

Work Life Balance among Employees working in Banking Industry of Kalaburagi Region

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Article Info

Volume 83

Page Number: 513- 517

Publication Issue:

July - August 2020

Abstract

Work- Life balance is a phenomena which more clearly demonstrates the extent to which both the personal life and professional life is satisfied and fulfilled. They are considered to be two phases of same coin. Increasing globalisation, industrialization and pressure of work have made an ongoing issue for both the genders, for all the professionals and for varied businesses in different fieldsthrough out the world. The banking sectors are considered to be the leading threat in the work life imbalance. Work boundaries are increasing more as not only to attract the target range but also ultimately to hike the worth production. Due to this tremendous work pressure it becomes difficult to sequence the work life and family life. Sometimes it is even noticed that people in a hurry want to reach to the peak, they work with full quality and excellence, because of which they miss out the true essence of real life. Although it is appreciated to have a career, it is equally acknowledged to have a peaceful life apart from work. This study mainly focuses on Bank sector of Kalaburagi region. The study concludes that Work-Life balance have turned into a upcoming threat for professionals of banking sector, further it is also noticed that employees work better when they give time to family and other personal interests.

Keywords— Work-Life Balance, Gender Issues, Employees, Work Pressure, Banking Sector.

Article History

Article Received: 06 June 2020

Revised: 29 June 2020

Accepted: 14 July 2020

Publication: 25 July 2020

I. INTRODUCTION

Banking sector is considered as one of the most productive Industry when it comes to India. A concurrent number of both male and female employees work in banks in entire India. In the current scenario this is the most crucial sector. Efficient use of human resource is one of the important tool to run the organization well and so further it should and must be well managed as to get effectiveness in terms of service or

productivity. Work life balance is a scenario where in both professional and personal life should be equally prioritized. In the present era employees are more dedicated towards their work as of earlier. It becomes too difficult to fulfill the demand of personal life as of when you have a kid or old parents or some needy relatives. When a problem in personal life it directly hits the professional life and so now a days organisation maintain a tide up bond for work life balance as to recruit and retain employees. As we know

human resource plays a vital role for every organisation to be more productive and so every particular organisation must follow a mantra of “Love them or Loose them”(Toyaz Shekhar,2016). In the above stated context it would be more beneficial to take a step to study the issues related with work life and personal life of employees of bank sectors of Kalaburagi, so that it may help the banking industry meritoriously provide job satisfaction to their employees. Hence an attempt had been made to analyse the work life balance among employees of banking sector in Kalaburagi district

II. PROBLEM STATEMENT

Changes in working environment implements in improvement of working behaviour of employees in banking sector along with positive response towards their customers, which no doubt affects their performance towards profession and their family life. Work and family life is always dependent on each other, increase in working hours, positive attitude towards work, more working members in family, family income and so on will surely improvise their work life but will get reflected to the society and can be problematic. Work life balance is palying a more authentic role in evaluating performance of employees in bank industry. With high level of liabilities at work place, it is not possible for employees to maintain a smooth work life balance. Huge level of competition, highly dense changes in information technology, inflammatory changing demands of customers, quick accessible service takes a lot of time for employees to maintain the quality, at times even after stipulated working hours. In general employees excellence is noticed by the amount of time they spend towards their work. Work life balance majorly focuses on two main criteria called success and happiness. This means that when employee gets job satisfaction(happiness) ultimately they will grow up in their career(success). When an employee is able to get satisfied in

their career it means that they are having positive work life balance.

III. LITERATURE REVIEW

Work life balance plays an effective role in every industry and every particular organisation. Employees work better when they give a quality time to family and their personal interests. Much of the research work has been performed to maintain a proportionate balance between work life and personal life. Some of reviews are as follows: **Sobia and Shujat et al, 2011** In their research they highlighted that work life balance doesn't have much impact on job satisfaction rather it is the flexible working conditions that has positive relation with employee job satisfaction.

Zulkarnain Amin, 2013 In his research he highlighted that the level of satisfaction in a qualitative work life is related to the level to which the employee feels that his or her achievement level has been met. Every employee's personal life correlates significantly with his or her quality of work life.

Parrmindar Walia,2014 In his research he highlighted that certain benefits of an improved work life balance which constitutes retaining valuable employees, motivated and committed workforce, cutting up the cost of recruitment and so further employees may inculcate the higher job satisfaction and happiness in life.

