ABSTRACT

The economy of India is the tenth-largest in the world by nominal GDP and the third-largest by purchasing power parity (PPP). The country is one of the G-20 major economies, a member of BRICS and a developing economy that is among the top 20 global traders according to the WTO. In the post liberalization era the country has capitalized on its vast pool of educated, English speaking manpower to become a major power in outsourcing, Information Technology, financial and biomedical technology research, banking & insurance, and real estate development.

With economic liberalization measures many private and foreign banking companies were allowed to operate in the country. Favourable economic climate and a variety of other factors such as demand for wide range of financial products from various sections of the society led to mutually beneficial growth to the banking sector and economic growth process.

Being a second fastest growing economic power in the world, India has already marked its presence among the emerging superpowers, with its 60% young population has many opportunities to capture both nationally and globally. These opportunities will expose them with the problems of stress and health related issues. Demanding careers will pose the question of Work-Life Balance which has to be addressed and resolved.

The research follows the Descriptive Study Design. The present study of Work-Life balance in banking sector begins with the formal hypothesis of discovering whether the bank employees are able to balance work/life, do different types of the bank employees differ in the balancing work/life. What are different causes and support mechanism do they adapt to?
And is there any relation between work/life balance and job satisfaction among these employees. The researcher has used the structured questionnaire to solicit the responses from the bank employees from public, private, foreign and co-operative banks. The variables under study like gender, hierarchy, career stage, daily chores, stress at organization, workload, impact of work to home, impact of home to work, supervisory support, workholism, family and spousal support, job satisfaction etc. where investigator have no control over the variables, can only report what has happened or what is happening. The researcher will provide a summation of data, and recasts data to achieve a deeper understanding or to generate statistics for comparison and attempt to predict an effect on one variable by another variable while holding all other variables constant and present the current status of the phenomena.

The data collected reveals that, most of the bank employees irrespective of the level at hierarchy are able to balance their work-life, with the moderate level of difficulty. The various factors were found influencing Work-Life Balance such as- personal factors: Gender, Marital status, workholism, Health related issues. Family factors – Nuclear family, availability of support means, Dependent care issues, Responsibilities at home, Home to work interference, Work to Home interference, spousal and family support and organizational factors such as Number of working days, time, hierarchy level, supportive seniors, social life within and outside the organization.

Further it was revealed that, private sector bank employees in comparison with other banks such as public sector, foreign sector and co-operative banks are unable to balance their work-life and found to be more stressed. Moreover the work-life balance issue is even related to the working environment and managing the bank.
Work-Life Balance is found to positively related with Job-satisfaction.

On the basis of data collected, suggestions are made in the following categories:

1. Suggestions for Work-Life Balance
2. Suggestions for improvement of working environment
3. Suggestions to individual employees for coping the Work-Life imbalance