

Study on the Employee Work-Life Balance

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Abstract

In order to tackle the demands of the twenty-first century, organisations rely on increased revenue created by their workers, a competitive workforce, and employee dedication in order to achieve their strategic goals. But the work life balance of the staff at all levels has been hugely impacted in this age of hyper-competitiveness. This research paper explores briefly the work-life balance, the relevance of this balance to the organisations and the related new strategies. The observations revealed that work-life balance is crucial for both the organisation and its employees, particularly in today's complex organisational scenarios. It enables the company to increase productivity, performance, competitiveness, and morale, and thus gain a competitive advantage. Similarly, work-life balance programmes support workers by increasing motivation to work, increasing happiness, empowering them, and eventually increasing their dedication to the company.

Introduction

The greatest obstacle for Human Resource practitioners today is to cost-effectively hire, train, and retain their workers. As a result, companies are developing a culture that encourages work-life balance strategies to assist employees in maintaining equilibrium in their professional and non-professional lives. Work-life balance is described as "a state of equilibrium in which both a person's work and personal life demands are equal." Work-life balance is premised on the basis that everyone should have a full life in which they devote enough time to their personal interests. Work-life balance has various meanings depending on the context in which it is used. Work-life balance is referred to by a range of vocabulary, including work/ family, work/family dispute, family-friendly benefits, work/ life services, work/life projects, and work/ family community.



The Radcliff Public Policy Center conducted a survey in which “men and women, with 82% and 85 % ages 20-39, ranked family time at the top of their work/life concerns.” Due to the constantly changing economic conditions and demands of the society, work has changed its role all over the world. Previously, ‘survival’ and ‘necessity’ were related as the subjects of work. However today, in addition to be a necessity, work is seen as an important contributor to the ‘personal satisfaction ’as well. Today work is one of the most important tools to provide personal and professional satisfaction as well as goal attainment which create the need of work-life programs and benefits in an organization. Work-life balance concentrates on one’s personal mind set while work-life harmony helps to create synchronization within yourself, and from which you can assist others in creating as well. Work-life balance has become a challenge for companies due to an increased need to boost employee productivity, maintain and retain workers with valuable knowledge of the industry, and keep up with current workplace trends. “Global competition, family values/ personal lives, and an ageing workforce are three important factors that contribute to the need to highlight the growing challenge of work-life balance.” This study delves into work-life balance, how it can be a turning point in workplace harmony, and an examination of different activities that help in workplace balance.

Theoretical Framework

Work-Life Balance as a Dynamic Strategy for Organizations

Work-life balance policies that are efficient are beneficial to businesses and organizations for a variety of reasons, including:

- Reduced staff turnover rates
- Becoming a good employer or an employer of choice
- Increased return on investment in training as employees stay longer
- Reduced absenteeism and sick leave
- Improved morale or satisfaction

- Greater staff loyalty and commitment
- Improved productivity

Work and Personal life demands must be balanced for the following reasons:

- Increased competition as a result of globalisation, liberalisation, and privatisation increases work pressures on employees.
- An increase in employee stress levels as a result of high work expectations in terms of deadlines, high efficiency, high quality, customisation, and improved customer relationship management.
- An increase in personal expectations for higher levels of pay, prestige, and power.
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- The high performance culture undermined long-term loyalty and a "sense of corporate community."
- Management expects more and more from its workers while providing little security in return.

Work-Life Balance's Crucial Elements and Benefits:

- Work-life balance is a term that promotes workers' attempts to divide their time and resources between work and other crucial aspects of their lives.
- Work-life balance refers to making time for family, friends, community involvement, faith, personal development, self-care, and other personal interests on a regular basis.
- The pursuit of work-life balance reduces stress among employees. Stress and unhappiness occur as they spend the most of their days on work-related tasks and feel as though they are neglecting other significant aspects of their lives.
- Work-life balance allows workers to feel as though they are focusing on all facets of their lives.
- Work-life balance is difficult to achieve because many workers have a psychological, professional, and monetary desire to succeed.

