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### **VISION**

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## THE MATTER OF PERFECT MAN IN “NASAIM UL-MUHABBAT” AND “NAFAKHOT UL-UNS”

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### ABSTRACT

*This article delves into the interpretations of “A perfect man” by the great poets and thinkers like Abdurahmon Jami and Alisher Navoi. It explores the thoughts, dignity, views, points, life style and divine love to Allah of them mentioned in their work “Nafakhot ul-uns” and “Nasayim ul-Muhabbat”.*

**KEYWORDS:** *Divine Love, Perfect Man, Truth, Saint, Scientist, Wise Man.*

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### INTRODUCTION

As it is known that the thinker and powerful scholar, Nuriddin Abdurrahman ibn Ahmad was a great scholar of Persian and Tajik literature, as well as a prominent representative of the culture of the 15th century. He had excellent skills in philosophy, history, literature, and other subjects of his time. He is considered the most famous master of words after Hafiz, and according to many researchers, he is the great master of the Persian language.[1,7]

The book “Nafahat al-uns” is a complex scientific and theoretical work. It contains Arabic and Persian expressions and sayings that are mainly expressed in the form of symbols and signs. As a result, it may be difficult for someone who is not familiar with Sufism to understand the true meaning of these words. There are some chapters in the book which begin “Nafahat-ul-uns min hazarat-il-quds” begin with quotes from Hujviri. Maulana Jami, who cited from the author of Kashf-ul-Mahjub, explains the origin and existence of prophets and saints. In “Kashf-ul-Mahjub,” Abdurrahman Jami frequently mentions the book’s author, and occasionally discusses the status of scholars he is connected to while also providing explanations of mystical issues.

Jami’s work is considered a valuable source of Persian mystical literature, and studying it can reveal new aspects for literary research. This work introduces readers to rare sources that have not been utilized in literary studies. “Nafahot-ul-uns” is Jami’s most well-known book, containing commentaries and biographies of numerous Muslim scholars from India to Iraq and Egypt. Many subsequent works were influenced by “Nafahat-ul-uns”. [2, 37]

Abdurahman Jami, who contemplated the ideal human being, referenced and quoted Khoja Abdullah Ansari’s work “Tabaqat us-Sufiya” multiple times in his book. This was continued by Alisher Navoi in “Nasayim ul-Muhabbat”. It should be noted that Navoi enriched the text by adding short notes and comments in relevant areas. He took a scientific approach to the theory of guardianship in the introduction of Jami’s tazkiras. Navoi independently wrote a relatively simple and understandable introduction, considering the worldview of Turkish-speaking readers.

Additionally, Jami primarily relied on the tazkiras of Imam Yafi'i, Sullami, and Ansari when writing his work. It's known that Navoi is the primary source for the biographies of 19 famous saints from Fariduddin Attar's "Tazkirat ul-Avliya", 31 historical figures in this area who lived in India, as well as more than 100 Turkish mashayikhs. There is also a place for poets who have achieved the status of guardian, including Nasir Khusrav, Sheikh Mahmud Shabustari, Azari, Lutfiy, Ashraf, Nasimi, Sheikh Imodiddin Faqih, Maulana Jami. He also provided information about his contemporaries, with whom he communicated directly, and increased the number of sheikhs from 618 to 770. Jami's tazkira begins with the mention of Abu Shim Sufi, who was the first to be called "Sufi." Navoi's tazkira begins with a chapter about Uwais Qarani. Uwais Qarani's profound love for the Prophet in his absence is an example for the entire Islamic community; portraying strong and unwavering devotion. The information about the saints has a scientific basis and is particularly important in the study of the history of Sufism.

According to "Nafahot ul-uns," there are different opinions about who a saintly person is and what qualities they have. Jami Abu addressed to Ali Jurjani's ideas: "The saintly person succeeds in life by observing the truth and being aware of themselves. It is impossible for them to be deceitful, and they are considered as perfect and wise individuals".

In his work, the discussion about the ideal person continues and Abdurahmon Jami quoted of Ibrahim Adham thoughts "Do you want to be a perfect man?" The person replied: "Yes, I want to. Why wouldn't I want to?" Ibrahim Adham said: "Don't desire anything purely for the sake of the afterlife. If we lack the motivation to do good, God may turn away from us. Seek forgiveness for the sake of Allah. Don't be disheartened by worldly matters and the future. Turn your heart towards the truth. If you possess these qualities, you will be a perfect man."

In his writing, Jami presents the idea of the great man or the perfect man without clearly defining it, leaving every one to interpret. He also discusses the concept of it, distinguishing between idealman of public and special people. The first of these is relevant to everyone. And the second type of ideal people only belongs to the group of special people. Sufism and Sharia are closely interconnected, according to sources. Therefore, a virtuous person should not only adhere to the principles of Sufism but also to the practices of Sharia. The "Nafahat ul-uns" also states that being infallible to Sharia is a key requirement for being the perfect man. [3, 145]

Navoi mentioned about the divine love to Allah in heart of such people. [4, 74]

There are many examples in "Nasoyim ul-muhabbat". In two exemplary stories of Fuzail b. Eyoz and Ma'ruf Karkhi related to such love. There is no greed or hypocrisy, but loyalty and love which mean obedience to God. According to the nature of the lover, he is obedient to his beloved one. One of the important information in the story that related Fuzail b. Eyoz and his son "...and he became a great man in rank, his name was Ali. One day in Masjid Haram, near Zamzam, he heard a song, "You can see the state of sinners there..."

Fuzail b. Eyoz's son died immediately. Navoi cited the unique attitude of Taghin Sheikh ul-Islam to this incident. He analyzed this situation as follows: "Target is from a friend and soul is from a wise man... it is better for someone who dies with love to die like that. There is no good in love that does not end with death..." In the following story, Maruf Karkhi's deep thoughts further clarify that the science of love belongs only to the individual: "...Love is not something that it can be teach to people, but it is a gift and virtue of the Truth..." Tazkira 21 and 22 the above two stories, which are so close each other with their essentially harmonious commonality, and served to convey the author's thoughts about the love of the perfect men to the reader.

In general, in every story in this book, the idea of loving God with all your heart, getting to know His nature and attributes, purifying your heart from the dust of lust, and attaining the presence of God in a state of inner purity and enjoying it is widely promoted. This path belongs to ideal people who endure all hardships in the path of pure love.

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## A CASE STUDY- QUALITY OF WORK LIFE BALANCE OF COLLEGE TEACHERS

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### ABSTRACT

*Maintaining a healthy work-life balance is important for teacher's well-being and productivity, especially in today's technology based and demanding workplace. The data is collected from 33 employees with the help of primary data using a survey method. The elements impacting both job and personal life happiness are taken into consideration using the Likert scale of measuring methodologies. This study examines the Work life balance of PU College Teachers in Kodibag and Baad area in Karwar, Karnataka, focusing on factors Influencing their personal and work life satisfaction. The case study is build on primary data of 33 employees, which is subject to descriptive stastical analysis by using using proportion and frequency analysis, followed by Figures and pie diagrams. The study enables to figure out quality of work life balance of PU College teachers of Kodibag and Baad area in Karwar, Karnataka.*

**KEYWORDS:** *Work Life Balance, PU College Teachers, Workplace, Teaching Profession.*

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### INTRODUCTION

Keeping a healthy work-life balance is paramount for PU college teacher's wellbeing. With the intent of improving their overall quality of life and level of happiness, this case study in karwar pu college looks into aspects that affect how well they merge their personal and work life obligations. The harmony between one's personal and professional lives is known as work-life balance, which is crucial to people's general wellbeing. It is recommended that academic administrators devise tactics to assist educators in attaining this equilibrium, taking into consideration factors like age, gender, and elements that influence work happiness, recognition and prospects for advancement.

This study focuses on PU college teachers in Karwar, Karnataka, conducting primary data collection and statistical analysis to comprehend their work-life balance better. Engaging directly with the educators regarding their job related and personal lives will allow identifying of areas that needs support. Work satisfaction, impacted by various work environment factors, is crucial for PU college teachers. Elements like appreciation, communication, coworkers, job conditions, nature of work, and promotion opportunities significantly impact their satisfaction levels. Study findings can provide guidance and strategies to support teachers in achieving a healthier balance between their personal and professional lives. Addressing work-life balance concerns can lead to increased job satisfaction, retention rates, and ultimately better educational outcomes for students.

In conclusion, work-life balance is vital for PU college teachers' overall well-being and satisfaction. Understanding the variables affecting their work-life balance is the goal of this study and also to suggests interventions to improve it. Prioritizing teachers' well-being can create a positive work environment and contribute to better educational outcomes.

### **LITERATURE REVIEW:**

#### **Related Works**

Work-life balance is vital for all teachers/Professors and institutions/management of learning as it affects both teacher well-being and students' learning outcomes. An organization's top priority should be to implement work-life balance policies since it directly affects teachers' overall success. By offering a work-life balance, educational institutions may help teachers successfully manage both their private and professional lives. As a result, teachers who are more motivated, encouraged and fulfilled have the better ability to engage students and deliver high-quality education. Improved Teachers' work-life balance is correlated with decrease of stress and greater mental health, both of which assist students by creating a more positive and productive learning environment. In the end, organizations can foster a culture of wellbeing that helps both students and educators.

