
EMPIRICAL STUDY ON WORK LIFE INTEGRATION PRACTICES IN ELECTRONIC INDUSTRY

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Abstract:

Organizations play a large part in how their employees deal with work-life balance. Some companies have taken proactive measures in providing programs and initiatives to help their employees cope with work-life balance. Work-life conflict may come from organizational norms and ideologies. As a macro structure, the organization maintains the locus of power. 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. By working in an organization, employees identify, to some extent, with the organization, as part of a collective group. 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 convinces sampling method.

Keyword: Work Life Integration, Human resource, Employee interaction

INTRODUCTION:

Work life integration is an outcome of people control & choice in their life to meet life challenges. This can be managing work responsibilities alongside their personal & family needs. The areas of a person's life which require integration will change based on the individuals life stages. A person in his or her 20s may be balancing career development and social activities. In 30s, when a person gets married & starts a family, family & job responsibilities become competing challenges. 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. Those in high-stress jobs are three times more likely than others to suffer from stress-related medical conditions and are twice as likely to quit. The study states that women, in particular, report stress related to the conflict between work and family. The number of stress-related disability claims by American employees has doubled according to the Employee Assistance Professionals Association in Arlington, Virginia. Seventy-five to ninety percent of physician visits are related to stress and, according to the American Institute of Stress, the cost to industry has been estimated at \$200 billion-\$300 billion a year. Steven L. Sauter, chief of the Applied Psychology and Ergonomics Branch of the National Institute for Occupational Safety and Health in Cincinnati, Ohio, states that recent studies show that "the workplace has become the single greatest source of stress". Michael Feuerstein, professor of clinical psychology at the Uniformed Services University of the Health Sciences at Bethesda Naval Hospital states, "We're seeing a greater increase in work-related neuroskeletal disorders from a combination of stress and ergonomic stressors". 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. Persistent stress can result in cardiovascular disease, sexual health problems, a weaker immune system and frequent headaches, stiff muscles, or backache. It can also result in poor coping skills, irritability, jumpiness, insecurity, exhaustion, and difficulty concentrating. Stress may also perpetuate or lead to binge eating, smoking, and alcohol consumption.

REVIEW OF LITERATURE:

According to Stew Friedman (1984) has been on the Wharton faculty since 1984. He became the Management Department's first Practice Professor for his work on applying theory and research to the real challenges facing organizations. As founding director of The Wharton Leadership Program,

in 1991 he initiated the required MBA and Undergraduate leadership courses. He is also founding director of Wharton's Work/Life Integration Project. An award-winning teacher, he appears regularly in business media (*The New York Times* cited the "rock star adoration" he inspires in his students). He has been recognized twice as one of HR's Most Influential International Thinkers and as one of the "world's top 50 business thinkers" thrice by Thinkers50. In 2015 he won Thinkers50's Distinguished Achievement Award in the talent management field. He's published 50+ articles for HBR.org, including one listed first among *Harvard Business Review's* Ideas that Shaped Management in 2013. He was chosen by *Working Mother* as one of America's 25 most influential men to have made things better for working parents, and was recently honored by the Families and Work Institute with the Work Life Legacy Award. In 2001 Stew concluded a two-year assignment as a senior executive at Ford Motor Company, where he was director of the Leadership Development Center (LDC), running a 50-person, \$25 MM operation. In partnership with the CEO, he launched a corporate-wide portfolio of initiatives designed to transform Ford's culture; 2500+ managers per year participated. Near the end of his tenure at Ford, an independent research group (ICEDR) said the LDC was a "global benchmark" for leadership development programs. Stew worked for five years in the mental health field before earning his PhD in organizational psychology from the University of Michigan. He has published on work/life, leadership, and the dynamics of change, including the widely-cited *Harvard Business Review* articles, "Work and life: the end of the zero-sum game" (1998); "Be a better leader, have a richer life" (2008); and "Work, Home, Community, Self" (2014); and "The Happy Workaholic: a role model for employees" (in *Academy of Management Executive*, 2003). 013 Wharton Digital Press published his landmark study of two generations of Wharton students, Stew edited the first collection of learning tools for building leadership skills for integrating work and life. Stew serves on a number of boards and has advised a wide range of companies and public sector organizations, including the U.S. Department of Labor, the United Nations, and two White House administrations. He gives keynote addresses and conducts workshops globally on leadership and the whole person, creating change, and strategic human resources issues. Founded in 1991 and the first initiative of its kind in a business school, the Wharton Work/Life Integration Project focuses on understanding and improving the relationship between work and the rest of life through a longitudinal survey program, field research, publications, conferences, teaching, and impact on social policy and organizational practice. The W/LIP encourages members of the Wharton community and others around the world to reflect 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. The W/LIP aims to contribute to the fields of organizational psychology and adult development and creates materials for courses on leadership, careers, and ethics.

