Work Life Balance and Psychological Well-being among Disability Rehabilitation Professionals

1st Autor Bhuvanendran V B   2nd Author Dr. Prachi Shah

[1]Designation of 1st Author, Research Scholar 2nd Author Professor
Department of Psychology
Sabarmati University

Abstract: *Work life balance influence both professional and personal life of a person. The study aimed to understand how work life balance influence psychological well-being . The objective of this study was to identify and analyize various factors of work life balance and psychological well-being. And also measure the effect of Work life balance on psychological wellbeing. Sample of the study was 25 disability rehabilitation professionals. Data was collected using interview method. Pilot study was conducted. Semi structured interview was done for data collection after comprehensive literature review. Work life balance is the ability of the individuals to pursue successfully their work and personal lives, without undue pressures from one domain undermining the satisfactory experience of the other. Three major dimensions of work life balance were studied. First dimension was how work is influenced by life activities, second was how life activities influence work and final dimension was work life enhancement which include positive effects of one's work on personal life or vice versa. Psychological well-being is a representation of an individual's psychological health based on positive psychological function. Various aspects of psychological wellbeing were also measured. This includes autonomy, environmental mastery, personal growth, positive relationship with others, purpose of life and self acceptance. The research examined how various dimensions of the work life balance influence various aspects of quality of life. The result reveals that work life balance play a pivotal role in influencing quality of life. There is a significant influence of work life balance on psychological well-being. The study suggests that the organizations need to refine policies and formulate practices to enhance work life balance*

Index Terms - Work Life Balance, Psychological Well-being, Disability Rehabilitation, Qualitative research, Organizational Behaviour & NGO

1. INTRODUCTION

In this era of global uncertainties and pandemic, maintaining work life balance is difficult. Many work operations were carried out online in the shadow of the pandemic. One of the prominent issues that organisations face is maintaining their employees' work-life balance. In positive psychology, psychological well-being is pivotal and complex notion. Psychological well-being is used to describe a number of positive states. This include living in good surrounding, being worthy for the society, being able to cope with life, enjoying life etc. One of the marginalized sectors is disability rehabilitation. Financial constraints and a shortage of skilled personnel were already causing problems for disability rehabilitation providers. The pandemic and global instability have thrown disability rehabilitation and specialists into the uncertainties.

The study's significance must be considered in the context of a changing global scenario. Employees were experiencing significant disruptions in establishing work-life balance. Because of the shifting social landscape, work-life balance is essential. Personal life influences business and vice versa. As a result, striking a balance between the two is difficult. Workplace changes such as changes in work culture, flexible work hours, and appraisals have made the workplace more competitive. Managing work and family commitments causes attitudes, working styles, and culture to shift. As a result, research into work-life balance is critical.

Ryff's Six - Factor Model is used to assess psychological well-being. This is an essential notion in positive psychology. Psychological well-being does not only confine its scheme to the absence of diseases. It covers a wide range of topics, including personal development and wellbeing. Psychological well-being is regarded as an important feature for assessing an individual's health.

Understanding the work-life balance and psychological well-being of disability rehabilitation experts allows for a more complete picture of the personnel. This allows the researcher to learn a lot about these employees, including how their personal lives and professional lives are intertwined. This study is eye-opener in the human resource development field of disability rehabilitation. Human resources in the disability sector are among the most marginalized labor forces where least research work was conducted.

The purpose of this research is to better understand how work-life balance influences the psychological health of professionals working in disability rehabilitation. Professionals in disability rehabilitation educate and train children with disabilities. Professional rehabilitation assistance enables the creation of a more inclusive society.

It is challenging for disability rehabilitation experts to strike a work-life balance. The emphasis on human resources is the least considered part of disability rehabilitation. The goal of this research is to learn more about how work-life balance influences the psychological health of professionals involved in disability rehabilitation.

1.1 Work life balance

Hudson (2005) defines work life balance, as a satisfactory level of involvement or fit between the multiple roles in a person's life. Work life balance is something that someone does in dividing time both in the workplace and other activities outside of work wherein there is individual behaviour where this can be source of personal conflict and a source of energy for oneself.

Work-life balance refers to being satisfied and operating well at work and at home while reducing role conflict. Family as an institution had transformed. The family members' positions altered dramatically in the following decades. There are numerous reasons for this, including economic, legal, social, and cultural considerations. The conventional view of the male father as the sole breadwinner had shifted. Females contribute monetarily to the family at the same level as males, and in some circumstances, females contribute more than their spouses. This transformation in the family results in significant structural changes in the lives of the family members.

