Exploring Predictors Of Faculty Members'work Life Balance Agreement Through Multiple Regression Analysis In Krishnagiri District

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Abstract: The main role of faculty members towards student is to educate them and to create a society for country development. To reach these destination prominent role players that is faculty member's work and life should be in equilibrium stage. To study the level of agreement of work life balance of faculty members, an attempt was made to identify the relationship exists among the variables selected for this purpose. Ninety pertinent sample respondents contributed their views and the same was used as primary data for analysis. Collected data was analyzed using multiple regression analysis and suitable suggestions were made based on the findings of the study.

Key Words - Faculty members, work, Life, Equilibrium, Level of agreement

I. INTRODUCTION

In this study work life balance is the centre of topic. In this regard relationship which exists among select variables regarding work life balance should be notable. An attempt was made to find out the level of agreement with various select variables for this study that too among the faculty members in the Krishnagiri district.

II. Methodology:

The present study used primary data and the same was collected using a well structured questionnaire in the study area. The collected data was analyzed using multiple regression analysis with enter method to arrive the result of analysis.

Multiple Regression Analysis:

Multiple regression is the extension of simple linear regression. It is used when we want to predict the value of the variable based on the value of two or more other variables. The variable we want to predict is called dependent variable and the one who knows values are used for prediction are known as independent variables. It is used to identify the strength of the effect that the independent variables have on a dependent

variables. The linear multiple regression problem is to estimate the coefficient of β_1, β_2… β_j and β_0. Such that the expression,

$$Y = 0 + \beta_1 X_1 + \beta_2 X_2 + ……….+ \beta_j X_K$$

Provides a good estimate of an individual Y score based as the X scores where,

Y = level of agreement perceived by the respondents

X_1 = respondents gender

X_2 = respondents educational level

X_3 = respondents family income per annum

X_4 = respondents earning persons in family

X_5 = respondents per capita income of family per annum

X_6 = respondents type of family

X_7 = respondents number of family members

X_8 = respondents number of persons in Government service

X_9 = respondents number of persons in private service

X_{10} = respondents nature of employment and $\beta_0 + \beta_1 + \beta_2 + ……….+ \beta_j$ are the parameters to be estimated.

III.Data Analysis and Discussion:

Table No.: 1

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Nature of Employment, Gender of the Respondents, Number of family members, Number of persons in Government services, Education of the Respondents, Per capita family income (p.a), Number of persons in Private services, Number of earning persons in family, Type of family, Family Income (p.a) of the Respondents.		Enter

a. All requested variables entered.

b. Dependent Variable: Level of Agreement of work life balance.

Table No.: 2

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	29.793	4.700		6.339	.000
	Gender of the Respondents	1.319	1.216	.137	1.085	.281
	Education of the Respondents	.001	.940	.000	.001	.999
	Family Income (p.a) of the Respondents	-1.554	1.261	-.185	-1.232	.222
	Number of earning persons in family	.091	1.071	.012	.085	.932
	Per capita family income (p.a)	2.070	1.343	.234	1.542	.127
	Type of family	.279	.940	.044	.297	.767
	Number of family members	.075	.685	.018	.110	.913
	Number of persons in Government services	.762	2.876	.031	.265	.792
	Number of persons in Private services	-.393	.980	-.050	-.401	.690
	Nature of Employment	.647	.617	.122	1.049	.297
a.	Dependent Variable: Level of Agreement of work life balance					

Table No.: 3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.275[a]	.075	-.042	4.560

a. Predictors: (Constant), Nature of Employment, Gender of the Respondents, Number of family members, Number of persons in Government services, Education of the Respondents, Per capita family income (p.a), Number of persons in Private services, Number of earning persons in family, Type of family, Family Income (p.a) of the Respondents

Table No.: 4

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	133.985	10	13.399	.644	.771
	Residual	1642.415	79	20.790		
	Total	1776.400	89			

a. Predictors: (Constant), Nature of Employment, Gender of the Respondents, Number of family members, Number of persons in Government services, Education of the Respondents, Per capita family income (P.A), Number of persons in Private services, Number of earning persons in family, Type of family, Family Income (P.A) of the Respondents

b. Dependent Variable: Level of Agreement

The main objective of using this technique is to predict the variability of the dependent variable based on its covariance with all the independent variables. It is useful to predict the level of dependent phenomenon through multiple regression analysis models, if the level of independent variable is given. The multiple correlation coefficient Shows a weak positive relationship between predictors and the dependent variable.

The Multiple Linear Regression component is found statistically a fit as R^2 value is 0.075. It shows ten independent variables which contribute to about only seven 7.5 percentage on the variations in the level of agreement.

The rate of increase in the level of agreement shows the better results of the independent variables such as the unit change in gender of respondent with 1.085 with 0.001 units change in education, with -1.232 units in family income per annum

With .085 units change in number of earning persons in family, With 1.542 units change in per capita family income per annum, With .297 units change in type of family, With .110 units change in number of family members, With .265 units change in number of persons in government service.

.401 units change in number persons in private service, 1.049 units change in nature of employment.

IV.Conclusion:

From this research it is concluded that P>0.05 the regression model is not significant   Regarding the adjusted R^2 -0.42 the independent variables are not helping to explain the variation in the outcome. The family income per annum of the respondents slope is very small that too less than zero. So the predictors listed are not good for the level of agreement.. Family income per annum and number persons in private service has negative coefficient. It doesn't have any relationship with the dependent variable of level of agreement for each addition. So the predictors listed are not good for the level of agreement. There may be some other predictors enhance the level of agreement which is not confined in this study.

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