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A Study on Work Life Balance among KSRTC Employees

Brijmohan Vyas¹

Assistant Professor,

Department of Management Studies, Basaveshwar
Engineering College, Bagalkot
Karnataka, India

Vijayshri Sajjan²

Final Year Student,

Department of Management Studies, Basaveshwar
Engineering College, Bagalkot
Karnataka, India

Sanjay V. Hanji³

Associate Professor,

Department of Management Studies,
Basaveshwar Engineering College, Bagalkot
Karnataka, India

Abstract: With the increasing levels of stress in the work life and at the same time necessity to manage the household has given tremendous boost to the concepts like work life balance (WLB). This study aims to examine the importance of work life balance of male bus drivers and conductors. Work- Life Balance means, meaningful daily achievement and enjoyment in each of four life quadrants work, family, friend and self. To analyse the work life balance of the male KSRTC employees and to identify the key factors influencing their work life balance is the main objective of this study. The Sample size is 20 percent of total male bus drivers and conductors. Questionnaire method is used for the survey. 30 percent of male bus drivers and conductors accept that, they are able to balance their personal life and work life. The Employees who have the tools to balance their professional and personal lives are healthier, happier and more productive. Employers can assist employees to experience work-life balance by offering such opportunities as flexible work schedules, paid time off policies and company-sponsored family events and activities.

Keywords: Work-Life balance, Male Bus Drivers and Conductors, Personal life, Work life.

I. INTRODUCTION

Work- Life Balance is abroad concept including proper prioritizing between 'Work' such as career and ambition, on the other hand and 'Life' such as health, pleasure, leisure, family and spiritual development. The expression "work-life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986. It means creating a balance to schedule an equal number of hours for each of the various work and personal activities. The right balance professional and personal life of today will probably be different tomorrow. Thus the core of effective work life balance definitions is two key concepts: daily achievement and enjoyment.

Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self-care, and other personal activities, in addition to the demands of the workplace.

Achievement and enjoyment are the front and back of the coin of value in life. Person can't have one without the other. According to various surveys conducted on Work-Life Balance near about 60 percent of respondents said that they are not able to find out a balance between their Life and Work. Achieving Work- Life Balance is easy. Work-Life Balance is about effectively managing the juggling act between paid work and other activities that are important to us, including spending time with family, taking part in sports and recreation, volunteering or undertaking further study. Organizations have started introducing various schemes to attract, retain employees and increase productivity.

Work-Life initiatives improves employee performance by reducing absenteeism, lateness, health care and sick-leave and hence their related costs. To remain competitive Companies have started implementing flexible work options like: Childcare, Wellness programs, financial planning and Concierge services. These work/life benefits encourage employees to be more productive and committed to the company.

A) Scope of the Study

Work/life balance is gradually becoming a major issue in India. This study focuses on finding out the factors affecting the Work Life Balance of KSRTC employees. Further, this study could come up with identifying work life balance policies, enhancement of working relationships between colleagues and increase in level of production and satisfaction, and point out ways to decrease the stress and burnout in work/life.

B) Objectives of the Study

1. To know the perception of the employees towards their personal life and work life.
2. To identify the key factors influencing their work life balance.
3. To analyze the work life balance of the male KSRTC employees.

C) Limitations of the Study

1. The undertaken study is only related to work life balance issues of employees employed in KSRTC sector.
2. It excludes the female employees.
3. Only Drivers and conductors are considered in this study.
4. Route allocation for drivers and conductors is not considered in this study.

II. REVIEW OF LITERATURE

Prof. B. S. Kadam (2012) “Work-life balance: Dilemma of modern society” stated that work life balance of women bus conductors and said it is important to achieve a balance between paid employment and personal life. Delecta.P (2011) in his article “work life balance” stated that Work life imbalance affects the overall well-being of the individual causing such problems as dissatisfaction from life, prolonged sadness. Steven Sauter, chief of applied psychology and ergonomics, states that, the work place has become the source of stress and problems caused by stress have become a major concern to both employers and employees and Symptoms of stress are manifested both physiologically and psychologically. Dr. Smita Singh (2014) “Measuring Work-life Balance in India” The study focuses on understanding the work/ life related issues for working professionals. Deepti Sinha, in her article “Study of Work Life Balance” states that many employees today—both male and female—their lives are becoming more consumed with a host of family and other personal responsibilities and interests. Keneya Research Institute reveals that, the employees, who were more favorable towards their company’s efforts to support Work-Life Balance. They have great pride in their organization. It was indicated a much lower intend to leave organization. It increased more job satisfaction. Kathleen Gerson, sociologist, recently states that, young people are searching for new ways to define care that do not force them to choose between spending time with their children and earning an income and are looking for definition of personal identity that do not pit their own development against creating committed ties to others.

