

# Work-Life Balance of Employees in Punjab State Power Corporation Limited: A Reliability and Descriptive Analysis

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## Abstract:

Work-life Balance includes the fulfillment of an individual in all spheres of their life, be it family or professional. The continuous pressure from work as well as family obligations lead to severe health issues like stress, depression, anxiety, weight loss and heart disease. The current research attempts to access the issues faced by both genders in maintaining the work-life Balance. An attempt will also be made to analyze whether the work-life difference seems different across gender. It will also try to pinpoint the issues in place, which lead to health issues and family dispute. It is crucial to carefully examine the health issues caused due to work-life balance because health issues not only affect the personal life of the particular individual but it also affects the complete family along with their productivity in their work field.

**Keywords:** *Work-life Balance, Stress, Gender Difference, Quantitative analysis, Professional Life, Social and Cultural norms*

## 1. Introduction

Work-life Balance as per the National Framework Committee for the promotion of work-life balance is "The balance between work and life outside work of an individual". Work-life Balance includes the fulfillment of an individual in all spheres of their life, be it family or professional. The family realm that impacts the work-life balance includes nuclear families, dual-earning parents, spouse working in two different locations and single parents. This has made it difficult for a person to fulfill all the family demands. A critical component of the work-life balance is the time spent by an individual at work. Long work hours not only affects a person's health and increases stress, but it also causes rifts in households as their families accuse them of negligence. The continuous pressure from work as well as family obligations lead to severe health

issues like stress, depression, anxiety, weight loss and heart disease (Anjum, et al. 2019).

Looking at the matter of work-life balance from the perspective of gender difference, it can be seen that women have entered the domain of the workforce while continuing their role as a homemaker. It is very tough for women to succeed in the work sphere due to their family life. Taking care of the children, husband, in-laws, parents, all of this causes women to lack behind in their professional front. Women generally prioritize their family over their work, and they withdraw from work due to personal issues. This severely damages their productivity and efficiency. The problems of productivity and efficiency are not limited to women; men also face the same difficulty though their reasons might vary from women. Work-life Balance is challenged because when an employee is incapable of

accomplishing their duty in the work domain, then it affects their personal life too. It is also true the other way round. To achieve a perfect work-life balance, a person needs to prioritize their personal and professional life equitably.

The current research attempts to access the issues faced by both genders in maintaining the work-life Balance. An attempt will also be made to analyze whether the work-life difference seems different across gender. It will also try to pinpoint the issues in place, which lead to health issues and family dispute. It is crucial to carefully examine the health issues caused due to work-life balance because health issues not only affect the personal life of the particular individual but it also affects the complete family along with their productivity in their work field.

## 2. Literature Review

The entrant of females in the work spectrum has changed the perception of people about the female gender. They have attained great heights in their respective professions. However, women's career development has been a challenging path. The barriers which are stopping women in reaching new heights professionally include double burden; work and family. Also, the lacks of suitable childcare are just some of the underlying issues (Baptiste, et al. 2017). Studies have shown that when men and women are compared in the work-life balance, women are perceived to be more affected due to their equal severity of involvement in both professional and personal aspects of life. Men are comparatively less responsible for the family front, of their life and so they have fewer problems in juggling both their personal and professional life. It also shows that men with an egalitarian role in the family are likely to be more affected than men with the old, traditional gender orientation (Zhao, Zhang & Foley, 2019). It is also suggested that by implementing work-life initiatives like flexible work hours, urgent leave availability, on-site child care assistance might reduce some issues of the worker's family front and they would be able to be more productive and efficient in the work front (Powell, et

al. 2019). It might be more useful to women. Still, the changing sphere of family dynamics also sometimes lead to the male taking responsibility of the family and children so, this initiative might be equally beneficial for both genders (Fritz & Knippenberg, 2018).

