



Relationship Between Irv, Frv, Wrv with Work Life Balance

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ABSTRACT

The concept of Work-Life balance is as old as the concept of God and his creation.

Work-Life Balance is not necessarily a new concept and the terminology work/life balance has evolved over time. Throughout history, work and life were basically integrated. Life activities like community involvement, childcare, and elder care happened right alongside work. One major change is that many families no longer have an adult who doesn't work outside the home. Without someone in the household attending to life issues full-time, employees now have to find time to take care of tasks like childcare or caring for an elder parent in addition to their professional workload.

Keywords- : Work Life Balance, WRV,FRV,IRV

INTRODUCTION

As per Wikipedia the expression “**Work-life Balance**” was first used in the UK in the late 1970’s to describe the balance between an individual’s work and personal life.

Due to shifts in the labor market and the changing nature of work, Work Life Balance is currently at the highest point of the plan for government and business. While Work Life Balance generally centered around family-friendly workplaces – basically concerned with empowering mothers to adjust work and childcare duties – there is expanding acknowledgment from associations that Work Life Balance is about more than families, and are rather helping representatives to have entry to working courses of action that are good with their different obligations, way of life and their work.

In this study we have taken up the antecedents of WLB such as IRV (Individual related variables), FRV (Family related variables), and WRV (Work related variables) to be studied along with Work Life Balance.

Individual related variables (emotional intelligence, age, gender and marital status); family related variables (spouse support, parental demands and household responsibility); work related variables (work schedule flexibility, task variety and task autonomy) and work life balance and its dimensions, namely, WIPL (work interference with personal life), PLIW (personal life interference with work) and WPLE (work/ personal life enhancement).

Hypotheses:

H1: There exists a significant relationship between individual related variables and Work-life Balance of women employees in the organization.

H2: There is a significant correlation between family related variables and Work-life Balance of women employees.

H3: There exists a significant relationship between Work related variables and Work-life Balance of women employees in the organization.

Specific Research Objectives are as follows:

- To study the relationship between Individual related variables and Work-life Balance of women employees in service sectors considered.
- To analyze the relationship between Family related variables and Work-life Balance of women employees.
- To study the relationship between Work related variables and Work-life Balance of women employees.

Tools being used

Work Life Balance Scale (Hayman, 2005)

Hayman adapted work life balance scale originally developed by Fisher (2001). This broader approach is useful for organizations to assess the non work domain of employees, as family may not be relevant to all employees. Moreover this scale also measures positive spill over or enhancement (Hayman, 2005).

The scale consisted of 14 items, designed to assess three dimensions of work life balance, i.e., Work Interference with Personal Life (WIPL-6 items), Personal Life Interference with Work (PLIW-4 items), and Work/Personal Life Enhancement (WPLE-4 items).

The first dimension, work interference with personal life (WIPL) included items e.g. “Commitment at work prevents me from taking up voluntary activities”, “My job responsibilities have affected my health as well as my physical fitness”. The content of these items reflect the extent to which work interferes with personal life.

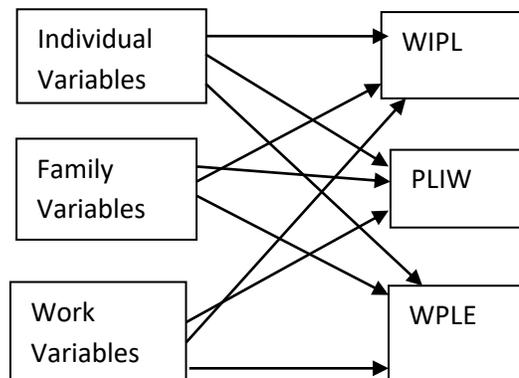
The second dimension is personal life interference with work (PLIW). The items included in this component indicate the opposite direction of work personal life interference. Examples of the items include “I will be sometimes late for work in

attending household chores”, “Find difficulty to concentrate and give my best at work due to family tension/personal stress”. They depict the extent to which ones’ personal life interferes with work.

The items of the third dimension work/personal life enhancement (WPLE) involved positive effects of ones’ work on personal life or vice versa, the extent to which ones’ personal life enhances work. Examples of the items included were, “Better mood at job keeps me enthusiastic to be with my family”, “My personal/family life satisfaction motivates me to work”.

The respondents were asked to indicate the level of agree, using a five point scale (e.g. Strongly Disagree to Strongly Agree).

Below here is a sample model being created for the study and Cronbach Alpha value is being given in the table below.



	Cronbach's Alpha	Composite Reliability	Average Variance Extracted (AVE)
Family Related	0.903	0.922	0.597
Individual Related	0.794	0.879	0.709
Personal Life Interference with work	0.775	0.848	0.584
Work Interference with personal Life	0.811	0.865	0.563
Work related	0.908	0.923	0.523
Work/ Personal life Enhancement	0.748	0.856	0.664

The above table shows that Individual Related variables do not have a significant relationship with Work Life Balance. Family Related variables have a significant relationship with Work Life Balance. Work Related variables do have a significant relationship with Work Life Balance. Work Life Balance is mostly related with WRV and FRV. IRV does not have much impact on Work Life Balance of employees.

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