

A CORRELATIONAL STUDY ON WORK LIFE BALANCE AND QUALITY OF LIFE AMONGST UNIVERSITY STUDENTS IN MUMBAI

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ABSTRACT

The study aims at exploring the relationship between the Work - life balance and Quality of life amongst the university students working part time and full time. The data was collected from 110 participants from all different academic backgrounds. The participants were between the ages of 20 to 30 years. The scales used were Work - life balance (WLB) questionnaire and Satisfaction with life scale (SWLS). The obtained data was evaluated using statistical analysis. The results showed a significant and positive correlation between Work – Life Balance and Quality of Life. Additionally, it also revealed that the Work – Life Balance is not equal amongst males and females. The study can help throw a light on the existing disparity about the work life balance between both the genders. Moreover, planning an appropriate intervention can aid in cutting down the gap and attempt to make it equal.

Keywords: Work- life balance, Quality of life, part - time, full - time and University Students.

1. INTRODUCTION

Work – life balance in simple terms means the steadiness or convenience at which we try to maintain the stability of professional life as well as personal life. It is a necessity which maintains an equilibrium at work as well as in a person’s life. It is the equity of the number of hours a person spends at work in comparison to the time spent with family. It is levelling of the demands at work while prioritising personal life as per circumstances

The meaning of quality of life can be understood in many ways. It is the excellent way any human being can exist. It's the capability of doing right things for oneself to enjoy one's life. Different people may have different understanding about it. It can be understood in terms of health wealth society relationships environment factors etc.

Something which definitely should not be overlooked would be the impact of pandemic. People got so comfortable they started preferring work from home. In addition, a lot of families were affected due to the pandemic. As a result, many students or the young adults had to take up any kind of work to support the family financially.

Supporting one’s family financially can take a toll on their physical as well as mental health. As one is invested in earning more and supporting the family usually these aspects are neglected. Compromising with one’s well-being will directly impact the quality of life.

2. LITERATURE REVIEW

Author & Year	Area of Study	Gap
Awg Talip, Dyg Siti Nurshamira, Zaiton Hassan and Mark Kasa	The Relationship of Work Life Balance and the Quality of Life among Employees Studying Part Time.	One of the gaps can be part time studying. Additionally, the study also doesn’t explore the unique opportunities or challenges faced by them.
Sarang Bhola and Jyoti Jayasingrao Nigade. July 2016	Relationship between Work Life Balance, Quality of Work Life and Quality of Life of Women Working in Service Industry.	Gaps can be limited focus on women as it focuses only on working women. Lack of diversity; The study may also benefit from including participants from diverse backgrounds and cultures to explore whether work-life balance, quality of work life, and quality of life vary across different groups.

<p>Lalatendu Kesari Jena and Atasi Mohanty. March 2016</p>	<p>Work-Life Balance Challenges for Indian Employees: Socio-Cultural Implications and Strategies</p>	<p>A review of existing strategies and policies in India that aim to promote work-life balance, such as flexible work arrangements, family-friendly policies, and employee wellness programs. An assessment of the effectiveness of these strategies and policies in addressing work-life balance challenges and promoting employee well-being, particularly in the context of Indian culture and society.</p>
<p>Andrea Gragnano, Silvia Simbula, and Massimo Miglioretti. February 2020.</p>	<p>Work-Life Balance: Weighing the Importance of Work-Family and Work-Health Balance,</p>	<p>A detailed exploration of how work-family balance and work-health balance interact and affect each other, and how this impacts employee well-being and work performance. An analysis of the different factors that influence work-family balance and work-health balance, such as job demands, work-related stress, family responsibilities, and health-related issues.</p>
<p>Schnettler B, Miranda-Zapata E, Lobos G, Saracostti M, Denegri M, Lapo M, Hueche C. November 2018,</p>	<p>The Mediating Role of Family and Food-Related Life Satisfaction in the Relationships between Family Support, Parent Work-Life Balance and Adolescent Life Satisfaction in Dual-Earner Families.</p>	<p>A detailed exploration of the different types of family support that may impact adolescent life satisfaction, such as emotional support, practical support, and financial support, and how these may vary across different cultural and social contexts. An examination of the specific work-life balance challenges faced by dual-earner families, such as role conflicts, time pressures, and job demands, and how these may impact both parent and adolescent well-being.</p>

3. STATEMENT OF THE PROBLEM

To investigate the relationship between work - life balance and quality of life. Moreover, to study about the work – life balance in both the genders.

