

IMPACT OF JOB SATISFACTION ON WORK LIFE BALANCE IN NON EXECUTIVE EMPLOYEES WITH SPECIAL REFERENCE OF INDIAN RAILWAYS, BILASPUR ZONE

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ABSTRACT

The purpose of this study is to analyze the impact of job satisfaction on work life balance in Bilaspur zone. The data were collected keeping in consideration feature such as gender, age, qualification, department and experience. Factor involved are work life balance and job satisfaction with respect to difficulty balancing work and non work activities, personal life suffers because of work, family supports in my professional life, organisation understanding my private life needs, management has trust me related to my job, job strain and difficulty to fulfill family duties, due to heavy workload, long working hours. Researcher collected 387 responses to different department employees. Data were collected using primary sources. Primary data were collected through questionnaires. The data was analyzed using SPSS, test applied was correlation. The finding suggest that job satisfaction has impact on employee work life balance in Indian Railways non executive employees. This research can be beneficial for the Indian Railways to improve their policies, benefits program and pay structure to attract more capable candidates.

KEYWORDS: work life balance, job satisfaction and Indian railways.

INTRODUCTION:

The issue of work-life balance was earlier raised by the working women during the 1960s and 1970s in the UK. During the mid 1980s, the issue was also taken into consideration by the US government. In 1990, US confirmed the recognition of work-life balance as a main human resource management issue (Bird, 2006). Job satisfaction is a component of life satisfaction that can only happen if employees can accomplish a stability in their work and family life. This study explored the impact of job satisfaction on work life balance and organizational commitment among non executive employees of Indian Railways in Bilaspur Zone. This research focused to find out satisfaction of work and life balance employees and commitment of employees with the organization.

OBJECTIVES OF THE STUDY

To find the impact of job satisfaction on work life balance.

RESEARCH METHODOLOGY

The 387 data was collected through questionnaires to Indian Railways non executive employees in Bilaspur Zone (BSP, R and NGP division). In this research researcher use 5 demographical variables like gender, age, qualification, department and experience.

Primary data were collected through questionnaires with 5 point likert scale where A= Disagree, B= Some Disagree, C= None, D= Some Agree, E= Agree. While secondary data was collected from books, magazines, research journals and web sites etc. the data was analyzed using SPSS 6 version, the test applied was correlation Pearson's Product to analyze the relation between work life balance and emotional intelligence.

DATA ANALYSIS

RELIABILITY OF WORK LIFE BALANCE

Table 1: Work Life Balance

Reliability Statistics	
Cronbach's Alpha	N of Items
.832	10

Source: Survey Data

According to table 1, reliability test Cronbach's alpha value of work life balance was .832. The Cronbach's alpha value was greater than the acceptable level (0.5). A researcher developed a 11 question for Work Life Balance. It indicates a high level of internal consistency with respect to the specific sample.

RELIABILITY OF JOB SATISFACTION

Table 2: Job Satisfaction

Reliability Statistics	
Cronbach's	N of Items
.501	20

Source: Survey Data

According to table 2, the reliability test Cronbach's alpha value for work life balance was .501. The Cronbach's alpha value was greater than the acceptable level (0.5). A researcher developed a 20-item questionnaire for Job Satisfaction. It indicates a medium level of internal consistency with respect to the specific sample.

DESCRIPTIVE ANALYSIS FOR RESEARCH VARIABLES

Table 3: Descriptive Statistics

Descriptive Statistics			
	Mean	Std. Deviation	N
Work Life Balance	3.8575	.34341	387
Job Satisfaction	4.1824	.28871	387

Source: Survey Data

According to table 3, the mean value of work life balance was 3.8575 and the mean value of job satisfaction was 4.1824. In this table, the sample size N is 387 and the variables are work life balance and emotional intelligence.

CORRELATION ANALYSIS

Table 4: Correlation Analysis

Correlations			
		Work Life Balance	Emotional Intelligence
Work Life Balance	Pearson Correlation	1	.325
	Sig. (2-tailed)		.000
	N	387	387
Emotional Intelligence	Pearson Correlation	.325	1
	Sig. (2-tailed)	.000	
	N	387	387

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Survey Data

According to the table 4, correlation coefficient between Work Life Balance and Emotional Intelligence was 0.325 and sig value was 0.000. sig value of the correlation smaller than 0.05. According there is a strong positive statistically significant association between work life balance and job satisfaction of the non executive employee in Indian railways specially Bilaspur zone.

REGRESSION ANALYSIS

Table 5: Model Summary

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.325 ^a	.106	.103	.32518	1.120
a. Predictors: (Constant), Job Satisfaction					
b. Dependent Variable: Work Life Balance					

Source: Survey Data

According to the table 5, R Square was .106. it indicated 10.6% variation of work life balance of non executive employee in Indian Railways.

The Durbin Watson test : One of the assumptions of regression is that the observations are independent. The Durbin-Watson statistic should be between 1.5 and 2.5. The Durbin-Watson statistic is 1.120 which is between 1.5 and 2.5 and therefore the data is auto correlated.

