"STUDY & ANALYSIS OF DETERMINANTSOFWORK LIFE BALANCE & IT'S IMPACT ON EMPLOYEE HEALTH AT MIT COLLEGE OF ENGINEERING, KOTHRUD, PUNE."

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ABSTRACT

Work life balance has become an imperative issue in the 21st century. Work and family life are two sides of the same coin as both are interrelated and interfere with each other. Increased work demands interfere with the family life, and on the other hand family demands interfere with the work life of employees. Therefore, conflict occurs which negatively affect an employee's performance at work as well as at home. Looking at trend, organizations have increasingly started to take an active interest in implementing practices that enable employees to cope up with work life balance issues. Work life balance is a critical aspect to enhance teacher effectiveness and satisfaction in the context of student learning program. It has been proved that a good quality of work life balance results into wellness of faculty and also improved student behavior. The present study investigates the determinants of work life balance &quality of worklife balance among the teachers in academic stream. It emerged from the outcome that most of the teachers are able to balance their work & family commitment. But sometimes, late working due to meetings or accreditation work creates stress on faculty members. However according to the gender and marital status no significant variations have been found in the

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quality of work life balance of the teacher.MIT College of engineering provides well equipped HR policy & teacher wellness program for work life balance.

Keywords: Determinants**,**HR Policy, Wellness Programs, Work Life Balance,

Introduction

What is work life balance?

The concept of work life balance comprises of three words i.e. work, life and balance, and broadly includes proper prioritizing between *work* (career and ambition) on one hand and *life* (health , pleasure, leisure, family and spiritual development) on the other hand, and the balance is satisfaction and good functioning at work, and with a minimum role of conflict. It can mean different to different people. For majority, work life balance means meeting one's real and perceived personal and work obligations, and thereby satisfying the key needs of both oneself and those one is committed to support, however, for few, it does not mean an equal balance but to achieve satisfaction in one's role. It is a situation in which employees are capable in giving right amount of time and efforts to their work as well as their personal life outside their work. Worklife balance in its broadest sense can be termed as an individual's level of satisfaction, involvement or compatibility among multiple roles in life. One's best individual work life balance will vary over time, often on daily basis. The right balance for an individual today will probably be different for tomorrow. In other words, the best work life balance is different for all because all have different priorities and different values.

Why is it important?

Cut throat competition in the era of liberalization, privatization, and globalization has placed tremendous pressure on organization. Today, they not only need to perform well, but are also required to sharpen their skills to gain a competitive advantage. Many multidimensional changes with respect to organizational culture, work place, working technologies, working standards, along with changes in social and family systems have taken place in the last few decades. This has ledto phenomenalchanges in the mindset of the work force; they have become more demanding nowadays. The long working hours, work overload, overtime steal more time of an employee, the time that was supposed to be spent with their families. Similarly, the traditional

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social and family systems of the people have also changed. The family life has also become more demanding as compared to earlier times as the conventional set up of the male members of the family going out to earn, the women managing the household, and the joint family has changed. All these changes create conflicts between work and family life of an employee. The pressurized demands at work leave a little time to attend to their household and personal responsibilities, which distorts their work life balance.

Organizations cannot survive in the long run without the support of their employees because success, sustainability, and the performance of an organization depend upon its employees. Work life balance is about creating and maintaining supportive and healthy work environments, which will enable to have balance between work and personal responsibilities and thus strengthen employee's loyalty and productivity. Today's workers may have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and communities. Long work hours and highly stressful jobs not only hamper ability to harmonize work and family life but also are associated with health risks, such as increased smoking and alcohol consumption, weight gain, thyroid, diabetes and depression. Work life conflict has been associated with numerous physical and mental health implications.Employers are becoming increasingly aware of the cost implications associated with over-worked such as operating and productivity costs, absenteeism, punctuality, commitment and performance.

Demographic variables such as age of children, number of children, marital status, and gender affect work life balance. Employees have to perform multiple roles at work and at home. Therefore, it becomes difficult for an employee to harmonize both responsibilities and face work family conflict. Proper work life balance practices help employees to balance their work and personal life, which in turn reduces stress, tension, conflicts, and helps in attaining job satisfaction.

