



A Study on Family Work Life Balance of White-Collar Employees

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ABSTRACT:

This study intends to contribute to WLB research by evaluating the relevance of different nonwork domains outside of family and taking into account the heterogeneity of the contemporary labor force when analyzing WLB. Specifically, we (a) investigate the perceived importance of other nonwork life domains beyond family, with a focus on health; (b) compare the influence of the WFB and the WHB on job satisfaction; and (c) investigate how the effects of the WFB and the WHB on job satisfaction change depending on worker characteristics. The majority of studies on work-life balance have focused primarily on work and family roles, that is, work-family balance. The literature has investigated various aspects of work-family balance. A general classification identified four types of influence between work and family depending on their direction and valence. The term "family-to-work conflict" refers to a detrimental influence from the family domain to the workplace domain. When the effect remains negative but shifts from the work domain to the family domain, this is referred to as work-family conflict. This study included workers who answered an online questionnaire. The impact of the WFB and WHB on job satisfaction was explored using multiple and moderated regression analyses. The findings indicate that workers ranked health as essential as family in the WLB.

Keywords: Culture, Work-life balance, Flexibility, Individual's ability to balance, work-life, Support system, Societal culture, work-family balance, work-health balance, diversity in the workplace, job satisfaction, multiple regression, interaction analysis.

Introduction:

Work-life balance is a difficulty that many businesses and people are more aware of in workplaces and at home. Human resource managers look for ways to boost their organisations' bottom lines, boost employee happiness, keep on top of workplace trends, and retain people who have significant company expertise in today's fast-paced culture. This article offers human resource professionals a historical perspective, facts, and potential work-life balance solutions for businesses and workers alike. Three things make it harder to reconcile work and life: competitiveness, personal lives, family values, and an ageing workforce. In order to provide their businesses a competitive edge in the market, this article presents the idea that human resource managers should help their organisations take advantage of these aspects by implementing work-life initiatives. Work-family was a phrase that was used more commonly in the past than it is now. The current vogue is to utilise titles that incorporate the phrase "work-life," giving it a broader work-life meaning or labelling pointing to specific areas of assistance (e.g., quality of life, flexible work options, life balance, etc.). Work and family obligations compete with one another, creating work family conflict. Work-life balance is the capacity to allocate resources to fulfil family and work obligations so that people can demonstrate effective engagement in all areas of life.

DEFINITION OF WORK LIFE BALANCE:

"Work-life balance is an aspect of employee well-being related to the employee's ability to manage both personal and professional responsibilities with adequate time for rest and leisure. Each individual may define his or her ideal work-life balance differently."

the division of one's time and focus between working and family or leisure activities: "he needs to get his work-life balance right"

"Work life balance is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc. along with making a career, business travel etc."

What are White Collar Employees?

White collar employees are workers doing business strategy & management roles in a company. Employees working in professional, managerial, or administrative positions (non-manual) in an organisation are commonly referred to as white collar employees in contrast to the employees engaged in manual labour that are referred to as blue collar employees or workers.

White collar employees are the organization's strategic and decision-making leaders. White collar employees are more educated, have greater abilities, and come from a higher socioeconomic status than the rest of the workforce. White collar workers are paid more since they have more education and play a more strategic role. These are typically desk professions that require abilities such as leadership, time management, and people management, among other things.

Blue collar employees and pink-collar employees are similar worker classifications since they are mostly involved in manual and less-managerial labour in the organisation.

The contemporary labour force, distinguished by its heterogeneity and vibrancy, is a mosaic of lived realities in which workers struggle to reconcile their work and personal obligations. The traditional lines separating work and personal life have been redefined by the rise of dual-income households, changing family dynamics, and the pervasive impact of technology on work modalities. Therefore, it becomes essential to comprehend the subtle nuances of how workers manage these two realities in order to cultivate a positive and long-lasting work environment.

Why is work-life balance important?

Why is work-life balance important? - importance-work-private life When we talk about the importance of work-life balance, it interests a lot of people. It's not just for women. People think it's mainly aimed at women, but it's not. But this is not true. Men also worry about life balance. Men and women both value balance. They just use different words to talk about it.

Women and men talk about different things. Women love to talk about balance and how they experience life. Men love to talk about making time for their priorities and making an impact in different areas, like at work or in family life. Balance is a good thing for everyone. It doesn't matter whether you are a woman or a man.