III. RESEARCH DESIGN & METHODOLOGY

a) Research Type: Descriptive Research

Research design proposed for the study is ‘Descriptive’ type of research design. This type of research deals with quality of responses from the respondents, attitudes, interests, technical skills, experience, behavioral, beliefs and values, emotions, personality, self-concept etc.

b) Target Population

The target populations of the research are employees in KSRTC depot.

c) Sampling Technique and Sample Size

Sampling Technique: Simple random Sampling

Sample Size: 100

Drivers-50 and Conductors-50

d) Data Collection Method: Data is collected through primary as well as secondary sources. Through primary source the data is collected through filling of questionnaire from male employees. The structured questionnaire is prepared. Secondary Data is collected from journals and Research articles to support the research.

IV. DATA ANALYSIS AND INTERPRETATION

Socio-demographic profile of the male bus Drivers and Conductors

TABLE NO. 1
AGE WISE DISTRIBUTION OF RESPONDENTS

Age Group	Percentage
Less than 25 years	10
25-35	40
35-45	25
45-55	17
Above 55 years	8

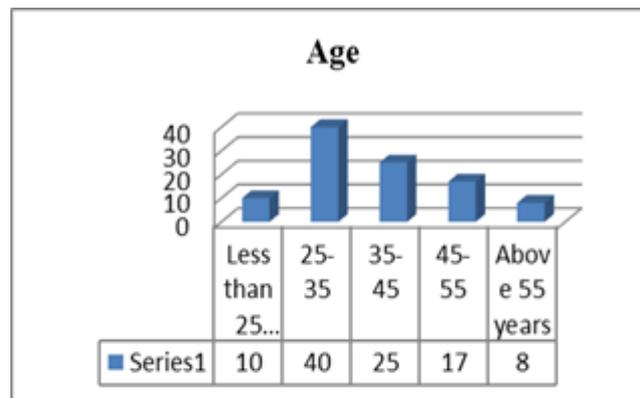


TABLE NO. 2
EXPERIENCE WISE DISTRIBUTION OF RESPONDENTS

Experience	Percentage
Less than a year	10
1-5 years	38
5 years and above	52

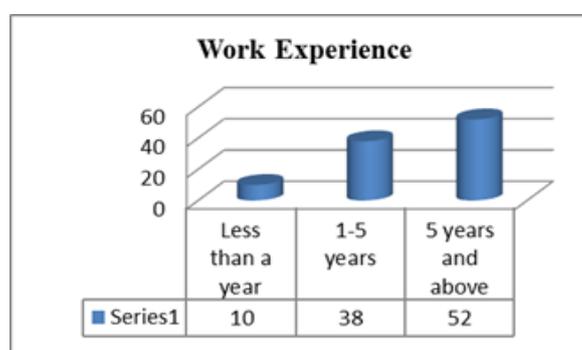


TABLE NO. 3
INCOME WISE DISTRIBUTION OF RESPONDENTS

Income	Percentage
Less than 1 lakh	15
1-2 lakh	53
2-3 lakh	24
More than 3 lakh	8

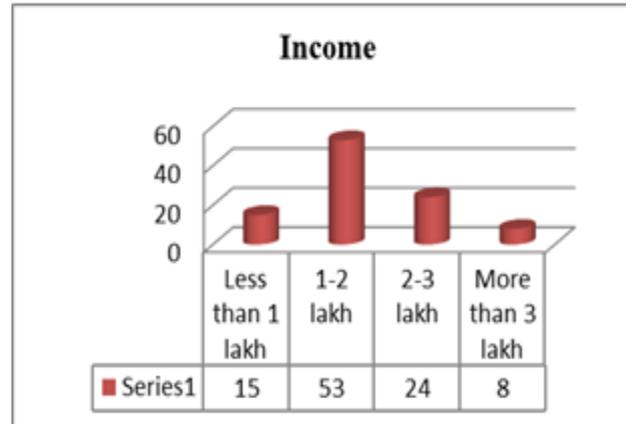
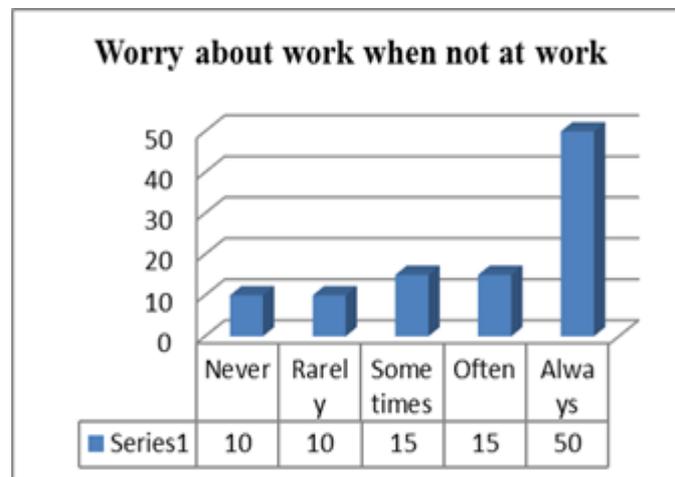