In order to stay competitive, companies must recruit and retain their best human resources. The best way to do that is to take into consideration, "What do employees want?" Today's response to this question is "work-life balance," which the majority of workers desire regardless of their age, gender, job type, race, or other factors. Businesses today operate in an extremely competitive climate, with an increased need to be more flexible and effective than their rivals.

Review of Literature

- Riceetal (1992) used 823 workers in the United States to study the relationship between work-family conflict, leisure and global life satisfaction, work-family conflict, and job satisfaction. He clarified that there is a direct and indirect relationship between work and

non-work conflict, both of which have an effect on job satisfaction. Moreover, discusses how job experience tenure has a significant effect on overall quality of life.

- O'Driscoll (1996) described many benefits and drawbacks of work-life balance for both employers and employees. If an employee's work-life balance is disordered, it can lead to stress and health issues, both physical and emotional. From the perspective of the employer, an imbalance in work-life balance will result in increased absenteeism, weak employee results, and a high cost in terms of hiring more people and their growth. Whereas if an individual has enjoyable interactions at work and is able to manage both personal and professional expectations, it will fulfill social needs and contribute to job satisfaction. As a result, it will assist both employees and employers in managing both personal and professional life.
- Chand and Sethi (1997) investigate banking institutions/ organizational factors among 150 junior (scale-1) management officers as predictors of job pressure. The most important predictors of job strain found were position conflict, poor working conditions, and work role overloading.
- Karrir and Khurana (1997) using motivational variables (like job satisfaction, job involvement, job enrichment) among thirty organizations in Indian industry which covers all areas namely private, public and cooperative sector with the total of 491 managers and found that there are significant correlations of quality of work life of managers with effect of few background variables (like education, status, qualification, income level)
- Guest (2002) explains the importance of work life balance and the meaning of balance specifically. It was proved that the imbalance in work-life has a negative consequence for employee's well-being. The development and trend of work-life balance and would have an impact on employee's well-being and job.
- Gary Howard et al. (2004) conducted a study among 119 police personnel to understand the relationship between work-life and family-work and its effect on job satisfaction. It was found that work-family conflict is important and significantly linked to job satisfaction in terms of monetary and non monetary incentives. Whereas, family-work is somewhat related to job satisfaction i.e., it is not as consistent as compared to work-life.
- Kinnie et al. (2005) examined the link between satisfaction of employees with their HR practices and their dedication and commitment towards organization.
- Alegre and Pasamar (2018) provided a new perspective and advantages of work-life balance that focuses on creativeness, i.e., the use of technology in performing tasks at work and in personal life. It also recommended that companies provide their workers with inspiration, commitment, and opportunities to connect creativity at work.

The majority of studies used primary data and were evaluated in both qualitative and quantitative terms in a variety of sectors such as information technology, finance, police departments, education, transportation, and service sectors, among others. It was discovered that the effect of work-life balance on employees is 360 degrees because his life, whether personal or professional, is linked to it. Employee satisfaction in both personal and

professional life, physical and mental wellbeing, dedication to work and family, and a disparity in work-life balance all result in stress, which leads to both family conflict and poor job performance. Organizations that give flexibility to their workers by allowing them to provide a work-life balance are able to attract good talent and perform well, giving them an advantage over other organisations.

The majority of research is done outside of India. Few studies are being conducted in India that concentrate on providing workers with work-life balance. More research should be conducted to provide workers with methods to address work-life balance and aspects of wellbeing so that he can handle his life more effectively. The majority of studies have been undertaken in the IT, banking, education, and pharmaceutical sectors, but other fields such as lawyers, fleet services, chartered accountants, and the aviation industry.



Figure 1. Work-life balance

Hypothesis

- Hypothesis 1: Work-life balance is positively related to participation in employee development activities.
- Hypothesis 2: Work-life balance is positively related to work engagement.
- Hypothesis 3: Work engagement is positively related to participation in employee development activities.
- Hypothesis 4: Work engagement partially and positively mediates the relationship between work-life balance and participation in learning activities.

