

The Influence of Work-Life Equilibrium on Employees Routine in Higher Education Institutions

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Abstract — Work-life balance essentially refers to the favorable connection between work and other vital activities in life, such as family, leisure, personal growth, and community development matters. The connection cannot be distinctly characterized and differs from individual to individual based on their life requirements. Work-life balance aims to provide employees with more flexibility in their work routines, enabling them to harmonize their job duties with their external responsibilities and personal interests. The aim of the research was to investigate how work-life balance impacts employee performance. The specific goals were to determine how the conflict of work-family priorities impacts employee performance and to assess how employee assistance programs influence employees' routine. The study employed a descriptive method, specifically a case study approach. The approach employed for data collection was the primary method. Primary data was collected using structured questionnaires. Data was examined using the statistical package for social science (SPSS). The information was displayed in table form with percentages shown. Chi-square tests were conducted to assess whether the independent variables affect the dependent variable. The research showed that conflicts between work and family priorities impacted employee routine. The research, consequently, determined that achieving work life balance is a crucial element of both work and family that should be adopted to enhance employee routine. The study thus suggested that organizations find methods to balance employees' job responsibilities with their family needs to minimize the disparity and enhance overall satisfaction.

Keywords — Life Requirements, Job Duties, Employees' Routine, Responsibilities, Satisfaction

1. Introduction

The real doubt is “Are we work to live or live to work”- the research has shown that the home and workplace are the two main spheres in the life of a working individual. While some may argue that self-actualization is achieved through our occupations, reaching the heights of our career paths, true self-actualization includes both our jobs and our personal lives (family, personal matters, community participation). When a person joins an organization, they do not give up their life for their job; they rather aim to find equilibrium between both areas. Attaining this equilibrium is vital for a healthy lifestyle.

Work-life balance means integrating professional obligations, whether carried out in an office or remotely, with leisure pursuits to enhance the enjoyment of life. It does not suggest that you should split your life evenly between work and leisure; instead, it means achieving a balance between the two to promote harmony in your physical, emotional, and spiritual health. Concerns about achieving work-life balance came to the forefront in the 1970s, as an increasing number of women began to join the workforce. At that time, the issue was perceived as both a women's issue and a societal challenge. In the late 1980s, human resource experts identified this aspect of employment policy as a potential business concern. Social changes have altered the needs of both employees and employers.

2. Research Objectives

- To identify the influence of work-family priorities conflict on employee performance at Madras University.
- To assess how employee assistance programs influence employee performance at Madras University.

3. Research Hypotheses

- H01: Work-family priorities conflict does not have a significant effect on employee performance at Madras University.
- H02: Employee assistance programs at Madras University do not significantly impact employee performance.

4. Scope of the Study

The research study examined the influence of work-life balance on the performance of employees at Madras University. A total of 110 employees were involved. Participants were chosen from both the teaching and non-teaching staff. The sample for the study consisted of 70 respondents.

5. Limitations of the Study

Certain respondents hesitated to provide confidential information that was crucial for the study. The researcher guaranteed the employees that the information provided would be handled confidentially and would only be used for research purposes. Some respondents took their time in completing and submitting the questionnaires.

6. Review of Literature

Kumar and Mohd (2014) state that work-life balance involves individuals possessing a level of control over when, where, and how they perform their work. It is believed that work-life balance exists primarily within the context of what the organization provides for the individual.

Gupta and Sharma (2013), through observing the everyday lives of numerous employees, identify two primary concerns that must be addressed to achieve work-life balance: time and stress. Effectively managing these two elements is the key to an ideal work-life balance. Thus, the formula for work-life balance is: Work-life balance = Time management + Stress management, as plagiaristic by Gupta and Sharma.

7. Work life Balance and Employee Performance

Greenhaus et al, (2017) the interference between work and personal responsibilities has several adverse effects that have been thoroughly documented in research. Regarding job attitudes, workers who report high levels of both work-to-life and life-to-work conflict often show lower job satisfaction and organizational commitment. Behavioural outcomes resulting from both forms of conflict include diminished work effort, decreased performance, as well as higher absenteeism and turnover

8. Research Design and Methodology

In this research, primary data was gathered through the administration of a questionnaire. The questionnaire was structured into various sections to thoroughly address the objectives of the study. It also included close-ended and structured questions. The structured questions offered a selection of answers from which the respondents could choose the most appropriate responses.

8.1 Validity of the Questionnaire

Somekh and Cathy (2005), validity is the extent to which the sample of test items accurately reflects the content that the test is intended to measure. Content validity, which was utilized in this study, was an

assessment of the degree to which data gathered using a particular instrument corresponds to a specific domain or content of a particular concept. The pilot questionnaires were analyzed utilizing Cronbach's alpha, where $\alpha = 0.81$ was obtained as indicated in

Table 1: Cronbach's Alpha Table

Variables	No.	Cronbach's α
Work life priorities conflict	7	0.79
Work life assistance programs	8	0.81
Employees performance	7	0.82
Reliability coefficient		$\alpha = 0.81$

Subsequently all of the Cronbach's Alpha values surpassed 0.7, the test items were considered valid for the study. Therefore, the questionnaire was utilized for the study. The pilot study facilitated the researcher in familiarizing themselves with the research and its administrative procedures, in addition to recognizing items that required adjustments. The results allowed the researcher to correct inconsistencies that arose from the instrument, thereby ensuring it accurately assessed the intended constructs.

