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RELATIONSHIP BETWEEN WORK LIFE INTEGRATION AND EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO SELECTED PRIVATE UNIVERSITY IN MADHYA PRADESH

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Abstract

In the present scenario of the business, each and every organization paying lots of attention to improve organizational sustainability to gain competitive advantage. On the other hand sustainability of business dealt with economic, social and environmental performance of the business. It has been observing that, at present every organization regularly focuses implementation the various effective HR Practices to improve employee job performance, like Training & Development, Performance Appraisal, compensation management, Health care safety, work life integration etc. present research paper dealt with work life integration and employee performance in selected private university in Madhya Pradesh. In order to examine relationship between work life integration and employee performance certain aspect of work life integration has been discussed such as Job sharing, Flexible timing and Paternity leave. Study based on primary data which has been collected from 158 employee's works in different selected private university of Madhya Pradesh.

INTRODUCTION

Work life integration is one of the essential practices to maintain balance between responsibilities of work and home, in this context most of the researcher suggested that, employee work life integration is one of the effective way to improve their performance as well as job satisfaction, commitment and engagement in to various challenging working conditions. Improvement in work life integration also contributes to reduce the absence of employee as well company turnover, on the other hand work life integration is essential and effective way to create and maintain healthy working environment and also create better understanding between employee and employer which may enables employee to keep balance between work and personal responsibilities in order to increase employee loyalty and productivity towards company. Now days most of the organization has been understand the importance of developing a culture that empowered employees to balance their work as well as family life

WORK LIFE INTEGRATION

“Work-life integration refers to the level of prioritization between personal and professional activities in an individual’s life and the level to which activities related to their job are present in the home:”

It has become one of the great questions to everyone that what is the actual meaning of work life integration. It is essentially represents the meaning of an individual balancing his/her life from work and family. Work life integration is not any problem to solve on the other hand it is only a issues among the employees to be manage with the help of certain activities. Some of the peoples treat work life integration as a problem where it should not be.

IMPORTANCE OF WORK LIFE INTEGRATION

Some of the importance of work life integration is as under

- 1. Decreased Stress:** it has been seen that due to heavy work load and busy schedule most of the employees feel stressed and under confidence, in this situation it is not possible to perform well in order to achieve organizational goal. Work life integration one of the effective ways to make employee happy and decrease stress about work.
- 2. Job Satisfaction:** work life integration improves job satisfaction among the employee because each and every employee gives their higher efforts to achieve organizational goal. Sometime they feel tired and feel less satisfy. Therefore work life integration gives them higher satisfaction with job.
- 3. Improve productivity:** each and every employee need to balance their family as well as work life, if it is properly balanced so every employee work high for organization success this may result higher productivity
- 4. Higher motivation:** by providing certain facility such as leave, work from home, paternity leave and flexible working arrangement to employee make them higher motivate for work. Because these all balance their work life as well as family life.

5. Improve performance: after having proper work life integration each and every employee feel motivated and satisfy with their present job and gibes their complete efforts for their responsibility. These all helps employee to improve their performance

Agarwal, P. (2014). A Study of Work life integration with Special Reference to Indian Call Center Employees In today's fast paced times, the increasing prevalence of work-life conflicts and increasing concern about work-life issues present both a challenge and opportunity for Human Resource (HR) professionals. Though work life integration was initially construed as the concern for working mothers, now it has been recognized as a vital issue for all classes of employees. The Indian call centre industry characterized by long and odd working hours, heavy work pressures, demanding clients and pressing deadlines always brings stress for its employees.

Bhandari, K., & Soni, H (2015). Impact of Gender, Age and Work Experience on Satisfaction towards Work life integration Service sector is one of the fastest growing sectors, it provides opportunity for employment and banking sector is one of the biggest service sectors in India. . It is now experiencing drastic change due to globalization, privatization and technological advancement. Banking is not confined to nationalized public sector banks. It has been recorded a rapid rise of the new private sector banks and it has tracked the transformation of the public sector banks to cope up with multinational led environment. Forward-thinking organizations know that high performance and sustainable business results require attention to employees. Human resource is the most valuable asset for any organization.

Daipuria, P., & Kakar, D. (2013). Work life integration for Working Parents: Perspectives and Strategies The changing dynamics of the workplace has forced the organizations to frame policies which are employee-centric. The workforce today is more dynamic and young in nature and wants to exude greater control over their work and life. The social structure of family is disintegrating more into nuclear families where both the parents are working. Pressures at work, competition, and target based management styles have resulted in increased pressure and also long working hours.

Gupta, S. (2014). Research Paper on Emotional Intelligence and Work life integration of Employees in the Information Technology Industry Work life integration is a challenging issue for IT leaders, managers and has also attracted the attention of researchers. Work/life balance, in its broadest sense, is defined as a satisfactory level of involvement or 'fit' between the multiple roles in a person's life. In this climate managing the boundary between home and work is becoming more challenging. Organizations need to ensure they not just encourage but mandate a practical and workable work/life balance policy, benefiting and meeting the needs of both the organization and its employees.

