

Impact of Work-Life Balance on Employee Performance”: An Empirical Study on Employees working in Degree College Affiliated to Bangalore University

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Abstract—Quality of Work Life (QWL) is being defined as “The Quality of the relationship between the man and task at workplace”. QWL has gained prominence in the Organizational Behaviour as an indicator of the overall of human experience in the work place. QWL refers to the relationship between a worker and his environment, adding the human dimension to the technical and economic dimensions within which the work is normally viewed and designed. QWL focus on the problem of creating a human working environment where employees work co – operatively and achieve results collectively. QWL refers to the level of satisfaction, motivation, involvement and commitment individuals experience with respect to their line at work. QWL is the degree of excellence brought about work and working conditions which contribute to the overall satisfaction and performance primarily at the individual level but finally at the organizational level.

The perceptions on the instructive capability demonstrate that among the aggregate respondents 67% (334) are having PG with M.Phil. It can be comprehended that the greater part of the employees has the base capability required for instructing in higher instructive organizations, notwithstanding they are required to update their capability with Ph.D. or SLET/NET. The appropriateness means scores on Quality of Work Life Measurements general mean score extended from 3.393 to 4.042 and the measurement Social Significance and Work-Life secured higher mean score and remained at the top though the measurement Sufficient and Reasonable Pay secured the slightest score and remained finally. Of the eight measurements given the respondents are of the sentiment that Social Importance and Work Life has the most astounding effect, second is looked for the Open doors for Development and Security, and the slightest choice is opined for Work and Aggregate Life Space.

Index Terms—Quality of Work Life, Work Life Balance, Organizational Effectiveness, Employee Performance, Effective Environment, Work Place Esteem, Learning.

I. INTRODUCTION

Quality of Work Life is an important factor in motivating employees and increasing their Job Satisfaction which helps the organization to achieve its goals. More emphasis is given on Quality of Work Life by the researchers in the present scenario. The study concluded that there is a moderate level of Quality of Work Life is found among the faculty members and the demographic variables namely age, gender, marital status, income, experience and number of children has a significant influence on Quality of Work Life of the engineering college faculty members.

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primarily at the individual level but finally at the organizational level. QWL provides a more humanized work environment. It attempts to serve the higher – order needs of workers as well as their more basic needs.

Quality of Work Life (QWL) is a generally new idea which is characterized by the general Quality of a person's working life. QWL is once in a while considered as a sub-idea of the expansive idea of personal satisfaction, which alludes to the general Quality of a person's life. Personal satisfaction incorporates factors, for example, wage, wellbeing, social connections, and different factors, for example, bliss and satisfaction.

Training, the base for embellishment an individual into a proficient, Insightful, moral and very much mannered identity is recognized as a fundamental factor for survival in the present situation. The real pretended here are by the higher instructive organizations which try to spread learning among understudies. Information is the key asset for worldwide aggressiveness. The procedures of Liberalization, Privatization and Globalization (LPG), alongside mechanical insurgency have additionally fortified the essentialness of an information-based society.

1.2 NEED AND SIGNIFICANCE OF THE STUDY

Truth be told the personnel turnover rate in the Arts and Science universities is substantially higher contrasted with the Government and Aided Colleges. The purposes behind leaving the employment are; absence of chances for vocation advancement, the absence of adaptability and flexibility, bring down pay, separation in prizes and advantages, strife amongst administration and employees, the absence of scholarly and research condition, constrained open door in work planning, and so on. Every one of these variables is basically related to Quality of Work Life (QWL), as QWL manages both the characteristic and outward parts of employment.

The essential goal of the examination is to analyse the connection between Quality of Work Life and its impact on Employee Performance. In this study a structured questionnaire is distributed among the teachers who teach at Under Graduate level affiliated to Bangalore University.

1.3 OBJECTIVES OF THE STUDY

The Primary Objective of this study is to investigate the relationship between Quality of Work Life Balance and its impact on Employee Performance.

