



IMPACT OF WORK LIFE BALANCE ON JOB SATISFACTION

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Abstract

A changing economy and an aging workforce can join together to create an employment environment where competent employees who are unhappy in their current situations are motivated to find a new place to "hang their hats", therefore managing an individual has become more complex than ever before. Organization always focus on the productivity. This leads to high level of stress and disturbs the work life and personal life as well. Work life balance provides the balanced relationship among work life and personal life. family life should not be strained by working hours, including business travel, transfers, vacations etc. work life balance show the direct relation with the job satisfaction and productivity in the organization, this paper shows the importance of work life balance in the organization and its relation with the job satisfaction.

Keywords: Work life balance, Job satisfaction.

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INTRODUCTION

In growing global competition a major factor which effect is work life balance. Work life balance is a state of equilibrium in which the demand of both person's job and personal life are equal. A booming economy has resulted in better jobs and salaries. However, this has brought in long work schedules, leaving individuals with very little time to balance their work and life. Indians consider work-life balance as their biggest concern since demanding careers are taking a toll on their family lives.

A balanced life is one where we spread our energy and effort –emotional, intellectual, imaginative, spiritual and physical between key areas of importance

Work life balance have different benefit to the organization as well as to the individuals. Organizational benefits are Increased individual productivity, accountability and commitment Better team work and communication Improved morale Less negative organizational stress Individual benefits are More value and balance in daily life Better understanding of work life balance Improved on-the-job and off-the-job relationship Reduced stress



Stress and Work Life Balance

Work-Life “Challenge” Feeling overloaded with both work and family responsibilities is a big stressor for many. Finding a balance between “paid work” and a personal life has become a significant issue for 50% of the labour force, both women and men .Different study show that work place has become the single greatest source of stress , Now days for getting ahead 70 hours work a week is another standard , so very little time is left for relationship ,kids and sleep , this result in excessive stress which leads to depression sometime

RESEARCH OBJECTIVES

In India, the rising cases of stress-related problems among people give an alarming situation. Now, people in the age groups of 30s and 40s are suffering from health problems due to work pressure and other problems. In this study, the major issues is to relate work life balance with job satisfaction , this research is to find out :

- Relation between work life and personal life
- Different work life balance practices in different organization
- Relation between work life balance practices and job satisfaction

Literature Review

Moncrief et al (1997) have examined the precursors and consequences of sales person job stress. According to authors, there are a number of organizational variables including met expectations, role conflict, role ambiguity, job satisfaction, organization commitment and intention to leave which influence job stress. Low et al (2001) have studied the antecedents and outcomes of salesperson burnout with special reference to Australia. They found that intrinsic motivation, role ambiguity and role conflict are significant antecedents of burnout and performance is the outcome.

Competition in the modern market place is fiercer than ever . business are competing globally and evolving continuously so as to meet

the demand and expectation of customers. The resulting changes in the work place have driven employee to increase their productivity and flexibility in the performance of work. Employee are expected to put their work over personal life (perrons,2003 : simpson, 2000 white et al., 2003) long working hours has become a norm in many countries world wide (lee et al ., 2007) which has been found to be attributable to increased workload , long hours culture and job insecurity (Kodz etal., 2002)

