Assessing the Employee Job Satisfaction and Factors Affecting Work-Life Balance At Yashoda Hospital, Hyderabad, Telangana State

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ABSTRACT

Managing people is so difficult than the management of other factors of production that it requires much qualitative input to preserve them to achieve organizational goals. Work-life balance is one among the various human resource concepts in the contemporary business environment. The present study was focused on the work-life balance of Yashoda Hospitals. Work-life balance has become a key concern, and the likely outcomes of the extensive disappointment with contemporary work schedule. Business entities do not work in isolation businesses occur by captivating the inputs from the world in the form of people, capital, resources and deliver goods and services as output. The study reveals that various factors are responsible for affecting the work-life balance of employees. For the study Questionnaire is designed with the objective of collecting personal data, factors affecting work-life balance, factors affecting work balance and life balance and problems due to ineffective work-life balance policies. For the analysis simple percentage analysis, factor analysis, Correlation analysis, ANOVA and Chi-square test have been employed to test the data was collected.

Keywords: Job Satisfaction, Work-life balance, work-life balance policies, work -place rigidity

1. INTRODUCTION

It is extensively acknowledged that workforce who accomplishes a work–life balance that suits them, work more professionally, are more dedicated to their work and are less likely to become ill as a result of stress involved in the work. The work life balance off-late of every individual has undergone a deep change while compared to years ago. The corporate executives working in any reputed company is busy with work most of the time and very often he winds up the day without the work being done and goes home where there are various pending domestic tasks to be completed. Besides, he has children and elderly parents to look over in many cases. Balancing time for his work, parents, children, wife, friends, health and his spiritual development is a great challenge one is faced with. A recent study shows that the divorce cases have increased enormously while compared to a decade ago. Instances of this nature will have a huge negative impact on the individual performance in work life and his image among friends circle and society. This might lead to more stress and ultimately spoil the career of the individual. This study is undertaken to know the implications of poor work life balance and what could be done in order to overcome the same. Also, it could be found out whether balancing work life leads to happiness, harmony and peace in family and work. It requires, however, being renowned that there are various reasons other than a simple divergence between employer and employee accounts of the extent of work-life balance practices.

1.1 Work-life Balance

Work-life balance is central to debates about quality of working life and its relation to broader quality of life. Much has been written on the subject and this project represents an attempt to extrapolate and synthesis the main themes before exploring the nature of work-life balance.

Work–life balance is a broad concept including proper prioritizing between "work" (career and ambition) on the one hand and "life" (Health, pleasure, leisure, family and spiritual development) on the other. Related, though broader, terms include "lifestyle balance" and "life balance". Work-life Balance also referred to as family friendly work arrangements (FFWA), and, in international literature, as alternative work arrangements (AWA).

To maintain work and life balance is the critical issue now a day for the every employee. Work (career, profession, goal, and ambition) will be counterweighted by the life (family, health, enjoyment) and vice versa. So maintaining the right balance between two is the major task of an employee because both are an important part of the life.

1.2 Employee Satisfaction

There is a definite link between employee attitudes and patient satisfaction. If employees are unhappy or dissatisfied, despite their best efforts; it is difficult for them to conceal this factor when interacting with patients and other staff members. One of the primary reasons for evaluating employee satisfaction is to identify problems and try to resolve them before they impact on patient care and treatment. Improving the quality of patient care in hospitals is a vital and necessary activity. Patients report they receive less individual attention than ever before. They complain that doctors and nurses are too busy tending to the technical aspects of care to provide the much needed attention to patients' personal needs. Not only is it important in terms of quality of patient care, assessing employee satisfaction is a critical component in retaining qualified health professionals. Many health care providers feel frustrated and disillusioned in jobs they expected to find fulfilling. They have less time to do a quality job of caring for patients; they are continually expected to cut corners, but see waste and feel unable to change the situation; they feel unappreciated and they feel their skills are underused. This leads to low morale, staff turnover, and overall disenchantment with job opportunities in health care.

