Occupational stress and conflict in the workplace: It's impact on work-life balance of Academicians.

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Abstract

After pandemic there were lots of ambivalence, conflict reveal in Education system. Due to reform the academic system academician have been face many challenges, like Over time duty, time management, balancing schedule and etc. When all these factor over loaded it raised conflict, stress among educator. Hens this study centralized the concept of work-life balance, occupational stress and work-place conflict in academic institution. Researcher were tried to investigate the impact of occupational stress on work –life balance as well as the role of conflict. For the purpose of this study, 200 employees were surveyed. Job-related stress and work-life integration had a substantial and favorable correlation. The results have implications for potential initiative   and policy changes to control educators' levels of stress and conflict at work, as well as work-life balance.

Key words – Occupational stress, work-life balance, work-place conflict, Academician

1.Introduction

The post-pandemic era has brought about a significant shift in the dynamics of the academic landscape, leading to unprecedented degree of occupational stress and conflict in the workplace. This has had a profound impact on the work-life balance of academicians, as they grapple with the challenges of remote teaching, research demands, and the pressures of adapting to the new normal. As the academic community navigates through these turbulent times, it is crucial to address the underlying factors contributing to occupational stress and conflict. By implementing strategies such as promoting flexible work schedules, promoting an environment of open discussion, offering assistance for psychological wellness, academic institutions can play a pivotal role in supporting the wellness and career- familiy balance of their faculty members. Furthermore, it is essential to recognize the unique circumstances and individual needs of academicians, taking into account the broader socio-economic impact of the pandemic. By acknowledging and accommodating these challenges, academic institutions can foster a more inclusive and

supportive environment, ultimately enabling their faculty to maintain a healthier work-life balance in the post-pandemic era.(Sturges & Guest, 2004) (Haq et al., 2020)(Kinman & Jones, 2008) The academic environment can place significant demands on faculty, leading to imbalances in their work-life balance.(Sturges & Guest, 2004)(Gillespie et al., 2001)(Ceccio, 1990) To address these imbalances, it is important for academic institutions to prioritize the well-being of their faculty and assemble instruments and assistance networks to aid them in successfully overcoming these obstacles. (Kinman & Jones, 2008).. Additionally, academic institutions should consider the role of technology in exacerbating occupational stress and conflict.

1.1 Stress

One of the major trouble faced by most of the employees in every sector is stress. These stress can be raised by many factor such as work related, family issue, health, finance related and so on. Stress is a complex phenomenon that has significant impacts on our mental and physical well-being. It is a response to various external or internal factors that pose a threat or challenge to our psychological or physiological integrity. These factors can include work demands, relationship difficulties, financial pressures, or major life. As the demands of the modern workplace continue to evolve, academic employees are facing increasing levels of stress and pressure. Balancing teaching, research, and administrative responsibilities can often feel overwhelming, leading to negative impacts on both professional performance and personal well-being. To maintain the psychological health and productivity of their staff, educational institutions must acknowledge and respond to these issues.

1.2 Occupational stress

The term "occupational stress" describes the mental, emotional, and physical strain people encounter at work.
. This strain can be caused by various factors, including excessive workload, time pressures, lack of control over one's work, conflicts with colleagues, and challenging or difficult job tasks (Bahamondes-Rosado et al., 2023). The increased demands and pressures faced by employees in the academic environment can contribute to occupational stress. This can include pressures related to research productivity, teaching responsibilities, administrative tasks, and the expectation of continuous professional development (Kinman & Jones, 2008). While academic work can be rewarding, it can also be a significant source of stress for faculty members. The combination of high job demands, long working hours, the expectation of unpaid work, and the pressure to publish can generate a stressful and challenging job conditions for academics. This may have detrimental effects on the person as well as the company, such as lower job satisfaction, burnout, poorer output and performance, and even mental health problems like anxiety and depression. To address occupational stress and promote a healthier Job-life harmony, it is necessary for academic institutions to take proactive measures. These measures can include implementing policies that promote work-life balance, providing resources and support for stress management, stimulating a supportive and inclusive work culture, and using technology to enhance efficiency and effectiveness in academic work. High levels of occupational stress can have significant negative consequences for employees and organizations. Workers may

exhibit psychological symptoms like irritation, mood changes, and difficulty in addition to bodily signs like migraines, fatigue, and difficulty falling asleep.

1.3 Workplace Conflict:

A dispute or confrontation between people or groups resulting from divergent beliefs, moral principles, or personal pursuits is referred to as conflict in the workplace.

. This conflict can take many different forms, including disputes between coworkers on an interpersonal level, disputes between staff members and management, or disputes across teams or departments within an organization.

. The impact of conflict at the workplace can be profound, affecting not only the individuals involved but also the overall work environment and productivity. In the post-pandemic era, the high levels of occupational stress and the added complexities of remote work have heightened the potential for conflicts to arise, as individuals navigate new communication methods and strive to meet evolving demands. Understanding the root causes of conflict is crucial for addressing and resolving workplace discord. Academic institutions must take proactive steps to cultivate a culture of open communication, empathy, and respect, empowering faculty members to voice their concerns and work towards constructive solutions. By cherishing a climate where differing assumption are worth and conflicts are addressed proactively, institutions can mitigate the negative impact of conflict on the work-life balance of academicians. Academic leaders can play a pivotal role in setting the tone for constructive conflict resolution, providing guidance, and creating channels for mediation and support. By investing in conflict resolution training and resources, academic institutions can equip their leadership with the tools to effectively manage and de-escalate conflicts, contributing to a more harmonious and enthusiastic job climate for their faculty.

