
Work Life Flow of Employees in Diversified Sectors

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Abstract

The pressure of increasingly demanding work culture in India is perhaps the biggest and most pressing challenge to the mental health of employees. The effect of increased working hours is having an important effect on the lifestyle of huge number of people, which damages their mental well-being. Work-life flow and stress go hand in hand. Stressful job conditions and work-life imbalance are pieces of a more complex puzzle. The tangible benefits of providing environment that supports work-life flow need to be more effectively and widely communicated. Employees need to assess the business and personal risks of job stress, focusing specifically on knowledge workers who put in excessive hours. Work-life and personal life are two sides of the same coin. Work life flow has always been related to those who are interested in the quality of working life. Striking a balance between work and life is critical for an employee to achieve his personal and professional goals. At the same time its impact is very important for the organizations since the employee's attitude, loyalty to the organization and productivity are directly dependent on how well one balances one's time between two lives. The present paper has attempted to understand the research gap in balancing of work life flow of employees in diversified sector. In this research, independent variables such as excessive workload, role ambiguity, organization culture and working environment are being discussed to determine their correlation with Work life flow.

Keywords: *Work Life Flow, Knowledge workers, work-life imbalance, organization culture.*

Introduction

The pressure of increasingly demanding work culture in India is perhaps the biggest and most pressing challenge to the mental health of employees. The effect of increased working hours is having an important effect on the lifestyle of huge number of people, which damages their mental well-being. According to a survey done by Human Solutions, workers who reported of having a good flow between work and personal/family life experience less stress than workers who lack this flow. The high incidence of job stress among knowledge workers raises concerns about the sustainability and cost of the job and career pressures the employees face. Employees need to assess the business and personal risks of job stress, focusing specifically on knowledge workers who put in excessive hours.

Employees care about work life flow more than money. One side, the modern economy has resulted in better opportunities, jobs and salaries. The other side is that this has also brought in extended working hours, leaving very little time for individuals to balance their work. It is not surprising that Indians consider work life balance as their main concern although job security remains central to all activities of life.

Work has to be organized along life, as life is assumed about family activities, mystical developments, pleasure and leisureliness, while work is supposed for a person's aspiration and professional responsibilities. When people need to split their time in these two important and vital elements of our living, they have to build

a balance between them. Priorities should be set according to age, family status, profession, living standard and ambition which make a balance in life and work in comfortable manner. In fact a lifestyle of job oriented person is different from a businessman and same chart of time management could not be made for them.

While not definite, it can be suggested that employer actions to address workload distribution could provide employees who experience work-life conflict with a better flow of balance. The need for employers to address work load and work schedules is root cause of work life imbalances. Hence, the employers needs to frame polices that would minimize the work load of employee without affecting the productivity of the organization, and also employee should be able to balance both personal and professional life for achieving successful work-life flow.

Need for the Study:

To identify and understand the various factors (excessive workload, role ambiguity, organization culture and working environment) affecting work life flow of employees in diversified sectors.

Scope of the Study:

The research was conducted on employees working in diversified sectors. The respondents of the questionnaire were related to middle level and operational level employees.

Objectives:

-) To understand the relationship between the quality of work and life among diversified employees.
-) To compare employees' perception towards work life flow in diversified sectors.
-) To suggest different ways to improve Work life flow.

Limitations:

-) The questions in the questionnaire are close-ended questions which limits the ability of the report to provide unique insights.
-) Limited sample size was an obstacle in this study.
-) The study findings cannot be generalized as the characteristics and work culture could be different from employee to employee at the same level in diversified sectors.

Literature Review:

The definition of work can be as narrow as paid employment or as broad as an activity that involves effort. **Porter (2004)** suggests that the meaning of work has varied across time and culture- a curse, a calling, a social obligation, a natural activity, a means to a better life or simply what they do because they have to.

There tends to be an underlying assumptions expressed in some of the literature that work is something the individual is compelled to undertake in order to earn an income, and that it is more or less an intrusion into the activities in which he/she would much prefer to participate (**Eikhof, et al., 2007**). Issues such as organizational design and work intensification (**Savery and Luks, 2000**) can also put more pressure and stress on employees.

Work-life balance is a concept that deals with the ability of individuals, irrespective of the age or their gender, to get into a flow' that allows them to combine the demands of work and other non-work responsibilities and/or activities (**Hughes and Bonzionelos, 2007**).

According to Lingard, Francis &Truner (2012), it is the biggest challenges for the modern employees to satisfy their demand on family and work-life. It can show that it has the barrier for them to satisfy their personal and job demand.

According to Samad (2006), most of the role ambiguity arise due to unclear goal and objective, unclear expectations and uncertainties. Consequently, employee unable to carry out his or her duty effectively and efficiently without the clear goals and objectives.

Olafsdottir (2008), explains that the better the organizational culture a company perceived, the better the employee can balance between their work and personal life. According to Schein (2010), the best way to develop interpersonal relationship in the workplace is by communication which will can help employees to achieve the sense of belongings. This is because employee will feel motivated and work effectively and efficiently in the workplace as they feel being included in the supportive culture.

