

5.1. FINDINGS

In this chapter the findings of data analysis is presented. The findings are as follows:

1. CONCEPT OF WORK LIFE BALANCE

- 92% respondents agree that Work Life Balance is balancing their work and family lives equally
- 91% respondents agree to the concept of provision for responsible employees at workplace.
- 89% respondents agree to the concept of successful professional and family life.
- 90% respondents agree to the concept to achieve family and career goals at same time.
- 80% respondents agree to the concept of to move towards the desired goals in the work.

The concept of work life balance helps the respondent to understand maintaining balance in professional and personal life. [Ref. Page. No.53-58]

2. IMPACT OF WORK LIFE BALANCE ON PROFESSIONAL LIFE.

The findings shows that

- 92% respondents agree that impact of work life balance on professional is in career development
- 88% respondents agree that there is an impact of work life balance on professional by family responsive culture.
- 80% respondents agree that there is an impact of work life balance on professional by job satisfaction.
- 85% respondents agree that there is an impact of work life balance on professional by developments in family and work simultaneously.
- 88% agree that there is an impact of work life balance on professional to achieve a harmony between personnel and professional spheres.

Most of the respondents (95%) respondents says Important is work life balance in today's way of living. It gives them an idea to keep a pace with the job responsibilities and family responsibilities. [Ref. Page. No.59-64]

3. THERE IS A RELATIONSHIP BETWEEN PERSONAL/FAMILY AND PROFESSIONAL ASPECTS ON WORK LIFE BALANCE.

To test the relationship the co-efficient of correlation is computed between aspects such as Balancing their work and family lives equally, Provision for responsible employees at workplace, Successful professional and family life, To achieve family and career goals at same time, To move towards the desired goals in the work, career development, Family responsive culture, Developments in family and work simultaneously and To achieve a harmony between personnel and professional spheres were considered.

		Balancing their work and family lives equally	Provision for responsible employees at workplace	Successful professional and family life	To achieve family and career goals at same time	To move towards the desired goals in the work
In career development	Pearson Correlation	.217**	.343**	.277**	.277**	.261**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
Family responsive culture	Pearson Correlation	.117*	.274**	.286*	.286*	.284**
	Sig. (2-tailed)	.030	.000	.000	.000	.000
Job Satisfaction	Pearson Correlation	.063	.136*	.343**	.363	.148*
	Sig. (2-tailed)	.243	.011	.000	.000	.006
Developments in family and work simultaneously	Pearson Correlation	.100	.276**	.341	.341	.239**
	Sig. (2-tailed)	.064	.000	.000	.000	.000
To achieve a harmony between personnel and professional spheres	Pearson Correlation	.174**	.212**	.376**	.376**	.208**
	Sig. (2-tailed)	.001	.000	.000	.000	.000

Personal/Family Factors	Professional Factors	Coefficient of Correlation
Balancing their work and family lives equally	In career development	.217**
Provision for responsible employees at workplace	In career development	.343**
Successful professional and family life	To achieve a harmony between personnel and professional spheres	.376**
To achieve family and career goals at same time	To achieve a harmony between personnel and professional spheres	.376**
To move towards the desired goals in the work	Family responsive culture	.284**

*The coefficient of correlation for personal/family factors and professional factors is significant as show in table with **. The correlation is positive and moderate.. The co-efficient of correlation is from 0.217 to 0.376 which shows positive correlation between family/personal and professional life. Thus there exists relationship between Personal/Family and professional aspects on Work life balance.*

In this hypothesis there is a relationship between personal/family and professional aspects on work life balance because if family life is disturbed then professional life also gets disturbed and vice a versa. [Ref. Page. No.65-67]

4. WORKING HOURS

Most of the respondents have fixed 8 hours office time.

- 64% respondents sometime they have to wait long till their boss leaves.
- 45% respondents cannot leave whenever they want from their office.
- 41% respondents have never flexible working hours.

Improper working hours are a crucial, for the professional to allot different responsibilities. [Ref. Page. No.69-75]

5. ENVIRONMENT IN ORGANIZATION

- 72% respondents have the environment in organization have many rules to follow.
- 40% respondents have environment in organization is that they have to wear the uniform in the organization.
- 32% respondents can work from home if required.
- 22% respondents can go anytime to the work.

If the environment in organization is too formal then the respondents are not able to maintain a balance in their responsibilities. [Ref. Page. No.76-80]

6. OPINION OF WORKING HOURS

- 25% respondents are very happy with the working hours.
- 60% respondents say due to extended working hours they have to adjust on personnel work.

