

“Work Life Balance: Awareness among employees working in Selected Private Banks in Belgaum City”

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Abstract

Work Life Balance is an Individual/independent quality/attribute, which spell out an equilibrium point between Personal life and professional life. In a vibrant economy managing an individual employee is more difficult than ever before. Work life imbalance effect both personal and work life of an employee. The demand to understand the work life balance among employees working in banks (Public sector and Private sector),has emerged as a challenge to the employers and to understand whether their employees are enjoying Work Life Balance or not. Because the eventual performance of any organization or institutional establishment stands on the performance out comes of its employees, and performance of an employee is depends upon the factors which can be associated with job satisfaction or family or both. Accordingly work life balance becomes an important element to maintain and increase the efficiency among the employees and it also is the primary cause to attain the job satisfaction. Due to high intervention of technology in the routine work of banking function increase the difficulty to manage personal and professional life. The core objective of this study is to investigate the impact of work life balance on employee job satisfaction among the public sector banks and private sector banks in the Belagavi city.

We have used an empirical study approach to understand the work life balance among the Banking Sector in the Belagavi city. The required data will be collected by considering features such as gender, age, managerial rank and tenure of job. And we use structured questionnaires to collect the primary data and quantified by using Likert –Scale as data and these were analyzed and interpreted by using statistical techniques and news papers and journals, publications brought out by research institutions, university library, research articles etc to collect the Secondary data. This study reveals that whether employees are happy with their work life balance or not. And finding reveals that every work life balance factor on its own is an invisible ingredient of job satisfaction and there is a considerable gap among the female and male respondents with job satisfaction.

Key Words: Work Life Balance Policies, Banking Sector, Technological Intervention, Job satisfaction.

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I. Introduction

As we all are aware that work life balance has its existence from 1960's, it has fetched the significance attention from the last two decades. Work life balance is commonly referred as an art of managing/ handling the two important elements of every work force i.e. Personal Life and Professional Life. And every employee is fighting to match the balance between both, so that he / she will lead his/her life happily. On the other hand it becomes necessity on the part of employer to help their work force to achieve the work life balance and desired objective. All evils which affect the work efficiency will take birth in an organization, if its work force suffers from Work Life Conflict (the scene where an employee does not attain the work life balance).

Many scholars have defined Work life Balance with different dimensions. Few of them are as follows: Kirchmeyer (2000) [1] simply defined work-life balance as ‘achieving satisfying experiences in all life domains’. Lewis (2000) [2] differently conceptualized work life balance as a two way process involving a consideration of the needs of employees as well as those of employers. The English Dictionary [3] defines Work Life Balance as, the amount of time you spend doing your job compared with the amount of time you spend with your family and doing things you enjoy, it can be difficult to get the right work-life balance.

To conclude we can claim that work-life balance primary deals with making decision that will help an employee to balance the requirements of both employers and family members. And enjoy the equilibrium which helps for high performance and satisfaction at level of life. Work life balance has significant consequences for employee attitudes towards their organizations as well as for the lives of employees. Work life balance is essential for proper functioning of employees at work and also at home.

II. Literature Review

The study of **Baral and Bhargava (2011)** indicates that from an organizational perspective, involvement in family roles should not be viewed as an obstruction, since it provides opportunities to acquire skills, knowledge and increase efficiency to perform better at work and vice versa. As a result, organizations should make efforts to stimulate the experience of enrichment [4].

Daljeet Kaur (2010), “Quality of Work Life in ICICI Bank Ltd, Chandigarh”, in his article, the researcher said, that employees are happy with the working conditions of the bank. They are not happy with the way performance appraisal is done and feel that there management is not flexible with their social responsibilities and hence they are less satisfied with their jobs [5].

Tabassum, Rahman and Jahan (2010), in their research work with caption, “Quality of Work Life among The Male and Female Employees of Private Commercial Banks in Bangladesh”, found their study that the male employees perceived higher Quality of Work Life than their female colleagues[6].

Dr. T. G. Vijaya, R. Hemamalini (2012), in their article titled, “Impact of Work Life Balance on Organizational Commitment among Bank Employees”, the researcher found that there exist a positive correlation between affective commitment, continuance commitment and work life balance variables [7].

