

A STUDY OF EMPLOYEES WORK-LIFE BALANCE PRACTICES AMONG NORTH EASTERN KARNATAKA ROAD TRANSPORT CORPORATION IN KALABURAGI DIVISION

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ABSTRACT

Work-life stability is now gambling an vital function in finding out the job-associated overall performance of employees in any industry. With swelling obligations in the workplace, it's miles very tough for the employees to preserve a fair stage of work-life stability—such circumstances effect on workers physiologically and psychologically. Buses take up greater than 90% of public transport in Indian cities and function a reasonably-priced and convenient mode of transport for all training of society. However, the well-being of employees of this mode of delivery is paramount in passenger and private safety. As in any job, the character has to stability work and personal issues. Work-life balance is a concept that helps the effort of an employee in any quarter to cut up their time and electricity to balance work and personal lives. The reason of this paper is to establish whether work-life balance projects and practices can be taken into consideration as strategic human aid management choices that can translate into improved man or woman and organizational performance. The outcomes of several studies reviewed on this paper show the consequences and the benefits of enforcing work-life stability practices not only for employees themselves however also for his or her families, organizations, and society.

Keywords: Employee Stress, Mode of Transport, Personal Safety, Work-Life Balance,

1.1: INTRODUCTION

In the gift operating world, most of the time is spent by the staff in their organization, going away less time to require care of their personal and family wants. The magnified quantity of competition in any business, advancement in data technology, the necessity for fast and quality services has taken the wide time of the staff, generally even once the operating hours. A central characteristic of work-life balance is that the quantity of your time someone spends at work. There are indications that long work hours might hurt personal health, endanger safety, and increase stress. Clark (2000) outlined work-life balance as “satisfaction and sensible acting at work and residential with a minimum of role conflict.”

Human beings are social beings and rarely ever live and work in isolation. We continually plan, develop, and manipulate our relations, both consciously and unconsciously. The relations are the outcome of our moves and depend to a extraordinary volume upon our ability to manage our movements.

From childhood, each person acquires expertise and enjoy in knowledge others and the way to behave in each state of affairs in life. Later we feature ahead this getting to know and know-how in carrying and coping with members of the family at our workplace. The whole context of Human Resource Management revolves round this center count number of handling family members at the workplace. Mid-1980's Human Resource Management (HRM) has gained recognition in both instructional and commercial circles. HRM is a multidisciplinary organizational feature that draws theories and ideas from various fields which include management, psychology, sociology, and economics. There is no quality way to control human beings, and

no manager has formulated how people can be managed efficiently because humans are complex beings with complex needs.

Work-life stability practices are planned organizational changes in applications or organizational culture that are designed to lessen work-life warfare and enable employees to be more powerful at paintings and in different roles. The transition from viewing work-life balance practices totally as a method of accommodating person personnel with caregiving duties to recognizing their contribution to organizational overall performance and worker engagement is an important paradigm shift that is nevertheless very much 'in process.'

1.2: WORK-LIFE BALANCE

The concept of a work-life balance was evolved and materialized in the late 1970s and 1980s in the western world. The concept denotes equal priority to work aspects—careers and ambitions—and personal aspects—family, friends, enjoyment, and spiritual and intellectual development.^[1] Also, it implies creating equal hours for the execution of both work and life achievements. It is the effort from the part of the worker to split his or her time and energy effectively for work and personal life.

Many authors define Work-family balance. Work-life balance is a concept that deals with the ability of individuals, irrespective of age or gender, to get into a flow that allows them to combine the demands of work and other non-work responsibilities and activities.^[2] One author suggested the definition of satisfaction and good functioning at work and home, with a minimum of role conflict.^[3] Parkes and Langford defined work-life balance as “an individual's ability to meet work and family commitments, as well as other non-work responsibilities and activities.”^[4]

Also, few authors tried to describe work-life balance as a balance between time, involvement, and satisfaction.^[5]

- a) Time balance: the amount of time given to work and non-work roles
- b) Involvement balance: the level of commitment to work and non-work roles
- c) Satisfaction balance: the level of satisfaction with work and non-work roles.

1.3: OBJECTIVES OF THE STUDY

- a) To know the perception of the employees towards their personal life and work life.
- b) To identify the key factors influencing their work-life balance.
- c) To analyze the work-life balance of NEKRTC employees.
- d) To suggest measures to improve the work-life balance of NEKRTC employees.

1.4: SOURCES OF INFORMATION

The collection of the data is of primary importance in the research process. Data that is collected for research help in a proper analysis which is helpful to conduct research effectively. The data requires for the present study has been collected from primary and secondary sources.

1.4.1: PRIMARY DATA: Primary data are those data which are collected by the researcher itself, but the process is more complex because the researcher collects the data in questionnaire format and with his observation in the field with the pretested questionnaire the primary data required for the present study has been collected and analyzed with suitable statistical techniques.

1.4.2: SECONDARY DATA: Secondary data are those data which are collected from past data of the organization and articles, newspaper, books, etc. this data can be collected with less cost and money Journal, Financial statements from the company, Related online information and Other relevant books

1.5: AREA OF THE STUDY, PERIOD AND SAMPLE SIZE

The present research is conducted in Kalaburagi city, and the study includes 50 as sample size, and the sample respondents will be the employees of NEKRTC Kalaburagi city

1.6: LIMITATION OF THE STUDY

The present study has some limitations, as outlined below:

- a) The study was confined only to the Kalaburai division of Karnataka State, and data may not hold good for any other area or location.
- b) Opinions of respondents collected may be biased.