Reduces Stress Level

Work stress is the fifth leading cause of death in the US. 25% of Americans believe work is the biggest source of stress in their lives. The problem is that people think they have no choice but to have other ways to make money and find work.

Balance in your life is created when you make choices. You stress yourself. By agreeing to take on more work when you don't have the capacity, or not delegating work that can be delegated, you're making the situation worse.

Promotes Better Physical Health

You will maintain your health if you eat healthy meals. Consuming nutritious food benefits your body and makes you stronger. Limit your intake of alcohol and sugar. Healthy sleeping habits are essential for a person's body. Their body won't function at its best if they don't.

Exercise benefits your health. Your physical health and strength are improved. Someone with a demanding job may experience issues. Working and juggling other responsibilities can be challenging. People occasionally need time to themselves.

Improves Your Relationships

You will spend more time with your family and friends if you lead a balanced lifestyle. You can enjoy activities together. Both you and those around you will be happier as a result.

Nowadays, people are too busy. They don't interact with others enough. This is a result of their excessive use of technology and insufficient social interaction.

Living in community means having relationships with others outside of your immediate family. You'll work harder and with greater purpose.

Brings Higher Levels of Success

Working hard will pay off. You can succeed more and still maintain a work-life balance. For those who want to be successful, balance is effective. However, people mistakenly believe that it entails receiving less of something. Gaining what you want out of life through finding balance entails success on your terms and involves Prioritise what is most significant to you first. You can then concentrate on it. Self-care allows you to assist others more effectively, and Your life is in your hands.

There are various tools and strategies that can be employed to facilitate family and work-life balance for white-collar employees. These tools often leverage technology to enhance flexibility and efficiency. Here are some commonly used tools:

Time Management Apps: Toggl: Assists with project and work hour tracking, enabling workers to efficiently manage their time.

Rescue Time: Tracks how much time is spent on various tasks on a computer, helping to identify areas that could use improvement.

Resources for Project Management: Asana, Trello, or Jira are some tools that facilitate task and project organisation. Better planning and collaboration lead to lower stress levels and a better work-life balance.

Solutions for Remote Work: When workers are working remotely, a virtual private network (VPN) guarantees safe access to resources linked to their jobs.

Tools for remote desktop (such as AnyDesk and TeamViewer): increases flexibility for white-collar workers by making it easier for them to access work computers from home.

Tools for Task Automation: If This Then That, or IFTTT, automates repetitive tasks by building conditional statements, which reduces workload and saves time.

Zapier: Simplifies procedures and boosts productivity by automating workflows and connecting various apps.

Applications for wellness: Employees can manage stress and enhance their general well-being by using these mindfulness and meditation applications. The management systems for parental and family leave.

Employees can take advantage of available benefits by using HR software systems that help track and manage parental and family leave.

Platforms for Learning and Development: Employees can advance their skills at their own pace with the help of Coursera, Udemy, or LinkedIn Learning, which promotes lifelong learning and professional growth.

Tools for Cooperation and Communication: Slack reduces the need for drawn-out meetings and improves the capabilities of remote work by facilitating real-time communication and collaboration.

Review of literature:

1. Name of the Researcher:

Title: A study on work life balance among bank employees in Madurai

Link: <http://hdl.handle.net/10603/240114>

Completed Year: 2001

There is no significant difference in the perception of Work-Life balance among the different classification of bank employees. There is no significant association between the socio-economic profile of employees and their perceived Work-Life balance. There is no significant association between the time spent for day-to-day activities by the employees and their perceived Work-Life balance. There is no significant combined effect of various factors on work-life balance level of bank employees. Work-life balance practices adopted in banks have no significant impact on the work-life balance level of bank employees. There is no significant difference in the perception of Work-Life balance practices implemented in the public sector and private sector banks. Various outcome variables considered in the study are not significantly depending on the perceived work-life balance of bank employees. there is no significant variation in how employees perceive their work-life balance across different classifications within the banking sector. Classification could refer to job roles, levels, or other categorizations. the amount of time employees spend on their day-to-day activities does not show a significant correlation with their perceived work-life balance.

