



# WORK LIFE BALANCE OF EMPLOYEES: A STUDY ON DAKSHINA KANNADA DISTRICT

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## **Abstract**

*Balancing the work is important step in our life. The importance is given to personal life that much importance should be given to professional life. But sometimes it difficulties to balance both Work-life balance is a central issue affecting well-being of workers and also works is the most important elements of everyone's life. In any competing demands of work and family life cause conflict and negatively affect the well-being of workers. The objective of this paper is to study on the professional and personal life of employee's and challenges faced by the workers. In order to show the correlation between professional and personal life of employees in working sector primary and secondary data have been collected for analysis purpose. In this way total 120 respondents were selected from of the Dakshina Kannada district of Karnataka by using simple random sampling method. In this study, found that majority of the workers are felt that stress, depressed and spend less time given to family and friends and also they get good medical and training facilities in work place.*

**Keywords:** *work life balance, professional and personal life, challenges*

## **INTRODUCTION**

Work-life balance is the lack of opposition between work and other life roles. It is the state of equilibrium in which demands of personal life, professional life, and family life are equal. Work-life balance consists of, but it is not limited to, flexible work arrangements that allow employees to carry out other life programs and practices. Work-life balance is a term commonly used to describe the balance that a working individual needs between time allocated for work and other aspects of life. Now a day's managing work life balance is a challenge for because we all have different priorities and both employers and employees particularly in service industry where employees are loaded with work at workplace and at the same time they have to balance their personal life. Working on a job for a company and making a career can be an extremely time consuming duty for any employee. Employees are busy at their offices throughout the day and sometimes even on weekends. This gives them very little time to interact with their family. Because of high pressure of work, often family members get neglected. Also, stressful jobs

cause the health of employees to deteriorate. Gender differences could lead to a work–life imbalance due to the distinct perception of role identity. It has been demonstrated that men prioritize their work duties over their family duties to provide financial support for their families, whereas women prioritize their family life. Spending long hours at work due to "inflexibility, shifting in work requirements, overtime or evening work duties" could lead to an imbalance between work and family duties.

### **Review of Literature**

**Goyal and Agarwal (2015)** explained that work life balance of banking employees in India. The entry of private sector and foreign banks has brought various essential changes in the banking industry. The trouble of work- life imbalance is noticeable in banking industry. Employees in the banks take painful effort to deliver the various needs of its customers. Work deadlines are getting compact and the individual jobs are loaded and added with quality output. Due to work in pressure, it becomes hard to maintain balance between Professional and family life. **Bhatiya and Srilatha (2015)** analyzed the work life balance of women. It indicates that Women are more affected than men due to work-family conflict because they traditionally spend more hours in household work than men. Women managers consistently report significantly higher job, family role conflict, which is accompanied by higher mental and physiological strains than men. **Indu and sameeksha (2016)** focused on assessing the impact of work-life balance determined by work-family conflict and family work conflict on the wellbeing of individuals employed in the private sector in India. Wellbeing was measured by levels of family satisfaction, work satisfaction and psychological distress. In this study sample population was selected amongst participants who were single and in a relationship, female and male, with and without children, by using a convenient sampling method. The questionnaire used contained existing scales where the Cranach's alpha coefficients were above the recommended 0.7. Out of 190 distributed questionnaires, 114 were completed and returned, giving an overall returning rate of 60%. The data was analyzed using IBM SPSS version 20. Also found that explored work-life balance is a central issue affecting wellbeing, as family and work are the most important elements of everyone's life.

### **Statement of the Research Problem**

Most of the studies on work life balance conducted at the macro level but no significant study to find the work life balance and its impact on employees at the micro level, particularly in Dakshina Kannada district. However, increased in the work pressure among the workers it will affect on the well-being of staffs. Therefore, balancing the profession and personal life is very important. So that, this study focused on work life balance of workers. In this background, the present study has undertaken to examine the impact of work life balance on employees with special reference to Dakshina Kannada district Karnataka.

### **Objectives of the Study**

- To study on work life balance of employees personal life and professional life.
- To find out the challenges of employees in working life.

### **THE METHODOLOGY OF THE STUDY**

This study was based on analytical and descriptive research. The data has gathered from both primary and secondary data. The primary data were collected by using structured questionnaire and interview scheduled under the simple random sampling method from random sampling to show the correlation

between personal and professional life of employees. In this way, 120 respondents were selected from Dakshina Kannada district of Karnataka and also secondary has gathered from various research papers, published and unpublished journals from official website.

