



Technological Influences And Work Life Balance In The Legal Field

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Abstract: Work life balance is mentioned by many authors in many ways. For few it is giving priorities to both office work and family responsibilities and to others it is like not only home and office but also giving importance to oneself. There are many factors which will be influencing the working and the personal life of the individual. One among them is technology, which has shifted the office work to the home. And this shift has blurred the line of boundary between the home responsibilities and also the office responsibilities. This article is an attempt to know about the technological influences of work life balance in the legal field. It is observed that there are certain abundant technological changes occurred in the legal field. The study is an attempt to know those benefits and advancements seen in the legal field and the impacts on the individuals working and personal life. Changes follows like transfer of case materials through emails, working virtually, work arrangements through mobile conversations, virtual court sessions and so on.

Index Terms - Working Life, family life, technology, technological influences.

“You can’t have everything you want, but **you can have the things that really matter to you.**”

— Marissa Mayer, Former President & CEO of Yahoo.

I. INTRODUCTION

Technology has created a new working environment in today’s organisations. There are enormous changes in the working conditions, working hours, employment calendars, potentials of the managers and employees also enlarged, implementation of working procedures and practices, including the decision making processes and management styles and so on, happening in today’s competitive environment. These changes have given the organisations nourishment. These changes application have become affluence with the help of technology and its related advancements.

Any organisation it might be, 24/7 the technology is playing an important role. It might be work completion, market competition or growth & development of the organisation, including its employees, technology is behind it to make it happen. For instance look in the academics side, complete world now is running behind it or say has with the help of it. Everything is now becoming technological based. Another instance, if you look in the development of the government organisations – there it is again digitized form grabbing the opportunity of easing things for common man, including the government itself.

Likewise, the legal environment, which was not much influenced by the technology, is also depended upon it now. File system was there working environment, but now...

It was only few activities that their work was dependent upon, the technology. Legal working activities were completely maintained in the form of files, registers and records, now everything is going digitized and also online accessible. The systems were used only for drafting, storing and transferring of the files. But now there is a complete shift in their environment too. Sending the files through emails, online accessibility of books, case documents & records, case dates and maintenance of web portals of different courts and many more came into picture. Now-a-days, there is conduct of virtual court hearings and sessions and even case filling are done through online mode.

This was one side of the work life balance; the other side i.e., the personal life is also influenced by the technology and its related progresses. Individuals attention towards the Family and friend's matters or difficulties, wherever he/she might be can easily be known with the help of technological instruments. Not only this, it has also improved on the entertainment and enjoyment aspects of the individuals. He or she to say could give some time for himself or herself. Earlier, there were not many technological influences and its related instruments on the individuals. See the busy workings of the individuals in the legal field, these have given them some happiness to them and also family or friends. They are able to making some adjustments in their life by scheduling their work and family responsibilities or to say a space in their life to everything on time in a right way.

Review of literature: According to James Walker (2002), there has been a considerable increase in the work which is felt to be due, in part, by information technology and by an extreme, competitive work environment. Long-term loyalty and a “sense of corporate community have been eroded by a performance culture that expects more and more from their employees yet offers little security in return.”

According to James W. (2007), in the academics, employees are working for long hours than the average graduates and also earn about 3% less than any others. He clearly says that this less payment in the academics could lead to lower the quality individuals acquisition and retention of the individual's, in the profession.

Frankly to say the technological applications has both positive and negative effects bearing on the individual's life. One has to know the proper utilisation of the technology, not impairing any individual's life, for any purpose.

According to Pia Rueda, (HR of Lenovo), "Many people, not in Australia but at a worldwide level, are struggling with setting their boundaries," and she also adds that "technology can lead to burnout, low performance, stress leave, sick leave – the impact is huge. When people have issues around mental health, they're not away for one or two days, they can be off for months at a time."

According to Judy Wajcman and others (2008), technology is a very important feature which will influence the Work Life Balance of the individual's. The study was about the usage of mobile phone to maintain a connection / network between the family and others. And rightly adds that the purpose and extent of its use should be to have right contacts and in their personal time.

According to Hyman and Summers (2004), there are some major problems, related to Work Life balance, which create an unbalanced feature in different organisations. These problems actually restrict the voice against the management regarding the policies and procedures introduction and implementation in their premises. So there must be some guidance and responsibility from the side of the management and also the employees to apply the work life balance practices, on right way and in right time.

According to Deborah Parkinson, the technological devices like beepers and e-mails, that the individual's receive, can make it difficult to escape from the office work and even it becomes very hard to catch up with incomplete work.