2. NEED FOR THE STUDY

The health sector has undergone a structural change over the past decades, which has put new stresses and authenticities in front of the hospital employees. Hospital employees have perhaps felt maximum work pressures and have to deliver timely services in order to meet the organizational goals and increased the patient's satisfaction. Now in the health care sector hospitals offer a wide range of services to corporate entities through the multiplicity of delivery channels and its specialized services. Employees in health care sectors face plenty of problems in relation with provision of diversity of services it is cause for poor work life in hospitals. Quality of work life is the quality of content of relationship between employees and patients with human demines ions provision of services. Hence the study makes an attempt on the factor inflecting on work life balance of hospital employees in the light of current realities.

3. OBJECTIVES OF THE STUDY

1. To find out the factors affecting work life balance of employees at Yashoda Hospital
2. To study the level of satisfaction with respect to work life balance of employees in Yashoda Hospital
3. To forward suggestions to enhance work-life balance measure in the organizations

4. RESEARCH METHODOLOGY

The study was conducted in Hyderabad with an objective of carrying out a work life balance and job satisfaction at Yashoda Hospital, Hyderabad city during the period of March 2015 to May, 2015. The satisfaction of respondents was recorded on a 5 point liked scale with Highly Satisfied (5), Satisfied (4), Neutral (3), Dissatisfied (2), and Highly Dissatisfied (1). The respondents were randomly chosen after judging whether they were responding their views before offering Questionnaire. The Questionnaire consisted of dichotomous questions, closed ended questions, and rating scales for the given attributes. To analyze the data XL Work sheet and SPSS 22.1 soft ware packages are used. The statistical tools are used to analyze the data like Percentages, X^2 test, ANOVA, Factor Analysis, Correlation.

5. REVIEW OF LITERATUE

Many researchers have generally agreed on the important role of work-life balance as it is related with an individual's psychological well-being and overall sense of harmony in life, which is an indicator of balance between the workplace role and the role in family (Clark, 2000; Marks and MacDermid, 1996). Recent research shows that both employees and organizations benefit from successfully balanced work and family life (e.g., Greenhaus and Powell, 2006; Hammer et al., 2005). In family domains, when people experience a lack of work-life balance, this experience threatens key domains of their personal lives (Lachman and Boone-James, 1997); on the other hand, work-life balance enhances their well-being and family satisfaction (Grzywacz, 2000). In work domains, the absence of work-life balance causes poor performance and more absenteeism of employees (Frone et al., 1997), but balanced work and family life is associated with increased job satisfaction and organizational commitment (Cegarra-Leiva et al., 2012; Wayne et al., 2004). In other words, employees' work-life balance experiences deepen their role-related engagement, which is related to organizational performance improvement (Carlson et al., 2008). Work-life balance in the workplace has become a more important issue as it tends to exhibit positive results such as low turnover, work engagement, organizational citizenship behavior, in-role performance, increased firm productivity, job satisfaction, and organizational commitment (Konrad and Mangel, 2000; Lambert, 2000; Shepard et al., 1996; Wang and Walumbwa, 2007). As emphasized by several researchers, managing work-life balance has become one of the most critical managerial strategies for ensuring employees' performance and organizational performance improvement.

6. DATA ANALYSIS

1) Reliability analysis

Cronbach coefficient of reliability was computed for all dimensions to verify the internal consistency of the items that constitute the dimensions.

2) Chi-Square Test:

Chi-Square was used to explore the relationship between the WLB and Job satisfaction based on various work/life challenges and the demography. The justification for this is because the researcher was interested in identifying the differences in WLB job satisfaction across various Work/life challenges and their demographic characteristics.

3) ANOVA (one way and two way tests)

ANOVA was used to explore the difference between the WLB and Job satisfaction based on various work/life challenges and the demography. The justification for this is because the researcher was interested in identifying the differences in WLB satisfaction across various Work/life challenges and their demographic characteristics.

4) Correlation analysis

Correlation analysis is a measure of association between two and more continuous variables. Correlation measures both the size and direction of relationships between two variables. The squared correlation is the measure of the strength of the association.

5) Factor analysis

Factor analysis is primarily used for data reduction and summarization. In research there may be a large number of variables, most of which are correlated and which must be reduced to a manageable level. Relationships among sets of many interrelated variables are examined and represented in terms of a few underlying factors.

