

"Evaluating The Impact Of Marital Status On Employees Work Life Balance In Chhattisgarh - With Special To Raipur City"

Dr. Akshita Sharma

Asst. Prof. MSMSR, MATS University, Raipur, (C.G.)

Email: akshitasharma911990@gmail.com

Mr. V. Suresh Pillai

Research Scholar, MSMSR, MATS University, Raipur (C.G.)

Email: surpil310571@gmail.com

Abstract

This study examined the influence of marital status on the Work Life Balance of faculty members working in various higher education institutes of Chhattisgarh. The study was descriptive in nature. Under this investigation, we focused on two variables marital status as an independent variable and Work Life Balance as a dependent variable. Data was collected by Simple Random Sampling Technique from six higher education institutes of Chhattisgarh which includes Government DB Girls College, Raipur, and Shri. Shankaracharya Institute of Professional Management and Technology, Raipur, Kalinga University, Raipur, Raipur Institute of Technology, Raipur, MATS University, Raipur and Amity University, Raipur. The Sample was collected from one hundred twenty five respondents by survey method and a questionnaire titled "Evaluating the impact of Marital Status on Work Life Balance of faculties working in higher education institutes of Chhattisgarh with special reference to Raipur" was distributed to the faculties working in various colleges and universities of Chhattisgarh. The statistical tool used was linear regression analysis and the result showed that there is a positive significant relationship between marital status and Work Life Balance of faculty members of Chhattisgarh.

Keywords: Faculties (F), Higher Education Institutes (HEI), Marital Status (MS), Simple Random Sampling Technique (SRST), Work Life Balance (WLB).

Introduction

In the present era, as the country is developing so fast in technology and other fields, every citizen is busy in extending their income and their life style is continuously changing in terms of their living habits, life style in their day to day life. In the early days, the life style of people was different and as the time passed, the life style changed. Although the life style of the people has changed, but there is lack in awareness among the people about balancing their personal and professional life. There are two sides of an employed person – one is called personal life (connected with family, wife, children and parents) and second one is called professional life (concerned with the job and job responsibilities). So an employed person should live his life by maintaining a proper balance between personal life which includes giving proper time to his /her family and professional life which includes giving proper time to his /her job and job responsibilities. A person who properly maintains his personal and professional life is more satisfied in his job and is more productive worker also. Such employees are more loyal to both organizations as well as to his /her family also. People who invest more time on work and give less time to their family can lead to family conflicts and divorce. In today's society managing a stressful job and giving quality time to family has become a major challenge.

Work-life Balance, also referred to as family friendly work arrangements (FFWA), and, in international literature, it is referred as alternative work arrangements (AWA). In practice, it involves “adjusting work patterns so that everyone, regardless of age, race, religion or gender can find a rhythm that enables them more easily to combine work and their other responsibilities and aspirations” (Pillinger 2001: 1). Drew, Humphreys and Murphy (2003:13) point out “that personal fulfillment is important inside work and that satisfaction outside work may enhance employees' contribution to work”

Balancing work and non-work demands is an issue that pertains to all individuals who are in paid work, regardless of whether they have family responsibilities or not (Dex and Scheibl, 2001; Fu and Shaffer, 2001; Rotondo et al., 2003). A married employee has a different level of work life balance as compared to married employee. So, in order to understand the impact of marital status of faculty (married/ unmarried) on work life balance were addressed in this study. This study is aimed to examine the impact of marital status on work life balance of the faculties working in different colleges and universities of Chhattisgarh.

Research Methodology

Sample size: 125

Methodology: Questionnaire

Statistical tool: Linear Regression analysis

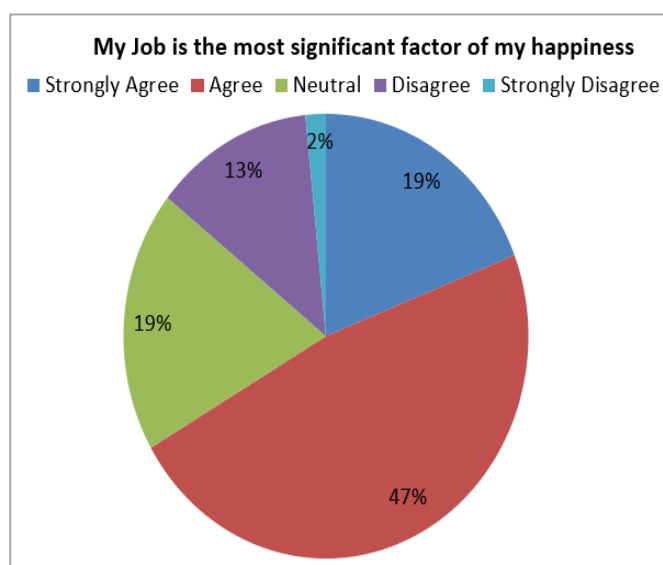
Reliability test: Cranach's Alpha Reliability test

