

# A Qualitative Study on Work Life Balance of Employees Working In Private Sector

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## Abstract

The present revision is entitled "A qualitative study of work-life balance among workers in the private sector: Today Many men want to take on the errands of the family. This study discusses the coping strategies adopted by many employees. Work-life balance is one of the key elements for employee success.. Balance between work and private life plays a vital role in the lives of employees because increased demand for new products, technological advances, fierce competition, longer working hours, busy schedules, customer satisfaction, etc. The department brings pressure and pressure. The staff behaved well. All of these factors not only affect the professional conditions of employees, but also affect the personal and mental health of individuals. As we all know, work in the private sector has grown enormously in the last few decades. Individuals dealing with the private sector must bear a great deal of pressure during their work, not only at the urban level but also at the rural level. The organization has developed a variety of plans, policies and plans to help employees make a balance between commitment to work and family responsibilities. Some policies are legal, while others are voluntary. Their success depends on the success of their employees in balancing their lives and work. The purpose of study is to examine work-life balance between selected employees (N = 50). The study uses thematic examination during five themes Work-related problems and The outcome show that several recruits sacrifice their personal time to achieve a work-life balance. Employees (especially women) and their mothers There are many role conflicts in other family roles.

**Keywords:** Private Sector, Work Life Balance, Employee, Company, Social Relationship, Quality Time, Work Pressure, Organization Policy.

## Introduction

In the current life scene, lifestyle, competition and other external and internal needs of individuals are essential to adapt to any social environment. Therefore, a healthy or positive attitude is very compulsory. Today, work psychology is an imperative division that allows employees to remain proactive or pleased with their work or performance. This is not only for organizational remuneration, but also for personal growth or progress, such as self-confidence, crisis organization or difficulty solving. Employees spent half of their time at work and then resumed their lives at night. The balance between their individual or specialized commitments plays an important role in their lives in preserve good or positive physical, emotional, social or exciting health.

How to prioritize work-life balance occupation or lifestyle. In psychology, work-life balance focuses on positive or negative feature of work-life balance. There are many studies that reveal the conflict between work and life. Current research sheds light on all aspects of work-life balance or coping strategies people use to preserve balance.

Compared to men, women balance the need for work and privacy to a greater extent (Kamenou, 2008). Compared to men, it turns out that women take on most of the responsibilities of the family and are Therefore, it is more likely to suffer from the excesses of character. In addition, women may die during childbirth (Bridge, 2009). Some studies have found evidence of gender differences in the balance of life. The most notable

notes are the conflict between work and family relationships over women [1] However, some studies have shown conflicting results. The overall population sample in Switzerland ,does not show disparity in work-life balance between men and women in the entire sample. However, when occupations are considered, differences will be found where women in full-time or higher occupations show higher levels of divergence than men. We all play multiple roles in our lives or it can be difficult trying to manage and carry out the expected responsibilities for each of these roles without reducing any of the roles and can cause certain problems. Employees spend roughly a day at work or return to family life at night. Manage and transfer one's precedence and roles from one field (work) to a further (life / family). Since their energy levels are not constant, it is really important and cumbersome to meet the needs of all these two domains. Failure to allocate equal time to all areas can lead to dissatisfaction and dissatisfaction with their roles. If this conflicting practice prolong, they will have a negative shock on overall life happiness, physical, mental and social health, and health status. [2]

#### **Work-Family Border Theory**

This is a new theory of balance between life and living that explains the role of each person in one of these areas. These roles are separate and share mental, emotional, and emotional boundaries. When the roles, responsibilities, and commitments of a sector cross these boundaries, the individual and professional responsibilities of each person overlap, leading to conflict in maintaining balance The ability to define boundaries affects conflict and exchange between platforms. When the roles are intertwined, there is a greater risk of conflict; when responsibilities are divided and segregated, there are no major problems and conflicts in the workforce process that maintain a balance between life and work.

In this regard, interference between work and non-employment has many negative consequences. When it comes to work practices, employees who report significant conflicts in life and work and in life and work often show satisfaction with lower workload and commitment. [6], [7].

Conflicts between work and life and conflicts between life and work are associated with increased stress and inflammation, [8], [9], and emotional difficulties. mind (such as constant vigilance, lack of concentration and low alertness are associated Decreased levels of health and energy [1].

