

# AN EXAMINATION ON WORK LIFE BALANCE PRACTICES AMONG FEMALE EMPLOYEES IN PUBLIC SECTOR BANKS IN KERALA

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## Abstract

This study concentrates on the work life balance in the banking sector. The control seems exact to make the excellence of work life a strategic concentration for business, as well as a public policy priority. These challenges generate new capable for managers to accomplish organizational goals while simultaneously meeting workers' aspirations. Work life and personal life are the two sides of the same coin. In the world full of difficulties, unreliable work responsibilities and family responsibilities are the key problems in the workplace. Usually managing a balance between work and life was measured to be an employee's issues. But rising workloads, globalization and scientifically improvements have made it an issue with the male and female, all professionals working across all levels and all industries across the world.

**Key words:** Work life balance, personal life, professional life, work pressure, work life imbalance, etc.

## 1. Introduction

'Work Life balance' though a distant dream in the past, is now incorporated in many work places. As the pressure and pace of modern life increases, the prospect of achieving a balance between work and life seems to be impossible. Work life balance puts insights in scheduling an equal number of hours for various work and personal activities. Creating work life balance is a continuous process and large number of organisations is working on it to make the process easy for their employees. In recent years, organizations have started to realize the importance of work life balance and started to implement methods to keep their employees happy and satisfied, as it makes office a better place to work and also positively impact productivity.

## 2. Review of literature

According to a study conducted by Lowe (2005), one of every four employees practices that large amount of dispute among work and family, in light of work-to-family barrier and guardian strain. On the off chance that job over-burden is incorporated, nearly 60 per cent of employees reviewed understand work-family struggle. Notwithstanding, a few people seem to oversee profession achievement and a constructive private existence effortlessly.

Lim, et al. (2012) stated that due to demographic and workplace changes, such as transformation in family structures, growing reluctance for long number of hours, acceptance culture, greater number of women in the workforce and technological advancement workers are experiencing an increase in their average income, resulting in a rise in their living standards, which consequently as caused a growth in the interest of work-life balance issues.

Pattu Meenakshi (2013) stated that love and work are the foundations of satisfaction. However, juggling the requests of each can be troublesome. By speculation in an unexpected way, we can discover approaches to have a superior harmony among work and home. Work-life balance programs have been exhibited to affect employees as far as enlistment, maintenance/turnover, responsibility and fulfilment, truancy, efficiency and mishap rates.

Vijaya Mani (2013) has discovered the central point impacting the work life balance of women experts in India, for example, job strife, absence of acknowledgment, hierarchical issues, gender orientation segregation, old and kids care issues, quality of wellbeing, issues in time management and absence of appropriate social help.

Marishkumar (2018) stated that whether and how the quality of work life impacts the dimension of satisfaction of employees of textile industry. The study revealed that variables related to quality of work life are influencing the activity fulfilment and profitability.

### **3. Role of women and work life balance**

Female employees are for the most vital part into full time benefits and are working 8 hours out of every day and 5 days in seven days least and are gone up against by expanding outstanding burden regular. In this way, the greater part of them convey work and duties to home yet adjusting between these two complex circumstances in the present day quick life requires talent, tact, skill and caution. Female employees need to adapt up to high work targets, job responsibilities, tight gathering time tables and the obligations and duties of life and home. Managers should focus on confining different strategies and plans to encourage Work life balance to energize and draw in women employees. Employees take in various types of conduct from work environment life and private life. Since corresponding collaborations between both the existence spaces happen, a green work life balance concept is recommended to encourage earth well disposed conduct for them. A solid hierarchical culture builds workers plan to stay in the association.

#### **4. Need for the study**

The Indian workplace is having a notion that longer hours spent in the office are directly related to higher productivity levels. Employers are not bothered about a better work-life balance of their employees nor think the employees too have a family. In fact, the ignorance of this reality is one of the main root cause for juvenile crimes and other illegal problems in the society. Though the nationalized banks has adopted a very few work-life balance practices recently such as bank holidays on first and third Saturdays, they are expected to work for long hours during the account closing periods and certain special policy implementation of government. This leads to increased work load to them and leave them to spend less time to fulfil their family responsibilities effectively which in turn affect their efficiency in their work.

