



WORK – LIFE BALANCE

Weighing the importance of work life and personal life.

ABSTRACT

This project aims to explore the differences in work-life balance between government and private employees. Work-life balance has become an increasingly important topic in modern society, as people strive to balance their work commitments with their personal lives. This project seeks to understand how the work environments and policies of government and private organizations impact the work-life balance of their employees.

To gather data for the project, both qualitative and quantitative research methods are employed. The qualitative component involves in-depth interviews with government and private employees from different offices to gain insights into their experiences of work-life balance. The quantitative component involves a survey of a large sample of government and private employees to assess their perceptions of work-life balance, its impact on their well-being and performance, and the factors that contribute to or hinder it. We gathered primary data by creating two different questionnaires and filling out responses via google forms while visiting the mentioned areas. We used the cluster sampling method to collect data. Each area was treated as a distinct cluster. We used statistical methods such as likert scale, relative importance index, chi square test of independence for checking association, and ordinal linear regression. We came to some interesting conclusions, such as how as employees gain work experience, they become better able to manage their professional and personal lives, how income is positively related to job satisfaction, and so on. The overall survey indicates that government sector employees have better Work-Life Balance. We attempted to provide some solutions for better managing work-life balance.

INTRODUCTION

How many times have we heard stories of or seen on television about children waiting patiently for their daddies to arrive on time so that the birthday cake can be finally cut. The child would keep on looking at the door with expectant eyes, hoping his father would rush through the door, a gift in hand, lift him in his arms and wish him a 'Happy Birthday'.

Just as they would be visualizing this dream, up comes the dreadful phone call that says, "Sorry, chap. Bit stuck today in an important meeting at work, but don't worry, I will make it up to you". The parents usually do try to make it up for their kids. However, no barbeque parties and trips to amusement parks will be able to compensate for the extreme loss of self-esteem the child would face, in the hands of the people present there.

So, who is to be blamed here, exactly? The father is clearly not an evil man. If anything, he is doing his primary duty - being the breadwinner of the family and putting food on the table, and caring about the necessities. You obviously will not blame the child for being selfish and stupid enough, not to understand this. He has his own emotional reasons for being disappointed to see someone whom he looks up to, not being present on a day he cherishes.

Friends, welcome to the world of "Work-life Balance". Work-life balance teaches us that we all have the right to be ambitious in pursuing our career goals, but not at the cost of losing important emotional and personal ties with people with whom you are going to share relationships with throughout your life.

Work-Life Balancing

Work-life balance teaches ways to manage both the different spheres of life by reducing the gap between professional and personal life so much that the dividing line almost disappears.

One of the principal observations of Work-life Balance is that when work becomes a hobby and co-workers become family, there would be sufficient time to give to both career and family.

Harms of an Imbalanced Life

Improper balance in your work commitments and personal responsibilities, more often than not, cause a tremendous stress between both the different sides of a person's life. A person can easily lose focus and direction if his priorities are not well-set and his life oscillates dangerously between his family responsibilities and those at the office.

Overly enthusiastic employees, at the beginning of their professional journeys, often end up messing their personal life in their efforts of meeting the exact and high standard expected of them at work, either due to their ambition to prove themselves better, or under the stress of securing a job.

It has been observed that both these situations lead to a complete collapse of productivity in the long run. People who sacrifice their personal life to achieve professional success end up neglecting their health and healthy habits like eating healthy food, proper rest, peaceful sleep and engaging in relationships. As a result of this, their health deteriorates and productivity dips significantly.

