ABSTRACT

Work-life balance is a buzzword in all profession today. The demand for work life balance problem and solutions by employees and employers is expanding at an unprecedented rate. In the years to come, it will be one of the most important issues that human resource professionals will be expected to manage.

Work-life balance has been widely discussed by many researchers and management professionals but it has not been clearly defined. In broadest sense it is defined as a satisfactory level of involvement or fit between the multiple roles in an individual’s life. Even though the definitions and explanations vary at different spheres it is generally associated with equilibrium or maintaining an overall sense of peaceful and pleasure harmony in life.

There has been a steady increase in dual-earner couples, single parent families, and employees who have eldercare responsibilities. These escalated pressures can have negative impacts on employees and organizational outcomes such as overall work-life balance. To counterbalance these negative impacts it is important to recognize the value of social support at work and non-work place. One’s peers and supervisors may serve to minimize some of these negative impacts in the work environment and one’s Family and domestic support will serve to minimize the negative impact in non-work environment.

The purpose of this research is to study the impact of the social supportive environment such as work support and non-work support on work and life related factors leading to balance. The outcome of such balance like organisational commitment, psychological wellbeing and turnover intention is
also studied. In order to evaluate the association between the variables used in the model, structural equation modelling (SEM) was used.

„Descriptive and Diagnostic Research’ is adopted in this study. The questionnaire used for this study comprises of 24 questions divided into 6 parts namely Personal Profile, Work Support, Non-Work Support, Work Particulars, Life Particulars, Organisational/ Individual Outcomes. 5 point Likert scales ranging from strongly agree to strongly disagree has been used for study.

The Sample size is 330 faculty members, working in the self-financing engineering college affiliated to Anna University, Madurai region. The Sampling procedure followed for this study is Simple Random Sampling.

This study reveals the important and interesting result with respect to the work life balance of faculty member.