Impacts On Work Life Balance Towards Doctoral Research Scholars

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ABSTRACT - Work–life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). It does not mean an equal balance. It means the capacity to schedule the hours of professional and personal life so as lead to a healthy and peaceful life. The objective of this paper deals with work life balance among doctoral research full time scholars to know about the difficulties faced by the work and personal life to achieve their goal. The researcher collected the data through the questionnaire to full time doctoral research scholars and had used simple random sampling method for the study. SPSS Package are used for the statistical technique analysis like percentage analysis,Chi square and T-test and correlation are used for got the results.

keywords: Work life Balance, Working environment, Work life, Family life

I.   INTRODUCTION

The term work life balance (Work Life Balance) was coined in 1986 in response to the growing concerns by individuals and organizations alike that work can impinge upon the quality of family life and vice-versa, thus giving rise to the concepts of "family- work conflict" (FWC) and "work-family conflict" (WFC). The former is also referred to as work interferes with family" (WIF) while the latter is also known as "family interferes with work"(FIW). In other words, from the scarcity or zero-sum perspective, time devoted to work is construed as time taken away from one's family life.

Work/life programs existed in the 1930s. The policies and procedures established by an organization with the goal to enable employees to efficiently do their jobs and at the same time provide flexibility to handle personal concerns or problems at their family People entering the workforce today are more likely to turn down to promotions if it is new job means, the employee is having to bring more work to home

THE GLOBAL SCENARIO OF WORK LIFE BALANCE

During the 1960s and 1970s, employers considered work-life mainly an issue for working mothers who struggled with the demands of their jobs and raising children. During the 1980s, recognizing the value and needs of women contributions, pioneering organizations (IBM, Deloitee) began to change their internal workplace policies, procedures and benefits. The changes included maternity leave, employee assistance programs (EAPs), flexi-time, home-based work, and child-care referral. During the 1980s men also began voicing work-life concerns. The term 'work life balance' was first coined in 1986 in reaction to the unhealthy choices that many Americans were making in favor of the work place as they opted to neglect family, friends and leisure activities in the pursuit of corporate goals. Articles of the time suggested a sharp increase in the working hours of the Americans. This had started to affect their families and individual

health. Work life balance slowly was gaining grounds in the various organizations. By the end of the decade, work life balance was seen as more than just a women's issue, affecting men, families, organizations and cultures. In 1990s solidified the recognition of work-life balance as a vital issue for everyone women, men, parents and non-parents, singles and couples. The

1990s saw a rise in the number of working women and dual-income families. A second family configuration, the lone parent household also became prevalent in the 1990s.The labor force experienced considerable challenges in balancing the work and family responsibilities. This growing awareness of the central importance of the issue resulted in major growth in attempted work-life solutions during this decade. Numerous studies showed that the generations from baby boomers to new college graduates were making job choices based on their own work-life issues and employer's cultures.

STATEMENT OF THE PROBLEM

One first needs to understand about work life imbalance, as with the understanding of the origin, causes and effects of this imbalance, the balancing act becomes easier. Today the deadlines are getting tighter and an individual's job is not only to match that deadline but also to give quality output. Due to this work pressure it becomes exceedingly difficult to maintain family life. Work life balance on an individual level can bring phenomenal changes in his life and can also heavily impact a society. This study aims at identifying the work life balance of Doctoral Full time Research scholars and know about the problems faced to reach their expected level in life.

OBJECTIVES OF THE STUDY

➢ To know the demographic profile of the respondents and its influence the work life balance.
➢ To go through daily working environment of their life.
➢ To identify the psychological distress in their work and family life.

II.   SCOPE OF THE STUDY

This study is designed to learn about the work life balance of Doctoral full time research scholars. Most of the studies done know the work life balance of Teachers, IT professionals, bank employees, etc.. So the researcher want to know about the work life balance of research scholars to meet their life time achievement, the data is collected through structure questionnaire and its gets from various department scholars.