**TABLE1: LITERATURE REVIEW SUMMARY**

S. No.	ResearchTopic	Research Focus	Reference
1	Work-Life Balance Practices and Teacher Performance in Public Secondary Schools in Kenya.	Work-life balance practices, such as leave policies adherence and supportive work environments, positively impact secondary teachers' performance in Public schools in Kenya, leading to increased productivity and teaching satisfaction.	Matula, P. D. (2022).
2	Work-Life Balance of Secondary Teachers in Hong Kong.	Factors affecting work-life balance of secondary teachers in Hong Kong include support from co-workers, workload, and work-family conflict. High support and low workload positively impact work-life balance.	Wong, K., Lai, A. T. S., Meng, X., Lee, F. C. H., & Chan, A. H. S. (2021).
3	A Study on Work-Life Balance of College Teachers in Bangalore City.	Balancing work and personal life is crucial amid changing work styles and lifestyles. Increasing job requirements and nuclear family trends affect teachers' ability to balance, impacting job output and personal well-being. Institutions must prioritize improving work-life balance to ensure efficiency and retain talent. Professional and personal satisfaction are key, influenced by various factors in educational institutions. Effective Work-Life Balance Policies enhance satisfaction, family time, and overall well-being, fostering a motivated workforce dedicated to students and society.	WORK LIFE BALANCE OF TEACHERS - BANGALORE - Google Search.-By Mr. Ravi Kumar.(2020)
4.	Trends in the literature about work-life balance among higher education teachers.	The study reviews job-life balance among higher education teachers, highlighting conflicts like job satisfaction, career concerns, and institutional pressures, aiding in enhancing well-being in both personal and teaching professional realms.	Franco, L. S., Pilatti, L. A., & Franco, A. C. (2023).

5.	Work-family conflict and work-life balance: a study of secondary school teachers in sargodha.	The study revealed a positive link between work-family conflict (WFC) and work-life balance (WLB), indicating higher WFC scores align with higher WLB scores. WFC adversely affects both work life and personal life, as confirmed by regression analysis, emphasizing strain-based conflict's impact on teachers' well-being. Juggling multiple responsibilities like work and family can induce stress, affecting psychological and physical well-being.	Ahmad, R., Majeed, S., Rabi, S. A., & Taseer, N. A. (2023).
6.	A Study on Factors Influencing Work Life Balance of Women Teachers in Dindigul District.	The research in Dindigul District examines elements affecting work-life balance for women teachers. Family support, organizational culture, and flexible hours significantly influence this balance. Work-family conflict negatively impacts it. Strategies like humor, setting boundaries, and seeking support are vital for sustaining balance. The study aims to explore how family and work factors can affect women teachers' work-life balance efforts in the district.	Al, M. L. L. E. (2023).
7.	A Study on Work Life Balance among the Teaching Professionals of Arts and Colleges in Tuticorin District.	The research delves into the challenges teaching professionals encounter in maintaining work-life balance, examining factors like family support and organizational culture. It aims to explore how work-life balance impacts teaching professionals' personal, social, family, environmental, and psychological aspects. Strategies such as boundary setting and seeking support are essential for balance. The study stresses integrating work-life balance strategies into educational institutions' annual planning to boost employee well-being.	Muthulakshmi, C. (2018).

8.	<p>Understanding The Work Life Balance Of Faculties Of Engineering Colleges Of Allahabad.</p>	<p>The research investigates challenges teaching professionals encounter in work-life balance, considering factors like family support and organizational culture. It explores how balance influences personal, social, family, environmental, and psychological aspects of their lives. Strategies such as boundary setting and seeking support are crucial for balance. Emphasizing integrating work-life balance strategies into educational institutions' annual planning is vital for enhancing employee well-being.</p>	<p>Yadav, M. (2019).</p>
9	<p>A study of work life balance of female teaching professionals in coimbatore.</p>	<p>The research analyzes challenges in teaching professionals' work-life balance, exploring factors like family support and organizational culture. It investigates how balance affects personal, social, family, environmental, and psychological aspects of their lives. Highlighted strategies include boundary setting and seeking support. Emphasizing the integration of work-life balance strategies into educational institutions' planning is crucial for enhancing employee well-being.</p>	<p>Radha, A. (2015)..</p>
11	<p>Work-Life Balance and Job Satisfaction Among School Teachers: A Study.</p>	<p>The research investigates challenges in teaching professionals' work-life balance, examining factors like family members support and organizational culture. It explores how balance impacts various aspects of their lives. Highlighted strategies include setting boundaries and seeking support. Emphasizing the integration of work-life balance strategies into educational institutions' planning is crucial for enhancing employee well-being.</p>	<p>Padma, S., &amp; Reddy, M. S. (2014).</p>

**NEED FOR THE STUDY:**

Understanding how PU teachers of Kodibag and Baad area, Karwar Karnataka, balance work life and personal lives is really important. When teachers feel balanced, they do better in their teachings and enjoy them more. This study wants to figure out what helps teachers feel balanced and what gets in the way. It's also important to make sure teachers have fair treatment at work. This research will give us new perception that assist in things improving for PU college teachers, which means they can do their job even better and feel happier doing it.

### **OBJECTIVES:**

1. To ascertain the degree of magnitude of self- satisfaction with work-life balance among PU teachers in Kodibag and Baad area, Karwar Karnataka.
2. Assessing how content and balanced they feel between their professional responsibilities and individual life commitments.
3. To identify and examine the impact of both teaching life and personal life of PU college teachers in Kodibag and Baad area, Karwar Karnataka, investigating how various teaching career and personal factors interact to shape their overall work-life balance.
4. To analyse the work life balance of PU teachers in Kodibag and Baad area, Karwar Karnataka, across selected demographic variables.
5. To recommend suitable measures to make better the WLB of PU College teachers build on conclusions.

### **Methodologies**

**Type of Research:** The evaluation employed in the case study is descriptive. The study focuses at understanding the work life balance among PU teachers in Kodibag and Baad area, Karwar Karnataka.

**Sample Size:** The sample number comprises of a sum of 33 PU college teachers (respondents). The respondents are PU teachers working in kodibag and baad area karwar Karnataka.

**Instrumentation Techniques:** The mechanisms used for gathering data are through Structured Questionnaire. We used a questionnaire with personal information, both closed- and open-ended, to get details from the pu college teachers. For the closed-ended questions, the multiple rating list scale, likert scale, simple category scale, and multiple choice question (MCQ) scaling approaches were used.

**Primary Data:** A questionnaire was used to collect the primary data. The Google Form questionnaires were sent to the PU teachers via email, Telegram, WhatsApp, and other channels.

**Secondary Data:** Prominent journals, magazines, research papers, textbooks, and a few websites were the sources of secondary data.

**Plan of Analysis:** The data which was gathered through primary means was looked into and categorized in the manner of tables, pie Figures and graphs for better understanding. Easy statistical methods like percentages and averages are employed for pu college teachers survey.

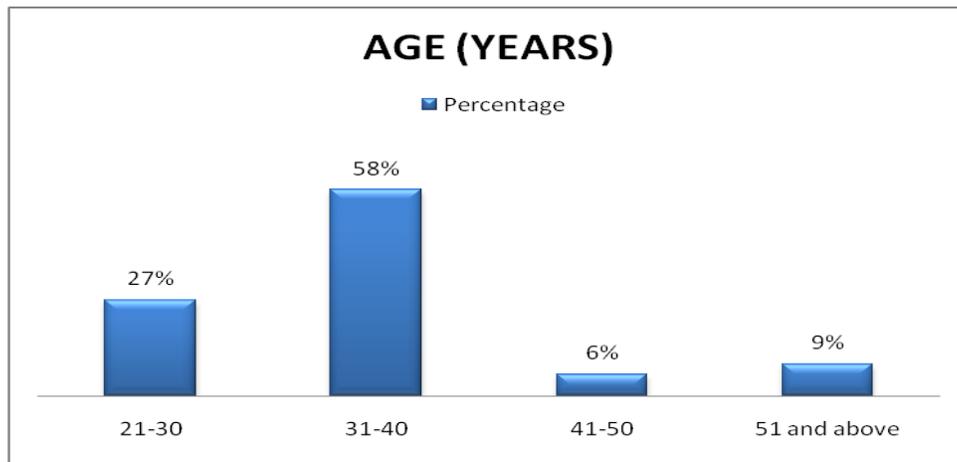
### **Findings, Results and Analysis**

The compiled data, gathered through the survey method, is analyzed using Microsoft Excel. The data is segregated into sections as per the means of questionnaire. Descriptive analysis presents the profile of respondents and reveals descriptive statistical results, including the mean, as measured for work-life balance amidst PU college teachers. This study is predicated on the responses given by PU college teachers. Tables, pie diagrams, different types of Figures were adopted to display respondents' reactions related to work-life balance. The examination and analysis of data gathered from PU college teachers are incorporated in this case study. The numerous questions were put forward to teachers are analyzed in tables, supported by pie Figures and different types of graphs.

