

Work Life Balance of Bank Employees as Related to Age, Gender and Marital Status

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Abstract

A significant change is occurring in the banking industry as well as in all over the world with the changes in the IT Sector. Changes in the banking work culture tend to change in the working behaviour of the bank employees as well as in the customer dealing, which affects the role of the professionals for their work and family. Work and family life have always been interdependent, but increase in working hours, working behaviour, family income, working family members etc have rendered an effect on their life or their work-life which will be more visible and problematic for the society or organisation. Most of the studies reveal that the Bank employee's are enabling to maintain the balance between their work and life. It has also been found that Work Life Balance is affected by demographic variables like age, gender, marital status, family size etc. Present study aims to examine the relationship between the Work Life Balance and certain demographic variables of banking employees.

Keywords

Banking Professionals, Work-Life Balance, Demographic Variables.

I. Introduction

Engagement in occupation is defined as the activities that are correlated to one's life roles and plays a major role in the maintenance of health and wellbeing. If the individuals are engaged with their occupation the individual believes that he or she can successfully complete tasks necessary to make career decisions. Motivation to complete tasks has also been suggested as important when looking at the relationship between occupation and life satisfaction. The issue of work-life balance has developed out of demographic and social changes that have resulted in a more diverse and diminishing workforce and different family and work models. Supportive work-life balance is seen as a way of attracting and retaining the labour force needed to support economic well-being.

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.

II. Review of Literature

Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self care and other personal activities, in addition to the demands of the workplace.

Work and home-life balance is not about spending equal amounts of time at work and at home (Burg-Brown, 2013). Work and home-life balance is about an employee's ability to manage work and home-life together. Each employee has a different fit for balance (Burg-Brown, 2013).

Both women and men prefer working in organizations that support work-life balance. Men appeared to benefit more than women (Burke 2002). Men feel more satisfied when they achieve more on the job even at the cost of ignoring the family. On the other hand, women stress that work and family are both equally important and both are the sources of their satisfaction. For them the former is more important.

When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family and they do not like one crossing the other (Burke 2002). (Fisher and Layte 2003) consider three distinct sets of measures of work-life balance, viz. proportion of free time, the overlap of work and other dimensions of life, and the time spent with other people. Several reviews have highlighted other issues such as age, gender, life-cycle stage, ethnicity, citizenship and childcare arrangements which also merit attention (Wallace and Cousins 2000). Lalita Kumari (2012) studied employee's perception on work life balance in Indian public banking sector.

The study was conducted on 350 employees in Malva region of Punjab. The findings of study emphasized that each of WLB factors on its own is a salient predictor of job satisfaction. There is significant gap among male and female respondents with job satisfaction WRT various factors of WLB. Rana Zehra Masood and Seema Mahlawat (2012) studied work life balance of 300 employees from Private banking branches (77), private insurance branches (69), public banking branches (80) and public insurance branches (74) in Hariyana. Research concluded that Gender variable has significant impact on organizational critical factors for maintaining the work life balance as four out of ten factors (religious leave, LTC, spontaneous off and paid maternity leave) has significant difference on it. Experience and level of management have significant impact on organizational critical factors for maintaining the work life balance. Work place flexibility, reduction of working time, leave and benefits dependent care initiative and work life stress management reflect the importance of nurturing a supportive culture in terms of embracing work life balance concept.

III. Research Methodology

Objective

To study the relationship between Work Life Balance and selected demographic variables of bank employees.

Hypothesis

- **H0:** There will not be significant relationship between Work Life Balance and Gender.
- **H1:** To will be significant relationship between Work Life Balance and Gender.
- **H0:** There will not be significant relationship between Work Life Balance and Age.
- **H1:** To will be significant relationship between Work Life Balance and Age.

- **H0:** There will not be significant relationship between Work Life Balance and Marital Status.
- **H1:** To will be significant relationship between Work Life Balance and Marital Status.

1. Sample Design

Present study was confined to Dehradun selecting 150 employees from ten branches of public sector banks through convenience sampling technique.

2. Research Design

Descriptive study is carried out to know the relationship of demographic variables towards Work Life Balance.

3. Data Collection

Data is collected with the help of primary and secondary sources. The primary data was collected with the help of a questionnaire of Work Life Balance constructed by the investigator. The Questionnaire consists of 6 items and each item has to be rated on 5 point rating scale ranging from highly satisfied to highly dissatisfied with a score of 5 to 1. The secondary data was collected from national and international journals, magazines and internet. The distribution of sample is given in the following table.

Table 1: Distribution of Sample

Demographic Variables	Category	Frequency	Percentage
Gender	Male	70	53.34
	Female	80	46.67
Age	Less Than 30 years	77	51.33
	30 to 39 years	47	31.34
	40 to 49 years	21	14
	50 years and above	05	3.33
Marital Status	Single	80	46.67
	Married	70	53.34

It has been clearly seen from the Table 1 that the sample consists of 53.34% of male respondents and 46.67% of female respondents which helps in getting result of the study. As per the age diversification 51.33% of respondents are less than 30 years of age which highlights them in a young generation profile group, 31.34% of respondents are falling in age group from 30-39 years. As we are aware that banking sector consists of senior as well as young generation group hence 14% of the respondents are of 40-49 age and more than 50 years of age are only 3.33%. In the study we found that 46.67% of the employees are still single while 61% were married.

IV. Data Analysis and Interpretation

The collected data was analysed by Chi square test.

Table 2: Work Life Balance and Gender

Gender	Below Normal	Normal	Above Normal	Total
Female	28	34	18	80
Male	14	34	22	70
Total	42	68	40	150

(Chi square=4.42, df=2, P value lies between .20 to .30)

As calculated value is less than tabulated value ($4.42 < 5.991$) at 5% level of significance and 2 degree of freedom: so we have to accept null hypothesis .It shows that there is no significant relationship between Work life balance of employees and Gender.

Table 3: Work Life Balance and Age

Age	Below Normal	Normal	Above Normal	Total
Less than 30	15	45	17	77
30 to 40 years	18	12	17	47
40 to 50 years	7	10	4	21
More than 50 years	2	1	2	5
	42	68	40	150

(Chi square=14.9, df=6, P value lies between .05 to .02)

As calculated value is more than tabulated value ($14.9 > 12.592$) at 5% level of significance and 6 degree of freedom: we have to reject null hypothesis and accept alternative hypothesis. It shows that there significant relationship between Work life balance of employees and Age.

Table 4: Work Life Balance and Marital Status

Marital Status	Below Normal	Normal	Above Normal	Total
Single	20	43	17	80
Married	22	25	23	70
	42	68	40	150

(Chi square=5.07, df=2, P value lies between .05 to .02)

As calculated value is more than tabulated value ($5.07 > 5.991$) at 5% level of significance and 2 degree of freedom: we have to reject null hypothesis and accept alternative hypothesis. It shows that there significant relationship between Work life balance of employees and Marital Status.

V. Conclusion

The study finds the significant relationship between Age (.05) and Marital status (.05) while no significant relationship has been found between Gender and Work Life Balance. Looking into the wholistic picture it can be seen that younger age group having better work life balance in comparison to older age group (40 years and above) (Table 3). The Table 4 reveals that more number of single individuals fall in normal level Work Life Balance than the married individuals. The null hypothesis no. 2 and 3 are rejected while hypothesis no. 1 is accepted.

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