Individual factors affecting perceptions of work life balance include orientation to work and in particular the extent to which work (or home) is central life interest and aspects of personality including need for achievement and propensity for work involvement. Energy levels are often ignored but in the context of high demand need to be taken explicitly into account. They may be linked to issues of personal control and capacity for coping with pressures of competing

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demands. Finally, gender will often be a factor, with higher demands placed on women in the home, and age, life stage and career stage issues will influence willingness to tolerate certain kinds of demand at work and at home. Due to increased market competition and globalized economy, Education Industryhas realized the need for good work life balance practices to get maximum output from employees. Proper work life balance will not only help employees to enhance their individual performance, but also the organizational performance will also increase by many folds. A better blend between work and family life will enable employers to attract, motivate, and retain talented employees.

Literature Review

- **K. Santhana Lakshmi and S. Sujatha Gopinath (2013)- Work Life Balance Of Women Employees –With Reference To Teaching Faculties-** This paper having objectives like toexamine the effect of work life balance on women's performance and work attitude and also to find out the factors affecting work-life balance.This paper suggests that apart from addressing the Work life balance related problems, specific counseling for women with low Work Life Balance should be given so that they can learn to manage themselves better. This paper concludes that, modern organizations, especially educational institutions, should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement policies to support the teaching staff to manage their work life balance which would add to the performance of these staff members.

- **Adeeba Irfan & Dr. FezaTabassum Azmi (2015)- "Work Life Balance among Teachers: An Empirical Study".** The intention of the study was to investigate how teachers (university/school) manage their Work Life Balance. It can be concluded that since the respondents are almost of the same age, there are similarities in their perceptions. So gender was not found to be a significant differentiating factor.No significant difference was observed among teachers on the basis of marital status, occupation of spouse, number of dependents and age on the dimension of Work Interference with Personal Life, Personal Life Interference with Work and Work Personal Life Enhancement. It can be concluded that since the respondents are from school as well as university, there are differences in their perceptions. Although they are teaching in the same university, they share differences in physical evidence and type of students and work hours, differences in workload, training requirements and nature of course that they

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are teaching . Teachers in professional courses usually experience ore work life pressures. The determinants of work life balance are located in work and home contexts. At works, the demand of works maybe either too low or too high; and what is termed the culture of work reflects the organizational culture and may support balance through policies and practices to designed to facilitate balance, such as occasional time off work and flexible work hours, or may strictly limit these.Married women employees and single parents face more challenges as compared to single counterparts and non-parents respectively.

- **Ms. Jaspreet Kaur (2013)- Work-Life Balance: Its Correlation With Satisfaction With Life And Personality Dimensions Amongst College Teachers**

This study attempts to investigate the relationships between Work life balance, Satisfaction with life and Personality dimensions (Big Five Personality Traits). The possible effect of gender difference has also been considered in this study. To test the hypothesis t -test, inter correlation and regression analysis were performed. Analysis of results shows that no sex differences werereported on all the variables except one, conscientiousness where females scored significantly higher than males. Correlation results for the whole sample reveals that Work life balance is strongly related to Satisfaction with life and Extroversion dimension of personality whereas Openness dimension of personality shows positive relationship with Agreeableness and Conscientiousness. The result of stepwise regression shows that Extroversion cotributes15% of total variance towards Work life balance and Work Life Balance contributes 16% of the total variance towards Satisfaction with Life.

- **S.Mari, Dr.O.M.Haja Mohideen- A study of work - life balance among the college teachers in Pudukkottai and Thanjavur districts (2015)- .** The present study has been carried out to evaluate the nature of Work Life Balance, as experienced by professionals in Indian context. For this purpose a survey was carried out to estimate a Work Life Balance Index of professionals and also highlights the issues connected with work life balance of faculty in educational institutions and the factors that determine work life balance, the objectives are to identify the key factors influencing the work life balance. &to compare work life balance among teachers from self-managed colleges and Government aided colleges.

- **Dr. Anuradha (2015) - A Study Of Work Life Balance Of Female Teaching Professionals In Coimbatore**This research focuses on the problem of work-life balance and how it affects women employed as teaching professionals. The findings of the study can justify its utility since

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knowing the faculty members precisely and reaching out to them in the effective way, is the key to minimize stress. The study can also direct employers of institution to evolve flexible work strategies and provide better working conditions which will help in overcoming stress in faculty members to some extent.

Objectives

- To find out determinants of work life balance of employees working in MIT College of Engineering, Pune, Maharashtra.
- To study various factors (personal and professional) related to work life balance affecting employee health.
- To study consequences of work life balance on employee health.

