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An Experimental Study of Effect of Stress and Job Satisfaction towards Work Life Balance of It Professionals and Private Sector Executives

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Abstract

In the present situation of stiff competition, organizational productivity depends to a very great amount on the presentation of employees which eventually leads to job satisfaction. Organizations today endeavor to supplement job satisfaction in their workforce to be more creative and to keep in pace with the rivalry that prevails in an era of globalization. Stress at work place is related to the different tasks performed by the employee in the workplace which is measured to be imperative determinants of performance of an employee. Employees today are therefore expected to have an appropriate balance between their individual and proficient life which finally leads to job satisfaction and stress reduction. Work-life balance is a matter of unease for both the employees and the employers. It concerns the employees in terms of their stress level and its ensuing outcomes in terms of ill-health (both physical and mental), and it concerns the employers, as the ill-health of their employees translates into concentrated efficiency. The current study inspects the effect of work life balance and stress on job contentment among employees in the IT sector and employees in the administrative cadre in the private sector. Samples of 160 respondents were taken for the study, out of which 80 belong to the IT sector and 80 executives belong to the private sector. Expediency sampling method is used in this study. The findings expose that while work-life balance and job satisfaction were absolutely related to each other, elements of stress dimension like de-motivation, work pressure and meaninglessness were negatively related to job satisfaction. The study also express the fact that work life balance is establish to more among the executives in the private sector when evaluated to that IT professionals. Further, findings illustrate that job satisfaction was higher among the male respondents in assessment to the female respondents. Entertainingly, the IT group had lower work-life balance and job satisfaction, while it had higher meaninglessness, de-motivation and work pressure compared to that of executives in the private sector.

Keywords: Job Satisfaction, Meaninglessness, Work-Life Balance, Stress.

1. Introduction

India had the distinction of being the world's largest economy in the beginning of the Christian era, as it accounted for about 32.9% share of world GDP and about 17% of the world population. The goods produced in India had long been exported to far off destinations across the world. Therefore, the concept of globalization is hardly new to India.

India currently accounts for 1.2% of World trade as of 2006 according to the World Trade Organization (WTO). Until the liberalization of 1991, India was largely and intentionally isolated from the world markets, to protect its fledgling economy and to achieve self-reliance. Foreign trade was subject to import tariffs, export taxes and quantitative restrictions, while foreign direct investment was restricted by upper-limit equity participation, restrictions on technology transfer, export obligations and government approvals; these approvals were needed for nearly 60% of new FDI in the industrial sector. The restrictions ensured that FDI averaged only around \$200M annually between 1985 and 1991; a large percentage of the capital flows consisted of foreign aid, commercial borrowing and deposits of non-resident Indians.

India is a founding-member of General Agreement on Tariffs and Trade (GATT) since 1947 and its successor, the World Trade Organization. While participating actively in its general council meetings, India has been crucial in voicing the concerns of the developing world. For instance, India has continued its opposition to the inclusion of such matters as labour and environment issues and other non-tariff barriers into the WTO policies.

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Despite reducing import restrictions several times in the 2000s, India was evaluated by the World Trade Organization in 2008 as more restrictive than similar developing economies, such as Brazil, China, and Russia. The WTO also identified electricity shortages and inadequate transportation infrastructure as significant constraints on trade. Its restrictiveness has been cited as a factor which has isolated it from the global financial crisis of 2008–2009 more than other countries, even though it has reduced ongoing economic growth.

Globalization is a significant factor in competitive world that integrate and mobilize cultural values of people at global level. In the age of rapid technical progression, many countries are unified and transformed due to the process of globalization. Globalization has a huge impact on cultural, social, monetary, political, and communal life of countries. Abundant theoretical studies demonstrated that globalization intercedes in a cultural life of populace that raises numerous critical issues (Robertson, 1992). In broad sense, the term 'globalization' means combination of economies and societies through cross country flows of information, ideas, technologies, goods, services, capital, finance and people. Globalization is described by theorists as the process through which societies and economies are integrated through cross border flows of ideas, communication, technology, capital, people, finance, goods, services and information.

