

IMPACT OF WORK-LIFE BALANCE AND INSTITUTIONAL FACTORS ON CAREER PROGRESSION

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DOI : 10.48047/IJFANS/11/S7/024

Abstract:

This research project aimed to know how far the work-life balance and institutional factors show effect on career progression among employees in selected IT companies in Hyderabad. For the present study employees from different departments and levels were taken into consideration and was administered to 144 respondents. Analysis of data was done using descriptive statistics, including frequency and percentage, as well as bar charts, and regression analysis to test the research hypotheses.

The findings from the study indicate that work-life balance and institutional factors had a significant impact on career progression. Work-life balance was found to have the largest estimated impact, explaining 47% of the variability, followed by institutional factors at 37%. Work-family conflict and another element family-work conflict had similar estimated impacts of 22%. When work-life balance and institutional factors were considered together, they had a larger estimated impact on career progression compared to any single factor alone, explaining 50% of the variability. The descriptive statistics revealed that sample consists of more number of male, aged between 20-30 years, and held a bachelor's or master's degree. The regression analysis showed that work-life balance and institutional factors were significant predictors of career progression. The current findings indicate that management should consider both factors to ensure career progression for their employees. Providing adequate work-life balance, addressing work-family and family-work conflict, and accounting for institutional factors can all contribute to improved career outcomes. Additionally, taking a holistic approach that considers the relationship of these variables can lead to even greater improvements in career progression. In conclusion, this study highlights the significance of work-life balance and institutional factors in career progression among employees in IT companies in Hyderabad. The findings have implications of practical world for employers, policymakers, and HR professionals in developing strategies to improve career outcomes for their employees.

Key words:

Balance in employee work life, Work family conflict, career progression, Family work conflict, institutional factors

Introduction:

Work-life balance is an increasingly important topic in the modern workforce. It refers to the balance between an individual's personal and professional life, with the goal of achieving harmony and avoiding burnout. The balance between these two variables has a significant impact on career progression and can determine an individual's overall success in their career.

In recent years, the term of WLB has gained focus due to the growing concern about the negative impact of a lack of balance on employees' physical and mental health. In addition, the changing nature of work, including the rise of remote work and the increasing use of technology, has created new challenges for maintaining work-life balance.

Balancing work life with professional life has major impact on career progression can be seen in several ways. Firstly, employees who are able to maintain a healthy work-life balance are more productive and efficient in their work, which can lead to better performance evaluations and promotion opportunities. They are also more likely to stay with their current employer for longer periods of time, reducing the costs associated with employee turnover.

Furthermore, employees who prioritize work-life balance will have lower levels of stress, which can show a positive impact on their overall well-being. This can lead to better job satisfaction, increased motivation, and a higher level of engagement with their work.

On the opposite side, those who are unable to strike a healthy work-life balance may experience burnout, which shows negative effect on their performance, health, and overall career trajectory. Burnout will result into high levels of absenteeism, reduced productivity, and decreased job satisfaction. This will have counter effect in terms of lower chance of promotion and career advancement.

To address these issues, many companies have begun to implement work-life balance programs and policies to support their employees. These programs may include flexible work hours, as well as employee wellness programs, such as fitness classes or counselling services. By prioritizing work-life balance, companies can improve their employees' well-being, reduce turnover, and ultimately improve their bottom line.

Work-life balance is a major influencer on career progression, and employees who prioritize this balance are more likely to succeed in their careers. Companies that prioritize work-life balance by implementing policies and programs to support their employees will enjoy benefit in terms of higher levels of employee satisfaction, increased productivity, and reduced turnover. As such, it is important for both employees and employers to identify the importance of work-life balance and to take proactive steps to ensure it is maintained.

Review of Literature:

Work-life balance practices showed a significant impact on performance of employees, indicating that employees with better work-life balance tend to perform better at work.

(Pradhan, R. K., & Jena, L. K. (2019)). Work-life balance practices always contribute for the career advancement(Dhole, S. S., & Pawar, S. S. (2020)). Work-life balance is paving way for career progression of women in Indian hospitality industry (Sanyal, S., & Bhandari, A. (2019)). The effect of work-life balance practices was found to be effective in retaining employees in the IT sector (Sambhavi, N. (2020)). It was found that a balanced work life shows positive impact on employee job satisfaction(Singh, R., & Prasad, A. (2019)).

Objectives:

1. To know the perception of employees towards the practices that are leading for Work Life Balance
2. To know the impact of Work Life Balance on career progression
3. To know the impact of institutional factors on employee career progression
4. To know the interrelationship between employee Work Life Balance, institutional factor, career progression

Alternate Hypothesis:

H1: There is significant positive impact of Work life balance on Career Progression

H1a: There is significant negative impact of Work Family conflict on career progression

H1b: There is significant negative impact of Family Work conflict on career progression

H2: There is significant impact of Institutional Factor on career progression

H3: There is impact of work-life balance and institutional factor on career progression

Methodology:

This study was conducted to 144 respondents selected employees of IT company in Hyderabad using simple random sampling technique. The primary source of data collection is a self-administered questionnaire, which is developed based on the research objectives and hypotheses. Descriptive statistics such as frequency table, percentage and bar-charts are used to analyze the data. Inferential statistics such as regression analysis, and hypothesis testing are used to test the research hypotheses. The study will adhere to ethical principles such as informed consent, confidentiality, and anonymity to ensure the participants' rights and privacy are protected.

