



## International Journal of Economic Research

ISSN : 0972-9380

available at <http://www.serialsjournal.com>

© Serials Publications Pvt. Ltd.

Volume 14 • Number 11 • 2017

## Work Life Balance Among Women Appointment Players Under Sports Quota

S. Vasantha<sup>a</sup>, M. Bhuvana<sup>b</sup> and Meenu.A<sup>c</sup>

<sup>a</sup>School of Management Studies, Professor, Vels University. Email: [vasantha.sms@velsuniv.in](mailto:vasantha.sms@velsuniv.in)

<sup>a,b</sup>School of Management Studies, Research Scholar, Vels University. Email: <sup>b</sup>[bhuvni.tejal@gmail.com](mailto:bhuvni.tejal@gmail.com), <sup>c</sup>[chennai,meenu405@gmail.com](mailto:chennai,meenu405@gmail.com)

### ABSTRACT

The introduction of internet banking in India has witnessed a tremendous growth in the Indian banking industry. Internet banking has become the latest channel of delivering financial services to different categories of its users. It is also known as online banking, internet banking, virtual banking etc. The success of concept of internet banking in India is highly dependent upon its users as well as the banks which have introduced the internet banking services in their bank. This research paper has been written from the point of view of users of internet banking services. The main objective of this paper is to study the perceptions of users of internet banking services and to study the strategic issues involved in it. For this purpose database of both primary and secondary sources has been used. The data for users' perception towards internet banking is collected using well structured and pretested questionnaire. The questionnaire is prepared on the basis of 5 point Likert scale. For the primary data collection the sample size of respondents is 100 for this study. The analysis was done using statistical techniques like descriptive statistics and *t*-test. The study concludes that customers perception on usefulness and convenience have strong influence on the internet banking adoption but security, privacy, tangibility and cost are such factors which negatively affect the perceptions of users of internet banking. These perceptions affect the user's decision of adoption of internet banking also.

**Keywords:** Internet Banking, Strategic Issues, Users' Perceptions, Internet Banking Adoption.

### 1. INTRODUCTION

Work life balance is a combination of proper balance between work and personal life. most organizations are focused to how to improve the work life balance among employees. Today every organization is realized the importance of work life balance because of that they are following such policies and procedures. it is

help to Increase the employees happiness and satisfaction It is leads to positive impact of their employees productivity. Today everything was changed. the concept of Work life balance is progressed. everything and also nuclear family is increasing, both the parents are going to work for earning better outcome, improve the education and good employment opportunities. Women's in the early centuries work in kitchens and those who were employed worked in factories, and also very few women had the access to higher education. but now days women's had higher education and they are involved in many areas such as politics, sports, other activities. Work life balance is so important among employees The women players are faced so much problems in their life. At a time they are manage their personal life, career life, sports life, and also the responsibilities increases in these areas are lead to work- family- sports conflicts. This is lead to work stress. Which meaning is when the work stress is increases employees productivity is decreases and also sports performance is decreases. So each individuals mind will be free their attitude, behavior could be positive. The only solution for this kind of problem is organizations and department follow the best work life balance programmes and policies.

## 2. LITERATURE REVIEW

**Susi.S, Jawaharrani.K, (2011)** work life balance policies are help to manage employees to their personal and professional life, and also it is help to develop organizational culture. **Shwetha belwall, Rakesh Belwall, (2014)** the work life imbalances are leads to negative impact on employees work life conflicts, reductions in productivity, increased absenteeism and labor turnover. **Boris Grasberg and Robin Abrahams, (2014)** compare to men women's have more individual achievements. Which meaning is passion for their work, receiving respect, making difference, ongoing learning and development. **Felicity Asiedu-Appiah, Oheneba Aduse-Poku, (2014)** stated that worldwide work related stress has been recognized as a major challenge to workers health and the physical condition of their organizations. pressures from both home and work can lead to stress. **G. Delina, Dr.R.prabahakara raya, (2013)** comparatively men, work life balance is affect health more than women, the reason is they are struggling to manage their personal responsibilities and organizational responsibilities. So this is affected their wellbeing and quality of work life. Health and wellness program is help to improve the balance between work and personal life. **R.Balaji, (2014)** has that stated that the factors that has a greater influence on work life balance of working women's are family size, children age, the work hours and social support level impact the experience of Work family conflict and Family work conflict. **J. Sudha, Dr. P. Karthikeyan, (2014)** A married working woman has more responsibility than man in taking care of young children and family. The working women efficiently overcome difficult situations by their commitment and perseverance. **Irina verma, DR. sathish soni, (2015)** discussed that Affect of work-role conflict, work-role overload, and work-role ambiguity is creating work stress. This will lead to work family conflicts. Impact of work stress is creating negative behavior in family roles. **Farah mukhtar, (2012)** stated that female faculty have a lower job satisfaction. the factors is leads to less job satisfaction is age, climate, culture, and collegiality. **Colette Fagan, (2011)** Clare Lyonette stated that when unpaid work is included in the calculation of the total length, women have a longer 'total working week' than men. **Fapohunda, Tinuke.M, (2014)** There are numerous organization policies that can assuage the burden of work-life balance, such as Job sharing, breaks from work, compressed working hours, self-roistering, tele-working, child care, Flexi working time. **Mrs.Vijayshri rameskumar mehtha, (2012)** stated that Less productivity at workplace, more conflicts, absenteeism, high attrition, low morale, more stress are the major impact of work life imbalance on the female employees working