Cross country incorporation has several aspects and can be political, cultural, social and/or economic, all which equal globalization. Nevertheless, financial integration is the most common aspects. Economic integration involves developing a nation's economy into an international economy. After World War I and II the early trends of globalization decreased throughout the world due to many barriers which restricted the movement of goods and services. In fact, cultural and social integration are even more than economic integration. Globalization increases competitiveness at company level and national level, which leads company management and governments to embrace strategies designed to increase labour effectiveness with reference to productivity, quality and innovation. Generally, globalization involves economies that are opening up to international competition and that do not distinguish against international capital. Consequently, globalization is often accompanied by a liberalization of the markets and the privatization of productive assets. But globalization also leads to unemployment, increasing casual employment and weakening labour movements. Theoretical literature denotes that Globalization has made countries to realize that they can share their cultural values and economic exchanges to promote business and gain competitive advantage. The fervour of globalization has even enforced Governments to be tuned to the merits of a Global economy. Management studies have defined the process of globalization. Fraser (2007) explained that Globalization is a word on every commentator's lips nowadays, but is very difficult to define satisfactorily, for it arises in so many different contexts like economic, sociological, political, cultural and environmental. Akteruzzaman.Md, 2006 stated that globalization is the interconnectedness of nations and regions in economic domain, in particular, trade financial flows and multinational corporations. The concept of globalization means that the world is getting smaller as well as bigger. Akteruzzaman.Md, 2006 described that globalization can contribute to develop pattern of cross border activities of firms, involving

international investment, trade and strategic alliances for product development, production, sourcing and marketing. These international activities companies to enter new markets, to exploit their technological and organizational advantages and to reduce business costs and risks. Other theorists stated that globalization is a social phenomenon that defines the geographical boundary in terms of many different issues. According Brinkman, 2002, globalization as a triumphalism light, as the penetration of capitalism into every corner of the world, bringing with it the possibility for all of the world's population to participate in the fruits of the international division of labour and market economy. ALI, 2015 explained the globalization as a process of rapid economic, cultural, and institutional integration among countries. This association is driven by the liberalization of trade, investment and capital flow, technological advances, and pressures for assimilation towards international standards. Globalization has reduced barriers between countries, thus resulting in strengthening of economic competition among nations, dissemination of advanced management practices and newer forms of work organization, and sharing of internationally accepted labour standards.

Need For the Study

Research work over the past 15 years or more has revealed that the experience of stress among managers in the workplace has harmful consequences towards their physical condition and safety as well it is injurious and for the well-being of their organizations. Work stress incurred cost not only to the organization, but the nation as well. It is in this situation, the research has been approved out to recognize the different dimensions and effect of Work Life Balance and effect of stress on IT Professionals and Executives.

Objectives of the Study

- To study the effect of Work Life Balance on job performance of employees in the IT sector and Executives in the Private Sector
- To recognize the pressure of Stress on Job performance of knowledge workers
- To find out the effect of Stress, Work Life Balance and job performance on male and female executives and IT professionals
- To identify the job satisfaction of employees based on the successful Work Life Balance in organizations

Hypothesis

1. Work-life balance enhances job satisfaction and performance.
2. Stress at work obstructs job satisfaction.
3. Male employees will have greater job satisfaction and stress and lesser work life balance evaluated to the female group.
4. IT employees have greater work-life balance and job satisfaction compared to the Private sector executives.

Research Methodology

The type of research used for this study is descriptive and the research efforts to classify the effect of stress on IT professionals and private sector executives and to classify their work life balance. A sample of 160 professionals including 80 male and 80 female respondents was taken for the study in Delhi. The number of respondents in the IT

group was 80, including 40 male and 40 female respondents. The total number of executives taken from the private sector was 80, including 40 male and 40 female respondents. The sampling method that is adopted for this study is expediency sampling which is a non-probability sampling. The research

instrument that is used for this study is a structured questionnaire. The respondents were asked to rate different items using a 6-point Likert type scale where 6 indicated Strongly Agree while 1 represent Strongly Disagree.

Result and Discussion

Table 1: Cronbach Alphas for Different Scales (N = 160)

Scale	Cronbach Alphas	Number of Items
Job satisfaction	0.69	6
Work life balance	0.71	3
Work Pressure	0.80	12
Exhaustion	0.92	9
De-Motivation	0.74	7

Cronbach Alpha value for dissimilar scales taken for the study obviously designate that the reliability of the research instrument is initiate to be relatively high and therefore all

the above mentioned factors are chosen for further analysis and discussion.

