



“A STUDY ON THE IMPACT OF WORK LIFE BALANCE ON THE WELLBEING OF EMPLOYEES”

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➤ Abstract

This study is to attempt to identify the impact of work life balance on the wellbeing of employees. The main objective of this study is to know about to assess the impact of work life balance on the wellbeing of employees and of interference between work family conflict and family work conflict in organization and study family satisfaction, work satisfaction and psychological distress signifies influence on employee's wellbeing in organization. Research design used is descriptive in nature. Data collected for this study is by questionnaire method. A sample of 100 respondents were selected through a simple random sampling method.

Keywords- Work life balance, Work family conflict, work satisfaction, Psychological health, family satisfaction, Family work conflict.

➤ Introduction

A healthy work-life balance assumes great significance for working women particularly both, the family and the workplace. The dynamics of the work environment have exerted enormous pressure on working women as they need to cope with virtually two full time jobs. In the information economy mental stress has been identified as a significant economic and health problem, causing employees to do more in less time .The term 'Work-Life Balance' is recent in origin, as it was first used in UK and US in the late 1970s and 1980s. 16% of the U.S. workers reported difficulty balancing work and family. The findings were more prevalent among workers aged 30–44. Among occupations, a higher prevalence rate of work–family imbalance was found in legal occupations .In India, work-life balance plays a key role in employees' performance at work. Organizations have acknowledged this as an important factor in reducing the attrition rate. The survey was conducted among 585 Gen-Y individuals (millennials) across India.

➤ Literature Review

Andrea Gragnano, Silvia Simbula and Miglioretti, (1st February 2020) has conducted a research on “Work-life Balance: Weighing the importance of work-family and work-health balance” the work life balance has focused on mainly on the work and family domains. the aim of this study was to investigate the importance of other nonworking domains besides in the work life balance with a particular focus on health. This study involved 318 workers who completed an online questionnaire. the importance of the health domain in the work life balance and stresses that it is crucial to consider the specificity of different groups of workers when considering the work life balance. **Parkash Vir Khatri and Jyoti Behl (June 2013)** has conducted a research on “Impact of work life balance on performance of employees in organizations” the main aim of the study was to understand the meaning of work life balance in the context of employment relation. Sample size 175. This study only concentrated to identify a number of areas where improvement could be made and policies supporting flexible working arrangements could be further developed. **Issahaku John, Nkyi K. Anthony, Dramanu Y Bakari (June 2020)** has conducted a research on the impact of work life balance on the wellbeing of employees their differences in the University of Cape Coast. Descriptive survey method was adopted. Multi-stage sampling techniques were used to select a total 291 respondents from both the lecturing and administrative staff to respond to the questionnaire. The study also revealed that the work life balance of employees has a significant impact on employees’ wellbeing. Regression and independent sample t-test were used to analyse the data. **Koradia, Dr .Kavita (12 December 2017)** has conducted a research on study was the main purpose of the study was “psychological wellbeing and work life balance of working women- A correlational study” the sample consists of 200 working women (50 each) with the age 25-45 years of Pune city and sample was collected randomly through convenience sampling method. This study emphasizes the need to understand the necessity of the balance their work and life and keeping one self psychologically fit. **Chistian Wiradendi wolor, Destria Kurnianti, Siti Fatimah Zahra, S Martono (25th April 2020)** has conducted The research conducted on “the importance of work life balance on employee performance millennial generation in Indonesia” the purpose of this study is to look at various theories regarding the effect of the influence of work life balance strategies to improve the welfare of the organization and individual workers. This study used a qualitative method in systematic review.

➤ Research Objective

- To assess the impact of work life balance on the wellbeing of employees.
- To measure level of interference between work family conflict and family work conflict in organization.
- To study family satisfaction, work satisfaction and psychological distress signifies influence on employee’s wellbeing in organization.

➤ Research Methodology

Study aims to find out the impact of work life balance on the wellbeing of employees. The design of research that was selected for the project is “Descriptive or survey design”. primary data was collected through questionnaires. The data gathered through survey with open ended question, close ended questions and sample size is 100. The frequency and reliability test were used to analyse the data. Cross tabulation and chi-square have been used for research analysis.