Lalaitha Kumari (2012) in her study emphasized that each of the work life Balance factors on its own is a salient predictor of job satisfaction and there is significant gap between male and female respondents with job satisfaction with reference to various factors of Work life balance. The result of the study had practical significance for human resource managers of especially banks to improve staff commitments and productivity along with designing recruitment and retention of employees [8].

Pranee C. (2010), in his research paper titled, “Quality of Work Life for Sustainable Development”, suggested that measures and strategies are focused on concern satisfying the minimal lower needs of employees, such as security, safety, and welfare improving job contents, as well as participation and responsibilities in the decision making process. Moreover, QWL issues also address elements such as are involved high motivation, morale, healthy industrial relations and cooperation [9].

Chawla and Sondhi (2011) in their survey conducted among teachers and BPO women professionals revealed that job autonomy and organizational commitment are in positive relation with work-life balance. The study indicated that the more proactive schools/BPO companies which value the contribution of a committed and contributing human resource will need to provide more autonomy to sustain their employee’s work-life balance. While work load and work family conflict indicated negative relation with work-life balance [10].

Vartha Raj & Vasantha (2012) studied the Work Life balance of working women in service sector. They specified that the ultimate performance of its employees which in turn depends on numerous factors. The relationship between personnel and professional life can be achieved through emotional intelligence. Better emotion management is necessary in order to accomplish objective of life [11].

III. Research Methodology

The current paper would be fundamentally an empirical research focusing on the bank employees working in private sector banks in Belagavi. However, both primary and secondary data would be used for the purpose of this study.

The research work is erected on the basis of primary data and secondary data. A structured questionnaire were used to collect actual data about the work life balance among the private sector banks employees in Belagavi city and was administered to the samples of respondents.

The research work is based on secondary data as well like Literature, reports; statistical figures and such other were collected from books, journals, research papers and other published and unpublished documents of both national and international standard. Collected from publications, such other related documents collected data and observed facts were subjected to statistical and mathematical analysis.

IV. Objectives

The proposed study is conducted to evaluate the following objectives:

1. To understand the factors affecting the work life balance of employees working in private banks in the Belagavi city.
2. To evaluate the available practice to maintain the work life balance.
3. To compare the work life balance among married and unmarried employees working in private banks in the Belagavi city.

V. Findings

As work life balance of an employee consist the components/ factors affecting both from Personal Life and Professional working conditions. Following are the two groups consist with different parameters and feedback on the same from the selected respondents.

WORKING ENVIRONMENT

Organization culture and working environment of the enterprise or company may highly influence the work life balance of employees working with them. Following chart depicts different attributes with highest scaling percentage of working environment consists like working hours, over time, feeling inefficient, and relationship with manager etc:

Table No. I:

SL. NO.	ATTRIBUTES	MARRIED RESPONDENTS		UNMARRIED RESPONDENTS	
		PERCENTAGE	SCALE	PERCENTAGE	SCALE
1	Working Hours.	61	Agree	54.54	Agree
2	Working beyond Standard time.	72	Agree	72.72	Agree
3	Feeling inefficient.	33.33	Agree	54.54	Agree
4	Relationship with Manager.	33.33	Disagree	36.36	Disagree
5	Thinking about work.	61.11	Agree	72.72	Agree

Working Hours: Working hours refers to the actual time that employee has to sacrifice for a day in the office in performing his/her duties. And the results displays that 61 % of Married employees and 54.54% of Unmarried employees feels that they are happy with the existing Working hours in the private banks.

Working beyond standard hours: The above table reveals that 72% of the same married employees and 72.72% of Unmarried employees reveals that they work beyond the Conditioned hours to keep up work load. And feels they spend more hours of time in working place. And in turn it affects personal life of employees.

Feeling of Inefficient: Efficiency in the work will lead to the higher productivity and in turns it helps to enjoy the work and maintain the work life balance. And the study reveals that 33.33% of married employees and 54.54% of unmarried employees feels that they feel inefficient to perform their duties in the respective banks.