8.2 Work Family Priorities Conflicts

A number of issues were raised concerning work family priorities conflicts and the responses were as in table 2 below:

Table 2: Work and family priorities conflict

	5	4	3	2	1
Work-life /work-family conflict represents a significant source of stress and family discord.	42.9%	42.9%	4.8%	4.8%	4.8%
Work-family conflicts are associated with labour market decisions.	15.9%	66.7%	9.0%	7.0%	0.5%
Work outcomes such as job dissatisfaction, high intentions to leave, low productivity, and insufficient commitment are correlated with misaligned work-family priorities.	49.2%	36.5%	3.2%	11.1%	0.0%
Equitable Work – Family Priorities foster a motivated workforce and elevated employee morale.	61.92%	30.2%	4.8%	1.6%	1.6%
Work-life conflict constitutes a primary source of stress for me.	17.5%	52.4%	7.9%	17.5%	4.8%
Work-life/Work family adversely affects my overall well-being..	12.7%	33.3%	12.7%	33.3%	7.9%

Work life consumes all my time throughout the day, leaving me with no opportunities for my family.	31.7%	11.1%	19.0%	19.0%	19.0%
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Key: 5=strongly agree; 4=agree; 3=neutral; 2=disagree; 1=strongly disagree

Table 2 illustrates that 42. 9% of employees strongly agreed and another 42. 9% agreed that work-life/work-family conflict was a significant source of stress and family discord. 4. 8% strongly disagreed, and 4. 8% disagreed, while 4. 8% remained neutral regarding this idea. 66. 7% of the respondents agreed, with 15. 9% strongly agreeing, that work-family conflicts are associated with labor market decisions, while 7% disagreed, 0. 7% strongly disagreed, and 9% were neutral on this matter. 49. 2% of employees strongly agreed, and 36. 5% agreed that issues such as job dissatisfaction, high turnover intention, low productivity, and lack of commitment are linked to misaligned work-family priorities, with 11. 1% disagreeing and 3. 2% remaining neutral. 62. 9% and 30. 2% strongly agreed and agreed, respectively, that balanced work-family priorities lead to a motivated workforce and high employee morale, while 1. 6% strongly disagreed and 1. 6% disagreed; however, 4. 8% were neutral regarding this idea. Regarding the assertion that work-life conflict is a significant source of stress, 17. 5% strongly agreed and 52. 4% agreed, while 17. 5% disagreed and 4. 8% strongly disagreed, with 7. 9% being neutral on this topic. A tie was observed between those who agreed and disagreed with the notion that work-life/work-family conflict negatively affected their overall well-being at 33. 3%, yet 12. 7% strongly agreed, 7. 9% strongly disagreed, and 12. 7% were neutral. 31. 7% strongly agreed, and 11. 1% agreed that work-life consumes all their time during the day, leaving them without time for their families, while 19. 0% strongly disagreed, 19% disagreed, and 19% were neutral.

The results align with Neal and Hammer (2002), who state that the conflicting demands between career and family seem to create personal pressure for employees. More often than not, conflict tends to impose pressure on employees as they attempt to manage the two roles that must be fulfilled simultaneously.

8.2 Hypothesis Testing

Chi-square tests were conducted to determine the relationship between test and critical values. The chi-square test values obtained were compared with the critical value (the 0.05 level of significance). The null hypothesis was rejected if the test statistic was greater than the critical value.

Table 1.3 Work/family priorities conflict and employee performance		Test value	df	Critical value
1.	Work-life /work-family conflict represents a significant cause of stress and family discord.	54.8	4	9.49
2.	Work family conflict is associated with labour market choices.	59.2	3	7.81
3.	Work outcomes such as labour dissatisfaction, increased turnover intention, decreased productivity, and lack of commitment are connected to improper work family priorities	34.9	3	7.81
4.	Well-balanced work family priorities result in a motivated workforce and elevated employee morale.	87.2	4	9.49
5.	Work life conflicts are a primary source of stress for me.	45.3	4	9.49
6.	Work life and work family conflict negatively affect my overall well-being.	19.1	4	9.49
7.	My work life consumes a large portion of my day, leaving me with insufficient time for my family.	19.1	4	9.49

As illustrated in table 1.3 above at a 0. 05 significance level, the issues raised regarding work/family priorities conflict dismissed the null hypothesis that work/family conflicts do not significantly impact the performance of employees at Madras University. These issues encompassed: work-life/work-family conflict is a significant source of stress and family conflict; work-family conflict is connected to labour market choices; work outcomes such as job dissatisfaction, high turnover intention, and low productivity, along with lack of commitment, are associated with misguided work-family priorities; balanced work-family priorities contribute to a motivated workforce and increased employee morale; work-life conflicts present a substantial source of stress for me. Because the test statistic values exceeded the critical values, the null hypothesis (H0) was rejected, and consequently, the alternative hypothesis (H1) that work-life/family priority conflicts influence employee performance at Madras University was upheld.

9. Conclusion

The research aimed to find answers to the following hypothesis: Work-family priorities conflict does not significantly impact employee performance at Madras University; Employee assistance programs at Madras

University do not significantly influence the performance of employees. The study's objectives were accomplished, and the connection between the independent and dependent variables was established. The following are the conclusions of the study according to each objective.

The employees of Madras University agreed that work and family priorities conflicted, which negatively impacted their performance. The employees generally believed that work-life/family conflict was a significant source of stress, and family conflict, along with work-family conflicts, is associated with decisions in the labour market, work outcomes such as job dissatisfaction, a high intention to leave, low productivity, and a lack of commitment that are tied to misaligned work-family priorities.

A balanced approach to work-family priorities results in a motivated workforce and enhanced employee morale. Work-life conflict was identified as a major stress source, and work-life/work-family conflict diminished their overall well-being and productivity, with a lack of commitment linked to misaligned work-family priorities. Madras University has implemented several employee assistance programs, which include the provision of health services, counselling services, financial aid from financial institutions, and a physical fitness program. It was determined that these employee assistance programs contributed to improving the employees' performance and well-being.

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