



Study on Factors Influencing Work Life Balance

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ABSTRACT

Changes to the family situation tends most often to impact upon women and results in increasing difficulty in managing a balance between work and family responsibilities. Factors shown to impact the most upon staff trying to balance work and life include required hours of work, a lack of flexibility in being able to alter their working hours, time off or leave arrangements, a lack of access to suitable childcare arrangements, and undue stresses and tensions in the workplace which make working life more difficult and/or even unpleasant. The findings of the study show that moderate level of family environment, work environment and work life balance was found among the respondents. The study also concludes that work environment and family environment are the significant predictors of work life balance.

KEYWORDS : work life balance, family environment, work environment, women employees

INTRODUCTION

Work/life balance has important consequences for employee attitudes towards their organizations as well as for the lives of employees. Changing societal trends, such as an increase in the number of women entering the workforce combined with an economy that requires dual incomes support an average standard of living, contribute to work-life conflicts (Sakthivel Rania.et.al, 2011).

Work-life balance means different things to different people and different things at different stages of life. However, any definition for anyone must include the problems of lack of time and exhaustion. Research indicates that failure to achieve the correct balance of effort and rest is linked to a feeling of lack of control over your workload, plus lack of energy to fulfil personal goals and commitments. If the balance is wrong, the result may include fatigue, poor performance and a poor quality of life (Prasanna Kumar, K. Venkateswara Raju, 2014).

Work-life balance policies can assist employees achieving a balance between their work and personal commitments that is right for them. The policies need to be supported by the workplace culture, which reflects the beliefs, values and norms of the whole of the organisation from the CEO to staff members. Other important factors in the success of work life. balance policies include proper communication of commitment to the policies to existing and future employees, raising awareness of the policies, education of managers about the importance of policies, and training of managers on 'how to' implement these policies (Jawaharrani.K, 2011).

Employees who work flexibly often have a greater sense of responsibility, ownership and control of their working life. If a manager helps an employee to balance their work and home life this can be rewarded by increased loyalty and commitment. An employee may feel more able to focus on their work and to develop their career.

Staffs leaves an organisation for many reasons, including career advancement, better job opportunities and retirement. These departures may be difficult to prevent. However, another key reason staff – and in particular women – leave their job is to find a better work life balance. Changes to the family situation tends most often to impact upon women and results in increasing difficulty in managing a balance between work and family responsibilities. Factors shown to impact the most upon staff trying to balance work and life include required hours of work, a lack of flexibility in being able to alter their working hours, time off or leave arrangements, a lack of access to suitable childcare arrangements, and undue stresses and tensions in the workplace which make working life more difficult and/or even unpleasant. Employees who are able to balance their work, family and life commitments have been shown to be happier in their job and are more likely to stay and work towards a rewarding and productive career (Report of government of Australia, Department of Health, 2006).

REVIEW OF LITERATURE

Sakthivel Rania.et.al(2011). Their study made a contribution to join two distinct research streams, namely employee satisfaction, and work/life balance. Findings suggest that high correlation exists between work task and employee satisfaction with a mediator variable namely work-life balance.

Manisha Purohit (2013). Inhis study found that only some companies (30%) had work-life balance policies as part of the policies concerning employees out of hardly companies had similar policies across all operations around the globe. These are companies with international exposure Linkages (as in the case of most software and services companies). Employee well-being initiatives (including those to promote work-life balance of the employees) were predominantly mooted through HR and welfare department (72.7%). A few companies had employee engagement teams to work on these work-life balance initiatives. As regards the threetier model of adequate availability, equal accessibility and wide use of work-life initiatives in organizations

Delina.G and Prabhakara Raya.R (2013). Their article explores the tough challenges faced by working women in maintaining a balance between their personal and professional life. The various factors affecting the work-life balance of married working women have been examined in this study. The tool used for the study is the manual on work-life balance of The Industrial Society (now the Work Foundation) by Daniels and McCarragher. Data were subjected to descriptive statistics and it was found that the problems faced by the working women of Pondicherry in terms of work-life balance are quite high. The results also indicate that the work-life balance of individuals affect their quality of life.

Rincy V. Mathew and N. Panchanatham (2011). This study revealed that role overload, dependent care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the WLB of women entrepreneurs in India. Furthermore, even though the vast majority of the entrepreneurs examined in this study suffers from WLB issues, there are significant differences in the level of WLB issues faced by the various categories of women entrepreneurs. The present study provides recommendations for human resource professionals, management consultants, academicians and women entrepreneurs themselves to deal with the major WLB issues faced by Indian women entrepreneurs.

OBJECTIVES

1. To assess the level of work environment, family environment and work life balance of the respondents.
2. To study the relationship between demographic variables and work environment and family environment.
3. To study the factors influencing the work life balance of the respondents.

METHODOLOGY

Descriptive design was adopted for the present study. A sample size of 150 women employees was selected from a private industry using simple random sampling technique (lottery method). The data was collected from both from primary and secondary sources. The primary data was collected using questionnaire. The questionnaire consists of four sections namely demographic profile, work environment, family environment and work life balance. Standardised five point scales were used for assessing the work environment, family environment and work life balance of the employees. The reliability of the scales were work environment (0.887), family environment (0.871) and work life balance (0.882). The collected data was analysed using percentage analysis, t-test, ANOVA, chi-square, correlation and multiple regression.

ANALYSIS AND INTERPRETATION

Demographic profile

Less than half (41.3 percent) of the respondents age was below 30, 24 percent of them had completed their professional course, majority of the respondents were married, less than half of the respondents (46 percent) had an experience below 5 years, 29.3 percent of them had spouse and children as dependent, 28 percent of them were earning an income Rs.15000-20000 and 50.7 percent of them had an family income above Rs.25000.

