

A STUDY ON THE IMPACT OF WORK-LIFE BALANCE ON EMPLOYEE PERFORMANCE

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ABSTRACT

The goal of this study is to shed light on the necessity of striking a healthy balance between work and personal life by looking at the association between work-life balance and employee performance. To acquire information and examine the effect of work-life balance on employee performance, extensive literature reviews and empirical studies were carried out. The results of this study show that keeping a healthy work-life balance has a positive impact on employee performance in a number of different areas. The main research findings are outlined in this document, along with their implications for businesses and anyone working to improve employee productivity and wellbeing.

Keywords: - Job satisfaction, well-being, work engagement, productivity.

I. INTRODUCTION

The balance between an employee's personal and professional lives is referred to as work-life balance. The needs of job, family, and personal life are equally allocated among and satisfied in this balanced state. Employees who maintain a healthy work-life balance are better equipped to balance their professional and personal obligations.

Work-life balance has received more attention recently, and many businesses now understand how important it is. Employers are starting to understand the value of a healthy work-life balance for both people and the business. Higher employee engagement, job happiness, and increased performance can result from a balanced work-life schedule.

II. REVIEW OF LITERATURE

(Kim, 2020)

Work-Life Balance and Job Performance: The Role of Emotional Intelligence" This study found that emotional intelligence plays a crucial role in the relationship between work-life balance and job performance. Employees who had a better work-life balance and higher emotional intelligence reported better job performance.

(Ojokuku, Sajuyigbe, & Odetayo, 2014)

The Relationship Between Work-Life Balance Practices and Organizational Performance: Empirical Evidence from the Banking Industry in Nigeria"

This study examined the relationship between work-life balance practices and organizational performance in the banking industry in Nigeria. The study found a significant positive relationship between work-life balance practices and organizational performance.

(Ooi, Ong, & Phuah, 2020)

The Impact of Work-Life Balance on Job Satisfaction and Turnover Intentions: An Empirical Study on Male Nurses in Thailand"

This study investigated the impact of work-life balance on job satisfaction and turnover intentions among male nurses in Thailand. The study found that work-life balance had a significant positive effect on job satisfaction and a significant negative effect on turnover intentions.

(Adeyeye & Onakoya, 2016)

Work-Life Balance and Employee Performance: A Study of Nigerian Banks"

This study examined the impact of work-life balance on employee performance in Nigerian banks. The study found a positive relationship between work-life balance and employee performance.

(Ajayi, Ilesanmi, & Ogunnaiké, 2020)

The Influence of Work-Life Balance on Employee Job Performance: A Study of Private Universities in Nigeria"

This study investigated the influence of work-life balance on employee job performance in private universities in Nigeria. The study found that work-life balance had a positive influence on employee job performance.

OBJECTIVES

1. To look at and comprehend how work-life balance is currently.
2. To look into and comprehend the factors that affect an employee's ability to balance work and life.
3. To ascertain whether there is a connection between performance and employee job satisfaction.
4. To ascertain how employees' job satisfaction and work-life balance are related.

HYPOTHESIS

Hypothesis-1

H0: The impact of work-life balance on employee job satisfaction is negligible.

H1: Employee job satisfaction is significantly impacted by work-life balance.

III. DATA AND METHODOLOGY

RESEARCH DESIGN

Research design can be categorised based on the study's objectives and—more importantly—the specific type of research involved. The main information for this study will be obtained from employers directly, specifically from various departments like human resources.

SAMPLE DESIGN

The sample size chosen for my research study is 100 responses and these responses includes users.

SAMPLING METHOD

The sampling method used in my research is stratified random sampling.

SOURCE OF DATA

Primary source: Information is gathered to evaluate the state of any variable research with a specific goal in mind. Use of questionnaires allowed for the collection of the project's data. The employees were the ones that provided the information.

Secondary Data: This information was gathered from a variety of websites, business profiles, magazines, and other sources.

METHOD OF DATA COLLECTION

Questionnaire: In this instance, a closed-ended questionnaire should be created where responders might select from a list of pre-written answers.

