

Factors affecting worklife balance on employess

Mr. Sathish Kumar K¹, Ms. Vardhini V²

IInd MBA- Business analytics, Department of Management Studies, VISTAS¹

Assistant Professor, Department of Management Studies, VISTAS²

Abstract: Work-life balance means that one can manage work and family or personal responsibilities so that they don't interfere with each other. With the fast pace of life and advancements in technology, being constantly connected has made it more difficult to maintain this balance. Yet, against all these barriers, a healthy work-life balance is vital to an individual's health because it influences physical health, mental stability, satisfaction at work, and personal well-being. People who achieve this balance generally have less stress, fewer opportunities for burnout, and better quality of life. They also exhibit enhanced concentration, creativity, and productivity at work. Organizations have a significant role in encouraging work-life balance by providing flexible work arrangements, telecommuting, and supportive leadership. Workplaces that have wellness programs and open communication build a positive environment where employees feel appreciated and encouraged. When leaders allocate workloads successfully and promote frequent breaks, morale increases and turnover is decreased. On an individual basis, balance between work and life involves establishing clear boundaries, using time well, and taking care of oneself by exercising regularly, resting, and relaxing mentally. Avoiding work communication outside the office environment is crucial for mental health, particularly in hybrid or remote work environments. Finally, balance between work and life is a process that continues. When both employees and employers adopt it, the outcome is a healthier, engaged, and stable workforce.

Keywords: "Work-life balance", "Job satisfaction", "Burnout prevention", "Employee productivity", "Flexible work policies"

I. INTRODUCTION

In the current fast-paced and competitive world, work-life balance has become a pivotal concept of professional and personal well-being. Work-life balance is defined as the capacity of one to allocate sufficient time and energy between working life and household activities. It focuses on attaining a harmonious balance between professional requirements and personal demands, such that neither is overlooked. As companies change with the advancement of technology and globalization, workers are usually asked to work longer hours, achieve tight deadlines, and be constantly connected electronically. Such constant pressure can disturb work-life balance, causing immense stress, burnout, and dissatisfaction. Having a good work-life balance is important for numerous reasons. First, it enhances both mental and physical well-being. Ongoing tension and excessive work without sufficient personal time can result in anxiety, depression, and various physical conditions like heart disease and high blood pressure. Second, a good balance raises productivity. Highly rested, mindfully relaxed, and emotionally satisfied employees tend to get more accomplished, exhibit more creativity, and display improved problem-solving skills. In addition, sustaining this balance promotes healthier relationships, both in the workplace and at home, since people have more time to interact with colleagues, friends, and family members meaningfully.

Organizations these days are more and more recognizing the significance of enhancing work-life balance among their staff. Numerous companies have implemented flexible working hours, telecommuting options, wellness programs, day care facilities, and other helpful initiatives. Such programs not only enhance employee satisfaction but also contribute to talent attraction and retention, absenteeism reduction, and organizational image enhancement. A work culture that values personal time and is flexible is likely to have a motivated, loyal, and productive team.

Nonetheless, work-life balance depends not just on organizational policies but also on personal responsibility for time management and setting boundaries between work and personal life. Proper time management, prioritization of tasks, refusing non-essential commitments at work, and making a conscious effort to be detached from professional commitments post-work hours are vital techniques. Additionally, allocating time for hobbies, sports, vacations, and family reunions can significantly help in rejuvenation and personal satisfaction.

The importance of work-life balance has even increased in the recent past with the emergence of remote work and the demarcation of the lines between working and personal environments. The pandemic of COVID-19, for example, brought about the advancement of working from home, presenting both advantages and disadvantages of doing so.

Though working remotely provides flexibility, it tends to result in longer working hours and inability to disconnect from work, thus the practice of balancing work and life becomes even more critical.

In summary, work-life balance is a continuously evolving and adapting idea that must be achieved consciously by both workers and employers. It is never an achievement with a single ending but a series of continuous operations requiring constant amendments based on circumstances and priorities at hand. Work-life balance makes for a more healthy life, higher job satisfaction, improved relationship, and total well-being. With awareness about its significance increasing, it is a necessity that society builds supportive environments so that people are able to excel professionally and personally.

II. RESEARCH BACKGROUND

The notion of work-life balance has developed into a pressing issue in the last decades, especially with the changing patterns of work, families, and society as a whole. Previously, work and life used to be viewed as distinct fields, where one had strict boundaries. Workers were meant to concentrate on their professional commitments during office hours and attend to family affairs in their free time. But with the emergence of dual-income families, technological changes, globalizations, and the 24/7 work culture, these lines have become very blurred. With this, the issue of balancing work life with personal life has emerged as a serious concern for employees as well as employers. Various studies have revealed that when workers feel a sense of imbalance between work and personal life, it can have disastrous effects. These are stress, burnout, job dissatisfaction, absenteeism, poor physical and mental health, and strained family relationships. Work overload or lack of time for personal activities may result in chronic stress, leading to frustration, anxiety, and even depression. Workers who are unable to cope with these pressures are also more likely to suffer from reduced job performance and motivation, resulting in reduced overall productivity. Conversely, employees who are able to achieve a good work-life balance have been known to experience increased job satisfaction, reduced stress levels, improved mental and physical wellbeing, and enhanced personal relationships.

