

# Work-Life Balance:-A Comparative Analysis with Working Class Women in A Management Institutes

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*Abstract*— Sometimes the boundary between work life and personal life isn't really clear. This is especially true in this age of technology and 24/7 connectivity. In today's economy, it's tempting for employees to turn into workaholics. To keep up with the rapidly changing competitive scenario, every individual is not only trying hard to retain his position but also looking forward to growth. Consequently, work related stress rides over the personal life of individual. An attempt has been made in this paper on how to maintain a balance between work pressure and personal life. The paper highlights the reasons and also suggests how to create a work-life balance for a healthy life.

The findings of the study will benefit organization as they will be able to design practices which focus on employee work-life issues and thus reap dividends. The secret to work-life balance will vary depending on field of work, family structure and financial position.

*Key words:* Work life balance, Personal life, Professional life, Emotional intelligence, Job satisfaction.

## I. INTRODUCTION

Work Life Balance has emerged as one most important concept in last two decades. With the increase in global competition changing organizational structure, economic uncertainty etc. creates substantial pressure on organization for managing the work. In these changing conditions, it is also important for the employees to respond to changing competitive conditions and organizations demand of high performance and work commitment.

Work Life Balance policies can assist employees in achieving balance between their work and personal commitments that are right for them. Success of business also depends on the employee engagement in which employees are willing to go the extra mile work. Work Life Balance is increasingly become important for employee engagement and employee retention. Day by day there is diversity in the work group i.e. different generation's female, Designing and implementing Work Life Balance policies and practices for maintaining this diverse group in economic uncertainty becomes strategically important. Work Life Balance practices are beneficial to employees in terms of job satisfaction, job security, stress reduction and improving health. It is also beneficial for employer in terms of reduced absenteeism, labor turnover, improving productivity and image, ensuring loyalty and retention etc.

The forces of Liberalization, Privatization and Globalization (LPG) are continuously mounting pressure on business organization to change their practices. Organizations are hard pressed for higher productivity. In

this changing scenario, Work Life Balance practices will be beneficial for organizational growth and success. Work Life Balance refers to the effective management of multiple responsibilities at work, at home and other aspects of life. These practices are important from the point of view of organization and employees. With the use of new technology and information, it is expected that it will shorten the working hours and bring respite and leisure to the employees. But instead of bringing relief and leisure, the new technology lefts a very little time free from work. Now a day it is expected that employees are expected to available for office work even while at home. Due to the global environment the work has become more complex and burdensome. These work pressure are having direct impact on employee's health and family.

In the proposed research work an attempt is made to find out impact of Work Life Balance practices on teaching & non-teaching staffs and institutions through survey of large scale Educational industries in Pune district.

## II. OBJECTIVES OF STUDY

Objectives of my study are

- 1) To study relationship between women teaching professionals related variables i.e. Performance , Efficiency, Absenteeism etc. and work life balance practices
- 2) To study relationship between Institution related variables i.e. organization Policy, Programmes, working Conditions etc. and work Life Balance Practices.
- 3) To Study relationship between Families related variables i.e. Home Responsibility, Children Responsibility, and Spouse Responsibility etc. and Work Life Balance Practices.
- 4) To study if options like flexi timings can help individuals maintain a healthy work life balance.
- 5) To study how work culture influences work life balance.

## III. IMPORTANCE OF THE TOPIC

Findings from the study will be beneficial for identifying individual, family and work related variables related to Work Life Balance. This study would be beneficial from employer and employee perspective. The study would be beneficial for employer to design organizational policy to achieve maximum output from employee. The study would be also beneficial for employee to understand their role and duties in organization and house to get maximum level of satisfaction.

