

# A Study On Recent Trends In Hrm With Special Reference To Work Life Balance

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**Abstract:** Employee work Life balance is a key impact in achieving organizational and individual goals. This article emphasis on study of the persuade of Emotional, Demographical, Organizational Support, Work Engagement and Technology Advancement on Employees Work-Life, and how married and unmarried men and women react and respond differently for the influence of Working Culture, Internal, and External Environment. The objective of the study is to understand and analyze the Demographical, Emotional; Intelligent factors that Influence, the Work Life Balance. The other objective of this study is to understand the difference between IT and non IT, MARRIED and UNMARRIED Life Balancing Act. The primary data was collected through structured questionnaire with the sample size of 500 by adopting convenience Sampling. Convenience Sampling was used in selecting Participants, the study sample size consists of full time employees from IT and Non IT (Education, Medical, Banking) sectors both Married and Unmarried Men and Women. The questionnaire is designed in 5 point Likert scale, The five dimensions of Emotional and Intelligence Quotient was used which was developed by (Wong Chi Sum, 2007). The information collected was analyzed systematically for the study.

**Index Terms:** Work Life Balance, Married and Unmarried, Demographical, Emotional, Intelligent, Internal and External.

## 1. INTRODUCTION:

The term Work Life Balance alludes to a representative's capacity to keep up a sound balance between their work jobs, and their own responsibilities and family life. Organizations are highly recognizing the requirement of helping their employees/ representatives to accomplish balance between work and personnel lives." "Fulfillment and great working at work and at home with at least job strife [1][2]. Work Life Balance is a board idea including appropriate organizing between work (Profession and Desire) on one hand and life (Health, Delight, Leisure, and Family) and otherworldly improvement on the opposite end." "Work Life Balance is viewed as a form of Inter role conflict where in pressures from family and works are mutually incompatible" (Frone 2003) [3]. "A Comprehensive definition given by Clarke 2001 consists of five dimensions: WORK SATISFACTION, WORKING FUNCTION, FAMILY FUNCTION, and ROLE CONFLIT." "The oxford Economic suggests, replacing an employee costs an average around Rs.30000 and it takes up to 28 weeks to get them up to speed" [4]. Men are regularly expected to be forcefully in business of making money and to be hard workers and not exceptionally reprimanded for putting work in front of family in light of the fact that, at last, they are seeking their families by guaranteeing their necessities are met by a not too bad salary [5]. At that point when women endeavor to make progress they are regularly helped that the cost to remember working or examining late comes to the detriment of their life partners, kids and companions, and even at their very own cost. In this generation like women, men can likewise be extraordinary nurtures, help-mates and truly steady the women in their lives [6].

Work inclinations are related encounters of representative's differed dependent on Gender, Marital status, Domain (IT and Non IT). Work Life Balance varies from one to one when these entire dependents are considered. Work Life balance emerging as key engine in lives of men and women employees in both IT and Non IT Sectors rapidly on the other side Work Life Imbalance leads to employee turnover, absence of organization commitment, dissatisfaction with the job, life style diseases like stress, hypertension, stoke in some cases, obesity, absenteeism. Employees of IT industry vary from Non IT industry. IT industry has developed as a key development motor of Indian economy. Employees of IT and Non IT sectors are also equally suffering from Work Life Imbalance due to increase in competition. Technology, Skills, and knowledge application to improve productivity achieve targets. Indian women who favor encouraging nursing drug and banking callings and currently pulled organization system and sector of IT Profession. "Demographic changes including the increase in the number of women in the workplace, dual career families, single parents' families and an aging population have generated an increasingly diverse workplace and a greater need of employees to balance work and home life (Brough and Kelling, 2016, Frone, Russel and Cooper, 1992, Delunas and Kesic, 2011) [7][8].

