

WORK LIFE BALANCE- A STUDY AMONG PRIVATE SECTOR BANK EMPLOYEES IN MOHALI (PUNJAB).

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ABSTRACT

Due to change in socio-economic and increase in global competitiveness the working culture of employees become difficulty to balancing the personal and professional life it result to job-dissatisfaction. Work life balance is about the people having measure control when, where, how they work to increase the effectiveness and job-satisfaction as well. So the present study examine the” A STUDY OF WORK LIFE BALANCE AND JOB SATISFACTION AMONGST PRIVATE SECTOR BANK EMPLOYEES IN MOHALI” The paper in hand present a summary of the literature of work life balance and job-satisfaction. The primary data should be collected through questioner in Mohali city. The result should be presented with help of graphical representation and Analysis of Variance (Anova) . The study revealed the most of employees satisfied with policythe ofwhich work life balance offered by private banks.

Work-life and personal life are the two sides of the coin. Traditionally reading and managing a balance between the work-life was considered to be a women s issue. But increasing work pressures, globalization and technological advancement have made it an issue with both gender, all professionals working across all levels and all industries throughout the world Achieving “work-life balance” is not a simple as it sound. In India, it is taken for granted that economic activities are exclusively the prerogative of male with while domestic work, children and child rearing are the sole occupation of women. Historically, women in India have not enjoyed a good status in workplace setting whether in managerial or operative roles .since times immemorial; women have been burdened with work of all sorts all through their lives. From reproduction to all household chores and outside,their role as worker is significant unique and burdensome. With the changing societal trend,such as a increase in the number of women entering the workforce combined with an economy that requires dual income support an average standard of living, contribute to work –life conflicts .but while spending more time in office, dealing with clients and the pressures of job can affect the personal life, sometimes making it impossible to even complete the household chores. On the other hand, personal life can also be demanding if you have a kid or aging parents, financial problem or even problems in the life of a dear relative. It can lead to absenteeism from work, creating stress and lack of concentration at work .Thus, work-life balance can be understood as the balance can be understood as the balancing point on the seesaw, one side of which is working people irrespective of their gender.

There is no agreed definition of work-life balance but it does appear that the right balance but it does appear that the right balance for one person may differ from other. Work/life balance, in its broadest sense, is defined as a satisfactory level of involvement or fit between the multiple roles in a person’s life.

2003 Frone—Low levels of conflict and high levels of inter-role facilitation represent work-family balance.

2006 Greenhaus& Allen Define work-life balance—the effectiveness to which an individual's effectiveness and satisfaction in work and family roles are compatible with individual's life-role priorities at a given point in time.

2007 Grzywacz& Carlson—as accomplishment of role related expectations that is negotiated and shared between an individual and his/her role partners in the work and family domains.

Job-Satisfaction

Job-satisfaction is a momentous concept in any environment so attention is a paid by many researchers. Job satisfaction has various definitions. One definition of job satisfaction is “the sense of achievement and arrogance felt by employees who get pleasure from their employment and complete it well “or it could define as encouraging emotional condition resulting from the work. There are different approaches that define this job satisfaction in different manner. An individual common thought toward his job is also called job satisfaction. The attitude can be positive or negative. The individuals who have positive attitude towards their jobs are more satisfied than the individual who have negative attitude. We can say that the individuals are dissatisfied with their jobs that have negative attitude towards it.

INDIAN BANKING SECTOR

Nationalization of banks in two spells in 1969 and 1980 was a watershed in the annals of banking sector in India .Banks were required to saunter along a new path . Instead of remaining as mere mobilizes of deposits and purveyors or credit, they began to be used as catalysts for bringing about socioeconomic transformation of our country—a goal considered hitherto to be outside the banking arena class banking yielded place to mass banking.