➤ Data Analysis & Interpretation

The results of the finding of the data analysed from the questionnaire. The data was analysed on the basis of research objective and questionnaire items using statistical tools, to generate frequency distribution tables, reliability test, cross tabulation and chi- square.

➤ Hypothesis Development

On the basis of the impact of work life balance on the wellbeing of employees, the following hypotheses are developed:

Ho1: There is no significant relationship between on flexible time for part time work, roistered hours to employees work life. On age and education qualifications.

Ho2: There is no significant relationship between compressed work week on age and education qualifications.

Ho3: there is no significant relationship between flexible with telecommuting to work from home on age and education qualifications.

Ho4: There is no significant relationship between work-related activities on age and education qualifications.

➤ Finding of the study

Reliability statistics

Table: 1 Reliability statistics

Cronbach alpha	No. of items
.667	29

Reliability Analysis: Reliability test was carried out by using SPSS software and the reliability test measure given below: Cronbach’s alpha: .667, the standard value is at 0.5 but over here it’s highly reliable, so all the questions were found reliable.

➤ Demographic Profile

Table: 2 Demographic profile of the respondents

Demographic Variable		Frequency	Percentage
Gender	Male	90	90.0
	Female	10	10.0
Age	23-35	31	30.0
	36-45	43	42.0
	46-55	17	17.0
	Above 55	9	9.0
Education Qualifications	H.S.C	12	12.0
	Graduate	40	40.0
	Post graduate	39	39.0
	Above P.G	9	9.0
Marital Status	Married	1	1.0
	Unmarried	32	31.7
	Other specific	2	2.0
Salary	15,000-20,000	15	15.0
	20,000-25,000	33	33.0
	25,000-30,000	33	33.0
	30,000-Above	19	19.0