6.1 Reliability Test

Table: 1

Reliability Statistics

Cronbach's Alpha	N of Items
.699	36

Interpretation: From the above 5.1 t he reliability of both scale is been checked using Cronbach Alpha Test is 0.699.

6.2 Demographic Analysis

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Table 2
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Gender		Frequency	Percent	Valid Percent	Cumulative Percent
	Male	116	58.0	58.0	58.0
Valid	Female	84	42.0	42.0	100.0
	Total	200	100.0	100.0	
Age		Frequency	Percent	Valid Percent	Cumulative Percent
	21- 30 year	108	54.0	54.0	54.0
Valid	31 to 40 years	80	40.0	40.0	94.0
	Above 40	12	6.0	6.0	100.0
	Total	200	100.0	100.0	
Marital Status		Frequency	Percent	Valid Percent	Cumulative Percent
	Married	144	72.0	72.0	72.0
Valid	Un Married	56	28.0	28.0	100.0
	Total	200	100.0	100.0	
Qualification		Frequency	Percent	Valid Percent	Cumulative Percent
	Inter	24	12.0	12.0	12.0
	Degree	24	12.0	12.0	24.0
Valid	PG	76	38.0	38.0	62.0
	>PG	76	38.0	38.0	100.0
	Total	200	100.0	100.0	
Designation		Frequency	Percent	Valid Percent	Cumulative Percent
	Doctor	152	76.0	76.0	76.0
	Technician	12	6.0	6.0	82.0
Valid	Nurse	12	6.0	6.0	88.0
	Administration	24	12.0	12.0	100.0
	Total	200	100.0	100.0	
Experience		Frequency	Percent	Valid Percent	Cumulative Percent
	Less Than 1 Yr	84	42.0	42.0	42.0
Valid	1-2 Yrs	68	34.0	34.0	76.0
	3-5Yrs	48	24.0	24.0	100.0
	Total	200	100.0	100.0	
No of Children		Frequency	Percent	Valid Percent	Cumulative Percent
	0	48	24.0	24.0	24.0
	1	40	20.0	20.0	44.0
Valid	2	112	56.0	56.0	100.0
	Total	200	100.0	100.0	
Income		Frequency	Percent	Valid Percent	Cumulative Percent
	< 10,000	6	3.0	3.0	3.0
	10,000-20,000	23	11.5	11.5	14.5
Valid	20,001-30,000	165	82.5	82.5	97.0
	30,001-40,000	6	3.0	3.0	100.0
	Total	200	100.0	100.0	

Interpretation: From the table 5.2 Gender respondents male are 116 (58%) and female are 84 (42%). No. of respondents form age groups are 21- 30 year 108(54%), 31 to 40 years 80 (40%), Above 40 Years 12 (6%). The no of respondents form marital status Married 144 (72%) unmarried 56 (28%). No of respondents qualifications Inter 24 (12%), Degree 24 (12%), PG 76 (36%) Above PG 76 (38%). No of respondents Designation Doctors are 152 (76%), Technicians are 12 (6%), Nurse 12(6%), Administrative 24 (12%). No. of respondents with experience are less than 1 year 84 (42%), 1-2 years 68(34%), 3-5 years 48 (24%). The no .of respondents are children None 48(24%), one Children 40(20%), 2 Childers 112 (56%). The income of respondents less than 10,000 6(3%), 10,001 to 20,000 are 23 (11.5%), 20,001-30,000 are 165 (82.5%), 30,001 to 40,000 are 6(3%).

Hypothesis Testing

Ho1: Job satisfaction and work-life balance is not significantly related to gender of the employee

Ho2: Job satisfaction and work-life balance is not significantly related to Age of the employee

Ho3: Job satisfaction and work-life balance is not significantly related to Marital Status of the employee

Ho4: Job satisfaction and work-life balance not significantly related to qualification of the employee
Ho5: Job satisfaction and work-life balance is not significantly related to Designation of the employee
Ho6: Job satisfaction and work-life balance is not significantly related to Experience of the employee
Ho7: Job satisfaction and work-life balance is not significantly related to   Dependents of the employee
Ho8: Job satisfaction and work-life balance is not significantly related to Income of the employee
Ho9: there is a no significant variance between job satisfaction and work-life balance respondents (Means of Gender=Age=marital Status= Qualification= Designation= Experience= Dependents=Income)

