

**SHIV SHAKTI**

**International Journal of in Multidisciplinary and  
Academic Research (SSIJMAR)**

**Vol. 4, No. 3, June 2015 (ISSN 2278 – 5973)**

**A study on work life balance at State Bank of Mysore**

**Monica M**

Assistant Professor,  
Department of MBA,  
Acharya Institute of Technology, Bangalore  
Contact Number: +91 9740715297  
Email: [monicam@acharya.ac.in](mailto:monicam@acharya.ac.in)

**Impact Factor = 3.133 (Scientific Journal Impact Factor Value for 2012 by Inno Space Scientific Journal Impact Factor)**

Global Impact Factor (2013)= 0.326 (By GIF)

**Indexing:**



## ABSTRACT

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Well known in the literature as work life balance, the quality relationship between paid work and unpaid responsibilities is critical for success in today's competitive business world.

A lot of people are having a more difficult time finding balance in their lives because there have been cutbacks or layoffs where they work. They're afraid it may happen to them, so they're putting in more hours

The research is to study on work life balance of employees working at SBM; the research has used both primary and secondary data. The primary data was collected through structured questionnaire using work life balance scale of Dr udai parek, the secondary data was collected from articles, internet, journal, books, magazines etc. the data was analyzed using the statistical software SPSS16, excel and MS word, the statistical tool used is correlation, scoring technique.

The research objective is to assess the W-L balance index and assess the relationship between the factors/aspects of W-L balance like social needs, personal needs, time management, team work, compensation & benefits and work aspects. The research proves that there is no relationship between time management aspect and work which has significant level of 0.812, there is no association between time management and compensation & Benefits with level of 0.34, and there is no relationship between team work and work itself with level of 0.975. the scoring shows that the W-L balance total score is 73 which shows that the employees are able to balance the work and life

**Keywords:** Work Life Balance, Social Need, Personal Needs, Time management, Team work, Compensation & Benefits and work.

# INTRODUCTION

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## **A study on work life balance at State Bank of Mysore**

Balancing work, house work and child care responsibilities can become strenuous which can result in work-family conflict. This can be very costly to both organizations and employees within them (Posig and Kickul, 2004). The permeable boundaries between work and family roles induce stress spillover from one domain to the other

Work-life balance has been widely discussed since the launch of a major government campaign in 2000 (Changing Patterns in a Changing World, DfEE, 2000). This initiative was aimed at encouraging employers to adopt flexible working arrangements such as job sharing, flexi-time, compressed hours and others, to help their employees to achieve a better balance between the demands of paid employment and those arising from their private life.

The concept of work-life balance is based on the notion that paid work and personal life should be seen less as competing priorities than as complementary elements of a full life. The way to achieve this is to adopt an approach that is “conceptualized as a two way process involving a consideration of the needs of employees as well as those of employers” (Lewis, 2000: p.105). In order to engage employers in this process it is important to demonstrate the benefits that can be derived from employment policies and practices that support work-life balance, and the scope that exists for mitigating their negative effects on the management of the business.

“Work- family balance” is a term that refers to an individual’s perceptions of the degree to which she/he is experiencing positive relationships between work and family roles, where the relationships are viewed as compatible and at equilibrium with each other.

## **The Six Components of Work-Life Balance**

Creating work-life balance is a continuous process as your family, interests and work life change. Assess the work-life balance on different aspects such as social needs, personal needs, time management, team work, compensation and benefits, work it self.

### **1. Social Needs:**

Sociability refers to enjoying relationship and association at workplace. Social needs is one of the factor/component influences the balance between personal life and work life, the main issues

of social support, reflected in the organizational and family climate, need to be incorporated into the analysis. As social pressures grow to deal with work-life imbalance and as perceptions of a generational shift in attitudes and behavior towards family and organization. As individual and as well as employee, they need to care and render help for children, help with eldercare, and preparing children for professional success.

If you're working too much, you might miss important family events or milestones. This can leave you feeling left out and might harm relationships with your loved ones. It's also difficult to nurture friendships if you're always working.

The social needs measure the importance of family, friends and social events given by the employees.

## **2. Personal Needs:**

This variable includes activities such as family, fun, investing time of functions etc which certainly play a vital role in work life balance.

Personal satisfaction and life consist of:

- Caring of wife, children and parents (Adams, king & king (1996), Allen
- Giving time to enjoy with family members
- Fulfilling the household needs
- Keeping track of bank account
- Going for outing with family
- Entertainment

## **3. Time Management**

The time management is taken as one of the variable of work life balance as time affects people life in the any situation, it shows how effectively an individual utilizes his time and spend time for both his career and personal life.

