A Grounded Perspective on Work-Life Balance Among Private Sector Professionals

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Abstract – **A Qualitative Study on Work-Life-Balance of individuals Working in the Private Sector was the title of the current study, which set out to investigate work-life balance among the 22 individuals that were chosen. Through five themes—work-related concerns, family-related issues, self-related issues, other difficulties, and coping mechanisms—the study employed thematic analysis. According to the findings, many workers forgo their personal time in an effort to strike a balance between work and life. Women in particular face numerous role tensions in their roles as moms and other family responsibilities. Nowadays, a lot of guys like to take on domestic duties. Numerous coping mechanisms employed by the staff have been covered in the current study.**

Index terms – Work-Life Balance, Private Sector Employees, Employee Well-being, Qualitative Research.

I. INTRODUCTION

A sound and optimistic mind is crucial in the modern world, where a person's lifestyle, competitiveness, and other internal and external demands on them make it crucial for them to fit into any social setting. Today, psychology plays a crucial role in the workplace by keeping staff members happy and inspired to work hard. This is for the benefit of the organization as well as for individual development and progress, including problem-solving, crisis management, and self-confidence. Workers go back to their personal lives in the evening after working for half of the day. Maintaining excellent and positive physical, mental, social, and emotional health depends on them striking a balance between their personal and professional obligations.

The way one prioritizes their profession and lifestyle is known as work-life balance. Work-Life Balance in Psychology examines the advantages and disadvantages of striking a balance between one's personal and professional lives. Work-life conflict has been the subject of numerous research. The present study sheds light on a number of work-life balance-related topics and the coping mechanisms employed by staff members to preserve the equilibrium.

We all play a variety of roles in our lives, and it can be challenging and even problematic to manage and fulfill the obligations required in each role without failing any of them.

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Workers return to their families in the evening after working for nearly half of the day. juggling and shifting their responsibilities and priorities between their professional and personal lives. Since their energy levels fluctuate, it becomes extremely difficult and important for them to meet all of the needs of both realms. Not being able to devote enough attention to each domain could cause discontent and guilt regarding their respective tasks. The general quality of life as well as one's physical, mental, and social health and wellbeing will suffer if these conflicting experiences persist. Workplace performance may also be impacted. One's activity in one domain may be impacted by conflicts and issues encountered in another.

In order to illustrate the beneficial effects that disputes have for employees, some research define the terms enrichment and facilitation. When someone is successful in one area of life, it makes it easier for them to succeed in other areas as well, which gives them a sense of total fulfillment in both their personal and professional lives. Additionally, research shows that mastering multitasking facilitates more effective and seamless management of both personal and professional obligations.

Although it is somewhat challenging to provide a universal definition for "work-life balance," Kalliath & Brough (2008) have characterized it as

"Work-life balance is the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities"

The notion of work-life balance is explained by a number of theories, some of which are well-known and will serve as the foundation for the current investigation. These theories include segmentation, compensation, spillover, and border theory.

Segmentation Theory

Initially it was believed that work and life were two separate segments and did not affect each other. Blood and Wolfe (1960), who contributed to this perspective of work-lifebalance, applied the concept on blue collared workers. They explained that for workers who are unsatisfied or give an unsatisfactory performance or un-involving jobs, and separation and segmentation of work and home is a natural process. This leads to disconnection of one domain when in another which automatically brings in the balance between work and life.

This theory holds good for the current study as one of the ways that an employee can feel satisfied with maintaining the balance between their personal and professional life is to disconnect from one domain while in another.

Compensation theory

According to this notion, workers look for more happiness in other areas in an attempt to make up for their lack of contentment in one area (job or home). The theory distinguishes between two kinds of compensation. The first is when an individual may become less involved in the area in which they are unhappy and more involved in an area in which they are happier (Lambert, 1990). In response to discontent in one area, people or employees may, in the second instance, earn and strive for additional rewards in the area where they already feel more satisfied than in the first.

Spill-over Theory

According to spillover theory, one of the most significant connections between employees' personal and professional responsibilities was discussed. According to recent studies and research, each person has a unique set of abilities, feelings, attitudes, and behaviors that contribute to their ability to balance work and life.

Both positive and negative effects may result from the overflow. When an employee has stress in one area, they may feel dissatisfied in another area as well. This phenomenon is known as negative spillover. When an employee is successful and pleased in one area, they also feel satisfied and content in the other area. This phenomenon is known as positive spillover. This idea provides strong support for the current study, which focuses on the psychology of work-life balance, since stressful situations and problems in one area might affect how satisfied employees are in another.

Work-family border theory

This is a novel approach to work-life balance that clarifies how each person's responsibilities fall under one of the categories. The boundaries that separate and divide these functions may be psychological, emotional, or psychical. When a person's personal and professional duties overlap due to roles, responsibilities, and commitments from one of the domains crossing these boundaries, it can be difficult to maintain equilibrium. The degree of disputes and exchanges between the domains is influenced by the boundaries' flexibility. Employees are less likely to experience significant problems and conflicts in preserving work-life balance when their jobs are divided and segmented, however there is a greater likelihood of conflict when they overlap.

