

Factor Affecting Work Life Balance of Women Employees of Private Sector Banks in Haryana

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ABSTRACT

A good work life balance is essential to staff success, welfare and satisfaction which all have direct impact on learning and achievement of children. Work life balance practices can improve the 'employee experience' and many previous researches highlight an established link between work life balance and employee satisfaction which in turn relates to productivity of employees. Work-life balance is an essential and vital part of corporate social responsibility. Good employers need to recognize that part of their obligation to their workers is to ensure that they are not working so hard so as to damage their lives outside of work or lead to health problems. For many working women, the work life balances one of life's greatest challenges. While men often feel conflicted between workplace and fatherhood demands as well, women usually suffer from more than their fair share of the burden of balancing family and work life. The present study explores the factors affecting work life balance of women employees in banks.

Key words: Work life balance, women, private sector banks, Factors

I INTRODUCTION

Work-life balance may be a matter of supreme significance to people, organizations, families, government, and society. There are many changes that raised the pressures on organizations and employees. Likewise, the escalating range of women inside the workforce, nuclear families, and twin employee couples has created work-life balance a vital concern for employees similarly as organizations across industries and occupations. The necessity for a balance between work and personal life has become an awfully necessary element of employee expectations from employers. These days, career achievement is made public not only in terms of promotions and

tasks to make money, but also the facility for balancing work and non-work life. Throughout this perspective, it must be a challenge for employers and human resource experts to serve staff to maintain a good work-life equilibrium. There has been a significant rise in job over the previous twenty-five years, which is felt to verify, in part, by and through an intense, competitive environment of job. Long-term loyalty is twisted by a culture of performance that expects a lot from its staff, but provides little reciprocal safety. This is often jointly inspired by prevailing consumer culture and enhancing horizons of civilization-influenced social modifications in India provides a great deal of significance to income and life vogue, and hence the low value of parenting. Over the previous decade, absence rates, bad health, angry, sexual health problems, weaker system, and frequent headaches, rigid or painful muscles, bad cope abilities, irritability, restlessness, insecurity, exhaustion, and concentration problems have increased. Additionally, the quantity of intake, smoking, and consumption of alcohol is increased.

They are all evidence of the unhealthy work-life balance associate degree. In line with the present work and life policy study, 1.7 million people are contemplating their jobs and their unnecessary working hours as a result of globalization.

Work is part of our lives, and ambiguity and lengthy working hours describe the work of today. There is a shortage of moment for individuals to look after their private problems. It has thus become an significant phenomenon for organizations and staff to have a balanced life. It is said that there never exists a ideal equilibrium between job and private life. A perfect balance depends on an individual's indulgent perception of job and life at all times.

Chick (2004) has identified specific components of work/life balance.

1. Focus areas: They symbolize roles or function in our life and they can be special or professional by nature. Each focus area comprises actions which sustain the focus area.
2. Strategic component: According to this, there are numerous goals for every focus area. One has to give priority to these in the array of what is most significant to him/her.
3. Tasks, actions, and interactions: This element consists of the planned ladder or activities which are essential for the successful achievement of a particular strategic objective.

4. Implementation schedule: This schedule defines a realistic timeline and approach used to translate one's idea into realism.

5. Work-life plan maintenance: This component relates to ongoing evaluation and adjustment of one's work/life plan.

II REVIEW OF LITERATURE

Shariq Abbas, VandanaPremi (2011) An attempt was made to examine the strategy taken by private and public banks, the significance of work-life balance measures in the banking sector and knowledge of formalities. Conclusions demonstrate that staff recognize flexible work agreements as the most significant job in the form of work-life balance policy; however, assumptions are negative in their organizations in the direction of achieving work-life balance.

Negi and Singh (2012) Based on gender, demographic structures and hierarchical chain level, development designs, welfare policies, family and cultural duties, a survey was conducted to identify the problems associated with handling workers' professional lives in the banking sector, evaluate the causes and results of work-life imbalances. The review was performed in Dehradun City, arguing that more than 70% of the government industry in general division employees were dissatisfied with the timing / family plan policies, whereas the private sector bank accounted for 58%.