## 2. RESEARCH METHODOLOGY

The process began with an in depth interview method and collecting the opinion of employees in IT and Non IT sectors, Married and Unmarried men and women. By an open ended structured questionnaire (Please tell me your opinion on your Work Life Balance) was used in a survey that was done with the help of Google docs of sample size 500 and face to face interviews are conducted for the sample size of 100. The information collected was analyzed systematically. The analysis was done under the theme of Work Life Balance. The study variables under Demographical factors are Gender (Men and Women), Domain (IT and Non IT), Marital Status (Married and Unmarried), Age, and Education Qualification, Emotional Quotient (Family members, Co-workers, Work Hours, Stress) and Intelligence Quotient (Time Management, Professional career, Skills, Knowledge, Experience

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**Table 1:** The Likert Scale with five points from Strongly agree to strongly disagree.

Sl.no	Study Variables/ Factors (Emotional and Intelligent Quotient)	Mean Score ( $\sum x/n$ )	Standard deviation ( $\sqrt{\frac{\sum (x-\text{mean})^2}{n}}$ )
1.	Experience	3.79	1.241
2.	Technology usage	3.75	1.237
3.	Skills	3.69	1.141
4.	Taking work-home often	3.45	0.988
5.	Family Members	3.42	0.979
6.	Time for kids and parents	3.4	1.967
7.	Work Hours	3.37	0.919
8.	Organisation WLB Policy	3.37	1.919
9.	Handling relationships	3.3	1.914
10.	Management style	3.24	1.797
11.	Knowledge	3.21	1.687
12.	Mental Health	3.15	1.495
13.	Motivating Self	3.14	1.384
14.	Time Management	3.05	1.039
15.	24/7 Avail for Superiors	3.05	1.039
16.	Managing co-workers	2.89	0.952
17.	Professional career	2.89	0.952
18.	Job Security	2.76	0.237
19.	Empathy	2.67	0.132
20.	Handling emotions	2.5	0.112

(Technology usage).

**2.1 Participants and Procedure**

Convenience sampling was used in selecting participants. The study sample consist of full time employees from IT and Non IT domains and married and unmarried men and women of sample size N=500. The variables affecting work life - balance are estimated by applying Likert scale with 20 factors. The respondents are required to give their reactions on a five point scale extending from strongly agree to strongly disagree with the accompanying scale esteem.

**Table 2:** The Study variables (EQ and IQ) affecting Work Life Balance.

Source: Primary Data

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
5	4	3	2	1

The scores gotten by each respondent and the absolute scores acquired by the sum total of what respondents have been gotten and mean scores for every one of the 20 variables with respect to the components affecting respondents work life balance determined. It is comprehended from table 1 that the respondents concurred that 16 segments out of the given 20 have affected work life balance as their mean esteem is more than 3. Experience (3.79), Technology usage (3.75), Skills (3.69), Taking work

home (3.45), Family members (3.42) are the most significant perspectives that impart work life balance. Either men or women or IT or Non IT are less imparted comparatively with the variables of Empathy, Handling Emotions and Job Security.

**Table 3:** Variable (Demographical) that contributes to Work Life Balance.

1	Age(year)	20-25	25-30	30-35	35-40
	Number of respondents under age group	47	116	149	188
2	Gender (Men and Women)	Men: 253 Women : 247			
3	Domain (IT and Non IT)	IT : 252 Non IT: 248			
4	Marital Status (Married and Unmarried)	Married: 248 Unmarried: 252			
5	Education Qualification	PUC ----	Graduation 143	Post Graduation 268	PhD 89

Source: Primary Data

**2.2 Predominant factors that comprise work life balance of Professionals have been analyzed.**

It is comprehended from table 2 that the respondent's majority age group falls between 35-40, most of the respondents are women (247/500) and from IT Sector/domain (352/500) and many of them are married (248/500), post graduated(268/500), PhD (89/500).

**2.3 The Variance Analysis**

The KMO (Kaiser-Meyer-Olkin) test found that all extractions esteems are satisfied according to the requirements and all study variables can be utilized for further investigation. The variance scales have been exposed to factor analysis utilizing principal component technique with varimax rotation method. SPSS statistical bundle has been utilized for this reason.

