

A Study on Work and Non-work Related Factors Influencing Work Life Integration among Employees of Manufacturing Firms in Chennai

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Abstract

With individuals getting less time to deal with their personal issues and matters, it could in turn lead to non-work related burnout which ultimately would lead to nonwork related stress. Thus there is a need to analyse how work-family integration could be achieved by ensuring a proper balance between work and life. This study tries to know the work related strain and nonwork related strain influencing work life integration, understand the role of work related burnout and nonwork related burnout influencing work life integration and know the role of work related mental stress and nonwork related mental stress influencing work life integration. This study attempts to study the work and non-work related factors which influence such work life integration among employees of manufacturing firms..

Keywords: Work and non-work related factors, work life integration, stress, strain and burnout

INTRODUCTION

In today's dynamic world work has become an important part of every life.. However is becoming more and more complex thereby requiring individuals to devote more time in sorting our pressing work related issues which ultimately results in reduction of time spent on personal life. Thus there is a need to focus more attention in analysing the work related roles in order to have a thorough understanding of demands placed by a role on an individual.

With individuals getting less time to deal with their personal issues and matters, it could in turn lead to non-work related burnout which ultimately would lead to nonwork related stress. Thus there is a need to analyse how work-family integration could be achieved by ensuring a proper balancebetween work and life. This of course would require an interplay with work on one hand

and family on the other instead of viewing them as as two different unrelated aspects of an employee's life. Thus to have effective work life balance there would be a need to have attention given to both the psychological and social dimensions in order to understand the true need for such balancing.

REVIEW OF LITERATURE

According to Greenhaus et al. (2003) worklife integration is the level to which every individual is satisfied to the same level with both the work and family roles on account of being equally engaged in both spheres of life. Marks and MacDermid (1996) and Greenhaus, et al. have an opinion which believes that balance which is an inter-role aspect depends upon three important elements namely time (i.e. equal time between the two different roles namely work and family, involvement which refers to the psychological

involvement in the two roles played by individuals and satisfaction gained which needs to be same with respect to the two roles.

With respect to the current research carried out with respect to work life integration it can be seen that it attempts to carry out an examination of the conflict that arises in attempting to balance the two roles played by an individual namely the work related role and the personal related role. In this context the results have shown that there could either be a negative interaction between work and life or it could be a case of enrichment wherein there is an enriching interaction with respect to both work and life which brings about harmony.

NEED FOR THE STUDY

Work life integration has gained much importance in recent years as it helps the organisation and the individual in question. However to ensure that there is proper balance between work and life organisations need to ensure that the employees abide by the rules set. If employees are given the option to have a say with respect to their hours of work, it may become necessary for their superiors to clearly spell out their expectations with respect to work to be done. Thus this may necessitate goal to be set in order to ensure that every employee is aware of what is expected from him at work.

OBJECTIVES OF THE STUDY

- To know the work related strain and nonwork related strain influencing work life integration.
- To understand the influence of work related burnout and nonwork related burnout influencing work life integration.
- To know the influence of work related mental stress and nonwork related mental stress influencing work life integration.

METHODOLOGY

The research design is descriptive in nature. The tool used to collect primary data is a questionnaire which has been validated by testing with the calculation of Cronbach's Alpha which was found to be 0.814 with the help of SPSS 16. The sample size was limited to 250 respondents chosen from manufacturing firms operating in Chennai and was based on convenience.

DATA ANALYSIS

ANOVA

Null Hypothesis: *There is no significant difference between age and variables influencing work life integration*

Table 1 : ANOVA for significant difference between age and variables influencing work life integration

Variables of work life integration	Age Group in years				F value	P value
	Below 25	26 - 30	31 - 35	Above 35		
Work Related Strain	74.43 (13.92)	87.71 (12.44)	87.61 (9.30)	90.84 (13.12)	4.843	<0.001**
Nonwork Related Strain	36.91 (9.34)	47.22 (8.61)	49.74 (6.72)	50.84 (7.46)	6.302	<0.001**
Work related burnout	39.80 (6.78)	42.51 (6.13)	43.61 (5.32)	45.54 (6.32)	6.913	<0.001**
Work related mental stress	22.24 (7.14)	26.12 (6.25)	27.00 (5.34)	28.86 (4.47)	17.052	<0.001**

Nonwork related burnout	35.24 (11.54)	42.17 (9.86)	43.23 (8.02)	44.07 (11.03)	10.291	<0.001**
Nonwork related stress	26.88 (6.62)	26.35 (4.84)	25.83 (5.42)	27.69 (5.37)	3.051	<0.001**
Work life integration	126.12 (26.54)	138.13 (24.73)	139.81 (18.85)	145.99 (22.46)	11.196	<0.001**

Note : () refers to SD

** denotes significance at 1%

Since hypothesis is not accepted it is proved that there is significant variation between age of respondents and opinion on variables influencing work life integration with respect to all the above factors. It is also obvious that those who are in the age bracket of more than 35 years have a higher level of agreement with respect to the variables influencing work life integration as compared to other age groups.

