

ASTUDYONTHEWORK-LIFEBALANCEANDITSINFLUENCE ON CAREER MANAGEMENT**Dr. B. Selvakumar, Sharmila G, Sujithra A, Vishal M E**

Department of Management Studies, Easwari Engineering College, Ramapuram, Chennai, Tamil Nadu, India-600089.

E-Mail: selvakumar.b@ecc.sr.rmp.edu.in**Abstract:**

This study aims to clarify how people manage the demands of their personal and professional lives to achieve sustainable career progress and happiness by examining the complex interactions between work-life balance and career management. In this study, the researcher explores the factors that contribute to the work-life balance and career management. Achieving equilibrium in professional and personal lives plays a crucial role in career management of any individual. The research primarily focuses on the work-life balance which plays a vital part for both individuals and organizations. Proper balance of personal and professional life helps employees to achieve greater productivity in their job. A key component of the objective is effective career management, which includes techniques like prioritizing work, establishing limits, and encouraging self-care routines. The study also evaluates how employees are able to balance their work life. The primary objective of research is to analyze how employees manage their work life and what contributes to up-skill their career. The suggestions from this study help organization to better understand the requirements and preferences of its employees, and thereby improving the work-life balance, career management and overall productivity.

Keywords: Work-life balance, Flexibility, Career Management, Work Stress, Satisfaction level.**1. Introduction:**

The concept of "Work-Life balance" comes under the Grievance redressal domain under Human Resource Management. The ability of an individual to manage their personal and professional obligations while yet finding time for relaxation and recreation is known as work-life balance. Every person has a distinct definition of what their ideal work-life balance is. A strategy called "work life balance" aids employees in striking a balance between their lives at home and at work. To achieve a healthy work-life balance, employees are encouraged to prioritize their time and set aside time for things like family, health, vacations and professional travel in addition to other activities. This notion holds significant value in the business sector as it fosters employee motivation and strengthens their allegiance to the organization. However, corporations view career management as including all of the many procedures and guidelines that are put in place with the intention of meeting the requirements of a sufficient percentage of workers who possess a high level of training. To guarantee that an organization retains productive employees, career management is essential. Work-life balance helps businesses manage their careers better since it increases employee retention. Conversely, a work-life balance helps a company grow and achieve its goals for the future of its employees. Every human resource personnel is required to ensure that their employees have proper work-life balance so that they may have a better career management.

2. Review of Literature

2.1 SRaja, Dr. M Ganesan (2020). The Impact of the Work-life Balance on the Wellbeing of the Employees in the IT Companies at Chennai.

The work-life balance of female employees in Chennai-based IT organizations is the main emphasis of this study. Under general, the work environment is challenging for everyone. Women under these circumstances must prioritize their careers in addition to taking care of their children. In a same vein, people must successfully manage their personal and professional lives. Many people find it challenging to manage two lives. This is the primary justification for why businesses provide training programs to help staff members manage their stress levels and lead healthy lives. Research examines the work-life balance of employees at IT companies using 100 sample sizes. The pay policy should be equitable and free from discrimination, as many employees rely on their wage as their primary source of motivation to remain in their current field.

Dr. Ekta Sharma, Madhuri Jha (2021). Work-life Balance: A Key to positive workplace attitudes.

This article focuses on the key components of the positive attitude in the workplace. Supporting organizational policy Work-life balance is crucial for keeping existing ones. It is well established to have a major impact on workers' attitudes, behaviors, and the general efficacy of the company. Employers are using this technology more frequently now

2.2 Munwari Padmanabhan, S Sampath Kumar (2016). Work-life balance and Work Life Conflict on Career Advancement of Women

Professionals in Information and Communication Technology Sector, Bengaluru, India

Seven different communication and information technology (ICT) organizations in Bengaluru,

India provided informational and communication technologies (ICT) women employees whose dynamics of socioeconomic, personal, and career progress were analyzed. This study emphasizes on how work and family-related issues affect women professionals' work-life balance and job conflict.