The most important aspect of work life balance is ensuring that all of one's priorities are met successfully. The traditional concept of family and the expected roles have been transformed by modernization and changing economics. Family as an institution had evolved. The members' positions altered dramatically in the following decades. There are numerous reasons for this, including economic, legal, social, and cultural considerations. The conventional view of the male father as the sole breadwinner has shifted. Females contribute monetarily to the family at the same rate as males, and in some circumstances, females contribute more than their spouses. This transformation in the family results in significant structural changes in the lives of the family members.

Work and life were traditionally considered as opposing goals. Both are competing for the same limited resources, most notably time. There is a new strategy that combines efforts to achieve both personal and professional goals. Conflicts between personal priorities and work can be used as catalysts for detecting inefficiency and in the workplace. This is the innovative strategy that created the groundwork for work-life balance. This approach was emerged in collaboration to achieve both personal and work objectives.

1.2 Psychological Wellbeing

Psychological well-being becomes an important topic of psychology during the evolution of psychology from philosophy. In psychology, psychological well-being is defined as a combination of affective, cognitive, and semantic qualities. Happiness, hope, positive mental health, quality of life, optimism, satisfaction, and other social concepts are frequently employed as synonyms for psychological well-being.

Ryff defined psychological well-being as having multiple dimensions rather than singular. This view is influenced by Aristotle's Nichomachean Ethics, which holds that the goal of life is not simply to feel well, but also to live virtuously. Ryff & Keyes (1995) defined psychological well-being as a state in which an individual can function psychologically well equipped on tuned to realize his/her true potential. Ryff scale of psychological well-being is a theoretically basis for the themes used in this study. In this study six dimensions of psychological well-being were analysis. These were self- acceptance, personal growth, purpose in life, environmental mastery, autonomy and positive relationships.

1.3 Disability Rehabilitation professionals

The Rehabilitation Council of India Act (1992) enacted Indian Rehabilitation Council. In India, monitoring and training of rehabilitation specialists are governed by the Rehabilitation Council of India (RCI).

As per the RCI act 1992 the rehabilitation professionals are :

1. Audiologist and speech therapists
2. Clinical psychologists
3. Hearing aid and ear mould technicians
4. Rehabilitation engineers and technicians
5. Special teachers for educating and training
6. Vocational counsellors, employment officers and placement officers
7. Multi- purpose rehabilitation therapists , technicians or
8. Other category of professionals as the Central Government may in consultation with the council notify from time to time.

For children with disabilities, disability rehabilitation professionals offer training in a variety of subjects. These training will be offered in accordance with each child's unique needs. The domains of training cover learning how to do things like eat, drink, go to the restroom, read,

write, move around, etc. The therapy services are provided by disability rehabilitation professionals like audiologists, psychologists, physiotherapists, and other professionals. Special educators are focused on the teaching and training of children with special needs.

1.4 Research Questions

- What are the various factors effecting work life balance among disability rehabilitation professionals?
- What are the various factors effecting psychological wellbeing among disability rehabilitation professionals?
- What are the factors of work life balance that effect psychological wellbeing of disability rehabilitation professionals?

1.5 Objectives

- To identify and analyze various factors of work life balance among disability rehabilitation professionals
- To identify and analyze various factors of psychological wellbeing among disability rehabilitation professionals
- To identify and analyze various factors of work life balance effecting psychological wellbeing among disability rehabilitation professionals

2. METHODOLOGY

2.1 Research Design

In this qualitative study Phenomenology was used for data analysis. Phenomenology is the most appropriate approach for this study. Phenomenology "capture the meaning for several individuals of their lived experience of a concept or a phenomenon" (Creswell 2007). In this study the phenomenon addresses variables like work life balance and psychological well-being of disability rehabilitation professionals.

Phenomenological studies have two (hermeneutical & transcendental) approaches (Creswell 2007). In this study transcendental phenomenology was used. Researcher need to ignore all the past knowledge and experience in this approach. A deep level of understanding needs to be made. And need to consider everything is perceived freshly and for first time. Bracketing completes the process of suspending one's past knowledge and experience. (Creswell 2007). Bracketing reduce researcher's idea and familiarities.

Hermeneutical and transcendental approaches are used in phenomenological investigations (Creswell, 2007). Transcendental phenomenology was applied in this investigation. In this approach, the researcher must disregard all prior knowledge and experience. There must be a profound understanding reached. And you must remember that everything is being seen for the first time. Suspending one's prior knowledge and experience is completed by bracketing. 2007 (Creswell). Bracketing limits the researcher's attitudes and interests.