#### IV. LITERATURE REVIEW

- 1) Bruke (1991 and 2010) examined the relationship between the perception of men regarding their understanding of organizational values of which favour Work Life Balance in their workplace and their work experiences. His study is based on perception of men.
- 2) Lazar et al (2010) highlights the quality relationship between paid work responsibility and unpaid responsibility and shows how Work Life Balance initiates and practices affect the performance of the employees of an organization by extending these policies not only to the employees but also to their families. He also states that concept of Work Life Balance is also attached with employees engagement, absenteeism, turnover rates, low productivity.
- 3) Ishaya and Aynam (2008) states that increasing workloads have pressurized employees to demonstrate their commitment to work more. A larger part of their time, they have to remain at work place rather than at home.
- 4) Wesley and Muthuswamy (2005) states that work to family conflict was more prevalent than family to work conflict. Permeability of work into family was more than permeability of family into work.
- 5) Nathani and Jha (2009) has grouped factors influencing work and family life spheres into three viz. family and personal life related factors, work related factors and others. Family and personal life related factors include increasing participation of women in workforce, increasing participation of child bearing.
- 6) Crokoer et al (2002) states that Work Life Balance in the strength for the balancing of individuals life complexity and enthusiasm with surrounding and personal resources such as family, society, employer, profession, information, economics and personalities or values.

#### V. RESEARCH METHODOLOGY

To fulfil the entire objective of the research, researches and literature support both are necessary. The research will contain Qualitative as well as Quantitative Data. The Combination of this both the methodology will make the whole research.

The research will be matured with both primary and secondary data.

##### A. Primary Data

The major primary sources for the will be as following.

##### 1) Interviews

Interviews can be of different types, like structured or unstructured interview; one-to-one interview or group interview; board interview, depth interview.

##### 2) Surveys

Surveys are used to collect quantitative information. For survey questionnaire will be prepared and it will be distributed and the answers collected from the respondent will be analysed and will finally give a result.

##### B. Secondary Data

Secondary data can be divided in to two categories: official data and unofficial.

- 1) Official data is the data which is collected, analysed and published by legally constituted organizations. And all the other forms of data are unofficial data. In this thesis secondary data will be used.
- 2) Publications
- 3) Academic journals
- 4) Syndicate Services
- 5) Internet websites are also called information highway. It is the cheapest and easiest means of secondary data.
- 6) News Articles
- 7) References
- 8) Reference books can be the best source of the secondary information for the research.
- 9) Papers and conference papers

This is a Descriptive research includes fact finding enquiries and surveys of different kinds to provide data about the population being studied. So for this research, it would be more appropriate to call as Descriptive type of Research.

- 1) *Span*: Educational Institutions of Pune & Orissa Region.
- 2) *Sampling*: Stratified Simple Random Sampling & Convenient sampling
- 3) *Type*: Educational Institutions
- 4) *Survey Medium*: Questionnaires and Interviews.
- 5) *Stratum*:
  - a) *Employers (Including Directors, Principals, Head, Superintendent, Leaders etc)*
  - b) *Employees (Including Clerk, Technician, Administration & Teachers etc.)*

##### C. Sample Size

20 Employers and 100 employees from above universe.

##### D. Hypothesis of study

The hypothesis is the necessary link between theory and investigation, which leads to the contribution to the knowledge. Hypothesis for the study are as follows.

H1:- There is significant relationship between employee performance and work life balance

H2:- There is significant relationship between organizational Policy and work Life balance.

H3:- There is significant relationship between employee satisfaction and work life balance.

H4:- There will be significant correlation between the gender and work life balance of working professionals in Automobile Manufacturing Organizations.

H5:- There will be significant differences between male and female working professionals on work life balance and its dimensions.

H6:- There will be significant correlation between the marital status and work life balance of working professionals in Automobile industry.

H7:- There will be significant correlation between the household responsibility and work life balance of working professional's Automobile industry.

#### VI. DATA COLLECTION

Collection of data from respondents through questionnaire

The primary data was collected from Staffs & Institutions at different levels through structured

questionnaire & Surveys. The respondents were selected as per the above table No.1, based on convenient sampling.