Research Methodology

The process of systematic investigation is known as research. Research entails identifying and redefining problems, formulating hypotheses or proposed solutions, gathering, arranging, and analysing data, making deductions and drawing conclusions, and finally carefully checking the conclusion to decide if the hypotheses are right.

Data collection

- Primary data-Survey via Google forms
- Secondary data-Journal papers, Related online information

Sampling Technique-Random Sampling. To improve the efficiency of the questionnaire, random sampling has been used to pick individual units.

Data Analysis and Interpretation-Pie chart, Pie Graph

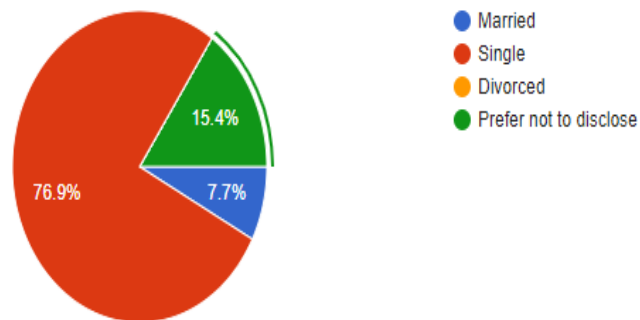
Data Analysis and Interpretation

Employee Work-Life Balance Survey

1. Marital Status

Marital Status

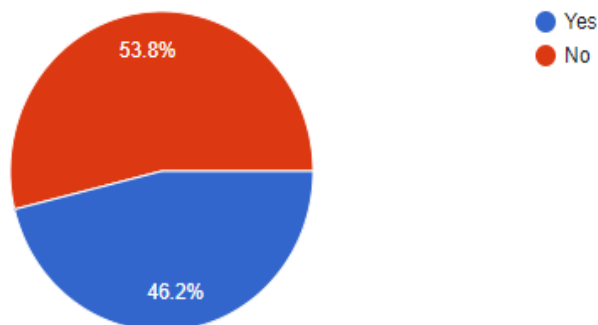
13 responses



2. Do you have dependents living with you?

Do you have dependents living with you ?

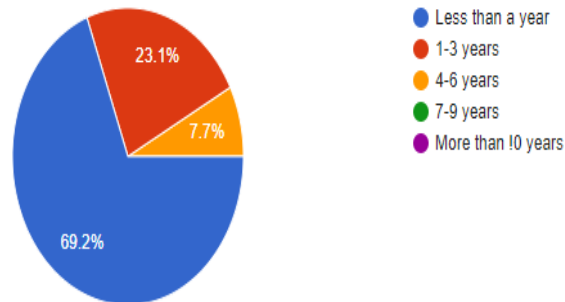
13 responses



3. How long have you worked here

How long have you worked here ?

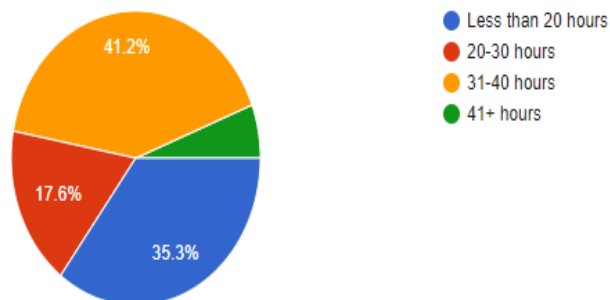
13 responses



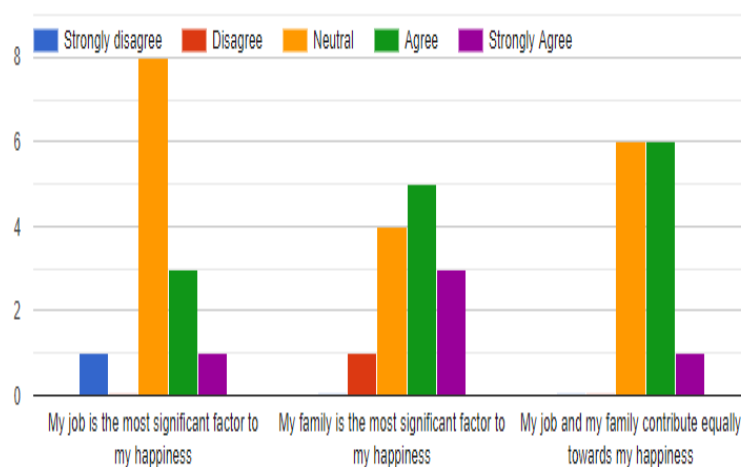
4. How many hours do you work per week?