II. LITERATURE SURVEY

The work-life balance of employees in the private sector is the main topic of the current study. The current research and developments in the field that are pertinent to the current study are the main emphasis of this part.

The crucial topic that has been well researched is work-life balance. It is believed that a person's productivity on both a personal and professional level depends critically on their work-life balance. This section focuses on a

variety of research that were gathered for the literature review in order to comprehend employees' work-life balance. The following is a list of some of the studies:

The goal of Jang's (2008) study, "The Relationship Between Work-Life Balance Resources and the Well-Being of Working Parents," was to determine how working parents manage the pressures of their jobs. Twenty-seven working parents in New Jersey with children who were either ill or disabled participated in the study. The study had both qualitative and quantitative findings. The outcome discusses how both official and informal workplace support can improve the wellbeing of workers who have children in general and those who have a kid who is chronically ill or disabled in particular.

Research on "Work-Life-balance among married women employees" was conducted by Reddy et al. (2010). The purpose of the study was to investigate the different elements that may contribute to work-family conflict and family-work conflict among married women employees. Ninety married working women between the ages of twenty and fifty were given questionnaires on work-family conflict and family-work conflict. The study's conclusions underlined the necessity of developing organizational-level interventions for the management of work-family conflicts because they have an impact on workers' job satisfaction and productivity.

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In their 2009 study, Enisilie and Kate came to the conclusion that while males have many recollections of past disputes and difficulties when their children lived with them, women still encounter many role conflicts and juggling between work and life. Some of the men lived to work, while others worked to live. Some of the women positioned themselves in relation to their families, while others positioned themselves as "independent women."

According to Bacik and Drew's (2006) study, "struggling with juggling: gender and work life balance with legal professionals," the number of women pursuing legal education is rising annually, but the proportion of practicing
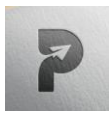
female attorneys is still relatively low in comparison to men. The study discovered that gender is a factor that can impact work-life balance and that women lawyers struggle to maintain a balance between their personal and professional responsibilities. The study "Permitted in a man's world": Definition of work-life balance: The 2009 article "Perspectives of women civil engineers as minority workers in construction" by Watts JH focuses on women employed in the area of civil engineering, which is characterized by ideals that demand constant availability and presenteeism. Because they are more available at home than males, women in these professions find it challenging to strike a balance between work and life. In addition to performing hard, demanding work in construction, women are supposed to be nurturing and caring at home. It can be difficult for female civil engineers to maintain equilibrium between the two "faces."

According to Cannel (2005), gender issues and work-life balance are inextricably intertwined. Men and women are often linked to the spears of the workplace and the home, respectively, according to findings found in the study "A Really Good Husband: Work Life Balance, Gender Equity, and Social Change." But now that men and women split their time between work and home, this spear is waning. The growing number of women-friendly work rules is also discussed in this study, which helps women effectively manage their balance. However, because domestic work is still viewed as a woman's domain, the same policies undermine men's responsibilities to their homes. According to this study, equal policies for men and women are necessary to preserve work-life balance.

Dual-earner families are the subject of Phyllis and Yun's (2002) study, "Effective work-life strategies, working couples, work condition, gender, and life quality." According to the study's findings and discussion, work-life balance and working conditions vary by gender. For instance, some families prefer that their husbands work long hours while women work part-time or less. Compared to men, women report poorer levels of coping and higher levels of stress and overload. Men and women experience job uncertainty in comparable ways. However, when compared to couples where the wives work fewer hours, couples where both spouses work full-time (with or without children) typically received higher scores.

18 moms were interviewed in-depth by Margo Hilbrecht, Suran M. Shaw, Laura C. Johnson, and Jean Andrey (2008) regarding their employment, leisure, and views on work-life balance. According to their study, "I'm Home for Kids: Contradictory implication for Work-Life-Balance of teleworking mothers," many female employees have a positive opinion of teleworking since it allows them to adjust their schedules to fit their children's school and vacation schedules. The study's conclusions indicated that because moms are balancing work and parenthood, they have very little time for leisure. Time is clarified by Roberts Emma (2008) as a quantifiable and valued unit. The study "Time and Work-Life-Balance: the roles of temporal customisation and life temporality" examines how time affects work-life balance at home by dividing time for personal needs and customising work schedules. According to the conclusions and findings, work-life balance is more about having a mindset that is not dominated by work. Instead than picking part-time jobs and a work schedule, this mentality is focused on creating "me-time."

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"Bringing work home: the emotional experience of mothers and fathers" was the subject of an investigation by Matjasko and Feldmen (2006). In spite of the daily emotional transmission between work and home, they found that bringing work home enhanced intrinsic motivation and assisted employees in setting aside time for themselves. The study's findings demonstrate how bringing work home might impact fathers' anxiety as well as mothers' happiness, rage, and anxiety. Fathers are more intrinsically motivated to work and experience higher levels of worry at home. The study's conclusions indicated that women in two working-parent households were more productive and happier.

