A Study on Work Life Balance of Employee

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"A STUDY ON WORK LIFE BALANCE OF EMPLOYEE"AT

NARAYANI HOSPITAL AND RESEARCH CENTRE THIRUMALAIKODI, VELLORE

Submitted by

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ABSTRACT

Thesis focuses the topic of work-life balance in the context of psychology connecting the knowledge and practices of the applied field of work and organizational psychology.

The theoretical part is devoted to defining work-life balance while considering the variability of psychological aspects considering the topic.

It also characterizes selected areas of work-life balance, summarizes individual personality, developmental and social determinants that were in relation to the work-life balance research proved.

Subsequently, attention is moved to the particular tools and strategies which can be useful in achieving or sustaining work-life balance, considering two basic levels.

On the one hand, considering individual personal level in achieving balance of individual and on the other hand, the strategies and tools provided by organization leading to the work-life balance.

The second part presents a proposal for a research project that aims is to track the relationship between the amount of time devoted to selected areas in the life of an individual, quality of spending time in terms of overall satisfaction and perceived fullness and desire or openness to change in individual's life in selected areas in the perceived work-life balance.

The research design used in this study is descriptive research. Questionnaires were collected through the respondents.

Analysis was done using IBM SPSS software, reliability test was carried out. Based on the analysis and interpretation the finding and suggestion are concluded. The sample size was limited to 150 respondents. The study was conducted by limited period.

INTRODUCTION:

The term work life balance (Work Life Balance) was coined in 1986 in response to the growing concerns by individuals and organizations alike that work can impinge upon the quality of family life and vice-versa, thus giving rise to the concepts of **"family- work conflict" (FWC) and "work-family conflict" (WFC).**

The former is also referred to as **work interferes with family" (WIF)** while the latter is also known as **"family interferes with work" (FIW).** In other words, from the scarcity or zero-sum perspective, time devoted to work is construed as time taken away from one's family life.

Work/life programs existed in the 1930s. The policies and procedures established by an organization with the goal to enable employees to efficiently do their jobs and at the same time provide flexibility to handle personal concerns or problems at their family People entering the workforce today are more likely to turn down to promotions if it is new job means, the employee is having to bring more work to home.

In most developing countries, at least until recently, only men worked outside of the home. The old, established joint Hindu family system facilitated a clear division of responsibilities between the old and the young in terms of decision making, the oldest male member in a patriarchal society is the head of household and would make all the important decisions; male and female the men would work outside the household, whereas the women are responsible for raising children and taking charge of a myriad household responsibilities, including in some low-income families in certain parts of India, walking many miles each day to fetch water and fire wood.

More recently, the scarcity perspective has given way to the expansion- enhancement approach that views that work can facilitate participation at home and vice-versa. This has given rise to the concepts of **"work-family facilitation" (WFF) and "family-work facilitation" (FWF)** where experiences acquired at work can facilitate participation at home and vice-versa.

These two notions have contributed to the construct of work life balance where a balanced life consists of work and family that are mutually reinforcing-the family experiences of workers can enrich their contribution to work and organizations, and vice-versa.

The word Work-Life Balance is sometimes considered as interwoven with Work-family conflict. However, it can be argued that the latter is more limited in scope than the former because the focus in work-family conflict is more on the relations between work & family. It is also referred to as **family friendly work**

Arrangements, (FFWA), and in international literature, as **alternative work arrangements (AWA).**

Work-Life Balance is the relationship between time and space of work & non-work in societies where income is predominantly generated and distributed through labour markets.

Work-Life Balance is being aware of different demands on time and energy saving the ability to make choices in the allocation of time and energy knowing what values to apply.

Much confusion and ambiguity surrounds in understanding and defining the term Work –Life Balance. As a term in its own right Work-Life Balance is rarely defined for reasons that will become clearer as the discussion progresses.

Many authors attempt to define Work-Life Balance policy or Work-Life Balance arrangements. Nevertheless it is possible to discern a number of distinct strands in the literature in relation to definitional and conceptual issues.

The first of these themes concerns the contention area of family friendly versus Work-Life family in order to reflect a broader and more inclusive way of conceptualizing the issue and to enable men and those without children, for example to identify with them .

However the perception that Work-Life Balance policies are a family matter and aimed solely at women with children is still held by many employees & employers.

Despite the worldwide quest for Work-Life Balance very few have found an acceptable definition of the concept: here are some proven definitions that will positively impact one's every day value & balance.

Best individual Work-Life Balance will vary overtime, often on a daily basis. The right balance today will probably be different for tomorrow. The right balance when one is single will be different when after marriage and having children; when one is on a start to new career versus when one is nearing to retirement.

