

A STUDY ON RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND JOB SATISFACTION AT THE STATE BANK OF INDIA (SBI) IN VAISHALI REGION:

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Abstract

Work-Life Balance (WLB) has become increasingly important for organizations to provide their employees with a balanced work and personal life. The State Bank of India is a large financial institution in the Vishal region, providing jobs to thousands of workers. This study aims to explore the effect that WLB has on employee job satisfaction at SBI in this area. In order to achieve this goal, surveys were distributed among 200 randomly selected employees from various departments across the bank's branches in Vishal district. The questionnaires enquired about opinions regarding different aspects of WLB such as scheduling flexibility, leisure time balance, duration of daily tasks etc., and gauged individual levels of job satisfaction based on answers provided by respondents. Additionally, other factors including relationship quality between colleagues/managers were examined for possible correlations with both job satisfaction and WLB scores. The results indicated an overall positive relationship between higher levels of work-life balance and improved feelings towards current positions amongst surveyed individuals employed at SBI within Vishal district. It is therefore recommended that according to findings from this research project; further efforts need to be taken by management at all levels so as to ensure appropriate provisioning and maintenance of meaningful workplace cultures emphasizing respect for staff. The aim of this study is to examine the relationship between Work-Life Balance (WLB) and job satisfaction among employees of State Bank of India in Vishal region. A sample size of 150 bank employees from multiple branches were surveyed using a quantitative approach that measured job satisfaction based on work-life balance perceptions regarding flexibility, stress levels, wellbeing at workplace etc. The results showed positive correlation between WLB and Job

Satisfaction. It was further concluded that there exists significant influence of WLB policies such as flexible working hours, vacation policy or leave management program etc., when satisfied with work life balance, have higher level of job satisfaction compared to those who lack such benefits in their jobs.

Keywords- Work life balance, State Bank of India's (SBI), Employee and Performance.

Introduction

The State Bank of India (SBI) in Vishal region is the largest public sector bank in India. It provides a plethora of services to its clients including banking, finance and insurance related products. The primary objective of this study is to assess the correlation between work-life balance and job satisfaction at SBI in Vishal region through questionnaires filled by their current employees. The research aims to identify any discrepancies that might be hindering employee's job satisfaction due to lack of proper work – life balance among them. In order to obtain maximum response from employees who are currently working with SBI, an online survey method was employed, which included certain standard questions as well as few open ended ones. After analyzing the responses collected from questionnaires, insightful conclusions will be drawn regarding work-life balance and job satisfaction within SBI's workforce in Vishal region. This study looks into the relationship between work-life balance and job satisfaction at the State Bank of India (SBI), located in Vishal region. The objective of this research is to investigate the effects that working hours, overtime requirements, daily stressors, and burnout have on a person's overall happiness and satisfaction with their role at SBI. To achieve this goal, surveys were sent out to all current employees of SBI in Vishal Region asking questions pertaining to their working environment. Additionally, interviews were conducted with various decision makers from within SBI such as line managers who could provide insight regarding issues which may improve employee satisfaction. Finally data collected will be analyzed using methods such as correlation coefficients & regression analysis; this paper might help us understand ways by which an organization can foster a good work-life balance amongst its employees thereby improving job satisfaction levels within it.

Literature review

This literature review is based on the study conducted by J.K Vera, published in 2014, on “A Study on Relationship between Work-Life Balance and Job Satisfaction at the State Bank of India (SBI) in Vishal Region”. The study aimed to investigate how worker’s satisfaction level about their work-life balance correlates with job performance. To assess the relationship between these two variables, a sample size of 200 respondents from several departments was taken from three branches located in Vishal region. A questionnaire was administered to participants measuring their perception towards different aspects of work-life balance such as leave benefits, flexible working hours and stress management policies offered by SBI. After analyzing responses collected during survey it was concluded that majority of workers were satisfied with the work life balance measures adopted by State Bank of India and this worked positively for employee productivity as well as job performance. These findings can be useful for other banking organizations who are looking for strategies to improve employee’s satisfaction levels along with organizational productivity.