Organizations that strongly support work-life balance are likely to enjoy many advantages. Businesses that offer flexible work options, including variable work hours, the ability to work at home, and wellness programs, not only enable their employees to better handle their personal commitments but also enjoy improved employee retention, participation, and overall business success. An employee who is supported in being able to balance their work life and personal life will be more likely to remain loyal to the company and deliver at a greater level. In addition, such companies tend to attract the best talent, putting them ahead in the job market. The need for work-life balance has particularly been seen post the COVID-19 pandemic. The sudden transition to telework underscored the necessity for new solutions to assist the employees with the challenge of separating work and personal life in the burgeoning digital era. Home, previously a retreat for recreational activities and personal time, was now the site of the new workplace, creating the predicament of individuals being unable to disconnect from their work. The erosion of these boundaries created a rise in work-related stress, burnout, and feelings of being "always on." Consequently, employees and employers alike started to see that promoting a healthy work-life balance is not only critical for individual health but also for organizational success over the long term.

With these trends, work-life balance research is more important than ever. What affects work-life balance can provide important insights into how organizations can craft improved workplace practices and policies that foster integral employee development. The effect of work-life balance is especially pertinent in high-pressure sectors like healthcare, where the well-being of employees directly translates to the quality of services and patient care. Health care professionals, who tend to work long hours and are exposed to high-stress situations, can strongly benefit from work-life balance policies so that they stay healthy, motivated, and productive in their jobs. In the end, a good work-life balance is not only a must for each employee's well-being but is also one of the prime determinants of business success. By giving employees the support they require to balance work and personal life, organizations are able to improve job satisfaction, decrease turnover, and establish a more productive and positive work climate.

III. RESEARCH METHODOLOGY

The research design for the study "Analysis of Factors Affecting Work-Life Balance with Reference to SRM Global Hospitals" is thoughtfully constructed to present an in-depth picture of how individual and organizational variables influence the extent to which employees are able to achieve work-life balance. The research for this study is based on a quantitative research paradigm that incorporates descriptive as well as analytical research designs. Descriptive research facilitates the presentation of a true work-life balance conditions profile at SRM Global Hospitals, whereas analytical research is applied to analyze inter-relationships between different factors such as workload, job satisfaction, organizational policies, family obligations, and stress level.

The chief data for the research is obtained by employing the use of a structured questionnaire created specifically for hospital settings. The survey questionnaire has both demographic and factor-specific questions and operates through a 4-point Likert scale (Highly Satisfied, Satisfied, Neutral, Dissatisfied) to elicit employee satisfaction levels pertaining to matters such as working hours, flexibility, job demands, supervisor support, and personal time. The structure ensures consistency and ease of response, providing an ability to conduct meaningful data analysis.

The sample size chosen for this study is 200 employees, which are taken from various departments and job positions like doctors, nurses, technicians, administrative personnel, and support staff. To get a representative sample from the diversified employee population, stratified random sampling is used. Stratified random sampling splits the population into sub-populations (or strata) on the basis of job positions or departments and takes random samples from each of them. This guarantees that the research picks up views across levels of the organizational hierarchy and captures the work-life balance experience across roles and responsibilities.

Secondary data is also employed to back the research. This involves a reference to prior studies, HR policies, employee handbooks, journal articles, organizational reports, and government labor reports. These sources contribute to the theoretical foundation of the research and provide comparison points for the primary results.

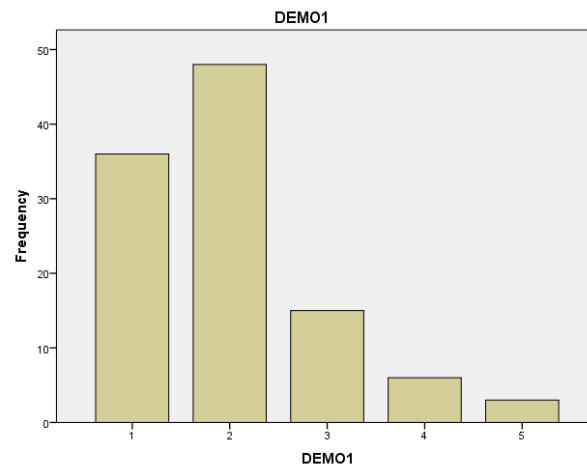
The information obtained from questionnaires is processed through IBM SPSS, a computer statistical analysis tool commonly applied in organizational research. Descriptive statistics such as mean, percentage, and standard deviation assist in summarizing the information, whereas inferential statistics like correlation and regression analysis assist in determining and measuring the relationship between various factors and work-life balance. For example, whether long working hours are related to stress, or flexible scheduling to worker satisfaction, can be effectively investigated with these measures.