## **RESULTS AND DISCUSSION**

**Table: 1 Demographic profile of the Employees**

Below the Table:1 The data required for the analysis was collected by conducting a random survey on work life balance on employee. About 25% of the respondents belong to 18-25 years, 25% of the respondents between 25-30 years, 33.3% of the respondents belong to 30-40 years and 16.7% belongs to 40 above. it show the age group of people in Dakshina kannada. Subsequently, compared to male (58.33%) and female (41.66%) respondents, they prefer male candidates for requirement than female candidates. After that 8.3% are studied primary and secondary education, 50% of the respondents are complete the under graduation, 41.7%of the respondents are complete the post graduation. Then, data have been collected from different occupational peoples like 25% of the respondents teachers, 29.16%are office workers,26.6%are drivers.19.16% respondents are nurse. Also data has collected from different experience of employees 16.667% of the respondents belongs to below 1 years, and 12.5% of the respondents belongs to1-2 years, 27.5% of the respondents between 2-4 years, and 43.333% belongs to above 4 years. It show the marital status male (66.67) and female (33.33%). Further it shows the monthly income of the respondents 37.5% of the respondent's income below 10000rs, 25% of the respondents income between 10000-20000rs, and 20.833% of the income respondents income between 20000-30000, 16.667% belongs to above 30000

Variable	Classification	Frequency	Percentage
Age	18-25	30	25%
	25-30	30	25%
	30-40	40	33.3%
	Above-40	20	16.7%
	<b>Total</b>	<b>120</b>	<b>100 %</b>
Gender	Male	70	58.33%
	Female	50	41.66%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Education	Primary/secondary	10	8.3%
	Under Graduation	60	50%
	Post Graduation	50	41.7%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Occupation	Teachers	30	25%
	Office Workers	35	29.16%
	Drivers	32	26.6%
	Nurse	23	19.16%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Experience	Below 1 year	15	16.667%
	1-2 years	20	12.5% %
	2-4 years	33	27.5%
	4 years above	52	43.333%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Marital Status	Male	80	66.67%
	Female	40	33.33%

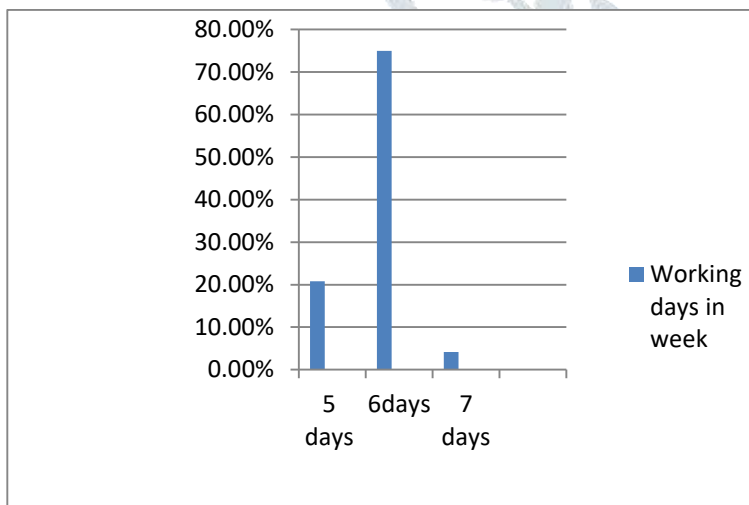
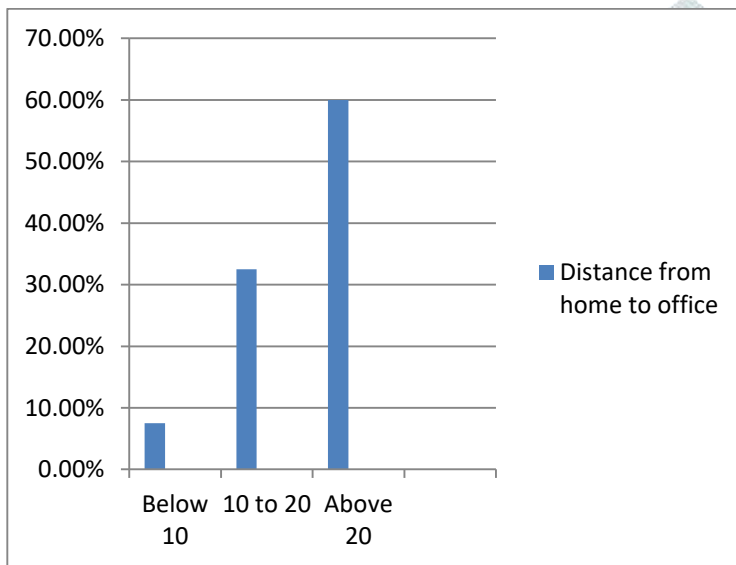
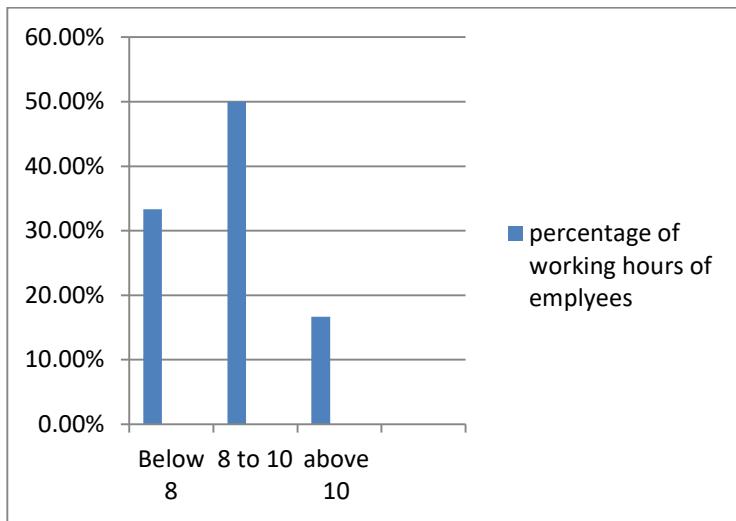
	<b>Total</b>	<b>120</b>	<b>100%</b>
<b>Income (monthly)</b>	Below-10000	45	37.5%
	10000-20000	30	25%
	20000-30000	25	20.833%
	Above 30000	20	16.667%
	<b>Total</b>	<b>120</b>	<b>100%</b>