6.3 Chi Square Tests

Ho1: Job satisfaction and work-life balance is independent of gender of the employee

Table : 3 — Crosstab

		Overall Satisfaction Job satisfaction and Work life balance			Total
		Neutral	Satisfied	Highly Satisfied	
Gender	Male	8	80	28	116
	Female	0	64	20	84
Total		8	144	48	200

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.149[a]	2	.046
Likelihood Ratio	9.069	2	.011
Linear-by-Linear Association	.871	1	.351
N of Valid Cases	200		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 3.36.

Interpretation: Form the above table 3 it is clear that the significance value 0.046 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to gender of the respondent.

Ho2: Job satisfaction and work-life balance is independent of Age of the employee

Table 4 — Crosstab

		Overall Satisfaction Job satisfaction and Work life balance			Total
		Neutral	Satisfied	Highly Satisfied	
Age	21- 30 year	4	68	36	108
	31 to 40 years	4	64	12	80
	Above 40	0	12	0	12
Total		8	144	48	200

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	13.447[a]	4	.009
Likelihood Ratio	16.672	4	.002
Linear-by-Linear Association	9.189	1	.002
N of Valid Cases	200		

a. 4 cells (44.4%) have expected count less than 5. The minimum expected count is .48.

Interpretation: From the above table 4 it is clear that the significance value 0.009 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to age of the respondent.

Ho3: Job satisfaction and work-life balance is independent of Marital Status of the employee

Table 5 — Crosstab

		Overall Satisfaction Job satisfaction and Work life balance			Total
		Neutral	Satisfied	Highly Satisfied	
Marital Status	Married	0	116	28	144
	Un Married	8	28	20	56
Total		8	144	48	200

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	30.247[a]	2	.000
Likelihood Ratio	30.109	2	.000
Linear-by-Linear Association	.066	1	.798
N of Valid Cases	200		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 2.24.

Interpretation: From the above table 5 it is clear that the significance value 0.00 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Marital Status of the respondent.

Ho4: Job satisfaction and work-life balance is independent of qualification of the employee

Table 6   **Crosstab**

		Overall Satisfaction Job satisfaction and Work life balance			Total
		Neutral	Satisfied	Highly Satisfied	
Qualification	Inter	0	4	20	24
	Degree	4	16	4	24
	PG	4	60	12	76
	>PG	0	64	12	76
Total		8	144	48	200

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	66.326[a]	6	.000
Likelihood Ratio	57.326	6	.000
Linear-by-Linear Association	17.552	1	.000
N of Valid Cases	200		

Interpretation: From the above table 6 it is clear that the significance value 0.00 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Qualification of the respondent.

Ho5: Job satisfaction and work-life balance is independent of Designation of the employee

Table 7   **Crosstab**

		Overall Satisfaction Job satisfaction and Work life balance			Total
		Neutral	Satisfied	Highly Satisfied	
Designation	Doctor	4	124	24	152
	Technician	0	0	12	12
	Nurse	0	4	8	12
	Administration	4	16	4	24
Total		8	144	48	200

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	67.251[a]	6	.000
Likelihood Ratio	58.002	6	.000
Linear-by-Linear Association	.780	1	.377
N of Valid Cases	200		

Interpretation: From the above table 7 it is clear that the significance value 0.00 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Designation of the respondent.

Ho6: Job satisfaction and work-life balance is independent of Experience of the employee

Table 8   **Crosstab**

		Overall Satisfaction Job satisfaction and Work life balance			Total
		Neutral	Satisfied	Highly Satisfied	
Experience	Less Than 1 Yr	4	68	12	84
	1-2 Yrs	4	40	24	68
	3-5Yrs	0	36	12	48
Total		8	144	48	200

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.216[a]	4	.016
Likelihood Ratio	14.228	4	.007
Linear-by-Linear Association	4.143	1	.042
N of Valid Cases	200		

Interpretation: From the above table 8 it is clear that the significance value 0.016 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Experience of the respondent.