Thus, the jobs of service sector are turning more stressful on account of intense competition, unleashed by globalization. It is the fear of transfer in the minds of employees specially the women folk to continue to languish in lower Cades. Along with this the gender gap is decreasing day by day in almost all the sectors thus moving on the path of raising equal roles and responsibly for the both males and females .Thus the polices regarding balancing work and personal life have become the necessity rather than luxury for all the organizations.

Work-life balance is a concept including proper prioritizing between “workaholic “ (career and ambition) on the one hand and lifestyle (health, pleasure, leisure, family and spiritual development) on the one other. It is the term used to describe practices in achieving a balance between the demands of employee's family (life) and work lives. The expression work-life balance was first used in the late 1970 to describe the balance between an individual s work and personal life in the U.K (New ways to work and the working Mother s Association in the United Kingdom).In the United states this phrase was first used in 1986.As the separation between work and home life has demised, this concept has become more relevant than ever before. In the past decade, work-life balance has emerged as a key theme in the policy and academic literature on employment, labour force participation, workplace management and regulation and the organization of work (guest, 2002, Dex 2003).

It is achieved when an individual right to a fulfilled life inside and outside paid work is acceptedand respected as the norm to the mutual benefit of the individual business and society. Striking a balance between professional and personal commitments is a common dilemma for many of today worker. These kinds of approaches have already entered in the

Indian, Some of them already started some measures for the balance in work as well as personal life.

LITERATURE REVIEW

Tasnim Mayesha, Hossain Zakir Muhammed, Enam Fabiha (2017) examined the reasons which create work-life imbalance. Since in perspective of Bangladesh, a female employees face more difficult to balance between work and life than a male employees. Among all respondents 57.5 % were married, 42.5% were unmarried, 40% married working women with children's and 55% working women who do not had children's. Findings indicated that the work –life balances issue has become significant problem for the working women of Bangladesh. Maintaining a balances between work life become relatively difficult because of long working hours, job-rigid, work-overload, responsibility to child care, biasness at work place, lack of supervisor support dominant managerial style scarce family support.

Adikaram D.S.R, Dr Jayakilake V.K Lakmini (2016) analyzed the impact of work life balance on employee's job satisfaction in private sector commercial banks of Sri Lanka .The data was collected keeping in consideration of independent and dependant factors. Primary data was collected through questionnaires total 150 respondents participated from different commercial banks. The data was analysis using SPSS, applied is correlation and regression. Study revealed that work –life balance is significantly positively correlated with job satisfaction. Banking sector should increase employee's job-satisfaction by increasing work life programs for employees, which was likely to help them manage their job-life.

Agha.k ,Azmi .T,Irfan .A (2017) examined the work-life balance, teaching and job-satisfaction of teachers and explore the relationship between work–life, teaching satisfaction and job-satisfaction in the higher education institutions in Oman. The independent variables was work Interface with personal life, Personal life Interface with work, Personal life Interference with work, Work Personal life Enhancement with dependent variables Job-satisfaction. Both Public and Private institute covered in this study. The data was collected through postal mails, e-mails(1200) and personal visit (1269).The finding of the study revealed that while work interference with personal life interference with work had a negative relationship with job-satisfaction, work and personal life enhancement had a positive relationship with job-satisfaction.

Myint San San ,Leampreacha Nanthwon, Pooncharain Nathachit and Rurkwaruruk Warawude (2016) studied the job satisfaction of Private banks in Myanmar could be classified into four factors supervisor, co-workers, Compensation and job-satisfaction. The study found that job-satisfaction remains not changing in the beginning of services tenure but highest a 15 years of services. Low position employees and longer length of services greater satisfaction with supervisors more educated person dissatisfaction with compensation. The primary data was collected from 364 employees working 12 twelve banks in Kangan and Mandalay of Myanmar The test was used in study principal Component Analysis, ANOVA and independent sample t-test were used to analysis the study.