**Table 1.1 : Respondents Based on Age Brackets**

Age (years)	No of Responses	Percentage
21-30	9	27%
31-40	19	58%
41-50	2	6%
51 and above	3	9%
<b>Total</b>	<b>33</b>	<b>100</b>

Source: Primary Data



**Figure 1.1**

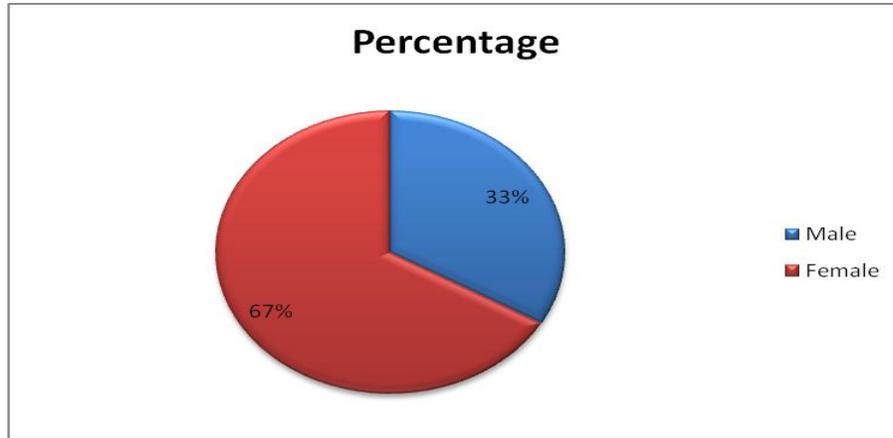
**Analysis:** Upper Table 1.1 depicts the age bracket of various PU College Teachers. The larger parts of the teachers are within the age bracket of 31 to 40 years with, largest of 58%. Teachers also falls within the age bracket of 21- 30 and 41 -50 i.e. 27% and 6 % and remaining 9% , 51 and more.

**Interpretation:** By scrutinizing the above table, we can consider that the PU college lecturers are of middle age with less experience. 27% are fresher’s with handful of experience.

**Table 1.2 : Respondents Based On Gender**

Gender	No of Responses	Percentage
Male	11	33%
Female	22	67%
<b>Total</b>	<b>33</b>	<b>100%</b>

Source: Primary Data



**FIGURE 1.2**

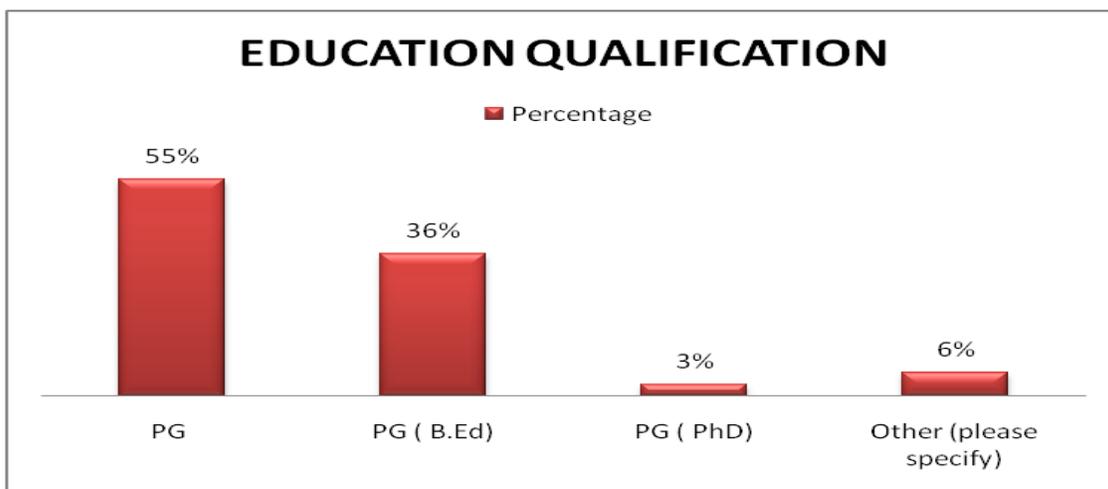
**Analysis:** In accordance to the study related to gender respondents, above figure indicates that female have upper hand with 67% compared to male with only 33%.

**Interpretation:** By scrutinizing the above table, we can figure out that female PU college teachers have an upper hand compared to PU college male teachers which concludes that the majority of those assessed in this case study are women respondents (teachers).

**Table 1.3 : Respondents Based on Qualification Criteria**

Educational Qualification	No of Responses	Percentage
PG	18	55%
PG ( B.Ed)	12	36%
PG ( Ph.D)	1	3%
Other ( specify)	2	6%
Total	33	100%

Source: Primary Data



**FIGURE 1.3**

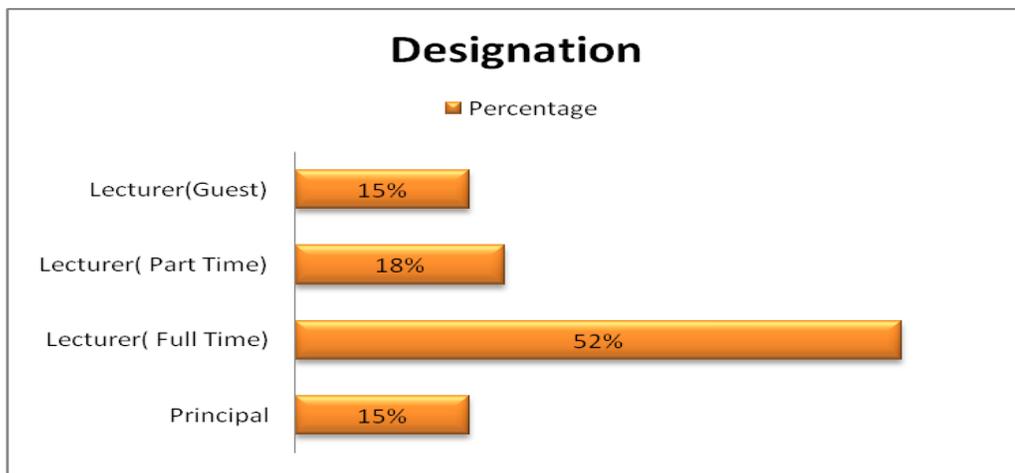
**Analysis:** In accordance to the study related to qualification, above figure indicates that the ratio of PG is 55% then that of other teachers. The education qualification of the PU college teachers is categorized into PG, PG (B.Ed), PG (PhD) and others.

**Interpretation:** The credentials college teachers play a crucial role. In this study maximum of college teachers are Post Graduates.

**Table 1.4 : Respondents Based On Designation**

Designation	No of Responses	Percentage
Principal	5	15%
Lecturer( Full Time)	17	52%
Lecturer( Part Time)	6	18%
Lecturer(Guest)	5	15%
<b>Total</b>	<b>33</b>	<b>100</b>

Source: Primary Data



**FIGURE 1.4**

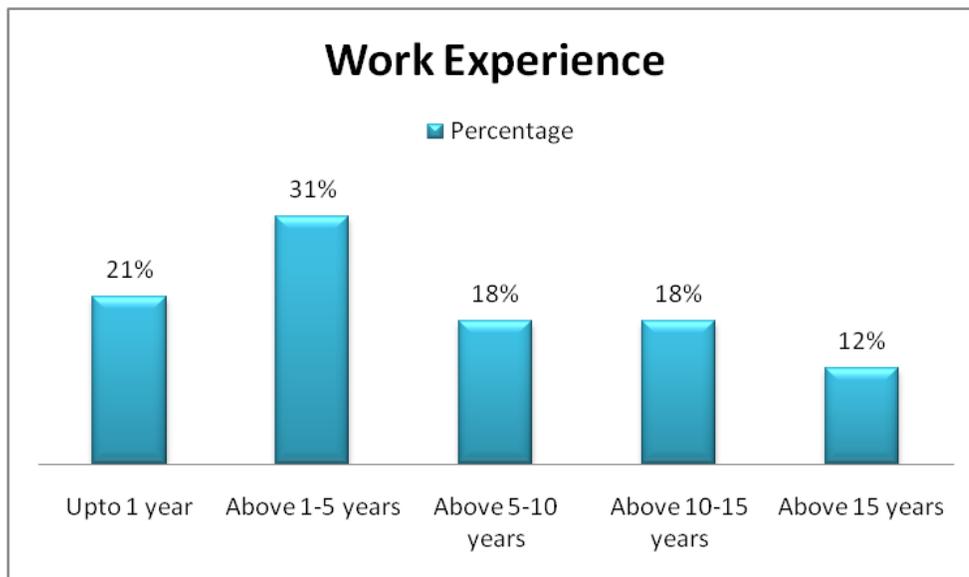
**Analysis:** In accordance to the study of designation of the PU college teachers, depicts that 52% of teachers are full time lecturers, 18% of teachers are part time Lecturers, 15% are Principals, and rest 15% are guest lecturers.

**Interpretation:** In accordance the case study the above table and Figure shows that the larger part of the PU college instructors are full time lecturers with maximum of 52% in 33 respondents.