Based on the research of Deery (2008) has come out the strategies to assist in helping employee to balance their work-life balance which is rewarding the employees who has completing their task or providing some well-being or health opportunities to employees such as provide some facilities for them.

Research Methodology:

Data Collection: The research methodology used to analyse the data in Descriptive research methodology. The data used for the study is both primary as well as secondary. Primary data was collected by using survey method from the employees working in diversified sectors.

Sample Size: 70

Sample technique used: Simple Random Sampling.

Questionnaire design: The survey questionnaire is separated into two different sections. Section A includes the demographics of employees. In Section B, all variables are measured using interval scale. The four independent and dependent variables are designed into a form of five-point Likert scale. Five-point Likert scale is recommended for most survey settings as it gives sufficient discrimination and easily understood by survey respondents (Brace, 2004). The scale is set with responses vary from "Strongly Agree" to "Agree", with "Neutral" as middle option then followed by "Disagree" and "Strongly Disagree".

Respondents are asked to fill in their demographic information in Section A. In Section B, the perceptions of respondents towards the work life flow are identified.

Correlation is performed on the data acquired.

Data Analysis:

It is performed on the data obtained from the employees in diversified sectors, here the dependent variable is taken as Work Life Flow and independent variables are Excessive workload, Role ambiguity, Organization culture and Work environment. The dependent and independent variables are defined in the following table i.e., Table 1.

Table 1.

Independent Variables	Excessive Workload	How many hours do you work in a day?
		Do you feel stressful with time pressure all the times due to deadlines?
		Are you too busy with the workloads and find it difficult to concentrate on tasks given?
	Role Ambiguity	Do you feel confused with the tasks assigned to you?
		Do you have uncertainties on work responsibilities?
		Do you feel that the job assigned to you is not related to the job description?
	Organization Culture	Do you have good relations with your colleagues?
		Does head of the department always provides a supportive feedback on the work you do?
		Does organization always encourage you to have good communication among the members?
	Work Environment	Do you feel insecure at your work place?
		Are the resources provided in your work place Up-to-date which can improve your performance?
		Are the welfare facilities provided by the organization satisfactory?
Dependent Variable	Work Life Flow	Are you able to balance your work with self-activities?
		Are you able to spend enough time with family and friends despite of your hectic schedule?
		Is your job burdensome, leading to stressful and imbalanced living?
		Are you happy with your job because of its flexi-time?

Results and Analysis:

Tools used:

Analysis of data has been performed in MS Excel using Data Analysis to understand the relationship between the independent and dependent variables.

Correlation Analysis:

Testing of Hypothesis for significant relationship between the dependent and independent variables.

Null Hypothesis H_0 : There is significant relationship between the dependent and independent variables

Alternative hypothesis H_1 : There is no significant relationship between dependent and independent variables.

Table 2:

	<i>Work Life Flow</i>	<i>Excessive Workload</i>	<i>Role Ambiguity</i>	<i>Organization Culture</i>	<i>Work Environment</i>
Work Life Flow	1				
Excessive Workload	0.230594835	1			
Role Ambiguity	0.391636933	0.354179153	1		
Organization Culture	0.533581139	0.056618683	0.007965	1	
Work Environment	0.614240259	0.320841047	0.36585	0.525312	1

In Correlation, if the correlation coefficient is <0.3 it represents a weak relationship between the variables, $0.3 - 0.7$ represents a moderate relationship while the strong relationship between the variables is represented with the values >0.7 .

From the results obtained in the above table (Table 2),

Alternate Hypothesis H_1 is accepted and Null hypothesis H_0 is rejected i.e., there is no a significant relationship between all the independent variables (as excessive workload, role ambiguity, organization culture and working environment) and the dependent variable Work Life Flow.

However, there is significant relationship between the individual independent variables with the dependent variable Work Life Flow.

Findings:

Here from the Table 2, we can say that

1. There is a weak relationship between the Excessive Workload (0.230594835), Role ambiguity (0.391636933) and Work Life Flow of employees i.e., there is no effect of excessive workload and role ambiguity on the flow of work life of the employee.
2. There is somewhat a strong relationship between Organization Culture (0.533581139), Work Environment (0.614240259) and Work Life Flow. That means, the organization culture and work environment are positively effects the Work Life Flow of the employees.

CONCLUSION

The growing diversity of family structures represented in the workforce, including dual-earner couples, single parents, blended families, employees with elder care responsibilities and the increasing number of people choosing to live alone, has heightened the relevance of balancing work and life roles for a substantial segment of employed men and women. These societal developments have greatly increased the complexities of the interface between work and life roles

Organizations should consider child supervision to be better regulated than employees do. At the same time, employees' expectations of balance in this area are high. It should therefore be pointed out to employers that more attention could be devoted to this area. Apart from this, flexible working time is also an area which requires particular attention from management.

In a nutshell, the results obtained of this study may be useful to improve the Work Life Flow among the employees working in diversified sectors, by strengthening the factors such as Organization culture and Work environment that proved that they have positive and significant relationships with Work Life Flow. Last but not least, we hope that the results of this study can be used as a reference for future researchers.

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