
Study of Work Life Balance of PNB Employees

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Abstract: - Work life and personal life are two sides of same coin. The entry or foreign and private banks have brought radical changes in Banking Industry. Increasing work pressure, globalization, technological change etc. have created issues with both professional and personal life. Work deadlines are getting tighter and individuals fail to cope up with expected quality output. Work life balance has become a threat for employers and employees, both. The banking sector is one which is facing the problem of work life imbalance. Many a time people involve in reaching to the top work so hard that they miss out the real pleasure of life. The output of banking sector totally depends on human resources. Bank employees take pain full effort to cater to customer needs. This study aims at exploring the concept of work life balance and identifies the job related factors that affect the employees' personal life.

Keywords: - Work life balance, professional life, personal life, quality of life, banking industry.

Introduction:-

The word work life balance was initially originated in 1986 increasing workloads, globalization, technological advancement have made it an issue for personal life and work life. The technological changes like e-mail, cell phone, are tools to connect personal life and work life. People have to make tough choices to achieve this balance charging the demand of clients and job directly affect personal life of employee making difficult house hold responsibility. Personal life and work life are interconnected and interdependent. Spending more time in office affects the employee's personal life. On the other hand if there are kids or aging parents. It can lead to absenteeism from work, creating issue, lack of concentration at work. If employees have no balance between work life and personal life, they feel unhappy, disappointed and frustrated. Work life brings greater influence to all aspects of life. Employee work well when they do spend proper time for personal interest and family. In recent, many organizations have balanced family friendly Policy and

programme with objective of improving work life balance. It is very hard to maintain fair balance between work life and family sphere. The hectic life of retention and excelling in bank job has put tremendous pressure on bank employee's life and lead to work imbalance which is a problem that poses a big risk to worker whether being their performance or of origination performance, the changing nature of global economy of organization expects the employee to operate on 24x7 basis. In the last few decade, there has been dramatic increase in the amount of research has been devoted to understand the linkage between work and family. Work and personal life conflict occurs when work load, responsibility, duty of work and family role become contradictory. If any employee has no work life balance it can lead to absenteeism from work, getting stress, depression and lack of concentration on work. Stress and depression are increasing because of increasing of charging in demand of organization as well as increasing responsibility of family. Previously, organizations used to have fixed working hours. The partition between work and home has vanished with time. With the globalization people working across countries are realizing that the concept of fixed working hours has disappeared with time. Work life balance for bank professional has become one greatest issue of banking industry. Many studies confirm the importance of work engagement, but there is lack of research that explores the factors affecting work life balance.

Work and family is now almost no longer just an individual's concern. But it has already become social problem facing all countries. When employees have no balance between work life and family life, depression at work manifests itself in many ways. May be you have difficulty in concentrating on the task at hand or become exhausted.

Review of Literature:-

Aggarwal (2012): explore the relationship between work life balance initiatives and employee's point of view toward work life disputes, study Identified employees perceive work life balance empower them to work best and suggested it should be a collective accountability of employer and employee.

Shariq Abbas and Vandana Premi (2011):- examined that awareness; attitude perceived importance of work life balance policies in banking sector both private and public sector banks. Several researchers main focus on flexible working hours is main point for work life balance.

Doble and Supriya (2010):- explore the work life balance across gender and perceived that both male and female suffered imbalance in family and work life. Study presence the factor that aid work life Balance like flexible time, work from home, child care.

Abrar and ghouri (2012) :- examined that now the dual parents build a Balance in their family and work life.

In this study 2200 questionnaires has been distributed for fill information about work life Balance. As dual learner Parents can-not accomplished to give full care to children by themselves due to their hectic schedule of Job.

