

**ANALYSED TABLE ON WORK LIFE BALANCE OF PRIVATE SECTOR BANKS
OF EMPLOYEES IN VIRUDHUNAGAR DISTRICT**

Gender Wise Classification of the Employees

S.No	Sex	No. of Employees	Percentage to Total
1.	Male	351	70.77
2.	Female	145	29.23
Total		496	100.00

Age Wise Classification of the Employees

S.No	Age	No. of Employees	Percentage to Total
1.	Upto 28	93	18.75
2.	28 – 38	202	40.73
3.	38 – 48	100	20.16
4.	48 – 58	85	17.14
5.	Above 58	16	3.22
Total		496	100.00

Religion Wise Classification of the Employees

S.No	Religion	No. of Employees	Percentage to Total
1.	Hindu	389	78.43
2.	Christian	59	11.89
3.	Muslim	48	9.68
Total		496	100.00

Marital Status of the Employees

S.No	Marital Status	No. of Employees	Percentage to Total
1.	Married	311	62.70
2.	Unmarried	157	31.65
3.	Divorced	16	3.23
4.	Widow/widower	12	2.42
Total		496	100.00

Employment Status of Spouse

S.No	Spouse Working	No. of Employees	Percentage to Total
1.	Working	230	73.95
2.	Not working	81	26.05
Total		311	100.00

Nature of Job of Spouse

S.No	Spouse Nature of job	No. of Employees	Percentage to Total
1.	Government Sector	36	15.65
2.	Private Sector	146	63.48
3.	Own Business	48	20.87
Total		230	100.00

Ethnicity of the Employees

S.No	Ethnicity	No. of Employees	Percentage to Total
1.	Original inhabitants	225	45.36

2.	Migrate	271	54.64
Total		496	100.00

Type of Family

S.No	Type of family	No. of Employees	Percentage to Total
1.	Joint	195	39.31
2.	Nuclear	301	60.69
Total		496	100.00

Educational Qualification of the Employees

S.No	Educational qualification	No. of Employees	Percentage to Total
1.	Upto Schooling	42	8.47
2.	Diploma	38	7.66
3.	Under Graduate	252	50.81
4.	Post Graduate	159	32.05
5.	Professional	5	1.01
Total		496	100.00

Monthly Income of the Family

S.No	Monthly Income	No. of Employees	Percentage to Total
1.	Upto Rs.20,000	83	16.73
2.	Rs.20,000 – Rs.40,000	187	37.70
3.	Rs.40,000 – Rs.60,000	126	25.41
4.	Above Rs.60,000.	100	20.16
Total		496	100.00

Position of the Bank Employees

S.No	Position of the Employees	No. of Employees	Percentage to Total
1.	Officer	122	24.60
2.	Clerk	295	59.48
3.	Sub Staff	79	15.92
Total		496	100.00

Experience of the Employees in the Present Bank

S.No	Experience of the Employees in the Present bank (in Years)	No. of Employees	Percentage to Total
1.	Less than 3 years	101	20.36
2.	3 – 6 years	127	25.60
3.	6 – 9 years	148	29.84
4.	More than 9 years	120	24.20
Total		496	100.00

Nature of Appointment

S.No	Nature of Appointment	No. of Employees	Percentage to Total
1.	Permanent	390	78.63
2.	Temporary	89	17.94
3.	On Contract	17	3.43
Total		496	100.00

Number of Hours Spent in Bank

S.No	Number of Hours	No. of Employees	Percentage to Total
1.	8 – 10 hours	103	20.77
2.	10 - 12 hours	220	44.35
3.	12 – 14 hours	103	20.77
4.	More than 14 hours	70	14.11
Total		496	100.00

Satisfaction in Job

S.No	Job Satisfaction	No. of Employees	Percentage to Total
1.	Satisfied	307	61.90
2.	Not Satisfied	189	38.10
Total		496	100.00

Reasons for Job Satisfaction of Bank Employees

S.No	Reasons	Garrets Score	Garrets Rank	Average Score
1.	Handsome Salary	18922	I	61.64
2.	Job Security	17994	II	58.61
3.	More Holidays	16889	III	55.01
4.	Developing Skills	14886	IV	48.49
5.	Social Status / Respect Job	14875	V	48.45
6.	Utilization of Skills	14680	VI	47.82
7.	Childhood Interest	14488	VII	47.19
8.	Scope of Individual Growth	13979	VIII	45.53
9.	High chance for Promotion	12972	IX	42.25

Reasons for Job Dissatisfaction

S.No	Reasons	No. of Employees	Percentage to Total
1.	Not enough salary	26	13.76
2.	Tension work	91	48.15
3.	Lack of senior support	34	17.99
4.	No recognition	38	20.10
Total		189	100.00

Balancing of Work and Life

S.No	Work- Life Balance	No. of Employees	Percentage to Total
1.	Balanced	277	55.85
2.	Not Balanced	219	44.15
Total		496	100.00

Factor I – Health

S.No	Variables	Factor loadings	Eigen Value	Percentage of Variance
1.	Relaxing for a minimum two hours per day	.683	4.533	15.632
2.	Breakfast in the morning without hurry	.678		
3.	Health awareness	.642		
4.	Nice sleep of minimum 8 hours	.609		
5.	No work during illness	.598		
6.	Correct time for taking food	.590		