The WLB can be used as a key component of the organization's retention plan.It turns out that if organizations want to retain their employees, they should formulate policies that balance life. Reference found that the rate of long-term vacations in Sweden is increasing rapidly due to the growing imbalance between work and life. This is why people in the field of education and human services are at risk, especially middle-aged women, who are under pressure to increase productivity. Work-life balance is very important in life, and family and work satisfaction can also help reduce absenteeism and employee

turnover.WLB policies have implications for employee health, which may exist [1]. Unusual working hours have a negative impact on the WLB.If employees work 46 hours or more per week, employees often feel dissatisfied. Reference pointed out that employees must work 1900 hours per year, which is based on the number of hours worked per week minus holidays. Working beyond that time will create an imbalance between work and life.

#### **Objectives of the Study**

1. Identify factors that affect the balance of life and the lives of employees.
2. Understand the relationship between employee work and its impact on personal life.
3. Identify the relationship between supervisor support and employee performance.

#### **Literature Review**

Glynn et al. (2002) A survey was conducted in England in 2002 to examine the extent to which managers provide WLB services to employees, to identify the challenges they face and the areas in which they are successful in their roles. Researchers used quality methods when conducting research, conducting in-depth and quality interviews and following the discussion guidelines.nIn their research, they found that managers recognize that they have a social and ethical responsibility to ensure that their employees enjoy a modest life.Case studies show that, in general, managers and their reports consider the WLB to be a shared responsibility of managers and employees.

Kisilu (2015) conducted a survey at the Makueni headquarters in Kenya. Researchers use qualitative and quantitative data collection methods to achieve the purpose of research through analysis and analysis. In the study, the researchers found that there was a significant relationship between holiday and employment satisfaction laws, as well as a significant relationship between employee welfare policies and job satisfaction.

Mordi & Ojo (2011) examined the balance of employment in the banking sector in Nigeria. Their research is based on a hybrid method that uses quality and calculation methods. Semi-structural interviews are used in quality, demand is used in numbers the study. The purpose of their research is to investigate the realities of the daily lives of Nigerian private sector workers, as well as whether there are any barriers and reasons why the industry does not exist. of Nigerian banks to receive WLB. They concluded that most workers were willing to disrupt family life due to increased employment and profits. 80% of workers are unable to balance work and life, and 87% of respondents stressed that a balance between work and life should be taken with confidence immediately.

Segal (2013) examined how women want institutional family to balance work, life and personal experiences on this topic. Research uses quality and explanatory methods. Research shows that, on the one hand; to maintain a balance between one's work and one's personal life. The data also confirm that women researchers have varying degrees of knowledge and development across different fields.

Singh & Sachdeva (2013) conducted a survey of 100 teachers from top and private institutions. Research has found that conflict, fulfillment, and spirituality have a profound effect on the balance of life and well-being. There is also a positive relationship between the balance of life and job satisfaction. Demographic characteristics did not have an impact on the life-response balance of respondents. The existence of the practice of working life is closely related to the degree of fulfillment of working life (Singh et al., 2015; Singh & Sachdeva, 2014). Singh & Dhawan (2013) stressed that responsibility should be defined in a way that maintains a balance of life and well-being.

Singh & Kapoor (2012) found that based on the status of marriage in the IT and FMCG sectors and the age of the FMCG industry, people's perceptions of the existence of life balance programs and life is very different. However, the strength of the relationship was found to be negligible. In addition, based on knowledge of work-life balance plans, there is also a significant difference between knowledge of program control and mental health.

Njoroge (2014) conducted a study that was supplemented by table research methods and field analysis. Office-based research is used as the primary and secondary source of material, and literature can be downloaded from the Internet, books, journal articles, reports, and research related to that area..

**Research Gap**

From the above empirical research on the balance of working life, the following are the issues that led to the existence of research gaps.

**Basic System**

The most important function of the plan is to enable the researcher to see the relationship between the existing literature and the purpose of the research itself .They feel pressure in one area, they will feel dissatisfied even in another area. The result of a good robbery means that when employees are happy and successful in one area, they will feel satisfied and satisfied in another area. Current research is the psychology of balance in work life. This theory has received a lot of support because stressful situations and problems in one sector may have an impact on employee satisfaction in another sector.