in service sector. **Stephen.B, Thacker, Julie Gilchrist, Donna F.Stroup, Dexter Kimsey, (2004)** discussed about the effectiveness of stretching as a tool to prevent injuries in sports. Stretching is increase the flexibility, performance and reducing injuries. **Dr.Giles Warrington, (2014)** Training and development is so important in each sports student's life. Because it is help to analyze our actual performance and also our draw backs areas. **Dan Lewindon David Joyce, (2014)** stays that The major process is optimizing the effectiveness of cross training, translate strength in to speed, increase aerobic capacity and generate anaerobic power, maintain peak conditioning throughout the season, and minimize the energy specific performance programmes. **Sanyin Siang, (2013)** Women's participation in sports is increasing. The article stated that the reason for increasing the women's participation in changes of globalization and technology.

### 3. OBJECTIVES OF THE STUDY

1. To analyze the effect of personal life on work life balance.
2. To analyze the effect of sports life on work life balance.
3. To identify the women appointment player's satisfaction level of their work life balance.

### 4. MATERIALS AND METHODS

The study is follows a formal research design which means the objective is to answer the research question and hypothesis testing and it is based on computed variables. So this study is descriptive in nature. This research is carried out in south, east, west railways, kseb, and police department's appointment players. It can be used to reach a meaningful conclusion regarding the study on work life balance of working women in appointment players under sports quota. Sampling technique of this study is convenient sampling and it is type of non probability sampling. Population size is finite and un known, so sample size is 240. In this study both the primary and secondary data was used. The primary data is collected structured questionnaire. The secondary data collected from journals, news papers, research articles, magazines, PhD thesis. The structured questionnaire is used for this study is based on 5 point likert scaling technique. The data statistically analyses by applying such tools like descriptive analysis, independent sample *t*-test, ANOVA, factor analysis.

### 5. RESULT AND DISCUSSION

**Reliability:** The Cranach's alpha co-efficient of reliability of this study was determined. It is based on primary data of the present study. Over all reliability of the study is. 658.

**Frequency analysis:** Profile of working Women among appointment players under sports quota.

**Table 1**  
**Profile of women appointment players under sports quota**

<i>Demographic Factors</i>	<i>Classification</i>	<i>Number of Women Employees</i>	<i>Percentage</i>
Age	18-25	190	79
	25-30	47	20
	30 above	3	1

<i>Demographic Factors</i>	<i>Classification</i>	<i>Number of Women Employees</i>	<i>Percentage</i>
Income	15000	4	2
	15000-20000	102	42
	20000-25000	72	30
	25000-30000	18	8
	Above 30000	44	18
Qualification	UG	142	59
	PG	65	27
	Others	33	14
Sports	Volley ball	150	62
	Basket ball	90	38
Marital status	single	125	52
	married	115	48
Family type	Nuclear Family	143	60
	Joint Family	97	40
No of dependence	2	18	7
	3	45	19
	4	88	37
	Above 5	89	37
Experience	Less Than 2 Years	62	26
	2 To 4	68	28
	4 To 6	47	20
	Above 6	63	26
Sports Achievement	National	91	38
	International	147	61
	University	2	1

**Interpretation:** The above table shows that out of 240 respondents, 79% of the employees in the age group of 18-25 years. 42 % of the women employees are earning monthly salary of ₹15000 to 20000, 59% of respondents completed UG, 62 % respondents are volleyball players, 52 % of respondents are single, It is clear that out of 240 respondents 60 % of respondents coming from nuclear family, 37 % of the selected respondents are having 4 dependent, 37 % of respondent are having above 5 dependent. It is observed that most of the respondents (37 %) have above 5 dependents. 68 % of respondents are having 2 to 4 years experience, 61 % of respondents are international players.