2.3 G S Swaminathan, A Chandramohan, Dinesh Kumar Manickam (2023). Factors Influencing Work-life Balance Among the Paramedical Professionals in a Hospital Industry. *In this article, the elements influencing the work-life balance of paramedical professionals employed by group firms in the healthcare sector in Tamil Nadu, India, are identified. Using a random selection technique, 121 respondents who were involved in different operations were chosen. Questionnaires were used to get primary data. The questionnaire contained twelve factors that influence work-life balance. The responses from both staff members were evaluated using a five-point Likert scale.*

3.0 Problem Statement

Work-life balance is becoming a more pressing issue for both companies and workers these days. Employee productivity is often correlated with work-life balance, which largely relates to an employee's capacity to appropriately allocate between work and his or her way of life, social life, health, family, etc. This study is conducted to count the effect of work-life balance of employees (working hours, flexibility, remote work options, job stress, job satisfaction, personal life, work-life integration, career development) on organizational performance to assess whether there is an impact of working hours on professional and personal life. In addition, it will be assessed whether there is a positive and significant relationship between the work-life balance and career development.

4.0 Objectives of the study**4.1 Primary Objective:**

- To study the level of satisfaction in the work schedule of employees (correlation)
- To analyze the flexibility and remote work options provided to employees
- To study the ways in which employees prefer to up-skill their career
- To offer suggestions to control stress arising due to work pressure

5.0 Limitationstothestudy

- Astheemployeeswerebusywiththeirwork,ithadbeendifficultfortheresearcherto collect the responses.
- Thedatatotallydependsontherespondent’sviewwhichmightbeinaccurateor biased.
- Thestudywaslimitedtoabriefperiodonly.
- Findingsfromasinglestudyconductedinaspecificcontextmaynotapplytoother contexts or publications.

6.0 Research Methodology

6.1 Research Design

A research design is the arrangement of parameters for data collection and analysis with the aim of balancing procedural economy with relevance to the study goal.

6.2 Research Design

The researcher adopted descriptive research design to enhance data reliability and minimize bias by selecting and analysing various parameters for efficient data collection and analysis.

6.3 Sample Design

The researcher adopted convenient sampling techniqueas the sampling technique.

6.4 Sampling Method

The study employs convenience sampling, selecting population elements based on their accessibility. The sample sizeis 107

6.5 Data Analysisand Interpretation

Data Collection Methods

Primary Data - Such as questionnaires, is original and collected by researchers for specific purposes. Secondary Data -This research uses secondary sources, including a magazine, to gather information that is already available in the market.

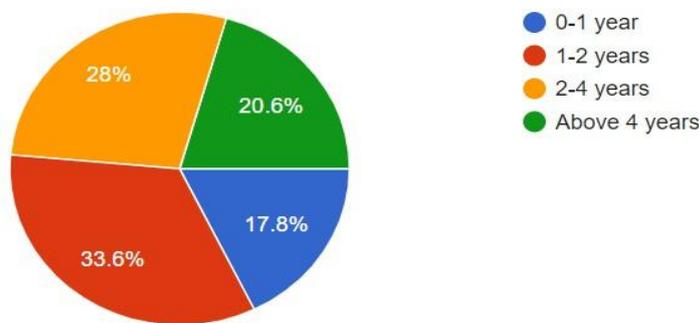
6.6. DistributionoftheRespondentsbytheirWorkExperience

WorkExperience	No. of Respondents	PercentageoftheRespondents(%)
0-1year	19	17.8
1-2years	36	33.6
2-4years	30	28
Above4 years	22	20.6
Total	107	100

Inference:

From the above table it is clear that, 33.6 % of the respondents have 1-2 years of experience, 28%oftherespondentshave2-4yearsofexperience,20.6%oftherespondents haveabove4 years of experience and 17.8% of the respondents have 0-1 year of experience. Therefore, majority of the employees working in Ambient Business Solutions Pvt Ltd, Chennai has 1-2 years of work experience.

