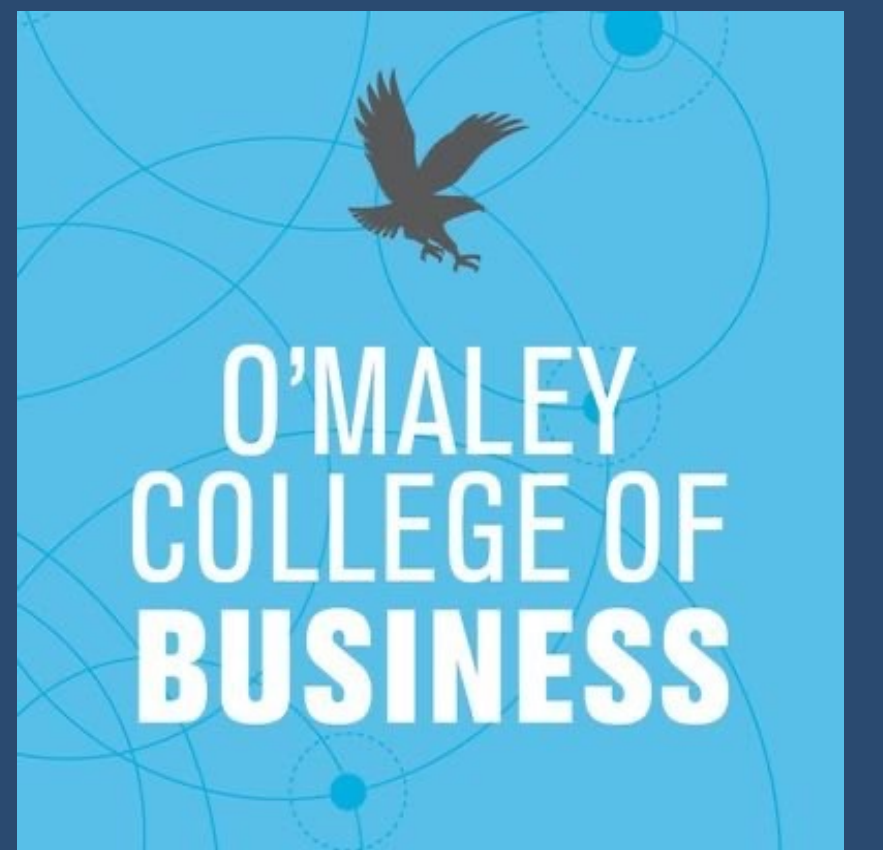




Factors Affecting Work-Life Balance of Flight Instructors

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Abstract

In recent years, work-life balance has become a key area of concern for employees and organizations all over the world. Employees' work-life balance has a direct impact on their quality of life, work, and personal well-being. Flight instructors provide critical service for the aviation industry by teaching students how to fly aircraft through oral lessons, flight simulators, and live flight instruction. Flight instructors can work more than eight hours a day and their work schedules can be irregular and unpredictable. Naturally, balancing work and family responsibilities is not easy for flight instructors.

The purpose of this research is to investigate the factors affecting work-life balance for flight instructors. Data will be collected using a questionnaire where respondents will be selected through convenience sampling. This paper contributes to the aviation industry by providing valuable insight into how flight instructors perceive the quality of their work-life balance. Results of this paper should benefit readers better understand many critical aspects of flight instructors' duties and responsibilities. Results should also help increase flight instructors' productivity, well-being, and engagement, and reduce their stress and absenteeism.

Job Duties of Flight Instructors

Primary

- Help students learn
- Make learning enjoyable and interesting
- Measure students' progress
- Motivate students
- Evaluate performance

Secondary

- Be professional
- Minimize students' frustration
- Be sincere and honest
- Maintain good personal habits and a positive attitude
- Seek continuous education

For each of the following items, please **V** only one option (Strongly Disagree, Disagree, Agree, or Strongly Agree)

No.	Item	Description	Strongly Disagree	Disagree	Agree	Strongly Agree
1	Nature of Work	I am satisfied with the nature of work assigned by my organization.				
2	Flexi-Schedules	My boss is sympathetic enough when I need time off or have to reschedule work due to family commitments.				
3	Work Overload	I have to take work to home in order to accomplish some predefined goals.				
4	Working Conditions	My organization provides healthy working conditions.				
5	Quality Family Time	I spend quality time with my family.				
6	Social Participation	I manage time to attend family functions and other social activities.				
7	Work on Holidays	I do official work on holidays.				
8	Technological Support	My organization provides technological support (laptops, smart phones, etc.) for balancing work and family commitments.				
9	Compensation	I am getting compensation as per my skills, knowledge, ability, and experience.				
10	Role Clarity	My roles and responsibilities are clear to me.				
11	Training and Development	My organization conducts training and development programs to make the workforce more efficient.				
12	Social Prestige	I feel proud to work in my organization.				
13	Relaxation	I can get time to relax during working hours.				
14	Professional Counseling	My organization offers professional counseling to assist employees with their career plans.				
15	Medical Facilities	My organization provides medical facilities for me and my dependents.				
16	Employee's Wellbeing	My organization cares about my wellbeing.				

Please provide the following information (**V** the appropriate circle):

Gender

- Male
- Female
- Other
- Prefer not to disclose

Years of Experience

- Less than 2 years
- 2 – 5 years
- 5 – 10 years
- More than 10 years

Highest Level of Education

- High School
- Some College
- Bachelor degree
- Master degree
- Other

Flight Instructor Benefits

- Military leave
- Dependent care reimbursement
- Health insurance
- Relocation assistance
- Flexible schedule
- Employee discount
- Visa sponsorship
- Paid sick time
- Life insurance
- Pet insurance
- Disability insurance
- Paid time off

Method, Data Collection, Data Analysis

- A structured questionnaire with Likert scaling will be sent to 200 flight instructors in the Daytona Beach, FL area.
- 16 statements and 3 demographic information.
- Factor analysis with principal component method.
- Varimax rotation

Literature Review

- **Ghalawat and Dahiya (2010):** Demographic and sociological trends, changing employee perception of work, workforce diversity, changing role of men and women, and skill shortage.
- **Eaton (2003):** family supportive practices involving flexibility.
- **Welsey and Muthuswamy (2005):** Work-to-family conflict is more prevalent than family-to-work conflict.
- **Lowe and Schellenberg (2006):** A supportive work environment and management, flexible work arrangements.
- **Gordon and Whelan(1998):** Compensation, flexible work schedules, and training.
- **Mullen (2007):** Benefits package.

References

- Allen, T. D., & Kiburz, K. M. (2012). Trait mindfulness and work-family balance among working parents: The mediating effects of vitality and sleep quality. *Journal of Vocational Behavior*, 80
- Kohl, A. (2018, May 23). The evolving definition of work-life balance. *Forbes*. Retrieved November 2, 2021, from <https://www.forbes.com/sites/alankohl/2018/03/27/the-evolving-definition-of-work-life-balance/?sh=5ef1b11d9ed3>
- Valcour, M. (2007). Work-based resources as moderators of the relationship between work hours and satisfaction with work-family balance. *Journal of Applied Psychology*, 92, 1512-1523.

* Additional references are available on request.