**Table 1.5 : Respondents Based On Work Experience**

Work Experience	No of Responses	Percentage
Upto 1 year	7	21%
Above 1-5 years	10	31%
Above 5-10 years	6	18%
Above 10-15 years	6	18%
Above 15 years	4	12%
<b>Total</b>	<b>33</b>	<b>100</b>

Source: Primary Data



**FIGURE 1.5**

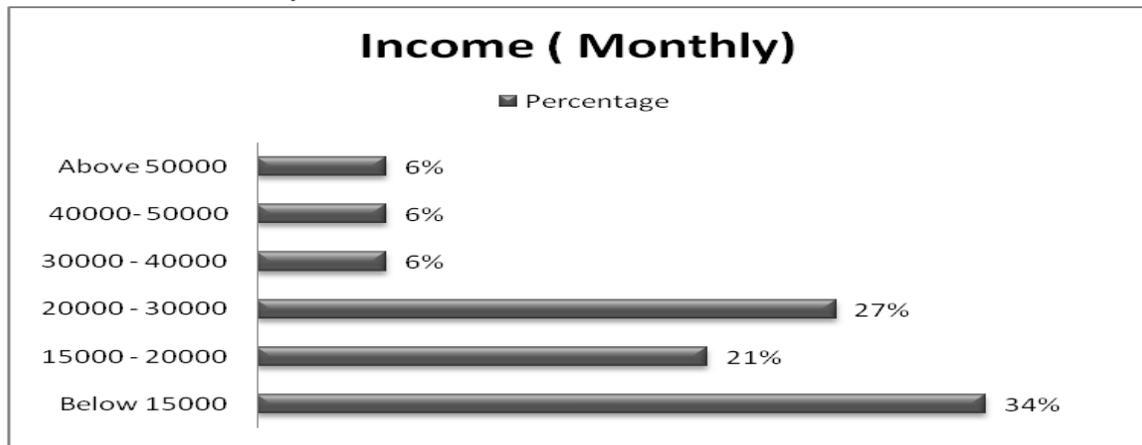
**Analysis:** In accordance to the study of work experience, it depicts that 31% of the PU College Lectures are of 1 to 5 years, 21% with experience below 1 year, 18% with 5 to 10 years and 10 to 15 years and remaining 12% with greater than 15 years.

**Interpretation:** In accordance to the study, PU college teachers have satisfactory to high experience. Additionally, these case studies also have PU college instructor's up to 5 years of experience.

**Table 1.6 : Respondents Based On Income**

Monthly salary	No of Responses	Percentage
Below 15000	11	34
15000 - 20000	7	21
20000 - 30000	9	27
30000 - 40000	2	6
40000- 50000	2	6
Above 50000	2	6
<b>Total</b>	<b>33</b>	<b>100</b>

Source: Primary Data



**FIGURE 1.6**

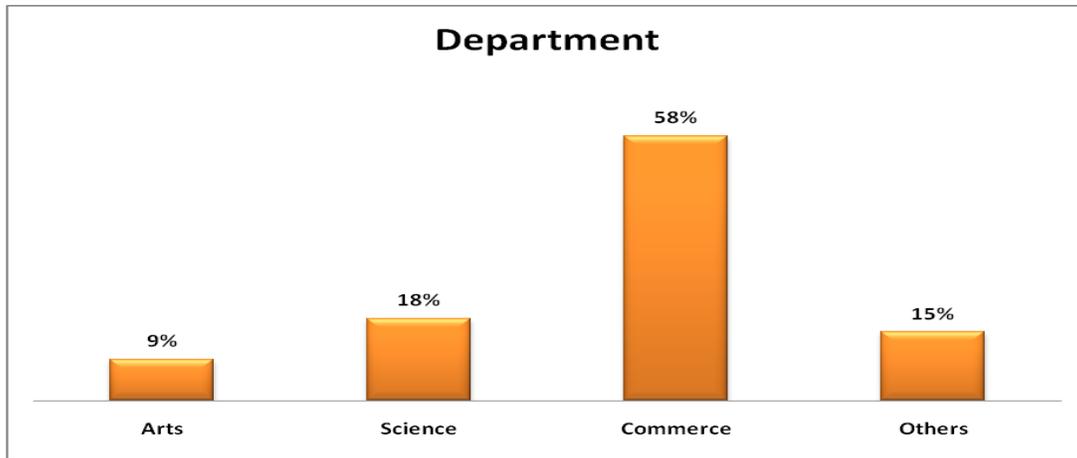
**Analysis:** Table 1. 6 shows that 34% of the PU college teachers salary is below Rs. 15000, 27% has upto Rs.30000, 21% upto Rs 20000, 6% above Rs. 30000, 6% above Rs. 40000 and 6% above Rs. 50000.

**Interpretation:** In accordance to the income, the study says that larger part of the PU college teachers come under the earnings level of below Rs. 15000 as per their experience and designation with decent experience in the teaching profession.

**Table 1.7 : Respondents based on Department**

Department	No of Responses	Percentage
Arts	3	9%
Science	6	18%
Commerce	19	58%
Others	5	15%
<b>Total</b>	<b>33</b>	<b>100%</b>

Source: Primary Data



**FIGURE 1.7**

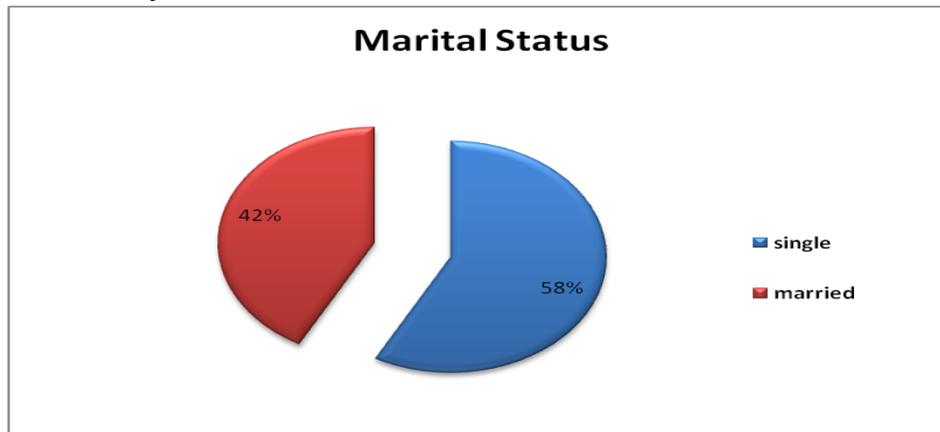
**Analysis:** In accordance to the departments of the PU college teachers, 58 % originate from commerce department, 18% originate from science, 9% originate from arts, and 15% originate from other departments.

**Interpretation:** In accordance to the case study maximum PU College teachers are from commerce field. So, major portion of the PU college teachers belong to commerce department in Kodibag and Baad area, Karwar Karnataka.

**Table 1.8 : Respondents Based On Marital Status**

Marital Status	No of Responses	Percentage
Single	19	58%
Married	14	42%
<b>Total</b>	<b>33</b>	<b>100%</b>

Source: Primary Data



**FIGURE 1.8**

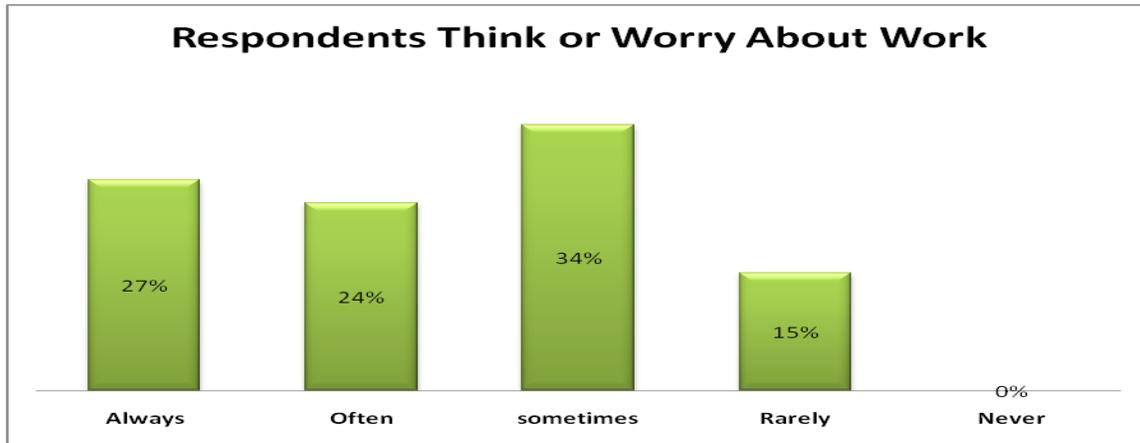
**Analysis:** In accordance to marital status, it says shows 42% of the PU college instructions are not single and 58% are single.

