Research Article

A Simple Analysis of Factors Affecting Work-Life Balance among Employees

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Abstract

Work-life is commonly referred to as work and family. To balance between the family responsibilities and work responsibilities has become a challenge for the people in many professions. A descriptive research design is undertaken by the researcher to highlight the characteristic and significance of various parameters used in the study. The researcher used the research design to collect information from existing and potential employees. The researcher used the stratified disproportionate random sampling technique. The reliability test was conducted for the study. The Cronbach's alpha value is 0.754. The major findings are Employees taking a lot of time off to deal with 'emergencies' involving children or other dependents. High levels of employee stress and high rates of absenteeism or staff sickness was noticed. Flexible work arrangements offer flexible working hours, remote work options, or compressed workweeks to provide employees with more control over their schedules. Foster a culture that values work-life balance and encourages employees to disconnect from work outside of their regular hours.

Keywords: Work-life balance, support from family, working condition, job satisfaction, organizational goals.

Introduction

Work-life is commonly referred to as work and family. To balance between the family responsibilities and work responsibilities has become a challenge for the people in many professions. Felstead *et al.* (2002) defined the work life balance (WLB) strategies as those strategies which enhances the independence of employees in coordinating with the work and non-work aspects of their lives. Employees expect from their employers to address their need of work life conflict. There is a dire need that organizations adopt such human resource policies and strategies that could accommodate the work and life needs simultaneously to lessen the work and family role strain. Russell and Bowman (2000) asserted that the issue of work/ life balance is gaining an increasing attention by the employees related to all organizations and managing the conflict between work demands and family responsibilities have become a serious challenge for organizations. Strain between work and family roles is a common experience among university employees. According to the study of Anderson, Morgan and Wilson (2002), university employees reported higher dissatisfaction with the work- family life than corporate employees which lead to stress and cause harm to the psychological wellbeing of the employees thus affecting their job performance negatively.

Work and family role strain reduces worker's productivity and increases turnover and absenteeism of the employees. More importantly; however, the majority of academics felt dissatisfaction with their institutions and complained that their institutes do little to help employees to achieve a fair balance between their work and family lives. In Australia, Wine field et al. (2003) found that the majority of academics complained about the conflict between work and home commitments. The present study aims to explore the factors that affect work life balance of the teachers of the public and private universities of Pakistan, and to find out the major determinants of work and family role strain among university faculty.

Xiaoxia (2019) conducted a study on work life balance among employee conducted among the hospitality and tourism entrepreneurs to analyze their work-life balance pattern. Many of the entrepreneurs shifted to the business area. Leaving their family in the city and having business in some other area really has a psychological impact. Though they are happy with their work by balancing the work and life by having trustable employees. They have appointed close relatives and friends as the authorities. By the way, business is not the work but it's a life-style.

Those who can manage this life-style positively can have greater benefits than running his/her life as an employee in an organization. The study discusses about the boundary management tactics of lifestyle entrepreneurs. The tactics are a) temporal, b) physical, c) psychological tactics. Chunta (2020) conducted a study among the nurse leaders to evaluate the barriers of joy in workplace and work-life balance. The study suggested implementing IHI's four step model to measure the barrier factors of job in work place. Nurses have to maintain and manage a complex role on a daily basis. They have varied responsibilities such as managing the staff, coordinating the staff, managing patient, managing family roles, meeting the expectations of the organization and enhancing productivity and outcomes. IHI's four step model addresses the first step with two questions a)'what matters to you' b)'state your work-role purpose?'. This is the question to realize the short term and long-term goals. This will help the employee to move favourably beyond the obstacles. Step two is identifying the barriers related to workplace joy. Prioritizing the job and making the surrounding with likeminded subjective and objects will make a difference in work place. The third step is to set framework to make changes. The changes can't be made immediately and rapidly. The changes should be planned carefully and technically possible means. The proper time management and pre-planning on daily work basis will definitely help to balance work-life efficiently. The fourth measure is to measure the outcome. Self-care is the most important factor for the self-management. Those who pose the capability of self-manage, they move with the good level of work-life balance.

Narayanan and Savarimuthu (2013), the study on work life balance among employee, stated that for working women professionals in IT companies in India work – family conflict increased with increase in job involvement. This was specifically true for working mothers who had children between 6 – 10 years of age, as their job involvement increased it led to increase in work family conflict. Such working mother could manage their work life balance with the support from family members such as spouse, their parents, in laws and extended family members. They required the support of the family members and the colleagues to manage problems related to work–family conflict. It has been seen that as the child of the working mother grows up, she is keen to take on more responsibility at work and has a high level of job involvement. This also leads to the conclusion that work – life balance of women employees gets affected depending on the life stage of the children, which decides the level of overall work life balance. Saravanan and Dharani (2014) in their study on work life balance among employee are reported that they have observed work life balance in employees working at schools.

Women employees were found to experience better work life balance in comparison to their male counterparts. Women school teachers fulfilled the expectation of their superiors, worked for more hours, took work back home, had more social support for their job and had better coping abilities than the male school teachers. On the other hand, male school teachers liked the type of work and could meet deadlines and schedules much better in comparison to female school teachers. Therefore, we can see that both the male and the female school teachers differ with respect to the factors that influence work life balance. Ability to manage interpersonal relationships, travel requirements, training by employer, limited social contacts, life events which are demanding and social responsibilities are few factors which did not affect the impact on work life balance for school teachers.

