Chapter V

Summary and Conclusions

Present study was aimed at examining the effect of degree of work life balance on psychological wellbeing and family life satisfaction of married women in different occupational sectors. Keeping the objectives of the study, the nature of work life balance and its effect on the psychological wellbeing and family life satisfaction of the employees were assessed. The hypotheses drawn were

1. There will be no difference in degree of work-life balance and psychological well-being among women employed in different occupational sectors.

2. Subgroups of the sample based on the degree of work life balance and occupational stress do not differ in their psychological well being and family life satisfaction.

3. There will be no difference in degree of work-life balance and psychological well-being among women employed in occupations based on the degree of human interaction involved.

4. Demographic variables like years of experience, and work shift has no influence on work life balance, psychological wellbeing, and family life satisfaction across occupation.

5. Work locus of control has no influence in moderating the relationship between work-life balance, occupational stress and psychological well-being.

6. Work Locus of control has no influence in moderating the relationship between work-life balance, occupational stress and family life satisfaction.
The results revealed that work life balance is found to have a significant positive correlation with psychological wellbeing, family life satisfaction and a significant negative correlation with occupational stress.

Journalists have a higher degree of work life balance and a lesser degree of stress compared to the other occupations. Relatively a lesser degree of stress in personal, finance and occupational domains were also observed among them.

BPO employees were found to experience relatively lesser degree of work life balance, family life satisfaction and a higher degree of stress compared to sample in the other occupations. Relatively higher degree of stress experienced by them in the stress domains such as personal, occupational and marital domains.

BMTC employees were found to experience relatively higher degree of psychological wellbeing and family life satisfaction compared to the sample in the other occupations. Relatively higher degree of stress in family domain and a lesser degree of stress in ecological domain were observed among BMTC employees.

Nurses were found to experience relatively lesser degree of psychological wellbeing compared to the sample in the other occupations. Relatively higher degree of stress in finance, and lesser degree of stress in marital, health and family domains were observed among them.

The effect of work life imbalance was measured through stress. Apart from identifying the domains of stress, Stress is manifested in terms of somatic complaints and stress reactions along with the coping measures adopted were also analyzed. The observed differences across occupation on somatic complaints, somatic reactions and coping were analyzed using non parametric statistics. Cursory analysis of responses across occupation
revealed that two of the occupations namely nursing and BPO have more complaints than the other two. Nurses in comparison to BPO employees have reported a greater amount of somatic complaints like vision, weakness and vomiting,

BPO employees on the other hand found to have a greater amount somatic complaints like such as grinding teeth, unsteady voice, stuttering, loss of interest, trembling in hands and legs, broken sleep, sweating, choking feeling, feeling of blood rushing towards head, difficulty in seeing things, giddiness, nightmares and fainting.

Significant differences were observed across occupation in somatic reactions to stress such as can not cry, things getting on nerves, shouting at others for the injustice done to one’s self, taking everything on one’s hand, troubles are own making and irritated by small things. BPO employees and Nurses were found to be experiencing more stress reactions compared to BMTC employees and journalists.

Significant differences were observed across occupation in all the coping methods used such as shut one’s self from difficult situations, taking off from work, escape from the situation, keeping aloof, withdrawing from day today activities, going to movies, forget things, read books and eat more. Nurses and BPO employees were found to be using more coping methods compared to BMTC employees and journalists.

To examine the effect of work life balance on psychological wellbeing and family life satisfaction, posthoc analysis was done by classifying the sample in to two groups such as low score and high score groups (based on the criteria of cut off score of mean plus or minus 1 S.D. on work life balance) The high score group had relatively high degree of psychological wellbeing, family life satisfaction and lesser degree of stress compared to the group with low score.
Significant differences were observed on all the variables except for family domain of stress scale across two groups.

Sample based on the degree of human interaction involved was classified into group 1 constituting conductors and nurses (high interaction) and group 2 constituting mechanics, journalists and BPO (low interaction) revealed the sample in human service have relatively higher degree of work life balance, psychological wellbeing and family life satisfaction and a lesser degree of stress compared to the sample in the other occupational set. However only on the marital domain of stress the two occupational sets differ significantly in which the group 2 had a relatively higher degree of stress compared to group 1.