**Interpretation:** This case study depicts that larger part of the PU College teachers are Single.

**Table 1.9 : Respondents Based On Worry About Work (When Not At Work)**

Agreement	No of Responses	Percentage
Always	9	27%
Often	8	24%
Sometimes	11	34%
Rarely	5	15%
Never	0	0%
<b>Total</b>	<b>33</b>	<b>100%</b>

Source: Primary Data



**FIGURE 1.9**

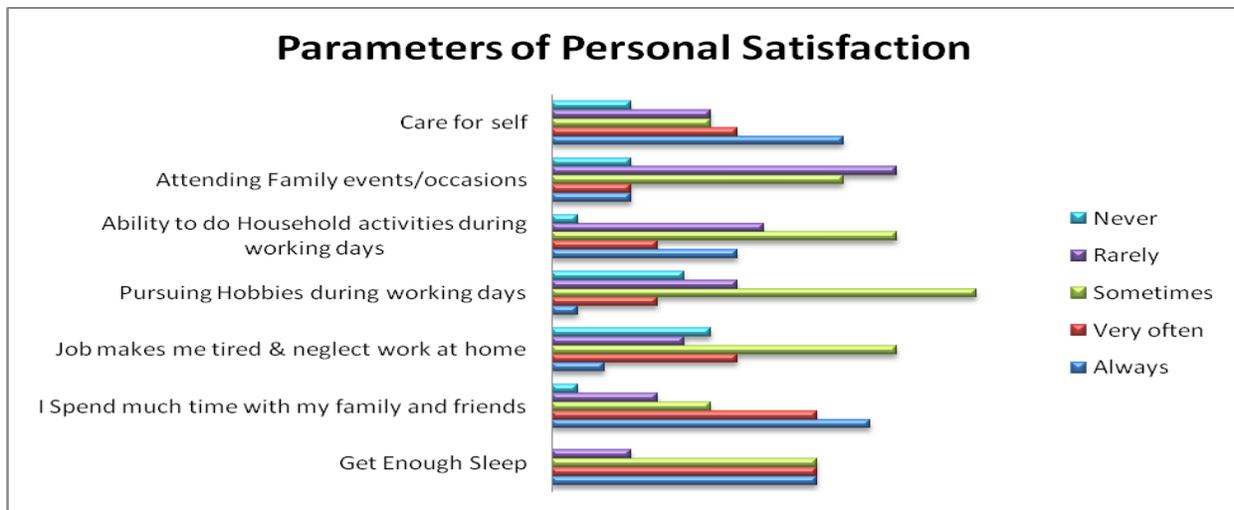
**Analysis:** In accordance to how often PU College teachers think or take stress about work when they are not working, for this 34% of teachers said sometimes, 27% said always, 24% said often and 15% said rarely worry or take stress about work when they are not in college.

**Interpretation:** The aforementioned data demonstrates that larger number of college teacher’s worry or take stress sometimes when they are not in the college. This demonstrates that they may also bring college work to home like class preparations, which makes them to think or worry more about work and dedicate less time to family and children. This will undoubtedly impact on their health conditions and personally, thereby it’s necessary that they achieve a healthy balance in their WLB to promote mental peace and give them the space to reflect and allocate attention to their own concerns.

**Table 1.10 : Parameters Based With Personal Satisfaction**

Parameters	Always	Very Often	Sometimes	Rarely	Never	Score	Weighted Average	Rank
Get good Sleep	10x5	10x4	10x3	3x2	0x1	126/33	3.82	2
I Spend healthy time with my family/friends	12x5	10x4	6x3	4x2	1x1	127/33	3.85	1
Job makes me fatigued & fail to complete work at home	2x5	7x4	13x3	5x2	6x1	93/33	2.82	5
follow Hobbies during my teaching/working days	1x5	4x4	16x3	7x2	5x1	88/33	2.67	7
Ability to do domestic chores during teaching/working days	7x5	4x4	13x3	8x2	1x1	107/33	3.24	4
Take part in Family celebrations	3x5	3x4	11x3	13x2	3x1	89/33	2.7	6
Care for oneself	11x5	7x4	6x3	6x2	3x1	116/33	3.52	3

Source: Primary Data



**FIGURE 1.10**

**Analysis:** The information of table and figure above reveal how PU college instructors responded when asked how much the aforementioned characteristics affect their ability to work in a setting where it affects their personal pleasure. Using a weighted average analysis, here, the top targets are: spending time with relatives and friends ranks one; sleeping with second; third goes to taking care of oneself; being able to complete household tasks during the workday holds fourth; feeling exhausted from work and overlooking tasks at home with fifth; attending significant events and occasions; ranking sixth; taking part in hobbies during time dedicated working with seventh rank.

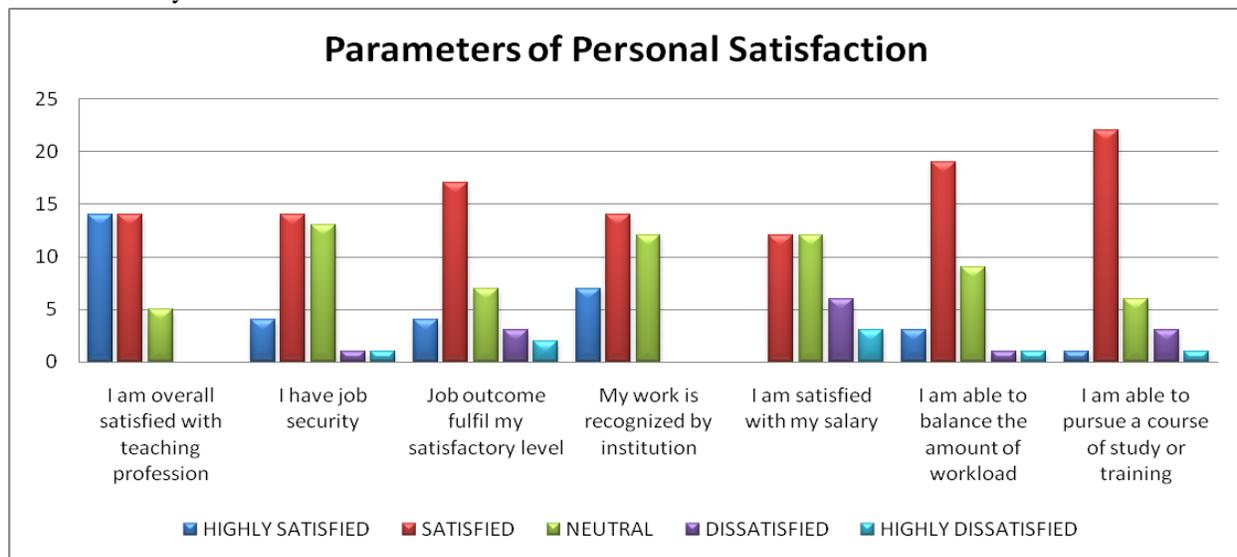
**Interpretation:** Based on studies, it is important for PU college teachers to prioritize the aforementioned personal satisfaction characteristics, because neglecting them can affect

negatively in their job life. The outcome shows that while most teachers try to spend time with friends and family, get enough rest, exercise, and take good care of themselves, it also depicts that respondents feel unable to perform household chores, rarely attend events, and have less time to engage in hobbies. The respondents demonstrate an elevated sense of personal happiness, it may be thought.

**Table 1.11 : Parameters Based on Professional Satisfaction**

Parameters	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Score	Weighted Average	Rank
I am happy with teaching profession	14x5	14x4	5x3	0x2	0x1	141	4.27	1
Job/Employment security	4x5	14x4	13x3	1x2	1x1	118	3.58	4
Job end result fulfill my satisfactory level	4x5	17x4	7x3	3x2	2x1	117	3.55	5
Work is recognized by organization/management	7x5	14x4	12x3	0x2	0x1	127	3.85	2
Happy with my salary	0x5	12x4	12x3	6x2	3x1	99	3	6
Workload balancing is possible	3x5	19x4	9x3	1x2	1x1	121	3.67	3
Pursue a skill/course of study.	1x5	22x4	6x3	3x2	1x1	118	3.58	4

Source: Primary Data



**FIGURE 1.11**

**Analysis:** In accordance to the table and figure which shows the several parameters related to work satisfaction. PU college teachers responded about their degree of satisfaction. The criteria with the highest rank are Overall Content with Teaching Profession, Work Acknowledgment by the Institution, Workload Balancing Ability, Job Security and Possibility of Pursuing Training or Education, Job Outcome Satisfaction, and Salary Satisfaction are ranked second, third, fourth, and sixth.

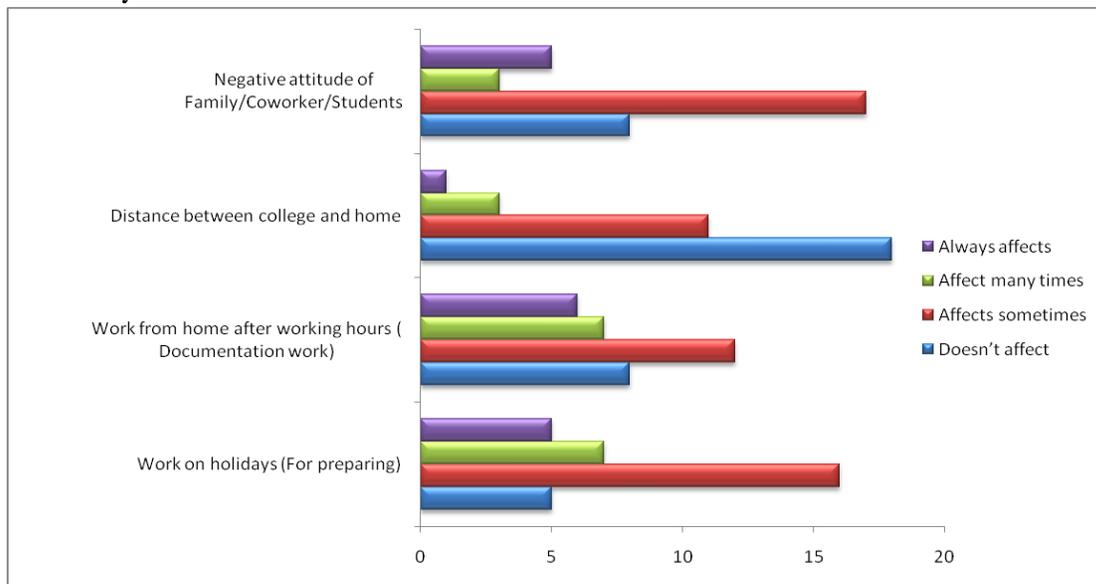
**Interpretation:** According to the data, instructors are really peaceful and stress free with their teaching job. We can depict that there is work life satisfaction because the answers to the question about overall satisfaction with the teaching profession is the greatest. Additional

respondents express satisfaction with factors such as job recognition and support from the organization, workload management skills, job security, and job result satisfaction. However, there is discontent with factors like income satisfaction, which would also impact professional life happiness. Institutions/ Departments take this into account to raise employee total professional contentment.

