

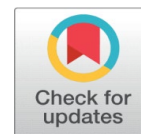
A STUDY OF POST COVID EFFECTS ON PRIVATE COLLEGES: A SPECIAL REFERENCE TO COLLEGE FACULTY MEMBERS IN TIRUCHIRAPPALLI CITY



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ABSTRACT

The Covid-19 impact was everywhere, which resulted in the closure of all educational establishments/institutions regardless of their type. Work life balance and stress are the main players in this situation, they are studied and analyzed precisely to understand the difficulties of the faculty members. When there is an imbalance in work-life balance, it will affect the satisfaction level of both personal and professional life, then it will cause low productivity and increase stress. Due to the pandemic, work from home method was implemented for many professions. By comparing IT sector work from home jobs, teaching profession has much difficulties. Educational institutions have the important responsibility to develop the nation by developing the students. Except educational sector other sectors have some period of time to operate their functions, but educational sector has to be sustainable in any situation to assure and secure the future of every nation. Initially, most governments have decided to temporarily close the educational institutions to reduce the impact of Covid-19. Later it was reopened, which increased the number of infection rates and then closed again. This study was conducted to analyze the impacts faced by the private college faculty members in Tiruchirappalli district after the pandemic surge. By conducting this study, about 140 responses had been collected and analyzed using the F test statistical tool.

Received 25 October 2021
Accepted 15 November 2021
Published 17 December 2021

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DOI [10.29121/ijetmr.v8.i12.2021.1072](https://doi.org/10.29121/ijetmr.v8.i12.2021.1072)

Funding: This research received no specific grant from any funding agency in the public, commercial, or not-for-profit sectors.

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Keywords: Covid Pandemic, Private College Faculty Members, Work-Life Balance, Stress

1. INTRODUCTION

An education institution is classified as private if it is controlled and managed by a non- governmental organization (e.g., a Church, Industrial Union or business conglomerates), or if its Governing Board members are mostly not selected by a public agency. They can be created by any individual or legal entity, provided that they respect the constitutional principles and stick with the State regulations and those of the Autonomous Communities. A private college is an independent one and it is a privately funded type of higher education institution. Private colleges likely to have smaller class sizes. Private college may have higher tuition costs than public colleges.



The covid pandemic has led to a drastic loss of human life in the global level and presents a never before experienced challenges to public health, food systems and the world of work. The interruption in the flow of economic and social activities caused by the pandemic is ruining: tens of millions of people are at risk that they may falling into extreme destitution, while the number of unhealthful people, currently estimated at nearly around 690 million, could increase by up to 135 million by the end of this year. Millions of corporate businesses face an existential threat. Nearly 50% of the world's 3.3 billion worldwide workforce are at risk of losing their livelihoods. Informal economy (An informal economy is the portion of any economy that is neither taxed nor monitored by any form of government) workers are particularly in dangerous situation because the majority of them lack in social protection and access to proper health care and have lost access to productive capital. Without the means to earn an income during drastic pandemic situation, many are unable to feed themselves and their families. For most, no income creates devastating stress, it will lead to imbalance between professional life and personal life.

It has been the worst of times for teachers. The Covid-19 pandemic has taken away that which makes teachers who they are teaching. Sitting before screens endlessly and interacting with sounds and images of students is not what they bargained for. Teachers standing before a class and speaking before a hundred gaping eyes, and a hundred more eager ears ensure the adrenalin rush and performance anxiety. The challenge of stage, the fright of being on a platform and delivering knowledge, but not knowledge alone, prepares the mold of a teacher. A mold made out of hard discipline and soft wonder. In pandemic stimulated circumstances, the stage that moved teachers on a pedestal, literally so, has evaporated into thin viral air and the mold of discipline has disintegrated to listless routine.

2. OBJECTIVES OF THE STUDY

- To study about the post covid impacts faced by private college faculty members
- To analyze how they used to stabilize the work – life balance.
- To find the stress level of the faculty members after the pandemic surge.

3. SCOPE OF THE STUDY

The scope of the study is to analyze work load, stress level, remuneration, satisfaction level of job role and personal life of the private college faculty members and how they handle their work-life balance during the covid widespread situation. The study was conducted in Tiruchirappalli district, which is the central part of Tamil Nadu state. More than 30 private colleges are situated in Tiruchirappalli district. We can develop this study to be suited for the other districts or states private colleges or even other private institutions like universities, schools.

