

An Empirical Study on Work Life Integration Practices in Cement Industry

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ABSTRACT

Organizations play a large part in how their employees deal with work-life balance. Companies have taken proactive measures in providing programs and initiatives to help their employees cope with work-life balance. Organizations, through its structure, practices, symbols and discourse, create and reproduce a dominant ideology. The dominant ideology is what drives organizational power and creates organizational norms. At the top of the organizational hierarchy, the majority of individuals are males, and assumptions can be made regarding their lack of personal experience with the direct and indirect effects of work-family conflict. Organizational values, norms and interests become incorporated in the self-concept as employees increase their identification with the organization. Employee interactions with the organization, through other employees, management, customers, or others, reinforces (or resists) the employee identification with the organization. The research was conducted in Electronics Corporation of India limited (ECIL) industry with sample size of 100 using convenient sampling method. The data were evaluated using Chi-Square, ANOVA, T-test methods.

Keywords: employee interaction, Human resource, Work life integration

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INTRODUCTION

Work life integration is a process to find the people control and choice in their life to meet and managing work responsibilities alongside with their personal life and family needs. A person in his or her 20s may be balancing career development and social activities. In 30s, when a person gets married and starts a family, family and job responsibilities become competing challenges [1]. Work life integration is nothing but work-life balance. Work-life Balance implies a separation and seems to say the two worlds are not meant to Collide. According to a survey conducted by the National Life Insurance Company, four out of ten U.S. employees state that their jobs are “very” or “extremely” stressful. Michael Feuerstein, professor of clinical psychology at the Uniformed Services

University of the Health Sciences at Bethesda Naval Hospital states, “We are seeing a greater increase in work-related neuroskeletal disorders from a combination of stress and ergonomic stressors” [2]. It is clear that problems caused by stress have become a major concern to both employers and employees. Symptoms of stress are manifested both physiologically and psychologically [3]. Work Life Integration explain about organization and employee identify to extend with the collective groups, i.e., organizational values, norms and interests become link in the self-concept as employees increase the employee identification with the organization [4]. Employee interaction instead of work and life balance with the organization through the employees, customer and management

reinforces the employee's skills and talents with the development of organization.

REVIEW OF LITERATURE

According to Professor Stew Friedman (1984) in Management Department was practice the employee integration and challenges facing in the Manufacturing industry [5]. He explains that Work/Life Integration focuses on understanding and improving the relationship between work and the rest of life through a survey program, field research, publications, conferences, teaching, and impact on social policy and organizational practice [6]. The Work Life Integration Program encourages employee's community and encourages them to concentrate mostly on employee on their values and interests and to explore what matters most, which matters most, and how to pursue careers that align well with one's values [7]. The Work Life Integration Program aims to contribute to the fields of organizational psychology and Career development and creates materials for courses on leadership, careers, and ethics.

STATEMENT OF THE PROBLEM

Employees are facing a broad set of daily challenges which are creating imbalance between their work and personal life. It is very difficult to understand one's own behavior and personality while balancing the personal and work life [8].

NEED FOR THE STUDY

In the present sphere of life every individual has to exercise control to meet life's challenges by Managing work along with the personal and family needs. The work life integration will change the style of managing work and personal life by integrating them with the help of work life strategies [9].

OBJECTIVES OF THE PROJECT

To Investigation about impact of Work-Life integration on employees working

culture and core values of individuals influence in work efficiency.

RESEARCH METHODOLOGY

Research was descriptive methodology and the research study the dropped out of the survey at different stages of the questionnaire. The questionnaires were framed with Likert five point scale method.

Data analysis techniques: Chi-square test, correlation test and reliability test.

- Sample size: 100 employees working in Sri Chakra Cement Pvt Ltd, Hyderabad
- Sampling Technique: Convenience sampling technique is used to select the samples [10].

LIMITATION OF THE STUDY

- The sample data were restricted to only one company i.e., Sri Chakra Cement Pvt ltd, Hyderabad, India.
- The policy of the company, sharing internal information with an outsider was restricted to extent.

DATA ANALYSIS

Reliability Test

Table 1 shows test with the reliability of the questionnaires with using R square values is more than 0.70 that means the questionnaires are accepted for research [11].

Table 1. Reliability of the questionnaires with using R square values.

R value	R square
0.956	0.914

Correlation

Table 2 explains about the correlation relationship among the variable, i.e., strong correlation between mission/purpose of organization make them feel satisfaction job with age will play vital role for work life integration and

Work environment & working conditions motivates the employees to work more

efficiently and productivity.

Table 2. Correlation relationship among the variable.

		Mission/purpose of your company make you feel your jobs	Age will play vital role for work life integration	Work environment & working conditions motivates the employees to work more efficiently and productivity
Correlation	Mission/purpose of your company make you feel your jobs	1.00	0.907	0.734
	Age will play vital role for work life integration	0.907	1.00	0.812
	Work environment and working conditions motivates the employees to work more efficiently and productivity	0.734	0.812	1.00
	Mission/purpose of your company make you feel your jobs		0.000	0.000
Sig (1-tailed)	Age will play vital role for work life integration	0.000		0.000
	Work environment and working conditions motivates the employees to work more efficiently and productivity	0.000	0.000	

Means

Table 3 explains about mean difference among the variable with respected to the respondents react with the data.

