STUDY OF RELATIONSHIP BETWEEN WORK LIFE BALANCE AND EMPLOYEE PERFORMANCE DURING COVID 19 PANDEMIC

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ABSTRACT

Study revolves around present trend of work from home impacting work life balance of employee's performance during same time frame. As individuals everyone requires to manage their time so a proper importance is given to work and personal life. Before pandemic employees would schedule timings for work and balance was allocated for private life, this was due them working from office hence they wouldn't carry their left-over task to home. Post pandemic employees are working from home where they have to carry out their professional commitments along with own. This is where employees would be facing issues to manage both.

Due to situation explained, employees must be tracked by organization in deeper methods to find out performance, productivity of them. Is really working from home has given any benefit to organization with terms to employees performing better than as compared to office schedule work. We should also see are employees having satisfaction in performing their responsibilities in this format of working style.

Study indicates that there are definitely higher outcomes from employees' part as they are able to work from ease in comfortable zone. Whereas employees are having mixed opinion about this style of working culture.

Key words: employee performance, job satisfaction, work life balance, work from home, working style.

INTRODUCTION

Covid 19 pandemic marked global health crisis in 2020. This resulted different impacts of every individual lives. Lockdown, social distancing and mandate mask got into our daily dictionary from past years. Due to pandemic larger portion of our work force has got into new working style that is work from home. This has impacted each individual relating to their private plans like travel, performing basic day to day tasks and work culture. But that

is only part of the coin, other part is pandemic has impacted higher on world and every country economy. Situation has accelerated deepest global recession after Secon world war. During 2020 economy has seen the fastest downfall of economy at once across sphere. A fantasy has come true in world during pandemic, yes that is work from home policies and opportunities, this has started an new era. Before by just imaging WFH would be seen as never possible concept but today it exists and proven successful in most sectors.

Remote working has created a mixed environment in organization and person life. Working remotely has improved employee productivity and performance but it has also led to issues like stress and isolation which definitely has some impact on mental health which in term over a period of time may lead to inactiveness of employees, so, organizations have started to create an experience of making employee do their work in both styles i.e, WFH and WFO. Most of employees' population without discrimination of gender has strong feeling that more emotional exhausted due to private life is interfered with work because of work from home times. Circumstances has blurred boundary separating rest place and workplace. Issue doesn't stop here as major concern is time limits has changed as employees are working from home. Due to employees staying at home there are distractions from family side as well by trying to make interactions or having family demands which lessens concentration of employee on fulfilling basic work tasks which as to be carried out. This study is to find out employee performance and work life balance relationship during pandemic.

LITERATURE REVIEW

Work and life are 2 important parts of individual private life. Study is done to analyze relationship between work life balance and productivity of employee, which reveals role conflict, stress, family and work load has negative impact of productivity of employee (Anthonia, n.d.). Present era has created the world of competition between companies which is impacted on employees to work on schedule with full commitment towards the assigned task, but companies has also implemented work life balance policy to make employees feel satisfaction in job. Because if employees are unhappy or dissatisfied in job due to lack of balance between work and personal life, it will tend to have negative significance on productivity and job satisfaction in an organization (Silaban & Margaretha, 2021).

Researcher has found that work life balance is having very high significant relationship towards employee performance. They have conducted a correlation analysis amongst variables mentioned. After reviewing results,

they suggest that companies must look into boost policies relating to work balance with life to improving job performance (Thevanes & MangaleswaranT, 2018). Due to continuous changes in either work and personal life there are high chances of having imbalance between work and private space, So, companies have to give cent percent interest on making a balance in employees life. WLB has different meaning in every individual, initially concept was coined around work and family conflict as each role has its own pressure handle with hence rift was between roles has made issues mange and balance (Rashmi & Kataria, 2021). Performance of employee relation with work life balance is explained by Split Over Theory, which mentions that every person will carry his own emotions, Skill set, role, behavior and attitude. Work environment and non-working environment will not have similarity hence system is under condition of split over. Positive split over is occurred when an individual is able to attain satisfaction in one domain there will be automatic refection of satisfaction in another domain. Whereas, negative split over is defined as having stress or depression in one domain leads to downfall or non-satisfaction with another domain (Tamunomiebi & Oyibo, 2020). Organizations fail to manage and improve policies continuously with changing environment, but when any organization develops a good policy for maintaining work life balance will show positive impact on improvement performance and productivity of organization with employee as well. There can be huge changes in decrease of turnover in companies (Rushna Preena, 2021).

OBJECTIVES

- To examine the employee performance during pandemic.

- To analyze work life balance during pandemic times.

RESEARCH METHODOLOGY

The present study comes under descriptive and exploratory research as its main point is on concept employee engagement which helps to identify the various engagement practices followed by the sector. The study is done on collected primary data through the help of structured questionnaire

Sampling: Sample size of the study is 238. Sampling technique adopted for research is convenience sampling.

