

Work Life Balance of Corporate Executives in Chennai City

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ABSTRACT

The main aim of this study is to analyze the work life balance of corporate executives in Chennai city. Presently most of the families are dual career. All employees both men and women are facing lot of problems in their everyday life such as child care, elder care and household activities etc it will lead stress. They are spending more time in their office so the pressures of job will affect the personal life as well as work life of the executives, due to the work pressure and family tension they are not able to complete the household chores. So both men and women employee need self motivation, flexi time, extra pay for over time and child care facilities. It will help the employee to motivate themselves and maintain work life balance. Human resource department seeks options to improve employee morale and retain them with valuable knowledge.

Keywords: Corporate executives, family, work, child care, elder care, self motivation.

1 INTRODUCTION

Work life balance is nothing but it is the equal balance between work and personal life it refers to maintaining the balance between work and home it also refers to flexible working arrangements between work responsibilities and personal responsibilities. Work-life balance is a daily effort to make time for family, friends, self-care, demands of the workplace and other personal activities. Work-life balance problems are changing attention in personal lives, family morals and work life. Family friendly benefits, work life schemes and work family background can be helpful to the employee to maintain work-life balance. In Chennai city most of the families are dual career these types of families are not able to achieve and maintain

work life balance due to increasing pressure. When an executive achieves work life balance they have satisfaction of job and they succeed in their career.

2 LITERATURE REVIEW

K. Agha, F. T. Azmi, and A. Irfan(2017) According to them work-related thoughts and worrying aspects affect the teachers performance and the performance of organization. WLB policies and programmes are helpful to the employee to balance their work and family.

Jagruti Sandeep Patil (2017) he stated that to achieve WLB, the women employee follow planning and organized the work based on priority.

Mridula N Murthy and Shailaja Shastri(2015) they concluded that work, life, self and other issues affect the employees work performance. Due to lot of work in their work place affect the work life balance policies and management support help the employee to overcome these issues.

Mrs.G.Kanthisree, Dr. M.Sarada Devi (2013) She is suggested that to overcome the issue of employee the management has to provide facilities based on the category. It will help to improve the WLB and increase the productivity of the organization.

Christin Mellner, Gunnar Aronsson, Göran Kecklund(2014) according to this self-regulation seems a crucial boundary competence in knowledge intensive, flexible work. Organizations could actively contribute the work situation to the employees so it is easier to manage their WLB also this is benefit of both organizations and employees.

G.Delina, Dr. R. Prabhakara Raya (2013) According to them married employee are difficult to maintain work life balance extra activities and other program help to improve them.

Mr G.Shiva(2013) he examined that supportive work place environment and other facilities improve the working women health and solve other personal issues.

Charlotte Kemmis(2012) according to them flexible working, job sharing scheme, awareness programmes, training, development, career progression continuing professional development, career planning guidance, staff counseling service, employee assistance programmes, pre-

retirement advice and support and stress management courses has help the employees to maintain WLB.

G.Dlamini, W.Shakantu, K Kajimo-Shakantu, according to this formulating workplace policies and frameworks to support work - life balance initiatives, implementation of strategies are help the woman employees to maintain WLB and that are aimed at increasing the participation of women.

S. Lakshmi Narayanan, A.Savarimuthu(2015) they stated that work family conflict associated with decreased employee job satisfaction increased staff turnover and absenteeism, lower performance and increased job stress levels and intention to leave the organization. IT companies has to identify the issue of employees both of their work and family, and give solution for that it will benefit the employees and the organization.

3 WORK LIFE BALANCE OF EXECUTIVE

The mechanical life work-life balance is most important for every one's life, proper planning should help the employee to maintain WLB. Work life balance has to increase organizational productivity and improve moral of the employee.

"Work-life balance" was first used in the UK in 1970s and it was used in 1986. Work life balance is not an equal balance it is the schedule of time between work and personal. In this competitive world employee has lot of opportunities, so organizations has to create friendly relationship with employees it improve the productivity and reduce recruitment cost of the organization.