**Table 1.12 : Parameters Based on Balance Between Work Life and Personal Life**

Parameters	Doesn't Affect	Affects Sometimes	Affect Many Times	Always Affects	Score	Weighted Average	Rank
Work On Holidays (For Preparing)	5	16	7	5	87	2.64	4
Work From Home After Working Hours ( Documentation Work)	8	12	7	6	88	2.67	3
Distance Between College And Home	18	11	3	1	112	3.39	1
Negative Attitude Of Family/Coworker/Students	8	17	3	5	94	2.85	2

Source: Primary Data



**FIGURE 1.12**

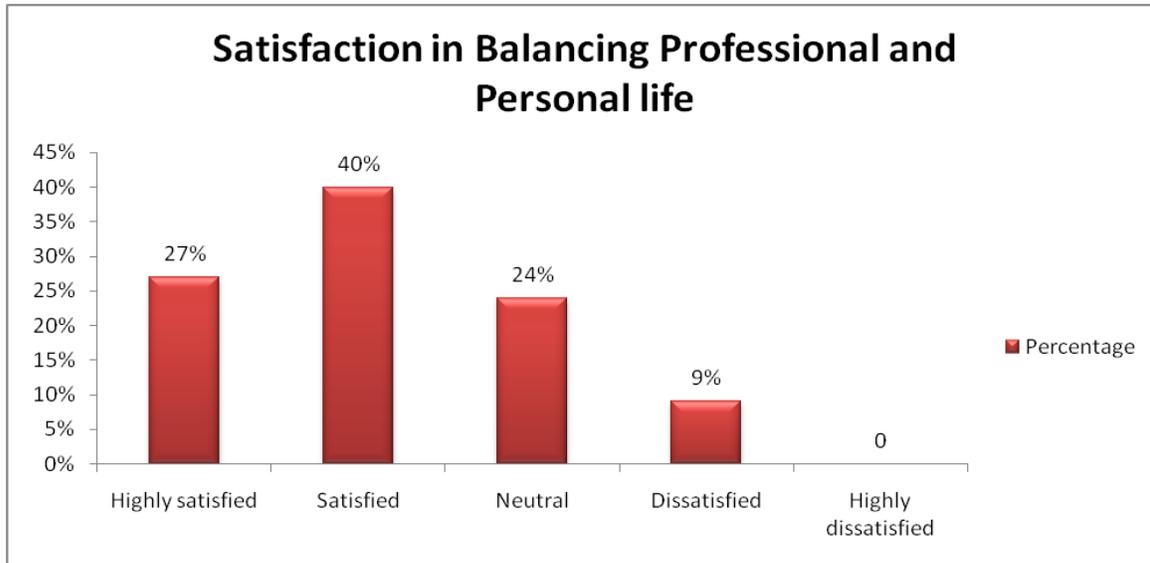
**Analysis:** The elements impacting family life and work life balance are listed above. The distance from house to college has been ranked one, Second place goes to negative attitudes from family, coworkers and students, third place goes to homework after college hours and fourth place goes to working like preparing and other documentation work on holidays.

**Interpretation:** The figure unequivocally shows how every aforementioned criteria affects striking a balance between work and personal life. Because even if responders ( PU teachers) have a high designation and a lot of expertise, their performance would undoubtedly suffer if they are unable to maintain a balance in their personal lives. This proves there is a major connection between one's personal life and productivity at work. Work performance is bound to decline if personal matters are hampered.

**Table 1.13 : Respondents based on Overall Satisfaction in Balancing Professional and Personal Life**

Rating scale	No of Responses	Percentage
Highly satisfied	9	27%
Satisfied	13	40%
Neutral	8	24%
Dissatisfied	3	9%
Highly dissatisfied	0	0%
<b>Total</b>	<b>33</b>	<b>100%</b>

Source: Primary Data



**FIGURE 1.13**

**Analysis:** In accordance to the table and Figure, 27% of PU college teachers are maximum satisfied and 40% of teachers are content with how their personal and work life are balanced, 24% are neutral, and just 9% are unsatisfied.

**Interpretation:** In accordance to the study above, the larger part of PU college teachers are happy and peaceful with how their personal and teaching life are balanced. PU college teachers should understand how to manage both on a personal level, and organizations should implement. A healthy work-life balance promotes dedication, job satisfaction, and positive behavior in employees, families, and students. Consequently, it may be said that WLB affects employees' overall performance.

**DISCUSSION**

The following output can be figured out from the case study, which is purely based on the response provided by the Lecturers (PU college teachers Kodibag and Baad area, Karwar Karnataka).

1. The majority of the respondents in the study come in the age bracket of 31-40 years which depicts the PU College lecturers come in their middle age.
2. Among the total Teachers, the larger parts are women teachers (67%) with the remaining male.

3. As per the case study findings the PU college teachers originate from department of commerce.
4. Majority of the college instructors are single (75%), which indicates that they are not much accountable when it comes to spouse and children's responsibilities.
5. Bothering about work when away from college impacts the WLB, When this was enquired, (27%) of teachers said they think and worry about college work, even they are away from college, to which maximum of the PU instructors agreed sometimes.
6. Findings also concluded that PU college teachers are satisfied with personal life as they can go out and enjoy with friends and family and get sound sleep.
7. Much of the PU college lecturers have a belief there is overall satisfaction with Teaching.
8. It is found in the case study that larger part of the PU college teachers feel their work is recognized by the institution/management so they are proficiently satisfied and inspired to work.
9. Findings reveal that larger part of the PU College teachers are with the belief that they don't feel overloaded with classes or other responsibilities assigned to them.
10. Findings depicts that working on off days and negativism of coworkers/ students/family have an impact on work life balance.

The case study survey of PU College teachers has found that the larger part of PU college teachers (nearly 40 percent) is satisfied in balancing their work life and personal life.

## **CONCLUSION**

Balancing work/teaching life is significant study for researchers and department of manpower. It's mainly due of the drastic change in teaching/working patterns in the organization/ departments and also the changes happening in the life style. Increasing expectations of job and the trend of nuclear family is making working people unable to balance, work and personal lives. This is having a major impact on performance as employees are stressed and have an impact on how well their personal life goes. It's vital for education institutions/ departments to improve and retain the work life balance of their teachers. This will helps the institution/departments to work more smoothly, efficiently and also retain talented, hardworking and competent teachers...

We concluded that professional satisfaction and personal satisfaction of the PU college teachers is vital for overall development. Variety of factors and working conditions in the educational institutions/ departments influence the quality of WLB.

## **Suggestions**

The recommendations and ideas in relation to the current study are as follows.

1. Making sure instructors receive a fair pay and an improved compensation plan to promote job happiness, which benefits WLB.
2. Employees must to adhere to effective time management techniques in order to guarantee productivity and provide sufficient time for personal pursuits.
3. Best practices for employees to follow in order to maintain a work-life balance.

4. Effectively plan the task to prevent delays and ensure that it doesn't interfere with personal priorities.
5. Keeping up positive relationships with spouse, children friends and colleagues.
6. Prevent bringing work-related stressors to your home and personal life issues to work.
7. Regular meditation and maintaining an optimistic outlook enhance mental and physical well-being.
8. Taking a break from work for social events. Taking a break from work to engage in leisure activities, socialize, and rejuvenate rejuvenates the mind and restores energy for returning to work.
9. Maintaining a balanced personal and professional life may be achieved by assigning equal importance to work and family.
10. Employers should value their workers' contributions and provide those frequent financial and non-financial awards and recognition as this inspires them and improves output and job happiness.
11. The administration and institution need to communicate with PU College teachers often so as to comprehend the issues at hand and take appropriate action.

The aforementioned recommendation is on accordance with the research study, and if it is followed by the institution and staff, it may improve work-life balance and increase employee satisfaction on both a professional and personal level.

### **Limitations**

- Since the study was minimal to PU institutions in the Kodibag and Baad areas, its results cannot be regarded as comprehensive.
- The study is only valid for a limited length of time since the attitude is a variable component that is always changing.
- Because it was difficult to receive a sufficient response, the sample size was minimal to 33 instructors from a larger sample space.
- There's a possibility of inaccuracies by respondents leading to prejudicial and biased behavior which may reflect in the data. Additionally, primary data may be distorted as a result of human intervention.