Tools used for Analysis:

The data was provided for analysis into IBM SPSS 20 software package.

Percentage Analysis, ANOVAs, Multiple Correlations, Regressions and Chi-square tests were used in analyzing the data.

HYPOTHESIS

H_{11}: There is significant bearing of work life balance on job satisfaction.

H_{12}: There is significant influence of work life balance on employee performance.

DATA ANALYSIS AND INTERPRETATION

Table 1: Case Processing Summary			
		N	%
Cases	Valid	238	100.0
	Excluded[a]	0	0
	Total	238	100.0

Table 2: Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.82	.82	238

Reliability Statistics: The reliability co-efficient is 0.820 and the numbers are close to 1. Generally, the alpha should be above 0.7 which are considered as having good internal consistency. Hence the outcome of table (Table -2) shows 0.82 it can be considered as data is ideal.

II Demographic Details of the Respondents

Table 3: Profile of the Respondents

Variables	**Categories**	**Percentage**
Gender	Male	60.44
	Female	39.56
Age	18-22	12.22
	23-27	23.08
	28-32	35.69
	33-37	13.73
	38-42	15.37
Monthly income	9,000-10,0000	27.47
	10,000-11,000	41.76
	>11,000	30.77
Education	SSLC	14.29
	PUC	35.71

	Graduation	30.22
	Post-Graduation	19.78
Work experience	<6 months	11.54
	6 months-1 year	31.32
	1 year-2 years	34.62
	>2 years	22.52

Interpretation:

The above table states the demographic details of the respondents where the majority is male with 60.44% and the rest of them are female. According to age, maximum respondent's age was 28-32 with 35.69% and the least age is18-22 with 12.22%. The next variable is the respondent's income where the highest of them belonged to 10,000-11,000 categories with 41.76%, the second highest income is in between >11000 and the lowest is 9,000-10,000 with holding only 27.47%. The subsequent variable of the table is education, where more of the respondents are PUC with 35.71% and second highest was graduation with a percentage of 30.22. The next respondents are from work experience which shows that 1 year-2 years are the highest with the percentage of 32.64. This above table shows the overall picture of the respondents.

Variable 1	Variable 2	Chi square value	P value	Results
Work Life Balance	Job satisfaction	461.010	.078	Accepted
Work Life Balance	Performance of Employee	449.593	.0641	Accepted

Correlations Table

Correlations		Work Life Balance	Job satisfaction	Performance of Employee
Work Life Balance	Pearson Correlation	1	.467**	.331**
	Sig. (2-tailed)		0	0.001
	Sum of Squares and Cross-products	1170.755	527.931	386
	Covariance	11.592	5.227	3.822
	N	238	238	238
Job Satisfaction	Pearson Correlation	.467**	1	.349**
	Sig. (2-tailed)	0		0

	Sum of Squares and Cross-products	527.931	1089.461	392
	Covariance	5.227	10.787	3.881
	N	238	238	238
Performance of Employee	Pearson Correlation	.331**	.349**	1
	Sig. (2-tailed)	0.001	0	
	Sum of Squares and Cross-products	386	392	1160
	Covariance	3.822	3.881	11.485
	N	238	238	238

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

*. Correlation is significant at the 0.05 level (2-tailed).

Interpretation and results:

- From the above table we can identify significant positive relationship flanked by WLBand its variables like job satisfaction factor (r= .467), Performance of Employee (r=.331). Therefore, H1 is accepted.

Regression table

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.610[a]	.373	.340	3.10829	.373	11.399	5

Interpretation: adjusted r square in this table is .340

Anova

ANOVA[a]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	94.658	6	23.654	7.135	.000[b]
	Residual	894.066	137	3.148		
	Total	988.724	143			

Interpretation:

The P value of the ANOVAs table shows 0.000. So we accept the hypothesis related to Work Life Balance, Job Satisfaction, Performance of Employee factor.

Co-efficient

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
	(Constant)	2.684	1.912		1.404	.164
	Work Life Balance	-.138	.112	-.123	-1.235	.220
	Job satisfaction	.173	.116	.149	1.497	.138
	Performance of Employee	.481	.113	.420	4.264	.000

CONCLUSION

According to changing situations both employee and employer must be ready to accept change and adjust accordingly. Both parties should have a positive attitude towards upcoming circumstances. It's apparent WLB has positive relationship with job satisfaction which has highest impacting factor on organization performance. Employee turnover can be reduced if you can notice any positive relationship with job satisfaction.

It is cycle where satisfaction of employee in organization will in build strong bond. There is significant connection employee performance to organization productivity. So here we can say that factors considered in this study i.e., work life balance, job satisfaction and performance of employee has good association with organization productivity. This is alarm to organizations to consider these factors in making policies and terms for employee in this new era after pandemic where employees enjoy work from home facility.

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