

A STUDY ON WORK LIFE BALANCE OF EMPLOYEES

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ABSTRACT

It is challenging for both employee and employers to balance their work and family life. This conceptual paper on Work Life Balance gives a frame on meaning and importance of Work Life Balance. The push and pull between family and responsibilities. In these the poor Work Life Balance will give suggestion to overcome those obstacles. In this paper, we highlighting about the Work Life Balance and to understand the reader in depth knowledge on balancing their own work and personal life. It is important to draw a distinction between work and personal life. Employees who are constantly fed up with the job deals with stress and burnout. The person doesn't have time to relax and recharge their performance suffers. It is important for a person to take time off from the work instead of working longer hours. A proper schedule is to be maintained for their work, family, friends so that the mental stress decreases. The individual is running out for doing their best from adding additional task to his brain and not handling the situation. Once the time of work is over the person needs to learn to walk away from laptop and not answering the call. In this busy world, because of work pressure no one will close to their loved ones and not available for the friend and family. They also suffer from illness and medical disorders from prolonged stress such as heart diseases and diabetes.

Keywords: Work Life Balance, stock exchanges, commercial and industrial borrowers Employee execution evaluation, organization execution, Employee effectiveness, association development.

1. INTRODUCTION

The term work-life balance (Work-Life Balance) was coined in 1986 in response to the growing concerns by individuals and organisations alike that work can impinge upon the quality of family life and vice-versa, thus giving rise to the concepts of "family- work conflict" (FWC) and "work-family conflict" (WFC).

As work-life balance is a combination of interactions among different areas of one's life, the advantages and disadvantages associated with that balance/imbalance can affect multiple levels of society. The disadvantages associated with work-life imbalances are numerous and impact both employer and employees.

An imbalanced work-life affects work (productivity of both individuals and organisation), family and society and can induce stress or other mental problems in individuals. Therefore it is important for both organisation and employees to maintain work-life balance. The ultimate benefits of work life balance can be enjoyed by employees and organisation. It is an important concept in the world of business as it helps to motivate the employees and increases their loyalty towards the company. The relevance and importance of work-life balance increases with the growing influence and interference of technology. The increase in stress related diseases has numerous causes, among which one is work, perhaps the most important. The emergence of nuclear families also lays more stress on individuals. All these make work-life balance an important and relevant topic to be studied and discussed.

The pressure of increasingly demanding work culture in India is perhaps the biggest and most pressing challenge to the mental health of employees. The effect of increased working hours is having an important effect on the lifestyle of huge number of people, which damages their mental well-being. Stressful job conditions and work- life imbalance are pieces of a more complex puzzle. While not definite, it can be suggested that employer actions to address workload distribution could provide employees who experience work-life conflict with a better balance. The need for employers to address work load and work schedules is root cause of work life imbalances. The tangible benefits of providing environment that supports work-life balance need to be more effectively and widely communicated. According to a survey done by Human Solutions, workers who reported of having a good balance between

work and personal/family life experience less stress than workers who lack this balance. The high incidence of job stress among knowledge workers raises concerns about the sustainability and cost of the job and career pressures the employees face. Employees need to assess the business and personal risks of job stress, focusing specifically on knowledge workers who put in excessive hours.

Work-life balance and stress go hand in hand. What seems to matter in this regard is the importance workers place on balance between their lives and the effectiveness of work place policies and practices in supporting them to achieve

the goal. This research has focused on the work life of both employers and employees' and has also suggested how work life-balance has to be achieved. The employers needs to frame policies that would minimize the work load of employee without affecting the productivity of the organization, for achieving successful work-life balance.

Work life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life. The concept of work life has been abstracted from the job satisfaction level of an employee, which is an extrinsic factor of job satisfaction. It aimed to provide quality of life for an employee at the same time retaining the productivity levels of an employee at the workplace. The balance work life score provides an organization with a productive and innovative employee, whereas disparity in the work life balance tends to develop depressed and dissatisfied staff.

2. REVIEW OF LITERATURE

ARTICLE: 1

Title: The role of work life balance for organizational commitment

Author: Inge Hutagalung, Mochamad Soelton

Source: Management Science Letters 10 (2020) 3693–3700

Abstract:

This study aims to examine and analyze the influence of work-life balance and emotional intelligence on turnover intention with organizational commitment as an intervening variable. The research method used in this research is descriptive method. The population of this study is employees in a computer spare parts distribution company with a sample of 60 respondents. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tool 3.2.8. The results show that work-life balance had a positive and significant effect on organizational commitment. Emotional intelligence had a positive and significant effect on organizational commitment. Work-life balance had a negative and significant effect on turnover intention. Emotional intelligence had a positive and significant effect on turnover intention and finally, organizational commitment has a negative and significant effect on turnover intention.

