



A STUDY ON WORK LIFE BALANCE OF EMPLOYEE ATNARAYANI HOSPITAL AND RESEARCH CENTRE THIRUMALAIKODI VELLORE

P.Sandhiya

Department of Management Studies, DKM College for Women, Vellore

ABSTRACT

Thesis focuses the topic of work-life balance in the context of psychology connecting the knowledge and practices of the applied field of work and organizational psychology. The theoretical part is devoted to defining work-life balance while considering the variability of psychological aspects considering the topic. It also characterizes selected areas of work-life balance, summarizes individual personality, developmental and social determinants that were in relation to the work-life balance research proved. Subsequently, attention is moved to the particular tools and strategies which can be useful in achieving or sustaining work-life balance, considering two basic levels. On the one hand, considering individual personal level in achieving balance of individual and on the other hand, the strategies and tools provided by organization leading to the work-life balance.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

To study the work life balance of employees working in Narayani Hospital and Research centre, Thirumalaikodi.

SECONDARY OBJECTIVE

- To identify the stress experienced by the employee
- To know the causes of stress among the employee
- To find out how to improve work life balance of employee
- To find out effectiveness of work life balance of employee
- To provide suggestions to overcome work life balance related to problems of employees working in hospital
- To find out the general perception of the employees toward their personal and professional

INTRODUCTION

The term work life balance (Work Life Balance) was coined in 1986 in response to the growing concerns

by individuals and organizations alike that work can impinge upon the quality of family life and vice-versa, thus giving rise to the concepts of “family- work conflict” (FWC) and “work-family conflict” (WFC). The former is also referred to as **work interferes with family** (WIF) while the latter is also known as “family interferes with work” (FIW). In other words, from the scarcity or zero-sum perspective, time devoted to work is construed as time taken away from one’s family life. **Work/life programs existed in the 1930s**. The policies and procedures established by an organization with the goal to enable employees to efficiently do their jobs and at the same time provide flexibility to handle personal concerns or problems at their family. People entering the workforce today are more likely to turn down to promotions if it is new job means, the employee is having to bring more work to home. The word Work-Life Balance is sometimes considered as interwoven with Work-family conflict. However, it can be argued that the latter is more limited in scope than the former because the focus in work-family conflict is more on the relations between work & family. It is also referred to as **family friendly work Arrangements**, (FFWA), and in international



literature, as alternative work arrangements (AWA). The complex society of ours makes the individuals with conflicting responsibilities and commitments; hence the work-life balance has become a predominant issue at the workplace. The major factors such as the global competition, the renewed interest in personal lives/ family values; and managing the workforce etc. have made it more significant. Studies have revealed that human resource professionals seek innovative ways to attain their organization's competitive advantage in the marketplace and it is found that work-life balance activities offer a win-win solution in this regard.

REVIEW OF LITERATURE

HOCHSCHILD(1997) There is an inevitable temptation to use the promotion of work life balance policies to enhance commitment to the organization. If the pressures to attract more women into work lessen will the concern for work life balance also diminish? A comparative analysis across European countries might help to shed some light on this issue.

ROUT,LEWIS and KAGAN(1999), Women in India experience considerable pressure in morning to do all that is necessary for the family before going out to work and after work. The expectation that women should give priority to family lead to higher levels of personal role overload than men.

AARON_CORBIN(1999) However in order to understand work life balance it is important to first consider the possible and or lying conflict between various life roles. The study at work life conflict has been predominantly approached from the role theory perspective.

JENKINS (2000) Observer that issues like child rearing to need to balance multiple role etc. Have consequences on health and family relationships. Securely attached individuals experienced positive spill over in both and family.

GREENHAUS(2002) Defined work life balance as satisfaction and good functioning at work and at home with a minimum of role conflict.

FELSTIAD(2002) Defines work life balance as the relationship between the institution and cultural time and spaces of work and non work in societies where income is predominantly generated and distributed through labour market.

FISHER AND LAYLE(2003) Consider three distinct sets of measures at work life balance, Via proportion of free time, the overlap of work, and other dimensions of life and the time spent with other people. Several reviews have highlighted other issues such as

age, gender, lifecycle, stage, ethnicity, citizenship and childcare arrangements which also merit attention.