#### **5. Objectives of the study**

1. To measure the prevailing work life balance among the public sector female bank employees.
2. To categorize the factors influencing work life balance.
3. To study the working atmosphere of the public sector banks.
4. To study the consequence of work life balance on family among the public sector female bank employees.

#### **6. Research methodology**

Research design proposed for the study is 'descriptive' in nature which deals with the quality and personality of the respondents. The study describes the existing level of awareness on work life balance and the present working environment which includes normal schedules and factors responsible for work life imbalance among female employees in banking sector.

#### **7. Scope of the study**

The present study essentially analyses the employees' feeling on a few components impacting work life balance, for example, bank work environment and individual life. The investigation limits to the awareness level and effect of work life balance among public sector female bank employees in Kerala.

## 8. Results and discussions

**TABLE 1**  
**Descriptive Statistics**

Factors	N	Minimum	Maximum	Mean	Std. Deviation
Policies and strategies	60	1	5	2.75	1.202
Flexible working hours	60	1	5	2.83	1.428
Job sharing	60	1	5	2.22	1.180
Counselling services	60	1	5	2.18	1.066
Family support programs	60	1	5	2.50	1.321
Welfare facilities	60	1	5	2.47	1.200
Exercise facilities	60	1	5	2.45	.910
Shift	60	1	5	2.58	1.154
Family involvement	60	1	5	2.47	1.228
Valid N	60				

**TABLE 2**  
**Relationship between Gender and WLB**

Gender	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	Mean	Std. Deviation
Male	10 26.3%	20 52.6%	3 7.9%	3 7.9%	2 5.3%	38 100.0%	1.37	0.486
Female	5 22.7%	10 45.5%	4 18.2%	2 9.1%	1 4.5%	22 100.0%		
Total	15 25.0%	30 50.0%	7 11.7%	5 8.3%	3 5.0%	60 100.0%		

	Sum of Squares	DF	Mean Square	F	Sig.
Between groups	0.352	4	0.088	0.357	0.838
Within groups	13.581	55	0.247		
Total	13.933	59			

**TABLE 3**  
**Relationship between Age and WLB**

Age	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total	Mean	Std. Deviation
Below 25	15 60%	10 40%	0 0%	0 0%	0 0%	25 100%	2.03	1.041
26-40	0 0%	14 100%	0 0%	0 0%	0 0%	14 100%		
41-40	0 0%	6 40%	7 46.67%	2 13.33	0 0%	15 100%		
Above 50	0 0%	0 0%	0 0%	3 50%	3 50%	6 100%		
Total	15 25.0%	30 50.0%	7 11.7%	5 8.3%	3 5.0%	60		

	Sum of Squares	DF	Mean Square	F	Sig.
Between groups	47.267	4	11.817	38.995	0.000
Within groups	16.667	55	.303		
Total	63.933	59			

**TABLE 4**  
**Relationship between Salary and WLB**

	Sum of Squares	DF	Mean Square	F	Sig.
Between Groups	87.883	4	21.971	90.404	0.000
Within Groups	13.367	55	.243		
Total	101.250	59			

## 9. Suggestions

The present study assessed the awareness level of WLB and relationship between demographic factors and work life balance, its effect on family among employees of public sector banks. To improve the work life practices, the following suggestions may be considered by both employer and employees.

1. In connected to their extended work load in public sector female bank employees may be provided with the flexible work options and adequate breaks.
2. To prevent premature leaving, it is important to expand female employees' expertise, to improve working processes through collaboration and multidisciplinary teamwork, and to develop team training approaches.
3. Improvements in female employees work environment in banks have the potential to simultaneously reduce female employees' job burnout and risk of turnover and increase customers' satisfaction with their care.
4. By recognizing female employees' performance through provision of reward systems, promotions and monetary rewards, they may be made to feel respected and valued for their skills, their knowledge and their performance.

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