

5.2. CONCLUSION

The study is undertaken for knowing work life balance and its impact on professional couples. The extensive survey is conducted to study each aspect of work life balance, family life and professional life. From the study researcher proves that work life balance has impact on family and professional life. The respondents give more importance to family life over the professional life.

The 90% participants have clear understanding of work life balance. The participants agrees to the work life balance definitions such as a)Balancing their work and family lives equally b)Provision for responsible employee at workplace c) Achieve family and career goals at same time and d) move towards the desired goals in the work.

The study shows that in today's world work life balance is important for working couples. The working hours plays major role in work life balance. Most of the working couples have long working hours and very less have flexible working hours.

The study also gives a highlight on environment in organization where the respondents have many rules to follow, few respondents have to wear uniform and in some organizations they can work from home and go any time to work.

Most of the respondents give their opinion on working hours where they have to adjust their personal work due to extended hours, for some respondents it is difficult to manage work in the working hours and some say that due to hectic schedule of work they are not able to manage their family life.

Respondents say that they spend enough time with their family but in typical day most of the respondents spend two to four hours with their family. Few respondents want to spend more than six hours for their family time.

The respondents enjoy going on holiday for four to five days on some destination to spend some leisure time with their family.

Some respondents take leaves to manage their family life but few respondents have provision for job sharing options, flexible work time and work from home through the organization.

Most of the respondents are able to manage work and family life but due to fixed targets respondents have to work more to achieve them. Some respondents have long stressful days of work which make them tired at the end of the day and when they come back home they get angry on their kids due to the stress at work.

The respondents get motivated by handling pressure in their team and few respondents are inspiration to their colleagues to practice some new things in the organization.

Most of the respondents give their opinion that they are loaded with lots of work so they face problem and some say that they have high targets which give them excess stress. Few respondents say that they are not able to maintain balance in their work responsibilities.

To feel satisfied with in their family life the respondents say that they take help of their spouse to do activities and divide them within themselves, some say that they have to prioritize to do their jobs, few do micro planning to give equal importance to their family and some say that it relaxes them when they are with their loved ones.

Respondents think that the amount of time spend with family and work should be changed most of them say that they want equal time for family and work, few say that they want more time for family and less for work.

Respondents say that their family is happy with time allocation where they want some more quality time with them, few say that they are happy with the time spend with their family and some still want to spend more time with their loved ones.

The respondents give their opinion on bringing work at home that most of them say they manage to do work at office and some bring work home as they are loaded with too much of work.

The respondents have the opinion that they need to compromise on appointments and make some sudden changes, few say that they prefer time allotments separately for the family and work.

To feel satisfied with in their family life the respondents have strong opinion that they should be secure in their job, the organizational climate, performance in job, self determination and salary and incentives are the important parameters to get satisfied.

Most of the respondents say that hierarchy matters for communication in organization and few say that existing method used to communicate is good.

Most of the respondents say that they discuss their problems with the family members and take the families suggestions and few say they communicate in very good manner with their family members.

Most of the respondents say that if they are satisfied from their family responsibilities they are more productive at work, they also say that it builds their self confidence at work because their family life is well organized and it helps them to increase their performance at work.

In priority of career most of the respondents say that family supports them in their career development and so they have set up some goals for their future.

Most of the respondents feel that they have emotional support for the organization as it helps them to improve their energy level and sometimes it also support them in their family related issues.

The respondents have to face problem while adjusting their family on top of their work as they have to plan in advance for leaves or then they have to make some alternate arrangements.

The children of the respondents are mostly with their grandparents and some are in the day care centre when the respondents are at their work.

The working hours of the respondents spouse is mostly eight hours and only few of them have more than eight hours of working.

The respondents and their spouse have mostly divided their home responsibilities in both of them and they support each other.

The respondents spend quality time with their children and spend some time in socialization.

Most of the respondents say that socializing benefits them by building up relation with each other and it also helps them to share information.

<u>OBJECTIVES</u>	<u>HYPOTHESIS</u>	<u>TESTING TOOL USED</u>	<u>TESTING</u>
1. To study the various issues related to work life balance.	<i>There is a relationship between Personal/Family and professional aspects on Work life balance.</i>	Pearson correlation, Significance of coefficient.	Hypothesis is substantiated and is positive.
2. To study its impact on professional couples.	<i>Work life balance is related to personal and career life of professional couples.</i>	Chi square tests.	Hypothesis is substantiated and is positive.
3. To study the perspectives of professionals about work life balance.	<i>Work life balance has an impact on satisfaction.</i>	Chi square tests.	Hypothesis is substantiated and is positive.
4. To study the problems related to professionals work life.	<i>Flexible working hours improves work life balance.</i>	Chi square tests.	Hypothesis is substantiated and is positive.
5. To analyze the balance between couples personal life and career life.	<i>Family has more priority over money, career and prestige.</i>	Compare means	Hypothesis is substantiated and is positive.

The conclusion derived from the testing of first hypothesis is that ‘there exists relationship between personal / family band professional aspects on work life balance and is positive’.

The conclusion derived from the second hypothesis is that 'there is an impact of personal life on work life in case of both the gender (male and female).'

The conclusion derived from the third hypothesis is that ‘there is impact of work life balance on satisfaction of both the gender (male and female).'

The conclusion derived from the fourth hypothesis is that 'flexible working hours can improve work life balance'.

The conclusion derived from the fifth hypothesis is that 'family has more priority' over money, career and prestige.