A Study on Work life – Balance among the Employees at Mamal Multi Speciality Hospital, Kattakada

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ABSTRACT

The topic "A STUDY ON WORKLIFE -BALANCE AMONG THE EMPLOYEES AT MAMAL MULTI SPECIALITY HOSPITAL, KATTAKADA, TRIVANDRUM" In the last few decades, there has been a dramatic increase in the amount of research devoted to understanding the linkages between work and family and/or personal life. The term "Work-life Balance was first coined in 1986 in reaction to the unhealthy choices that many Americans were making in favour of the work place, as they opted to neglect family, friends and leisure activities in the pursuit of corporate/ work goals. A balanced life is one where we spread our energy and effort emotional, intellectual. Imaginative, spiritual and physical- between key areas of importance. The neglect of one or more areas or anchor points, may threaten the vitality of the whole. Understandably, any imbalance between organizational and personal commitments and the inefficient management of life priorities can lead to serious consequences in each or all of these domains. The consequences may in general manifest as diminished job satisfaction, poorer productivity and performance, lower organizational commitment, inferior career ambitions & success, increased absenteeism & intention to leave, as well as employee burnout, job stress, poorer physiological and psychological health, and diminished performance in personal life & family. Thus, WLB and employee perception of well-being have come to be recognized to be vital for the organizational growth and effectiveness. Human resource management practices in modern organizations emphasize effective strategies that ensure employee well-being reflected in terms of organizational commitment through initiatives referred to as employee engagement. The importance of work life balance of the employees and the parameters that influence WLB in modern work and life settings cannot be over emphasized in this era of acutely competitive business environment and dwindling skilled manpower combined with ever increasing costs of employment.

Keywords: Work life – Balance among the Employees.

1 Introduction

Work life balance is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to divide their time
on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc. along with making a career, business travel etc. It is an important concept in the world of business as it helps to motivate the employees and increases their loyalty towards the organization. Otherwise work-life balance refers to the effective management of multiple responsibilities at work, at home, and in the other aspects of life. Work-Life Balance is a broad concept including proper prioritizing between Work on one hand and life on the other. In the broader sense, the term includes "lifestyle balance". Globalization, downsizing, and flexible work patterns have left many health care providers with a feeling of increasing work demands and pressure, and a daily struggle to manage their work and family responsibilities. Balancing professional and personal life, better productivity and harmonious life has become challenging. Work life balance can be defined as the perfect integration between work and life both not interfering with each other. The performance of any hospital depends on its doctors, which in turn depends on numerous other factors. They can be work related or family related or personal. How a person manages various aspects of his life helps in achieving balance at work and in private life. A major portion of an individual is spent at the work. Any problem either at workplace or at personal life will definitely affect the balance and thus it is very much essential that both are maintained well. The nature of their work requires the healthcare professionals to work in shifts, work overtime, report to duty at odd hours, take care of people who are sick and are sometimes terminally ill. The recent trends like growing population, increasing awareness about healthcare will be putting a lot of burden on healthcare system. It is important to study the determinants of work life balance among Health care professionals, because they play a critical role in determining the efficiency, effectiveness and sustainability of health care systems. The significance of work-life balance of health care providers and tries to provide some solutions to this contemporary global crisis which demands greater stability in the corporate world. It also reflects on the factors influencing work-life balance and on the solutions entailing a wider scope for health care providers to relate the same and attain optimum results and satisfaction in their lives. It enhances satisfaction, in both the professional and personal lives. Health care providers spend more time at the workplace rather than at home. Although businesses are witnessing new height, the work-life balance of the health care provider is no longer in control. It is high time health care providers must draw out strategies or plan to cope with the problem and help the health care providers to enjoy their work and live life to the fullest.

2 Need of the Study

Work-life balance is about creating and maintaining supportive and healthy work environments. Which will enable employees to have balance between work and personal responsibilities. Poor work-life balance will lead many problems in an organization. So, both employee and employer should take measures to avoid work-life imbalance.
3 Objective of the Study

- To study the various factors affecting work–life balance
- To know the organizational factors which affect work–life balance.
- To know the relationship between social factors and work–life balance.
- To know the association between demographic factors and work-life balance.
- To give suggestions based on findings.

4 Type of Research

Descriptive research: Descriptive research means it is a research of fact findings. It includes survey and fact-finding enquiries.

Sources of Data

Primary Data: Primary data is collected first hand by researcher through surveys and questionnaire. It is a fresh data.

Secondary Data: Secondary data is readily available through publications, journals and newspapers.

5 Tools for Analysis

- Percentage analysis
- Correlation
- Chi-square

6 Proposed Work Explanation
7 Mathematical Expressions and Symbols

- Percentage analysis
- Correlation

\[ r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{n\Sigma x^2 - (\Sigma x)^2}[n\Sigma y^2 - (\Sigma y)^2]} \]

\[ \chi^2 = \sum \frac{(O_i - E_i)^2}{E_i} \]

8 Results and Discussion

8.1 Findings

1. 77% of the respondent are agree that personality traits will affect the work -life balance.
2. 76% of the respondent are agree that emotional intelligence will affect the work – life balance.
3. 75% of the respondent are agree that job stress will affect the work – life balance.
4. 60% of the respondent are agree that organizational support will affect work – life balance.
5. 50% of the respondent are agree that superior subordinate relationship will affect work – life balance.
6. 73% of the respondent are agree that role conflict will affect work-life balance.
7. 61% of the respondend are agree that working hours will affect work life- balance.
8. It is found that social factors will affect the work – life balance.
9. Coefficient of correlation (r) between support from family and work -life balance is positively correlated.
10. Coefficient of correlation (r) between life style and work – life balance is positively correlated.
11. There is an association between demographic factors and work – life balance.