ARTICLE: 2

Title: Relationship between Work-life Balance and Employee Commitment among professionals in Nigeria: A study on radio Journalists in Kano

Author: Salihu Sule Khalid, Abubakar Tijjani Ibrahim

Source: International Journal of Business and Tehnopreneurship

Abstract:

This study aims to investigate the relationship between work-life balance and employee commitment among journalists in Nigeria. It also seeks to determine the influence of demographic factors on employee commitment among the respondents. The participants of the study are journalists working with 13 public and private radio stations operating in Kano State, Nigeria. The data was collected using a seven-point Likert-scale questionnaire administered on a sample of 169 respondents. The respondents were drawn from a total of 396 journalists in the radio stations. Descriptive and Inferential statistics were used to analyze the data obtained. Correlation analysis result indicated a strong positive correlation between work-life balance and employee commitment among journalists in Kano, Nigeria while Mann-Whitney test and Kruskal-Wallis test revealed no significant difference in employee commitment of journalists based on gender and age. The result exposes the worthiness of initiating and employing work-life balance programs by employers in Nigeria as balanced work-life among the respondents translates into an increase in their employee commitment level. The researchers suggest that future studies should investigate work-life balance initiatives that are appealing to workers in Nigeria. They should also expand the study population by carrying out the study at zonal or national level incorporating journalists from other variants of the profession.

ARTICLE: 3

Title: International Journal of Business and Tehnopreneurship

Author: Joseph Olawale Odeleye (BA, ASM, CFA)

Source: Abeokuta Ogun State Nigeria

Abstract:

Increased imbalance between work life balance of employees is an alarming issue now-a-day. Therefore, objective of this study is to investigate the effects of work life balance and employee commitment with a special reference to selected commercial banks in Abeokuta Ogun State. A structured questionnaire was used to gather data from the

sample of fifty-eight (58), Taro Yamene's formula was applied to determine the sample size which was selected from the total population. The desired sample size was selected by the use of convenience sampling techniques. The main research instrument used is questionnaire they were administered personally with severe questions relating to the research objectives. Both independent and dependent variables are measure on Likert Scale rating. The Likert Scale assessment criteria are ranked on a 4-point scale. Statistical Package for Social Science (SPSS, version 23.0) program was used to analyze the data. Demographic data was produced by using frequency and percentage tables. The hypotheses were tested using Analysis of Variance (ANOVA) and Multiple Regression analysis. This study certainly answers the question regarding the impact of work life balance on employee commitment. Having discovered that work life balance has effect on employee commitment, it was recommended that employee should maximize to balance work and other responsibilities with their family members and also find time to take care of their health as well as participating in sports and recreations.

OBJECTIVES:

- To access the work life balance of the employees in Infosys.
- To study the level of stress among the employees of Infosys.
- To analyse the factors affecting work life balance and productivity.
- To evaluate how work affect the family life and productivity.
- To evaluate whether the employees spent time with family.
- To find whether the employees are satisfied with the leaves that they get in the organisation.

3. RESEARCH METHODOLOGY

RESEARCH GAP ANALYSIS

This Work-life balance had a negative and significant effect on turnover intention. Emotional intelligence had a positive and significant effect on turnover intention and finally, organizational commitment has a negative and significant effect on turnover intention..

Need For The Study

Many studies have focused on employees strains when it comes to the balance between paid work and family responsibilities. Also, various studies have reported that Information technology sector, especially employers and the top level management are not well established in introducing WLB initiatives.

- The primary purpose of this study is to understand the WLB initiatives taken by IT Company for the betterment of their Employees.
- The secondary purpose is to analyse the impact of such initiatives on the employees and their productivity.

Scope Of The Study:

The study on work life balance throws light on the balance maintained by the employees between their work and lifestyle. Work and life are two most important priority of any person and problems arise when there is an imbalance between these two. If work and life is not properly balanced it can adversely affect each other and can increase job dissatisfaction, affect family relations, stress related diseases and also productivity of the firm. The study can help the organization in improving the work life balance of employees and thereby advance their overall performance and production. When the firm takes more care about the work life balance of the employees, they may improve the performance and thus the profit of the firm increases.