- 60% respondents say it is difficult to manage work in the working hours.
- 46% respondents say due to hectic schedule of work they are not able to manage their family life.
- 25% respondents say they have wait till their boss leaves from the office.

If working hours are extended and the respondents work schedule is hectic then it is difficult for them to balance their work life because they need to make frequent adjustment. [Ref. Page. No.81-85]

7. TIME SPARE FOR FAMILY

54% respondents give enough time for family.

Respondents in a typical working day 56.5% spend 2-4hours, 21.6% spend 4-6 hours, 11.8% spend less than 2 hours and 10.1% spend more than 6 hours with the family.

But sometimes the respondents find it difficult to spare time for their family if they have some excess workload and busy with some work responsibilities. [Ref. Page. No.86-87]

8. HOW HOLIDAYS ARE PLANNED?

- 50% respondents enjoy going on long holidays on different location.
- 75% respondents enjoy going on holidays for some destination for 4-5 days.
- 10% respondents most of the time it is very difficult to find time for going out.
- 20% respondents due to hectic schedule of work they are not able to manage their family life.
- 45% respondents are accessible in the holidays to the organization.

In the study most of the respondents like to go on holidays with family, but due to their hectic work responsibilities and busy schedule it is not possible for them to arrange for holiday many times. [Ref. Page. No.88-92]

9. PROVISIONS IN ORGANIZATION

- 44% respondents take leaves for managing family life whereas
- 56% respondents' organizations have provision for work from home, flexible work time and job sharing options.

In the study most of the respondents have some provisions made by their organization where they can be liable for some policies like maternity leaves, paternity leaves, two hours leave and crèches for children. [Ref. Page. No.93]

10. MANAGING WORK AND FAMILY LIFE

- 45% respondents are able to manage work and family life at the same time.
- 38% respondents have fixed targets to achieve which makes them work more.
- 8% get angry while their kids are around when they are working.
- 38% have long stressful days of work which make them tired at the end of the day.

In the study most of the respondents have to manage family and work life at the same time but if targets are not achieved then respondents get stressed and frustrated at home in the end of the day. [Ref. Page. No.94-95]

11. MOTIVATION

The respondents get motivated through below ways in their work place:

- 18% are inspiration for the colleagues to do something new,
- 62% can handle pressure in their team and work with them happily

- 6% bosses have good habit of praising them
- 15% their companies provide them good incentives and then they

In the study, respondents get motivated by being an inspiration for the colleagues; some can handle pressure so they can work in this situation, their bosses praise them and though they get motivated. [Ref. Page. No.96-97]

12. PROBLEM FACED

Respondents face the problems in their work life because of

- (23%) high targets give me excess stress
- (44%) always loaded with lots of work
- (19%) Not able to maintain balance in work responsibilities
- (14%) I have to do overtime / work till late hours.

In the study few respondents have to face problems in their work life as they have high targets, they have to do overtime which makes them difficult to maintain the balance in between their family and work life. [Ref. Page. No.98]

13. SATISFACTION WITH FAMILY LIFE

To feel satisfied with in their family life the respondents

- 23.3% micro plan to give equal importance to their family
- 23.6% prioritize to do their jobs
- 31.7% say that they take help of their spouse to do activities and divide them within themselves,
- 21.3% it relaxes them when they are with their loved ones.

The respondents get satisfaction in their family life if they decide upon their priorities and plan the activities accordingly, this also relax them from daily instability. [Ref. Page. No.99-100]

14. WORK LIFE BALANCE HAS AN IMPACT ON SATISFACTION

It is tested using Chi-square on factors of work life balance affecting satisfaction.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.034 ^a	3	.002
Likelihood Ratio	15.280	3	.002
N of Valid Cases	347		

By chi-square tests for these points, the significant value p for all cases 0.02 which is less than 0.05. There is impact of work life balance on satisfaction of both the Gender (Male and Female).

In this hypothesis there is an impact of work life balance on satisfaction of both the genders (male and female). As the responsibilities are divided and carried out by both as a couple so it increases the satisfaction level. [Ref. Page. No.101-102]

15. TIME SPEND WITH FAMILY

Respondents think that the amount of time spend with family and work should be changed from what they spend it should be

- 25% stay as it is today as they are comfortable
- 44.7% want equal time for family and work
- 1.4% brings work at home which gives them satisfaction

- 6.3% less for family and more for work
- 22.5% say more for family and less for work.

