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FACTORS AFFECTING WORK LIFE BALANCE AMONG PROFESSIONALS

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1. Abstract:

Work life balance refer to a person's life outside work and is just as important as their working life and that the time a person spends working should be balanced with their domestic life. Teaching is a noble profession and teachers play an important role to shape the destiny of the nation and strive to achieve the best. At the same time their domestic role and personal life too is important. Work-life balance is a form of metaphor; but a metaphor of what? In the English language "balance" is a complex word with a variety of meanings. As a noun, a balance is a set of scales, a weighing apparatus; it is also the regulating gear in clocks. If we use the scales, then balance occurs when there is "an equal distribution of weight or amount" (OED); but this presents problems for work-life balance since both sides may be very heavy or very light. Furthermore, the type of work-life balance sought by many may not imply equal weight on both sides. However balance also has a physical and psychological meaning as "stability of body or mind" so that suicide is sometimes officially recorded as taking one's life "while the balance of the mind was disturbed". Hence, the need for the study to find the impact of work life balances on factors. (Kathleen, G. (2011).

KEY WORD: Factors, Professionals, Impact of work.

2. Introduction

There are nine factors for success in implementing alternative work arrangements. Especially in the present environment they serve as a competitive edge in Individual and Organizational Life. Also in this century rapid changes in working environment, multi cultural diversity, changes in demography have made it difficult for the average person to adopt and sustain in the global scenario. A simple questionnaire was considered as an appropriate method for the study. A Questionnaire simple comprehensive in nature was designed to elicit information pertaining to the objective of the study. Personal and family profile, resource use and exchange of resource use. A standardized tool accessing the Work Life Balance (Robertsdale, (2014).

3. Factors for success Work life balance

According to (Watson, 2007) there are nine factors for success in implementing alternative work arrangements.

1. Find your fit:

Any alternative work arranged (and for that matter, and talent management's strategy) must make sense for the organization and the organization's client's/customers. Five available work paths must be employed in a position suitable for an alternative work arrangement and must have demonstrated. It's also important that the processed by the work path win's interface with the effectiveness of work relationship.

2. Focus on retention:

High-potential employee requesting a flexible or reduced hour work schedule, should make sense to find a solution rather than stick to rigid rules.

3. Clarify responsibility.

Monitor and decide on eligibility for flexible work arrangements, sets the guidelines, and for appropriate implementation.

4. Invest in communication.

Successful implementation of flexible work arrangements takes a commitment to communication. More time with their family? Time to pursue their passions outside of work? Less stress from a decreased commute?

5. Secure C-suite buy-in.

Executive support demonstrates to the employee that the organization will do what it takes to make sure they are satisfied with and successful in their jobs.

6. Equip employees.

Employees who opt for a flexible work arrangement need specific technology (like laptops, cell phones and PDAs) to do their jobs effectively, stay engaged with their team and be monitored by their manager. "Balance in employee' lives must continue to be valued."

7. Employee self –management.

Adjusting to a flex grant work schedule can take time. Employees who choose a flexible work arrangement must be responsible for their work and be regularly accountable to a manager.

8. Withhold value judgments.

Organization need to realize that working a flexible schedule isn't "wrong" norb is it a person's competency or dedication. It takes corporate commitment to not make value judgments of employee who choose to work flexible hours.

9. Embrace the whole employee.

Many organizational are realizing their success depends on the satisfaction of their employees. One job share was created for an employee who, after becoming a mother, wanted to cut back her time work. She proposed a job-share situation in which she and another part-time employee would split the job 50-50. They each work a set part time schedule with one overlapping day for staff meetings and face-to-face interaction.

4. Work Life Balance:

Work life balance is the separation between work life and personal life. It is the boundary that you create between your profession, career, or business and every other segment that makes up your life. Aside from your career, segments include family, personal growth, spirituality, fitness and health, and community and friendships. Once begin to establish healthy boundaries between the work life and personal life begin to feel more fulfillment and personal satisfaction. This happens as a result of own state of wellness. The mental state becomes much more confident, clear, and decisive because you are well-rounded and balanced. Work life balance plays a huge role in determining whether a person will reach career advancement. This has been proven by studies and statistics which will read about later in this book. The studies on work life balance are truly impressive and have been eye-opening to many employers. (Clawson, 2006)

