

Work Life Balance of Bank Employees – A Study with Special Reference to Tenkasi and Tirunelveli District

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Abstract

In the era of LPG, organizations forced to work hard to retain their place in the global market. The banking sector and its employees also have no exemption from this LPG era. Banking sector has become more competitive and it creates a big challenge to its employees. The employees in present are more involved in their jobs than past times. Hence, it is essential to test whether employees of bank have work life balance or not and an attempt has been made with the objectives, to examine whether the bank employees have interference of personal life in work life and to know whether the bank employees face work life interference in personal life. The study objectives were achieved by analysing primary data as well as secondary data were used for the analysis. Primary data were collected from 120 bank employees from public and private sector in Tirunelveli and Tenkasi District through questionnaire by adopting Stratified Random sampling technique. To analyse the data, percentage analysis, mean score ranking and “Z” test were used and the results of the study revealed that the bank employees facing work life imbalance.

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INTRODUCTION

In the LPG era, organizations forced to work hard to retain their place in the global market or else they will lose their competitive advantage and finally they will kick out from the market. Every organization's success depends on its own employees. Hence, to hold this competitive advantage the organizations put more pressure on them. The banking sector and its employees also have no exemption from this LPG era. Banking sector has become more competitive and it creates a big challenge to its employees. The employees in present are more involved in their jobs than past times. The working hours, work pressure, high demanding jobs, work related risks and use of sophisticated technology made it difficult for bank employees to keep a balance between their work commitments and family commitments. Hence, it is essential to test whether employees of bank have

work life balance or not, and an attempt has been made to analyse the same.

Frone et al., (1992)¹, Clark, (2000)², Day (2010)³, Violanti (2010)⁴, Baral and Bhargava (2011)⁵, Santhana Lakshmi et al., (2012)⁶, Burg brown (2013)⁷, Varshey and Sangeetamalpani (2014)⁸, Rima Parikh et al. (2014)⁹, Chaitra et al. (2016)¹⁰ are some of the researchers conducted researches on “Work Life Balance”. These researches clearly indicate that there are plethora opportunities to study about work life balance. In this context, work life balance of bank employees is assessed in this research article.

OBJECTIVES OF THE STUDY

To examine whether the bank employees have interference of personal life in work life.

To know whether the bank employees face work life interference in personal life.

HYPOTHESES OF THE STUDY

Work life balance of bank employees is not influenced by personal life.

There is no significant difference between the work life balance and work life balance of bank employees.

MATERIALS AND METHODS

Both primary data as well as secondary data were used for the analysis. The primary data were collected from 120 bank employees from public and private sector in Tirunelveli and Tenkasi District through questionnaire. Secondary data were

collected from various journals magazines and reports. The analysis is descriptive in nature and the primary data were collected by adopting Stratified Random sampling technique. To analyse the data, percentage analysis, mean score ranking and “Z” test were used.

RESULTS AND DISCUSSION

Interference of work with family or family with work leads to lower job satisfaction, higher turnover intentions, poor health conditions and increased stress level etc. To know about the work life balance of bank employees their work life interference in personal life and personal life interference in work life statements were given to the bank employees and obtain their opinions with a five-point scale and the scores are given in the Table.

Table 1

Interference of Work life in Personal Life

Statement	SA	A	N	DA	SDA	Total	Mean score	Rank
The demands of my spouse and family interfere with my work related activities.	40 (33.33%)	44 (36.67%)	16 (13.33%)	12 (10.00%)	8 (6.67%)	456	3.80	III
I come home cheerfully after a successful day at work, which makes a positive atmosphere at home.	26 (21.67%)	16 (13.33%)	18 (15.00%)	50 (41.67%)	10 (8.33%)	358	2.98	VI
Family work or problems distract me from my work.	32 (26.67%)	46 (38.33%)	20 (16.67%)	16 (13.33%)	6 (5.00%)	542	4.52	I
I have more self-confidence at working in bank as a result of well-organized home life.	20 (16.67%)	10 (8.33%)	32 (26.67%)	50 (41.67%)	8 (6.67%)	344	2.87	IX
After pleasant working day / working week, I feel more in the mood of to engage in activities with my spouse / family.	36 (30.00%)	14 (11.66%)	18 (15.01%)	12 (10.00%)	40 (33.33%)	354	2.95	VII
Family matters reduce the time I can devote to	36 (30.00%)	42 (35.00%)	30 (25.00%)	4 (3.33%)	8 (6.67%)	454	3.78	IV