The respondents want to spend more quality time with their family. [Ref. Page. No.103]

16. FAMILY HAPPINESS

Respondents say that their family is happy with time allocation

- 12.4% they do not get enough time for their loved ones
- 6.6% they have to rush in every time when it comes to their family
- 0.3% give less for family and more for work, 39.5% their family is happy with whatever time they spend with them
- 40.6% they want some more quality time with them.

The respondents feel that the current time allotted for their family is very less so they want to spend more time and make their loved ones happy. [Ref. Page. No.104]

16. BRINGING WORK AT HOME

Respondents give their opinions on do they bring work at home

- 10.4% as work gives them satisfaction to work from home
- 10.1% it passes their time at home
- 32.3% as they have too much of work load on them
- 47.3% as they manage to do work at office.

Most of the time the respondents manage to finish their work at workplace but if sometimes they are loaded with too much of work then they have to bring work a home. [Ref. Page. No.105]

17. COMPROMISING WITH APPOINTMENTS

Respondents have opinion on that they need to compromise on appointment

- 1.2% balance helps in being more satisfied
- 43.5% they have to make sudden changes sometimes
- 39.8% they prefer time allotments separately for family and work
- 15.6% their tasks are scheduled from first.

The respondents mostly schedule their tasks from first but any sudden changes may occur due to which they have to compromise with their appointments. [Ref. Page. No.106]

18. SATISFIED WITH FAMILY LIFE

To feel satisfied with in their family life:

- 80% Respondents is of opinion security in job
- 85% respondents is of opinion organizational climate
- 87% respondents is of opinion performance in job
- 88% respondents is of opinion self determination
- 80% respondents is of opinion salary and incentives

The respondents feel satisfied with in their family life if they have secured job, better performance, self determination and sufficient salary and incentives. [Ref. Page. No.107-111]

19. METHOD OF COMMUNICATION WITH ORGANIZATION

- 55% respondents say current method is good.
- 85% respondents say that hierarchy matters for communication in organization.

The respondents mostly follow good method of communication within the organization and also follow the necessary hierarchy levels in between. [Ref. Page. No.112-113,122]

20. COMMUNICATION WITH FAMILY

- 76% respondents discuss their problems with family members and take the families suggestions.
- 90% respondents say that they have very good communication within family members.

The respondents have good communication in their family members which helps them to discuss their problems and also consider their suggestions. [Ref. Page. No.114]

21. HOW MUCH FAMILY LIFE HAS AN IMPACT ON WORK LIFE?

- 52% respondents say their responsibilities at home reduce the efforts which they can devote to the work.
- 51% respondents say stress and worries at home distracts them from their work
- 80% respondents say when they are satisfied from their family responsibilities they are more productive at work.
- 80% respondents say that they can increase their self confidence at work because of their family life is well organized.

- 80% respondents say that balanced family life can also increase their performance at work.

The family life and work life are mostly depended on each other even if one of them is disturbed the respondent can have an impact on the other. So to reduce stress and worries, efforts should be taken to satisfy and be more productive in both. [Ref. Page. No.115-119]

22. WORK LIFE BALANCE IS RELATED TO PERSONAL AND CAREER LIFE OF PROFESSIONAL COUPLES.

This is tested by performing chi-square test on the factors of impact for both gender Male and Female.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	23.492 ^a	4	.000
Likelihood Ratio	24.006	4	.000
N of Valid Cases	347		

By chi-square tests for these points, the significant value p for all cases is less than 0.05. There is impact of personal life on work life in case of both the Gender (Male and Female).

In this hypothesis there is an impact of personal life on work life in case of both the genders (male and female). As the responsibilities of personal life are related on the work done so personal stress, health issues, low satisfaction level in family can give an impact on work life. [Ref. Page. No.120-121]

23. PRIORITY TO CAREER

- 21% respondents say that they think that their career comes first than the family.
- 95% respondents say that family supports them in their career development.
- 62% respondents think that their career is growing in the organization.
- 40% respondents think that their family is barrier for their career growth.
- 72% respondents think that the career which they have chosen is right.
- 75% respondents support their spouse for his/her career development.
- 90% respondents say that they have set up some goals for their future.

The respondent family has given a constant support for career development, their spouse also supports them in career growth and their family never acts as a barrier in their career development. So the respondents can set up their goals for their future and prioritize in their career. [Ref. Page. No.123-125, 130-132]

24. DO THEY HAVE ANY EMOTIONAL SUPPORT FOR THE ORGANIZATION?

- 62% respondents feel emotional support help them to built positive self image.
- 80% respondents feel emotional support help them to reduce stress.
- 93% respondents feel emotional support help them to improve employee's energy level.
- 92% respondents feel emotional help them and support for the family related issues.

