

Work Life Integration of Migrant Faculty at Higher Educational Institutions, Bangalore

M Anto Juliet Mary, Vani Ramesh, Vishal C Jaunky

Abstract: Migration is an intended drive between and within the national fringes by any professional. Recently, initial and growing disparity in development between and among states has triggered such movement. The dimensions notable are demographic, socio cultural, economic, political, infrastructural, technological and environmental. Referring to academic migrants, interstate migrants are those who have moved to other states for employment opportunities. Intra state academicians are moved within the state for employment opportunities. Research in higher education for the migrant academicians is very stimulating as well as a demanding. One of the Challenges faced by the migrant academicians is balancing the academic career with family responsibilities. The use of the term integration refers to the areas of work and life domains that are interconnected, overlapping, or interspersed throughout the day, which may be a prominent source of positive spillover or negative conflict for people in the workplace. Hence this research attempts to assess the work life integration with respect to role of work family conflict (WFC) and family work conflict (FWC) experienced by the academicians migrated to Bangalore, working in private institutions by using PESTLE determinants (Political, Economic, Social, Technical, Legal and Environmental). The findings will increase our understanding PESTLE impact on the migrant faculty's work life integration and purely for contributing for the existing literature.

Index Terms: Migration, Migrant academicians, work life integration, work life conflict, family work conflict

I. INTRODUCTION

A country like India, studies on movement of population across different parts of the country helps in understanding the dynamics of the society. An imperative feature of population study is the study of migration arising from social, cultural, economic, political, legal and environmental reasons. At this crucial crossroad of economic development in our country, study on migration assumes importance (Census of India, 2001). At this critical juncture, where many states are undergoing faster economic development, particularly in the areas such as manufacturing or service sectors, information technology and the educational sector research on migrant population has become very crucial and important.

Migration in the territorial jurisdiction of a country is distinguished as internal migration, the migrants move across the boundaries of origin country is called international migration. In Indian context, internal migration has two types; inter-state and intra-state migration.

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What does "Work-Life" mean to you?

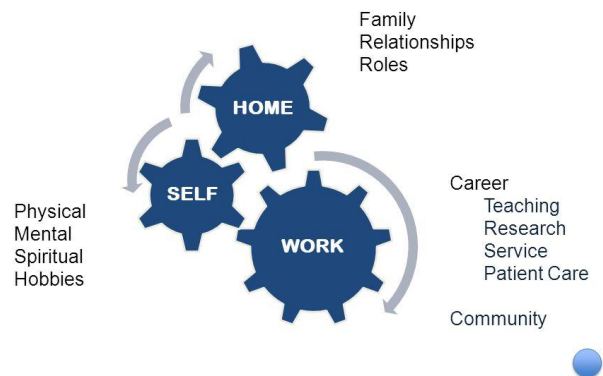


Fig1: Work-life

Source: Business Information Review. Byrne, U. (2017)

Inter-state migration occurs between one state to another and intra - state migration occurs within the boundary of a state. Intra-state migration has further two types – inter-district and intra-district. Inter-district takes place from one district to another and intra – district takes place within the district boundary. The internal migrations are further classified into four streams on the basis of the area:

- Rural to Urban migration
- Urban to Urban migration
- Rural to Rural migration and
- Urban to Rural migration.

II. LITERATURE REVIEW

Number of social scientists, particularly demographers, sociologists, economists and geographers have studied internal migration in India. The economic survey of India 2017, estimated the interstate migration of nine million annually between the period of 2011 and 2016. (Department of Economic Affairs , 2017) In Some regions of India, three out of four households include a migrant (Srivastava & Sasikumar, 2003). Interstate Study of migration in India showed that people moved to the states which have witnessed higher growth rates and economic development compared to other states (Mukerji, 1994).

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Census of India 2011 estimated 139 million of interstate migration with Uttar Pradesh and Bihar as the most important source states, which is followed by Maharashtra, Madhya Pradesh Punjab and Rajasthan (Department of Economic Affairs, 2017). In case of Bangalore, a study conducted revealed that Bangalore has the largest proportion of in migrants to total population. According to the PWC report, Bangalore has in migrant population of 45%. (Price Water Coopers, 2007).