my job.								
I fully enjoy work at bank because of my worriless home situation.	10 (8.33%)	36 (30.00%)	20 (16.67%)	40 (33.33%)	14 (11.67%)	348	2.90	VIII
Family obligations reduce the time I need to relax or be myself.	30 (25.00%)	54 (45.00%)	14 (11.67%)	12 (10.00%)	10 (8.33%)	442	3.68	V
My inflexible work schedule makes it difficult to complete home obligation.	34 (28.33%)	62 (51.67%)	12 (10.00%)	8 (6.67%)	4 (3.33%)	474	3.95	II

Source: Primary Data

Neutral Score: 360

The Table 1 reveals that the bank employees' family work or problems distract them from work. Hence, they have given highest score for it. The table further exhibits that, bank employees' inflexible work schedule stops them from completing home obligation, the demands of their spouse or family interfere with work related activities, family matters

reduce their work time, family obligations reduce their relaxation time. The table also discloses that, the bank employees cannot come home cheerfully and find difficulties to engage in family activities due to work related stress and their confidence level gets reduced due to unpredictable life events and it is proved by the mean scores. The Table 2 Shows the means, standard deviations and "Z" value of opinion score of Bank employees.

Table 2

"Z" Test of Opinion Scores of Bank Employees on Interference of Work Life in Personal Life

Factors	Categories	N	Mean	Standard Deviation	Z
Gender	Male	56	45.00	15.38	2.32*
	Female	64	50.49	9.38	
Marital Status	Married	88	50.11	11.64	2.44*
	Unmarried	32	44.44	11.91	

Source: Primary Data

* "Z" Value is Significant 5% Level

The Table 2 indicates that, the female respondents have highest mean opinion score (50.49) than the male respondents (45.00). The "Z" value of 2.32 exhibits that there is a significant difference in the mean value of male and female respondents regarding interference of work life in personal life.

The Table further shows that, the married respondents have highest mean opinion score (50.11) than the unmarried respondents (44.44). The "Z" value of 2.44 exhibits that there is a significant difference in the mean value of married and unmarried respondents regarding interference of work life in personal life.

Table 3
Interference of personal Life in work Life

Statement	SA	A	N	DA	SDA	Total	Mean Score	Rank
The job strains and demands create difficulty to fulfil my family obligations.	16 (13.33%)	30 (25.00%)	36 (30.00%)	28 (23.33%)	0 (0.00%)	364	3.03	VII
The amount of time taken to avoid normal risks makes it difficult to fulfil my family responsibilities.	30 (25.00%)	22 (18.33%)	38 (31.67%)	28 (23.33%)	2 (1.67%)	410	3.41	II
The demands of work forces made changes in the plans for my family activities.	10 (8.33%)	30 (25.00%)	38 (31.67%)	38 (23.33%)	4 (3.33%)	368	3.06	V
I face difficulty in balancing the demand of job and family.	22 (18.33%)	20 (16.67%)	48 (40.00%)	26 (21.67%)	4 (3.33%)	390	3.25	IV
I am forced to sacrifice one role due to difficulty experienced in combining work with family.	16 (13.33%)	46 (38.33%)	34 (28.33%)	24 (20.00%)	0 (0.00%)	414	3.45	I
My job reduces the amount of time I can spend with my family.	22 (18.33%)	26 (21.67%)	46 (38.33%)	24 (20.00%)	2 (1.67%)	402	3.35	III
Problems at work make me unstable at home.	14 (11.67%)	28 (23.33%)	30 (25.00%)	42 (35.00%)	6 (5.00%)	362	3.02	VI
My job takes up all energy which leads me to give less attention at home.	10 (8.33%)	20 (16.67%)	42 (35.00%)	42 (35.00%)	6 (6.00%)	346	2.88	IX
I always spent more time for job instead of specified time frame to fulfil my responsibility it makes imbalance in personal life.	18 (15.00%)	12 (10.00%)	54 (45.00%)	28 (23.33%)	8 (6.67%)	360	3.00	VIII
Work Life Balance policies of the bank helps to cope up with the family problems.	5 (4.17%)	6 (5.00%)	18 (15.00%)	70 (58.33%)	21 (17.50%)	264	2.20	X

