

To Study the Impact of Work Life Balance on Wellbeing of Employees and their Performance

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Abstract: *Work-life balance is a crucial topic in each skilled business follow and tutorial analysis. The literature shows that work-life balance is a central issue affecting wellbeing, as family and work are the most important elements of everyone's life. The aim of this study is to study the impact of work life balance on wellbeing of employees and employee performance, to study relationship between work satisfaction, family satisfaction and psychological health and to identify new features which improve employee's work life balance. In this study targeted population are employees of Automobile Enterprise, Bardoli. Descriptive correlational research design is been used. Data collected for this study is by questionnaire method. Wellbeing was measured by levels of family satisfaction, work satisfaction and psychological health. The study identifies the positive impact of work life balance on employee's wellbeing and performance as they are never been given over time work which satisfies them at work which gives productive performance and also reduce their stress which improves employee's health and wellbeing.*

Keywords: Work-life balance, wellbeing of employees and performance

1. Introduction

Work life balance could be a term accustomed describes the balance between an individual's personal and professional life. Work-life balance has become a big issue due to the increased amount of technology that removes the importance of physical location in defining the work-life balance. A healthy work-life balance assumes great significance for working women particularly both, the family and the workplace. Kirchmeyer (2000) defined work-life balance as: 'achieving satisfying experiences in all life domains and to do so require personal resources such as energy, time, and commitment to be well distributed across domains'.

According to author and journalist Paul Krassner, "one of the aspects of happiness is when you can make as little distinction as possible between your work and your play". People who are constantly tied to their jobs and been given a lot of work load agitate the symptoms of stress and anxiety. If a person doesn't have a time to relax and regain their energy, their ability to do their job decreases and their performance level decreases. Thus, from point of view of management, it is important to encourage a person to take time off from work instead of putting in long hours.

2. Review of Literature

Author Name and Publish Year	Description
Malgorzata Kluczyk (2013)	The impact of work-life balance on the wellbeing of employees in the private sector. To study the three variables family satisfaction, work satisfaction and psychological distress- to measure employees' wellbeing. Quantitative research methods were used for the study, and a sample population was chosen by using a convenient sampling method. It can be concluded that Work-family conflict resulted in lower satisfaction with work and commitment towards employers, and higher degrees of distress, concentration problems, sleeping problems, unhappiness, and lack of confidence.
S. Vijaya Kumari, Dr. A. Manor Selvi (2016)	The impact of work-life balance on the wellbeing of employees in the telecom sector. To assess the impact of work-life balance determined by work-family conflict and family-work conflict on the wellbeing of employees. Quantitative research methods were used for the study, and a sample population was chosen by using a convenient sampling method. The study identified the existence of negative effects of poor WLB because of high levels of work-family conflict and family-work conflict on family satisfaction.
M. D. V. S. Mendis and W. A. S. Weerakkody (2017)	The Impact of Work Life Balance on Employee Performance with Reference to Telecommunication Industry in Sri Lanka. To carry out analysis on the Sri Lankan telecommunication business and acknowledge the impact of work life balance on the employee performance. Cluster sampling method was used and univariate, bivariate and multivariate statistics methods. It is concluded there is a strong relationship between work life balance and employee performance, a strong relationship between work life balance and employee job satisfaction and a strong relationship between employee job satisfaction and employee performance.
ParkashVir Khatri and Jyoti Behl (2013)	The impact of work-life balance on performance of employees in the organizations. To know the importance of work-life balance for employees, to know the obstacles in the path of providing better work-life balance. Data was purified through the multivariate data reduction technique of factor analysis. Univariate descriptive analysis has been used to analyze mean and standard deviation of each variable. This study revealed employees expect that organization should be empathetic towards employee's needs by providing Work life balance approach.
Hye Kyoung Kim (2014)	Work-Life Balance and Employees' Performance. To investigate the effect of work-life balance on affective commitment and in-role performance and to explore the mediating role of affective commitment to link work-life balance and in-role performance in the Korean context. The study employed the survey method. The results showed no direct effect of work-life balance on in-role performance. However, it was found that employees' experience of work-life balance increases affective commitment and that affective commitment has a positive influence on in-role performance.

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Objectives

- To study the impact of work life balance on wellbeing of employees and employee performance.
- To study relationship between work satisfaction, family satisfaction and psychological health.
- To identify new features which improve employee’s work life balance

3. Methodology Of Study

The research design of the project is descriptive correlational research design. For the purpose of collection of primary data, a structure questionnaire was framed which was filled by the respondents. The selection of the respondents was done on the basis of convenience technique based on the Non-Probability Sampling Method. The numbers of respondents included in the study are 100 for evaluating and analyzing the data.

4. Data Analysis & Interpretation

Correlations				
		Have you been able to focus on what you are doing?	I am satisfied with my pay rate.	In most ways my family-life is close to my ideal.
Have you been able to focus on what you are doing?	Pearson Correlation	1	-.256*	-.233*
	Sig. (2-tailed)		0.01	0.019
	N	100	100	100
I am satisfied with my pay rate.	Pearson Correlation	-.256*	1	0.179
	Sig. (2-tailed)	0.01		0.074
	N	100	100	100
In most ways my family-life is close to my ideal.	Pearson Correlation	-.233*	0.179	1
	Sig. (2-tailed)	0.019	0.074	
	N	100	100	100
*. Correlation is significant at the 0.05 level (2 tailed)				

H1₁: There is a significant relation between concentration of employees and pay rate satisfaction.