Bangalore, home to diverse groups of people where Kannidagas form a majority of the population attracts an equal number of immigrants both across the state and from across the country. Bangalore is home to around 2 million immigrants from Tamilnadu, Andhra Pradesh, Kerala, Maharashtra and North Eastern part of India as per the 2001 census of India. It additionally states the reasons for migration into Bangalore for individuals who lived (1-10) as criteria used for the study for all durations and of residence showed 44 percent moved due to reasons of work and employment. Greater proportion of the migrants moved due to economic reason.

A. Literature on Migration in academics

Globalization of higher education has inspired the academic migrants to adopt to migration based on their belief that there is more fulfilling way of life available to them elsewhere. Migrant academicians are thus growing in numbers as a disparate phenomenon with important but less understood implications for both the society and individuals. Migration of Academicians is constantly on the rise as universities and institutions are recruiting international and national level. Interstate and intra state academicians to bring in diversity. International academics are labeled as academic migrants and by definition, an academic migrant is a person who has experienced cultural and cognitive transition. (Collina and Rawlings, 2014)

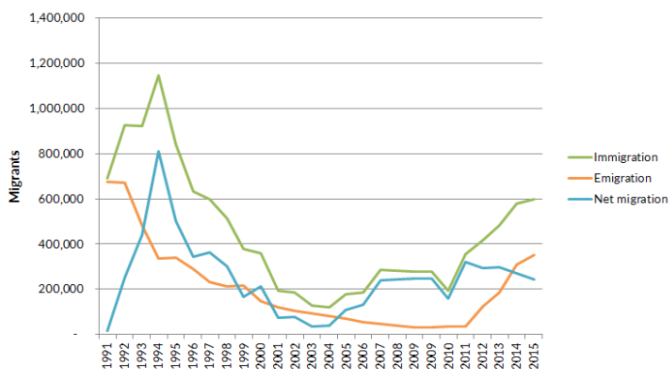


Fig2: Migration in Academics

Source: Crossing to the dark side: Examining creators, Ragu-Nathan, T. S., & Ragu-Nathan, B. S. (2017)

In recent years Voluntary migration of population between and within the national borders is rooted to growing disparity of development between and among states. The causes and outcomes of such movement have demographic, political, economic and social dimensions (Adepoju, 1998). Interstate migrants are academicians who have moved to other states for employment opportunities. Intra state academicians are academicians who have moved within the state for employment opportunities.

B. Literature on work life integration (WLI)

Research and career in higher education for the migrant academician is stimulating as well as a demanding challenge. One of the Challenges faced by the migrant academicians is combining the demands of academic career with the other responsibilities of family and Work. In the recent past there has been a significant intensification of work driven partly by competition and usage of technology. The use of the term integration refers to the areas of work and life domains that are interconnected, overlapping, or interspersed throughout the day, which may be a source of positive spillover or negative conflict for people in the workplace. Rapid technological change and greater emphasis on competition have resulted in institutions to be more competitive, agile and flexible. There is a need for organizations to empower employees possessing higher competencies and multitasking skills in order to ensure sustained growth at minimum operational cost (Ramesh and Shyam, 2014) consequently educational institutions also would require empowered faculty with higher competencies to perform well and have sustained growth.

Work-Life

Balance

Scale of taking from one and giving from one to another



Integration

Aligning your priorities and managing boundaries



Fig3: Work-Life

Source: Balancing borders and bridges:, Kreiner, G. E., Hollensbe, E. C., & Sheep, M. L. (2016)

Academicians like any other employees of the corporate world also encounter challenges of commitment towards self development, performing well, affinity towards family and social life in order to fulfill the institutional goals. Given that faculty are important to each institutions health, faculty's ability to successfully integrate work and life demands becomes very important to the institution-(2016).

