**Survey data on** **Workstyle, life style work-life balance, personal efforts and institutional efforts for work-life balance and job satisfaction of employees of private sectors commercial banks in Virudhunagar District of India**

M. Selvakumar\*1, K.Raja1, R.Mohammed Abubakkar Siddque2, K.Jagatheesan1, G.Yogeswaran1, R.Sunderaraj1, V. Alagupandian3, P.Nagalakshmi1

1Ayya Nadar Janaki Ammal College, Sivakasi, India

2 Pioneer Kumaraswamy College, Nagercoil, India

3Institute of Cooperative Management, Madurai, India

**Corresponding author.**

E-Mail Address: selvakumar\_ts139@anjaconline.org

**Keywords**

Socio-economic, work style, lifestyle, personal efforts, institutional efforts, job satisfaction, and work-life balance.

**Abstract**

The dataset presented in this article provides the details of employees' work-life balance (WLB), which primarily deals with employees' ability to manage work and lifestyle. A work-life balance has excellent links with employee productivity, performance and job satisfaction. The data on work style, lifestyle and work-life balance were collected from the private sector employees during September 2019 and December 2019 in a pre-tested questionnaire. To analyze Work Life Balance, the researcher collected the data on self-management in the lifestyle of employees (10 statements), health(6 statements), social interaction (8 statements), family attachment (9 statements), workstyle (19 statements), personal (4 statements) and institutional efforts of work-life balance (13 statements) and Job satisfaction (13 statements). There were 496 employees at each of the 64 private sector bank branches in the study area who were asked to complete a questionnaire. Inferential statistics were applied to analyse the collected data. The dataset available in this article will be a good amount of information and source for future research.

**Specifications table**

|  |  |
| --- | --- |
| Subject | Management |
| Specific subject area | Human resource management / work-life balance |
| Type of data | Table, text File, |
| How the data were acquired | Data were collected from the employees through the questionnaire. The questionnaire is attached as a supplementary file. |
| Data format | Raw, filtered and analysed |
| Experimental Factors  Experimental Features | Raw data were obtained from all the 496 employees of private sector banks in the Virudhunagar district.  In private sector banks, the experiment examines workers' work-life balance and job satisfaction. |
| Data source location | A total of 64 branches of 11 private sector commercial banks in the Virudhunagar District of Tamil Nadu state were used to gather the data for this study |
| Data accessibility | The dataset has been submitted as a supplemental file. |

**Value of Data**

* The data is essential as it provides insights into work and family lifestyle, health, social interaction, work environment, organisational commitment, personal efforts, institutional efforts made by work-life balance. The data may be the basis for the identification of the variables of work-life balance.
* The data will be useful to banks, employees of the banks, researchers, academicians, governments and society.
* The data will help more with researches leading to discover the factors and level of employees' work-life balance and job satisfaction. It also helps in studying the personal efforts and institutional efforts, work and lifestyle of employees.

1. **Data Description:**

The dataset offers an informative and survey-based knowledge structure on respondents' socio-economic background (10 items), workstyle (4 items), lifestyle (4 items) and job satisfaction (7 items). In all 64 branches, we collected inclusive information on work style, lifestyle, and employees' job satisfaction. The researchers asked employees to report some socio-economic status such as gender, age, marital status, nature of family, etc. We also ask employees to report their employment status to know their position, how long they are working, spending time in the bank. We asked employees to report their opinions on lifestyle and work style concerning work and lifestyle. The employees are also asked about their personal efforts and institutional efforts for work-life balance and how to maintain a healthy work environment. It has helped to reduce stress and prevent burnout in the workplace. As job satisfaction concerned, we collect information from the employees of private sectors bank on various job satisfaction factors (13 items). The data files in excel format and output of the data analysis are also provided as supplementary file. Moreover, the questionnaire used for the data collection is also offered.

2. **Experimental design, materials and method**

The survey included six sections. In the socio-economic and employment sections, we used nominal questions to receive the responses from the employees. For efforts made by the individual and institution for work-life balance, we used a two-point scale and a five-point Likert scale to offer different answer options to respondents for choosing. For these sections, the five-point scale is the most correct and simplifier to use by respondents to give a better indication of respondents' assessments.

We collected survey data from all the employees of private sector banks in the Virudhunagar district. After framing the questionnaire in English and vernacular language, we distributed the questionnaire by direct contact of 496 employees in private sector banks of all 64 branches. All the 496 respondents voluntarily participated in the survey and provided the data.

