The unrestricted timings for work life balance (WLB) at work place- A statistical study

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Abstract:

This paper scrutinizes the provision of unrestricted timings in working place in order to have a work-life balance, (here after this phrase referred as WLB) as one of the strategies in improving the work life balance of employees in a corporate life at present scenario. A qualitative descriptive study and research design with an investigative approach was used and understanding employee perceptions regarding the use of unrestricted working hours among ABC Company employees discussed in detailed. A non-probability purposive sample (n = 200) was taken in the form of a semi-structured interviews which was conducted as data collection for content analysis used to analyze the data. This study is based on main themes which were extracted from four models. Among the four themes, the first two themes related to the various ways on how the employees have influencing factors on unrestricted timings. The employees use flexible timings according to their convenient timings like part time working hours, work demand based timings, work from home options and work bounded and not time bounded works and so on. The third and fourth themes are about the reflections and opinions of the employees and employer's situation and circumstances based on their limitations keeping in view of both the parties' benefits. It's similar to the term you win and I win, where the company reaches its goals as well as employees get satisfied in getting work life balance. Apart from these, the reduced productivity and increased workload on employees as well as the repercussions are also included in the discussions in third and fourth themes. The 21st era is called technical era as human beings compete with machines. The LPG-Liberalization, Privatization and Globalizations brought out new dimension in the business world which reflects on human life style with a great affect. These trends and developments equally brought stress on MNCs as well.[1]

The MNCs and industries expected to reach their goals and upcoming developments made their employees perform accordingly. This expectation from the employers subtly entangled the employees' liberty where they had to showcase more work commitment in order to fulfill the desires of the employers.

In the process of employee and employer the employees' balancing of personal life and meeting the expectations of the employers demand are collided[2]. This collision lead to the imbalance life style of the employees by spending extra hours in working time reaching the targets given by them. Often it is observed the employees encounter stress when they cannot reach the given work to do on time. The management bounded to fix time bounded targets, if not fulfilled there are certain actions taken by them on employees which again lead to the mental imbalance and stress among them. It leads either to the leave personal life or to forego the family time which is a most dangerous sign to the human society.WLB is significantly influenced by work exhaustion (burnout). Negative psychological experience arising from job stress is defined as burnout (Ratlif, 1988).

This is because the base of human life is to be in a constructive society as man is a social animal and with a bond of civilized society living together as a human life style.

So there is no meaning of sacrificing the personal and family life for the sake of targets and goals. Moreover, there would be no difference between man and computer if man forgoes the societal and family life. If such case happens, man becomes machine and there is no concept of human life with emotions where only mechanical life is led by people. If it happens so, the world becomes violent and materialistic which is a negative sign. Hence, it is the most challenging and alarm call to have a proper integration of work and life balance in this era[3]. Apart from the above, the imbalance work life may lead to many sorts of challenges and difficulties in the society. Such people will be materialistic under stress and become mentally disordered where they may cause harm to society. Some among the problems are increase of divorce cases, violence, stressful life, reduced life satisfaction and so on. In addition to that, all these problems will lead to absenteeism in the work place, and poor quality of work, lack of loyalty which again leads to low profits of the company, and on the whole it is like a vicious circle and which results to downfall of individual life, society and industry as well. The work-life interface has exploded over the past five decades because of the changing trends in the nature of gender roles, families, work and careers[4]

The unrestricted working hours at work place:

The unrestricted working hours or balanced working hours at work place reduce the stress on employees where in which they work flexibly and comfortably. The unrestricted working hours can be in the form of part time or work from home or shift system. The flexible timings have a great positive effect on the employees where they accomplish the tasks on given time without any stress and without disturbing their personal life as well[5].