- c) The available resources limited the study and the results may not apply to other service sectors or industries.

1.7: HYPOTHESIS

- a) **H₀**: There is a Significant Relationship between whether you get enough time to spend with your family after working Hours with Do you feel that you can balance your work life
- b) **H₁**: There is not a Significant Relationship between Do you feel that you can balance your work life with Do you have more pressure of work in the organization or it is evenly distributed

1.8: THE FACT OF THE STUDY AND DATA INTERPRETATION

Table 1.1: Whether you get enough time to spend with your family after working Hours?

N=50

Response	Number of Respondents	Respondents in Percentage
Yes	19	38
No	31	62
Total	50	100

Source: Field Survey

Table 1.1 states that whether the employees of NEKRTC will get enough time to spend with their family after working hours. Out of the 50 total respondents 19 (38%) respondents said yes, and 31 (62%) respondents said no from the analysis of the study we can say that Maximum number of respondents said no, and minimum number of respondents said yes

Table 1.2: Do you feel that you can balance your work life?

N=50

Response	Number of Respondents	Respondents in Percentage
Yes	20	40
No	30	60
Total	50	100

Source: Field Survey

Table 1.2 state that whether the employees of NEKRTC can balance life. Out of the 50 total respondents, 20 (40%) respondents said yes, and 30 (60%) respondents said no from the analysis of the study, we can say that a Maximum number of respondents said no. A minimum number of respondents said yes.

Table 1.3: Do you have more pressure of work in the organization, or is it evenly distributed?
N=50

Response	Number of Respondents	Respondents in Percentage
Have Pressure	17	34
Work is evenly distributed	33	66
Total	50	100

Source: Field Survey

Table 1.3 state that whether the employees of NEKRTC have more pressure of work in the organization or it is evenly distributed. Out of the 50 total respondents, 17 (34%) respondents said to have pressure and 33 (66%) respondents said work is evenly distributed from the analysis of the study we can say that a Maximum number of respondents said work is evenly distributed and a minimum number of respondents said to have pressure.

Testing of Hypothesis:

- a) **H₀:** There is a Significant Relationship between whether you get enough time to spend with your family after working Hours with Do you feel that you can balance your work life

Table whether you get enough time to spend with your family after working Hours with Do you feel that you can balance your work life cross Tabulation

Correlations

Whether you get enough time to spend with your family after working Hours with Do you feel that you can balance your work life cross Tabulation	Whether you get enough time to spend with your family after working Hours	Do you feel that you can balance your work life
Pearson Correlation	1	.959**
Sig. (2-tailed)		.000
Sum of Squares and Cross-products	11.780	11.400
Covariance	.240	.233
N	50	50
Pearson Correlation	.959**	1
Sig. (2-tailed)		.000
Sum of Squares and Cross-products	11.400	12.000
Covariance	.233	.245
N	50	50

****.** Correlation is significant at the 0.01 level (2-tailed).

Correlation is significant at the 0.01 level (2-tailed). Hence there is a significant relationship between whether you get enough time to spend with your family after working Hours with Do you feel that

you can balance your work life hence the null hypothesis is accepted and the alternative hypothesis is rejected

b) **Ho:** There is not a Significant Relationship between Do you feel that you can balance your work life with Do you have more pressure of work in the organization or it is evenly distributed

Correlations

Do you feel that you can balance your work life with? Do you have more pressure of work in the organization, or is it evenly distributed? Cross Tabulation	Do you feel that you can balance your work life	Do you have more pressure of work in the organization, or is it evenly distributed?
Pearson Correlation	1	.879**
Sig. (2-tailed)		.000
Sum of Squares and Cross-products	12.000	10.200
Covariance	.245	.208
N	50	50
Pearson Correlation	.879**	1
Sig. (2-tailed)	.000	
Sum of Squares and Cross-products	10.200	11.220
Covariance	.208	.229
N	50	50

** . Correlation is significant at the 0.01 level (2-tailed).

Correlation is significant at the 0.01 level (2-tailed). Hence there is a significant relationship between Do you feel that you can balance your work life with Do you have more pressure of work in the organization or it is evenly distributed hence the null hypothesis is accepted and the alternative hypothesis is rejected

Hypothesis Testing and Result

Sl No	Hypothesis	Result
01	Ho: There is a Significant Relationship between whether you get enough time to spend with your family after working Hours with Do you feel that you can balance your work life	Accepted
02	Ho: There is not a Significant Relationship between Do you feel that you can balance your work life with Do you have more pressure of work in the organization or it is evenly distributed	Accepted

1.9: CONCLUSION

This examine empirically investigated the importance of thinking about the complex interrelationships among getting sufficient time to spend with your circle of relatives after running Hours. Therefore, this research adds to the modern literature by imparting a better knowledge of a more inclusive degree of the interface among paintings and non paintings. A higher understanding of measures for attaining exceptional practice has direct effects for HRM. With increased issue by personnel for the boundary among their work and non work lives, the provision of powerful work existence projects is speedy becoming a priority for establishments and HRM practitioners throughout the cutting-edge world.

The have a look at has several boundaries that have to be considered in destiny research. First, the present look at targeted on a broader concept of work-life balance. A stability among paintings and a variety of roles should be taken into consideration, as individuals carry out multi-roles at the identical time through their complicated relationships with neighbors, friends, and community. For example, studies on paintings-circle of relatives balance, paintings-leisure balance, and paintings-community membership balance want to be conducted.

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