

Work life balance: An impact of Work life interference and its factors leading to the individual's Career break in a select Legal Association

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1. Abstract:

In today's world, for an individual, life has become more displeasing due to the dual roles played by him/ her i.e., one at working environment and other at family. Both sides of the domain are important to every individual, irrespective of their gender, age or mental/physical strength/capacity. It means fulfilling the errands and maintaining a border between the two domains for every individual. For example, women as to concentrate both as employee, mother and other relations at home. For which they face both prices and penalties. Particularly if they have taken a career break in order to care for their young ones or any occasions/celebrations. On the other hand if we observe even men are targeted with these prices and penalties. The change in the general labour market catastrophe fines both the parents that are to be addressed by them. They need to take relevant measures associated with their time, pay and engagement status, particularly on their entry into employment after a career break. This study focuses on the individuals work and family life and the interference of both the lives in each other domains, which may also further lead to their career breaks. Suggestions were given to improve and manage the working and personal life balance and interferences, by making the boundaries of the life domains strong.

Key terms: Working Life, Work life balance, Work life interference, Career breaks.

2. Introduction:

A person may play many roles within a day and has to fulfil all the duties and responsibilities relating to those roles. This also needs lot of time, energy, efforts and space created within a day program. Added to this there might be external environmental factors like social and economics, influencing the individual participation in his/her own working and personal life environmental aspects. Further, the pressures and its related stress and strain that he/she might have faced, in relation to work and personal life responsibilities fulfilments are also very high to face. This may create more issues and problems by interfering in each other domains of the

individual's life. In other words, the working life matters related stress is taken out on the personal life and vice versa. This might disturb the individual's life in a bad to some worst positions some times. So, it is very much needed to sort the things by all the organizations and also by its employees in relation to the interference of working life into personal and vice versa or at least design some Work life balance (WLB) programs for the betterment of the employees.

One other problem which an individual is facing due to the imbalance is career breaks. The work life interference he interferences may sometimes lead to career breaks also. There might be many reasons to state the individual go for career breaks. Most of them are like stress in the job, job dissatisfaction, designation, marriage, children education and many others. In relation to the disturbances caused by the working side on the family side and family side on the work side, there might be conflicting situations realised. As stated by Thriveni Kumari, 'In India, many organizations have been habituated to exercising work-family balancing policies so that they can retain their employees for a longer time period.' So there might be good concentration on how to tackle the conflict arising and in what way the things are adjusted and managed. More important is to identification of the factors influencing conflicting situations or career breaks.

3. Definition:

Work-life balance is very broad in nature. It is to find equilibrium between the two domain lives. They are the working life and the personal life.

It is being defined by Kirchmeyer (2000) as "the ability to achieve satisfying experiences in all aspects of life by distributing personal resources like energy, time and commitment across different domains." Here it is expressed that the Work-life balance includes a lot of activities. This may include self, personal, colleagues, friends, society and leisure. These are not to be neglected by the individuals at any cost. All are depended on each other.

To note, Work-life balance programmes are introduced in the companies by the managers to increase the employee efficiency and morale. For example, Kellogg Company, before the World war-II, has introduced this with the replacement of traditional fixed working hours to flexible.

According to Clark Work-life balance is the "Satisfaction and good functioning at work and at home with a minimum of role conflict". It is clearly explained that satisfaction of the individuals without any disturbances at home and office may lead to work-life balance.

According to Kofodimos, Work-life balance is "the satisfaction of healthy and productive life that includes work, play and love that integrates a range of life activities with attention to self and to personal and spiritual development, and that expresses a person's unique wishes, interests and values". Work and life gets assimilated only with the person's involvement/ manageability of the domain lives with a productive way. It may be his will or wish or any other styles that he as to decide to lead a satisfactory life.

4. Importance of Work-life balance:

Following are the importance of Work-life balance:

- This might offer win-win situations,
- This creates job satisfaction,
- Reduces the stress and the fatigue,
- More career opportunities
- Increase the morale and many others.

5. Literature Review:

Omar Fayaz Khan and Sana Shabir (2018), stretch that the work life balance is a pleasant combination of professional and non-professional packages in the life. That results in productivity, viable living practices and better health/ fitness. Researcher's expresses that the organization should take edges regarding their work and personal life balance programs so that the employee put in more efforts for productivity increase and enjoys his life domains in demanding amounts. Outcomes of the study realised here are women are facing more work interference than men in relation to daily life activities and roles; effecting their health, and yield including their personal life.

