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A Study on Work-Life Balance Among Working People in Vellore District

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Abstract: *the present study was focused to know the issues faced by working people in balancing work and life. A total of 110 working people was chosen to conduct the study in vellore district. Statistical tools like chi-square, and analysis of variance were used in the study to analyze the responses. The main objective of the study is to know the techniques used by the employees to manage work and life, and to know the impact of personal stress over the work stress. It is found out that personal factors and pressure to earn more are the main factors that cause stress in working people. Taking up new task and challenges can also cause stress in work place which hinders work-life balance. The study reveals that time management as an important aspect employees should know for better balance between work and life. Lack of social support, improper time management is major factors that influence wlb.*

Keywords: *work-life balance, personal stress, time management, social support.*

I. INTRODUCTION

Work-life balance teaches way to manage both the different spheres of life by reducing the gap between professional and personal life so much that the diving the line almost disappears. One of the principal observations of Work-life Balance is that when work becomes a hobby and co-workers become family, there would be sufficient time to give to both career and family.

Innovative steps like flexible timings, job sharing, telecommuting, working from home and half-day work, have all immensely improved the relation between a company's management and employee. Employee satisfaction goes up when he realizes that this is a company that thinks about him, and will in turn, try and reciprocate by providing his best output. This results in a higher engagement with their work and better focus on productivity. If the performance is purely due to employment reasons, or fear of being treated like a bottom-performer, now the employees will perform well because they believe themselves as a part of the company and not a mere employee.

A. Work-Life Balance

Getting a good work-life balance is so essential it warrants its own definition on the Mental Health Foundation's website. It is noted that increasing workplace pressures are playing on the minds of 21st century professionals, leading to a high risk of employees suffering from mental health problems. Some stats gathered from a Mental Health Foundation survey regarding an unhealthy work-life balance found that:

- Work-related stress costs the UK 10.4 million working days every year.
- More than 25% of workers feel depressed when working long hours.
- More than 40% of workers neglect other aspects of life due to work.
- More women (42%) report being unhappy with their balance compared to men (29%).
- Nearly 66% of employees have experienced some kind of negative impact on their personal life.

With statistics like these, it seems that it is more important than ever for businesses and managers to encourage a healthy work-life balance for the sake of their employees.

Improper balance in your work commitments and personal responsibilities, more often than not, cause a tremendous stress between both the different sides of a person's life. A person can easily lose focus and direction if his priorities are not well-set and his life oscillates dangerously between his family his family responsibilities and those at the office.

II. REVIEW OF LITERATURE

Dual - earner couples choose for reduced work hours to manage work and life. Working women have to reschedule their work load/obligations in order to manage the show at home and office. This also passes message that the perception of men towards

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women has not changed. It is again a woman, who has to make all sacrifice to take care of professional and family life. (Barnett R.C. & Lundgren L.)

In a research conducted among 501 employees of four organizations it was found that high level of exhaustion faced by working parents negatively effects their family life and men are more critical of themselves as compared to women in terms of marital status as well as, as a parent. This ultimately leads to family dispute in family. So, stress and exhaustion play important role in for negatively affecting the marital life of working couples. (Kinnunen U. & Mauno S.)

Here the authors tried to emphasize on demographic characteristics that influences the working hours of working couples. Demography plays an important role, as people from different demographic background have different expectations and preferences towards the working hours. However, if the married couple are of same demography the time management can be possible, if the working couples are of different demography it is difficult to manage the same. (Chenu A. & Robinson J P.)

Employee's trust in the organization has a direct effect on the organizational commitment and extrinsic satisfaction irrespective of the personal situation. And this trust is created by positive work life variables in the organization like supportiveness for work commitments without hampering the career paths. This is an important attribute toward the organizational commitment. This will create a positive vibration and energy in the organization and create sense of belongingness among the couples. (Scholarios D. & Marks A.)