The effect of demographic variables like work shift and work experience on work life balance, psychological well being, family life satisfaction and stress were studied.

The result revealed that the difference was significant for psychological wellbeing, family, finance and ecological domains of stress. In which night shift employees reported a lower degree of psychological wellbeing, and a higher degree of stress on ecological and financial domains of stress. On the other hand the stress related to family dimension of stress was higher for day shift workers.

Employees with more years of work experience were found to have higher degree of work life balance, psychological wellbeing, family life satisfaction and lesser degree of stress compared to the employees with lesser years of work experience. However significant difference was observed only on work life balance across work experience.
Based on the results of the study, hypothesis no.1 is rejected and an alternate hypothesis stating “There will be a difference in degree of work-life balance and psychological well-being among women employed in different occupational sectors” is accepted. Hypothesis 2 is accepted.

Hypothesis no.3 is rejected and an alternate hypothesis stating “There will be a significant difference in degree of work-life balance and psychological well-being among women employed across occupations based on the human interaction involved” Hypothesis 4a is accepted.

Hypothesis 4b is rejected and an alternate hypothesis stating “Work experience has no influence on work life balance, psychological well being and family life satisfaction” is accepted.
### Implications of the study

1. Since the degree of psychological well being of the total sample being high measures to be taken to sustain the same.

2. The measures could be related to addressing the issues of maintaining work life balance.

3. Changing the demographics in the world of work has found to affect two major institutions namely family and marriage. Issues related to work life balance need to be addressed through training specifically in the area of roles and functions in family and marriage.

4. Organizational working conditions that are prone to somatic hazards, specific to occupations could be identified and addressed.

5. Training the employees in stress management and effective coping could help in enhancing work life balance and psychological well being.

Observed differences on several variables of the study across the occupations help in making a detailed analysis of the job as well as organization through which the degree of work life balance could be improved thereby enhancing psychological well being.

Somatic symptoms, reactions and coping strategies used could be useful in identifying appropriate intervention programs.

Women entering hither to men’s occupations is on the rise and inevitable. Organizations need to make appropriate changes in certain organizational policies and procedures that would be beneficial both to women employees as well as to the organizations.
Work-life balance is a dynamic variable. Irrespective of other factors periodic training need to be given to enhance the degree of work life balance of the employees in different occupations.

Since working women are expected to play multiple roles that could often be the source of imbalance, training could be given to them to use the appropriate coping methods that would have positive effects both on the individual as well as on the organization.

People with external orientation in work locus of control depend on the external factors which may result in lesser degree of psychological wellbeing, work-life balance, family life satisfaction and higher degree of stress. Hence these employees can be trained in developing the internal orientation of work locus of control which would result in higher degree of psychological wellbeing work life balance, family life satisfaction and lesser degree of stress. Women entering hither to men's occupations is on the rise and inevitable. Organizations need to make appropriate changes in certain organizational policies and procedures that would be beneficial both to women employees as well as to the organizations.

Work-life balance is a dynamic variable. Irrespective of other factors periodic training need to be given to enhance the degree of work-life balance of the employees in different occupations. Observed differences on variables of the study across the occupations help in making a detailed analysis of the job as well as organization through which the degree of work-life balance could be improved thereby enhancing psychological well-being.
Limitations of the study

1. Sample is biased as only married women were considered for the study.

2. The obtained sample across occupations did not have the representation of both the locus of control

3. Since the subjects of the study across occupations were drawn from several organizations, organizational factors like culture, climate etc and its effect on work life balance and thereof has not been considered.

4. The sample was heterogenous across occupations in respect of age, education experience etc, the independent effects of these within as well as across occupation could not be established.

5. The limitation of using self reports could have resulted in an inflated score on psychological wellbeing, work life balance and family life satisfaction.
Suggestions for future Research

1. The issues related to work life balance related to unmarried employees need to be studied.

2. Organizational factors contributing to work life balance need to be considered.

3. Representative sample within and across occupations based on levels and functions along with age and experience could be analyzed.

4. Alternative methods of in depth interview, case study could be used to identify specific factors related to occupation/organization.