

Work-Life Balance of Employees in Electronic Industry in Chennai and Bangalore based on Age and Gender

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ABSTRACT

This paper aims at understanding the Work-Life Balance of Employees in Electronic Industry in Chennai and Bangalore based on Age and Gender. The study shows that the mean value reveals that both in Chennai and Bangalore the work-life balance is high among the female. But there is no independent and interactive effect of gender in the work-life balance among the employees.

Key words: work-life balance, age, gender,

1. Introduction

Work-life balance initiatives are any benefits, policies, or programs that help create a better balance between the demands of the job and the healthy management (and enjoyment) of life outside work.

Work/life initiatives can potentially deal with a wide range of issues including; on-site childcare, emergency childcare assistance, seasonal childcare programs (such as March break or Christmas),eldercare initiatives (may range from referral program, eldercare assessment, case management, a list of local organizations or businesses that can help with information or products, or seminars and support groups), referral program to care services, local organizations, etc., flexible working arrangements, parental leave for adoptive parents, family leave policies, other leaves of absence policies such as educational leave, community service leaves, self funded leave or sabbaticals, employee assistance programs, on-site seminars and workshops (on such topics as stress, nutrition, smoking, communication etc), internal and/or external

educational or training opportunities, or fitness facilities or fitness membership assistance (financial).

The need for balance is essential. As stated by Human Resources Development Canada (HRDC) on their "*Work-Life Balance in Canadian Workplaces*" web site: When employees are "*out of balance*", they experience more stress and fatigue and tend to be absent from work more often due to these reasons. They have less focus while at work because they are worried about issues at home and they are also more distracted at home because work matters weigh on their minds. The end result is that neither situation is healthy nor productive; in short, it's a loose/lose situation for employees, their families and their employer.

Studies on work/life balance programs have reported many benefits; work-life balance programs attracts new employees, helps to retain staff, builds diversity in skills and personnel, improves morale, reduces sickness and absenteeism, enhances working relationships between colleagues, encourages employees to show more initiative and teamwork, increases levels of production and satisfaction, and decreases stress and burn-out.

2. REVIEW OF LITERATURE

Chaitra et al (2005) studied the work-life balance of employees at Bosch Ltd Bangalore. They have found that the work-life balance is one of the key factors of employees for attaining success. The study has shown that the work responsibilities negatively impact the personal life of employees.

David and Bueno (2017) have conducted a study on work-life balance of employees in private higher education institutions. The study determines the current work-life balance practices and policies as a basis for institutional policy reformulation in a private higher education institution. Work-life balance related activities are viewed by employees in various ways which also has moderate impact on the personal life of employees

Memon et al (2017) demonstrated the work-life balance study on working women in education sector. The study shows that there is major impact of work-life balance on the married working women in education sector.

Vives et al (2018) studied the work-life balance and health of men and women in an ageing workforce. These employment and working conditions indicate that working into old age is not yet sustainable in chile and counts as evidence that needs to be taken into account in discussions about delaying the retirement age in the country, as well as incorporating support systems to alleviate the double work burden of ageing working women.

3.RESEARCH METHODOLOGY

RESEARCH DESIGN

The study is to understand work-life balance of employees based on age, gender and area. Hence, a descriptive research design was followed by the researcher. A survey was conducted among the electronic industry employees with help of a questionnaire.

SAMPLING FRAMEWORK

AREA

The study was conducted in Chennai and their neighborhood, and Bangalore and their neighborhood. Chennai has maximum number of electronic companies in Sriperumpudur and in the Chennai city. Similarly in Bangalore, electronic city is there. So these two places were found to be the potential places for conducting the survey. So the researcher finds Chennai and Bangalore as the most suitable places to conduct this research. Throughout the work the researcher has made two clusters of areas. Here, Chennai represents the Chennai and their neighborhood, Bangalore represents the Bangalore and their neighborhood.

SAMPLING TECHNIQUE

In this study, the researcher has adopted the convenient sampling technique for selecting the sample. Convenient sampling procedure is used to obtain those units or people most conveniently available. Researchers generally use convenient samples to obtain a large number of completed questionnaires quickly. There will not be bias in the responses in using the convenient sampling since the respondents voluntarily participate in the survey. As the respondents show interest to fill up the questionnaire, the error rate will be minimal. Especially many internet surveys are conducted with volunteer respondents, who either intentionally or by happenstance visit the website. In this scenario the respondents who are met personally and through net are not forced to fill up the questionnaire. The purpose is explained to them and their involvement in the study is left to their choice. So convenient sampling was the best sampling method available in this situation.

