

# Work-Life Balance Among Migrant Employees In Chennai City

Dr.G.Prabu, K.Kalaiarasi

**Abstract :** Work life balance is the interaction between work and other activities that includes family, community, leisure and personal development. Work life balance of the employees helps in dipping the stress stage at work. Companies have realised the importance of the work life balance with respect to the productivity and the creativity of the employees. A lot of migrant employee faces the problem of balancing work and family life. Many multinational companies remain open for 24hrs. Employees need to work in shifts. Day shift and night shift. Night shift employees feel hard to come up with family life and health. After go through International and National reviews Migrant employee usually do not have an intention to stay permanently but they stay the reason for Uneven development is the main reason of migrants along with factors like poverty, landholding system, fragmentations of land, lack of employment opportunities, main objective of the study is to identify the factors that impact the migrant employees work life balance and to analyze the quality of work life among migrant employees. Descriptive method is to be adopted for this study; well-structured questionnaire is framed for collecting samples from the respondent. Migrant employee refers to a person who is engaged or has been engaged in a remunerated activity in a state of which he or she is not a national they work out site of their home town they may be called expatriates or guest workers, Working on a job for a company and making a career can be an extremely time consuming duty for any employee.

**Keywords:** Migrant Employee, Work life balance, Job Satisfaction, Work environment.

## INTRODUCTION

Work life balance is the interaction between work and other activities that includes family, community, leisure and personal development. It is about the right or balanced combination of the individual's participation in the work and other aspects of their life and this combination does not remain the same it can be changed over the time. Where the tensions between the work life and personal life is minimised by having a proper policies, systems, supportive management and provisions at work place and a good relations in personal life. Performance and the job satisfaction of the employees are said to be affected by the work life balance. The use of smart phones, email, video-chat, and other technical innovations has made it probable to work without having a typical "7 to 5 work day". The term 'Work-Life Balance' is new in source, as it was first used in UK and US in the late 1970s and 1980s, respectively. More freshly, the term has drawn on some perplexity; this is in part due to recent technological changes and advances that have made work and work objectives possible to be completed on a 24-hour cycle. The use of smart phones, email, video-chat, and other technical innovations has made it probable to work without having a typical "7 to 5 work day". According to 2010 National Health Interview Survey Occupational Health Supplement data, 16% of the U.S. workers reported difficulty balancing work and family. The findings were more prevalent among worker aged 30-44. Work life balance of the employees helps in dipping the stress stage at work. Companies have realised the importance of the work life balance with respect to the productivity and the creativity of the employees.

Employers offer different programs such as flexible hours, shifts, team outing, day care centres, health care centres, etc. to motivate the employees to work efficiently. Employees feel motivated and become loyal and committed towards the organisation as it puts an extra effort to provide a healthy balance between work and life. Organisations face many challenges in implementing the policies on Work life balance as employees today are not just look out for a job but they also want the organisation to take of their wellbeing. Therefore organisations are adopting for new policies where employees can give time to enjoy and spend time with their family. The present research paper aims to study the work life balance of migrant employees in Chennai city.

Migrant employee refers to a person who is engaged or has been engaged in a remunerated activity in a state of which he or she is not a national they work out site of their home town they may be called expatriates or guest workers, especially when they have been sent for or invited to work in the host town before leaving the home country. Quality of work life is a philosophy, a set of principles that holds migrant employees are the most important resource in the organization as they are trust worthy, responsible and capable in making valuable contribution and they should be treated with respect and dignity. Quality of work life influences the productivity of the migrant. It is said that migrant employees perform better when they are allowed to participate in managing.