Gwal, Rajeshwari (2016) expressed on the working women career breaks and their re-entry. This study has identified about the reasons of career breaks and also the re-entry of the women into the competitive world. Reasons of career breaks were family commitments, marriage, motherhood and higher education. The re-entry is to satisfy the socio-psychological and the economic needs of the individuals. But this might cause them with reengaging difficulties, balancing family with professional life after a break, skill depreciation etc.

Sourabh Munjal, Sudhinder Singh Chowhan and Ankil Kumar Baliyan (2015) express about the organizational factors affecting the work life balance and their interferences in each other domains. Their study listed some of the factors measured by the organizations to ease the employees from work life balance stressful aspects. Those are like financial support, careers opportunities, number of leaves, job security, family and friends support – impacting the satisfaction level. Also adds that organizations efforts alone may not provide the individual to reduce the interference of the working life issues on the personal life and vice-versa. Individuals' efforts are also needed for building a better work life balance.

Madhulika Varadaraj Bhat. (2022) conducted a research work on teachers working at Udupi, Karnataka, India on work life balance and conflict. The researcher expresses out of the study that women think more about the organizational work at their home and other places also. This creates a lot of stress in them compared to men. Student and teacher ratio is also not appropriate, which clears that the teachers are overburdened with the extra work, without proper salary rules and procedures and no extra payment. It was even observed from their

study that married women facing more problems in balancing and trying to shift from the jobs or take more leaves and spouse has good salary then they are able to manage better. It was also seen that private school teachers are better at balancing the work and life with the organizational support than the other.

Anjni Anand and Veena Vohra (2022) worked on the work life conflict in a high performance system in India considering base of sociocultural factors. Their concentration on four major subjects; they are like work life conflict receipt, explicit communication, emotional and active support from family and the last is the informational provision at a work. The outcome of their study was a) conflict receipt: either adjust or detriments in family domain, b) explicit communication: clarity on performance analysis, work & family role awareness, c) emotional and active support from family: work & family level adjustments and d) informational provision at a work: training programmes and gender sensitization programmes...are the needed aspects to concentrate, with regular feedback

K. Thriveni Kumari (2022) rightly quotes about the organizations, in India, that they are very much exercising work-family balancing policies and programmes, so that they can retain their employees for a longer time. The study on the IT employees as given that it completely depends on the nature of the job where there might be a conflict or it may not be. That is one burdened with lot of work only or work and some space for their family also.

Yunita and others (2023) expressed that the technology can be used to provide information to the aspirants through digital tools to network and share information. This might result in better work life balance which might increase the productivity. Which means a better work life balance might energise the job satisfaction having good commitment and career progression.

6. Impact of Work Life balance on career:

Career breaks may be faced due to many reasons. They may be like selection of a job on family pressures, migration, marriage, child and parent care, family or self-health issues, work-life balance, growth, family reasons, conflicts, adjustment issues and so on. These may continuously influence on their professional lives by affecting their earning, career progression, and opportunities.

The following might be the influential points of work life balance on career growth and advancement:

- Provision of healthy and good work life balance, people might be more focused, involve in activities with enthusiasm and boost their energy levels for their career.
- Every organisation need to have a track on the work life balances/ imbalance issues of the individuals.
- Better work life balance programs might improve on employee's contribution.

- Organisations with/ without flexible work schedules are experiencing a better work life balance.
- Moreover, if given an interval to their employees for their busy office work their might be a less interferences of both domain.
- Provision of certain in-kind benefits like one hour or half-a-day permissions, leaves, emergency bases etc., might also improve the individuals balances.
- Special attention for adjustments and pay on determination will also work, from the organisations.

7. Objectives of the study

- a) To know about the concept of Work and Family Life balance of Legal field professionals.
- b) To learn the Working and Family life interference creating problems in individuals life.
- c) To learn the individuals' reasons for Career breaks and shifts to present field.

8. Research Design:

For the present study, the researcher as selected the individuals registered in a select Legal Association of Telangana state, India. The justification behind the selection of the field is that there are hardly any studies noticed in this field and as they play an important role in the society in solving the issues and matters in various ways. At the same time, to learn their hurdles in fulfilling the same and also their family responsibilities, the researcher as made a way to study them.

The particular Legal Bar association situated in State of Telangana has been selected for the study. For the study, the Convenience sampling method has been used to collect data. The respondents include below and above 20 years of experience Advocates, who are registered in the selected legal association, as mentioned earlier in the paragraph. The data was collected through a structured questionnaire, observation and personal interview. And the data collected is analysed later using the suitable statistical methods.