Amaleshwari, U & Raman, G.P (2013) Lighting married women's leadership with growing family and work requirements. The research also tries to demonstrate workplace behavior, job culture, family and job support, and life balance projects to staff. Furthermore, it is suggested that if there is a balance between job and private life then it will contribute to productivity and also to women's achievement in dual career families at job and at home.

K. Anitha Dr. Uma Maheswari (2014) In its study entitled 'Managing Work-Life Balance Among Women Bankers-A Conceptual, Theoretical and Literature Framework,' it clarifies that work-life balance (WLB) is an important area of HRM that is more widely accepted by strategic makers, organizations, administration, officials and their delegates worldwide. It is a factor that may affect imperative job environment problems such as employee turnover, job pressure, job satisfaction, and profitability.

SuchetaAggarval and UshaLenka(2015) The main reason for this article is to survey and carefully clarify women company people's work-life equilibrium. Some exploration articles have dissected for a hypothetical framework that uncovers the work-life balance of women's company with the help of secondary data. It is found from the chosen audits that Entrepreneurship has emerged as a global concept and has contributed to the nation's economic enhancement.

SaritSambitParida(2016) This review checked the writing of work-life balance policies and procedures and workplace culture in different companies with a particular objective of building their profitability, reducing turnover. When they adjust the professional and individual lives, each representative in this violent industry faces a problem. The IT industries viewed the importance of Work-Life Balance Practices and linked some of them to improve the effectiveness of the representative.

TapasyaJulka, UrvikaMathur (2017) Examine the intense problems that working women are facing in maintaining harmony between their private and professional lives. In order to achieve WLB, each female should choose the goal and exceed expectations in the industry as well as in the family. It has been discovered that there are a few processes and skills, such as arranging, sorting out and setting boundaries that can be used at home and working to achieve a delightful and fulfilling, both professionally and personally, very healthy lifestyle.

Tavassoli and Sune (2018)This article examines the effect of work-life balance (WLB) on the results of full-time Iranian staff. This study is aimed at identifying WLB's impact on job satisfaction, life satisfaction, and intentions for turnover. In addition, this article seeks to define the impact on WLB of a chosen group of backgrounds (employment autonomy, work requirements and supervisor work-family support).

III OBJECTIVES OF THE STUDY

The paper intends to explore the factors affecting work life balance among women employees.

IV RESEARCH METHODOLOGY

This study is descriptive cum exploratory study of case analyses of work life balance among women employee of private sector banks in Haryana. Suitable statistical techniques such as descriptive statistics and factor analysis were used for analysis of collected data. A well-designed

questionnaire based on different dimensions of work life balance was prepared for collections of primary data from the respondents. 240 samples of women employees of private banks were collected on the basis of convenience and snowball sampling giving proportionately importance to all banks.

V DATA ANALYSIS

Table 1.1: Demographic characteristics of women employees

Particulars	Frequency	Percentage (%)
Family Size		
1-2	91	22.75%
3-4	199	49.75%
5	60	15%
<5	50	12.50%
Total	400	100
Age		
<30	80	20%
30-40	151	37.75%
40-50	100	25.00%
>50	69	17.25%
Total	400	100
Educational qualification		
Graduates	80	20.00%
Post-Graduates	250	62.50%
Others	70	17.50%
Total	400	100
Designation		
Officer	260	65.00%
Deputy Manager	50	12.50%
Manager	90	22.50%
Total	400	100
Year of service		
<1	20	5.00%
1-10	250	62.50%
11-20	90	22.50%
>20	40	10%
Total	400	100
Marital Status		
Married	254	63.50%
Single	146	36.50%
Total	400	100

No. of Children		
0	8	3%
1	15	5%
2	209	82%
2+	22	10%
Total	254	100
Income		
<25,000	51	13%
25,000-35,000	209	52.25%
35,000-45,000	110	27.50%
>45,000	30	7.5
Total	400	100
Dependents		
0	51	12.75%
1	80	20%
2	239	59.75%
2+	30	7.50%
Total	400	100