BURKE(2003) Observed men feel more satisfied when they achieve more on the job even at the cost at ignoring the family on the other hand women stress that work and family are both equally important and both are the sources of their satisfaction for them the former is more important.

HYMAN(2003) Observed that organization pressure, combined with lack work centrality, result in work introducing into non work of employee live such intrusions often manifest themselves differently depending on autonomy and organizational support.

SINGH(2004) Gender differences in the perception of household responsibilities women continue to undertake the majority share of domestic chores, and child rearing there synchronous change in working and family life result in a need for employees to continuous by all tempts a balancing act. Quite often the work in truest on the simply and social life of other time fenceless pressures affect the work preference.

RESEARCH METHODOLOGY

The pilot study formed the pedestal for the research. It was conducted on NARAYANI HOSPITAL AND RESEARCH CENTRE AT THIRUMALA KODI(aariyur). They were asked to list down the various risks that they have faced during the NARAYANI HOSPITAL AND RESEARCH CENTRE AT THIRUMALA KODI (aariyur) Lifecycle while executing the project. Through, the pilot survey, a list of 23 project specific risk items were identified and used for the study. Furthermore, the project managers were also asked to identify and rate the work life balance which they perceive were present during the execution of the work life balance and based on their perception; a list of 17 items of work life balance was obtained and used for the survey. Based on the findings of this pilot study, the survey instrument was designed.

SAMPLING TECHNIQUE

In this study, simple random sampling method was adopted for selecting the respondents. Sample area is individual employees sri narayani hospital and research centre at thirumalaikodi(aariyur).

SAMPLING METHOD

The Sample was collected from various employees sri narayani hospital and research centre which is situated in thirumalaikodi(aariyur). It was also collected through visiting various departments just go and by having formal and informal communication and also by filling the questionnaire. The data has been



analyzed by using mathematical statistical units. The Total Population Of Sample Size is 150 A decision has to be taken concerning a sampling unit before selecting sample. The population for this study includes the employees of sri narayani hospital and research centre at thirumalaikodi(aariyur).

SAMPLE SIZE

A Sample of 150 employees was chosen for this study.

METHOD OF DATA COLLECTION

PRIMARY DATA

Primary Data are those which are collected for the time being and they are original in character. The Primary Data collection was done through the questionnaire method from the respondents. The questionnaire was given to the respondents and they were asked to fill them up. Necessary help was rendered whenever they found difficult to answer.

SECONDARY DATA

The sources for secondary data were obtained from various Journals, articles, books, few previous research projects in order to get a glance over the literature review and Company Website.

VALIDATION OF THE STUDYS

Validity of the questionnaire and measures were ensured by following the following steps: very simple language style was avoiding complex or compound sentences. Since the scales for measuring independent variable and dependent variable was adopted, these scales had an established reliability.

TEST APPLIED: CHI SQUARE

GENDER WITH ARE YOU HAPPY WITH PRESENT JOB

NULL HYPOTHESIS

H0: There is no association difference between gender with are you happy with the present job.

ALTERNATIVE HYPOTHESIS

H1: There is an association difference between gender with are you happy with the present job.

Gender Of The Response * Are you happy with the present job Crosstabulation

			Are you happy with the present job				Total
			completely happy	not happy	happy	neutral	
gender of the response	Male	Count	31	5	1	1	38
		Expected Count	29.6	7.1	1.0	.3	38.0
	female	Count	86	23	3	0	112
		Expected Count	87.4	20.9	3.0	.7	112.0
Total	Count		117	28	4	1	150
	Expected Count		117.0	28.0	4.0	1.0	150.0

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.859 ^a	3	.277
Likelihood Ratio	3.722	3	.293
Linear-by-Linear Association	.080	1	.777
N of Valid Cases	150		

a. 4 cells (50.0%) have expected count less than 5. The minimum expected count is .25.

