

Analysis on Balancing both Personal and Professional Life of an Employee in Banking Sector

Aruna Dhamija¹, Somesh Dhamija²

¹Professor, Institute of Business Management, GLA University, Mathura, aruna.dhamija@gla.ac.in, +91-8006644202, 0000-0001-8825-7414

²Professor, Institute of Business Management, GLA University, Mathura, somesh.dhamija@gla.ac.in, +91-9412280122, 0000-0001-8529-9352

Abstract

There is a creating availability in the present work environments that representatives don't give up their carries on with just because they work. Work and life remain the two significant foremost regions in the life of each person. Work Life Balance is presently arrogant an important job in deciding the movement implementation of government in any production by increasing obligation in the work place, it is extremely hard to the legislatives to maintain up a sensible amount of work life balance. For every Employee work life balance is very significant. Work Life balance is about having the balance among Professional life and Personal life of an employee. This study brings out that how the professionals are managing their work life balance. The sample size is 100-200. It also discusses about features distressing the work life balance like working hours, work load, stress. And the advantages that come from gaining work life balance like employee satisfaction, retaining employees, increase in employee productivity, decrease in employee absenteeism, improve in organization results.

Keywords: *Work Life Balance, Employee presentation and contentment, Employee Retention, Employee Productivity.*

1. Introduction

Most of the organizations are being successful in this competitive world, because of the employee's contribution to accomplish the association set goals and objectives. As the employees are the main reason for any organizations development so is necessary to take of the employee's welfare. Now days, for every employee arising problem is they are unable to preserve among their professional and private life. Here to defeat present issue the organization will take some initiatives to progress the work –life balance of its employees and this Research has been conducted to evaluate how far the strategic policies taken by the organization are able maintain the employee work-life balance in Banking sector.

Main Objectives of this paper

1. To verify the importance of the work-life stability of employee in banking sector.
2. To verify the policies that is used by the companies to manage their employee work-life balance.
3. To know the impact of the policy of companies on the work-life balance of employees.
4. To discover the suggestions given by the employees to improve the work-life balance.
5. To find out the impact of work-life balance on the efficiency.

2. Review of Literature

Thomas Kalliath and Paula Brough, July (2008) Work Life Balance : An audit of the meaning of the parity Construct, Volume 14, Issue 3, pp: 323-327 .Hye Kyoung Kim, (2014), Global Business and Management Research : Work life balance approaches, practices and its effect on authoritative exhibition An International Journal, Volume 6, No. 1, pp: 37-51. G. Nasl Saraji, H Dargahi (2006), Study of Quality of Work Life (QWL), Iran J general Health, Volume 35, Issue 4, pp: 8-14. Dr. Abdulrahman Ali Alhazemi and Wasif Ali (2016), The Notion of Work life Balance, influential Factors, Antecedents And penalty: An extensive Literature Study, Volume 4, Issue 8. Haung, Tung-chun ., Lawler, John; Lei, ching-yi (2007), The Effects of Quality of Work Life on Commitment and Turnover Intention, Volume 35, Issue 6, pp: 735-750(16). Tasnim Rezona Tanim Work Life Balance and Employee Job Satisfaction, A Case of UK Call Center, Volume 6, Issue 2, pp: 66-79. Jin-Soo. Lee, KI-Joon Back, Eric S.W. Chan, 13 July (2015),

3. Research Methodologies

The survey was conducted to determine the different policies to develop the employee work-life balance and their suggestions are noted, in banking sector by using the questionnaire and to find out whether they are satisfied or happy with their present working hours.

Survey Unit: different Employees in Banking Sector.

Sample Size: Sample Size of 100-200 is taken in the study.

3.1 Data analysis tool

The Excel is used to analyze the data. The technique used is the correlation of the variables in order to set up the relation among the variables appropriately by using spss software.

3.2 Data Sources

A set of structured questionnaires is used for data collection. The questionnaire sections and questions are based on the research objective. The questionnaire has two sections.

It aims in finding how far the employees are balancing their work and personal life. The information provided by you will be used purely for academic purpose only.

Section 1 focuses on the demographic profile of the respondent and also questions related to the research. First 3 questions are about the details of organization and the respondent relation with the organization; next 2 questions are of demographic nature that is respondent's age and gender. And the remaining questions are related to the research topic.

Section 2 acquires the information of the policies that are to be involved to maintain the work-life balance. This section consists of 8 policies like flexible working hours, holiday/paid time-off, job sharing, health programs, family support programs, paid maternity/paternity leaves, occasion to join the same job after maternity/paternity leaves, work from home and also the questions about their experience, suggestions.

3.3 Data Analysis

S. No	Variables	Frequency	Percentage
1.	Age		
	20-35	78	70.90
	35-40	30	27.72
	Above 45	2	1.83
2.	Gender		
	Male	54	49
	Female	56	51

Table 1 represents the demographic details of the respondents, the male is 49% and female are 51% and 20-35 age group are of 70.90%, 35-40 are of 27.72% and above 45 are of 1.83%.

