
A Study on Work Life Balance of advocates in Pune.

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Abstract

Generally law is a profession with lot of challenges especially dealing with clients and their issues such as, criminal cases, civil cases, etc. It is even more challenging and competitive profession for women to combat with men lawyers. In this profession the lawyers have to spend more time on their cases to get success. Therefore they hardly get time to spend for their family. Practicing law is very difficult to both men and women advocates to manage family and work. So the present study focussed to study the influence of demographic variables in their work life balance, to understand their professional work load challenges and analyse their work life balance in all dimensions. . The study was conducted among advocates practicing in the jurisdiction of Pune city. A sample of 144 advocates those who are in practice at the time of study were taken into consideration. "Work Life Balance Scale" developed by Udai Pareek and Surabhi Purohit (2010) was used to collect the data. The scale contains 36 items with six dimensions, and each dimension contains six questions. The analyses were performed in SPSS and the results were presented in the form of tables with proper interpretations.

Key Words: Advocates, Work Life Balance,

Introduction

The need to balance the demands of work life and the life outside the work for leading a harmonious life can never be understated. Multiple roles played by the same individual at varied walks of life make the situation even more complex. The articulation of the work-family tension has focused on two systems in particular: the organization of market work, and the family system of caring for dependents, including children, the elderly, the sick, and those with disabilities. Both of these systems have been the subject of sustained analysis by legal scholars, sociologists, economists, professionals and anthropologists. Reforms have been implemented in both areas, and many more reforms have been proposed to match different aspects of the problem.

Statement of the Problem

Generally law is a profession with lot of challenges especially dealing with clients and their issues such as, criminal cases, civil cases, etc. It is even more challenging and competitive profession for women to combat with men lawyers. In this profession the lawyers have to spend more time on their cases to get success. Therefore they hardly get time to spend for their family. Practicing law is very difficult to both men and women advocates to manage family and work. The present study focussed on how they balance their work and life in all dimensions.

Review of Literature

Work-life balance is vital for individuals' wellbeing, organisations' performance and a functioning society (Grady et al., 2008). Grady et al. (2008, p.3) state that the term 'work-life balance' is more comprehensive and includes "family, community, recreation and personal time". As stated by Grady et al. (2008) WLB in its broad sense captures all aspects of employees' personal and work life; this suggests that WLB should be focused on individuals, families, workplaces, communities, and society as a whole. Clark (2000, p.751) describes WLB as "satisfaction and good functioning at work and at home, with a minimum of role conflict". Clarke et al. (2004, p.121) state that WLB is an "equilibrium or maintaining overall sense of harmony in life". Greenhaus et al. (2003, p.511) define WLB as "the amount of time and the degree of satisfaction with the work and family role".

WLB presented by Clark (2000), who believes that WLB is achieved when there is no role conflict, and when people are satisfied with their work and family roles. Grzywacz and Marks (2000) found that family support or burden influences levels of work-family conflict. Lower levels of family criticism and burden indicated lower work-family conflict amongst women, and lower levels of family support indicated higher negative spill over amongst both genders (Grzywacz & Marks, 2000). Research conducted by Malik et al. (2010) shows that unbalanced work-family life caused by increased work demands leads to higher levels of stress. Work-related stress has a negative impact on employees, organisations, families and society (Brought & O'Driscoll, 2005; Parasuraman & Greenhaus, 2002).

Previous research has shown that a sizable gender gap among lawyers' earnings remains even when controlling for the range of individual characteristics (Wood et al., 1993; Dinovitzer et al., 2009).

In the recent years, it is being realized that life involves multiple domains and is not restricted to the domains of work and family only. Warren (2004), for example, noted that over 170 different life domains have been identified in previous investigations. The major ones include domains of work, financial resources, leisure, dwelling and neighbourhood, family, friendships, social participation and health. All these domains of life are closely related to each other. This means, that neglecting or inappropriately preferring one life area will have an impact on other areas. A broad term thus emerged in literature to refer to work/non-work conflict and it is "Work Life Balance" (Fisher, 2001; Hobson et al., 2001). It offers more inclusive approach to study work/non-work conflict compared to work family conflict.