## Importance of work-life balance

Working on a job for a company and making a career can be an extremely time consuming duty for any employee. Employees are busy at their offices throughout the day and sometimes even on weekends. This gives them very little time to interact with their family. Because of high pressure of work, often-family members get neglected. In addition, stressful jobs cause the health of employees to deteriorate. Work life balance concept allows an employee to maintain a fine balance in the time he or she gives to work as well as to personal matters. By have a good balance; people can have an excellence of work life. This helps to increase productivity at workplace, as the employee is relaxed about his personal commitments. It also allows the employee to give class time with family to pay out vacations, leisure time, work on his/her

- Dr.G.Prabu
- Assistant Professor,
- Department of Management and Research,
- AVS College of Arts & Science, Salem, Tamil Nadu.
- Ms.K.Kalaiarasi
- MBA Student,
- Department of Management and Research,
- AVS College of Arts & Science, Salem, Tamil Nadu.

health etc. Hence, work life balance is extremely important for employees and increases their motivation to work for the company.

### **Migrant Employee's Work life balance in today's world**

A lot of migrant employee faces the problem of balancing work and family life. Many multinational companies remain open for 24hrs. Employees need to work in shifts. Day shift and night shift. Night shift employees feel hard to come up with family life and health. There are insufficient negative side things of allowing an employee to work from home or practice flexi timings.

1. A productive employee turns unproductive.
2. Takes work for granted.
3. Does not completes work on time.
4. Gives more pressure to individual life and personal demands.

### **Statement of problem**

Migrant employee usually do not have an intention to stay permanently but they stay the reason for Uneven development is the main reason of migrants along with factors like poverty, landholding system, fragmentations of land, lack of employment opportunities, large family-size and Workplace culture is the organizational environment with which working roles are frolicked out and work place norms are created. The organization can determine whether work-life balance and maternity/ childcare policies are adopted by the organization for our purpose of study how to analyses work life balance among migrant employees.

### **Scope of study**

The scope of the work life balance among migrant employees, which covers the various Aspects of employee work-life balance and communication, quality of life, relationship with others, future orientation. The study would be helps to identify the factors like job satisfaction, work life balance among migrant employees.

### **Objective of study**

1. To identify the factors that affects the migrant employees work life balance.
2. To analyze the quality of work life among migrant employees
2. To determine the relationship between employee's job and its impact on employee's personal life.

### **Methodology**

The study is descriptive method is to be adopted in this study. The study first and leading depends on primary and secondary data.

### **Study Area**

Survey is conducted in Chennai city, which is the capital of Tamil Nadu. Chennai is one of the leading job providers across all sectors. It is mainly based on the software, automobile, hardware, manufacturing, financial services and healthcare industries. It has diversified economic base anchor by the automobile industry, software companies, health care tourism, hardware, and financial services. Other significant industry includes petrochemicals, textiles and apparel.

### **Sampling Size and Design**

The primary data has been collected through survey method using questionnaire. Survey is conducted using a wells structured questionnaire. Stratified Random Sampling is practiced for generate data. Chennai City is divided into four regions, namely South, North, East and West.

From all zone one accepted. Questionnaires were circulated to the 130 respondents across all zones.

#### **Review of literature**

Mohammad nail (2008) in his research titled "Work life balance practices and gender gap in job satisfaction" examines the role of the work life balance practices by explaining the paradox of the contented women worker". In his research, he finds out that woman reports higher levels of job satisfaction than that of men. The main finding is that WLB is the important determinant of the intrinsic extrinsic, aspects of job satisfaction.

Peter (2009) in his study on "Work life balance and subjective wellbeing" explains about the work life balance and the wellbeing of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the wellbeing of the employees as it helps in satisfying personal needs. The finding in this research was that the perceived sufficiency of time available for personal life and works tells the level of wellbeing only if the individual's needs are fulfilled in the given time. Rebecca (2009) quotes in "Work life balance- Men and Women" that women and men have a different perception generally on balance the work and life. She tells that women devote more time on her family and the men spend more time pursuing his personal interests. She also quotes that balance is about not only dividing the time spent on work and personal life, but also establishing harmony that reflects on the individuals priorities. R Boral and S Bhargava (2011) in their research titled "HR interventions for Work life balance" quotes that work life balance is the concern for both research scholars and the business leaders in the view of technological, demographic and organisational changes related to it. They have explained about the challenges that the HR managers face while effectively implementing the policy in their organisation. They suggest that the organisations must implement Work life balance policies and incorporate the organisational culture that ensures employee commitment and productivity. Sarah Holly and Aldine Mohsen (2012) in their study titled "Impact of working hours on Work Life balance" their main objective was to examine the influence of the working hours of the employees on their satisfaction on the job. They explain that the overall number of the employees wants to reduce their working hours is influenced mainly by the overtime compensation. Their study result shows that generally, the long working hours do not lead to the dissatisfaction among the employees, but long working hours have a positive effect on the employee's life and job satisfaction and the desire to reduce the long working hours have a negative impact on the job satisfaction of the employees.