There are innumerable advantages to both employees and employers with the system of unrestricted working hours. First of all in this technical era man is well versed with technology especially the use of mobile which is a handy devise from a common man to business tycoon. In Global era everyone knows how work can be done in a smarter way. No one likes to do hard work. Moreover, if one is restricted with limited working hours a chance of escaping work from the given work if one is restricted from limited hours. Upon all these, mobile phone is a big change in working hours because mobile kills time and makes all people to bind with mobile all the time. Hence, it is a herculean task to control the working time of the employees which has become difficult to monitor.

Moreover, the present generation is too smart to understand the things and majority of the youth wants to be smart in all aspects. That is the reason, the present era is called smart era. So the un restricted timings will cover many benefits to both the parties of employee and employer, which is like a win-win policy to both the parties. Kalliath and Brough (2008) have defined WLB as "The individual's perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities."[6].

The proactive, aggressive and demanding nature of business with the intention of reaching the top requires active involvement and comprehensive devotion from the employees, thereby compromising their work-life balance (WLB)[7]

Societal changes that have taken place globally and locally have impacted the individual's lifestyle. In this modern techno world, a diversified workforce resulting from demographic shifts and communication technology results in blurring of boundaries between work and personal life. [8]

Goal of the study:

This research paper tries to find out how unrestricted and work from home timings make employees flexible working hours. While doing the following research questions arise.

1. How the employees feel work life balances when unrestricted timings policy is offered by the management?

2. What are the perceptions of the employees while implementing them?

Research approach and methodology:

This paper, in order to find out the policies of unrestricted timings at work place took some participants as a pilot study of 200 participants. All the participants (Employees) are given free hand to express their opinions without hesitation. Participants can answer according to their opinion without any prejudice.

Data Collection

For this research, the data collected through questionnaire which is taken from Kagil data set, which was downloaded from kagil, where individually data was taken. These data sets focused on subjective accounts of individual's experience of flexibility as offered as a WLB policy by their organization. Participants were asked the same usual questions after the explanation as follows:

In your institution, you are offered and have access to a flexitime policy. Please given a chance of using unrestricted time, and if you do make use of such facility, how do you make use of this. Can you please explain how? Can you please explain how you experience the use of flexible timings in your organisation?

The researcher has collected the data immediately after the questionnaire. The analysis part is divided in to three parts namely methodology, analysis and results.

Data analysis:

Hypothesis:

Conclusions and findings:

Studies on how people can balance work and life are scarce, according to a survey of the pertinent literature. The individual's skills and WLB guidelines greatly enhanced WLB. Instead of looking into workplace practises, it is vital to look into individual methods**.** The research reveals the importance and essentiality of the individual's ability to balance work and life**.**

To verify the hypothesis, a questionnaire survey was used in Kagil data set. 200 responses were obtained. Structural equation modeling was used for the data analysis.

Findings

The current research work aspires to conduct a systematic review to unearth the research gaps, and propose direction for future studies. Data confirms the relationship between the analyzed constructs. The results support the hypothesized relationships of supervisor work-life balance support and autonomy with employee work-life balance. In addition, employee work-life balance is positively related with organizational pride and job satisfaction.

The paper results make it clear how crucial it is for a person to be able to manage their job and personal lives. As a result, the researchers have suggested new lines of inquiry into the connections between the variables. Academics should take note of the proposed research directions because WLB is a significant area of study. The review's findings show that there aren't many studies on people's capacity for balancing work and life. This gives academics a lot of room to do ongoing research in this area. So, it is crucial to carry out more research on improving people's capacity for balancing work and life. There have only been a few experimental experiments in WLB thus far. Further experimental research can be done to improve a person's capacity to balance work and life.

For all people, the impact of work-life balance is one of the most significant, and as a result, any firm will succeed. Work-life balance rules are crucial for an organization's success because they help people balance their personal and professional lives. As a result, the researcher is concentrating on how to teach employees to take into account the significance of their personal situations and organisational welfare policies towards successful performance management on balancing their work-life that helps to minimise stress. According to earlier studies, organisational policies help employees have a good work-life balance. This study intends to provide appropriate ways for resolving issues and lowering stress, which will promote greater employee performance.

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