

A Study On Considering Job Parameters For Work Life Balance Of Medical Practitioner Couples Of Rohtak City

Dr. Jaspreet Dahiya¹, Parvinder Kaur²

Associate Professor¹, Research Scholar²

Faculty Of Management & Commerce, Bmu¹²

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I. INTRODUCTION:

WORK-LIFE BALANCE- AN OVERVIEW:

The only way to truly capture the essence of work-life balance is to appropriately integrate these two very different roles. But this is not the end of the idea. The concept of work-life balance is linked to the many roles that individuals do in a company. In order to have proper freedom at work, a person's uniqueness must also find a home inside the organization.

The phrase "work-life balance" is used interchangeably with several phrases, including "work-life integration," "work-life interference," "work-family conflict," and "work-family enrichment." Even if each word has a somewhat different meaning, they are all connected to the wider, more general problem of integrating work and other facets of life.

Conflicts between work and family responsibilities are only one aspect of work-life conflict; another is how employment affects a person's health since stress at work can negatively impact relationships. By removing work-life conflict, work-life balance solutions can help employees have a higher quality of work-life, which will ultimately result in highly motivated, committed, and satisfied workers. Also, the evidence indicates that happier and more fulfilled employees are linked to higher productivity, lower turnover, and organizational success.

Businesses or organizations that neglect work-life balance have a more detrimental effect on their employees than on the business overall. Stress and burnout are the most harmful impacts of a work-life mismatch on employee performance and can lead to severe absenteeism.

The increasing number of women working is a sign of social and economic progress, but in patriarchal, male-dominated countries, women have to strike a balance between pursuing their professional aspirations and fulfilling the roles that society has assigned them, including those of wife, mother, daughter, sister, and caretaker. Women are still responsible for cooking, shopping, caring for the elderly, raising children, and other daily household tasks. Women must balance work and family obligations while receiving a lot of support from their families and organizations. Similar to this, men in high positions now have to work longer hours than office hours due to the expansion of information technology. Senior managers are expected to be "on call" even after work and on the weekends. Instead of focusing just on working mothers or women, organizations should take into account the needs of their diverse workforce, which includes both men and women, when creating work-life balance programs.

OBJECTIVES OF THE STUDY:

To find out the expected job parameters for work life balance of medical practitioner couples in Rohtak city.

HYPOTHESIS OF THE STUDY:

Hypothesis: There is no significant difference between expected job parameters for work life balance of medical practitioner couples according to the age of the respondents.

II. RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done systematically.

Sample area:

Researcher selected the Rohtak city of Haryana state as a sample area as per convenience.

Sample selection:

In the present study, purposive sampling has been used by researcher. On the basis of primary and secondary data, the researcher selected Rohtak city. For the sample selection researcher contacted the 25 medical practitioner couples i.e. 25 men and 25 women.

Data collection:

The proposed study intends to find out the expected job parameters for work life balance and to find out the difference between expected job parameters for work life balance in the medical practitioner couples in Rohtak city. The researcher collected the data from primary as well as secondary source of data. Secondary data was collected from different websites and journals. The researcher has also collected the primary data with the help of scheduled questionnaire prepared with the help of experts. The details like age, monthly salary, location, holidays etc. were collected and assessed with five-point Likert scale through 10 statements.

Statistical techniques used:

Chi-square test has been used for the data analysis.

III. DATA ANALYSIS AND INTERPRETATION:

Table – 1.1

Do you consider Monthly Salary as one of the issue while choosing a job?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not important	2	4.0	4.0	4.0
	Slightly Important	8	16.0	16.0	20.0
	Important	16	32.0	32.0	52.0
	Very Important	19	38.0	38.0	90.0
	Neutral	5	10.0	10.0	100.0
	Total	50	100.0	100.0	

Interpretation:

According to table 1.1 monthly salary is in expected job parameters which effects work life balance. According to the 38% respondents this statement is very important, 32% respondents this statement is important, 16% respondents this statement is slightly important, 10% respondents are neutral and only 4% respondents were found it not important.