The Secondary Objectives are as follows:

1. To dissect the connection between Quality of Work Life and Effectiveness of employees.
2. To give reasonable proposals to enhance Quality of Work Life and Its Effectiveness'

1.4 RESEARCH DESIGN

This investigation endeavours to portray different attributes identified with Quality of Work Life and Job Satisfaction, and to discover the relationship between the chose financial factors and different measurements of Quality of work life. Thus, Descriptive research configuration has been received. Engaging exploration contemplates are worried about depicting the attributes of a specific individual or a gathering.

1.5 VARIABLES OF THE STUDY

Dependent Variables: The title of the issue proposes that there are two ward factors:

- a) Quality of Work Life
- b) Effectiveness

1.6 SAMPLING

The example for the Present Study is drawn from 146 Arts and Science Colleges situated inside Karnataka District and affiliated to Bangalore University. An estimated 4815 teachers are currently working in these colleges. For the purpose of this research work a structured questionnaire was drafted and the sample is drawn from 500 teachers from the universe.

1.7 LIMITATIONS OF THE STUDY

1. This examination covers just Arts and Science Colleges, inside Karnataka District, including 500 respondents for the Study.
2. Determination of free factors for the investigation is kept to a couple of individual traits and hierarchical attributes.
3. The predisposition of the respondents is pervasive in a few surveys which an analyst can't control.
4. Speculation of the investigation depends on the respondents' responses to the inquiries and restricted to the degree of the idea of the devices.

1.8 REVIEW OF LITERATURE

Pruett, Ellen S. (2001) His examination on rebuilding staff workload: A subjective investigation of the impacts of personnel part separation on senior employee's view of the nature of work life was directed at Midwestern Land allow University.

Jaime X. Castillo and Jamie Cano (2004) led an elucidating correlational investigation to depict the measure of fluctuation in employees' general level of occupation effectiveness clarified by Herzberg, Mausner, and Snyderman's (1959) work spark and cleanliness factors. A statistic for this investigation was directed among staff at the College of Food, Agricultural, and Environmental Sciences at The Ohio State University. The aftereffect of the investigation demonstrates that the Faculty in the College of Food, Agricultural, and Environmental Sciences were for the most part happy with their employment. In any case, female employees were less fulfilled than male workforce in the present investigation which infers that there might be a few frameworks set up which neglect to think about the impression of female employees.

Sardzoska Elisaveta (2005) completed an examination on "Relationship among view of Quality of Work Life and Job Satisfaction". The outcomes picked up by correlative strategy are introduced in a sufficient table. Correlative investigation uncovered a presence of critical relationship among nature of work life and effectiveness with a bigger number of examined work properties: effectiveness with association, control, arranging and data about work; effectiveness with open door for an expansion of capabilities and acknowledgment; effectiveness with instalment and incitement; effectiveness with work identity interrelations; effectiveness with the administrative style; effectiveness with the cooperation on work among partners, organization and administration; and effectiveness with crafted by the administration for hierarchical advancement and high calibre. The aggregate occupation effectiveness was demonstrated as a solid determinant of the change of nature of work life.

Hanita Sarah Saad, AinoJauhariah Abu Samah (2008) learned about the representative's impression of their work-life quality in the college. The test showed that each of the QWL factors individually is a remarkable indicator of Job Satisfaction. In any case, 7 QWL factors are never again noteworthy indicators for work effectiveness when all the 10 QWL factors are gone into the relapse condition. Utilizing various direct relapses, just 3 QWL factors (weightiness of occupation, good faith on hierarchical change and independence) are essentially identified with Job Satisfaction.

Nimalathan.B and Ather.S.M (2010) were planned an investigation to relate between Quality of Work Life and Job Satisfaction. An aggregate number of 133 scholarly experts (Lecturer, Assistant Professor, Associate Professor and Professor) were chosen from eight private colleges situated at Chittagong, Bangladesh on a stratified arbitrary inspecting premise. The outcomes demonstrate private colleges don't have benefit rules, vocation improvement programs, grants offices, favourable workplace, investigate offices, and so forth for their scholarly experts.

