Impact of demographic factors on perception of Work life Balance

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Abstract:

Work life balance is to be considered to be important for both business practice and academic research. The literature shows work life balance is a central issue affecting wellbeing as family and work are the most important element of everyone's life. Any competing demands of work and family life cause conflict and negatively affect the well being of workers. This study focuses on assessing the impact of work life balance determined by work family conflict and family work conflict on the wellbeing of the individuals employed in the private sector in India. Wellbeing was measured by levels of family satisfaction, work satisfaction and psychological distress.

Quantitative research method was used for study and a sample population was chosen amongst participants who were single and, in a relationship, female and male, with and without children by using a convenient sampling method. Existing scales were used where Cronbach alpha coefficient were above the recommended 0.7. The data was analyzed using IBM SPSS version 20. The study identified existence of negative effects of poor WLB determined by high levels of work family conflict on work satisfaction and psychological health were not supported. This study also showed that employers can improve WLB BY implementing family friendly initiatives such as flexi time, lowering working week, elder and childcare support.

Key Words: Work Life Balance, work family conflicts, work satisfaction, family work conflicts.

INTRODUCTION

This research provides human resource professional with an historical perspective, data and possible solutions for organizations and employees alike to work life balance. This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work life initiatives to gain a competitive advantage in the marketplace. Work life balance is ability to manage resources to meet family and work demands so that individuals can show effective participation in both domains of life. (Voydanoff,2005).

From employees' point of view work life balance is a dilemma of managing work obligations and personal/family responsibilities. From employer's viewpoint challenge of creating a supportive company culture where employees can focus on their jobs while at work.

The present study is focused on the employees of the foundry units located in Kolhapur district. A well-designed questionnaire which is consisted four variables that is work life balance, impact on family life, compensation factors and suggestions for work life balance, comprises of twenty-seven items along with demographic information is used.

Review of literature

Peter (2009) explains in his study title "Work life balance and subjective well being" about the work life balance and the well being of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the well beding of the employees as it helps in satisfying personal needs. He finds that perceived sufficiency of time available for personal life and works tells the level of well being only if the individuals needs are fulfilled in the given time

In modern years the term "work life balance" has replaced what used to be known as "work family balance"(Hudson Resourcing,2005) this semantic shift arises from recognition that children is by no means the only important non work responsibility and the issue can be applies to any non paid activities or commitments and to a diverse range of employees such women, men, parents, non parents, singles and couples. Other life activities that need to be balanced with ermployement may includes travel, sport, study, personal development,voluntary work, leisure. **Clarke, et al 2004,121**

Mohammad Niaz (2008) defined in his Work life balance study as it is satisfactory level of involvement or 'fit'between the multiple roles in a persons life. Definitions and explanations may vary, work life balance is generally associated with equilibrium between the amount of time and efforts somebody devotes to work and personal activities, in order to keep an in general sense of harmony in life.

His research title is " work life balance practices and gender gap in job satisfaction" in this research he examines the role of work life balance practices by explaining the paradox of the contented women worker. He finds out that women reports higher levels of job satisfaction that that of men. The main finding is that WLB is the important determinant of intrinsic, aspects of job satisfaction.

Research done by Australia Government website, 2005 childcare support is star city casino in sydney that provides a 24 hour childcare facility. Management believes this has helped both staff and organization, as evidenced by the lowest staff turnover rate of any casino in Australia.

Rebbecca (2009) In her study she said that women and men have a different perception generally on balance the work and life. She tells that women devote more time on her family and the men spend more time pursuing his personal interest. She also quotes that balance is not only about dividing the time spent on work and personal life, but also establishing harmony that reflects on the individuals priorities.

Objective of the Study

1. To study influence of work life balance and various demographic variables.
2. To study relationship between demographic variables and work life balance.
3. To study impact of monetary benefits on work life balance of employees.

Hypothesis of study

H01: Gender of employee does not have any significant impact on perception to Work Life Balance.

H02: Age of employees does not have any significant impact on perception to Work Life Balance.

H03: Educational qualification of employees does not have any significant impact on perception to Work Life Balance.

H04: Marital Status of employees does not have any significant impact on Work Life Balance.

Research Design

A research design is the comprehensive blueprint used to guide a study towards the objectives. The descriptive research design also known as statistical research is adopted for the present study. under descriptive research, the survey research is chosen, which implies that the information gathered with the help of a well-designed structured questionnaire.

Data Collection

Collection of data is very important task in research methodology. The data can be collected by using two sources namely secondary and primary sources. Firsthand information collected is known as primary source. It is unique and original in nature. The secondary data is collected from several sources such as website, Magazines, books, dairies and research reports, national and international journals, related to the subject understudy

Demographic variables

The frequency and percentage of the respondents for each of the descriptive such as age, gender, education and occupation of employees as well as marital status is known as Demographic variables. Table no. 1 is used to analyze the demographic profile of the respondents.

Table 1 Demographic Factors

Variables	Frequency (N=114)	Percentage
Gender		
Male	70	60
Female	44	40
Age		
20-30	35	30.7
31-50	68	59.7
51-60	11	9.6
Educational Qualification		
Intermediate	0	0
Graduate	25	21.9
Post Graduate	62	54.4
Higher Education	27	23.7
Total Experience (Years)		
>5	30	26.3
5-10	52	45.6
10-15	16	14.0
15-20	10	8.8
		5.3
Monthly Income		
Below 50000	62	54.4
50000-100000	47	41.2
100000-150000	05	4.4
Above 150000	00	00

Descriptive Statistics

The descriptive statistics shows the Mean value, Standard Deviation, Standard Error of all the responses collected from the employees of manufacturing units using structured questionnaire. The Table-2 depicts that the mean value and standard deviation for various variables. Work life balance having six items shows 19.263 as mean and 2.826 as its standard deviation. Impact on family includes seven items, has 23.798 as its mean score and 4.555 as standard deviation. Compensation factors consisting of four items shows the mean score 9.07 and standard deviation 3.018. Another variable, work life balance solution consisting of eight items has 27.544 as its mean

score and 3.405 as its standard deviation. The data was checked for normality by comparing the skewness and kurtosis of the interval scaled items and it was clear from the table that there are no items which fall outside the required range (between +3 and -3), thus, it was determined that all items had normal distribution.