III.   REVIEW OF LITERATURE

Mr.Lims Thomas , Ms.Reshma(2016) Paul found that, it is clear faculty undergo severe stress as they try to balance their domestic life and professional life. Continued work under pressure would result in poor performance in the institution as well as domestic life. From this study, it is cleared indicated that majority of the faculty feeling stress due to dependents, role clarity, co-worker support, family culture, working hours, flexibility, head support. If the educational institutions management think over the issue of providing employee friendly policies to faculties in order to balance their professional and personal life, definitely it can achieve competitive advantage in terms of student quality of education and faculties may turn into good organization citizens.

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Dr. Sathish Kumar B.,Aswin Prakash P,(2016) found that teachers who could not balance their work and personal life have a sense of missing life. This would certainly have an effect on their performance. The sad part of this is the majority of the institutions do not have policy for work life balance. This problem can be resolved by providing flexible timings to the teachers.

Ms. A. Meharaj(2015) clearly reveals faculty members potential in balancing their home life with professional life and overall satisfaction with job. Most of faculty members are fell happy about the amount of time spends at work. Faculty members are getting appreciated for the accomplishment of work given by the institutions.

Kalpana S Dr.S.DhineshBabu(2015) highlights some of the small gaps in respondents' satisfaction towards the organization's communication, some of the respondents have trouble to maintain healthy work life balance. The organization must care about to break communication barriers and organize family trips and yoga, meditation classes to maintain proper work life balance. Provide opportunity too. This will help to improve the quality of work life of married women teachers

Shalini M.(2017)suggests that there is a need for the institution to initiate work life balance programs for employee satisfaction and to improve the performance of employees. The study also suggest that the management should take steps to brings down the overtime workings hours for enhancing quality in teaching and also focus more on teaching rather than administrative work.

Usha V Bhandare, Dr. Seethalexmy(2017) found that work life balance problem is faced more by female teachers than the male teachers. This study may give insight regarding the problem that teachers usually face. Due to increasing working hours, workload and involvement in extracurricular activities, academic growth through which teachers can not able to maintain good balance at their work and personal life.

Ms. Jaspreet Kaur,(2013)indicates that no sex differences were reported on all the variables except one, conscientiousness where females scored significantly higher than males. Correlation results for the whole sample reveals that Work life balance is strongly related to Satisfaction with life and Extroversion dimension of personality whereas Openness dimension of personality shows positive relationship with Agreeableness and Conscientiousness. The results of stepwise regression shows that Extroversion contributes 15% of total variance towards Work life balance and Work Life Balance contributes 16% of the total variance towards Satisfaction with Life.

***Khushboo Mittal* (2015)**that the institutions should develop work life policies such as special leave facilities, parental or family support programs and health care programs. It is divulged from this analysis that majority (90%) of the respondents were not satisfied with their work life balance due to their work load i.e., evening coaching classes/weekend special classes for slow learners and the administrative work done by them. This left them frustrated as they were not able to spend quality time with their family and explained that longer work hours worked is consistently associated with worse work-life outcomes.

IV.   RESEARCH METHODOLOGY

The research type is descriptive research. The primary data was collected through structured questionnaire. Probability sampling select for sample collection simple random sampling method was used . For the purpose of the study the research selected 57 respondents are collected from the Arts doctoral research scholar .percentage analysis, chi square test, Paired T test, correlations statistical tools are used for analysis .

1. **Percentage analysis** shows the entire population in terms of percentages.