CORPORATE EXECUTIVES

Now a day's most of the families are dual career so they need to maintain work life balance. Whenever they are going to job they are facing lot of problems they spend more time in work place so they need work life policy for their healthy WLB. Most of the organization have more facilities like, Transport, Canteen, Day care and they provide information about work-life balance policies and special leave arrangement such as Annual leave, public holiday, Career Break, Health care centre, career growth, Insurance plans and other benefits it can improve employer employee relationship.



FAMILY INVOLVEMENT

Family involvement allows the acquisition and improvement of skills, knowledge, behaviors also it can help the individual be a better worker. Personal life includes taking care of family, time spend with friends and time taken for personal such as meditation and activity.

WORK INVOLVEMENT

Work involvement yields a positive emotional state or attitude that help individuals be better family members. Work life includes time spent for career growth like career development programme and training for promotion it increase the standard of living of the employee also increase the productivity of the organization.

CHILD CARE

Child care facilities help the married employees to reduce the stress. Stress management help to reduce the stress and improve the quality of work in the workplace. If the organization arranges child care facilities in their campus it will increase the number of women executive.

ELDER CARE

Elder care is one of the reasons of women executives leaving their job. Most of the families are dual career some spouse is left out their jobs due to child care and elder care. If the management provides child care and elder care facilities they can continue their job and reduce their stress.

SELF MOTIVATION

In this mechanical life self motivation is most important in every one's life. Due to work and family pressure some employees taking wrong decision. So everyone should encourage ourselves it will helpful to maintain work life balance.

4 STATEMENT OF THE PROBLEM

WLB is important to the organization for its success and smooth running also it creates stress free environment of their executives. Work Life imbalance of employee is lead to stress, depression, lower mental health, family conflicts and job dissatisfaction, also it will affect the productivity of the organization.

5 OBJECTIVES OF THE STUDY

- a. To measure WLB of corporate executives.
- b. To find out the level of job satisfaction.
- c. To find out the factors that influences the work life balance.
- d.

6 SCOPE OF THE STUDY

The scope of this study is to create awareness of the work life balance and creating suitable balance between work and life of the corporate executives.

7 HYPOTHESIS

H1 : There is significant relationship between work life balance and job satisfaction.

H0 : There is no significant relationship between job stress and job satisfaction.

8 METHODOLOGY

The information was collected from 50 employees by selected companies. A master table was prepared with all information with the help of collected data, classification tables were prepared and the data taken for analysis. T test analysis, one sample test, one way ANOVA applied for this study. Graphical representation used for separate policy for employee.

a. PRIMARY DATA AND SECONDARY DATA

Primary Data was collected through questionnaire and personal interview with the respondents. Secondary data has been collected from internet and articles.

i. Analysis and results:-

Table 1: Respondents based on Age

Sl. No	Age	Frequency	%
1	21-30	14	28
2	31-40	22	44
3	41-50	9	18
4	>50	5	10
	Total	50	100

28% of the executives are 21-30 age groups, 44% of the executives are 31- 40 age category, 18% of the executives are 41-50 age category, 10% of the executives are above 50 age group. It is found that majority of the executives are 31-40 age groups.

Table 2: Respondents based on Gender

Sl. No	Gender	Frequency	%
1	Male	28	56
2	Female	22	44
	Total	50	100

56% of the executives are male, 44% of the executives are female. It is observed that most of the executives are male employee.

Table 3: Respondents on the basis of Qualification

Sl. No	Qualification	Frequency	%
1	Graduate	21	42
2	Post Graduate	23	46
3	Others	6	12
	Total	50	100

42% of the executives are graduate, 46% of the executives are Post Graduate. Only 12% of the executives belong to others. It is found that most of the respondents are Post graduate.

Table 4: Respondents on the basis of Work Experience

Sl. No	Work Experience	Frequency	%
1	0- 3 years	7	14
2	3- 5 years	10	20
3	5- 10 years	15	30
4	Above 10 years	18	36
	Total	50	100

The above table shows experience wise distribution of the sample respondents. 14% of the respondents are 0 – 3 years experience, 20% of the respondents are 3 – 5 years experience, 30% of the respondents belong to 5 – 10 years experience and 36% of the respondents are above 10 years experience. It is observed that most of the respondents are belonging to above 10 years experience.

