

WORK LIFE IMBALANCE DUE TO ICT- A STUDY ON EMPLOYEES OF AN INDIAN UNIVERSITY

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Abstract

“Can I balance my work and personal responsibilities so that I didn't upset the others and satisfied with the balance I had achieved from my work and personal life, maintain harmony with others in my work atmosphere and personal life.” ‘Work life balance’ means the balance between one person's personal life and his work atmosphere. The concept first used in England in 1970s, during 1990's used in United States and later in India. The work-leisure dichotomy introduced in 1800s itself. The term happiness in relation to work life is the different between one's work and his play.

Keywords: Work life balance, Personal life of individual.

Introduction

Due to the development of information technology, geographical boundaries disappeared and crossed and no separate work place is required for work called virtual office. The employer can meet the employee at any time without considering the office time. It is interesting to quote that, in the past to reduce the working hours he used to his home and caused for absenteeism among the employees. However, today he leaves his house without spending his time for performing his work. Therefore, the work conflict has separate view for different persons and employees.

It is a fact that in-service training and motivation enables employees to achieve more balance in their lives. The relationship of motivation is commensurate with work-life balance. This study tried to examine the relationship between motivation and work-life balance among a sample of 45 university employees in the 'Pareeksha Bhavan' Administrative and SDE sections of University of Calicut. It also looking for distinguishing motivation and work-life balance with conceptually related constructs. The idea of structural equation modeling was tried to examine the linkage of motivation and work life balance. Motivation has positive relationship with work-life balance with several factors like, psychological and social capital and perceived employability. However, in-depth scrutiny is required to generalize the relationship between motivation and work-life balance.

Therefore, the aim of this study was to assess the relationship between motivation and work life balance and examine a resource-based process that links these two concepts. From a careers perspective, motivation is presumably more than an orientation toward work but rather involves an approach to managing One's overall life. Therefore, examining the relationship between motivation and work-life balance should help us understand whether the implications of this career orientation extend beyond work to include other domains in an individual's life. The first study to empirically examine the relationship between Motivation and work-life balance. From a work-family perspective, Carlson (2007) has rightfully called for additional research on the factors that enable employees to experience greater balance in life. The present study answers that call and highlights the important role of work-related resources in employees' appraisals of their work-life balance. In sum, it provides insights into the consequences of motivation and the factors that contribute to work-life balance, thereby integrating research streams from the careers and work-family.

Statement of the problem

The present education level is very high and the candidates get placement at high salary soon after completing their study. However, even though a lot of problems especially health, mental and social problems exists. This is a humble attempt to look in to our educated society that even after placing in handsome jobs, what will be the reasons for this imbalance?, whether it is due to the pattern of our employment or any other reason?.

Objective of the study

The main aim of this study was to assess the relationship between motivation and work life balance and examine a resource-based process that links these two concepts; To identifying the impact of work on various aspects like health, family, society etc.; To provide insights and warn the consequences of these imbalance factors being unattended.

Scope of the study

Here an attempt is made to study the personal and social problems of 45 university employees in the 'Pareeksha Bhavan' Administrative and SDE sections of University of Calicut with regard to their work, assess the relationship between motivation and work life balance and examine a resource-based process that links these two concepts. This study was done by taking the general opinion about work life of these employees emphasizing the importance of health aspects in respect to work life imbalance.

Research Methodology

The research was conducted by using primary data, secondary data also used. Secondary data were collected from University of Calicut website, journals, books, various Reports of the Organisations and Institutions and other e-resources from websites

Primary data were collected by using a structured questionnaire, personal interview, telephonic interview, emails etc. The required primary data samples were selected from university employees in the 'Pareeksha Bhavan' section of University of Calicut in Kerala State of India only.

The study selected 45 university employees in the 'Pareeksha Bhavan' Administrative and SDE sections of University of Calicut.

This study identifies the impact of work on personal and other aspects of life such as; family, health, income, and society.

Work life imbalance – What?

The principles on work-life balance require a common framework among the organisations and agencies developing work policies. They need to consider the reasonable expectations of the current and future employees and their work environment.

Work-life helps to maintain healthy and rewarding lifestyles to improve the individual performance and productivity. There are many factors to achieve balance which will differ between organizations, depending on their functions performed, the types of work roles they offer, and the workers profile.