How many hours do you work per week ?

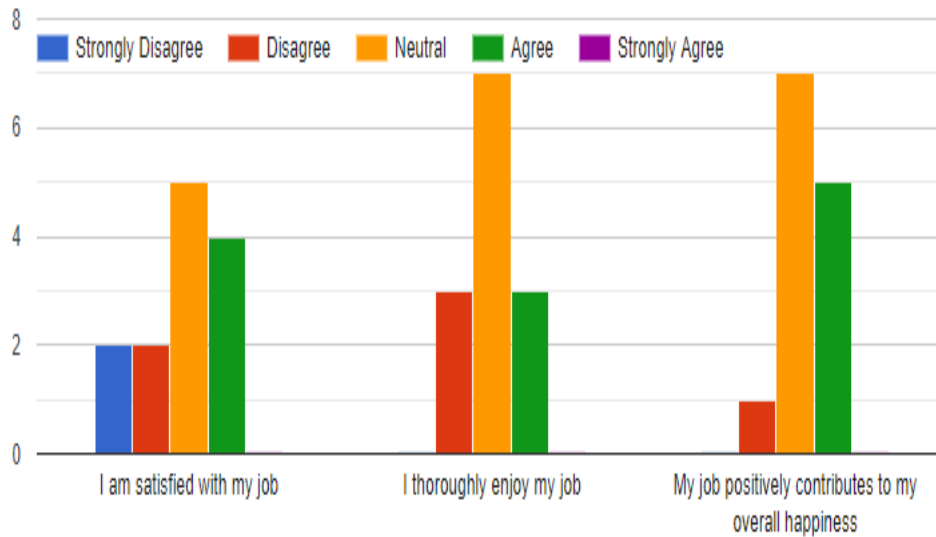
17 responses



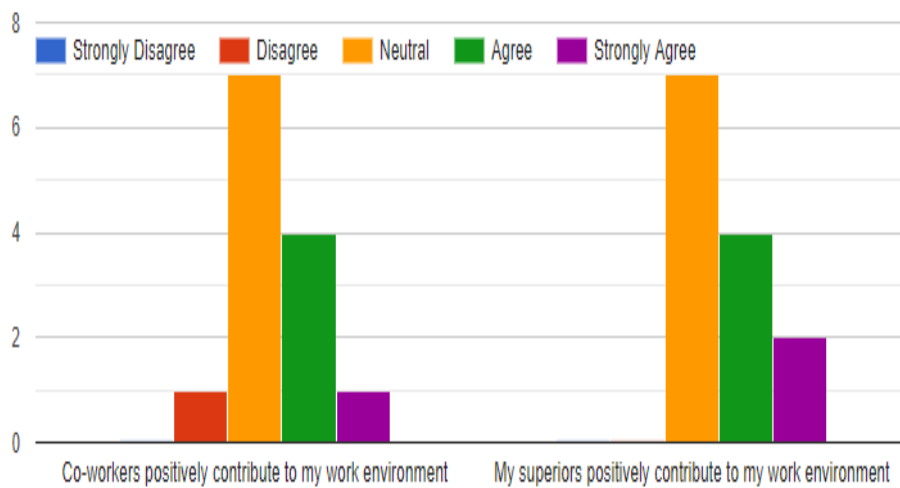
5. On a scale of 1 to 5 (with one being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: Happiness