9. Limitations of the study: Study conducted in selected Legal association situated in State of Telangana only. Study is confined to the selected Legal association registered members only. Study has time constraint.

10. Data collection and its analysis:

The data was collected through a structured questionnaire after pilot study (n=100). It contains dichotomous, Likert scale and other questions framed to obtain the needed data for fruitful results from survey. The data collected was analysed with the help of the simple ranking, chi-square test and p-value. The study as analysed the individual's capability to manage their Work Life Balance (WLB). The different aspects considered

relating to the individual's Work Life Balance (WLB) are like a) their ability to manage, which domain of the life is effecting at most and in what way it is creating a problem in managing, b) whether there is an interference of working life in personal life and vice versa and c) the effects of interference into career break realisation and shifts to present field.

Hypotheses are formulated and tested with regards to: a) association exists between the experience and the ability to manage the work life balance and also b) between marital status and work life interference.

a) Respondents Profiles: A total of 100 respondents were involved in the study.

- Below 45 years age group: 68%
- Male: 80%,
- Below 20 years of experience: 58%
- Married: 88%

b) Hypothesis 1: H_{01} : Experience of the individual and their able to manage the working life balance are not associated with each other.

Table No: 1

Experience	Individuals' are able to manage the WLB						
	Yes	No	Total	Chi-Square	df	Critical value	p-value
< 20 years	68	12	80	0.297619	1	3.84145	0.5853
> 20 years	16	4	20				
Total	84	16	100				

Source: Primary data.

The above table no 2, is related to the individual experience and their ability to manage the work life balance. It indicates that 68 members with below 20 years of experience consider yes whereas 12 members of the same group consider no relating to their ability to manage the Work Life balance (WLB). On the other hand, 16 members having more than 20 years of experience consider yes and only 4 members of the this group consider no relating to their ability to manage the Work Life balance (WLB). The Chi-square statistical method is used for testing the Null Hypothesis. The calculated Chi-Square value is 0.297, which is less than the critical value i.e., 3.84145; therefore we fail to reject the H_{01} . The calculated p-value is 0.5853 which is greater than alpha value ($=0.05$), so we fail to reject the H_{01} . Hence, we try to conclude that the individual's experience and their ability to manage the work life and the personal life are not associated with each other.

c) **Hypothesis 2:** H_0 2: There is no association between the marital status and work life interference of the respondents.

Table No: 2

Marital status	Work-Life Interference						
	Yes	No	Total	Chi-Square	df	Critical value	p-value
Married	40	48	88	1.903651	1	3.84145	0.1676
Unmarried	8	4	12				
Total	48	52	100				

Source: Primary data.

The above table no 3, is related to the individual marital status and the work life interference. It indicates that out of 88 married individuals 40 members consider yes whereas 48 no relating to the interference of Work life in personal life and vice versa effecting them seriously. On the other hand, the out of 12 unmarried 8 members consider yes and only 4 members consider no relating the interference of Work life in personal life and vice versa effecting them seriously. The calculated Chi-Square value is 1.903, which is less than the critical value i.e., 3.8414; therefore we fail to reject the H_0 1. The calculated p – value is 0.1676 is greater than alpha ($\alpha = 0.05$) we fail to reject the H_0 1. Hence, we try to conclude that the individual's marital status and work life interference affecting them seriously are not associated with each other.

d) **Simple analysis of most effecting side of the life domain of the individual:**

Table No: 3

Most effecting	Accepted responses	Percentages
a) Working environment	12	12%
b) Family & others	24	24%
c) Both	64	64%
Total	100	100%

Source: Primary data.

The above table no 4 is related to the most effecting side of the individual's life domain given with simple analysis. It indicates that out of (n=100) sample, 64 of them gave their consideration towards that both working environment and also family & others effecting their life a lot, compared to 24 members considering family & others and only 12 members says it is working environment.

e) Simple Ranking is used for Work and family life interference factors affecting WLB:

Table No: 4

Work life interference factors	SA	A	N	D	SD	Total	Mean	Ranking
a) Effected health	0	160	60	72	4	296	2.96	3
b) Unable to manage work	0	112	48	104	4	268	2.68	5
c) Conflicts realised	20	160	48	72	4	304	3.04	2
d) Caused depression	20	128	12	112	4	276	2.76	4
e) Habits forming	0	256	36	40	4	336	3.36	1
f) Low patience	0	64	48	128	4	244	2.44	6

Source: Primary data.