MATERIAL/METHODS

Methodology Of Data Collection :-

- ❖ Our data are of the primary data type.
- ❖ We separately produced questionnaires with 12 questions and 17 questions for government organisations and commercial organisations.
- ❖ We gathered data from Shivajinagar, Yervada, Camp, and Hadapsar, four separate regions of Pune.
- ❖ 50 responses from government offices, and 50 responses from private businesses, totalling 100 responses from employees in each sector.
- ❖ You can access our survey by clicking on the following links:-
- ❖ Link for government sector form

<https://docs.google.com/forms/d/e/1FAIpQLSeW46ORhEXLNaSvEbEomhrPraS03rJStCeqw6prwxormdGyuw/viewform>

- ❖ Link for private sector form
- <https://docs.google.com/forms/d/e/1FAIpQLSecnR4AWItIsOOELKVIsbhiHkKXvLTnNIS2Gjs0yp831nBINq/viewform>

Methodology Of Data Analysis:-

- ❖ For data collection, we used the cluster sampling method. Each area was treated as a separate cluster.
- ❖ As part of data pre processing, we performed data cleaning.
- ❖ As the majority of the data was qualitative, we transformed it to a likert scale.
- ❖ We created a regression model using statistical methods like ordinal linear regression.
- ❖ We used the relative importance index to determine the most important question in the questionnaire based on the responses.
- ❖ We used the chi square test for independence to examine the relationship between the attributes.

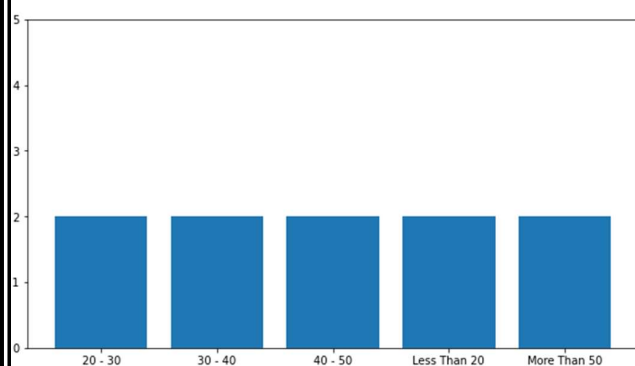
RESULTS, DISCUSSION AND CONCLUSION :-

RESULTS:-

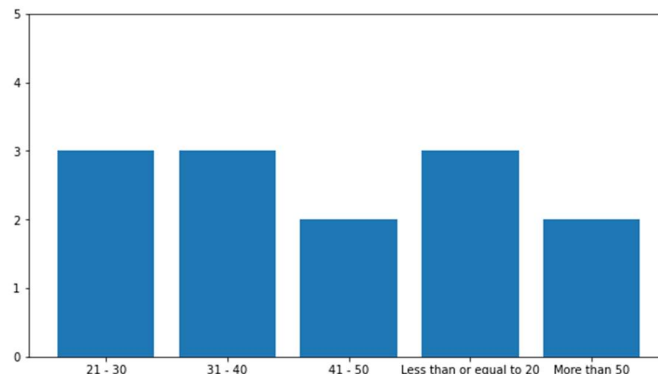
5-point likert scale

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------|
| 1 | 2 | 3 | 4 | 5 |

AGE GROUP VS WORK LIFE BALANCE

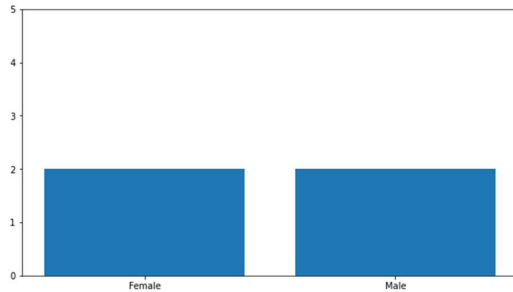


We can see from the graph above that government employees of all ages agree that they can maintain a work-life balance.

