

# ANALYSING THE IMPACT OF FAMILY RELATED VARIABLES AND JOB SATISFACTION IN WORK LIFE BALANCE

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## ABSTRACT

The concept of Work life balance is becoming predominantly famous among workers across industries. Work life balance is important for any worker as well as the organization in order to achieve both individual and organisational goals. The objectives of this research paper are to primarily analyse the work-life balance of working professionals, to identify family related variables that influence the work life and to assess their job satisfaction. Family related variables and job satisfaction directly influence the employee contribution which in turn leads to job retention, sound mental health, increases employee motivation and morale. This research was conducted by circulating surveys among the working professions and asking questions which are linked to the objectives. A thorough literature review was also conducted where different perspectives of various researchers helped to infer results.

**Keywords:** Work life balance, Job Satisfaction, Family variables, Working Professionals.

## 1. INTRODUCTION

Work-life balance is a concept that involves the right prioritization between work (career and ambition) and lifestyle (health, pleasure, leisure, family and spiritual). It is the responsibility of an organisation to take initiative in helping its employees. Today, an employee does not only look for his employer because of a job, but also to take care of his work-life balance and wellbeing. When a company addresses these needs, it can not only offer better career opportunities, but can also be very successful in providing job satisfaction to its employees. Companies are breaking new ground to ensure their employees have enough time to enjoy their personal lives and spend time with family. It is very important for organizations to have good work-life balance practices and policies; Decreased employee turnover rates, help the organization in becoming a Preferred Employer, improves ROI on employees, as there is reduced turnover, enhanced employee morale and satisfaction, less absenteeism due to employee satisfaction, enhanced employee loyalty and commitment towards the organization and enhanced organizational performance.

Work-life balance is the state where a person chooses to equally prioritize the demands of work and career and the demands of their personal life. An individual who lacks this balance has more work and home obligations, works longer hours, and lacks personal time.

Work life balance means different things to different people, and the meaning often depends on the context of the conversation and the speaker's viewpoint. The following are some of the different views on work life balance.

Work and Family Conflict - In the context of conflict between work and family, work life balance means the push and pull between work and personal responsibilities.

Employees' Viewpoint - In this viewpoint of employees, work life balance means the issue of managing work obligations and personal responsibilities.

Employer Viewpoint - From the employer's point of view, work life balance is the challenge of creating a supportive environment where employees can focus on their jobs while at work.

Family Benefits - In the context of family benefits, work life balance means benefits that offer employees to meet their personal and family commitments without compromising their work responsibilities.

Organizational Culture - In the context of organizational culture, work life balance is the extent to which an organization's culture considers and honours the family responsibilities and obligations of its employees and promotes management and employees to collaborate to satisfy their personal and professional requirements.

Working at a workplace for a company and advancing a career can be an extremely time-consuming task for any employee. Employees are busy in their offices all day and sometimes even on weekends. This gives them very little time to interact with their family.

Due to the high work pressure, family members are often neglected. Stressful jobs also cause employee health to deteriorate. This is where work-life balance comes very important in this situation. The work life balance concept allows an employee to maintain a balance between the time he/she dedicates to work and personal matters. A good balance allows people to have a quality working.

This helps increase productivity in the workplace as the employee can relax about their personal commitments. It also allows the employee to spend time with family, go on vacation, spend free time, work on his health, etc. Therefore, work-life balance is extremely important for employees and increases their motivation to work for the company.

There are several advantages of work life balance. Work life balance increases the motivation of employees and helps them perform better at their jobs. It helps people to relieve their stress as they can spend leisure time with their friends and family. Companies can maximize productivity from an employee who is rejuvenated and refreshed as compared to an overworked employee. Healthy lifestyles can be maintained by having a work life balance. Employees who are highly motivated can help the business grow as they are more attached to their job and careers.

## **REVIEW OF LITERATURE**

Nancy R. Lockwood (2003) - considered the chameleon characteristics of the worklife balance. It can imply different things to various groups, and the interpretation is frequently influenced by the conversation's context and the speaker's point of view. Managing job commitments and personal/family responsibilities is the dilemma of work-life balance. It could also refer to the tension between responsibilities to one's family and one's job.

Philippa Yasbek (2004) - indicated that work-life balance policies can reduce the stress associated with work-life conflicts as well as job-related stress. Reducing worker stress can improve productivity. Work-life balance strategies can play an important role in creating safe, healthy and productive workplaces.

