

AN AFFECT OF WORK LIFE BALANCE ON EMPLOYEE ENGAGEMENT: THE STUDY OF PRIVATE INSTITUTIONS IN BAREILLY

Nandita Sharma¹ & Raj Kamal²

¹Research Scholar, Department of Business Administration, Mahatma Jyotiba Phule University, Bareilly

²Professor, Department of Business Administration, Mahatma Jyotiba Phule University, Bareilly

ABSTRACT

As India is a developing country, there is the need of qualified employees for various multinational companies to take active participation in converting India into developed country. LPG policy has incorporated by the government of India in the year 1991. The purpose of privatization in education sector was to give autonomy to private sector in education area. More private institutions and universities are growing to create competition in the market. The private institutions are hiring qualified personnel (teaching and non-teaching). Growing cost of living is the only reason for which more and more educated people are now joining private institutions. In private institutions, management are providing low salary and give workload to employees who create dissatisfaction and disengagement in the mind of employees. The undertaken research study is conducted on 100 teaching and non-teaching staff of private institutions in Bareilly. The researcher is going to find out the affects of work life balance on employee engagement in private institutions of Bareilly. The private institutions should provide flexible working hours, transportation facilities, crèche facilities, work from home facilities and less workload.

KEYWORDS: *Employee Engagement, Private Institutions, Work Life Balance*

Article History

Received: 23 Mar 2020 | Revised: 01 Apr 2020 | Accepted: 20 Apr 2020