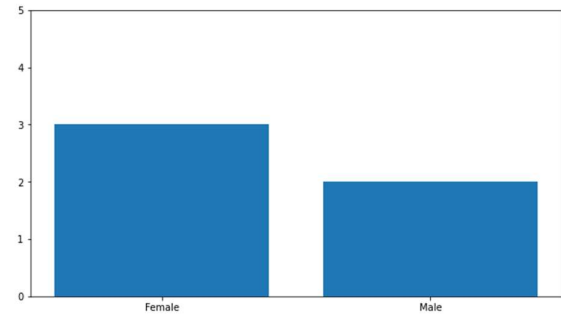


On the contrary, in the private sector, employees up to the age of 40 agree that they have a work-life balance, whereas employees over the age of 40 strongly agree that they have a work-life balance. That is, as employees gain work experience, they become better able to manage their professional and personal lives.

GENDER VS WORK-LIFE BALANCE

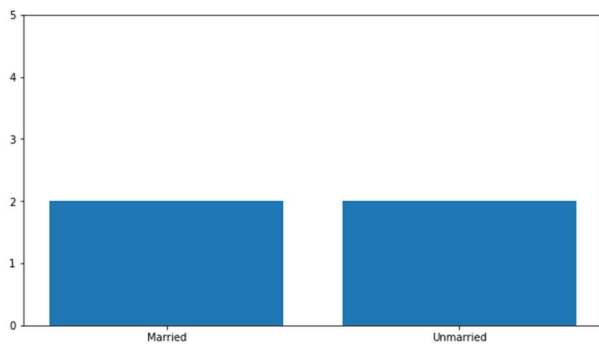


According to the plot above, government employees of all genders agree that they can balance their work and personal lives.

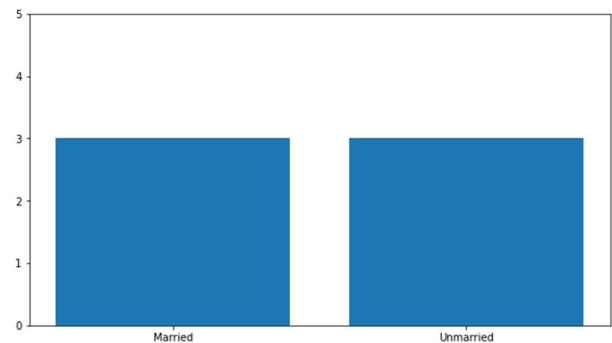


Males in the private sector agree that they can balance work and life, whereas females are neutral.

MARITAL STATUS VS WORK-LIFE BALANCE

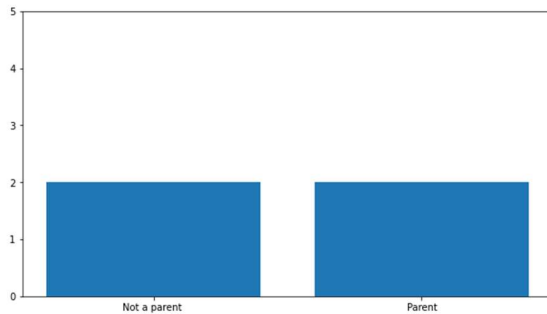


According to the graph above, government employees, regardless of marital status, believe they can balance their work and personal lives.

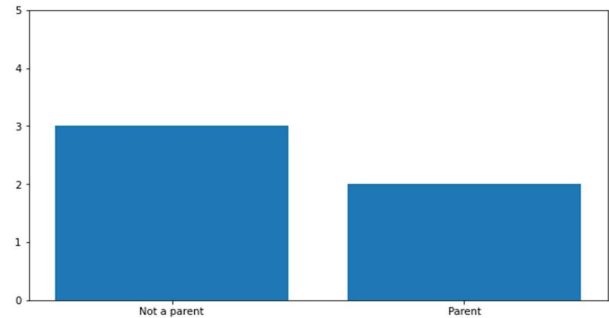


According to the graph above, private employees, regardless of marital status, believe they can balance their work and personal lives.