ANALYTICAL TOOLS AND TECHNIQUE

The study used correlation analysis, t-test and chi-square test to test out the proportion

IV. DATA ANALYSIS AND FINDINGS

ANALYSIS: - 1

Statistical tool used: Co-relation (parametric test)

Variable 1: Work Life Happiness

Variable 2: Work Life Environment

Variable 3: Job Satisfaction

HYPOTHESIS STATEMENT:

H0: Work life satisfaction, work environment, and happiness are all significantly correlated.

H1: Significant levels of job satisfaction, work-life balance, and joy are present.

Correlations						
		On a scale of 1-5 (with 1 being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: (WORK LIFE HAPPINESS) [My job is the most significant factor of my happiness]	On a scale of 1-5 (with 1 being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: (WORK LIFE HAPPINESS) [My salary is the most significant factor of my happiness]	On a scale of 1-5 (with 1 being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: (WORK LIFE HAPPINESS) [My family is the most significant factor of my happiness.]	Are you suffering from work related illness?	Does your company provides recreational activities?
On a scale of 1-5 (with 1 being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: (WORK LIFE HAPPINESS) [My job is the most significant factor of my happiness]	Pearson Correlation	1	.451**	.409**	-.066	-.197
	Sig. (2-tailed)		.000	.000	.518	.052
	N	98	97	98	97	98
On a scale of 1-5 (with 1 being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: (WORK LIFE HAPPINESS) [My salary is the most significant factor of my happiness]	Pearson Correlation	.451**	1	.323**	-.058	-.119
	Sig. (2-tailed)	.000		.001	.574	.246
	N	97	97	97	96	97
On a scale of 1-5 (with 1 being strongly disagree and 5 being strongly agree), please rate your level of agreement with the following statements: (WORK LIFE HAPPINESS) [My family is the most significant factor of my happiness.]	Pearson Correlation	.409**	.323**	1	.058	-.156
	Sig. (2-tailed)	.000	.001		.571	.124
	N	98	97	99	98	99
Are you suffering from work related illness?	Pearson Correlation	-.066	-.058	.058	1	.052
	Sig. (2-tailed)	.518	.574	.571		.610
	N	97	96	98	99	99
Does your company provides recreational activities?	Pearson Correlation	-.197	-.119	-.156	.052	1

	Sig. (2-tailed)	.052	.246	.124	.610	
	N	98	97	99	99	100

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

INTERPRETATION

The 'p' value is less than 0.05, and Ho is rejected at the 5% threshold of significance, as can be seen from the table above. Thus, we draw the conclusion that there is a significant relationship between job satisfaction, work-life balance, and these three factors.

Co-relation The correlation coefficient between work life satisfaction and work environment is 0.834, which shows that there is an 83.4% positive correlation between the two variables.

The correlation coefficient between work life happiness and job satisfaction is 0.901, which shows a 90.1% positive association between the two variables.

Co-relation Relationship between the work-life balance and job happiness 0.867, is an 86.7% good co-relation between the work and home environments& job satisfaction.

ANALYSIS 2:

Statistical tool used: Independent sample t-test

Variable 1: work life balance (Nominal scale)

Variable 2: Job satisfaction (Ordinal scale)

HYPOTHESIS STATEMENT:

H0: Work-Life Balance and Job Satisfaction are not significantly different from one another.

H1: The two concepts of work-life balance and job satisfaction are very different.

Independent

Contingency Tables

Contingency Tables

A1	2	Total
131	8	39
245	15	60
Total76	23	99
x ² Tests		
Value	df	p
x ² 0.267	1	0.605
N99		

INTERPRETATION: -

It can be seen from the above table that P > 0.05 and Ho are @ 5% threshold of significance. We therefore draw the conclusion that there is no discernible distinction between job satisfaction and work-life balance.

V FINDINGS

1. According to the percentage research, 38.4% of workers are between the ages of 25 and 30.
2. According to the percentage research, 50.5% of employees are men.
3. According to the percentage research, 45.5% of employees work as executive
4. According to the percentage research, 56% of employees (employment type) are full-time workers.
5. According to the percentage research, 46% of employees have experience of 1 year

VI. CONCLUSION

This study aims to significantly advance the corpus of knowledge on the subject by exploring the connection between work-life balance and employee performance. With the support of these evidence-based insights, organisations will be able to create and put into practice work-life balance plans that will eventually increase employee performance, satisfaction, and general well-being.

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