Sr. No	Institutions	No. of Teaching Staff	No. of Non-Teaching staff	No. of Employers	Total
1	Dr. D Y Patil University, pune	10	04	04	18
2	Balaji Institute of Management, Pune	12	08	02	22
3	Alard Institute of Management Science, Pune	15	02	02	19
4	Affinity Business School, Orissa	11	04	06	21
5	ISBM, Orissa	10	07	02	19
6	Trident Institute of Management, BBSR	08	09	04	18
<b>TOTAL</b>					120

Table. 1: Survey of Staffs & Institutions

VII. DATA ANALYSIS & INTERPRETATIONS: (FROM EMPLOYEES)

This Study outlines the framework for defining and understanding work life balance processes that are followed by organizations in different sectors. The primary research is based on the conceptual constructs gathered through secondary research. The work life balance is the parameters thus outlined are put to test through primary research. Of all the job factors that influence work-life balance, the amount of time spent at work is the strongest and most consistent predictor.

A. Personal life

1) Marital status:

Yes	81
No	19

Table. 2: Marital Status

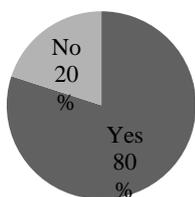


Fig. 1: Marital Status

If yes, is your partner employed

Yes	67
No	33

Table. 3: Partner Employed

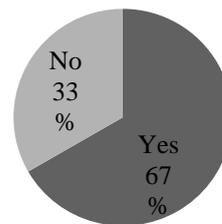


Fig. 2: If yes, is your partner employed

Inference: from the above pie chart it is interfered that, 80% of respondents are married and out of which 67 % has employed partners. While 20% are single.

2) Awareness about the work life balance programs adopted by organization.

Yes	60
No	30
Neutral	10

Table. 4: Awareness about the work life balance programs adopted by organization

WLB



Fig. 3: Awareness about the work life balance programs adopted by organization

Inference: from the above pie chart it is interfered that, 67% respondents are aware about the work life balance programs adopted by organization. While 30% and 10% have neutral response.

3) Has children

Yes	50
No	50

Table. 5: Has Children

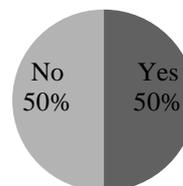


Fig. 4: Have children

Inference: from the above pie chart it is interfered that, 50% of married respondents have children's.

Being an employed man/woman who is helping you to take care of your children

Spouse	20
In laws	50
parents	10
servants	10
Crèche/day care centers	10

Table. 6: helps to take care of your children



Fig. 5: helps to take care of your children

Inference: from the above pie chart it is interfered that, care of children of working parents taken by 50 % of in laws, 20% of spouse, 10% servants and crèches and care centers.

4) *Number of hours in a day spends with your child/children*

a) Less than 2 hours	15
b) 2-3 hours	15
c) 3-4 hours	50
d) 4-5 hours	10
e) More than 5 hours	0

Table. 7: Number of hours in a day spends with your child/children

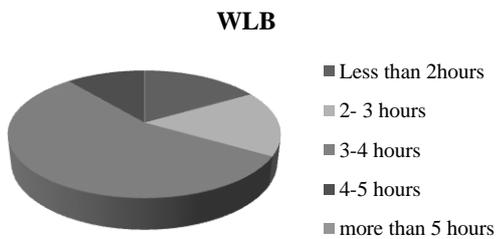


Fig. 6: Number of hours in a day spends with your child/children

Inference: from the above pie chart it is interfered that, 15% respondent says that they spend only 2-3 hr. with their children, while 50% and 15% says they spend 3-4 hr. and less than 2 hr. respectively with their children

5) *Regularly meet to child/children teachers to know how your child is progressing*

a) Once in a week	0
b) Once in two weeks	15
c) Once in month	30
d) Once in 6 months	40
e) Once in a year	15

Table. 8: regularly meet to child/children teachers to know how your child is progressing.

