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Descriptive Study On Challenges Faced By Employees In Selected Educational Institutions In Bangalore

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Abstract Employees in educational institutions face a variety of challenges that can impact their job satisfaction, performance, and overall well-being.

Objectives: to assess the key challenges encountered by employees in selected educational institutions, focusing on and frequency distribution.

Result: The findings indicate that workload and job-factors such as workload, job-related stress, salary satisfaction, administrative support, and work-life balance.

Methodology: Data was collected using a structured questionnaire and analyzed through statistical measures, including mean, median, standard deviation, elated stress are among the most significant concerns, with many employees experiencing high pressure and long working hours. Salary dissatisfaction and limited administrative support were also identified as moderate challenges, affecting employee motivation and retention.

Conclusion: work-life balance emerged as a crucial issue, highlighting the need for better institution.

Introduction

Employees in educational institutions face various challenges that impact their job satisfaction, performance, and overall well-being. This study aims to identify and describe these challenges to provide insights for improving workplace conditions.

Need for the Study

Importance of Employee Well-being in Education Employees in educational institutions plays a vital role in shaping the learning environment. Their productivity, job satisfaction, and overall well-being directly impact the quality of education delivered to students. However, various challenges such as high workload, job stress, salary dissatisfaction, inadequate administrative support, and poor work-life balance affect their performance and mental health. This study is essential to understand these issues and propose effective solutions.

Identifying Workplace Challenges Many employees experience stress and burnout due to excessive workloads and administrative pressures. By assessing these challenges, this study will help educational institutions recognize the key problem areas and take proactive measures to improve working conditions.

Impact on Job Satisfaction and Retention Employee dissatisfaction...

Objectives of the Study

- To identify the key challenges faced by employees in selected educational institutions.
- To assess the impact of these challenges on job satisfaction and performance.
- To explore possible solutions and recommendations for improving working conditions.

Research Methodology

1. Research approach: Quantitative approach
2. Research Design: A descriptive research design will be used to systematically document the challenges faced by employees.
3. Study Population & Sample: The study will focus on employees (teaching and non-teaching staff) from selected educational institutions.
4. Sampling Technique: A purposive or stratified random sampling method will be used
5. Sample Size: Sample of 60 teaching & non teaching employees at selected Institutions
6. Tool: The instrument used for the data collection was self structured knowledge questionnaire
Part -1 Socio demographic profile: Investigator constructed the tool to collect the socio demographic data of the study subjects.
Part-2 the multiple choice knowledge questionnaires used in this study was prepared by the researcher to measure the Employees problems on job satisfaction, performance, and overall well-being.

Result:

Category	Mean (%)	Median (%)	Standard Deviation (%)
Workload & Job Pressure	65.00	65.0	5.72
Work-Life Balance	48.33	48.0	15.11
Institutional Policies & Support	45.00	49.0	9.42
Professional Development	53.33	52.0	7.41
Interpersonal Relationship	41.67	40.0	6.24
Compensation and Benefits	47.00	46.0	7.79

Significance of the Study

- Helps educational institutions understand employee concerns.
- Provides recommendations for improving employee well-being and performance.
- Assists policymakers in designing better workplace policies.

Conclusion: The study concludes that teaching and non teaching employees are experiencing job pressure, as well as work-life and financial imbalances.

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