Effective time management involves making optimal use of your day and the supporting resources that can be summoned – you keep pace when your resources match your challenges. Time management is enhanced through appropriate goals and discerning what is both important and urgent, versus important or urgent. It entails knowing what you do best and when, and assembling the appropriate tools to accomplish specific tasks.

Having some alignment between what we really value, the actions we take and how we spend our time can also make a difference to how happy we feel and how satisfied we are with our lives overall.

**Track your time:** Pay attention to your daily tasks, including work-related and personal activities. Decide what's necessary and what satisfies you the most. Cut or delegate activities you don't enjoy or can't handle — or share your concerns and possible solutions with your employer or others.

**Manage your time:** Organize household tasks efficiently, such as running errands in batches or doing a load of laundry every day, rather than saving it all for your day off. Put family events on a weekly family calendar and keep a daily to-do list.

**Nurture yourself:** Eat a healthy diet, include physical activity in your daily routine and get enough sleep. Set aside time each day for an activity that you enjoy, such as practicing yoga or reading.

#### **4. Team work:**

Team work increases the productivity and enable team members to team is able to work with healthy and strong minds and bodies. Employees are not a commodity, they are diverse group of people that require respect and some flexibility (when possible) to perform to their full potential. Employee's quality of life at work depends on the quality of the team you work with and manage

#### **5. Compensation and Benefits:**

Monetary satisfaction is an important factor contributing towards the work life balance of an individual. Monetary satisfaction also includes the benefits and privileges offered by the organization. Various other items as reimbursement and compensation for extra effort leads to workplace satisfaction, therefore we can conclude that Compensation and Benefits contributes to the work life balance.

#### **6. Work:**

Type of job a person is involved in the organization to contribute to the work-life balance. The individual's task and his/her performance on job, will directly affect his nature and action way back home.

## Review of literature

**1. Title: “Impact of working hours on work–life balance”**

**Author: Sarah Holly, Alwine Mohnen**

This paper analyze the influence of working hours on work life balance, the results show that high working hours and overtime do not lead to decreased satisfaction Rather, increasing working hours and overtime have positive effect on life and job satisfaction. With this study, we connect working hours and satisfaction with desirable work– life balance. This balance is specific to each person and relates to satisfaction with a job and all other parts in life, especially family life and free time. Therefore, a good work–life balance results in high satisfaction

**2. Title: work life balance**

**Author: Delecta, P, Department of Management Studies, St. Peter’s University, Chennai (India)**

This article explains that If one has managed to allocate the required time for every aspect of life duly and not to reflect the problems in one part of life to another it means that he has been able to achieve work-family balance. Life as a whole is composed of many other aspects along with work. Those who have achieved a balance among these aspects are sure to achieve the life balance, which does away with any imbalance.

**3. Title: The Role of Work-Life Balance Practices in Order to Improve Organizational Performance**

**Author: Ioan Lazăr Professor, Codruța Osoian Senior Lecturer Ph.D**

The purpose of this paper is to establish whether work-life balance initiatives and practices can be considered as strategic human resource management decisions that can translate into improved individual and organizational performance. The results of a number of studies reviewed in this paper show the outcomes and the benefits of implementing work life balance practices not only for employees themselves, but also for their families, organizations and society

**4. Title: The Impact of Work-Life Balance on the Commitment and Motivation of Nigerian Women Employees**

**Author:**

This paper is to articulate how WLB affects these variables: women's commitment and motivation in bringing about better organizational performance particularly at the turn of the millennium when organizations are in a constant flux of competition and change precipitated largely by the pressures of ascendancy of women's involvement in work-related activities

**5. Title:** Running Head: Work and Life Strategies of Executive Women

**Author:** Souha R. Ezzedeen Ph.D.

This paper explains the Women's pursuit of an executive career is fraught with obstacles and work-family challenges. Research examines the work and life strategies of executive women in intimate relationships and inductively derived four career advancement and four life balance categories. In Survey it observed that subjects successfully combined career and family and consequently argue that the power of one woman to have an executive career and a fulfilling family life is really the power of many, including her family, employer, and attitudes about balancing work and life. These findings call for greater optimism in the study of the career-family dynamics of high achieving women.

## **RESEARCH METHODOLOGY:**

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### **Research Methodology and Instruments:**

**Methodology:** Secondary research followed by quantitative research using work-life balance scale by Udai Pareek. Dr.Udai Pareeks', work life balance Scale was utilized to collect primary data and it was analyzed using SPSS 16. Secondary data was collected from magazines, Journals, Research articles.

