

# Influence of Determination and the Importance of work Stability of Employees in Banking Sector

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## **Abstract**

*Now a day's development of workplace surrenders the employee lives only on the ground of work. For every individual person work as well as personal life plays a significant role but maintain the stability in both is a difficult task. For every Employee work life stability is very essential. Work Life stability is about having the stability among proficient life and private life of an employee. This study brings out that how the professionals are managing their work life stability. The sample size is 100-200. It also discuss about features disturbing the work life stability like working hours, work load, stress. And the advantages that come from gaining work life stability like employee satisfaction, retaining employee, increase in employee productivity, decrease in employee absenteeism, improve in organization results.*

## **Keywords**

*Work Life Stability, Employee concert, Employee fulfillment, Employee Retention, Employee Productivity.*

## **1. Introduction**

Most of the organizations are being successful in this competitive world, because of the employee's contribution to attain the association set goals and objectives. As the employees are the main reason for any organizations development so is necessary to take of the employee's welfare. Now days, for every employee arising problem is they are unable to preserve among their professional and private life. In order to conquer this difficulty the organization has to take some initiatives to get better the work –life stability of its employees. And this Research has been conducted to evaluate how far the strategic policies taken by the organization are able maintain the employee work-life stability in Banking sector.

### **1.1 Objective**

- a. To find out the importance of the work-life stability of employee in banking sector.
- b. To determine the policies that is used by the companies to manage their employee work-life stability.
- c. To know the impact of the policy of companies on the work-life stability of employees.
- d. To determine the suggestions given by the employees to improve the work-life stability.
- e. To find out the impact of work-life stability on the efficiency.

## **2. Literature Review**

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### **3. Research Methodology**

The survey was conducted to determine the different policies to get better the employee work-life stability and their suggestions are noted, in banking sector by using the questionnaire and to find out whether they are satisfied or happy with their present working hours.

Survey Unit: different Employees in Banking Sector

Sample Size: Sample Size of 100-200 is taken in the study.

#### **3.1 Data analysis tool**

The Excel is used to analyze the data. The technique used is the correlation of the variables in order to found the relation among the variables appropriately by using spss software.

### 3.2 Data Sources

A set of structured questionnaire is used for data collection. The questionnaire sections and questions are based on the research objective. The questionnaire has two sections.

I Invite you to take part in this survey being conducted by an MBA student from Vignan's University requirements for an award of MBA. It aims in finding how far the employees are balancing their work and personal life. The information provided by you will be used purely for academic purpose only.

Section 1 focuses on the demographic profile of the respondent and also questions related to the research. First 3 questions are about the details of organization and the respondent relation with the organization, next 2 questions are of demographic nature that is respondent's age and gender. And the remaining questions are related to the research topic.

Section 2 acquires the information of the policies that are to be involved to maintain the work-life stability. This section consists of 8 policies like flexible working hours, holiday/paid time-off, job sharing, health programs, family support programs, paid maternity/paternity leaves, opportunity to join the same job after maternity/paternity leaves, work from home. And also the questions about their experience, suggestions.

### 3.3 Data Analysis

S. No	Variables	Frequency	Percentage
1.	<b>Age</b>		
	20-35	78	70.90
	35-40	30	27.72
	Above 45	2	1.83
2.	<b>Gender</b>		
	Male	54	49
	Female	56	51

Table 1 represents the demographic details of the respondents, the male are 49% and female are 51% and 20-35 age group are of 70.90%, 35-40 are of 27.72% and above 45 are of 1.83%.

Does the organization take initiatives to manage work life of employee	Frequency	Percentage
<b>Yes</b>	93	84.54
<b>No</b>	17	15.45

Table 2 represents that the organizations taking initiatives to manage work life of their employee and it was yes for 84.54% and no for 15.45%.