Chart6.6.1 DistributionoftheRespondentsbytheirWork Experience



Source:PrimaryData

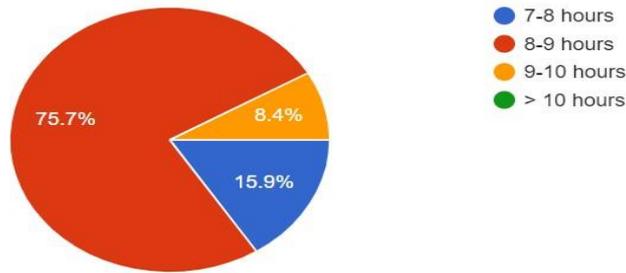
6.7 DistributionoftheRespondentsbytheirWorkingHoursper day

Workinghoursperday	No. of Respondents	PercentageofRespondents (%)
7-8hours	17	15.9
8-9hours	81	75.7
9-10hours	9	8.4
>10hours	0	0
Total	107	100

Inference:

From the above table it is clear that, 75.7 % of the respondents work 8-9 hours every day, 15.9% of the respondents work 7-8 hours every day, and 8.4 % of the respondents work 9-10 hourseveryday.Therefore,majorityoftheemployeesworkingin AmbientBusinessSolutions Pvt Ltd, Chennai work 8-9 hours every day.

Chart6.7.1.DistributionoftheRespondents bytheirWorkingHoursperday



Source:PrimaryData

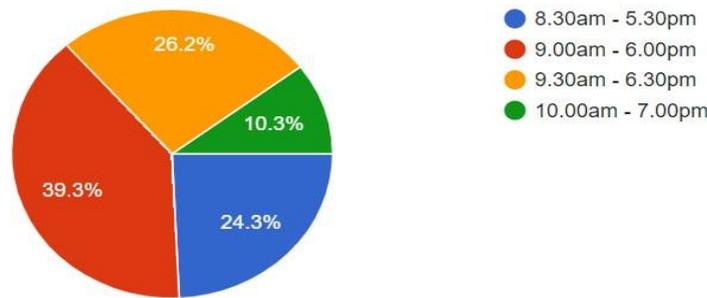
6.7 Distribution of the RespondentsbytheirCurrent workschedule

WorkSchedule	No. of Respondents	PercentageofRespondents (%)
8.30am– 5.30pm	26	24.3
9.00am– 6.00pm	42	39.3
9.30am– 6.30pm	28	26.2
10.00am– 7.00pm	11	10.3
Total	107	100

Inference:

Fromtheabovetable,39.3%oftherespondentsworkscheduleis9.00am- 6.00pm,26.2%of the respondents work 9.30am- 6.30pm, 24.3% of the respondents work 8.30am-5.30pm, and 10.3% of the respondents work 10.00am-7.00pm. Therefore, majority of the employees work schedule is 9.00am-6.00pm.

Chart6.7.1 DistributionoftheRespondentsbytheirCurrent workschedule



Source:PrimaryData

7.1 IndependentSampleTTest

Null Hypothesis(HO): Thereisnosignificantdifferencebetweenworkexperienceand flexibility or remote work options provided to the employees.

AlternateHypothesis(H1): Thereisasignificantdifferencebetweenworkexperienceand flexibility or remote work options provided to the employees.

Table7.1.1 Differencebetweenworkexperienceandflexibilityorremotework options provided to the employees

GroupStatistics					
	WorkExperience	N	Mean	Std. Deviation	Std.Error Mean
Flexibility	0-1year	19	1.47	.513	.118
	1-2years	36	1.50	.507	.085

IndependentSamplesTest											
		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Significance		Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
						One-Sidedp	Two-Sidedp			Lower	Upper
Flexibility	Equal variances assumed	.096	.757	-.182	53	.428	.856	-.026	.144	-.316	.263
	Equal variances not assumed			-.182	36.377	.428	.857	-.026	.145	-.320	.267

Inference

- In the Levene’s test for equality of Variances, the Sig. value is 0.757 which is greater than 0.05. Hence, the Sig. (2-tailed) p value is 0.857. and $0.857 > 0.05$. So, we accept the Null Hypothesis (H0) and reject the Alternate Hypothesis (H1)

- Thus, there is no significant difference between work experience and flexibility or remote work options provided to the employees.