DATA COLLECTION

Primary Data

The primary data was collected by two methods

1. Survey through Web Hosting
2. survey through Hard Copy Circulation

An exclusive website (www.vimoha.com) is designed and the questionnaire was hosted. The URL link is sent to employees in electronic industry in Chennai and Bangalore. The respondents can log into the website and fill up the questionnaire. The filled in questionnaire are saved in the e- mail. The filled-in- questionnaires were then downloaded for the analysis.

An effort is also taken to circulate the questionnaire personally to the employees for collecting data. The respondents are explained about the purpose of the research, and assured that their data will kept confidential and used only for the academic purpose.

Secondary Data

The necessary secondary data to support the research regarding quality of work life and electronic industry have been collected from the Indian Institute of Management-Bangalore, libraries of management institutes, and university library. Sufficient data have been collected from electronic sources also.

SAMPLE SIZE DETERMINATION

To determine the samples for the main study the following formula has been applied.

$$M = \frac{2(Z_1 - \alpha/2 + Z_1 - B)^2}{\sigma^2} + \frac{Z_1^2 - \alpha/2}{4}$$

Where, $\alpha = \mu_1 - \mu_2 / \sigma$ μ mean

σ σ = mean level σ standard deviation .

Instruments Used:

In order to measure the work-life balance among the employees in the electronic industry the following tools have been used in the present study.

- Work-life balance developed Developed and Used by Reimara Valk, and Vasanthi Srinivasan (2005).

STATISTICAL TOOLS USED

The collected data were analyzed by using SPSS package version 15 and **Descriptive statistics is done for analysis.**

OBJECTIVE OF THE STUDY

- To find out the influence of age, gender and area on work life balance of employees among employees in Chennai and Bangalore

4.Results and discussions

WORK-LIFE BALANCE

Work/life balance initiatives are any benefits, policies, or programs that help create a better balance between the demands of the job and the healthy management (and enjoyment) of life outside work.

The influence of demographic variables over the work-life balance is discussed below.

Figure 1- Work-Life Balance Based on Gender and Area

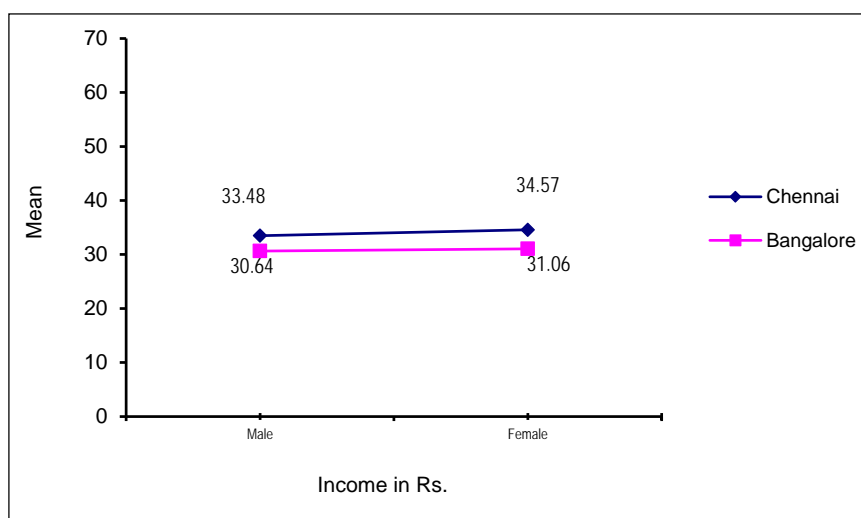


Table – 1 Work-Life Balance Based on Gender and Area

Source	F – value	P-value
Gender	1.432	0.232(NS)
Area	25.243	0.000**
Gender * area	0.283	0.595(NS)

Source: Primary Data * - 1 Percent Level of Significance NS- Non-Significant

Figure 1 displays the mean value for work-life balance based on gender and area.

It is observed from the mean value that work-life balance is appreciable among the female employees with a mean value of 34.57 in Chennai than male employees with a mean value of 33.48

In Bangalore also the work-life balance is appreciable among the female employees with a mean value of 31.06 than male employees with the mean value of 30.64.

The mean value reveals that both in Chennai and Bangalore the work-life balance is good among the female employees.

Ho: 1.1- There is no significant difference in work- life balance among the employees based on gender.

Ho: 1.2- There is no significant difference in work- life balance among the employees based on area

Ho: 1.3-There is no interactive effect of gender and area the work- life balance among employees based on age.

ANOVA test is executed to verify the above stated hypotheses. Table – 1 explains the ANOVA result for work-life balance based on area and gender.

From the result, it is inferred that gender does not influence the work- life balance among employees. Because the F-value - 1.432 and P-value - 0.232 is non-significant. So the hypothesis Ho:1.1 is accepted.

Since the F-value is 25.423 and the p-value is 0.000, the hypothesis Ho: 1.2 gets rejected at 1 percent level. It is noted that work-life balance among the employees varies significantly based on the area of work place.

