

# **A Descriptive Study of Work-Life Balance Among Employees of Leading Public Sector Bank based in Vallabh Vidyanagar.**

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## **Abstract:**

The research work was conducted to study work life balance among employees of leading public sector bank based in Vallabh Vidyanagar, anand district. A sample of 50 employees were taken for study from the leading branch of nearly 120 employees with an objective to study the balance of work life and balance life, along with the different reasons of stress and study the burden of work faced by public sector bank employees. The study revealed that public sector banks also face the heat of competition to perform and the employees also faces the problem more or less the same as any other private bank employees does.

Keywords: Work Life balance, Public Sector Bank, Stress, Descriptive Study, Quality of work life

## **Introduction**

The phrase work-life balance also known as family friendly work arrangements (FFWA) was coined in 1996 in the U.S. Post 2000, Work-life balance has gone mainstream, with hundreds of dedicated internet sites helping spread its usage. There has even been legislation enacted in many countries making work-life balance crucial to be functioning of a corporation.

If a person works too much sacrificing quality family time he might reach the top of the corporate ladder quickly, but the achievement and material gain will not commensurate the price. He's forced to pay in the long run, on the other hand being in the competitive world one has to priorities one's business or professional career to financially support one's family, as well as maintain a steady growth curve.

While more and more employees are attempting to strike a balance between work and family, there are still myriad ways for technology to intrude on personal time. E-mail, voice mail, mobile phones and laptop allow employees to take their work home. Many do this on regular basis, which means they maybe away from the office but are connected by the umbilical cord of technology to the server. Work-life balance is in the interests of both the employee and the employer. WLB doesn't mean any equal balance. It is not constant but varies over time. There is no perfect one size fits all balance. Some guidelines for achieving work-life balance are given below:

1. Learn to say No, if it affects your schedules.
2. Don't carry your office at home.
3. Distress.
4. Be a child.
5. Share the load.
6. Reduce speed.
7. Don't postpone.
8. Take care of your health.
9. Have a positive outlook.
10. Take charge.

Most people struggle hard to get a decent degree and get a good job. Once they get a job it becomes centre of their lives. In the struggle to go ahead in career, they often neglect their families. They lose health and happiness to get money in youth and lose money to regain health in old age. No CEO or Company can ignore it in view of dual career couples, single parents, nuclear families extreme levels of stress.

Basically work-life balance involves balancing career demands with personal and family needs. It is a debate about how much we allow work to consume us. It requires a trade off between success in career and success as a spouse or parent. It a swap about what you keep and what you give up.

Jack Welch has suggested the following guidelines for achieving work-life balance:

1. Keep your head in whatever gain you are at—be focused on where you are and when you are with. In other words, compartmentalize.
2. Have the mettle to say no to request and demands outside your chosen work-life balance, plan –saying no is hard especially for business people who have gotten ahead because they have said yes so often. If you yes to everything, you cannot get balance.
3. Make sure your work-life balance plan does not leave you out.

Due to recent step taken by PM of India, i.e. Demontisation and GST the work load on bank employees have been increased. My uncle and aunty who are bank employees used to come too late due to the burden of work and I used to have question in mind how they are able to manage their personal life with work life. So I took up this topic for research, as I had many questions in my mind, this was one of the finest way to get the answers of all the questions that popped up into my mind.

The leading public sector bank was nationalized on 19 July 1969, by the Government of India and has been designated as a profit-making public sector undertaking (PSU). It is an Indian state-owned International banking and financial services company headquartered in Vadodara (earlier known as Baroda) in Gujarat, India.

It is the second largest bank in India, next to State Bank Of India. It has a corporate office in the Mumbai. It has total 13 zonal offices and 74 regional offices. All over India it has 5451 branches and has 107 branches in foreign countries.

### **LITERATURE REVIEW**

1. **Flechl (2010)** states that these facilities have disturbed the family life of employees in negative ways due to burden of work. One is that just to get these financial rewards, the personal lives of the employees are disturbed as they don't spend much of the time with their families. Hence, Family life has been found to be seriously affected with the merger and overlapping of work and social life.
2. According to **Julie Cohen (2009)**, employees are working for the organizations even in their off timings and holidays. This is no doubt being rewarded by the organization as well in terms of financial or non-financial intensives, which

ultimately helps employees, but there is no replacement of pleasant and satisfaction that one receives from his or her family. Similarly, social life also requires the deliverance of proper timing and attention for maintaining healthy relationship.