2.Name of the Researcher:

Title: A Study on The Balancing of The Work and Family Life of Workers with Reference to Magnesite Industry In Tamil Nadu

Link: <http://hdl.handle.net/10603/240114>

Completed Year: 2002

In Tamil Nadu, there are various industries like cement industry, steel industry, sago industry, aluminium industry, textile industry, paper industry, Magnesite industry and so on. Among all these, the researcher had selected the Magnesite industry to do this research because, comparatively the workers of Magnesite industry suffer from more work-life imbalance due to heavy manual work, very hot working environment, inadequate facilities, older machines and equipment, etc. This study entitled work- life balance of the workers has been carried out in the Magnesite Industry in Tamil Nadu, India. This is based on workers survey through questionnaire as well as personal interview in the Magnesite companies. These researchers discovered that the degree of involvement an employee assigns to work and family responsibilities is linked to the relationship between work and family, which can have a significant impact on job and life satisfaction.

3.Name of the Researcher

Title: [Work life balance of women employees in its sector](#)

Link: <http://hdl.handle.net/10603/350026>

Completed Year: 2001

As of 2001, Jeffrey Hill These three writers conducted research on the topic of "Finding an Extra Day a Week: The Positive Impact of Perceived Job Flexibility on Work and Family Life." work-family balance,' which looks at how perceived flexibility affects when and where work-family balance occurs. The information comes from an American work and life issues survey conducted by International Business Machines (IBM) in 1996. After adjusting for gender, marital status, paid and unpaid work hours, and occupational level, the results show that perceived job flexibility is associated with

an improved work-family balance. It seems that both people and businesses benefit from perceived job flexibility. Given the same workload, individuals with perceived job flexibility have more favourable work-life balance

4.Name of the Researcher

Title: Work family enrichment and Work life balance

Link: <http://hdl.handle.net/10603/30836>

Completed Year: 2002

Whether it is a conflict or a facilitation, the overall quality of work-family fit will vary from event to event and will be perceived differently by various individuals and groups. Certain events will be mitigated or made worse by enduring elements of the work-family interface and work-family exchanges. The detrimental effects of work-family conflict are mitigated by work-family facilitation.

The National Survey of Midlife Development in the United States used random telephone questions to collect responses from 1986 people, which served as the basis for the study. The measures included family-to-work conflict, family-to-work facilitation, and work-to-family conflict. A multivariate logistic regression model was used for the analysis.

Eby et al. (2000) have reviewed 190 work-family studies published in IO/OB journals from 1980 to 2002 and discussed the various topics namely, work-family conflict (WFC), work role stress, work-family assistance, work schedules, job-related relocation, career and job-related outcomes, gender and the relationship between work and family domains, dual-earner couples, and relationships among life domains.

5.Name of the Researcher

Title: A Study on Work Life Balance Of Employees In Information Technology Companies In Pune

Link: <http://hdl.handle.net/10603/287053>

Completed Year:2003

The researcher claims that work-life balance has gained prominence in the workplace in a society where people are faced with competing obligations and responsibilities. In this corporate work environment, office work seems never-ending. Family and household demands are rising to unprecedented levels. According to the research, the majority of employees believe that a work-life balance boosts their level of commitment to the company. The ability of employees to strike a balance between work and personal and family obligations naturally reduces work pressure and associated stress. One factor contributing to work-life imbalance is an employer's excessive workload. The researcher offered advice on how to schedule activities and manage time. Every employee should have a unique work-life balance plan created for them. The study has categorised work-life initiatives into five main categories: time-based strategies, such as job sharing, telecommuting, and flexible scheduling; information-based strategies, such as elder care resources, relocation assistance, and company work-life balance intranet; money-based strategies, such as paid leave and dependent scholarships; direct services, such as on-site childcare takeaway dinners; and culture-change strategies, such as training or emphasising employee performance. These tactics will support companies in having committed staff members. Additionally, this will assist the worker in striking a balance between his family and career.

Research Methodology:

Title: "Family and work life balance of white-collar employee's".

Title of the Study: A study on "family and work life balance of white-collar employee's".

Significance of the study:

This study is significant because it has the potential to advance both academic research and practical applications. Employees' complex experiences with work-life and family balance can be uncovered, and the results can help shape workplace regulations that are sensitive to the needs of a diverse workforce. Furthermore, gaining insight into each employee's unique experience can open doors for interventions that improve societal harmony, employee wellbeing, and organisational effectiveness.

The study of white-collar workers holds profound significance in our contemporary world. It goes beyond the confines of occupational roles and delves into the core of societal structures, economic prosperity, and individual well-being. As such, this dissertation aims to elucidate the compelling reasons why understanding white-collar workers and their experiences is a matter of both academic and practical importance.