### 2.1 Gender and Work-life balance

Women are unable to put in as many hours as a male worker for many reasons like married women are less likely to stay late at night in the office due to objections from their in-laws or for their children and also to get home safely at a reasonable hour. In contrast, men find a social life in the office which gives them the motivation to come to the office. Women are part of such companionship in the office. Married women face additional restraint from their family responsibility (Piasna & Plagnol, 2018). Finding a support system for children is a significant issue of women. Due to these reasons, managers prefer to give meaningful work to male workers because they are not tied down by their families, and they can put in the extra time and hard work to complete it. Men are generally against recruiting a female in an all-male team because they believe it would bring down the productivity of the team and it would also spoil the laid back atmosphere of the office where off-colour jokes are permitted. It is found that women struggle to deal with the pressures of work and family, without the support from their families and employers. Work-family conflict is the dominant issue in the lives of all the working women. Women are concerned about being able to juggle both motherhood and career. Women are not able to achieve a work-life balance and are generally overlooked for promotions and professional growth due to them taking time off to care for their children. Many women feel trapped between their family and work and they eventually go on to leave their job to take care of their family full time. Women who do continue to work are always exhausted from working on two full-time careers, as a mother and a worker (Kim, et al. 2019).

## 2.2 Impact of Work life balance

The changes in time have also brought on changes in the personal sphere of life. Family life is becoming more and more complex. Earlier, people lived in a joint family, and so they had help from other family members in taking care of the house and family and thus, working was less stressful. With the change of time, extended family is slowly disappearing, and nuclear families are taking its place in which both parents are working. There is also an increase in the number of single-parent households due to high divorce rates.

In the case of women, child-rearing can affect their health and family relations. Even though both the gender faces the issue of handling both work and family, the majority of domestic tasks are the responsibility of the women irrespective of their employment status. This causes working women to face a more significant challenge in attaining work-life balance. One solution for this is to work from home for the female workers, but even though it produces flexible working hours, it leads to working for a more extended period of time, sometimes even on the weekends. Home working can also be stressful if kids have to be managed (Houlfort, et al. 2018).

## 3. Research Objectives

- To examine the gender disparities in work-life balance.
- To study demographic difference among male or female employees in managing personal and professional life.

## 4. Research Methodology

### 4.1 Research approach

The present research will undergo quantitative research approach. Quantitative research is used to assess the problem and understand its prevalence in society by looking at the numerical data and suitable statistics. Quantitative analysis uses measurable data to formulate facts and uncover patterns in research.

### 4.2 Research design

The research design adopted in the present study is descriptive and exploratory. Exploratory research is conducted when the problem which is being researched has not been dealt with before. Descriptive research describes the characteristics of the population. It focuses on the 'what' of the research rather than the 'why'.

### 4.3 Data Collection

In this research, the information collected through the questionnaire constitutes primary data. Secondary data is collected through published material of PSPCL, government publications and reports, books, journals and articles.

### 4.4 Sampling

The target population that is selected in this study is the male and female workers in the power sector Punjab State Power Corporation Limited as this research is an attempt to identify the issues of the Work-life balance and how it affects both the gender differently. The sample size selected for this study is 300 respondents with 200 men and 100 women. Convenience non-probability sampling method was used to collect the data.

## 5. Data Analysis, Findings and Discussion

The reliability test used in the study is Cronbach's Alpha test. Kaiser-Meyer-Olkin (KMO) test is used to measure whether the data is suited for Factor analysis or not. Factor analysis compresses the data containing a number of variables into a few factors, due to this reason, it is also called dimensions reduction.

Descriptive statistics are coefficients which summarize the given data of the research, which can either be the small sample of the data or the representation of the complete population. The testing of an assumption regarding a population criterion is known as Hypothesis testing.