Factor – II – Entertainment

S.No	Variables	Factor loadings	Eigen Value	Percentage of Variance
1.	Time to watch TV	.731	3.757	12.954
2.	Time for exercise and Yoga	.729		
3.	Birthday Celebration for family members	.679		
4.	Time to play sports	.676		
5.	Time to read books and News papers	.665		
6.	No tension to take leave	.629		

Factor III – Social Interaction

S.No	Variables	Factor loadings	Eigen Value	Percentage of Variance
1.	Good friends near their residence	.741	3.731	12.865
2.	Spend time to go to temple with family	.731		
3.	Involve in Social Activities	.729		
4.	Time with neighbours	.614		
5.	Care of aged parents	.544		

Factor – IV Family Attachments

S.No	Variables	Factor loadings	Eigen Value	Percentage of Variance
1.	Celebrate social functions	.755	3.150	10.861
2.	Regular contact with the relatives of the family members	.696		
3.	Manage one's own needs	.649		
4.	Shopping and outing with family	.577		
5.	Interested in gardening	.523		

Variables with the Highest Factor Loadings for the Factors Influencing the Life Style of Employees of Private Sector Banks

Factor	Name of the Newly Extracted Factors	Selected Statement	Factor Loadings
F1	Health	Relaxing for a minimum two hours per day	.683
F2	Entertainment	Time to watch TV	.731
F3	Social interaction	Good friends near their residence	.741
F4	Family attachments	Celebrate social functions	.755

Factor – I Work Autonomous

S.No	Variables	Factor loadings	Eigen Value	Percentage of Variance
1.	Have presence of mind at work	.759	3.125	16.450
2.	Take decisions rationally	.715		
3.	Devote time to equip myself	.681		
4.	Have Innovation and Creativity in their work	.595		
5.	Encouraged to take own decisions	.537		

Factor II – Work Environment

S.No	Variables	Factor loadings	Eigen Value	Percentage of Variance
1.	Treat the subordinate fairly	0.792	3.086	16.240
2.	Complete the work on time	0.753		
3.	Prepare the work plan well in advance	0.660		
4.	Devote necessary time to work	0.600		
5.	Motivate colleagues to work	0.523		

Factor III – Colleagues Support

S.No	Variables	Factor loadings	Eigen Value	Percentage of Variance
1.	Have friends at work place	.849	3.010	15.842
2.	Subordinate helps for completion of work	.792		
3.	Good relationship with colleagues	.757		
4.	Reach office on time	.695		

Factor IV – Skill Development

S.No	Variables	Factor loadings	Eigen Value	Percentage of Variance
1.	Attend training and development programmes	.781	2.131	11.214
2.	Feel better with salary	.652		
3.	Doing error free work	.624		

Variables with the Highest Factor Loadings for the Factors Influencing the Work Style of Employees

Factor	Name of the Newly Extracted Factors	Selected Statement	Factor Loadings
F1	Work Autonomous	Have presence of mind in work	.759
F2	Work Environment	Treat the subordinate fairly	.792
F3	Colleagues support	Have friends at work place	.849
F4	Skill Development	Attend training and development Programmes	.781

ANOVA Table for Cluster Variables in Life Style of Employees

Life style	Cluster		Error		F	Sig.
	Mean Square	Df	Mean Square	Df		
Health	161.722	1	.675	494	239.712	.000
Entertainment	145.686	1	.707	494	206.030	.000
Social Interaction	41.848	1	.917	494	45.621	.000
Family Attachments	0.032	1	1.002	494	.032	.858

ANOVA Table for Cluster Variables in Work Style of Employees

Work Style	Cluster		Error		F	Sig.
	Mean Square	Df	Mean Square	Df		
Work Autonomous	9.105	1	.984	494	9.257	.002
Work Environment	0.351	1	1.001	494	.350	.554
Colleagues Support	23.095	1	.955	494	24.176	.000
Skill Development	306.499	1	.382	494	803.237	.000

Identification of Maintenance of Work Life Balance

Work Life Balance		Work Style		Total
		Balanced	Not Balanced	
Life Style	Not Balanced	234 (47.19%)	133 (26.81%)	367 (74.00%)
	Balanced	129 (26.00%)	0 (0.00%)	129 (26.00%)
Total		363 (73.19%)	133 (26.81%)	496 (100.00%)

Gender and Maintenance of Work Life Balance – Result of Chi-Square Test

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	2.690	1	0.101
Likelihood Ratio	2.633	1	0.105
Linear – by – Linear Association	2.685	1	0.101
N of Valid cases	496		

Age and Maintenance of Work Life Balance – Result of Chi-Square Test

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	1.625	4	0.804
Likelihood Ratio	1.636	4	0.802
Linear – by – Linear Association	0.002	1	0.961
N of Valid cases	496		

Religion and Maintenance of Work Life Balance – Result of Chi-Square Test

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	0.040	2	0.980
Likelihood Ratio	0.040	2	0.980
Linear – by – Linear Association	0.012	1	0.912
N of Valid cases	496		