1.9 ANALYSIS AND INTERPRETATION

The accompanying measurable instruments in particular:

- 1) Percentage Analysis
- 2) Chi-square Test
- 3) Factor examination
- 4) Weighted Average and Analysis of change
- 5) Discriminant Function
- 6) Inter-connection Matrix
- 7) Path coefficient investigation
- 8) Regression and non-parametric tests are connected for examination and elucidation of information.

1.9.1 DISCRIMINANT INVESTIGATION

Discriminant investigation is a factual strategy which permits to think about the contrasts between at least two gatherings concerning a few factors at the same time and give a method for ordering any protest/individual into the gathering with which it is most intently related and to derive the relative significance of every factor used to segregate between various gatherings. A straight mix of indicator factors, weighted such that it will best separate among bunches with the minimum blunder is known as a direct discriminant work and is given by: $D = L1.X1 + L2.X2 + \dots + LK.XK$, where Xi 's are indicator factors, Li 's speaks to the discriminant coefficients, and D is the estimation of the discriminant capacity of a specific people/component to such an extent that if this esteem is more noteworthy than a specific basic esteem $D^* = (D1 \text{ bar} + D2 \text{ bar})/2$, the individual would be arranged in assemble I; generally the individual would be ordered in Gathering III.

In the present examination, there are three gatherings in particular Clients with bringing down fulfilment (Gathering I: $n1=105$), with medium fulfilment (Gathering II: $n2=251$) and with higher fulfilment

(amass III: n3=141). Gathering II has been prohibited from the investigation. 10 Indicator factors to be specific occupation fulfilment factors considered for the examination incorporates the accompanying table. The various relapse models showed that out of the logical factors under investigation, all factors with the ANOVA - SATISFACTORY AND REASONABLE PAY

exception of F1 and F5 have essentially contributed to Y. The investigation of difference of various relapse modular for Y shows the general noteworthiness of the model fitted. The coefficient of assurance R2 esteem appeared that these factors set up together clarifying the varieties of Y to the degree of 74.2 %.

Basis	DF	SS	MS	F
Between congregations	4.98	98.944	13.788	10.14**
Between congregations	2993	4076.918	1.361	

Noteworthy at 1 % level

Since the “F” is noteworthy the Null Hypothesis of no distinction in the mean appropriateness score on the Satisfactory and Reasonable Pay proclamations among the employees are rejected and there is a momentous distinction in the mean scores among the Weighted Average Mean Score of Adequate And Fair Pay

employees. The Mean satisfaction score of the respondents utilizing weighted normal and positioned based on the weighted normal mean scores got for each of the articulations under the different measurements are talked about beneath.

S.No	ADEQUATE AND FAIR PAY	WEIGHTED AVERAGE SCORE	RANK
S1	I am happy with the salary from the work	3.305	4
S2	My monetary needs are satisfied sufficiently	3.251	5
S3	I will proceed in the present occupation regardless of pay	3.671	1
S4	I am overcompensated in my activity	3.221	6
S5	I feel content with the quantum of my salary increment	3.411	3
S6	Pay in my establishment is on a par with most different Institutions offer	3.451	2

SOURCE: Primary Information

The above table demonstrates the general weighted normal mean appropriateness score acquired by every one of the announcements given under the measurement Satisfactory and Reasonable and Pay. The view of employees on the announcement that “I will proceed in the present occupation regardless of pay” (S3), positioned to start with, has got a normal mean agreed score of 3.671, while the announcement that " Pay in my establishment is on a par with most different Institutions offer " (S6) remained at second rank, has the normal score of 3.451. The conclusion of respondents on the announcement that “I feel content with the quantum of my salary increment” (S5) has secured the third rank and has a normal score of 3.411 and the announcement that “I am happy with the salary from the work " (S1) has acquired a score of 3.305. The announcement that “My monetary needs are satisfied sufficiently” (S2) has a score of 3.251

through the announcement that "I am overcompensated in my activity" (S4) has secured minimum rank with the mean score of 3.221. It is comprehended that the majority of the employees are profoundly happy with their remuneration and will proceed with the present establishment independent of the Pay.