Objectives

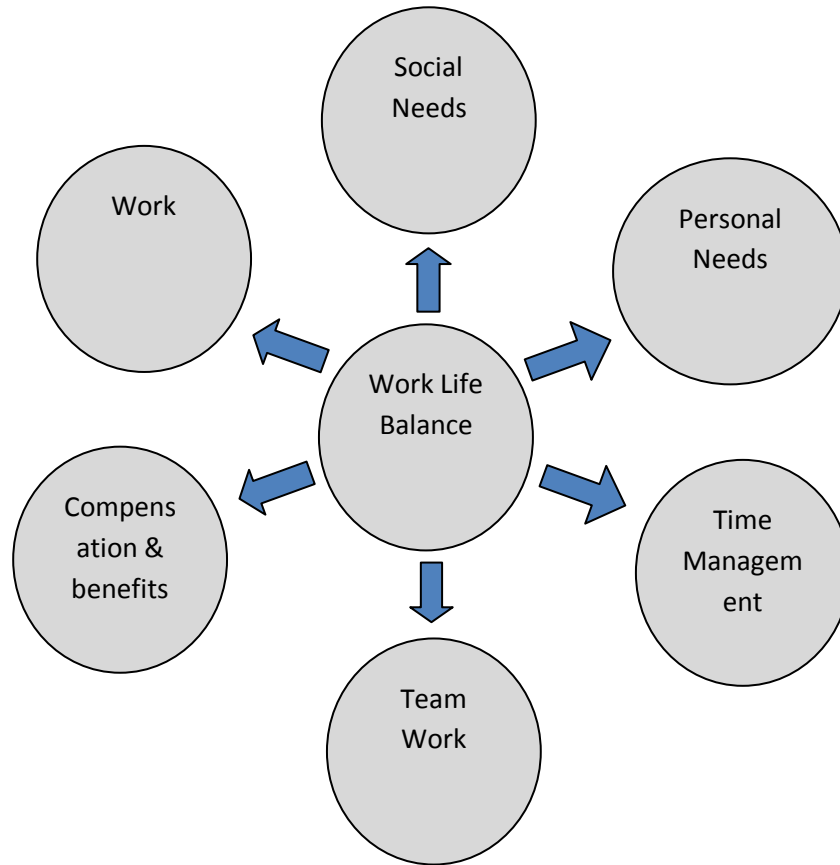
- To study the influence of demographic variables in their work life balance
- To understand their professional work load challenges.
- To analyse their work life balance in all dimensions.

Research Methodology

Descriptive research design was adopted to study the work life balance of advocates. The advocates practicing in the jurisdiction of Pune city is the population of the study. A sample of 144 advocates those who are in practice at the time of study were taken into consideration. Structured questionnaire was used to collect the data from the respondents on Work Life Balance. The tool adopted for the study was "Work Life Balance Scale" developed by Udai Pareek and Surabhi Purohit (2010). The scale contains 36 items with six dimensions, and each dimension contains six questions. Out of six questions, 3 questions were reverse scoring. The scale was test and validated. The Cronbach's Alpha for this scale is 0.751.

The Diagrammatical representation is shown in Figure 1. It provides an understanding of WLB used in the research.

Figure 1: Work Life Balance Model



Data Analysis

The data analysis was performed in SPSS version 19.0. Descriptive statistics was used for the personal profile variables. Independent Sample t test and One-way Analysis of Variance (ANOVA) was used to find the difference between personal profile and Work Life Balance of the Respondents.

Table 1: Personal Profile of the Respondents

Profile	Labels	Frequency	Percent
Age	Less than 30	42	29.2
	31 – 40	42	29.2
	41 – 50	24	16.7
	51 – 60	21	14.6
	60 and above	15	10.4
	Total	144	100.0
Gender	Male	75	52.1
	Female	69	47.9
	Total	144	100.0
Marital Status	Single	30	20.8
	Married	114	79.2
	Total	144	100.0
Educational Qualification	UG in Law	99	68.8
	PG in Law	45	31.3
	Total	144	100.0
Experience	Less than 10 Years	69	47.9
	11-20 Years	30	20.8
	21-30 Years	30	20.8
	Above 31 Years	15	10.4
	Total	144	100.0

Age of the Respondents

The above result shows that nearly one third of the respondents were in the age group of less than 30 years and 31 to 40 years of age. 16.7 percent and 14.6 percent of them were in the age group of 41-50 and 51-60 years respectively. Only 10.4 percent of them were above 60 years of age. This shows that young advocates are more in the study.

Gender of the Respondents

The result shows that more than half (52.1%) of the respondents were male, and the remaining 47.9 percent of them were females. Moreover the result shows that both male and female advocates are almost equal in number in this study.

Marital Status

The result shows that majority (79.2%) of the respondents were married and the remaining 20.8 percent of them were still single.

Education of the Respondents

It is observed from the above table that more than two third of the respondents (68.8%) were studied up to UG in Law, remaining one third of them were studied up to PG in law.

