



Influence of Family Type & Income on Work-Life Balance of Employees in Electronic Industry in Chennai and Bangalore

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Abstract

This paper aims at understanding the Work-Life Balance of Employees in Electronic Industry in Chennai and Bangalore based on Family type and Income. The study shows that the mean value reveals the family type is not found to make significant variation in the work-life balance among the employees. There is no significant influence of income in the work-life balance of employees. The income and area put together also does not make any difference in the work-life among the employees.

Key words: Work-life balance, Family type, Income.

1. Introduction

Work-life balance is the lack of opposition between work and other life roles. It is the state of equilibrium in which demands of personal life, professional life, and family life are equal. Work-life balance consists of, but it is not limited to, flexible work arrangements that allow employees to carry out other life programs and practices. The term 'work-life balance' is recent in origin, as it was first used in UK and US in the late 1970s and 1980s, respectively. Work-life balance is a term commonly used to describe the balance that a working individual needs between time allocated for work and other aspects of life. Areas of life other than work-life can include personal interests, family and social or leisure activities. Technological advances have made it possible for work tasks to be accomplished faster due to the use of smartphones, email, video-chat, and other technological software. These technology advances facilitate individuals to work without having a typical '9 to 5' work day.

Studies from the London Hazards Centre indicate that work today is more intense than it was a decade ago creating the need for a balance between work and life. Experiencing being over-worked, long working hours, and an extreme work environment has proven to affect the overall physical and psychological health of employees and deteriorate family-life. Britain's government recognized this reality and started making an effort to balance the work and home life of its employees by providing

alternatives such as being able to use portable electronic equipment to do their jobs from a virtual office, or to work from their actual homes.

2. REVIEW OF LITERATURE

Satinder singh (2013) examined the review on Work-life Balance. The literature identifies its effect on various quality life conditions i.e Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with Work-life Balance and its practices/policies.

The emphasis has shifted towards the investigation of the positive interaction between work and family roles as well as roles outside work and family lives, and scholars have started to deliberate on the essence of work-life balance (Jones et al., 2006).

3. RESEARCH METHODOLOGY

RESEARCH DESIGN

The study is to understand work-life balance of employees based on age, gender and area. Hence, a descriptive research design was followed by the researcher. A survey was conducted among the electronic industry employees with help of a questionnaire.

SAMPLING FRAMEWORK

AREA

The study was conducted in Chennai and their neighborhood, and Bangalore and their neighborhood. Chennai has maximum number of electronic companies in Sriperumpudur and in the Chennai city. Similarly in Bangalore, electronic city is there. So these two places were found to be the potential places for conducting the survey. So the researcher finds Chennai and Bangalore as the most suitable places to conduct this research. Throughout the work the researcher has made two clusters of areas. Here, Chennai represents the Chennai and their neighborhood, Bangalore represents the Bangalore and their neighborhood.

SAMPLING TECHNIQUE

In this study, the researcher has adopted the convenient sampling technique for selecting the sample. Convenient sampling procedure is used to obtain those units or people most conveniently available. Researchers generally use convenient samples to obtain a large number of completed questionnaires quickly. There will not be bias in the responses in using the convenient sampling since the respondents voluntarily participate in the survey. As the respondents show interest to fill up the questionnaire, the error rate will be minimal. Especially many internet surveys are conducted with volunteer respondents, who either intentionally or by happenstance visit the website. In this scenario the respondents who are met personally and through net are not forced to fill up the questionnaire. The

purpose is explained to them and their involvement in the study is left to their choice. So convenient sampling was the best sampling method available in this situation.

DATA COLLECTION

Primary Data

The primary data was collected by two methods

1. Survey through Web Hosting
2. survey through Hard Copy Circulation

An exclusive website (www.vimoha.com) is designed and the questionnaire was hosted. The URL link is sent to employees in electronic industry in Chennai and Bangalore. The respondents can log into the website and fill up the questionnaire. The filled in questionnaire are saved in the e- mail. The filled-in- questionnaires were then downloaded for the analysis.

An effort is also taken to circulate the questionnaire personally to the employees for collecting data. The respondents are explained about the purpose of the research, and assured that their data will kept confidential and used only for the academic purpose.

Secondary Data

The necessary secondary data to support the research regarding quality of work life and electronic industry have been collected from the Indian Institute of Management-Bangalore, libraries of management institutes, and university library. Sufficient data have been collected from electronic sources also.