**Research Design**

This research uses a hybrid approach because work-life balance is considered a subjective and highly individual phenomenon. To that extent, quantitative research methods may not provide a sufficiently rich understanding. On the other hand, interviews for Neuman (2007) are one of the best ways to explore these complexities. Therefore, this study uses a hybrid approach to gain insight into work-life balance.During the qualitative research method, the researchers used a case study method. (Mwita, 2015) defines a case study as a comprehensive study of a single situation (such as an individual, family, or organization). Use case study methods in the research to get detailed information about the organization being studied.

**Data Analysis**

**Table: 1 Number of working hours in a day.**

Particulars	Number of Respondents	Percentage
8 hours	15	30
9 hours	10	20
10 hours	10	20
>10 hours	15	30
Total	50	100

From the above, table we can see that 15 responses working 8 hours a day, 10 respondents working 9 hours, 10 respondents working 10 hours or 15 respondents working more than 10 hours daily.

**Table: 2 the time you spend at work daily**

Particulars	Number of Respondents	Percentage
Very Unhappy	15	30
Unhappy	10	20
Indifferent	10	20
Happy	6	12
Very Happy	4	8
Total	50	100

As shown in the table above, 10 respondents is very Unhappy with the daily working time, 10 respondents are Unhappy with the daily working time, and 10 respondents are indifferent to the daily working time, 6 respondents are Happy with the working time every day, and 4 respondents were very happy with the working hours every day.

**Table: 3 the organization has a policy on Work-Life Balance**

Particulars	Number of Respondents	Percentage
Yes	20	40
No	25	50
Don't Know	5	10
Total	50	100

As shown in the table above, 20 respondent is satisfied with organization policy on Work-Life Balance, 25 respondent is not satisfied with organization policy on Work-Life Balance, and 5 respondents Don't Know about organization policy on Work-Life Balance

**Table: 4 the flexible working hours provided by the company due to current work life management policy.**

Particulars	Number of Respondents	Percentage
Very Unhappy	12	24
Unhappy	8	16
Indifferent	5	10
Happy	15	30
Very Happy	10	20
Total	50	100

As shown in the table above, 12 respondents were very dissatisfied, 8 respondents were dissatisfied, 5 respondents were indifferent and 15 respondents were happy due to the company's

current work and life policies. And 10 respondents were very happy with the flexible working hours that the company provided.

**Table: 5 the quality time with your family is missed because of work pressure.**

Particulars	Number of Respondents	Percentage
Never	10	20
Rarely	14	28
Sometimes	10	20
Often	6	12
Always	10	20
Total	50	100

As shown in the table above, 10 respondents have never missed the good time with their family due to work pressure, and 14 respondents have rarely missed the good time with their family due to work pressure. 10 respondents sometimes missed the good times with their families. Quality time and Family members feel frustrated due to work pressure. 6 respondents often missed the good time with their family due to work pressure, while 10 respondents always missed the good time with the family due to work pressure

**Table: 6 the organization will be more effective and successful if employees have a good work life balance.**

Particulars	Number of Respondents	Percentage
Strongly Disagree	0	0
Disagree	0	0
Neither Agree nor disagree	5	10
Agree	35	70
Strongly Agree	10	20
Total	50	100

From the table above, we can see that 5 respondents disagrees or disagrees, 35 respondents agree, and 10 respondents completely agree that if employees have a good work-life balance, the organization will be more efficient and successful.

**Suggestions**

It can be seen from the analysis of the report and the questionnaire survey that the organization has realized the need to balance the work and life of the employees and has provided policies and plans that focus on the work of the employees. Employee growth is kind to the family. Since the balance between work and family roles is one of the key issues in the next few years, organizations should improvise and innovate ways to accommodate

employees with multiple needs. Care must be taken when adopting and implementing these policies, as they affect employees and the organization. Company policies must be properly communicated with employees and should be encouraged. Appropriate and flexible time must be adopted so that employees do not feel pressured to work overtime, they can spend a good time with their families and even give time to fulfill their family responsibilities and obligations.

**Conclusion**

Balance between work and private life is considered a part of human life. Balance between work and private life will have a significant impact on individuals' professional and personal lives. On the one hand, work balance will greatly reduce the personal physical and mental burden. On the other hand, its imbalance will also affect people. Health, family, social relationships and work procedures have a greater impact. This will lead to great dissatisfaction in the workplace and lead to greater employee turnover. Therefore, the individual's professional and personal fields must be matched correctly, and the organization can play an important role in assisting maintenance, because maintenance will affect greater job satisfaction and thus more commitment to the organization's work.

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