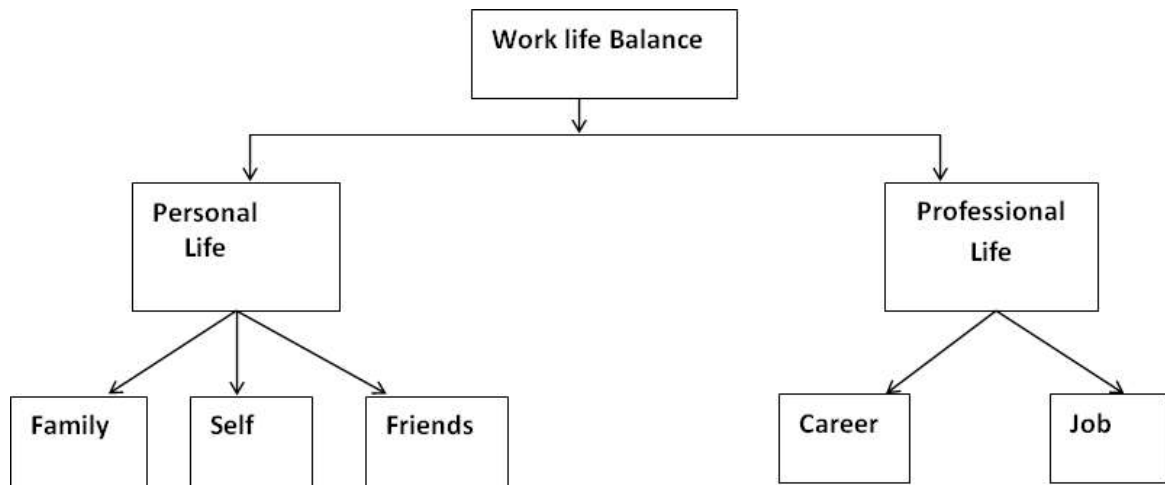
Feeney et al (2017):- Presented that how the family friendly practices and work life balance affects the lives of public sector employees. For this research data were collected from the response of 2011 National Survey of State Govt.

Nuthu Lakshmi (2018):- examines the challenges, which the employees face to maintain best relations in their work and personal life. The data provided by respondents was further analyzed by using ANOVA, chi-square etc. In this study majority of respondents suggest that organization management should also cooperate with their employees.

John Invancevich (2006) says that the organizations that have evolved work life balance have established favorable and good environment for employees. The developed work like balance increases the productivity of employees.

Importance:- In India rapid growth in banking sector make it more difficult for employee to balance work life and personal life. If workers have proper balance between work life and personal life it increases the organization's productivity, good employee mental and physical health and good environment in organization. If an employee has best balance between work life and family life, it increases employee creative thinking and bring higher level of success in career. A healthy work life increase employees' loyalty, commitments and motivation. Proper planning of the day to day activity improves the work life balance and encourages a healthy life style. Time to time feedback of employee is a core part of the healthy work environment. If an employee has healthy work life balance, it improves retention level of employees in organization and decrease in absence due to sickness and stress.

Figure 1: Work Life Balance



Objectives of the study:-(1) To understand the concept of work life balance.

(2) To identify the job-related factors that affect the employee's personal life.

(3) To recommend sound strategies to improve work life balance.

Research Methodology:-

(1) **Area under study:-** The sample was taken from PNB employees in Sirsa district.

(2) **Data collection tool:** - Primary and secondary, both methods are used for data collection. A set of questionnaires was developed to collect the employee response. The questionnaire's main objective was to analyze the factors that affect the employee's personal life due to work life. In this study, data is also collected from journals, research papers, articles, etc.

(3) **Sampling Technique:** - The convenience sampling technique is used in data collection. Five scale Likert tables are used in data presentation.

(4) **Sample Size:** - The total sample for the study was 100 employees of PNB from Sirsa district.

Discussion and analysis: - The quantitative and qualitative research of work life balance of employees in PNB was done on a framed questionnaire in Table form.