PARENTAL STATUS VS WORK-LIFE BALANCE

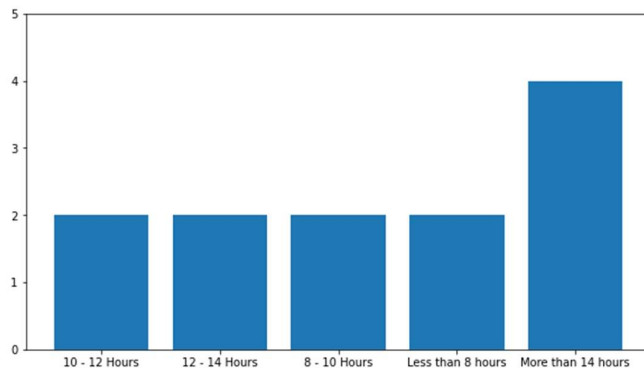


According to the plot above, government employees, regardless of parental status, believe they can balance their work and personal lives.

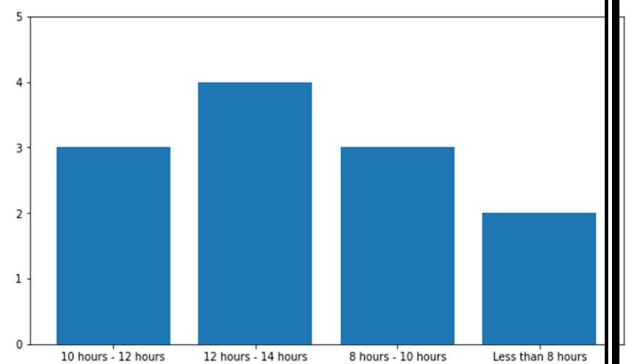


Surprisingly, private sector employees who are not parents are apathetic about work-life balance. Employees who are parents agree that they can balance their work and personal lives.

WORKING HOURS VS WORK-LIFE BALANCE

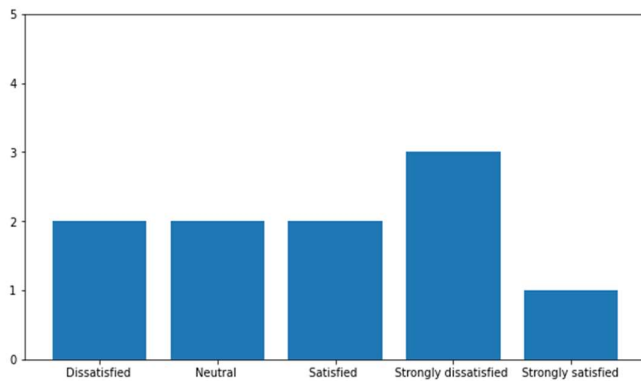


Government employees who work more than 14 hours per day disagree that they can balance their work and personal lives. The others agree that they can strike a work-life balance

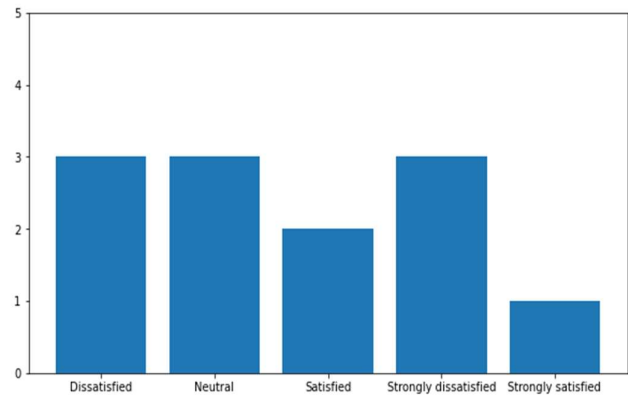


Private sector employees who work for a longer period of time, such as 12-14 hours, disagree on how to balance work and personal life. Those who work 8-12 hours a day are neutral, and those who work less than 8 hours a day agree on the importance of balancing their work and personal lives.

INCOME VS WORK-LIFE BALANCE



Government employees who are dissatisfied with their pay are apathetic about balancing work and personal life. Others concur that they strike a work-life balance.



