

## **Work Life Balance of Employees at Health Care Sectors in Bangalore**

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### **ABSTRACT**

The final year project conducted on “An Analysis on **Work Life Balance Of Employees at Health Care Sectors in Bangalore**”. The major objective is to study the employees work life balance in the **Health Care Sectors**.

Work-life balance refers to the level of prioritization between personal and professional activities in an individual’s life and the level to which activities related to their job are present in the home. Having a balance between work and home life can be a challenge. With this challenge come great rewards when it is done successfully. By balancing a career with home life employees will become healthier, mentally and physically, and will be able to produce more career wise.

In this research the sampling design is descriptive type and the sampling technique is convenience sampling. The sample size 300, responses collected through questionnaire. Microsoft Excel and SPSS software used to find out the statistical tool is a factor analysis. It was found that family support was important role in work life balance and next came the work environment followed by management support.

The **Health Care Sectors** have flexible working hours, most of the employees seek entertainment and also prefer to do yoga to get rid of stress at work, and hence the organization has come up with stress relief methods like recreation programs and involvement in social activities in order to encourage employees to other activities other than just work. 56% of the employees are able to manage their work life as well as personal life.

The suggestion is that the employees who work for all days can have a break in between their schedule which would help them to balance work and life and during festival occasion holidays can be provided to the employees of that religion.

### **Introduction**

The research can be defined as a brief, learning oriented experience with the which help the researcher link both theoretical and practical aspects of knowledge

gain. 'On the job experience' is as beneficial as anything that is learned in the academics. It can be difficult to get easily adapted to work environment until one has such an experienced to have worked in one such environment. It enables to get connected directly with the employees those have earned experience in the designation one likes to aspire; and their work atmosphere and job proficiency will provide the intern an idea as to what the job is all about and what should be done to be successful.

It can also divert the career path of certain students as a result of true realities in the job role. Hence, project can also be considered as 'try it before you buy it' choice and then decide as to what to be done in remote future. The real insight to the working world is provided by project allowing the student to build a stronger curriculum vitae and more employable. It lends an attempt to demonstrate one's prowess in real life positions.

### **Objectives**

- To identify factors influencing work life balance at Health Care sectors, Bangalore
- To analyze the relationship between working environment and employee relationship.
- To study the need for work life balance at Health Care sectors.
- To study effectiveness of work life balance process at Health Care Sectors.

### **LITERATURE REVIEW**

**Gauri Tiwari (2017)**, here in the paper Work Life Balance Play a crucial job in Employee life, as expanding interest for new items, mechanical progression, serious challenge, longer working hours, riotous calendar, consumer loyalty between the different financial divisions and make a pressure and weight in the psyche of the Employee to perform well. These all components will influence the expert terms of worker as well as it has sway on the individual and psychological wellness of the person. Private segment have customary functioning as well as incorporates a great deal of other new plans and administrations to satisfy these requirements representatives need to work for longer hours and their work life equalization will become misbalanced that lead to burnout, despondency, a sleeping disorder are the after effect of studying the 200 respondents.

**Satinder Singh. (2013)**, the writing survey on Work and life Balance is stood encircled up and doing in perspective on its picked up notoriety thru the significant intend to ought to flourishing of humanity and the acknowledgment of satisfying be alive for its representatives by ancillary the development of each

worker and the supplementary advancement of the organizations. The writing recognizes impact on different eminence time settings.

**Abhishek Raj & Pushkar Singh (2019)**, the subsidy and profitability of connotation put your faith in exhibition and duty of its representatives. Each representative has an individual and skilful life expectancy; mutually these are exceptionally inflexible to isolate. They must always be circulated and performed on the off case that if an agency offers to oblige better productivity and higher responsibility from members instead. An individual may do this while he or she has a wonderful life into and out of the employment.

**Vasumathi.A (2018)**, the survey of writing on work life parity of ladies representatives has stood illustrated in standpoint on its expanded prevalence thru the momentous target to need for bourgeoning of society. WLB is a significant worry for ladies representatives in the present situation, as broadened hours of work in association pulls ladies representatives' efficiency and stint which they really intended to commit to their kinfolk loop.

**Fathima Aroosiya (2013)**, as per paper the working ladies have double jobs to be specific job in the working spot and job at home in the advanced economy. This prompts face more troubles in the life of working ladies so as to be increasingly powerful in their double life while the working men have less weight contrasting and working ladies. In the example size was 100 working ladies particularly the educators of government school and representatives in divisional secretariat which comprise of 15 inquiries. Information was exposed to graphic measurements. The consequences of the examination uncovered that the degree of work life equalization of working ladies was low level.

## **Research methodology**

Research type: Descriptive research

Descriptive research is an examination which serves to finding a reality with sufficient derivation, it centers on specific perspectives or measurements of issue contemplate. A descriptive study design may use a wide array of analytical and contextual approaches to scrutinize at any one aspect.

## **Source of information**

- **Primary information:** The essential realities are gathered utilizing survey and the conversation with the organization staff. It is additionally called as new information.

Essential information is gathered with assistance of

- Questionnaire
- Interview
- Observation

- **Secondary information:** It is data which is as of now gathered by somebody for some reason. It is likewise called as recycled information.

Auxiliary information is gathered with assistance of

- Web website
- Journals
- Research paper
- **Sampling system:** Convenient testing

The convenient testing is a procedure. It is a kind of inspecting where the example is chosen from the populace which is advantageous to the specialist.

- Data gathering apparatus: Questionnaire
- Sample size: 300 Employee

#### **Statistical tools used**

- Microsoft Excel
- SPSS

**FACTOR ANALYSIS TEST**

**Component Matrix**

	Components		
	1	2	3
Working environment	.083	.704	.559
Workload	.579	-.011	-.456
Overtime	.589	.589	-.066
Work on holidays	-.520	.302	-.323
Family support	.674	-.314	.051
Management support	.082	-.372	.662

Extraction Method: Principal Component Analysis.

3 components extracted.

**Analysis and interpretation**

The table present above this is found that employees working at Health Care sectors, give importance to the following three important factors for their work life balance are as follows family support with 0.674, overtime with 0.589, workload with 0.579, working environment with 0.083, management support with 0.082 which are arranged in ascending order.

**Findings**

- All most all the employees have dependable like aged parents or in laws.
- It has been found that most of the workers have been able to manage their personal and working lives.
- Survey says that employees worry about the job only whenever necessary in order to stabilize both work and life.

- Workers have a skewed intuition of what time they spend at work
- Most employees do have tendentious opinion about the quality time spend with friends and family.
- Employees neither feel tired nor energetic about their work.
- In order to manage the stress employees prioritize entertainment.
- It is seen that work life policies do exist in the organization.
- Policy highlights on the point that provide holidays whenever required.
- Since work life policy is present there is no attempt made for it.

### **Suggestions**

- Working hours should be minimized for the maintenance of a quality working life.
- Workers ' councils must recognize the ups and downs of their professions as support for their working lives.
- Employers must track existing policies and develop their flexible work practices.
- Wages are supposed to be higher, depending on the amount of work workers do.
- Blood setting up is required

### **Conclusion**

Medical industry has been one of the economies with the fastest growth. The present study concludes that the level of satisfaction of workers regarding work life balance in satisfaction with personal and work life is higher. Timetables for work life balance are different for each and every individual. The work life balance system which is appropriate for one person may not fit another. Because the ultimate goal of human beings is well-being and life satisfaction, it is more important to make workers achieve proper work/life balance to generate a healthy atmosphere around an employee.

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