1.4 Work-life balance:

Maintaining balance is a kind of art which should be learn to every person. Through balancing our life we can easily prevent daily hassles. WLB is "the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities" (Kalliath & Brough, 2008, p. 326).el. It's also common knowledge that WLB promotes worker health and well-being, lowers stress levels, and guards against burnout at work (Zheng et al., 2015).

To preserve general happiness and well-being, work-life balance must be accomplished.

Striking a healthy equilibrium between professional responsibilities and personal pursuits can lead to higher productivity, improved mental and physical health, and stronger relationships. In today's fast-paced world, finding this balance can be challenging, but with the right strategies and mindset, it is attainable. One way to achieve an equilibrium of work and personal life is for individuals to put first responsibilities, establish boundaries, and engage in self-care.

It's important to recognize that work-life balance looks different for everyone, and it's not always about perfectly splitting time between work and personal life. It's about feeling satisfied with how you're spending your time and being able to effectively manage the demands of both work and personal life without feeling over whelmed. This dynamic idea is subject to change throughout time in response to individual or organizational demands and conditions.

1.5 Objective and Hypothesis

The study goal is to look at the association between occupational stress, work-life balance and conflict among university lecturer.

H1 - There is a significant association between occupational stress and work-life balance

H2- The work-place conflict and occupational stress influence the work-life balance.

2. Materials and Method

This study employed a cross-sectional survey to study to investigate the influence of occupational stress and conflict on work-life balance with some demographic related factor . For this study there are 200 lecturer were selected on purposive sampling basis. The data was collected on the Likert type scale. Where 1 indicates minimum agreement of respondents. Statistical package for social science (SPSS) was used to analyze the data. To find out underlying factors between occupational stress, conflict and work-life balance of lecturer in university, Descriptive statistics, correlation and regression analysis were used.

3. Result:

3. 1 Table I : Demographic Information

Characteristic	Percentage
Gender	
Male	45 %
Female	55%
Age	
25- 35	65
36- 45	22.68
46- 55	12.23
Experience	
Less than 5 year	10.12
5 to 10 year	50
More than 10 year	39.88

In this study there was 45% male and 55% female respondents. The participants were between the age of 25 years to 55 years and 65% of the participants belong to ages of 25 to 35 years, 22.68% of respondents belong to ages of 36 to 45 years and 12.23% of the participants belonged to ages 46 to 55 year.   According to results drawn from study, 10.12% of participants have less than 5 years of experience in the academic sector, 50% participants have experience between 5 to 10 years, and 39.88% of participants have experience of more than 10 years.

3.2 Table II: Correlation Analysis

		1	2	3
Work-life balance		.325		
Occupational variable	Person correlation Sign.(2-tailed)	0.72 .317	.331	
Conflict	Person correlation Sign.(2-tailed)		.328*** .007	.367

(Correlation is significant at the 0.01 level- 2 tailed)

3.3 Table III: Regression Analysis

Independent variable	Dependent variable	R square	F	Sig.n	B	T value	Sig.	Hypothesis
Work-place conflict	Work-life balance	.201	5.629	.011	.012	0.89	.879	
Occupational stress					.219	3.432	.009	

According to Table II, Cronbach Alpha values for work-life balance, occupational stress and work-place conflict were .325, .331& . 367 respectively. Hypothesis H1 is supporte based on the given statistics. The findings reveal that there is a significant association between occupational stress and work-life balance.

According to Table III, Work place conflict and occupational stress together explain 20.01% of the variation in the work-life balance (R square = .201). (F= 5.629, p= 0.011). Occupational stress(B= .219, p= .005) is positively influence work-life balance and also work-place conflict (B=.012, p= .005) is significant influence on work-life balance.

4. Discussion and Conclusion

In conclusion, it is evident that occupational stress and conflict have a significant impact on work-life balance. Employers should take proactive measures to minimize occupational stress and conflict in the workplace, such as promoting open communication, supplying techniques for managing stress,

and fostering a positive working condition. Organizations can assist workers get a better work-life balance by tackling these concerns, which will enhance their general performance on the job and well-being. It is also important for individuals to take responsibility for managing their own stress levels and addressing conflicts in a constructive manner. This can entail establishing limits, taking care of oneself, and asking for help from HR or superiors as needed.

Additionally, creating a supportive network of colleagues can also help in managing occupational stress and conflict. Overall, a proactive and collaborative approach from both A work climate that supports an appropriate balance between work and personal life must be constructed, and this requires employers as well as staff members. It's also crucial for organizations to impart knowledge and instruction on stress management and conflict resolution to employees at all levels. This can help individuals develop the necessary skills to effectively cope with and address occupational stress and conflict. Furthermore, establishing clear policies and procedures for handling workplace conflicts can provide a structured approach for employees to follow when conflicts arise, promoting a more harmonious work environment. Additionally, implementing adaptable job arrangements, such as telecommuting or extensible hours, can also commit to improving work-life balance and reducing occupational stress. With these choices, workers may be able to more effectively balance their personal and work obligations, which will improve their general well-being and job satisfaction.

In summary, by addressing occupational stress and conflict through a combination of proactive measures, individual responsibility, and organizational support, employers and employees can work together to generate a blooming and more stable work ambiance.

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