There is no perfect, one size fits all, as balance is different for each of us because we all have different priorities and different lives. However, at the core of an effective Work-Life Balance definition are two key everyday concepts that are relevant, they are daily achievement and enjoyment, ideas, almost deceptive in their simplicity.

Enlarging a fuller meaning of these two concepts takes us to most of the ways a positive Work-Life Balance achievement. Achievement means finish something successfully, especially after trying hard or receiving what one wants.

Enjoyment does not mean happiness but it means pride, satisfaction, happiness, celebration, love a sense of wellbeing and all the joys of living. Achievement and enjoyment are the two sides of the coin value in life. One can't have one without the other.

Trying to live a one sided life is why so many "successful" people are not happy or not nearly as happy as they should be.

PRIMARY OBJECTIVE:

To study the work life balance of employees working in Narayani Hospital and Research centre, Thirumalaikodi.

SECONDARY OBJECTIVE:

- ➢ To identify the stress experienced by the employee
- ➢ To know the causes of stress among the employee
- ➢ To find out how to improve work life balance of employee
- ➢ To find out effectiveness of work life balance of employee
- ➢ To provide suggestions to overcome work life balance related to problems of employees working in hospital
- ➢ To find out the general perception of the employees toward their personal and professional

REVIEW OF LITERATURE

1. **HOCHSCHILD(1997)**

   There is an inevitable temptation to use the promotion of work life balance policies to enhance commitment to the organization. If the pressures to attract more women into work lesson will the concern for work life balance also diminish? A comparative analysis across European countries might help to shed some lite on this issue.

2. **ROUT,LEWIS and KAGAN(1999)**,

   Women in India experience considerable pressure in morning to do all that is necessary for the family before going out to work and after work. The expectation that women should give priority to family lead to higher levels of personal role overload than men.

3. **AARON_CORBIN(1999)**

   However in order to understand work life balance it is important to first consider the possible and or lying conflict between various life roles. The study at work life conflict has been predominantly approached from the role theory perspective.

4. **JENKINS (2000)**

   Observer that issues like child rearing to need to balance multiple role etc. Have consequences on health and family relationships. Securely attached individuals experienced positive spill over in both and family.

5. **GREENHAUS(2002)**

   Defined work life balance as satisfaction and good functioning at work and at home with a minimum of role conflict.

6. **FELSTIAD(2002)**

   Defines work life balance as the relationship between the institution and cultural time and spaces of work and non work in societies where income is predominantly generated and distributed through labour market.

7. **FISHER AND LAYLE(2003)**

   Consider three distinct sets of measures at work life balance, Via proportion of free time, the overlap of work, and other dimensions of life and the time spent with other people. Several revieus have highlighted other issues such as age, gender, lifecycle, stage, ethnicity, citizenship and childcare arrangements which also merit attention.

8. **BURKE(2003)**

   Observed men feel more satisfied when they achieve more on the job even at the cost at ignoring the family on the other hand women stress that work and family are both equally important and both are the sources of their satisfaction for them the former is more important.

9. **HYMAN(2003)**

   Observed that organization pressure, combined with lack work centrality, result in work introducing into non work of employee live such intrusions often manifest themselves differently depending on autonomy and organizational support.

10. **SINGH(2004)**

    Gender differences in the perception of household responsibilities women continue to undertake the majority share of domestic chores, and child rearing there synchronous change in working and family life result in a need for employees to continuous by all tempts a balancing act. Quite often the work in truest on the simply and social life of other time fenceless pressures affect the work preference.

RESEARCH METHODOLOGY

This chapter details out the research methodology for the present study. It explains the research objectives and a suitable methodology to achieve those objectives. The objectives of this study were to identify and explore the project specific risk dimensions affecting the software projects in India.

This involved an exhaustive study of the demographic characteristics and details of the projects handled by the respondents; exploration of the risk dimensions, and then comparison of these dimensions across the various personal and project characteristics.

Second, was the identification and exploration of the work life balance? This was done by detecting the factors through field survey and comparing them across the demographics and project characteristics.

Third, the moderating effect of demographic characteristics and organizational climate factors on the project specific risk factors was studied through regression analysis.

PILOT STUDY

The pilot study formed the pedestal for the research. It was conducted on NARAYANI HOSPITAL AND RESEARCH CENTRE AT THIRUMALAIKODI(aariyur). They were asked to list down the various risks that they have faced during the NARAYANI HOSPITAL AND RESEARCH CENTRE AT THIRUMALAIKODI (aariyur) Lifecycle while executing the project. Through, the pilot survey, a list of 23 project specific risk items were identified and used for the study. Furthermore, the project managers were also asked to identify and rate the work life balance which they perceive were present during the execution of the work life balance and based on their perception; a list of 17 items of work life balance was obtained and used for the survey. Based on the findings of this pilot study, the survey instrument was designed.