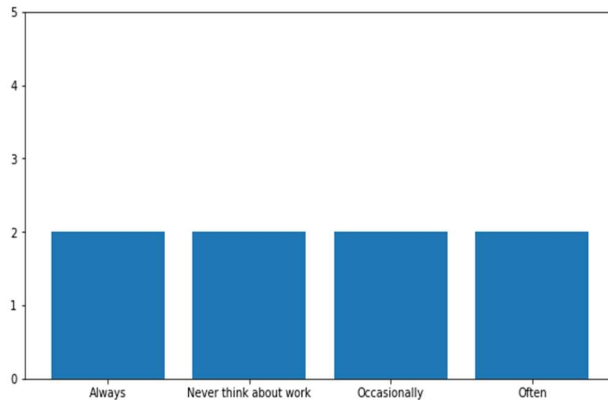
Private sector employees who are extremely satisfied with their earnings agree that they can balance their work and personal lives.

Employees who are happy with their salaries believe they can balance their work and personal lives.

Employees who are strongly dissatisfied, dissatisfied, and neutral are unconcerned about their ability to balance their work and personal lives.

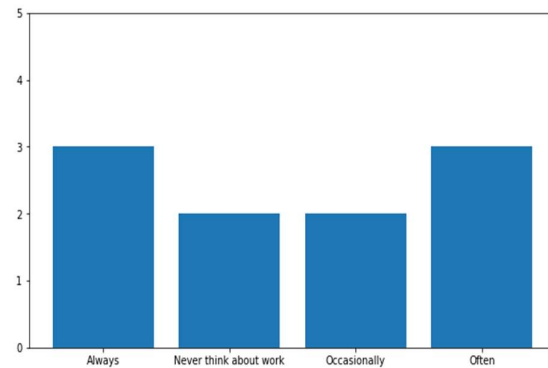
We can see here how income is positively related to job satisfaction.

HOW OFTEN DO YOU THINK OR WORRY ABOUT WORK(WHEN YOU ARE NOT ACTUALLY AT WORK) VS WORK-LIFE BALANCE



Government employees agree that they can balance their work and personal lives, regardless of whether they work after hours.

Employees who constantly think about work after office hours can also balance their work lives, as can employees who never think about work after office hours.



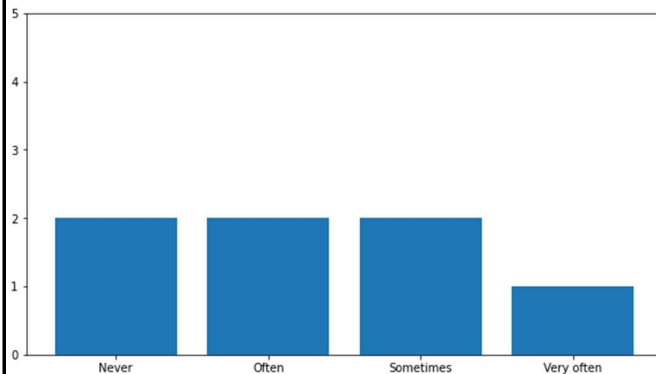
Private sector employees who think about their work more after office hours are unconcerned about the fact that they can balance their work and personal lives.

Employees who occasionally or never think about work after office hours agree that they balance their work and personal lives.

We can see here that work-life balance is dependent on the employees' thinking.

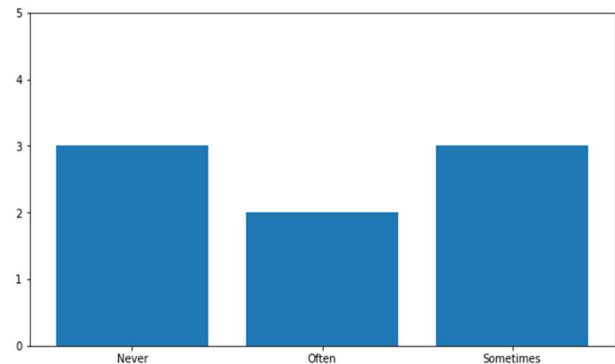
We can conclude from the statistics above that employees should not consider working after hours in order to balance their work and personal lives.