There is no significant influence of interactive effect of gender and area in the work-life balance among the employees since the P-value- 0.595 is non-significant. Hence the hypothesis Ho: 1.3 is accepted.

The result concludes that gender and interactive effect of gender and area do not influence the work-life of employees. Only the area significantly influences the work-life balance among employees.

Figure 2 – Work-Life Balance Based on Age and Area

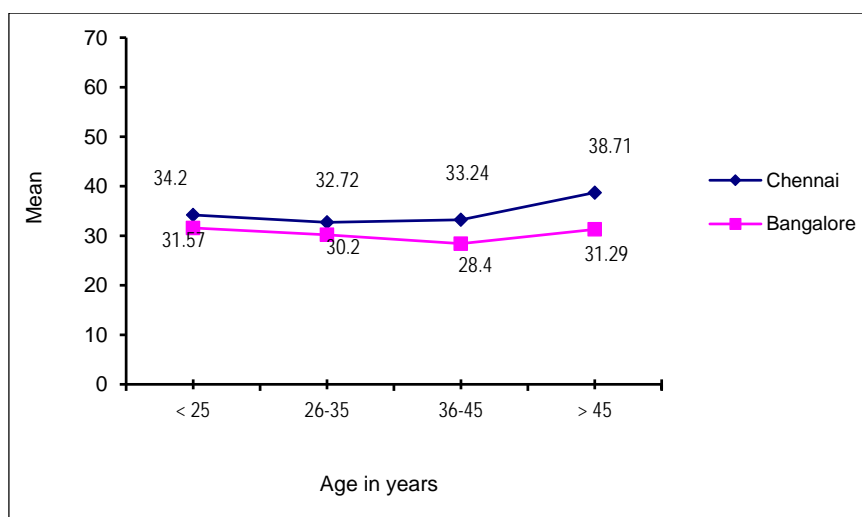


Table – 2 Work-life Balance Based on Age and Area

Source	F – value	P-value	Bonferroni value
Age	4.519	0.004**	Younger employees vs. others
Area	21.335	0.000*	
Age * area	1.195	0.310 (NS)	

Source: Primary Data * - 1 Percent Level of Significance NS- Non-Significant

Figure 2 indicates the mean value for the work life balance among employees based on age and the area of work place.

Reading the mean value indicates that that work-life balance is appreciable among the employees in the age group of above 45 years with a mean value of 38.71 and not appreciable among the employees in the age of 26-35 with a mean value of 32.72 in Chennai.

In Bangalore, the work-life balance is appreciable among the employees in the age group of less than 25 years with a mean value of 31.57 and not appreciable among the employees in the age group of 36 to 45 years with a mean value of 28.40.

Ho: 2.1 - There is no significant difference in work- life balance among the employees based on age.

Ho: 2.2- There is no significant difference in work -life balance among the employees based on the area.

Ho: 2.3- There is no interactive effect of age and area in the work -life balance among employees.

In order to examine the hypotheses, ANOVA test is applied. Table 2 shows the ANOVA result for work-life balance among the employees based on age and area.

It is inferred from the result that age influences work-life balance among employees since the F-value 4.519 and P-value 0.004 is significant. Hence the hypothesis Ho: 2.1 gets rejected at 5 percent level.

It is noted that the place significantly influences the work-life balance among employees. Since the F-value is 21.353 and p-value is 0.000, the hypothesis Ho: 2.2 is rejected at 1 percent level.

Further, it is revealed that there is no significant influence of interactive effect of age and place in the work-life balance among the employees. Since the F-value is 1.195 and the p-value is 0.310, the hypothesis Ho: 2.3 is accepted.

The Bonferroni test is performed to find which group differs and the result shows that there is variation between work-life balance among the employees in the in the age group of less than 25 years and all the other employees in the age group of above 25 years.

Work-life balance is found to vary among the employees based on the age and area of workplace. The interactive effect of age and area does not influence the work-life balance among the employees.

In Chennai, work -life balance is good among elder employees. This may be due to the maturity and experience they have in balancing the work and family.

In Bangalore, work-life balance is found to be good among the younger employees. This may be due to less commitment.

5. Findings and conclusions

The mean value reveals that both in Chennai and Bangalore the work-life balance is high among the female. But there is no independent and interactive effect of gender in the work-life balance among the employees.

The work-life balance is not influenced by the gender. Gender and area when put together also has no significant influence over the work-life balance of employees.

The work-life balance is found to be appreciable among the elder employees in Chennai. But in Bangalore the work-life balance is appreciable among the youngsters. Age has significant influence over the work-life balance of employees. It is also observed that there is no interactive effect of age and area in the work-life balance of employees.

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