Hence, this article concentrates upon the technological impacts on the individuals working in the legal field towards their work life balance.

Research Methodology: The present article is an effort made to study about work life balance and the technological influences in the legal field. For the study the data is collected from 100 individual members of a selected Legal Bar Association at Hyderabad. The Cronbach's Alpha reliability test value is realised as 0.86 and the other following test results are observed.

Objectives of the study:

1. Learn the concept of the Work Life balance.
2. Learn about the technological influences in the legal field.
3. Know the technological improvements in the legal field.

Statistical test conducted: Simple and Chi-Square methods are used to analyse the data collected.

Observations:

For the Research, data is collected from 100 individual members. The following observations were made out of the analysis done:

- 50 % of the respondents are male and 50 % are female.
- All the respondents agree that they are satisfied and have shown interest in selecting the field as their profession.
- Also they agree that use their own personal transport to travel for their office work.
- 88% of them said that the income they generate from the present field is the only source of income for them.
- 92% of them agreed that they use the technology for their regular documentation work, citation work, and file transferring work and so on.

HYPOTHESES TESTED ARE AS FOLLOWS:

Here, two hypotheses are established and tested:

H₀ 1: Managing Work life and Personal life is independent of age.

H₁ 1: Managing Work life and Personal life is dependent of age.

For the above stated null hypothesis, chi-square test for independence technique is used:

Table No: 1	Work life and Personal life managing			
	Options	Yes	No	TOTAL
AGE	< 35 years	0.16	0.87	1.03
	> 35 years	0.09	0.49	0.58
	TOTAL	0.25	1.36	1.62

Table No.: 1 Work life and Personal life managing

The degrees of freedom (df) and Critical value and p – value of the Chi-Square – Test for independence between the two categorical variables are calculated here under:

Degrees of freedom (df) = (r-1) * (c-1) = 1

Critical value	3.841
p - value	0.203

- 1) From table no. 1, it is clear that the calculated value of Chi-square is 1.620, which is less than the critical value i.e., 3.841, therefore we accept the Null Hypothesis (H₀ 1).
- 2) The calculated p - value is 0.203 and the Alpha value taken here is 0.05, which clears that our p - value is more than alpha, so we accept the Null Hypothesis (H₀ 1).

Therefore, it is determined that by the two methods i.e., by using Critical Value and also by p-value calculations of chi-square, the researcher determines that Age and Work life and Personal life managing are independent of each other.

$H_0 2$: Experience and Technological influences in the field are independent of each other.

$H_1 2$: Experience and Technological influences in the field are dependent of each other.

For the above stated null hypothesis, chi-square test for independence technique is used:

Table No. 2	Technological influences in the field			
	Options	Yes	No	TOTAL
Experience	Below or equal to 10 years	0.0004	0.001	0.001
	Above 10 years	0.001	0.003	0.004
	TOTAL	0.001	0.004	0.006

Table No.: 2 Technological influences in the field

The degrees of freedom (df) and Critical value and p – value of the Chi-Square – Test for independence between the two categorical variables are calculated here under:

Degrees of freedom (df) = $(r-1) * (c-1) = 1$

Critical value	3.8415
p - value	0.9367

- 1) From table no. 2, the calculated Chi-Square value is 0.0063 is lesser than calculated critical value i.e., 3.8415, therefore we accept the Second Null Hypothesis ($H_0 2$) also.
- 2) The calculated p - value is 0.9367 and Alpha value considered here is 0.05, which clears that our p-value is more than alpha, so we accept the Null Hypothesis ($H_0 2$).

Hence, it is determined that by two methods i.e., by the critical value and also by the p-value of chi-square, the researcher determines that the experience and the Technological influences 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 personal life healthier. It is also observed that because of the time constraint and work they need to complete, the respondents are using their personal vehicles and not dependent upon the public transport. In the recent times, there are many technological changes observed in the legal field live virtual meetings and others.

Conclusion: From the research, it can be concluded that there is a need to stimulus from within ourselves, to improve or enhance, again to say ourselves, to balance our working and personal life. There are many of variations 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 subject matters. But here in this article the results analysed are directing only to the technological influences features. It is mentioned already by many authors that the technology has much negative impact on the work life and personal life facets of many individuals, but to cope up with them we need to learn and update ourselves for two things how to

use and when to use. We need to learn this to separate our work with our personal life, through certain strategies. Then it will be very easy to recognize the happiness in the both domains of our life.

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