



WORK LIFE BALANCE OF EMPLOYEES OF BANAJAWAD RESIDENTIAL P U COLLEGE ATHANI, IN BELAGAVI, KARNATAKA

**Sneha Shejole
Devaru**

Student, Dept of MBA,
MBA,
Dr Ambedkar Institute of Technology,
Technology,
Bangalore-560056, Karnataka, India
India

Dr Susheela Devi B

Associate Professor, Dept of
Dr Ambedkar Institute of
Bangalore-560056, Karnataka,

ABSTRACT

Work life balance has become vital concept for all working employees in any organizations. It's hard for any individual to have proper stability between those two; life in both organization and personal had become main priorities of any persons. Whenever employees are unable to maintain stability in between job and family that leads to employee dissatisfaction. This poor balance will results in employee mental disturbance and increases the stress level. This paper focuses on the Work life balance of employees of Banajawad Residential P U College Athani, in Belagavi, Karnataka to know the insight about employee ability to balance both personal and professional life and organization contribution towards employee work life balance and different facilities, policies and practices which are implemented within an institution in the favor of employees. The various factors affecting the work-life balance of employees of Banajawad Residential P U College Athani, in Belagavi, Karnataka is examined in this study. For the said purpose primary research methodology has been used. Findings revealed that organizations should come with such facilities and policies, through which employees should feel pleased about their work environment.

KEYWORDS: *Work life balance, Job Satisfaction, Job Security, WLB policies, Work-life Conflicts.*

INTRODUCTION

Globally work balance is considered as vital concept for both organization practice and research. Different provocations related to personal and professional life is creating more consciousness in organization within employers and employees. The balance between personal and work life differ from individual to individual and the working environment of organization where he or she works. When person fails to maintain balance between both personal and professional work due to work load, lengthy working hours and increased multitasking in organization setting, this may causes issues related to health, medical, psychological and mental. As a outcome, employee's prolificacy and performance will get reduces. In this competitive business atmosphere the pressure on organization also got increased for getting top position in the market, as a result the employees and labors have to work under extended hours to beat the competition. But this results in reduction of both employees and organization fecundity. Studies have shown that stress and anxiety related to WLB will going to put employees under various stress diseases and different policies, facilities and programs are needed in organization such that to keep somewhat concern for employees.

OBJECTIVES OF STUDY

- To understand the level of work life balance of employees at Banajawad Residential PU college
- To analyze the job satisfaction of employees working in this organization
- To know the faculty opinions towards the facilities offered by institution

SCOPE OF THE STUDY:

This study provides more focus on policies and practices that should be implemented by institution and various basic facilities those should be included by institutions. The major benefit of this research is collected feedback from employee which helps institute to come with different changes and try to improve the productivity of faculties. Creating the awareness about seniors and co-workers supports for each other's and family programs for welfare of faculties.

LITERATURE REVIEW

- **In 2005, drew and murtagh** observed that during case of supervisor operating in senior levels, lengthy operating hours imbalances the work life balances and flexible operating hours enable to control the same. In this study those human beings can delegate the same to their spouse to take care those home affairs. However, it is not possible on the part of the entire spouse. Similarly, cases whilst each spouse and husband operating then this is more difficult to handle as each are not ready to compromise their work life responsibilities toward the profession. This leads more ego clash and ultimately ends with separation also.
- **During 2010, Rupashree and Shivganesh** examined the managerial employee satisfaction level towards balancing personal and professional life in India. The study is conducted on different companies in India. The result of study revealed that the support from seniors and co-workers has positive impact on their work balance and they tested that how it will

provides strength for them to balance personal life too. Here basically they tried to test the job features and support from colleagues were positively related to work-to-family improvement or not.

- **In 2010, Jennifer and Susan** examined the different Indian institutions in the financial service sector to understand the employee satisfaction level. The result of survey shows that majority of part-time employment created worry about job security and it leads improper management between personal and professional life. The extended working hours effects during part-time job which in terms increases stress level of employees.
- **In 2013, S. Padma and M. Sudhir Reddy** attempted to describe how family support will provides positive effect on WLB. Family is the one which provides moral support and helps to enrich the strength of women employees in today's environment. It results that, most of employees agreed that the role of family support plays major effect to manage their personal and professional life.
- **During 2015, Joanna Hughes and Nikos Bozionelos** took an attempt to describe the opinion of male employee related male domination at work environment and its effect on balancing both work life. It also leads dissatisfaction of employees and the result of research revealed that there is link between balancing work life and employee turnover and absenteeism. This in terms reduces the productivity of organizations.