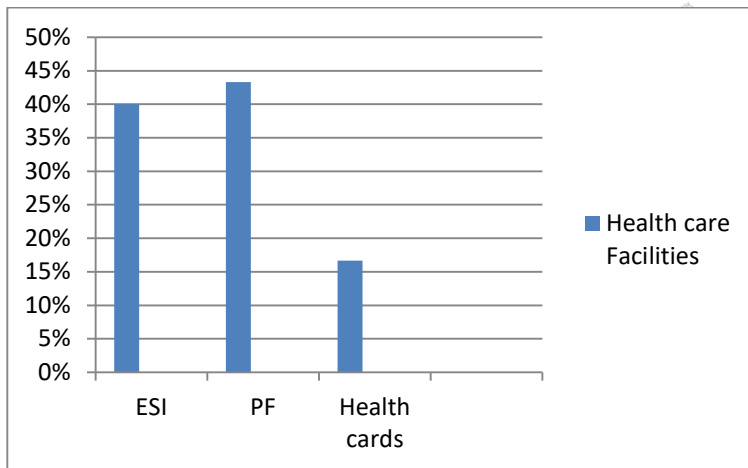
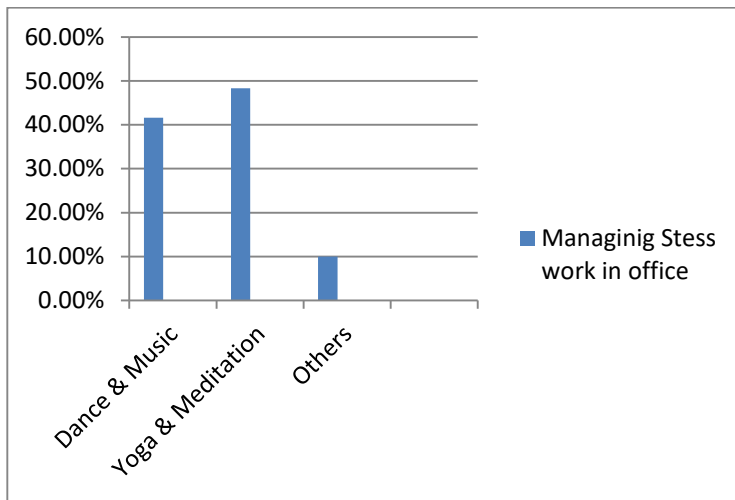
Sources: primary data from respondents.

