



A RESEARCH PAPER ON WORK LIFE BALANCE OF EMPLOYEES AT SBI: WITH SPECIAL REFERENCE TO BHAVNAGAR CITY.

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Abstract: Financial Institutions are playing major role in the development and Developing countries are promoting their financial institutions. Same like other developing country, India is doing the same. Banking sector is one of growing sector in India. In this growing era, all types of banks in India are increasing their number of services along with branches across the India and some of them having out of India. In this highly competitive era where all banks are running fast that same way State Bank of India is doing the same. While on other side, when organization is running towards its goal, there employees are equally involved in the race. Some of them may have work pressure or targets while some of them do not have such work environment and some of them have issues with policy, co-workers and seniors. Here in this paper researchers will study about the work life balance for employees in Bhavnagar city. Researchers will collect primary data through questionnaire and for the secondary information they will use journals, research work, publications and refers websites as well. For collection of the data researchers will refer hundred employees of SBI. For the appropriate analysis researchers will focus on statistical tool.

Index Terms - Work Life Balance, State Bank of India and Employees

I. INTRODUCTION

As India is a developing country its industries are over working to reach at maturity level. Financial Institutions are playing major role in the development and Developing countries are promoting their financial institutions. Same like other developing country, India is doing the same. Banking sector is one of growing sector in India. In this growing era, all types of banks in India are increasing their number of services along with branches across the India and some of them having out of India. In this highly competitive era where all banks are running fast that same way State Bank of India is doing the same. While on other side, when organization is running towards its goal, there employees are equally involved in the race. Some of them may have work pressure or targets while some of them do not have such work environment and some of them have issues with policy, co-workers and seniors. Major contribution in growth is of service sector and among all service sectors Indian banking are playing crucial role. Among all banks State bank of India is top most leading banking and its contribution to Indian economy is also high. Ensure of growth demands consistency in hard efforts which in turn demands higher human involvement. In current century ration of working male to female is also increasing. Demand of higher work involvement in case of female employees further creates number of other consequences. Accumulation of all factors causes work life imbalance. Work life imbalance can ground depression, work tension, lower productivity, lower performance, physical and mental issues and a lot many. Thus it is important to encounter.

II. WORK LIFE BALANCE

Work-life balance is a concept that elucidates the balanced time allocation between work and personal life. Work life balance is in the root of greater effectiveness and success to all aspects of life. Employees work better when they can make time for family and their selves. Considering this the concept of work life become pertinent in major industries worldwide. Greenhaus, Collins and Shaw defined "work-life balance as the extent to which an individual is equally engaged in – and equally satisfied with – his or her work role and family role." it indicates that employees who have felt high work-life balance are majority from the group of those people who exhibit similar investment in both personal and professional front.

Work life balance is balance between work life and family life or leisure time. If Work life balance is not there, employee cannot enjoy with family and individual cannot fulfill their responsibilities. When individual don't have work life balance, they suffered from stress and stress create many problems.

Factors affecting Work life imbalance:

- Excessive work burden
- Higher expectations from job
- Higher expectations from family members
- Work family conflict
- Longer work hours
- No time for oneself
- Work in shift
- Low job control
- Organizational climate
- Lack of flexibility

III. REVIEW OF LITERATURE

Sharma Poonam and Dr. Dayal Purshottam (September 2015) have discussed about Work Life Balance: Women Employees Working in Banking Sector of India. Researchers have studied about work pressures and deadlines and its impact on women work life balance. They have studied that what are factors are there which can lead the problem of work life balance. They have studied public sector banks and private sector banks. Researchers have covered banks like Rajasthan co-operative bank, kota central co-operative bank, state bank of India, Punjab national bank, Allahabad bank, ICICI bank, HDFC bank, Axis bank. They have collected data from 300 respondents. They have found that many female employees have problem with work life balance and when they have this problem, more conflicting are arise. Due to work pressures employees have problem in their personal life too.

SigrohaAnju (November 2014) has examined the difference in employees perception about the impact of work life balance facilities on employees overall performance among three sectors of Indian corporate sector (Manufacturing, service, IT sector). She has done a descriptive study and she has collected data from 400 women employees working under these three sectors on the basis of various statements related to impact of work life balance facilities on employees work performance, stress, absenteeism, health. Researcher has collected data through questionnaire from 20 companies. The study found that there is significant difference in the employees perception about the impact of work life balance facilities on overall performance of employees with respect to some facilities and wellness program is the only facility for which all the employees has same perception. She has recommended some other facilities like increased maternity leave, Child care centers at organization, work from home once in a week, etc., which may impact the work life balance of working women.