	Work life stability			Total
	yes	no	11.00	
Gender Male	52	4	0	56
Female	49	4	1	54
Total	101	8	1	110

Table 3 Gender \* Work life stability Cross tabulation

Variables	Flexible working hours	Holiday / paid time off	Job sharing	Health program	Family support program	Paid maternity/ paternity leaves	Work from Home	Opportunity to join same job after paternity / maternity leave
<b>Strongly Agree</b>	51 (46.36%)	51 (46.36%)	39 (35.45%)	40 (36.36%)	32 (29.09%)	40 (36.36%)	12 (10.90%)	29 (26.36%)
<b>Agree</b>	42 (38.18%)	46 (41.81%)	42 (38.18%)	54 (49.09%)	44 (40%)	42 (38.18%)	28 (25.45%)	45 (40.90%)
<b>Neutral</b>	15 (13.63%)	12 (10.90%)	27 (24.54%)	15 (13.63%)	31 (28.18%)	25 (22.72%)	51 (46.36%)	34 (30.90%)
<b>Disagree</b>	1 (0.9%)	1 (0.90%)	1 (0.90%)	1 (0.90%)	3 (2.72%)	2 (1.81%)	17 (15.45%)	1 (0.90%)
<b>Strongly Disagree</b>	1 (0.9%)	0	1 (0.90%)	0	0	1 (0.90%)	2 (1.81%)	1 (0.90%)

Table 4 shows that which policy is highly wanted by the respondents to be used for their work-life stability.

- Flexible working hours are strongly agreed by 46.36% of the respondents; it was neutral for 38.18% and strongly disagreed by 0.9%.
- Holiday/paid time off is strongly agreed by 46.36% of the respondents, it was neutral for 10.90% and strongly disagreed by 0.

- c. Job sharing is strongly agreed by 35.45% of the respondents, it was neutral for 24.54% and strongly disagreed by 0.90%.
- d. Health program is strongly agreed by 36.36% of the respondents; it was neutral for 13.63% and strongly disagreed by 0.
- e. Family support programs is agreed by 29.09% of the respondents, it was neutral for 28.18% and strongly disagreed by 0.
- f. Paid paternity/maternity leaves is strongly agreed by 36.36% of the respondents, it was neutral for 22.72% and strongly disagreed by 0.90%.
- g. Work from home is strongly agreed by 10.90% of the respondents; it was neutral for 46.36% and strongly disagreed by 1.81%.
- h. Opportunity to join the same job after maternity/paternity leave is strongly agreed by 26.36%, it was neutral for 30.90% and strongly disagreed by 0.90%.

### 3.4 Correlation

		Work life stability	Flexible working hours
Work life stability	Pearson Correlation	1	.003
	Sig. (2-tailed)		.972
	N	110	110
Flexible working hours	Pearson Correlation	.003	1
	Sig. (2-tailed)	.972	
	N	110	110

Table.5. Correlation

Those correlation around the adaptable attempting hours Furthermore Worker fill in life soundness is  $r = 0.003$ . Henceforth those initial invalid theory H1 will be additionally acknowledged. This coefficient reveals to that there may be exact powerless and certain correlation the middle of those adaptable working hours and representative worth of effort an aggregation solidness. So, there will be inconsequential association the middle of those adaptable attempting hours Furthermore representative fill in term soundness Furthermore it may be reasoned that Likewise adaptable working hours have extremely powerless connection thus it need no sway on the Worker worth of effort life Strength done saving money division. Nonetheless banks could expand the level by Worker fill in existence soundness Toward expanding adaptable working hours.

**Correlations**

	Work life stability	Holiday/ paid time off
Work life stability	1	-.035
Pearson Correlation		.713
Sig. (2-tailed)		
N	110	110
Holiday/ paid time off	-.035	1
Pearson Correlation	.713	
Sig. (2-tailed)		
N	110	110

Those correlation the middle of the adaptable working hours Furthermore Worker worth of effort term soundness is  $r = -.035$  Consequently those second invalid theory H2 will be Additionally acknowledged. This coefficient demonstrates that there will be extremely feeble and negative correspondence among those holiday/paid time off and Worker fill in life solidness. So, there will be inconsequential relationship the middle of those holiday/paid time off Furthermore Worker fill in an aggregation Dependability and it is inferred that Likewise holiday/paid time off need negative connection with those representative worth of effort term Strength Previously, saving money segment. Nonetheless morals banks camwood expand those level about Worker fill in existence solidness by diminishing holiday/paid time off.