Table 2

Does the organization take initiatives to manage work life of employee	Frequency	Percentage
Yes	93	84.54
No	17	15.45

Table 2 represents that the organizations taking initiatives to manage work life of their employee and it was yes for 84.54% and no for 15.45%.

Table 3

Gender * Work life balance Cross tabulation

Count

		Work life balance			Total
		yes	no	11.00	
Gender	Male	52	4	0	56
	Female	49	4	1	54
Total		101	8	1	110

Table 4

Variable s	Flexible working hours	Holiday / paid time off	Job sharing	Health program	Family support program	Paid maternity/ paternity leaves	Work from Home	Opportunity to join same job after paternity / maternit

								y leave
Strongly Agree	51 (46.36%)	51 (46.36%)	39 (35.45%)	40 (36.36%)	32 (29.09%)	40 (36.36%)	12 (10.90%)	29 (26.36%)
Agree	42 (38.18%)	46 (41.81%)	42 (38.18%)	54 (49.09%)	44 (40%)	42 (38.18%)	28 (25.45%)	45 (40.90%)
Neutral	15 (13.63%)	12 (10.90%)	27 (24.54%)	15 (13.63%)	31 (28.18%)	25 (22.72%)	51 (46.36%)	34 (30.90%)
Disagree	1 (0.9%)	1 (0.90%)	1 (0.90%)	1 (0.90%)	3 (2.72%)	2 (1.81%)	17 (15.45%)	1 (0.90%)
Strongly Disagree	1 (0.9%)	0	1 (0.90%)	0	0	1 (0.90%)	2 (1.81%)	1 (0.90%)

Table 3 shows that which policy is highly wanted by the respondents to be used for their work-life balance.

- a. Flexible working hours are strongly agreed by 46.36% of the respondents, it was neutral for 38.18% and strongly disagreed by 0.9%.
- b. Holiday/paid time off is strongly agreed by 46.36% of the respondents, it was neutral for 10.90% and strongly disagreed by 0.
- c. Job sharing is strongly agreed by 35.45% of the respondents, it was neutral for 24.54% and strongly disagreed by 0.90%.
- d. Health program is strongly agreed by 36.36% of the respondents, it was neutral for 13.63% and strongly disagreed by 0.
- e. Family support programs is agreed by 29.09% of the respondents, it was neutral for 28.18% and strongly disagreed by 0.
- f. Paid paternity/maternity leaves is strongly agreed by 36.36% of the respondents, it was neutral for 22.72% and strongly disagreed by 0.90%.
- g. Work from home is strongly agreed by 10.90% of the respondents, it was neutral for 46.36% and strongly disagreed by 1.81%.
- h. Opportunity to join the same job after maternity/paternity leave is strongly agreed by 26.36%, it was neutral for 30.90% and strongly disagreed by 0.90%.

3.4 CORRELATION

Correlations

		Work life balance	Flexible working hours
Work life balance	Pearson Correlation	1	.003
	Sig. (2-tailed)		.972
	N	110	110
Flexible working hours	Pearson Correlation	.003	1
	Sig. (2-tailed)	.972	
	N	110	110

The Correlation among the adaptable working hours and worker work life balance is $r = 0.003$. Thus the main unacceptable assumption H1 is furthermore recognized. This coefficient demonstrates a extremely feeble and positive connection among the flexible working hours and worker work life balance. Along these lines, there is inconsequential association among the flexible working hours and worker work life parity and it is presumed that as flexible working hours have feeble association for not effecting on the representative work life balance in banking division. Anyway, banks can expand the degree of worker work life balance by expanding adaptable working hours.

Correlations

		employment life balance	Holiday/ paid time off
Work life balance	Pearson Correlation	1	-.035
	Sig. (2-tailed)		.713
	N	110	110
Holiday/ paid time off	Pearson Correlation	-.035	1
	Sig. (2-tailed)	.713	
	N	110	110

The Correlation among the flexible working hours and representative work life balance is $r = - .035$ consequently the second invalid speculation H2 is likewise acknowledged. This coefficient demonstrates that there is powerless and negative association among the occasion/took care of time and worker work life balance. Along these lines, there is immaterial connection among the occasion/took care of time and worker work life parity and it is inferred that as occasion/took care of time have negative connection with the

representative work life balance in banking division. Anyway, banks can build the degree of representative work life balance by lessening occasion/took care of time.

Correlations

	Work life balance	Job sharing
Work life balance	1	-.044
Pearson Correlation		.646
Sig. (2-tailed)		
N	110	110
Job sharing	-.044	1
Pearson Correlation	.646	
Sig. (2-tailed)		
N	110	110

The Correlation among the job sharing and employee work life balance is $r = -0.44$ consequently the third null hypothesis H3 is also established. This coefficient demonstrates is very weak and negative relationship among the job sharing and employee work life balance. So, there is unimportant relationship among the job sharing and employee work life balance and it is completed that as job sharing is negative relative with the employee work life balance in banking sector though banks increase the level of employee work life balance by instead of job-sharing reducing workload.