Lowe Graham (2006) has focused on work–family conflict rather than the broader, positively framed concept of work–life balance. Researcher has focused on Work–family conflict research investigates how people meet the expectations of multiple roles and establish boundaries between roles in life. Researcher has surveyed different documented the views of 600 employers and over 2000 workers on key quality of work life trends in the early 21st century. Researcher’s survey was on HR manager and on OD Practitioner along with health and wellness professionals, employees and policy makers. Researcher has found that despite quality of work life difficulties being the most pervasive human resource challenges employers face, a minority of employers are doing anything to find solutions. Still, close to one in three is taking action in this area.

Jane Sturges (2004) carried her research on “Working to live or living to work? Work/life balance early in the career”. Researcher has observed and stated the findings of research with deep insight into relationships between work-life balances. For this, researchers have studied factors like; work-non-work conflict which indicates issues in both personal and professional life, hours worked which support study of working hours and physical and mental stress and organizational commitment among a sample of graduates in the early years of their career. It concludes that, although graduates seek out for work-life balance, their disquiet for career success draws them into a situation where they work increasingly long hours and experience an increasingly unsatisfactory relationship between home and work.

IV. RESEARCH OBJECTIVES

- To know, work life balance among bank employees of SBI in the Bhavnagar City.
- To know, impact of work stress on work life balance among bank employees of SBI in the Bhavnagar City.
- To give recommendations for improvement in work life balance and stress management to SBI in the Bhavnagar City.

V. RESEARCH METHODOLOGY:

For this research, Descriptive research design has used to identify researchers have collected primary and secondary data both. For the primary data, researcher has used structured questionnaire based on cooper’s model 1983 and researcher have collected data from 100 respondents. Researchers have collected data from SBI bank in Bhavnagar city.

VI. ANALYSIS AND FINDINGS:

Step: - 1 set the hypothesis

H0: There is work life balance among employee in work life balance among bank employees of SBI in the Bhavnagar City.

H1: there is no work life balance among employee in work life balance among bank employees of SBI in the Bhavnagar City.

Step: - 2 Statistical test

Chi-Square

$$\chi^2 = \sum \frac{(f_0 - f_e)^2}{f_e}$$

Step: - 3 Level of significance

$\alpha = 0.05$

Step: - 4 Decision rule

$$Df = (r-1) (c-1)$$

$$= (5-1) (5-1)$$

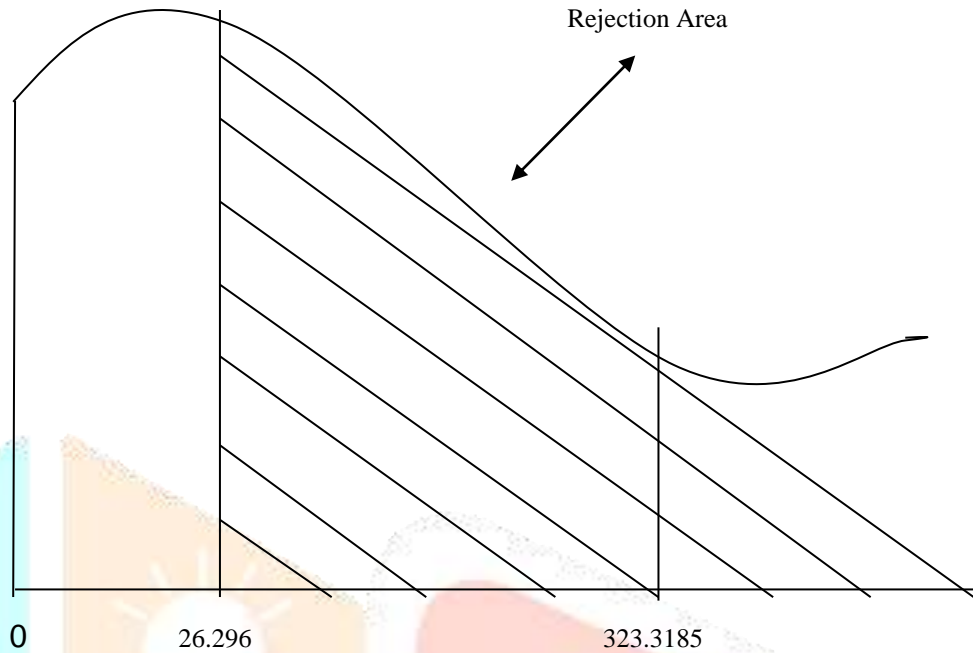
$$= (4) (4)$$

$$= 16$$

Calculated value = 323.3185

At 0.05% of significance level,

Tabulated Value = 26.296



So Ho is not accepted.