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**OBSERVATION OF INTERNAL AND EXTERNAL ORGANIZATIONAL FACTORS IN THE HOSPITALITY INDUSTRY OF NEPAL**

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**ABSTRACT**

*This research paper enlightens the internal and external organizational factors of hospitality industry of Nepal for their better understanding for environmental impacts. This research is based on quantitative research design as observation of external and internal organizational factors depends on adaptation of strategic plans in hospitality sector. To analyze the facts researcher thus use primary means of data collection and adopt field collected questionnaire techniques. Simply, to precisely analyze the data SPSS software is considered. The different data analysis techniques as descriptive statistics are used in this research. Research has high value and worth for promoting scattered hospitality sector. This research suggests various assertive factors where hospitality sector can work on. The hotel sector being the most suffered sector in pandemic, this research provide valuable suggestion to policy maker on how can they promote economic growth through hospitality enhancement. Likewise, research determines new ways for tackling crises seen in hospitality sector which can truly be helpful for growth of hotel sector.*

*This research work use ground study and has high worth and value. It is native work in field of hospitality. To enhance value, researcher has presented the field collected data with well-defined statistical tools as obtained. The researcher has collected data through self-structured questionnaire which ensure research being the primal work and is original work of researcher.*

**KEYWORDS:** *Organizational Factors, Hospitality industry, Organizational Dynamics, Post-Pandemic Recovery, Nepal, Strategic Adaptation.*

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## 1. INTRODUCTION

Nepal being the country with natural beauty and mesmerizing scenic view, hospitality industry is one of business of limelight. In the ahead of time before global pandemic, Nepal is getting ready to open the arms for guests all around the globe through warming program of ‘Visit Nepal 2020’. But with unexpected turn around, hospitality industry are scattered by global pandemic crises. Nepalese hospitality industry has drastically clumped by hard hit of COVID-19 crises. In the contemporary era of globalization the cutting edge competition and financial crises has provided challenges in hospitality sector (Zhang & Enemark, 2016). This emerging period has provided enough challenges and to overcome from such crucial time is tough ask for hotel sector. On this hardship, glance of sparking hotel sector has faded somewhere which has become the barrier for organizational management of hotel sector (Basnyat, Lovelock, & Carr, 2017). The present context has hovered hotel sector in dilemma on managerial aspect. Hotel sectors are rigid sector for flexible organizational changes. There are many barriers for adopting new situation with ease especially in Nepalese hotel sector.

In contemporary period, hotel sector are unlikely to run business from their preliminary strategy. Through the period of crises, hotel sector has seen much more hardship and tourist visit from outside of country are stopped and is not likely to come by nearby early future any sooner. Hence, hotel sector on prevailing period has to consider recent situation and has to find way to attract internal tourism for promoting hotel business growth (Ulak, 2020).

Chalise (2021) indicated that employee qualification, administrative efficiency, and the training and experience provided to employees are strong predictors of organizational performance in Nepal’s hotel sector, whereas the location factor does not significantly determine performance, suggesting that future research should explore additional variables impacting organizational performance. In this mean time, Nepalese hospitality industry need self-assessment to realize the pros and cons within them and has to upraise once again. To lift hospitality sector, observation of internal and external organizational factor has to be analyzed. This analysis can help promote internal tourism as well which can help hospitality sector to move ahead from current financial crises (Baker & Robsi, 2020). This help to discuss on critical question of whether internal and external factor influence hospitality industry.

The study focuses on the external and the internal organizational factors in the hospitality industry. The observation on internal and the external factors in the hotel industry helps in the development of the strategy. The five star hotels management systems can be improved by providing the quality service to the customer. Hospitality industry needs to take all internal and the external factors into mind before making any decision. In Nepal, hotels sectors paradigm has shifted drastically after COVID-19 pandemic. In the shed of crisis, hospitality sector has to find the way out to ensure profitability which is the primal aspect of this research. Hospitality

industry of Nepal is one of the vertebrates of Nepalese economy. Chalise and Paudel (2024) emphasized the crucial role of leadership in the Nepalese commercial banking sector, highlighting its impact on organizational performance, innovation, employee engagement, and staff retention through transformational leadership, self-leadership strategies, and HRM policies. Due to recent hardship of lockdown, hospitality sector are scattered a lot. As just before globe hit hard by COVID pandemic, hospitality sector are investing large chunk of finance in promoting 'Visit Nepal' campaign. This huge investment in promotion of campaign and follow through of pandemic has strike hard in hospitality sector. Thus, after hovering clouds of pandemic slowly passes by, hotel sector has to find external and internal organizational strength to back track their business. This research therefore has determined various potentials where hospitality sector can work on to enhance their business. Therefore, the objectives of research is.

To observe the internal and external organizational factors in the hospitality industry of Nepal.

## **1. Review of Literature**

Literature review provides the overview of prior work and helps understand the gaps in research which has been done previously. It provides the deep inside of the subject matter that has to be studied. Literature review therefore is the core of the study. The literature review provide the deepen learning and address the problems proceeding in the topic regarding subject. These can be enlisted under several headings as follows:

### **1.1. Internal Organizational Factors**

There are various factors that influence the overall development of organization. Hospitality sector being the service oriented sector has to manage internal and external factor in systematic manner to enhance the performance of hospitality sectors.

#### **1.1.1. Facilities**

Hospitality sector is the service providing sector and customer loyalty in this sector can be created through proper facilitation (Khuong, Khai, & Huyen, 2016). Thus facilities are the primal aspect of hospitality sector. As customer of hospitality sector are walking advertisers. Hospitality sector has to provide effective and efficient facilities within the industry through which overall organizational scenario of hospitality can be changed (Shik, 2017).

#### **1.1.2. Employee Management**

The massive challenge that has to be faced by hospitality sector is employee management. As hospitality sector required the employee to work on lengthy work schedule (Maung & Walsh, 2018). Hospitality sector therefore has to create atmosphere where employee can share ideas and though openly (Ghebrejorgis, 2018). Thus in this crises period hospitality sector has to adopt liberal policies to create effective management practices inside the hospitality sector to have positive results in days ahead.

### **1.1.3. Conflict Management**

Hospitality sector is service oriented sector where to and from movement of personnel are common (Suharno, Purwanto, & Muzaffar, 2017). As there are numbers of people and massive work load with hectic working hours, it is common in hospitality sector that employee often are in distress and tension. So, these criterions of work load and lengthy work hours can create conflict between employees. Even management may not be aware in many cases that employee may have been facing problem (Ongori, Iravo, & Munene, 2013). Thus, hospitality sector to enhance performance has to create environment where conflict can be resolve with ease.

### **1.1.4. Innovation**

Another important aspect of hospitality sector is monotonous working approach. In hospitality sector, work is of similar nature so slowly and steadily people lose creativity and innovative thought process in the regularity (Zaki, 2017). Thus, hospitality sector has to provide common spaces for innovative ideas to reveals in proper platforms (Aithal & Aithal, 2019). This innovative though sharing can helps to obtain the solutions of utmost difficulty sometime. So, in mean time this aspect can create potential difference in organizational performance.

### **1.1.5. Customer Relationship**

Hospitality sector are sector oriented with customer satisfaction. Customer can be advertiser and critics in hospitality business. Thus, building customer relationship can drastically change the performance of hospitality sector (Whysall, Owtram, & Brittain, 2019). Hospitality sector has to maintain the good and strong bond with customer. The bond with customer helps to provide strength in business of hospitality sector. Bonding with customer can help hospitality sector to build image and goodwill as well (Katsaros, Tsirikas, & Nicolaidis, 2014).

## **1.2. External Organizational Factors**

Internal factor can be managed by hospitality sector as these factors are within the control of organization. On the other hand, external factors cannot be managed by the organization because it depends on external derivatives. The various external factors of hospitality sector can be enlisted as follows:

### **1.2.1. Political and legal**

Nepal is the country which has already practiced more than seven constitutions and has seen three major revolts within the country. Thus, hospitality sector has seen some of the striking blow in past due to political changes within the country (Basnyat, Lovelock, & Carr, 2017). Hospitality sector are larger related with policies practiced by country. Due to frequent changes in government, hospitality sector has largely been affected (Shimizu, Bushell, & Goto, 2018). As of now, Nepal has seen stable government but in mean time also hospitality sector has hit harshly by global pandemic which has affected the overall growth of hospitality sector.

### **1.2.2. Economical**

Hospitality sector are related with service oriented field. In Nepal, another crucial factor is the lack of potential human resources (Thapa & Kunwar, 2016). Skilled human resources are the need of hospitality sector. But, potential skilled manpower has higher migration rate in Nepal and brain drain is one of the common problem of Nepal (Kattel & Sapkota, 2018). On other hand, employee working in hospitality sector are paid comparatively low wage rate as for similar job they perform outside of country. There for economic condition of country has also been supportive aspect to reduce potential hospitality manpower of country.

### **1.2.3. Social**

Other significant factors for providing challenges in hospitality sector are social paradigm (Kunwar & Khanal, 2018). Our Society still has sophisticated thought while talking about hospitality sector (Karki, 2018). Hospitality sector often has lengthy working hours which mean working late night are quite common in hospitality sector especially like hotel and clubs, but in Nepalese society work night has not been considers as positives. Although, constitution has provided us rights for nondiscrimination on gender, but female working in hospitality sector often has to face complexity in workplace and community which future add challenges in hospitality sector.