The study also addresses some limitations. Given the data are self-report, they are potentially subject to biases such as social desirability, where the respondents answer in a manner intended to present themselves favorably. Moreover, the study adopts a cross-sectional design, where data are gathered at a single point in time. This prevents consideration of changes in work-life balance over the longer term. In spite of these constraints, the research's planned methodology, integration of primary and secondary data, and application of statistical instruments guarantee a valid and informative review of work-life balance concerns at SRM Global Hospitals.

RESEARCH ANALYSIS

Table 1: Age

AGE					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	36	32.7	33.3	33.3
	2	48	43.6	44.4	77.8
	3	15	13.6	13.9	91.7
	4	6	5.5	5.6	97.2
	5	3	2.7	2.8	100.0
	Total	108	98.2	100.0	
Missing	System	2	1.8		
Total		110	100.0		



Interpretation:

The Age data shows that out of 110 respondents, 108 provided valid responses, with the majority selecting Option 2 (44.4%) and Option 1 (33.3%), indicating a strong preference or concentration in these categories. Options 3, 4, and 5 had significantly fewer responses, comprising only 13.9%, 5.6%, and 2.8% respectively. This suggests that the distribution is heavily skewed toward the first two options, while responses in the higher categories were minimal.

CORRELATIONS

Correlations

		TOTALFED	TOTALSTRE
TOTALFED	Pearson Correlation	1	.117
	Sig. (2-tailed)		.229
	N	108	108
TOTALSTRE	Pearson Correlation	.117	1
	Sig. (2-tailed)	.229	
	N	108	108

Null Hypothesis (H_0):

TOTALFED is not significantly correlated with TOTALSTRE.

Alternative Hypothesis (H_1):

There is a significant relationship between TOTALFED and TOTALSTRE.

Interpretation:

the pearson correlation coefficient is 0.117 and the p-value is 0.229. Because the p-value is larger than 0.05, we reject the null hypothesis. This implies there is no statistically significant correlation between totalfed and totalstre in this sample.

Summary of result

Findings:

- Increased workload is associated with higher levels of stress and challenges in fulfilling personal life commitments, leading to possible burnout.
- Having the possibility to work from home or enjoy flexible working hours is positively associated with improved work-life balance, satisfaction, and greater control over private and professional responsibilities.
- Workers supported by supervisors in terms of managing workload and flexibility have improved balance, lower stress, and increased satisfaction at work.
- A work culture where there is work-life balance and regard for individual time promotes greater job satisfaction, commitment, and staff motivation.
- Constant availability due to gadgets and emails obfuscates the boundaries between personal life and work and contributes to stress and less satisfaction overall.
- Good time management facilitates workers in efficiently managing work life and personal life, and avoiding stress, thereby increasing productivity on both sides.
- Staff members who value self-care (e.g., exercise, sleep, relaxation) possess improved stress resilience and are more likely to have a healthy work-life balance.

SUGGESTIONS:

- Provide flexible working hours, home working, and job-sharing arrangements to enable staff members to balance personal and work commitments.
- Encourage frequent breaks during the working day to prevent burnout and enable staff members to recharge, improving productivity and well-being.
- Train managers to be empathetic, recognize personal commitments, and establish a work culture valuing work-life balance. Managers must communicate clearly and establish boundaries.
- Train employees to establish boundaries between work and personal life by not calling or emailing during non-work hours and respecting time off.
- Implement health and wellness programs such as mindfulness training, fitness programs, and mental health services to promote improved physical and emotional health.
- Provide workshops on efficient time management to assist employees in scheduling tasks effectively and minimizing stress caused by juggling multiple tasks.
- Encourage digital detox habits and have employees switch off work-related communications during non-work hours to avoid burnout.
- Create a work culture that values diversity, respects personal well-being, and cares for employees, thereby increasing morale and motivation.

IV. CONCLUSION

The factor analysis of work-life balance at SRM Global Hospitals yielded a number of important insights. The research showed that organizational policies, working hours, and management support played an important role in influencing workers' capacity for work-life balance. Workers who had more flexible work schedules and greater management support expressed greater job satisfaction with regard to work-life balance, while those with higher workload and stringent schedules reported increased stress and job dissatisfaction. The findings also identified that individual circumstances, including domestic responsibilities, were significant in influencing work-life balance perceptions. Statistical methods revealed statistically significant relationships between these individual circumstances and overall balance results. Grounded on these results, the study suggests that SRM Global Hospitals implement more flexible work arrangements, improve supportive practices, and reassess policies in order to better meet employees' personal needs, ultimately gaining improved employees' well-being and organizational performance.

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