5. Traditional Perspectives on Work-Life Balance

The segmentation model hypothesizes that work and non-work are two distinct domains of life that are lived quite separately and have no influence on each other. This appears to be offered as a theoretical possibility rather than a model with empirical support. In contrast, a spillover model hypothesizes that one world can influence the other in either a positive or negative way. There is, of course, ample research to support this but as a proposition it is specified in such a general way as to have little value. We therefore need more detailed propositions about the nature, causes and consequences of spillover. The third model is a compensation model which proposes that what may be lacking in one sphere, in terms of demands or satisfactions can be made up in the other. For example work may be routine and undemanding but this is compensated for by a major role in local community activities outside work. A fourth model is an instrumental model whereby activities in one sphere facilitate success in the other. The traditional example is the instrumental worker who will seek to maximize earnings, even at the price of undertaking a routine job and working long hours, to allow the purchase of a home or a car for a young family. The final model is a conflict model which proposes that with high levels of demand in all spheres of life, some difficult choices have to be made and some conflicts and possibly some significant overload on an individual occur. (Takahashi M, (2012)

Comparison of Work Life Balance of Selected Professionals

S.No	Dimensions of work life balance	Professionals	N	Mean	Standard Deviation	Standard Error Mean	't' value	** Denotes Significance at 0.01
1.	Factors that affect work life balance	Doctors	100	37.18	4.241	.424	15.458**	There existed
		Teachers	100	23.99	7.404	.740	15.458**	
2.	Impact of work life balance	Doctors	100	17.49	3.489	.349	2.659**	There existed
		Teachers	100	16.13	3.741	.374	2.659**	

significant difference between doctors and teachers working in colleges and universities regarding the factors that affect work life balance, indicating that the doctors and teachers differed in the factors that affect their work life balance, regarding being busy, impatient, being angry frequently, cope with too many task, feel pressured, difficulty in everyday planning, difficult to balance work and life etc. The scrutiny of the mean value shows that the mean value (37.18) for the factors affecting work life balance of doctors was more compared to the mean value of (23.99) of teachers. This shows that the doctors are more affected in planning their work and life compared to that of the teachers working in colleges and universities.

Comparison of Work Life Balance of Selected Professionals as per Gender

S.No	Dimensions of work life balance	Gender	N	Mean	Standard Deviation	Standard Error Mean	't' value
1.	Factors that affect work life balance	Males	100	29.94	9.211	.921	-1.020 ^{NS}
		Females	100	31.23	8.660	.866	-1.020 ^{NS}
2	Impact of work life balance	Males	100	16.99	3.754	.375	.692 ^{NS}
		Females	100	16.63	3.598	.360	.692 ^{NS}

NS- Denotes Not Significant

There existed no significant difference between doctors and teachers working in colleges and universities as per gender regarding the factors that affect work life balance indicating that the doctors and teachers did not differed in the factors that affect their work life balance, regarding being busy and impatient, get angry frequently, cope with too many task, feel pressured, difficulty in everyday planning, difficult to balance work and life etc. Thus the factors that affects work life balance was similar irrespective of their professions.

Impact of Family Size Based on Work Life Balance

S.No	Dimensions of work life balance	Based on Family Size	Sum of Square	Df	Mean Square	F value
1.	Factors that affect work life balance	Between Groups	685.876	2	342.938	4.439 ^{**}
		Within Groups	15220.679	197	77.262	
		Total	15906.555	199		
2.	Impact of work life balance	Between Groups	4.127	2	2.064	.152 ^{NS}
		Within Groups	2678.653	197	13.597	
		Total	2682.780	199		

** Denotes Significance at 0.01 level

NS- Denotes Not Significant.

Duncan's Table for Factor that Affect Work Life Balance

Family Size	N	Subset for alpha = .05	
		1	2
Medium(4 to 6 member)	118	29.31	
Large(7 and above member)	21	29.62	29.62
Small(1 to 3 member)	61		33.38
Sig.		.875	.053

The results illustrates that F ratio (4.439**) was found to be significant at 1 percent level, indicating that the selected professionals that is doctors and teachers working inn colleges and universities opined differences in the factors that affect their work life balance such as being busy and impatient, get angry frequently, cope with too many task, feel pressured, difficulty in everyday planning to balance work and life based on family size.It is noted from the Duncan multiple range table that the alpha value of (33.38) for small families was higher than the alpha value of large size families (29.62) and medium size families (29.31).. The reason could be that lesser the family member (may be in-laws), lesser the sharing of responsibilities and hence more that factors that affect the doctors and teachers working in colleges and universities to balance their work life.