Most of the respondents have an emotional support for the organization so which helps them to build positive self image, it reduce stress, increases the energy level and thus creates a bonding between the organization and the respondent. [Ref. Page. No.126-129]

25. FLEXIBLE WORKING HOURS IMPROVES WORK LIFE BALANCE.

- 95% respondents think that flexible working hours can improve their work life balance.

This is tested using Chi-square test

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.535 ^a	1	.465		
Continuity Correction ^b	.244	1	.621		
Likelihood Ratio	.543	1	.461		
Fisher's Exact Test				.490	.313
N of Valid Cases	347				

The calculated chi-square value is 0.465 at degree of freedom 1, which is greater than the probability of larger values of chi-square at 0.50 (0.455) and less than probability of larger value of chi-square at 0.25 (1.32). Thus the value lies within the acceptance range. We accept as Flexible working hours can improve work life balance.

In this hypothesis flexible working hours can improve work life balance. If the respondents get a provision of flexible working hours then the respondents can prioritize and divide the responsibilities between themselves and also satisfy both work and family life easily. [Ref. Page. No.133-134]

26. PROBLEMS FACED ADJUSTING FAMILY ON TOP OF WORK

- 46% respondents have to face issue in organization.
- 87% respondents they have to plan it in advance for leaves.
- Respondents face problem while adjusting their family on top of their work
- 75% respondents make alternate arrangements.
- 70% respondents prefer to take holidays for family work.

The respondents face problems in adjusting family on top of the work if they do not have any alternate arrangements made or plan for leaves in advance. [Ref. Page. No.136-139]

27. WHO TAKES CARE OF THEIR CHILDREN WHEN THEY ARE AT WORK?

- 25% respondents' children are in day care centre
- 5% respondents' children are with maid
- 1% respondents' children are alone
- 23% respondents' children are with parent-in-law
- 28% respondents' children are with parents
- 18% respondents' children are with spouse

The children of the respondents are with their parents or in day care centre when the respondents are at work. [Ref. Page. No.140]

28. SPOUSE WORKING HOURS

- 51% respondents' spouse has 8 hours of working
- 18% respondents' spouse has 9 hours of working
- 18% respondents' spouse has 10 hours of working
- 4% respondents' spouse has flexible hours
- 9% respondents' spouse has shifts in working hours.

Most of the respondents spouse working hours are up to 8 hours to 10 hours so the respondent have to make some provisions for the family responsibilities. [Ref. Page. No.141]

29. HELPING SPOUSE

- 79% respondents have divided responsibilities at home.
- 85% respondents support their spouse in his / her work.

Most of the responsibilities are divided at home so the respondent and their spouse can help each other for the work. [Ref. Page. No.142, 145]

30. HOURS SPEND WITH THEIR CHILDREN

- 10% respondents spend one hour
- 10% respondents spend one and half hour
- 37% respondents spend two hours
- 43% respondents spend more than two hours
- 52% respondents give quality time to their children
- 70% respondents spend time in socialization.

The respondents spend more than two hour with their children and makes them forget and relax all the stress of work. [Ref. Page. No.143-144, 146-151]

31. BENEFITS OF SOCIALIZING IN THEIR LIFE

- 43% respondents feel it helps them in relaxing.
- 90% respondents feel it helps them to build up relation with each other.
- 92% respondents feel it helps them in sharing information.
- 70% respondents feel it helps them for maintaining status in society.

The respondents are more often busy in their work but socializing benefits them to share information and builds their relation with in the social world. [Ref. Page. No.152-156]

32. PRIORITY OF FAMILY, MONEY, CAREER AND PRESTIGE

It is testing is done by using compare means techniques.

Compare Means

Gender	What are my priorities as a professional in this competitive world? [Money]	What are my priorities as a professional in this competitive world? [Prestige]	What are my priorities as a professional in this competitive world? [Family]	What are my priorities as a professional in this competitive world? [Career]
Female	2.71	2.77	1.92	2.60
Male	2.56	2.81	1.94	2.70
Total	2.64	2.79	1.93	2.64

When mean is less, the factor has high priority. From the table it is seen than both male and female and overall mean for family is less. Thus family has more priority.

In this hypothesis testing most of the respondents have priority on family than money, career and prestige. So family comes first for the respondents and always gives them inspiration. [Ref. Page. No.157]