3. According to **Human Kinetics research (2010)**, social life of an individual is very important because many lives are connected with a single individual, they are family members, friends and relatives. When an individual comes back from the work, family members expect complete deliverance of time from him, but when after coming back and one's mind is still dedicated to the different issues of work and unable to communicate with the family members causes real problem for him. Family demands time from each other so that they can interact with each other, understand the problems, and hunt out the ways through which they can resolve one another problems.
4. According to **Paludi, Neidermeyer, (2007)** organizations have found that it is not appropriate for an individual to dedicate their life completely to the organization and ignoring their personal lives because he has some life and family commitments to be fulfilled. To have healthy relations and social life of employees help organization in improving and developing the personalities of employees in the organization. It is so because healthy social atmosphere gives an individual to think healthy. They will also be motivated to utilize their skills and knowledge in an effective and most appropriate way, which helps in the extraction of favourable outcomes for the organization itself.
5. **Tucholka, Weese, (2007)** said that employees have searched out different ways through which they can dedicate their maximum time to the work and get the desired outcomes so that they can get rewarded and provided with different incentives and benefits by the management. These incentives and rewards are then used for the fulfilment of social needs, but still there should be limits for the intervention of the professional life in one's personal life.

## **Research Methodology**

### **Objective of study:**

1. To study the balance of work life and balance life.
2. To study the different reasons of stress.
3. To study the burden of work on bank employees.

### **Sampling;**

#### **Population:**

Approximately 120 employees work in the branches of this selected public sector bank.

#### **Sampling Unit:**

The sampling unit of my research project is public sector bank is based in Vallabh Vidyanagar, Anand, Gujarat.

#### **Sampling Size:**

Survey was done among 50 employees of one of the leading public sector banks busiest branches in the district.

#### **Data Collection:**

Data collection was done by structured questionnaire.

#### **Sampling technique**

Convenience sampling technique has been used in the execution of this research project.

### **Data Analysis**

Data analysis and presentation was presented by the percentage method and necessary graphs were also used for representation.

### Limitation of study

1. There was the shortage of time by which less amount of survey was done.
2. money constraint
3. psychological factors are not considered.

### Findings and Conclusion

Age	21-25	26-30	31-35	above 35	Total
Frequency	11	19	11	9	50
Percentage	22	38	22	18	100
Gender	Male	Female	Total		
Frequency	29	21	50		
Percentage	58	42	100		
Marital Status	Married	Single	Total		
Frequency	30	20	50		
Percentage	60	40	100		
Able to manage work and personal life					
	Rarely	Sometimes	Always	Never	Total
Frequency	5	21	21	3	50
Percentage	10	42	42	6	100
Satisfaction with work					
	Highly satisfied	satisfied	dissatisfied	highly dissatisfied	Total
Frequency	11	30	9	0	50
Percentage	22	60	18	0	100
Working days in week					
	4 days	5 days	6 days	7 days	Total
Frequency	1	16	32	1	50
Percentage	2	32	64	2	100
Working hours in day					
	4-5 hours	5-6 hours	6-7 hours	More than 7 hours	Total
Frequency	1	17	18	14	50
Percentage	2	34	36	28	100
Children are taken care by					
	Spouse	In laws	Care taker	Parents	Total
Frequency	16	9	5	7	50
Percentage	32	18	10	14	100
Miss Quality time with family due to work					
	Rarely	Sometimes	Always	Never	Total

Frequency	11	22	7	10	50
Percentage	22	44	14	20	100
Things that makes you stressed					
	Long working hours	Meetings	None	Transfers	Total
Frequency	16	12	14	8	50
Percentage	32	24	28	16	100
Diseases due to stress					
	hypertension	headache or spondylitis	none	diabetic	Total
Frequency	8	18	18	6	50
Percentage	16	36	36	12	100
Things you do to overcome stress					
	Yoga	Entertainment	Trips	Music	Total
Frequency	10	21	6	13	50
Percentage	20	42	12	26	100
Policy which will make work life smoother					
	Flexible starting time	Flexible ending time	Holidays	Lessen hours of work	Total
Frequency	8	14	18	10	50
Percentage	16	28	36	20	100
Time spent with family					
	2-3 hours	3-4 hours	4-5 hours	more than 5 hours	Total
Frequency	15	22	7	6	50
Percentage	30	44	14	12	100
Factor that motivates you to work					
	Personal satisfaction	Financial satisfaction	Family support	Work environment	Total
Frequency	13	26	9	2	50
Percentage	26	52	18	4	100
Family Commitments not able to meet due to work					
	Rarely	Sometimes	Always	Never	Total
Frequency	16	20	8	6	50
Percentage	32	40	16	12	100
I fear security of my job					
	Rarely	Sometimes	Always	Never	Total
Frequency	14	12	3	21	50
Percentage	28	24	6	42	100