4. OBJECTIVE OF THE STUDY

To study the relationship between work - life balance and quality of life. The study also helps understand the differences in work – life balance in both, males and females.

5. SCOPE OF STUDY

Since the past two years the standard of life has changed drastically. The pandemic has impacted every individual. To sustain through the current life situations many students took up small jobs during the pandemic. Now that the colleges have resumed with the regular classes it requires a lot of time and energy on one’s part to focus on their education. This also tampers with their quality of work or the time dedicated to their respective jobs. Both of them indirectly affect an individual's quality of life. Depending on their coping skills and balancing tendencies their quality of life improves or decreases.

6. METHODOLOGY

6.1: Table of identification of variables:

Independent Variable	Dependent Variable	Proposed Statistical Analysis
Work - life balance	Quality of life	Pearson’s Product moment correlation

6.2 Hypothesis

H_{01} Work life balance is equal amongst Males and Females

H_{02} There will be a significant positive relationship between work – life balance and quality of life.

6.3 Research Design

The following research uses a correlational design completed using survey method. It studies whether increase or decrease in one variable causes an increase or decrease in the other.

6.4 Sample Design

The data was collected using a survey method with the help of google forms. Only the people falling between the ages of 18 - 30 years of age and who are also working were allowed to fill the form.

7. Data Collection

The data was collected using a survey method with the help of google forms. Only the people falling between the ages of 18 - 30 years of age and who are also working were allowed to fill the form. The scales used were Work - life balance (WLB) questionnaire and Satisfaction with life scale (SWLS). The total number of responses observed were 112.

8. DATA ANALYSIS AND FINDINGS OF THE STUDY

8.1 Demographic information of respondents:

Variable	Category	Frequency	Percentage
Gender	Male	78	69.6%
	Female	32	28.6%
	Prefer not to say	2	1.8%
Age	18 – 21	52	46.4%
	22 – 25	43	38.3%
	26 – 30	17	15.1%

8.2 Chi – square test on Work – life balance among males and females

Sr.No.	Gender	No. of respondents	Frequency (O_i)	E_i	$\frac{(O_i - E_i)^2}{E_i}$
1	Males	78	70.90	50	8.73
2	Females	32	29.09	50	8.74
3	Total	110	99.99	100	17.4

Table value of chi square test for degree of freedom 1 with significant value 0.05 is 3.841.

The calculated value for chi square test is 17.47 and is more than 3.841 and therefore the null hypothesis is rejected. Hence, there is a significant difference in work – life balance among both the genders.

8.3. Pearson' s product movement correlation

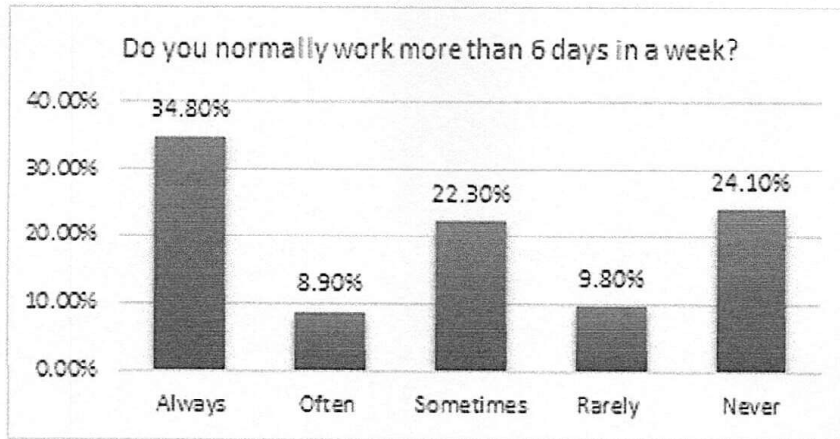
Variable		Work – life balance	Quality of Life
Work life balance	Pearson's r	—	—
	p-value	—	—
Quality of Life	Pearson's r	0.415***	
	p-value	< .001	

