

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT & MANAGEMENT

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RELATIONSHIP BETWEEN TIME MANAGEMENT AND WORK – LIFE CONFLICT

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ABSTRACT

The Continuous change in the working environment, work and family domain conflict is a significant in almost all the businesses and work area. In this study the work-life conflict and time management among women executives are extensively studied. Increase in work-life conflict result in three major problems names individual related problems, family related problems and organizational related problems. Efficient time management programmes is adopted to overcome the conflict in two areas of work and life domain. This present article aims to identify the relationship between time management and work-life conflict among women executives in Chennai. Structured questionnaire was adopted for this purposes and collected data was analyzed using SPSS software. There is a significant and negative correlation between Work-Life conflict and time management, in two areas of work - family conflict and family - work conflict in six dimensions of time, tension and behavior. It was concluded that increased conflict between Work-Life in all six dimensions and time management would decrease vice versa.

KEYWORDS

work-life conflict dimension, time management, women executive.

INTRODUCTION

When times are tough, constant conflict may be good politics but in the real world, cooperation works better. After all, nobody's right all the time, and a broken clock is right twice a day

- William J. Clinton

It is an evident that in present scenario both conflict and balance between work and family domain is a major concern among individuals, organizations and communities and its weakness and intensity is related with level of technical progress, development, Cultural and social values, organization's and government's policies and plans and individual characteristics. Several research studies found that time is a significant element for successful balance between work and family domain. Several Researchers found that effective use of the time management has not been considered yet. Efficient and effective use of time is a certain necessity for work and life success. Time management requires a skill set to control and efficient use of time. Work-Life balance is a condition in which there is a cooperation between individual life and work demand. Achieving satisfactory participation in all areas of life and the need for individual resources such as time, energy and responsibility. While work-family conflict continues to be a booming challenge for organizations and those they employ (Bellavia and Frone, 2005), the prospect exists that support in both the work and family domain can reinforce an individual's overall performance (Grzywacz and Marks, 2000).

LITERATURE REVIEW**TIME MANAGEMENT**

In general time is the significant resource in the hands for humans, the reason behind this is the continuation of time makes all other resources valuable. The adequate way to use limited and valuable time is vigilant and permanent application of time management. The time management techniques are used in which people can achieve the most results with spending the least time. Managers learn to spotlight on important tasks and preference and to avoid things which is in the way for doing important works delay.

Makan recommended and declared the first model of time management in the year 1994.

Time management training has positive effects on time management practice and also recognizing how to control time by results such as job satisfaction are considered as it's positive effect. Makan proved that time management training leads of three types of behavior: setting objectives and regulating them based on priorities, creating structure for time management, Rating and discriminating and points for organization.

Several researchers studied that time management behaviors (or part of them such as short-term goals) have positive relationship with perception of control over time, work-life interference, job performance; academic performance, job satisfaction and health, allocating time for tasks according to the above preferences. There is a negative relationship with forcing to work, work tension, fatigue, and psychological distress. But the relationship between time management with job performance was limited and not significant.

WORK-LIFE CONFLICT

Work-family research is generally establishing in the theories or role stress and inter-role conflict (Eby et al., 2005). Work and/or family stressors enforce one's ability to function effectively in the other domain and create conflict. Researchers generally accept that conflict is bi-directional and takes on various pattern across the domains.

Lapierre and Allen (2006) highlighted the certain use of flex-time and telework to be related with higher levels of family interference with work. Carlson and Kacmar (2000) stated that both work to family and family to work relationships to be positive and significant. Boyar et al. (2003) stated the figured path from work to family conflict was significant while the path from family to work conflict was insignificant.

Change in technology, particularly domain of information and communication will result in change in work and family procedures and human relationship eventually from these developments in family domain led to actions from governments and organizations to create balance and to reduce the conflict between work and life due to complexity and multifaceted nature of the issue of creating balance between work and life Alvin Toffler (1980).

Some problems in its perception and interpretation in view the balance between work and life means satisfaction and good performance n life with the least conflict on roles (Clark's). Balance means having satisfaction, health, and productivity in the life which includes work, leisure and love.

