



A STUDY OF WORK LIFE BALANCE ON EFFICIENCY AND WELL BEING OF AN INDIVIDUALS

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Abstract

A Study of Work Life Balance (WLB) on Efficiency and Well being of individuals is carried out to examine how an individual cope with work-life demands. The literature shows that work-life balance is a central issue affecting wellbeing as family and work are the most important elements of everyone's life. Any competing demands of work and family life cause conflict and negatively affect the wellbeing of workers. This study focused on assessing the impact of work-life balance determined by work-family conflict. Wellbeing was measured by levels of family satisfaction, work satisfaction and psychological distress. The parameters used were day-to-day schedule related to working hours, stress level, Priorities, going for vacation. This study also confirmed negative effects of poor WLB due to high levels of work-family conflict. This main causes of work-family imbalance observed were excessive working hours and inflexibility of work schedule. It was recognized that employers can improve WLB by implementing family-friendly initiatives such as flexi-time, time off in lieu, compressed working week, childcare support and eldercare support. The various practices suggested to the individual as well as to the organization to achieve proper Work Balance were presented in this research work.

Keywords: *Work Life Balance (WLB), Psychological Health, Work Family Conflict, Psychological Distress.*

Introduction

Work-life balance is about effectively managing the juggling act between paid work and the other activities that are important to people. It's not about saying that work is wrong or bad, but that work shouldn't completely crowd out the other things that matter to people like time with family, participation in community activities, voluntary work, personal development, leisure and recreation. In the present scenario of life, where the life style, competitions and other external and internal demands on an individual becomes important to fit into any social set up. A healthy and positive mind is necessary for individual development and their productivity. In the present study researcher focused on following objectives:

1. To determine the factors leading to work-life imbalance of the employees.
2. To suggest the suitable measures for perfect equilibrium between effective work and life.

The scope of present study is limited to the residents of Swarvihar Society Hadpsar, Pune.

Review of Literature

According to Kalliath & Brough "Work-life balance is the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities" There are several theories explaining the concept of work-life balance in which some theories that are prominent in Work life- Balance that will be base to the current study segmentation, compensation, spill over and border theory. Following are details of theories:

Segmentation Theory

Initially it was believed that work and life were two separate segments and did not affect each other. Blood and Wolfe, who contributed to this perspective of work-life balance, applied the concept on blue collared workers. They explained that for workers who are unsatisfied or give an unsatisfactory performance or uninvolved jobs, separation and segmentation of work and home is a natural process. This leads to disconnection of one domain when in another which automatically brings in the balance between work and life. This theory holds good for the current study as one of the ways that an employee can feel satisfied with maintaining the balance between their personal and professional life is to disconnect from one domain while in another.

Compensation Theory

This theory proposes that employees try to compensate for the lack of satisfaction in one domain, work or home by trying to find more satisfaction in the other domain. According to the theory there are two types of compensations. First would be when a person may decrease involvement in the domain where they are dissatisfied and increase involvement in a domain that they feel more satisfied in. Second would be when the individuals/employees respond to the dissatisfaction experienced in one domain by earning and working towards extra rewards in the other domain where they already experience more satisfaction compared to the other domain.



Spill-over Theory

Spillover theory talks about one of the most important relationship between the personal and professional between the personal and professional commitments of the employees. Current studies and research suggest that every individual comes with their own set of skills, emotions, attitudes and behaviour that make each person different in maintaining the balance between work and life. The spillover can be both negative and positive. Negative spillover refers to the fact that if the employee is undergoing stress in one domain, they may feel a sense of dissatisfaction even in the other domain. Positive spillover refers to when an employee is happy and successful in one domain they feel a sense of satisfaction and contented in the other domain as well. The current study mainly being the psychology of work-life balance, takes a lot of support from this theory considering that stressful events and issues in one domain has an effect in how employees perceive their satisfaction in the other domain.

Work-Family Border Theory

This is a new theory of work life balance that throws a light on how the roles of the individual lies within one of the domains. These roles are separated and divided by the boundaries which could be psychological and emotional. When roles, responsibilities and commitments from one of the domains crosses these borders there is an overlap in the personal and professional roles played by the individual which leads to conflicts in maintaining the balance. The flexibility in the boundaries affects the level of conflicts and transactions between the domains.

Methodology Adopted

A structured questionnaire was prepared. The data collected from the respondent thus formed the basis of information regarding the work life balance issues. The employed people living in swarvihar society, hadpsar, Pune were the universe for the research study. The Population is 148. The convenient sampling method was used to select sample. With Sample size 50, responses were collected.

