INFLUENCE OF EDUCATION AND DESIGNATION ON WORK-LIFE BALANCE OF EMPLOYEES IN ELECTRONIC INDUSTRY IN CHENNAI AND BANGALORE

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ABSTRACT

This paper aims at understanding the influence of education and designation on work-life balance of employees in electronic industry in Chennai and Bangalore. The researchers have selected 800 employees from Chennai and Bangalore. It is found that the education does not have impact in the work-life balance of employees. The discussion reveals that the interactive effect of education and area, and area makes a significant variation in the work-life balance among the employees. Designation has no significant influence over the work-life balance of employees. There is no interactive effect of designation and area also.

Keywords: work-life balance, education, area, designation, electronic industry

INTRODUCTION

Work-life balance is the division of one's time and focus between working and family or leisure activities. It is the balance that a working individual needs between time allocated for work and other aspects of life. Areas of life other work-life can include personal interests, family and social or leisure activities. Work–life balance is the lack of opposition between work and other life roles. It is the state of equilibrium in which demands of personal life, professional life, and family life are equal. Work–life balance consists of, but it is not limited to, flexible work arrangements that allow employees to carry out other life programs and practices. Studies from the London Hazards Centre indicate that work today is more intense than it was a decade ago creating the need for a balance between work and life. Experiencing being over-worked, long working hours, and an extreme work environment has proven to affect the overall physical and psychological health of employees and deteriorate family-life. Britain's government recognized this reality and started making an effort to balance the work and home life of its employees by providing alternatives such as being able to use portable electronic equipment to do their jobs from a virtual office, or to work from their actual homes. According to 2010 National Health Interview Survey Occupational Health Supplement data, 16% of U.S. workers reported difficulty balancing work and family. The findings were more prevalent among workers between 30–44 years old.

18% of workers with a bachelor degree and higher education have difficulties balancing work and life outside of work; compared with workers with a high school diploma or G.E.D which is (16%), Workers without a high school education (15%). The results of workers in industries such as agriculture, forestry, fishing, and hunting are (9%) had a lower work–family imbalance ratio compared to adult employees in other industries (16%). Among other occupations, a higher prevalence rate of work–family imbalance was found in legal

occupations (26%), whereas a lower prevalence rate was observed for workers in office and administrative support (14%). This paper aims at understanding the influence of education and designation on the work-life balance of employees in electronic industry in Chennai and Bangalore.

REVIEW OF LITERATURE

R Baral and S Bhargava (2011) in their research titled "HR interventions for Work life balance" quotes that work life balance is the concern for both research scholars and the business leaders in the view of technological, demographic andorganisational changes related to it. They have explained about the challenges that the HR managers face while effectively implementing the policy in their organisation. They suggest that the organisations must implement Work life balance policies and incorporate the organisational culture that ensures employee commitment and productivity.

Sarah Holly and Alwine Mohnen (2012)in their study titled "Impact of working hours on Work Life balance" their main objective was to examine the influence of the working hours of the employees on their satisfaction on the job. They explain that the overall number of the employees wants to reduce their working hours is influenced mainly by the overtime compensation. Their study result shows that generally the long working hours do not lead to the dissatisfaction among the employees, but long working hours have a positive effect on the employee's life and job satisfaction and the desire to reduce the long working hours have a negative impact on the job satisfaction of the employees.

RESEARCH METHODOLOGY

Research Design

 The study is to understand work-life balance of employees based on age, gender and area. Hence, a descriptive research design was followed by the researcher. A survey was conducted among the electronic industry employees with help of a questionnaire.

Sampling Framework

Area

 The study was conducted in Chennai and their neighborhood, and Bangalore and their neighborhood. Chennai has maximum number of electronic companies in Sriperumpudur and in the Chennai city. Similarly in Bangalore, electronic city is there. So these two places were found to be the potential places for conducting the survey. So the researcher finds Chennai and Bangalore as the most suitable places to conduct this research. Throughout the work the researcher has made two clusters of areas. Here, Chennai represents the Chennai and their neighborhood, Bangalore represents the Bangalore and their neighborhood.

Sampling Technique

 In this study, the researcher has adopted the convenient sampling technique for selecting the sample. Convenient sampling procedure is used to obtain those units or people most conveniently available. Researchers generally use convenient samples to obtain a large number of completed questionnaires quickly. There will not be bias in the responses in using the convenient sampling since the respondents voluntarily participate in the survey. As the respondents show interest to fill up the questionnaire, the error rate will be minimal. Especially many internet surveys are conducted with volunteer respondents, who either intentionally or by happenstance visit the website.   In this scenario the respondents who are met personally and through net are not forced to fill up the questionnaire. The purpose is

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explained to them and their involvement in the study is left to their choice. So convenient sampling was the best sampling method available in this situation.

