes to make the school system more viable. WLB, intrinsic and extrinsic rewards, and the impact of work relationships are the primary topics of Andrade's research on hotel housekeepers' job satisfaction are all examined in this global comparative study and as a result contrasts in work fulfilment for inn maids across nations, lower work fulfilment for neighbourliness occupations contrasted with any remaining word related classifications, lower work fulfilment for lodging servants than representatives in other friendliness occupations, and a

genuinely huge positive effect of certain components of balance between serious and fun activities, characteristic and extraneous prizes, and colleague relations on work fulfilment [42].

The current study discuss the issues of women faculties job satisfaction and their performance towards their roles as a result it shows that a significant relationship between school working circumstances and educator work fulfilment.

6. Conclusion

In order to determine the significant association between the research variables, an empirical investigation was done. The study objectives were used to construct the hypotheses, which was then evaluated using statistical analysis. The correlation test was used to evaluate the relevance of the component that appreciation from the management will boost up your career life which in turn bring happiness in family life and developing self-motivation in one's self will effectively balance work-life harmony. The average score test demonstrates the average mean of the independent variables of age of the respondents with disrespectable behaviour of the students affects your mental health. The K-means cluster test demonstrates the cluster outcome of the management ask the suggestion with the faculty in scheduling the working hours in each department, the infrastructure of the institution make you feel comfortable and the policies framed by the management is unbearable and difficult to follow. The study's main goal was to show how female faculties balance their work and family, their performance in colleges of Kerala. The aims and hypotheses of the study have been validated by the research design and technique that have been suggested. This shows that the investigation of the variables have been showed that how women faculties in Kerala has been their work and family, how was their performance towards their roles and how they overcome it. The study, however, solely concentrated on colleges of Kerala. Therefore, the results of this study are merely a sample and can be used for the projects.

The researcher used four significant analysis they are correlation, average score test, K-means cluster test and frequency test. Correlation is used to compare appreciation from the management will boost up your career life which in turn bring happiness in family life with developing self-motivation in one's self will effectively balance work-life harmony and as an outcome, there is a perfect relationship between these two factors were obtained . Average score is used to identify the mean value of an independent variable-age of the respondent with a dependent variable-disrespectable behaviour of the students affects your mental health and as an outcome majority of female faculty belong to above 45 years were highly affected by the disrespectable behaviour of the students affect their mental health. K-means cluster test is used to cluster the following factors: management ask the suggestion with the faculty in scheduling the working hours in each department, infrastructure of the institution make you feel comfortable and the policies framed by the management is unbearable and difficult to follow. As an outcome majority of the respondents were agreed all these factors (management ask the suggestion with the faculty in scheduling the working hours in each department, infrastructure of the institution make you feel comfortable and the policies framed by the management is unbearable and difficult to follow). Frequency test is used to identify the frequency of family supports you to carry out the work in colleges effectively and as an outcome majority of respondents' were agreed that their family supports them to work effectively. As a data base, the researcher discovered that the collected data would be crucial. To ensure that a female faculties in colleges of Kerala needs more recognition and acceptance, the researcher would suggest conducting additional research in this zone. These studies will assist the female faculties in resolving their issues.

7. Declaration

- **Conflict of Interest:** The author reports that there is no conflict of Interest.
- **Funding**: None

- **Acknowledgement:** None

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