Original Research Paper

Management

WORK-LIFE BALANCE OF EMPLOYEES IN ELECTRONIC INDUSTRY IN CHENNAI AND BANGALORE BASED ON EXPERIENCE

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ABSTRACT This paper aims at understanding the Work-Life Balance of Employees in Electronic Industry in Chennai and Bangalore based on Experience.. It is observed that there is no influence of experience and no interactive effect of experience and area. Only area significantly influences the work-life balance of employees.

KEYWORDS : work-life balance experience.

INTRODUCTION

Work life balance is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc along with making a career, business travel etc. It is an important concept in the world of business as it helps to motivate the employees and increases their loyalty towards the company.

Working on a job for a company and making a career can be an extremely time consuming duty for any employee. Employees are busy at their offices throughout the day and sometimes even on weekends. This gives them very little time to interact with their family. Because of high pressure of work, often family members get neglected. Also, stressful jobs cause the health of employees to deteriorate. This is where work life balance come into the picture. Work life balance concept allows an employee to maintain a fine balance in the time he or she gives to work as well as to personal matters. By having a good balance, people can have a quality of work life. This helps to increase productivity at workplace as the employee is relaxed about his personal commitments. It also allows the employee to give quality time with family to spend vacations, leisure time, work on his/her health etc. Hence work life balance is extremely important for employees and increases their motivation to work for the company.

2.REVIEW OF LITERATURE

Lina et al (2018) found that individual experiences of work, work-life balance and, most importantly, recovery seem to be essential areas for health promotion. Recovery outside the workplace has been studied previously, but since recovery during work was shown to be of great importance in relation to higher self-rated health, more research is needed to explore different recovery strategies in the workplace.

Heejung and Tanja (2018) studied the potential flexible working has on the gender division of labour and workers' work–life balance The results of the studies show that gender matters in understanding the outcomes of flexible working, but also it matters differently in different contexts.

Georgeta and Mihaela (2013) found in an increasingly busy and hectic society downsizing can either lead to more time and effort dedicated to profession in order to keep the current position or less involvement in work in favour of personal life, thus leaving the possibility to have a job to chance. This study examined whether marital status has an impact on work-life balance so that the organizations can conceive and implement proper motivational policies. The findings show that the four categories of employees included in the research (unmarried, married without children, married with children under 18, married with children over 18) do not have a significantly different level of work-life balance. New insights into the relationship between marital status and work-life balance are provided.

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3. RESEARCH METHODOLOGY
RESEARCH DESIGN

The study is to understand work-life balance of employees based on age, gender and area. Hence, a descriptive research design was followed by the researcher. A survey was conducted among the electronic industry employees with help of a questionnaire.

SAMPLING FRAMEWORK
AREA

The study was conducted in Chennai and their neighborhood, and Bangalore and their neighborhood. Chennai has maximum number of electronic companies in Sriperumpudur and in the Chennai city. Similarly in Bangalore, electronic city is there. So these two places were found to be the potential places for conducting the survey. So the researcher finds Chennai and Bangalore as the most suitable places to conduct this research. Throughout the work the researcher has made two clusters of areas. Here, Chennai represents the Chennai and their neighborhood, Bangalore represents the Bangalore and their neighborhood.

SAMPLING TECHNIQUE

In this study, the researcher has adopted the convenient sampling technique for selecting the sample. Convenient sampling procedure is used to obtain those units or people most conveniently available. Researchers generally use convenient samples to obtain a large number of completed questionnaires quickly. There will not be bias in the responses in using the convenient sampling since the respondents voluntarily participate in the survey. As the respondents show interest to fill up the questionnaire, the error rate will be minimal. Especially many internet surveys are conducted with volunteer respondents, who either intentionally or by happenstance visit the website. In this scenario the respondents who are met personally and through net are not forced to fill up the questionnaire. The purpose is explained to them and their involvement in the study is left to their choice. So convenient sampling was the best sampling method available in this situation.

DATA COLLECTION
Primary Data

The primary data was collected by two methods
1. Survey through Web Hosting
2. survey through Hard Copy Circulation

An exclusive website (www.vimoha.com) is designed and the questionnaire was hosted. The URL link is sent to employees in electronic industry in Chennai and Bangalore. The respondents can log into the website and fill up the questionnaire. The filled in questionnaire are saved in the e- mail. The filled-in- questionnaires

were then downloaded for the analysis.

An effort is also taken to circulate the questionnaire personally to the employees for collecting data. The respondents are explained about the purpose of the research, and assured that their data will kept confidential and used only for the academic purpose.

Secondary Data
The necessary secondary data to support the research regarding quality of work life and electronic industry have been collected from the Indian Institute of Management-Bangalore, libraries of management institutes, and university library. Sufficient data have been collected from electronic sources also.

SAMPLE SIZE DETERMINATION
To determine the samples for the main study the following formula has been applied.

$$M = \frac{2(Z_1 - {}^{\alpha}/_2 + Z_1 - B)^2}{\Delta^2} + \frac{Z_1^2 - {}^{\alpha}/_2}{4}$$

Where, $\Delta = \mu_1 - \mu_2 / \delta = $ mean
$\Delta^2 = $ mean level
$\sigma = $ standard deviation .

Instruments Used:
In order to measure the work-life balance among the employees in the electronic industry the following tools have been used in the present study.
- Work-life balance developed Developed and Used by Reimara Valk, and Vasanthi Srinivasan (2005).