HYPOTHESIS OF THE STUDY

Hypothesis 1

H0: There is no significant difference between gender and work life balance

H1: There is significant difference between gender and work life balance

Hypothesis 2

H0: There is no significant association between job security and worry about work

H1: There is significant association between job security and worry about work

Hypothesis 3

H0: There is no significant association between working hours and work life balance

H1: There is significant association between working hours and work life balance

METHODOLOGY

Type of research:

This study involves descriptive research type, data collected with help of structured questionnaire. For example, in this study researcher wants to determine the satisfaction level of faculties at Banajawad P U College.

Source of data collection:

- **Primary data** is one which is newly discovered and fresh in nature. For example, the structured questionnaire is used for collecting responses from the faculties.
- **Secondary data** is one which is dependent in nature. For example, information collected from different sources like websites, books, articles, magazines, journals and other research reports.

Population and sampling unit:

Population and sampling unit consists of all employees of Banajawad P U College Athani, Belagavi.

Sampling method:

Random sampling method is applied for the study to select the sample from the population.

Sample size:

Sample size refers to the number of respondents; here the sample size is 35.

Statistical tools and techniques:

The collected data is presented in the form of tables and analyzed through statistical tools like chi-square, ANOVA and descriptive test using SPSS software.

ANALYSIS AND INTERPRETATION**1. Table showing employee balance of work life**

Particulars	No of respondent	Percentage
Yes	31	89%
No	4	11%
Grand	35	100%

Table-1 demonstrates that, 89% of employees are able towards balancing the work life and only 11% of employees sated that they are unable to balance both work life. As per analysis it is interpreted that organization provides good policies and working environment such that employees are able to handle work life balance.

2. Table showing employee's satisfaction level towards job

Particulars	No of respondents	Percentage
Yes	27	77%
No	8	23%
Grand	35	100%

Table-2 demonstrates that, 77% of employees well pleased about their job and 23% of employees are dissatisfied. Through this it is interpreted that employees enjoy their work and working environment is also good.

3. Rank the facilities provided by institution

5-excellent, 4-very good, 3-good, 2-average, 1-poor

Facilities	5	4	3	2	1
	%	%	%	%	%
Leave for personal work	83%	17%	0%	0%	0%
Medical facility	0%	0%	30%	20%	0%
Accommodation	0%	0%	81%	19%	0%
Transportation facility	91%	9%	0%	9%	91%

Table-8.3 demonstrates that, respondents are very proud about facility given like leave for personal work, by this it is interpreted that organization had concern about employee's personal life. As per observation, 30% of employees ranked as good for medical facility and 20% of employees rated it as average. Most of employees rated accommodation as average; it is observed that organization has average level of accommodation facility. Majority of employees are well satisfied with transport facility where 91% of employees rated as excellent and 9% are rated as very good. By this it is interpreted that organization offers facilities such that it should increase performance level of employees.

Hypothesis 1

H0: There is no significant difference between gender and work life balance

H1: There is significant difference between gender and work life balance

ANOVA

work life balance					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.029	1	1.029	4.752	.037
Within Groups	7.143	33	.216		
Total	8.171	34			

The table illustrate that the level of significant is greater than the p value i.e. $0.05 > 0.037$, therefore null hypothesis is rejected and alternative hypothesis is accepted. Hence there is significant difference between gender and work life balance.

Hypothesis 2

H0: There is no significant association between job security and worry about work

H1: There is significant association between job security and worry about work

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	20.791 ^a	6	.002
Likelihood Ratio	24.543	6	.000
Linear-by-Linear Association	4.728	1	.030
N of Valid Cases	35		

a. 10 cells (83.3%) have expected count less than 5. The minimum expected count is 1.14.

The table demonstrates that, p value is lesser as compared to level of significance of 5%, i.e. $0.002 < 0.05$. Therefore alternative hypothesis was received and null hypothesis ignored. Hence there is significant association between job security and worry about work.