Ho7: Job satisfaction and work-life balance is independent of Dependents of the employee

Table 9   **Crosstab**

		Overall Satisfaction Job satisfaction and Work life balance			Total
		Neutral	Satisfied	Highly Satisfied	
No. of. Children	0	0	32	16	48
	1	4	32	4	40
	2	4	80	28	112
Total		8	144	48	200

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.177[a]	4	.025
Likelihood Ratio	12.761	4	.013
Linear-by-Linear Association	.685	1	.408
N of Valid Cases	200		

a. 3 cells (33.3%) have expected count less than 5. The minimum expected count is 1.60.

Interpretation: From the above table 9 it is clear that the significance value 0.025 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to No of Children of the respondent.

Ho8: Job satisfaction and work-life balance is independent of Income of the employee

Table 10   **Crosstab**

		Overall Satisfaction Job satisfaction and Work life balance			Total
		Neutral	Satisfied	Highly Satisfied	
Income	< 10,000	0	4	2	6
	10,000-20,000	1	12	10	23
	20,001-30,000	6	124	35	165
	30,000-40,000	1	4	1	6
Total		8	144	48	200

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.761ᵃ	6	.187
Likelihood Ratio	7.365	6	.288
Linear-by-Linear Association	4.405	1	.036
N of Valid Cases	200		

a. 7 cells (58.3%) have expected count less than 5. The minimum expected count is .24.

Interpretation: From the above table 10 it is clear that the significance value 0.187 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Income of the respondent.

6.4 ANOVA Test

Ho9: there is a no significant variance between job satisfaction and work-life balance respondents (Means of Work Life balance and Job satisfaction is same Gender=Age= marital Status=Qualification=Designation=Experience=Dependents =Income)

Table 11: ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Gender	Between Groups	1.498	2	.749	3.124	.046
	Within Groups	47.222	197	.240		
	Total	48.720	199			
Age	Between Groups	4.698	2	2.349	6.685	.002
	Within Groups	69.222	197	.351		
	Total	73.920	199			
Marital Status	Between Groups	6.098	2	3.049	17.551	.000
	Within Groups	34.222	197	.174		
	Total	40.320	199			
Qualification	Between Groups	34.364	2	17.182	20.952	.000
	Within Groups	161.556	197	.820		
	Total	195.920	199			
Designation	Between Groups	14.791	2	7.396	7.181	.001
	Within Groups	202.889	197	1.030		
	Total	217.680	199			
Experience	Between Groups	2.631	2	1.316	2.109	.124
	Within Groups	122.889	197	.624		
	Total	125.520	199			
No of Children	Between Groups	.520	2	.260	.368	.692
	Within Groups	139.000	197	.706		
	Total	139.520	199			
Income	Between Groups	1.094	2	.547	2.258	.107
	Within Groups	47.701	197	.242		
	Total	48.795	199			

Interpretation: From the above table 11 it is clear that the significance values of Gender , Age, Marital Status, Qualification, Designation, experience and Income are 0.046, 0.002, 0.000, 0.000, 0.001, 0.124 and 0.107 hence the null hypothesis is rejected and alternative hypnosis is accepted so the test shows that the WLB and job satisfaction means are significantly related to the respondents . And the No of Children significant value is greater than 0.05 hence the null hypothesis is accepted and alternative hypotheses is rejected. So the test shows that WLB and Job satisfaction is no significantly related to no. of children of the respondent.

6.5 Correlation Analysis

Ho10: There is no significant correlation between quality of work life balance Overall Job satisfaction and work life balance of Gender, Age, Marital Status, Qualification, Designation, Children, and Income Levels.