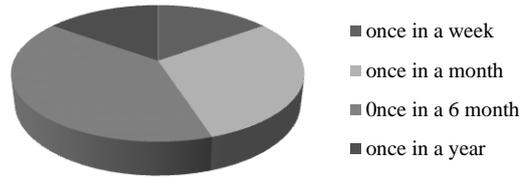


Fig. 7: regularly meet to child/children teachers to know how your child is progressing.

Inference: from the above pie chart it is interfered that, 30 % of respondents meet child teachers once in a three months while 40% says that they meet once in six month.

6) *Do you ever miss out any quality time with family or friends because of pressure of work*

a) Never	25
b) Rarely	8
c) Sometimes	12
d) Often	15
e) Always	5

Table. 9: Ever miss out any quality time with family or friends because of pressure of work

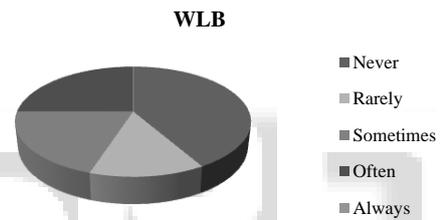


Fig. 8: Ever miss out any quality time with family or friends because of pressure of work

Inference: from the above pie chart it is interfered that, 60% respondent says that they always miss quality time with family and friends coz of work pressure while 27% say they often miss quality time.

7) *Changing jobs to help achieve a better work/life balance*

a) Never	7
b) Rarely	7
c) Sometimes	53
d) Often	20
e) Always	13

Table. 10: changing jobs to help achieve a better work/life balance

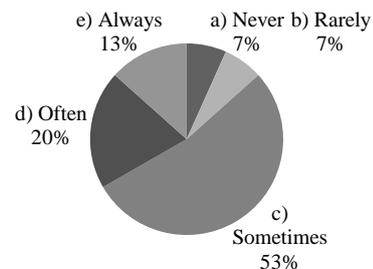


Fig. 9: changing jobs to help achieve a better work/life balance

**Inference:** from the above pie chart it is interfered that,53% respondent says that sometime changing job can have better work life balance while 20% says it is often to change job.

8) *Ability to achieve your desired balance between work and life ever a source of personal stress, worry or ill health*

a) Never	5
b) Rarely	38
c) Sometimes	32
d) Often	15
e) Always	10

Table. 11: Fig. 10: Ability to achieve your desired balance between work and life ever a source of personal stress, worry or ill health

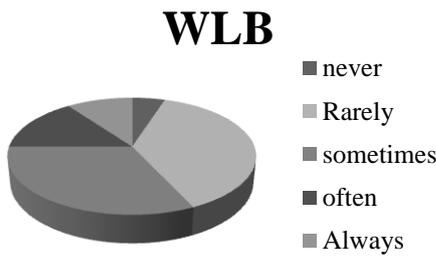


Fig. 10: Ability to achieve your desired balance between work and life ever a source of personal stress, worry or ill health

**Inference:** from the above pie chart it is interfered that, 10% of respondent often says to achieve desired balance between work and life ever a source of personal stress, worry or ill health, while 32% have sometimes response.

9) *Feel tired or depressed because of work*

a) Never	40
b) Rarely	20
c) Sometimes	15
d) Often	10
e) Always	15

Table. 12: feel tired or depressed because of work

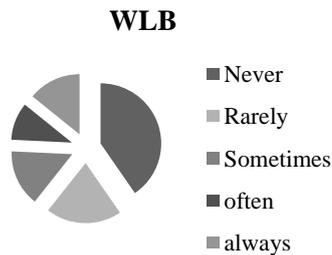


Fig. 11: feel tired or depressed because of work

**Inference:** from the above pie chart it is interfered that, 15% of respondent feel tired or depressed due to work, while 15% respondent says sometimes they get tired due to work load.

