

Influence Of Work Life Balance On Job Performance

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Abstract

Career life - family life are said to be two sides of the same coin. Some decisions people have to make to achieve equilibrium are tough choice. The reason of the paper was to measuring the influence of work life balance on job performance in Cudalore district. Sample size was 254 faculty members in all obtained through convenience sampling technique. Path analysis was used for data analysis. It is found that there is influence of dimensions of work life balance such as personal life interference with work and work personal life enhancement on faculties' performance among faculty members. It is also found that there is no influence of dimension of work life balance like work interference with personal life on faculties' performance among faculty members. The analysis found that there is influence of work personal life enhancement and faculties' performance on college performance among faculty members. Hence, it is concluded that college administrators that the work and family related issues can be minimized by managing the time schedules of the faculty members. If work and family related issues is minimized of work life balance can be boosted.

Keywords: Personal Life Interference with Work, Work Personal Life Enhancement, Work Life Balance, Work Interference with Personal Life, Faculties' Performance and College Performance.

Introduction

Work life balance is an issue important to organization, individuals, families, the social order and government. As there are raising numbers of faculties in the workforce, due knowledge couple and nuclear families work life balance is a very important reason for organization as well

as employees' crossways industries and occupations. The employees from employers this day what distinguishes, the need for balance between career and family. Achievement is not only defined by high position, promotions and challenging assignments but the capability to balance both career and family activities. Today human resources professionals are taking it as a challenging assignments but the ability to balance. Generally it is used to describe the state of equilibrium where in responsibilities career and family balanced. Work life balance means different things to different people. For example people equilibrium is achieved even when they spend more time in paid work and less on non- paid work. Yet for some others it means making sure that paid work does not interfere with other responsibilities- it is how we manage our career goals with our home responsibilities and the community at large. Career life - family life are said to be two sides of the same coin. Some decisions people have to make to achieve equilibrium are tough choice. India is poised to become a knowledge economy.

Stup (2003) also explained that to contain a usual performance, employers have to get the faculties' task to be ended on track as to achieve the organization goal or aim. By having the work or job done on track, employers could be able to observe their faculties and help them to get better their performance. Furthermore, a reward system is supposed to be implementing base on the performance of the faculties. This is to inspire the faculties in order to execute more on their task. As to observe the faculties' performance efficiently, a system should be implemented. This scheme is called the faculties' review system. This system typically consist of on the job instruction, performance appraisals, psychoanalysis session, interviews and also the performance improvement plans which shows the improvement of faculties performance.

Review of Literature

Tapasya Julka, Urvika Mathur (2017) resulted in a state of affairs in which working women have magnificent pressure to develop a career as robust as their male counterparts while

sustaining active commitment in personal life. The increasing responsibilities on the personal front with the scientific blessings like advanced mobile phones, notepads, etc. that keeps work life incorporated with personal life also create stress on personal and professional fronts in this knowledge age.

Ayushi Tyas, Dr. Deepak Shrivastava (2017) identified various factors disturbing quality life conditions i.e. Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, positive reception and competitive environment in background with Work life Balance and its practices/policies. In their study, an endeavor has been made to provide an overview on various factors of Work Life Balance through the review of accessible literature.

Yanfei Zhou (2015) revealed that 60% of women in the childrearing phase think it ideal to carry on working after childbirth, revealing a wide gap between ideals and actuality when it comes to balancing work with childcare. The regular employee ratio of women in “interruption type” employment is 36 percentage points lower than those in “(job) continuation type” employment, and their average annual incomes are also only about half.

Sandra Ellen Forris (2015) suggested that social change were provided that a reasonable view to employers on the importance of balancing work and family. FWAs were also shown to supply to employee satisfaction and attract and retain highly skilled workers.

Toyin Ajibade Adisa, et al. (2014) revealed a number of workplace and domestic problems that threaten female doctors and nurses in their quests for work-family balance. Accordingly making work family strife more pronounced among them. It was, therefore, hoped that the issue of work family balance examined in this study will broaden the understanding, from a gender perception, in a particular and understudied context of Nigeria.

Nor Aliza Binti Ismail (2014) identified that most of the respondents agreed that the two dimensions which are work life and work life balance can raise their performance and

productivity. As a conclusion, values and control can give positive belongings to the working adults' students and organization through their good performance and efficiency. The findings were discussed and recommendations for further research were also addressed.

Onur Balkan (2014) established that, there are strong relations among job stress performance and work life balance factors.

Research Methodology

Research Design

This study had adopted descriptive research design. With objectives clearly set for the study, it used a large sample size and survey method to gather information from respondents, thus descriptive research was adopted for the study.

Framework

From the framework work life balance was considered as an independent variable. The independent variable was classified into three groups such as work interference with personal life, personal life interference with work and work personal life enhancement. Faculties' performance was considered as a mediator variable and college performance was considered as an outcome variable.

