

INTRICACIES IN BALANCING WORK LIFE

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Abstract: Work life balance has been studied far and wide in various contexts under variables like conflict, stress, workload, emotional intelligence etc., directionally and non-directionally. From the point of view of the employees both male and female who constitute working force studies have been made from the constructed variables into in detail and experimented. The extent to which variables constitute for the study on work life balance is a continuing research. As such, there is a need to study about the presence of other factors like ‘Spouse job’, ‘Work pressure’, ‘Flexible job’, ‘Additional (Monetary) benefits’, ‘Hindrances’ etc. These factors are found to have a say in the research at a different dimension in this study.

Key words: *gender employment, work pressure*

I. REVIEW OF LITERATURE

The role of every individual in work sphere is increasing, and there is a direct proportion in increase of work load and consequently when the work load increase is not met by an individual, work life balance is not good causing stresses and strains. In the continuum of work life balance scale, one is always confronted with the degree of stretching from High levels of work life conflict and low levels of satisfaction with low levels of work life conflict and high levels of satisfaction. The problem is further compounded with varying levels of other constructs.

Malgorzata Kluczyk (2013) has opined that balancing of work and family is of utmost importance for employees in order that their living does not become hard. To activate this atmosphere, positivity in approaching the work is to be given due care, carrying of in his research finds that the enhancement or positive spill over between work and family domains plays an important role on individuals WLB and well being.

United States of America has brought out the term of ‘work life balance’ way back in the year 1986 and subsequently the need to balance both the lives. Other related concepts relating to balancing of work in terms of life, in terms of family, in terms of conflict that arise due to varied reasons – domestic/officialdom, have come to the fore due to change in the way society thought towards the need for a work life balancing.

Charlesworth *et al*, 2002; Rajadhyaksha and Bhatnagar, 2000 have stressed that family needs are fulfilled by both male and female working concept. Bardeol *et al*, 2000 have brought out that no more the work places are gender balanced and these are degendered.

Notwithstanding the constructs brought in various studies, evidence still supports conceptualization of other constructs as can be seen from the view point of Ford, Heinen and Langkamer, 2007; Hennessy and Lent, 2008. The conceptual back ground for this study stems from various disciplines like sociology, psychology, social work, econometrics, population and demographic studies and other genetic sciences.

The application of western concepts has got to be refined to Indian context where orthodox view for work life balance still lingers. Differences in attitudes, values and behaviours between the employees in west and those belonging to the countries in the East is very much evident (Black and Porter, 1991; Ralston *et al*, 1993), making it imperative to study the work/family constructs from the point of view of emerging economies like India, where the institution of family is very strong and where of late women participation in professional sphere is on the rise (Chandra, 2010). ‘Spouse job’, ‘Work pressure’, ‘Flexible job’,

'Additional (Monetary) benefits', 'Hindrances' etc were not being given due consideration and need analysis in the present study.

Gender notion prevail in the study of work life balance. The study on work life balance is traditional having historical transition. So to say are the changing behaviours in culture and work norms not working expectedly against the set values and norms in the society previously – like women gender to stay in doors, lack of education to women, work pressure due to reduced technological innovations etc. Mothers feel the dissonance between traditional values and what they do as mothers and fathers also have trouble with the gap between their belief that fathers should be as heavily involved in the care of their children as mothers and their actual behaviours (Pocock:2003:239-240).

Objectives

- Exploring other factors like 'Spouse job', 'Work pressure', 'Flexible job', 'Additional (Monetary) benefits', 'Hindrances' etc as cause for better work life balance;
- Ways and means of finding out balance of work life for adaptability to changing situations

Significance of the study: The study aims to cast a meaningful contribution to work life literature where a huge research gap is seen. In this context, the taxonomy of work life balancing is all the more a need for evidence based constructs to which other factors pose as necessary alternatives but do not serve as substitutes. It is all the more aimed at professional development on the work front by giving attention to off-work life and hence the study can be construed as relevant. On the face of it, the constructs are said to possess a general agreement between the definitions of their conceptualisation.

II.METHODOLOGY

Sample & Data Collection

For the study, a structured questionnaire was designed aimed at meeting respondents in all walks of life for eliciting their views. This study area was restricted to Tirupati town located in Chittoor district. The research process was started in December, 2017 and it was completed in Feb.2018.

