



# A Study of Work Life integration and Its Impact on Performance of Academic Staff in Universities of Madhya Pradesh

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## Abstract

Work Life integration has become significant part for each and every employee because without having each and every employee Work Life integration achievement of organizational goal is not a simple task, therefore presently every organization making few efforts to balance employee personal and work life. Present research study dealt with impact of Work Life integration Performance of Academic Staff in Universities of Madhya Pradesh. In order to examine relationship between Work Life integration and staff performance five different aspect of Work Life integration has been discussed such as Job sharing, flexible time, work from home, paternity leave and emergency leave. Total sample size for present study is 413 employees of various selected universities. Findings of the study suggested that among five different aspect of Work Life integration Flexible time and Work from home have no any significant impact on staff performance while three such as Job sharing, Paternity leave and emergence leave significantly related with staff performance.

## Introduction

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. In this organizational context employees are viewed as essential players to determining sustainability of the organizations, hence management of each and every organization frequently required to focuses on human resource management to enhance organizational sustainability for a long period, because achievement of organizational sustainability without the employee's contributions is impractical and impossible. The present research study dealt with Work Life integration and its impact on performance of academic staff in universities of Madhya Pradesh. In this process of research few universities has been selected to measure relationship between Work Life integration and employee performance. However there is no more study conducted to measure impact of wok life balance and employee performance among universities staff.

## Work Life integration

*“Work-life balance 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 balance. 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 an 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.

In the past days work was done in order to fulfill requirement and as a task of organization, but now it has become form of personal satisfaction and kind of survival. However Work Life integration only the way helps employees to reach its personal as well as professional responsibilities. Work Life integration used in the right strength may not only cause for employee benefits. Work-Life Balance is taking a bigger bite out of corporate profits than any other bottom line issue today. As a result, it provides the biggest and easiest upside opportunity to immediately affect on the business. Sometimes it has been seen that many of the employees of organization feel overloaded, in this regard concept of Work Life integration helps organization to hold their best employees.

However it should also be remind that Work Life integration is not any problem to solve it is only issues to manage with mutual understanding between employee and employer.

### Aspect of Work Life integration

Various aspects/dimensions of Work Life integration used for present study along with staff performance art as under

1. **Job sharing:** Job sharing if we examine is a form of permanent part-time work, where the full time work is coordinately divided between two or more people, where each individual is given specific responsibilities and areas for the entire workload. It needs to be understood that a change from full-time to a job sharing arrangement doesn't mean that the continuity of the employment is broken.
2. **Flexible Time:** Flexi-time is an arranged agreement between a Manager and staff member in which they mutually agree to vary their staff member's commencing, ceasing and meal break times while still maintaining the total number of hours worked over a period. Flexi-time arrangements take into account the current and operational needs of the work area. This means that some positions or work areas will not be able to accommodate flexi-time.
3. **Work from Home:** Professional and academic staff members may work from home for a specified period of time, for a specific project under certain conditions provided the arrangement is both appropriate and practicable. Approval for a home based work arrangement is therefore considered on a case to case basis, having regard to the nature and requirements of the work, including Occupational Health and Safety requirements.
4. **Paternity Leave:** Providing services such as paternity leave, child care and elder care will further develop the employee relationship with the Organization. Hence increasing the balance of work and family. Paternity leaves one of the essential parts of Work Life integration because it's highly required by each and every employee to balance their work life in certain conditions.
5. **Emergency Leave:** emergency leaves one of the essential aspects of Work Life integration directly related to employee performance as well as their job satisfaction. Emergency leave is not pre decide leave it can be required any time without any prior intimations.

### Review of Literature

**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. This paper presents the results of a study undertaken to understand the Work Life integration issues among Indian call centre employees. A sample of 200 employees was taken from 10 call centers in Delhi and NCR. Primary data was collected through questionnaire survey and analyzed with the help of various statistical tools such as Z-test and Independent T test. The findings of the study may have further implications for industry and society.

**Goyal K.A. (2015)** Issues and Challenges of Work Life integration in Banking Industry of India Banking industry is an emerging industry in India, the entry of private sector and foreign banks have brought various essential changes in the banking industry. The study attempts to find out the issues related with managing professional and personal life of employees in banking industry. The major objective of this paper is to identify specific issues and challenges in Work Life integration in banking industry and to suggest measures to improve work life balance.

**Rathod, M. S. H., & Shivthare, (2016)** The concept of Work Life integration has gained considerable importance due to demographic & sociological trend. The role of working women has been changed throughout the world. This paper is an attempt to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life. The various factors affecting the work-life balance of married working women have been examined in this study

**K Sundar and P.Ashok Kumar (2012)** study examined relationship between demographic factors of employees and job satisfaction of 369 employees of Life Insurance Corporation Vellore division in Tamil Nadu. It is concluded that there is significant association between gender, educational qualification and job satisfaction but there is no significant association between age, marital status, status of spouse, level of pay, experience and job satisfaction