Ho: Marital Status has no significant effect on work life balance -rejected

H1: Marital status has significant impact on work life balance - accepted

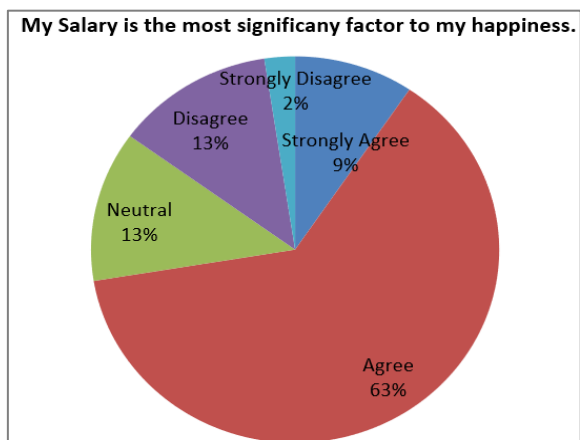
Interpretation and Analysis

My job is the most significant factor to my happiness.	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	18.80%	46.90%	18.80%	12.50%	1.60%	100%



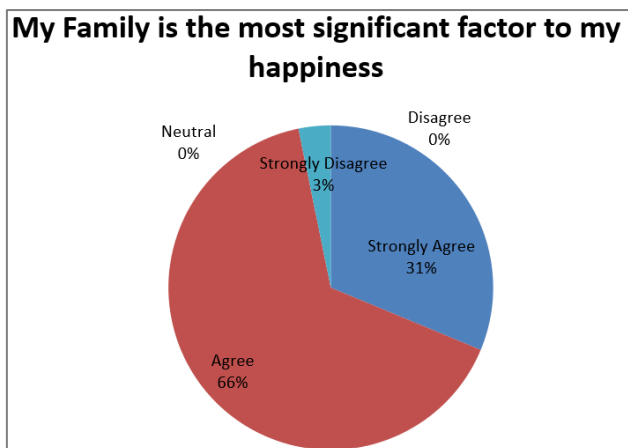
In Fig. 1. Approximately 47% of the faculties agreed that their job is the most important factor for their happiness and only 1.6% faculties said that job is not an important factor for them.

My Salary is the most significant factor to my happiness	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	9.40%	62.50%	12.50%	12.50%	2.40%	100%



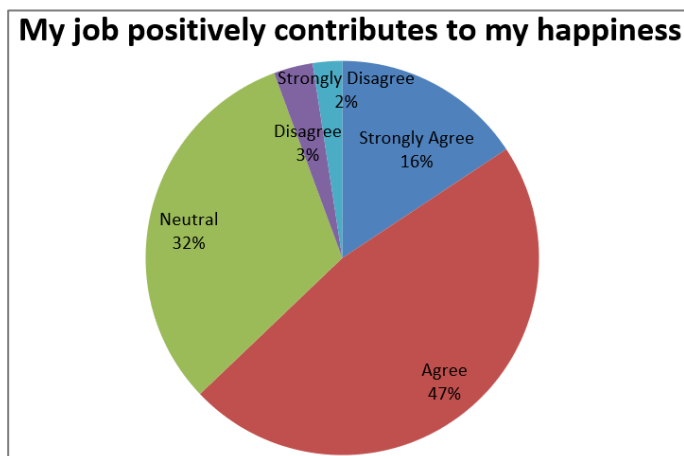
In Fig. 2. 62.5% of the faculties were of the opinion that salary is most important factor for them and only 2.4% of the faculties did not agree on this.

