5.1 Findings

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5.1 Findings

1. Work life balance and conflict found positive and strong correlation with organizational support
2. Among the dimensions of quality of work life, self concept recorded the highest correlation with commitment.
3. Among the dimensions of quality of work life, emotional maturity recorded the highest correlation with organizational support and work life balance.
4. Among the dimensions of quality of work life, hardiness recorded the highest correlation with job satisfaction.
5. Except the dimensions of job satisfaction and sources of pressure, all other dimensions of quality of work life found significant relationship with the age of the respondents.
6. All the dimensions of work life balance and conflict, organizational support and work life balance, job satisfaction, commitment, sources of pressure and attitude towards flexible workers, found significant relationship with the educational qualification of the respondents.
7. All the dimensions of work life balance and conflict, organizational support and work life balance, job satisfaction, commitment, sources of pressure and attitudes towards flexible workers found significant relationship with the number of dependents of the respondents.
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8. Except organizational support and work life balance, all other dimensions of work life balance and conflict, job satisfaction, commitment, sources of pressure and attitudes towards flexible workers found significant relationship with gender.

9. Except source of pressure and attitude to flexible workers, all other dimensions of work life balance and conflict, organizational support and work life balance, job satisfaction, and commitment, found significant relationship with marital status.

10. Except job satisfaction and attitudes to flexible workers, all other dimensions of work life balance and conflict, organizational support and work life balance, commitment and sources of pressure found significant relationship with types of family.

11. Age, educational qualification, income, gender and type of family found significant relationship with respondents opinion about self concept.

12. Number of dependents and marital status did not have significant relationship with self concept.

13. Age, educational qualification, number of dependents and marital status and types of family found significant relationship with hardiness.

14. Gender did not find to have significant relationship with hardiness.

15. Age, gender and marital status did not find to have significant relationship with respondents opinion about emotional maturity.

16. Educational qualification, income, number of dependents and types of family found to have significant relationship with respondents, opinion about emotional maturity.
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17. From the mean value it is observed that for the factors of salary, location of work place, holidays, interest in job, career development opportunities, leave arrangements, training opportunities and friendly environment, respondents, expectation was found to be more than their level of satisfaction.

18. For the factors of flexible working hours and job security their level of satisfaction was found to be more than their expectation.

19. The obtained z-values and their corresponding p-values confirm that there was statistically significant difference between respondents, level of expectation and their level of satisfaction.

20. There was no significant change in the participants, level of self concept before and after the training.

21. There was significant difference in the participants, level of emotional maturity before and after the training.

22. There is significant difference in the participants, level of hardiness before and after the training.

23. There is significant difference in the participants, level of work life balance and conflict between before and after training.

24. There is significant difference in the participants, opinion about organizational support before and after the training.

25. Participants, opinion about sources of pressure after training was found to be low when compared to their assessment before training.

26. Participants, level of overall work life balance was found to be high after training when compared to their assessment before training.
5.2 Suggestions

1. Many of the work life balance initiatives by the industry is focusing more on gender balancing and much importance, were not given for health related initiatives. Health related initiatives will make the employees more comfortable.

2. As leisure and relaxation are must for the mental health of the employees proper time has to be allotted for this. As a part of employee engagement program family outings or picnic or tour programs can be organized by the employers on a regular basis which will certainly help to increase their mental health and have a better work life balance.

3. Every day as a part of their regular activities, participants have to allot some time as family time and they have to spend quality time with their family.

4. There can be no single or simple policy solution, to the diverse needs and aspirations, of the employees. Majority of the employees are very poor in planning and managing their finance. Exclusive training program, on proper financial planning and managing financial resources, shall be organized on a regular basis, to make the employees more comfortable in managing their finance.

5. Flexible working policies which allow workers to have greater control over the location and scheduling of their working hours may not be applicable to all employees. The clarity about working hours to all cadres should be clear and transparent and where ever possible there can be advancements and adjustments in the working hours to have better work life balance to all the cadres.

6. Due to slash in the salaries, in many IT companies, importance in providing for self and family often predominant, over considerations of work-life balance. Work life
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balance initiatives has to be taken by the company becomes the emerging need of IT industries.

7. Family caring responsibilities were found to exacerbate gender norms and differences in experiences of work-life balance. This indicates that, in the same way that gender neutral policies can sometime both hide and reinforce gender inequalities. Work-life balance policies may need to account for the differing needs of employees caring for both children and adults.

8. For many participants, the psychological borders surrounding work were strong, and the thinking patterns, behaviours and emotions associated with paid employment of one domain did not commonly permeate into other domains. So very good balance in one domain will also affect the other domains. Equal level of satisfaction has to be gained from all the levels then only work life balance can be achieved.

9. The majority of participants, who employed some form of strategy, to maintain or achieve work life balance had caring responsibilities. Exclusive policies for employees with caring responsibilities will help to improve better balance in their work and family life.
5.3 Conclusion

Evidence suggests that improvements in people management practices contribute to increased work-life balance. We can’t predict what the workplace or the family will look like later in this century. As one pointed out, people tend to ignore work/life balance until “something is wrong.” But that kind of disregard is a choice, and not a wise one.

Similarly, at home different solutions work for different individuals and families. Some people have a stay-at-home partner; others make trade-offs to enable both partners to work. The questions of child care and other household commitments at the dining table don’t have “right” answers.

Of the many paths to success, none can be walked alone. A support network is crucial both at and outside work. Based on the above two types of strategy to maintain or achieve work-life balance can be adopted, practical (specific actions adopted to maintain balance through managing practical aspects of life) and stress-reduction strategies (focused on reducing the impact of stress). Practical strategies included working close to home in order to minimise commuting time, and changing jobs to increase temporal flexibility, and so facilitate work-life balance. Stress-reduction strategies were categorised as compartmentalising (by creating and maintaining strong psychological borders), distracting (for example, by watching television or listening to music), diffusing (for example, talking about their issues or exercising), and ignoring.

Finally, self-management is important; people need to control their own behaviour and expectations regarding work-life balance.