STATEMENT OF THE PROBLEM:

Work-Life family life has significantly changed over a period of time. Today's people 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. Every individual has to assess the nature of their own personalities, their sense of self-identify and the degree of control they have over their work and family work not by balancing but through integration.

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.

OBJECTIVES OF THE PROJECT:

To study the Work-Life integration of the employees in "Electronic Corporation of India Limited and to know how the core values and life goals of individuals influence in work efficiency in ECIL

RESEARCH METHODOLOGY:

Research methodology is the systematic, critical, objective and scientific enquiry in the method. My project research is descriptive methodology and the research study the dropped out of the survey at different stages of the questionnaire. The data were analyzed using a range of qualitative and quantitative methods.

Research Design: A Research Design is the arrangement of conditions for collection and analysis of data in a manner that to combine relevance to the purpose with economy.

Research Approach: The required information is collected by direct contact method in the following ways:

- Administered a structured questionnaire.
- On the Basis of observation.
- By interacting with concerned executives.

SOURCES OF DATA COLLECTING:

- **Primary Data:** The data collected from the Questionnaires and discussed with the employees.
- **Secondary Data:** Secondary source is collected information from various sources like Company’s website and Websites and search engines.
- **Sample size:** A sample is known as, as the sub unit of the population which shares the similar features. The number of units in sample is known as the sample size. Sample size of 100
- **Sampling Technique:** Convenience sampling technique is used to select the samples.

LIMITATION OF THE STUDY:

- The present study is based on primary data hence, possibility of personal bias cannot be ruled out.
- Cooperation of the concerned employers also posed a limitation.
- The policy of the company, sharing internal information with an outsider was restricted to some extent

DATA ANALYSIS:

RELIABILITY TEST:

R Value	R Square
0.956	0.914

Above table; R square values is more than 0.70 that means the questionnaires are accepted for research.

CORRELATION:

		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 & 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 & working conditions motivates the employees to work more efficiently and productivity	0.000	0.000	

MEANS:

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 & life goals of individuals influence work efficiency	100	1	5	3.84	1.07045
Work environment & 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 & 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

HYPOTHESIS TESTING:

Hypothesis Test Summary				
	Null Hypothesis	Test	Sig.	Decision
1	The categories of Work Life Intergration is an Outcome occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
2	The categories of mission/purpose of your company make you feel your jobs occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
3	The categories of family needs and responsibilities interfers work concentration occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
4	The categories of age will play vital role for work life integration occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
5	The categories of core values & life goals of individuals influence work efficiency occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
6	The categories of work environment & working conditions motivates the employees to work more efficiently and productivity occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
7	The categories of work life programmers succeed in organizations where there is a work Place culture based on reciprocity & trust occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
8	The categories of working responsibilities are shared among the organization, supervisors and employee occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
9	The categories of sound performance management system is an instrument to evaluate all strength and weakness of its employees for work life integration occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.

Asymptotic significances are displayed. The significance level is .05.

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 in ECIL.
- Majority of the employees are satisfied with the wages, fringe benefits, cash incentives and work timings in ECIL.
- Most of the employees disagreed that they are not emotionally attached to the organization.
- All employee says job is necessary is based on mission & purpose in ECIL.
- Personal or family needs and responsibilities did not interfere in work concentration.
- 50% of the employee's not satisfied the high satisfaction in ECIL.

- 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 in ECIL.

CONCLUSION:

I concluded that work life integration is very good in the Electronic Corporation of India Limited. They are very educated peoples, skills also. It is balanced life style boosts the sense of responsibility and ownership and Build better relationship with management. Work-Life Integration by identifying challenges that employees from dual-earner couples face in integrating their work and none work lives and by developing a comprehensive model of ECIL.

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 an 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.

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