7.2 Mann-Whitney U Test

Null Hypothesis (H0): There is no significant difference between gender of the respondents and flexibility or remote work options provided to the employees.

Alternate Hypothesis (H1): There is a significant difference between gender of the respondents and flexibility or remote work options provided to the employees.

Table 7.2.1 Difference between gender of the respondents and flexibility or remote work options provided to the employees.

Ranks				
	Gender	N	Mean Rank	Sum of Ranks
Flexibility	Male	52	54.46	2832.00
	Female	55	53.56	2946.00
	Total	107		

Test Statistics	
	Flexibility
Mann-Whitney U	1406.000
Wilcoxon W	2946.000
Z	-.189
Asymp. Sig. (2-tailed)	.850
a. Grouping Variable: Gender	

Inference

- From the above table, it is observed that the Sig. (2-tailed) value (p) is 0.850 which is greater than 0.05. i.e. $0.850 > 0.05$ and hence, we accept the Null Hypothesis (H0) and reject the Alternate Hypothesis (H1).

- Thus, there is no significant difference between gender of the respondents and flexibility or remote work options provided to the employees.

7.3 One-Way ANOVA:

Null Hypothesis (H0): There is no significant difference between the age of the respondents and the ways in which employees upskill their career.

Alternate Hypothesis (H1): There is a significant difference between the age of the respondents and the ways in which employees upskill their career.

Table 7.3.1 Difference between the age of the respondents and the ways in which employees upskill their career.

Descriptives								
Upskill the career								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
20-25	38	2.18	1.010	.164	1.85	2.52	1	4
26-30	33	2.21	.820	.143	1.92	2.50	1	4
31-40	24	2.58	.830	.169	2.23	2.93	1	4
>40	12	2.17	.718	.207	1.71	2.62	1	4
Total	107	2.28	.888	.086	2.11	2.45	1	4

Tests of Homogeneity of Variances					
Upskill the career					
		Levene Statistic	df1	df2	Sig.
Up-skill the career	Based on Mean	2.438	3	103	.069
	Based on Median	2.102	3	103	.105
	Based on Median and with adjusted df	2.102	3	102.755	.105
	Based on trimmed mean	2.481	3	103	.065

ANOVA					
Upskill the career					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.863	3	.954	1.218	.307
Within Groups	80.726	103	.784		
Total	83.589	106			

Inference:

- From the above table, it is observed that $p = 0.307$ which is greater than 0.05. i.e. $0.307 > 0.05$ and hence, we accept the Null hypothesis (H0) and reject the Alternate hypothesis (H1)

- Thus, there is no significant difference between the age of the respondents and the ways in which employees upskill their career.

8.0 Results and Discussion

8.1.1 Findings

- Majority of the respondents are under 26-31 years of age and least respondents belong to the age group of above 40 years
- Majority of the respondents are female.
- Majority of the respondents have a work experience of 1-2 years and least of the respondents have 0-1 year of work experience
- Majority of the respondents work 8-9 hours every day.
- Majority of the respondents work over-time occasionally and least respondents never work over-time.

8.1.2 Suggestions

- The organization can enlarge the existing HR department to handle the HR operations and functioning of the firm more efficiently.
- To improve employee relations, the HR department can organize employee engagement activities so that there will be improved morale and motivation.
- The organization can adapt employee retention strategies so that there will be an increased level of job satisfaction among employees.
- The organization can provide rewards and recognitions so that the employees feel valued, and it helps them in achieving great results.
- The HR team can organize educational training programs so that the employees can upskill their career.

8.1.3 Conclusion:

In conclusion, research on work-life balance and how it affects career management is an important and has broad implications for people and businesses alike. Through analyzing the interaction between career management tactics and work-life balance policies, scholars can provide insight into how businesses can better assist their staff members' personal and professional development. In the end, cultivating a culture that values a healthy balance between work and life not only improves personal satisfaction but also makes the workforce more resilient and successful in the changing nature of work.

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