Source: Primary Data

Neutral Score: 360

As per the Table 3, the bank employees forced to sacrifice family role due to difficulty experienced in performing job. Hence, they have given highest score for that. The amount of time taken to avoid normal risks makes it difficult to fulfil their family responsibilities. So, the respondents have given second highest score for it. Third highest score is given to the statement “My job reduces the amount of time I can spend with my family”. Respondents face difficulty in balancing the demands of job and family and it is given fourth rank. The demand of work force, made changes in the plans for family activities is given fifth rank. Problems at work makes me unstable at home is given sixth rank. The

job related strain creates difficulty in fulfil their family obligations is given seventh rank. Next rank is given for their excessive work schedule which makes an obstacle to fulfil family responsibility. Even though their job takes up all energy they give enough attention to home it is proved by the mean score of the statement. The least score is given to the statement “Work Life Balance policies of the bank helps to cope up with the family problems”. The result exhibits that, the respondents has interference of personal life in work life. The Table 4 shows the means standard deviations and “Z” value of opinion score of Bank employees.

Table 4

**“Z” Test of Opinion Scores of Bank Employees on
Interference of Personal Life in Work Life**

Factors	Categories	N	Mean	Standard Deviation	Z – Value
Gender	Male	56	44.18	14.87	3.446*
	Female	64	52.28	9.82	
Marital Status	Married	88	49.98	11.42	2.7472*
	Unmarried	32	43.94	10.36	

Source: Primary Data

* “Z” value is significant at 5% level

The Table 4 indicates that, the female respondents have highest mean opinion score (52.28) than the male respondents (44.18). The “Z” value of 3.44 exhibits that there is a significant difference in the mean value of male and female respondents regarding interference of personal life in work life.

The Table further indicates that, the married respondents have highest mean opinion score (49.98) than the unmarried respondents (43.94). The “Z” value of 2.74 exhibits that there is a significant difference in the mean value of married and unmarried respondents regarding interference of personal life work life.

RECOMMENDATIONS

The bank employees must train with the effective home management system.

Majority of the respondents are not satisfied with the work life balance policies of their banks. Hence, having mere policy is not enough. Management should support their employees to balance their work as well as life to achieve their objectives.

Majority of the bank employees face risk in the job. So, the management of the bank must ensure work related safety to its employees.

Organizations should take work-life balance of their employees extremely seriously by developing new policies and initiatives. The policies and initiatives must be reviewed periodically to measure its effectiveness.

Regular exercises, meditation and yoga practices can improve the emotional balance of the employees.

CONCLUSION

The purpose of this study was to know the work life balance of bank employees. Irrespective of gender every human being find hard to balance work life and family life. The work- life balance is an important factor to lead a healthy life in all spheres. Every individual has to balance their different roles i.e. (working roles and non-working roles). The balancing of different roles played by the employees in banks is very less because they are having lot of pressures and stress on their jobs when compared to others because money is a trading commodity for them and a small carelessness leads to huge loss. So the management has to concentrate and try to develop the factors which are influence their work-life balance. Because, work life balance has increasing importance due to its benefits and its added advantages to employees as well as banks' performance. Banks should make more efforts to implement work- life friendly policies and create a working environment that suits its employee's welfare and lifestyle to ensure work-life balance, which ultimately helps to yield best result to banks and their employees.

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