**Information about the work life balance:**

**Table 2**  
**Able to balance work life**

<i>Work life</i>	<i>Frequency</i>	<i>Percentage</i>
Yes	237	99
No	3	1
Total	240	100

**Interpretation:** The above table shows that out of 240 respondents 99 % of respondents are satisfied with their work life balance, 1 % of respondents are not satisfied with their work life balance. It is observed that most of the respondents (99 %) are satisfied with their work life balance.

**Feeling about working in appointment player under sports quota:**

**Table 3**  
**Feeling about working**

<i>Satisfaction of Working In Appointment Players</i>	<i>Frequency</i>	<i>Percentage</i>
Very Low	4	2
Low	48	20
Neutral	7	3
High	102	42
Very High	79	33
Total	240	100

**Interpretation:** The above table shows that 2 % of respondent’s satisfaction is very low with working appointment players under sports quota. 20% of respondents satisfaction is low with working appointment players under sports quota,3 % of respondents are neutral which means supporting or helping either side in a working appointment players under sports quota, 42% of respondents are high satisfaction with working appointment players under sports quota,33 % of respondents are very high satisfied with working appointment players under sports quota.

**Most hinder factor affect the work and family commitments:**

**Table 4**  
**Factor hindering the work life commitments**

<i>Hinder You In Balancing Your Work And Family Commitments</i>	<i>Frequency</i>	<i>Percentage</i>
Long Working Hours	93	39
Compulsory Overtime	9	4
Shift Work	41	17
Meetings	5	2
Training After Office Work	92	38
Total	240	100

**Interpretation:** Balancing work life is too difficult task in now days, the appointment players are expressed their opinion regarding the different factors that are affecting balancing work and family commitments. So it is observed that (39%) most respondents are says that long working hours is the major factor for hinder their work and family commitments.

**Independent sample t test: 5. Personal life on work life balance**

**H0:** There is a significant relationship between personal life balance and work life

**Interpretation:** Below table shows that Levene’s Test for Equality of Variances result shows that significant value that is Since  $p < .004$  is less than our chosen significance level  $\alpha = 0.05$ , we can reject the null hypothesis, and conclude that the There is a significant relationship between work life balance and personal life.

Group Statistics									
	Group	N	Mean	Std. Deviation	Std. Error Mean				
WL&PL	WL	240	61.5167	6.88274	.44428				
	PL	240	18.8917	4.99924	.32270				

  

	Levene's Test For Equality of Variance				T-Test For Equality Of Means					
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error difference	95% confidence interval of the difference		
								Lower	Upper	
WL&PL equal variance	8.288	.004	77.66	478	.000	42.62500	.54911	41.5464	43.70396	
Assumed Equal variances not assumed			77.66	436.23	.000	42.62500	.54911	41.5458	43.70422	

**Sports life on work life balance:**

**H0:** There is a significant relationship between work life balance and sports life

**Interpretation:** Since  $p < .001$  is less than our chosen significance level  $\alpha = 0.05$ , we can reject the null hypothesis, and conclude that there is a significant relationship between work life balance and sports life.

Group Statistics									
	Group	N	Mean	Std. Deviation	Std. Error Mean				
WL&SL	WL	240	61.5167	6.88274	.44428				
	SL	240	40.2583	4.87157	.31446				

  

	Levene's Test For Equality of Variance				T-Test For Equality Of Means					
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error difference	95% confidence interval of the difference		
								Lower	Upper	
WL&SL equal variance	12.200	.001	39.056	478	.000	21.25833	.54430	20.18881	22.32786	
Assumed Equal variances not assumed			39.056	430.423	.000	21.25833	.54430	20.18851	22.32816	

**ANOVA- 7**

**H1:** Women appointment players are not satisfied with their work life balance.

The summary of the result of one way ANOVA is presented (Table 7) (Summary of one way ANOVA showing women appointment player's satisfaction level of their personal life & work life.

Personal Life	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	17773.420	38	46.669	2.234	.000
Within Groups	4199.763	201	20.894		
Total	5973.183	239			

**Interpretation:** The above table we can see that the calculated value is less than the p value 0.05 therefore we can reject the Null Hypotheses. Thus there is a significant difference between personal life and work life.

**H0:** women appointment players are not satisfied with their work life balance.

The summary of the result of one way ANOVA is presented (Table 4.8) (Summary of one way ANOVA showing women appointment player's satisfaction level of their sports life & work life their sports life & work life

<i>Sports Life</i>		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
	Between Groups	2220.039	38	58.422	3.402	.000
	Within Groups	3451.945	201	17.174		
	Total	5671.983	239			

**Interpretation:** The investigator used one way ANOVA for testing the significance in the obtained mean score for sports life and work life. This is help to understand overall satisfaction level of sports life and work life. The above table we can see that the calculated value is less than the p value 0.05 therefore we can reject the Null Hypotheses. Thus there is a significant difference between sports life and work life.

