

A Study on Work- Life Balance of Working Couples in Trichy

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Abstract

Work-Life balance is one of the most significant aspects in the life of working couples. In today's competitive and ever demanding workplace striking a cord between responsibilities at work and home becomes an extremely difficult task. Work-life balance refers to the synchronization between accountabilities at the workplace and other roles and responsibilities of the personal life that are important to individuals. In an ideal situation there should be a perfect balance between the time spent at work and home, but in reality this seems to be practically impossible. When conflict arises between these couples, it has adverse consequences for both employees and organisation. These shuffling dual roles may prevent representatives both married and unmarried to contribute optimally to the organisation because of time pressure and expanded levels of stress and emotional burnout. The data are collected through questionnaire and the sampling technique is Disproportional sampling technique. For measurable investigations, SPSS-25 version used and Statistical tools like percentage analysis, ANOVA, Correlation, Chi-square and 't' test applied. The findings were based on the Research hypothesis, demographic profile and various dimensions of work-life balance of working couples. Suggestions and Conclusion are based on these findings. This paper aims on the work-life balance of working couples in Trichy.

Introduction

“Working couples are those where both the husband and wife of the family pursue careers that require a high degree of commitment, special training, with a continuous developmental nature adding to increasing degrees of responsibility. Working couple's life, the main problems of the working women, who are a significant part of a working couple, may include lack of flexibility in the workplace, male-trailing spouses, career versus relationship child bearing conflicts etc. The key for working couples is to establish a system to help them balance their career and personal activities. For each couple the dynamics are little different, depending on their personal circumstances.

The barrier has two different factors. Main factor was obviously related to those who are the earning members of the household as well as who will take care of the household. The male ruled society developed an atmosphere where only male worked for earnings and the female members take care of the household. But the position has taken its own shape with increase in pressure of globalized environment where both the members of the household have started working to make their livelihood more meaningful. The traditional joint family arrangement, which



was pre – dominant in most of the developing countries including India, has additionally seen the sudden flux of working couple to maintain the increasing cost of living.

Today, there are no more individual working members, as there are couples working as a single unit and attempting to improve the standard of living to a great extent. This expanding pressure of work and 24 x 7 workplace has empowered has enabled to develop a concept which most of the people termed it as WLB or Work Life Balance. Today, individuals are more focused on their career and because of this, sometimes, it compels them to focus on their concentrate on their jobs only and this, occasionally make social disturbances.

The next idea thus has its own nature of significance as it has a strong linkage with the society as well as personal lives of individual members of the society. The major concern that may emerge in this regard is obviously related to type of jobs that the individual members are doing. In some of areas, the wages are so low that it is difficult to survive in a very competitive workplace. The expanding in pressure of unemployment is also creating a burden, not only for the economy but also for the prospective or existing entities of different organizations. This has probably, for the first time has raised the concept of Work Life Balance, a new mechanism, that most of the prominent players in their respective areas have started introducing for the first time. Today, representatives are treated as a resource and they are basically the face of the company. Therefore, this paper is to take analysis for the purpose.

Review of literature

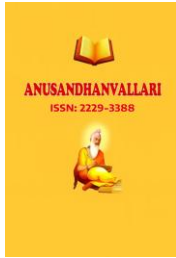
Dijkers J.,Engen M.V &Vinkenburg C.(2012) This article reasons that those couples or working parents worked in adaptable arrangement were more successful as compared to those who worked at typical working hours. Women made use of adaptable working hours scenario more as compared to men. It was also found that parents working at adaptable hours or places were more satisfied even if they were working more hours per week.

GunavathyJ.S(2013) This article features that the major constrains in executing work life balance policies in Indian manufacturing industry are long working hours , giving care at home, poor understanding between representatives and supervisors, lack of time management in people. Some of the effective practices for balancing work and life were adaptable work arrangements, five working days in a week, vacation and leave facilities, employee engagement, welfare and talent enrichment programs and fitness.

