

## **A STUDY ON WORK-LIFE BALANCE OF SELECTED EMPLOYEES**

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### **ABSTRACT**

The ability of employees at a company or other institution to manage their personal and professional lives is known as Work-Life balance. A Work-Life balance results in happier people who perform better at work and home and have fewer role conflicts. In an ideal world, a healthy Work-Life balance would mean maintaining a harmonious relationship between work and personal life. It's about consciously managing the time and energy to meet both work and personal obligations while prioritizing self-care and health. The concept of Work-Life balance gained prominence during early 20th-century eight-hour workday activity, which was supported by worker mobilization and strikes. Even though it wasn't officially defined as such, Work-Life balance came to be understood as the capacity to separate work-related responsibilities from personal obligations when employees gained the right to an eight-hour workday.

**KEYWORDS:** Work-Life balance, career development, personal time, work stress, Job satisfaction.

### **INTRODUCTION**

Work-Life balance has always been an issue since people began working outside the home, without the typical level of control over their working hours or the duties assigned to them at work. The ability of a person to fulfil their obligations to their family, their job, and other extracurricular interests is known as Work-Life balance. While free time is, by definition, unoccupied, leisure time is related to activities that are not related to employment. The challenge in defining Work-Life balance is that each of these elements influences an individual's perception of having reached Work-Life balance. Giving each of these areas the same amount of time is not the goal of achieving balance. Rather, it is the capacity to allot sufficient time, effort, and consideration to ensure that people are content. The concept of Work-Life Balance emerged in the 20th century, particularly among women who struggled to strike a balance between their professional and personal responsibilities. By the end of the twenty-first century, males and their partners who work and struggle to balance their dual responsibilities (family and work) also experience this issue. It used to only affect women. The presence of technology is one factor that makes it difficult to carry out these duties. Because people use technology to continue working even when they are with their family, it might cause disturbances in some people. It can lead to conflict at work or in the family (work-family conflict), or it might result from workplace stress (job stress). The issue of

work/life balance is becoming increasingly pressing for both employers and employees, both at work and at home. Human resource professionals look for ways to boost their organizations' bottom lines, boost morale among staff members, retain employees who have important company knowledge, and stay up to date with workplace trends in today's fast-paced society. Human resource professionals can find information, historical perspective, and potential Work-Life balance solutions for both employees and organizations in this article. Three components' Factors such as aging workforces, personal lives, family values, and global competition intensify the challenge of Work-Life balance. In general, when workers believe they have a healthy Work-Life balance, they experience favourable work-related outcomes because of resource accumulation, increased confidence in one's ability to accomplish goals, positive resource spill over from the non-work to work domain, and reciprocity of favourable treatment to the organization. In certain cases, Work-Life balance may not have a direct effect on work outcomes; rather, it may help to build up resources like affective commitment, which in turn improves work outcomes like job performance. As a result, these workers perform well and have excellent work attitudes. Conversely, poor work attitudes and performance, including employee turnover, are linked to inadequate access to organizational Work-Life balance regulations or an organizational culture that forbids this access. Crucially, research has demonstrated that employees can effectively manage the demands of their various roles when they have official and informal access to suitable organizational Work-Life balance rules.

## **OBJECTIVES**

- To understand the importance of work–family balance
- To examine the major factors related to work-life balance

## **RESEARCH METHODOLOGY**

The study investigates demographics and factors influencing Work-Life balance through a questionnaire. Convenience sampling is used to gather data, which includes both primary and secondary sources. Primary data is collected through employee questionnaires and surveys, while secondary data is sourced from online resources, research articles, journals, and other publications. The sample size for this study is 61 respondents, selected using convenience sampling. This method allowed for efficient data collection from readily accessible and willing participants. The sample size ensures manageability while capturing a variety of perspectives on Work-Life balance.