C. Literature on Work Family Conflict (WFC) and Family Work Conflict (FWC):

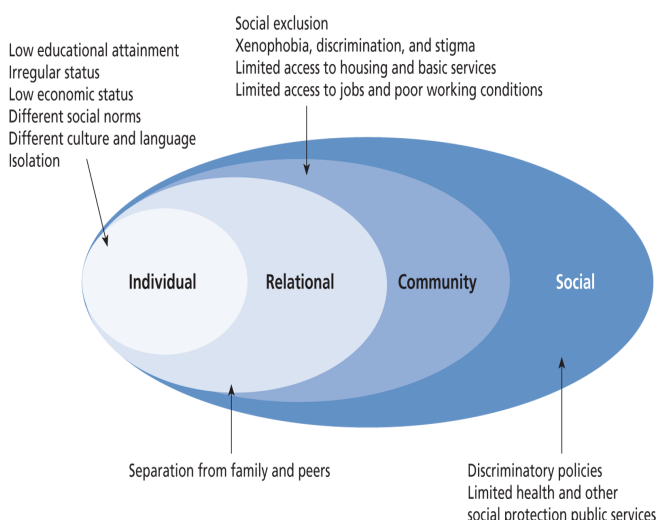
Traditionally, meeting and competing demands of work and family have been managed by the employees with the assumption that they are solely responsible for managing the balancing act and could not expect the employer's assistance in this regard.



Employees and employers have treated family and Work as two distinct spheres and antagonist spheres, both equally greedy of energy ,time and responsible for the work family conflict (Reddy, 2010). Both the spheres true balance was sought ,but rarely achieved in the American work place, and that one’s work life does not operate in isolation from one’s personal life. This led them to conclude that the idea of separate spheres was a myth. The study revealed that work and family overlapped (Kanter, 1989). The main focus here is the sources of conflict between work and family does not imply that family and work cannot mutually be supportive to each other. (Greenhaus and Beutell, 1985). Work Family Conflict (WFC) has been defined as a type of inter role conflict wherein some responsibilities from the work and family domains are not compatible and have a negative influence on an employees work situation .Family Work Conflict (FWC) is also a type of inter role conflict in which family and work responsibilities are not compatible .Research of previous studies states that FWC probably exerts its negative influence in the home domain, resulting in lower life fulfillment and greater internal turmoil within the family unit (Greenhaus and Beutell, 1985). Both WFC and FWC result from individual trying to meet an abundance of demands conflicting from different domains. WFC and FWC are distinct but related constructs which are bidirectional in nature where one affects the other.

Research clearly indicates that the work domain variables may result in work roles interference with family roles. The level of conflict in the family domain impacts work activities causing more work conflict creating a viscous cycle. Therefore, work domain variables that relate to WFC indirectly affect FWC through the bidirectional relationship between each construct. Family responsibility might be related to WFC when the employee experiences high work load that impacts the employees’ ability to perform minor family related roles. Structural model was used by the researchers to find significant and positive path between WFC and FWC.

Fig4: Work-Family balance to Work-family integration



Source: From work–family balance to work– family interaction: Changing the metaphor, Halpern, D. F., and Murphy, S. E. (Eds.). (2015).

Contemporary social changes introduce far more questions within and across the higher educational institutions engaging the topic of work life integration through the factors influencing migration. Collaborative interventions are aimed at relationship between migration, mobility and work life integration. Need for research on work life integration of migrant faculty and thereby outlines a research field at the intersection of work life integration and migration studies.

A Critical overview of selected literature review Indicates the knowledge gap concerning the work life integration of migrant faculty in Bangalore. This paper suggests that these gaps are to be filled up by research that connects the theoretical approach and empirical investigations on socio, economic, political and legal factors, environmental factors influencing migration of faculty to Bangalore, this research will try the perspective of researching the relationship between work and life integration domain through its linkage with PESTLE factors influencing migration.

III. OBJECTIVE OF STUDY

The primary objective is to investigate the impact of PESTEL on migration of academicians in Higher Education in Bangalore., and the relationship between PESTEL and Work Family Conflict (WFC) and Family Work Conflict (FWC) of academicians. For the purpose and test the set hypothesis, the following secondary objectives are set,

1. To examine if there is any relationship between PESTLE and work life integration of migrant academicians.
2. To examine the impact of Work Family Conflict (WFC) on Family Work Conflict (FWC).
3. To examine the impact of Family Work Conflict (FWC) on Work Family Conflict (WFC).
4. To understand the relationship between Work Family Conflict (WFC) on Family Work Conflict (FWC).
5. Based on the investigations with the help of empirical evidence, to recommend and suggest necessary policy implications to be considered for the smooth functioning of the academics.