Table – 1.2

Do you consider Work Place Location as one of the issue while choosing a job?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not important	2	4.0	4.0	4.0
	Slightly Important	3	6.0	6.0	10.0
	Important	12	24.0	24.0	34.0
	Very Important	25	50.0	50.0	84.0
	Neutral	8	16.0	16.0	100.0
	Total	50	100.0	100.0	

Interpretation:

According to table 1.2 work lace location is in expected job parameters which effects work life balance. According to the 50% respondents this statement is very important, 24% respondents this statement is important, 6% respondents this statement is slightly important, 16% respondents are neutral and only 4% respondents were found it not important.

Table – 1.3

Do you consider No. of Holidays as one of the issue while choosing a job?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not important	4	8.0	8.0	8.0
	Slightly Important	5	10.0	10.0	18.0
	Important	15	30.0	30.0	48.0
	Very Important	21	42.0	42.0	90.0
	Neutral	5	10.0	10.0	100.0
	Total	50	100.0	100.0	

Interpretation:

According to table 1.3 number of holidays is in expected job parameters which effects work life balance. According to the 42% respondents this statement is very important, 30% respondents this statement is important, 10% respondents this statement is slightly important, 10% respondents are neutral and only 8% respondents were found it not important.

Table – 1.4

Do you consider Job profile as one of the issue while choosing a job?					
		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Not important	7	14.0	14.0	14.0
	Slightly Important	19	38.0	38.0	52.0
	Important	8	16.0	16.0	68.0
	Very Important	8	16.0	16.0	84.0
	Neutral	8	16.0	16.0	100.0
	Total	50	100.0	100.0	

Interpretation:

According to table 1.4 job profile is in expected job parameters which effects work life balance. According to the 16% respondents this statement is very important, 16% respondents this statement is important, 38% respondents this statement is slightly important, 16% respondents are neutral and only 14% respondents were found it not important.

Table – 1.5

Do you consider Prospects of Career Development as one of the issue while choosing a job?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not important	4	8.0	8.0	8.0
	Slightly Important	4	8.0	8.0	16.0
	Important	14	28.0	28.0	44.0
	Very Important	17	34.0	34.0	78.0
	Neutral	11	22.0	22.0	100.0
	Total	50	100.0	100.0	

Interpretation:

According to table 1.5 career development is in expected job parameters which effects work life balance. According to the 34% respondents this statement is very important, 28% respondents this statement is important, 8% respondents this statement is slightly important, 22% respondents are neutral and only 8% respondents were found it not important.

TESTING OF HYPOTHESIS:

HYPOTHESIS: There is no significant difference between work life balance according to the gender of the respondents.

Table – 2.1

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	30.281 ^a	27	.302
Likelihood Ratio	32.904	27	.200
Linear-by-Linear Association	.133	1	.715
N of Valid Cases	50		

a. 39 cells (97.5%) have expected count less than 5. The minimum expected count is .14.

INTERPRETATION:

The above table no. 2.1 tells us that p-value of above selected problems is more than 0.05 indicating that there is no significant difference between expected job parameters for work life balance of medical practitioner couples according to their age. Thus, null hypothesis: “There is no significant difference between expected job parameters for work life balance of medical practitioner couples according to the age of the respondents”. is accepted.

IV. CONCLUSION:

Work life balance is dependent on various parameters i.e. expected job parameters and current job parameters. In this study the researcher taken the expected job parameters as the parameter affecting the work life balance of medical practitioner couples. As a result, in the present study it is concluded that there are several job parameters e.g. monthly salary, job profile, number of holidays, location etc are responsible for the work life balance of medical practitioner couples and as a result the research found that there is no significant difference between expected job parameters for work life balance of medical practitioner couples according to their age in Rohtak city.

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