Marital Status and Maintenance of Work Life Balance – Result of Chi-Square Test

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	0.816	3	0.846
Likelihood Ratio	0.831	3	0.842
Linear – by – Linear Association	0.006	1	0.938
N of Valid cases	496		

**Employment Status of Spouse and Maintenance of Work Life Balance
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	1.207	2	0.547
Likelihood Ratio	1.173	2	0.556
Linear – by – Linear Association	0.541	1	0.462
N of Valid cases	496		

Ethnicity and Maintenance of Work Life Balance – Result of Chi-Square Test

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	0.093	1	0.761
Likelihood Ratio	0.093	1	0.761
Linear – by – Linear Association	0.093	1	0.761
N of Valid cases	496		

**Nature of Family and Maintenance of Work Life Balance
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	0.474	1	0.491
Likelihood Ratio	0.472	1	0.492
Linear – by – Linear Association	0.473	1	0.492
N of Valid cases	496		

**Educational Qualification and Maintenance of Work Life Balance
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	5.862	4	0.210
Likelihood Ratio	7.154	4	0.128
Linear – by – Linear Association	1.717	1	0.190
N of Valid cases	496		

**Monthly Income of the Family and Maintenance of Work Life Balance
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	4.531	3	0.210
Likelihood Ratio	4.588	3	0.205
Linear – by – Linear Association	3.131	1	0.077
N of Valid cases	496		

**Present Position and Maintenance of Work Life Balance
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	3.491	2	0.175
Likelihood Ratio	3.630	2	0.163
Linear – by – Linear Association	1.761	1	0.185
N of Valid cases	496		

**Years of Working and Maintenance of Work Life Balance
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	2.035	3	0.565
Likelihood Ratio	2.066	3	0.559
Linear – by – Linear Association	0.857	1	0.355
N of Valid cases	496		

**Nature of Appointment and Maintenance of Work Life Balance
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	4.070	2	0.131
Likelihood Ratio	3.619	2	0.164
Linear – by – Linear Association	1.481	1	0.224
N of Valid cases	496		

Life Style and Job Satisfaction of Employees in Private Sector Banks – ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4952.336	4	1238.084	48.438	.000 ^b
	Residual	12550.098	491	25.560		
	Total	17502.433	495			

**Life Style and Job Satisfaction of Employees
– Result of Multiple Regression Analysis**

Model		Un Standardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.682	1.155		23.961	0.000
	Health	.099	0.052	0.084	1.904	0.057
	Entertainment	.114	0.055	0.085	2.078	0.038
	Social Interaction	-.069	0.091	-0.038	-0.757	0.449
	Family attachments	.752	0.073	0.486	10.240	0.000

**Work Style and Job Satisfaction of Employees
in Private Sector Banks – ANOVA**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2828.997	4	707.249	23.666	.000 ^b
	Residual	14673.436	491	29.885		
	Total	17502.433	495			

**Work Style and Job Satisfaction of Employees
– Result of Multiple Regression Analysis**

Model		Un Standardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	29.759	1.243		23.936	0.000
	Work Autonomous	0.163	0.080	0.110	2.046	0.041
	Work Environment	0.106	0.077	0.074	1.386	0.166
	Colleagues Support	0.157	0.070	0.102	2.234	0.026
	Skill Development	0.481	0.90	0.248	5.337	0.000

**Work Life Balance of Employees and their Level of Job Satisfaction
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	94.882	2	0.000
Likelihood Ratio	91.740	2	0.000
Linear – by – Linear Association	62.445	1	0.000
N of Valid cases	496		

**Personal Efforts of Employees and their Balance of Life Style
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	86.121	1	0.000
Likelihood Ratio	124.940	1	0.000
Linear – by – Linear Association	85.948	1	0.000
N of Valid cases	496		

**Personal Efforts of Employees and their Balance of Work Style
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	70.692	1	0.000
Likelihood Ratio	68.054	1	0.000
Linear – by – Linear Association	70.550	1	0.000
N of Valid cases	496		

**Personal Efforts of Employees and their
Level of Work Life Balance – Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	115.714	2	0.000
Likelihood Ratio	151.579	2	0.000
Linear – by – Linear Association	112.882	1	0.000
N of Valid cases	496		

**Institutional Efforts of Employees and their Balance of Life Style
– Result of Chi-Square Test**

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	0.873	1	0.350
Likelihood Ratio	0.867	1	0.352
Linear – by – Linear Association	0.871	1	0.351
N of Valid cases	496		

Institutional Efforts of Employees and their Balance of Work Style
– Result of Chi-Square Test

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	45.384	1	0.000
Likelihood Ratio	50.883	1	0.000
Linear – by – Linear Association	45.293	1	0.000
N of Valid cases	496		

Institutional Efforts of Employees and their Level of Work Life Balance
– Result of Chi-Square Test

Particulars	Value	Df	Asymp. Sig. (2 sided)
Pearson Chi-Square	47.909	2	0.000
Likelihood Ratio	53.262	2	0.000
Linear – by – Linear Association	11.601	1	0.001
N of Valid cases	496		