Azeem Mohammad Syed , Akhtar Nadeem (2014) examined the effect of perceived work life balance and job satisfaction on organizational commitment among healthcare employees .The variable was used in study was work-life balance, job-satisfaction, organizational commitment. The sample was taken from Uttar Pradesh. The sample size was is 275. The result shows that respondents have moderate level of perceived work –life balances, job satisfaction a regression analysis revealed that 37% variances in organizational commitment and job-satisfaction was attribute to work life balances.

OBJECTIVES OF THE STUDY

1. To study the work life balance among private sector bank employees in Mohali.
2. To delineate the selected demographic characteristics, that impact an employees work-life balance.
3. To study the Job Satisfaction among private sector bank employees.
4. To study the relationship between work life balance and job satisfaction among private sector bank employees.

RESEARCH METHODOLOGY

In present study both Primary and Secondary data is considered. Primary data is collected through questionnaire and distributed to the 30 private sector bank employees in the Mohali using five point Likert Scale. Besides its demographic variables such as Age, Education Gender and Marital status were taken to check the relationship Work-life Balance, Jobsatisfaction of the employees. In addition to this, the secondary data was collected from various newspapers, magazines, books, websites, and research journals etc.

DATA ANALYSIS AND DISCUSSION

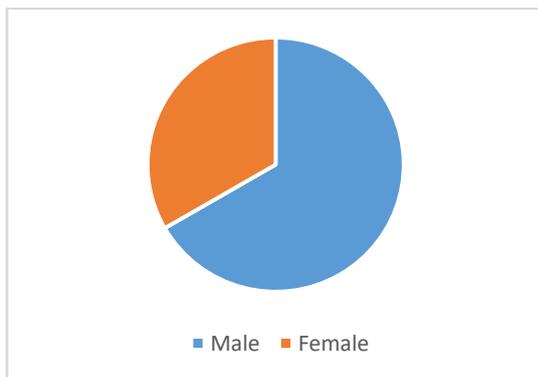
The collected data was analysed with the help of Analysis of Variance (Anova), Pie charts and Column graphs.

Table-1: Profile of respondents (based on questionnaire in the area of Mohali)

Variable	Categories	No of Respondents	Percentage%
Gender	Male	20	66
	Female	10	33
Age	20-25	11	36
	26-30	8	26
	31-35	4	13
	36-40	7	23
Education	Graduate	12	40
	Post-Graduate	17	56
	Others	1	3
Marital status	Married	19	63
	Un-Married	11	36

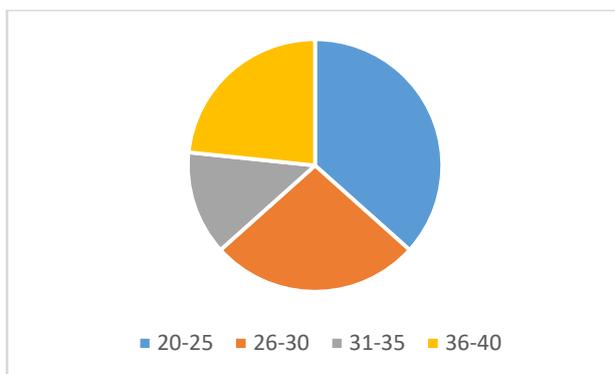
On the basis of Gender: Among the respondents, 66 % are male whereas 33% are female.

It revealed that the percentage in private banks was higher in case of males are compared to female. It was 66% for males and 33% for female. The Anova statistic for private banks 1.164 and it was significant at .05 level of significant.



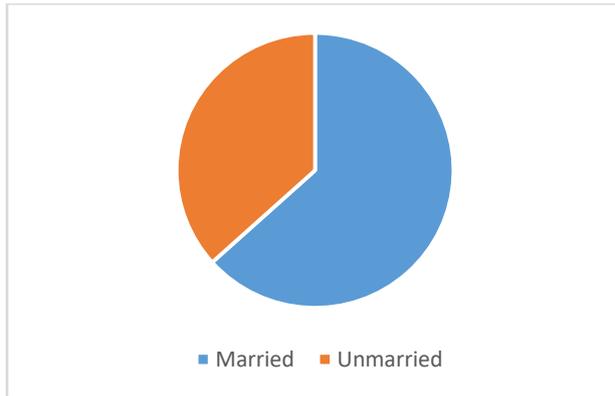
On the basis of Age of the respondents: Among the respondents 36% belong to the age category of 20-25 years followed by 26% in 26-30 years category, 13% in age group 31-35years and 23% belong to 36-40 age group.