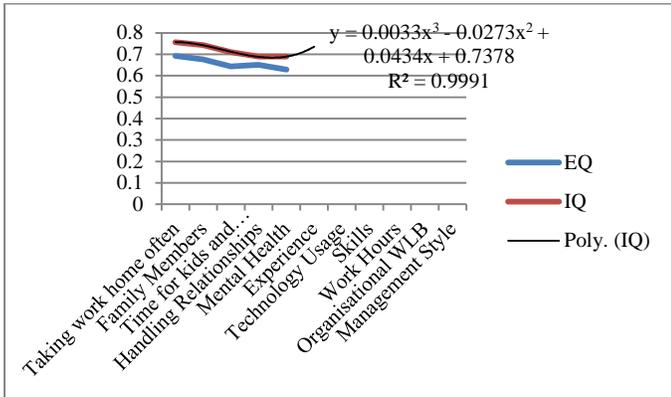
**Table 4:** Factor Analysis by Principal Component and Varimax Rotation Method.

Sl.no	Study Variables/ Factors (Emotional Quotient)	Study Variables/ Factors (Intelligent Quotient)
1.	Taking work-home often	0.693 Experience 0.757
2.	Family Members	0.676 Technology usage 0.743
3.	Time for kids and parents	0.643 Skills 0.711
4.	Handling relationships	0.651 Work Hours 0.689
5.	Motivating Self	0.609 Organisation WLB Policy 0.689
6.	Mental Health	0.629 Management style 0.634
7.	Time Management	0.568 Knowledge 0.619
8.	24/7 Avail for Superiors	0.568 Managing co-workers 0.555
9.	Empathy	0.468 Professional career 0.555
10.	Handling emotions	0.324 Job Security 0.486

Source: Primary Data

Factor Analysis by Principal Component  
Varimax Rotation Method

$$\lambda_j = \frac{\sum_{i=1}^n \lambda_{ij}^2}{\sum_{i=1}^n \lambda_{ij}^2 + \sum_{k=1}^m \lambda_{ik}^2} \dots\dots\dots (1)$$



Graph 1: Analysis of study variables of EQ and IQ

Table 5: Percentage of variables of EQ and IQ

Sl.No	Variables	Number of variables	Percentage of Variation
1	EQ	10	9.982
2	IQ	10	9.543

$$y = 0.003x^3 - 0.027x^2 + 0.043x + 0.737 \dots\dots\dots (2)$$

R<sup>2</sup> = 0.999

It is comprehended from graph 1 that out of all difference of the variables are clarified by every one of the principal components based on the analysis based on the KMO and Factor Analysis inferred that 0.7 to 1 indicate the sampling is more adequate and 0.4 to 0.7 indicate sampling is relevant

Table 6: Correlation between the Variables of EQ & IQ

	Variables	EQ	IQ
EQ	Pearson Correlation	1	1
	Sig	491	491
	R	491	491
IQ	Pearson Correlation	1	1
	Sig	0	0
	R	491	491

To see if there is a co-relation among the factors exuding from factor analysis regarding affecting parts of work life balance, the accompanying null hypothesis has been encircled. Ho. There is no association among variables of work life balance. From the Pearson correlation it identified that there is a positive correlation among the variables of Emotional quotient and intelligent quotient.

**CONCLUSION**

The utilization of work life equalization empowers associations to diminish their expenses and contribute their assets for the advancement of life. Representatives executing work life parity will upgrade the hierarchical and individual life results have picked up representative fulfillment and in the long run expanded their presentation.

Preparing and directing of representatives is a key intercession to deal with their vocation and individual life. The study clearly specifies and proved that the work life balance is achieved only when the demographical factors, intelligent factors and Emotional factors are well balanced by the employees with the co-ordination and cooperation by the employer and employee family members

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