

A STUDY ON WORK LIFE BALANCE OF THE EMPLOYEES IN HYDERABAD REGION, TELANGANA

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Abstract

Work life balance exists when there is spilt of time and energy between work and other essential facilities of life. It means that the worker can perform his or her job, while at the same time getting time for community participation, friends, family, personal growth, spirituality, self-care and other activities that are necessary for a successful life. Now a day's people are so involved in their work that they forgot there is a life outside the work life. It is even harder for employees to find the balance between their home life and work life. This study is conducted to understand the management practices between the work life and personal life.

Key Words: Work life, personal life, employee's personal growth, scopes, methods.

1. Introduction

Work life balance is a state where a person chooses to equally prioritize the demands of work and career and the demands of their personal life. An individual who lacks this balance has more work and home obligations, work for longer hours and lacks personal time. Some of the common reasons that leads to a poor work life balance includes and increases the responsibility.

Work life balance is an aspect of employee's well-being related to the employee's ability to manage the both personal and professional responsibilities with adequate time for rest and leisure. Some examples of common work life balance programmes are flexible leave policies, providing care for dependent family members, employee-friendly absence or vacation policy, imparting education or training, promoting fitness and healthy living and creating fun committees.

A good work life balance is a healthy balance could be meeting your deadlines at work while still having time for friends and hobbies having enough time to sleep properly and eat well not worrying about work when you are at home.

2. Review of Literature

Goyal K.A, Agarwal A (2021) in the paper titled " Issues and challenges of Work life balance in banking industry in India" explained that Work life balance policies and programs are an investment in an organisation for improving productivity, reducing absenteeism, achieving improved customer services, better health, flexible working as well as satisfied and motivated workforce.

Singh S. (2022) mentioned Role stress theory in his paper Titled "Work- Life Balance A Literature Review" wherein the negative side of the work- family interaction has been put under the spotlight. Recently, the emphasis has shifted towards the investigation of the positive interaction between work and family role as well as roles outside work and family lives, and scholars have started to deliberate on the essence of work- life balance.

Jang (2022), studied "The relationship between work-life balance resources and the well- being of working parents" which aimed to study how working parents cope with work- life demands. The study used 27 working parents with either ill or disabled children in New Jersey. It was mixed research with both qualitative and quantitative results. The result talks about the effect of formal and informal workplace support in enhancing the well- being of employees with the children in general and those with a chronically ill or disabled child in particular.

3. Need for The Study

Work-life conflict is associated with many negative work and personal outcomes, including lower job and life satisfaction, lower career commitment, stronger turnover intentions, and greater physical symptoms and depression, all of which could affect organizational productivity.

4. Scope of The Study

Employee well-being is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. It refers to the effective management of multiple responsibilities at work, at home and in the other aspects of life and is limited to Hyderabad Region of Telangana State.

5. Objectives of The Study

- ❖ To elicit opinion of employees towards their work life and personal life and the usage and acquire benefits of flextime schedule.
- ❖ To know that satisfaction levels of the employees towards their working hours.
- ❖ To suggest ways and measures to overcome work-life imbalances in both personal and professional life.

6. Research Methodology

- Data collection: Primary & Secondary data.
- Type of research: Descriptive Research.
- Research Instrument: Questionnaire.
- Sample Size: 100.
- Sampling Method: Simple random Sampling method.
- Statistical Tool: Percentage & graphical analysis like bar charts.

6.1. Data Analysis

TABLE – 1 YOU ARE ABLE TO BALANCE YOUR WORK LIFE AND PERSONAL LIFE

Response	No of respondents	Percentage
Yes	58	58%
No	42	42%
Total	100	100%

Interpretation:

The above chart deals with the employees are able to balance their work life and the personal life. It is found that 58 percent of the employees are able to balance their work life and personal life and 42 percent of the employees are not able to balance their work life and the personal life.

TABLE 2 HAVE MORE PRESSURE OF WORK IN THE ORGANIZATION OR IT IS EVENLY DISTRIBUTED

Responses	No of respondents	Percentage
Have pressure	74	74%
Work is evenly distributed	26	26%
Total	100	100%

Interpretation:

The above chart deals with the have more pressure of work or it is evenly distributed. It is found that 74 percent of the employees feeling that they have more pressure of work and 26 percent of the employees feels that work is evenly distributed.

TABLE 3 AGE OF THE RESPONDENTS AND WORK-LIFE BALANCE

Age of the Respondent	Work Interference with Personal Life			Personal Interference with Life Work			Work and Personal Life Enhancements		
	Low Impact	Medium Impact	High Impact	Low Impact	Medium Impact	High Impact	Low Impact	Medium Impact	High Impact
Less than 25 years	7	11	-	7	8	3	5	10	3
	39%	61%	-	39%	44%	17%	28%	56%	17%
26 years to 30 years	11	8	21	14	12	14	4	25	11
	28%	20%	53%	35%	30%	35%	10%	63%	28%

31 years to	7	5	23	10	5	20	5	24	6
35 years	20%	14%	66%	29%	14%	57%	14%	69%	17%
36 years	-	7	-	3	2	2	2	5	-
and above	-	100%	-	43%	29%	29%	29%	71%	-
Total	25	31	44	34	27	39	16	64	20
	25%	31%	44%	34%	27%	39%	16%	64%	20%
Chi-Square	39.727			10.483			6.373		
df	6			6			6		
p value	0.000			0.106			0.383		

