

**AN EMPIRICAL STUDY ON QUALITY OF WORK LIFE OF EMPLOYEES IN
ACADEMIC INSTITUTIONS IN HYDERABAD**

¹Aparna. K, ²Dr. Prasad Babu Jayanthi

¹Research scholar, Department of Management, J.S University, U.P

²Supervisor, Department of Management, J.S University, U.P

aparnakandikota@gmail.com drjp.edu@gmail.com

ABSTRACT

In today's fast-paced and ever-changing world, the majority of corporate professionals are required to balance their job and family responsibilities. This is the case regardless of any other factors. Increasingly, there is a requirement for all businesses to enhance their levels of productivity, efficiency, and effectiveness in order to continue operating. There is no one who has it easy when it comes to balancing their personal and professional life; married couples with children are not the only ones who suffer with this; singles and couples who do not have children also have crucial commitments at work and at home. The implementation of policies such as job sharing, flexible work hours, on-site child care, on-site elder care, and family vacation packages are all ways in which businesses can assist their employees in achieving a better balance between their professional and personal lives. This study places a primary emphasis on the work-life balance options available to information technology professionals in Hyderabad, India. In order to address a gap in our understanding of the relationship between work-life balance and demographic and work-related characteristics, the purpose of this research is to investigate the relationship. Despite the fact that there was a correlation between work-related variables and work-life balance, this study indicated that there was no correlation between demographic features and work-life balance.

Keywords: work responsibilities, family responsibilities, work-life balance,

INTRODUCTION

In today's fast-paced business environment, where variables such as increased competitiveness, changing lifestyles, and improving standards of living are all contributing factors, work-life balance has arisen as a significant issue for both firms and people. This is happening for a number of reasons. When employees have a healthy work-life balance, they are better equipped to achieve their professional and personal goals. This is beneficial to the firm as well as the individuals who are employed by the organization. When employees have a healthy balance between their job and personal lives, they are more invested, loyal, productive, and perform better overall. As a consequence of the rapid pace of change in the business world, companies are failing to provide their employees with a protected environment and a safe place of employment. Employees' attitudes, morals, and corporate principles shift as a result of conflicting needs of work production, which in turn causes them to stop demonstrating absolute loyalty to the firm. This imbalance between work and personal/family life is a result of the conflicting demands of work production. Changes that have occurred in the family sphere have had an impact on the work-life balance

of workers. Some examples of changes that have occurred in the family sphere include nuclear families, homes with only one parent, households with two incomes, parents working from different locations, and an increase in the amount of housework. Because of the increasing number of duties at work and at home, it is difficult to keep up. Employees face aggravation and tension at work when they are unable to gain time for these luxuries. This is despite the fact that today's kids are continually growing and working hard to obtain professional chances, socialize, pursue hobbies, participate in adventure sports, and other activities.

In response to increasing business challenges, such as the fact that workers' work-life balance is being negatively impacted by pressures both at work and in their personal and family lives, organizations are taking note of this critical problem that is being raised by the human resources department. Numerous studies have been conducted to investigate the benefits and downsides of work-life balance. These studies have focused on the benefits of having a healthy work-life balance, such as the assistance provided by the employer, as well as the disadvantages of not being able to attain it. A healthy work-life balance (WLB) is necessary for business organizations because it enables employees to contribute more effectively to the development of the organization and the achievement of its goals. This is the reason why WLB is essential for business organizations.

Concept of work-life balance

Work-life balance, often known as WLB, refers to the ability to successfully and efficiently manage a variety of responsibilities that are involved with one's personal life, one's profession, and one's daily life at home. The notion came about as a result of the rapid changes that were taking place in the workplace, within the demographics of the workforce, and within families. The concept of work-life balance (WLB) involves "satisfaction and effective functioning at work place and at home, with a minimum of role conflict, anxiety and stress (Clark, 2000)"

During the early 1960s, ideas such as work-family conflict, work-family enhancement/facilitation, and work-life balance came into existence (Kahn et al., 1964). It is more challenging to comply with one set of demands than it is with the other set of demands, which is what causes the conflict to arise when two sets of demands occur at the same time. According to Greenhaus and Beutell (1985), a scenario that is referred to as "work family conflict" occurs when the demands of an individual's personal responsibilities and professional obligations are in conflict with one another. Being an active member of any function is made more difficult when one is preoccupied with the job (family) position to an excessive degree.