Source: Primary Survey

Table 1.1 shows the demographical profile of women working in private sector banks in Haryana. It was observed that among 400 women, family size of 199 women belonged to group 3-4 and only 50 women have family size of more than 5 members which reflects that majority of the respondents have family size of 3-4 members (49.75%). As far as age group of women is concerned, majority of respondents (151) were belonged to the age of 30-40 years. The designation of the majority of women (260) was officers whereas only 90 women were working as manager and 50 were working as deputy managers. Apart from that, educational qualification of women is also the significant aspect of their demographic profile. Most of women employees have post-graduate degree (250) and 80 women were graduate.

Moreover, majority of women (250) were experienced and falling under 1-10 years of experience whereas there are only 20 women who have less than one-year experience of service. Besides experiences, income level of women also affects their work life balance. In this connection, out of 400 women, 209 women employees belonged to 25,000-35,000. There were only 30 women who were earning more than rupees 45,000. As far as marital status is concerned, most of women (254) were married and others were single. Out of 254 married women, majority of women (209)

have two children. As far as no. of dependents on women is concerned, out of 400 women, 239 women have two dependents and only 30 women have more than two dependents.

Factors that constitute work life balance

To extract the main factors which directly influence the work life balance of women, factor analysis has been applied. Factor analysis by principal component method reduces the variables into predominant factors of work life balance with regard to women employees in private sector banks in Haryana.

Table 1.2: Components influencing work life balance

Sr. No.	Components	Mean	S.D.
1	household responsibilities suppress your best at work.	1.12	0.95
2	household responsibilities prevent you from completing your work in the office.	1.99	0.87
3	family responsibilities and commitments make it difficult to focus on your work.	2.05	0.76
4	carry your tension of home to your office which leaves an ill-effect on your relation with colleagues.	3.12	1.12
5	complete office work at home.	3.81	0.94
6	family responsibilities replace your work commitments over.	4.01	0.79
7	family supports you for performing your office responsibilities and duties.	4.11	1.10
8	organization supports you in personal affairs, especially when needed.	2.12	0.17
9	working hours affect your physical fitness.	3.99	0.46
10	By the time, you leave your office, you feel fully exhausted.	3.88	1.02
11	Employees of the organization support you for office	2.10	0.64
12	superiors give importance to you to discuss any issues.	3.01	0.29
13	You discuss issues related to work life balance with your superiors freely.	1.21	1.80
14	You get respect and fair treatment from your boss.	3.01	1.11
15	subordinate assist you for successfully completing your office work.	3.76	0.43
16	organization provide you with onsite childcare facility.	1.98	0.13
17	office has Gym facility onsite.	1.21	0.80
18	The superiors treated all the employees equally with work	1.01	1.01
19	The organization provides the facilities that help in	3.98	0.13

	fulfilling work and family commitments.		
20	You have sufficient time to take care of yourself, progress of the family and care of children and others members of the family.	1.62	0.27
21	You have sufficient time for relaxing during the office time.	2.99	0.56
22	You enjoy and celebrate with your spouse and children.	1.99	1.00
23	You feel satisfied with office working hours.	1.21	0.32
24	You feel satisfied with the policies of the organization.	3.81	0.72
25	You feel you are more cheerful.	1.10	1.23
26	Your job obligations leave no time for your family, friends and relatives.	4.22	0.95
27	You have to work on holiday also.	1.99	0.87
28	You often late for work due to household responsibilities.	1.22	1.12
29	You discuss your personal issues with colleagues.	2.81	0.94
30	You keep talking on phone to members of your family during office hours.	1.01	0.79
31	You are enthusiastic enough to attend social functions after routine office hours.	1.11	1.10
32	Your work commitment hampers social activities on your part.	3.92	1.31
33	You often miss family and social occasions because of tight office schedule.	3.76	0.73
34	You are satisfied with your performances	4.52	1.23
35	You feel satisfactory with your relation among the colleagues.	3.81	0.73
36	Your extended office schedule hampers your further education	2.12	0.95
37	You find no time enough for your hobbies.	3.99	0.87
38	You ever think of quitting your job due to conflict between personal and professional life.	4.35	0.76
39	You talk to your members of the family politely.	3.22	1.12
40	You have patience when you make conversation with your family members.	3.81	0.94
41	You take permission easily from office when you have to go anywhere.	1.01	0.79
42	You get stressed generally due to your income level.	3.11	1.10
43	You are ready to take more challenging opportunities of office activities	2.92	1.31
44	You need more training or orientation program for updating knowledge	2.76	0.73
45	Your organization provides you any financial support for	2.53	0.61