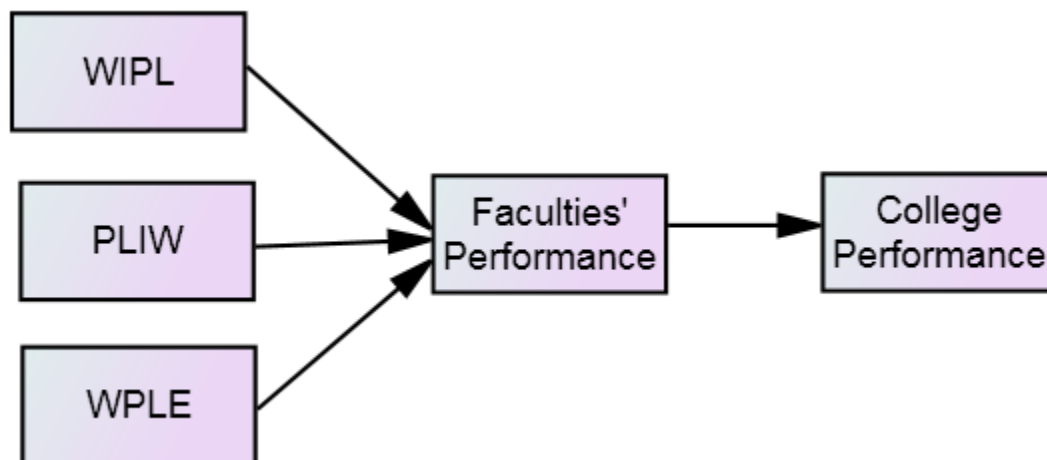


Figure 1: Framework of the Study

Objectives of the Study

- To study the influence of dimensions of work life balance on faculties' performance among faculty members in Cuddalore District.
- To identify the influence of faculties' performance on college performance among faculty members in Cuddalore District.

Hypotheses of the Study

- There is no influence of dimensions of work life balance on faculties' performance among faculty members in Cuddalore District.
- There is no influence of faculties' performance on college performance among faculty members in Cuddalore District.

Toll for data collection

Table 1: Questionnaire Construction

S.No.	Variable	Author
1	Work Life Balance	(Hayman, 2005)
2	Faculties' performance	Self Design
3	College performance	

Standard and self design questionnaire with reliability and objectivity was framed which involved several steps before and after pilot study.

Sampling Technique

Non probability sampling method like convenience sampling technique has been followed to collect the data for the study. This offers a high degree of accuracy and in a short period, a valid and comparable result can be obtained.

Sample Size

Totally 270 questionnaires are distributed. In order to have responses through the faculty members in Cuddalore district, 260 questionnaires were collected and were edited to have 254 samples strength.

Tool for data analysis

Path analysis was used for data analysis. It was used for to identify the influence of independent variable work life balance (work interference with personal life, personal life interference with work and work personal life enhancement) on college performance with respect to faculties' performance.

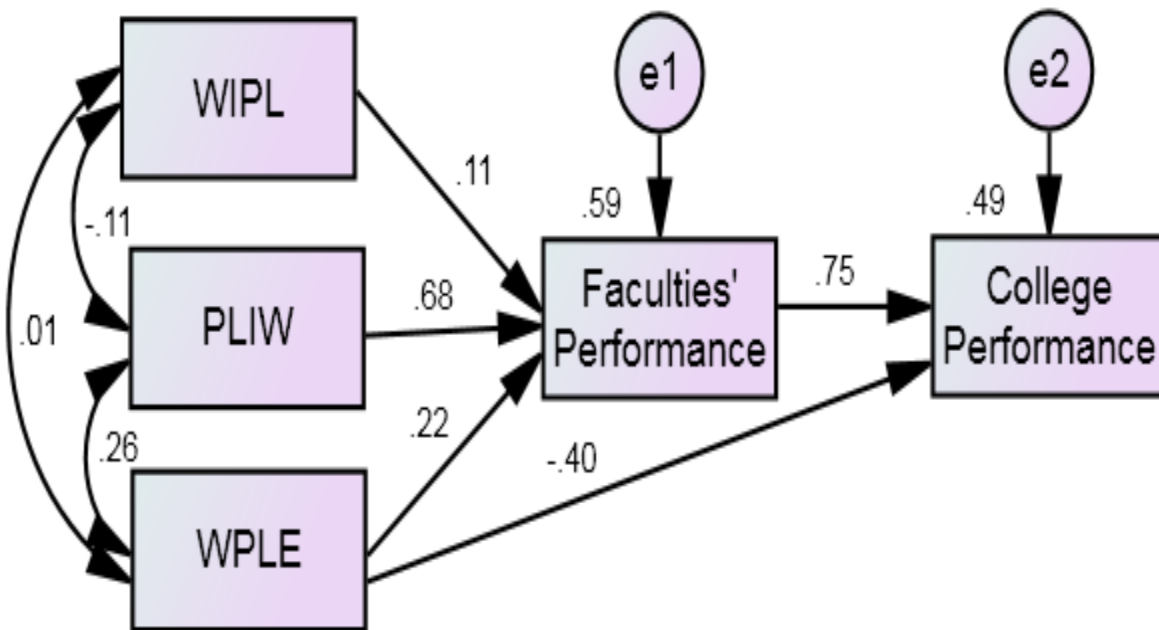


Figure 2: Path analysis of work life balance among faculty members

Above the path diagram, independent variable was work life balance (work interference with personal life, personal life interference with work and work personal life enhancement) on college performance with respect to faculties' performance.