Figure 1 Work-Life Balance

A significant number of scholars have discovered the difference between work-family conflict and family-work conflict, and they have provided an extensive explanation for this discrepancy.

Work-family conflict occurs when an employee at work experiences the following, which therefore interferes with the individual's ability to spend time with their family:

- Work schedules that are excessive, erratic, or impossible to adjust to
- Rivalries between family members
- Extensive travel time
- Transitions in Professions
- Insufficiency of work
- Pressures at work, and
- A supervisor who is not supportive

The term "family-work conflict" refers to the situation in which an employee's home life interferes with their working life:

- The existence of children as young as

- Involvement in the care of elderly people
- Conflicts between members of the family unit's interpersonal units
- First and foremost responsibility for the children
- Members of the family that are not supportive

On the other hand, according to the authors of the study (Greenhaus and Powell, 2006), work and family life do not necessarily have to be in conflict with one another all the time. "The degree to which employees are equally engaged and satisfied with work and family responsibilities" (Clark, 2000) was the definition that was given to the concept of work-life balance. A description of the four components that make up WLB can be found in Fisher (2001).

- The first factor is time, which refers to the amount of time that is set aside for job-related responsibilities as well as the amount of time that is spent on activities that are not related to work.
- The second factor is behaviour, which is based on an individual's belief that he or she will be able to achieve the goals that he or she has set for himself or herself in his or her personal life as well as the goals that he or she has set for the workplace.
- Strain is the third cause of inter-role conflict that the worker experiences. This is a third source of conflict.
- Energy is the fourth resource, and it is a limited resource that is related to the worker's ability to fulfil their commitments at work as well as their personal responsibilities.

The concept of "work-life balance" was first introduced by Greenblatt in 2002. He defined it as "acceptable levels of conflict between work and non-work demands." In order to accomplish WLB, it is necessary for employees to manage the resources that are available within an organisation in a manner that is both efficient and effective.

Benefits of work-life balance Initiatives

The HR policies have, for a considerable amount of time, included work-life balance programmes as an essential component. Both the company and the employee might reap certain benefits from this arrangement.

Benefits for employers include:

- Decreased employee turnover and an improvement in the overall return on training
- Absenteeism has been reduced.

- Increased levels of commitment and morale among workers
- Decreased levels of stress and high levels of productivity
- A labour force that is more adaptable
- An enhanced capacity to incentivize and recruit new employees
- A brighter public image for the company

Perks for workers include of:

- Capability of balance between professional and personal obligations
- Enhanced personal and familial connections and ties
- Flexible working arrangements that lead to a reduction in the amount of work that is required.
- Enhanced capacity to continue working while employed.
- Improved capacity to maintain a competitive edge in the profession of career progression
- Advancements in health
- Enhanced levels of motivation and contentment in one's work

A compromise that employees make between their personal and professional lives is what we mean when we talk about work-life balance, often known as WLB. The word refers to the link that exists between an employee's paid job and their life outside of work, as well as the ways in which the two parts of their life might be balanced according to the individual's requirements, desires, and anticipations. There are a variety of factors that might have an effect, including work-life balance (WLB), job security, job happiness, workplace amenities, and the quantity of jobs and employment opportunities in service sectors.

OBJECTIVES OF THE STUDY

- To investigate the association between work-life balance and work related variables that affect the WLB of IT employees in Hyderabad.
- To find out individual related items that effect work-life balance of IT employees in Hyderabad.

RESEARCH METHODOLOGY

The poll was filled out by individuals working in the information technology business in

Hyderabad, India. At random, eighty samples were collected from information technology companies situated in Hyderabad. The study is carried out primarily on the basis of primary data obtained via the use of online questionnaires. When it comes to primary data obtained via designed surveys, the following sections are included: The first section of the survey is intended to collect fundamental information about the staff. The second section of this article discusses many aspects of a good work-life balance. Within the scope of Section 3, we will discuss the elements that are associated with the workplace. Using a Likert scale with five points, we would want to know how each employee feels about the balance between their professional and personal lives. A number of statistical techniques, including chi-square tests and correlation analysis, were used in order to scrutinise the hypothesis.

