Analysis of work life balance of the employees in the medical field at Karaikal

Publication History
Received: 1 June 2016
Accepted: 28 June 2016
Published: 01 October 2016

Citation
Meenatchi S, Syed Nasrudeen Moulana S, Sharmila R. Analysis of work life balance of the employees in the medical field at Karaikal. Indian journal of arts, 2016, 6(20), 140-144

Publication License
This work is licensed under a Creative Commons Attribution 4.0 International License.

General Note
Article is recommended to print as digital color version in recycled paper.
Analysis of Work Life Balance of the Employees in the Medical Field at Karaikal

1Ms. S. Meenatchi, 2Mr. S. Syed Nasrudeen Moulana, 3R. Sharmila
1, 2 & 3Student, Department of Management Studies
E.G.S. Pillay Engineering College, Nagapattinam-611002, Tamilnadu, South India.

Abstract- This study entitled “Analysis Of Work-Life Balance Of The Employees In The Medical Field At Karaikal”. It aims to find out the work-life balance of employees followed by the medical field in the Karaikal region. Descriptive research design has been used. Population covers 250 employees working in Office of Deputy Director (Immunization). The research has taken 110 samples from the total population. The primary data was collected through questionnaire methods using convenient sampling method. The secondary data has been collected from books, journals and website. The collected data has been technically analyzed by using the tools like simple percentage, chi-square test, correlation co-efficient and anova test. With the help of analyzed data findings and suggestions are made. Majority of the respondents are satisfied with their work-life balance. Suggestions are given for more support to their employees to improve employee commitment, which is based on study result in the company by a scientific way.

Index Terms: Proper prioritizing, Stress, Family, Work-Life

INTRODUCTION

Meaning

Work–life balance is a broad concept including proper prioritizing between “work” (career and ambition) on one hand and “life” (Health, pleasure, leisure, family and spiritual development) on the other.

Definition

Work-life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual’s right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society.”

The importance of work-life balance

As with most things in life, moderation is the key. People who are constantly tied to their jobs deal with the symptoms of stress and burnout. Overworked employees are more likely to suffer health problems, more likely to be absent and/or sick, less efficient, less sociable, and overall more difficult to work with. It is in the best interest of both the employee and employer to avoid these pitfalls through smart human resource management.

Benefits

 To Organization
   Measured increase in productivity, accountability and commitment
   Better team work and communication
   Improved morale
   Less negative
   Organizational stress

 To Individual
   More value and balance in daily life.
   Better understanding of work life balance
   Increased productivity.
   Improved on-the-job and off-the-job relationship.
   Reduced stress.
Consequences of an imbalance

Mental health is a balancing act that may be affected by four factors:

- The influence of unfavorable genes
- By wounding trauma
- By private pressures
- By the stress of working.

Many people expose themselves unsolicited to the so-called job stress, because the "hard worker" enjoys a very high social recognition. These aspects can be the cause of an imbalance in the areas of life. But there are also other reasons which can lead to such an imbalance.

The psychological strain, which in turn affects the health, increases due to the strong pressure of time, but also by the complexity of work, growing responsibilities, concern for long-term existential protection and more. The mentioned stresses and strains could lead in the long term to irreversible, physical signs of wear as well as to negative effects on the human cardiovascular and immune systems.

SCOPE OF THE STUDY

- This study will help to know the reason for imbalance between work and life.
- This study is conducted to know how to face the challenges of work life balance.
- This study would enable employers to recognize the employees various problems.
- This report will be useful to the management of the companies to know the satisfaction level of the employees toward the work life balance.

OBJECTIVES OF THE STUDY

- To find out the satisfaction level of employees towards the work life balance.
- To analyze the necessity of work life balance in the organization.
- To find out the challenges faced by employees in work life balance.
- To identify the reasons for imbalance in work life practices.
- To study about the strategies for balancing their work and life.

NEEDS OF THE STUDY

- This Study is needed to know significant factor of Work-life balance, which leading to overall performance of individuals.
- This Study is needed, because there are fewer studies on work-life balance of employees.
- This Study is needed to find difficulties to achieve a desired Work-Life Balance, due to many changes happening in the work place and family systems.
- This study is needed to strengthen personal and professional relationship and avoid conflict.

REVIEW OF LITERATURE

Adams et al. (1996) found that relationships between work and family can have an important effect on job and life satisfaction and the level of involvement the worker assigns to work and family roles is associated with this relationship.

Greenhaus (2002) defined work –life balance as satisfaction and good functioning at work and at home with a minimum of role conflict.
RESEARCH METHODOLOGY

Research:

Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution help in future course of action.

Research design:

Descriptive research includes surveys and fact finding enquires of different kinds. All data were obtained by means of survey method.

Statistical tools:

The collected data has been represented through percentage table and it is in the form of graph.

- Percentage Analysis
- Chi-square test
- Correlation coefficient
- ANOVA test.

FINDINGS

- 53% majority of respondents are personally using tactic of setting specific goals for balancing work and life.
- 39% majority of respondents are expecting a few more support from their superior.
- 35% utmost of respondents are sometime carrying an office stress to home and home stress to an office.
- 37% greater parts of respondents are using the entertainment program to managing the stress.
- 25% majority of respondents are being deficient in time for social outings.

STATISTICAL FINDINGS

- From the chi-square test, it is found that there is an association between age and way of managing stress.
- From the correlation co-efficient, it is found that there is a positive relationship between level of work-life balance and strategies used for balancing work and life.
- From the ANOVA test, it is found that there is no association between experience and positive approach of work and family.

SUGGESTIONS

- Management may take much more activities to support their employees because most of the respondents are expect support from superior.
- Most of the respondents are like the leave facility to balance work and life, thus institution may add extra leave facilities.
- The institution may carries out many entertaining and refreshment programs because most of the respondents are managing stress through entertainment program.
- Organization may conduct yoga and meditation programs to lessen the stress of employees.
- Organization has to analyze the problem and provide counseling, because most of the respondents are carry an office stress to home and home stress to office.
CONCLUSION

Work-life balance has vital role in employee commitment towards the work. The study was conducted to find the work-life balance of employees; the research findings have given enthusiastic responses from all the side, because nearly all the employees are satisfied with their work-life balance strategies. Moreover the research findings have specified understanding about employees feeling regarding working hours level of work-life balance and job satisfaction. The study validate at a proper work-life balance will provide job satisfaction of employees.

REFERENCES:

➢ Kothari C.R. Research Methodology
➢ Work life balance: a literature review, “Santander singh” PhD (management), Gujarat University, Ahmadabath.

WEBSITES:

➢ www.google.com/wikipedia