* $p < .05$, ** $p < .01$, *** $p < .001$

Table presents the Correlation for the variables Work – Life balance and Quality of Life. From the table, it can be said that Work – Life balance is positively and significantly correlated with Quality of Life ($r = 0.415$, $p < 0.001$). Hence the alternate hypothesis 'There will be a significant positive relationship between work – life balance and quality of life' is accepted.

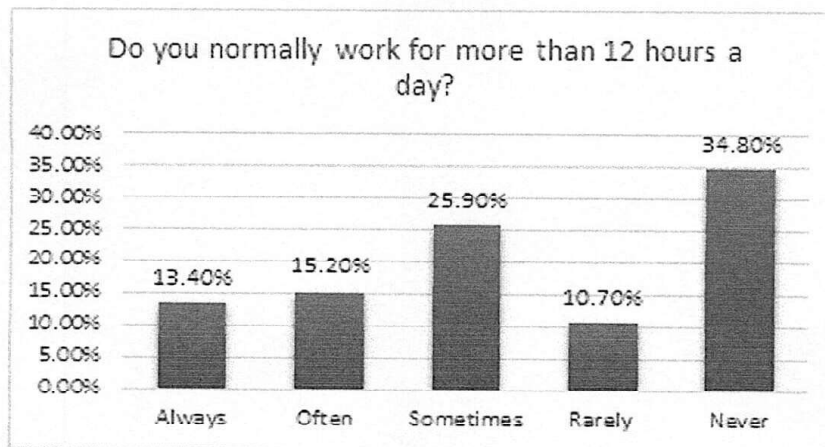
8.4. FINDINGS

Q1. Work days



As per the responses, a large number of people (34.80%) do work for more than 6 days a week, followed by 8.90% of people working often.

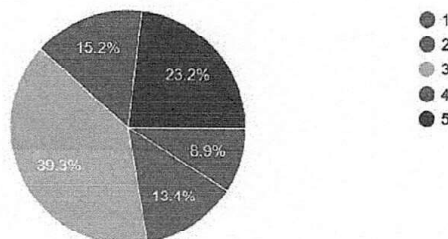
Q2. Work Hours



As per the results, a large amount of people never worked for more than 12 hours a day compared to 13.40% of people who always work more than 12 hours.

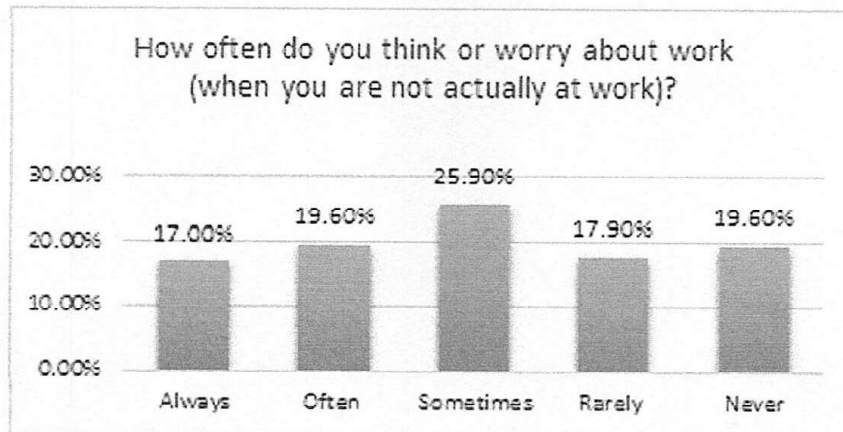
Q3. Balancing work life:

Do you feel you are not able to balance your work - life?
112 responses



The responses showed a fair number of participants (39.3%) are often not able to balance their lives with work.

