



The Factors Affecting Work Life Balance among Post Graduate Students in Eastern Province, Sri Lanka

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Author's contribution

This work was carried out by the author who designed the study, performed the statistical analysis, wrote the protocol, and wrote the full manuscript. And also, author managed the analyses of the study and literature searches.

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ABSTRACT

Balance in work and family life is an emerging challenge for both employees and employers. This study was conducted to assess the status of work life balance among post graduates in Eastern province. The first objective of the study was to find the level of individual, organizational and environmental factors of work life balance. The second objective of the study was to find out the level of work life balance, The third objective of the study was to explore the relationship among them. And the fourth objective was to explore the impact of individual, organizational and environmental factors on Work life balance among post graduates in Eastern province.

By using questionnaires data were collected from 103 Post graduates who are following Post graduate program in Eastern University of Sri Lanka and South Eastern University of Sri Lanka and stratified sampling was used. Data were analyzed and evaluated by using univariate and regression analysis. Findings of this study revealed that the individual factors, organizational factors and environmental factors were in high level among post graduates in Eastern province. At the same these three variables positively and significantly impact on Work life balance of post graduates.

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Keywords: Individual factor; organizational factor; environmental factors; emotional intelligence; spiritual intelligence; job engagement; handling work load organizational support; technological advancement; work life balance.

1. INTRODUCTION

Human resources are the valuable and unique assets of an organization. In today's competitive world, most of the organizations expect employees who possess higher competencies and multitasking skills to achieve sustained organizational growth. Consequently every employees face eternal challenges of performing well at organizational setting and sacrificing demands in their personal and societal life domains.

Work life balance is about people having a measure of control over when, where and how they work. Work life balance is the absence of conflict between work and family or personal role and it is the degree to which an individual can simultaneously balance the emotional, behavioral and time demands of paid work, family and personal duties [1].

Integration of personal and professional life has increasingly become important due to the changing of lifestyle and changing the pattern of work, family and business. Satisfaction and smooth functioning at work and home without any role conflict is called as work life balance [2]. The post graduate students are more stressed due to their academic workload and work pressures and it impacts student's personal and professional life. Lack of work-life balance among students' leads to sleeping disorders, hypertension and poor academic performance. Maintaining the high quality of work life is imperative to achieve the goals of the organization as well as for individual satisfaction.

1.1 Problem Statement

Increasing work pressures, globalization and technological advancement has impact on balancing professional life and personal life. Work life and personal life are two important things that the employees need to concentrate. Creating and managing a balance between the work and personal life is considered to be a work life balance issue. Post graduates Students are often overburdened due to their academic workload, personal commitments, part-time jobs and family responsibilities due to the paradigm shift in higher education in Eastern Province. It can be hard to give equal focus to career and family.

In Sri Lankan context, lack of research has been undertaken to study about work life balance among students. To fulfill this gap, this research is conducted to show about Status of work life balance among post graduate students in Eastern Province, Sri Lanka. Hence, researcher has selected the post graduate students in Eastern Province, Sri Lanka study about the work life balance with job related factors.

1.2 Research Objectives

- ✓ This study mainly focuses on investigating the work life balance among the post graduate students in Eastern Province Sri Lanka, as the main objective of the study.
- ✓ To identify the level of individual, organizational and environmental factors of work life balance among post graduate students in Eastern Province, Sri Lanka.
- ✓ To identify the level of work life balance among post graduate students in Eastern Province, Sri Lanka.
- ✓ To find out the relationship between of individual, organizational and environmental factors on work life balance among post graduate students in Eastern Province, Sri Lanka.
To explore the impact of individual, organizational and environmental factors on work life balance and among those which factor have high impact of on work life balance among post graduate students in Eastern Province, Sri Lanka.

2. LITERATURE REVIEW

2.1 Post Graduates in Sri Lanka

In Sri Lanka, postgraduate qualification awarded after a university degree. The purpose of this qualification is to enhance the capacity of graduates of professional qualifications to advance their knowledge, and other abilities relevant to areas within a specific field of study or discipline enabling professional advancement.

2.2 Emotional Intelligence

Emotional Intelligence (EI) refers to an emotional and social skill set that can underpin a student's success in their university education and their

professional workplace, either domestic or global [3].

Emotional intelligence (EI) is a broad term which captures a broad collection of individual skills and dispositions, usually refers to soft skills or inter and intra-personal skills. It involves being aware of emotions and how they can affect and interact with traditional intelligence [4]. Emotional Intelligence (EI) refers to the ability to perceive, control, and evaluate emotions [5].

Emotional intelligence is essential factor responsible for determining success in life and psychological wellbeing seems to play an important role in shaping the interaction between managers and employees in their work environment [6].