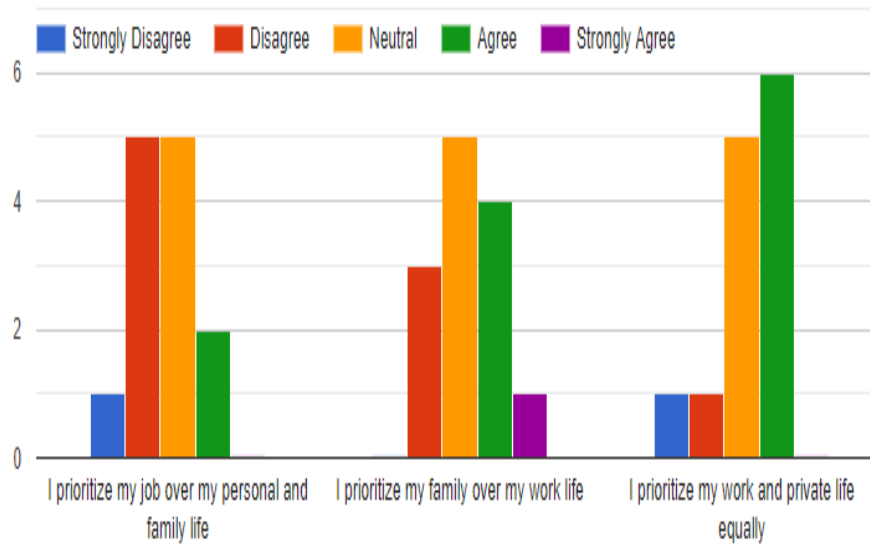
6. On a scale of 1 to 5 (with one being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: Work Satisfaction



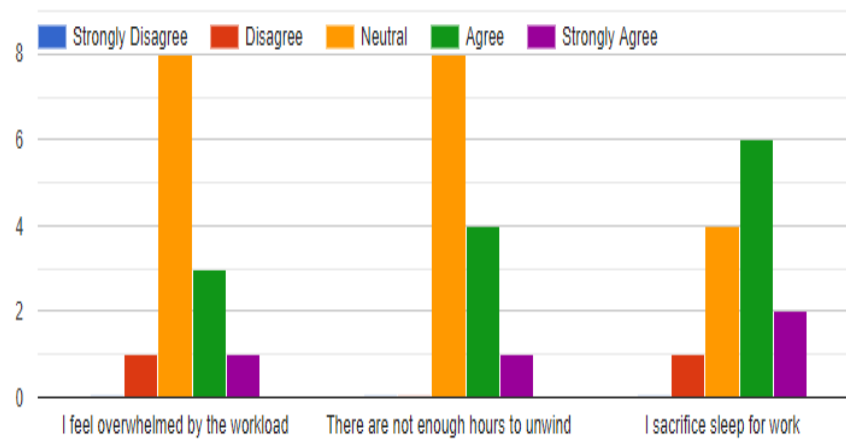
7. On a scale of 1 to 5 (with one being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements : Work Environment Satisfaction



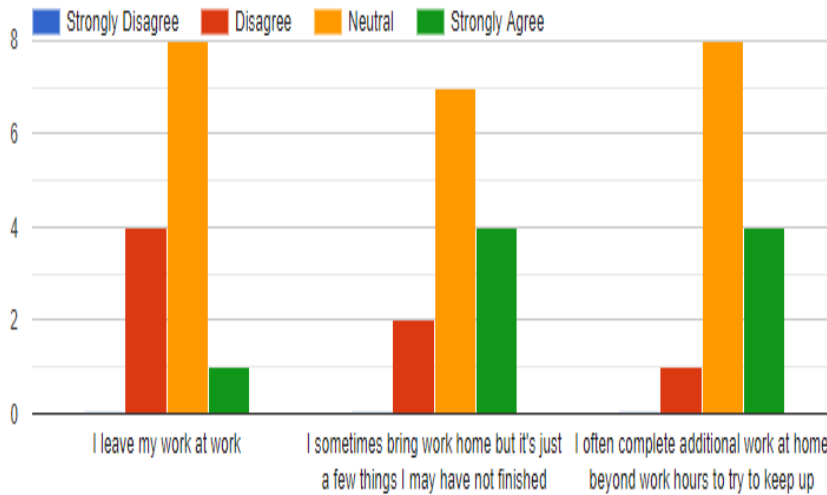
8. On a scale of 1 to 5 (with one being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: Balance