9 Suggestions

1. The organization should conduct holiday camps and picnics for employees. Enhance superior subordinate relationships through holding meeting and discussions.
2. Should conduct recreational programs for the employees and their family members.
3. Encourage employees to take frequent breaks to drink water and go to rest rooms.
4. The organization should create a friendly atmosphere for the employees.
5. Employees should be taken care against any cases of depression, stress or tensions.
6. Formal monitoring programs should be conducted to enhance the skills of the employees.
7. Implement good performance appraisal system to reward the better performance of the employees.
8. Re-engineering of work will help to reduce the work load of the employees.
9. An employee assistance program will help to keep personal issues under control i.e.; mental health care.
10. Implement wellness programs and invite fitness trainers or yoga instructors into office to reduce stress.

10 Correlation

CORRELATION BETWEEN SOCIAL FACTORS AND WORK- LIFE BALANCE

10.1 Support from Family

Family support is defined as an integrated network of community – based resources.

Table 1: Correlation between Support from Family and Work – LifeBalance

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Family Support(X)</th>
<th>Work-Life Balance(Y)</th>
<th>Xy</th>
<th>X²</th>
<th>Y²</th>
</tr>
</thead>
<tbody>
<tr>
<td>STRONGLY AGREE</td>
<td>41</td>
<td>31</td>
<td>1271</td>
<td>1681</td>
<td>961</td>
</tr>
<tr>
<td>AGREE</td>
<td>49</td>
<td>50</td>
<td>2450</td>
<td>2401</td>
<td>2500</td>
</tr>
<tr>
<td>NEUTRAL</td>
<td>10</td>
<td>15</td>
<td>150</td>
<td>100</td>
<td>225</td>
</tr>
<tr>
<td>DISAGREE</td>
<td>16</td>
<td>18</td>
<td>288</td>
<td>256</td>
<td>324</td>
</tr>
<tr>
<td>STRONGLY DISAGREE</td>
<td>4</td>
<td>6</td>
<td>24</td>
<td>16</td>
<td>36</td>
</tr>
<tr>
<td>TOTAL</td>
<td>∑ X = 120</td>
<td>∑ Y = 120</td>
<td>∑ XY</td>
<td>∑ X²</td>
<td>∑ Y²</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>4183</td>
<td>4454</td>
<td>4046</td>
</tr>
</tbody>
</table>

Source: primary data.
10.2 Life Style

**Table 2: Correlation between Life Style and Work – Life Balance**

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Life Style (X)</th>
<th>Work-Life Balance (Y)</th>
<th>Xy</th>
<th>X²</th>
<th>Y²</th>
</tr>
</thead>
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<td>1178</td>
<td>1444</td>
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<tr>
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<td>2500</td>
<td>2500</td>
</tr>
<tr>
<td>NEUTRAL</td>
<td>13</td>
<td>15</td>
<td>195</td>
<td>169</td>
<td>225</td>
</tr>
<tr>
<td>DISAGREE</td>
<td>16</td>
<td>18</td>
<td>288</td>
<td>256</td>
<td>324</td>
</tr>
<tr>
<td>STRONGLY DISAGREE</td>
<td>3</td>
<td>6</td>
<td>18</td>
<td>9</td>
<td>36</td>
</tr>
<tr>
<td>TOTAL</td>
<td>∑ X = 120</td>
<td>∑ Y = 120</td>
<td>∑ XY</td>
<td>∑ X² = 4378</td>
<td>∑ Y² = 4046</td>
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</table>

Source: primary data

**Table 3: Chi Square**

<table>
<thead>
<tr>
<th>OBSERVED (O)</th>
<th>E (Expected frequency)</th>
<th>O - E</th>
<th>(O – E)²</th>
<th>(O – E)²/E</th>
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</thead>
<tbody>
<tr>
<td>31</td>
<td>29.5</td>
<td>1.5</td>
<td>2.5</td>
<td>0.076</td>
</tr>
<tr>
<td>50</td>
<td>42.5</td>
<td>7.5</td>
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<td>1.323</td>
</tr>
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<td>15</td>
<td>26.5</td>
<td>-11.5</td>
<td>132.25</td>
<td>4.99</td>
</tr>
<tr>
<td>18</td>
<td>17</td>
<td>1</td>
<td>1</td>
<td>0.05</td>
</tr>
<tr>
<td>6</td>
<td>4.5</td>
<td>1.5</td>
<td>2.25</td>
<td>0.5</td>
</tr>
<tr>
<td>28</td>
<td>29.5</td>
<td>-1.5</td>
<td>2.25</td>
<td>0.076</td>
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<tr>
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<td>42.5</td>
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<td>56.25</td>
<td>1.32</td>
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<td>11.5</td>
<td>132.25</td>
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<tr>
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<td>0.05</td>
</tr>
<tr>
<td>3</td>
<td>4.5</td>
<td>-1.5</td>
<td>2.25</td>
<td>0.5</td>
</tr>
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</table>

X² = 13.875

11 Conclusions

The analysis and findings revealed that the employees of mamal multi-specialty hospital Kattakada are having good work – life balance. In the current economic development, work – life balance now ranks one of the most work place attributes. Work – life balance is about people having a measure of control over when, where and how they work. Work – life balance can bring a huge transformation at the organization to inherently build a strong value.
system, which is attributed to the work life balance enjoyed at the employee’s level. During my study I found that there is an effective management of multiple responsibilities at work, at home and in other aspects of life. The company here adopt many work life policies and practices to manage effective management of work life among the employees. So, I conclude that mamal multi-specialty hospital provides better work life balance to the employees and it is a very good examples of organizations which strives to give good quality of work – life to employees in their job.

References
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