

Impact of work life imbalance on emotional dimension of wellness : A study of professionals in Bijapur district

Dr. Mamatha Bannur

Assistant Professor , Department of commerce
Government First Grade College , Zalaki, Tq.Indi Dist.Vijayapur Karnataka, India
Email id: bannurmamatha@gmail.com

Abstract: *Work- life Balance issue is getting increased attention from all walks of life. A good balance in work and life can play a vital role for attaining personal and organizational goals. The imbalances of work and family life have a negative impact in the personal life of working people, Therefore, maintaining a balance between work and life is very important. A state of wellbeing that a person can reach, or can set as a goal, is that allows him to manage effectively multiple responsibilities at work, at home, and in their community; The objective of this study is to understand the impact of Work Life imbalance on emotional dimension of wellness of professionals. The scope of present study includes the five professionals of Bijapur district viz.. Doctors, Lawyers, Engineers, Chartered Accountants, Faculty members of above professions, Sample size chosen for the current study is 483 professionals drawn from 5 Talukas of Bijapur District. The sampling unit consists of five groups of professionals as mentioned above. A Survey method is adopted to study the various aspects related to the topic of Research. A self-designed questionnaire is distributed to above professionals in Bijapur district for collection of data. Suitable statistical tools are used to analyse and interpret the data. Based on the primary data from the sample survey, the linkage between WLB factors and consequences of WLB is drawn and suitably interpreted. Finally the papers focus on, the strategies for balancing the work life of professionals.*

Key words: *Work life balance, work life balance issues, emotional dimension, strategies of work life balance.*

1. INTRODUCTION:

Companies the world over are genuinely discovering the value of their people. Several companies are attempting to unravel the mystery of human resources. Each employee in the company is unique and has a role to play in the working of the organization, thereby making him/ her important and valuable. In the society filled with conflicting responsibilities and commitments, work/life balance has become a predominant issue in the workplace. Work Life balance is a concept that has attracted attention for several years. It is relevant as people attempt to apportion time to different demands they face from both work and life. The multiplicity of demands that individuals have, can increase this challenge as people strive to incorporate many more activities to life. Work-life balance comes from being healthy. When people come to work, it is important that they are healthy. Work/life balance is about people having measure of control over when, where and how they work.

1.1 Wellness and its dimensions

Wellness is much more than merely physical health, exercise or nutrition. It is the full integration of states of physical, mental, and spiritual well-being. The model has seven dimensions Viz.. social, emotional, spiritual, environmental, occupational, intellectual and physical Wellness. However Only emotional dimension of wellness is taken for this study.

Emotional Wellness is the ability to understand ourselves and cope with the challenges life can bring. The ability to acknowledge and share feelings of anger, fear, sadness or stress; hope, love, joy and happiness in a productive manner contributes to our Emotional Wellness.

2. LITERATURE REVIEW:

The term work life balance was first used in US to explain the unhealthy life many people were choosing to ignore important areas of their lives Viz... Family, friends, relatives, social circles, hobbies in favour of work related chores and goals. Over more than three decades there has been substantial increase in work which is felt due in part by

information technology and by an intense competitive environment. Long term loyalty and sense of belongingness have been eroded by performance culture that expects more and more from their employees and yet offers very little in return. These have been few studies in Work Life Balance.