This research adopted a descriptive survey design to assess the variables of the study, work-life balance and their level of relationship to work-life balance and job satisfaction, by applying appropriate statistical tools such as Mean, standard deviation, Percentage, Chi-square, ANOVA Factor Analysis and Structural Equation Model by using SPSS (statistical package for social sciences) and AMOS, which assessed work environment, organizational commitment, work salary, creativity in the job, opportunity. Employee feelings about the workplace balance as a moderating variable are evaluated by the statements in the study questionnaire that gives us basic information about employees' work & lifestyles, personal & institutional efforts and work life balance [1]

**Table 1**

**Dataset variable: Socio-demographic and Employment backgrounds**

|  |  |  |  |
| --- | --- | --- | --- |
| **Code(s)** | **Variable(s)** | **Variable type** | **Value labels** |
| 1. **Socio-demographic backgrounds** | | | |
| Gender | Gender | Nominal | 1: Male;  2: Female |
| Age | Age | Nominal | 1:upto 28  2:28-38  3:38-48  4:48-58  5:above 58 |
| Religion | Religion | Nominal | 1:Hindu  2:Christian  3:Muslim  4:others |
| Marital | Marital status | Nominal | 1:Married  2:unmarried  3:Divorce  4:widow |
| Location | Dwelling | Nominal | 1: Original Inhabitants  2: Migrate |
| Family | Nature of Family | Nominal | 1:Joint  2:Nuclear |
| Self-education | Educational Qualification | Nominal | 1: Up to schooling  2: Diploma  3: undergraduate  4: Post Graduate  5: others |
| MI | Monthly Income | Nominal | 1:Upto Rs.20,000  2:RS.20,000 – Rs.40,000  3: Rs.40,000–Rs.60,000  4: Rs. Above Rs.60,000 |
| **B. Employment Status** | | | |
| q12-q16 | Position and Time preference | Nominal | 1:officer,  2:clerk,  3: Sub staff |
| q17 | Satisfaction | Nominal | 1:Yes  2: No |
| q18 | Work-life Balance | Nominal | 1: Yes  2: No |

**Table 2**

**Dataset Variables: Life & Work style, Personal & Institutional Efforts and Job satisfaction**

|  |  |  |  |
| --- | --- | --- | --- |
| **Code(s)** | Variable(s) | Variable type | Value label |
| 1. **Life and Work Style** | | | |
| q1-q8 | Self- Management | Scale | Likert Scale  1= “Very low”  5= “Very High" |
| q9-q16 | Family Attachment | Scale | Likert Scale  1= “Very low”  5= “Very High" |
| q17-q23 | Social Interaction | Scale | Likert Scale  1= “Very low”  5= “Very High" |
| q24-q29 | Healthy Activities | Scale | Likert Scale  1= “Very low”  5= “Very High" |
| q1-q19 | Working Style | Scale | Likert Scale  1= “Very low”  5= “Very High" |
| 1. **Personal Efforts** | | | |
| Pe1-Pe4 | Efforts taken to balance the family | Scale | 1= “Taken”  2= “Not Taken” |
| 1. **Institutional Efforts** | | | |
| q1-q2 | Financial Support | Scale | Likert scale  1= “Taken”  2= “Not taken” |
| q3-q6 | Working Environment | Scale | Likert scale  1= “Taken”  2= “Not taken” |
| q7-q11 | Perquisites | Scale | Likert scale  1= “Taken”  2= “Not taken” |
| q12-q13 | Personal development | Scale | Likert scale  1= “Taken”  2= “Not taken” |
| **D. Job satisfaction** | | | |
| q1-q4 | Opportunity | Scale | Likert Scale  1= “Very low”  5= “Very High." |
| q5-q13 | Psychology work | Scale | Likert Scale  1= “Very low”  5= “Very High." |

In addition, independent variables are evaluated statistically by applying SPSS and AMO. When it comes to an employee's background (e.g. gender or religion or marital status), ten questions are used to gather information. In the second variable, lifestyle is researched by self-management, family attachment, social interaction and health, and work style is measured through 19 statements.

Thirteen questions measured the job satisfaction variable, giving information about very high, high, neither high nor low, low, very low. Finally, work-life balance is assessed by finding the employee's level of work and lifestyle. The researcher found the employees' satisfactory level of work style and lifestyle. Individuals who manage a work style and lifestyle fairly are identified accordingly. The suggestions are also provided to the employees and banks for enhancing better work style, lifestyle and work-life balance. For more clarity, a supplementary material file labelled "Analysis of work-life balance" shows the analysis of variables with various statistical tools.

**2.2 Materials**

The survey data were gathered anonymously using a self-administered questionnaire. Appendix A contains the questionnaire with the complete phraseology of the measure items.

**2.3 Data Collection**

We collected the data by distributing the questionnaires to all the 496 private-sector employees in Virudhunagar district of Tamilnadu State between September and December 2019. Three revenue divisions, ten taluks, 39 Firkas, 600 Revenue Villages, 464 Village Panchayats, 11 Panchayat Unions, and ten Town Panchayats comprise the Virudhunagar district. It is divided into six Assembly Constituencies and one Parliamentary Constituency. There are 11 community development blocks in all. The district of Virudhunagar has a well-developed network of commercial banks and bank branches. The Indian Overseas Bank serves as the section's principal bank. There are 64 branches of 11 private sector commercial banks in Virudhunagar district. These include Axis Bank (CSBL), Federal Bank (HDFC), ICICI (Karur Vysya), Karur Vysya Bank (Lakshmi Vilas), South Indian (SIB), and IndusInd (IndusInd). There are 496 persons employed by private sector banks in Virudhunagar. All 496 employees are individually contacted by the researcher, who collects data from them.

**Ethics statement**

The authors declare that the analysis is purely based on the data originally collected from the employees of banks, and the respondents’ involvement was completely consensual, anonymous, and voluntary. No researcher has personal interest on the research content.

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