**H0:** women employees are not satisfied with their work life balance

**Interpretation:** The below table shows that the calculated value of work stress, long working hours, job satisfaction are greater than the p value 0.05 therefore we can reject the Null Hypotheses. Thus there is a significant difference between personal life and work life.

The summary of the result of one way ANOVA is presented (Table 9) (Summary of one way ANOVA showing women appointment player's Satisfaction level of work life.

		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
Job Satisfaction	Between Groups	1744.233	38	45.901	7.916	.000
	Within Groups	1165.500	201	5.799		
	Total	2909.733	239			
Work Stress	Between Groups	6046.883	38	159.128	18.900	.000
	Within Groups	1692.301	201	8.419		
	Total	7739.183	239			
Long Working Hours	Between Groups	2709.523	38	71.303	10.051	.000
	Within Groups	1425.877	201	7.094		
	Total	4135.400	239			

**Factor analysis:** The result of KMO (Kaiser-Meyer-Olkin Measure of Sampling Adequacy) value is .779 and significant value Bartlett's test is 0.00, factor analysis can be performed for the taken of variables.

The table shows that the 16 items had high loadings of greater than 0.6 that were considered of practical significance. Factor loadings shows the correlation between the variable that belong to each factor and the component matrix demonstrates the factor loadings of all variable and shows the variables under each factor. Factor loading less than 0.60 were excluded and the results of varimax rotation matrix shows the five factors and the most appropriate dimensions of each factor.

Putting together all factors explain 77.90 percent of variance in data in four factors affecting employer work life balance.

Factor Loading, Eigen Value and Percentage of Extraction using Principle Component Method based on factors determining work life Balance.

Factors	Dimensions	Factor Loadings
Work life	Present job pressure	.623
	Present job satisfaction	.631
	Flexible starting time	.736
	Flexible finishing time	.777
	Flexible hours in general	.628
	Holidays	.792
	Job sharing	.847
	Long working hours	.725
	Attitude of colleagues	.797
Sports life	Positive attitude of coaches	.833
	Coach treat me fairly and respectfully	.632
	Training session was exciting and good learning experience	.754
	Regular feedback from coach	.674
Personal life	Positive attitude of family members	.618
	Family Support	.765
	Able to spend time with kids	.875
	Able to concentrate Family engagements	.616

**Interpretation:** The nine items that load into Factor 1 with the loadings of 0.687, 0.719, 0.628, 0.769, 0.770 and 0.876. Factor 1 is combination of present job pressure, Present job satisfaction, Flexible starting time, Flexible finishing time, Flexible hours in general, Holidays, Job sharing, Long working hours and attitude of colleagues. This was labelled as Work life. The four items that load into factor 2 with loadings of. 833,. 632,. 754 and. 674.Factor 2 is combination of Positive attitude of coaches, Coach treat me fairly and respectfully, training session was exciting and good learning experience and Regular feedback from coach. This was labelled as sports life. The four items that load into factor 3 with loadings of. 618,. 765,. 875 and. 616. Factor 3 is combination of Positive attitude of family members, Family Support, Able to spend time with kids.

## 6. SUGGESTIONS

Most respondents are says that long working hours is the major factor hindering their work life balance so the organization must concentrate and provide a feasible solution for minimizing the working hours for women employees it leads to increase the employees productivity and better performance of organization in future. Organization must concentrated stress reducing activities like get together, cultural/recreational programmes as and when required. The management should provide first aid medical facilities because appointment players are suffering some physical injuries. Sports working environment peace and more pleasant, it's give more output from the appointment players under sports quota. It is lead to better performance of employees and it is effect to overall team work. Work stress is the major factor affect the work life balance, so department should provide training before new appointment, so it reduces the work stress. The organization must consider employees physical needs which means recognition, rewards,



appreciation it is lead to better employee morale. It is lead to employee's happiness and involvement it is automatically increases the employee's productivity. The management should concentrated good opportunities for improve the employees sports career also.