H1₂: There is significant relation between concentration of employees and family life intervention.

H0₃: There is no significant relation between pay rate satisfaction and family life intervention.

Correlations				
		Have you lost much sleep over worry?	I am satisfied with my work environment.	The conditions of my family-life are excellent.
Have you lost much sleep over worry?	Pearson Correlation	1	.336**	.391**
	Sig. (2-tailed)		0.001	0
	N	100	100	100
I am satisfied with my work environment.	Pearson Correlation	.336**	1	.342**
	Sig. (2-tailed)	0.001		0
	N	100	100	100
The	Pearson	.391**	.342**	1

conditions of my family-life are excellent.	Correlation			
	Sig. (2-tailed)	0	0	
N	100	100	100	
**. Correlation is significant at the 0.01 level (2 tailed).				

H1₁: There is significant relation between loss of sleep over worry and work environment satisfaction.

H1₂: There is significant relation between loss of sleep over worry and condition of family life.

H1₃: There is a significant relation between work environment satisfaction and condition of family life.

Correlations				
		Have you been thinking of yourself as a paltry person?	I am satisfied to work with my colleagues.	I am satisfied with my family life
Have you been thinking of yourself as a paltry person?	Pearson Correlation	1	.218*	0.044
	Sig. (2-tailed)		0.029	0.665
	N	100	100	100
I am satisfied to work with my colleagues.	Pearson Correlation	.218*	1	.452**
	Sig. (2-tailed)	0.029		0
	N	100	100	100
I am satisfied with my family life.	Pearson Correlation	0.044	.452**	1
	Sig. (2-tailed)	0.665	0	
	N	100	100	100
Correlation is *. Significant at the 0.05 level (2-tailed).				
**. Correlation is significant at the 0.01 level (2-tailed).				

H1₁: There is a significant relation between thinking as a worthless person & satisfaction of working with colleagues.

H0₂: There is no significant relation between thinking as a worthless person and family life satisfaction.

H1₃: There is significant relation between satisfaction of working with colleagues and family life satisfaction.

Correlations				
		Are you feeling unhappy or depressed due to work?	My family members happy with my working in the organization.	So far I have got the important things I want in my family-life.
Are you feeling unhappy or depressed due to work?	Pearson Correlation	1	.294**	0.026
	Sig. (2-tailed)		0.003	0.801
	N	100	100	100
My family members happy with my working in the organization.	Pearson Correlation	.294**	1	0.114
	Sig. (2-tailed)	0.003		0.26
	N	100	100	100
So far I have got the important things I want	Pearson Correlation	0.026	0.114	1
	Sig. (2-tailed)	0.801	0.26	

in my family-life.	N	100	100	100
**. Correlation is significant at the 0.01 level (2-tailed).				

H1₁: There is significant relation between feeling unhappy due to work and family members happy with their work.

H0₂: There is no significant relation between feeling unhappy due to work and got important things in life.
 H0₃: There is no significant relation between family members happy with their work and got important things in life.

Correlations				
		Are you able to face up to your problems?	The working hours allocated are satisfactory	If I could live my family-life over work-life, I would change almost nothing.
Are you able to face up to your problems?	Pearson Correlation	1	-.286**	-0.195
	Sig. (2-tailed)		0.004	0.052
	N	100	100	100
The working hours allocated are satisfactory.	Pearson Correlation	-.286**	1	0.14
	Sig. (2-tailed)	0.004		0.164
	N	100	100	100
If I could live my family-life over work-life, I would change almost nothing.	Pearson Correlation	-0.195	0.14	1
	Sig. (2-tailed)	0.052	0.164	
	N	100	100	100
**. Correlation is significant at the 0.01 level (2-tailed).				

H1₁: There is a significant relation between able to face problem and satisfaction of working ours allocated.
 H0₂: There is no significant relation between able to face problem and there is no change live family over work life.
 H0₃: There is no significant relation between satisfactions of working hours allocated and there is no change live family life over work life.

5. Discussion

The main purpose of the study was to study the impact of work life balance on wellbeing of employees and employee performance, to study relationship between work satisfaction, family satisfaction and psychological health and to identify new features which improve employee’s work life balance. The ground study simply observed that the employees were happy with their work and has good work life balance. Through the analysis of employee work life balance we can conclude that most of the employees are male, younger, married and having children. There is positive impact of work life balance on employee’s wellbeing and performance as they are never been given over time work which satisfies them at work which gives productive performance. The study identified that there is a positive relation between psychological health and work satisfaction. There is positive relation between work satisfaction and family satisfaction. But at some point in between psychological health and family satisfaction does not relate to each other as they are statistically not significant. The study also identified new features to be suggested related to grievance handling, holiday, civil dress on occasional days, half day and unavailed leave to improve their work life balance.

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