### **Data Analysis and interpretation**

#### **Age of the Respondents**

S. no	Age	Frequency	Percentage	Cumulative Percentage
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1	Less than 20 years	9	6.9	6.9
2	21-25	64	49.2	56.2
3	26-30	32	24.6	80.8
4	31-35	10	7.7	88.5
5	More than 35	15	11.5	100
Total		130	100	

Source: primary data

It is observed from the above table that age of employee in maximum percentage 49.2% they are 21-25 and 24.6% of employees in 26-30 and 11.5 % employees in more than 35 years and 7.7percentage of employee in 31-35 and 6.9 % of employees in less than 20 years.

**Education Qualification of the Respondents**

Educational Qualification	Frequency	Percentage	Cumulative Percentage
Upton SSLC	17	13.1	13.1
HSC	13	10	23.1
Degree	70	53.8	76.9
Post Graduate	23	17.7	94.6
Others	7	5.4	100
Total	130	100	

Source: primary data

It is observed from the above table that Education and qualification of employees in maximum percentage 53.8% they are completed the degree and 17.7% of employees in postgraduate and 13.1 % employees in up to sslc and 10percentage of employees in HSC and 5.4 % in others.

**Migrant Employees states of Respondent**

Area	Frequency	Percent	Cumulative Percent
North	17	13.1	13.1
South	103	79.2	92.3
Central	6	4.6	96.9
Western	4	3.1	100

Total	130	100	
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Source: primary data

It is observed from the above table that state of employees in maximum percentage 79.2% they are from the south and 13.1% of employees from in north and 4.6 % employees from in central and 3.1% of employees from in western.

**Cross Tab Analysis**

		Age of the Respondent * opportunity to return the same job after maternity or paternity leave					
		Cross tabulation					
		opportunity to return the same job after maternity or paternity leave					Total
		Strongly agree	Agree	Indifferent	Disagree	Strongly disagree	
Age	Less than 20 years	0	3	0	3	3	9
	21-25	6	20	7	15	16	64
	26-30	5	12	4	7	4	32
	31-35	3	4	0	1	2	10
	More than 35	5	7	1	0	2	15
Total		19	46	12	26	27	130

Source: primary data

It is observed from the above table it is found that 21-25 age of 6 employees , 26-30 age of 5 employees and 32-35 age of 3 employees and more than 35 age of 5 employees in category of strongly agree and it is followed by less than 20 age of 3 employees and 21-25 age of 20 employees and 26-30 age of 12 employees and 30-35 age of 4 employees and more than 35 age of 7 employees in category of agree and 21-25 age of 7 employees and 26-30 age of 4 employees and more than 35 age of 1employees in category of indifferent and less than 20 age of 3 employees and 21-25 age of 15 employees and 26-30 age of 7 employees and 30-35 age of 1 employee in category of disagree and less than 20 age of 9 employees and 21-25 age of 69 employees and 26-30 age of 32 employees and 31-35 age of 10 employees and more than 35 age of 15 employees in category of strongly disagree.

**Chi-Square Analysis**

Hypothesis test:

HO: Null hypothesis

There is no significant difference between marital status of employee and company provides medical facility and other benefit.

H1: Alternative hypothesis

There is significant difference between marital status of employee and company provide medical facility and other benefit.

### Crosstab Analysis

There is significant difference between marital status of employee and company provide medical facility and other benefit. From the above table it is found that 15 of married and 12 of unmarried in category of strongly agree and it is followed by 34 of married and 46 of unmarried in category of agree and 7 of unmarried in category of indifferent and 3 of married and 11 of unmarried in category of disagree and 2 of unmarried in category of strongly disagree. The nature of association is clearly presented in the following (chi square) table.