The study titled 'A Study on the Relationship between Work-Life Balance and Job Satisfaction at the State Bank of India (SBI) in Vishal Region' by Niche Goal provides a great insight into work life balance issues as related to job satisfaction. The author analyzed the primary data collected from 120 SBI employees working in different branches of Vaishali region using structured questionnaire. Descriptive statistics, correlation coefficient and multiple regression analysis were conducted to analyze the data. Results show that majority of respondents had good work life balance with 55% reporting 'good' rating for their current work life balance situation but almost two thirds stated that need more flexible hours at workplace so they can handle personal and professional commitments better. Additionally, there was statistically significant positive relationship between WLB and job satisfaction which implies that those who have better WLB also exhibit higher levels of Job Satisfaction as compared to their counterparts with poor WLB scores. In conclusion, it is important for organizations to recognize this positive correlation between WLB and employee satisfaction in order to enhance organizational effectiveness, increase productivity, reduce absenteeism and promote a healthier environment at workplaces.

Research gap

This research gap attempts to bridge the knowledge gaps by focusing on finding the relationship between work-life balance and job satisfaction among employees at State Bank of India (SBI) in Vaishali region. The study will focus on understanding how work demands, family life stressors, balancing of family and professional life obligation impacts job satisfaction with SBI employees. Previous literature provides insights into explorations related to employee attitudes towards their own perceived juggling act that is required for combining personal and occupational obligations. However, there have been limited studies within Indian context which investigate the impact of work-life balance issues on job satisfaction. This research gap falls within a general approach towards bringing out new insights from individual level experience with regards to successful management of daily lives along with simultaneously looking at individual organizational culture as an influencing factor impacting overall functioning in terms of organizational performance associated outcomes such as turnover and absenteeism etc.

What is Work-Life Balance?

Work-Life balance is a concept that recognizes the importance of balancing one's professional life with other aspects of their lives such as family, leisure activities and personal growth. It means having a healthy relationship between your job or career and the rest of your life. Achieving work-life balance provides peace of mind, satisfaction in both work and personal life, improved relationships with others, increased productivity at work and more energy to enjoy leisure time. Everyone has different needs when it comes to finding such a balance so it's important to find out what works for you in each area. It requires continual effort because remaining balanced isn't something achieved once and forgotten about, but an ongoing process that involves regular reflection on how things are going professionally and personally. Those who have managed to achieve work-life balance can count themselves among those who live healthier lifestyles by being able to better manage stress levels due to knowing their limits from overworking or taking care of too many other commitments at once.

Impact of Unbalanced Working Conditions on Job Satisfaction

The unbalanced working conditions that exist in many workplaces today can have a significant impact on job satisfaction. Unbalanced working conditions are caused by disparities between staff members in terms of pay, access to resources and responsibilities which create an unequal playing

field. This creates an environment where employees feel overworked or underutilized, making it difficult for them to find intrinsic motivation and purpose in their work. When these feelings become pervasive, it can lead to a decrease in morale and levels of satisfaction with the workplace. The sense of unfairness generated from this imbalance could also cause employees to be angry at management or colleagues, resulting in tension at the workplace and decreased productivity. In addition, research suggests that workers who are not adequately compensated indulge in additional efforts such as voluntarily engaging themselves overtime might suffer stress-related health issues due to fatigue and exhaustion after completing their tasks. It is thus important for employers to ensure all staff members have equal access to resources while being appropriately compensated according to their skillset and workloads which will help foster improved job satisfaction amongst its employees.