The above table no 5 is associated with Work life interference factors influencing the individuals work life balance. To learn, which factor is creating more problems in the management of individual's work life balance, the simple ranking method is used. Ranks are displayed based on the highest to lowest mean score value. It indicates, the habits forming factor is ranked as number 1 as the mean score value i.e., 3.36 is the highest than the other factors. And conflicts realised, effected health, caused depression, unable to manage work, low patience is ranked as numbers 2, 3, 4, 5 and 6 respectively. And their mean score are as follows 3.04, 2.96, 2.76, 2.68 and 2.44 respectively. Hence, we conclude that the working life and personal life interference in each other domain of the individual's life is affecting them to form habits more than any other factors with regard to work life balance.

f) Percentage of individual who faced Career breaks:

The present study found that there exists 64% of the sample respondents faced with career breaks.

g) Percentage of individuals faced a career shift and joined the present field:

Before joining this present field the respondents were preparing for Government exams (40%), IT sector (23%), teaching (19%) and others places (18%).

h) Percentage of individuals from different areas to the present field:

Career breaks faced by the individuals and then joined in the legal field are of 87%. It is realized that they had the interest and passion towards this field to join in.

i) Reasons of Career break due to the working life and personal life imbalance is calculated using simple ranking:

Table No: 5

Factors influencing the career breaks	Accepted responses	Ranking
a) Children's responsibility	32	2
b) Health & Medical issues	48	1
c) Working station - unsatisfied	32	2
c) Unsatisfied payment	32	2
d) No satisfied work	24	5
e) Job not related to my choice	16	6

Source: Primary data.

The above table no 6 is related to the factors influencing the career breaks due to the interferences of work life and personal life calculated using the simple ranking method. Through above it is clear that the main reason for the career break is the health and medical issues of the individual which is ranked as number 1. Later the children's responsibility, unsatisfied working station and the payment as rank 2. Then the unsatisfied work and job not of choice are ranked as 5 and 6 respectively. Hence, we conclude that the career break is an out of the stress taken by the individual in fulfilling the responsibilities, which ultimately effecting their health and the medical issues more.

11. Results and discussion:

In the study the selected variables have proved that there exists an independent relation between the experience and the way the individuals' can manage the work life balance and also same can be seen between the marital status and the work life interference of the individual. This clears that it is the demarcation or boundaries between the two domains are important to be made very strong.

- It's like not carrying out the work related issues to family domain or vice versa.
- At the same time if we look at the factors involved in creation of the problems in life because of work life interference, people are attracted towards the habit forming aspects more than any other issue to get into their comfort zone in the life.
- Which is not that right to take has any individual it might be, has it affects their life (i.e., health) again in the other way. (Arun, S. V., Arun, T. G., & Borooah, V. K. (2008)).
- To check with the reasons for career breaks, it was realised that the break/ disturbances in the individuals' career is because of health and the medical issues.
- This might be because of the stress taken by them in fulfilling the responsibilities, which ultimately creating the same. (Madhulika Varadaraj Bhat. (2022)).

12. Conclusion:

This study was conducted to learn an impact of Work life interference and its factors leading to the individual's Career break in a select Legal Association of R. R. District, Telangana state, India. The present study has shown that the work life balance is an important aspect that should be considered by every individual and also organizations. It was that shown that no matter how experience one is they might be able to balance or not be also.

The concerned subject matter may be directly related to the individual's personal and professional life, influencing the individual in many different ways. The individual might feel satisfied in the personal and professional life only when he/ she is able to manage the work, clients, relation with peers, other alliances, and at the same time parents, spouse, children, friends, and relatives. At the same time they should have the support and needed guidance from above mentioned people. That what they face stress and which creates problem, to overcome they are finding ways like habits forming (but not good for health and family members well-being)

13. Suggestions :

To improve, one needs to first sort out the responsibilities or issues on timely basis. At the same time give some space and time for self, work and family are needed very much to say that he/she is happy with the life. To improve the efficiency, one as to get adjusted, compromise, have control and at the same time ensure well-being of the concerns. If not there is a change needed by taking a break in the career path. This does not mean to the negative path, but a proper resolution is needed in life.

14. Further scope for research: Scope for further research is that

- a) A survey on Women legal profession regarding their stress management at Legal Council.
- b) A comparative study on Women legal profession regarding their career management and breaks.
- c) A study on the Work life balance and interference in relation to legal professional at national level.

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