Table: 12

Control Variables			Gender	Age	Marital Status	Qualification	Designation	Experience	No. of. Children	Income
Valid	Gender	Correlation	1.000	.088	-.171	.217	-.407	.186	.699	-.007
		Significance (2-tailed)	.	.214	.016	.002	.000	.008	.000	.921
		df	0	197	197	197	197	197	197	197
	Age	Correlation	.088	1.000	-.392	-.016	.207	.190	-.107	-.032
		Significance (2-tailed)	.214	.	.000	.826	.003	.007	.134	.656
		df	197	0	197	197	197	197	197	197
	Marital Status	Correlation	-.171	-.392	1.000	.228	-.153	-.030	.082	.074
		Significance (2-tailed)	.016	.000	.	.001	.030	.675	.248	.300
		df	197	197	0	197	197	197	197	197
	Qualification	Correlation	.217	-.016	.228	1.000	-.723	.266	.481	.187
		Significance (2-tailed)	.002	.826	.001	.	.000	.000	.000	.008
		df	197	197	197	0	197	197	197	197
	Designation	Correlation	-.407	.207	-.153	-.723	1.000	-.135	-.633	-.161
		Significance (2-tailed)	.000	.003	.030	.000	.	.057	.000	.023
		df	197	197	197	197	0	197	197	197
	Experience	Correlation	.186	.190	-.030	.266	-.135	1.000	.066	-.138
		Significance (2-tailed)	.008	.007	.675	.000	.057	.	.354	.053
		df	197	197	197	197	197	0	197	197
	No. of. Children	Correlation	.699	-.107	.082	.481	-.633	.066	1.000	.154
		Significance (2-tailed)	.000	.134	.248	.000	.000	.354	.	.030
		df	197	197	197	197	197	197	0	197
	Income	Correlation	-.007	-.032	.074	.187	-.161	-.138	.154	1.000
		Significance (2-tailed)	.921	.656	.300	.008	.023	.053	.030	.
		df	197	197	197	197	197	197	197	0

Interpretation: The above table 12 reveals that there is a negative correlation between Work Life Balance, Job Satisfaction and Gender , Age, Qualification, , experience , No of Children Score   (r=-0.171, , p=0.016), (r=0.217, , p=0.002), (r=0.186, , p=0.008), (r=0.699, , p=0.000), and is found to be statistically significant at .05level. There is a positive linear correlation (Pearson Correlation) between WLB, Job Satisfaction between Gender, Age, Qualification, experience. And Marital Status, Designation, and income (r= -0.171, ,p=0.016), (r= -0.407, , p=0.000), (r=-0.007, , p=0.921),is found to be not statistically significant at 0..5 level. There is a negative linear correlation (Pearson Correlation) between WLB, Job Satisfaction between Marital Status, Designation. The two tailed significance value of 0.000 is suggestive that the correlation is statistically significant.

6.6 Factor Analysis

Table 13

Rotated Component Matrix[a]

Factors	Component						
	1	2	3	4	5	6	7
Are you satisfied with your work	.445	-.067	-.095	.387	.430	-.070	.196
Are you satisfied with your work hours	**.925**	-.028	-.126	.005	.019	-.073	-.012
Are you satisfied with attitude of supervisor or Manager	**.989**	.070	-.043	.021	.043	.029	.036
Are you satisfied with attitude of Male workers	.094	**.934**	-.114	-.012	.058	.036	.024
Are you satisfied with the procedure to take leaves in the organization	**.967**	.072	-.088	.023	.034	.080	.016
Are you satisfied with the over time notices you get	.124	.077	-.488	-.005	-.094	.265	.155
Are you satisfied to take additional work at home	.076	**.100**	-.037	-.037	-.044	.098	.861
Are you satisfied the amount paid when travel required	**.935**	.029	.004	.023	-.009	-.031	-.001
Are you satisfied with the training schedules of organization.	**.989**	.070	-.043	.021	.043	.029	.036
Are you satisfied Flexible timings	.139	.081	-.227	.028	.030	**.815**	.034
Are you satisfied Spending time with friends	**.967**	.072	-.088	.023	.034	.080	.016
Are you satisfied to reach home on time	**.930**	.045	.017	-.008	.009	.018	.016
Are you satisfied take care of personal business	**.989**	.070	-.043	.021	.043	.029	.036
Are you satisfied Keep healthy and fit, play sports other leisure activities	**.989**	.070	-.043	.021	.043	.029	.036
Are you satisfied take part in community activities or fulfill religious commitments	**.989**	.070	-.043	.021	.043	.029	.036
Are you satisfied take care of family and spend time with them	.095	**.953**	-.069	-.015	.068	-.016	.044
Are you generally feel able to balance your work and family life	.014	-.005	**.732**	-.407	.013	-.214	.218
Do you believe that your superiors style support your work life balance	-.113	.202	-.007	-.692	.000	.415	.157
Can you openly discuss issues related to your work life with your superior	-.055	.158	-.017	.143	**.783**	.073	.054
WLB enables people to work better	**.755**	.142	-.026	-.116	.148	.413	.108
WLB is entirely employees responsibility	.451	-.216	-.227	-.073	.396	-.225	.058
WLB is entirely an employer's responsibility	.096	-.065	.224	-.033	**.639**	-.016	-.227
Are you coped with too many organizational or job task changes	-.252	-.465	**.643**	.260	-.093	-.064	.202
Are you feel pressured by too many demands from clients/customers /boss	-.100	-.552	.117	-.065	.143	-.343	-.208
Planning your day-every day is difficult for you	.119	.071	.300	**.692**	.363	-.047	.286
Are you unable to establish a clear direction and develop personal and career goals	-.069	-.193	**.713**	.249	.156	.130	-.459
You find it difficult to create a health work and life balance	-.128	.097	-.106	**.726**	-.016	.288	-.119

