

Work–Life Balance: Weighing the Importance of Work-Family Balance and Work-Health Balance

Vaishnavi Ingle
Student 1
vaishnavi.ingle11@gmail.com

Akshay Deshmukh
Student 2
deshmukhakshay321@gmail.com

Srishti Batra
Student 3
srishtib2610@gmail.com

Harshal Pagar
Student 4
hdpagar18@gmail.com

Abstract –

This project aims to explore the Work-Life Balance of government and private sector employees. Analysis is done for many influencing factors. The overall survey indicates that government sector employees have better Work-Life Balance.

Key words: *Questionnaire, Cluster Sampling, Likert-Scale, Relative Importance Index.*

INTRODUCTION

Work-life balance is a concept including proper prioritizing between “work” and “lifestyle”.

It has become an increasingly important topic in modern society, as people strive to balance their work commitments with their personal lives. The project aims to contribute to the existing literature on work-life balance by providing a comparative analysis of work-life balance in government and private organizations. The project also seeks to provide practical recommendations for government and private organizations to improve work-life balance for their employees.

MATERIALS AND METHODS

- ❖ The data was collected from government and private sector employees from three regions of Pune through questionnaires using cluster sampling method.
- ❖ As the majority of the data was qualitative, it was transformed using the Likert Scale.
- ❖ A Regression model is created using statistical methods like ordinal linear regression.
- ❖ The relative importance index is used to determine the most important question in the questionnaire based on the responses.
- ❖ The chi square test for independence examined the relationship between the attributes.

RESULT, DISCUSSION AND CONCLUSION

- ❖ Males have a better Work-Life Balance than females.
- ❖ Being married or unmarried does not affect a person's Work-Life Balance.
- ❖ Having children or being a parent improves a person's Work-Life Balance.
- ❖ Employees who are happy with their salaries believe they can balance their work and personal lives.
- ❖ Employees who get time to distress tend to feel more balanced in their work and personal life.
- ❖ As employees gain work experience, they are better able to manage their professional and personal lives.
- ❖ Work-life balance is dependent on the employees thinking about their work after working hours.

Overall Likert Scale:

1: Strongly Disagree 2: Disagree 3: Neutral 4: Agree 5: Strongly Agree

Private Employees	3.0
Government Employees	2.0

- ❖ The overall survey indicates that government sector employees have better Work-Life Balance.

REFERENCES

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