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## FACTORS EFFECTING WORK LIFE BALANCE OF MEDICAL PRACTITIONER COUPLES OF ROHTAK CITY

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### INTRODUCTION:

#### WORK-LIFEBALANCE- AN OVERVIEW:

Work-life balance is the capacity to carefully balance work and home obligations such that no one area of life or work overwhelms the other and the person is able to contribute both numerically and qualitatively to both. Work-life balance is the ability of an individual (regardless of gender, age, marital status, or number of children) to effectively balance duties related to work and family life. "Work" is any action that is related to a person's job and for which they get paid. Since "life" includes activities unrelated to work, such as spending time with family and engaging in hobbies, "life" and "work" are not synonymous. It's customary to argue that preserving a steady and mutually beneficial relationship between work and life is more significant than assigning equal weight to each aspect of life when talking about work-life balance. Furthermore, every individual's desired point is quite different because of the dynamic and ever-changing nature of employee requirements and corporate expectations. The issue of work-life balance has gained prominence in academic research journals and the press during the past fifteen years, indicating a surge in interest in this area. Concerns about deteriorated health and performance as a result of a mismatch between work and home obligations are among the primary drivers of this expanding concern. "Work life balance" is a term that's widely used and has been extensively studied, but it doesn't have a specific meaning. Kallilath and Brough have collated the six often used interpretations or conceptions of the term "work life balance" to facilitate consensus-building. Work-life balance is defined as having "multiple roles," meaning that a person manages

both their personal and professional lives, and that holding one position may have a detrimental effect on the other and jeopardize their well-being. Additionally, this overflow might be advantageous by improving and making things easier, or detrimental by creating issues. Another definition of work-life balance is the equitable distribution of time or the equal satisfaction from the multiple roles, i.e., the roles of work and family.

Definition of work-life balance is a relationship between conflict and facilitation that highlights a psychological connection that should focus on low levels of conflict and high levels of facilitation. Academics that research work-life balance theory should focus on this component, and their analysis should be based on the notion that what matters are an individual's specific expectations related to their line of work and the obligations that follow in the home.

### **OBJECTIVES OF THE STUDY:**

1. To find out the factors effecting work life balance of medical practitioner couples in Rohtak city.

### **HYPOTHESIS OF THE STUDY:**

**Hypothesis:** There is no significant difference between work life balance of medical practitioner couples according to the gender of the respondents.

### **RESEARCH METHODOLOGY:**

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done systematically.

#### **Sample area:**

Researcher selected the Rohtak city of Haryana state as a sample area as per convenience.

#### **Sample selection:**

In the present study, purposive sampling has been used by researcher. On the basis of primary and secondary data, the researcher selected Rohtak city. For the sample selection researcher contacted the 25 medical practitioner couples i.e. 25 men and 25 women women.

#### **Data collection:**

The proposed study intends to find out the factors effecting work life balance and to find out the difference between work life balance in the medical practitioner couples in Rohtak city. The researcher collected the data from primary as well as secondary source of data. Secondary data was collected from different websites and journals. The researcher has also collected the primary data with the help of scheduled questionnaire prepared with the help of experts. The details like gender, work pressure, children life etc. were collected and assessed with five-point Likert scale through 10 statements.

**Statistical techniques used:**

Independent sample 't' test has been used for the data analysis.

**DATA ANALYSIS AND INTERPRETATION:****Table – 1.1**

**How much do you think the issues like difficult to balance work pressure and family together affect your work life balance?**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	21	42.0	42.0	42.0
Agree	14	28.0	28.0	70.0
Neutral	7	14.0	14.0	84.0
Disagree	7	14.0	14.0	98.0
Strongly Disagree	1	2.0	2.0	100.0
Total	50	100.0	100.0	

**Interpretation:**

According to table 1.1 difficulties to balance work pressure and family together affect the work life balance of the respondents. 42% respondents were found to be strongly agree with the statement, 28% respondents were found to be agree with the statement, 14% respondents were found to be neutral on the statement, 14% respondents were found to be disagree with the statement and only 2% respondents were found to be strongly disagree with the statement.

