

Work Life Balance among Medium Size Industrialized Employees

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Abstract

It is very difficult to sail a ship by standing on either end of the ship. In order to sail smoothly it is very important to dive the ship with balance in the same manner so as to have a peaceful life it's inevitable to hold a stable adjustment among personal and professional commitments. Dealing with the personnel' personal and professional constraints without showcasing any unfavorable impacts over the work inputs and overall output stays a task for the HR professionals in the industrialized sector. Initiatives targeted in this direction of dealing with this challenge ended up in the creation and implementation of WLB policies in industrialized industries. Still benefits of the WLB policies to address the personnel work-life pressures and conduct continue to be a problem to be addressed. This paper attempts to focus over the conceptualization of WLB based on detailed literature provided on the same also how it is practiced in industrialized firms. The cause of the study is to state as to how work-life stability projects and procedures could be referred to as core human aid organizations selections that are converted into enhanced man or woman as well as firms' output. Human resource is inevitably great for society and for the employer. The work-lifestyles stability is a sensitive equilibrium which is important because of its stage of significance. It's far established that there may be more than a few of things that impacts the touchy equilibrium between work and life. Such factors are located as a variable for the chosen region of look at with the goal to examine the variables to signify better ways and method to manage WLB is attempted through the researchers.

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1. Introduction

"Never get so busy making a living that you forget to make a life."

Priorities and happiness are those inevitable factors of life that need to be handled with due care and diligence. Assigning importance to these factors as well as maintaining a subtle balance between the two factors is really difficult. An individual play and portrays numerous roles in one single life and it is very complicated for anyone to maintain proper stability among the various duties that he performs in his one single life. Work life balance is essentially what makes a selected man or woman feel fair enough during portraying various characters in life such as an employee at firm, a husband at home and several other capacities in which he acts.

If an individual feel happy just by satisfying himself and his needs without bothering others and their demands then the situation is stable but. In case an individual is bothered about what others are feeling not executing any of his responsibilities then he is taken to be unstable. Henceforth the stability is dependent on a character as to how he performs the different allocated to him through the task in addition to society.

"Work-life balance (WLB)" conceived its inception in the year 1986, despite the fact that it was a common term of daily usage since a long time. Apparently, the sessions for work/life were witnesses frequently since the 1930s. The regulations and protocols hooked up by means of an enterprise with the idea to help their employees work efficiently and perform their jobs and subsequently also provide flexibility and create

quality time to handle personal issues or troubles in context of their family and the concerned issues. The dual-wage-earning households are the actual sufferers as there is no one on the other side to regulate or maintain the sustenance. The above-mentioned concept is actually said to exist or coexist only when the conduct at work and proper functioning of family with least or no conflict of position takes place. Consequently, the incompatibility between the requisites of work and personal life deliver result in an upward push to war and henceforth, people experience a loss of WLB. Individuals of the present generation lay more interest in maintaining proper WLB in contrast to their earlier generations. Regardless of which, actual degree of balance is far less than what was expected and planned prior. In fact, researches after a detailed analysis come around to the conclusion that the present day competition forces the individuals to work so hard that most of their time gets stuck to the work and miss the

work life balance that actually is required for maintaining cohesive and peaceful balance between the two important cores of any individual.

Businesses have realized the significance of WLB in context with the capacity and innovation of personnel. Employers resource out certain amenities such as weekly team outings to maintain the social interaction between the peer group, flexible working hours to suit the employee requirements of WLB, day care centers and hospitals etc., so as to encourage personnel to associate effectively. The motivated personnel become attached, committed, inclined to put their extra efforts to the desired results to be achieved.

Employees held up with work face the signs of strain and pressure. When someone don't get sufficient time to rejuvenate themselves, their capability to meet targets reduces also the overall output stage suffer. Henceforth, its crucial to inspire employees to assign some time for themselves. Developing an agenda which lets in someone to play sports that makes them happy will result in making their terms better with their family and circle of relatives' contributors. As soon as the time to paintings is over the man or woman desires to turn off from work pressures. The stated pattern of stability isn't smooth to gain due to the fact there'll be individuals those who need to put up desires over a period of time. Humans need to understand that it's fine to disagree and simplest the manner to tackle added responsibilities provided it might be crucial.

These days, the work life balance is everyone's concern working and having a personal life is inevitable for any individual and one cannot escape from both whether one will be able to balance it or not. And in order to face this sizzling reality every person has to be accustomed to the components of living life in a stable manner. The intention of this study is to check the contemporary applicable literature and advantage perception at consequences of diverse concepts like firms assist, gender inequality, place of job pressure and focus on WLB also discover support which assist in moving closer to

equilibrium and future regions on which further studies are required.

1. To familiarize with the concepts of WLB and implementation.
2. Understand the importance of WLB in industrialized concerns.
3. To evaluate the factors that influence and maintain the WLB.
4. To recommend possible measures ensuring successful implementation of WLB policies at production concerns.