RESEARCH DESIGN

The exploratory and descriptive research design was adopted due to the nature of the study. Exploratory research provides insights into and comprehension of an issue or situation.

Exploratory research is a type of research conducted because a problem has not been clearly defined. Exploratory research helps to determine the best research design, data collection method and selection of subjects.

Descriptive research, also known as statistical research, describes data and characteristics about the population or phenomenon being studied. Descriptive research answers the questions *who*, *what*, *where*, *when* and *how*.

Thus, on the basis of the above, the two research designs were appropriate for the present study as it was important to gauge the various project specific risks that impact the software projects and also understand the dynamics of organization's climate on these software projects.

RESEARCH INSTRUMENT

A study on work life balance of employee at sri narayani hospital and research centre at thirumalaikodi(ariyur). A questionnaire method is used to collect information from the workers. The well designed questionnaire is used for collection of data and record have been refered for further information.

SAMPLING TECHNIQUE

In this study, simple random sampling method was adopted for selecting the respondents. Sample area is individual employees sri narayani hospital and research centre at thirumalaikodi(aariyur).

SAMPLING METHOD

The Sample was collected from various employees sri narayani hospital and research centre which is situated in thirumalaikodi(aariyur).

It was also collected through visiting various departments just go and by having formal and informal communication and also by filling the questionnaire. The data has been analyzed by using mathematical statistical units. The Total Population Of Sample Size is 150

A decision has to be taken concerning a sampling unit before selecting sample. The population for this study includes the employees of sri narayani hospital and research centre at thirumalaikodi(aariyur).

SAMPLE SIZE

A Sample of 150 employees was chosen for this study.

METHOD OF DATA COLLECTION

Primary Data

Primary Data are those which are collected for the time being and they are original in character. The Primary Data collection was done through the questionnaire method from the respondents. The questionnaire was given to the respondents and they were asked to fill them up. Necessary help was rendered whenever they found difficult to answer.

Secondary Data

The sources for secondary data were obtained from various Journals, articles, books, few previous research projects in order to get a glance over the literature review and Company Website.

Validation of the study:

Validity of the questionnaire and measures were ensured by following the following steps: very simple language style was avoiding complex or compound sentences. Since the scales for measuring independent variable and dependent variable was adopted, these scales had an established reliability.

AGE OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	84	56.0	56.0	56.0
	30-40	46	30.7	30.7	86.7
	40-50	19	12.7	12.7	99.3
	50-60	1	.7	.7	100.0
	Total	150	100.0	100.0	

INTERPRETATION:

From the above table, it is interpreted that majority 56% of respondents belong to the age group 20-30 years and the least 7% of the respondents belong to age group below 50-60 years.
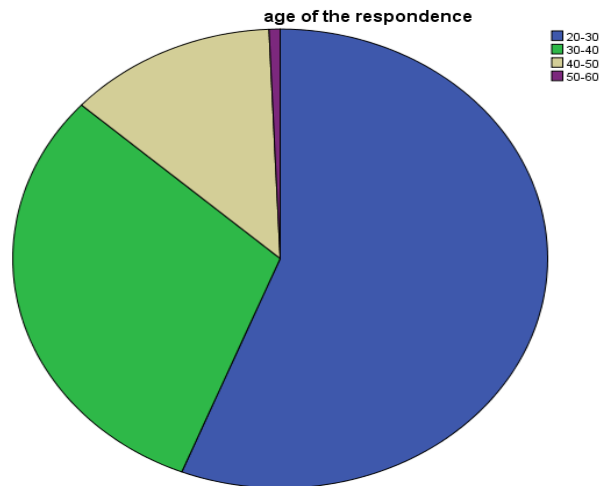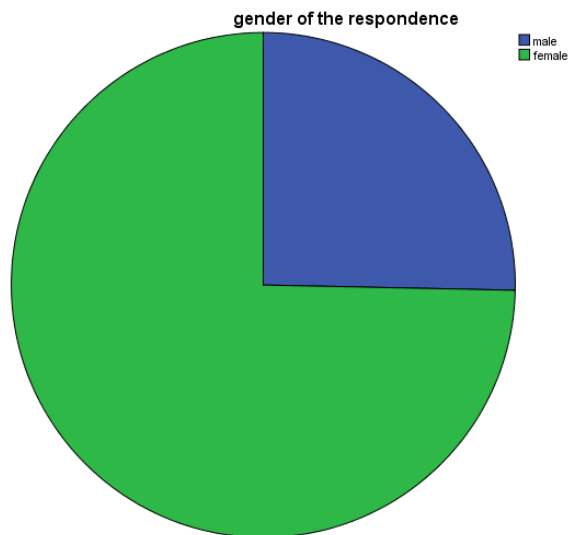
GENDER STATUS OF THE RESPONDENTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	38	25.3	25.3	25.3
	female	112	74.7	74.7	100.0
	Total	150	100.0	100.0	