STATISTICAL TOOLS USED
The collected data were analyzed by using SPSS package version 15 and **Descriptive statistics is done for analysis.**

OBJECTIVE OF THE STUDY
- To find out the influence of experience, marital status and area on work life balance of employees among employees in Chennai and Bangalore

4. RESULTS AND DISCUSSION
Work-life balance is the balance any individual tries to achieve between the personal and professional life. The following illustrations discusses the work-life balance of employees based on their experience and marital status

Figure 1 – Work-Life Balance Based on Experience and Area
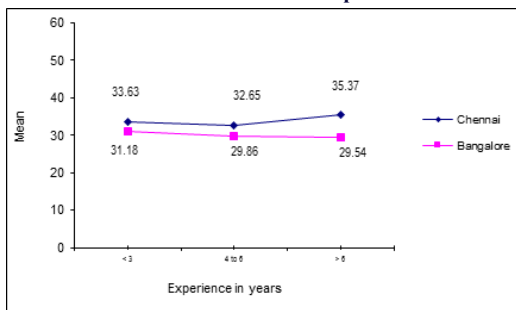
Table – 1 Work-Life Balance Based on Experience and area

Source	F – value	P-value
Experience	2.195	0.112(NS)
Area	33.644	0.000*
Experience * area	2.098	0.123(NS)

Source: Primary Data   * - 1 Percent Level of Significance   NS- Non-Significant

Figure 1 depicts the mean value for the work-life balance based on the experience and area of work place.

It is found from the mean value that the work-life balance is appreciable among the experienced employees with a mean value of 35.37, not appreciable among the employees with 4-6 years of experience, and rises as the experience increases in Chennai.

In Bangalore also the work-life is appreciable among the employees with fewer years of experience with a mean value of 31.18 than the others.

Ho: 1.1- There is no significant difference in work-life balance among the employees based on experience

Ho: 1.2 - There is no significant difference in work- life balance among the employees based on the area.

Ho: 1.3- There is no significant difference in work-life balance among the employees based on the combined effect of experience and area.

ANOVA test is carried out to examine the formulated hypotheses. Table – 1 portrays the ANOVA result for work-life balance based on area and experience.

It is inferred from the result that the experience do not influence the work-life balance among the employees. The F-value is found to be 2.195 and the P-value is 0.112. Since the P- value is non-significant, the hypothesis Ho: 1.1 is accepted.

Work-life balance among the employees varies significantly based on the area of work place. The calculated F-value is 33.644 and the P-value is 0.000. So the hypothesis Ho: 1.2 gets rejected at 1 percent level.

The combined effect of experience and area does not make significant difference in the work-life balance among the employees. The F-value is found to be 2.098 and the P-value is 0.123. So the hypothesis Ho: 1.3 is accepted.

So it is concluded that experience and interactive effect of experience and area do not make significant variation in the work-life balance among the employees.

Figure 2 – Work-Life Balance Based on Marital Status and Area
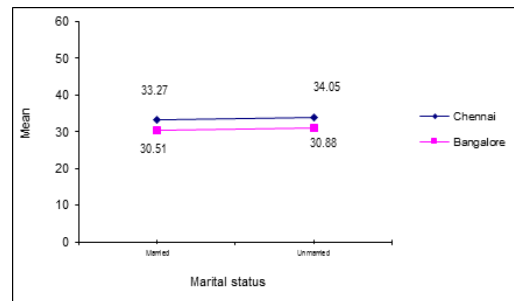
Table -2 Work- life Balance Based on Marital Status and Area.

Source	F – value	P-value
Marital status	1.436	0.231(NS)
Area	37.850	0.000*
Marital status *area	0.175	0.676(NS)

Source: Primary Data   * - 1 Percent Level of Significance   NS- Non-Significant

Figure 2 depicts the mean value for work life balance among the employees based on the marital status and area. Reading the mean value indicates that the work-life balance is appreciable among the unmarried employees with a mean value of 34.05 in Chennai than among the married employees with a mean value of 33.27.

Similar is the case in Bangalore also; the work life is appreciable among the unmarried employees with a mean value of 30.86 than the married employees.

Ho: 2.1- There is no significant difference in work-life balance among the employees based on marital status.

Ho: 2.2- There is no significant difference in work-life balance among the employees based on the area.

Ho: 2.3- There is no significant difference in the work-life balance among employees based on the interactive effect of marital status and area.

In order to examine the stated hypotheses, ANOVA test is applied. Table 2 shows the ANOVA result for the work–life balance based on the area and marital status.

It is found that there is no variation in the work-life balance among the employees based on the marital status. Since the computed F-value is 1.436 and the P-value is 0.231, the hypothesis Ho: 2.1 is accepted.

Since the F-value is 37.850 and P-value is 0-000, the hypothesis Ho: 2.2 gets rejected at 1 percent level. It indicates that the work life balance varies based on the area of work place.

Further, it is also noted that the interactive effect of marital status and place do not significantly influence the work life balance among the employees. Since the F-value is 0.175 and P-value is 0.676, the hypothesis Ho: 2.3 is accepted.

Here, in Chennai, and Bangalore, work-life balance is appreciable among the unmarried employees than the married employees. This may be due to less responsibility among the unmarried employees like baby care, parental role, taking care of the spouse etc.

5. FINDINGS AND CONCLUSION

It is observed that there is no influence of experience and no interactive effect of experience and area. Only area significantly influences the work-life balance of employees.

It is found that the marital status and the interactive effect of marital status and area do not make significant variation in the work –life balance among the employees.

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