Null Hypothesis: *There is no significant difference between educational qualification and variables influencing work life integration*

Work related burnout	44.46 (6.17)	41.95 (6.21)	43.34 (6.86)	6.5 55	<0.00 1**
Work related mental stress	27.37 (5.82)	24.69 (6.34)	25.04 (6.47)	8.4 90	<0.00 1**
Nonwork related burnout	42.39 (9.93)	41.22 (11.22)	39.83 (10.65)	1.3 55	<0.00 1**
Nonwork related stress	27.04 (5.14)	25.18 (5.88)	26.39 (5.29)	4.8 61	<0.00 1**

Note : () refers to SD

**denotes significance at 1% level.

Table 2 : ANOVA for significant difference between educational qualification and variables influencing work life integration

Variables of work life integration	Educational Qualification			F value	P value
	Diploma	Graduate	Post Graduate		
Work Related Strain	88.86 (12.45)	86.18 (13.56)	85.04 (12.09)	2.475	<0.001**
Nonwork Related Strain	49.92 (7.74)	46.47 (8.57)	47.42 (8.67)	7.507	<0.001**

Since hypothesis is not accepted it is proved that there is significant variation between educational qualification and opinion on variables influencing work life integration with respect to all the above factors. It is also evident that lower the educational qualification higher, is the level of agreement with respect to the variables influencing work life integration.

Null Hypothesis: *There is no significant difference between designation of respondents and variables influencing work life integration*

Table 3 : ANOVA for significant difference between designation and variables influencing work life integration

Variables of work life	Designation	F value	P value
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integration	Senior Manager	Junior Manager	Executive		
Work Related Strain	91.04 (13.43)	88.54 (9.84)	84.23 (13.36)	12.201	0.003**
Nonwork Related Strain	51.12 (7.54)	51.09 (6.80)	46.44 (8.95)	15.411	<0.001**
Work related burnout	45.76 (6.33)	44.97 (5.86)	42.16 (6.35)	12.983	<0.001**
Work related mental stress	29.24 (4.34)	26.99 (5.21)	24.27 (6.99)	27.232	<0.001**
Nonwork related burnout	43.52 (11.16)	44.78 (8.22)	38.39 (10.09)	17.910	<0.001**
Nonwork related stress	27.76 (5.54)	26.41 (5.14)	25.86 (5.35)	4.921	<0.001**
Work life integration	146.22 (23.09)	142.13 (19.02)	130.59 (26.19)	18.161	<0.001**

Note : The value within bracket refers to SD

** Denotes significance at 1%

Since hypothesis is not accepted it is proved that there is significant variation between designation of respondents and opinion on variables influencing work life integration with respect to all the above factors. However, those who are at the senior level have a higher level of agreement with respect to the variables

influencing work life integration.

Null Hypothesis: There is no significant difference between monthly salary of respondents and variables influencing work life integration

Table 4.: ANOVA for significant difference between monthly salary and variables influencing work life integration

Variables of work life integration	Monthly Salary				F value	P value
	Below Rs. 30000	Rs. 30000-40000	Rs. 40,000-50000	Above Rs. 50000		
Work Related Strain	78.16 (12.68)	85.39 (11.68)	89.96 (14.17)	86.63 (11.65)	3.759	0.004**
Related Strain	49.68 (8.09)	46.08 (8.17)	50.29 (8.79)	59.61 (6.91)	5.853	<0.001**
Work related burnout	43.02 (5.65)	43.26 (6.19)	44.36 (6.89)	54.56 (6.32)	1.365	<0.001**
Work related mental stress	24.67 (6.39)	25.29 (6.42)	27.69 (5.99)	28.33 (5.44)	8.474	<0.001**
Nonwork related burnout	40.89 (9.19)	41.35 (10.49)	43.49 (9.89)	45.69 (11.36)	1.647	<0.001**

Nonwork related stress	27.49 (4.57)	25.77 (4.86)	26.17 (6.29)	29.76 (5.74)	2.181	<0.001**
Work life integration	136.09 (22.28)	135.65 (24.89)	141.62 (25.35)	144.44 (23.77)	1.907	<0.001**

Note : The value within bracket refers to SD

** Denotes significance at 1%

Since hypothesis is not accepted it is proved that there is significant variation between monthly salary of respondents and opinion on variables influencing work life integration with respect to all the above factors. However, those who are having a monthly salary of more than Rs. 50,000 per month have a higher level of agreement with respect to the variables influencing work life integration.