Extraction Method: Principal Component Analysis.   Rotation Method: Varimax with Kaiser Normalization.[a]   a. Rotation converged in 10 iterations.

Table 14

Factor I	Component
Are you satisfied with your work hours **Q2**	**.925**
Are you satisfied with attitude of supervisor or Manager **Q3**	**.989**
Are you satisfied with the procedure to take leaves in the organization	**.967**
Are you satisfied the amount paid when travel required **Q8**	**.935**
Are you satisfied with the training schedules of organization. **Q9**	**.989**
Are you satisfied Spending time with friends **Q11**	**.967**
Are you satisfied to reach home on time **Q12**	**.930**
Are you satisfied take care of personal business **Q13**	**.989**
Are you satisfied Keep healthy and fit, play sports other leisure activities **Q14**	**.989**
Are you satisfied take part in community activities or fulfill religious commitments **Q15**	**.989**
WLB enables people to work better **Q20**	**.755**
Factor II	
Are you satisfied with attitude of Male workers**Q4**	**.934**
Are you satisfied to take additional work at home **Q7**	**.100**
Are you satisfied take care of family and spend time with them **Q16**	**.953**
Factor III	
Are you generally feel able to balance your work and family life **Q17**	**.732**
Are you coped with too many organizational or job task changes **Q23**	**.643**
Are you unable to establish a clear direction and develop personal and career goals **Q26**	**.713**
Factor IV	
Planning your day-every day is difficult for you **Q25**	**.692**
You find it difficult to create a health work and life balance **Q27**	**.726**
Factor V	
Can you openly discuss issues related to your work life with your superior **Q19**	**.783**
WLB is entirely an employer's responsibility **Q22**	**.639**
Factor VI	
Are you satisfied Flexible timings **Q10**	**.815**

Interpretation: From the above table 13 and 14 the six factors were identified as being maximum percentage variance accounted. The 10 questions Q2, Q3, Q8, Q9, Q11, Q12, Q13, Q14, Q15, and Q20 were grouped together as factor I and accounts 47.6 percent of the total variance. The 3 questions are Q4, Q7, and Q16, the factor II and accounts 14.28

percent of the total variance. The 3 questions Q17, Q23, and Q26 constituted the factor III and accounts 14.28 percent of the total variance. . The 2 questions Q25, and Q27 constituted the factor IV and accounts 9.5 percent of the total variance. The 2 questions Q19, and Q2 constituted the factor V and accounts 9.5 percent of the total variance. The one question Q10, constituted the factor VI and accounts 9.61 percent of the total variance.