2.2 Sample selection

The study was conducted among 25 disability rehabilitation professionals. The disability rehabilitation professionals are recognized under Rehabilitation Council of India. Disability rehabilitation professionals include Special Educators, Physiotherapist, Occupational therapist, Psychologist etc. In Kerala, samples were gathered from two districts. Samples were chosen from the districts of Trivandrum and Palakkad.

The disability rehabilitation professionals from Samagra Shiksha Kerala (SSK) project, Buds project and Special Schools were selected. 12 disability rehabilitation professionals from Palakkad district and 13 disability rehabilitation professionals from Trivandrum district participated in the study. 13 female and 12 male candidates were interviewed. Convenient sampling method was used for the selection of the participants.

2.3 Data collection

To safeguard the data's confidentiality and privacy, measures were taken. For the purpose of gathering data, semi-structured interviews were undertaken. The interviews were generally conducted at work, but some were also performed at home. The participants' privacy was protected while interviews were being conducted at their homes and places of employment. Information regarding the participants' personal and professional lives was gathered through interviews.

Interviews were conducted at both work place and home where the participants had privacy to share the information. The participants were given access to a private physical area to ensure that they may feel freely and unafraid to share the information. Before the interview, participants were given a brief explanation about the study and asked for their verbal consent. The interviews of the participants were utilized to capture different form of diversity in the data. The perspective of the researcher was constrained while gathering and interpreting data.

2.4 Assessment tool

There are 27 structured questions in the interview questionnaire, which is followed by unstructured questions as per need. The questionnaire contained 7 structured questions to get data on work-life balance and 14 structured questions to gather data on psychological well-being. Questionnaire was prepared on the basis of predetermined themes. For work-life balance, there were three specified themes, and for psychological well-being, there were six themes. Work interfering with personal life, personal life interfering with work, and eventually work/personal life enhancement were the topics for work-life balance. Autonomy, environmental mastery, personal progress, meaningful relationships, life's purpose, and self-acceptance were the themes for psychological wellbeing.

2.5 Pilot study

A team of professionals reviewed the questionnaires. After that, a pilot study with 5 participants was carried out. In the district of Trivandrum, a pilot study was carried out. It was carried out in order to understand the practical challenges involved in conducting the interview and the challenges encountered while administering the questionnaire. This study made it possible to comprehend the amount of time and resources required for the interview. A few questions had been restructured based on the results of the pilot study.

2.6 Administrative procedure

The interviews were carried out methodically. The subject and researcher developed a rapport as we discussed the topic. Before beginning the interview, the participants' verbal agreement was obtained. The interviews were held in Malayalam, the regional tongue. Both the researcher and the subjects are native Malayalis. With the participants' consent, voice recordings were made for all of the interviews. Only the participant and the researcher were present while the interview was being conducted. This was done in order to protect the data's privacy and confidentiality. The average interview time was one hour and forty-five minutes.

2.7 Analysis of data

All of the interviews were voice-recorded and transcribed. 25 units of text were created from the transcripts. After 25 interviews, the data collection was at its peak and reached saturation. Thus, after 25 interviews, the process was stopped. The researcher's opinions and assessments were not permitted to be used in the data collection or analysis phases of the study. When creating the questions, conducting the interview, and analysing the data, bracketing was used. The information was gathered based on pre-established themes. Work-life balance contained three themes, psychological well-being had six themes, and there were nine preset themes in total. During data analysis, subthemes emerged throughout each of the main themes.

3.FINDINGS

3.1 Themes on Work Life Balance

3.1.1 Theme-1: Work Interference with personal Life (WIPL)

The theme of work interference with personal life discusses the issues faced by the participants in their personal lives that were influenced by work. From the information provided by the participants, sub-themes emerged. The related concerns that the participants discussed during the interview served as the basis for the sub-themes. The following are the derived subthemes:

3.1.1.1 Relationship with supervisor

Participants agreed that in order to lessen the interference from work in personal life, having a good relationship with one's supervisor is crucial. An employee can work stress-free if they have a good relationship with their supervisor. With no work-related stress carried over to their personal lives, this enables the individual to focus on their personal lives. Additionally, if there is a poor relationship between the employee and the supervisor, there may be issues with work overload, long hours, difficulty requesting time off, etc. All of these things have an impact on personal life.