Poonam Sharma and PurshottamDayal, 2015In their research they highlighted that encouraging social groups, flexible working conditions, merit based rewards, employee motivation policies are the causes which can influence the work life balance.

IV. OBJECTIVES

1. To analyse the professional life of employees working in banks of kalaburagi district.
2. To focus on the work life imbalance in the study area on the basis of gender, family commitments, and the hierarchy at organizational level.

3. To develop certain upcoming strategies to summarize work into overall issues excellently which can help as a proof for banking industry and its employees.

interpretation inherited from the designed questionnaire with the help of tabulated data. Findings have been listed in Table 1 below. The study was employed on 100 employees of respective banks like SBI, SBM, Canara Bank, Corporation Bank.

Table 1: Findings of study (in percentage)

V. RESEARCH METHODOLOGY

A. DATA COLLECTION TOOLS

i) Primary Data

A set of structured questionnaire was designed to obtain the response from employees working in banking sector of Kalaburagi district mainly banks corporation bank, SBI, Canara bank, SBM were concentrated in order to get the required information. The criteria based on which the information has been collected to measure work life balance were gender difference, demographic structure of families of employees, hierarchy level in the organisation and other family and societal commitments of employees.

ii) Secondary Data

Required facts on varied policies of government and other socio-cultural points were obtained from resources like journals, research papers, unpublished reports of government.

B. SAMPLING TECHNIQUE

Probability sampling technique under this stratified random sampling technique has been used in order to collect the primary data.

C. SAMPLE SIZE

100 samples have been considered from respective banks like SBI, corporation Bank, SBM & Canara Bank in Kalaburagi region. Sample constitutes of both supervisory and subordinate staff.

VI. DATA ANALYSIS & INTERPRETATION

The qualitative and quantitative analysis of Work-life balance of employees in banking sector was done on basis analysis and

Statements	Yes	No
1. Do you feel happy at your work place	58	42
2. Does your Bank provides you time for family engagement	30	70
3. Working after work hours or giving extra time, does it affect your married life	48	52
4. Men equally shares child care responsibility and other house hold chores at home	68	32
5. Do you feel satisfied for what you earn to take care of your family	81	19
6. Do you feel stressed out because of the pressure of your work	38	62
7. Are you satisfied with the amount of time you spend with your family	68	32
8. Do you feel gender differentiation in your work life and personal life too	57	33
9. Do you feel like increase in hierarchy level of an employee has a positive affect on work life balance	57	43
10. Do you feel like career in banking sector compatible with work life balance	59	41