Bjørnholt M.(2014) This article makes a longitudinal report on 16 couples with kids who entered into work sharing arrangements 30 years back as a part of task. After 30 years, it was discovered that the families have changed from male-as-breadwinners concept to dual labor couples except those couples who were separated. And these couples demonstrated positive work life balance and satisfaction because of work sharing between them.

Prasad (2015) This article highlights a record of the work life balance practices followed by some enormous companies and famous personalities. And then the articles makes a conclusion basing on literature review and survey that better work life balance give better performance and also that only 16% of representatives are happy with the work life balance policies of their company.

Singh A. (2016) this article features that awareness of work life balance policies is very significant. This article makes a investigation in a software company and states that there was lack of awareness of work life balance policies among the representatives, other than some few common policies. Hence organizations must make a formal communication of the work life balance policies to the representatives.



Chieh-HengKo (2018) This article highlights that it is the help from the family that helps the representatives to balance between their work domain as well as life. And also the representatives who are able to find balance between work and life, performs better in their work domain.

Research methodology

Statement of the problem

The main problem is to function effectively in the workplace partners in the career couple must be able to negotiate a balance between the demands of work and family. Work and family emerges as major reason for negative outcomes for work, family and individual to integrate their work and family in a more satisfying way. Therefore, this paper will analyse the work-life balance of working couples in Trichy.

Objectives of the study

The research has been undertaken with the following objectives:

1. To examine the level of work-life balance of working couples.
2. To list out the various demographic profile of the respondents.
3. To find-out work-family conflict and work-life conflict.
4. To analyze various factors of work-life balance of working couples.
5. To find out suitable suggestions for working couples to balance their work and life there by to increase their level of satisfaction.

Research Design

Research design proposed for the study is 'Descriptive' kind of research design. The research deals with work-life balance of working couples in Trichy. In this paper the researcher attempts to analyze the various dimensions of work-life balance of working couples such as Work-family conflict, work-life conflict, family management, working time and job stress. Hence descriptive design was adopted.

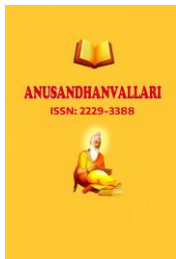
Data collection

Data was collected in two ways.

- i. Primary data and
- ii. Secondary data.

Primary data

The primary data was collected by questionnaire survey method based on a pilot study. The primary data are those data which are collected a fresh and for the first time. It is the first hand data collected directly from the couples who are working in a company with a designed schedule for the purpose at Trichy in Tamil Nadu.



Secondary data

Secondary data was collected from websites, journals and research articles to support the research.

Research Hypothesis:

1. There is a significant correlation between age of the respondents and various dimensions of work-life balance of working couples.
2. There is a significant difference between gender of the respondents and various dimensions of work-life balance of working couples.
3. There is a significant difference between respondents' type of organization and various dimensions of work-life balance of working couples.
4. There is a significant difference between respondents' sector of organization and various dimensions of work-life balance of working couples.
5. There is a significant difference between respondents' nature of job and various dimensions of work-life balance of working couples.
6. There is a significant variance among the respondents' educational qualification with regard to various dimensions of work-life balance of working couples.
7. There is a significant association between monthly income of the respondents and various dimensions of work-life balance of working couples.
8. There is a significant association between experience of the respondents and various dimensions of work-life balance of working couples.
9. There is a significant association between number of dependents and various dimensions of work-life balance of working couples.

Sampling techniques

Sample size: 89. The sample data was collected from the working couples who are working in company at Trichy in Tamil Nadu. Disproportional sampling is a probability sampling technique which has been used to select the sample. Disproportional sampling technique; the sampling fraction of each stratum varies.

Period of study

The study on work-life balance of working couples in Trichy was carried out during the period of September 22th to October 27th 2020.

Analysis of data

The analysis of the collected data was carried out using percentage analysis, correlation test, 't' test, ANOVA test and 'Chi-square' test.