Social support resources like support from co-workers, understanding supervisors etc. that an organization can provide to couples working in the same organization and having same career. These social support resources when provided will have positive impact on the work-life balance of the couples which in turn will result in increased productivity and reduced turnover. This will ultimately affect the organizational performance and provide profit to the organization. This support is essential for managing the work life balance of working couples. With this support they can make difference in contributing more in the organizational development and will have some value addition to the organization. (Halbesleben, J R B & Rotondo, D M.)

This article indicates that gender affects the work life balance issues of individuals and also work life balance efforts are controlled by available socio-economic resources and cultural norms about gender, family and work. (Emslie C. & Hunt K.)

This article conveys that when women have more autonomy in terms of time like control over working hours or more number of working hours at home than these women report positive work-life balance. This helps the women to handle both sides of balance of work at home and work place as compared to men. It seems that the empowerment of working hours for women at work place helps in managing the work life pressure from home-to-work place and workplace-to-home. (Maruyama T., Hopkinson P G. & James P. W.)

women prefer child care facilities in work place as good initiative for work life balance. Flexible time, work from home, helpful working environment and the option to work part time are some more initiatives that can help working couples maintain work life balance and increase productivity. These have been recent initiatives in various organizations. This helps the working mothers to focus more on work rather than children and this leads to the efficiency and productivity of the organization as whole. (Doble N & Supriya M.V.)

Women entrepreneurs in India have to play multiple roles which leads to stress and health related issues among women. Work life balance for women entrepreneurs is adversely affected with increase in work hours. The need of the hour is multidimensional talent employee. The women employees already proved their presence in the work force because of their ability and capability of delivering the job. Hence it is quite natural that this leads to stress and health related issues among working women. Not only in case of women, men also are exposed to such hazards. (Mathew R. V. & Panchanatham N.)

A. Objectives of The Study

- 1) To study the techniques used by the employees to manage work and life
- 2) To know the impact of personal stress over the work stress
- 3) To identify the factors affecting working environment
- 4) To analyze the effects of employees in balancing work and life

B. Hypothesis

H₁: Age has positive influence on factors responsible for stress

H₂: Income has positive influence on Job security as a factor affecting personal life

H₃: There is a significant relationship between Education Level and fear of taking up new task

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III. METHODOLOGY

Sampling method	Non-probability sampling – Convenience sampling method
Sampling area	Vellore district
Sample size	110 respondents
Data collection	Survey – Questionnaire
Data analysis	SPSS version 21
Statistical tools	Chi-square test, ANOVA

A. Limitations of The Study

Time constraint is an important limitation. Employees involvement is not used to take decision of search activities in organization. The study is confined to Vellore district only. Inferences are based on responses of working people.

B. Data Analysis

Table: 1

H_0 : Age does not have positive influence on factors responsible for stress

H_1 : Age has positive influence on factors responsible for stress

Table: 1.1 Age * Factors responsible for stress Crosstabulation

		Factors responsible for stress					Total
		Pressure to earn more	personal factors	High goals	More expenses	Illness	
Age	<20	4	3	2	0	0	9
	21-30	24	28	7	0	0	59
	31-40	5	17	3	3	1	29
	41-50	3	4	0	0	0	7
	>50	1	2	0	1	2	6
Total		37	54	12	4	3	110

Table: 1.2 Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	39.969 ^a	16	0.001
Likelihood Ratio	29.703	16	0.020
Linear-by-Linear Association	9.645	1	0.002
N of Valid Cases	110		

1) *Interpretation:* In table 1, Chi-square test is used to test the hypothesis. From table 1.2, Pearson Chi-square value is 39.969 and p value is 0.001 ($0.001 < 0.05$). Hence, we reject the null hypothesis and accept the alternate hypothesis. Therefore, Age has positive influence on factors responsible for stress.

