

A Study on Efficiency of Work Life Balance Affecting Parenting in a Family

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Abstract:

Efficiency in work life balance with parenting is a family when the people eliminate inefficiencies in the work life balance which may affect the parenting and family life. By balancing both the work life and family life, it is not going to have an impact or affect the parenting life. Quality time spent with family and children will help the balancing of work life and even the attitude behaviour and development of the child while parenting. The availability of crèche makes it easier for the working parents to focus both on their career and parenting. Sample size collected by the researcher is 200. The result observed from the analysis of the study is that efficiency in balancing the work life and parenting in a family will not affect the parenting of working parents.

Keywords: *Work life balance, parenting, stress, child, behaviour*

Introduction

Parenting is a complex activity. It involves a very specific and different behaviour that either individually or together influences the child's behaviour from their childhood. The age till the first five years is said to be the "tender years" of childhood and during this period, parents play a very important role in the health, development, safety and well-being of the child or children. However, parenting is not always perfect or successful. It is affected by various couples and interrelated factors.

On the other hand, work life balance is not merely work family balance. Both these concepts are more specific in nature. Work life is the management of one's professional responsibilities and family responsibilities towards children, parents etc.

The concept of work family balance emerged from an individual's work life and family life which have conflicts between each other.

So, it is possible to have work family balance and still need to alliance work life balance. As family

acts as the main factor in influencing the attitude and behavior of the child, It is very important for parents to balance their work life and work family lives. Children's performance and behavior usually depends on how much family time they have and how they spend it.

In efficiency of work life balance is the reason affecting parenting and the attitude and behavior of the children. Faulty parent child relationships and deprivation of parents ends up in child maladjustment and demotes the process of adjustment.

The adolescent is another crucial period in children's lives where they are prone to problems and there is high risk of behaviors which may cause serious damage to their physical as well as psychological help. The stages of life require a lot of care and guidance from the parent side. And a proper family time is very necessary two more are the child or Adolescents as a good human or person. Therefore there must not be inefficiency in the work

life balance which may affect parenting in the family.

Objectives:

1. To study the inefficiency of work life balance which affects the parenting part in the family.
2. To understand the behavior of children of working parents and their problems.
3. To compare the behavior of children between children of working parents and children of non-working parents...

Literature Review:

In an article “work life balance”, (AyushiVyas), 1989, the negative side of work family interaction has gained spotlight. The interaction between work and family roles as well as roles outside work and family life emphasis has shifted towards the investigation of the positive part.

In the article “The relationship between work-life balance resources and the well-being of working parents”, 2000 Giant aimed to study how working parents cope and manage with work-like . The results talk about the enhancement of the well-being of employs with children in general which is so accurate for the present study

In the paper titled “a qualitative study on work life balance of employees working in the private sector”, 1995, Murthy M and Shastri S observed play where there are issues of work life balance of parents which lead to less family time with children showing work frustration on children etc. In such situations conflicts and guilt rise and doubts on their roles as parents and spouses.

In the paper titled “quality of work life balance”, 1999, Shalini and have now reported in their study that organizations use the quality of work life balance as a strategy for tools to retain the employees and help them maintain work life balance.

In the article “impact of working hours on work-life balance”, 2003, Holly S and Mohnem connected working hours and satisfaction with desirable work life balance. This balance varies from person to person and related to job satisfaction and family life. Therefore a good work-life balance results in high satisfaction.

In The paper titled “Mend and work-life integration space-a global study”, 2001, Linkow and Livan highlighted genders did you type stereotype where men derive their identities from work and women from family and relationships was not supported by the study.

In the article “Gender differences in the perception of work-life balance”, Doble N and Supriya Bring 2010, out /indicate the or in to get the work life balance issues. The study suggests that as there is an increase in dual career couples in India, Family friendly work practices must be adopted.

In the paper titled “ work life balance of faculty members in autonomous colleges close quotations, Maharaj 2008, your present to teaching as a very demanding job having high levels of responsibility and stress which in turn can affect professional and personal life. Lack of pupil care and lack of care for their own children possible in such situations.