	household needs.		
46	Employees are expected to sign the work life policy in the organization.	1.62	0.27
47	good work life balance can contribute to the success and effectiveness of an organization.	4.81	0.56
48	You feel need of a mentor to address the work life balance issues.	4.99	1.00
49	positive approach help in balancing issues in life.	4.21	0.32
50	Participation of the employees should be allowed in framing work life policies in organization.	3.81	0.72
51	Various training programmes are offered by the organization to the employees for maintaining work life balance.	1.10	1.23
52	You are satisfied with work life policy.	2.63	0.81
53	You are aware of work life policies implemented in the organization.	1.21	0.62

Source: Primary survey

Table 1.2 shows the components that influence work life balance and the mean score for all 53 statements are calculated. It can be observed from table that the mean values of most of the statements are greater than 4 which show that these factors are directly influencing the work life balance. The application of factor analysis on 53 statements of work life balance and the results are given in subsequent tables. Initially the test of validity of data for factor analysis was computed with Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy and Bartlett's test of Sphericity. KMO and Bartlett's test has been administered in order to determine sampling adequacy which indicates that data set were adequate to run factor analysis.

Table 1.3: KMO and Bartlett's Test

Kaiser-Meyer-Olkin (KMO)measure of sampling adequacy		0.721
Bartlett's test of Sphericity.	Approx. Chi-square	1203.16
	Df	49
	Sig.	0.00

Source: Primary Survey

Table 1.3 indicates that KMO measure of sampling adequacy is .720, Bartlett's test of Sphericity with approximately Chi-square value is 1203.16 are statistically significant at 5% level.

Therefore, it can be concluded that sample size is adequate to reduce the variable into predominant factors.

Table 1.4: Total Variance Explained

Components	Initial Eigen Values			Rotation Sum of square Loadings		
	Total	% of variance	Cumulative %	Total	% of variance	Cumulative %
1	13.12	38.95	38.95	4.321	12.921	12.92
2	3.99	5.87	43.72	4.201	13.753	26.67
3	2.05	5.76	48.31	4.610	13.210	39.88
4	1.12	5.12	53.21	3.991	10.834	50.71
5	1.81	4.94	57.06	3.872	9.11	59.82
6	1.90	4.79	62.73	3.642	2.91	62.73
7	.911	4.10	66.89			
8	.912	4.17	70.27			
9	.899	3.46	73.63			
10	.878	3.02	76.65			
11	.810	3.64	79.69			
12	.781	3.29	82.98			
13	.721	3.80	85.78			
14	.701	2.11	87.89			
15	.776	2.43	89.33			
16	.700	1.13	90.46			
17	.621	1.80	91.26			
18	.601	1.01	92.27			
19	.698	1.13	93.40			
20	.662	1.27	94.67			
21	.509	1.56	95.23			
22	.500	.100	96.23			
23	.499	.302	96.53			
24	.481	.72	97.01			
25	.410	.23	97.24			
26	.402	.95	97.91			
27	.399	.87	97.99			
28	.322	.12	98.01			
29	.281	.942	98.03			
30	.201	.791	98.09			
31	.221	.102	98.10			
32	.292	.311	98.25			
33	.276	.732	98.36			
34	.252	.231	98.41			
35	.281	0.73	98.48			