Significance of the study

A good work-life balance can enable staff to feel more in control of their working life and lead to increased productivity, fewer instances of sickness and absenteeism. a happier, less stressed workforce. Work-life balance includes a balance between work and personal life that both bring satisfaction to the individual. The dilemma for employees that occurs today is that when they compete for work demands, there is an abundance of negative effects on the work-life balance of employees ranging from increased stress, work fatigue, disruption of family and work relationships. Balancing the demands of employee work and family life is very difficult. This can trigger stress or decrease employee productivity and welfare. In this case, the work-life balance must be considered to allocate available resources such as time, thought and work wisely among the personal lives of the employees themselves. The results of their research and efforts can help to improve organization effectiveness and employee well-being, allowing both employees and employers to thrive. The present study is aimed with the following objectives.

- To highlight the level of working condition and job satisfaction
- To determine the level of job performance and commitment
- To analyze the existing organizational goals and commitment
- To understand the overall work-life balance

Materials and methods

Research design: A descriptive research design is undertaken by the researcher to highlight the characteristic and significance of various parameters used in the study. The researcher used the research design to collect information from existing and potential employees.

The research design is aimed at discovering how employees think, act or feel in a specific way about the work-life balance and to denote the various inferences.

Universe and Sampling: The total population of industry consists of 3000 respondents. The researcher used the stratified disproportionate random sampling technique and the follow strata were drawn (Table 1).

Table 1. Universe and sampling.

Departments	No. of Respondents	Percent
Production	19	27
Quality Assurance	22	32
Quality Control	20	28
HR	9	13
Total	70	100.0

Tools of data collection: This tool includes the following dimensions Work-life balance, Support from family, working condition & job satisfaction, job performance and commitment, Organizational goals and commitment. The researcher has used Likert scale in this research. This scale is used as rating system to measure the opinions, attitude and perception of the respondents towards work-life balance among employees. The reliability test was conducted for the study. The Cronbach's alpha value 0.754

Results and discussion

From the Table 2, it shows that more than half (52.9%) of the respondent are experienced low working condition and job satisfaction. Less than half (47.1%) of the respondent denoted high working condition and job satisfaction. This may be due to inadequate working condition and low wages in the organization.

Table 2. Distribution of respondents based on their dimension of working condition and job satisfaction.

Working condition and job satisfaction	Frequency	Percent
Low	37	52.9
High	33	47.1
Total	70	100.0

The Table 3 states that majority (60%) of the respondent are having low job performance and commitment towards work. Less than one third (40.0%) of the respondent having high job performance and commitments towards their work. Thus, majority are from low job performance and commitment towards work, this may be due to the fact that there is a poor work culture and working environment existing in the organization. From the Table 4, majority (65.7%) of the respondent are having low organizational goals and commitments. Less than one third (34.3%) of the respondents are having high organizational goal and commitments in their work. This enables us to industrial

that majority are having low organizational goals and commitment, because there is lack of focus and discipline in the organization.

Table 3. Distribution of respondents based on their dimension of job performance and commitment.

Job performance and commitment	Frequency	Percent
Low	42	60.0
High	28	40.0
Total	70	100.0

Table 4. Distribution of respondents based on their dimension of organizational goals and commitment.

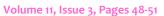| Organizational goals and commitment	Frequency	Percent
Low	46	65.7
High	24	34.3
Total	70	100.0

Table 5. Distribution of respondents based on their overall work life balance.

Overall work life balance and its impact	Frequency	Percent
Low	39	55.7
High	31	44.3
Total	70	100.0

The given Table 5 states that more than half (55.7%) of the respondents are having low level of impact with regard to their work life balance. More than two-fifth (44.3%) of the respondents were having high level of impact towards work life balance. Thus, we can understand that a significant number of employees were inferring a negligible inference towards their work life existing in the organization. This may be due to the fact that the respondents felt that there is no flexibility with regard to their working hours, low wages in the organization, poor working culture and lack of focus which have resulted as the reasons for low work life balance in the organization.

Suggestions

Improving work-life balance among employees is crucial for their wellbeing, productivity, and overall job satisfaction. Here are some suggestions to help achieve a better work-life balance in the workplace. Flexible work arrangements Offer flexible working hours, remote work options, or compressed workweeks to provide employees with more control over their schedules. Encourage time management provide training and resources to help employees better manage their time and prioritize their workload. Foster a positive workplace culture fosters a culture that values work-life balance and encourages employees to disconnect from work outside of their regular hours. Set realistic expectations for workloads and deadlines to avoid overwhelming employees with excessive work demands. Provide Support: Provide employees with access to counseling, wellness programs, or other resources to help

them cope with stress and maintain a healthy work-life balance. By implementing these suggestions, employers can create a workplace culture that prioritizes the wellbeing of their employees and supports them in achieving a healthy work-life balance.

Conclusion

Work-life balance is essential for the overall well-being and productivity of employees. It involves finding the right balance between work, family, and personal life. By achieving this balance, employees can enjoy a healthy and fulfilling life outside of work, which can lead to increased job satisfaction, reduced stress and burnout, improved mental and physical health, and ultimately better work performance. Employers can play a crucial role in promoting work-life balance among their employees by offering flexible work arrangements, such as telecommuting, flexible scheduling, and job-sharing. Employers can also encourage employees to take breaks and use their vacation time, provide resources for stress management and mental health support, and create a positive workplace culture that values work-life balance. Ultimately, work-life balance is a shared responsibility between employers and employees. Employees must prioritize their personal time and set boundaries to protect it, while employers must provide a supportive work environment that allows employees to balance their work and personal lives effectively.

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