**Table: 2-- The personal and professional life of employees**

<b>Variable</b>	<b>Category</b>	<b>Frequency</b>	<b>Percentage</b>
Working hours of employees	Below 8	40	33.333%
	8to10	60	50%
	Above 10	20	16.667%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Distance from home to office	Below 10	9	7.5%
	10to20	39	32.5%
	Above 20	72	60%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Working days in Week	5 days	25	20.833%
	6 days	90	75%
	7 days	5	4.167%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Managing Stress work in office	Dance & Music	50	41.67%
	Yoga & Meditation	58	48.33%
	Others	12	10%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Health care Facilities	ESI	48	40%
	PF	52	43.33%
	Health cards	20	16.67%
	<b>Total</b>	<b>120</b>	<b>100%</b>

Above table: 2 described that 50% of the respondents were worked between 8 to 10 hours, 33.333% of the respondents were doing below 8 hours per day and 16.667% of the workers works above 10 hours. Then it shows that, Distance from home to office 7.5% come from below 10k.m and 32.5% of the respondents come between 10 to 20 km also 60% of the workers come from above 20 km. After that, working days in week employees are working 20.833% 5 days and 75% 6 days a week. Then, 4.167% of the employees work 7 days in a week. Moreover, it shows that 48.33% of the respondents were says that managing their stress by doing Yoga and Meditation also 41.67% people doing dance and listening music to reduce their stress and 10% of the respondents doing other activities. Further, above table reveals that Health care facilities to the workers. Under that, 40% of the employees get ESI facility and 43.33% employees getting Provident Funds also 16.67% of the workers acquired health cards from their office.





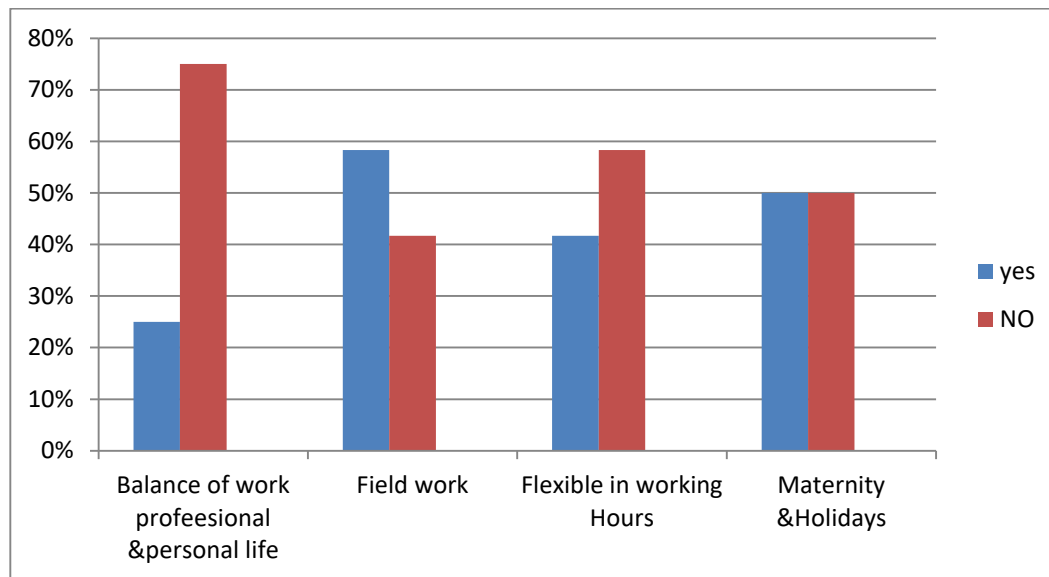
**Table:3- Work Balancing Schedule of the Employees**

Variable	Category	Frequency	Percentage
Balance of work professional and personal life	Yes	30	25%
	No	90	75%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Field work	Yes	70	58.33%
	No	50	41.67%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Flexible in working Hours	Yes	50	41.67%
	No	70	58.33%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Maternity & Holidays	Yes	60	50%
	No	60	50%
	<b>Total</b>	<b>120</b>	<b>100%</b>

**Source:** Primary data from the respondents.

The above table:3 it is analyzed balance of work personal and professional life 25% of employees says yes and 75% of employees says no. Then field work 58.33% employees Yes, 41.67% of employees say