INTERPRETATION:

From the above table it is interpreted that majority 74.7% of the respondents are female and the least 25.3% of the respondents are male.


gender of the respondence

ARE YOU HAPPY WITH THE PRESENT JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	completely happy	117	78.0	78.0	78.0
	not happy	28	18.7	18.7	96.7
	Happy	4	2.7	2.7	99.3
	Neutral	1	.7	.7	100.0
	Total	150	100.0	100.0	

INTERPRETATION:

From the above table, it is interpreted that majority 78% of respondents are given completely happy to present job and the least 7% of respondents are given neutral to their present job.
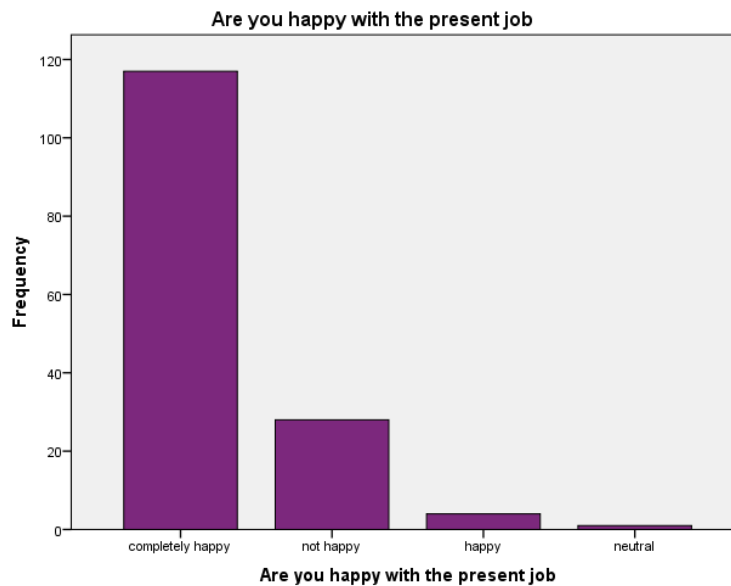
DO YOU ABLE TO BALANCE WORK AND PERSONAL OBLIGATIONS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	frequently	63	42.0	42.0	42.0
	sometimes	65	43.3	43.3	85.3
	Rarely	14	9.3	9.3	94.7
	Never	1	.7	.7	95.3
	neutral	7	4.7	4.7	100.0
	Total	150	100.0	100.0	

INTERPRETATION:

From the above table, it is interpreted that majority 43.3% of the respondents are able to balance work and personal obligation and least 0.7% of the respondents are not able to balance work and personal obligation.
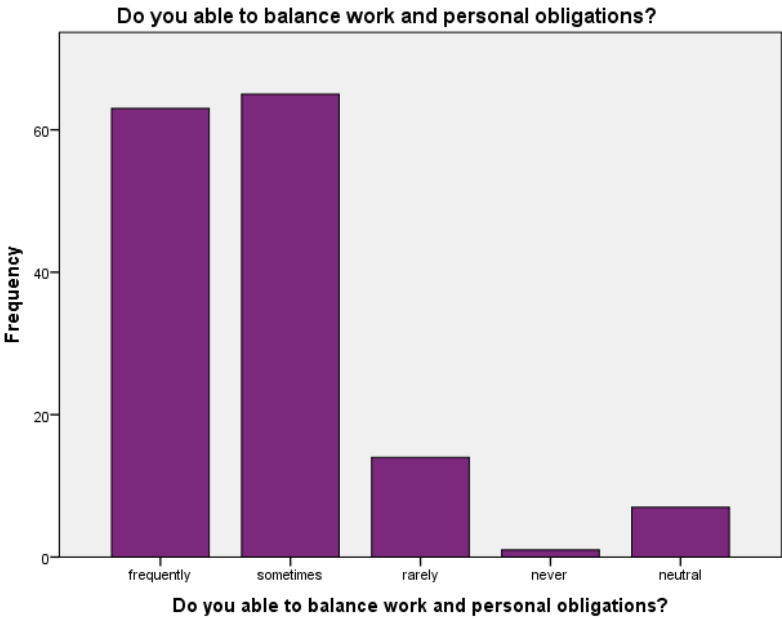
CHI-SQUARE

NULL HYPOTHESIS:

H0: There is no association difference between gender with are you happy with the present job.