2.3 Spiritual Intelligence

As stated in [7] the evidence for spirituality as a set of capacities and abilities that enable people to solve problems and attain goals in their everyday lives is evaluated. Five components of spiritual intelligence are identified: (a) the capacity for transcendence; (b) the ability to enter into heightened spiritual states of consciousness; (c) the ability to invest everyday activities, events, and relationships with a sense of the sacred; (d) the ability to utilize spiritual resources to solve problems in living; and (e) the capacity to engage in virtuous behavior (to show forgiveness, to express gratitude, to be humble, to display compassion).

2.4 Job Engagement

Employees who are engaged in their work are fully connected with their work roles. They are bursting with energy, dedicated to their work, and immersed in their work activities. The job and personal resources are the main predictors of engagement. These resources gain their salience in the context of high job demands. Engaged workers are more open to new information, more productive, and more willing to go the extra mile. Moreover, engaged workers proactively change their work environment in order to stay engaged [8].

2.5 Work Overload

Workload constitutes a major risk factor for work life balance and the components includes: heavy workload, emotionally challenging work, greater demands, fair payment, clear and precise job

responsibility, good work procedures and reporting relationships, clean work conditions, time spent at work and family. Heavy workload can affect work life balance. Heavy work load arises when there is cumulative demand such that the fulfillments of the obligations of one role make the satisfaction of the requirements of another role more difficult [9].

While a precise definition of workload is elusive, a commonly accepted definition is the hypothetical relationship between a group and individual human operator and task demands. Going a step further, handling work overload has been defined as employees' perceptions that they have more work than they can complete within a given time [10].

2.6 Organizational Support

Work-life balance is not only the responsibility of the employees, but also of the employers. Organizations also must take care of their employees by helping them maintaining a healthy balance between their personal and professional life. In other words, organizational must provide the needed support for the employees to maintain work-life balance. Organizational support is important because providing support means that firms value the contribution of their employees and cares for their employee's wellbeing [11].

2.7 Technological Advancement

Communication technologies have made it increasingly feasible for employees to stay connected to work when not in the office. Yet we have little understanding of the implications for important aspects of work and work life. This study investigates how the use of communication technologies beyond normal work hours relates to work-related attitudes and work-to-life conflict. Results found that employees with higher ambition and job involvement were more likely to use communication technologies after hours. Furthermore, use of communication technologies after hours was associated with the employee's work-to-life conflict as reported by the employee and a significant other of the employee [12].

2.8 Work Life Balance

Work-life balance is basically the positive relationship between work and other equally important activities in life which include family, leisure, personal development and community

development issues. The relationship cannot be clearly defined and varies from person to person according to their life demands. Work life balance is intended to allow employees greater flexibility in their working patterns so that they can balance what they do at work with the responsibilities and interests they have outside work [8].

Work-life balance is about how we combine work with other areas of our life, such as children, care for the elderly and friends. Poor work-life balance can lead to poor work performance, which further leads to a lack of fulfillment in the job [13].

2.9 Conceptualization

The model is adopted according to Kumarasamy, Pangil, & Isa, [11], Emotional intelligence, Spiritual Intelligence, Job engagement are individual Factors, Organizational support, Work overload are Organizational Factors and Technological Advancement is Environmental factor.

2.10 Hypothesis

- H1- There is a positive relationship between individual factors, and work life balance.
- H2- There is a positive relationship between emotional intelligence, and work life balance.
- H3- There is a positive relationship between spiritual intelligence, and work life balance.
- H4- There is a positive relationship between job engagement, and work life balance.
- H5- There is a positive relationship between organizational factors, and work life balance.

H6- There is a positive relationship between handling work overload, and work life balance.

H7- There is a positive relationship between organizational support, and work life balance.

H8- There is a positive relationship between environmental factors, and work life balance.

2.11 Methodology

A questionnaire has been designed to carry out the survey. Primary data was collected through structured questionnaires with closed statements measured with Likert's scale (1= strongly disagree and 5= strongly agree).

The questionnaires were issued to the post graduate students who were following the post graduate courses in Eastern University of Sri Lanka and the South Eastern University of Sri Lanka. The total population of the study was 120 students of post graduate students Eastern Province. Out of these post graduate students, only 109 are selected as sample and issued Questionnaires by using stratified random sampling method. On which 103 duly filled questionnaires were received back. Univariate and Bivariate analysis were used. Univariate analysis was to interpret the nature of variables. Bivariate analysis was used to analyze the relationship between the variables. Regression analysis was conducted to understand the status of work life balance among the post graduate students in Eastern province.