The questionnaire was sent to 200 prospective respondents during December 2017. This was followed by reminders through telephone calls. However, only 54 respondents had given appointment for the structured questionnaire session. Out of 54 prospective respondents, only 32 respondents came forward to fill the questionnaire. These 32 respondents were contacted, questionnaire was administered and data collected. As the research topic is one having pervasiveness, a small sample of 32 respondents is considered to have homogeneity of the universe population of work force thereby also satisfying heterogeneity, for a meaningful analysis.

III.DATA ANALYSIS & INTERPRETATION

A conceptual framework, based on a model of causal pathways connecting work and personal life (Bond, Galinsky & Swanberg, 1998) reflects the administration of research questions providing a broad architecture for a literature review and a thematic framework for an aspect of the data analysis.

Hypothesis: H₀ There is no significant difference in the study of other factors in balancing work life and contributory factors thus analysed are far from application.

Hypothesis: H₁: Other factors in this study heavily concentrate around balancing work life and these factors can be understood and applied in the ordinary walk of life.

Data Analysis

Demographic profile of the Respondents

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	4	3.9	12.5	12.5
	1	1	1.0	3.1	15.6
	2	27	26.2	84.4	100.0
	Total	32	31.1	100.0	
Missing	System	71	68.9		
Total		103	100.0		

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	24	23.3	75.0	75.0
	2	8	7.8	25.0	100.0
	Total	32	31.1	100.0	
Missing	System	71	68.9		
Total		103	100.0		

Designation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	19	18.4	59.4	59.4
	2	10	9.7	31.2	90.6
	3	2	1.9	6.2	96.9
	4	1	1.0	3.1	100.0
	Total	32	31.1	100.0	
Missing	System	71	68.9		
Total		103	100.0		

The data have been cleaned, edited, classified, tabulated, analysed and interpreted statistically by using SPSS 16.0. The relationship between the variables in this study does seem to have canonical effect in the light of the degree of association among the variables involved in the study. The elicitation of views from the sample can lead to deduction of inference for generalisation.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Age	32	1.72	.683	.121
Gender	32	1.25	.440	.078
Designation	32	1.53	.761	.135
Organisation	32	1.16	.884	.156
Workdays	32	2.91	.296	.052
Workhours	32	2.22	1.263	.223
Daytraveltime	32	1.75	.762	.135
Generalfeeling	32	.81	.397	.070
Workthink	32	.66	.483	.085
Shiftwork	32	1.06	.246	.043

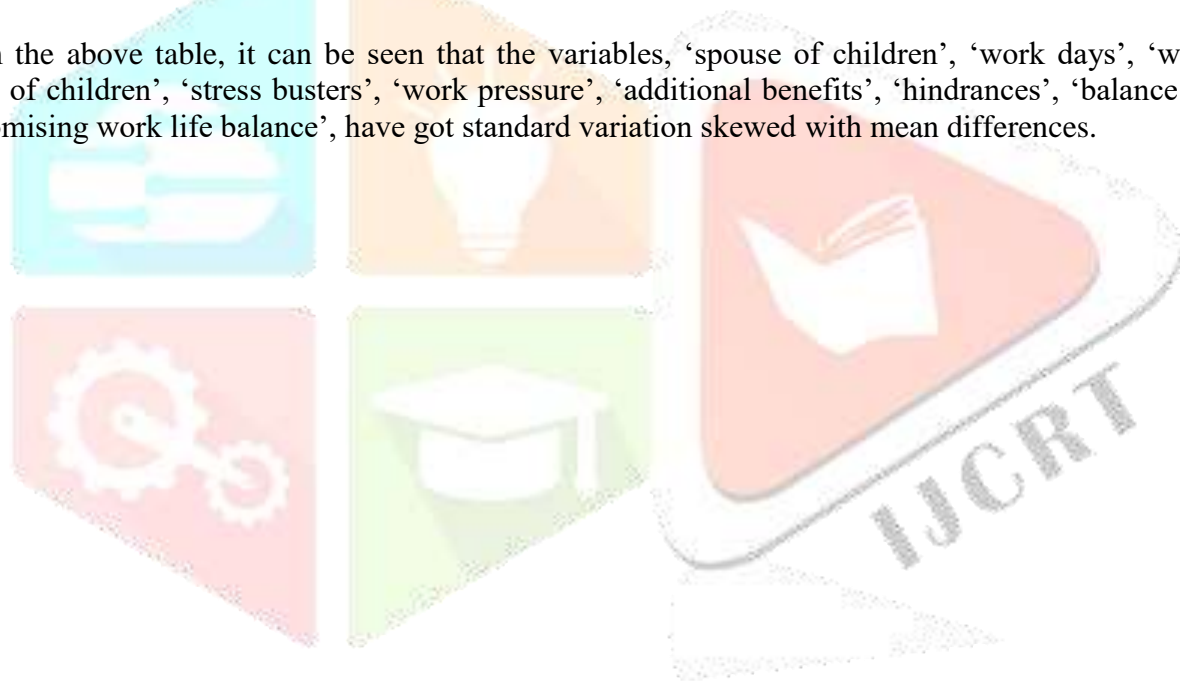
Martialstatus	32	.88	.492	.087
Spousejob	32	218.97	419.358	74.133
Children	32	.69	.471	.083
Noofchildren	32	1.16	.369	.065
Helpofchildren	32	2.22	1.184	.209
childhours	32	1.22	.751	.133
Teachermeet	34	3.91	1.240	.213
Takecare	32	1.34	1.285	.227
Workpressure	32	3.25	1.849	.327
Stressbusters	32	3.12	1.773	.314
companypolicy	32	.56	.504	.089
Flexitime	32	4.03	2.416	.427
Addlbenefits	32	3.94	2.228	.394
Socialfunction	32	.72	.457	.081
Mastercheckup	32	.72	.457	.081
Hindrences	32	2.47	1.414	.250
Balancewlb	32	2.31	1.693	.299
Stressdisease	32	1.78	1.736	.307
Dietmanage	32	.44	.504	.089
Customisewlb	32	2.62	1.827	.323
Effectiveness	32	1.06	.669	.118