Table no 1, 2, and 3 shows that 40 percent respondents are in the age group of 25 to 35 years. 52 percent respondents have experience more than 5 years and 53 percent respondents are earning income between 1 to 2 lakh per annum.

TABLE NO. 4
WORRY ABOUT WORK WHEN THEY ARE NOT ACTUALLY AT WORK PLACE

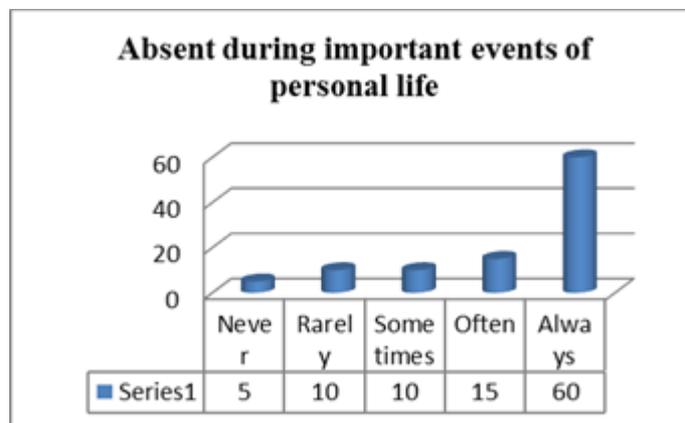
Worry	Percentage
Never	10
Rarely	10
Sometimes	15
Often	15
Always	50



The above table shows that, 50 percent of the respondents always worry about work when not at work and 15 percent of the respondents sometimes worry about work whereas only 10 percent respondents accepts that, they never worry about work when not at work.

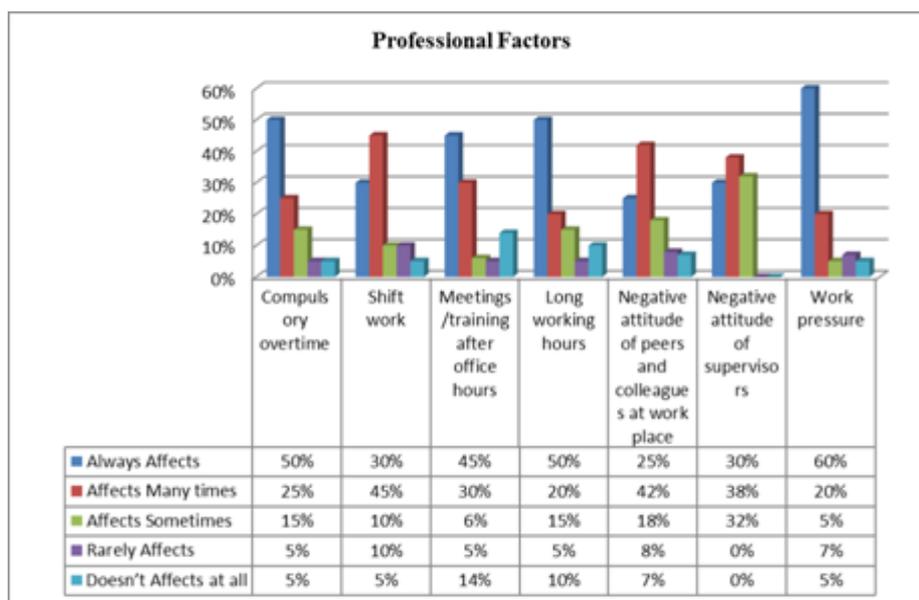
TABLE NO.5
ABSENT DURING IMPORTANT EVENTS OF PERSONAL LIFE