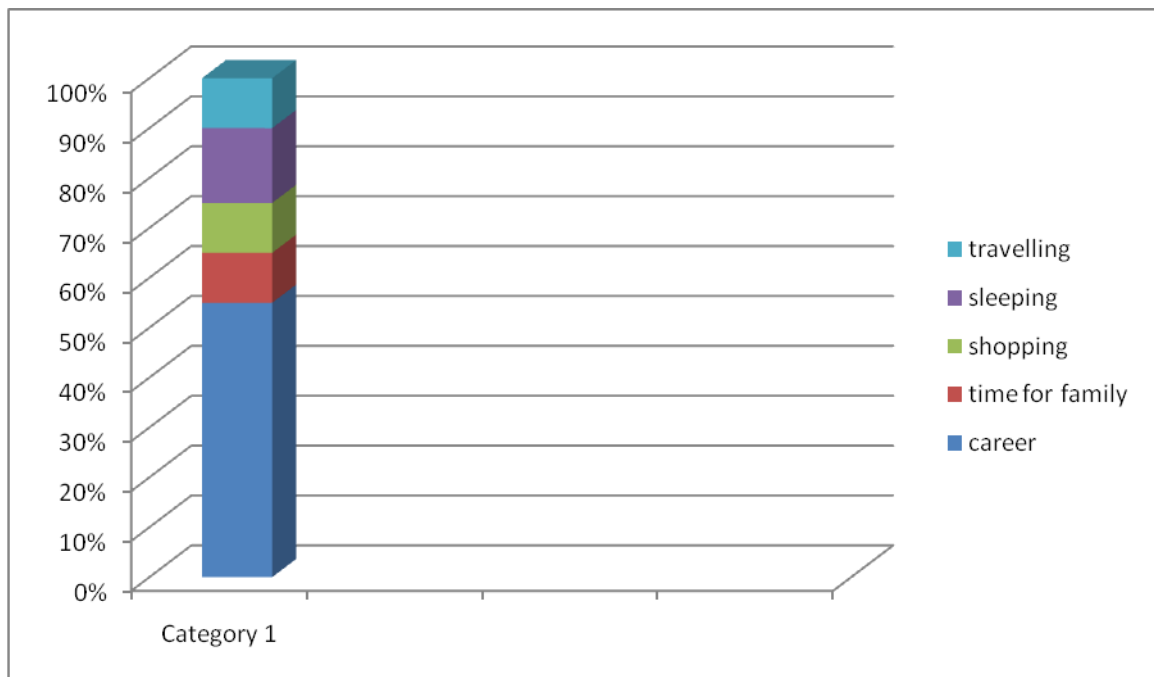
The research studies providing theoretical support for the current study are as follows. Various researchers defined job satisfaction as an affective state resulting from one’s evaluation of his or her job (Hartline and Ferrell 1996). The researchers have found that when employees perceive that management is genuinely concerned for their wellbeing as well as the well-being of customers, they experience higher levels of job satisfaction and exhibit stronger commitment to their organization (Reichheld and Teal,1996; Rhoades, Eisenberger, and Armeli 2001). In another study conducted in a Pakistani sample the term job satisfaction is defined as an overall feeling about one’s job or career in terms of specific facets of the job or career (Thompson, Thompson & Orr, 2003; Nadeem, & Abbas, 2009).

Relation between work life and personal life :

The amount of time spent at work is the strongest and most consistent predictor. The higher levels of work-to-family conflict reported by managers or professionals often are a function of their longer work hours. Other reasons include: job security, support from one’s supervisor, support from co-workers, work demands or overload, work-role conflict, work-role ambiguity, job dissatisfaction, and extensive use of communication technology . Today’s workers have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and the communities in which they



reside. Work-life conflict is a serious problem that impacts workers productivity.



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Different Work Life Balance Practices In Different Organization :

Some of the example of work life balance practices done by different companies are as following :