Work-life balance definition for this research

The interaction among their work for which they are appointed and paid and work in society, families and the community, leisure, and personal development etc for which they are not paid.

Work-life balance is for creating a sustainable work culture there happens potential for tensions among work and people's other parts of lives minimized. This allows to appropriate employment facilities in work place, and organizational setup and supportive measures for underpinning them.

Work-life balance is for the 'right' participation in his paid work according to hours worked and working conditions and other aspects. These are flexible combination and may change over time.

In the situations in which it is not possible to balance, it is called work life imbalance.

Why work-life balance?

The following are some of the reasons for control of work life imbalance:

- To reduce employee turnover rates
- To become a good employer or an employer of choice
- To increase return due to training and reduce employee turnover
- To minimize absenteeism personal leave and sick leave
- To enhance motivation, morale or job satisfaction
- To enhance staff loyalty and commitment
- To improve overall productivity

Work and various aspects of work life

Work life imbalance problem can be identified in all developing and developed countries. Because of the development of ICT in developed countries, the issue is more severe. There are work life problems in rural and urban area, among male and female employees, governmental and non-governmental private sectors employees. This is happening more in public sector than private sector. It exists every industry irrespective of IT sector or Banking sector, but include employees from all industries and service sectors such as in hospital doctors and nurses, security workers of all industry, Data entry operators business process outsourcing people, police constables, service people working in call centres etc..

Work and family

Family is not the place where father, mother and children lives together, and it is the place where relations, beliefs and attachments were formed with love. It is the footstep to the society and the formation point of character. With the introduction of nuclear families many problems were raised which led the families to destruction. This is mainly due to the lack of time. Today's family includes children and Working parents only. With the workload and stress and the imbalance problem changed the situation worst.

Research and Studies reveals that the relationship in the families reducing in to a dangerous level. The number of divorces provides this fact in Kerala especially among the educated. All these problems may affect children and their future. There are many chances to go to dangerous relations because of their need for recognition. The increasing level of sex exploitation in the children even boys are one of its result. They are spending their time with internet now. In addition, many bad habits develop in them and studies in Japan reports that most of the students in sixth standard have behavioral problems. A study (Centre for American

Progress) says, in America 96% working fathers and 90% working mothers, so these types of problems are crucial there.

Various reports in the magazines reports that there are sex relation with their colleagues mainly for reducing their boredom due to overstress. It may lead to various diseases, destroy their family and it is against our tradition, culture and rich civilization.

Work and health

Now some people are becoming workaholic. People are working a lot with stress. But they cannot balance their work with health. Studies say in US 70% employees are facing severe health problems. Most of the people are facing eye problem, body pain, head ache, muscle problem etc. Studies reports that ICT and shift working employees have severe body balancing problem and lack of immunity power. The IT sector has the inability to concentrate. They have to complete their assigned project within the stipulated time may be without taking rest or sleep for more than one day or more continuously. Above 90% employees agreed that they had no habit of taking exercise or no time for that, or even take the meals in time.

Studies show that 45-59% of IT and 20-25% of bank employees are facing sex problem. Some of the employees are depending on drugs and alcohol for their enjoyment and relief. One of the other problems is irritability. An employee after some years of work are becoming self oriented or they are spending their time with computers. Ultimately they are reaching to a stagnation stage called 'stigma' which means 'I can't do it'. Europeans complain about too much stress. The cases of depression may be like along with other things, may have great ambition, and follows the suppression or failure in work life, isolation from friends and family. The negative attitude of the employee towards employment, the employer or supervisor or work atmosphere also leading for depression. Certain persons having negative concerns may also often show depressions and anxiety leading to mental disorder and diseases. Depressions are the predominant causes for suicides that occur alone each year all over the world.

Level of spending income for solving health problems

Many employees are getting reasonable or high salary from their work. It is essential to watch whether it is useful to them. For this survey, the primary data were collected from the samples through interview, questionnaire and emails from University employees of the 'Pareeksha Bhavan' Administrative and SDE sections.