IV. HYPOTHESIS

In this study the PESTEL determinants are considered as migration related factors impacting the work life integration of migrant academicians of Bangalore in higher educational institutions.

1. **H0:** There is no significant impact of **PESTEL** determinants on work life integration of migrant academicians.

H1: There is significant impact of **PESTEL** determinants on work life integration of migrant academicians of Bangalore.

2. **H0:** There is no significant impact of Work Family Conflict (**WFC**) on Family Work Conflict (**FWC**).

H1: There is a significant impact of Work Family Conflict (**WFC**) on Family Work Conflict (**FWC**).

3. **H0:** There is no significant relationship between Work Family Conflict (**WFC**) on Family Work Conflict (**FWC**).

H1: There is a significant relationship between Work Family Conflict (**WFC**) on Family Work Conflict (**FWC**).

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V. NEED OF THE STUDY

Migration of academics from other states of India to Karnataka and intra state migration of academics within the state of Karnataka is a research topic in its nascent stage. Literature review on expatriates and their migration are in abundance however interstate and intra state migration of academicians for Bangalore, Karnataka are very scarce. As per the study conducted by the times group called “how to govern India’s mega cities: Towards needed transformation “Bangalore gets a lion’s share of educated migrants both graduates and postgraduates (Tembhekar, 2013) this report shows both intrastate and interstate migration.

VI. SCOPE OF THE STUDY

Migration can be looked under different perspectives or from different disciplinary perspectives. Academic migrants with their fresh and diverse perspectives in teaching, learning and research make a great impact on the host institution. Most of the Work life studies reviewed are in the western context and the Indian context there is scarcity of research with reference to academicians who have migrated to Bangalore as interstate and intrastate. According to the study How to govern India’s megacities: Towards needed transformation released by center for policy research clearly states that Bangalore gets a lion’s share of educated migrants at 47.7% which is the highest followed by Chennai, Kolkata and Hyderabad.

VII. FINDINGS AND DISCUSSIONS

The analysis of data was conducted in three steps

1. Underlying dimensions of PESTLE factors related to migration will be determined by performing exploratory factor analysis (EFA) with varimax rotation.
2. Measuring the direct relation between PESTEL factors and Work life integration of migrant faculty of Bangalore, India

Prior to performing the exploratory factor analysis, the suitability of the data was analysed. The Kaiser Meyer-Olkin value was .722 exceeding the expected level of .6 and Bartlett’s test of sphericity reached statistical significance and was in acceptable range supporting the factorability of the data. Kolmogorov Smirnov and Shapiro-Wilk is used to test the normality of the sample responses; all the values are in acceptable range.

The internal structure of work life integration and PESTLE factors related to migration were analysed and exploratory factor analysis was used to condense the original number of items to smaller set of factors. The minimum value for a good factor loading is 0.3. (Tabachnick and fidell, 1996). Principal components extraction method was used along with the varimax rotation for the factor analysis and all the eigen values greater than one were considered in this case. From the analysis we can interpret that 8 components comprise the 86.12% of variance. The first six factors were subsequently used for multiple regression to test the hypothesis. The components 7, 8 have fewer items that cannot be considered for subsequent analysis, so we have omitted it for multiple regression analysis. Exploratory factor

analysis (EFA) is used to reduce the 60 items to few items for subsequent calculations .

Cronbach’s Alpha is used to measure internal consistency reliability of a set of observed item, It uses correlation between responses of a questions and the value will be high if correlation between the items are high. Cronbach’s alpha of a coefficient value between 0.70 to 0.90 is considered as good and acceptable (Leech et al. 2008).

The Cronbach alpha for the first component is 0.882, for second 0.983, for third factor it is 0.995 and for fourth factor is 0.994. and the fifth component is 0.997 and the sixth factor is 0.721, seventh and eighth item were not subjected to reliability test as there were fewer items .