3.1.1.2 Communication issues

The process of communication is intricate and has many different parts, including a medium, receiver, channel, sender, etc. Communication problems are a significant factor in causing interference in personal affairs. Communication's function depends on both the sender and the recipient. Even if one individual is good at communicating, this does not guarantee that there will be proper communication since many different things affect communication. There were several work-related interferences in the personal life due to improper communication.

3.1.1.3 Work Overload

Another problem that contributes to ongoing work-related interference in personal life is work overload. Burnouts will develop from overwork. The employee won't be able to engage in personal activities without distraction from work due to work overload. This is one of the key problems the workers are dealing with.

3.1.1.4 Role conflict

Another significant factor that negatively impacts the employees is role conflict. Many problems are caused by the job's lack of clarity, and these problems are causing extreme mental stress. The workers are under stress, and they are also worrying about it in their personal lives. They are unable to forget the disagreements before leaving for home, which has an impact on the employee's mental health. This will have an impact on daily life activities because of tension and frustration.

3.1.1.4 Flexibility

Workplace flexibility enables employees to participate in personal interests as well. Participants view flexibility as a crucial element of their jobs. Employees require flexibility in both their work processes and their schedules. Workplace flexibility enables people to pursue personal interests free from interference from their jobs.

3.1.1.5 Role of management

The management function is seen as a crucial element in ensuring better performance of daily tasks. To ensure work-life balance, management must take charge. Work-life balance cannot be established and maintained without the support and efforts of management.

3.1.2 Theme-2: Personal Life Interference with Work (PLIW)

Interference from personal affairs in work is another predefined theme. The personal elements that influence job actions are discussed in this theme. These subthemes were discovered through the gathering and examination of data. Following are the subthemes discovered under this theme:

3.1.2.1 Health Issues

Workplace productivity can be significantly hampered by health issues. Health problems can strike people at any time and have a significant impact on how well they function at work. The staffs had expressed grave concern for unforeseen health problems that may arise from accidents or even pandemics. The COVID pandemic worried the majority of the participants.

3.1.2.2 Elderly Care

The work often gets interference due to medical conditions and health issues of elderly parents. This interference is exacerbated by the older generation's lack of technical understanding. Normal health checkups are a necessary component of a normal lifestyle. For future follow-up and treatment, the employees' attendance at the health exams becomes crucial. As a result, this is recognised as a significant personal component that influences work.

3.1.2.3 Family leaves

Our customs and culture place a higher value on the family in Indian society. Both married and single workers must take time off for family obligations as part of their jobs. One of the biggest difficulties facing the workers is this. It can be quite challenging to persuade a supervisor to grant family breaks, and this crucial personal component interferes with work operations and may even negatively impact the supervisor-employee relationship.

3.1.2.4 Child care

Child care is a challenging topic. There are several dimensions to this subtheme. If both parents are employed in a nuclear family, child care becomes a significant problem. Child care-related difficulties will have an impact on how work is done. The participants wants the management to address this issue in a more sensitive manner.

3.1.2.5 Marital Issues

Marital problems were also thought to be a significant cause of work-related hindrance. To carry out employment duties, the partner must provide support and care. A person's psychological well-being will be impacted by a troubled marriage, making it challenging for them to accomplish their job duties successfully. The family environment has a significant impact on how well employees carry out their job duties.

3.1.2.6 Values and Ethics

The values of the participants will have an effect on the working process. Organisational values and ethics will be translated from personal values and ethics. If the organisational values and personal values do not match, it will create stress and bring conflict to the employee. The entire work will be impacted if personal ethics and values collide with the professional process.

3.1.3 Theme-3: Work/Personal Life Enhancement (WPLE)

The theme of "work/personal life enhancement" includes both job-related and life-related aspects. This theme includes the factors of job that positively affect life or vice versa. We have incorporated elements into this topic that have a good impact on participants' work-life balance. Below are the subthemes that emerged throughout the study.

3.1.3.1 Social status

Among the participants, social status was a significant subtheme. Participants said that they enjoy a high social position and receive respect from society as a result of the field in which they work. Professionals in disability rehabilitation have a positive social standing.

3.1.3.2 Job Satisfaction

Enhancing your life will lead to job happiness. Job satisfaction results from a healthy work-life balance. When both professional and personal activities are running smoothly, job satisfaction will result. Participants shared that working to improve life skills of children. The improvement of intervention provide an intrinsic satisfaction for the propel working in this field.

3.1.3.3 Family Atmosphere

Family dynamics might sometimes disrupt job tasks. For carrying out employment duties, family support is necessary. Family members must be prepared to adapt as necessary to meet the demands of work activities. As a result, the workers will be able to perform well at work without feeling stressed out about their personal lives.