Data Collection

Primary Data

The primary data was collected by two methods

1. Survey through Web Hosting
2. survey through Hard Copy Circulation

An exclusive website (www.vimoha.com) is designed and the questionnaire was hosted. The URL link is sent to employees in electronic industry in Chennai and Bangalore. The respondents can log into the website and fill up the questionnaire. The filled in questionnaire are saved in the e- mail. The filled-in- questionnaires were then downloaded for the analysis.

An effort is also taken to circulate the questionnaire personally to the employees for collecting data. The respondents are explained about the purpose of the research, and assured that their data will kept confidential and used only for the academic purpose.

Secondary Data

The necessary secondary data to support the research regarding quality of work life and electronic industry have been collected from the Indian Institute of Management-Bangalore, libraries of management institutes, and university library. Sufficient data have been collected from electronic sources also.

Sample Size Determination

To determine the samples for the main study the following formula has been applied.

$$M = \frac{2(Z_1 - \alpha/_2 + Z_1 - B)^2}{\Delta^2} \quad + \quad \frac{Z_1^{\,2} - \alpha/_2}{4}$$

Where, $\quad \Delta \quad = \mu_1 - \mu_2 / \delta \qquad \mu° = $ mean

$\qquad \Delta^2 \;$ = mean level $\qquad \sigma = $ standard deviation

Instruments Used

In order to measure the work-life balance among the employees in the electronic industry the following tools have been used in the present study.

Work-life balance developed Developed and Used by Reimara Valk, and Vasanthi Srinivasan (2005).

Statistical Tools Used

The collected data were analyzed by using SPSS package version 15 and Descriptive statistics is done for analysis.

Work-Life Balance

Work/life balance initiatives are any benefits, policies, or programs that help create a better balance between the demands of the job and the healthy management (and enjoyment) of life outside work.

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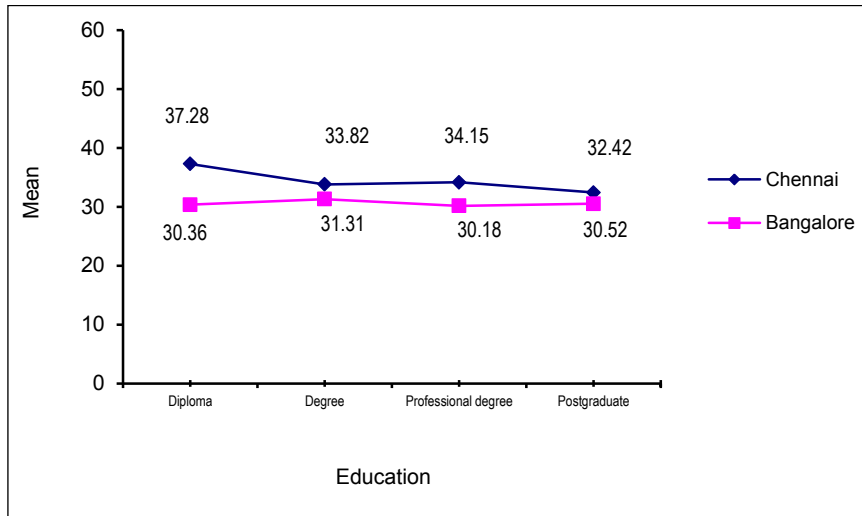The influence of education and designation over the work-life balance is discussed below.

Figure 1. Work-Life Balance Based on Education and Area

Table 1. Work-Life Balance Based on Education and Area

Source	F – value	P-value
Education	2.444	0.063 (NS)
Area	47.702	0.000*
Education * area	2.956	0.032**

Source: Primary Data   * - 1 Percent Level of Significance   **- 5 Percent Level of Significance,   NS- Non-Significant

Figure 1 shows the mean value of work-life balance based on education and area. It is found that the work-life balance is good among the diploma holders with a mean value of 38.29 and not good among the postgraduates with a mean value of 32.42 in Chennai. It is also observed that it declines with the increase in the educational qualification in Chennai.

The work-life balance is good among the degree holders with a mean value of 31.31 and not good among the professional degree holders with a mean value of 30.18 in Bangalore. Only a slight variation is found among the employees in all the educational groups.

 Ho: 1.1- There is no significant difference in the work-life balance among the employees based on their education

 Ho: 1.2 - There is no significant difference in the work - life balance among the employees based on the area.