- Because of work pressure and target dead line many employees are not able to attend family functions.
- Many employees of modern day banks have mentioned that they are not able to give enough time to their family members and they have also mentioned that they are not able to enjoy their leaves with their family members.
- During the survey and analysis researcher has also found that some of the time during the illness of their family members they can't attend them as per requirements and they have to take favor and help of others.
- Researcher has also analyze and found that many of them have admitted that they often shout on their family members without reason as they had some stress and burden regarding work and they are not able to cope up with it.

Step: - 1 set the hypothesis

H0: There is no impact of work stress on work life balance among bank employees of SBI in the Bhavnagar City.

H1: There is impact of work stress on work life balance among bank employees of SBI in the Bhavnagar City.

Step: - 2 Statistical test

Chi-Square

$$\chi^2 = \sum \frac{(f_0 - f_e)^2}{f_e}$$

Step: - 3 Level of significance

$\alpha = 0.05$

Step: - 4 Decision rule

$$Df = (r-1) (c-1)$$

$$= (5-1) (3-1)$$

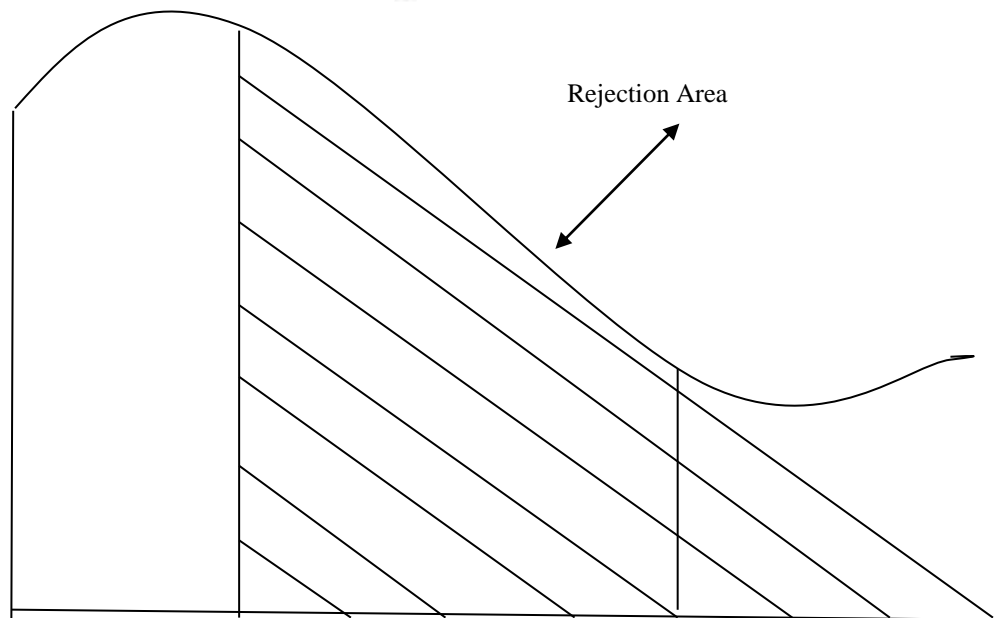
$$= (4) (2)$$

$$= 8$$

Calculated value = 694.5236

At 0.05% of significance level,

Tabulated Value = 15.51



So Ho is not accepted. 0 15.51 694.52

- There is no impact of work stress on work life balance among bank employees of SBI in the Bhavnagar City.
- Work life balance is connected through stress thus management should try to follow various techniques of stress management so they can balance both work and their personal life.

VII. RECOMMENDATIONS:

- Work life balance is playing an important role in today's work life.
- Work life balance is connected through stress thus management should try to follow various techniques of stress management so they can balance both work and their personal life.
- Work life balance can increase productivity so organization and individual both should take care of it.
- There are several factors which should be look for work life balance;
 - Excessive work burden
 - Higher expectations from job
 - Higher expectations from family members
 - Work family conflict
 - Longer work hours
 - No time for oneself
 - Work in shift
 - Low job control
 - Organizational climate
 - Lack of flexibility

VIII. CONCLUSION:

Financial Institutions are playing major role in the development and Developing countries are promoting their financial institutions. Same like other developing country, India is doing the same. Banking sector is one of growing sector in India. In this growing era, all types of banks in India are increasing their number of services along with branches across the India and some of them having out of India. In this highly competitive era where all banks are running fast that same way State Bank of India is doing the same. While on other side, when organization is running towards its goal, there employees are equally involved in the race. Some of them may have work pressure or targets while some of them do not have such work environment and some of them have issues with policy, co-workers and seniors. Work life balance is playing an important role in today's work life. Work life balance is connected through stress thus management should try to follow various techniques of stress management so they can balance both work and their personal life. Work life balance can increase productivity so organization and individual both should take care of it.

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