Table 1: Karl Pearson's Co-Efficient of correlation between the respondents' Age and various dimensions of work-life balance of working couples

S.No	Work-life balance of working couples	Correlation value	Statistical Interface
1.	Work-family Conflict	0.601**	P < 0.01 Significant
2.	Work-Life Conflict	0.635**	P < 0.01 Significant
3.	Family management	0.507**	P < 0.01 Significant
4.	Working Time	0.648**	P < 0.01 Significant
5.	Job stress	0.554**	P < 0.01 Significant
6.	Work-life balance of working couple	0.637**	P < 0.01 Significant

** Correlation is **significant** at the **0.01** level

* Correlation is **significant** at the **0.05** level

Table 1: There is a significant correlation between age of the respondents and various dimensions of Work-life balance of working couple such as Work-family Conflict, Work-Life Conflict, Family management, Working Time and Job stress.

Table 2: 't' test between respondents' Gender and various dimensions of work-life balance of working couples

S.No	Work-life balance of working couples	- X	S.D	Statistical Inference
1.	Work-family Conflict			

	Male (N:44)	17.4091	3.01406	t =7.888 df=87
	Female (N:45)	21.4000	1.54331	p < 0.001
2.	Work-Life Conflict			
	Male (N:44)	14.5909	2.45251	t =8.551 df=87
	Female (N:45)	17.9778	1.01105	p < 0.001 Significant
3.	Family management			
	Male (N:44)	21.2955	3.39342	t =7.095 df=87
	Female (N:45)	25.1333	1.27208	p < 0.001 Significant
4.	Working Time			
	Male (N:44)	15.2955	1.79896	t =7.922 df=87
	Female (N:45)	18.0444	1.46094	p < 0.001 Significant
5.	Job stress			
	Male (N:44)	19.4545	2.55593	t =5.978 df=87
	Female (N:45)	22.0000	1.26131	p < 0.001 Significant
6.	Work-life balance of working couple			
	Male (N:44)	89.4318	9.32214	t =8.577 df=87
	Female (N:45)	103.20	5.33258	p < 0.001 Significant

Table 2: There is a significant difference between respondents' Gender and various dimensions of Work-life balance of working couple such as Work-family Conflict, Work-Life Conflict, Family management, Working Time and Job stress.

Table 3: 't' test between respondents' Sector of organization and various dimensions of work-life balance of working couples

S.No	Work-life balance of working couples	- X	S.D	Statistical Inference
1.	Work-family Conflict			
	Government (N:37)	17.3784	3.28592	t =6.292 df=87
	Private (N:52)	20.8846	1.95693	p < 0.001
2.	Work-Life Conflict			
	Government (N:37)	14.3243	2.59330	t =8.333 df=87
	Private (N:52)	17.7115	1.16040	p < 0.001 Significant
3.	Family management			
	Government (N:37)	21.0270	3.63995	t =6.779 df=87
	Private (N:52)	24.8077	1.45573	p < 0.001 Significant
4.	Working Time			
	Government (N:37)	15.3243	1.95866	t =5.996 df=87
	Private (N:52)	17.6538	1.69063	p < 0.001 Significant
5.	Job stress			
	Government (N:37)	19.3514	2.78105	t =5.345

	Private (N:52)	21.7308	1.35929	df=87 p < 0.001 Significant
6.	Work-life balance of working couple			
	Government (N:37)	88.9459	10.08835	t =7.326 df=87
	Private (N:52)	101.69	6.30760	p < 0.001 Significant

Table 3: There is a significant difference between respondents' Sector of organization and various dimensions of Work-life balance of working couple such as Work-family Conflict, Work-Life Conflict, Family management, Working Time and Job stress.

Table 4: 't' test between the respondents' Nature of job and various dimensions of work-life balance of working couples

S.No	Work-life balance of working couples	- X	S.D	Statistical Inference
1.	Work-family Conflict			
	Full time (Regular) (N:35)	17.4000	3.37987	t =6.292 df=87
	Part time (Contract) (N:54)	20.7407	2.05752	p < 0.001
2.	Work-Life Conflict			
	Full time (Regular) (N:35)	14.2571	2.64956	t =8.333 df=87
	Part time (Contract) (N:54)	17.6296	1.21774	p < 0.001 Significant
3.	Family management			
	Full time (Regular) (N:35)	21.0000	3.74166	t =6.779 df=87