OBJECTIVE OF THE STUDY

1. To Study the relationship between Work life integration and EmployeesPerformance towards **Job Sharing**
2. To Examine the relationship between Work life integration and EmployeesPerformance towards **Flexible Time**
3. To analyzed the relationship between Work life integration and EmployeesPerformance towards **Paternity Leave**

HYPOTHESIS OF THE STUDY

- H_{a1}:** There is a **significant** relationship between Work life integration and **Employees performance** of various universities of Madhya Pradesh with respect to **Job Sharing**.
- H_{a2}:** There is a **significant** relationship between Work life integration and **Employees performance** of various universities of Madhya Pradesh with respect to **Flexible time**
- H_{a3}:** There is a **significant** relationship between Work life integration and **Employees performance** of various universities of Madhya Pradesh with respect to **Paternity Leave**

RESEARCH METHODOLOGY

Research methodology is a systematic process to find solution of any problem including appropriate framework, which describe certain steps adopted by researcher to solve any researcher problem. In the research methodology researcher defines research problem in systematic manner and identified all those factors required for proposed research work. It is also combination of all those elements whose to be use for final diagnose of problem along with proposed solutions.

Research Design

Research design of the present study deal with Methods, Research questions, research hypothesis, data collections, sampling etc. present study based on descriptive and analytical design of the research, both primary and secondary data collected to examine relationship between work life integration and Employees of various selected Private universities.

Sample size and Design

The populations for present study were selected from peoples of selected universities of Madhya Pradesh. **Random stratified** method was adopted to collect the sample among whole populations. To keep truthfulness sample were taken from different **demographically and geographically** location

Sample size of the study is **158** employee of private university of Madhya Pradesh

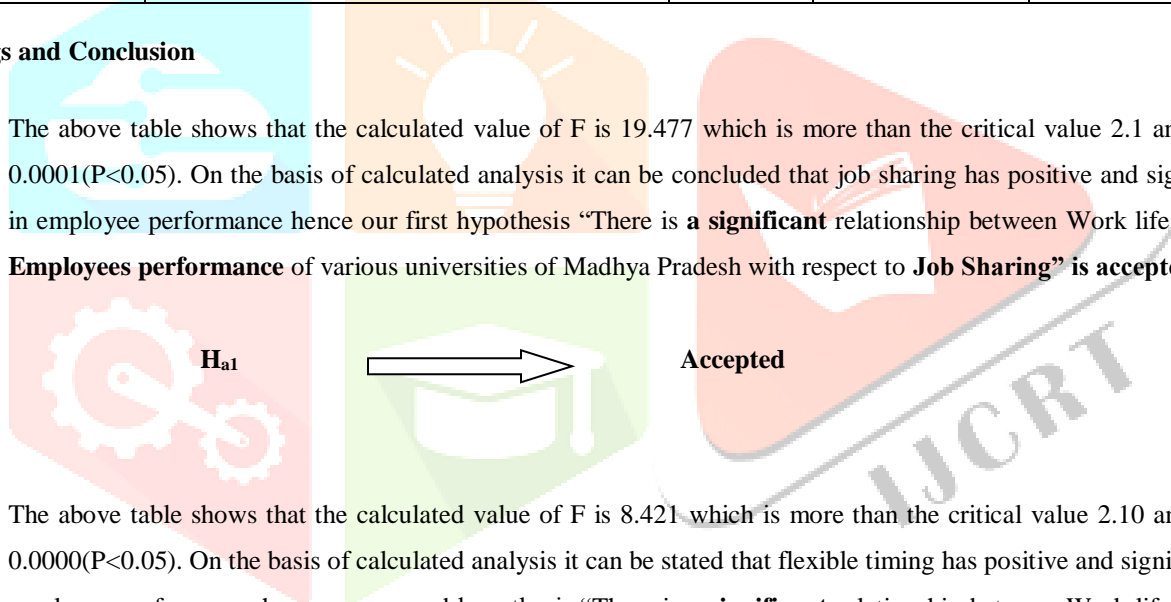
DATA ANALYSIS AND HYPOTHESIS TESTING'S

Table 1

Hypothesis	Statement	F Value	P Value	Critical Value
H _{a1}	There is a significant relationship between Work life integration and Employees performance of various universities of Madhya Pradesh with respect to Job Sharing .	19.477	0.0001	2.100022
H _{a2}	There is a significant relationship between Work life integration and Employees performance of various universities of Madhya Pradesh with respect to flexible time	8.421	0.0000	2.100022
H _{a3}	There is a significant relationship between Work life integration and Employees performance of various universities of Madhya Pradesh with respect to Paternity Leave	6.404	0.0001	2.100022

Findings and Conclusion

- The above table shows that the calculated value of F is 19.477 which is more than the critical value 2.1 and significant at 0.0001(P<0.05). On the basis of calculated analysis it can be concluded that job sharing has positive and significant impact in employee performance hence our first hypothesis "There is a **significant** relationship between Work life integration and **Employees performance** of various universities of Madhya Pradesh with respect to **Job Sharing**" is **accepted**



- The above table shows that the calculated value of F is 8.421 which is more than the critical value 2.10 and significant at 0.0000(P<0.05). On the basis of calculated analysis it can be stated that flexible timing has positive and significant impact in employee performance hence our second hypothesis "There is a **significant** relationship between Work life integration and **Employees performance** of various universities of Madhya Pradesh with respect to **flexible timing**" is **accepted**

H_{a2} → Accepted

- The above table shows that the calculated value of F is 6.404 which is more than the critical value 2.10 and significant at 0.0001(P<0.05). On the basis of calculated analysis it can be concluded that **Paternity Leave** has positive and significant impact in employee performance hence our third hypothesis "There is a **significant** relationship between Work life integration and **Employees performance** of various universities of Madhya Pradesh with respect to **Paternity Leave**" is **accepted**

H_{a3} → Accepted

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