Data Analysis and Interpretations

Gender wise Distribution & Family Structure

Particular of Gender	No. of Respondent	Percentage	Particular of Family Structure	No. of Respondent	Percentage
Male	30	60	Nuclear Family	23	46
Female	20	40	Joint Family	2	04
Transgender	0	00	Bachelors	25	50
Total	50	100	Total	50	100

Marital Status

Particular (Marital Status)	No. of respondent	Percentage
Married	25	50
Widowed	0	0
Bachelors	25	50
Divorced	0	0
Total	50	100

Age Participation

Particular (working hours)	No. of respondent	Percentage
Less than 8 hours/day	15	30
8-10 hrs/day	25	50
10-12 hrs/day	10	20
Above 12 hours/day	0	0
Total	50	100

Q1. How many hour you work every day?

- Less than 8 hours per day
- Between 8 -10 hours per day
- Between 10-12 hours per day

Particular(age)	No. of respondent	Percentage
Below 18	0	0
18-25	0	0
25-35	20	40
35-45	25	50
45-65	05	10
Above 65	0	0
Total	50	100

Interpretation: It is observed that working hours of 50% employees were between 8-10 hrs daily. 30% employees work for less than 8 hrs per day whereas 20% work for 10-12 hours per day.



Q2) What is the nature of current work?

- a) Full Time
- b) Part Time

Particular	No. of respondent	Percentage
Full Time	50	100
Part Time	0	0
Total	50	100

Interpretation: All respondents were working as full time employees.

Q3) What is your opinion about your work life balance is:

- a) Well balanced
- b) Somewhat imbalanced
- d) Out of balance

Particular (work life balance)	No. of respondent	Percentage
Well balanced	10	20
Somewhat imbalanced	40	80
Out of balance	0	0
Total	50	100

Interpretation: It was observed that 80% employees feel that their work life is somewhat imbalanced. 20% employees felt that their work life balanced well.

Q4) Which of the following is best describes your stress level ?

- a) Burn out
- b) Stressful
- c) Slightly stressful
- d) Not at all stressful

Particular	No. of respondent	Percentage
Burn Out	0	0 %
Stressful	10	20%
Slightly stressful	35	70%
Not at all stressful	5	10%
Total	50	100%

Interpretation: It was observed that 70% employees felt that life is slightly stressful. 20% employees felt that life is stressful. Making balance between home and work lives increases the stress level. Remaining 10% do not feel stress.

Q5) How frequently do you overstay at office to finish work?

- a) Most of the time
- b) Sometimes
- c) Seldom
- d) Always
- e) Never

Particular (overstay at office)	No. of respondent	Percentage
Most of the time	15	30
sometimes	20	40
seldom	6	12
always	5	10
never	4	8
Total	50	100

Interpretation: It was observed that 40% employees sometimes do over stay at office to finish their work. Even 30% employees most of the times do overstay at office to finish their work. 10% always stay back to complete task whereas only few 8% never stay back to complete the task.

Q6) Do you have flexible work schedule?

- a) Yes
- b) No

Particular (flexible schedule)	No. of respondent	Percentage
Yes	20	40
No	30	60
Total	50	100

Interpretation: It was observed that 60% respondents do not get flexible schedule. But 40% employees receive flexi schedule. Max no of employees don't receive flexi schedule.



Q7) How often do employees find themselves working?

- a) During Lunch
- b) After Normal Time
- c) At home
- d) During Vacation
- e) Never

Particular	No. of respondent	Percentage
During Lunch	10	20
After Normal Time	12	24
At Home	14	28
During Vacation	8	16
Never	6	12
Total	100	100

Interpretation: It was observed that 20% employees work during lunch time, 24% employees work after their usual working hrs. 12% employees never work at home & during vacations respectively. Max no of employees 28 % work at home to manage their work.

Q8) Are you able to attend family social gathering?

- a) Most of the time
- b) Sometimes
- c) Seldom
- d) Always
- e) Never

Particular	No. of respondent	Percentage
Most of the Time	20	20
Sometimes	50	50
Seldom	10	10
Always	20	20
Never	0	0
Total	100	100

Interpretation: It was observed that 50% employees Attend family gathering sometimes only. 20% employees attend family gathering most of the times. Max no of employees try to attend their family gathering.

Q9) Are you able to attend official social gathering?

- a) Most of the time
- b) Sometimes
- c) Seldom
- d) Always
- e) Never

Particular	No. of respondent	Percentage
Most of the time	5	10
Sometimes	20	40
Seldom	15	30
Always	5	10
Never	5	10
Total	50	100

Interpretation: It was observed that 40% respondents attend office gathering sometimes only. 30% respondents attend office gathering rarely. Max no of employees Attend office gathering sometimes

Q10) How frequently you take your family out for vacation?