3.1.3.4 Self esteem

Participants expressed how their self-esteem has grown as a consequence of their job. They can provide resources for the family due to their job. Respect from friends, relatives, and the community is earned through being a contributing member of the family and society. The participants shared that they are able to have a higher sense of self-worth than other non-earning members of society.

3.2 Themes on Psychological Well-being

Psychological well-being includes six predetermined themes. These themes are on the basis of six different dimensions.

3.2.1 Theme -1: Autonomy

One aspect of psychological well-being called autonomy denotes the capacity for making independent decisions and to avoid letting peer pressure affect your decisions. People with less autonomy frequently worry about what other people think of them and their expectations. The following are the subthemes explored in this study.

3.2.1.1 Financial Independence

The most important aspect in defining a person's liberty is their financial independence. Individuals are able to make more independent decisions when they are financially independent. Financial independence was considered a pivotal component in the autonomy of a person. Financial independence is essential for the fulfillment of meeting living expenses without depending another person. Financial independence provides an opportunity to express an individual his opinions without the fear of losing job or facing problems in the work environment.

3.2.1.2 Independent decision at work

Making decisions linked to your job is regarded as a key component of autonomy. Individuals who exercise autonomy assess themselves according to their own standards. They are independent when it comes to take decisions and handling obligations at work. Making independent decisions at work was seen as one of the key factors determining a person's autonomy. An autonomous person will make decisions on their own at work. They won't be reliant on their managers to decide what their duties and responsibilities will be. They will be accountable for the results of their work-related decisions.

3.2.1.3 Independent decision in personal life

Independent decision making was considered as an important dimension of Autonomy.. They will relay on their own judgment for taking decisions. The person holding autonomy will take independent decisions in their personal life. Decisions on the crucial junctures of their life will be taken independently. Crucial decisions like selection of their carrier, job section, and selection of their spouse will be independent decisions. They will not be influenced by the social dogmas associated in the society.

3.2.2 Theme-2: Personal growth

Personal growth is another important dimension of psychological well-being. This indicate continued development. There will be a realization of self potentials. The individual tries to improve in self and behavior over time. The subthemes evolved during this study are provided below.

3.2.2.1 Promotion

One of the most crucial factors in determining personal progress was thought to be employee promotion. Promotion is regarded as a significant benchmark for realizing a person's potential. Promotion raises a person's social standing. Lack of career advancement is regarded as a sign of life stagnation. Respect is fostered in the workplace by promotion. Employees' self-esteem is also raised by promotion.

3.2.2.2 Salary Hike at regular intervals

Salary is another pivotal component which determines the personal growth of the employees. Regular salary increases promote both economic and psychological progress. The ability to support one's family through salary is seen as a very significant indication of autonomy. Personal growth was thought to be greatly influenced by financial security. Financial security enables an individual to put money and time into developing his abilities.

3.2.2.3 Participation in training programs

The chance to upgrade one's skills and knowledge in the relevant fields will be available to employees who take part in training programs and seminars. Refresher courses are crucial for advancement if career in the teaching profession. The continuation of their registration as

well as the advancement of their careers depends on these elements. Employees can enhance their professional development overall, as well as their ability to perform their jobs more effectively, by participating in training programs. The growth and contribution of the workforce to the organisation will result from all of this.

3.2.3 Theme-3: Environmental mastery

The ability to manage the environment with confidence and skill is known as environmental mastery. This includes making use of available options nearby. And the capacity to select or create circumstances that meet one's own needs and ideals. There will be a feeling of command over the outside environment. This is the capacity to direct and control a complex environment. They are able to design environments that satisfy their wants and uphold their ideals. The subthemes that emerged from this investigation are listed below.

3.2.3.1 Maintaining Work Life Balance

One of the crucial factors that determine environmental mastery is maintaining work-life balance. People who have a strong understanding of the environment are able to manage both their work and personal lives by viewing challenges as opportunities. A person must have the ability to maintain equilibrium in both their personal and professional environments in order to achieve work-life balance. A person who has mastered the skill of having a work-life balance would have strong environmental mastery. Work skills and personal skills vary under distinct dimensions.

3.2.3.2 Use of opportunity

Employees also valued the significance of seizing opportunities as a crucial element of environmental mastery. The staff members must understand how to make the most of their opportunities. To recognize possibilities and utilize them to their fullest potential, personnel must possess certain skills. Opportunities in both the professional and personal spheres will be used more effectively by someone who has environmental mastery. In accordance with their ideals and skill set, they will also be able to generate opportunities. Using their knowledge and experience, they will turn the challenges into chances.