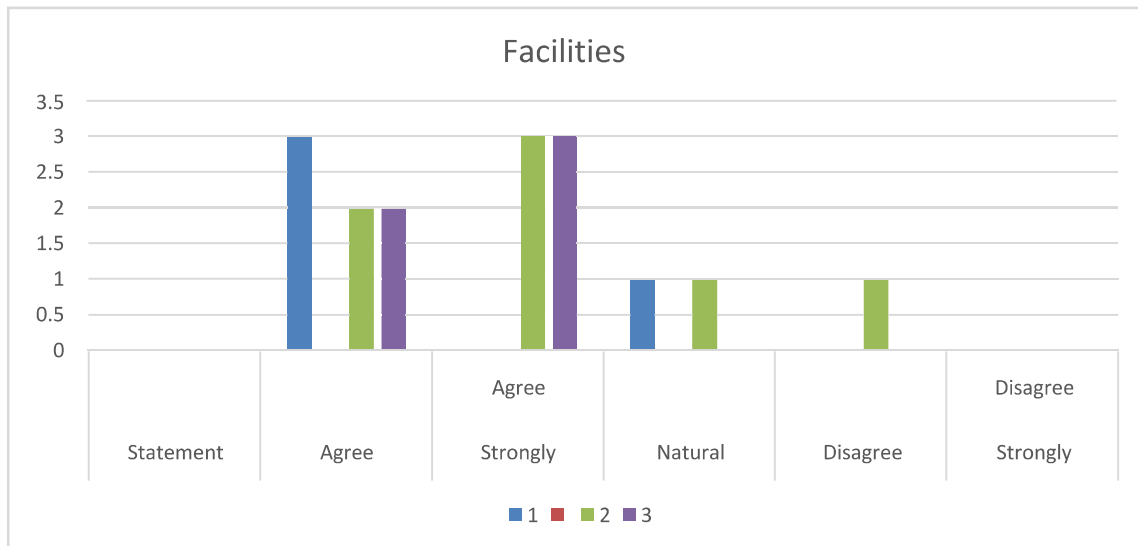
Table1: Work Life Balance

Statement	Yes	No
1 Organizationhas a flexibleworkinghoursfacility	88	12
2 Organization providedagoodenvironment toemployee	71	29
3 Mysupervision and managerpositivelycooperatewith me in work	81	19
4 Myorganization has paternityas well as child care programme tohelp work lifebalanceof employee	18	82
5 Myorganizationprovidetransferpolicyforemployees inruraland urbanarea	72	28
6 Workinginvertimeeffectmaritalrelationships	80	20
7 Ifeelstress freeatworkplace	43	57
8 Myorganization providehealthcareprogrammeand workat homefacility	67	33

88% employees admitted that the organizations have a flexible hours facility while 12% employees did not agree with this majority of employees. While 71% were satisfied with good environment in organizations, 81% employee said that their senior managers cooperate with them while 19% employees admit that managers do not cooperate with them. Approximately 67% employees admit that organization facilitate them with health care program while 33% employee did not agree. Only 43% employee felt stress free at work place while 57% have no stress at workplace. 80% employees admit that overtime effect their marital relationship while 20% employee says that overtime did not affect their marital relationship. Majority of 72% employee admit that organization provide transfer policy for employee in rural and urban area while 28% employee not agree with this condition. Hardly 18% people admit that organizations have child care program for employees.

Table2: Facilities at Organizations

	Statement	Agree	Strongly Agree	Neutral	Disagree	Strongly Disagree
1	Organizationhasprovisionfor women Security	3	-	1	-	-
2	Ourorganizationprovide employee facility of children educationalallowance	2	3	1	1	-
3	Organizationfacilitateemployee schemelikeMedical Insurance, DisableInsurance,RetirementBenefit	2	3	-	-	-



Discussion on Table 2

Only 3 employees agree that organization has provision for women security. Only 2 employees agree that organizations provide the facility of children education allowance while 3 employees strongly agree and 1 employee disagree. 2 employees agree that organizations facilitate employee scheme like medical insurance, disable insurance, retirement benefit while 3 employees strongly agree.

Conclusion: - The changing nature of global economy of organizations expect the employees to operate on

24/7 style. Work and personal life conflict occurs when family responsibility and work load increase simultaneously. It is very important for employees to maintain healthy balance between work and personal life. Employee can work better when he spends proper time with family; friends and personal interest. Organizations should also concentrate on quality of work rather than working hours.

Suggestions and recommendations:-

1. Offer employee flex time and remote working.
2. Encourage employees' manager to concentrate on quality work rather than hours.
3. Regularly review employees' workload.
4. Preference should be given to employees' health.
5. Making the working environment more captivating and pleasant.
6. Banking sector should arrange detach policy for work life balance.
7. Bank should have an advising department to resolve issues affecting the work life balance.
8. Bank should avoid the factors affecting employees' life like overtime, work in holidays.
9. Bank should launch job sharing policy among colleagues in emergency of employees.

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