- a) Twice in a year
- b) Once in a year
- c) Once in 2 years
- d) Once in 3 years
- e) Never

Particular	No. of respondent	Percentage
Twice a year	10	20
Once a year	30	60
Once in 2 years	5	10
Once in 3 years	0	0
never	5	10
Total	50	100

Interpretation: It was observed that 60% employees take their family out on the vacation once in year. 20% employees take their family out on vacation twice a year. But 10% employees never take or take their family out on vacation once in three years.

Q11) Does Long working Hours affect your Efficiency?

- a) Most of the time
- b) Sometimes
- c) Seldom
- d) Always
- e) Never

Particular	No. of respondent	Percentage
Most of the time	10	10%
Sometimes	70	70%
seldom	10	10%
always	0	0%
never	10	10
Total	100	100%



Interpretation: It was observed that 70% employees says that long hours affect their efficiency sometimes. 10% employees say that long hours never affect their efficiency whereas 10 % claims that most of the times efficiency gets affected. Further 10% agrees that rarely but efficiency gets affected by long working hours.

Q12) Do you feel your health suffering because of work?

- a) Strongly Agree
- b) Agree
- c) Partially Agree
- d) Disagree
- e) Strongly Disagree

Particular	No. of respondent	Percentage
Strongly Agree	20	20
Agree	60	60
Partially Agree	20	20
Disagree	0	0
Strongly Agree	0	0
Total	100	100

Interpretation: Form the data analysis it is clear that 60% employees agree that health is suffering due to work. 20% employees from surveyed data strongly agree that health is suffering due to work.

Q13) What are your top most priorities in life?

- a) Career
- b) Health
- c) Family
- d) Wealth
- e) Hobbies

Particular (Priorities)	No. of Respondents	Percentage
Career	40	40
Health	40	40
Family	10	10
Wealth	10	10
Hobbies	0	0
Total	100	100

Interpretation: It is clear that 40% employee give preference to career and 40% to health. 10% gives top most priorities to family and wealth.

Findings and Discussion

The Factors leading to work-life imbalance of the employees are as follows:

1. Most of the people prefer to work Full Time that is on an average work of 8-10 hours daily, therefore workload is the main cause of stress, working hours, nature of Work, Full Time affects WLB. Overstay at office affects efficiency of employees and leads work-life imbalance.
2. Majority of the employees find themselves working during lunch break or at home sometimes or during vacation to fulfill workplace demands.
3. Majority of the respondents were felt slightly stressful and unable to deal with stress which causes work life imbalance.
4. Work is the major cause for health issue and leads work-life imbalance. Maximum of the employees do not work with flexible hours
5. The top priorities are career and health so family life is suffered and neglected which leads to stress because of family issues. Majority of individuals go for vacation once a year however few people never go for vacation because of various personal issues.
6. Individual's priority is more towards attending family gathering than official meet.

There are different factors which affect WLB like job satisfaction, family relationship, self care, income etc. There should be facilities for childcare, Old age home at the work place for employees. Proper time management and priorities to be set to achieve WLB. The organizations were suggested to introduce work life balance policy inclusive of major issues of work life balance and communicate the policy to all the employees. Conduct workshops to enhance knowledge and necessity of this policy. Maintain regular feedbacks & suggestions. Update any changes that have been made to all employees. With these initiatives organizations will be able to attract new employees as well as retain existing staff. This will help reduce sickness and absenteeism. Following are some of the measure suggestions for maintaining perfect equilibrium between effective work and life.



Suggestions for the Individuals	Suggestions For the Organizations
1) Master the art of Time Management	1) Offer Flexible Work Option, Focus on Result than Time orientation.
2) Drop activities that eat away your time or energy	2) Avoid long hours for employees as much as possible
3) Some Relaxation is required	3) Offer Training Programs related to Job Skills
4)Set your priorities for life	4)Promote awareness of WLB & Stress Management
5) Learn the art of saying no which doesn't come under your purview	5) Provide accommodations
6) Leave issues at workplace at the same time try not to bring in family issues at workplace	6) WLB is not one time affair but its Continuous Process
7) Self Maintenance & Conditioning	7)Benchmarking against similar organizations
8) Visit Counselors if needed and unable to deal with stress	8) Clear and Simple Communication, Transparency

Conclusion

The family and work life are both important to employees working in any sector and if these two are not maintained properly it creates stress and results into various diseases. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. There is increasing interest among organizational stakeholders viz. CEOs, HR managers for introducing work–life balance policies in their organizations which respect the importance of work-life balance for all employees.

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