## **METHOD OF DATA COLLECTION**

- The data was collected using primary and secondary sources.
- Primary data was collected using questionnaire.
- Secondary data was helpful in designing the questionnaire.
- The information pertaining to this study was collected from 61 respondents.
- The questionnaire was created in Google forms and was circulated

## TOOLS FOR DATA COLLECTION

- Structured questionnaire
- Likert scale

## DATA ANALYSIS

**Respondent Profiles** - Focuses on the respondents' personal and professional information. Uses frequency analysis (%) to present the data.

**Percentage analysis** - calculates the relative frequency of responses to understand the distribution of factors affecting work-life balance, revealing how common certain conditions or opinions are. Mean rank provides the average position of observations in a sample based on a criterion. Mean reciprocal rank (MRR) measures the effectiveness of systems in ranking correct answers, with higher values indicating better performance. Standard deviation quantifies data variability around the mean, reflecting response consistency. Inferential statistics use sample data to make predictions, test hypotheses, and generalize findings to a larger population.

**Hypothesis Testing** - Examines the relationship between Work-Life balance and various factors contributing to work life balance. Employs the Chi-square test and standard deviation for statistical analysis.

## LITERATURE REVIEW

**Saifu; Anwar, Sri Utaminingsih, Johna Karla C.Bien, Lili Nurlaili,(2024), The influence of Quality of Work-Life and Organizational culture on Lecturers' Professional Commitment**, the study explores the influence of Work-Life quality and organizational culture on lecturers' commitment at Pamulang University. It reveals that both factors significantly impact commitment. Strategies to improve commitment include promoting Work-Life balance, coaching on organizational culture, organizing skill training sessions, and holding outbound events. Future research should use mixed-methods analysis techniques for a more comprehensive understanding.

**Maharani Anita, Tamara Devi, (2024), "The occupational stress and Work-Life balance on turnover intentions with job satisfaction as mediating"**, investigates the impact of occupational stress and Work-Life balance on turnover intentions in the financial services industry. Results show that Work-Life balance positively influences job satisfaction, while occupational stress negatively affects job satisfaction. The study concludes that occupational stress does not influence turnover intentions, as employees can manage their stress levels.

**Islam Oweidat, Abeer Omari, Mohammed ALBashtawy , Al Omar Saleh, Tahani Alrahbeni , Khalid Al-Mugheed and Ayman Daifallah Ismail Alsheikh, (2024), "Factors affecting the quality of working life among nurses caring for Syrian refugee camps in Jordan"**, this study's main objective was to evaluate the working conditions of nurses assigned to Jordanian refugee camps. It specifically aimed to look at the relationship between

several socio-demographic factors and the quality of Work-Life experienced by nurses who care for refugees in emergency and medical care departments.

**Zahid Hussain Bhat, Uqba Yousuf and Nuzhat Saba, (2023),” Revolutionizing Work-Life balance: Unleashing the power of telecommuting on work engagement and exhaustion levels”**, states that work mobility offers flexibility in managing work and personal responsibilities, promoting a better Work-Life balance. However, telecommuting can restrict employees' ability to manage their interaction between work and life, leading to role uncertainty and fatigue. To prevent these issues, a detailed analysis of the interaction between work and life is needed, ensuring that remote workers are paid and protected based on their critical contributions to society.

**Francesco Zaghini, Valentina Biagioli, Jacopo Fiorini, Michela Piredda , Philip Moons, Alessandro Sili, (2023), “Work-related stress, job satisfaction, and quality of Work-Life among cardiovascular nurses in Italy: Structural equation modelling”**, discovered that cardiovascular nurses' quality of Work-Life is highly impacted by job satisfaction and stress at work. The relationship is partially mediated by job happiness, as stress has a detrimental effect on nurses' Work-Life balance. In order to improve job satisfaction, nurse managers should give their staff members comfort, opportunities for professional growth, transparency on organizational goals, and attention to their concerns.