Experience

The result reveals that nearly half of the respondents (47.9%) were having less than 10 years of experience in Law, whereas one fifth of the respondents were having experience of 11 – 20 years and 21 – 30 years of experience. Only 10.4 percent of them were having rich experience of above 31 years.

Table 2: T - test between Gender of the Respondents with regard to Work Life Balance

S.No	Label	N	Mean	SD	Statistical Inferences	
1.	Social Needs	Male	75	56.2116	13.06784	t = -2.107 p = 0.037 Significant
		Female	69	61.8248	18.23219	
2.	Personal Needs	Male	75	54.2100	16.53852	t = -2.876 p = 0.005 Significant
		Female	69	62.9126	19.73784	
3.	Time Management	Male	75	44.7024	12.02265	t = -0.654 p = 0.514 Not Significant
		Female	69	46.0513	12.72151	
4.	Team Work	Male	75	58.7136	13.16458	t = -2.363 p = 0.019 Significant
		Female	69	64.5443	16.38002	
5.	Compensation	Male	75	55.0440	13.22229	t = -5.505 p = 0.000 Significant
		Female	69	70.5274	19.62090	
6.	Work	Male	75	54.3768	14.99509	t = -3.193 p = 0.002 Significant
		Female	69	64.0004	20.48907	
7.	Overall Work Life Balance	Male	75	85.7200	12.37102	t = -3.972 p = 0.000 Significant
		Female	69	95.3043	16.44358	

Independent sample t-test was conducted to find the difference between Male and Female respondents with regard to the dimensions of Work Life Balance. The above table shows that there is a significant difference between Male and Female with regard to Social Needs (t = -2.107, p = 0.037), Personal Needs (t = -2.876, p = 0.005), Team Work (t = -2.363, p = 0.019), Compensation (t = -5.505, p = 0.000), Work (t = -3.193, p = 0.002) and Overall Work Life Balance (t = -3.972, p = 0.000). Further the result shows that the mean score was high to female when compared to male in all the dimensions.

There was no significant difference between male and female with regard to Time Management (t = -0.654, p = 0.514).

Table 3: T-test between Marital Status of the Respondents with regard to Work Life Balance and Job Involvement

S.No	Label	N	Mean	SD	Statistical Inferences	
1.	Social Needs	Single	30	57.5460	19.50992	t = -0.522 p = 0.603 Not Significant
		Married	114	59.2579	14.95277	
2.	Personal Needs	Single	30	65.0520	18.01424	t = 2.239 p = 0.027 Significant
		Married	114	56.6242	18.42379	
3.	Time Management	Single	30	44.2020	8.73334	t = -0.710 p = 0.474 Not Significant
		Married	114	45.6505	13.13809	
4.	Team Work	Single	30	62.9670	15.69276	t = 0.597 p = 0.552 Not Significant
		Married	114	61.1234	14.89457	
5.	Compensation	Single	30	64.2180	18.70018	t = 0.590 p = 0.556 Not Significant
		Married	114	62.0013	18.21055	
6.	Work	Single	30	66.3030	22.87544	t = 2.073 p = 0.045 Significant
		Married	114	57.0632	16.64598	
7.	Overall Work Life Balance	Single	30	93.9000	16.57241	t = 1.459 p = 0.147 Not Significant
		Married	114	89.3684	14.74279	

Independent sample t-test was conducted to find the difference between Gender and the dimensions of Work Life Balance. There was a significant difference between single and married with regard to Personal Needs ($t = 2.239$, $p = 0.027$) and Work ($t = 2.073$, $p = 0.045$). Further the result shows that the respondents who are single were having more mean score when compared to married respondents.

There was no significant difference between Single and Married with regard to Social Needs ($t = -0.522$, $p = 0.603$), Time Management ($t = -0.710$, $p = 0.474$), Team Work ($t = 0.597$, $p = 0.552$), Compensation ($t = 0.590$, $p = 0.556$) and Overall Work Life Balance ($t = 1.459$, $p = 0.147$). It can be inferred from the above result that marital status is not influencing in the above mentioned dimensions of Work Life Balance of the Advocates.

