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EFFECT OF PERSONAL VARIABLES ON WORK LIFE BALANCE AMONG IT EMPLOYEES IN CHENNAI

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ABSTRACT

The study finds out that there is a considerable influence of personal variables namely: Education, Total Experience, Income, Marital Status and Type of Family on the variable of Job Satisfaction. Both gender and Age do not differ on the Job Satisfaction.

KEYWORDS

IT employees, work life balance, Chennai.

1. INTRODUCTION

Work-life balance (WLB) is a concept including proper prioritizing between "work" (career and ambition) & "lifestyle" (health, pleasure, leisure, family, spiritual development). This is related to the idea of lifestyle choice. Across India we see employees spending nearly 8 to 12 hours at work related activities at the cost of their personal time.

A recent study by Arcadis, a consultancy based out of Amsterdam surveyed 100 cities all over the globe which concluded that Chennai ranked No.70 on WLB. Chennai being the part of the IT triangle and most being the most sought after city in India to make a cost-effective living has a long way long to go in this matter. According to another statistic from Mercer reveals that, over 75% of the companies today gives days off for new dads making India one of the top 5 countries in the world with highest no. of companies to initiate this over and above normal leave. Despite Indian companies making such huge step to ensure WLB, the need to study the effect of personal variable on WLB is essential as the study attempts to understand personal factors and the statistics above reveals initiatives by the companies and not individuals.

2. REVIEW OF LITERATURE

Shahnaz Aziz, Jamie Cunningham (2008) An exploratory approach was used to examine employees on being workaholic, work stress, and work-life imbalance. A separate variance t-test tested gender differences in the study variables. Hierarchical regression analyses tested the potential moderator effect of gender on the work stress-workaholic and work-life imbalance-workaholics' relations. It was found that work stress and work-life imbalance correlated with workaholics, regardless of gender. Gender did not moderate the relations between workaholics with work stress and work-life imbalance.

Luo Lu et al. (2008) study explored the relations between work/family demands, work flexibility, work-family conflict, and work-related outcomes in the cultural. Context of Chinese society, using a national probability sample. The sample was composed of 1122 respondents. The findings of the study were Taiwanese employees, work demands were positively related to work/family conflict, whereas both work and family demands were positively related to family/work conflict. Work/family conflict was negatively related to job satisfaction and family/work conflict to organizational commitment. More importantly, the organizational policies and practices such as work flexibility could alleviate feelings of work interfering with family, further enhancing job satisfaction and organizational commitment. It is recommended that various family-friendly company policies be reformulated considering core cultural values such as individualism-collectivism.

Helen Russell et al. (2009) studied the relationship between four flexible working arrangements; flextime, part-time hours, working from home and job sharing, and two key employee outcomes; work pressure and work-life conflict, using data collected from 821 employees in Ireland. Results show that while part-time work and flextime tend to reduce work pressure and work-life conflict, working from home is associated with greater levels of both work pressure and work-life conflict.

Surena & Sabitha Marican (2011) examined the relationship between working hours with work family conflict and work-family enrichment. The data came from a survey to 286 married professional women that are working with the Government sector in Sarawak, Malaysia. Results indicate that the average working hours is 45 hours per week. The findings reveal that working hours had a positive relationship towards work-family conflict, however no relationship with work-family enrichment. The results suggest that practicing work-home segmentation and support from family members help them to manage work and family commitment effectively and efficiently.

3. THE PROBLEM STATEMENT

The term 'Work-Life Balance' was defined the extent to which individuals are engaged in and equally with work and family roles. This lack of Work-Life Balance shown in the researches that to decrease in quality of Family life, high rates of family conflicts and in term it affects the organization in terms of decreased job satisfaction of an individual and reducing productivity at large. Though, the issues related to Work-Life Balance is widely discussed both in developed countries and developed countries, yet only few studies have been carried out in India with reference to Work-Life Balance policies and issues. (Nathari, 2010; Nathari and Jha, 20019; Kahn etal (1964).

Keeping with the importance of the concept of Work-Life Balance, the present study is proposed to identify,

To find out the relationship of personal variables of the employees namely: gender, age, education, marital status, type of family, experience and income on the Work – Life Balance factors namely:

- a) Organization Policy
- b) Management Role
- c) Work-life Conflicts
- d) Personal Family Barriers
- e) Family activity and variable of
- f) Job Satisfaction

4. ANALYSIS**TABLE 1: MULTIVARIATE ANALYSIS ON THE EFFECT OF PERSONAL OF VARIABLES ON JOB SATISFACTION**

Test name	Value	F	Hypothesis Dif.	Error df.	Sig.
Pillai's Trace	1.044	1.334	364.000	2772.000	0.000
Wilks Lambola	0.315	1.355	364.000	2721.000	0.000
Hotelling's Trace	1.291	1.378	364.000	2718.000	0.000
Roy's Largest Root	0.425	3.239	52.000	396.000	0.000

TABLE 2: THE TESTS OF BETWEEN-SUBJECTS EFFECTS

Sl. No.	Variables	Type III S.S	d.f	M.S.	F-Value	Sig.
1.	Gender	12.174	52	0.234	1.000***	0.479
2.	Age	16.629	52	0.377	1.169***	0.279
3.	Education	39.001	52	0.750	1.745**	0.002
4.	Total Experience	135.695	52	2.610	2.130**	0.000
5.	Income	161.344	52	3.103	2.175**	0.000
6.	Marital Status	21.925	52	0.422	1.554**	0.011
7.	Type of family	16.15	52	0.310	1.422*	0.035

*** - Not Significant * Significant at 0.05 level ** Significant at 0.01 level

The multivariate Analysis of Variance (MANOVA) was carried out to see the effect of personal variables of IT Employees on Job Satisfaction. When one way ANOVA was carried out, it showed most of the personal variables were found significant both at 0.05 level and 0.01 level. From the result of the study, it was observed that there is a considerable influence of personal variables namely: Education, Total Experience, Income, Marital Status and Type of Family on the variable of Job Satisfaction. Both gender and Age do not differ on the Job Satisfaction.

5. FINDINGS

- The personal variables of IT employees Education, Total Experience, Income, Marital Status and Type of Family are significantly effect on the variable of Job Satisfaction (Table-1 & 2).
- The factors of Work-Life Balance namely Management Role, Work – Life Conflicts, Personal – Family Barriers, Family Activities are significantly effect on the variable of Job Satisfaction.

6. SUGGESTIONS

- A compare study to be undertake with the sample of (a) Private Sector (b) Government undertaking and (c) Multinational Companies (MNC).
- The study can be extended to the sample working in different Geographical areas.
- A model to be established in relation to the factors of Work-Life Balance and Employees Job Satisfaction.

REFERENCE

- <https://qz.com/798918/work-life-balance-whats-that-asks-the-indian-employee-travelling-8-hours-a-day/>

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