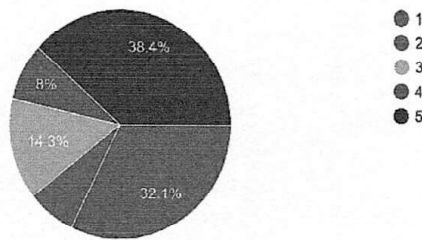
Q4. Worrying about work



As per the analysis, most of the participants (25.90%) sometimes tend to think about their work when they are actually not at work.

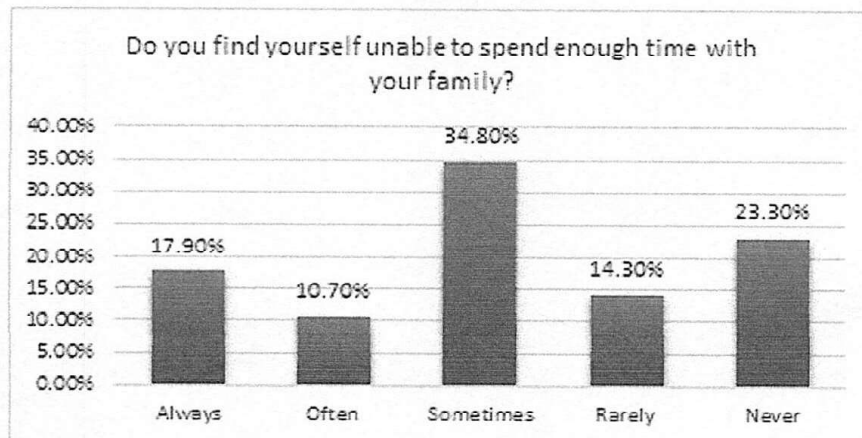
Q5. Working in shifts

Do you work in shifts?
112 responses



A 38.4% answered 'never' while answering if they worked in shifts a compared to 32.1% who replied for 'always.'

Q6. Family time:

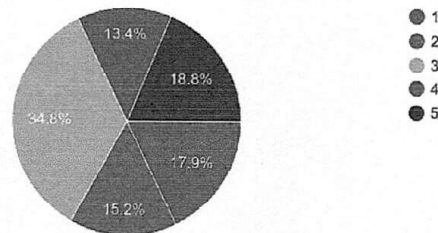


As per the results, 34.80% of people are sometimes unable to take time out for their families and other acquaintances.

Q7. Work Pressure

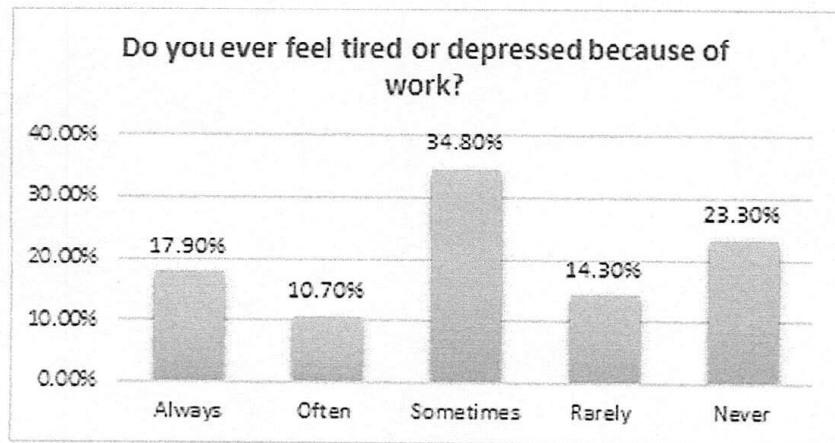
Do you ever miss out any quality time with your family or your friends because of the pressure of work?