Data Analysis:

Alternate Hypothesis:

H1: There is significant impact of Work life balance on Career Progression

Call:

lm(formula = AVG.CP ~ AVG.WB, data = dt)

Residuals:

Min 1Q Median 3Q Max
-2.2770 -0.4268 -0.1512 0.4706 1.8436

Coefficients:

Estimate Std. Error t value Pr(>|t|)
(Intercept) 0.85085 0.18404 4.623 8.41e-06 ***
AVG.WB 0.67707 0.05951 11.378 < 2e-16 ***
Signif. codes: 0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Residual standard error: 0.6584 on 142 degrees of freedom
Multiple R-squared: 0.4769, Adjusted R-squared: 0.4732
F-statistic: 129.5 on 1 and 142 DF, p-value: < 2.2e-16

Interpretation: as p-value is less than 0.05, we accept alternate hypothesis i.e., there is an impact of WLB on career progression

Work life balance is affecting career progression to the extent of 47%

H1a: There is significant impact of Work Family conflict on career progression

Call:

lm(formula = AVG.CP ~ AVG.WFC, data = dt)

Residuals:

Min 1Q Median 3Q Max
-2.76566 -0.53356 0.05657 0.51737 2.19608

Coefficients:

Estimate Std. Error t value Pr(>|t|)
(Intercept) 1.93849 0.15421 12.571 < 2e-16 ***
AVG.WFC 0.36543 0.05581 6.548 9.94e-10 ***

Signif. codes: 0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Residual standard error: 0.7979 on 142 degrees of freedom
Multiple R-squared: 0.2319, Adjusted R-squared: 0.2265
F-statistic: 42.87 on 1 and 142 DF, p-value: 9.939e-10

Interpretation: as p-value is less than 0.05, we accept alternate hypothesis i.e., there is an impact of Work Family Conflict on career progression.

Work family conflict is affecting career progression to the extent of 22%

H1b: There is significant impact of Family Work conflict on career progression

Call:

lm(formula = AVG.CP ~ AVG.FWC, data = dt)

Residuals:

Min	1Q	Median	3Q	Max
-2.37211	-0.46365	-0.09747	0.49111	1.84383

Coefficients:

	Estimate	Std. Error	t value	Pr(> t)
(Intercept)	1.63275	0.19914	8.199	1.30e-13 ***
AVG.FWC	0.36618	0.05648	6.484	1.38e-09 ***

Signif. codes: 0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Residual standard error: 0.7997 on 142 degrees of freedom

Multiple R-squared: 0.2284, Adjusted R-squared: 0.223

F-statistic: 42.04 on 1 and 142 DF, p-value: 1.38e-09

Interpretation: as p-value is less than 0.05, we accept alternate hypothesis i.e., there is an impact of Family Work Conflict on career progression. Family Work Conflict is affecting career progression to the extent of 22%.

H2: There is significant impact of Institutional Factor on career progression

Call:

lm(formula = AVG.CP ~ AVG.IF, data = dt)

Residuals:

Min	1Q	Median	3Q	Max
-1.5887	-0.5249	-0.1411	0.4607	1.8578

Coefficients:

	Estimate	Std. Error	t value	Pr(> t)
(Intercept)	1.45083	0.16030	9.051	9.89e-16 ***
AVG.IF	0.46090	0.04904	9.398	< 2e-16 ***

Signif. codes: 0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Residual standard error: 0.7148 on 142 degrees of freedom

Multiple R-squared: 0.3835, Adjusted R-squared: 0.3791

F-statistic: 88.33 on 1 and 142 DF, p-value: < 2.2e-16

Interpretation: as p-value is less than 0.05, we accept alternate hypothesis i.e., there is an impact of Institutional factor on career progression. Institutional factor is affecting career progression to the extent of 37%.

H3: There is impact of work-life balance and institutional factor on career progression

lm(formula = AVG.CP ~ AVG.WB + AVG.IF, data = dt)

Residuals:

Min	1Q	Median	3Q	Max
-1.91544	-0.48978	-0.04813	0.45171	1.70365

Coefficients:

	Estimate	Std. Error	t value	Pr(> t)
(Intercept)	0.79950	0.17953	4.453	1.71e-05 ***
AVG.WB	0.49641	0.08230	6.032	1.35e-08 ***
AVG.IF	0.19266	0.06247	3.084	0.00246 **

Signif. codes: 0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Residual standard error: 0.6396 on 141 degrees of freedom

Multiple R-squared: 0.5099, Adjusted R-squared: 0.503

F-statistic: 73.36 on 2 and 141 DF, p-value: < 2.2e-16

Interpretation: AS p-value is less than 0.05, there is impact of work-life balance and institutional factor on career progression

work life balance and institutional factor are affecting career progression to the extent of 50%

Findings:

Based on the analysis, it was found that work life balance and institutional factors had a significant impact on career progression. Work-life balance has the largest estimated impact, explaining 47% of the variability, followed by institutional factors (37%). The two components work-family conflict and family-work conflict having similar estimated impact (22%). Both work-life balance and institutional factors together, have a larger estimated impact on career progression than any single factor alone, explaining 50% of the variability.

Conclusion:

Employers need to consider both factors to ensure career progression. Providing adequate work-life balance, addressing work-family and family-work conflict, and accounting for institutional factors can all contribute to improved career outcomes. Additionally, taking a holistic approach that considers the inter relationships between these factors can lead to even greater improvements in career progression.

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