3.2.3.3 Household work managing

Employees are seen as having environmental mastery if they are competent to manage their household duties. Along with managing the daily needs of the family, household work often includes physical labor such as attending family events like weddings, housewarmings, and baby showers. Managing home chores and getting the entire family ready in the morning was regarded as a task requiring a high level of environmental mastery.

3.2.3.4 Regulating environment

Employees who possess environmental mastery will be in charge of their surroundings. They will be accountable for the environment they live in. They will possess expertise in both planning and improvisation. They will have a backup plan or the ability to react quickly and control the issue. They will be adept at dealing with the managers and the workplace rules in a way that suits them.

3.2.4 Theme-4: Positive relationship

Developing trustworthy relationships with people is a dimension of a positive relationship. They are aware of the give and take in interpersonal connections. They are perceptive to affective ideas like intimacy, empathy, and other emotions. Below are the subthemes that developed under this theme during this study.

3.2.4.1 Less stressful job

Positive relationships among coworkers result in less stress at work. They make an effort to keep friendly contacts with other workers. As a result of their positive relationships with other employees, these individuals will experience extremely little stress. To meet the obstacles presented by their jobs, they make use of these connections. They use these connections to better understand new changes and even to obtain information beforehand. As a result, the worker can work less stressfully.

3.2.4.2 Maintain long standing relationships

A positive relationship is one that has been established through time. Positive relationships must include the ability to sustain personal connections over an extended length of time. Long-lasting partnerships generally refer to a person's ongoing interpersonal connection. Long-term relationships didn't have to be between life partners; they could also be between friends of the same sex or a different sex. They will be dependable in keeping connections. This enables them to have adequate personal connections to communicate their issues with and seek support from, as needed.

3.2.4.3 Good relationship with supervisor and coworkers

Positive relationships between employees depend on having good relationships with their boss and coworkers. They'll do well at fostering relationships at work. Building great relationships with their managers and fellow employees will come naturally to these people. They will assess the circumstance and shape themselves to meet its demands.

3.2.4.4 Good marital relation

Possessing a healthy marriage is a key subtheme that has arisen under this theme. People to have good relationships with other people, having a healthy marriage are considered to be crucial. They will have a close relationship marked by affection, intimacy, and empathy. Positive relationships among coworkers will manifest themselves in the same manner in personal relationships as well. Due to their capacity for solidifying bonds, they will have a satisfying marriage that will support them in trying times.

3.2.5 Theme-5: Self acceptance

Self acceptance is the positive attitude towards self. This is accepting and acknowledging multiple aspects of self. Self acceptance is build on the basis of self assessment. Self assessment creates awareness on personal limitations and failures. Both good and bad qualities need to be accepted. The past life needs to be viewed with a sense of positive feeling. The subthemes emerged under this theme during the study were provided below.

3.2.5.1Personality

Employees mentioned that an individual's self-acceptance is also affected by their personality. Each person has unique personality. Self-acceptance is determined by one's personality. Accepting one's own qualities, strengths, weaknesses, loves, likes and dislikes is influenced by one's personality. Self-acceptance is seen as one of the fundamental characteristics that help a person overcome life's problems.

3.2.5.2 Self esteem & Self respect

Self-esteem and self-respect were reported as important factors in determining self-acceptance. A person's self-esteem is how they perceive themselves. The level of self-esteem reveals how highly a person values himself or herself. Individuals with high self-esteem and self-respect appear to be self-accepting. Individuals with low self-esteem and self-respect are dissatisfied with themselves. And they will be much more disappointed in themselves.

3.2.5.3 Emotional control

Employees in the study agreed that emotional regulation is an important component of self acceptance. The individual who has emotional control will only be able to analyze the event without being emotionally involved. Self-acceptance of likes and dislikes is only feasible if the individual can regulate his emotions. Emotional regulation is essential for self acceptance.

3.2.6 Theme-6: Purpose of life

The meaning of life explains our aspirations and sense of purpose. This dimension looks for the purpose of past and present life. The beliefs that give life purpose are the subject of this section. Goals and ambitions for living are also a part of this component. A person who feels meaningless in life believes that there is no purpose to existence and that they have no goals or sense of direction. Below are the subthemes that came up during this study.

