Chapter –IX
Limitations and
Future Scope
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Introduction:

There is always a room for improvement and this research study is not an exception. The study relies on the responses of the sample employees. The results of the study are affected by these responses and are subject to varying in a bigger or different sample. These limitations need to be addressed in future studies.

9.1 Limitations:

The undertaken research is only related to work life balance issues of female employees employed in service sector only. It excludes the females who are employees in other sectors viz Manufacturing or agricultural sector. It excludes the male employed population. The survey excludes the unemployed and the self-employed, so the level of imbalance in the population as a whole may vary. The study is with reference to female employees in Pune City only. There is future scope for doing a research on wider basis viz for whole state of Maharashtra or India or on international basis.

9.2 Future Scope:

Future research must focus on a wider sample in order to get more generalized results. Moreover, it must be directed at understanding individual differences so that employee specific initiatives to improve work life balance could be initiated by organizations. The size of the sample used to determine the dimensions of the scale was small. As a result, the stability of the results is uncertain.

Conclusion:

It has to be understood that the involvement scale provided a quantitative measure, no inferences regarding the quality of involvement of the respondent can be made.

-- 143--
Chapter -X

Conclusion
“Women constitute an important section of the workforce. However, the present situation of a large number of well-qualified women who due to various circumstances have been left out of their jobs needs to be addressed. The problems faced are several but, significantly, most often the "break in their careers" arises out of motherhood and family responsibilities.”

Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. There is now mounting evidence-linking work–life imbalance to reduced health and wellbeing among individuals and families. It is not surprising then that there is increasing interest among organizational stakeholders (e.g. CEOs, HR directors) for introducing work–life balance policies in their organizations.

Work-life balance policies are most likely to be successfully mainstreamed in organizations which have a clear understanding of their business rationale and which respect the importance of work-life balance for all employees. Whatever the chosen course, it is hoped that this research project report will form a stepping stone in the process and provide a basis for reflection and debate on work-life balance issues in service industry in Pune City.

This survey has revealed some worrying working practices in Pune. The practices of some employers in allowing their employees to spend so long at work is out of line legal conventions and general good employment practices. Some industries such as Financial Services are worse than others. However, overall we have also uncovered evidence that such employment practices are also damaging the health of employees. That in itself is a worrying trend but it should also be even more worrying to employers in the light of recent litigation for health problems caused at work in other countries. This problem of long working hours and its effect on health has a potentially large impact, not only for employees and employers but also for taxpayers who will have to finance this burden of unhealthy individuals in the years ahead.
The results of this study have practical implications for organization which interested in implementing family friendly policies in the near future. Given the literature demonstrated the desirable outcomes associated with job satisfaction and turnover intention towards the employees. Family friendly policies such as five day work week and employee assistance programs have a significant impact of employees’ job satisfaction and turnover intention. The benefits of adopting more family friendly policies to the business are clear, a health and productive workforce is crucial for them to compete for the best talents and become a differentiator as an employer of choice. Meanwhile, the finding of this study supports the Government keep going to cultivate a family friendly workplace to employees. It also persuades organizations to take a proactive role for developing more supportive cultures on the policies implementation. It is hoped that these results encourage further investigation and applications of family friendly policies in organizations.

Work related aspects explain by far the largest part of the variation in WLB. However, we illustrate that the measurement of WLB is partly problematic. Because WLB scales conceptualize the work component more specifically than the life component, what ‘life’ means remains rather intangible apart from general references to the ‘home’, ‘housework’ and ‘family responsibilities’. This largely neglects different emic dimensions to WLB common to specific subgroups and renders the measurement rather abstract. Second, the wordings of WLB indicators already include their most probable explanations. There is the danger of a circular argument here and many explanations seem tautological. This makes it difficult to conclude on the effects of other than work-related aspects on WLB, which are, arguably, also important aspects of WLB. Finally, WLB scales hardly correlate with relevant external criteria, for instance subjective well-being. Following from these findings, we discuss what these WLB scales could really measure and propose to broaden quantitative empirical approaches to it.

The results of research are not surprising and confirm what most human resource managers and good employers know already. If you want staff to be happy and productive and reduce staff turnover, then it is important to have good employment practices associated with work-life balance.
There was a time when the boundaries between work and home were fairly clear. Today, however, work is likely to invade personal life — and maintaining work-life balance is no simple task. Still, work-life balance isn't out of reach. Start by evaluating your relationship to work. Then apply specific strategies as mentioned above to help you strike a healthier balance.

The researcher would like to thank the respondents who took the time to complete the survey and thereby increase our collective knowledge of the issues concerning the challenges for people to balance their work and personal lives.