Table 2: shows Model Fit Indication

Indicators	Observed Values	Recommended Values (Premapriya, et al. 20 16)
Chi-Square	1.891	---
p	0.388	Greater than 0.050
GFI	0.988	Greater than 0.90
AGFI	0.907	Greater than 0.90
CFI	0.999	Greater than 0.90
NFI	0.987	Greater than 0.90
RMR	0.012	Less than 0.080
RMSEA	0.000	Less than 0.080

Source: Primary data

From the model fit table, it is identified that the chi-square value was 1.891. The p value was greater than five percent level. The AGFI and GFI values were bigger than 0.90 and also recommended by Saminathan, et al. (2019). The calculated NFI and CFI values were bigger than 0.90 and also recommended by and Kantiah Alias Deepak and Velaudham (2019); Velaudham and Baskar (2015). It was found that RMSEA and RMS values were less than 0.08. The above pointers indicate that it was completely fit Velaudham and Baskar (2016).

Table 3: Regression Weights

DV		IV	Estimate	S.E.	C.R.	Beta	p
Faculties' performance	<---	WIPL	0.144	0.109	1.320	0.112	0.187
Faculties' performance	<---	PLIW	0.920	0.119	7.753	0.679	0.001
Faculties' performance	<---	WPLE	0.264	0.104	2.548	0.222	0.011
College performance	<---	WPLE	0.315	0.079	3.957	0.403	0.001
College performance	<---	Faculties' performance	0.494	0.067	7.419	0.755	0.001

Source: Primary data

H₀: There is no influence of work interference with personal life on faculties' performance.

Influence of work interference with personal life on faculties' performance calculated value of CR is 1.320. The Beta value was 0.112. The beta value indicates that 11.2 percent of influence is through work interference with personal life towards faculties' performance. The p value was 0.187. The p value was greater than 5% and the hypothesis was accepted. Hence, it can be concluded that the work interference with personal life does not influence faculties' performance among faculty members in Cuddalore district.

H₀: There is no influence of personal life interference with work on faculties' performance.

Influence of personal life interference with work on faculties' performance calculated value of CR is 7.753. The Beta value was 0.679. The beta value indicates that 67.9 percent of influence is through personal life interference with work towards faculties' performance. The p value was 0.001. The p value was less than 1% and the hypothesis was rejected. Hence, it can be concluded that the personal life interference with work influence faculties' performance among faculty members in Cuddalore district.

H₀: There is no influence of work personal life enhancement on faculties' performance.

Influence of work personal life enhancement on faculties' performance calculated value of CR is 2.548. The Beta value was 0.222. The beta value indicates that 22.2 percent of influence is through work personal life enhancement towards faculties' performance. The p value was 0.011. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the work personal life enhancement influence faculties' performance among faculty members in Cuddalore district.

H₀: There is no influence of work personal life enhancement on college performance.

Influence of work personal life enhancement on college performance calculated value of CR is 3.957. The Beta value was 0.403. The beta value indicates that 40.3 percent of influence is

through work personal life enhancement towards college performance. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the work personal life enhancement influence college performance among faculty members in Cuddalore district.

H₀: There is no influence of faculties' performance on college performance.

Influence of faculties' performance on college performance calculated value of CR is 7.419. The Beta value was 0.755. The beta value indicates that 75.5 percent of influence is through faculties' performance towards college performance. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it can be concluded that the faculties' performance influence college performance among faculty members in Cuddalore district.

Findings

- There is influence of dimensions of work life balance such as personal life interference with work and work personal life enhancement on faculties' performance among faculty members in Cuddalore District.
- There is no influence of dimension of work life balance like work interference with personal life on faculties' performance among faculty members in Cuddalore District.
- There is influence of work personal life enhancement and faculties' performance on college performance among faculty members in Cuddalore District.

Recommendations

- It is recommended to the college administrators that the work and family related issues can be minimized by managing the time schedules of the faculty members. If work and family related issues is minimized of work life balance can be boosted.
- It is also recommended that the officers to provide improved working conditions, reduction of work load. So that work and family related issues can be minimized the

interferences of personal life interference with work, work interference with personal life and work personal life enhancement.

Conclusion

Main objective of the research was to measuring the influence of work life balance on job performance in Cudalore district. Sample size was 254 faculty members in all obtained through convenience sampling technique. Researcher used tested tools with 5 point scale in the continuum of agreeing. Path analysis was used for data analysis. It is found that there is influence of dimensions of work life balance such as personal life interference with work and work personal life enhancement on faculties' performance among faculty members. It is also found that there is no influence of dimension of work life balance like work interference with personal life on faculties' performance among faculty members. The analysis found that there is influence of work personal life enhancement and faculties' performance on college performance among faculty members. Hence, it is concluded that college administrators that the work and family related issues can be minimized by managing the time schedules of the faculty members. If work and family related issues is minimized of work life balance can be boosted.

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