7. CONCLUSION AND FINDINGS

7.1 Demographic Analysis

➢ From the collected data the Gender respondents male are 116 (58%) and female are 84 (42%). No. of respondents form age groups are 21- 30 year 108(54%), 31 to 40 years 80 (40%), Above 40 Years 12 (6%). The no of respondents form marital status Married 144 (72%) unmarried 56 (28%). No of respondents qualifications Inter 24 (12%), Degree 24 (12%), PG 76 (36%) Above PG 76 (38%). No of respondents Designation Doctors are 152 (76%), Technicians are 12 (6%), Nurse 12(6%), Administrative 24 (12%). No. of respondents with experience are less than 1 year 84 (42%), 1-2 years 68(34%), 3-5 years 48 (24%). No .of respondents are children None 48(24%), one Children 40(20%), 2 Childers 112 (56%). The income of respondents less than 10,000 6(3%), 10,001 to 20,000 are 23 (11.5%), 20,001-30,000 are 165 (82.5%), 30,001 to 40,000 are 6(3%).

7.2 Chi-Square Test

➢ The Chi Square test of the gender is that the significance value 0.046 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to gender of the respondent.

➢ The Chi Square test of the gender is that the significance value 0.009 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to age of the respondent.

➢ The Chi Square test of the gender is that the significance value 0.00 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Marital Status of the respondent.

➢ The Chi Square test of the gender is that the significance value 0.00 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Qualification of the respondent.

➢ The Chi Square test of the gender is that the significance value 0.00 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Designation of the respondent.

➢ The Chi Square test of the gender is that the significance value 0.016 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Experience of the respondent.

➢ The Chi Square test of the gender is that the significance value 0.025 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to No of Children of the respondent.

➢ The Chi Square test of the gender is that the significance value 0.187 that is less than 0.05, and hence the null hypothesis is rejected and alternative hypnosis is accepted. So the test shows that WLB and Job satisfaction is significantly related to Income of the respondent.

7.3 ANOVA Test

➢ The ANOVA test of the gender is that the significance values of Gender , Age, Marital Status, Qualification, Designation, experience and Income are 0.046, 0.002, 0.000, 0.000, 0.001, 0.124 and 0.107 hence the null hypothesis is rejected and alternative hypnosis is accepted so the test shows that the WLB and job satisfaction means are significantly related to the respondents . And the No of Children significant value is greater than 0.05 hence the null hypothesis is accepted and alternative hypotheses is rejected. So the test shows that WLB and Job satisfaction is no significantly related to no. of children of the respondent.

7.4 Correlation

➢ The correlation test of the gender is that there is a negative correlation between Work Life Balance, Job Satisfaction and Gender , Age, Qualification, experience, No of Children Score (r=-0.171, , p=0.016), (r=0.217, p=0.002), (r=0.186, p=0.008), (r=0.699, p=0.000), and is found to be statistically significant at .05level. There is a positive linear correlation (Pearson Correlation) between WLB, Job Satisfaction between Gender, Age, Qualification, experience. And Marital Status, Designation, and income (r= -0.171, p=0.016), (r= -0.407, p=0.000), (r=-0.007, p=0.921), is found to be not statistically significant at 0.5 level. There is a negative linear correlation (Pearson Correlation) between WLB, Job Satisfaction between Marital Status, Designation. The two tailed significance value of 0.000 is suggestive that the correlation is statistically significant.

➢ The factor analysis test the six factors were identified as being maximum percentage variance accounted. The 10 questions Q2, Q3, Q8, Q9, Q11, Q12, Q13, Q14, Q15, and Q20 were grouped together as factor I and accounts 47.6 percent of the total variance. The 3 questions are Q4, Q7, and Q16, the factor II and accounts 14.28 percent of the total variance. The 3 questions Q17, Q23, and Q26 constituted the factor III and accounts 14.28 percent of the total variance. The 2 questions Q25, and Q27 constituted the factor IV and accounts 9.5 percent of the total variance. The 2 questions Q19, and Q2 constituted the factor V and accounts 9.5 percent of the total variance. The one question Q10, constituted the factor VI and accounts 9.61 percent of the total variance.

8. SUGESSIONS

Hence the organization ought to pay more attention on bringing more work life quality policy and its implementation. Employees' expectations on work place reveals that employees are expecting personalized benefits to meet their obligations and commitments. Null hypothesis of chi-square test accepts that the relationship between socio- demographic, and economic background of respondents and expectations from the work place. Marital status is the only exceptional case and its null hypothesis is rejected. There is a negative correlation between marital status and designation the organization pay to attention on the socio demographic background. The least factor that is effecting on work life balance is Flexible timings.

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