Questionnaire used for email and telephonic interview

1. Name
2. Age
3. Sex
4. Section of work and designation
5. Income level
6. Experience
7. How much of your annual income will be used for medical purposes?
8. How do you spend your leisure time?
 - (a) Internet and social networks
 - (b) With family
 - (c) Clubs
 - (d) Other useful activities- reading etc.

Sex wise classification of employ

Section	Total	Sex Wise Classification	
Pareeksha Bhavan	15	Male	10
		Female	5
Administrative	15	Male	7
		Female	8
SDE	15	Male	8
		Female	7

Experience wise classification

Section	Below 3 Year Experience	3-8 Year Experience	Above 8 Year Experience	Total
Pareeksha Bhavan	7	5	3	15
Administrative	4	6	5	15
SDE	5	4	6	15

It is important to be noted that how much of income would spent by employees for solving their health problem due to work

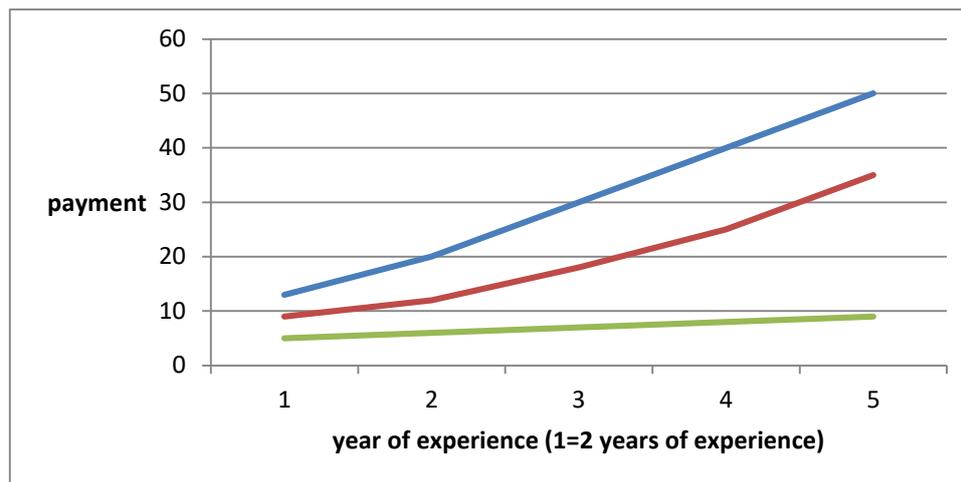
Chart showing spending of income for medical purpose

Section	Income Spent For Medical Purpose (%)
Pareeksha Bhavan	40-50
Administrative	20-25
SDE	Below 10

The table shows that the It employees spent 40-50% income for medical purpose, among Bank employees it is 20-25% and in other government sector it is below 10%

It is better to examine whether these expense is increasing with experience

Payment pattern with experience in various sectors



It is also to be noted that payment towards health problem is increasing with experience more in PB section, below that Administrative. There is no more variation in SDE employees.

Work and workplace

Today most of the employees have no time to spend with their family and they became workaholic. But they could not work with satisfaction and happiness also. They are facing too much stress and tensions there from all sides. Most of the employees from the top posts do not show the signs of diseases.

Reports reveal that 50% of employees at top or highly paid posts in companies are going to leave or change their position in America. The employees looking for voluntary retirement are increasing. In 2010, a fatherhood study was conducted in US and it reports that above 60% of working fathers are searching for new jobs. It is much more in Middle East countries and IT dominant countries like India. The employee stress is the great problem and in Japan continuous medical visits are conducted in the firms and 79% of them was for stress management.

Work life imbalance in women.

Most of the studies reveal that there is no more variation in the work life-balancing problem among men and women. But mainly it is the duty of the women to take care of children and her family. So she has to suffer a lot to manage the family responsibilities with job. American reports show that among 64% of working women's children are below the age of 6. Research of Kenexa Research Institute says that women are more powerful in their work as they are managing their family. Most of the superiors are blaming the working women's after delivery by saying that they have no responsibility. In addition, many private companies are very crucial towards the maternity leave also. Among the women, the main cause of stress is job related problem (71%).