Percentage =(Number of respondents/ Total respondents) * 100

2**. Correlation Analysis**

$$r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{[n\Sigma x^2 - (\Sigma x)^2][n\Sigma y^2 - (\Sigma y)^2]}}$$

Coefficient Of Correlation

Coefficient of correlation, r, called the linear correlation coefficient, measures the strength and the direction of a linear relationship between two variables. It also called as Pearson product moment correlation coefficient. The algebraic method of measuring the correlation is called the coefficient of correlation.

chi square test

The chi-squared test is used **to** determine whether there is a significant difference between the expected frequencies and the observed frequencies in one or more categories. ... A **chi**-**squared test** can be **used to** attempt rejection of the null hypothesis that the data are independent.

$$\chi^2_c = \sum \frac{(O_i - E_i)^2}{E_i}$$

Where,

O = Observed frequency
E = Expected frequency
∑ = Summation
X2 = Chi Square value

Paired Sample T Test

To compare the means of the two paired sets of data, the differences between all pairs must be, first, calculated.

Let d represents the differences between all pairs. The average of the difference d is compared to 0. If there is any significant difference between the two pairs of samples, then the mean of d is expected to be far from 0.

t test statistics value can be calculated as follow:

m and **s** are the **mean** and the **standard deviation** of the difference (d), respectively. **n** is the size of d.

Once **t value** is determined, you have to read in **t-test table** the **critical value of Student's t distribution** corresponding to the **significance level alpha** of your choice (5%). The **degrees of freedom** (df) used in this test are :

df=n−1

V.   ANALYSIS AND INTERPRETATION

TABLE -1   CHI SQUARE TEST

Showing the association between number of children and care of children at work

H0-There is no significant association between number of children and care of children at work

H1-There is significant association between number of children and care of children at work

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	56.964[a]	12	.000
Likelihood Ratio	62.375	12	.000
Linear-by-Linear Association	20.641	1	.000
N of Valid Cases	57		

a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is .05.

children * Careofchildrenatwork Crosstabulation

Count		Careofchildrenatwork					
		none	Parent	parentinlaw	spouse	Daycentreorschool	Total
Children	0	33	1	1	0	0	35
	1	1	2	3	2	2	10
	2	0	6	1	3	1	11
	morethan2children	0	1	0	0	0	1
Total		34	10	5	5	3	57

P value is less than 0.05, Null hypothesis is rejected.

There is significance association between number of children and care of children at work. Its denoted that children in home and care children at work its affect the scholars work and life emotionally. In this the respondents have children at home its affect their work and life.

TABLE 2   PAIRED SAMPLE T TEST

showing the relationship between marital status and work life balance

H0 - There is no significant relationship between marital status and work life balance

H1 - There is significant relationship between marital status and work life balance

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Marital status	1.5614	57	.53511	.07088
	Work life balance	1.3158	57	.46896	.06212

Paired Samples Correlations

		N	Correlation	Sig.
Pair 1	Marital status & Work life balance	57	.348	.008

Paired Samples Test

		Paired Differences			t	df	Sig. (2-tailed)
		Mean	Std. Deviation	Std. Error Mean			
Pair 1	Marital status - Work life balance	.24561	.57572	.07626	3.221	56	.002

P value is less than 0.05, Null hypothesis is rejected.

There is significance relationship between marital status and work life balance, its reflects that married respondents have some unbalance between achieving the work and life.

some of the respondents are married, so its affects their independent in life and work and achieve their goal.

TABLE 3 CORRELATION

showing the relationship between Age and gender bias in work as well as family life

HO - There is no significant relationship between age and gender bias

H1- There is significant relationship between age and gender bias

Correlations

		Age	Elementofgenderbias
Age	Pearson Correlation	1	.396**
	Sig. (2-tailed)		.002
	N	57	57
Element of gender bias	Pearson Correlation	.396**	1
	Sig. (2-tailed)	.002	
	N	57	57

**. Correlation is significant at the 0.01 level (2-tailed).

P value is less than 0.05, Null hypothesis is rejected.

There is significance relationship between age and gender bias, its shows that gender bias are presents depends upon the age of the respondents. Age place a significant role in arriving gender bias, some of them are single and divorced its one of the reason for gender bias.