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Table: 2

H₀: Income does not have positive influence on Job security as a factor affecting personal life

H₂: Income has positive influence on Job security as a factor affecting personal life

Table: 2.1 Descriptives

Income	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Less than Rs.20,000	22	2.7273	0.76730	0.16359	2.3871	3.0675	1.00	4.00
Rs.21,000 to Rs.30,000	54	2.4444	0.96479	0.13129	2.1811	2.7078	1.00	4.00
Rs.31,000 to Rs.40,000	19	1.6316	0.83070	0.19058	1.2312	2.0320	1.00	4.00
Rs.41,000 to Rs.50,000	10	1.5000	0.70711	0.22361	0.9942	2.0058	1.00	3.00
More than Rs.50,000	5	1.2000	0.44721	0.20000	0.6447	1.7553	1.00	2.00
Total	110	2.2182	0.98037	0.09348	2.0329	2.4034	1.00	4.00

Table: 2.2 ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	25.346	4	6.336	8.377	0.000
Within Groups	79.418	105	0.756		
Total	104.764	109			

2) *Interpretation:* In table 2, ANOVA is used to test the hypothesis. From table 2.2, F=8.377 and p value is 0.000 (0.000<0.05) hence we reject the null hypothesis and accept the alternate hypothesis. Therefore, Income has positive influence on Job security as a factor affecting personal life.

Table: 3

H₀: There is no significant relationship between Education Level and fear of taking up new task

H₃: There is a significant relationship between Education Level and fear of taking up new task

Table: 3.1 Descriptives

Education Level	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Hr.sec	5	2.6000	0.54772	0.24495	1.9199	3.2801	2.00	3.00
Diploma	17	2.8235	1.07444	0.26059	2.2711	3.3760	1.00	4.00
Under Graduate	57	2.0351	0.92514	0.12254	1.7896	2.2806	1.00	4.00
Post Graduate	23	2.0000	0.95346	0.19881	1.5877	2.4123	1.00	4.00
Doctorate	2	2.0000	1.41421	1.00000	-10.7062	14.7062	1.00	3.00
Others	6	2.8333	0.75277	0.30732	2.0433	3.6233	2.00	4.00
Total	110	2.2182	0.98037	0.09348	2.0329	2.4034	1.00	4.00

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Table: 3.2 ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	12.330	5	2.466	2.775	0.022
Within Groups	92.434	104	0.889		
Total	104.764	109			

3) *Interpretation:* In table 3, ANOVA is used to test the hypothesis. From table 3.2, $F=2.775$ and p value is 0.022 ($0.022 < 0.05$) hence we reject the null hypothesis and accept the alternate hypothesis. Therefore, there is a significant relationship between Education Level and fear of taking up new task.

C. Findings

- 1) 48% of the respondents are highly satisfied with sufficient time to manage work & life
- 2) 42% of the respondents are satisfied with their recognition
- 3) 42% of the respondents are highly satisfied with their rewards for exceeding their goals
- 4) Age has positive influence on factors responsible for stress
- 5) Most of the respondents feel that personal factors hinder their work and increase stress
- 6) Income has positive influence on Job security as a factor affecting personal life
- 7) Low income people have the fear of losing job which is again creating stress
- 8) There is a significant relationship between Education Level and fear of taking up new task
- 9) Respondents with good educational qualification take up new task and challenges while with low educational qualification feel that taking up new task would create stress
- 10) Most respondents say that they are satisfied with work environment being pleasant and calm

D. Suggestions

Based on the results suitable suggestions are drawn. Employees should be given job security. Enough holidays to spend with family and arranging outdoor games would reduce stress of employees. Company should give adequate support for the employees. It will create enthusiasm in employees to do better work. Satisfaction at work could create good balance of work and personal life.

E. Scope For Further Research

The study is conducted among the employees of Vellore district only so further research can be carried out in other areas. Work life balance among working couples can be researched and also work life balance among employees of various sectors can be explored.

IV. CONCLUSION

Family and work life are both important to employees. If these two are not maintained properly it creates stress and strain which affects their work. This study is found important because it tries to know how the work life and family life results into stress. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. There is now mounting evidence-linking work-life imbalance to reduced health and wellbeing among individuals and families. It is not surprising that there is increasing interest among organizational stakeholders (e.g. CEOs, HR managers) for introducing work-life balance policies in their organizations. Companies should know the importance of work-life balance for all employees. When the approach is so negative and confused, it will come as little surprise that people who have unhealthy work-style and negligent lifestyle tend to lose productivity with the passing of time.

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