	Part time (Contract) (N:54)	24.6852	1.56403	p < 0.001 Significant
4.	Working Time			
	Full time (Regular) (N:35)	15.3714	2.00126	t =5.996 df=87
	Part time (Contract) (N:54)	17.5370	1.76670	p < 0.001 Significant
5.	Job stress			
	Full time (Regular) (N:35)	19.3143	2.85710	t =5.345 df=87
	Part time (Contract) (N:54)	21.6667	1.37361	p < 0.001 Significant
6.	Work-life balance of working couple			
	Full time (Regular) (N:35)	89.0000	10.37814	t =7.326 df=87
	Part time (Contract) (N:54)	101.19	6.71544	p < 0.001 Significant

Table 4: There is a significant difference between respondents' Nature of job and various dimensions of Work-life balance of working couple such as Work-family Conflict, Work-Life Conflict, Family management, Working Time and Job stress.

Table 5: One way analysis of variance among the respondents' educational qualification with regard to various dimensions of work-life balance of working couples

S. N	Source	Df	SS	MS	- X	Statistical Inference
1.	Work-family Conflict					
	Between Groups	2	196.454	98.227	G1= 18.8000 G2= 17.1923	F=12.930 P < 0.001

	Within Groups	86	653.321	7.597	G3= 20.4828	Significant
2.	Work-Life Conflict				G1= 16.0000	F=30.346
	Between Groups	2	231.200	115.600	G2= 13.8462	P < 0.001
	Within Groups	86	327.609	3.809	G3= 17.4310	Significant
3.	Family management				G1= 25.8000	F=29.876
	Between Groups	2	366.522	183.261	G2= 20.1154	P < 0.001
	Within Groups	86	527.523	6.134	G3= 24.4138	Significant
4.	Working Time				G1= 17.4000	F=11.036
	Between Groups	2	81.935	40.968	G2= 15.1923	P < 0.001
	Within Groups	86	319.256	3.712	G3= 17.2931	Significant
5.	Job stress				G1= 22.2000	F=18.810
	Between Groups	2	150.658	75.329	G2= 18.7308	P < 0.001
	Within Groups	86	344.398	4.005	G3= 21.5172	Significant
6.	Work-life balance of working couple				G1= 100.20	F=20.855
	Between Groups	2	3006.396	1503.198	G2= 87.3462	P < 0.001
	Within Groups	86	6198.840	72.080	G3= 100.12	Significant

G1= Diploma, G2= Under Graduate and G3= Post Graduate

Table 5: There is a significant variance among the respondents' educational qualification with regard to various dimensions of Work-life balance of working couple such as Work-family Conflict, Work-Life Conflict, Family management, Working Time and Job stress.

Table 6: Association between respondents' monthly income and various dimension of work-life balance of working couples

S.no	Work-life balance of working couples	Monthly income			Statistical Inference
		Rs.10000 to Rs.20000 (N:10)	Rs.20001 to Rs.30000 (N:63)	Above Rs.30000 (N:16)	
1.	Work-family Conflict				$x^2=7.575$ df =2 p < 0.05 Significant
	Low level	0	27	8	
	High level	10	36	8	
2.	Work-Life Conflict				$x^2=14.327$ df =2 p < 0.01 Significant
	Low level	0	26	12	
	High level	10	37	4	
3.	Family management				$x^2=10.022$ df =2 p < 0.05 Significant
	Low level	0	32	5	
	High level	10	31	11	
4.	Working Time				$x^2=11.448$ df =2 p < 0.05 Significant
	Low level	0	36	7	
	High level	10	27	9	
5.	Job stress				$x^2=8.424$ df =2 p < 0.05 Significant
	Low level	0	30	8	
	High level	10	33	8	

6.	Work-life balance of working couple				$x^2=12.043$
	Low level	0	36	6	df=2
	High level	10	27	10	p < 0.05 Significant

Table 6: There is a significant association between respondents' monthly income and various dimensions of Work-life balance of working couple such as Work-family Conflict, Work-Life Conflict, Family management, Working Time and Job stress.