OBJECTIVES OF THE STUDY

1. To examine the relationship between work life conflict and time management.
2. The role of time management in the relationship with work-life conflict.

LIMITATIONS OF THE STUDY

1. The study was focussed on women executives living in Chennai city.
2. Results of this study cannot be generalized to any other group.

DATA COLLECTION**Instrument Measures**

Work-life conflict was measured using a scale developed by Carlos and colleagues, that have items which are extended in two ways and six dimensions for work-life conflict. Time management behaviors (TMBS) was assessed by measure developed by Makan and colleagues in 1990 which has 39 items. SPSS software was used for data analysis and to evaluate research hypotheses, inferential statistics and Pearson correlation test were used. With regard to the objectives, research type and the examined variables, the following research hypotheses have been considered.

STATISTICAL ANALYSIS**TABLE 1: PEARSON CORRELATION**

Variables	Time Management		
	Correlation coefficient	Sig.	
Time dimension	Work -family interference	-0.48	0.000
	Family -work interference	-0.36	0.000
Tension dimension	Work -family interference	-0.42	0.000
	Family -work interference	-0.38	0.000
Behavior dimension	Work -family interference	-0.30	0.000
	Family -work interference	-0.26	0.000
work -life conflict		-0.54	0.000

From the above table it is inferred that there is a negative correlation between total score of life-work conflict and time management ($r=-0.54$). By inefficient time management the amount of work-family conflict increases. There is a significant relationship between time management and time dimension (work-family interference / family-work interference). There is a negative correlation between time of work interference with family and time management ($r=-0.48$). By reducing time management, the amount of work interference with family in dimension of time increases. There is also a negative correlation between time dimension family interference with work and time dimension ($r=-0.36$). The above finding indicates that reducing time management, the amount of family interference with work in time dimension increases. There is a significant relationship between time management and the tension dimension (work-family interference / family-work interference). There is a negative correlation between tension dimension of work interference with family and time management ($r=-0.42$). The above finding indicates that reducing time management, the amount of work interference with family in tension dimension increases. There is also a negative correlation between tension dimension of family interference with work and time management ($r=-0.38$). The above finding indicates that reducing time management, the amount of family interference with work in tension dimension increases. There is a significant relationship between time management and behavior dimension (work-family interference / family-work interference). There is a negative correlation between behavior dimension of work interference with family and time management ($r=-0.30$). The above finding indicates that reducing time management the amount of work interference with family in behavior dimension increases. There is also negative correlation between behavior dimension of family interference with work and time management ($r=-0.26$). The above finding indicates that reducing time management, the amount of family interference with work in behavior dimension increases.

DISCUSSION AND CONCLUSION

Findings revealed that significant and negative correlation between work-family conflict in two areas of work interference with family and family interference with work within six dimension of time, tension and behavior in relation to time management. When work-life conflict increases in all the dimensions time management decreases contrary decreasing time management, work-life conflict increases. It is clear that effective time management skills plays a significant role in managing work-life conflict among women executives. By applying necessary skills in family and work domain which enables to control the conflict between family and work, therefore it can be concluded that organization can help women executives to reduce and control work-life conflict efficiently by adopting suitable service training programs, such as time management skills.

It is showed that application of time management behaviors (or part of that such as short-term objective) have a positive relationship with perception of control over time, work-life conflict, job satisfaction and health, and allocating time for tasks with high priorities, and have a negative relationship with work force, job stress, fatigue and psychological stress.

According to the results of this study, top managers help women executives to keep the balance of these two domains (work and family) and to reduce the consequences of the conflict by teaching time management and other training skills effective in reducing the work-life conflict in the form of training sessions, seminars and workshops. The results of this study can be a guideline for authorities who can prevent the occurrence of this phenomenon in the future work and life or minimize it's amount by inclusion of programs such as time management skill and other effective skill in the domain of work-family conflict with short-term training and retraining courses. It is also recommended that in the future studies, investigation on the relationship between women executives 'work-life conflict and underlying variables be dealt with more samples of executives as well as examining the impact of time management training on work-life conflict in executives, descriptive study of work-life conflict among executives in our country, designing a model to investigate work-life conflict in term of predictive factors of work-life conflict.

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