1.9.2 FINDINGS

It is seen from the investigation, that greater part has revealed the accreditation status in their Foundations, though 10.8% have detailed that their Establishment has no accreditation status to their organization. The vast majority of the employees have revealed that they have practical working conditions, trailed by 32.8 % have detailed that they have instructors' inspiration. It is discovered that there exist great working condition and staff inspiration in the higher instructive foundation.

Work and Aggregate Life Space explanations (S1-S4) mean score ran from 3.141 to 3.471 and the announcement S3 secured higher mean score and remained at the top though the announcement S1 secured minimum score and remained finally. The examination demonstrates that the respondents feel an adjusted work stack in relationship to individual life is accessible in the foundation.

The appropriateness means scores on Quality of Work Life Measurements general mean score extended from 3.393 to 4.042 and the measurement Social Significance and Work-Life secured higher mean score and remained at the top though the measurement Sufficient and Reasonable Pay secured the slightest score and remained finally. Of the eight measurements given the respondents are of the sentiment that Social Importance and Work Life has the most astounding effect, second is looked for the Open doors for Development and Security, and the slightest choice is opined for Work and Aggregate Life Space.

Among the 10 pleasantness scores on Employment effectiveness Components, the general mean score went from 3.370 to 4.218 and the consider Association Scholastic Process secured higher mean score and remained at the top through the factor pay and advantages secured the slightest score and remained finally. The examination of the general employment effectiveness factor among the employee demonstrates that the inclusion of the scholarly and Understudy Emotionally supportive network is profoundly fulfilled though Pay and Advantage and Foundation Offices have scored minimum effectiveness.

Nine components were distinguished as being greatest rate change accounted. The 7 explanations S29, S30, S31, S31, S32, S33, S34 and S35 were gathered together as a factor I (Execution examination, Support and acknowledgement) and records 9.26% of the aggregate difference. The 4 proclamations S21, S22, S23 and S24 constituted the factor II (Exploration consultancy and augmentation) and records 7.93% of the aggregate difference. Four explanations S13, S14, S15 and S16 constituted the factor III (Educating and Learning) and records 7.37% of the aggregate change. The 6 declarations S1, S18, S19, S20, S27 and S36 constituted the factor IV (Understudy Support and Movement) and records 7.36% of the aggregate change.

With respect to the general Quality of Work Life, 28.1% of the respondents saw the abnormal state of

Quality of Work Life and 21.1% of the respondents saw a low level of Quality of Work Life and the staying 50.3% are having moderate. As to the general occupation effectiveness level in showing condition, 54.7% of the respondents saw the abnormal state of employment effectiveness and 45.1% of the respondents are a low level of effectiveness.

1.9.3 RECOMMENDATIONS

Work is an essential piece of regular day to day existence as it is our job whether it might be a vocation or business. On a normal, we burn through twelve hours day by day that involves 33% of our whole life. Research on Nature of Work Life is thought to be essential at the individual and authoritative level. Nature of Work Life is considered for both the representatives and association and it is included with work effectiveness, efficiency, work inclusion, work improvement and so on.,

Countless individuals are resources in the higher instructive foundations. They are assuming a noteworthy part of the monetary development by contributing their insight, aptitudes and endeavours. So changing the work environment proactively utilizing a mix of all around outlined Nature of Work Life activities for the employees will yield upper hand as it will expand the activity effectiveness of the employees. This thusly will propel them to perform in a prevalent way, driving the foundations and their partners to a superior future by yielding the normal outcome.

II. CONCLUSION

An endeavour is made by the scientist to discover the recognition and connection between Nature of Work Life and Employment Effectiveness of employees. It is watched that a positive observation among the employees with the exception of few measurements, for example, sufficient and reasonable compensation, foundation and offices, work and aggregate life space, social combination.

Another world can be developed by youthful brains and instructive foundation representatives have a noteworthy commitment to sustaining, teaching these brains. The instructive representatives working life and condition assume a noteworthy part of their life. It has been demonstrated that QWL factors are basic for advancing a solid work culture, a great human asset

atmosphere, rouses and urges representatives to play out his obligations and put their most extreme exertion. This will give work fulfilment to worker and development to an organization. This examination gives the accompanying recommendations.

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