

## PalArch's Journal of Archaeology of Egypt / Egyptology

### A STUDY ON IMPACT OF COVID IN WORK LIFE BALANCE OF EMPLOYEES IN CHENNAI

*MS. PRITHIVIS<sup>1</sup>, DR. A. THILAGARAJ<sup>2</sup>*

<sup>1</sup>Research Scholar, Department of Commerce, SRM Institute of Science and Technology,  
Kattankulathur, TamilNadu.

<sup>2</sup>Research Supervisor, Department of Commerce, SRM Institute of Science and Technology,  
Kattankulathur, TamilNadu.

**MS. PRITHIVIS<sup>1</sup>, DR. A. THILAGARAJ<sup>2</sup>, A Study On Impact Of Covid In Work  
Life Balance Of Employees In Chennai- Palarch's Journal of Archaeology of  
Egypt/Egyptology 17(6) (2020). ISSN 1567-214X.**

#### ABSTRACT:

Work life balance is a central issue affecting wellbeing as family and work are the most important element of every individual's life. Work life balance is always challenging for all working personnel. Work from home scenario changed balance between work life and personal life. Many previous studies have explored the nature of work life balance but rarely any study could cover pandemic affected working scenario. This study attempted to investigate various other factors affecting work life balance when employees are obligated to mandatorily work from home. The study intended to study the current work life balance situation and identified that work life responsibilities has an impact on personal life of employees. The study collected data from 60 employees working from home during pandemic. Data were analysed and found that there is negative impact in the work life balance of the employees. Accordingly the employees are the one who determines the company's growth should be given the desired environment to enhance their job satisfaction.

#### INTRODUCTION:

Work-life balance (WLB) is an issue increasingly recognized as of strategic importance to organizations and of significance to employees. Work-life Balance is Human Resource Strategy, which is already recognized as the ultimate key for Human Resource Development among all the work systems. Researchers of Human Resource Management have indicated that work-life balance among employees of organizations is playing a vital role for better performance in an industry. It is widely accepted that better work place is closely associated with the development of career strategy which in turn would enhance individual's job satisfaction. This research attempts to study the Work-life balance of employees working from home.

Work life balance is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. Work life balance is about dividing the hours in your day evenly between work and personal. The term work life balance was first used in the United Kingdom in the late 1970's to describe the balance between an individual's work and personal life. The concept of work life balance has undergone major change in current pandemic situation. Balancing work life and personal life is overwhelming for any working class professionals.

## **IMPORTANCE OF WORK LIFE BALANCE**

Work life balance is about creating and maintaining supporting healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity in the organization.

According to a major Canadian study conducted by Lowe, One in four employees experience high levels of conflict between work and family interference and care giver strain. If role overload is included then close to 60 percentage of employees surveyed experience work family conflict. The higher levels of work to family conflict reported by managers or professionals often are a function of their longer work hours. Other reasons include job security, support from ones supervisor, support from coworkers, work demands or overload, work role conflict, work role ambiguity, job dissatisfaction and extensive use of communication technology that blurs the boundaries between home and work. Work life balance is the primary concern to those who wish to live a balanced life.

## **LITERATURE REVIEW**

**Ashwini A Yarnal.** (2020), she encountered Work life balance (WLB) is the modern distinctive issue of health care industry, since employees consistently need to succeed and advance at work place, simultaneously for family and recreation. Balancing these two boundaries is the reason for burn out of employees and thus the employers perceived this as a need of hour and want to introduce the work life balance strategies, plans and formulate policies to employee morale, motivation and productivity. This paper illuminates the wide options for employers and employees to interface work life balance practices for organizational and personal performance.

**D.S.R. Adikaram** (2016) study has added information to understanding private sector commercial banks as having complex social scenarios with a variety of work conditions among organizations. The findings of study offer suggestions for improvement of job satisfaction through work life balance. It is suggested that consideration be given to the development of guidelines in order to ensure that work load should not affects the WLB of employees. Whereas employees can reduce the pressure of work by prioritizing their work. Top management should realize the importance of work life balance and its adverse effect on job satisfaction. The need of policy is required to cater this problem. Different policies and strategies are needed for the people at different type jobs and at different stages of their career. The use of this information can include policy making to improve employees work conditions, managerial processes, guidance for work life balance practices, and inform about valuable aspects of organizational change. In a broader sense, the study also revealed that work environment is not only related to how they feel in their workplace, but also how they think about their life.