GET TIME TO DE-STRESS FROM YOUR WORK SCHEDULE VS WORK-LIFE BALANCE



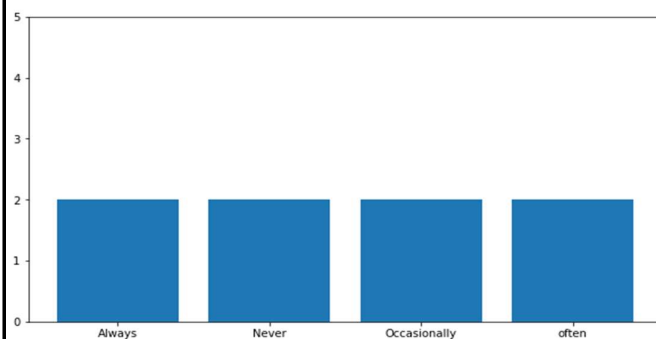
Government employees who have time to de-stress from their work schedule are frequently very satisfied with their ability to balance their work and personal lives.

Employees who have the time frequently or occasionally, as well as those who do not have the time at all, agree that they can balance their work and personal lives.

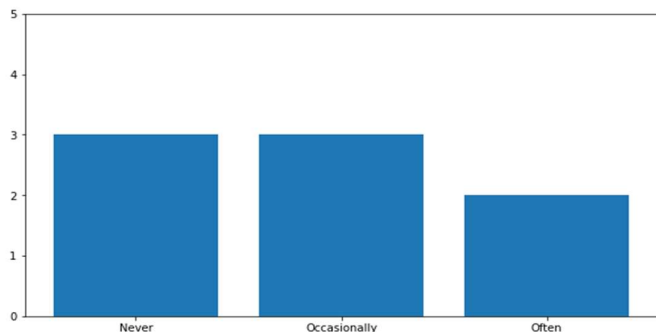


Private sector employees who never or rarely have time to de-stress from their work schedule are ambivalent about work-life balance.

TIME TO EXERCISE VS WORK-LIFE BALANCE

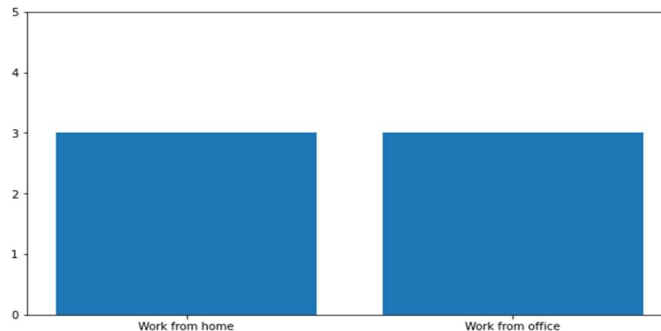


The work-life balance of government employees is unaffected by whether or not they exercise.



Private sector employees who exercise frequently agree that they can balance their work and personal lives. Whoever does not exercise or only occasionally does so is considered neutral.

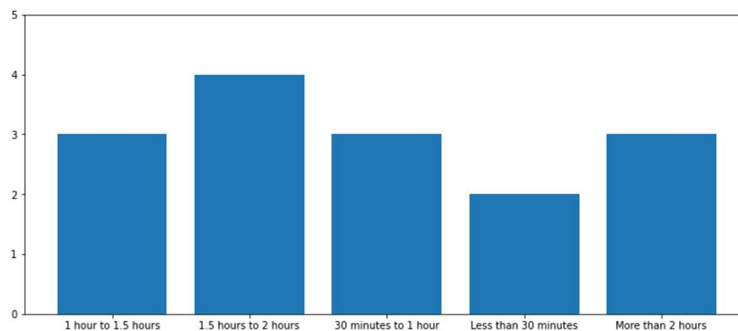
MODE OF WORK VS WORK-LIFE BALANCE



Employees in the private sector who believe that working from home is more convenient than working from an office share a neutral opinion about balancing work and life.