4. RESEARCH DESIGN

Research design is the framework of all existing research methods and techniques chosen by a researcher. The design allows researchers to be acute and intense in on research methods that are suitable for the subject matter and set up their knowledge up for success. The research topic design expounds the type of

research (that is experimental, semi-experimental, survey research, correlational, , or review) and also its sub-type (that is experimental design, descriptive case-study, or research related problem). There are three main types of designs for research: Data collection, measurement, and analysis. The type of research problem an organization is facing will determine the research design and not vice-versa. The design phase of a study determines which tools to use and how they are used.

5. SAMPLE DESIGN

About 140 responses were collected. The primary data was collected through the questionnaire designed exclusively for the study. Various questions related to the variables were selected and the responses were collected through online form.

6. METHOD OF DATA COLLECTION

The data were collected from primary data. The primary data were collected by using snowball method of collection from the private college faculties through google forms. Secondary data were taken from websites, journals, and research papers.

7. STATISTICAL TOOLS USED

Frequency analysis and One way ANOVA test was used to conduct F test.

8. SOFTWARE PACKAGE USED: SPSS STATISTICAL PACKAGE FOR SOCIAL SCIENCES

software had been used to conduct the study analysis.

9. ANALYSIS

Frequency Analysis

1) GENDER ANALYSIS

Table 1		
Gender	Frequency	Percentage
Male	94	67.1
Female	46	32.9
Prefer not to say	0	0

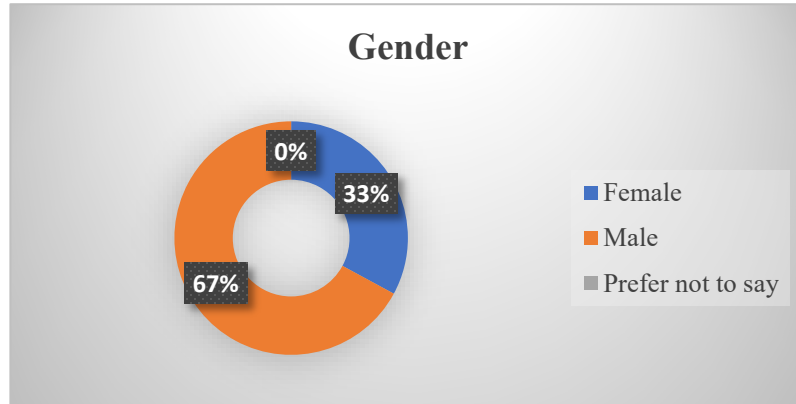


Figure 1 Gender of respondents

Interpretation

The above pie chart shows that out of 100% respondents, 67% were male and 33% were female.

2) EXPERIENCE ANALYSIS

Table 2		
Experience	Frequency	Percentage
0	6	4.3
Less than 5 years	94	67.1
Less than 10 years	16	11.4
More than 10 years	24	17.1

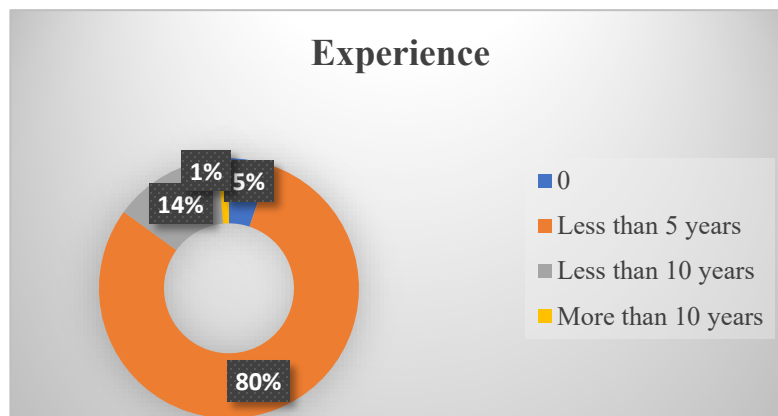


Figure 2 Experience of the respondents

Interpretation

The above pie chart shows that 67% of the respondents has less than 5 years of experience, 17% of respondents has more than 10 years of experience, 12% of respondents has less than 10 years of experience and 4% of respondents has no experience.