- a) **Slaski and Cartwright (2002)** investigated the relationship between measures of emotional quotient, subjective stress, distress, general health, and morale, quality of working life and management performance of a group of retail managers. Significant correlations in the expected direction were found, indicating that managers who scored higher in emotional quotient suffered less subjective stress, experienced better health and well-being, and demonstrated better management performance
- b) **State Service Commission (2005)** The Study describes that work is but one dimension of living and should not crowd out and distort family life, recreation and personal development. The study suggests that Work-life balance should seek to raise the profile of activities other than work and should contribute to the government goals of a growing economy and an innovative and inclusive society. The study is done by further states that Organizations that negotiate innovative work practices which also benefit staff are forward looking, competitive and profitable. The study concludes that develops a work-life balance strategy that meets the needs of the employees and the needs of the organization.
- c) **Amanda S. Bell, Diana Rajendran and Stephen Theiler (2012),⁵⁸** their study result revealed that, job stress is globally has been increasing over the last few decades and because of this job stress there is a poor work-life balance and increased conflict between work and personal lives of the employees. Employee assistance programs such as stress management and flexible work arrangements, the complex nature of stress still influences employees health and work-life balance negatively.
- d) **JyotbiSree V and Jyotbi P (2012)⁶⁰** studied the relationship between role efficacy and emotional intelligence as related to work- life balance of career women. The sample consists of 63 career women working in Andhra Pradesh, India and the results show that there is a significant impact of factors affecting Role efficacy on Emotional Intelligence.
- e) The term work/life balance has become a buzz word of globalized era. In their article “Role of Emotional Intelligence in Work/Life Balance of Women Employees” **Ramanithilagam V and Dr.C.S.Ramanigopal (2012),⁶³** provides an insight on the work life balance of Indian women employees where their lives become a juggling act that included multiple responsibilities at work and daily routine responsibilities of life and home. This helps to illuminate the work – life imbalance of women employees and their role ambiguities — into a positively, the benefits of a healthy work - life balance and a job commitment that is personally fulfilling and engaging. Perhaps this article explores how female workers utilize emotional intelligence competencies in their leadership styles are evaluated highly

3. STATEMENT OF THE PROBLEM:

In the current economic scenario, organisations are hard pressed for higher productivity and need employees with improved work-life balance as an employee with better work-life balance will contribute more meaningfully towards the organisational growth and success (Naithani, 2010). This issue has come to the fore due to multitude of changes in the work place, in employee demographics and in the family sphere. The pressures and demands of work, reflected both in longer hours, more exhaustion and the growth of evening and weekend work, leaves little ‘quality’ time for the family. The issues associated with balancing work and family are of paramount importance to individuals, the organizations that employ them, and the families that care for them. The professionals need to balance both their family and work place and it is having the due impact on the emotional dimensions of wellness. Hence the statement of the problem

4. METHOD:

- a) **Sample Design:** The primary data pertaining to the study is collected from a sample of about 483 professionals to be chosen. To collect the sample data the researchers has considered various institutions from different sectors in the jurisdiction of Bijapur district.

Table 1.1 Sample Composition

Sl. No	Type of professionals	Frequency
1	Doctors	191
2	Engineers	59
3	Lawyers	49
4	Chartered accountants	18

5	Faculty/academicians	165
6	Others	1
	Total	483

- b) **Sampling type:** Random sampling technique has been utilized to draw the sample from all the 5 blocks (Talukas), rural and urban, male and female professionals.
- c) **Sampling unit:** Sampling unit tells about type of the institutions which are taken for sample to study. In this case the institutes which employ different professionals. Eg : Hospitals, courts, educational institutions, PSU's and private sector units employing CA's , engineering firms or self-employed professionals.
- d) **Data Collection:** This study requires primary and secondary data. The researcher has collected primary data with the help of questionnaires, observation and interviewing the professionals associated with any institution in Bijapur district. Secondary data has been collected through the reports, articles, papers, printed materials and published facts and figures.
 Method of collecting and gathering data from a part of population has been through the use of structured questionnaire administration, and collected data has been analysed by using necessary statistical tools using Excel and SPSS packages.
- e) **Questionnaire Design:** The questionnaire used for the study is a self-designed one and influenced by the various research work/previous studies carried out in the Work Life Balance area. The questionnaire deals with the impact of work life imbalance on emotional dimensions of wellness. The questionnaire consists of questions where in the rating has been done on 5 point scale where the least is Strongly disagree to the highest as strongly agree.
- f) **Tools for data analysis:**

Statistical techniques for data analysis like:

Frequency Tables
 Percentages
 Mean scores

Tests of significance like

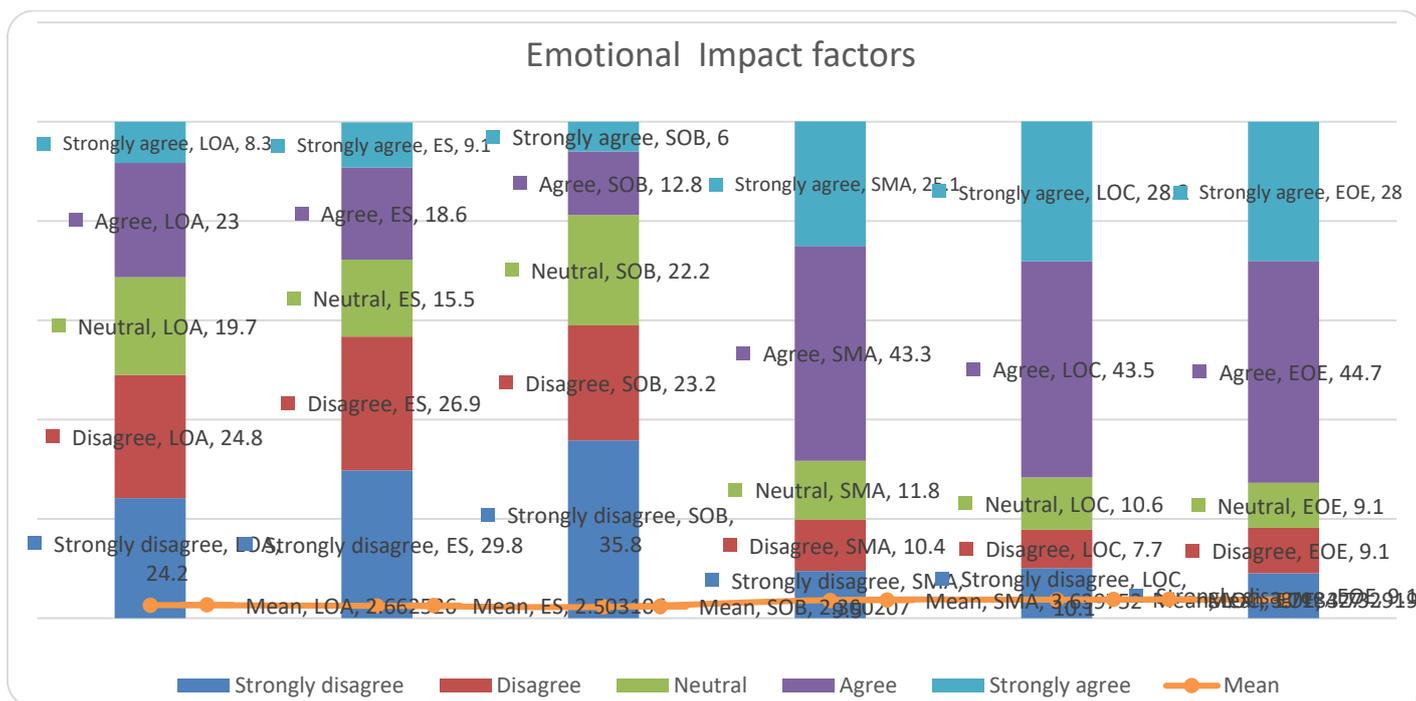
- i. ANOVA
- ii. Correlation
- iii. Regression
- iv. Linear model

5. ANALYSIS:

Table No: 2. Impact of work life imbalance on emotional dimensions of wellness.

Emotional Impact	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Mean	Rank
LOA	24.2	24.8	19.7	23	8.3	2.662526	4
ES	29.8	26.9	15.5	18.6	9.1	2.503106	5
SOB	35.8	23.2	22.2	12.8	6	2.300207	6
SMA	9.5	10.4	11.8	43.3	25.1	3.639752	3
LOC	10.1	7.7	10.6	43.5	28.2	3.718427	2
EOE	9.1	9.1	9.1	44.7	28	3.732919	1

Chart No: 1 Impact of work life imbalance on emotional dimensions of wellness.



6. FINDINGS:

The analysis shows that around 8% of respondents strongly agree that their level of adoption gets affected by work life imbalance, It is clear from the graph that around 9% of respondents strongly agree that their emotional stability gets affected by work life imbalance, Furthermore around 6% of respondents strongly agree, their sense of belongingness towards organization gets affected by work life imbalance Moving forward around 25% of respondents strongly agree that their stress management ability gets affected by work life imbalance, further approx... 28% of respondents strongly agree that work life imbalance impacts their locus of control, the analysis shows that approx...28% of respondents strongly agree that they can express their emotions arising out of work life balance

Further the mean value of the emotional dimension factors it depicts that respondents felt that their ability to express emotions are affected maximum by work life imbalance (mean value= 3.73) followed by locus of control (mean value=3.71), stress management ability (mean value =3.63), level of adoption (mean value =2.66), emotional stability (mean value=2.50), and sense of belongingness (mean value=2.30). Hence organization should take initiative for employees to express their emotions freely.