So it is the workload that is important, not the location, whether at home or at the office.

COMMUTING TIME VS WORK-LIFE BALANCE



Private sector employees who require less time to arrive at the office (30 minutes) agree that they can maintain a work-life balance.

People who require 1.5 to 2 hours are dissatisfied with the fact that they cannot balance their work and personal lives.

Because travelling consumes their time and may result in less time for their family.

Relative Importance Index

| | RII (Private sector) | Ranking | RII(Government sector) | Ranking |
|---|-------------------------------------|----------------|-----------------------------------|----------------|
| Are you satisfied with the income you get? | 0.6649 | 1 | 0.68533 | 1 |
| How often do you think or worry about work(when you are not actually at work)? | 0.62913 | 3 | 0.6366 | 2 |
| Do you get time to de-stress yourself from your work schedule? | 0.637969 | 2 | 0.63166 | 3 |
| do you get time to exercise | 0.62910 | 4 | 0.535 | 4 |

Overall Likert scale:

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|-----------------------|--------------|----------------|-----------------|------------------------------|
| 1 | 2 | 3 | 4 | 5 |

| | |
|------------------------------------|-------------------|
| <u>Private Employees</u> | <u>3.0</u> |
| <u>Government Employees</u> | <u>2.0</u> |

CONCLUSIONS:-

- ❖ 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.
- ❖ With regard to responses, the question about income is more significant.
- ❖ Employees who are happy with their salaries believe they can balance their work and personal lives.
- ❖ Income is positively related to job satisfaction.
- ❖ The second most important question in terms of responses is one about de-stressing from one's work schedule. Employees who have get time to distress tend to feel more balanced in their work and personal life.
- ❖ As employees gain work experience, they become better able to manage their professional and personal lives.
- ❖ We discovered that if the number of working hours is increased, employees find it difficult to manage their work-life balance.
- ❖ Work-life balance is dependent on the employees thinking about their work after working hours.
- ❖ we determined that government employees are more satisfied and agree that there is a balance between work and personal life than employees in the private sector.

DISCUSSIONS:-

We went to every government office and private company and asked them to fill out the Google form. Employees were interviewed. We noticed that government employees were more interested in completing forms and were also more interactive with us. People responded positively to the questionnaire. The questions piqued their interest.

Following the statistical analysis, we devised some practical solutions to improve employee work-life balance.

- ❖ As we have seen, income is the most important question, and this is where organisations can work to improve the work-life balance of their employees. More money tends to make employees happier and helps them manage their finances on a daily basis.
- ❖ Employees who try to reduce their thoughts about work after they get home may find it easier to maintain their work-life balance. They should try to concentrate on what they are doing during non-working hours , as this will help them divert their thoughts away from their work.
- ❖ Employees who take time away from work to relax, such as going on vacations or spending time with their loved ones, will be better able to manage their work lives.

References:-

- ❖ [https://www.ombea.com/resources/articles/5-point-likert-scale-the-key-to-easily-understanding-your-audience#:~:text=Step%201%3A%20For%20each%20question,%2C%20Agree%2C%20Strongly%20Agree\).&text=Step%202%3A%20Add%20the%20totals,6%20%2F%202%20respondents%20%3D%203.](https://www.ombea.com/resources/articles/5-point-likert-scale-the-key-to-easily-understanding-your-audience#:~:text=Step%201%3A%20For%20each%20question,%2C%20Agree%2C%20Strongly%20Agree).&text=Step%202%3A%20Add%20the%20totals,6%20%2F%202%20respondents%20%3D%203.)
- ❖ <https://www.researchgate.net/post/How-to-calculate-Relative-Importance-Index-using-Likerts-scale>