Source: Field Survey

Table 3 indicates that among young employees there is moderate to low impact of work on their personal life. 61 percent of them feel that work interferes in their personal life, while 39 percent of them agree that the interference of work in their personal life is low. None of the respondents who are less than 25 years have indicated high impact of work on personal interests, hence showing a good balance between work and personal life. Similarly, an analysis of personal life interference on work shows that the impact of personal life on work is moderate to low among young employees. The highest impact of work on personal life and vice versa is seen among employees in the age group of 31 years to 35 years, indicating low work-life balance. A majority of respondents in this age group have agreed that there is high level of interference of work in personal life (66 percent). Chi square analysis indicates that there is a significant association between age and 'work interference in personal life' as the p value is 0.000. However, there is no significant association between age and personal life interference in work and 'work and personal life enhancement'.

TABLE 4 GENDER OF THE RESPONDENTS AND WORK-LIFE BALANCE

Gender of the	Work Interference with Personal Life	Personal Life Interference with Work	Work and Personal Life Enhancements
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Respondent	Low Impact	Medium Impact	High Impact	Low Impact	Medium Impact	High Impact	Low Impact	Medium Impact	High Impact
Male	18	18	34	23	16	31	10	49	11
	26%	26%	49%	33%	23%	44%	14%	70%	16%
Female	7	13	10	11	11	8	6	15	9
	23%	43%	33%	37%	37%	27%	20%	50%	30%
Total	25	31	44	34	27	39	16	64	20
	25%	31%	44%	34%	27%	39%	16%	64%	20%
Chi-Square	3.259			3.244			3.884		
Df	2			2			2		
p value	0.196			0.197			0.143		

Source: Field Survey

An examination of the impact of the respondents' gender on work life balance is shown in table 4. A majority of male respondents (49 percent) are highly impacted by their work and 44 percent of them agree that their work is affected due to personal reasons. However the study shows that there is only a moderate impact of gender on work and personal life enhancements. Chi-square analysis shows that the association between gender and work interference on personal life is not significant as the p value is higher than the commonly accepted level. This is an interesting outcome as most studies focus on gender as an influential factor in analyzing work-life balance. However we decipher a positive cultural change which could be the reason for gender not being a prominent factor in influencing worklife balance. The difference between men and women may not be consistent across generations. Hence, further analysis will be required to get a clearer idea. There is no significant association between gender and work interference on personal life, personal life interference with work, as also between gender and life enhancements.

TABLE 5 MARITAL STATUS OF THE RESPONDENTS AND WORK-LIFE BALANCE

Marital Status of the Respondent	Work Interference with Personal Life			Personal Life Interference with Work			Work and Personal Life Enhancements		
	Low Impact	Medium Impact	High Impact	Low Impact	Medium Impact	High Impact	Low Impact	Medium Impact	High Impact
Married	13	21	30	24	14	26	9	40	15
	20%	33%	47%	38%	22%	41%	14%	63%	23%
Unmarried	12	10	14	10	13	13	7	24	5
	33%	28%	39%	28%	36%	36%	19%	67%	14%
Total	25	31	44	34	27	39	16	64	20
	25%	31%	44%	34%	27%	39%	16%	64%	20%
Chi-Square	2.085			2.49			1.53		
Df	2			2			2		
p value	0.353			0.288			0.465		

Source: Field Survey

Table 5 shows the association between marital status and work-life balance. The table indicates that the personal life of majority of married respondents (47 percent) is highly impacted by their work. Similarly, 41 percent of them agree that their work is affected due to family commitments. However, majority of respondents have shown a moderate impact of marital status on work and personal life enhancements. Chi-square analysis shows that the association between marital status and work-life balance is not significant as the p value is higher than the commonly accepted level of 0.05

7. Findings

- ✓ 75% of the respondents are not satisfied with the working hours.

- ✓ 74% of the respondents have the work pressure in the organization.
- ✓ 63% of the respondents are satisfied with the holiday camps and policies to manage work life and personal life.
- ✓ 45% of the respondents are doing a day shift.
- ✓ 65% of the respondents are yes with giving priority to the job over their personal life.
- ✓ A majority of respondents in this age group have agreed that there is high level of interference of work in personal life (66 percent).
- ✓ Chi square analysis indicates that there is a significant association between age and 'work interference in personal life' as the p value is 0.000.
- ✓ A majority of male respondents (49 percent) are highly impacted by their work and 44 percent of them agree that their work is affected due to personal reasons.
- ✓ A majority of respondents have shown a moderate impact of marital status on work and personal life enhancements.

8. Suggestions

- ❖ The firm should give flexible working hours so that the workers can work over time and take leave for their particular reason.
- ❖ Some of the workers work over time in the firm this should be changed by redistributing their work to other employees so that the work is shared and they can complete their work within the office time.

9. Conclusion

A poor balance between an employee's work commitments and their other responsibilities leads to low productivity as well as high stress and absenteeism. Meanwhile employees with better work life balance often have a greater responsibility, achievement, ownership and control of their working life. The present study examined the work life balance of employees in the IT Enabled Services sector and attempted to identify the association of work-life balance with age, gender, marital and parental status, income and work experience of the respondents. The study indicates a significant

association between age and 'work interference in personal life. The association between parental status and 'work interference on personal life' is also significant. Chi-square analysis indicates that there is significant association between income and personal life impact on work. The association between work experience and work-interference in personal life is significant.

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