SAMPLE SIZE DETERMINATION

To determine the sample size the following formula was applied.

$$N = \frac{\left(Z_1 - \frac{\alpha}{2}\right)^2 (1 - p)}{\varepsilon^2 \times p}$$

Where P is the high stress level

$$\begin{aligned} \left(Z_1 - \frac{\alpha}{2}\right)^2 &= \text{table value} \\ \varepsilon^2 &= \text{precision level} \end{aligned}$$

Instruments Used:

In order to measure the work-life balance among the employees in the electronic industry the following tools have been used in the present study.

- Work-life balance developed and Used by Reimara Valk, and Vasanthi Srinivasan (2005).

STATISTICAL TOOLS USED

The collected data were analyzed by using SPSS package version 15 and **Descriptive statistics is done for analysis.**

OBJECTIVE OF THE STUDY

To find out the influence of family type, income and area on work life balance of employees among employees in Chennai and Bangalore

Figure 1 - Work- Life Balance Based on Family Type and Area

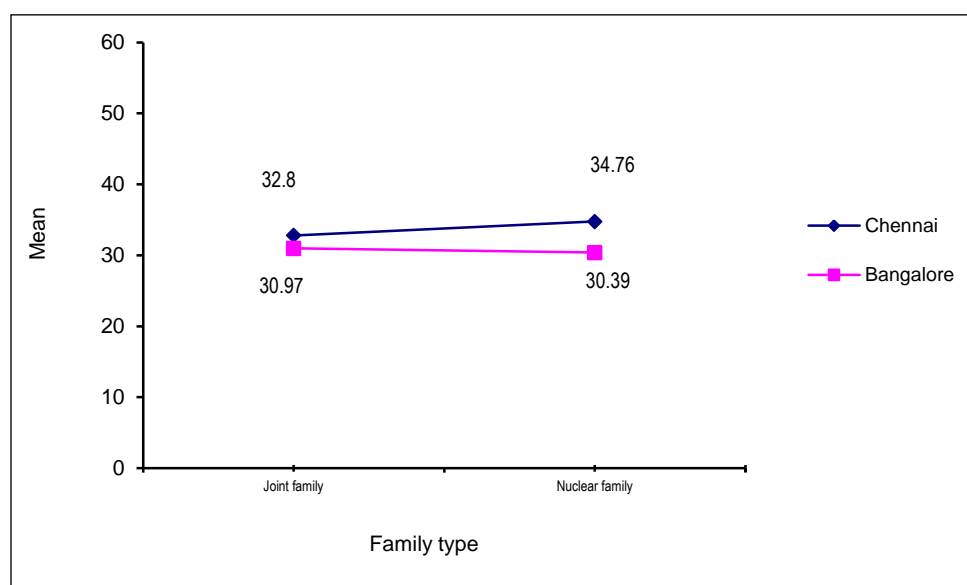


Table- 1 Work-Life Balance Based on Family Type and Area

Source	F – value	P-value
Family type	2.088	0.149(NS)
Area	42.100	0.000*
Family type * area	7.069	0.005*

Source: Primary Data * - 1 Percent Level of Significance NS- Non-Significant

Figure 1 indicates the mean value for work life balance based on family type and area. Reading the mean value indicates that the work life balance is appreciable among the employees from the nuclear family with a mean value of 34.76 than the employees from the joint family with a mean value of 32.80 in Chennai. This may be due to the less commitment like taking care of the old aged people and others, as there will not be anybody like them in the nuclear family.

The work-life balance is higher among the employees from the joint family with a mean value of 30.97 than the employees from the nuclear family in Bangalore. This may be due to the less responsibility in the homely duties, as there are elders in the family who will take care of the routine and the emergent needs of the family. So the employee is able to balance both work and family with out any additional pressure.

Ho: 1.1 - There is no significant difference in work-life balance among the employees based on the family type.

Ho: 1.2 -. There is no significant difference in work-life balance among the employees based on the area.

Ho: 1.3 – There is no significant difference in work-life balance among the employees based on the interactive effect of family type and area.