The percentage value in private bank was highest for employees lying in the age group 21-30 and it was 62%. The Anova statistic for private bank was 0.327 and it was significant at .05 level of significance.



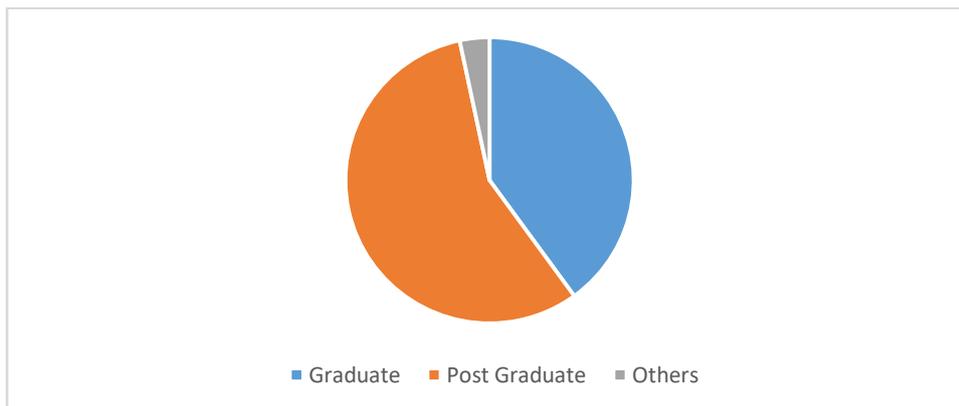
On the basis of Marital Status: Among the respondent’s 63% were married whereas 36% were unmarried

It was been revealed that the percentage value in private banks who are married and it was 63%. The Anova statistic at .05 level of significant.



On the basis of Education Qualification of the respondents: Among the respondents 40% of the bank employees are graduate whereas about 56% respondents are post graduate and 3% employees holding the diploma and certificate courses. It is observed that most of the bank employees are post- graduate.

Further both tables reveals that percentage value in private banks was higher for employees who were post graduate and it was 56. The Anova statistic for private bank was 0.069 and it was significant at 0.05 level of significant.



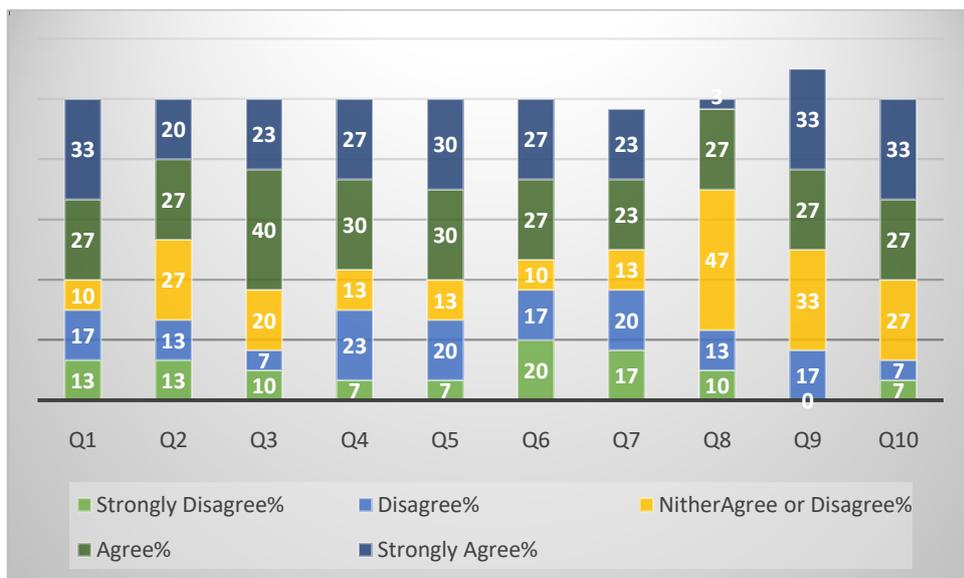
DEMOGRAPHIC VARIABLES	CATEGORIES	PERCENTAGE	ANOVA	SIG
GENDER	Male	66%	1.164	.282
	Female	33%		
AGE	21-30	62%	.527	.568
	31-40	26%		
	41-50	5%		
	51-60	7%		
EDUCATION	Higher Secondary	3%	.069	.793
	Graduate			