1. 22% of the respondents were under the age group 21-25 years, 38% of the respondents were under the age group 26-30 years, 22% of respondents were under the age group 31-35 while 18% of the respondents are above the age of 35.
2. 50 respondents, 58% of the respondents are Male while 42 % of the respondents are female.
3. 60% of the respondents were married and 40% were single.
4. 10% of the respondents are rarely able to manage work and personal life, while 42% of the respondents are sometimes able to manage work and personal life, while 42% of the respondents are always able to manage work and personal life and 6% of the respondents are never able to manage work and personal life.
5. 22% of the respondents are highly satisfied with work, 60% of the respondents are satisfied with work, 18% of the respondents are dissatisfied with work, while none of the respondents are highly dissatisfied with work.
6. 2% of the respondents work for 4 days in a week, 32% of the respondents work for 5 days in a week, 64% of the respondents work for 6 days in a week and 2% of the respondents work for 7 days in a week.
7. 2% of the respondents work for 4-5 hours in a day, 34% of the respondents work for 5-6 hours in a day, 36% of the respondents work for 6-7 hours in a day, while 28% of the respondents work for more than 7 hours in a day.
8. 32% of the respondent's children are taken care by spouse, 18% of the respondents children are taken care by in laws, 10% of the respondents children are taken care by Care taker, while 14% of the respondent's children are taken care by Parents.
9. 22% of the respondents rarely miss quality time with family due to work, 44% of the respondents sometimes miss quality time with family due to work, 14% of the respondents always miss quality time with family due to work, while 20% of the respondents never miss quality time with family due to work.
10. 32% of the respondents feel stress due to long working hours, 24% of the respondents feel stress due to meetings, 28% of the respondents feel no stress, while 16% of the respondents feel stress due to transfers.
11. 16% of the respondents suffer hypertension due to stress, 16% of the respondents suffer hypertension due to stress, 36% of the respondents suffer



hypertension due to headache or spondylitis, while 36% of the respondents suffer no disease due to stress, while 12% of the respondents suffer diabetic due to stress.

12. 20% of the respondents do Yoga to overcome stress, 42% of the respondents prefer Entertainment to overcome stress, 12% of the respondents go for Trips to overcome stress, while 26% of the respondents listen to Music to overcome stress.
13. 16% of the respondents feel that flexible starting time policy will make work life smoother, 28% of the respondents feel that flexible ending time policy will make work life smoother, 36% of the respondents feel that frequent holidays will make work life smoother, while 20% of the respondents feel that lessen work hours policy will make work life smoother.
14. 30% of the respondents spend 2-3 hours with family, 44% of the respondents spend 3-4 hours with family, 14% of the respondents spend 4-5 hours with family, while 12% of the respondents spend more than 5 hours with family.
15. 26% of the respondents works because of their personal satisfaction, 52% of the respondents work because of the financial satisfaction, 18% of the respondents work because of the family support, while 4% of the respondents work because of the good and supportive work environment,
16. 32% of the respondents are rarely able to fulfill their family commitments due to work, 40% of the respondents are sometimes able to fulfill their family commitments due to work, 16% of the respondents are always able to fulfill their family commitments due to work, while 12% of the respondents are never able to fulfill their family commitments due to work.
17. 28% of the respondents rarely feel fear of losing job, 24% of the respondents sometimes feel fear of losing job, 6% of the respondents always feel fear of losing job, while 42% of the respondents never feel fear of losing job.

### **Recommendations:**

1. The number of working hours should be reduced because maximum of the bank employees feel stress due to long working hours.
2. There should be more holidays given because 36% of bank employees feel it will make their work-life smoother.
3. The work load should be reduced, as it causes stress.

### **Conclusion:**

1. To conclude I would like to say that 60% of the respondents are satisfied with their work and also 42% of the respondents do not feel insecure for their job.
2. I would also like to add that for 52% of the respondents, financial satisfaction is the factor that encourages them to work in Bank.
3. Also, employees working in Bank of Baroda feel that by increasing the number of holidays, it will make their work life smoother. They will be able to devote their complete time to family with no burden of work.
4. In the end I would like to say that only 44% of the respondents spend 3-4 hours with their family which is very less. It is not so easy to balance work life and personal life especially in case of married life where you carry more responsibilities.

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