III. METHODOLOGY

This section provides insight into the present research's approach. The current study, "A Qualitative Study on Work-Life-Balance of Employees working in Private Sector," is summarized in this part.

Objectives

- To study the Work-Life-Balance techniques utilised by employees.

Research Design

Qualitative methods were employed in the investigation. In the current study, the gender differences among the three variable investigations are examined.

Sample selection

Purposive sampling is the method of selection that is employed. Twenty-two individuals from two private sector companies will make up the sample for the quantitative analysis.

Inclusion Criteria

- Only employees working in the private sector.
- Workers who had full-time working spouses were chosen for the study.
- For the study, workers who had at least one kid were chosen.

Assessment Tool

Semi-structured Open-ended Interview

Here, a researcher-designed semi-structured interview was utilized to gain a deeper understanding of the employees' work-life balance concerns, issues, and coping mechanisms.

These inquiries aid the researcher in comprehending their coping mechanisms and work-life balance in greater detail, which is otherwise not possible with quantitative data. There are five categories and 19 open-ended questions in the questionnaire:

- Work-Related issues
- Family related issue
- Self-related issue
- Other issues
- Coping strategies.

Pilot Study

As a pilot study, five participants were given an open-ended questionnaire with a semi-structured interview. It was discovered that some of the questions needed to be reworded.

Administration procedures

To better understand the participants' work-life balance and how work, family, and self-related issues are interconnected to help them maintain a balance between personal and professional commitments and responsibilities, the researcher created a semi-structured interview. It was administered to 22 workers in technical and HR positions in private sector organizations.

Analysis of Data

In the current study, thematic analysis was used to analyze the data collected by grouping the semi-structured interview items and questions into themes and analyzing the participant replies under those themes.

The qualitative findings from the semi-structured interviews with 22 private sector employees are covered in this section of the study. Thematic analysis was used to conduct the analysis.

Objectives of the semi structured interview

The goals of the current study's semi-structured interview

- To learn more about how staff members handle juggling their personal and professional responsibilities.
- To comprehend the problems and difficulties that employees encounter at work.
- To comprehend the problems and difficulties that employees confront in relation to their families.
- To comprehend the problems and difficulties that employees encounter in relation to themselves. • To comprehend the problems and difficulties that employees face in relation to other concerns.

Analysis of the Emerging Themes

The following topics surfaced from the staff members' responses.

Work Related Issues

All of the problems that employees encounter with their jobs, workplaces, and other aspects of their work environments are included under the theme of work-related concerns. Based on common concerns brought up by the majority of the employees interviewed, the employee replies pertaining to their jobs were further broken down into the following subthemes. The following are the sub-themes:

Unstructured work schedule

Many employees had various complaints about an unstructured work schedule when questioned about work-related concerns and complaints. This subtheme sheds attention on topics such as how hectic and difficult project completion may be. The workers want their burden and labor to be more organized and efficient so that it remains consistent over the course of the project. They also lament that the erratic calendar of conferences and meetings makes it hard to organize holidays and vacations.

Emphasis on task than time by the organization

Some workers say that their jobs are more task-oriented than time-oriented, requiring them to put in extra hours at home even after their regular 9–6 shift. Their personal lives and time spent with family and the home are being impacted by this. Some workers put in more hours at their jobs. According to the "crossing border theory," each person's role occurs inside a certain area of life, and these areas are divided by boundaries that may be temporal, psychological, physical, or emotional. Transactions between the two realms are made easier when the borders are allowed and flexible, but there are also more disputes between them. There are benefits and drawbacks to carrying work home in the same manner. While it makes juggling work and life simpler, there are also more conflicts between the two areas, which have an impact on their personal lives.

Non desk work and it's challenges

Many worldwide initiatives have emerged as a result of the current globalization of the workplace, forcing employees to work and answer calls at unusual hours. Some employees don't have time for their spouses or kids because of the late-night conference calls and meetings.

IV. CONCLUSION

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The following themes and subthemes emerged from the analysis of the study. The following are the main concerns raised by study participants.

Work related themes

- Unstructured work schedule: Last-minute meetings;
- Organizational emphasis on punctuality over tasks: bringing back
- The difficulties of non-desk jobs, such as international conference calls and travel

Self related issues

- Poor time management: inability to balance work and personal obligations;
- Overemphasis on office work: bringing work home or working from home after work hours;
- Giving up on personal interests or choices: One sacrifices their "Me-Time" in order to maintain the balance between their roles as parents and employees;
- Overestimation of oneself

Family related issues

- Marital problems: Need more time from spouse, unable to provide it;
- Parenting problems: Need more time for kids, expressing dissatisfaction at work to kids;
- Role conflict/role guilt: Uncertain about their abilities in their duties at home For instance, as a mother or a daughter-in-law

Other issues

- Residence location and its effects: Traffic bottlenecks
- The effects of the environment on health: weather-related depression, allergies

Coping Strategies

- Creating new interests outside of work and family: staff members enroll in recreational classes and hobbies
- Active adjustment strategies include having a domestic helper and having one parent leave the house late for work so that the children may go to school.
- Action-oriented tactics: household discipline

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