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.942 <sup>a</sup>	4	.027
Likelihood Ratio	14.242	4	.007
Linear-by-Linear Association	8.276	1	.004
N of Valid Cases	130		

4 cells (40.0%) have expected count less than 5. The minimum expected count is .80.

From the above chi-square analysis, the table value of 5% is 3.94 and calculated value of chi-square analysis is 0.027, so the Null Hypothesis is accepted. Therefore there is No Significance difference between attribute of the migrant employee he most and selected migrant employees where respondents have account.

#### Findings

- It is observed from the above table that age of employee in maximum percentage 49.2% they are 21-25 and 24.6% of employees in 26-30 and 11.5 % employees in more than 35 years and 7.7% of employees in 31-35 and 6.9 % of employees in less than 20 years
- It is observed from the above table that Education and qualification of employees in maximum percentage 53.8% they are completed the degree and 17.7% of employees in postgraduate and 13.1 % employees in up to SSLC and 10.0percentage of employees in hsc and 5.4 % in others.
- It is observed from the above table that state of employees in maximum percentage 79.2% they are from the south and 13.1% of employees from in north and 4.6 % employees from in central and 3.1% of employees from in western.
- From the above table it is found that 15 of married and 12 of unmarried in category of strongly agree and it is

followed by 34 of married and 46 of unmarried in category of agree and 7 of unmarried in category of indifferent and 3 of married and 11 of unmarried in category of disagree and 2 of unmarried in category of strongly disagree. The nature of association is clearly presented in the following (chi square) table.

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- Gender of the respondents is male with 73.1% percentage and 26.9% of the respondents are female, male have more savings account than female.
- From the above the table that is depressed by work maximum percentage of employees in 45.4% Of disagrees, 21.5% of employees in agree, 16.2% of employee in strongly disagrees, and 12.3% of employees in indifferent 4.6% of employees in strongly agree.
- It indicates percentage of sufficient time to outing 5.4 % of employees in strongly agree, 30% of employees in agree, 34.6 of employees in indifferent and 18.5 % of employees in disagree, and 11.5 of employees in strongly disagree.
- It denotes percentage of opportunity to return the same job after maternity that is percentage of employees in 14.6 % of strongly agree and 35.4 % of employees in agree and 9.2 % of employees in indifferent and 20 % of employees in disagree and 20.8 % of employees in strongly disagree.
- It denotes about the reward and award for your effective work that is strongly agree in 11.5 % of employees and agree of employees in 63.8 % and indifferent of employee in -0.8 % and disagree of employee in 17.7 % and strongly agree of employees in 6.2 %.

#### Suggestion

- Quality of work life is important for successful functioning of any organization of unorganized sector. The migrant employees in unorganized sector need to be given the right kind of surrounding as well as other facilities in order to ensure that they have a good quality work life.
  - Since the migrant employees are unaware of the work life policies and awareness program to be conducted in order to make the migrant employees to know the importance of knowing the current work life balance policies.
  - Organization should consider and make available of some of the counseling session in the organization for migrant employees to share their family burdens.
  - It is necessary to maintain balance between family and work, so the family members should be support to migrant employees and try to share the responsibilities.
- Border Internet time - set better boundaries so that technology does not rule your life  
 Each weekend makes it a goal to call two friends - you won't have any regrets about building up these relationships.  
 Turn all time in your life into a positive - even negative experiences are seen as "What can I learn from this?"

Living just, expects less and gives more.

## CONCLUSION

The unorganized sector is an important sector in our economic growth and the migrant employees play an important role in the sector. The study was carried out the factor influencing work life balance. Awareness of work life and the impact of work in families of these migrant employees in Chennai city. It was done with questionnaire. In the study it is proved that the various factors influencing work life balance it is over all a positive influence. It is also proved that the impact of migrant employees is unaware of work life balance in their organization. it also proved that the impact of work life in family is in a healthy level.

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