F TEST ANALYSIS

1) Gender and work life balance

H0: There is no significant relationship between gender and work- life balance

H1: There is a significant relationship between gender and work-life balance

Table 3 ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
Social Interaction (Meeting friends, going out, joining in groups, going shopping, every day activities outside the home)	Between Groups	0.021	1	0.021	0.009	0.923
	Within Groups	302.379	138	2.191		
	Total	302.4	139			
Leisure activities (Sporting activities, getting exercise, hobbies, gardening, DIY activities, crafts, travel)	Between Groups	4.933	1	4.933	2.767	0.099
	Within Groups	246.039	138	1.783		
	Total	250.971	139			
Personal care (Looking after yourself, your health, personal hygiene, need for special clothing)	Between Groups	2.449	1	2.449	1.427	0.234
	Within Groups	233.435	136	1.716		
	Total	235.884	137			
What is your opinion about Work from home?	Between Groups	1.613	1	1.613	1.291	0.258
	Within Groups	172.359	138	1.249		
	Total	173.971	139			
How do you manage your professional life and family during this pandemic?	Between Groups	3.219	1	3.219	2.284	0.133
	Within Groups	194.524	138	1.41		
	Total	197.743	139			

Interpretation: The above output shows that there is a significant relationship among the variables. By referring the F table, the critical F value was 1. As per the rule, if P value less than alpha value and F critical value lesser than the F calculated value, then we can reject the null hypothesis and accept the alternative hypothesis.

2) Experience and salary

H0: There is no significant relationship between experience and salary

H1: There is a significant relationship between experience and salary

Table 4 ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
Is your salary affected during the pandemic?	Between Groups	6.2	3	2.067	15.204	<.001
	Within Groups	18.486	136	0.136		
	Total	24.686	139			
Did you manage your livelihood with your salary before covid?	Between Groups	4.349	3	1.45	3.241	0.024
	Within Groups	60.823	136	0.447		
	Total	65.171	139			
If COVID-19 pandemic affects the salaries of the private institution faculties, then How much salary would you receive?	Between Groups	22.868	3	7.623	16.194	<.001
	Within Groups	64.018	136	0.471		
	Total	86.886	139			

Interpretation: The above output shows that there is a significant relationship among the variables.

3) Experience and Stress

H0: There is no significant relationship between experience and stress

H1: There is a significant relationship between experience and stress

Table 5 ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
Rate your stress level before the pandemic	Between Groups	4.88	3	1.627	3.175	0.026
	Within Groups	69.663	136	0.512		
	Total	74.543	139			
Rate your stress level during the pandemic	Between Groups	45.783	3	15.261	18.573	<.001
	Within Groups	110.101	134	0.822		
	Total	155.884	137			
Do you feel work load is increased in the pandemic?	Between Groups	2.181	3	0.727	1.418	0.24
	Within Groups	67.701	132	0.513		
	Total	69.882	135			

After Covid-19 restrictions are lifted, would you like to 1 or return to your place of work?	Between Groups	16.424	3	5.475	17.678	<.001
	Within Groups	42.119	136	0.31		
	Total	58.543	139			
Does COVID-19 pandemic lead to the retrenchment of private institution faculties?	Between Groups	1.649	3	0.55	1.016	0.388
	Within Groups	71.41	132	0.541		
	Total	73.059	135			

Interpretation

The above output shows that there is a significant relationship among the variables. If f calculated value is greater than f calculated value then we have to reject null hypothesis else not. Even though we have to check the f values, but the main thing is to compare P values with alpha value (0.05). All the f calculated values are greater than one except one variance. Also, all the P values are less than the alpha value 0.05 except one variance. From this result, we can reject null hypothesis and accept the alternative hypothesis (i.e., There is a significant difference between experience and stress).

Findings

It is clearly shown that there is a significant relationship between the variances (As per the [Table 3](#), [Table 4](#), and [Table 5](#)).

10. SUGGESTIONS

By understanding the situation of economy recession, the family members of the private college faculty members should support them to improve the work life balance and reduce the stress level.

11. CONCLUSION

This covid pandemic creates a massive impact on the education sector, especially private educational institutions face lot of difficulties. Retrenchment/employee turnover doesn't a solution for the problem. Situation teaches a perfect lesson for everyone, the only thing it often remind us is whatever the situation deemed, we have to survive and develop an efficient way with alternative to each massive height.

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