Table 6: Association between respondents' Experience and various dimension of work-life balance of working couples

S.no	Work-life balance of working couples	Experience				Statistical Inference
		Below 5 yrs (N:11)	5 to 10 yrs (N:27)	11 to 15 yrs (N:39)	Above 15 yrs (N:12)	
1.	Work-family Conflict					$x^2=9.009$
	Low level	5	12	18	0	df=3
	High level	6	15	21	12	p < 0.05 Significant
2.	Work-Life Conflict					$x^2=14.226$
	Low level	7	16	15	0	df=3
	High level	4	11	24	12	p < 0.05 Significant
3.	Family management					$x^2=15.031$
	Low level	2	13	22	0	df=3
	High level	9	14	17	12	p < 0.05 Significant
4.	Working Time					

	Low level	3	15	25	0	$\chi^2=17.628$ df=3
	High level	8	12	14	12	p < 0.01 Significant
5.	Job stress					$\chi^2=10.991$ df=3
	Low level	5	12	21	0	p < 0.05
	High level	6	15	18	12	Significant
6.	Work-life balance of working couple					$\chi^2=16.454$ df=3
	Low level	3	15	24	0	p < 0.01
	High level	8	12	15	12	Significant

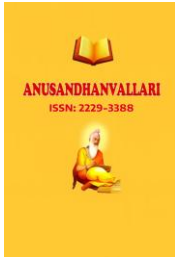
Table 6: There is a significant association between respondents' experience and various dimensions of Work-life balance of working couple such as Work-family Conflict, Work-Life Conflict, Family management, Working Time and Job stress.

Table 7: Association between respondents' Number of dependents and various dimension of work-life balance of working couples

S.no	Work-life balance of working couples	Number of dependents			Statistical Inference
		Upto 3 members (N:15)	4 to 5 members (N:58)	More than 5 members (N:16)	
1.	Work-family Conflict				$\chi^2=12.873$ df=2
	Low level	8	27	0	p < 0.05
	High level	7	31	16	Significant

2.	Work-Life Conflict				$\chi^2=18.028$ df=2 p < 0.001 Significant
	Low level	11	27	0	
	High level	4	31	16	
3.	Family management				$\chi^2=16.220$ df=2 p < 0.001 Significant
	Low level	5	32	0	
	High level	10	26	16	
4.	Working Time				$\chi^2=19.367$ df=2 p < 0.001 Significant
	Low level	7	36	0	
	High level	8	22	16	
5.	Job stress				$\chi^2=14.547$ df=2 p < 0.01 Significant
	Low level	8	30	0	
	High level	7	28	16	
6.	Work-life balance of working couple				$\chi^2=19.761$ df=2 p < 0.001 Significant
	Low level	6	36	0	
	High level	9	22	16	

Table 6: There is a significant association between respondents' Number of dependents and various dimensions of Work-life balance of working couple such as Work-family Conflict, Work-Life Conflict, Family management, Working Time and Job stress.



Findings And Suggestions

Findings based on socio-demographic profile of the respondents

1. Majority (i.e.) 60.7 per cent of the respondents were in the age group of 26 to 35 years.
2. More than half (i.e.) 50.6 per cent of the respondents were female.
3. Majority (i.e.) 65.2 per cent of the respondents were Post Graduates.
4. More than three-fourth (i.e.) 79.8 per cent of the respondents were working in Indian company.
5. More than half (i.e.) 58.4 per cent of the respondents were working in Private organization.
6. Majority (i.e.) 60.7 per cent of the respondents were doing part time job.
7. Nearly three-fourth (i.e.) 70.8 per cent of the respondents had their monthly income from Rs.20001 to Rs.30000.
8. Nearly half (i.e.) 43.8 per cent of the respondents had 11 to 15 years experience.
9. More than three-fourth (i.e.) 79.8 per cent of the respondents were Hindu.
10. Majority (i.e.) 67.4 per cent of the respondents belong to nuclear family.
11. Majority (i.e.) 65.2 per cent of the respondents had 4 to 5 dependents.