10) *Manage stress arising from your work*

a) Yoga	30
b) Meditation	20

c) Entertainment	20
d) Dance	5
e) Music	20

Table. 13: Manage stress arising from your work

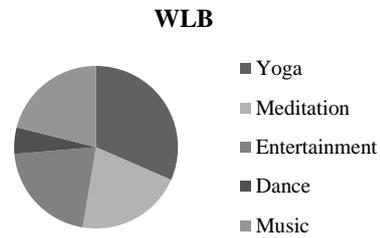


Fig. 12: Manage stress arising from your work

**Inference:** from the above pie chart it is interfered that,20% respondent does meditation to reduce the stress, while 20% prefer entertainment, 30 % and 20% prefer yoga and music to reduces the stress.

11) *Higher work load and family life affects your efficiency at work*

a) Strongly agree	10
b) Agree	40
c) Indifferent	20
d) Disagree	10
e) Strongly disagree	10

Table. 14: higher work load and family life affects your efficiency at work

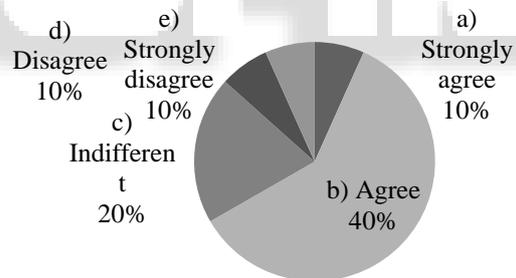


Fig. 13: higher work load and family life affects your efficiency at work

**Inference:** from the above pie chart it is interfered that,60% of respondent agrees that higher work load and family life affects your efficiency at work 20% have mixed response.

12) *Company have a separate policy for work-life balance*

Yes	125
No	15
Neutral	10

Table. 15: Separate policy for work-life

If, yes what are the provisions under the policy?

a) Flexible starting time	14
b) Flexible ending time	10

c) Flexible hours in general	50
d) Holidays/ paid time-off	0
e) Job sharing	13
f) Career break/sabbaticals	10

Table. 16: provisions under the policy

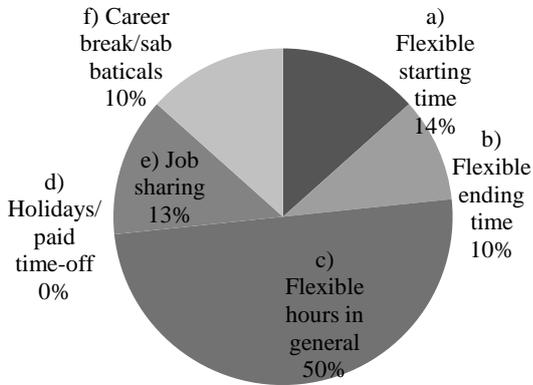


Fig. 14: company has a separate policy for work-life balance

Inference: from the above pie chart it is interfered that, 50% respondent says that flexible work hrs. major provision in policy while 14% and 13% says flexible start time and job sharing are also available options.

13) Personally feel any of the following will help you to balance your work life

a) Flexible starting time	4
b) Flexible ending time	3
c) Flexible hours in general	3
d) Holidays/ paid time-off	07
e) Job sharing	23
f) Career break/sabbaticals	20
g) time-off for family engagements/events	40

Table. 17: personally feel any of the following will help you to balance your work life

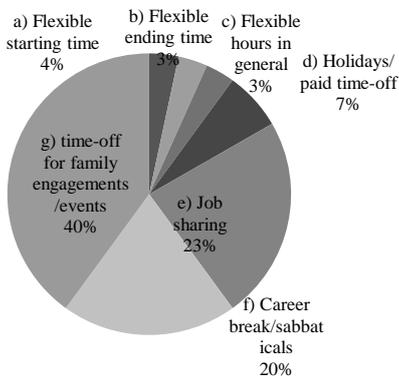


Fig. 15: personally feel any of the following will help you to balance your work life

Inference: from the above pie chart it is interfered that,40% respondent says that time off for family engagement or event will help them to maintain work life balance while

23% and 20% says job sharing and career brakes are also be the options.