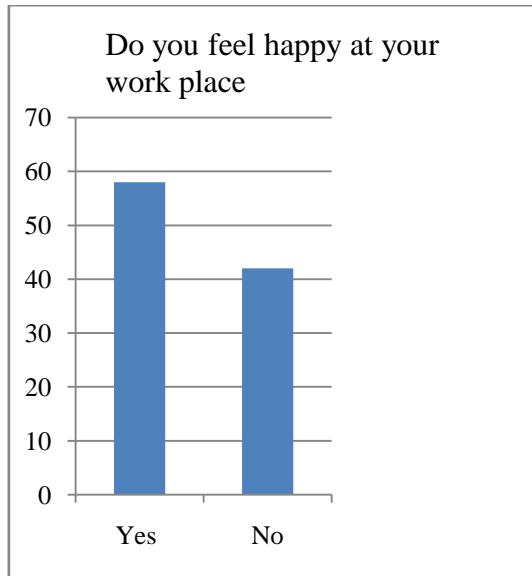


Fig.1

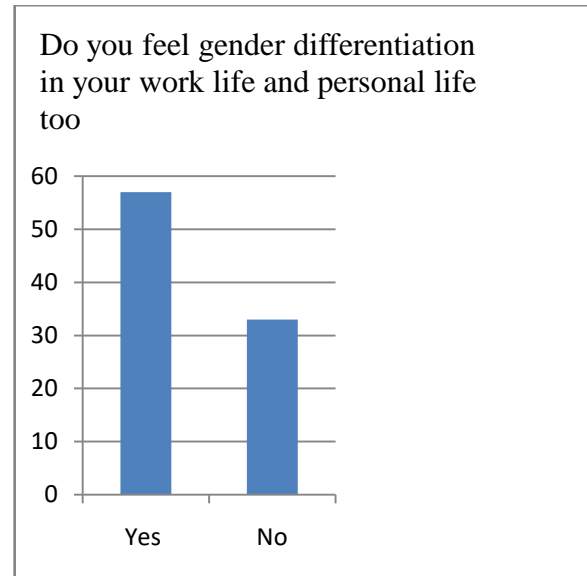


Fig. 3

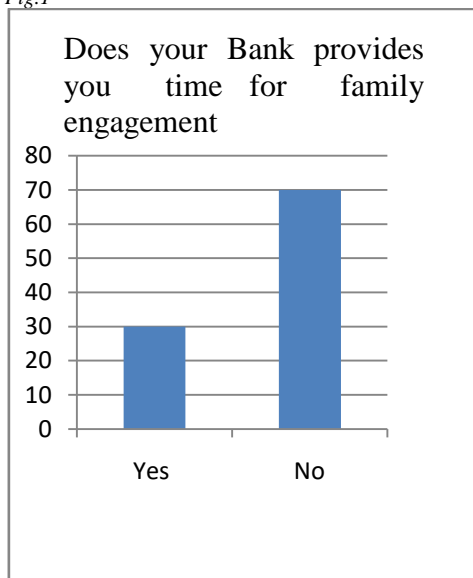


Fig.2

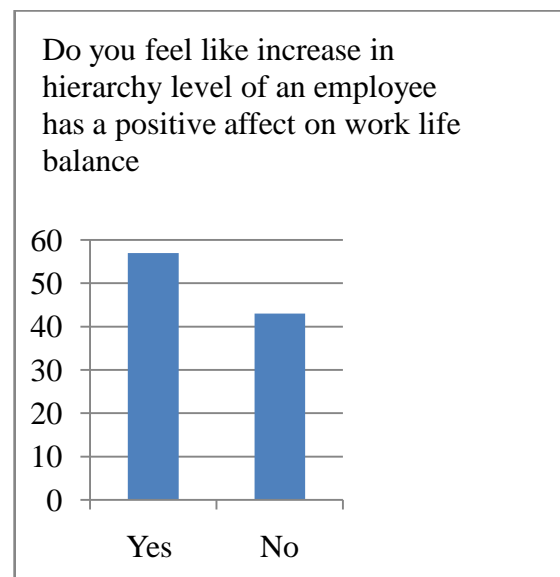


Fig. 4

From Fig.1 it can be noticed that only 42% people accepted that they don't feel happy and jovial at their work place while 58% employees are happy at their work place, Fig.2 depicts about 30% of people dissatisfied with facilities regarding family engagement.

Fig.3 reveals that 57% of employees feel gender differentiated when considered in work life & personal life too . Fig.4 implies that 57% of employees feel like higher the employee designation they can handle work life balance positively and maintain an equilibrium. 52% employees reveals that if they work for long hours or give extra time it will affect their married life. It is also noticed that 68% women employees feel that their spouse share the responsibilities of kids at home. 81% of employees feels satisfied that their earning is worth for what they work by which happily they take care of their family.

About 62% of employees doesn't feel stressed because of work pressure. Nearly 68% of workers feel that they spend qualitative time with their family.

in baking industry of Kalaburagi region and also that employees work hard along with giving time to their family.

VII SUGGESTIONS & RECOMMENDATIONS

In order to manage the work life balance there are a few suggestions which can be given to the top management:

- A very important aspect to maintain work life balance would be Time management.
- Apply the concept of “flexible working hours” when in need in order to get some free time.
- Allocate the responsibilities which can help out to get some fruitful time in order to implement new productivity.
- When you know that its not your cup of tea try to say “no” iff required.
- Participate in helping your spouse with household, taking care of children which will maintain work life balance in an efficient manner.

VIII. CONCLUSION

Working on a single path by fulfilling the responsibilities towards family and overcoming the challenges of organization is no doubt a difficult fight to maintain a balance of work which can have generous effects on an individuals life. Usually professional life and personal life conflict occurs when the obligations, pending responsibilities and other household chores of work and family coincides with each other. Further in order to overcome these obstacles it becomes important for an individual to maintain a healthy balance between work and personal lives, which will help an individual to achieve their personal and professional goals. The study concludes that work life balance has become a very important aspect for employees working

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