Impact of Family Income Based on Work Life Balance

S.No	Dimensions	Based on Family Income	Sum of Square	Df	Mean Square	F value
1.	Factors that affect work life balance	Between Groups	19.034	2	9.517	.118 ^{NS}
		Within Groups	15887.521	197	80.647	
		Total	15906.555	199		
2.	Impact of Work Life Balance	Between Groups	29.904	2	14.952	1.110 ^{NS}
		Within Groups	2652.876	197	13.466	
		Total	2682.780	199		

NS- Not Significant

There existed no significant difference in the impact of work life balance of doctors and teachers working in colleges and universities based on family income such as time spent with friends, get home on time, spent time for leisure, community activities, religious activities and care of family indicating that their work life balance was similar irrespective of their family income. It is evident from the results that irrespective of the family income of the selected professionals that is doctors and teachers working in colleges and universities the factor that affects their work life balance and the impact of work life balance was similar. Their family income did not have an impact on work life balance.

Correlation Coefficient Matrix Showing the Relationship between the Various Dimensions of Work Life Balance of Selected Professionals.

Dimensions of Work Life Balance	Impact of Work Life Balance	Factors that affect work life balance	Reason for Work Life Balance, regarding Work and self
Impact of Work Life Balance	1	.235**	-.035
Factors that affect work life balance	-	1	.049
Reason for Work Life Balance, regarding Work and self	-	-	1

Correlation Coefficient Matrix Showing the Relationship between the Various Dimensions of Work Life Balance of Selected Professionals.

It depicts significant correlation between factors that affect work life balance and impact of work life balance of 0.01 level of significance. The result show low significant positive relationship (.235**) between factors that affect work life balance and impact of work life balance regarding spent time with friends, get home on time, spent time for leisure, community activities, religious activities and care of family etc.

The result shows their existed no significant relationship between work life balance, impact of work life balance on personal life on reasons for work life balance regarding work and self.

It is clear and interesting to note that factor that affect does have an impact on work life balance of the selected professionals.

6. Summary and Conclusion:

- Regarding “**Comparison of Work Life Balance of Selected Professionals**” The scrutiny of the mean value shows that the mean value (37.18) for the factors affecting work life balance of doctors was more compared to the mean value of (23.99) of teachers. This shows that the doctors are more affected in planning their work and life compared to that of the teachers working in colleges and universities. It is evident from the table that doctors seemed to be more affected in balancing work life and the impact of work life on their personal life is also found to be more. There it is clear that the doctor have more difficulty in striking a balance between work and life.
- Regarding” **Comparison of Work Life Balance of Selected Professionals as per Gender**” the factors that affect work life balance indicating that the doctors and teachers did not differed in the factors that affect their work life balance, regarding being busy and impatient, get angry frequently, cope with too many task, feel pressured, difficulty in everyday planning, difficult to balance work and life etc. Thus the factors that affect work life balance were similar irrespective of their professions. It is evident from the table that doctors and teachers have opined similar factor that affect work life balance and faced similar impact on work and on their personal life irrespective their profession.
- Regarding “**Impact of Family Size Based on Work Life Balance**” It is noted from the Duncan multiple range table that the alpha value of (33.38) for small families was higher than the alpha value of large size families (29.62) and medium size families (29.31). It is clear from the results that small the family size more the factors that affects their work life balance. The reason could be that lesser the family member (may be in-laws), lesser the sharing of responsibilities and hence more that factors that affect the doctors and teachers working in colleges and universities to balance their work life. It is clear from the results that family size has an impact on the factors that affect work life balance of doctors and teachers working in college and universities. It is also to note that similar the family more the factor that affects work life balance.
- Regarding” **Impact of Family Income Based on Work Life Balance**” There existed no significant difference in the factors that affect work life balance of doctors and teachers working in colleges and universities based on family income such as being busy and impatient, get angry frequently, cope with too many task, feel pressured, difficulty in everyday planning, difficult to balance work and life based on family income. It is evident from the results that irrespective of the family income of the selected professionals that is doctors and a teacher working in colleges and universities the factor that affects their work life balance and the impact of work life balance was similar. Their family income did not have an impact on work life balance.

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