One-Sample Test

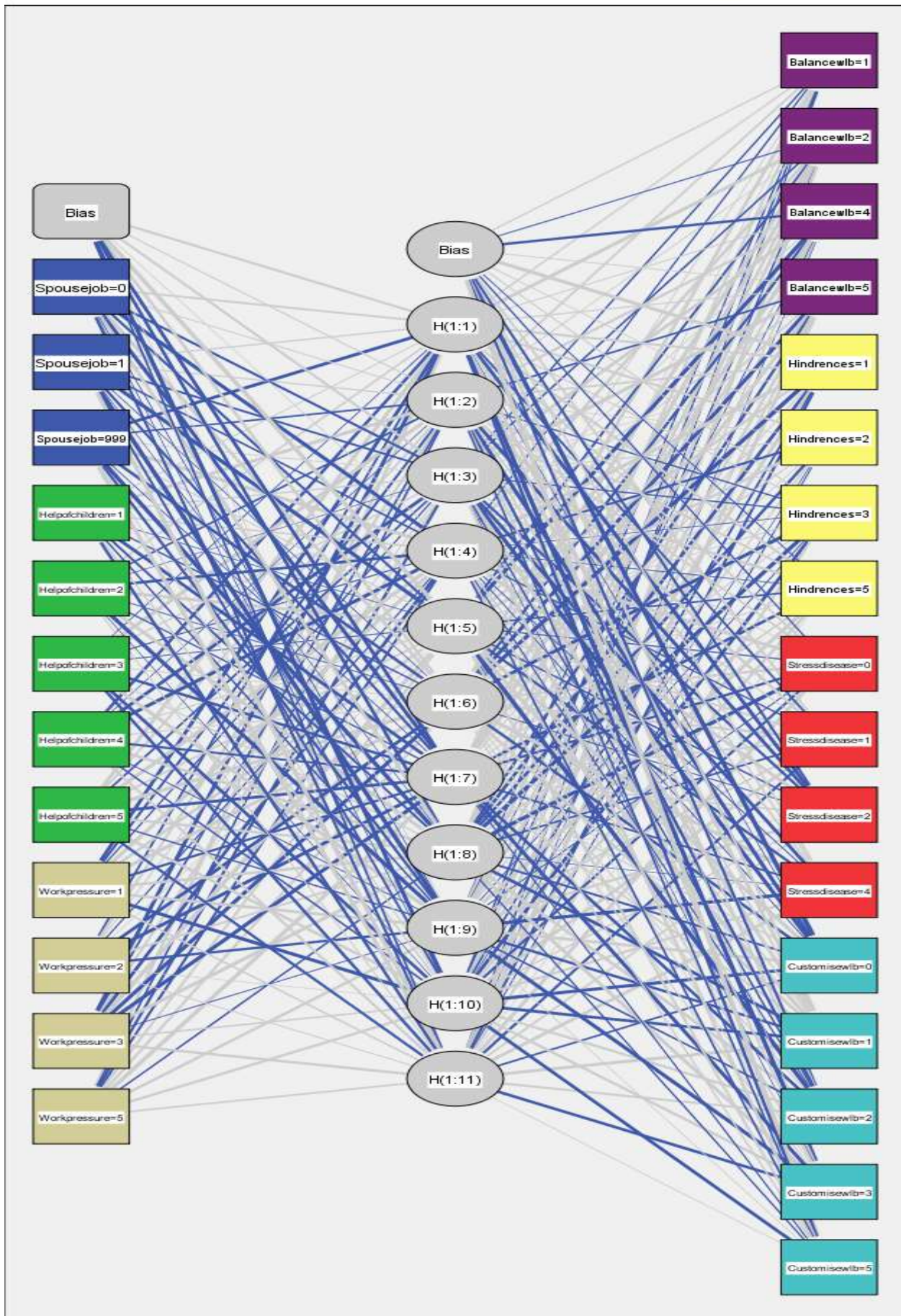
	Test Value = 0					
	t	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Age	14.232	31	.000	1.719	1.47	1.97
Gender	16.073	31	.000	1.250	1.09	1.41
Designation	11.377	31	.000	1.531	1.26	1.81
Organisation	7.400	31	.000	1.156	.84	1.47
Workdays	55.514	31	.000	2.906	2.80	3.01
Workhours	9.936	31	.000	2.219	1.76	2.67
Daytraveltime	12.991	31	.000	1.750	1.48	2.02
Generalfeeling	11.590	31	.000	.812	.67	.96
Workthink	7.693	31	.000	.656	.48	.83
Shiftwork	24.439	31	.000	1.062	.97	1.15
Martialstatus	10.063	31	.000	.875	.70	1.05
Spousejob	2.954	31	.006	218.969	67.77	370.16
Children	8.258	31	.000	.688	.52	.86
Noofchildren	17.730	31	.000	1.156	1.02	1.29
Helpofchildren	10.599	31	.000	2.219	1.79	2.65
childhours	9.184	31	.000	1.219	.95	1.49