DATA ANALYSIS AND INTERPRETATION

The analysis of this research is broken up into three distinct sections. In the first section, we discuss the reliability of the survey survey. In the second part of the study, we investigate whether or not there is a connection between certain demographic parameters and the work-life balance of those who are employed in the information technology sector in Hyderabad. Work-related traits and the work-life balance of IT professionals in Hyderabad are the subject of investigation in Section 3, which examines the link between the two.

Section I Reliability

The Cronbach's coefficient alpha was used in this investigation to determine the degree of reliability possessed by the questionnaire.

Table 1 Reliability Statistics

Cronbach's Alpha	N of Items
.927	45

It is possible that questions about work-life balance might be judged suitable and predictable, as shown in Table 1 by the fact that the alpha value of the questionnaire is more than 0.9.

Section II various demographic factors and their impact on work-life balance

In order to find out how different demographic factors in Hyderabad relate to the work-life balance of their workers, we may test the following hypothesis.

Table 2 GENDER * WORK-LIFE BALANCE

Cross tabulation

GENDER	WORK-LIFE BALANCE			Total
	DISAGRE E	NEUTRA L	AGRE E	
FEMALE	2	8	36	46
MALE	0	8	26	34
Total	2	16	62	80

Table 3 GENDER * WLB Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.855	2	.396
Likelihood Ratio	2.586	2	.274
Linear-by-Linear Association	.053	1	.818
N of Valid Cases	80		

Inference: According to the cross tabs chart that is shown above, 57.5% of the respondents are female, and of those females, 78% have said that they are able to maintain a healthy balance between their professional and personal lives. When compared to male respondents, female respondents are better able to maintain a healthy balance between their personal and work life. The findings of the Chi-Square test provide support for the null hypothesis, which asserts that there is no statistically significant link between gender and work-life balance among IT professionals in Hyderabad ($p=0.396$). This implies that the significance value is larger than 0.05, which is the threshold for statistical significance.

Table 4 AGE * WORK-LIFE BALANCE

Crosstabulation

		WORK-LIFE BALANCE			Total
		DISAGRE E	NEUTRA L	AGRE E	
AGE	<25 YEARS	2	12	35	49

	25-30 YEARS	0	2	22	24
	31-35 YEARS	0	2	3	5
	36-40 YEARS	0	0	2	2
	Total	2	16	62	80

Table 5 AGE * WLB Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.975 ^a	6	.426
Likelihood Ratio	7.252	6	.298
Linear-by-Linear Association	1.584	1	.208
N of Valid Cases	80		

Inference: Sixty-one percent of respondents under the age of twenty-five believe that they are able to strike a healthy balance between their professional and personal lives, and seventy-one percent of those respondents say the same thing about themselves. Given that the results of the Chi-Square test indicate that there is no significant connection between the age of IT professionals in Hyderabad and their work-life balance ($p=0.426$), we are willing to accept the null hypothesis. This is because the significance value is more than 0.05, which indicates that there is no other significant association.

Table 6 EXPERIENCE * WORK-LIFE BALANCE

Cross tabulation

		WORK-LIFE BALANCE			Total
		DISAGRE E	NEUTRA L	AGRE E	
EXP	<2 YEARS	2	10	38	50
	2-4 YEARS	0	3	15	18

	4-6 YEARS	0	2	6	8
	>6 YEARS	0	1	3	4
	Total	2	16	62	80

Table 7 EXPERIENCE * WLB Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.553	6	.956
Likelihood Ratio	2.226	6	.898
Linear-by-Linear Association	.157	1	.692
N of Valid Cases	80		

Inference: The null hypothesis is accepted on the basis of the chi-square analysis, which indicates that there is no significant link between the number of years of experience and the work-life balance of staff members working in information technology in Hyderabad. As a result of the significance value being more than 0.05, which is $p=0.956$, this conclusion is made. The data shown in the cross tabs table indicates that 62.5% of respondents had less than two years of experience, and moreover, 76% of those same respondents said that they are able to effectively manage both their personal and professional life.