Table 1: Rotated Component Matrix

	Component					
	Work Life Integration	Environment al factor	Socio Cultural Factor	Techno logical Factor	Political Factor	Economic Factor
Sound family and support			0.78			
Treatment of migrant with			.747			
Better standard of living			0.794			
Availability of uncommitted free hours after work	.849					
Good Leave and time off policies	.842					
Employee engagement polices integrating work and life	.871					
Efficient management of multiple responsibilities at home and work.	.808					
Conducive Hygienic conditions		.869				
Good Infrastructural facilities like power ,telecom and road		.900				
High Population density and structure		.925				
Protection from extreme environmental events like tsunami and floods		.959				
Technological advancement helps in better work life interface				.847		
Technology has improved the flexible work hours				.629		
Technology has reduced the stress level at work				.803		



Lack of social tension and ethnic conflict					.783
Laws and regulation on working conditions of migrant academicians are effective					.776
State and institutional policy measures improve the synergy between migration and development of higher educational institutions					.810
Presence of Strong Economic stability					.743
Migration has induced Enhanced savings					.773
Migration has led to reduction of debts or liability					.502
Presence of better Cost of living compared to the home state					.772

Source: Authors Computation

Multiple regressions were used as there are independent variables (PESTLE factors: Political and Legal, Economical, Sociocultural, Technological, and Environmental). Regression weights are also positive and moderate values. Squared multiple correlation R² values test reliability is also positive and low (.490), indicating that the independent variables can explain about 49 % of total variation of work life integration. As a final conclusion, model considered is moderately acceptable.

Table 2: Model Summary of Multiple regression.

Model Summary

Model	R	R Square			Std. Error of the Estimate	Change Statistics			
		Adjusted R Square	R Square	Adjusted R Square		R Square Change	F Change	df1	df2
1	.700 ^a	.490	.446	.55150	.490	11.127	5	58	.000

a. Predictors: (Constant), EF, ENF, TF, PL, SC

Source: Authors Computation

From table 2, Analysis of variance indicated that Work life integration is dependent on the set of independent variables such as Socio cultural, economic, technological, political and legal and the environmental factors of migration.

Table 3 ANOVA^a

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	16.922	5	3.384	11.127	.000 ^b
	Residual	17.641	58	.304		
	Total	34.563	63			

a. Dependent Variable: WL
b. Predictors: (Constant), EF, ENF, TF, PL, SC
ENF – Environmental factor ,TF – Technological factor, EFL – economic factor ,SC – Socio cultural factor, PF– Political and legal factor)

Source: Authors Computation

Since, p-value is less than 0.05, the result is significant, we reject H0 and accept H1 and we conclude that Work life integration of migrant academicians is dependent on the set of independent variables such as Socio cultural, economic, technological, political and legal and the environmental factors of migration.

Table 4: Coefficients^a

Coefficients ^a					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
	.020	.569		.035	.972
	.111	.076	.143	1.472	.146
	.334	.131	.303	2.544	.014
	-.043	.106	-.042	-.405	.687
	.184	.110	.187	1.662	.102
	.396	.132	.338	3.004	.004

a. Dependent Variable: WL

Source: Authors own computation

In this study we focus firstly how the PESTLE factors may be described in the context of migration and secondly the interpersonal states of work life conflict and family work conflict may mediate the impact of work life integration of migrant academicians. We then consider work life integration as critical institutional HR policy and practice that has the potential to enhance the performance of the academicians .Socio cultural ,economic, technological ,political and legal and the environmental factors of migration act as prime indicators for migration to Bangalore .However the data presented in table 5 does not support the other factors Technological ,Political Legal Factors and the environmental factors and supports only the Socio Cultural(t= 2.544, p- value =.014)and Economic Factor (t = 3.004,p value = .004) are significant predictors of work life integration . Structural transformations with sound family network availability, treatment of migrants with dignity and care and presence of social life in Bangalore leading to rural –urban and urban –urban have generated strong pressure to integrate work and life integration. The formation and expansion of communication networks have provided knowledge and support often needed to make decisions to migrate either at individual, family or group level. The study also indicates evidence to support positive impact of economic indicators such as presence of strong economic stability, induced savings and considerable reduction of debts and liability impacting the work life integration of migrant academicians. This is an area associated with PESTLE analysis which is often overlooked in the research pertaining to work life integration of migrant academicians of Bengaluru.