2. Problem Statement

Authorities and their personnel in most of the firms attempt to reap desires of enterprise. Personnel require expertise, capabilities, job satisfaction, superior and colleagues help to meet the obligations successfully. In the current period the industrialized concerns demand performance and therefore groups cross more miles to obtain the benchmark performance. On the grounds that personnel need to work on their personal and professional commitments, most instances both in all them will overtake the other one main too unstable their own work and family commitments. The study tries to sort out the status of WLB and implementation at industrialized concerns.

3. Proposed Literature

Concept of "Work-family balance" is substituted by "work-life balance" due to changes and modifications of the invent (Hudson Resourcing, 2005). These kinds of changes occurred due to the realization of childcare from the personal responsibility to the personal commitments and it is enlarged to the next levels such as male, female, unmarried, married and parental category.

In the study "HR interventions for paintings-existence balance" said that paintings- existence balance is the concern difficulty for both studies information and the economic agency leaders inside the context of technological, demographic and organizational adjustments applicable to it. They have unique the limits that the HR managers come upon at some point of the implementation of the regulations for making sure and retaining the paintings existence stability for employees. They endorse that the companies need to located into effect work-life stability regulations and encompass then organizational lifestyle that guarantees worker self-discipline and productiveness.

Studies reveal the fact that the worker's who've manipulate over their operating environment will be inclined to go through relatively tons less strain related fitness troubles encountered due the paintings existence instability. Global work-existence stability as well as consulting commercial enterprise i.e. CEO of worklifebalance.com expressed that

“Work- lifestyles balance is full-size achievement and leisure in normal life”. Additionally, he considers that in order to grab efficient art work-family stability, absolutely everyone ought to artwork smarter to get the benefits quicker. The actual way how the employers can facilitate paintings- existence balance occur is through permitting work existence practices that ease the operating for employees like flexible working hours discount in working hours such that they get sufficient time with their respective families. Kenexa Research Institute (2007) indicated that the ones favorable personnel effect highly assist the business organization’s efforts which results more wonderful results for the organization which proposes a readiness and achievement for the regular mission pleasure.

Work subjective stressors are related to strategies in which personnel conflict with the organizational inner and outside environment because of the factor effects that get up due issues that arise due to the wrong and in enough venture of belongings required to satisfy the legit and personal commitments. (Zheng et.al 2016). Employee’s talents exceed work expectations, these are the critical factors liable for art work stressors rise up. Mental and physical fatigue is in additional results which are associated with work desires which are greater than what human beings can provide. Numerous researches were aimed on work pressures and resulted that completed on work pressures (Repetti, 2017, Lamb, 2016 and Cardon, 2015). Job pressures as sports activities that stimulate traces on the side of anxiety, exhaustion, and despair Jex (1998).

Hymans &Summers (2004) determined numerous problems related to actual execution of labor-lifestyles stability which incorporates differences inside the manner of adoption during specific sectors and corporations, absence of business enterprise of tactics at the firm stage, constricted employee opinion, number one interest on business organization goals other than personnel, visible and invisible paintings hurdles in own family existence. Eventually, domestic obligations are the responsibility of ladies in spite of their employment status popularity and nature. The author proposed redecorate happens to be a want to investigate each art work-lifestyles balance and dating among work & lifestyles. This implies modern-day work pattern stability strategies are uncreative phrases of meeting targets & dreams of personnel. In present day 365 days' Murphy &Doherty (2011) decided that it isn't always viable to diploma art work-life stability in an absolute way, due

to the truth private times have an effect at the manner that is perceived. Long jogging hours and presenters shape “a part of venture” even welcoming characteristic at a greater degree. Though, the current era has provided help to a greater degree via insisting seniors to be available as an alternative of having to be gift within the office Long walking hours and distinctly traumatic jobs no longer only avoid employees’ functionality to harmonize art work and own family existence however also are associated with health risks, including prolonged smoking and alcohol intake, weight advantage and depression. The art work-lifestyles war has been associated with numerous bodily and intellectual fitness implications. In step with a 2007 have a look at with the aid of using manner of Duxbury and Higgins, ladies are much more likely than guys to record excessive stages of feature overload and caregiver strain. This is due to the reality girls devote greater hours in step with week than men to non-paintings sports sports which include childcare, elder care and are much more likely to have primary responsibility for unpaid hard work which embody domestic work. Furthermore, unique researches show that women moreover revel in a whole lot much less spousal help for his or her careers than their male opposite numbers. Despite the reality that ladies file better degrees of labor- circle of relative’s warfare than do men, the numbers of labor-life conflict said via men is growing. The work-lifestyles warfare has terrible Implications on the circle of relative’s lifestyles.