3.2.6.1 Family gives purpose to the life

Participants shared that our society and culture are very family oriented. As a result, individuals derive their sense of purpose from their family. For the majority of people, their sense of direction is determined by their family. The beliefs that give life meaning are heavily influenced by familial position, political and cultural orientation, and so forth. Family members also play a significant influence in establishing one's life goal.

3.2.6.2 Career oriented people

Career also has a significant impact on one's life purpose. Career stages, aspirations, and objectives all have a significant impact on one's life purpose. The value placed on a career also influences one's life purpose. Some people regard their profession as the most essential aspect of their lives. For these people, family, marriage relationships, health, and so on are secondary concerns. Career is the most essential objective for these people.

3.2.6.3Spirituality

Spirituality is also crucial in shaping life's goals and aspirations. In this context, spirituality also involves religious orientation. Spirituality has a significant impact on shaping the meaning of life in the present and future. The core values of an individual derived from spirituality dictate the meaning and purpose of life. Employees saw the decision to pursue a career in disability rehabilitation as a noble gesture. Employees shared a sense of destiny and spirituality in choosing and keeping their employment. Some of employees believe making a significant difference in the lives of disabled children and their families is part of life destiny and spiritual process.

4.SUMMARY
The summary of work life balance factors that affected psychological wellbeing are provided below under each theme:

Theme-1: Work Interference with personal Life (WIPL)

- Relationship with supervisor
- Flexibility

Theme-2: Personal Life Interference with Work (PLIW)

- Health Issues
- Marital issues
- Child care
- Ethics and values

Theme-3: Work/Personal Life Enhancement (WPLE)

- Social status
- Job satisfaction
- Self esteem

5. DISCUSSION

This study clearly provides an indication that work life balance has an impact on psychological wellbeing of disability rehabilitation professional. The finding of this study validates the Spill Over Model of work life balance. The personal life and work life are both influencing psychological well being of an individual. And also the study gives clear indication that work interference with life and personal life influence work. This study also support the Instrumental Model which proposes that activities in one domain facilities success in the other.

Border theory explaining work life balance states that people have interactive environment. When these two domains are integrated then transitions are easier and of he domains are segmented then it will result to conflict and stress. The finding of this study also indicates the same and we need to try to integrate both domains as possible.

5.1 Work life balance as a Strategy to enhance psychological wellbeing

1. Management support is pivotal for the implementation of work life balance
2. Work life balance policy need to be formulated and implemented
3. Health concerns of the employees need to cover by insurances or other health benefit schemes.
4. Training need to be provided to all supervisors to work with the subordinates and address various issues like role conflict, job stress and work overload.
5. Employees aspiring the values and ethics of the organization need to be recruited.
6. Positive relationship among co-workers need to be build, if necessary training need to be provided
7. Employees need to know aims and objectives of the organization. And need to work to fulfil those.
8. Flexibility in time and place need to be given for the employees having personal issues like child care and elderly care
9. Work culture that supports work life balance need to be build
10. Counselling and career guidance need to be provide for employees

6. CONCLUSION

The study concludes that the factors of work life balance affect psychological well being. Nine subthemes were found to influence organizational effectiveness. These nine subthemes were spread under all three themes of work life balance. These factors were identified and analyzed.

7. REFERENCES

Bedeian, A. G., Burke, B. G., & Moffett, R. G. (1988). Outcomes of work-family conflict among married male and female professionals. Journal of Management, 14(3), 475-491.

Brown, P. (2004). Promoting work/life balance in a 'hurry culture': Issues and challenges.

Clark, S. C.(2000) "Work/ family border theory : A new theory of work/life balance." Human Relations,53,6,747-770. Crooker, K. et al. (2002). Creating Work-Life Balance: A Model of Pluralism across Life Domains. Human Resource Development Review, 1(4): 387-419.

Connoly, T., Conlon, E. J., & Deutsch, S. J. (1980). Organizational effectiveness: A multiple constituency approach. Academy of Management Review, 5, 211-217.

Creswell, J. W. (2007). Qualitative inquiry and research design: Choosing among five approaches. Thousand Oaks, CA: Sage Publications.

Daftuar, C.N (1985). Structure of supervisorycontrol: A study in Organizational Effectiveness.

Georopoulus, B.R., & Tannenbaum, A. S. (1957). A study of organisational effectiveness, American Sociological Review, 534-40.

Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between workfamily balance and quality of life. Journal of Vocational Behavior, 63, 510-531.

Hackman, J.R., & Suttle, J.L. (1977). "Improving life at work: Behavioral science approaches to organizational change", California: Goodyear, pp.3.