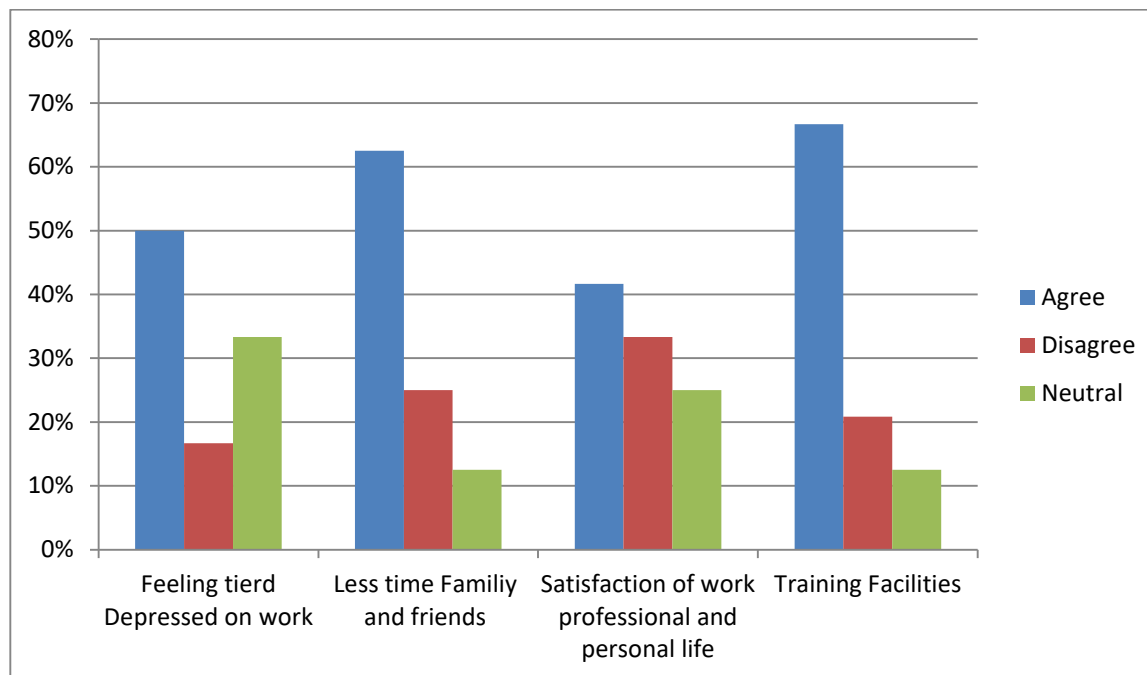
No. Flexible in working hours 41.67% of peoples say yes and 58.33% of peoples say No. Maternity and Holidays it respondents of employees equal says yes and No of 50%.



From the below **Table: 4** analyzed that 50% of the employees says Agree. 16.67% of the employees say Disagree. And 33.33% of the employees say Neutral. It shows the table less time family and friends here 65.5% of employees say Agree, 25% of employees says Disagree. 12.5% of employees say Neutral. After that satisfaction of work personal and professional life 41.67% of peoples says Agree and 33.33% of employees say Disagree 25% of respondents Neutral. Further in this table training facilities 66.67% of employee's opinion good. 20.83% of people's opinion Very good. 12.3% of peoples says Poor.

**Table- 4: Challenges of work life balance of Employee**

Variable	Category	Frequency	Percentage
Feelings tired Depressed on work	Agree	60	50%
	Disagree	20	16.67%
	Neutral	40	33.33%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Less time Family and Friends	Agree	75	62.5%
	Disagree	30	25%
	Neutral	15	12.5%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Satisfaction of Work Professional and Personal life	Agree	50	41.67%
	Disagree	40	33.33%
	Neutral	30	25%
	<b>Total</b>	<b>120</b>	<b>100%</b>
Training Facilities	Good	80	66.67%
	Very Good	25	20.83%
	Poor	15	12.5%
	<b>Total</b>	<b>120</b>	<b>100%</b>



### **FINDINGS OF THE STUDY**

- The majority respondents were getting well training and medical facilities.
- Many of the workers increase their Skill, Knowing and Confidence levels.
- Working in the private sector raises the employment and standard of living conditions.
- The numbers of employees were working above 10 hours in a day. It creates many health issues.
- The employees are managing the stress through yoga and meditation.
- The majority employees feel very difficult to balancing the both personal and professional life.
- Most of the respondents were spend less time with their family and friends.

### **CONCLUSSION**

Work is important step in our life to maintain standard of living conditions of every family. Nowadays men and women are doing jobs in every sector but balancing work and personal life is more challenging to the employees. The importance given to the personal life is very essential than professional life because it creates many problems like stress, tensions among the workers. The results of this study reveals that women's are more affecting than men because they spend less time with their families. Because of high pressure of work, often family members get neglected. Also, stressful jobs cause the health of employees to depreciate.

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