Relationship with Manager: Manager is a key person to provide the conducive environment to his team and to overall in the branch. The relationship between the Manager and his employee defines the environment which exists in the Bank. Positive and Good relation among employees and manager makes both happy and help to work with increased efficiency. And the study reveals that 33.33% of married employees and 36.36% of unmarried employees of the private banks feels that their respective manager does not allow them to discuss their family commitments with their colleagues or with him.

Thinking about Work: It is a major component of the working environment which will leads to work life conflict. It describes that employee is often think or worry about work, when his is not working actually or travelling to work. And it will affect work life balance negatively if employee is worried about their job, when they are in home. And the study reveals that 61.11% of married employees and 72.72% of unmarried employees feels that they carry the stress of job through his home when they are not actually working.

PERSONAL/ FAMILY ENVIRONMENT:

Family set up and type of family will also have a greater impact on the process of maintaining work life balance of employees. Following is the chart that depicts different elements of Family or Personal environment includes time spend with family, attending parent meeting, attending social commitments with family, time to take care of dependents and time for personal improvement with scaling etc.

Table II:

SL. NO.	ATTRIBUTES	MARRIED RESPONDENTS		UNMARRIED RESPONDENTS	
		PERCENTAGE	SCALE	PERCENTAGE	SCALE
1	Time with Family	61	Agree	54.54	Strongly Agree
2	Attending Parent meeting.	55.55	Agree	54.54	Agree
3	Attending social commitments.	44.44	Agree	45.45	Agree
4	Time for caring dependents.	50	Agree	36.36	Strongly Agree
5	Time for personal improvement.	83.33	Agree	54.54	Agree

Time with family: It is very essential for an employee to spare enough time with his/her family to claim him/she enjoys the work life balance. And the study reveals that 61% of the married employees and 54.54% of the unmarried employees enjoys their time with family and friends.

Parents/Cousins School Meeting: To attend Child / cousins School meeting is become emerging challenge to all private employees. Perfect work life balance environment allows employees to attend their respective commitment. And the study reveals that only 55.55% of married employees and 54.54 % unmarried employees were get time to attend regularly meet their Child/brother/sister’s teacher to know his/her progress in academics.

Social Commitments: To enjoy the social status for employee, it is essential that he / she spare a tie to attend social commitments as much as possible. And study reveals that only 44.44% of the married employees and 45.45% of Unmarried employees agree that they do not attend any social commitments (marriage, funeral etc) due to work load and in turns it will hammer his / her efficiency in the work.

Care for Dependents: Dependents are those who require financial support along with the personal care regarding medical help. Dependents may be Children, Parents or Spouse. If an employee gets sufficient time to take care of their dependents, his efficiency in work will automatically increase. And study reveals that 50% of the Married employees agree that they don’t devote sufficient time to take care of their dependents due to work load and 36.36% of unmarried employees strongly agree that they also can’t devote sufficient time to take care of their dependents.

Personal Improvement: It is essential to introspect ones individual growth in terms of Skills and abilities. And scientific working practices and schedule will surely provide sufficient time for their employees for personal improvement such as health, knowledge etc. And the study reveals that 83.33% of married employees and 54.54% of unmarried employees agree on the statement that they do not get sufficient time for their personal improvement and this is considered as whistle blower to the management to practice healthy work life balance practices.

VI. Conclusion:

The research reveals that attributes of both Working and Personal Environments namely working hours, working beyond the conditioned hours of work to cope up work load, feeling inefficient in my work, relationship with manager, thinking about work when they are actually not working and time spend with family, attending parents meeting, attending social commitments, time to take care of dependents, time for personal improvements respectively are influence the work life balance of an employee. It is also reveals that due to the present working environment, it becomes difficult for employees to attain the work life balance.

Management has to come up with certain innovative work life balance practices which will help their work force to maintain healthy work and life balance. Because by analyzing the results of the survey it is easy to understand that employees are not happy with time that they spend with their family and friends. And study reveals that 61 % of married employees and 54.54% of unmarried employees are not happy with the working system and working hours of employment as existing practice does not allow them to spare enough time to spend with their family and friends. And it is also found that 83.33% of married employees and 54.54% of unmarried employees were do not get sufficient time for their personal improvement such as Health, Knowledge etc due to work pressure.

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