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

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<tr>
<th>Primary</th>
<th>Secondary</th>
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<tr>
<td>• Help students learn</td>
<td>• Be professional</td>
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<td>• Make learning enjoyable and interesting</td>
<td>• Be sincere and honest</td>
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<td>• Measure students’ progress</td>
<td>• Maintain good personal habits and a positive attitude</td>
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<td>• Motivate students</td>
<td>• Seek continuous education</td>
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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
- Paid time off
- Disability insurance

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.

References


* Additional references are available on request.