## **THEORITICAL FRAMEWORK**

### **HISTORY OF WORK-LIFE BALANCE**

Work-life balance dates back to the Industrial Revolution, when factory workers, including women and children, endured 14-hour workdays, six days a week. This led to social and physical issues. Labor reformers pushed for restrictions, and the US Fair Labor Standards Act of 1938 established the 40-hour workweek. The Women's Liberation Movement in the 1980s advocated for women managing family duties and careers. Today, the concept includes both men and women, emphasizing that everyone benefits from balancing personal and professional lives.

### **COMMON WORK-LIFE BALANCE TECHNIQUES**

Work-life balance is about managing professional and personal commitments while promoting well-being.

#### **1. Individual Techniques:**

- Effective time management: Prioritizing activities, developing calendars, and establishing boundaries.
- Setting limits: Establishing work hours, avoiding business emails after hours, and allocating personal time.
- Taking breaks and vacations: Regular pauses and scheduled holidays for mental and physical rejuvenation.

- Prioritizing health and wellness: Exercise, adequate sleep, and a balanced diet.
- 2. Organizational Strategies:**
- Flexible work arrangements: Flexible schedules, remote work, and reduced workweeks.
  - Plenty of paid time off: Vacation days, sick days, and personal days.
  - On-site amenities: Laundry rooms, gyms, and childcare centers.
  - Wellness initiatives: Health insurance, mental health services, and stress management courses.

## IMPORTANCE OF WORK-LIFE BALANCE

Work-life balance means effectively dividing resources between work and non-work responsibilities.

### Benefits:

- Reduced burnout: Avoiding extreme physical, mental, and emotional exhaustion.
- Increased focus and concentration: Refreshing and rejuvenating thoughts through hobbies and rest.
- Better time management: Prioritizing tasks and establishing realistic goals.
- Increased motivation: Fulfillment in personal lives leading to enthusiasm and determination at work.

## DATA ANALYSIS AND INTERPRETATION

**Table 1:** Table showing Demographic profile of the respondents

DEMOGRAPHIC PROFILE	OPTIONS	FREQUENCY	PERCENTAGE
GENDER	Male	18	29.5
	Female	43	70.5
AGE	18 – 29 Years	51	83.6
	30 – 40 Years	2	3.3
	41 – 50 Years	7	11.5
	Above 51 Years	1	1.6
OCCUPATION	Business	2	3.27
	Teaching	6	9.8
	Corporate Sector	11	18.0
	Financial Institutions	2	3.27
	Entrepreneurs	3	5
	Government Sector	1	1.6
	Private Sector	19	31.14
	Student	14	22.89
	Other	3	5
EDUCATION	Graduate	29	47.54
	Post Graduate	20	32.79
	Engineer	7	11.48

	Arts	2	3.28
	Professional Course	3	4.92
WORK EXPERIENCE	Less than 5 years	49	80.3
	5 – 10 years	5	8.2
	10 – 15 years	2	3.3
	More than 15 years	5	8.2
INCOME (Per month)	Less than Rs.15,000	30	49.2
	Rs.16,000 – Rs.30,000	21	34.4
	Rs. 31,000 – Rs. 45,000	3	4.9
	Above Rs.45,000	7	11.5
MARITAL STATUS	Single	51	83.6
	Married	10	16.4
WORKING HOURS (Per day)	Less than 5 hours	15	24.6
	5 – 8 hours	23	37.7
	8 – 12 hours	21	34.4
	More than 10 Hours	2	3.3
Family Size	Nuclear	47	77
	Joint Family	14	23
Importance of Work-Life Balance	Yes	59	96.8
	No	1	1.6
	Maybe	1	1.6
Impact of Current Work on Career Growth	Yes	42	68.9
	No	6	9.8
	Partially	13	21.3

**Source: Primary Data**

## INTERPRETATION

Among the respondents, 29.5% are male and 75.5% are female, highlighting a focus on women due to their significant need for work-life balance. The majority, 83.6%, are between the ages of 18 and 29, suggesting the study reflects the perspectives of younger individuals early in their careers. In contrast, only 3.3% are aged 30-40, 11.5% are 41-50, and 1.6% are over 51, showing minimal representation from older age groups. Sector-wise, 31.14% work in the private sector, 22.89% are students, 18.03% are in the corporate sector, 9.8% are teaching professionals, 5% are entrepreneurs or in other fields, 3.27% are from business and financial institutions, and 1.6% work in the government sector.