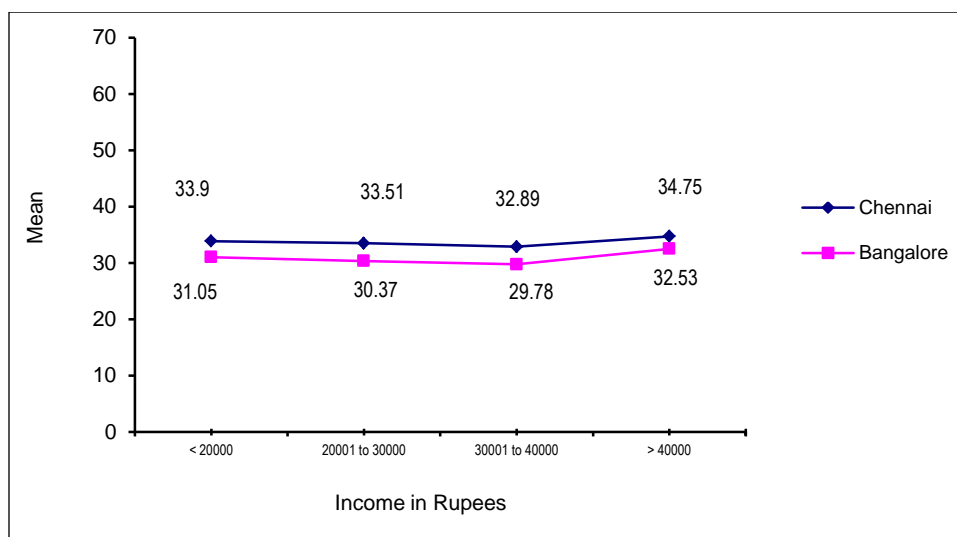
ANOVA test is executed to find out whether there is significant difference in the work-life balance among the employees. Table - 1 summarizes the ANOVA result for the work life based on area and family type.

It is observed from the result that the work-life balance is the same among the employees irrespective of their family type. Since the F-value is 2.088 and P-value is 0.149, the hypothesis Ho: 1.1 is accepted.

The work-life balance varies significantly based on the area of work place. The F-value is 42.00 and the P-value is 0.000. Since the P-value is non-significant, the hypothesis Ho: 1.2 is rejected.

The combined effect of family type and area influences the work-life balance among the employees. The F-value is found to be 7.069 and the P-value is 0.005. Hence the hypothesis Ho: 1.3 gets rejected at 1 percent level.

It is revealed from the discussion that work-life balance among employees is influenced by area and the combined effect of family type and area. The family type is not found to make significant variation in the work-life balance among the employees.

Figure 2 – Work- Life Balance Based on Income and Area**Table- 2 Work-Life Balance Based on Income and area**

Source	F – value	P-value
Income	1.255	0.289(NS)
Area	12.830	0.000*
Income * area	0.056	0.983(NS)

Source: Primary Data * - 1 Percent Level of Significance NS- Non-Significant

Figure 2 shows the mean value of work-life balance based on income and area. It is seen from the mean value that the work-life balance is appreciable among the employees in the high-income group in the both the places and not appreciable among the employees in the income level of Rs. 35000-45000. Those who earn Rs.30001-40000, have low work-life balance.

Ho: 2.1- There is no significant difference in work -life balance among the employees based on income

Ho: 2.2- There is no significant difference in the work-life balance among the employees based on the area.

Ho: 2.3 – There is no significant difference in the work-life balance among the employees based on the interactive effect of income and area.

The above stated hypotheses is examined by using ANOVA test. Table – 2 summarizes the ANOVA result for the work life balance based on area and income.

It is denoted from the result that the income do not influences the work life balance among the employees. The calculated F-value is 1.255 and the P-value is 0.289. Since the p-value is non-significant the hypothesis Ho: 2.1 is accepted.

The area of work place significantly influences the work life balance among the employees. Since the F-value is 12.830 and the P-value is 0.000, the hypothesis Ho: 2.2 gets rejected at 1 percent level.

The computed F-value is found to be 0.056 and P-value is 0.983. Since the P-value is non-significant, the hypothesis Ho: 2.3 is accepted. There is no interactive effect of income and area over the work-life balance among the employees.

So it is concluded from the discussion that the, work-life balance of employees is similar to all income groups. The income and area put together also does not make any difference in the work-life among the employees.

5. Findings And Conclusion

From the discussion it is found that the work-life balance among the employees is influenced by the area and the combined effect of family type and area. The family type is not found to make significant variation in the work-life balance among the employees.

There is no significant influence of income in the work-life balance of employees. The income and area put together also does not make any difference in the work-life among the employees.

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