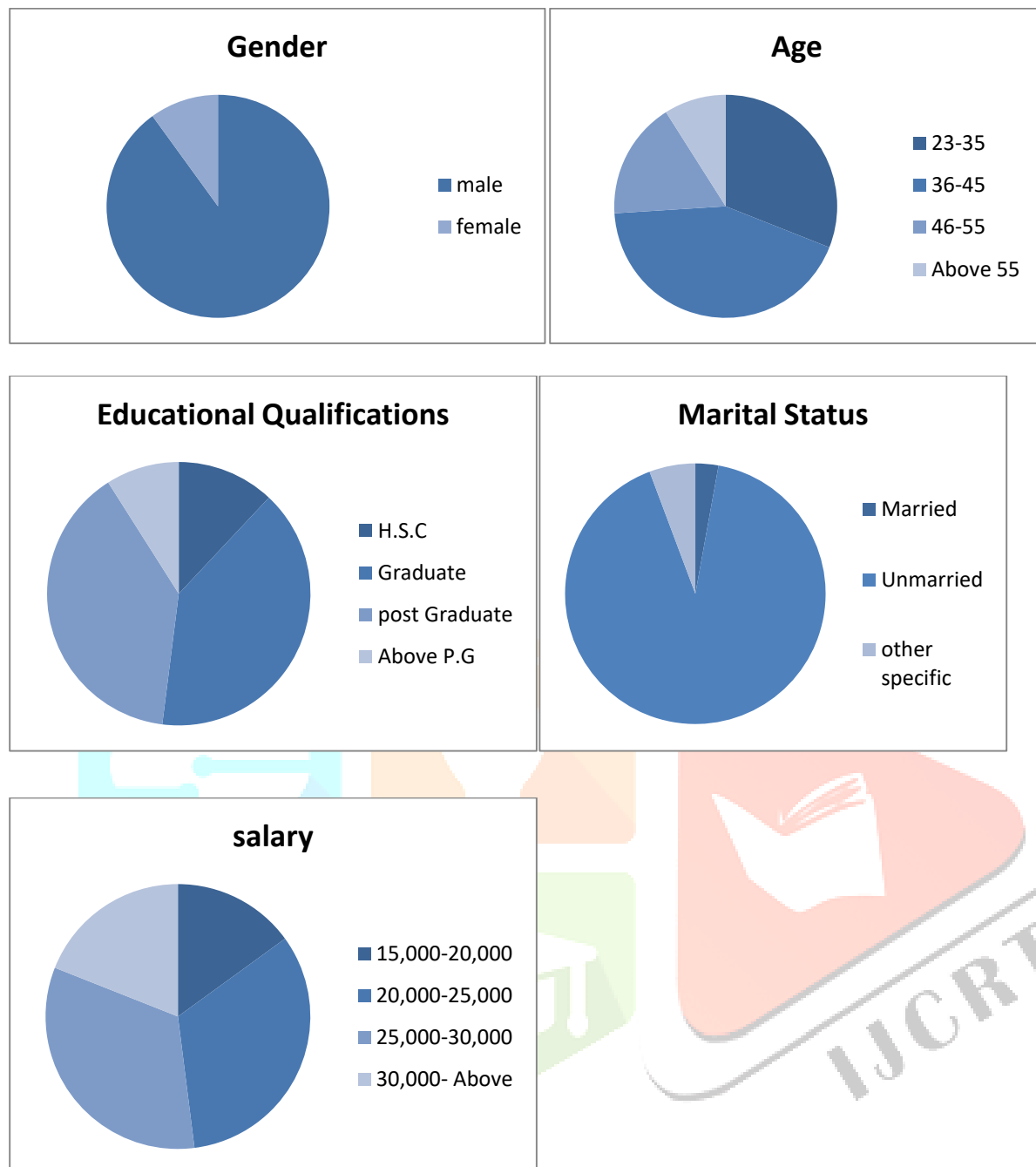
➤ **Graphs**

Table No 2 displays the demographic information gathered from the respondents in the form of various graphs. According to the study, 90% of employees are male and 10% are female employees. Study shows that majority (31%) of respondent are from the age group of 23-35, (43%) respondent are from the age group of 36-45, (17%) of respondent are from the age group of 46-55 and (9%) from the age group of 55 above years. Aside from that, 12 percent of its employees have a HSC, 40% of graduate, 39% of respondent did post graduate and 9% of respondent did above PG so, it can be interpreted that majority of the respondent are in Graduate. In terms of marital status, the 21% are married and majority employees are unmarried and other specific.

Chi-square test

Table No: 3 Test with age

		value	df	Sig.	Accepted/ Rejected
flexible time for part time work	Pearson Chi-square	27.482 ^a	12	.007	Rejected
compressed work	Pearson Chi-square	14.175 ^a	12	.290	Rejected
flexible with telecommuting to work from home	Pearson Chi-square	10.678 ^a	12	.557	Rejected
The demands of my work interfere with my home and family life	Pearson Chi-square	11.965 ^a	12	.448	Rejected

Here from table it is observed that the significance test value for flexible time for part time work, compressed work, flexible with telecommuting to work from home, work interfere with home family life greater than significance level 0.05 hence null hypothesis rejected which suggests that there is no significance relationship with age.

Table No: 4 Test with Education Qualifications

		value	df	Sig.	Accepted/ Rejected
flexible time for part time work	Pearson Chi-square	15.376 ^a	15	.425	Rejected
compressed work week	Pearson Chi-square	14.841 ^a	15	.463	Rejected
flexible with telecommuting to work from home	Pearson Chi-square	14.528 ^a	15	.486	Rejected
The demands of my work interfere with my home and family life	Pearson Chi-square	21.177 ^a	15	.131	Rejected

Here from table it is observed that the significance test value for flexible time for part time work, compressed work, flexible with telecommuting to work from home, work interfere with home family life greater than significance level 0.05 hence null hypothesis rejected which suggests that there is no significance relationship with age.

➤ **Finding**

- Respondents are available with age on flexible time for part time work, roistered hours to employees work life.
- Respondents are satisfied with the work life balance, family work conflict, work family conflict, family satisfied, work satisfaction, psychological health.
- Respondents are strongly satisfied with happy with there work.

➤ **Recommendation**

- The company should provide better and adequate training program and health care benefits.
- The company should improve working condition so it would not affect employee's health.
- The company should provide proper incentives and should provide bonus as per the work.
- The company should give reward and praise to motivate employees to do work.

➤ **Conclusion**

Research shows that an improper work life balance brings change in the behaviour of person and also affects his health as the stress increases. The company tries to help their workers to have a good work. Balance through reducing and delegating the work and responsibility.

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