Table 5: Respondents on the basis of Annual income

Sl. No	Annual Income	Frequency	%
1	Less than Rs.1 Lakh	4	8
2	Rs.1 – Rs.2 Lakhs	16	32
3	Rs.2 – Rs.5 Lakhs	24	48
4	Above Rs.5 lakhs	6	12
	Total	50	100%

8% of the executives are less than Rs.1 Lakh, 32% of the executives belong to Rs.1-2 Lakhs, 48% of the executives belong to the Rs.2-5 Lakhs and 12% of the executives are above Rs.5 Lakhs. It is observed that majority of the executives are earning Rs.2- 5 lakhs.

Table 6: Respondents on the basis of Marital Status

Sl. No	Marital Status	Frequency	%
1	Married	38	76
2	Un Married	12	24
	Total	50	100

76% of the executives are married. Only 24% of the executives are unmarried. It is observed that most of the executives are married.

Table 7: Respondents based on health complications

Sl. No	Health Problems	Frequency	%
1	Yes	7	14
2	No	34	68
3	Can't say	8	16
4	At times	1	2
	Total	50	100

14% of the respondents are suffering health complications due to work pressure. 68% of the respondents are not having any health issue due to work place pressure. 16% of the respondents are not like to tell anything. Only 2% of the respondents are feeling the pressure at that particular time. It is concluded that most of the respondents are not having any health complications due to work pressure.

Table 8: Respondents on the basis of unable to spend enough time with family

Sl. No	Time spend with family	Frequency	%
1	Always	1	2
2	Often	8	16
3	Some times	31	62
4	Rarely	5	10
5	Never	5	10
	Total	50	100

62% of the respondents sometimes feel they are unable to spend enough time with their family. According to this most of the executives are feel they are unable to spend enough time with family.

T Test Analysis

T test analysis made for respondents based on unable to spend enough time with family. The T – value is -7.45356, P – value is 0.001731, Significant level at P<0.05.

Table 9: Respondents on the basis of support for balance their work

Sl. No	Support	Frequency	%
1	Spouse	23	46

2	Friends	13	26
3	Other Family members	7	14
4	Paid and unpaid leave	-	-
5	Others	7	14
	Total	50	100

According to this survey 46% of the respondents are getting help from their spouse for their non work activities. It is observed that most of the respondent's spouses are helping their house hold and other activities.

One way ANOVA applied for unable to spend enough time with family and support for balance their work. F-statistic value = 0, P-value = 1

Data summary				
Particulars	Mean	Std.Dev	Std.Error	
Unable to spend enough time with family	10	12	5.3666	
Support for balance their work	10	8.6023	3.8471	

ANOVA summary					
Particulars	Degrees of Freedom (DF)	Sum of Squares (SS)	Mean Square (MS)	F-Stat	P-Value
Between groups	1	0	0	0	1
With in groups	8	871.9983	108.998		
Total	9	871.9983			

Std. Dev of unable to spend enough time with family is 12 and std error is 5.3666, and Std.dev of support for balance their work is 8.6023 and std. error is 3.8471. Mean square with in groups is 108.998.

Table 10: Respondents on the basis of separate policy for work life balance

Sl. No	Separate Policy	Frequency	%
1	Yes	29	58
2	No	13	26
3	Not aware	8	16
	Total	50	100

According to this survey 58% of the respondents are told their company has separate policy for maintaining their work life balance. 16% of the respondents are not aware about work life balance policy of their company.