**Correlations**

	Work life stability	Job sharing
Work life stability	1	-.044
Pearson Correlation		.646
Sig. (2-tailed)		
N	110	110
Job sharing	-.044	1
Pearson Correlation	.646	
Sig. (2-tailed)		
N	110	110

The Correlation among the job sharing and employee work life stability is  $r = -0.44$  therefore the third null hypothesis H3 is also received. This coefficient demonstrates that there is very pathetic and negative correlation among the job sharing and employee work life stability. So, there is insignificant correlation among the job sharing and employee work life stability and it is finished that as job sharing have negative relation with the employee work life stability in banking sector. However banks can enlarge the level of employee work life stability by instead of job sharing reducing workload.

**Correlations**

	Work life stability	Health programs
Work life stability	1	-.039
Pearson Correlation		.686
Sig. (2-tailed)		
N	110	110
Health programs	-.039	1
Pearson Correlation	.686	
Sig. (2-tailed)		
N	110	110

The Correlation among the health programs and employee work life stability is  $r = -0.39$  therefore the fourth null hypothesis H4 is also received. This coefficient demonstrates that there is very pathetic and negative correlation among the health programs and employee work life stability. So, there is insignificant correlation among the health programs and employee work life stability and it is concluded that as health agenda have negative relation with the employee work life stability in banking sector. Though banks can enlarge the intensity of employee work life stability but instead of investing in health programs we decreasing work stress and organizing refreshment activities.

**Correlations**

	Work life stability	Family support programs
Work life stability	1	-.040
Pearson Correlation		.678
Sig. (2-tailed)		
N	110	110
Family support programs	-.040	1
Pearson Correlation	.678	
Sig. (2-tailed)		
N	110	110

The Correlation among the family support program and employee work life stability is  $r = -0.40$  therefore the fifth null hypothesis H5 is also received. These coefficients demonstrate that there is very pathetic and negative correlation among the family support programs and employee work life stability. So, there is unimportant correlation among the family support programs and employee work life stability and it is concluded that as family support programs have unenthusiastic relation with the employee work life stability

in banking sector. However banks can boost the level of employee work life stability by instead of investing in family support programs by providing loans to the employees related to their family

### **Findings**

By observing the analysis above it is found that the respondents are accepting the policies that is listed but they are expecting more than that like team building activities, engagement activities, refreshment activities etc.

The correlation analysis shows that there is a prior importance to the work from home facility and flexible working facility.

It is observed that every employee is well known about the work-life management policy exists for the sake of employees and most of them are satisfied with their present work life management life policy of their company.

Every company is taking care of their employees opinions ideas, and their demands . There is also a good correlation among the employees and their respective organizations that leads to the success of organization and improve the career prospects of employees in their organization.

There is no impact of gender difference on their opinion on the current policy of work life management of company.

### **4. Conclusion**

The principle of the study is the study on employee work life stability and to focus on whether they are aware of such management policy in banking sector, how far they are satisfied with existing company's initiatives to direct their work life stability. And it also dealt with factors that impact on employee work life stability, there is a positive correlation among the factor work from home and employee work life stability, also a positive correlation among the factor flexible working hours and the employee work life stability. If employees are not satisfied with their jobs there is a possibility of losing a potential employee from the banks.

It is necessary that HR department is receptive to the requirements and continually altering necessities of labor force and the consequence of ecological issues in order to get better programs and policy. In this study the individual problems of the employees are not considered and also that can also impact the employee work life stability, there is a limited source here.

The conclusion is not only the companies who are solely answerable for the work life stability but also the individuals their attitudes also impacts the work life stability. And the banks are trying their best to keep their employees satisfied, also working for their welfare.



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