Table 4 – One way Analysis of Variance between Age of Respondents and Work Life Balance

S.No	Variable	SS	DF	MS	Statistical Inferences
1.	Social Needs				
	Between Groups	4113.903	4	1028.476	F = 4.432
	Within Groups	32259.328	139	232.081	P = 0.002
	Total	36373.232	143		Significant
2.	Personal Needs				
	Between Groups	5850.123	4	1462.531	F = 4.662
	Within Groups	43603.909	139	313.697	P = 0.001
	Total	49454.032	143		Significant
3.	Time Management				
	Between Groups				F = 5.018
	Within Groups	2746.390	4	686.598	P = 0.001
	Total	19020.165	139	136.836	Significant
		21766.556	143		
4.	Team Work				
	Between Groups	3419.713	4	854.928	F = 4.116
	Within Groups	28871.474	139	207.708	P = 0.003
	Total	32291.187	143		Significant
5.	Compensation				
	Between Groups	4861.595	4	1215.399	F = 3.941
	Within Groups	42869.849	139	308.416	P = 0.005
	Total	47731.444	143		Significant
6.	Work				
	Between Groups	7221.020	4	1805.255	F = 6.077
	Within Groups	41292.924	139	297.071	P = 0.000
	Total	48513.944	143		Significant

***The mean difference is significant at the 0.05 level**

One way Analysis of Variance was conducted between various Age Groups of the respondents with regard to the dimensions of Work Life Balance. The result shows that there was a significant difference between various Age Groups of the Respondents with regard to the dimensions such as Social Needs (F = 4.432, p = 0.002), Personal Needs (F = 4.662, p = 0.001), Time Management (F = 5.018, p = 0.001), Team Work (F = 4.116, p = 0.003), Compensation (F = 3.941, p = 0.005) and Work (F = 6.077, p = 0.000). It can be inferred from the above result that age group is influencing the dimensions of Work Life Balance of the Advocates.

Table 5 : One way Analysis of Variance between various Experience of Respondents and Work Life Balance

S.No	Variable	SS	DF	MS	Statistical Inferences
1.	Social Needs				
	Between Groups	2085.194	3	695.065	F = 2.838 P = 0.040
	Within Groups	34288.038	140	244.915	Significant
	Total	36373.232	143		
2.	Personal Needs				
	Between Groups	4314.186	3	1438.062	F = 4.460 P = 0.005
	Within Groups	45139.846	140	322.427	Significant
	Total	49454.032	143		
3.	Time Management				
	Between Groups	914.618	3	304.873	F = 2.047 P = 0.110
	Within Groups	20851.937	140	148.942	Not Significant
	Total	21766.556	143		
4.	Team Work				
	Between Groups	3642.370	3	1214.123	F = 5.933 P = 0.001
	Within Groups	28648.818	140	204.634	Significant
	Total	32291.187	143		
5.	Compensation				
	Between Groups	3896.900	3	1298.967	F = 4.149 P = 0.008
	Within Groups	43834.544	140	313.104	Significant
	Total	47731.444	143		
6.	Work				
	Between Groups	7140.308	3	2380.103	F = 8.054 P = 0.000
	Within Groups	41373.637	140	295.526	Significant
	Total	48513.944	143		

*The mean difference is significant at the 0.05 level

One way Analysis of Variance was conducted between Experiences of the respondents with regard to the dimensions of Work Life Balance. The result shows that there was a significant difference between Experience of the Respondents with regard to the dimensions such as Social Needs (F = 2.838, p = 0.040), Personal Needs (F = 4.460, p = 0.005), Team Work (F = 5.933, p = 0.001), Compensation (F = 4.149, p = 0.008) and Work (F = 8.054, p = 0.000). Further the result reveals that Experience of the respondents is influencing the dimensions of Work Life Balance of the Advocates.

It is observed from the above table that there is no significant difference between experience of the respondents and Time Management (F = 4.460, P = 0.005).

Findings

- Nearly one third of the respondents were in the age group of less than 30 years and between 31 – 40 years.
- More than half of the respondents were Male.
- Majority of them were married.
- More than two third of the respondents were studied up to Undergraduate in Law.
- Nearly half of the respondents were having less than 10 years of experience



- There is a significant difference between male and female with regard to the dimensions such as Social Needs, Personal Needs, Team Work, Compensation, Work and Overall Work Life Balance. Females balance their work and life than males.
- There is a significant difference between marital statuses with regard to Personal Needs. Marital status is not influencing other dimensions of work life balance.
- Age group of the respondents is influencing to the dimensions of Work Life Balance.
- Experience of the respondents is influencing to the dimensions of Work Life Balance such as Social Needs, Personal Needs, Team Work, Compensation and Work.

Conclusion

The findings suggest that both men and women are equally balancing their work and life. Women are balancing more when compared to men in some aspects. Many of the issues that are routinely discuss as work-family balancing problems have distinct spatial dimensions. Place is by no means the main factor in work-family balance difficulties, but amongst work-family policy makers it is perhaps the least appreciated. Without an understanding of the impact of place on work-family tension, and against the distortions to the housing market, it is hard to make a claim that the way we live now reflects our own design.

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