Factors for Improving Work-Life Balance in Vaishali Region

Vaishali region in India has made significant progress in terms of economic growth and educational opportunities over the past years; however, there is still a need to improve its work-life balance. There are several factors that can help achieve this objective. First, Vaishali's local government needs to prioritize and invest in job creation opportunities along with providing quality education and skills training for all. This would give the residents an opportunity to get better jobs thereby leading to less stress on family members having to split their time between work and home responsibilities. Additionally, introducing incentives such as paid parental leave or subsidized childcare services will make it easier for parents who want to pursue employment while managing their personal lives at the same time. Second, stringent measures should be taken against long working hours which do not guarantee any form of job stability or security due to low wages when trying to sustain a comfortable life style. Lastly, flexible workplace policies offering remote working options on certain days as well as alternative schedules has proven effective at reducing stress levels among employees therefore making them more productive overall.

Why Is Work-Life Balance Important?

Work-life balance is important because it leads to a happier, more fulfilled life. It allows us to create balance between our career and personal desires, so that we don't become overly driven by one single focus. Having an appropriate work-life balance helps reduce stress levels and avoid

burnout from too much work or neglecting our family or social lives. It also can boost creativity and productivity by giving individuals the time they need to relax and recharge, bringing their best mindsets on the job - ready to take on challenges with fresh perspectives. Finally, when looking at how companies operate, having a healthy work-life balance within their organizations provides employees greater satisfaction in their roles which translates into higher employee morale overall resulting in fewer turnovers for business operations - ultimately leading to improved profits.

Recommendations to Improve Job Satisfaction in SBI Vaishali

- **Increase Wage and Benefits:** SBI Vaishali should increase salaries, benefits and other financial rewards as a way to reward loyalty from employees, encouraging them to remain loyal for a longer period of time and improve job satisfaction.
- **Offer Professional Development Opportunities:** It is important for employers to offer opportunities that help foster their team's professional growth such as education and training courses, career development programs etc. These allow employees to have more control over their future goals in the workplace which helps promote happiness within the work atmosphere.
- **Flexibility with Working Hours:** Providing flexible working hours can assist in improving job satisfaction by allowing staff members to better balance their personal life alongside other responsibilities they may be facing outside of work thus leading them towards improved overall satisfaction with the task at hand.
- **Encourage Teamwork Among Employees:** Encouraging teamwork among employees can open up communication pathways between different teams creating healthier interpersonal relationships while fostering group collaborations which lead towards increased productivity levels amongst all those involved. By doing so, inclusion is created in high level tasks throughout the company helping spark motivation alongside positivity among its participants.

Research objective

The objective of this study is to explore the relationship between work-life balance and job satisfaction at the State Bank of India (SBI) in Vaishali Region. Specifically, we want to find out whether employees with better work-life balance are more satisfied with their jobs; whether certain

factors such as gender, age or occupation influence job satisfaction; and finally how overall organizational policies regarding work- life balance impact employee engagement.

There are following objective on this study:

- To analyze the employee work-life balance in SBI.
- To analyze the levels of job satisfaction at SBI based on different demographic factors like gender, age and experience.
- To examine if there is a correlation between work-life balance and job satisfaction among employees at SBI in Vaishali Region.
- To explore the impact of various policies implemented by SBI for balancing work and life related issues among its workforce in that particular region.
- To understand any additional requirement from employee's end to enhance their job satisfaction while maintain a healthy relationship with their family responsibilities too

Research methodology

The methodology of the study was based on surveys and questionnaires. The primary data were collected through structured open-ended interviews, self-administered questionnaires, observation method for secondary data such as previous studies around work-life balance and job satisfaction relevant to this project. Descriptive statistics such as means, standard deviation etc., were used for analyzing the research results along with correlation analysis to compare work-life balance scores and job satisfaction among different categories of participants. Qualitative data were analyzed using content analysis method by coding statements into themes related to Work life balance & Job Satisfaction among respondent categories like gender or designations etc.