Findings

- Among the workers surveyed, 77.5% said they are able to have a healthy work-life balance; of them, 58% are women. It was shown that women are better at balancing their professional and personal lives than men.
- Of those who responded, 61% are under the age of 25, and 71% of those people said they had a good work-life balance.
- Among those with less than two years of experience, 62.5% are able to maintain a work-life balance, and 76% agree with this statement.
- The work-life balance of Hyderabad's IT workers is unrelated to any demographic factors.
 - With 87.5% of the total being undergraduates, over eighty-nine percent of those people feel they have a good work-life balance.
- Travelling for work prevents 69.7 percent of workers from spending quality time with

their families.

CONCLUSION

Individuals who work in any sector place a high priority on their professional life, but they also place a high value on their families. In the event that there is a disconnection between the two, it may result in physical health issues. Employees at any organisation are becoming more concerned about achieving a balance between their personal and professional lives. A rising number of businesses are enacting regulations with the intention of assisting their staff members in achieving a more harmonious equilibrium between their personal and professional commitments. Struggling to maintain a balance while managing the demands of one's personal life, the obligations of one's family, and the needs of one's organisation may be rather tough. Therefore, it is imperative that workers do not allow their personal life, whether at home or at work, to become imbalanced. It is possible for companies to assist their employees in maintaining a good work-life balance by providing training on time management and work planning, as well as by organising regular stress-reduction programmes such as yoga and meditation. Companies that provide their employees the ability to choose their own work schedules may be able to assist their employees in winding down for the next day. It could be beneficial to encourage individuals to have fun while they are working in order to maintain their composure. When they have this, they will be able to do what they set out to do.

REFERENCES

- [1] Singh S. Work Life Balance: A Literature Review. *Global Journal of Commerce & Management Perspective*. 2013;2(3):84-91.
- [2] Varatharaj V, Vasantha S. Work Life Balances A Source Of Job Satisfaction - An Exploratory Study On The View Of Women Employees In The Service Sector. *International Journal of Multidisciplinary Research*. 2012;2(3):450-458.
- [3] Gaur A, Arora N, Saraogi P. Perspectives on the study of work life balance in academic institution. *PIMT – Journal of Research*. 2013;6(1).
- [4] Heather MS, Morris ML, Atchley EK. Constructs of the Work / Life interface: A synthesis of the Literature and Introduction of the Concept of Work / Life Harmony. *Human Resource Development Review*. 2011;10(1):6-25.
- [5] Burton C. What does work-life balance mean anyway? *Journal for Quality and Participation*. 2004; 27: 12-13.
- [6] Karatepe OK, Tekinkus M. The effects of work-family conflict, emotional exhaustion, and intrinsic motivation on job outcomes of front-line employees. *International Journal of Bank Marketing*. 2006;24(3):173-193.



- [7] <https://d3n817fwly711g.cloudfront.net/uploads/2015/11/Work-Life-Balance.jpg>
- [8] Levy I. Working mothers and their perceived work-life balance. Rotterdam, Netherlands; 2012.
- [9] Lakshmi KS, Gopinath SS. Work life balance of women employee with reference to teaching faculties. Abhinav International Monthly Referred Journal of Research in Management & Technology. 2013;2(1):53-62.
- [10] Yadav RK, Dabhade N. Work Life Balance amongst the working women in Public Sector Banks—a case study of State Bank of India. International letters of Social & Humanistic Sciences. 2013;7:1-22.
- [11] Nayak A. and Pandey M. Work life balance and imbalance: A conceptual model. Vidyasagar University Journal of Commerce. 2015;(20):ISSN 0973-5917.
- [12] Clark SC. Work/Family border theory: a new theory of work/family balance. Human Relation. 2000;53:747-770.
- [13] Eikhof DR, Warhurst C, Haunschild A. Introduction: What work? What life? What balance? Critical reflection on the work-life balance debate. Employee Relations. 2007;29(4):325-333.
- [14] Employers for Work-Life Balance. Work-life balance: An introduction. 2005. [cited 2015Jan20]
www.employersforworklifebalance.org.uk/work/definition.htm.