### Objective of the Study

*The objectives of the present study are as under*

1. To Study the relationship between Work Life integration and Academic Staff Performance towards **Job Sharing**
2. To Examine the relationship between Work Life integration and Academic Staff Performance towards **Flexible Time**
3. To See the relationship between Work Life integration and Academic Staff Performance towards **Work From Home**
4. To analyzed the relationship between Work Life integration and Academic Staff Performance towards **Paternity Leave**
5. To find out the relationship between Work Life integration and Academic Staff Performance towards **Emergency Leave**

## Hypothesis of the study

*Various hypothesis of present study are as under*

- H<sub>01</sub>:** There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Job Sharing**
- H<sub>02</sub>:** There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Flexible time**.
- H<sub>03</sub>:** There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Work from home**.
- H<sub>04</sub>:** There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Paternity Leave**.
- H<sub>05</sub>:** There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Emergency Leave**

## Research Design

Research Design may be defined as structure of methods and techniques adopted by the researcher to combine various elements of research in the systematic manner to handle research problem efficiently. It also provides a way about procedure to conduct research by using appropriate methodology. 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 academic staff performance of various selected universities.

## Collections of Data

Study based on Primary and Secondary Data such as

**Primary Data:** questionnaire method has been adopted to collect primary data. In this method a set of 25 questions prepared and distributed among the group of employees in various selected private and public universities.

**Secondary Data:** According to the nature of research, Secondary data for present study collected through various instruments such as published research paper, books, etc

## 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 of staff of selected Private and Public Universities of Madhya Pradesh. The final questionnaire has generated and distributed among the group university academic staff, over all **500** set of questionnaire distributed among the staff members of various selected university and **413** staff members filled and returned the questionnaire

## Sample area

Sample area of the study based on various private as well as government universities. After justification of sample size it has been founded that in Bhopal there are many private and public sector universities are located. Therefore I have taken sample area of my study to **Bhopal City only**.

## Data Analysis and Hypothesis testing

Table

Hypothesis	Statement	$\chi^2$ Chai Square Value	Table Value	Sig.
H <sub>01</sub>	Relationship between Work Life integration and academic staff performance with respect to Job Sharing	9.97	9.49	0.05
H <sub>02</sub>	Relationship between Work Life integration and academic staff performance with respect to Flexible Time	8.36	9.49	0.05
H <sub>03</sub>	Relationship between Work Life integration and academic staff performance with respect to Work from Home	6.83	9.49	0.05
H <sub>04</sub>	Relationship between Work Life integration and academic staff performance with respect to Paternity Leave	10.33	9.49	0.05
H <sub>05</sub>	Relationship between Work Life integration and academic staff performance with respect to Emergency Leave	10.91	9.49	0.05

Tabulated Value of Chai Square ( $\chi^2$ ):- 9.49

Level of Significance: - 0.05

Degree of Freedom: - 4

## Findings and Conclusion

- Table dealt with the relationship between Work Life integration and academic staff performance of various universities with respect to job sharing. It has been observed that calculated value of  $\chi^2$  (**Chai Square**) is **9.97** which is greater than tabulated value of  $\chi^2$  at the level of significant. (**9.97 > 9.49**). Hence our **first hypothesis** "There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Job Sharing**." is **not accepted**

H<sub>01</sub>:  $\square\square \longrightarrow$  Not Accepted

- Table dealt with the relationship between Work Life integration and academic staff performance of various universities with respect to Flexible time. It has been observed that calculated value of  $\chi^2$  (**Chai Square**) is **8.36** which is less than tabulated value of  $\chi^2$  at the level of significant. (**9.97 < 9.49**). Hence our **Second hypothesis** "There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Flexible time**." is **accepted**

H<sub>02</sub>:  $\square\square \longrightarrow$  Accepted

- Table dealt with the relationship between Work Life integration and academic staff performance of various universities with respect to work from home. It has been observed that calculated value of  $\chi^2$  (**Chai Square**) is **6.83** which is less than tabulated value of  $\chi^2$  at the level of significant. (**6.83 < 9.49**). Hence our **third hypothesis** "There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Work from home**." is **accepted**

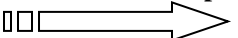
H<sub>03</sub>:  $\square\square \longrightarrow$  Accepted

- Table dealt with the relationship between Work Life integration and academic staff performance of various universities with respect to Paternity Leave. It has been observed that calculated value of  $\chi^2$  (**Chai Square**) is **10.33** which is greater than

tabulated value of  $\chi^2$  at the level of significant. ( $10.33 > 9.49$ ). Hence our **forth hypothesis** “There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Paternity Leave**.” is not **accepted**

H<sub>04</sub>:  **Not Accepted**

5. Table 4.32 dealt with the relationship between Work Life integration and academic staff performance of various universities with respect to Emergency Leave. It has been observed that calculated value of  $\chi^2$  (**Chai Square**) is **10.91** which is greater than tabulated value of  $\chi^2$  at the level of significant. ( $10.91 > 9.49$ ). Hence our **fifth hypothesis** “There is **no significant** relationship between Work Life integration and **Academic staff performance** of various universities of Madhya Pradesh with respect to **Emergency Leave**.” is not **accepted**

H<sub>05</sub>:  **Not Accepted**

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