Correlation Result

Table 2: Inter-Variables Correlation among the Different Variables for the Total Samples (N= 160)

Variables	Work-Life Balance	Meaninglessness	Work Pressure	De-Motivation
Work-Life Balance	-----			
Meaninglessness	-0.41	-----		
Work Pressure	-0.40	0.82	-----	
De-Motivation	-0.38	0.79	0.79	-----
Job Satisfaction	0.41	-0.32	-0.29	-0.27

The Table above undoubtedly shows that the correlation between job satisfaction and stress dimensions, i.e., meaninglessness, work pressure, and de-motivation was negative, representing that the greater stress the lesser job satisfaction. Also the higher work life balance, the higher job

satisfaction. The blueprint of relationships was comparable in the cases of the IT Professionals and private sector executives which are evidently disguised from the tables given underneath. (Tables 3 and 4). Thus, the hypotheses 1 and 2 are accepted.

Table 3: Inter-Variables Correlation among the Different Variables for the IT Sector (N= 80)

Variables	Work-Life Balance	Meaninglessness	Work Pressure	De-Motivation
Work-Life Balance	-----			
Meaninglessness	-0.25	-----		
Work Pressure	-0.30	0.83	-----	
De-Motivation	-0.28	0.78	0.75	-----
Job Satisfaction	0.30	-0.20	-0.15	-0.12

Table 4: Inter-Variables Correlation among the Different Variables for the Private Sector (N= 80)

Variables	Work-Life Balance	Meaninglessness	Work Pressure	De-Motivation
Work-Life Balance	-----			
Meaninglessness	-0.58	-----		
Work Pressure	-0.45	0.85	-----	
De-Motivation	-0.42	0.81	0.84	-----
Job Satisfaction	0.57	-0.34	-0.32	-0.37

Discussion

The conclusion of the current study shows that work-life balance is positively connected with job satisfaction. It involves that when employees are proficient to pay equal concentration to both personal and professional lives, they like their jobs and feel satisfy. The environment of job in the IT sector and the managerial jobs in the private sector is such that it is complicated to clout a balance between work and life. IT industry is level to the high employee turnover and promise. In line with the calculation, stress dimensions, i.e., meaninglessness, work pressure, and de-motivation are negatively associated to job satisfaction, indicating that

greater the level of stress, the lower will be the job satisfaction. When jobs are stressful, employees lose their concentration in jobs and they feel disappointed. As a result, employees become less dedicated and widen a purpose to leave the job. At the same time, organizations give gorgeous plunder to better performance; consequently, employees overstretch and stress themselves.

Results from the current study also obviously specify that the private sector executives have greater work-life balance and job satisfaction when compared to the IT Professionals. Conversely, the executives in the private sector are originate to be lower on meaninglessness, work pressure and de-

motivation. This may be because of evidently definite fixed schedules, job profile, and routine, and less demanding work among the executives in the private sector. Their potential is met by their organizations, sometimes even exceeded. Therefore, they might be more contented. On the other hands, the IT respondents have tight timelines and highly demanding work.

Conclusion

It can be completed that work-life balance and stress dimensions absolutely have their effect on job satisfaction among the IT Professionals and the executives of the private sector. Poor job satisfaction results in lower confidence and efficiency. Employees today anticipate their organizations to help in organization work-life balance and in reducing stress and burnout. Work life balance is a situational variable, while stress is a personality variable. Both together conclude job satisfaction that, in turn, affects employee engagement and productivity. Work-life balance also negatively affects stress. It also occurs when there is high level of conflict between work and life. The organization, on the other hands, can initiate cutting edge work -life balance practices to help the employees manage their affairs more effectively. It can also train employees to understand the issues of work-life and burnout management and commence employee assistance programmers. When there is proper cooperation and coordination among both the organization and the employees in this regard, accomplishing work life balance will no more be a complicated and difficult task. Moreover, proper work life balance of employees is expected to contribute towards greater job satisfaction which in turn will lead to enhanced organizational productivity.

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