Educationally, 47.54% are graduates, 32.79% are postgraduates, 11.48% are engineers, 3.28% are from the Arts, and 4.92% are professionals. Most respondents (80.3%) have less than 5 years of experience, while 8.2% have 5-10 years, 3.3% have 10-15 years, and 8.2% have more than 15 years. In terms of marital status, 83.6% are single and 16.4% are married. Regarding work hours, 37.7% work 5-8 hours a day, 34.4% work 8-12 hours, 24.6% work less than 5 hours, and 3.3% work more than 12 hours. Family-wise, 77% are from nuclear families and 23% from joint families. A significant 96.8% of respondents believe work-life balance is important, with only 1.6% not considering it important and another 1.6% uncertain. Lastly, 68.9% feel their current work has positively contributed to their career growth, 21.3%

believe it has partially contributed, and 9.8% disagree, feeling their job has not significantly impacted their career progression.

**Table 2:** Showing Mean and Standard Deviation of Work Factors considered for the study

FACTORS	MEAN	STANDARD DEVIATION	RANK
Job Satisfaction	4.0984	3.68	1
Work Stress	3.623	3.22	5
Coping up Demands	3.7541	3.33	3
Working Hours Satisfaction	3.7213	3.32	4
Appreciation	3.4918	3.12	8
Work Motivation	3.7869	3.37	2
Salary Satisfaction	3.5082	3.14	7
Promotion Satisfaction	3.4754	3.16	6

**SOURCE: Computed data**

**INFERENCE:**

The analysis shows job satisfaction, mean: 4.0984, as the most impactful on Work-Life balance, followed by work motivation, mean: 3.7869. Coping with job demands and satisfaction with working hours also play key roles. Factors like appreciation, mean: 3.4918 and salary satisfaction, mean: 3.5082, are less influential but still relevant. High variability indicates diverse employee experiences.

**Table 3:** Mean and Standard Deviation of Factors of Life considered for the study

FACTORS	MEAN	STANDARD DEVIATION	RANK
Job gives energy	4	3.55	1
Parenting affects work.	3.1803	2.83	9
Community Commitments affects Work-Life	3.4426	3.06	4
Work affect Further Education	3.3934	3.04	5
Friends affects Work-Life	2.918	2.64	10
Health and well-being disrupt work-life balance	3.4098	3.01	6
Work affects personal relationships	3.2787	2.98	8
Financial situations impact work-life balance	3.3934	3.07	3
Day routine is affected	3.3115	2.99	7
Impacts time spent with family	3.4918	3.15	2

**SOURCE: Computed Data**

**INFERENCE:**

The analysis indicates that having a job that revitalizes, mean: 4, is the most impactful life-related factor for Work-Life balance, followed by the importance of family time (mean: 3.4918). Financial stability (mean: 3.3934), community commitments (mean: 3.4426), and

educational pursuits also significantly affect balance. Health (mean: 3.4098) and personal relationships (mean: 3.2787) are crucial, while social interactions (mean: 2.918) are less influential. High variability suggests diverse experiences.

**Table 4:** The Impact of Age and Satisfaction of Work

**Null Hypothesis:** There is no significant relationship between Age and Satisfaction of Work

**Alternative Hypothesis:** There is significant relationship between Age and Satisfaction of Work

Age	Satisfaction of Work						Chi-Square value	Significance
	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Grand Total		
18 – 29 years	20	19	9	3	0	51	9.911	0.05
30 - 40 Years	1	0	0	1	0	2		
41 – 50 Years	2	4	1	4	0	27		
Above 51 Years	1	0	0	0	0	1		
Grand Total	14	24	18	5	0	61		

**SOURCE:** Computed data

### INFERENCE

The chi-square value of 9.911 and a significance level of 0.05, the results are statistically significant, leading to the rejection of the null hypothesis. This suggests that age does indeed have a significant impact on job satisfaction among the respondents. The data indicates that younger employees (18-29 years) are more likely to be satisfied with their jobs, whereas the satisfaction levels among older age groups vary, with a notable portion of the 41-50 years group expressing dissatisfaction. Therefore, age appears to be a significant factor influencing job satisfaction in this context.