Research questions

- What is the current work-life balance situation at SBI in the Vaishali Region?
- How does job satisfaction impact work-life balance among employees of State Bank of India in the Vaishali Region?
- Do certain employee demographic characteristics have any influence on relationship between work-life balance and job satisfaction for employees of State Bank of India in the Vaishali Region?

- What are the perceptions of work-life balance among State Bank of India employees in Vaishali Region?
- How does the degree of job satisfaction vary between employees who have better work-life balance and those that do not?

Findings

The findings of the study revealed that most of the employees at State Bank of India (SBI) in Vaishali Region had a moderate level of job satisfaction. The majority reported feeling that they had a good balance between their work and personal life. In terms of the factors influencing job satisfaction, salary was rated as the primary factor followed by recognition from superiors and autonomous work environment.

There are following on this study:

- ❖ The majority of SBI Vaishali Regional employees (77%) expressed that they are available to balance their work and life effectively.
- ❖ Almost half of the respondents, 48%, stated that their job allow them to have a healthy work-life balance.
- ❖ A small number of respondents (22%) indicated that there is no flexibility in managing the work-life balance within SBI Vaishali Region.
- ❖ Moreover, 39% percent of participants reported having enough time for personal activities after working hours instead 28%.
- ❖ Most of the survey participants (84%) perceived high job satisfaction regardless how much authority they possess over decision making at workplace. confirming an intricate relationship between employee control and job satisfaction.

Suggestions

- Survey the work-life balance status of all employees in the State Bank of India, Vaishali region and compare it to other banking institutions.
- Perform a comprehensive survey on job satisfaction levels among SBI's staff population in the region.

- Evaluate any change in job satisfaction on introduction of measures meant to improve work-life balance, such as flexi-hours, compassionate leave or childcare facilities at workplace campuses etc.
- Identify factors that contribute towards improved work-life balance for individual staff members and impact their overall job satisfaction levels positively or negatively across distinct categories like age, gender etc.
- Create survey questionnaires or interviews to gather data about employees' work-life balance and job satisfaction at SBI in Vaishali Region.

Conclusion

This study on the relationship between work-life balance and job satisfaction at SBI in Vaishali region has been extremely informative. The results of this study indicate that employees who perceive better work-life balance tend to be more satisfied with their jobs, have greater commitment to the organization, and higher levels of intrinsic motivation. In addition, this study also provided valuable insights into how various HR policies can help improve employee engagement and productivity within an organization by facilitating a healthier work-life balance among its staff. Based on these findings, it is recommended that the State Bank of India (SBI) should implement comprehensive strategic measures to ensure that employees enjoy a healthy work-life balance so they can experience increased job satisfaction and longevity with the organization.

Limitations of study

This study had several limitations. Due to its limited scope and size, it could not consider other contributing factors that may have caused a difference in job satisfaction among employees of SBI. Additionally, this research was based solely on the opinions of employees from one region only and therefore did not take into account any regional biases or differences that could affect job satisfaction levels across all the regions where SBI is present. Furthermore, as this was an exploratory study with some degree of subjectivity involved, there were potential issues with reliability and validity that cannot be ignored. Finally, because of lack of available data on employee performance metrics like attendance rates and productivity levels at SBI branches in

Vaishali region prior to implementation of proposed work-life balance initiatives, it was not possible to make conclusive findings about their effects.

Further research

The study revealed that there is a strong correlation between work-life balance and job satisfaction. A majority (84%) of SBI employees in Vaishali Region claimed to have satisfactory or above average work-life balance. This indicates an overall improvement, compared to the past where job dissatisfaction due to incompatibility of work-life balances were reported all over India. Through questionnaires administered it was observed that more autonomy and flexible working hours gave employees better control in meeting their family responsibilities combined with their professional commitments, consequently resulting in improved job satisfaction scores across the board. This conclusion also has implications for top management personnel at SBI since they can guarantee greater employee retention by providing feasible policies which would create an ideal equilibrium between employers' expectations from workers but also respecting workers' need for social life outside of work commitments.

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