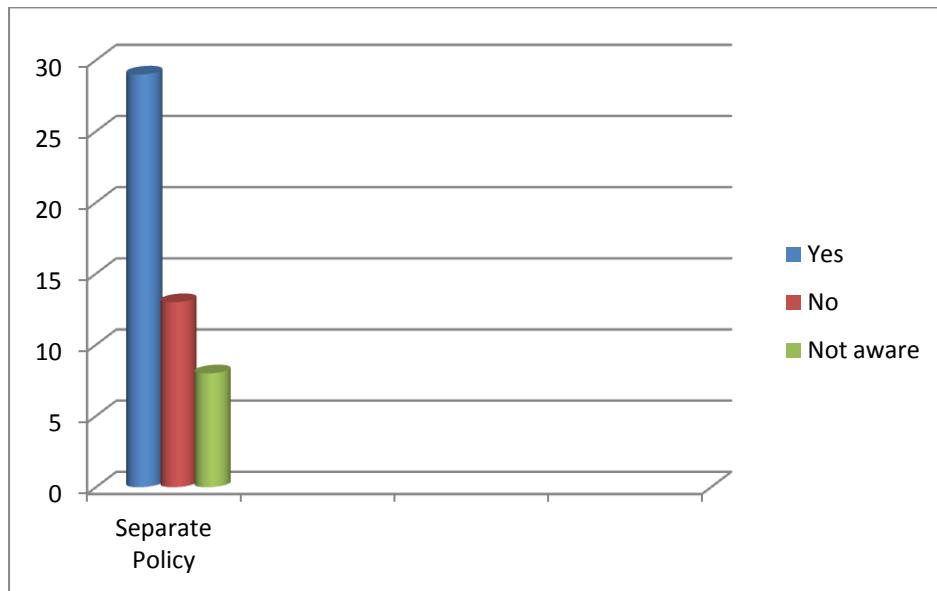


Table 11: Respondents on the basis entertainment training programme

Sl. No	Training	Frequency	%
1	Yes	32	64
2	No	18	36
	Total	50	100

Table 11 shows that respondents based on organization conduct entertainment training programme for their staff. 64% of the respondents told their company conduct entertainment training programme for their staff. 36% of the respondents are told their companies are not conducting any entertainment programme for their staff. It is observed that most of the companies are providing training facilities for their staff.

Table 12: Respondents based on training programme help to reduce stress

Sl. No	Training help to reduce stress	Frequency	%
1	Yes	29	58
2	No	21	42
	Total	50	100

The above table shows respondents based on training programme help to reduce stress. It is observed that majority of the respondents are told training programme helpful to reduce their stress.

Table 13: Respondents based on Priority of work or family

Sl. No	Priority	Frequency	%
1	Work	16	32
2	Family	26	52
3	Both	8	16
	Total	50	100

The above table shows respondents based on priority given to work or family. 32% of the respondents are giving priority to work. 52% of the respondents are giving priority to family, only 16% of the respondents are giving priority to both work and family. It is concluded that majority of the respondents are giving preference to family.

Table 14: Respondents based on satisfaction of their jobs

Sl. No	Job satisfaction	Frequency	%
1	Yes	43	86
2	No	7	14
	Total	50	100

The above table shows the executives based on satisfaction with their job. 86% of the executives are satisfied with their jobs, 14% of the executives are not satisfied with their current job. It is concluded that most of the respondents are satisfied with their jobs.

Table 15: Respondents based on facilities given by organization

Sl. No	Particulars	SA		A		DA		SDA	
		No	%	No	%	No	%	No	%
1	Flexible working hours	3	6	30	60	14	28	3	6
2	Job sharing	3	6	37	74	9	20	1	2
3	Counseling Services	1	2	35	70	11	22	3	6
4	Family support programmes	5	10	23	46	19	38	3	6

The above table shows the executives based on facilities given by the organization. According to this most of the companies are giving more facilities giving their employees like flexible working hours, job sharing, counseling service and family support programmes.

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
SA	4	3.00	1.633	.816
A	4	31.25	6.238	3.119
DA	4	13.50	4.041	2.021

One-Sample Test

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
SA	3.674	3	.035	3.000	.40	5.60
A	10.019	3	.002	31.250	21.32	41.18
DA	6.681	3	.007	13.500	7.07	19.93

One sample test was applied for respondents based on facilities given by organization. Significant level of strongly agree is .035, agree .002, strongly disagree .007. According to this std. deviation of strongly agree 1.633, Agree 6.238, DA is 4.041 based on this survey most of the respondents are satisfied with their job and their facilities which is provided by the management. Some of the companies are not provide any training and other benefits to their employee.