112 responses



As per the above diagram, as many as 34.8% of people miss out in the quality time with their family and friends due to work pressure.

Q8. Effects of work:

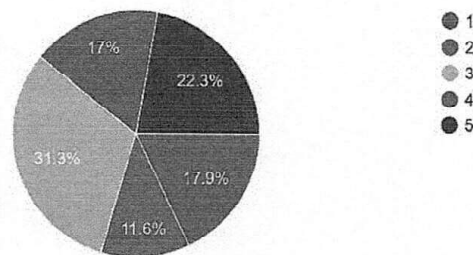


The above diagram shows that as many as 34.80% of people have felt sad or frustrated because of their work at some points in life.

Q9. Exercise:

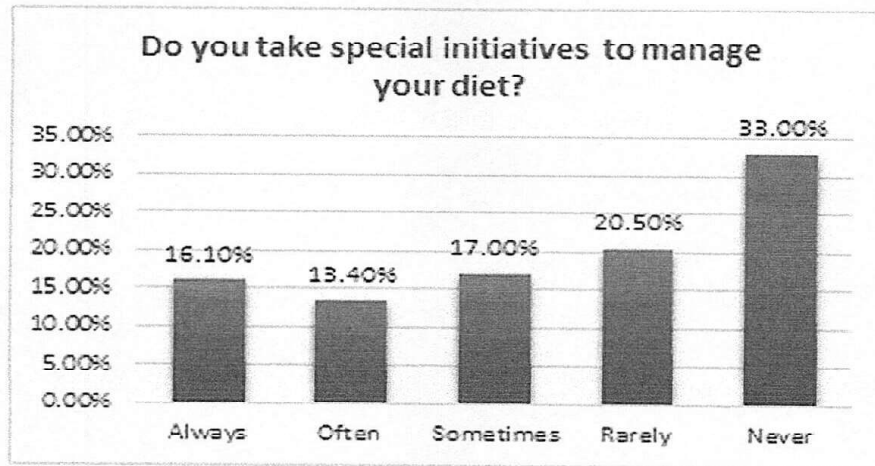
Are you able to get time for working out?

112 responses



As per the responses, 31.3% of participants somehow take time out to look after their physical health.

Q10. Dietary Incentives:



The above bar diagram depicts that a large number of people never take special measures to look after their diet throughout the day.

8.5. Descriptive Statistics

		Quality of Life
Valid		110
Missing		100
Mode	a	19.000
Median		21.000
Mean		20.800
Std. Deviation		5.957
Minimum		5.000
Maximum		35.000

^a More than one mode exists, only the first is reported

The above table shows the descriptive statistics for the responses on the scale of Quality of Life. The mean of the same stands at 20.8 with the standard deviation of 5.957.

9. RECOMMENDATIONS BASED ON STUDY

After carrying out the study it was noted that the work and quality of life is maintained by the people under study. Although some aspects under the same have been overlooked. Only less than half of the population take special incentives to maintain their health. As an organization the management can help run small wellness programs in the office to keep a check with the employees mental well – being. Similarly, small seminars or fun activities can also be planned and implanted to keep the physical health intact as well. Additionally, simpler initiatives like strictly working for ‘n’ number of hours and days can be followed by the individual. Apart from this some practices can also be initiated to curb the difference between both the genders when it come to maintaining the work – life balance. One of the small initiatives can be working equal hours and have the same number of leaves to each individual. When it comes to family support, the responsibilities at the household can be divided. This small step can help both the partners get some time for different recreational activities.

10. CONCLUSION

According to the findings, the work – life is positively correlated with quality of life. This depicts that some portion of the population studied takes proper steps to maintain the quality of life while working. As much as 30% of people are aware about the concept of quality of life and hence maintains it. Similarly, the study showed that while working people are also taking some measures to look after their diet and physical health.

Additionally, the study also revealed the disproportion between both the genders when it comes to maintaining the work life balance. The same could be because of a lot of reasons. As mentioned above taking some necessary steps can help minimize the gap.