Research Methodology

Research can be defined as the systematic investigation into the study of materials and sources in order to establish facts and reach new conclusions. It is searching for and gathering information, usually to answer particular question or problem. The methodology may include publication research, interviews, surveys and other research techniques, and could be both present and historical information.

Primary Data - Primary data is the data collected for the first time by method other than secondary research to answer specific questions. This data is never gathered before. It is always collected for the first time. It is the data used in research, originally obtained through direct efforts of the research through surveys, interviews and direct observation.

Primary data comes from researcher for specific purpose in hand. Such data are original in character and are generated in large number of surveys conducted mostly by government and also by some individual, institutions and research bodies.

Total Population = 253

Sample   Size   = 200

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This research paper consists of primary data collected through structured questionnaire , interview & discussion.

<u>Secondary Data-</u>

Secondary data is collected from books, website, MITCOE HR Manual etc.

Data Analysis:

1. **How many days do you work in a week?**

	RESPONSES	%
Less than 5 days	0	0
5 days	200	100
6 days	0	0
7 days	0	0
TOTAL	200	100

Interpretation: 100% of the staff replied that they worked for 5 days in a week.

2. **How many hours in a day do you normally work?**

	RESPONSES	%
7-8 hours	130	65
8-9 hours	70	35
9-10 hours	0	0
More than 12 hours	0	0
TOTAL	200	100

Interpretation:65% of the staff responded that they worked for 7-8 hours which are regular working hours.But 35% of the staff said that they had to work for 8-9 hours.

3. How many hours do you spend travelling to work?

	RESPONSES	%
Less than half hour	18	9
Nearly 1 hour	156	78
Nearly 2 hours	26	13
More than 2 hours	0	0
TOTAL	200	100

Interpretation:9% of the staff said that they spend less than half hour travelling to work as they stay at nearby places from the institution. 78% of the staff said that they require nearly 1 hour to travel to work.But 13% of the staff requires nearly two hours for travelling to work. None of the staff requires more than 2 hours.

4. Do you work in shifts?

	RESPONSES	%
General/day shift	200	100
Afternoon shift	0	0
Alternative	0	0
TOTAL	200	100

Interpretation: 100% of the staff said that they work in general or day shift.

5. Are you married?

	RESPONSES	%
Yes	144	72
No	56	28
TOTAL	200	100

Interpretation:72% of the staff is married &28% of the staff is unmarried.

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6. If yes, is your partner employed?

	RESPONSES	%
Yes	180	90
No	20	10
TOTAL	200	100

Interpretation: 90% of the staff said that their partners (spouse) are working.

7. Do you have children?

	RESPONSES	%
Yes	130	65
No	70	35
TOTAL	200	100

Interpretation: 65**%** of staff members said that they have children.

8. Being an employed man/ woman who is helping to take care of your children?

	RESPONSE	%
Spouse	54	27
In laws	48	24
Parents	58	29
Servants	0	0
Crèches/day care center	40	20
TOTAL	200	100

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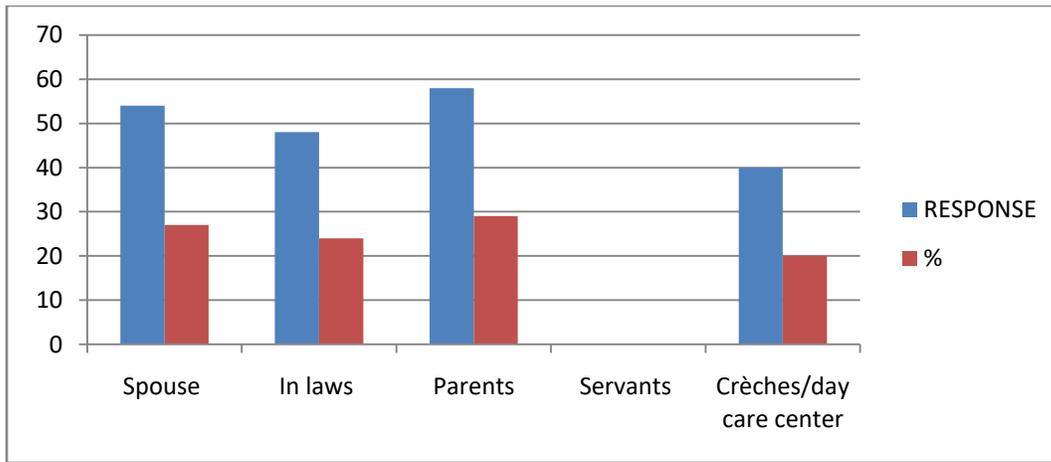
Interpretation: Most of the staff members are relied on spouse, in laws, parents or day care centers for their children.

