



## WORK LIFE BALANCE OF CORPORATE HOSPITALS AT HYDERABAD - A STUDY

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### **Abstract**

*The study is about the work life balance of employees and the profile tries to lay its emphasis on to what extent the organization is able to succeed through the methods and procedures of work life balance adopted in the organization. Human resources are considered to be the biggest asset of any organization, as the success or failure of any organization depends on the capability of HR personnel of that organization. Work-life balance is a personal decision on how employee wants to balance his time between work and his personal life. It is a decision on balancing and maintaining a focus on what is most important. Balancing work and life has become significant because of the changing nature of individual roles in a family. The objective of the study is to interpret the work-life balance procedure followed at **Private Hospitals** and to receive suggestions in the context of giving importance to various aspects that influence work-life balance procedure.*

*The methodology includes the ways to collect primary and secondary data. Primary data has been collected by interview, questionnaire and the secondary data from the Private Hospitals website, journals, records, books etc., and the information was analyzed and interpreted.*

*Hence the organization should provide the employees with various facilities and also should adopt modern techniques which would help employees to increase the work-life balance procedure at Private Hospitals.*

**Keywords:** *Work Life Balancing, Job Satisfaction, Family Satisfaction, Turbulent Business, Private Hospitals.*

### **INTRODUCTION**

Work-life balance is a phrase used to describe an individual's feelings of satisfaction with the participation in job-related activities and his or her personal life. It is a personal decision on how an employee would balance his time between work and personal life. It is a decision on balancing and maintaining a focus on what is most important. Work-life balance can reduce stress and restore harmony to one's life.

Increasingly employees are evaluating their personal satisfaction in terms of how well they balance the challenges they face in their job and life and what rewards they derive from it. More and more people are concerned with finding a job which interests them and fulfill their inner creative urge.

Balancing work and life has become significant because of the changing nature of individual roles in a family. Failure to maintain work-life balance may result in significant emotional distress and reduction of productivity. In many cases, spending more time at work may actually lead to a decrease in productivity. Some individuals feel that their workplace creates too many pressures to maintain a work-life balance, and they may feel a reduction in their feelings of satisfaction and enjoyment of life. In general, individuals who work more than 60 hours per week are colloquially called workaholics.

So for HRM work-life balance has assumed much importance as it deals with issues related to an employee's work and his family. Hence a majority of organizations have found it necessary to include work-life balancing programs or family-friendly options.

### **OBJECTIVES OF THE STUDY**

- To know whether employees are able to balance their work and personal life.
- To study Work-Life Balance of Employees.

### **RESEARCH METHODOLOGY**

**Type of study:** Descriptive.



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**Data Sources:** Both Primary Data and Secondary data.

**Statistical Tool Applied:** Chi-square Test.

**Hypothesis**

**Null Hypothesis H<sub>0</sub>**

The attributes employee work life balance, yearly master health checkup, organization with good work life balance, does not affect the employees Work-Life Balance.

**Alternative Hypothesis H<sub>1</sub>**

The attributes employee work life balance, yearly master health checkup, organization with good work life balance, affects the employees Work-Life Balance.

**REVIEW OF LITERATURE**

Theory that helps explain people’s efforts to achieve a healthy work-life balance can be derived from more than one source, such as Maslow’s hierarchy theory and McClelland’s motivational needs theory (Morgan 2007, Grey and Antonacopoulou 2004, Roberts 1994). Maslow’s is arguably the most widely discussed theory of motivation; the central tenet is that only unsatisfied needs influence behavior, satisfied needs do not. A person’s focus on work alone will be insufficient to achieve total satisfaction with life; thus, a healthy work-life balance is necessary. Under McClelland’s motivational needs theory, the need for affiliation engenders building personal relationships, including those outside the workplace. Again, a healthy work-life balance is necessary to achieve total satisfaction with life.

Most, but not all, past research on work-life balance (e.g. Anxo et al. 2007 and Muir 2006) and other business issues indicates that there will be differences between genders. Gray (1992, 1993), the best-selling author of books about gender differences, describes the physical and psychological differences between men and women, including blood thickness, bone structure, start-up energy, intuition level, relationship building, and stress reaction. Gender theory indicates there will be gender differences; Lee (1996) describes gender theory as an over-arching theory, which considers gender, both male and female, as a social construction upon biological differences. Handrahan (1999) states that gender theory recognizes equal potential but allows for differences between genders. Hoofst et al. (2006), using the theory of reasoned action, identified gender differences in job application decisions. Carbone (2007) reviews gender conflicts described in a book by Harvard sociologist Orlando Patterson (1999). Knop (2004) considers gender differences and human rights. Verheul et al. (2002) examine direct and indirect effects of gender on entrepreneurial activity. Drawing on Bem's psychological theory of self-perception, Verheul et al. identify significant gender differences. Barber and Odean (2001) found significant gender differences regarding stock investment behavior.

**DATA ANALYSIS AND INTERPRETATION**

**Null Hypothesis H<sub>0</sub>:**

The attributes employee work life balance, yearly master health checkup, organization with good work life balance, does not affect the employees Work-Life Balance.

**Alternative Hypothesis H<sub>1</sub>:**

The attributes employee work life balance, yearly master health checkup, organization with good work life balance, affects the employees Work-Life Balance.

**Observed Values**

**Table**

Features	Able to balance work life	Yearly master health check up	Org with good WLB will be effective or successful	Total
Yes	32	17	47	96
No	18	33	3	54
Total	50	50	50	150



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Expected Values:  $(AB)_E = (A)(B) / N$

Features	Able to balance work life	Yearly master health check up	Org with good WLB will be effective or successful	Total
Yes	32	32	32	96
No	18	18	18	54
Total	50	50	50	150

Test statistic:

$$\begin{aligned} \chi^2 &= \frac{(O-E)^2}{E} \\ \chi^2 &= \frac{(32-32)^2}{32} + \frac{(17-32)^2}{32} + \frac{(47-32)^2}{32} + \frac{(18-18)^2}{18} + \\ &\quad \frac{(33-18)^2}{18} + \frac{(3-18)^2}{18} \\ &= 0 + 7.0313 + 7.0313 + 12.5 + 12.5 \\ \chi^2 &= 39.0626 \end{aligned}$$

Hence

$$\chi^2_{cal} = 39.0626$$

Degree of freedom is  $= (2-1) \times (3-1) = 2$

Level of significance = 5%

$\chi^2$  at 5% level of significance at 2 degrees of freedom = 5.991

Here  $\chi^2_{cal} > \chi^2_{tab}$

Hence Reject  $H_0$ , i.e., **Accept Alternative Hypothesis.**

**CONCLUSION**

i.e., The attributes employee work life balance, yearly master health checkup, organization with good work life balance, effect the employees Work-Life Balance.

The analysis of data brought on the degree to which the employees are satisfied with the present initiatives taken by the Private Hospitals. The conclusions drawn from the findings are summed below:

- Maximum number of employees including management, non-management and workers are happy about their work.
- The employees in the organization are able to balance their work with life.
- The organization will be more effective and successful if the employees have good work-life balance.

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