My Family is the most significant factor to my happiness	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	31.30%	65.60%	0.00%	0.00%	3.20%	100%



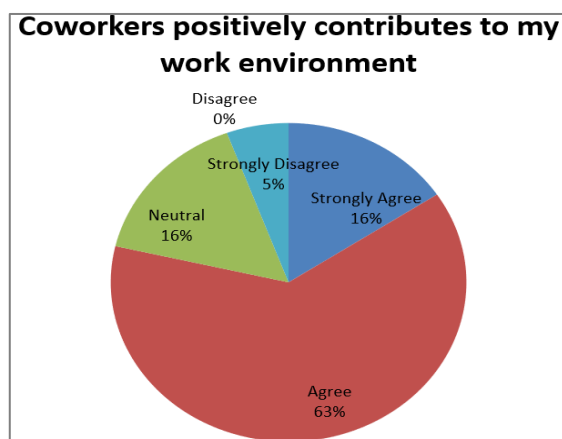
In fig. 3. Most of the faculties, approximately 66% faculties agreed that family is most important to them and only 3.2% faculties did not give importance to their family.

My job positively contributes to my happiness	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	15.60%	46.90%	31.30%	3.20%	2.40%	100%



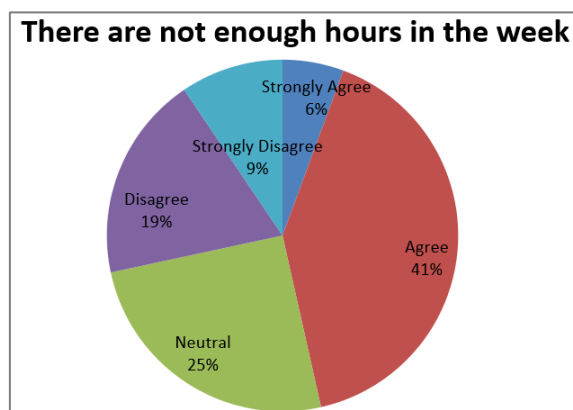
In fig. 4. Around 47% faculties were of the opinion that their job positively contributes to their happiness and only 2% of faculties disagreed to this.

Coworkers positively contributes to my work environment	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	15.60%	62.50%	15.60%	0%	5.60%	100%



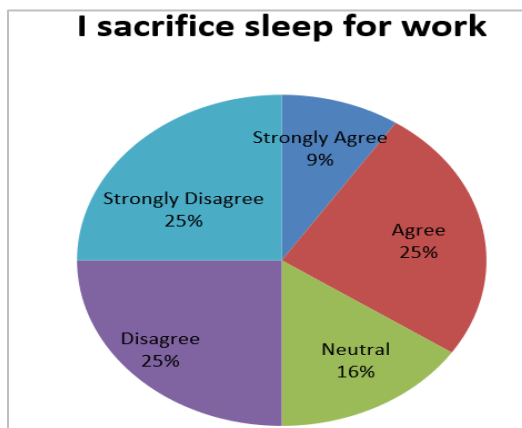
In fig. 5 62.5% faculties were satisfied with their coworkers and said they positively contributed to work environment but only 5.6% were against this opinion.

There are not enough hours in the week	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	5.60%	40.60%	25%	18.80%	9.40%	100%



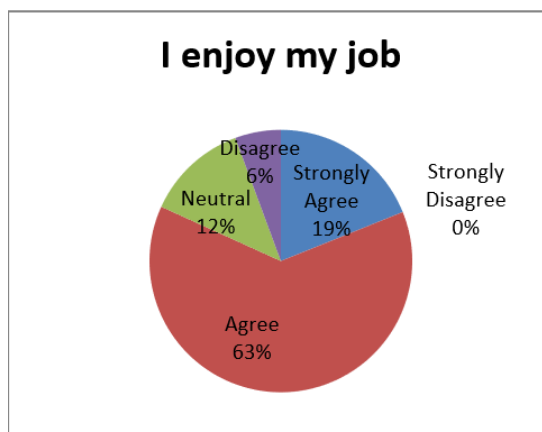
In fig. 6 Majority of the faculties (41%) said that they did not have enough working hours for work but 9.4% said that they have enough working hours.

