



# Work-Life Balance: Technological Involvement and Advancements in the Legal Field

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**Abstract:** Work Life Balance concept has been concentrated by many of organisations and also by the academicians as a contemporary issue. The present world's stressful working environment has created and made many individuals to concentrate on the issues relating to work life balance. In this scenario, the present study is an attempt to learn about the concept of work life balance in the legal field. This paper discusses about the technological involvement and its related advancements in the legal profession. So, in this regard the primary data is collected through a structured questionnaire, in a virtual mode using Google form. The Convenient Sampling technique was used in the study to collect the data from the advocates of a select Bar Association at Hyderabad. The Chi-Square test is conducted for analysis, to know about their ability to manage the working and personal life and also for technological advancements in the legal field in relation to Age and Experience demographical features respectively.

**Key terms:** Working life, Family life, Technological advancements and Stress.

**Introduction:** A healthy person tries to create and maintain the surroundings around him in healthy manner. At the same time an unhealthy person may disturb the complete environment, whether it might be at office, home / outside in the society. It is said that an individual is satisfied or unsatisfied has his or her environment influences. The satisfaction of the working and the family environment will give the individual the actual happiness.

According to Stonemasons, the Work life balance is been quoted as an eight hours to work, eight hours to play, eight hours to sleep, eight bob a day. A fair day's work, for a fair day's pay.

From the above definition it clearly understood that the complete day is divided for one or the other activity of an individual. It should only be known to an individual that what is annoying him or her? It may be something that comes to their mind, they observes and think in a day, in an hour or a minute. Here we may

say regarding the issues of work life balance in an individual's life. The issues may be meeting his targets, wants to take an off from the work, complete the daily core activities and be available on time at home and office both. At the same moment maintaining a healthy diet, time, mental and physical health, meeting friends and relatives, attending parties and other ritual fulfilments and so on, are also the parts of the work life balance matters or issues.

So, as mentioned above, all these matters, if not cared by the individual properly or did not completed, they might be irritated, frustrated and may also feel stressed out which may ultimately increase the stress levels of the individual.

An individual's need at the work and at the home if required at the same time, he or she might be stressed out and may not be able to manage the working and personal life.

To say, there is a need to know how to manage or improve our daily life (working) style, without any disturbances. The time we spend at office and with colleagues, family, friends, and relatives everything can be noted as the work life balance issues.

Likewise, there are many issues relating to the work-life balance. Therefore, in this article the researcher discusses the work life balance and the technological influences in the select field.

### **Working life and family life of advocates in relation to the Advancements and the Involvement of Technology in their working area:**

Today's world is full of advancements in all the areas. Specially, the technological changes and its involvement in life styles of each and every individuals, has increased drastically, from last 2-3 decades to compare. Provided it might be in education, government or private sectors. Today we could even see the changes in the legal field. Out of the researcher's observation in the legal field, it's clear that the dependency on the technology was very minor, earlier. Technology was used only for the drafting work, sending the file through emails and taking photo copies. Later, they started feeding the everyday work related information in the computer system and also internet so that the case details, advances in the cases and other things can be known by the lawyers, advocates, clients and the researchers also.

But today's scenario, if we have a look, the technological dependency has increased from the above specified matters to the matters like drafting, emails checking, feeding case details in the specified software, websites maintenance, and updates relating to the cases to the advocates/clients emails or mobiles, virtual filings of cases and also online meetings or sessions and so on.

Technological intrusion in the family life also has influenced the individual's life a lot. Technology is counting every minute of an individual's activities. It caters to the needs like the individual's time and space availability and approachability for family members, his or her education and entertainment, to learn about the updates on his or her passion and other things. He or she might not feel comfortable if the technological involvement is not there in the life too. This means that they have become completely dependent upon the usage of technology in their routine life and making the life happier.

In the legal field, the individuals use to go for libraries to learn about the case citations and for other works from books. And to purchase the books (from the stores), the cost was a problem; as most of them use to receive very less stipend, with which they were unable to purchase the required books. At the same time the unavailability of the books in the stores, was also an issue earlier. But now all these issues are taken care by the technology and solved. Information and the books are now uploaded in the internet in the form of articles, e-books etc., and can be used by them whenever they want.

Hence, it is very important to concentrate upon the technological influences on the advocates work life balance.

**Research Methodology:** The present article is an attempt made to learn about the advocates work life balance, technological dependency and advancements in the legal field. For which the responses are collected from Advocate members of the select Bar Association of Telangana State.. The data is collected from 100 respondents and the following test results are observed. Reliability test is also conducted using Cronbach's Alpha, whose value is 0.86.