Work and society

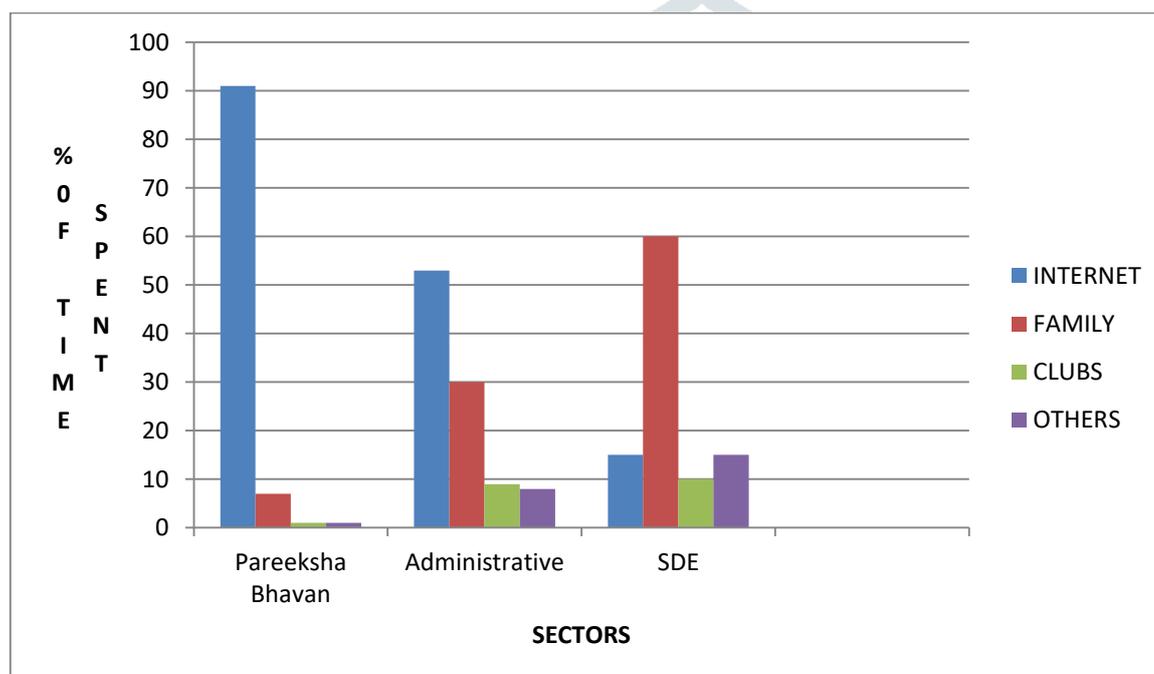
Mainly with the introduction of technology interaction between people became reduced and they are ready to live anywhere without anybody but with a computer and internet. 10000 suicides reported in Germany due to lonely problems and mental imbalance with work, life and society. Most people do not get free time. In addition, if it is available they are using it with internet (mainly social networks).

Analysis conducted in Kerala proves this fact through this figures.

Table showing spending of leisure time for various purposes

Section	Spending of leisure time for various purposes (IN %)			
	Internet	Family	Clubs and other social activities	Other beneficial-reading etc. for development
Pareeksha Bhavan	91	7	1	1
ADMIN	53	30	9	8
SDE	15	60	10	15

Graph showing the level of spending the leisure time



Graph shows that ICT and Banking sector employees were spending their available leisure time mainly with internet. Social interactions also reduced

Findings

It is find that most of the employees work are affecting negatively on their life in health, family and society also and they cannot balance their work with life

Limitations of the study

- Most of the employees may hesitate to provide correct data or may not reveal their actual position
- It is not sure that the email or telephonic reply may not be accurate as there is no face-to-face communication and they were very busy.
- Samples are collected from only three sectors.

Suggestions

- Time management is one of the solution for balancing work with life
- Employers attitude need to be changed especially towards working women and working mothers
- Holiday outing, Family and employees get together etc, need to be provided for better mental health.
- Need for creation of work life policies at organizational or associational level.

Conclusion

Earlier employees are working primarily for their livelihood, but today situations are changed and they are living for work only, even though they are not possible to get satisfaction fully from their work. It can be concluded that today most of the employees have wealth only but not welfare. It could be found that Work balance is one of the main problems at everywhere and it is affecting almost all aspect of the life of the employees negatively.

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