Null Hypothesis: There is no significant difference between total experience of respondents and variables influencing work life integration

Table 5 : ANOVA for significant difference between total experience in years and variables influencing Work Life Integration

Variables of work life integration	Total Experience				F value	P value
	Below 5	5-10	11-15	Above 15		
Work Related Strain	88.37 (12.39)	90.47 (13.44)	86.57 (12.88)	95.37 (11.57)	3.544	0.003**
Nonwork Related Strain	47.49 (8.74)	50.72 (8.56)	48.88 (7.16)	58.77 (7.26)	3.552	<0.001**
Work related burnout	43.38 (6.19)	45.52 (6.54)	42.68 (5.94)	53.57 (6.27)	4.551	<0.001**
Work related mental stress	24.69 (6.46)	28.49 (5.82)	26.18 (5.69)	37.57 (5.34)	9.569	<0.001**
Nonwork related burnout	40.09 (9.99)	45.58 (9.43)	41.33 (9.75)	50.46 (11.43)	7.693	<0.001**
Nonwork related stress	26.92 (5.15)	26.93 (5.05)	25.58 (5.89)	36.72 (5.52)	1.729	<0.001**
Work life integration	134.97 (25.28)	146.45 (23.08)	135.74 (22.556)	148.29 (23.78)	5.820	<0.001**

Note : The value within bracket refers to SD

** Denotes significance at 6

Since hypothesis is not accepted it is proved that there is significance difference between total experience of respondents and opinion on variables influencing work life integration with respect to all the above factors. However, those who are having a total experience of above 15 years have a higher level of agreement with respect to the variables influencing work life integration.

Table 6 : Correlation between work related and nonwork related variables

Variables	Work related burnout	Work related mental stress	Nonwork burnout	Nonwork related mental stress
Work related burnout	1	.783**	.686**	.681**
Work related mental stress		1	.671**	.583**
Nonwork related burnout			1	.678**
Nonwork related stress				1

Note : ** Denotes significance at 1%.

The relationship between work related burnout and work related stress shows a correlation level of 78.3% and is significant at 1% level. The relationship between work related mental stress and nonwork related mental stress is seen to be lowest at 58.3%.

Table 7 : Correlation between variables of work life integration

Variables	Work life integration
Work Related Strain	0.593**
Nonwork Related Strain	0.708**
Work related burnout	0.674**
Work related mental stress	0.711**
Nonwork related burnout	0.703**
Nonwork related stress	0.701**

Note : ** Denotes significance at 1%

The relationship between work related stress and work life integration is highest at 71.1%. The relationship between work related stress and work life integration is seen to be lowest at 59.3%.

FINDINGS OF THE STUDY

There is significant variation between age of respondents and opinion on variables influencing work life integration with respect to all the above factors. It is also obvious that those who are in the age group of above 35 years have a higher level of agreement with respect to the variables influencing work life integration as compared to other age groups.

There is significant variation between educational qualification and opinion on variables influencing work life integration with respect to all the above factors. It is also evident that lower the educational qualification higher is the level of agreement with respect to the variables influencing work life integration.

There is significant variation between designation of respondents and opinion on variables influencing work life integration with respect to all the above factors. However, those who are at the senior level have a higher level of agreement with respect to the variables influencing work life integration.

There is significant variation between monthly salary of respondents and opinion on variables influencing work life integration with respect to all the above factors. However, those who are having a monthly salary of more than Rs. 45,000 per month have a higher level of agreement with respect to the variables influencing work life integration.

There is significant variation between total experience of respondents and opinion on variables influencing work life integration with respect to all the above factors. However, those who are having a total experience of above 15 years have a higher level of agreement with respect to the variables influencing work life integration.

The relationship between work related burnout and work related stress is seen to be highest at 0.783, which indicate 78.3 percentage positive relationships between work related burnout and work related stress and the relationship between work related mental stress and nonwork related mental stress is seen to be lowest at 0.583, which indicate 58.3 percentage positive relationships between work related mental stress and nonwork related mental stress.

The relationship between work related stress and work life integration is highest at 0.711, which indicate 71.1 percentage positive relationships between work related stress and work life integration and is significant at 1% level. The relationship between work related stress and work life integration is seen to be lowest at 0.593, which indicate 59.3 percentage positive relationships between work related stress and work life integration and is significant at 1% level

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