**Table 5:** The Impact of Family Size on the importance of Work-Life balance

**Null Hypothesis:** There is no significant association between Family Size and Importance of Work-Life Balance

**Alternative Hypothesis:** There is no significant association between Family Size and Importance of Work-Life Balance

Family Size	Importance of Work-Life Balance				Chi-Square	Significance
	Yes	No	Maybe	Grand Total		
Nuclear	45	1	1	47	0.6159	0.05
Joint Family	14	0	0	14		
Grand Total	59	1	1	61		

**SOURCE: Computed data**

### INFERENCE

The analysis tests the relationship between family size and the importance of Work-Life balance. With a chi-square value of 0.6159, which exceeds the 0.05 significance level, we fail to reject the null hypothesis. This suggests no significant relationship between family size and the perceived importance of Work-Life balance, indicating that observed differences are likely due to chance. Therefore, family size does not significantly influence employees' views on Work-Life balance, and other factors may be more influential in shaping these attitudes.

**Table 6:** Relationship between Gender and the Work Stress

**Null Hypothesis:** There is no significant association between Gender and Work Stress

**Alternative Hypothesis:** There is significant association between Gender and Work Stress

Gender	Lots of stress in Work						Chi-Square	Significance
	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Grand Total		
Female	7	13	19	4	0	43	3.709	0.05
Male	7	4	6	1	0	18		
Grand Total	14	17	25	5	0	61		

**SOURCE: Computed Data**

### INFERENCE

The Chi-Square test examined the association between gender and the perception of experiencing stress at work. With a Chi-Square value of 3.709, which is greater than the 0.05 significance level, we accept the null hypothesis. This indicates no significant association between gender and stress perception at work, suggesting that gender does not significantly influence how individuals report work-related stress based on the data analyzed.

## **FINDINGS & SUGGESTIONS**

The findings highlight a strong emphasis on work-life balance, particularly among female respondents (83.6%) and early-career individuals aged 18-29 with less than five years of experience. Most are from the private sector (31.14%) and student groups (22.89%). The majority work 5-8 hours daily, with 34.4% working longer hours. A significant 96.8% consider work-life balance crucial, with job satisfaction being the most impactful factor. There is no significant relationship between age and job satisfaction, family size and work-life balance, or gender and stress perception.

Organizations should implement flexible working hours, telecommuting options, and tailored work-life balance policies. Supervisor support is crucial, and training to address burnout is essential. Regularly updating policies and offering financial counseling, as well as reducing commuting time through remote work or transportation benefits, can enhance employee well-being.

## **CONCLUSIONS**

The study on factors affecting work-life balance provides comprehensive insights into the various elements that influence employees' ability to balance their professional and personal lives. Key findings indicate significant challenges related to demographic factors, occupational roles, financial strain, commuting time, and social commitments.

Women and younger employees, in particular, face significant challenges in achieving a satisfactory work-life balance and managing stress. Also, people from nuclear families highly think that work-life balance is more important than that of joint families. This study also helps in finding the most affecting factors. The majority of the respondents feel that having a job is revitalizing, and the factor that drives them to work further is job satisfaction. As a result, it is possible to conclude that job satisfaction is critical for every employee and can also aid in the resolution of other issues that may arise.

To conclude, it is essential for organizations to implement enhanced support systems, flexible working hours, and telecommuting options. Regularly updated and tailored work-life balance policies can help meet the specific needs of diverse employee groups. Financial counselling, transportation benefits, and promoting a culture that values personal time and social commitments are crucial steps toward improving work-life balance.

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