36	.212	0.95	98.51			
37	.209	0.87	98.55			
38	.235	0.76	98.68			
39	.222	0.12	98.81			
40	.281	0.94	98.91			
41	.101	0.79	98.99			
42	.111	0.10	99.01			
43	.192	0.31	99.07			
44	.176	0.73	99.09			
45	.153	0.61	99.11			
46	.162	0.27	99.13			
47	.181	0.56	99.19			
48	.199	0.20	99.35			
49	.121	0.32	99.49			
50	.181	0.72	99.54			
51	.110	0.23	99.95			
52	.163	0.81	99.99			
53	.121	0.62	100			

Source: Primary survey

Table 1.4 shows that KMO and Bartlett's test of sphericity found that all extractions values have as per the expected values and all items can be used for further analysis. The item scales have been subjected to factor analysis using principal component method with Varimax rotation. SPSS statistical package has been used for this purpose. Table 4.4.3 indicates the total variance explained in the principal component analysis.

It can be observed from the table that total variance of the observed variables are explained by each of the principal components. The first principal component explains the largest part of the total variance, it records of 12.92% of the total variance, second component explains 13.75% of the total variance, third component explains 13.20% of the total variance, fourth component analysis shows 10.83% of the total variance, fifth component analysis explains 9.11% of total variance and sixth component analysis indicate 2.91% of the total variance.

A component that shows an Eigen value greater than 1.00 reflects for a greater amount of variance. Therefore, only those components are considered as principal components which have Eigen value more than 1. The principal component explains 62.73% of the total variance, and the remaining components explain 37.27% of the total variance.

The results of related component matrix. The rotated component matrix shows rescaled factor loadings (correlation) to evaluate which variables load on each factor. The rescaled factor loadings indicate “family factors” as first factor (with factor loadings .612, .699, .705, .512, .681, .501, .711) “work factors” as second factor (with factor loadings .517, .646, .402, .564, .629, .580, .811, .743, .713, .580, .401, .613), “Psychological factors” as third factor (with factor loadings .620, .991, .993, .212, .813, .105), “Personal satisfaction factors” as fourth factor (with factor loadings .622, .799, .522, .481, .301, .113, .920, .763, .522, .811), “Expectation factors” as fifth factor (with factor loadings .124, .990, .356, .227, .814, .013, .112, .921, .761, .531), and “Organizational factors” as sixth factor (with factor loadings .621, .812, .990, .215, .814, .103, .638, .213) The commonly used procedure of Varimax rotation for factors whose Eigen values were greater than 1.0 was used in the analysis. The rotation was converged in 7 iterations.

Table 1.5: Factors emanating from factor analysis

Sr.No.	Factors	No. of Variables	Eigen Value	% of variations explained	Cumulative %
1	Family factors	7	12.01	12.92	12.92
2	Work factors	12	3.95	13.75	26.67
3	Psychological factors	16	2.05	13.21	39.98
4	Personal satisfaction factors	10	1.12	10.83	50.71
5.	Expectation factors	10	1.181	9.11	59.82
6.	Organizational factors	8	1.90	2.91	62.73

The factor analysis results in six important work life balance factors of the respondents and the names were considered on the list of items under each component and the respective loadings of the item. The Eigen value and the percent of variance explained by factors are shown in above table. It can be observed from the table that six dominant work life balance factors, which consist of fifty-three work life balance components, accounted for 62.73% of total variance. Family factor is the dominant factor that influence the work life balance as its Eigen value and % of variation explained are 12.01 and 12.92 respectively. Work factor is the next significant factor with Eigen value of 3.95 and % of variation explained are 13.75. Psychological factor is the third

important factor followed by personal satisfaction factor, expectation factor and organizational factor in terms of their Eigen value of 2.05, 1.12, 1.81 and 1.90 and percent of variance explained with value 13.21, 10.83, 9.11 and 2.91 respectively.

VI CONCLUSIONS

It can be concluded that family factor, work related factor, psychological factor, personal satisfaction factor, expectation factor and organizational factor are the predominant factors of work life balance. There are many factors which influence the work life balance among women employees in private sector banks. These are work related factors, organizational factors, family factors, demographical factors, social factors, economic factors, cultural factors, self-management factors, spouse and child related factors. All these factors that support to maintain work life balance.

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