Says that long working hours is the main hinder in work life balance while 20% and 13% says training program and meetings are also hinder it.

14) Feeling work life balance policy in the organization should be customized to individual needs

a) Strongly agree	13
b) Agree	67
c) Indifferent	7
d) Disagree	10
e) Strongly disagree	3

Table. 18: feeling work life balance policy in the organization should be customized to individual needs

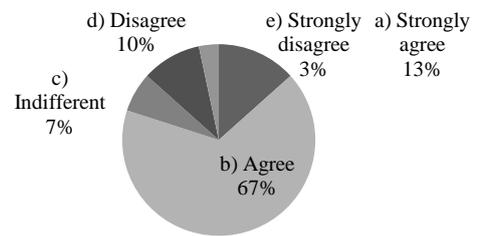


Fig. 16: feeling work life balance policy in the organization should be customized to individual needs

Inference: from the above pie chart it is interfered that, 67% respondent agrees that the work life balance policies should be customized to individual needs while, 13% are strongly agree with it.

## VIII. FINDINGS

- 60 % respondents are aware about the work life balance programs adopted by organization. While 20% and 7% have neutral response.
- 80% of respondents are married and out of which 67% has employed partners.
- 50% of married respondents have children, care of children of working parents taken by 41% of in laws, 17% of spouse, servants and crèches and care centers.
- 50% respondent says that they spend only 3-4 hr. with their children, while 20% and 20% says they spend 3-4 hr. and less than 2 hr. respectively with their children
- 30% of respondents meet child teachers once in a year while 40 % says that they meet once in two week.
- 55% respondent says that they always miss quality time with family and friends coz of work pressure while 40% say they often miss quality time.
- 53% respondent says that sometime changing job can have better work life balance while 20% says it is often to change job.
- 57% of respondent often says to achieve desired balance between work and life ever a source of personal stress, worry or ill health, while 23% have sometimes response.
- 60% of respondent feel tired or depressed due to work, while 17% respondent says sometimes they get tired due to work load

- 10) 60% of respondent agrees that higher work load and family life affects your efficiency at work 20% have mixed response.
- 11) 50% respondent says that flexible work hrs. major provision in policy while 14% and 13% says flexible start time and job sharing are also available options.
- 12) 67% respondent agrees that the work life balance policies should be customized to individual needs while, 13% are strongly agree with it.

#### IX. LIMITATIONS

The most obvious limitation would relate to the ability to draw descriptive or inferential conclusions from sample data about a larger group.

It is important to critically evaluate the results and the whole study. The present study has certain limitations that need to be taken into account when considering the study and its contributions. The selection of the single design naturally brings forth many limitations as far as the generalization of the results of the study is concerned.

Another limitation of this study is the perspective adopted. Instead of trying to understand the process in general, this study has been the first and foremost limited to the Pune region. Although the study has also taken into account other views along the theoretical analysis, the main perspective from which conclusions are drawn is that of the Pune region. This can thus also be seen as a limiting factor in this study.

#### X. CONCLUSION & RECOMMENDATIONS

Personal life and professional work are two sides of coin and it is very difficult to separate and form a source of conflict. Management Institutes must strive to develop a special bond with its people, so that they will put in more into their jobs and contribute positively. It is important to recognize that any policies to be initiated by organizations should be carefully tailored to suit the life stages of employees.

Work life balance has been a well-researched concept in the western world. However in India more and more research should be conducted. India is increasing becoming like western countries where both parents are working and children live alone at home in the company of paid assistance like nanny or maid or with senior elder members of the family like grandparents. The problem of work life balance therefore is huge in India for dual income families. Therefore the concept of work life balance should be well researched in future.

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