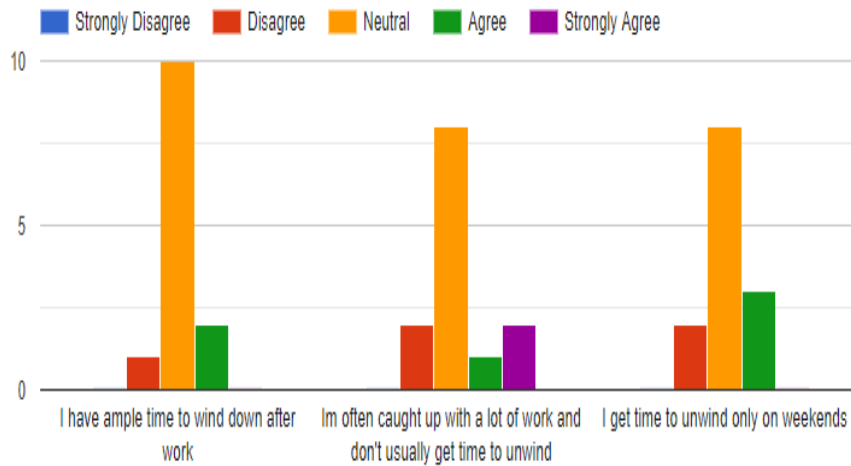
9. On a scale of 1 to 5 (with one being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: Stress Levels



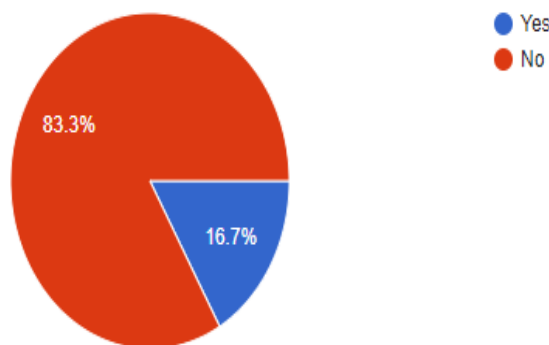
10. On a scale of 1 to 5 (with one being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: Work brought home



11. On a scale of 1 to 5 (with one being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: Time to De-Stress



12. Within the past year, have you thought about quitting your job?



Interpretation/ Findings

- It was observed that majority of the employees that took the survey work for 31-40 hours per week.
- Majority of the employees admitted that their Job and family are equally significant factors to their happiness.
- Most of the employees stated that their job positively contributes to their happiness.
- Employees state that their co-workers and superiors positively contribute to their work environment.
- Majority of the employees said that they prioritize their work and private life equally.
- It was observed that majority of the employees sacrifice their sleep for work.
- It was also observed that employees often only get time to unwind and de-stress only on the weekends.
- 25% of the employees replied ‘yes’ when asked if they’ve ever thought about quitting their job in the past year.

Conclusion

From the study it is clear that employee work life balance is good, But there is a small gap from employee satisfaction to company as 25% of the employees said yes when asked if they have wanted to quit their job.

Employees that are burnt out or stressed are insignificant to the company, and the secret to an organization's success is employee happiness, loyalty, and deliberate participation. Many businesses have started to implement work-life balance systems in order to assist workers in managing their work, professional, and personal lives more effectively. Because of the complexity of today's work and non-work lives, organisations have implemented work-life balance programmes to address emerging problems such as child-care, eldercare, and many others. The efficient management of human assets is a difficult challenge for every organisation, as the current working environment has transformed into a global village, with every country experiencing rapid change. Work-life balance has emerged as a top priority for many organisations, and companies are becoming more aware of the need for it.