Findings based on Low and high level of various dimensions of work-life balance of working couple

1. Majority (i.e.) 60.7 per cent of the respondents had high level with regard to work-family conflict.
2. More than half (i.e.) 57.3 per cent of the respondents had high level with regard to work-life conflict.
3. More than half (i.e.) 58.4 per cent of the respondents had high level with regard to family management.
4. More than half (i.e.) 51.7 per cent of the respondents had high level with regard to working time.
5. More than half (i.e.) 57.3 per cent of the respondents had high level with regard to job stress.
6. More than half (i.e.) 52.8 per cent of the respondents had high level with regard to work-life balance of working couple.

Findings based on the Research hypothesis

1. There is a significant correlation between age of the respondents and various dimensions of work-life balance of working couples.
2. There is a significant difference between gender of the respondents and various dimensions of work-life balance of working couples.
3. There is a significant difference between respondents' type of organization and various dimensions of work-life balance of working couples.
4. There is a significant difference between respondents' sector of organization and various dimensions of work-life balance of working couples.
5. There is a significant difference between respondents' nature of job and various dimensions of work-life balance of working couples.
6. There is a significant variance among the respondents' educational qualification with regard to various dimensions of work-life balance of working couples.
7. There is a significant association between monthly income of the respondents and various dimensions of work-life balance of working couples.
8. There is a significant association between experience of the respondents and various dimensions of work-life balance of working couples.
9. There is a significant association between number of dependents and various dimensions of work-life balance of working couples.



Suggestions

1. Working couples have to manage their duties and responsibilities in such a way that they will be able to set aside time for different activities like looking after their children and home, for social activities, for leisure, etc., if they learn to set aside time for the different needs of their families, they will also feel a sense of fulfillment.
2. Working couples should try to manage their housework efficiently. They should utilize the help of domestic helpers wherever possible to reduce the workload.
3. Working couples should stop feeling guilty about neglecting their homes and children. They should realize that they are engaged in economic activities so that they are able to provide better facilities to the well being of their homes and children.
4. Managing the complex challenges of a demanding lifestyle also requires that both partners have a clear understanding of how to address their personal needs, whether physical, spiritual or emotional needs. They should take proper care of each other and look after their health. This in turn will help in reducing the stresses of daily living.
5. Working couples employed in workplaces that do not have rigid work schedules should try to adjust their working hours outside home in such a way that they are able to spend more time with their families. Spending adequate time with the family will help foster stronger emotional bonds between the members of the family. This will in turn have a positive impact on the physical health and mental well being of the couples.
6. One of the most positive ways to reduce stress is doing exercise and every working couple should be getting at least 30 minutes of it per day. Working couples who eat healthy food and doing exercise are less at risk of getting sick and missing days from work.
7. Organization ought to permit their employees at least some flexibility to take care of their children. This can include the ability to take time off to pick up a sick child from school, the ability to see a child's school play at noon or flexible start/end time for parents who drop off or get kids from school.
8. Organization should provide company outings. One of the best ways to boost their employee morale and help workers get to know each other in a non-stressful capacity is by offering an occasional company outing.
9. Organization should provide wellness benefits. Wellness benefits including gym memberships, healthy snacks and even massage treatments can help all of their employees.
10. Organization ought to support employee training, workshops and education. The fast rise of online media and new technologies can deliver everybody's knowledge base rapidly out dated. Help their representatives' master new tech by supporting training and workshops.
11. Employees may look for change. Create habits that ensure good nutrition, sleep and exercise. Build support systems within their family and team that help them out when they need it and enable better time utilization.

Conclusion: This paper aims to analyse the work-life balance of working couples at Trichy in Tamil Nadu. Working couples are going to be the preferred lifestyle of the present time. The workplace will continue to challenge the traditional stereotyped gender roles. As a result, working couples will have to strive hard to maintain their individual identities at home and in the workplace and at the same time, they will have to change their mindset regarding traditional gender roles to some extent. To be successful in maintaining happy and successful domestic and professional lives, they will have to constantly review their priorities in life and make necessary changes in their roles according to the needs of the family, workplace and the society at large. The working couples will also have to understand the importance of thinking creatively, so that they are successful in meeting the domestic expectation and economic realities of life.



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