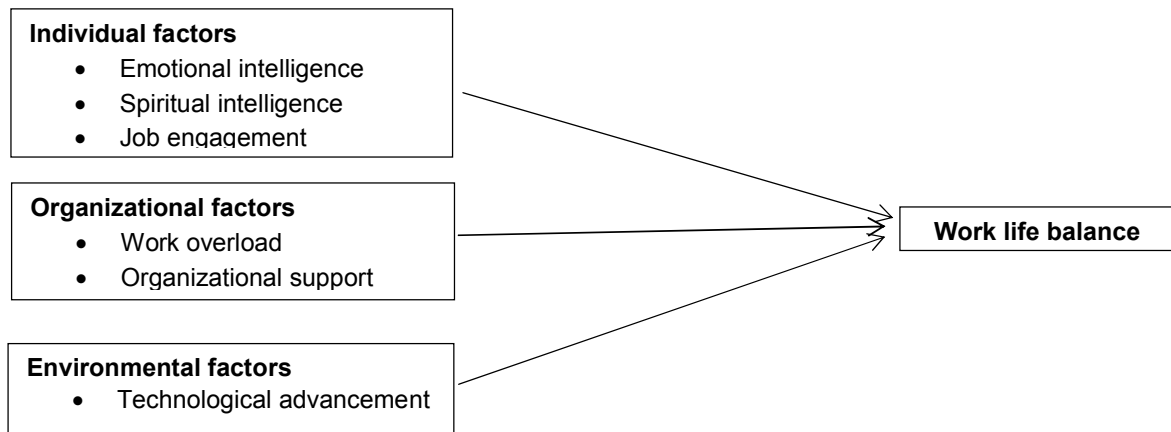


Fig. 1. Study model

(Source: Kumarasamy, Pangil, & Isa, 2015 [11])

3. RESULTS AND DISCUSSION

3.1 The Level of Individual, Organizational and Environmental Factors

This variable of individual factors includes three dimensions. Emotional intelligence, spiritual intelligence and job engagement. Among 103 post graduate students, Job engagement were most significant with the mean of 4.1044 rather than other dimensions. On the other hand, the lowest mean derived to emotional intelligence with the mean of 3.9847 (See Table 1).

This variable of organizational factors includes two dimensions. Handling work overload, and organizational support. Among 103 post graduate students, handling work overload were most significant with the mean of 3.7981 rather than other dimensions.

The variable of environmental factor has high level at its in individual characteristic attribute in

work life balance (Mean = 3.8738) among postgraduate students in Eastern Province.

3.2 The Level of Work Life Balance

The variable of work life balance has high level at its in individual characteristic attribute in perception towards study programme (Mean = 3.8216). In addition, most of the respondents expressed the common opinion regarding the variable of work life balance (SD = 0.90910).

3.3 Relationship between Individual, Organizational and Environmental Factors and Work Life Balance among Post Graduate Students in Eastern Province, Sri Lanka

- Based on the hypothesis 01, the coefficient correlation value was .472** and It is proved that a medium positive influence between the individual factors and work life balance.

Table 1. Individual factors

Individual factors	Mean	Standard deviation
Emotional intelligence	3.9847	0.87628
Spiritual intelligence	4.0485	0.92159
Job engagement	4.1044	0.91523
Total	4.0459	0.86221

(Source: Survey data)

Table 2. Organizational factors

Organizational Factors	Mean	Standard deviation
Work overload	3.7981	1.02268
Organizational support	3.7184	1.07539
Total	3.7583	0.99917

(Source: Survey data)

Table 3. Environmental factors

Environmental Factor	Mean	Standard deviation
Technological advancement	3.8738	1.00176

(Source: Survey data)

Table 4. Work life balance

Dependent variable	Mean	Standard deviation
Work life balance	3.8216	0.90910

(Source: Survey data)

Table 5. Correlation between individual, organizational and environmental factors and work life balance among post graduate students in Eastern Province, Sri Lanka

Hypothesis		H1	H2	H3	H4	H5	H6	H7	H8
Correlation		Individual Factors	Emotional Intelligence	Spiritual Intelligence	Job engagement	Organizational Factors	Work overload	Organizational Support	Environmental Factors
Work life balance	Pearson Correlation	.472**	.441**	.534**	.375**	.751**	.675**	.754**	.678**
	Sig.(2-tailed)	0.000<0.01	0.000<0.01	0.000<0.01	0.000<0.01	0.000<0.01	0.000<0.01	0.000<0.01	0.000<0.01

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

- Based on hypothesis 02, the coefficient correlation value was .441** and It is proved that a medium positive influence between the emotional intelligence and work life balance. Emotional intelligence is important for employees to acquire work-life balance. This finding confirms the findings of research that was mainly conducted in India [14].
- Based on the hypothesis 03, the coefficient correlation value was .534** and It is proved that a strong positive influence between the spiritual intelligence and work life balance.
- Based on the hypothesis 04, the coefficient correlation value was .375** and It is proved that a medium positive influence between the job Engagement and work life balance. The findings of the study also revealed that job engagement and work-life balance were positively related. It seemed that the findings of this study confirm the findings of previous research [15].
- Based on the hypothesis 05, the coefficient correlation value was .751** and It is proved that a strong positive influence between the organizational factors and work life balance.
- Based on the hypothesis 06, the coefficient correlation value was .675** and It is proved that a strong positive influence between the handling work overload and work life balance.
- Based on the hypothesis 07, the coefficient correlation value was .754** and It is proved that a strong positive influence

between the organizational support and work life balance.