9. How many hours do you spend in home?

	RESPONSES	%
Less than 2 hours	0	0
2-3 hours	0	0
3-4 hours	68	34
4-5 hours	132	66
More than 5 hours	0	0
TOTAL	200	100

Interpretation: 66% of staff members are able to spend time with their family for 4-5 hours. But only 34 % staff members can spend time with their family for 3-4 hours. No one can spend more than 5 hours of the day with their family.

10. Do you generally feel that you are able to balance your work life?

	RESPONSES	%
Yes	142	71
No	58	29
TOTAL	200	100

Interpretation: 71% of the members are able to balance their work life.

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11. How do you feel about the amount of time you spend at work?

	REPSONSES	%
Very unhappy	0	0
Unhappy	4	2
Indifferent	26	13
Happy	100	50
Very happy	70	35
TOTAL	200	100

Interpretation: 50% of the staff members are happy about the time they spend at work. Only 2% of the members are unhappy about the time they spend at work.

12. Do any of the following hinder you in balancing your work and family commitments?

	RESPONSES	%
Long working hours	36	18
Compulsory overtime	0	0
Shift work	0	0
Meetings/training after working hours / on holidays	164	82
others	0	0
TOTAL	200	100

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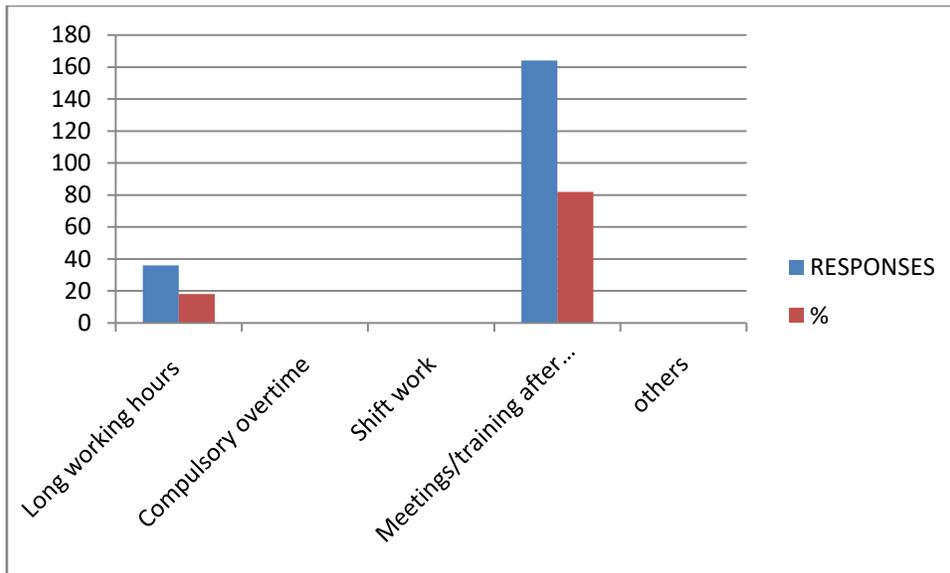
Interpretation: 82% of the staff members' family and work commitments are hindered.

13. Do you miss out on quality time with your friends or family because of work pressure?

	RESPONSES	%
Never	0	0
Rarely	4	2
Sometimes	112	56
Often	42	21
Always	42	21
TOTAL	200	100

Interpretation: 56% of staff members miss out on quality time with their friends and family sometimes.

14. Do your ever feel tired because of work?

	RESPONSES	%
Yes	156	78
No	44	22
TOTAL	200	100

Interpretation: 78 % of the staff is not tired because of work.

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15. How do you manage stress arising from your work?

	RESPONSES	%
Yoga	16	8
Meditation	16	8
Entertainment	150	75
Dance	0	0
Music	18	9
TOTAL	200	100

Interpretation: 75% manage their stress by entertainment.