	Post-Graduate	40%		
		56%		
Martial Status	Married	63%	.128	.721
	Un-Married	36%		

Work life balance with respect to the various Demographic variables in Private Banks.

TABLE-2: WORK LIFE BALANCES OF RESPONDENTS AMONG THE PRIVATE SECTOR BANKS OF MOHALI REGION.

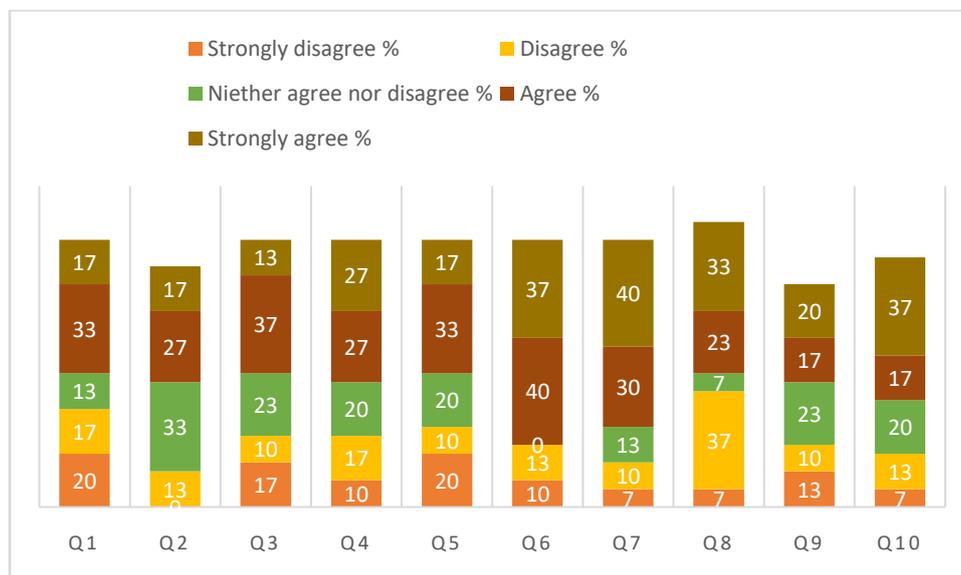
1.	I leave on time on most of the days from work/office
2.	Long working hours are taken for granted by employers
3.	I often take my office work at home
4.	My performance targets set by management are reasonable
5.	I can devote sufficient time for household responsibilities.
6.	Employees are treated with equal fairness
7.	Management can be trusted to do things that employee want to do in their own way.
8.	Management tires to cooperate with employees
9.	I miss personal activities because of work
10.	I feel exhausted at the end of the day work



It can be seen from table 2 that most of the respondents are satisfied by the work life balances policy offered by the private sector banks in Mohali. Offered work-life balance policy are- leave office at time and targets are reasonable, management trusted employees and equal fairness to all employees and they can give proper time to household responsibility. In bar graph response of every question should be mentioned in Perctange.