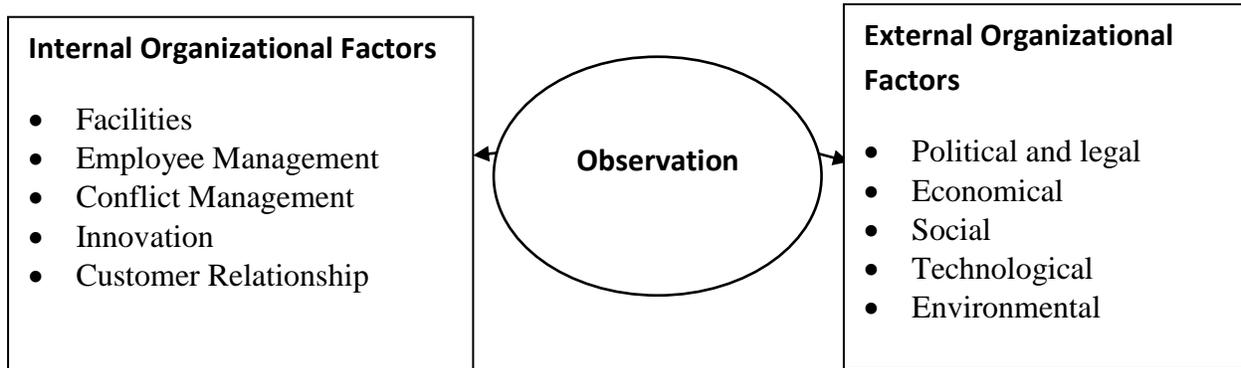
### **1.2.4. Technological**

Nepalese hospitality sector still adopt primitive technology in hospitality sector (Khatri, 2019). As, hospitality sector are one of the most widely known for tech savvy nature, Nepalese hospitality lacks in this areas. The default on adaptation of latest technology has also back drawn hotel sector (Davahil, Karwowski, Sonmez, & Apostolopoulos, 2020). The tech-friendly hospitality sector can only achieve progression thus technology friendly dynamics has to be created in hospitality sector.

### **1.2.5. Environmental**

Hospitality sector are correlated with environmental factor (Milanes-Montero, Stone, & Perez-Calderon, 2014). Good climatic condition and hygienic environment is common ask for hospitality sector. But, Nepal extremely lacks in this regards also as environmental pollutions in major cities of Nepal are synonymous of each other. Thus, to enhance productivity of hospitality sector environment factors has to be considered seriously (Wang & Sun, 2015).

**Figure 1 Study Framework**



**Source: Zhang, J., & Enemark, A. E. (2016).**

**2. Method**

Researcher uses descriptive research design to observe the internal and external organizational factors in the recent study. Quantitative techniques are used for the study to observe the data which is obtained from the hospitality industry of Nepal. Researchers investigate the real situation in the hospitality industry. Researcher focuses on the five star hotel of Nepal which is specially located on the Kathmandu valley. Primary and secondary both data are used to analyze the data. The data are collected from the five star hotels in the Kathmandu valley of Nepal. 115 sample sizes are selected using sampling method to collect the data. All the researcher fill up the questionnaire. The personal information are kept confidential while collecting the data. Cronbach’s alpha test measures the internal and external Organizational factors of the questionnaire. Internal organizational factor consist of 5 factors and external organizational factor consist of five factor. Internal organizational factor consist of facilities, employee management, conflict management, innovation and customer relationship. External organizational factor consist of political and legal, economical, social, technological and environmental.

**Table 1 Alpha Test of Internal and External Factors**

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.888	10

The result is table 1 shows that the internal organizational factors and external organizational factors scores .888. The cronbach’s alpha .888 explains that the questionnaire used in the study is found to be reliable.

### 3. Results and Discussion

The main focus of the study is to observe the internal organizational factor and the external organization factor. Researcher selects descriptive statistics as the best data analysis techniques for the study. All the data is interpreted using IBM SPSS software using Likert five scale. Descriptive statistics analyses the data through Likert five scale questionnaire i.e. 1. Strongly agree, 2. Agree, 3. Neutral, 4. Disagree and 5. Strongly Disagree. Internal organizational factor holds five factor and external organizational factor holds five factor. Each factors are observed through the mean.

#### 3.1. International Organizational Factors

The internal organizational factors i.e. facilities, employee management, conflict management, innovation and customer relationship are observed through descriptive statistics. The highest mean, lowest mean and the standard deviation are shown in the following table:

**Table 2 Descriptive Statistics of Internal organizational Factors**

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	<b>N</b>	<b>Minimu m</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std. Deviation</b>
Facilities	115	11.00	36.00	22.4870	4.99010
Employee management	115	10.00	39.00	23.5304	5.68056
Conflict management	115	12.00	43.00	27.8870	6.75741
Innovation	115	10.00	41.00	23.0435	5.71761
Customer relationship	115	10.00	34.00	21.6957	4.92251
Average	115			23.72872	5.613638

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In the table 2, the average mean and standard deviation found on descriptive statistics of internal organization factors are 23.72872 and 5.613638. The highest mean is found on conflict management i.e. 27.8870 and lowest mean is found on customer relationship 21.6957. Similarly mean found on facilities is 22.4870, employee management is 23.5304 and innovation is 23.0435. The hospitality sector in Nepal shows the good result in customer relationship whereas; hospitality must focus on conflict management.

### 3.2. External Organizational Factors

The external organizational factors i.e. political and legal, economical, social, technological and environmental are observed through highest mean, lowest mean and standard deviation in descriptive statistics.

**Table 3 Descriptive Statistics of External organizational Factors**

#### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Political and legal	115	11.00	36.00	22.4870	4.99010
Economical	115	10.00	39.00	23.5304	5.68056
Social	115	12.00	43.00	27.8870	6.75741
Technological	115	10.00	41.00	23.0435	5.71761
Environmental	115	10.00	34.00	21.6957	4.92251
Average	115			23.72872	28.06819

In the table 3, the average mean and standard deviation found on descriptive statistics of external organization factors are 23.72872 and 28.06819. The highest mean is found on social i.e. 27.8870 and lowest mean is found on environmental i.e. 21.6957. Similarly mean found on political and legal is 22.4870; economical is 23.5304 and technological is 23.0435. The results shows good impact on environmental in external organizational factor but hospitality sector in Nepal must be social as well.

### 4. DISCUSSION

The findings indicate that the instrument used in this study is reliable, with a Cronbach's alpha of .888. Descriptive statistics for internal organizational factors show an overall average mean of 23.73 with a standard deviation of 5.61. Among these factors, conflict management recorded the highest mean (27.89), while customer relationship yielded the lowest mean (21.70). In contrast, the descriptive statistics for external organizational factors reveal the same average mean (23.73) but a considerably higher overall standard deviation of 28.07. Specifically, the social factor had the highest mean (27.89) and the environmental factor the lowest (21.70).

Chalise (2021) argues that, amid a financial downturn and global pandemic, Nepal's hotel industry must adopt innovative organizational change management strategies to overcome barriers and drive success. The results are calculated through the descriptive statistics. The observation on internal organizational factors shows good results on customer relationship but

hospitality should manage the conflict that arise in the day to day working hours. The observation on external organizational factors shows the hospitality has good result on environmental but hospitality industry in Nepal must be social too (Basnyat, Lovelock, & Carr, 2017). These results suggest that while internal dynamics such as conflict management are relatively strong, there is room for improvement in customer relationship management within the hospitality sector. Externally, the social environment appears to be favorable; however, variability in environmental factors indicates potential instability or inconsistent performance in this area. Although both internal and external factors share similar average scores, the higher variability in external factors calls for more adaptive strategies. Overall, effective management of both internal and external organizational factors is crucial for enhancing the performance and resilience of Nepal's hospitality industry in the post-pandemic era. In Nepal changes are rarely been welcomed especially in hotel sector as hospitality sector entirely been run by prevailing practices adopted from prior eras (Karki, 2018). But, in recent time organizational change management is the essence for understanding need of situation (Basnyat, Lovelock, & Carr, 2017). As tourism sectors are largely been effected all around the world, this theory can provide the basics for move the hospitality sector. There are minimal chances of foreigner visit so through organizational change management hotel can enhance internal tourism which can provide initiation to hospitality sector in mean time of crisis (Baker & Robsi, 2020). So, for hospitality sector this research can create scenario for enhancement. This research also helps to adopt organizational change management as practices that can mitigate the barricade surrounding hospitality sector rigid managerial practice (Davahil, Karwowski, Sonmez, & Apostolopoulos, 2020).

## **5. CONCLUSION**

The findings suggest that the assessment tool for organisational factors used in the Nepalese hotel sector exhibits a strong degree of reliability. Descriptive analysis reveals that conflict management stands out as the most prominent internal organisational aspect, highlighting its comparatively advanced evolution within the industry. Conversely, customer relationship management shows the lowest average score, highlighting the necessity for additional improvement. The social aspect of external organisational factors exhibits the highest average, while environmental factors are positioned at the lowest rank. While the average scores of internal and external variables are similar, the increased variability in external factors indicates a more significant impact on organisational performance.

The results hold considerable importance for those in positions of authority and management within the hospitality sector. Focused strategies are crucial for improving customer relationship management, which is a vital factor in gaining a competitive edge in the hotel sector. Moreover, efficient conflict management ought to be regarded as a standard for other internal processes. Even with advantageous social conditions, variations in natural factors require the formulation of stronger strategies to stabilise and enhance this domain. The analysis underscores the importance of thorough change management strategies that consider both internal and external organisational dynamics, allowing the hotel sector in Nepal to respond effectively to a swiftly evolving global landscape.

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3. At this stage, two referees will carefully review the research article, each of whom will make a recommendation to publish the article in its present form/modify/reject.
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