TABLE 4 PERCENTAGE ANALYSIS

DEMOGRAPHIC	CLASSIFICATION	FREQUENCY	PERCENT
Age	21-30	36	63.2
	31-40	21	36.8
	Total	57	100.0
Gender	Male	18	31.6
	Female	39	68.4
	Total	57	100.0
Marital Status	Single	26	45.6
	Married	30	54.6
	Divorced	1	1.8
	Total	57	100.0
Family Members	Three	12	21.1
	Four	16	28.1
	Five	17	29.8
	Morethan5members	12	21.1
	Total	57	100.0
No. Of Children	0	35	61.4
	1	10	17.5
	2	11	19.3
	Morethan2 Children	1	1.8
	Total	57	100.0
Age Group Of Children	0	34	59.6

	Lessthan1year	4	7.0
	2-6	10	17.5
	7-10	7	12.3
	Morethan10years	2	3.5
	Total	57	100.0
Age Group Of Parent	Lessthan50years	7	12.3
	51-60	39	68.4
	61-70	9	15.8
	Morethan70years	2	3.5
	Total	57	100.0
Family Type	Nuclear	36	63.2
	Joint	21	36.8
	Total	57	100.0
Phd Status	Beginning	13	22.8
	Middle	37	64.9
	Final	7	12.3
	Total	57	100.0
Spouse Working	None	27	47.4
	Yes	23	20.4
	No	7	12.2
	Total	57	100.0
Take Care Of Children	None	34	59.6
	Spouse	10	17.5
	Parent	5	8.8
	Parentinlaw	5	8.8
	Daycare/School	3	5.3
Days Of Work PhD In A Week	5 Days	45	78.9
	6 Days	12	21.1
	Total	57	100.0
Standard Timing Of Work In A Day	5hours	1	1.8
	6 Hours	14	24.6
	7hours	14	24.6
	More Than 8 Years	28	49.1
	Total	57	100.0
Travelling Hours	30 Minutes	9	15.8
	More Than 1hour	10	17.5
	More Than 1hour 30minutes	20	35.1
	More Than 2hours	18	31.6
	Total	57	100.0
Maintain Work Life Balance	Yes	39	68.4
	No	18	31.6
	Total	57	100.0
Difficulty In Achieving WLB	Easy	3	5.3
	Moderate	35	61.4
	High	19	33.3
	Total	57	100.0

VI.   FINDINGS

DEMOGRAPHIC PROFILE

1) most (63.2%) of the respondents are female in age of 21-30.
2) majority(54.6%) of the respondents are married and 1.8% of the respondent are divorced.
3) most (64.9%)of the respondents are in the middle in PhD status.
4) most(49.1%) of the respondents are work in more than 8 hours in a day.
5) most (35.1%) of the respondents are travelled more than 1 hour 30 minutes in a day.
6) most 61.4% of the respondents are feel moderate in achieving work life balance

CHI SQUARE TEST

children and care of children at work

In this the researcher identified that the association between number of children and care of children at work, in the respondents have emotionally relationship with care children at home they are be in the work its affect their work and life

PAIRED SAMPLE T TEST

Marital Status And Work Life Balance

In this the researcher found that the relationship between marital status and work life balance, in this the married respondents have some trouble with balance their work and life. married respondents have a lot of respondents in their personal life and life time achievement.

CORRELATIONS

Age and Gender Bias in Work As Well As Family Life

In this the researcher denotes that the relationship between age and gender bias in work and family life , in this the age of the respondents have some issues on gender bias.

VII.   CONCLUSION

In today's trend work is likely to invade personal life and maintaining work-life balance is not a simple task. Still, work-life balance is not out of reach. In this researcher found that doctoral research scholars also have some unbalance between work and life ,In basis of the findings the respondents have children at home, and married its affects their work and age of the respondents its makes the gender bias. Some respondents achieving their life time achievement they also have some troubles like travelling hours, standard timing of work, regular working environment, and family commitment also. In this researcher use statistical tools percentage analysis chi square test, Paired T test, correlations for arriving the conclusion.

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