The term "white collar" derives from the fact that these workers were traditionally linked with high average incomes and posh office rooms because they wore white collared dress shirts. A manager is a white-collar employee, while a caretaker is a blue-collar person. However, as white-collar employment accounts for the majority of the working class, most "shirt and tie" occupations are low-paying and involve a high level of stress, particularly in the modern service and technology sectors.

This contributes to increased office productivity because the individual is less concerned about his personal responsibilities. It also enables the employee to spend quality time with family on vacations, leisure time, working on his or her health, and so on. As a result, work-life balance is crucial for employees and enhances their enthusiasm to work for the organisation.

The well-established consequences of work-life imbalance on mental health in white-collar professionals further emphasise the study's importance. In this group, mental health issues, stress, and burnout are becoming more common, which has an effect on worker productivity as well as employee well-being.

The outcomes of organisations are directly impacted by work-life balance. Reduced job satisfaction, higher turnover rates, and a decline in overall organisational effectiveness can be observed in a workforce that experiences a high degree of work-life imbalance.

Objective:

1. To study on family and work life balance of white-collar employees.
2. To analyse the psychological well-being and job satisfaction of white-collar workers in relation to their work-life balance.
3. To assess the impact of long working hours on the work life balance of white-collar employees.
4. To examine the influence of family support system (spouse, parents, children) on the work life balance of white-collar employees.
5. to investigate the impact of technology (e.g., smartphones, constant connectivity) on the work-life balance of this group.

Research Design:

In this study researcher will use quantitative researcher design because researcher want to study the work life balance of white-collar worker in industrial rubber private limited company. And selected by non-probability sampling method.

Tools for Data Collection:

The data of this study has been collected from primary sources. The primary data has been collected from the HR manager with the help of semi structured questionnaire. Individual was conducted form HR manager were selected randomly.

Universe:

The present study has been carried out in the INDUSTRIAL RUBBER PRODUCT private ltd of the Guraipada, Vasai.

Sampling Method:

The sampling technique used for the study was Random Sampling technique. Present study has been conducted in a randomly selected Industrial rubber product private ltd. Company.

Sample:

In present study researcher will select 33 respondents. Because 350 employees work in the company. Total Sample size consisted of 38 subjects. Inclusion criteria in the sample were marital status, gender, present salary, job satisfaction, stress, working condition, time management, personal life etc.

Variable:

Age

Gender

Income

Job satisfaction

Work life balance

Education level

Stress level

Time management

Family

Working hours

Organizational culture and environment

Findings:

The results of this survey support the belief that striking a balance between one's personal and professional lives is crucial for achieving greater success in all spheres of life, including career-related ones. Work and Personal Life Balance is a serious concern for both employers and employees due to the growing number of working people and shifts in how people view a company's commitment and loyalty. These regulations also benefit employers by fostering the growth of a more devoted and effective workforce. The conclusions are supported by a review of the literature and an analysis of primary data. The primary data is gathered via structured questionnaires given to the white-collar workers who are the subject of the study as well as through unstructured interviews with a few important organisation resource people. Based on a survey of white-collar workers in the Vasai service sector of Industrial Rubber and Product Limited, these findings reveal some concerning information regarding the respondents' work-life balance.

General findings:

The finding of the undertaken research adheres to the following questions

1. How crucial is a work-life balance for employees?
 2. How do the workers feel about the balance between their life and work, both now and in the past and in the future?
 3. Why are female employees needed to fill these positions?
 4. Is there an imbalance between one's personal and work lives?
 5. How does work-life balance come about?
- Work life balance: Tables 4.7 present the answer for variable 7. These results indicate that most respondents have a favourable opinion of their work-life balance, with a sizable fraction (63.64%) rating it as "good." Some people, on the other hand, express neutrality, fairness, or poorness regarding their work-life balance, suggesting that their work-life circumstances may need some improvement.
 - Satisfied with your job: Table 4.8 present the answer for variable 8. These results imply that when it comes to job satisfaction, most respondents fall into the satisfied and neutral categories. But some people also voice their dissatisfaction, with a lower proportion expressing extreme dissatisfaction. This data highlights areas that may require attention or improvement in the workplace by indicating a range of sentiments regarding job satisfaction among the surveyed population.

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