### **Statement of the problem:**

Now days people faces a lot of challenges in balancing their work and personal life, due to changing mindset, competition, environmental factors and many more. Thus, there is a need to understand and identify these challenges in order to handle family, interest and work life appropriately. This research is step further in understanding the relation between a work and life

**Research Type:** Descriptive research is the type adopted for the survey

### **DATA SOURCE:**

- **Primary Data:** The primary data was collected from the respondents by using questionnaire
- **Secondary Data:** Apart from primary data the secondary data is being collected through text books, research papers, journals from library, academic reports and articles used for this study.

### **SAMPLING:**

- **Sample size:** 100 respondents.
- **Respondents:** employees at SBM.
- **Sample method:** The convenience sampling is the sampling method adopted for the research.



## ANALYSIS AND INTERPRETATION OF DATA

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**Objective1:** To assess the various factors of W-L balance Index.

**Hypothesis:** “The Index of various factors of W-L balance is same”

Work life balance scale is meant to diagnose the level and areas of W-L balance at SBM, as perceived by its employees. It should be responded by the employees at various levels in different department.

### Scoring:

The ratings are transferred from the questionnaire to scoring sheet, then added each row and multiplied by 4.17 to calculate the index of different aspects. The indexes of different aspects are given below.

Table: 1: Scoring table

Aspects	W-L Balance Index
Social Needs	47
Personal Needs	51
Time Management	51
Team work	52
Compensation and Benefits	53
Work itself	52
<b>Total W-L Balance Index</b>	<b>73</b>

**The score/index range is defined as employees with range of**

- The total score is 100, the score of W-L Balance aspects are shown above.
- A score of 65 and above indicates that the employees have good W-L balance Index and have firm believe in their capabilities and powerful hold to balance their work and life.
- A score between 50 – 64 indicates the average W-L balance Index and employees are finding difficulty in coping up with personal and work aspects
- A score less than 50 indicates less W-L balance Index is below average and employees cannot balance between work and personal matters
- The total score of each aspect has been added to get the total W-L Balance Index.

## Interpretation:

From the above table, it can be inferred that the Index of factors of W-L balance is not same. There is a variation in terms of index of W-L balance. The above table shows that personal needs, time management, team work. Compensation and benefits and work score falls in the range of 50-64. This means they are finding difficult in managing work and personal life. The social need aspect score is 47, which is very less W-L Index score. Sociability refers to enjoying relationship and association at workplace. Social needs are one of the factor/component influences the balance between personal life and work life, the main issues of social support, reflected in the organizational and family climate. The organization need to consider this factor in the organization

These are the different aspects which contribute to the overall W-L Balance score which is 73

**Objective2: “To find the relationship between the factors of W-L Balance”**

**Hypothesis2: “There is a significant relationship among the factors of W-L Balance”**

**Table 2: Correlations**

		Social needs Index	Personal Needs Index	Time management	Team work	Compensation and benefits	Work itself Index
Social needs Index	Pearson Correlation	1	.539**	.439**	.245 <sup>+</sup>	.449**	.282**
	Sig. (2-tailed)		<b>.000</b>	<b>.000</b>	<b>.014</b>	<b>.000</b>	<b>.005</b>
	N	100	100	100	100	100	100
Personal Needs Index	Pearson Correlation	.539**	1	.219 <sup>+</sup>	.200 <sup>+</sup>	.524**	.437**
	Sig. (2-tailed)	<b>.000</b>		<b>.028</b>	<b>.046</b>	<b>.000</b>	<b>.000</b>
	N	100	100	100	100	100	100
Time management	Pearson Correlation	.439**	.219 <sup>+</sup>	1	.187	.096	-.024
	Sig. (2-tailed)	.000	.028		.063	<b>.340</b>	<b>.812</b>
	N	100	100	100	100	100	100
Team work	Pearson Correlation	.245 <sup>+</sup>	.200 <sup>+</sup>	.187	1	.341**	.003
	Sig. (2-tailed)	<b>.014</b>	<b>.046</b>	<b>.063</b>		<b>.001</b>	<b>.975</b>
	N	100	100	100	100	100	100

Compensation and benefits	Pearson Correlation	.449**	.524**	.096	.341**	1	.345**
	Sig. (2-tailed)	.000	.000	.340	.001		.000
	N	100	100	100	100	100	100
Work itself Index	Pearson Correlation	.282**	.437**	-.024	.003	.345**	1
	Sig. (2-tailed)	.005	.000	.812	.975	.000	
	N	100	100	100	100	100	100

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Interpretation

**Table 3: Table showing correlation:**

	Compensation & Benefits	Work Itself	Decision
Team management	<b>0.340</b>		Insignificant
Team work	<b>0.812</b>	<b>0.975</b>	Insignificant

From the table 2, we observe that there is a correlation between social need, personal needs, team work, compensation & benefits and work

The social needs are positively correlated with personal needs, time management and compensation and benefits with significant level 0.000. The company's compensation and benefits helps them to satisfy their personal needs which in turn increases the sociability which help them to increase the standard of living and manages the time by prioritizing the task and personal life aspects.

