

A Study on Quality of Work Life Balance Among the Employees of Private Sectors Banks in Tirunelveli District

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Abstract: *Work-life balance is about effectively managing the juggling act between paid work & other activities that are important to people. It's not about saying that work is wrong or bad, but that work shouldn't completely crowd out the other things that matter to people like time with family, participation with community activities, voluntary work, personal development, leisure, and recreation. The 'right' balance is a very personal thing & will change for each person at different times in his /her lives. For some people, the issue is being able to get to work or find more work rather than having too much work. There is no 'one size fits all' solution. A balanced life is one where we spread our energy and effort – emotional, intellectual, imaginative, and spiritual & physical- between key areas of importance. The neglect of one or more, or anchor points, may threaten the vitality of the whole. This paper, based on a survey conducted on a banking sector in Odisha has provided an opportunity for an in-depth exploration of the perceptions and attitudes of the employees regarding the potential worklife balance policy variables. Responses of the employees have provided rich data and a clearer understanding of the perceived values of the factors affecting work-life balance within the service industries.*

Keywords: Work-Life Balance, Z Test

I. INTRODUCTION

Work-life balance is increasingly an issue for any country. Jobs, the workplace & workforce are changing as; More women & sole parents go to work. More people juggle more than one job. The workforce ages & is increasingly diverse. Businesses continue to compete globally to hire skilled workers. Technology changes the way work- e.g. cell phones & PCs blur the distinction between work & personal time. For any country, the two biggest work-life balance problems are: People with not enough work or income. People who have too much work the low paid who need to work long hours to earn enough & the higher paid who may feel trapped into working more hours than they want to do. Through the consultation, employers told that they wanted to address work-life balance issues in their workplaces, & that they wanted practical tools to implement work-life balance initiatives. Workers, families & individuals told us that the key issues for them in achieving work-life balance concerned their caring responsibilities, workplace practices, and cultures & the need to earn sufficient income.

II. REVIEW OF LITEWRATURE:

Work-life Balance of Employees in Private Sector Banks:

Pocock (2003) describes the lack of balance between the changing nature of the families & the workplace cultures as a collision between work & families. Institutions have failed to recognize the spillover effect in workplaces, & deserted to manage the balance with the employees' expectations that spread beyond their working life (Bond et al 1997; Bardoel et al 2000; did research on Work-Life Balance in changing Business Dynamism- A study on the perpetual difference in public & private sector". That the public sector employees are relatively more satisfied with their working conditions, their job, relations with the peers etc. And thus find it easy to balance their work life than the private sector

employees & the same in the case of job satisfaction level which is more in public sector employees than the private sector.

Daljeet Kaur (2010) did research on, “Aims to gain an insight into current working life policies & practices of employees in ICICI Bank Ltd. “in Chandigarh. Several notable factors that influence work-life balance are fair compensation, safe & healthy working environment, adequate performance appraisal, career growth opportunities, training & development etc. On the basis of his study, he said that employees of ICICI bank Ltd. In Chandigarh region were happy with the working environment of the bank. They felt that they were safe & secure in the bank. They felt that bank should start their own transport facilities for the staff.

Sanjeev K. Sharma & Geeta Sharma (2010) did research on the perceived work-life balance among employees of the bank” to identify the extent to which banks are meeting the employee’s expectations on the work-life balance dimensions. The dimensions if WLB selected are health & well being, job security, job satisfaction, competency development & the balance between work with their lifestyle. A total of 150 valid questionnaires were obtained from the employees of selected public & private sector banks in Chandigarh. They concluded that a happy & healthy employee will give better turn over, make good decisions & positively contribute to the organizational goal. An assured good work-life balance will not attract young & new talent but also retain the experienced talent.

Victor & Thava Kumar (2011) did research on, Family conflict among married women employees”. The data for this study came from 100 married women in public & private sector banks who responded to a self-administrated questionnaire. By using the primary & secondary data, the researcher tends to find our extent.

2.1 Objective of the Study

- To understand the concept of work life balance and job satisfaction
- To study the socio- economic status of employees of private sector banks.
- To analyse the relationship between the level of work life balance and their job satisfaction of employee.

2.2 Statement of the Problem

The problem of the research is entitled as “ Work-Life Balance of Employee in Private Sector Banks”.

2.3 Scope of the Problem

Work-life balance is the relationship between employees and total working environment. A great place to work where “You trust people you work for, have pride in what you do, & enjoy the people you work with.” Work-life balance represents a concern for human dimensions of work & relates to job satisfaction & organizational development.