I sacrifice sleep for work	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	9.40%	25%	15.60%	25%	25%	100%



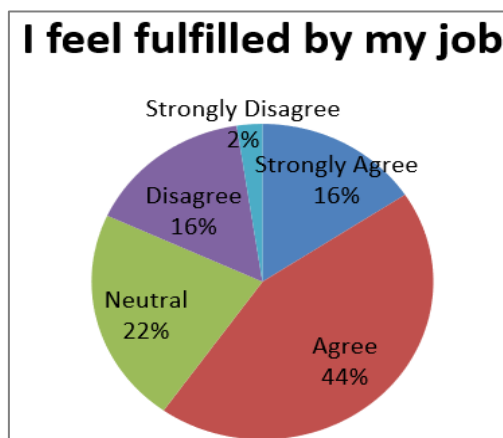
In Fig. 7 There was mixed opinion from the faculties regarding sacrificing sleep for their work. 25 % of the faculties agreed but 25% disagreed also.

I enjoy my job	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	18.80%	62.50%	12.50%	5.60%	0%	100%



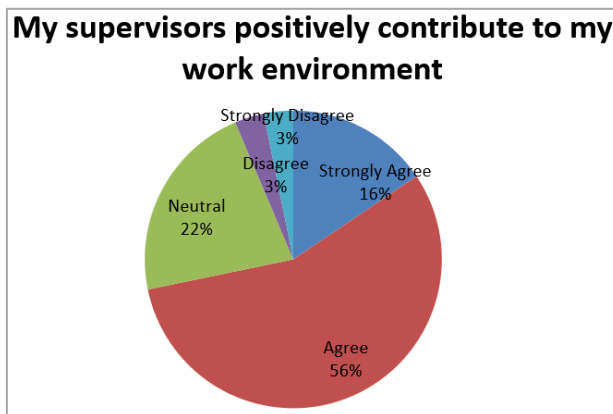
In Fig. 8 63% faculties agreed that they enjoyed their job and only 6% faculties disagreed this.

I feel fulfilled by my job	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	15.60%	43.80%	21.90%	15.60%	2.40%	100%



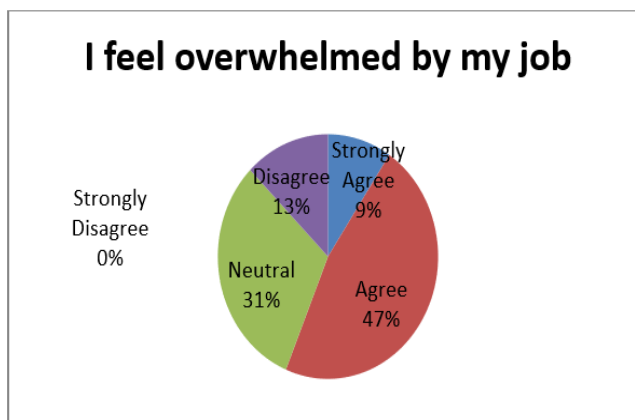
In fig. 9 44% of the faculties agreed to the fact that they were fulfilled by their job and only 2.4% faculties disagreed on this.

My supervisors positively contribute to my work environment	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	15.6%	56.3%	21.9%	3.2%	3.2%	100%



In fig. 10 56% faculties were of the opinion that their supervisors / managers positively contributed to their work environment but only 3% faculties disagreed to this.

I feel overwhelmed by my job	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Percentage	9.4%	46.9%	31.3%	12.5%	0%	100%



In Fig. 11 47% faculties agreed that they were overwhelmed by their job but only 12.5% faculties were not of this opinion.

Conclusion

We conclude that "**Marital status has significant impact on work life balance**". The married faculty members were maintaining good work-life balance as compared to unmarried ones. The findings showed that the married maintain a balance between their personal life and professional life. The married faculty members were more comfortable and showed that the satisfaction level of married person is more than unmarried ones. In the study it is found that 90.6% of the faculties were married and only 9.4% faculties were unmarried. Since they maintain a positive work life balance, hence they are more productive and produce good results for the organization. This study states that married and unmarried faculties differ significantly on their work life balance, which is in support of findings of Dr. Sangeeta Malik (2015). This is because married persons are more likely to make sacrifices and also they have more sense

of responsibility which helps them to take decisions and maintain work life balance. In this study it is also found that despite the various factors relating to marital status of teachers like lack of family support, marital conflicts and frequent changes in the sleeping patterns, the married ones are more able to cope up with the situation and maintain a proper balance between their personal and professional life. It is also found that the married faculties got support from their coworkers and their supervisors/ managers which contributed positively in their work environment and this also helped them in maintaining work life balance between personal and professional life.

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