
A STUDY ON IMPACT OF WORK LIFE BALANCE ON EMPLOYEE PRODUCTIVITY AMONG BANKING EMPLOYEES IN ERNAKULUM

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Abstract

This study is conducted on the topic “To study the impact of work life balance on employee’s productivity”. This study is aimed at finding out the work factors that affect the personal life and personal life factors affecting the work life of the employees. The study helped to understand the different ways the bank uses to reduce stress and boredom of its employees and how it has actually become practical. The study had made it clear that the relationship between employers and employees as well as employees among themselves is strong and compatible. The banks are able to complete all its projects and objectives on time as the employees are target oriented and committed towards it. They make sure that their deadline is met and to the maximum of their capacity. The feedback forum launched by the bank for its employees have helped the banks to take corrective measures at the time of disputes and to develop.

Keywords: *Work life balance, Employee Productivity, Work Stress*

Introduction

The study is being conducted in banks to understand the different work life balance practices in the banks and to understand how it helps to improve the productivity of the employees of the organizations. To maintain a steady balance between work and personal life is a difficult task.

Objectives

- To study the work factors affecting the personal life and family factors affecting the work life of banking employees.
- To examine various work life balance practices/ programs that exist in banking sector.
- To identify ways of enhancing work life balance practices to enhance the employees' productivity in banking sector.

RESEARCH DESIGN

- **Type of Research** – The type of research used for this study is Descriptive Research:
- **Data Collection** – Primary data
- **Research Design**
- **Population Size:** - 12554
- **Sample Size:** - 60
- **Sampling Technique:** - The sampling technique used for the study is Convenience Sampling.

Tools for data collection: - Questionnaire (Primary data) – A set of printed or written questions with a choice of answers, devised for the purposes of a survey or statistical study

Theoretical Framework

Work - life balance is the concept concerning prioritizing between “work” and “lifestyle”.

- Work refers to career or ambition.
- Lifestyle refers to health, pleasure, leisure, family and spiritual development, meditation etc.

The work-leisure dichotomy was invented in the mid 1800's. Paul Krassneer remarked that anthropologists use a definition of happiness that is to have as little separation as possible “between your work and your play”. The expression "work–life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In United States this was used in 1986.

Employees have many methods such as, computers, emails and cell phones which enable them to accomplish their work beyond the physical boundaries of their office. Many Researchers have found from their research work that active and passionate employees apply these communication technologies to work while in their non-work domain.

It has been found that parents who are affected by work-life imbalance runs away from the responsibilities they hold towards their family or will work more hours at workplace. Thus different people have different ways to deal work-life imbalance. Work–life conflict is not gender-specific. According to the Center for American Progress, 90 percent of working mothers and 95 percent of working fathers report work–family conflict. However, because of the social norms surrounding each gender role, and how the organization views its ideal worker, men and women handle the work–life balance differently. Organizations play a large part in how their employees deal with work–life balance. Some companies have taken proactive measures in providing programs and initiatives to help their employees cope with work–life balance.

Data Analysis and Interpretation

	No of respondents	Percentage
7hrs	3	5
8hrs	8	13
9hrs	21	35
10hrs	20	34
More than 10hrs	8	13
Total	60	100

Table 1 Showing the normal working hours of employees

Table 2 Showing the overtime work.

	No of respondents	Percentage
Never	2	3
Rarely	5	8
Sometimes	32	54
Often	11	18
Always	10	17
Total	60	100

Table 3 Showing the travelling time employees takes to reach office and back home

	No of respondents	Percentage
15min	31	52
20 min	3	5
30 min	10	17
45 min	13	21
More than 1 hour	3	5
Total	60	100



Table 4 Showing opinion on time spent at home

	No of respondents	Percentage
Never	0	0
Rarely	8	13
Sometimes	28	47
Often	18	30
Always	6	10
Total	60	100