Strindberg and Valerie 1999, in their study found that psychologists have proved that the absence of family affection has a serious impact on child development.

In a study conducted (Kaisa,2000,Heanas,2004 ;Lola,2008,) showed that parenting style has had a strong impact upon the development of adolescence.

Research methodology:

The research method followed here is non doctrinal and empirical research. A total of 200 samples have been taken out of which is taken through convenient sampling. The Independent variables taken here is educational qualification and the dependent variable is gender and working on what extent an inefficiency in the work life balance affects parenting in the family. The statistical tool used by the researcher is graphical representation.

ANALYSIS

Legend: The figure 1 shows the gender/sex distribution and their educational qualifications being illiterate, higher secondary, diploma, undergraduate and post graduate and their response whether they are working parent or not.

Legend: The figure 2 shows the sex and the educational qualification of the people and their

response on whether their work life affects their parenting life.

Legend: the figure 3 deals with the time spent by the working parents with their family on a scale of early basis.

Legend: The figure 4 shows the gender distribution and their educational qualification and on the given scales, how much they would prefer sending their child to a crèche.

Results:

fig 1, almost all the male and female gender with the different educational qualifications are working parents. Only a few females with different educational qualifications or not working.

In figure 2, there were no male Post graduates whose work life was not affected in parenting life. They were the 20% of male post graduates who responded to Yes, their work life was not affected in parenting life. And the rest of the respondents have responded as No, work life does not affect parenting life.

In fig 3, 50% of females and 70% of males with diplomas as their educational qualification have opted for 20 to 40% and 40 to 60% of the time is spent with family. 10% females with undergraduate degrees spend 0 to 20% time 70% of undergraduate males spent 40 to 60% time. And 50% of both male and females have post graduate degrees and spend 20 to 40% time with family.

In figure 4, 80% of the females with diplomas as their qualification opted for 40 to 60% preference for creche for the child. And, 10% of undergraduate females opted for 0 to 20% preference and 10% of females and 80% of males from the post graduate category opted 0 to 20% I am 40 to 60% prefer to send the child to a creche. Rest of the respondents opted for 8200% preference to send the child to a crèche.

Discussion:

From figure 1 it is found that most of the respondents are working parents given their gender and their educational qualification. The few of the non-working parents are females. This could be a reason to avoid the inefficiency in work life balance

and parenting life in order to spend time and focus on their family.

By observing figured it is found that all the respondents except 20% of the mail post graduates feel that and remember that ye by observing figured it is found that all the respondents except 20% of the mail post graduates feel that Yes, Work life affects their family and parenting life. This might be because these respondents are having a proper balance between their work life and parenting life.

From the above Figure:3, it is observed that people with higher educational qualifications spend less time with their family compared to the list of educated lot. This might be due to the increasing responsibilities at their workplace or work life which is being a barrier to the people in spending time with their families.

It is observed from fig. 4 that the males of all qualifications are giving more preference to sending the child to a creche rather than few of the females. But most of the females as well prefer the crèche for the child. This may be for the safety and better development of the child when the parents are not around them and at their workplace.

Limitation:

The major limitation of my study is the time limit in which the survey was conducted and the sample frame chosen for the study was limit. The physical factors are the most impactful and the major factor limiting the study. The restrictive area of sample size is also another major drawback.

Conclusion:

From all the analysis part from the researcher, Found that the work life does not affect the parenting in the family found that the work life does not affect the parenting in the family and only in efficiency in work life balance would have an effect on the parenting life. If the working parents are efficient enough to balance both their work life and family life, then it does not have an impact on the parenting or family life as seen observed and found in the study. The availability of cras only in efficiency in work life balance would have an effect on parenting life. If the working parents are efficient enough to balance both their work life and family life, then it does not have an impact on the parenting or family life as seen observed and found

in the study. The availability of creches for children is a relief for the working parents as it provides safety of the child and development of the child and allows a balance in the work life and parenting life of the working parents.

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