#### **Objectives of the study:**

1. To learn about work life balance concept and significance.
2. To learn about the technological advancements in the field of legal.
3. To know about the working life and the family life management of the individual's in the legal field.

**Statistical test applied:** Simple analysis and Chi-Square Test for Independence is used for analysing the data.

**Observations:** Observations were made out of the 100 responses (sample), which are collected.

- a) Out of the 100 responses (sample) all the respondents said that they have selected the field out of their personal interest only.
- b) The sample consists of 80% of male and 20% of female advocates.
- c) It is also observed that majority of them use their personal vehicles to travel, not depending upon the public transport, to save the time and energy.
- d) And also most of them agree that they receive the remuneration than stipend which is a good symbol of earning income for the respondents. Usually most of them rely on stipend at the time of their practice under the senior advocates. But the observation made over her is majority of them are given remuneration than the stipend.

Here two hypotheses are tested:

### FIRST HYPOTHESIS

Null Hypothesis 1: Age and Managing the work life and family life are independent of each other.

Alternative Hypothesis 1: Age and Managing the working and family life are dependent.

Following is the Chi-Square – test for independence table and its calculation for the above Hypothesis formulated:

| Chi-Square | Manage the working life and personal life |       |       |       |    |                |         |
|------------|---|-------|-------|-------|----|----------------|---------|
|            | Options                                   | Yes   | No    | TOTAL | df | Critical value | p-value |
| AGE        | < 35 years                                | 0.166 | 0.871 | 1.037 | 1  | 3.8415         | 0.2030  |
|            | > 35 years                                | 0.093 | 0.490 | 0.583 |    |                |         |
|            | TOTAL                                     | 0.259 | 1.361 | 1.620 |    |                |         |

Table No.: 1

- 1) From the above table no. 1, the calculated Chi-Square value is 1.620, which is less than the critical value i.e., 3.8414; therefore we fail to reject Null Hypothesis.
- 2) The p - value i.e., 0.2030 and the Alpha value taken here is 0.05, which clears that our p - value is greater than alpha, so we fail to reject the Null Hypothesis.

Therefore, it is determined that by two methods i.e., by CV value and also by p-value calculations of chi-square, the researcher concludes that the age and Managing the work life and the personal life are independent of each other.

### SECOND HYPOTHESIS

Null Hypothesis 2: Experience and Technological advancements in the field are independent of each other.

Alternative Hypothesis 2: Experience and Technological advancements in the field are dependent.

Following is the Chi-Square – Test for Independence table and its calculation for the above Hypothesis formulated:

| Chi-Square | Technological advancements in the field |         |         |         |    |                |           |
|------------|---|---------|---------|---------|----|----------------|-----------|
|            | Options                                 | Yes     | No      | TOTAL   | df | Critical value | p - value |
| Experience | < 10 years                              | 0.00049 | 0.00127 | 0.00176 | 1  | 3.8415         | 0.9367    |
|            | > 10 years                              | 0.00127 | 0.00327 | 0.00454 |    |                |           |
|            | TOTAL                                   | 0.00176 | 0.00454 | 0.0063  |    |                |           |

Table No.: 2

- 1) From the table no. 2, the calculated Chi-Square value is 0.0063, which is less than critical value i.e. 3.8415; therefore we fail to reject the Null hypothesis.
- 2) The p – value is 0.9367, and the Alpha value taken here is 0.05, which clears that our p-value is greater than alpha, which is the significance level so we fail to reject the Null hypothesis.

Hence, it is determined that by two methods i.e., by critical value and also by p-value of chi-square, the researcher concludes that the experience and the Technological advancements in the legal field are independent of each other.

**Findings:** It is observed that more than male advocates, the female advocates are able to manage their work life and family life better. Also it is observed that because of the time constraint and the number of cases, the respondents are using their private vehicles and not public transport. In the recent times, there are many technological changes observed in the legal field like virtual meetings, e-library search and others.

**Conclusion:** From the research, it can be concluded that there is a need for inspiring ourselves from within, to improve or enhance ourselves to balance our working and personal life. There are many of changes that we might see in the technology, but proper utilization is needed first to be known. This article is an outcome of the data collected on the work life balance and its related issues, but here in this article the results analysed are pointing to only technological aspects. It is mentioned already by many authors that the technology has much negative impact on the work life and personal life aspects of many individuals, but to cope up with them we need to update ourselves by following certain strategies to separate our work with our personal life. And then realize the happiness in the both domains.

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