 Ho:1.3 - There is no interactive effect of education and area in the work- life balance among the employees.

To verify the formulated hypotheses, ANOVA test is executed. Table 1 delineates the ANOVA result for the work life balance among the employees based on education and place.

It is observed that the education does not influence the work life balance among the employees. Since the calculated F- value is 2.444 and the P-value 0.063 is non-significant, the hypothesis Ho: .1 is accepted.

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Since the F-value is 47.703 and the P-value is 0.000, the hypothesis Ho: 1.2 gets rejected at 1 percent level. There is a significant difference in work-life balance among the employees based on area.

The computed F-value is 2.592 and the P-value is 0.032, Hence the hypothesis Ho: 1.3 gets rejected at 5 percent level. It shows that the education and area combined together influence the work-life balance of employees.

The discussion reveals that   work-life balance is significantly influenced by workplace, as well as education and area. But educational qualification of the employees does not influence the work-life balance among the employees.
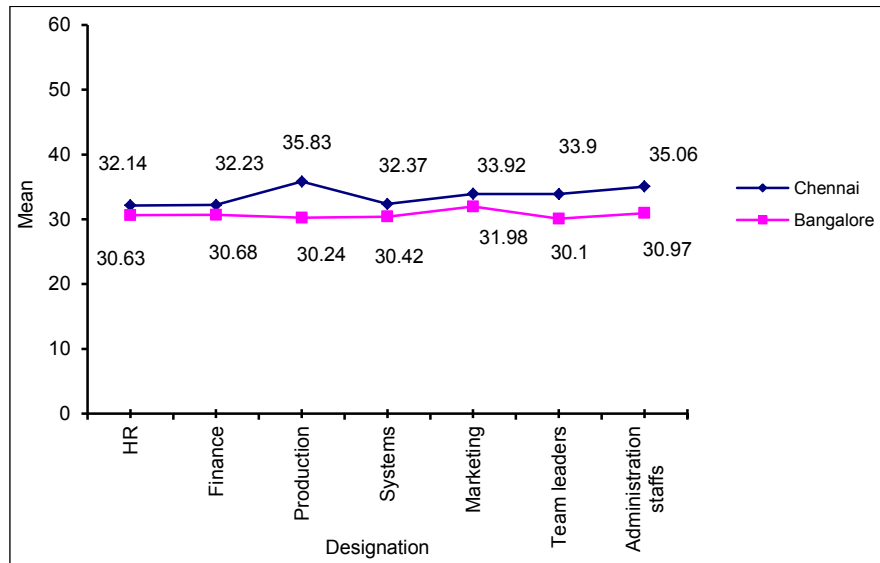

Figure 2. Work- Life Balance Based on Designation and Area

Table 2. Work-Life Balance Based on Designation and Area

Source	F – value	P-value
Designation	1.481	0.182(NS)
Area	32.989	0.000*
Designation * area	1.200	0.304(NS)

Source: Primary Data   * - 1 Percent Level of Significance   NS- Non-Significant

Figure 2 shows the mean value for work-life balance based on the designation and area of work place. It is observed that the work-life balance is appreciable among the production engineers with a mean value of 35.83 and not appreciable among the human resource managers with a mean value of 32.13 in Chennai.

Work-life balance is appreciable among the marketing employees with a mean value of 31.96, not appreciable among the team leaders with a mean value of 30.10 in Bangalore.

Ho: 2.1- There is no significant difference in   work- life balance among the employees based on designation

Ho: 2.2 - There is no significant difference in   work- life balance among the employees based on the area.

Ho: 2.3- There is no interactive effect of designation and area in work- life balance among the employees.

ANOVA test is executed to verify the above stated hypotheses. Table 2 depicts the ANOVA result for   work-life balance based on area and designation.

The calculated F-value is 1.481 and the P-value is 0.182. Since the   P-value is greater than 0.05, the hypothesis Ho: 2.1 is accepted.   Work-life balance among the employees is not varied based on the designation of the employees.

The place significantly influences the work life balance among the employees. Since the F-value is 32.898 and the P-value is 0.000, the hypothesis Ho: 2.2 gets rejected at 1 percent level.

The designation and area of work place jointly do not interact with work-life balance among employees.   The computed F-value is 1.200 and the P-value is 0.304. Since the calculated value is non-significant, the hypothesis is Ho: 2.3 is accepted.

FINDINGS AND CONCLUSION

Education does not have impact in the work-life balance of employees. The discussion reveals that the interactive effect of education and area, and area makes a significant variation in the work-life balance among the employees.

Designation has no significant influence over the work-life balance of employees. There is no interactive effect of designation and area also.

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