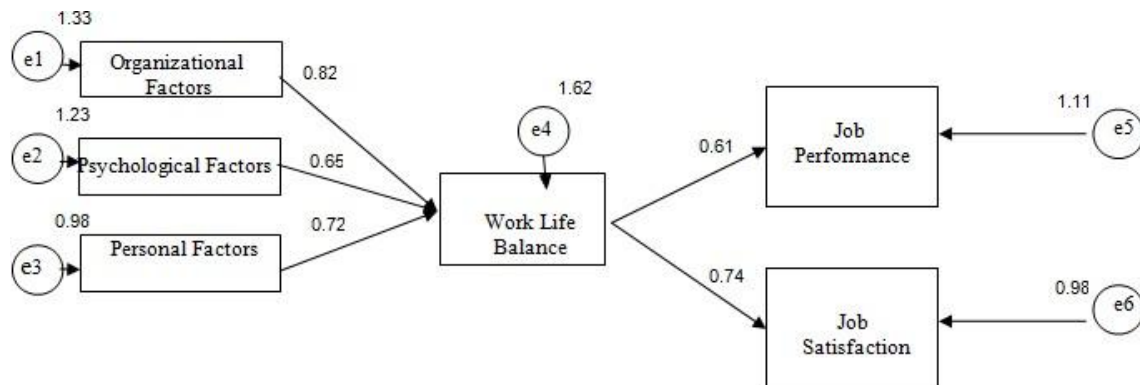
4. Research Methodology

For the conduct of this study, workers those who are in MSME were selected as a target population on a random sampling basis. At 95% confidence level and 0.035 margin of error, Sekaran and Bougie (2010) table results 778 as a sample size. Structured survey used for gathering the answer from the respondents.

5. Analysis and Interpretation

Work Life Balance of the following diagram shows connection among dependent variables and independent factors. From the analysis the researcher expressed that, all the independent factors such as Organizational Factors, Psychological factors and Personal factors positively associated to job performance and job satisfaction.

Fig.1: Path analysis



Tab. 1: Expressed results from the path analysis

Factor loadings between dependent and independent factors			Estimation of Beta value	C.R.	P
Organizational Factors	--->	Work Life Balance	0.82	5.399	***
Psychological factors	--->	Work Life Balance	0.65	6.377	***
Personal factors	--->	Work Life Balance	0.72	7.625	.032
Work Life Balance	--->	Job performance	0.61	5.114	***
Work Life Balance	--->	Job satisfaction	0.74	5.675	***

Figure 1, expressed the standardized model centered on the three independent factors Organizational Factors, Psychological factors and Personal factors reveals the connection with Work life balance. Chart 1 represents results of Covariance relationship estimate among impartial variables, stylish variable and mediating variable. The imperative worth, which is greater than 1.96, is viewed to be colossal (David Garson, 2016). The imperative worth of independent variables Organizational Factors (5.399), Psychological factors (6.377), Personal factors (7.625) have a positive impact on WLB. WLB has a prominent association with job accomplishment (5.114) and Job Satisfaction (5.675).

6. Recommendations

1. The industrialized concerns due to their constant working hours owing to their continuous production requirements need to work on framing the timing for the shifts in a manner that they can handle their family and work requirements.
2. Organizations need to ensure that their personnel are efficiently addressing their work and family pressures without any struggle by having regular sessions with the employees as a means of giving them an opportunity to address their issues.
3. There must be due communication of all the policies or initiatives that the firm takes up for the benefit of the employees.

4. Activities like weekend team outings with family, get together, team lunch etc should be planned frequently.
5. The business enterprise ought to enhance and invent the methods to address the personnel with multiple wishes which must be the indispensable to center enterprise however no longer the optional.
6. Organizations may want to facilitate the swapping of shift exercises so as to assist facilitate work-life worries of the personnel.
7. Employees want need to be more privy to work-life commitments and also strive towards their achievement.
8. Industrialized concerns can motivate the employees by rewarding them for their performance at work. Stress less and a pleasant work environment can induce them to focus on the personal life with much less efforts.

7. Conclusion

Owing to the present-day world of stiff competition the idea of WLB has turned out into an inevitable requirement for any personnel survival & sustenance. The importance becomes even more relevant when it is analyzed with reference to industrialized concern. This is because of the fact that industrialized firms have tedious schedules due to their

continuous working hours and demand for continuous production and output requirements. The struggle of meeting this work desires poses several challenges to the employees to address family life and commitments. Henceforth usage of WLB strategies ought to be addressed on a regular basis at frequent intervals. Enforcement of work-life balance applications provides each person and professional advantages. Proper professional and personal life applications provide balanced dating among worker and agency for parallel advantages. Personnel comparatively capable of balancing needs towards their side are gladder. Consequently higher output is delivered. Similar facilities as well assist firms in branding and are prevailing as sustenance factors.

Work-life balance is a measuring yard to assess the job satisfaction in an organization. It facilitates to know how work and life constitute to be those two crucial aspects of existence which are supposed to be balanced via various strategic interventions. Struggling among personal and professional lives employees tend to underperform. Consequently to strike stability is essential at the part of the personnel so that it will accomplish the dreams of the business enterprise and be an asset to the enterprise. Role overload and role interference can be prevented through function sequencing, position prioritizing and role converting. Work life balances practices need to be employee-pleasant in order that personnel feel more encouraged and enjoy a family-friendly environment even at places of work.

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