The social needs is positively correlated with team work with significant level of 0.014 and the social needs is positively correlated with work itself with significance of 0.005 Sociability refers to enjoying relationship and association at workplace which makes them a team player and contribute to team work

The team work is positively correlated with personal needs with significant level of 0.046 and the team work is positively correlated with time management with significant level of 0.063, this shows that employee's quality of life at work depends on the quality of the team you work with and manage

From the able 3, we can infer that there is no correlation between team management, compensation & benefits with significance 0.340 and there is no correlation between team work, compensation & benefits and work itself aspects with significance level of 0.812 and 0.975

## **SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION**

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### **Findings:**

- **The social Needs:** the social needs Index is 47 which is below average score which shows that the social need aspect should be considered by the organization which adds to the total W-L Balance Index
- **The Personal Needs:** the personal needs Index is 51 which is average score for personal needs. The personal needs to be prioritized by employees
- **Time management:** the time management Index is 51 which are average score. The employees need to understand the importance and urgent work and act according
- **Team work:** the team work Index is 52 which are average score. Organization adopts a teamwork approach to complete tasks more efficiently.
- **Compensation & Benefits:** the compensation and benefits Index is 53 score is average. Monetary satisfaction also includes the benefits and privileges offered by the organization.
- **Work Itself:** work index is 52 which are average score. Working hours, work load, task which employees need to perform should be explained and clarified.
- **Work-Life Balance** Index is 73 which need to be improved among employees by considering all the aspects/factors of W-L balance.
- There is a correlation between social need, personal needs, team work, compensation & benefits and work. Each of these factors are positively correlated each other with the significance level of 1% and 5%
- There is no significant association between team management and compensation & benefits with significant value **0.340**. This shows that irrespective of compensation and benefits provided by the company the team work is same across various department. There is no significant association between team work and compensation and benefits

with the significant value of **0.812**. There is no significant difference between team work and work with significance of **0.975**



### **Suggestions:**

- Social needs are important to people so that they do not feel alone, isolated and depressed. Friendships, family and intimacy all work to fulfill social needs. As a manager, you can account for the social needs of your employees by making sure each of your employees know one another, encouraging cooperative teamwork, being an accessible and kind supervisor and promoting a good work-life balance.
- Personal needs include activities such as family, fun, investing time of functions etc which certainly play a vital role in work life balance. Managers must be aware of the various needs of workers. If these needs are adequately satisfied through work, then workers will be motivated to improve performance.
- Team work can be improved by conducting various team building activities, games and providing team project to the employees at SBM
- Balance your priorities and maintain optimum mental health both at home and in the workplace. Employers will have to support their employees in achieving a healthy work/life balance. Time management skills need to be imparted through training.
- Total work-life balance index can be improved if each of the factors is considered by the organization.

### **Conclusions:**

In today's busy world, prioritizing between your work and your personal life can be a huge challenge. But studies show that a poor work-life balance can result in unhealthy levels of stress, unhappiness, and even reduced productivity.

Work-life balance becomes a visible benchmark among high performing organizations that reap the economic and reputational benefits of being publicly recognized as a 'best place to work' or an 'employer of choice'. Many Family-friendly organizations feel the need for work/ life balance which include recruitment and retention of valuable work force, reduced absenteeism, reduced employee stress, health benefits, job satisfaction, and better life balance. It has been suggested

that an effectiveness of work-life balance policies and practices must incorporate the effects of workplace culture and supervisor support of employees' efforts to balance work and Family responsibilities. The SBM can work on W-L balance practices so that employees can able to balance the work and life.

The employee's social aspects scope is low, which can be considered by the company to improve the social needs to make them capable to balance their work and life. Research suggests that improving the balance between our working lives and our lives outside work can bring real benefits for employers and employees. It can help build strong communities and productive businesses.

The majority of people spend more hours at work than they do with family or friends. The time management will help the employees to balance their work and life. The work can effective and efficient through team work, the compensation and benefits motivate the employees to perform their best, work allotted to employees need to be according to their area of interest, according to their skills and competences.

Work life balance not only affects the individual but also affects the organization. Therefore today solving work life balance conflict is the concern for all growing organization, and can be taken as a part of organizational development

### **Scope of the Study:**

The present study is confined itself to analyze the work life balance of the employees in the sample branches of State bank of Mysore, Bangalore

- There is a scope increase the sample size
- Scope to include more branches in other areas.
- Scope to assess W-L Balance with respect to gender
- Scope to assess the impact of work life balance on performance of the employees.

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