Table 6: Statistical significance ANOVA

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.810	1	4.810	45.492	.000 ^b
	Residual	40.711	385	.106		
	Total	45.521	386			
a. Dependent Variable: Work Life Balance						
b. Predictors: (Constant), Job Satisfaction						

Source: Survey Data

According to the table table 6, sig value of regression was 0.000 it indicates that model is strong enough to predict job work life balance.

Table 7: Coefficients

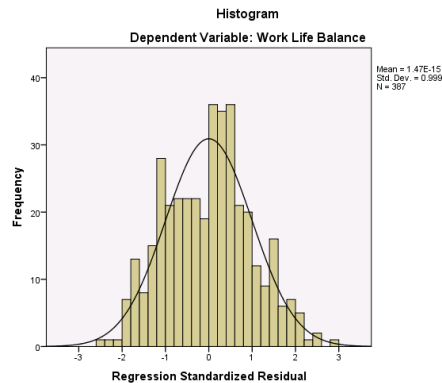
Coefficients ^a									
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	2.240	.240		9.322	.000			
	Job Satisfaction	.387	.057	.325	6.745	.000	.325	.325	.325
a. Dependent Variable: Work Life Balance									

H1- There is a positive relationship between job satisfaction and the work life balance.

According to the table 7, regression coefficient or emotional intelligence factor was 0.387 and sig value is 0.000 it was less than 0.05 therefore study rejected H0 and accepted H1: There is a positive relationship between emotional intelligence and work life balance.

HISTOGRAM

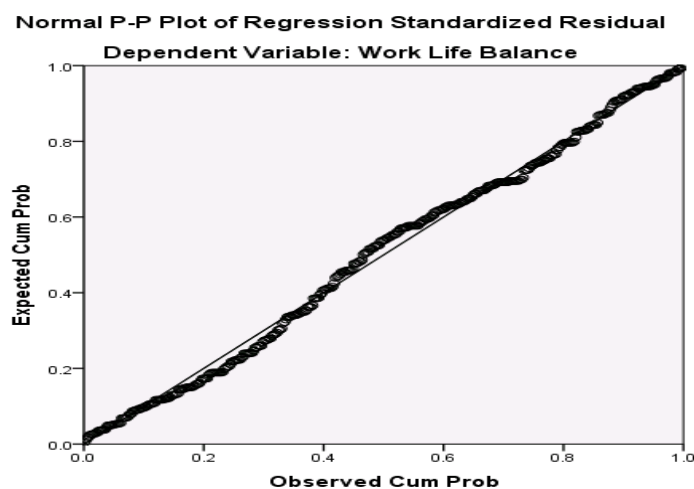
Figure 1: histogram of work life balance



According to the Figure 1, Histogram basically check for our dependent variable is normal distributed or not normal distributed. Histogram graph has a peak and a 'bell' shaped appearance which means our dependent variable is normally distributed. The histogram below shows in figure 1.

P-P PLOT

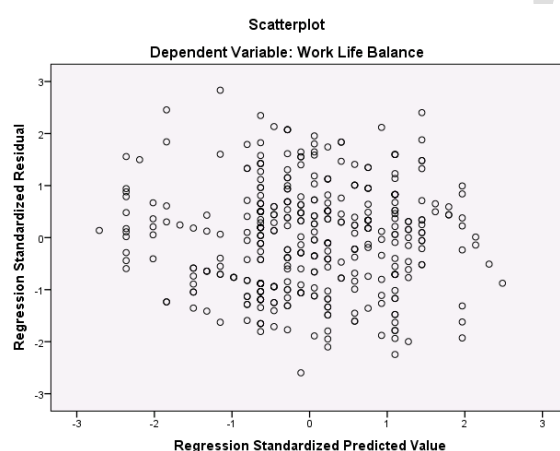
Figure 2: P-P plot of work life balance



According to the Figure 2, Plot With regard to regression analysis, the P-P plot (probability-probability plot) is used to check that the residuals are *normally distributed*. Basically, the straight diagonal line in the middle represents a normal distribution while the plotted points represent the residuals. The graph allows you to visually compare how similar the distribution of your residuals is to a normal distribution.

SCATTERPLOT

Figure 3: scatterplot of work life balance



According to the figure 3, It will look something like the graph below. You will see a bunch of dots. Your scatterplot can tell you about the relationship between variables, just like Pearson's r . With it, you can determine the strength and direction of the relationship between variables. Scatterplot check out layer. Scatterplot range between -3 to +3 and if we draw box between ranges so we found most of the dots appear in the box. So we can say my data set is normal and no any out layer.

CONCLUSION:

The objective of the study was to find out the impact of job satisfaction on work life balance among non executive Indian railways employee in Bilaspur zone. At the end of our discussion, it is concluded from the research that the employee's job satisfaction affects employee's work life

balance. So it is proved that relationship exist in job satisfaction and work life balance. The correlation result shows that significant positive relationship exists between job satisfaction and work life balance of the employees.

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