VIII. STRUCTURAL EQUATION MODELLING (FA, CFA)

After getting good results of reliability and validity of the model the researcher proceeded to do structural model. Test model is constructed based on hypothesis set in the beginning. Path co-efficient are considered as standard form of linear regression weights that are used to assess the cause-effect association between variables and factors in structural model.

The main reason for this standardization is to use regression coefficient in SEM. Path co-efficient in Table5 are standardized regression coefficient (Beeta values) that indicates direct impact of independent items on dependent factors in any path model (Statistics Solutions 2016)

Table5 Measurement Model Fit Indicators for First output Modified CFA.

Model Fit Index	Absolute fit indicators				Incremental fit indicators				TLI	Δχ ²	
	Chi-Square (χ ²)	df	p-value of χ ²	CMIN/DF (χ ² /df)	RMSEA	CFI	GFI	AGFI			NFI
Acceptable value	Small		<0.05	<is 5	<0.05 is good, <0.08 is acceptable	>is 0.95 great, >is 0.7 tolerable	Same	Same	>is 0.90 great, >is 0.7 tolerable	>is 0.95 great, >is 0.7 tolerable	
First Output	632.62	284	0	2.47	0.65	0.952	0.81	0.77	0.843	0.918	
Modified	426.26	224	0.000	2.17	0.120	0.859	0.832	0.795	0.749	0.841	117.9

Source: Primary data collected from questionnaire

Source: Authors Computation

Figure 1: Structural Equation Modelling with Modified CFA

Source: Authors Computation

- SC- Socio-cultural factors;
- EF-Environmental factors
- TF-Technological factors;
- PL-Political factors
- ENF-Infrastructure;
- FWC-Family Work Integration
- WLC- Work Life Integration

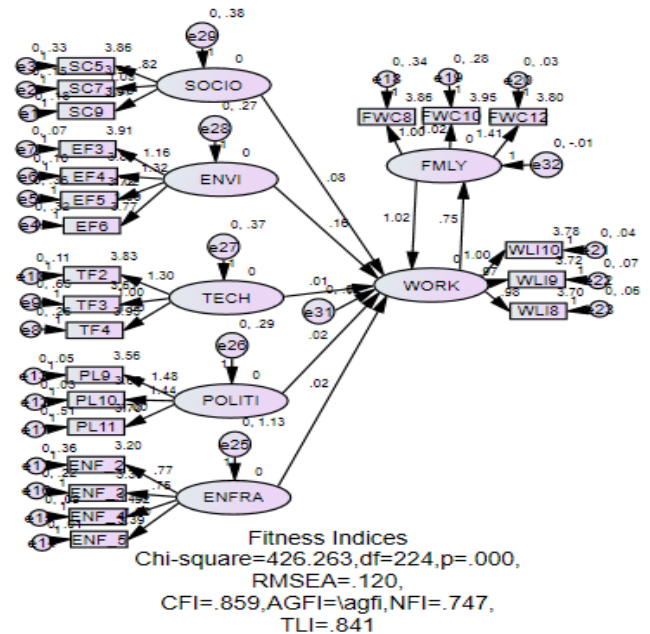


Fig5: Structural Equation Model

CFA model is represented in figure1 and respective factor loading values are presented in table6, development related items shows higher loading (factor loading λ is .86), squared multiple correlation R²=0.67. R² value is used to test reliability and the values between 0.17 and 0.7 are suitable to confirm reliability (Boolen, 1989). The Critical Ratio value (t-value) > 1.96 for a regression weight is considered acceptable with the path is significant at the .05 level of significance. In p-value column, three asterisks (***) indicates test is significance and all the values that are smaller than .001 indicates items have cleared t-test (p-value). Mahalanobis distance test result shown zero outlier.

IX. CONCLUSION

The significant effects of PESTLE on Academic Migration and Work Life Integration and Family Life Balance need to be tested considering other factors such as the economic and political stability of the country.

The findings of the study have implications for practice and policy making for the academics of higher education. In order to use PESTLE on academic migration effectively in assessment for adoption of and integration of work life and family life of migrant academicians, the respondent's perception should be taken into account. This study investigated the perception of respondents and there is a wide scope for further research in identifying the other factors that are motivating them to migrate.



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