Absent	Percentage
Never	5
Rarely	10
Sometimes	10
Often	15
Always	60

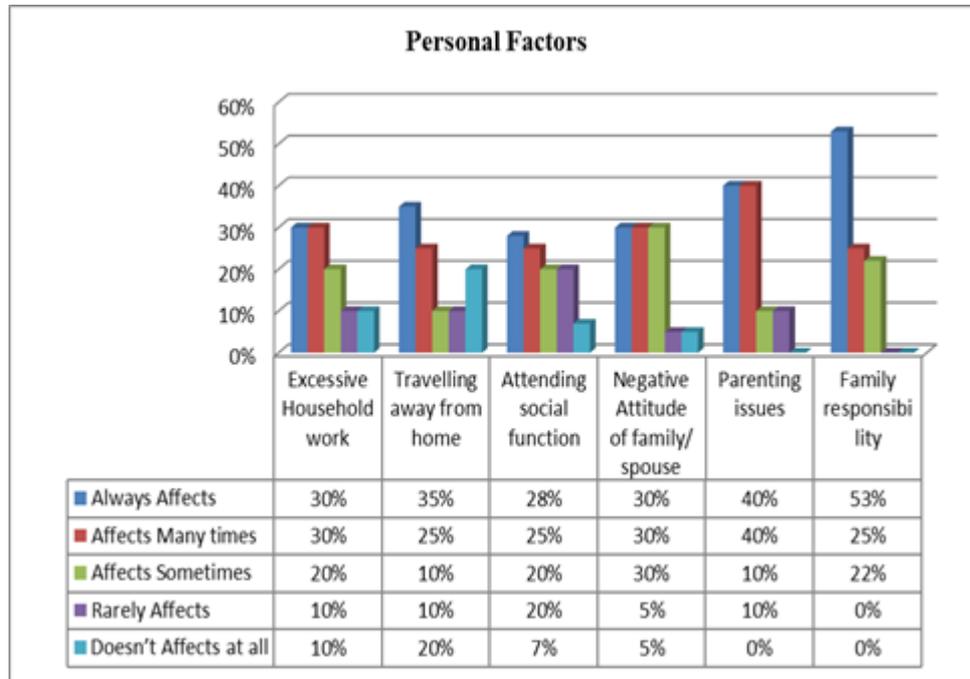


The above table shows that, 60 percent of the respondents always remain absent during important events of their personal life and it can be interpreted that most of the Drivers and Conductors missed important events of their personal life due to their work. The reasons might be travelling away from home and they are not getting enough leaves.

TABLE NO.6
FACTORS WHICH AFFECTS IN BALANCING WORK & FAMILY COMMITMENTS



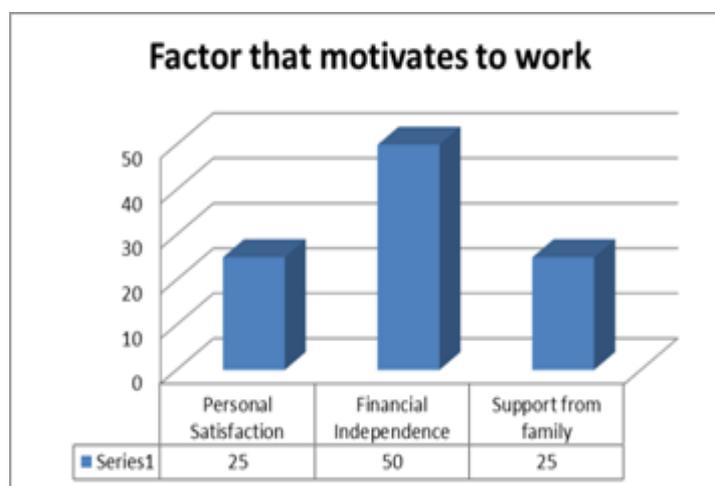
The above table shows that, 50 percent of the respondents said compulsory overtime always affects, 45 percent of the respondents said shift work affects many times, 45 percent of the respondents said meetings after office hours always affects, 50 percent of the respondents said long working hours always affects, 42 percent of the respondents said negative attitude of peers affects many times, 38 percent of the respondents said negative attitude of supervisors affects many times, 60 percent of the respondents said work pressure always affects in balancing their work and personal life.



The above table shows that, 30 percent of the respondents said Excessive household work always affects, 35 percent of the respondents said travelling away from home always affects, 28 percent of the respondents said attending social function always affects, 30 percent of the respondents said negative attitude of family always affects and 53 percent of the respondents said family responsibility always affects in balancing their work and personal life.