**Sarah Holly and Alwine Mohnen** (2012) in their study titled “Impact of working hours on Work Life balance” their main objective was to examine the influence of the working hours of the employees on their satisfaction on the job. They explain that the overall number of the employees wants to reduce their working hours is influenced mainly by the overtime compensation. Their study result shows that generally the long working hours do not lead to the dissatisfaction among the employees, but long working hours have a positive effect on the employee’s life and job satisfaction and the desire to reduce the long working hours have a negative impact on the job satisfaction of the employees.

**R Baral and S Bhargava** (2011) in their research titled “HR interventions for Work life balance” quotes that work life balance is the concern for both research scholars and the business leaders in the view of technological, demographic and organizational changes related to it. They have explained about the challenges that the HR managers face while effectively implementing the policy in their organization. They suggest that the organizations must implement Work life balance policies and incorporate the organizational culture that ensures employee commitment and productivity.

**Peter** (2009) in his study on “Work life balance and subjective well being” explains about the work life balance and the well being of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the well being of the employees as it helps in satisfying personal needs. The finding in this research was that the perceived sufficiency of time available for personal life and works tells the level of well being only if the individual’s needs are fulfilled in the given time.

## STATEMENT OF THE PROBLEM

Every organization tries to achieve their goals through their employees. In this competitive era employers and employees need to be flexible to adopt the changing business needs. Employees have many problems due to the culture, technology, changing work environment etc. It’s essential to apply all the skills and knowledge of the employees to achieve the organizational goals and to retain an existing employee and to attract the new employee in to the organization. In the present scenario organizations demands efficiency of the employees at higher levels as they are working from home. Since employees need to concentrate on their work and family responsibilities, many a times either one of them will overtake the another one leading to imbalance in family life and work in the present working condition. Work life balance is reflected in the efficiency and the effectiveness of the organization. This study analyzed the employees work life balance practices during the pandemic in Chennai.

## OBJECTIVES OF THE STUDY

- To identify the factors that impact the employees work life balance.
- To determine whether the current work conditions has influence on work life balance of the employees.
- To identify whether the current work environment has any impact on the outcome of work.

## HYPOTHESIS OF THE STUDY

H0: – There is no relationship between the employee's job and its impact on employee's personal life.

H1: - There is a relationship between the employee's job and its impact on employee's personal life.

## RESEARCH METHODOLOGY

The study attempts to explain the various factors affecting work life balance of employees during pandemic and also to find out the association between the selected variables and the dimensions of Work Life Balance. Simple random sampling was used to collect the data from the employees working from home during pandemic. The sample size was 60. Structured questionnaire was designed to collect the primary data from the employees. Secondary data was collected from internet, journals and text books. Statistical techniques such ANOVA and percentage analysis are used to analyze the data.

## DATA ANALYSIS

TABLE: 1 Flexible work hours due to current work life

PARTICULARS	NO.OF RESPONDENDTS	PERCENTAGE
Always	18	30
Often	6	10
Sometimes	31	51.7
Rarely	4	6.7
Never	1	1.6
<b>Total</b>	<b>60</b>	<b>100</b>

From the above table we can observe that 18 respondent is always availing flexible work hours, 6 respondents is getting flexible work hours often due to the current working condition , Sometimes 31 respondents getting flexible working hours , 4 respondents availing flexible work hours rarely and 1 respondent is never getting flexible work hours.

**TABLE: 2 Quality time with family**

<b>PARTICULARS</b>	<b>NO.OF RESPONDENDTS</b>	<b>PERCENTAGE</b>
Never	1	1.6
Rarely	1	1.6
Sometimes	10	16.7
Often	44	73.3
Always	4	6.7
<b>Total</b>	<b>60</b>	<b>100</b>

From the above table we can observe that 1 respondent is never spending time with family due to current work condition, 1 respondent is rarely spending time with his family in the current working condition , Sometimes 10 respondents is able to spend their time with family, 44 respondents often spend their time with family and 4 respondents is always spending their time with family due to the current pandemic condition.

**TABLE: 3 Balance between work and personal life**

<b>PARTICULARS</b>	<b>NO.OF RESPONDENDTS</b>	<b>PERCENTAGE</b>
Strongly disagree	3	15
Disagree	40	66.3
Neutral	11	18.3
Agree	5	8.3
Strongly agree	1	1.7
<b>Total</b>	<b>60</b>	<b>100</b>

From the above table we can observe that 3 respondents strongly disagree with the work and personal life balance in the current work scenario, 40 respondents doesn't have balance between work and personal life, 11 respondents stays neutral with the balance of work and family life, 5 respondents agree with the statement and 1 respondent strongly agree that they have proper balance of work and personal life.