**Table – 1.2**

**How much do you think that the issues of being unable to focus on the life of children affect your work life balance?**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	20	40.0	40.0	40.0
Agree	7	14.0	14.0	54.0
Neutral	4	8.0	8.0	62.0
Disagree	9	18.0	18.0	80.0
Strongly Disagree	10	20.0	20.0	100.0
Total	50	100.0	100.0	

**Interpretation:**

According to table 1.2 unable to focus on the life of children affect the work life balance of the respondents. 40% respondents were found to be strongly agree with the statement, 14% respondents were found to be agree with the statement, 8% respondents were found to be neutral on the statement, 18% respondents were

found to be disagree with the statement and only 20% respondents were found to be strongly disagree with the statement.

**Table – 1.3**  
**How much do you think the issues like pressure of work place makes you mentally exhausted to enjoy personal life beyond office hours and thus affects your work life balance?**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	11	22.0	22.0	22.0
Agree	12	24.0	24.0	46.0
Neutral	9	18.0	18.0	64.0
Disagree	10	20.0	20.0	84.0
Strongly Disagree	8	16.0	16.0	100.0
Total	50	100.0	100.0	

**Interpretation:**

According to table 1.3 pressure on work place affect the work life balance of the respondents. 22% respondents were found to be strongly agree with the statement, 24% respondents were found to be agree with the statement, 18% respondents were found to be neutral on the statement, 20% respondents were found to be disagree with the statement and only 16% respondents were found to be strongly disagree with the statement.

**Table – 1.4**  
**How much do you think that your Personal issues affect work performance and also affects your work life balance?**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	16	32.0	32.0	32.0
Agree	14	28.0	28.0	60.0
Neutral	11	22.0	22.0	82.0
Disagree	3	6.0	6.0	88.0
Strongly Disagree	6	12.0	12.0	100.0
Total	50	100.0	100.0	

**Interpretation:**

According to table 1.4 work performance affect the work life balance of the respondents. 32% respondents were found to be strongly agree with the statement, 28% respondents were found to be agree with the statement, 22% respondents were found to be neutral on the statement, 6% respondents were found to be disagree with the statement and only 12% respondents were found to be strongly disagree with the statement.

**Table – 1.5**  
**How much do you think that your Marital Life suffers due to work pressure and thus affects your work life balance?**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	13	26.0	26.0	26.0
Agree	11	22.0	22.0	48.0
Neutral	9	18.0	18.0	66.0
Disagree	8	16.0	16.0	82.0
Strongly Disagree	9	18.0	18.0	100.0
Total	50	100.0	100.0	

**Interpretation:**

According to table 1.5 marital life suffers due to work pressure affect the work life balance of the respondents. 26% respondents were found to be strongly agree with the statement, 22% respondents were found to be agree with the statement, 18% respondents were found to be neutral on the statement, 16% respondents were found to be disagree with the statement and only 18% respondents were found to be strongly disagree with the statement.

**TESTING OF HYPOTHESIS:**

**HYPOTHESIS:** There is no significant difference between work life balance according to the gender of the respondents.

**Table – 2.1**

**Group Statistics**

	Gender of the respondents.	N	Mean	Std. Deviation	Std. Error Mean
Factors	Male	25	11.0800	2.75257	.55051
	Female	25	14.3200	3.17175	.63435

### Independent Samples Test

		t-test for Equality of Means						
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
							Lower	Upper
Factors	Equal variances assumed	-3.858	48	.000	-3.24000	.83992	-4.92877	-1.55123
	Equal variances not assumed	-3.858	47.067	.000	-3.24000	.83992	-4.92964	-1.55036

#### INTERPRETATION:

The above table no. 2.1 tells us that p-value of above selected problems is less than 0.05 indicating that there is significant difference between work life balance according to the gender of the respondents. Thus, null hypothesis: "There is no significant difference between work life balance of medical practitioner couples according to the gender of the respondents.is rejected.

#### CONCLUSION:

Creating work-life balance strategies aids businesses in implementing the required adjustments to their corporate culture, which in turn aids in adjusting their policies. Since working circumstances are always changing, senior management in companies has also grown aware of the need to modify organizational policies as needed. An organization that is adaptable may readily embrace the changes that are occurring, but this may not be the case for all organizations. Employees' demanding work environments and wide range of tasks are adding to the complexity of daily living. People's lives have altered as a result of the expanding nuclear family and shifting socioeconomic landscape. As a result, in the present study it is concluded that there are several factors which are responsible for the work life balance of medical practitioner couples and there is significant difference between work life balance of medical practitioner couples in Rohtak city.

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