



Work Life Balance of Faculty Members

Demographic Detail

Name (to be kept confidential):

Place:

Age

- 21-30
- 31-40
- 41-50
- Above 50

Gender

- Male
- Female

Marital Status

- Married
- Unmarried
- Divorce

Education

- Ph.D
- MBA/ MIB/ MBE/ M.Law/C.A/ C.S/ ICWA/M.tech/M.A/ M.sc
- B.Tech d. PGDM
- M.Phil
- Others

Family Characteristics

- Family Structure
- Joint Family
- Nuclear Family
- Alone



Working Spouse

- Yes
- No
- Not Applicable for single

Spouse Employment

- Part time
- Full time
- Not applicable for single

Number of Children

- Zero
- 1
- 2
- More than 2
- Not applicable for single

Number of Dependent

- Zero
- 1
- 2
- More than 2

Work Content

Experience

- 1-5 years
- 5-10 years
- 11-15 years
- More than 15 years

Job Title

- Professor
- Associate Professor
- Assistant Professor

- Sr. Lecturer
- Lecturer

Number of organisation worked till date

- 1-3
- 3-5
- 5-7
- 7-10
- Above 10

Are you aware about the concept of Work-life balance?

- Yes
- No

Career

Response scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Option				
1	Upgrading my studies helps me in career advancement.	1	2	3	4	5
2	I am satisfied with my career	1	2	3	4	5
3	My organisation is career conscious	1	2	3	4	5
4	Employees who participate in available work-family programs(e.g., job sharing, part-time work) are viewed as less serious about their careers than those who do not participate in these programs	1	2	3	4	5
5	I am satisfied with the success I have achieved in my career	1	2	3	4	5
6	My organisation supports me in career advancement	1	2	3	4	5

Family Support

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	My spouse/family support me at times of stress in my job	1	2	3	4	5
2	My family/spouse recognize and celebrate my job-related successes	1	2	3	4	5
3	What part of your home life do you wish you could outsource?	Child Sitting	Cooking	Purchase of grocery	Cleaning Home	

Organisation Support

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

1. Does your organisation have a separate policy for work-life balance?

- Yes
- No

Sl. No.	Statement	Select Options				
2	I discuss my family problems with seniors/colleagues	1	2	3	4	5
3	My colleagues give me sound advice about problems encountered at home	1	2	3	4	5
4	My colleagues recognize and celebrate my family-related successes	1	2	3	4	5
5	My organisation provide flexible working	1	2	3	4	5
6	On site child caring programs are provided by the organisation	1	2	3	4	5
7	My organisation provide maternity/paternity leave	1	2	3	4	5
8	To get ahead at this organization, employees are expected to work more than 48 hours a week	1	2	3	4	5
9	It is very hard to leave during the workday to take care of personal or family matters	1	2	3	4	5
10	My organization encourages employees to set limits on where work stops and home life begins	1	2	3	4	5
11	Seniors in my organization are sympathetic toward employees' child care responsibilities	1	2	3	4	5



Life Style

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	I am satisfied with time spent with family	1	2	3	4	5
2	A lot of the busyness and stress in my life come from social media	1	2	3	4	5
3	I get time for my hobbies	1	2	3	4	5
4	I am satisfied with the progress I have made toward meeting my goals for income	1	2	3	4	5
5	I get time for exercise/ meditation	1	2	3	4	5
6	I go for vacation with my family at least once in a year	1	2	3	4	5
7	Do you take special initiatives to manage your diet	1	2	3	4	5

Work Interference with Personal Life

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	I have to put aspects of personal life “on hold” because of work	1	2	3	4	5
2	My personal life suffers because of my work	1	2	3	4	5
3	I have to miss out an important personal activities due to the amount of time spend doing work	1	2	3	4	5
4	My job makes it difficult to maintain the kind of personal life I would like	1	2	3	4	5



Personal Life Interference with Work

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	My work suffers because of everything going on in my personal life	1	2	3	4	5
2	When I am at work, I worry about things need to do outside of work	1	2	3	4	5
3	I have difficulty getting work done because I am preoccupied with personal matters at work	1	2	3	4	5

Work / Personal Life Enhancement

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	My job gives energy to pursue activities outside of work that are important to me	1	2	3	4	5
2	Because of my job, I in a better mood at home	1	2	3	4	5

Work-to-Family Conflict

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	The amount of time my job takes up makes it difficult to fulfil family responsibilities	1	2	3	4	5
2	Due to work-related duties, I have to make changes in my plans for family activities	1	2	3	4	5

Family-to-Work Conflict

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	I have to put off doing things at work because of demands on my time at home	1	2	3	4	5

Social Support

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	There are other people I can depend on to help if I really need it	1	2	3	4	5
2	There is no one I can turn to for guidance in times of stress	1	2	3	4	5
3	There are people who depend on me for help	1	2	3	4	5
4	I personally feel responsible for the well-being of another person	1	2	3	4	5

Work-to-Family Enrichment

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	My involvement in my work helps me to understand different viewpoints and this helps to be a better family member	1	2	3	4	5
2	My involvement in work puts me in a good mood and this helps you to be a better family member	1	2	3	4	5
3	My involvement in work makes me feel happy and this helps me to be a better family member	1	2	3	4	5

Family-to-Work Enrichment

Response Scale:

(1: strongly disagree, 2: disagree, 3: undecided, 4: agree and 5: strongly agree)

Sl. No.	Statement	Select Options				
1	My involvement in family helps me gain knowledge and this helps me to be a better worker	1	2	3	4	5
2	My involvement in family puts me in a good mood and this helps me to be a better worker	1	2	3	4	5
3	My involvement in my family requires me to avoid wasting time at work and this helps you to be a better worker	1	2	3	4	5
4	My involvement in family causes me to be more focused at work and this Helps me to be a better worker	1	2	3	4	5



Personality

Sl. No.	Statement	Select Option	
1	Are you a talkative person?	Yes	No
2	Do you enjoy meeting new people?	Yes	No
3	Do you like plenty of bustle and excitement around you?	Yes	No
4	Do you often feel 'fed up?'	Yes	No
5	Would you call yourself a nervous person?	Yes	No