7. RESULT:

Hypothesis testing

Table 3: General Linear Model Analysis: work life imbalance factors of Professionals on emotional dimension factors

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	NoncentParameter	Observed Power(a)
Corrected Model	1821.622 (b)	12	151.802	12.801	.000	.246	153.611	1.000
Intercept	104162.806	1	104162.806	8783.703	.000	.949	8783.703	1.000
Work life imbalance Factor	1821.622	12	151.802	12.801	.000	.246	153.611	1.000
Error	5573.563	470	11.859					
Total	173721.000	483						
Corrected Total	7395.184	482						

a Computed using alpha = .05

b R Squared = .246 (Adjusted R Squared = .227)

The impact or influence of work life imbalance factors of professionals in Bijapur district on emotional dimension factors is found to be positive and statistically significant at 5% level of significance ($F=12.801$, $df=12$, $p=.000$). It means that, the work life imbalance of professionals influence almost 24.6% positively on emotional dimension factors of professionals in Bijapur district. It can be concluded that hypothesis is accepted and work life imbalance factors contribute marginally on emotional dimension factors of professionals in Bijapur district.

8. RECOMMENDATIONS:

- The professionals can improve their emotional wellness by stress busting initiatives and creating fun spaces at work place. The activities may include Yoga, meditation, weekend fun, gym, indoor games etc. The work environment may created in a more cozy way like creation of recreation rooms, comfortable sofas, bean bags etc for employees to feel more informal and chill out etc.
- Involving employees in community service would surely impact their consciousness towards environment and enables them to engage them to organization. It breaks the walls of hierarchy and allows them to interact with other stream employees. It gives them a sense of personal achievement and the result is a happier, more engaged employee with reduced attrition rates.
- Employees must understand that they cannot excel in all the spheres of life. They have to make the right choices and set their priorities and make the superiors understand these priorities. This would reduce the individuals' level of stress and expectations from the superior.
- Organizations should adopt and provide employee assistance programmes (EAP's) and initiate child care centers, rejuvenation programmes, Mcounseling services, stress management training, financial or non work related concerns, work relation issues etc.

9. CONCLUSION :

Work life balance is fast gaining top priority for organizations across the world. It is self-defined, self-determined state reached by an individual who is able to effectively manage multiple responsibilities at work, at home and in community and who is also healthy in all dimensions of wellness.

The study provides a thorough understanding about impact of work life imbalance on emotional dimensions of wellness. Thus organizations can use relationship to develop the conceptual framework of WLB factors, issues, and dimension of wellness and arrive at suitable solution to overcome the challenges faced by their human resource manager.

REFERENCES:

Books:

1. Biswajeet Patnayak – Human Resource Management, Second Edition, PHI-New Delhi.
2. Cynthia D. Fisher, Lyle F. Schoenfeldt, James B. Shaw Human Resource Management- Fifth Edition, Biztantra Publications- New Delhi
3. Indranil Mutsuddi – Essentials of Human Resource Management New Age international Publishers – New Delhi
4. Wayne Mondy & Robert M Noe- Human Resource Management – Ninth Edition, Pearson Education.-New Delhi

Journals:

1. Amanda S. Bell, Diana Rajendran and Stephen Theiler (2012), "Job Stress, Wellbeing, Work-Life Balance and Work-Life Conflict among Australian Academics", *Electronic Journal of Applied Psychology*, Vol. 8(1), pp. 25-37.
2. Amanda S. Bell, Diana Rajendran and Stephen Theiler (2012), "Job Stress, Wellbeing, Work-Life Balance and Work-Life Conflict among Australian Academics", *Electronic Journal of Applied Psychology*, Vol. 8(1), pp. 25-37.
3. Slaski, M., and Cartwright, S. (2002). "Health, Performance and Emotional Intelligence: An Exploratory Study of Retail Managers", *Stress and Health*, Vol 18, pp 63-68.
4. State Service Commission (2005) "Work-Life Balance: a resource for the State Services": ISBN 0-478-24487-8- Issue on March 2005.
5. Ramanithilagam V and Dr.C.S.Ramanigopal (2012), "Role of Emotional Intelligence in Work/Life Balance of Women Employees", *South Asian Academic Research Journals* , Vol.2(4), PP. 207-214.