Table 1: Level of Work Environment, Family Environment and Work Life Balance

Variables	Particulars	No. of respondents	Percent
Level of Work Environment	High	33	22.0
	Moderate	88	58.7
	Low	29	19.3
Level of Family Environment	High	40	26.7
	Moderate	83	55.3
	Low	27	18.0
Level of Work Life Balance	High	37	24.7
	Moderate	83	55.3
	Low	30	20.0

Source : Primary data

The above table depicts the level of work environment, family environment and work life balance among the respondents. It shows that a moderate level of work environment (58.7%), family environment (55.3%) and work life balance (55.3%) was found among the respondents.

Table 2: Relationship between Demographic Variables and Work Environment

Variables	Statistical tools	Result
Age and Working Environment	Chi-square = 1.873 p>0.05	Insignificant
Experience and Working Environment	T= -7.942 p<0.01	Significant
Marital status and Working Environment	F = .471 p>0.05	Insignificant
Education and Working Environment	F = 1.723 p>0.05	Insignificant
Income and Working Environment	Chi-square = 22.85 p<0.05	Significant
Number of dependents and Working Environment	Chi-square= 19.23 p<0.05	Significant

Source : Primary data

The table 2 depicts the relationship between demographic variables and working environment of the respondents. The table shows that there is no association between age and work environment. There is a significant difference in the level of working environment with respect to their years of work experience. There is no significant difference in the level of work environment among the marital status and

educational level of the respondents. There is a significant association between income and work environment, number of dependents and work environment.

Table 3: Relationship between Demographic Variables and Family Environment

Variables	Statistical tools	Result
Age and Family Environment	Chi-square = 10.891 p>0.05	Insignificant
Experience and Family Environment	t = -9.577 p<0.01	Significant
Marital status and Family Environment	F = .347 p>0.05	Insignificant
Education and Family Environment	F = 1.336 p>0.05	Insignificant
Income and Family Environment	Chi-square = 21.95 p<0.05	Significant
Number of dependents and Family Environment	Chi-square= 21.93 p>0.05	Insignificant

Source : Primary data

The table 3 depicts the relationship between demographic variables and family environment of the respondents. The table shows that there is no association between age and family environment. There is a significant difference in the level of family environment with respect to their years of work experience. There is no significant difference in the level of family environment among the marital status of the respondents. There is a significant difference in the level of family environment among the different educational levels of the respondents. There is a significant association between income and family environment. There is no significant association between number of dependents and family environment.

Table 4: Correlation matrix between Level of Work Environment, Family Environment and Work Life Balance

Variables	Family Environment	Working Environment	Work Life Balance
Family Environment	1		
Working Environment	.845**	1	
Work Life balance	.886**	.835**	1

Source: Primary data

The correlation matrix shows that there is a significant relationship between the level of work environment, family environment and work life balance. It is inferred that higher the level of work environment and family environment, higher is the level of work life balance.

Table 5: Factors Influencing Work Life Balance using Multiple Regression

Model	B	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		Std. Error	Beta			
1	(Constant)	6.800	4.195		1.621	.107
	Family Environment	.638	.068	.631	9.404	.000
	Work Environment	.299	.066	.302	4.498	.000

Source: Primary data

The R square value shows that 81 percent of the variation is caused in work life balance by the two factors namely family environment and work environment. The ANOVA value was also found to be significant (F=315.58, p<0.01). An inception of the factors shows that family environment (Beta=0.631) and work environment (Beta=0.302) was found to be the significant predictors of work life balance.

SUMMARY OF THE FINDINGS

The findings of the study show that a moderate level of work environment (58.7%), family environment (55.3%) and work life balance (55.3%) was found among the respondents.

- The table shows that there is no association between age and work environment.

- There is a significant difference in the level of working environment with respect to their years of work experience.
 - There is no significant difference in the level of work environment among the marital status and educational level of the respondents.
 - There is a significant association between income and work environment, number of dependents and work environment.
 - The table shows that there is no association between age and family environment.
 - There is a significant difference in the level of family environment with respect to their years of work experience.
 - There is no significant difference in the level of family environment among the marital status of the respondents.
 - There is a significant difference in the level of family environment among the different educational levels of the respondents.
 - There is a significant association between income and family environment. There is no significant association between number of dependents and family environment.
 - The correlation matrix shows that there is a significant relationship between the level of work environment, family environment and work life balance.
 - The findings show that family environment (Beta=0.631) and work environment (Beta=0.302) was found to be the significant predictors of work life balance.
9. Prasanna Kumar, K. Venkateswara Raju, (2014). A Study on Various Aspects of Work-Life Balance among Employees of Various Private Sector Banks in Andhra Pradesh. OPUS: Annual HR Journal, Volume 5 Issue 1.

LIMITATIONS OF THE STUDY

- Due to time constraint the researcher was able to collect only 150 data.
- As the study was carried out in one industry, the findings of the study may not be generalised to other industry.

SUGGESTIONS

1. The management have to take necessary steps to improve the work life balance of the women employees for better performance of the industry.
2. Training programmes may be often conducted on work life balance to the women employees.
3. Personal information's about the employee and their family may be maintained by the industry, through which suitable measures can be taken to ensure good family environment.
4. Appointment of industrial counsellors may also to some extent help the employees to have better work life balance.

CONCLUSION

The findings show that moderate level of family environment, work environment and work life balance was found among the respondents. The demographic variables namely gender, income and number of dependents influence the work environment. The demographic variables namely gender and income influences the family environment. The study also concludes that work environment and family environment are the significant predictors of work life balance.

Further scope of the study

Studies may be carried out specifically in work environment and family environment for better understand the factors influence the work life balance. Studies may be conducted on the impact of work life balance on the work and family.

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