ALTERNATIVE HYPOTHESIS:

H1: There is an association difference between gender with are you happy with the present job.

gender of the respondence * Are you happy with the present job Crosstabulation

			Are you happy with the present job				
			completely happy	not happy	happy	neutral	Total
gender of the respondence	Male	Count	31	5	1	1	38
		Expected Count	29.6	7.1	1.0	.3	38.0
	female	Count	86	23	3	0	112
		Expected Count	87.4	20.9	3.0	.7	112.0
Total		Count	117	28	4	1	150
		Expected Count	117.0	28.0	4.0	1.0	150.0

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.859[a]	3	.277
Likelihood Ratio	3.722	3	.293
Linear-by-Linear Association	.080	1	.777
N of Valid Cases	150		

a. 4 cells (50.0%) have expected count less than 5. The minimum

expected count is .25.

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	.160	.277
	Cramer's V	.160	.277
N of Valid Cases		150	

INTERPRETATION

From the above table, it is interpreted that and interested in the result of the " pearson chi square" row. We can see here that X(1)= 3.859, P=.277 Hence, X(1)> P value. This 3.859>.277 tells us that hypothesis is accepted. Hence, there is no association difference gender with are you happy with the present job.

EXPERIENCE WITH THE ARE YOU HAPPY WITH THE PRESENT JOB

NULL HYPOTHESIS:

There is no significant difference between experience with Are you satisfied with the leave arrangement provided by your hospital

ALTERNATIVE HYPOTHESIS:

There is a significant difference between experience with Are you satisfied with the leave arrangement provided by your hospital

Descriptives

Are you happy with the present job

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
2-4 years	83	1.28	.650	.071	1.14	1.42	1	5
4-6 years	41	1.34	.530	.083	1.17	1.51	1	3
6-8 years	19	1.05	.229	.053	.94	1.16	1	2
8-10 years	7	1.29	.488	.184	.83	1.74	1	2
Total	150	1.27	.575	.047	1.17	1.36	1	5

ANOVA

Are you happy with the present job

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.111	3	.370	1.122	.342
Within Groups	48.222	146	.330		
Total	49.333	149			

RESULT:

Mean value indicates that mean score for the highest scale is 4-6 years of the experience was the highest (M=1.34±.530) and the lowest for the 6-8 years of experience (M=1.05±.229) compared to the mean score for other experience. One way ANOVA test result shows that the computed value p is 0.72 are lesser than which α value 0.05. This indicates the mean score has no significant difference between experience $F_{(4,125)}$ =1.122 P=.342.

CONCLUSION:

There is no significant difference between age with Are you satisfied with the leave arrangement provided by your hospital. Particularly employees gave majority 2-4 years scale as compared to other scale.

HYPOTHESIS TESTING

➢ There is no association difference between gender with are you happy with the present job.

➢ There is no significant difference between age with Are you satisfied with the leave arrangement provided by your hospital

➢ There is no significant difference between experience with Are you satisfied with the leave arrangement provided by your hospital

FINDINGS

✓ 78% of respondents are given completely happy to present job

✓ 51.3% of respondents are spending their time at work up to 6-8 hours and

✓ 47.3% of the respondents are strongly agreed to the leave arrangement provided by your hospital

✓ 51.3% of the respondents are completely enjoys work which they are doing work place

✓ 50% of the respondents will worry about work when not in work place

✓ 43.3% of the respondents are able to balance work and personal obligation

- ✓ 56% of respondents are give strongly agree to the recreation facilities help you to manage work life and personal life
- ✓ 47.3% of the respondents are said that their families are supporting to their job.
- ✓ 49.3% of the respondent are frequently bring office work to home without spending time with the family.
- ✓ 54% of the respondents are able to get time to attend social function.
- ✓ 40.7% of the respondent is able to give time for self.
- ✓ 34.0% of the respondents sometimes they feel reluctant or tried mentally due to office work presence.

CONCLUSION

The family and work life are both important to employee in any sector and if these two are maintained properly it creates stress and strain and results into various diseases. This study is found important because it tries to know how the work life and family life interface results into stress.

Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organization. There is now mounting evidence-linking work-life imbalance to reduced health and wellbeing among individuals and families.

I concluded that stress experienced by the employee due to lack of communication and work load and lack of family support.

I concluded that we can improve work life balance of employee by giving flexi work time, counsel employee to avoid becoming the office confident.

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