III. RESEARCH METHODOLOGIES

Research is a systematic inquiry that investigates hypotheses, suggests new interpretations of data or texts, & poses new questions for future research to explore. Research is defined as a “ systematized effort to gain new knowledge”. Research the word itself gives the meaning of researching, researching more relevant facts from existing facts. It can be an academic activity & such the term should be used in a technical sense. Research consists of asking a question that nobody has asked before, doing the necessary work to find the answer, & communicating the knowledge you have acquired a larger audience.

Data Collection:

In this research we used both primary data and secondary data .

Primary data are collected through questionnaire and secondary data collected through journal, publications, articles.

Sample size : 25

IV. ANALYSIS INTERPRETATION

TABLE 1: Demographic Profile Of The Respondents

S.NO	PARTICULARS	NOOF RESPONDENTS	PERCENTAGE
1	GENDER		
	MALE	12	48
	FEMALE	13	52
	TOTAL	25	100
2	AGE		
	BELOW 30	6	24
	30-40	5	20
	40-50	9	36
	50 & ABOVE	5	20
	TOTAL	25	100
3	MARTIAL STATUS		
	MARRIED	9	56
	UNMARRIED	16	84
	TOTAL	25	100
4	EDUCATION QUALIFICATION		
	HSC	8	32
	SSLC	9	36
	UG	4	16
	PG	4	16
	TOTAL	25	100
5	BUSINESS TYPE		
	MANUFACTURING	6	24
	SERVICE	8	32
	TRADING	5	20
	COMBINATION	6	24
	TOTAL	25	100

Source : Primary data

INTERPRETATION:

The above table shows that according to gender wise classification 48 percentage of the respondents are in male and 52 percentage of the respondents are in female.

- According to age wise classification 24 percentage of the respondents are in below 30 and 20 percentage of the respondents are in 30-40 and 36 percentage of the respondents are in 40-50 and 20 percentage of the respondents are in 50 & above.
- According to martial status 36 percentage of the respondents are in married and 64 percentage of the respondents are in unmarried.
- According to educational qualification 32 percentage of the respondents are in HSC and 36 percentage of the respondents are in SSLC and 16 percentage of the respondents are in UG and 16 percentage of the respondents are in PG.
- According to business type 24 percentage of the respondents are in manufacturing and 32 percentage of the respondents are in service and 20 percentage of the respondents are in trading and 24 percentage of the respondents are in combination.

CHI – SQUARE :

NULL HYPOTHESIS: There is no significant relationship between gender and age wise classification.

Gender/Age	Below 30	30-40	40-50	50&above	Total
MALE	2	3	6	4	15
FEMALE	4	2	3	1	10
TOTAL	6	5	9	5	25

TABLE 2 GENDER/ AGE WISE CLASSIFICATION

O	E	(OE)	(OE) ²	(OE) ² /E
2	3.6	1.6	2.56	0.7111
3	3	0	0	0
6	5.4	0.6	0.36	0.6666
4	3	1	1	0.3333
4	2.4	1.6	2.56	1.0668
2	2.4	0	0	0
3	3.6	0.6	0.56	3.04
1	2.4	1.4	1.96	0.8167
Total				6.0345

Source of data : computed data

INTERPRETATION:

Since the calculated value (6.0345) is greater than the table value 5.99. Therefore the hypothesis is accepted. There is no significant difference between gender and age wise classification.

Calculation of table value:

Calculated the chi- square value = 6.0345

Degrees of freedom = (row total*column total)

$$= (r-1) (c-1)$$

$$= (2-1) (4-1)$$

$$= (1)(3)$$

$$= 3 (7.81)$$

V. FINDINGS

- The majority of the gender respondents are in female 52%.
- The majority of the age wise respondents are in 40-50 36%.
- The majority of the marital status respondents are in unmarried 64%.
- The majority of the education qualification respondents are in SSLC 36%.
- The majority of the business type respondents are in service 32%.

VI. SUGGESTIONS

From the study, it is clear that most of the employees are not working under flexible schedule. Only those employees who are in managerial position are working under flexible schedule. But if the flexible schedule given to all the employees surveyed are willing to take advantage of it. Employees in managerial position say that their dual life is very well balanced & even some executive things that are somewhat balanced. But the office staff's dual life is balanced & somewhat balanced. Thus all the surveyed employees have balanced their dual life. A maximum number of employee is saying that they find themselves in a slightly stressful situation when balancing work life but they somehow balance their dual life. From the analysis, management gives equal access to promotion and training & development. Most of the senior employee is happy with the gradual retirements benefits of the management Maximum

employees are able to attend their family gathering. This is some sight of balancing— their dual life. Career & health are the two segments which have been set as topmost priorities by employee

REFERENCES

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