The first analysis conducted was the reliability test. In the Work-life balance and family environment section, through Cronbach's alpha value for the 12 items was reported as **0.919**. The value of an

acceptable study is 0.6, and since the value is more than that, this shows that the scale has a good consistency and is therefore highly reliable. In the Work-life balance and self- management testing, the alpha value for five items is **0.836**. This value is higher than the range of 0.6, and therefore this too has good consistency. In the Psycho-social impact of work-life balance on employees, the alpha value for the 12 items in this section was **0.862**. As this value is higher than 0.6, this section has good consistency. In the final section, Organisational support for work-life balance, the alpha value was **0.875**. After looking at all the values of every section, it can be interpreted that, as all the sections have a good internal consistency; therefore, the reliability and accuracy of the questionnaire is highly positive.

According to the Kaiser-Meyer-Olkin value, which is the proportion of examining sufficiency, ranges between 0 and 1. The sample will be sufficient if the KMO value is greater than 0.5. In the first section, Work-life balance and family environment, the KMO of the table are **0.925**. In the second section, Work-life balance and self-management, the KMO value is equal to **0.864**. In the third section, Psycho-social impact of work-life balance on employees, the KMO value is **0.901**, which is acceptable for factor analysis. In the final section, Organisational support for work-life balance, the KMO value is **0.871**. Since, in all sections KMO value is higher than 0.5; therefore, the study is eligible for the factor analysis. Taking into consideration, Bartlett's test of sphericity, where  $\alpha = 0.05$ . Since the value of each section 0.00, which is less than 0.5, it can be assumed that the factor analysis is valid. Coming to

descriptive statistics through the study, it can be analyzed

#### Gender

The result of data analysis reveals that 66.7 per cent of the participants were male, and 33.3 per cent were female.

#### Age group

The result of data analysis reveals that 26.7 per cent of responders were the 41-50 age group, 40 per cent were below 40 years, and 34.3 per cent were above the age of 50 years.

#### Education level

30.3 per cent of the respondents had a bachelors degree, 13.3 per cent had masters and higher degree whereas 22.3 per cent respondents had high school or less education.

#### Income

57 per cent respondents earned around Rupees five lakhs to ten lakhs annually. 24 per cent respondents earned between 3 lakhs to 5 lakhs, 9.7 per cent respondents earned less than 3 lakhs. 6.7 per cent respondents earned between 10 lakhs to 15 lakhs, and 2.7 per cent respondents earned more than 15 lakhs.

The next test in the hypothesis testing.

$H_0$ : There is no significant difference between gender and the overall level of job satisfaction.

$H_1$ : There is a significant difference between gender and the overall level of job satisfaction.

|                  |                             | Levene's Test for Equality of Variances |             | t-test for Equality of Means |         |                 |                 |                       |  |         |
|------------------|-----------------------------|---|-------------|------------------------------|---------|-----------------|-----------------|-----------------------|--|---------|
|                  |                             | F                                       | Sig.        | t                            | df      | Sig. (2-tailed) | Mean Difference | Std. Error Difference | 95per cent Confidence Interval of the Difference |         |
|                  |                             |   |             |                              |         |                 |                 |                       | Lower  | Upper   |
| Job_satisfaction | Equal variances assumed     | 1.425                                   | <b>.233</b> | 1.234                        | 298     | 0.218           | -0.07816        | 0.06333               | -0.20280   | 0.04648 |
|                  | Equal variances not assumed |   |             | 1.209                        | 187.707 | 0.228           | -0.07816        | 0.06464               | -0.20568   | 0.04936 |



The males and females showed neutral results for satisfaction through the t-test statistical output. The result thus proves that there is no significant difference between gender and satisfaction.

### Conclusion and Recommendation

The study deals with the issues faced by people in cultivating equilibrium between work and personal life, known as Work-life balance. With the change in family dynamics and the accession of dual career couples and single working parents, there is a need for new methods to be adopted to help the workers in maintaining a stress-free life in both the professional and personal front. Challenges such as lack of time, cultural norms, and low pay are some of the issues endured by the people in the office front. A need for flexible working hours, child care facilities in the office, work from home, are just some of the solution which can be implemented by offices all across the globe. In the analysis, it tries to explore the elements which affect the work-life balance of an individual and the reason behind them. It also tries to find out whether the issue of work-life balance is the same amongst both the gender.

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