Table 16: Respondents based on problem facing in their Organization

Sl. No	Problem	Frequency	%
1	Yes	5	10
2	No	45	90
	Total	50	100

The above table shows the executives based on problem facing in their organization. 90% of the respondents have not any other problems in their organization, only 10% of the respondents are facing problems in their organization. It is concluded that most of the company employee have not any other problems.

9 Discussion

The main aim of this research is find out the WLB of corporate executives and identify the facilities given by the organization to their executives to maintain WLB. To accomplish this goal we tested hypotheses and build theory using data obtained from the corporate executives. The results of this study have to positive effect of organization as well as their employees. Previous research focus on time management, work life balance policy, work family conflict and family work conflict but this study highlights the problems faced by the executives and satisfaction level of the executive's about facilities given by the organization. The result of this study will help the organization to provide better work condition and give better benefits to their employees. According to this study head support will improve WLB of executives and increase productivity of the organization.

10 Findings

Work life balance is essential and most important for both men and women employees for reduce stress and fulfilling their life. Employees are playing multiple roles for their work and family so it will create stress. Time management, preplan of work, self motivation, self confident will help to the employee for their stress free job and minimize the family stress and work tension. T- Test is calculated for executives are unable to spend enough time with their family. The T – value is -7.45356. The P – value is 0.001731, Significant level at $P < 0.05$. One way ANOVA is applied for support from spouse and others for work and non work activities. F statistic value=0, P –value =1. One sample test analysis applied for facilities given by organization. Graphical representation used for separate policy for employee.

11 Suggestions

a. Organization

The management should create peaceful working environment and make the employee to understand their nature of work and the difficulties. If the management decide to give extra work to the employee after their working hours they should give overtime allowance for extra hours, normal office timings (maximum 8 hours), welfare programme for

employee and family, traditional programme at least monthly once, medical allowance, group insurance, periodical tour, orientation programme, motivational programme, family support programme, counseling, friendly relationship with employee it will create smooth relationship for both management and employee. Encourage employee for their work, trust the employee and motivate for their work, provide work from home option during their difficult situation, give necessary leave and comfortable working condition, refreshment at busy work time, physical activities like yoga etc., Management should follow the concept of "Employee first". Management should understand the real problem of the employee and take necessary steps to solve the problem and improve the quality of employee. If the employee highlights their problem to the management or their reporting head they understand the problem and take necessary steps to solve. Every company should appoint sufficient staff based on their work, if any staff relieved from their position management should take immediate step to appoint new staff it will help the existing employee to reduce stress and work smoothly. Training programme help them to take decision in difficult time and it will reduce the stress of the employee.

b. Employee

Employee should give priority to the family than their work it will helpful to maintain balance between personal as well as professional life, they should know the importance of the family and the work it will helpful to improve the WLB. Men and women employee understand the family members feelings and create peaceful life. The employee should follow timings, create team work, create a new thought, set goals, smart work, be active at all times, listening and well planned in work, happy mind, preplan to work, spend time with family, confident and punctual that will help the employee to manage work and home. Employee should give priority themselves for doing all works. After working hours try to spend time with family members it will help to reduce stress and improve the relationship with the family members. Don't show work related stress to family members or family related stress in working place it will help the employee to maintain healthy work life balance, self motivation, friendly relationship with co-workers also help the employee to maintain WLB. Employee tries to finish all the work in their office doesn't carry any work in their home if it will happen it will lead to stress. Take responsibility and share the problem with others it will help the employee to manage their work and life. Don't take anything serious in the mind, when ever leaving the office all the stress and tension leave in the campus.

12 Conclusion

Working people are taking care to the family to satisfy the family member's needs. When they are going to job they face lot of problems in their working place, travel time as well as their family. If the management introduces HR strategies and policies it will help to overcome the issues of employee life. Work-life Balance strategies like entertainment, training programme, family welfare and medical schemes can help the employee to improve the work life balance. Improving work life balance brings benefits for both employers and employees.

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