16. You are able to take leaves whenever required

	RESPONSES	%
Never	0	0
Rarely	10	5
Sometimes	140	70
Often	30	15
Always	20	10
TOTAL	200	100

Interpretation: 85% members are able to take leaves whenever required.

17. Does your institution having good HR policy which support work life balance?

	REPSONSES	%
Yes	140	70
No	60	30
TOTAL	200	100

Interpretation: 70 % staffs members are having opinion that HR policy supports work life balance.

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18. Do you personally feel that any of the following will help you to balance your work life?

	RESPONSES	%
Flexible start time	70	35
Flexible finish time	40	20
Flexible hours in general	40	20
Holidays/ paid time off	30	15
Job sharing / part time	10	5
Career break/sabbatical	10	5
TOTAL	200	100
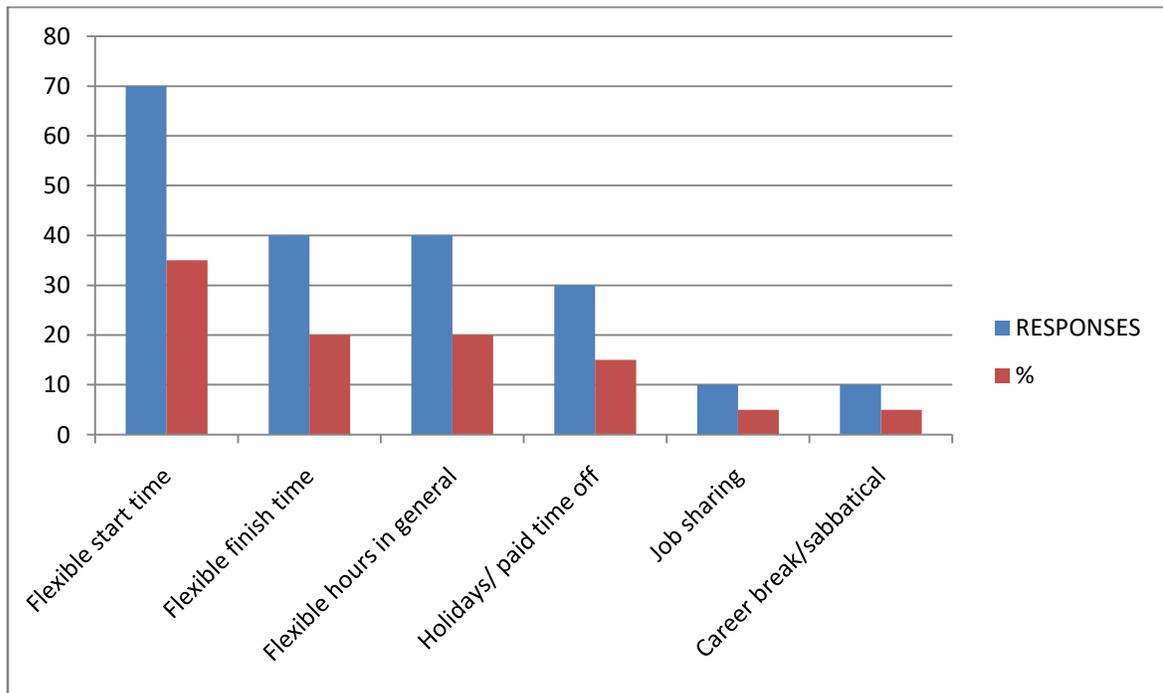
Interpretation: 35% staff members require flexible start time. Only 5% members feel job sharing or career break will help in balancing their work life.
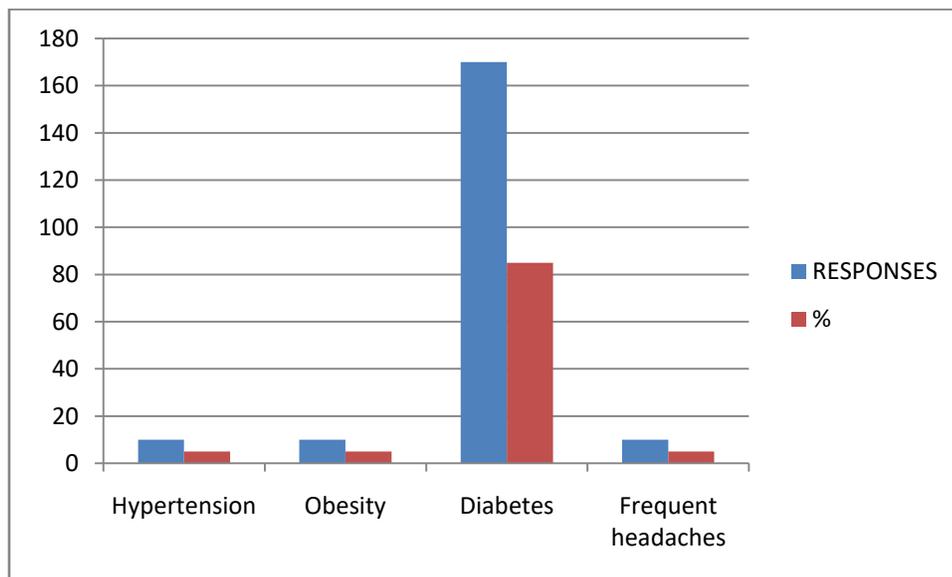
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19. Does your organization provide you with yearly master health checkup?