Hypothesis 3

H0: There is no significant association between working hours and work life balance

H1: There is significant association between working hours and work life balance

ANOVA

Work Life balance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.790	1	.790	4.424	.043
Within Groups	5.895	33	.179		
Total	6.686	34			

The table illustrate that the level of significant is greater than the p value i.e. $0.05 > 0.043$, therefore null hypothesis is rejected and alternative hypothesis is accepted. Hence there is significant association between working hours and work life balance.

Descriptive statistics Test:

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Type of employment	35	1	2	1.09	.284
Are you satisfied with working hours	35	1	2	1.11	.323
Are you able to balance your work	35	1	2	1.11	.323
worry about work	35	1	3	2.37	.877
Are you satisfied with your job	35	1	2	1.23	.426
Valid N (listwise)	35				

Worry about work i.e. 2.37 (highest mean), is highly influencing the work life balance of employees

Type of employment secured by employees i.e. 0.284 (lowest std. deviation), is slightly influencing the work life balance of employees

FINDINGS

According to overall analysis it is found that majority of respondents are able to manage work life balance and most of employees rated as excellent for transportation facility offered by institution. It is also found that, leave for personal work facility was rated as excellent by 83% of employees. Organizations also providing other facilities like accommodation and medical which are also in the favor of employees and 77% of employees stated that they are well satisfied with job because of job security and other policies of institution

CONCLUSIONS AND SUGGESTIONS

It was an attempt made to conduct research on balance with personal and work life of personnel, as it is competitive world and stressful life it is very necessary to manage the work life balance of employees in any organization. Managing work life helps individuals to lead happy and peaceful life. For that organizations should come with such facilities and policies, through which employees should feel pleased about their work environment. As per study it is identified that employees are considered as valued assets for organization. As stated earlier organization already have various facilities in the favor of employees and they also providing different policies through which employees are able to balance both work life. As per analysis it is observed that colleagues and superiors positively contributed to employees work and employees also agreed that they are getting good working environment such that it's helping them to maintain contingency in productivity. Employees also stated that they have job security but as per observation it is found that only the part time faculties have worry about job because of no guarantee to stay as permanent employee over there. According to study few suggestions includes related to maternity and paternity leave and institution should come with few changes in gratuity policy which must in the favor of employees

such that they should feel satisfied with all facilities and norms and this will definitely helps organization to maintain positive working environment.

REFERENCES

1. Ajith, M. &Patil, V. S. (2013). *An Empirical Study on Work Life Balance for Role prioritization of IT Employees. RVIM Journal of Management Research*, 5(1): 31-40
2. Albertsen, K., Rafnsdóttir, G.L., Grimsmo, A., Tómasson, K. &Kauppinen, K. (2008). *Workhours and Work Life Balance. SJWEH Suppl. (5):14–21.*
3. Barling J, Macewen KE. *Linking work experiences to facets of marital functioning. J Organ Behav.* 1992; 13:573–83.
4. Chawla, D. &Sondhi, N. (2011). *Assessing Work-Life Balance among Indian Women professionals. The Indian Journal of Industrial Relations*, 47(2): 341-351.
5. Fatima, N. &Shahabad, S.A. (2012). *An Empirical Analysis of Factors Affecting Work Life Balance among University Teachers. Journal of International Academic Research, Volume 12, No.1.*
6. Greenhaus, J. H. and Powell, G. N. (2003) 'when work and family collide: Deciding between competing role demands', *Organizational Behavior and Human Decision Processes, Vol.9, pp.291- 303.*
7. Greenhaus JH, Beutell NJ. *Sources of conflict between work and family roles. Acad Manag Rev.* 1985; 10:76–88.
8. Jailaxmi &Gautama, A. (2017). *Work Life Balance of Bank Employees as Related to Age, Gender and Marital Status. International journal of management, and business studies*, 7(1), 44-46.
9. Jain, S., &Gautama, A. (2016). *Comparison of performance management Systems in public and private sector: A study of manufacturing organizations. International Journal of Management, IT and Engineering*, 6(5), 111-128.
10. *Work life balance, research by Bhushan Jangla I*
<http://www.shrm.org/publications/books/pages/HRatYoursService.aspx>
11. Yadav, R. K., &Dabhade, N. (2013). *Work Life Balance And Job Satisfaction Among The Working Women Of Banking And Education Sector – A Comparative Study. International Journal of Advancement in Education and Social Sciences*, 1(2), 17-30.