Methodology

PRIMARY DATA:

Primary data are data gathered for a specific purpose or for a specific research report.

For systematically collecting the data the closed end questionnaire is used. The questionnaire consists of questions relating to various aspects of the study for proper data collection the questionnaire is divided into 2 sections. Both the sections are meant for the respondent only.

SECONDARY DATA:

Secondary data are data that are collected for another purpose and already exist somewhere. Data pertaining to company is collected from company web site company catalogues and magazines. The company profile gives a detailed report of history various products manufacture by its etc.

SOURCES OF SECONDARY DATA:

- Journals
- Text books

- Websites
- publications
- Newspapers
- Articles
- Manuals

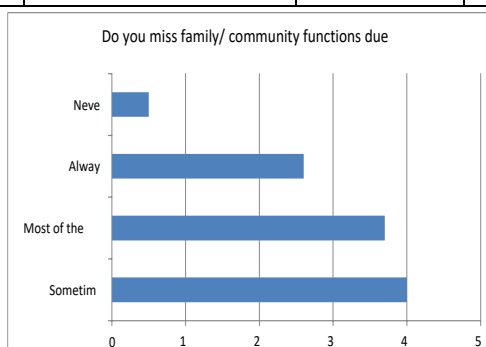
Limitations Of The Study

- The main limitation of the study was the lack of time end of the study.
- The employees hesitate to give some information due to the fear that losing the relationship with the company.

4. DATA ANALYSIS & INTERPRETATION

1) Do you miss family/ community functions due to work?

S.no	Responses	Respondents	%
1	Sometimes	40	36.7
2	Most of the time	37	34.9
3	Always	26	23.9
4	Never	5	4.5

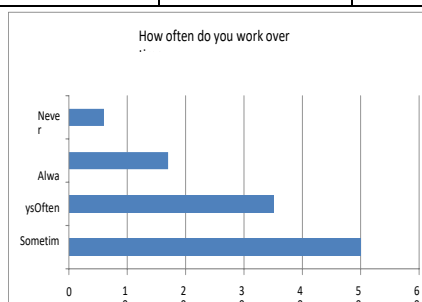


INTERPRETATION:

From the above analysis it was observed that 36.7% of the respondents responded that sometimes they miss family functions due to work, 34.9% of the respondents responded that most of the time they miss family functions due to work, 23.9% of the respondents responded that they always miss family functions due to work, 4.5% of the respondents responded that they never miss family functions due to work.

2. How often do you work over time?

S.no	Responses	Respondents	%
1	Sometimes	50	46.3
2	Often	35	32.4
3	Always	17	15.7
4	Never	6	5.6



INTERPRETATION:

From the above analysis it was observed that 46.3% of the respondents work over time sometimes, 32.4% of the respondents work over time often, 15.7% of the respondents work over time always, 5.6% of the respondents never work over time.

STATISTICAL ANALYSIS.

S.no	Questions	Mean	SD
1	Are you satisfied with the balance you maintain between work and your personal priority?	2.99	2.67
2	Are you satisfied with the leave policy of your organisation?	3.17	2.83
3	What is the influence of career prospects on productivity?	3.36	3.09
4	Do you agree that longer working hours adversely affect your productivity?	3.57	3.24
5	Do you agree that you spend enough time with your family?	2.83	2.66
6	Do you miss family/ community functions due to work?	3.36	3.10
7	Does your organization encourage participation or involvement of your family members in functions conducted by/for employees?	2.38	2.71
8	How often do you work over time?	3.06	2.72

5. CONCLUSION

Once work-life balance has been defined and all its aspects analysed, some conclusions can be drawn. First of all, work-life balance is not a “one-size-fits-all” type of trend; rather it is a trend which is viewed differently by everyone because people have unique perception of their achievements and enjoyments. Also, work-life balance is changing on a daily basis, and there is no universal formula on how to achieve a perfect balance between work and life. Rather, the work-life balance is focused more on how to achieve something in order to enjoy something. Work-life balance is all about providing employees with more flexibility when it comes to their working hours. Employees became able to manage their time working and ‘living’ which eventually results in greater productivity. There are different types of managing working hours and those are: compressed workweek, flexitime, job- sharing, telecommuting and two-in-a-box.

6. REFERENCES

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