TABLE NO.7
 FACTOR WHICH MOTIVATES THEM TO WORK

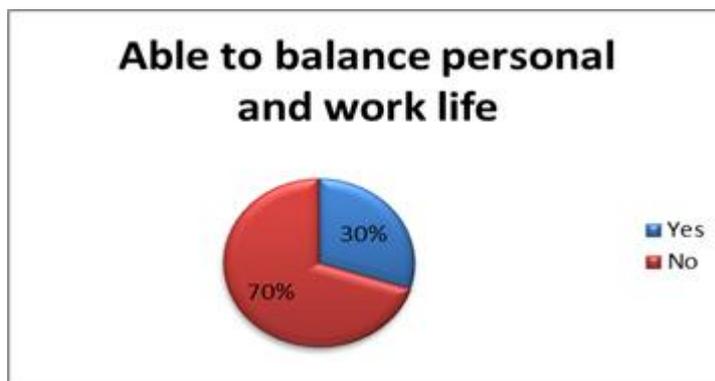
Factors	Percentage
Personal Satisfaction	25
Financial Independence	50
Support from family	25



The above table shows that, 50 percent of the respondents said financial independence is a factor which motivates them to work, 25 percent of the respondents said personal satisfaction and support from family motivates them to work.

TABLE NO.8
ABLE TO BALANCE WORK AND PERSONAL LIFE

Balance	Percentage
Yes	30
No	70



The above table shows that, 30 percent of respondents accept of that, they are able to balance their personal and work life where as 70 percent of respondents stated that they were unable to balance their personal and work life.

Following Factors have been identified which will influence the work life balance

Professional Factors- Compulsory overtime, Shift work, Meetings/training after office hours, long working hours, Negative attitude of peers and colleagues at work place, Negative attitude of supervisors, Work pressure etc.

Personal Factors- Excessive Household work, travelling away from home, Attending social function, Negative Attitude of family, Parenting issues, Negative Attitude of spouse, Family responsibility etc.

V. FINDINGS AND SUGGESTIONS

The major findings of the study "A study on work life balance among KSRTC employees" are as follows: 68% of the KSRTC employees are married and 32% of the KSRTC employees are unmarried. 40% of the employees are belonging to the age group of 25 to 35 years and 52% of the employees have experience of more than 5 years and 53% of the employees are earning income between 1 lakh to 2 lakh per annum. 50% of the employees always worry about the work when they are not at work, 60% of the employees always get absent during important events of their personal life. 50% of the employees said professional factors like compulsory overtime always affects, 50% of the employees said long working hours always affects, 60% of the employees said work pressure always affects in balancing their work and personal life. 53 % of the employees said personal factors like family responsibility always affects in balancing their work and personal life. 50% of the employees said that financial independence is a factor which motivates them to work. 30% of male drivers and conductors accept that, they are able to balance their personal life and work life where as 70% percent of male conductors and drivers said that they are unable to balance their personal life and work life.

It has been suggested that employees can keep track or maintain a record of their weekly performance in work life and also in family life. It will help to correct their mistakes. Most of the employees are unaware about the work-life balance and its policies. So, the organization should create awareness and give special work family classes for them. The organization may concentrate on create a separate counseling department for asking employees difficulties and problems. To reduce stress, the organization must provide proper training to improve their mental and physical health. Leave work at work they should not carry their mental strain and worries from the work even after they finish their duty. Further, performance linked pay or at least additional rewards/incentives for superior performance can be initiated. Right now, in absence of such incentives, the Drivers and Conductors of State transport undertaking in India have developed an impersonal detached view and are not really inclined

to achieve benchmark results in terms of increased route income, reduced accident and breakdown rates, higher KMPL (Kilo Meter per Liter) etc. So, appropriate scheme for rewarding their efforts with monetary incentives must be initiated.

VI. CONCLUSION

After studying the work life balance of Male Bus Conductors and Drivers in the Karnataka State Road Transport Corporation it was found that, among the respondents 30% of the employees accept that they are able to balance their personal life and work life. The study reveals that the existing levels of work life balance among the Class-III-Operative level employees (Drivers and Conductors) of the selected STU in India – KSRTC. There is an expectation among staff that an employer should be sympathetic towards employees' needs by providing work life balance policies and flexible working arrangements. Work life balance enables them to work better. Careful planning and personal effort is important for balance in work and personal life.

It has been suggested that the Male bus conductors should plan, prioritize and schedule as efficiently as possible. It has been suggested that, the employers can facilitate work life balance with many schemes that can attract employees and satisfy their needs. Life as a whole is composed of many other aspects along with work. An individual's well-being is concerned with both domains work as well as family. Balancing work and family is essential for the life satisfaction which includes job and family. So, the organizations are in need to concentrate on work-family balance policies which leads an employee's satisfaction.

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