- Based on the hypothesis 08, the coefficient correlation value was .678** and It is proved that a strong positive influence between the environmental factors and work life balance.

3.4 The Impact of Individual, Organizational and Environmental Factors on Work Life Balance among Post Graduate Students in Eastern Province, Sri Lanka

The impact of individual, organizational and environmental factors on work life balance was calculated by using multiple regression model.

3.5 Multiple Regression Analysis

The model summary of multiple regression shows, R(0.821) was correlation coefficient between individual, organizational and environmental factors and work life balance. It indicates that there is a positive correlation between each three variables and work life balance among post graduates in Eastern province.

R square is 0.675, therefore, the researcher concludes that 67.5% of variability in work life balance is accounted by combine of individual, organizational and environmental factors. In other words 32.5% of variance of work life balance is affected by other variables.

Table 6. Model summary of the Impact of individual, organizational and environmental factors on work life balance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.821	.675	.665	.52645

a. Predictors: (Constant), Individual factors, Organizational factors, Environmental factors
(Source: Survey Data)

Table 7. Coefficients

Model	Unstandardized coefficients		Standardized coefficients	t	(Sig.<0.05)
	B	Std. error	Beta		
(Constant)	.327	.281		1.163	.248
Individual factors	.139	.068	.131	2.040	.044
Organizational factors	.310	.065	.341	4.790	.000
Environmental factor	.462	.065	.508	7.138	.000

Dependent Variable: work life balance
(Source: Survey data)

All the individual, organizational and environmental factors have significant impact on work life balance at 5% level of significance as indicated by $p < .05$. In particular, for every one unit increase in individual, organizational and environmental factors, there is an increase of 0.139, 0.310 and 0.462 in work life balance, respectively.

4. CONCLUSION

4.1 Conclusion of Objective One

The first objective of the study is to find out the level of individual, organizational and environmental factors of post graduate students in Eastern Province.

The finding of the study clearly shows that the high level of individual, organizational and environmental factors of post graduate students in Eastern Province.

4.2 Conclusion of Objective Two

The second objective of the study is to find out the level of work life balance of post graduate students in Eastern Province.

The result of the study clearly shows that the high level of work life balance of post graduate students in Eastern Province.

4.3 Conclusion of Objective Three

The third objective of the study is to find out the relationship between individual, organizational and environmental factors and work life balance.

The finding of the study clearly shows that, all three variables have positive relationship with work life balance. There was a medium positive relationship between individual factors and work life balance. Organizational factors and work life balance have strong positive relationship between themselves, and strong positive relationship found between environmental factors and work life balance.

4.4 Conclusion of Objective Four

The fourth objective of the study is to explore the impact of individual, organizational and environmental factors on work life balance.

When considering the influence of variables in work life balance, individual, organizational and

environmental factors have influence on work life balance. Proportion 13.9% of variation in work life balance of post graduates is explained by individual factors. 31.0% of variation in work life balance of post graduates is explained by the organizational factors and 46.2% of variation in work life balance of post graduates is explained by the environmental factors. According to the findings, comparably environmental factors have high impact in work life balance (46.2%).

5. RECOMMENDATIONS AND IMPLICATIONS OF THE STUDY

The endeavor of this research study concludes that factors are considerably influence on the work-life balance. By concerning proper look on such factors some recommendations are needed to maintain better balance work and life roles recommendations are made in respect of selected organizations and also employees.

- ✓ Prioritize work to avoid staying up late in the office. Set up a priority plan to work selectively on things that are important and that can do in at a time. Avoid doing unnecessary things like unstructured meetings and unproductive activities.
- ✓ The study further recommends that Post Graduate students should have a positive mental framework, Improve resilience and hopefulness by acquiring solid positive thinking skills.
- ✓ Emotional intelligence seems to help an employee to balance his work and life in a better way. Most often the employees sacrifice their personal life for their professional life and this unequal trade off creates work life imbalance. Emotional intelligence may help them in setting their priorities at the right time, make use of alternative sources of help that bring better balance, be more assertive and learn to say NO to unreasonable demands, set realistic goals for self, better team harmony, pride in one's work and makes the employee more approachable Implementing the work life balance policies in an organization may not be enough to provide.

COMPETING INTERESTS

Author has declared that no competing interests exist.

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