#### ANOVA

**Table :4 Quality time with family and balance between work and personal life**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6.233	4	1.558	4.487	.003
Within Groups	19.100	55	.347		
Total	25.333	59			

#### Inference:

The Significance is below 0.005. Thus the null hypothesis is rejected and the alternative hypothesis is accepted.

#### ANOVA

**Table :5 Number of kids and flexible working time**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	14.038	3	4.679	10.504	.000
Within Groups	24.946	56	.445		
Total	38.983	59			

#### Inference:

The Significance is below 0.005. Thus the null hypothesis is rejected and the alternative hypothesis is accepted.

## CHI SQUARE TEST

**Table :6 GENDER AND BALANCE BETWEEN WORK AND PERSONAL LIFE**

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	30.000 <sup>a</sup>	4	.000
Likelihood Ratio	38.191	4	.000
Linear-by-Linear Association	12.164	1	.000
N of Valid Cases	60		

### Inference:

The chi-square analysis on 5% equivalent regarding significance p-value less than 0.005 so, Null hypothesis is Accepted. Thus, is significant distinctive among banking services question respondent its related to level of satisfaction.

### FINDINGS

- Many employees felt that organizations provide flexible work timings considering current working condition.
- Majority of the employees stated that they does not have balance between work life and personal life,
- Due to the pandemic condition and different working condition based on the employees working condition based on the employees personal situation work could not be done within the stipulated time.
- Many employees felt happy as they could spend more time with their family in the current working condition.
- The major finding of this study is that the work is having a negative effect on the life of the employees and the overtime working, demands of the work, quality time of the employees is missed with their family because of work from home scenario.

- From the test conducted we came to know that the employee's job has an impact on their personal life.
- Majority of the employees agree that they get support and help from their immediate supervisor or the manager.
- Majority of the employees feel that the flexible working time in the organization helps them to balance their work life and personal life effectively.
- Majority of the employees in Chennai feel that the policy on work life balance provided by the organization is different from one organization to another organization.
- Most of the employees agree that the organization gives an opportunity for the employee's family members to participate in the company's celebrations or other activity which is a good sign as the employees feel good about the organization as well as their family members which helps in building good relationships.
- It is seen from the analysis that majority of the employees feel happy about the time they spend at the work in the current working condition as they are asked to work.

### **SUGGESTIONS**

- From the analysis of the reports through questionnaire survey it is seen that the organization have realized the need for work life balance of employees and offers the policy and programs that concentrates on the growth of the employees and that is family friendly.
- Since, balancing of work and family roles is one of the key issues in the coming years, the organization should improvise and innovate the ways to cater the employees having diverse needs and these should be the integral to core business but not the optional.
- There should be utmost care taken in taking decisions in adopting and implementing the policies as it impacts both employee and the organization.
- There must be proper communication made to the employees regarding the company's policies and must be encouraged.
- There must be a proper and a flexible time that has to be adopted so that employees doesn't feel stressed about the overtime working and they can spend a quality time with their family and they can even make time to finish their family duties and commitments.

### **CONCLUSION**

It can be said that Work Life Balance is a very important issue in the Human Resource Management field and it has a vital impact on the productivity and growth of both the organization and the employee. Work life is all about a measure about controlling on when, where and how they work. Many factors are acting as supporting elements for employees to achieve balance between work and personal life. While certain elements like employees participation in framing the policies and taking key decisions, effective communication of organizations policies can be strengthened to make work and personal life of employees highly balanced. To conclude work is an essential part in which each individual spend most of the time so it is necessary to have proper balance to live the residual time with their family.



## REFERENCE:

Mohammed niaz, Journal of vocational behavior.[2003]- Relation between work family balance and quality of life.

Rebecca, Journal of nursing management [2006] - A Mechanism of improving job satisfaction and work life balance.

Peter, Family Relations volume-50.

Yadav, R.K., and Dabhabe.N [2013] work life balance in job satisfaction among it working women of banking and educational sector a comparative study.

Varadharaj.V and vasantha.S [2012]- work life balance- a source of job satisfaction. An explanatory study on the view of women employees in the service sector.

Voydanoff,P [2005]. Toward a conceptualization of perceived work – family fit and balance: at demand and resources approach. Journal of marriage and family 67(4)