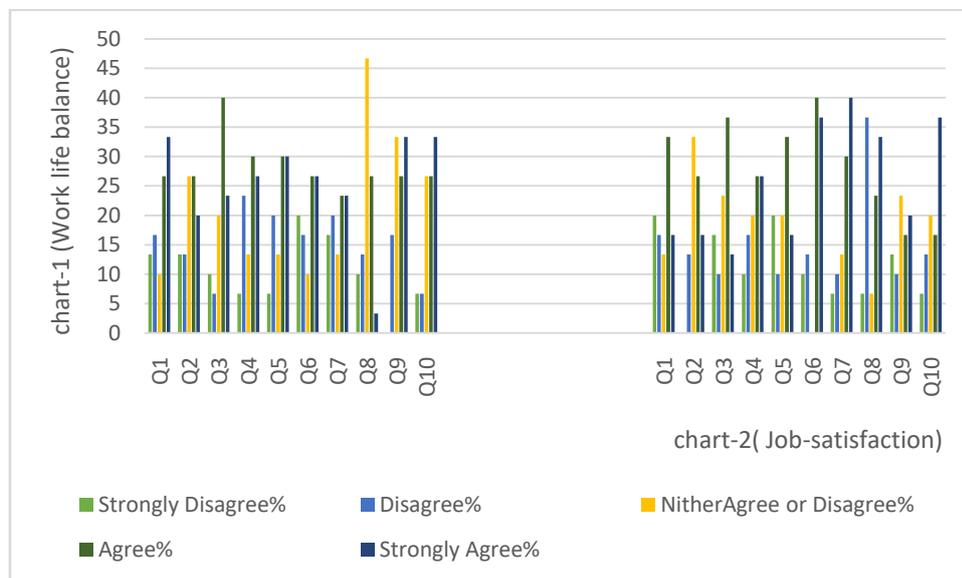
TABLE-3: JOB-SATISFACTION LEVEL OF RESPONDENTS AMONG THE PRIVATE SECTOR BANKS OF MOHALI REGION.

1.	The amount of job security I have
2.	The amount of pay and fringe benefits I receive
3.	The amount of personal growth and development I get while doing my job
4.	The degree of respect and fair treatment I receive from my boss
5.	The overall quality of the supervision I receive in my work
6.	The chance to get to know other people while on the job
7.	The amount of support and guidance I receive from my seniors
8.	The degree to which I am fairly paid for what I contributed to the organization
9.	The amount of independent thought and action I can exercise at my job
10.	The amount of challenge in my job



According to table 3 it was analysed that majority of employees satisfied with their jobs. They also satisfied with the policy offered by the banks. But some of respondents not agree with fair remuneration paid by the banks.

TABLE-4: THE RELATIONSHIP BETWEEN WORK LIFE BALANCE AND JOB SATISFACTION AMONG PRIVATE SECTOR BANK EMPLOYEES



In table 4 chart-1 represent the work life balance and chart-2 depict the job- satisfaction of the private sector banks employees. There is a positive relation between the work life balance and job-satisfaction through the study it was analysed that the employees are satisfied with work life balance policy it has the positive impact on the job-satisfaction of the employees

SUGGESTION FOR FUTURE RESEARCH

This study examined the work life balance and job-satisfaction of private sector bank employees of Mohali city. This study can be replicated with sample on other region and on another industry also or as comparison between private and public banking sector employees. It is suggested that research should focused on other factors in future study.

CONCLUSION

The goal of this study is to augment the knowledge of work life balance and job- satisfaction on bank employees. The study focused on what type of work life balance policy offered by the private banks if the employees really satisfied with these policy and also know the job-satisfaction level of the employees. Through the study it was analysed that the majority of employees really satisfied with work life balance policy and work life policy have positive impact on the job-satisfaction. The limitation of the study is the some employees are little interest to fill the questioner and some of the employees responses neither agree nor disagree they give neutral answer. The study did not explore the level of satisfaction among the gender of employees. The study also revealed that management cooperate with employees and they also get support for the seniors.

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