Correlations

	Work life balance	Health programs
Work life balance	1	-.039
Pearson Correlation		.686
Sig. (2-tailed)		
N	110	110
Health programs	-.039	1
Pearson Correlation	.686	
Sig. (2-tailed)		
N	110	110

The Correlation among the health programs and employee work life balance is $r = -0.39$ consequently the fourth null hypothesis H4 is also established. This coefficient demonstrates that there is very weak and negative relationship among the health programs and employee work life balance. So, there is insignificant relationship among the health programs and employee work life balance and it is accomplished that as health

programs have negative relation by the employee work life balance in banking sector though banks can increase the level of employee work life balance by instead of investing in health programs by decreasing work stress and organizing refreshment activities.

Correlations

		Work life balance	Family support programs
Work life balance	Pearson Correlation	1	-.040
	Sig. (2-tailed)		.678
	N	110	110
Family support programs	Pearson Correlation	-.040	1
	Sig. (2-tailed)	.678	
	N	110	110

The Correlation among the family support programs and employee work life balance is $r = -0.40$ consequently the fifth null hypothesis H5 is also established. This coefficient demonstrates that there is very weak and negative relationship among the family support programs and employee work life balance. So, there is unimportant relationship among the family support programs and employee work life balance and it is accomplished that as family support programs have negative relation with the employee work life balance in banking sector though banks can increase the level of employee work life balance by instead of investing in family support programs by providing loans to the employees related to their family

4. Findings

By observing the analysis above it is found that the respondents are accepting the policies that is listed but they are expecting more than that like team building activities, engagement activities, refreshment activities etc.

The correlation analysis shows that there is a prior importance to the work from home facility and flexible working facility.

It is observed that every employee is well known about the work-life management policy exists for the sake of employees and most of them are pleased with their present work life management life policy of their company.

Every company is taking care of their employee’s opinions ideas, and their demands. There is also a good relationship among the employees and their respective organizations that leads to the success of organization and improve the career prospects of employees in their organization.

There is no impact of gender difference on their opinion on the current policy of work life management of company.

5. Conclusion

The reason of this paper is the study on employee work life balance and to focus on whether they are aware of such management policy in banking sector, how far they are satisfied with existing company's initiatives to administrate the work life balance. And it also dealt with factors that impact on employee work life balance, here is a positive association among the factor work from home and employee work life balance, also a positive association among the factor flexible working hours and the employee work life balance. If workers are not satisfied with their jobs there is a possibility of losing a potential employee from the banks.

It is necessary that HR department is receptive to the requirements and continuously altering necessities of employees and the cause of environmental problems for improving programs and strategy. In this study the individual problems of the employees are not considered and also that can also impact the employee work life balance, there is a limited source here.

The conclusion is not only the companies who are solely answerable for the work life balance but also the individuals their attitudes also impacts the work life balance. And the banks are trying their best to keep their employees satisfied, also working for their welfare.

References

1. Thomas Kalliath and Paula Brough, July (2008) Work Life Balance: A review of the menaing of the balance Construct, Volume 14, Issue 3, pp: 323-327
2. Hye Kyoung Kim, (2014), Global Business & Management Research: Work life balance policies, practices and its impact on organizational performance An International Journal, Volume 6, No. 1, pp: 37-51
3. G.Nasl Saraji, H Dargahi (2006), Study of Quality of Work Life (QWL), Iran J public Health, Volume 35, Issue 4, pp: 8-14
4. Dr. Abdulrahman Ali Alhazemi & Wasif Ali (2016), The Notion of Work life Balance, Determining Factors, Antecedents and Consequences: A comprehensive Literature Study, Volume 4, Issue 8
5. Haung, Tung-chun., Lawler, John; Lei, ching-yi (2007), The Effects of Quality of Work Life on Commitment and Turnover Intention, Volume 35, Issue 6, pp: 735-750(16)
6. Pandoi, D. 2020. The impact of internet on plagiarism: In context of western and non-western countries, International Journal of Scientific & Technology Research, 9(2), pp. 3832-3836.
7. Singh, K. (2020). Prospects and hazards of cryptographic ledger technologies in payments– An inspection strategy, International Journal of Scientific & Technology Research, 9(2), pp. 1736-1740
8. Tasnim Rezona Tanim Work Life Balance and Employee Job Satisfaction, A Case of UK Call Centre, Volume 6, Issue 2, pp: 66-79
9. Jin- Soo. Lee, KI-Joon Back, Eric S.W. Chan,13 July (2015), International Journal of Contemporary Hospitality Management, ISSN:0959-6119

10. Bulger, C.A. Mathews, R.A & Hoffman, M.E. (2007) Work Strength, Work Personal Life Balance, and the Segmentation, Integration Continuum. *Journal of Occupational Health Psychology*, Volume 12, Issue 4, pp: 365-375
11. Sirgy, M., Efraty, D., Siegel, P. & Lee, Dong- Jin (2001) A New Measure of Quality Work Life (QWL) Based on Need Satisfaction And Spillover Theories, *Social Indicators Research*, Volume 55, Issue 241-302
12. J. Vignesh Shankar (2014), A study on quality of Work Life and Employee Motivational Strategies *Internal Journal of Scientific Research and Management (IJSRM)*, Volume 2, Issue 5, pp:901-908