Table 5 Showing response on attending social functions

	No of respondents	Percentage
Never	1	2
Rarely	5	8
Sometimes	32	53
Often	15	25
Always	7	12
Total	60	100



Table 6 Showing the response on frequency of family outing

	No of respondents	Percentage
Never	0	0
Rarely	10	16
Sometimes	28	47
Often	19	32
Always	3	5
Total	60	100

Table 7 Showing the influence of personal life on work life

	No of respondents	Percentage
Never	15	25
Rarely	20	34
Sometimes	22	36
Often	3	5
Always	0	0
Total	60	100

Table 8 Showing the influence work pressure and stress on family life

	No of respondents	Percentage
Never	9	15
Rarely	18	30
Sometime	30	50
Often	2	3
Always	1	2
Total	60	100

Table 9 Showing the employees satisfaction about their relationship with superiors

	No of respondents	Percentage
Highly satisfied	15	25
Satisfied	39	65
Neutral	6	10
Dissatisfied	0	0
Highly dissatisfied	0	0
Total	60	100

Table 10 Showing the satisfaction of employees about their relationship with colleagues

	No of respondents	Percentage
Highly satisfied	19	32
Satisfied	38	63
Neutral	1	2
Dissatisfied	2	3
Highly dissatisfied	0	0
Total	60	100

Table 11 Showing the factor they give importance more.

	No of respondents	Percentage
Work life	2	3
Personal life	13	26
Both equally	45	71
total	60	100

FINDINGS

From the study following findings can be made: -

- Large number of the employees work between 9 to 10 hours per day.
- Majority of the employees do overtime work.
- Majority of the employees take 15 minutes to reach office from their residence, but there are employees who take more than 1 hour to reach office.
- Most of the employees sometimes get to spend quality time at home.
- Majority of the employees are of the opinion that they could attend social functions sometimes, even there are small group of employees who aren't able to attend any social gatherings.
- Among the employees most of them are able to take their family out as part of spending time with them.
- A group of employees are of the opinion that their personal life is affected by their work life, when another similar group says that their work life is rarely been affected by their personal life.
- Majority of the employees are of the opinion that their family life has an influence from their work life, when there is a small percentage of employees who says that their family life has always been affected by work life pressure and stress.
- Majority of the employees are able to complete their assignments on time.

- Majority of the employees are satisfied and happy with the relationship they have with their employees
- Majority of the employees are happy and contented with their relationship with their colleagues.
- Majority of the employees do not have any health issues but a small number of them have cholesterol
- Majority of the employees are having a happy attitude towards their current work life balance.
- Majority of the employees give equal importance to their work and personal life.

SUGGESTION

- It is being found that most of the employees are unaware about the different work life practices at bank, so bank should take necessary steps to make the rest of the employees also aware about these.
- Bank should increase its work life practices and involve all its employees among it.
- All those practices that are implemented should be made a little more open and functional. As it is being found that even though many practices are there, a very few are followed.
- A day can be included in the calendar for a family picnic of all employees. It will help to build a stronger relationship between the employees and organization and will also help the employees to spend some quality time with their families.
- Employees should be given strict instruction that the office work shouldn't be taken home because if they have a pleasant day at home they will have a pleasant day at work too and this will improve their productivity.
- Every functions like Onam, Christmas etc. can be celebrated at office this can increase employee commitment as well as their productivity.
- Employer and employee should have a good relation so that they can share all their requirements and suggestions which will improve the organizations productivity.



CONCLUSION

There are a various programs launched by the banks to help the employees reduce their boredom but very few are in practice. From the survey it was clear that there is a small percentage of employees who give more importance to their family life more than work life, it may be due to the work load and pressure, by increasing the effectiveness of the work life practices this small percentage of employees will definitely switch to giving equal importance to work life as well as personal life. The bank should take necessary steps to make all the launched practices familiar with all the employees. It can help to increase the banks goodwill as well as employee satisfaction.

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