S.B. Burnett, C.J. Gattrell, C.L. Cooper, P. Sparrow (2010) - conducted a gender analysis of work-life balance strategies and family practices and argued that work-life balance strategies had not resulted in balanced or gender-neutral work and family practices. This is for two reasons, both of which are gender specific. First, the uptake of work-life balance policies is gender biased, with more mothers than fathers working flexibly. This is partly because organizational expectations fail to recognize the social change surrounding the paternal parenting role. Second, work-life balance policies focus mainly on the issues of gainful employment and childcare, without taking into account domestic work, the main burden of which still falls on mothers.

Syed Mohammad Azeem, Nadeem Akhtar (2014) - examined work-life balance and job satisfaction on organizational engagement of healthcare workers and examined the impact of perceived work-life balance and job satisfaction on organizational engagement of healthcare workers. Perceived work-life balance has been predicted to promote job satisfaction, leading to long-term employee organizational engagement.

Marta Mas-Machuca, Jasmina Berbegal-Mirabent and Ines Alegre (2016) - conducted a study of work-life balance and its relationship to organizational pride and job satisfaction and found that the hypothetical relationships exist between supervisor work-life balance support and autonomy and employee work-life balance. In addition, employee work-life balance is positively related to organizational pride and job satisfaction.

Alex Aruldoss, Kellyann Berube Kowalski, Satyanarayana Parayitam (2020) - examined the role of job stress, job satisfaction, and job engagement in mediating the relationship between quality of work life and work-life balance, and found that job stress was negatively related to work-life balance, job satisfaction was positively related to work-life balance, and Job engagement is positively related to work-life balance.

AKM Mominul Haque Talukder (2022) - conducted a study on supervisor family support and job performance: effects of demands, conflict, balance and attitude, and the results showed that supervisor family support has a positive impact on work-life balance and, in turn, on perceived family demand, work -Family conflict and family work conflict, with no significant association with perceived job demand. The results further show that work-life balance is positively related to employee attitudes (e.g., job satisfaction, life satisfaction, organizational commitment). The results also show positive relationships between employee attitudes and job performance.

## **OBJECTIVES**

- To analyse the work life balance of working professionals.
- To identify family related variables that influence the work life of working professionals.
- To assess job satisfaction among working professionals.

## **RESEARCH METHODOLOGY**

This research paper focuses on analysing the work life balance of working professionals. Studying work life balance is very critical as it is directly connected with an employee's job performance and satisfaction. Primary Data and Secondary Data were collected and adopted for conducting this research. A thorough literature review was also conducted where different authors have diverse perceptions of work life balance of working professionals. It was found that the authors have focused on specific variables and analysed their effect on an employee's job satisfaction and equilibrium between personal and professional life. By adopting both methods of data collection, results were inferred and a detailed analysis was made on the same.

## **DISCUSSIONS AND SUGGESTIONS**

Work life Balance is an essential element for every working professional and organizations as it is a major contributor to an employee's job performance, job satisfaction and job perception. It enables a person to maintain a balance and also satisfy the demand of both their personal and professional life. It improves the productivity of the work, reduces absenteeism, improves the mental well-being of the employees and increases motivation and job morale. It is very crucial that both the employee and the organization take steps to maintain a good work life balance, if not, will have adverse effects at both individual and organization's level.

In this research paper, an analysis was made by linking the work life balance with the factors such as job satisfaction and family related variables that influence the work of an individual as these acts as a sound indicator of determining the magnitude of work life balance of an individual. It was observed from the data analysis that almost the majority of the respondents have a decent amount of balance in their personal and professional life.

It was implied that the respondents are provided with a good working environment, they are adequately compensated, and good interpersonal relationships are maintained inside their workplace. It enables them to spend quality time with their families and maintain cordial relationships with their dear ones.

It is suggested that organizations can come up with relevant policies which improve and maintains the work life balance of their employees. Co-creational and recreational activities can be conducted and organized by the organizations. These can also be availed at an individual level in order to foster healthy relationships. Efforts can be taken to identify issues related to work, they can be addressed and control measures can be taken in order to cultivate mental well-being. The organizations can undertake feedback from the employees to identify areas of improvement that can

improve the working conditions within the organization. Job/ Employment satisfaction surveys can be conducted to bring continuous enhancement in job productivity and performance.

## CONCLUSION

Work life balance is an important element that must be established in the lives of working professionals. There must be an equilibrium between private and professional lives in order to maintain order and integrity between them. An organisation must ensure that the employees have a proper work life balance as it affects job satisfaction and productivity, which eventually leads to an increase in job retention and reduce absenteeism. Satisfied and contented employees will make positive contributions to the organisation, thereby boosting job morale and employee participation. Organisations as well as individuals must take steps in ensuring the same. Future researchers can conduct research studies on various variables which have an effect on work life balance.

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