Hannan, M. T., & Freeman, J. (1977). Obstacles to comparative organizational studies. In P. S. Goodman, & J. M. Pennings (Eds.), New perspectives on organizational effectiveness (pp. 106- 131). San Francisco: Jossey-Bass.

Hudson, D. (2005). *Meaning of work-life balance* and its application. Retrieved on 8th Nov. 2018, from http/*www.psc.qld.gov.au/library/document/forms/wlbdefinition.pdf*

Kerlinger, F. N., & Lee, H.W. (2000). *Foundations of behavioral research*, 4thEdn.Fortworth: Harcourt College Publishers

Kerlinger, F. N., & Lee, H.W. (2000). Foundations of behavioral research,

Kinicki, A., &Kreitner, R. (2006).*Organisational behaviour: Concept, skill, practices*, 2nd edition, New Delhi. TataMc-Graw Hill. Learning.

Luthans, F. (1989).*Organisational behaviour*: New Delhi: Tata Mc-Graw Hill.

Margo, Shaw, Laura & Andrey (2008) "'I'm home for the kids': contradictory implications for work-Life-Balance of teleworking mothers" Gender work and Organisation 15(5) 454-76

Matjasko & Feldmen (2006), "Bring work home: the emotional experience of mothers and fathers", Journal of family psychology 20 (1): 47-55

Merleau-Ponty, M. (1956). What is Phenomenology? Cross Currents, 6, 59-70.

Morgan, C.T. (1993). *Introductions to psychology*. New York: Tata Mc-Graw Hill.

Moustakas, C. (1994). Phenomenological research methods. Thousand Oaks, CA: Sage.

Moustakas, C. (1994). Phenomenological research methods. Thousand Oaks, CA: Sage Publications.

Neiten, W. & Lloyd, M.A (2007). *Psychology applied to Modern life*. Thomson Detmar Learning.Patna: Bharati Bhawan Publishers.

Parsons, T. (1956). "Suggestions for a sociological approach to the theory of organizations". Administrative Science Quarterly 1 (June): 63–85. Google Scholar

Philipsen, M. (2010). Balancing personal and professional lives: Experiences of female faculty across the career span. Vitae Scholasticae, 27(2), 9-29.

RCI (1992) Act

Robbins , S P. (2009). *Organizational Behaviour*. 13th edition. New Delhi: PHI.

Robbins, .S.P. (2004).Organisational Behaviour (10th edn.). New Delhi: Prentice Hall of India, Pvt. Ltd.

Ryff, C. (1989a). Happiness is everything, or is it? Explorations on the meaning of psychological well-being. *Journal of Personality and Social Psychology., 57,* 1069-1081.

Ryff, C. (1989a). Happiness is everything, or is it? Explorations on the meaning of psychological well-being. *Journal of Personality and Social Psychology., 57,* 1069-1081.

Ryff, C. (1989b). Beyond Ponce de Leon and life satisfaction: New directions in quest of successful aging. *International Journal of Behavioral Development, 12,* 35-55.

Ryff, C. and Singer, B. (1998). The contours of positive health. *Psychological Inquiry, 9,* 128.

Ryff, C. and Singer, B. (1998). The contours of positive health. *Psychological Inquiry, 9,* 128.

Ryff, C. D. and Singer, B. (1996). Psychological well-being: meaning, measurement, and implications for psychotherapy research. *Psychother. Psychosom., 65,* 14-23.

Ryff, C. D. and Singer, B. (2003). Ironies of the human condition: Well-being and health on the way to mortality. In L.G.Aspinwal and U. M. Staudinger (Eds.), *A psychology of*

human strengths: Fundamental questions and future directions for a positive psychology.
(pp. 271-287). Washington, DC, US.: American Psychological Association.

Roberts (2008), "Time and Work-Life-Balance: The roles of Temporal Customizations and life temporalities" Genderwork and Organisation 15(5): 430-53

Singh, A.K. (2002). *Tests, measurements and research methods in behavioral sciences.* Patna: Bharati Bhawan Publishers.

Tracy, S. J. (2010). Qualitative quality: Eight "Big-Tent" criteria for excellent qualitative research. Qualitative Inquiry, 16(10), 837-851

Wertz, F. J. (2005). Phenomenological research methods for counseling psychology. Journal of Counseling Psychology, 52, 167-177. doi: 10.1037/0022- 0167.52.2.167

Verma, S.K.(1988). Measurement of positive mental health: Some theoretical and practical consideration. *Indian Journal of Clinical Psychology,* 15, 6-11.