Table No.2 Descriptive Statistics

	N	Mean	Std.Dev.	Std.Error	Skewness Statistics	Kurtosis Statistics
Work Life Balance	114	19.263	2.826	0.265	0.014	-1.336
Impact on Family	114	23.798	4.555	0.427	-0.230	-0.976
Compensation Factors	114	9.0702	3.018	0.283	0.307	-0.649
Work life balance Solution	114	27.544	3.405	0.319	-0.296	-0.433

Reliability Analysis

Reliability analysis refers to the fact that a scale should consistently reflect the construct it is measuring. Cronbach alpha is the most common measure of internal consistency or reliability and commonly used when there is multiple Likert questions are used in questionnaire. The results of the alpha coefficients for the questionnaire are presented in Table-3

Table-3 Reliability Statistics

Diemension	No.of Items	Cronbach alpha
Work Life balance	6	0.720
Impact on Family	7	0.701
Compensation Factors	4	0.814
Work Life Balance Solution	6	0.845

The result of cronbach's alpha test illustrates that overall reliability of the questionnaire consists of 4 variables and 27 items is 0.711, which is acceptable as the value of cronbach's alpha is greater than required 0.7 George and Mallery(2003)

ANOVA is a technique used to see the significant relationship between the independent variable and dependent variable. In order to study the impact of various demographic variables on work life balance following null-hypotheses are framed and tested for ANOVA.

H01: Gender of employee does not have any significant impact on perception to Work Life Balance.

Table-4: ANOVA for Gender and Work Life Balance

WLB	ANOVA				
	Sum of Squares	Df	Mean Square	F	Sig
Between Groups	46.320	1	46.320	6.062	0.015
Within Groups	855.786	112	7.641		
Total	902.150	113			

ANOVA was used to find out the impact of gender on the perception of work life balance. Results illustrated in Table-4 shows the significant (2-tailed) value as 0.015< 0.05, at 95% confidence intervals for the group variance to be treated as unequal. Hence, the null hypothesis was rejected and it was inferred that there is significant impact of gender on the perception of work life Balance.

H02: Age of employees does not have any significant impact on perception to Work Life Balance.

Table-5: ANOVA for Age and Work Life Balance

WLB	ANOVA				
	Sum of Squares	Df	Mean Square	F	Sig
Between Groups	104.870	1	34.957 4	4.823	0.003
Within Groups	797.235	112	7.248		
Total	902.105	902.105			

Table-4 demonstrates that since p < 0.05, null hypothesis was rejected at 5% level of significance level of significance. Thus we can say that employee's perception to balance between work and family varies with their age.

Results illustrated in Table-5 shows the significant (2-tailed) value as 0.03< 0.05, at 95% confidence intervals for the group variance to be treated as unequal.

H03: Educational qualification of employees does not have any significant impact on perception to Work Life Balance.

WLB	ANOVA				
	Sum of Squares	Df	Mean Square	F	Sig
Between Groups	35.637	2	17.818	2.283	0.007
Within Groups	866.468	111	7.806		
Total	902.105	113			

The result in table-6 depict that at 95% confidence intervals for the group, p<0.05(.007<0.05), hence null hypothesis H03 is rejected and it can be concluded that educational qualification of employees influence his/her perception towards the wok life balance.

H04: Marital Status of employees does not have any significant impact on Work Life Balance.

WLB	ANOVA				
	Sum of Squares	Df	Mean Square	F	Sig
Between Groups	79.983	1	79.983	10.896	0.001
Within Groups	822.123	112	7.340		
Total	902.	113			

The result in table-7 illustrate $p<0.05(.001 < 0.05)$, that at 95% confidence intervals for the groups, therefore , null hypothesis rejected and inference can be drawn that marital status of employees influence their perception towards work life balance.

CORRELATION ANALYSIS

Table-8: Correlation Analysis

		WLB	FAL	CF
WLB	Pearson Correlation Sig. (2-tailed) N	1 114	-.725** .000 114	.636 .000 114
FAL	Pearson Correlation Sig. (2-tailed) N	-.776 .000 114	1 114	352 .000 114
CF	Pearson Correlation Sig. (2-tailed) N	.636 .000 114	352 .000 114	1 114

**Correlation is significant at the 0.01 level (2-tailed).

This table shows that compensation factors have strong influence on the work life balance of employees the results also a positive correlation, r=.352 between compensation factors and its impact on family life.

DISCUSSION & CONCLUSION

The present study reflects that the employee-driven solutions for balancing work-life, will help organization to design and implement work-life balance policies. It will help to reduce overtime, stress, and workloads on the work front and increase flexibility and family and leisure time on domestic front. Organisations have to take the challenge of WLB seriously, as it affects their professional success and personal well-being. Welfare of employees and their satisfaction should be the topmost priority of the organizations.

In the light of present research, it is evident that issue of work life balance is persistent because of various factors such as work culture or environment, HR policies, job insecurities, compensation packages and so on. Employee undergo severe stress while balancing their work and personal life which influences their performance not only in their work place but on domestic front as well. Employee should set a goal and excel in both career and family, to achieve balanced work-life. It involves the efforts of a number of partners like the employees work, family, friends and the society in which all are embedded.

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