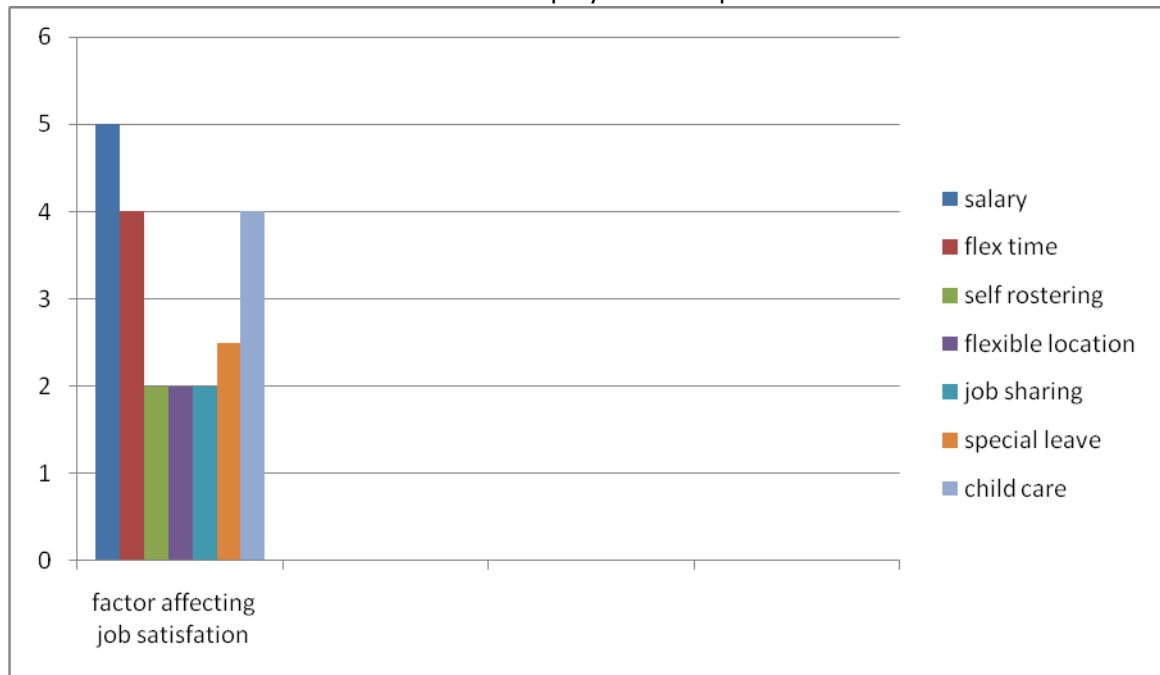
- **Flexible working**
- **Flex time**
- **Compressed working hour**
- **Shift snapping**
- **Self rostering**
- **Working from home or other flexible location**
- **Job sharing**
- **Special leave arrangement**
- **Maternity leave**
- **Bereavement leave**
- **Child care**
- **Parental leave**

Relation between work life balance and job satisfaction

Companies that have implemented the work life balances programs recognize that employee welfare affects the “bottom line” of the business. Parameters are required to ensure that programs are having the desired effect on both employees and the company. employee satisfaction is very important aspect for any organization in order to ensure its effective functioning .In today’s competitive world we see organizations are spending lot of time and money on employee satisfaction in an effort to improve productivity, increase customer satisfaction, and also to help the organization needs.



Work life balance reduces the stress of an employee and improve s



Finding And Suggestions

- Management practices associated with good employee management such as fostering talent , rewarding and retaining well performing staff and providing consistent training opportunities are likely to work in conjunction with good work life balance practices.
- In well-managed firms, the hours worked by both managerial and non-managerial staff are not significantly higher than those in badly run firms. This again confirms the finding that working smarter not harder is the key determinant to successful management.
- Even individual should manage them self and their time, so that the can have proper work life balance
- WLB improve the productivity and eliminate job stress, employers can also make efforts to the aware of the workload and job demands, employer need to examine employee training, communication, reward system, coworker relationship and work environment.
- If the employees are given freedom to choose their own work schedules; quality and productivity of the work increases. Because of this opportunity given to the employee will also bring to the responsibility for finishing work within specified time. Non- financial rewards often have more impact than finance reorganization in attaining job satisfaction rewarding the employees is important.



- WLB provides for the balanced relationship among work, non work and family life should not be strained by working hours, including business travel, transfers, vacations etc.
- Work life balance can reduce the stress and improve the productivity of any employee.
- Management and employee both are responsible for having work life balance.

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