## **7. CONCLUSION**

Most researchers are studied about work life balance in IT sector work life balance in manufacturing sector etc: but this study focused on work life balance of working women in appointment players under sports quota. work life and family life is an important part of life but in the case of sports appointment players work life, personal life, sports life are equally important in their life. In the women appointment players are faced such difficulties in their life emotionally and physically. The study is on the basis of three main factors that is personal life, sports life, work life, the objective of the study is to effect of personal life towards work life and to analyze any effect of sports life towards work life and finally to identify the women appointment players satisfaction level of their work life balance. Based on the research objectives the study concluded there is a significant relationship between personal life towards work life and there is a significant relationship between sports life and work life or personal life and sports life affect the work life balance of women appointment players under sports quota. But the results of ANOVA women appointment players are not satisfied with their work life balance. But in the questionnaire there is one question, it is mentioned about their work life, the result of frequency analysis shows that 99% of respondents are says that they can to manage their work life. The study is done on the basis of eight variables they are health, caring responsibility, job satisfaction, work stress, long working hours, training and development, injuries, achievements. In this study shows that most of the respondents are stated that the major factor hindering the work life balance is long working hours. Family support is more helping them for manage their work and sports life.

## **References**

- Work life balance: the key driver of employee engagement, Susi. S & Jawaharrani. K, asian journal of management research, (2011) page no: 476
- Work life balance, family friendly policies and quality of work life issues: studying employees perceptions of working women in oman, Shwetha belwall & Rakesh, journal of international women studies,( 2014) page no: 98 to 99
- Manage your work and manage your life, Boris grasberg & robin Abrahams, harward business review (2014), full article
- Work life balance practices and female lectures career progression in Ghana, Felicity Asiedu- Appiah oheneha Adse-poku-adwoa frimpongmaer, asian journal of management research, ( 2014), page no: 427
- Work life balance in working women: G. Delina & Dr.R. prabhakara raya, international journal of commerce business management (2013) page no:281-282
- Work life balance of women employees – A literature review, J.sudha & Dr. p. Karthikeyan, IJMMR, (2014), page no: 797
- Wok life balance of women employees, R.Balaji, international journal of innovatiove research in science engineering and technology.(2014), page no: 1
- Work life balance of working women, Irina Varma & Dr.satish soni, www.eminence journal.com, page no: 2
- Work life balance implications for working women, Shoba sundaresan, international journal of sustainable development(2014), page no: 93

- Occupational stress among working women : An empirical analysis, DR.Anilk kumar & prof. Meenakshi yadav, SAMODHANA journal of management research (2013), page no:199 to 205
- Work life balance and job satisfaction among faculty of Iowa state university, ferah mukhtar, <http://lib.dr.state.edesletu>, (2012), page no: 8&103
- The influence of working live arrangements on work lofe integration orbalance : A review of the international evidence, coltle fagen & clare lyonette, international labour office, (2011)
- An exploration of the effects of work life balance on productivity, Fapohunda & Tinuke.M, American research institute for policy development,(2014), page no:74 to 76
- Impact of stretching on sports injury risk: A systematic review of the literature, Stephen.B, Thacker, Julie Gilchrist, Donna F.Stroup, Dexter Kimsey, (2004), clinical science, page no:371 to 373
- Mentoring and Developing Elite Athletes and Sports Teams Dr Giles Warrington PhD, FACSM, (2014), student sport Ireland, page no: 1 to 20
- Change Is Happening for Women in the Sport Industry by Sanyin Siang, (2013), the huffington post in association with the times of group, page no 1 to 3
- A study of work life balance among women employees in service sector with special relevance to pune city, Mrs. Vijayashri Ramesh & kumar mehther, award degree of doctor of philosophy,( 2012) page no: 7
- An exploration of the effects of work life balance on productivity, Fapohunda & Tinuke.M, American research institute for policy development,(2014), page no:74 to 76
- Effect of work life balance practice on firm productivity evidence from Japanese firm level panel datd, Yamamoto isamu & matsuura thoshiyilka, research institute of economy trade and industry,(2012), page no:15
- A study on employee engagement role of employee engagement in organizational effectivemnt, N.P. mylaswamy, Dr. R. Gayathri, international journal of innovative science, engineering and technology, (2014),page no: 331
- Work life balance in india: the key driver of employee engagement, Namitha, international journal of management and commerce innovations.(2014), page no: 104 to 106
- Work life balances the key driver of employee engagement, prof. Shrutee & K.bhaleran, ASMS, international journal of ongoing research in management in IT.
- Work life balance is necessary one, M.A. Raajerajeshwari, B.yuvaprakash, global journal for research analysis,( 2015), page no: 2
- Problem faced by the working women in india, Dr, Kamini & Dr. Dashora, international journal of advanced research management and social science, page no: 85 to 92
- High-Performance Training for Sports, by David juicy lan lewinden human kinetics, (2014) page no : 1 to 3.