Table 3. Mean difference among the variable.

Questionnaire	N	Min	Max	Mean	Std. deviation
Work life integration is an outcome	100	1	5	4	0.9101
Mission/purpose of your company make you feel your jobs	100	1	5	3.95	1.0088
Family needs and responsibilities interfere work concentration	100	1	5	3.57	1.09411
age will play vital role for work life integration	100	1	5	3.63	1.11604
Core values and life goals of individuals influence work efficiency	100	1	5	3.84	1.07045
Work environment and working conditions motivates the employees to work more efficiently and productivity	100	2	5	4.3	0.8933
Work life programmers succeed in organizations where there is a work Place culture based on reciprocity and trust	100	1	5	3.64	1.11482
working responsibilities are shared among the organization, supervisors and employee	100	1	5	3.77	0.98324
Sound performance management system is an instrument to evaluate all strength and weakness of its employees for work life integration	100	1	5	3.86	0.95367

Chi-Square Test

Hypothesis

- Null hypothesis (H_0): Employee age would not play vital role for work life integration.
- Alternative hypothesis (H_a): Employee age play vital role for work life integration.

Table 4 shows that chi square table with respected the respondents' opinions about employee age with respected to work life integration, i.e., chi square calculate value = 50.3 and chi square table value = 30.143, sign = 5%.

Table 4. Chi square table with respected the respondents' opinions.

	Observed N	Expected N	Residual
Strongly disagree	4	20	-16
Disagree	17	20	-3
Moderate	12	20	-8
Agree	46	20	26
Strongly agree	21	20	1

Chi square calculates value is greater than table value; hence null hypothesis is rejected that means employee age play vital role for work life integration.

Table 5 shows the reliability values and R square value is 0.913 that means there are strong questionnaires.

Table 5. Reliability test^{a&b}.

Model summary											
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	R Square Change	F Change	df1	df2	Sig. Change	Durbin-Watson
1	.956 ^a	.914	.913	.29755		.914	1039.984	1	98	.000	.628

^aPredictors: (constant), core values and life goals of individuals influence work efficiency.

^bDependent variable: mission/purpose of your company make you feel your jobs.

Table 6 shows one way ANOVA test was significant between the mission and purpose of the company visions towards

the employee growth and Life goals of individuals influence their work efficiency.

Table 6. One way ANOVA test.^{a&b}

ANOVA ^a						
Model		Sum of squares	df	Mean square	F	Sig.
1	Regression	92.074	1	92.074	1039.984	.000 ^b
	Residual	8.676	98	.089		
	Total	100.750	99			

^aDependent variable: mission/purpose of your company make you feel your jobs.

^bPredictors: (constant), core values and life goals of individuals influence work efficiency.

Table 7 signifies with respect to work environment and working condition

motivates the employees to work more efficiently and productivity.

Table 7. T-test.

Group statistics					
	work environment and working conditions motivates the employees to work more efficiently and productivity	N	Mean	Std. deviation	Std. error mean
Work Life Integration is an Outcome	Strongly agree	53	4.5472	.50253	.06903
	Disagree	6	2.6667	.81650	.33333
family needs and responsibilities interfere work concentration	Strongly agree	53	4.2642	.44510	.06114
	Disagree	6	1.8333	.40825	.16667
age will play vital role for work life integration	Strongly agree	53	4.3962	.49379	.06783
	Disagree	6	1.8333	.40825	.16667

FINDINGS

- Majority of the employees are having good balance of work life will help the organization to be more effective and successfully.
- More than 50% of employees are not satisfied with the career growth and promotions policies.
- Majority of the employees are satisfied with the wages, fringe benefits, cash incentives and work timings.
- Most of the employees disagreed that they are not emotionally attached to the organization [11].
- All employee says job is necessary is based on mission & purpose.
- Personal or family needs and responsibilities did not interfere in work concentration.
- 50% of the employee's not satisfied the high satisfaction.
- 90% of employees satisfied with the amenities and welfare helps integration of work culture.
- Majority of the employees are not satisfied with the social media [12].

CONCLUSION

The work Life integration practices was applied in the industry anqad the employees were satisfied with working environment and able to balance the personal life. Employer was interest to

train the employees to improve their employee skill and employee performance. It is also balance the life style and boost the sense of responsibility, ownership, relationship between and among the employee and employer [13].

SUGGETIONS

- The management should provide a better environment for managing both work life and personal life.
- The company can come up with new and innovative ideas to improve the work life balance programs and practices, which can benefit organizations bottom line.
- HR department has to take initiate measure to implement work life balance arrangements and reducing staff turnover rates and increasing retention rates in the organization [14].

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