Teachermeet	18.396	33	.000	3.912	3.48	4.34
Takecare	5.914	31	.000	1.344	.88	1.81
Workpressure	9.942	31	.000	3.250	2.58	3.92
Stressbusters	9.968	31	.000	3.125	2.49	3.76
companypolicy	6.313	31	.000	.562	.38	.74
Flexitime	9.438	31	.000	4.031	3.16	4.90
Addlbenefits	9.998	31	.000	3.938	3.13	4.74
Socialfunction	8.901	31	.000	.719	.55	.88
Mastercheckup	8.901	31	.000	.719	.55	.88
Hindrances	9.877	31	.000	2.469	1.96	2.98
Balancewlb	7.726	31	.000	2.312	1.70	2.92
Stressdisease	5.803	31	.000	1.781	1.16	2.41
Dietmanage	4.910	31	.000	.438	.26	.62
Customisewlb	8.127	31	.000	2.625	1.97	3.28
Effectiveness	8.984	31	.000	1.062	.82	1.30

From the above table, it can be seen that the variables, 'spouse of children', 'work days', 'work hours', 'help of children', 'stress busters', 'work pressure', 'additional benefits', 'hindrances', 'balance work life', 'customising work life balance', have got standard variation skewed with mean differences.



— Synaptic Weight > 0
— Synaptic Weight < 0



Hidden layer activation function: Hyperbolic tangent

Output layer activation function: Softmax

From the above multi-layer perception, it is discerned that the synaptic weight for the referred variables under hypothesis is less than '0'. The multilayer perception uses batch of data which updates synaptic weights only after passing all data records and also by minimising total error. As this study involves, the linearity of variables with one another, the extent to which they are correlated has been multi-layered. The cross entropy error between the variables is minimum scaling down the sum-of-squares error.

IV.CONCLUSION

Factors such as spouse of children', 'work days', 'work hours', 'help of children', 'stress busters', 'work pressure', 'additional benefits', 'hindrances', 'balance work life', customising work life balance' have been proved to have strong association between them and in a dimensional way, it is discerned that these variables contribute for the study. Further, the multi-layer perception has given a statistical stamping for considering causal effect of these variables in the study. spouse of children', 'work days', 'work hours', 'help of children', 'stress busters', 'work pressure', 'additional benefits', 'hindrances', 'balance work life', customising work life balance' have been analysed with their dimensional constructs and found to support the theory. In the changing situation too, the adaptability of these factors becomes easy due to their presence in every day of work life.

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