**TEST APPLIED: ANOVA****EXPERIENCE WITH THE ARE YOU HAPPY WITH THE PRESENT JOB****NULL HYPOTHESIS**

There is no significant difference between experience with Are you satisfied with the leave arrangement provided by your hospital

ALTERNATIVE HYPOTHESIS

There is a significant difference between experience with Are you satisfied with the leave arrangement provided by your hospital

Descriptives**Are you happy with the present job**

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
2-4 years	83	1.28	.650	.071	1.14	1.42	1	5
4-6 years	41	1.34	.530	.083	1.17	1.51	1	3
6-8 years	19	1.05	.229	.053	.94	1.16	1	2
8-10 years	7	1.29	.488	.184	.83	1.74	1	2
Total	150	1.27	.575	.047	1.17	1.36	1	5

ANOVA**Are you happy with the present job**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.111	3	.370	1.122	.342
Within Groups	48.222	146	.330		
Total	49.333	149			

RESULT

Mean value indicates that mean score for the highest scale is 4-6 years of the experience was the highest ($M=1.34 \pm .530$) and the lowest for the 6-8 years of experience ($M=1.05 \pm .229$) compared to the mean score for other experience. One way ANOVA test result shows that the computed value p is 0.72 are lesser than which α value 0.05. This indicates the mean score has no significant difference between experience $F(4,125) = 1.122$ $P = .342$.

CONCLUSION

There is no significant difference between age with Are you satisfied with the leave arrangement provided by your hospital. Particularly employees gave majority 2-4 years scale as compared to other scale.

HYPOTHESIS TESTING

- There is no association difference between gender with are you happy with the present job.

- There is no significant difference between age with Are you satisfied with the leave arrangement provided by your hospital

FINDINGS

- ✓ 78% of respondents are given completely happy to present job
- ✓ 51.3% of respondents are spending their time at work up to 6-8 hours and
- ✓ 47.3% of the respondents are strongly agreed to the leave arrangement provided by your hospital
- ✓ 51.3% of the respondents are completely enjoys work which they are doing work place
- ✓ 50% of the respondents will worry about work when not in work place
- ✓ 43.3% of the respondents are able to balance work and personal obligation
- ✓ 56% of respondents are give strongly agree to the recreation facilities help you to manage work life and personal life



- ✓ 47.3% of the respondents are said that their families are supporting to their job.

CONCLUSION

The family and work life are both important to employee in any sector and if these two are not maintained properly it creates stress and strain and results into various diseases. This study is found important because it tries to know how the work life and family life interface results into stress. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organization. There is now mounting evidence-linking work-life imbalance to reduce health and wellbeing among individuals and families. I concluded that stress experienced by the employee is due to lack of communication and work load and lack of family support. I concluded that we can improve work life balance of employee by giving flexible work time, counsel employee to overcome family problem.

REFERENCES

1. Ashwani .S & Kumaraswamy. M (2014), "Work Life Balance with Special Reference to Public Sector Bank Employees in Karnataka", *Global Journal For Research Analysis*, Vol.3, Issue 2, pp 37-41
2. Bailyn L, Fletcher J & Kolb D (1997), "Unexpected Connections : Considering Employees Personal Lives can revitalize your Business", *MIT Sloan Management Review*
3. Burke, R.J. (2002). "Organizational values, job experiences and satisfaction among managerial and professional women and men: advantage men?" *Women in management Review*, Vol. 17(5), pp5-6.
4. Crooker, K et al (2002) creating Work life Balance: A model of Pluralism across life Domains. *Human Resource Development Review*, 1(4): pp 387-419.
5. Fapohunda & Tinuke. M , (2014) "An exploration of the effects of work life balance on productivity" , *Journal of Human Resource Management and Labor Studies*, Vol. 2 ,No. 2, pp71-89
6. Farrell.K (2011), "A Study on Work Life Balance Benefits in the Irish Hotel Sector", *Home Renaissance Foundation Working papers*, No. 30
7. Fatima N & Sahibzada S, (2012) "An Empirical Analysis of Factors Affecting Work Life Balance sAmong University Teachers "The case of Pakistan", *Journal of International Academic Research*, Vol.12 No 1, pp-16-29.
8. Greenhaus. J , Collins .K & Shaw J, (2003), " The relation between work –family balance and quality of life" *Journal of Vocational Behavior*, Vol. 63, pp510-531
9. Gupta Y & Sharma N, (2013) "An Empirical Analysis of Work Life Balance in Corporate Employees with Special Reference to Marital Status in Moradabad Region" , *Asia Pacific Journal of Marketing & Management Review*, *Indian Research Journals* , Vol.2(9), pp 114-119
10. Krichmeyer. C and Cohen (1999), *Different strategies for managing the work/non work interface*, *Work and Stress*, Vol.13.