	RESPONSES	%
Yes	200	100
No	0	0
TOTAL	200	100

Interpretation: 100% of the staff members said that the organization provides yearly master health checkup.

20. Do you suffer from any stress related disease?

	RESPONSES	%
Hypertension	16	8
Obesity	30	15
Diabetes	104	52
Frequent headaches	50	25
TOTAL	200	100

Interpretation: 85% of the staff members suffer from diabetes which is stress related disease.

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Findings

1. All the staff members work for 5 days in a week. 65% of the members work for 7-8 hours per day and rest for 8-9 hours. All staff members work in day shift.

2. 72% of the members are married and out of which 90% of their partners (spouse) are working.

3. Most of the staff members having children, depends on their parents, in laws, crèches/day care centers for their children.

4. 54% of the staff members are happy about the time they spend at work. But 2% are unhappy about the work time.

5. 50% staff members are able to balance their work life.

6. Staff members having opinion that their work and family commitments are hindered by long working hours and even due to training or meetings, programs conducted after working hours or on holidays. They missed out quality time with their friends and family due to this.

7. The staff members also felt tired because of work but do manage the stress arising out of work by entertainment, meditation or yoga.

8. Institute provides all types i.e. medical, casual, on duty leave, summer/winter vacation etc. to staff members.

9. The institution does not provide separate policy for managing the work life balance. The members felt personally that policies like flexible start/finish/ general time, holidays, part time, job sharing would help to balance the work life.

10. The members do suffer from stress related diseases. It was found that most of the staff members suffer from diabetes and other diseases like hyper tension, obesity, frequent headaches.

11. MIT provides with yearly master health checkup for all the members.

12. **MIT** is having world Piece chair & every year, it arranges various programs like Endowment series for 7 days, yoga day celebration, stress management work shop, team building programs, in house doctor facility, meditation awareness etc. for faculty members. MIT college also provides crèche facility for children of staff.

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Suggestions

The findings of the study suggest that the management of the organization should take various factors into consideration and provide a consistent support mechanism accordingly to maintain the work life balance of the staff members. Certain strategies at the organization level including flexible work timing, holidays, job sharing, and part time work should be undertaken to further improve the work life balance of its employees . Institute should develop central mentorship cell which will constitute college level internal & external mentors to help faculty members.

To combat high work life stress, organizations must keep a watch on their staff. Informal relations with them should promote. It will help in identifying the stress level of the staff at early stages and they can be helped o before it too late, Organizations should promote work arrangements facilitating work-life harmony. Various workshops can be arranged for this purpose. More facilities should be provided to promote employees' family welfare. Occasionally family functions, parties, or trips can be arranged to help employees in sparing sometime for personal or family life. In this way, the the organizations at large can attain a competitive.

CONCLUSION

The employees valued interpersonal relations and felt good when their problems were sorted out properly and a supportive work environment was created. The health and welfare of the employees is also of prime concern and promotes their work life balance. Various facilities and schemes are provided by MIT group of institution to increase welfare of employees and their dependents. MIT group of institution provides all types of eligible leaves to staff members. The employees attending meditation and yoga camps did not feel much stress, and they were able to manage their work and personal lived effectively. Taking into consideration MIT group of Institution takes initiative &facilitate various programs like Endowment series, yoga day celebration, stress management work shop, team building programs, in house doctor facility, meditation awareness program, crèche facility etc. for faculty members.

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