

Chapter 7

Summary and Conclusion

- 7.1. The Summary
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7.1. The Summary

The report of the study has seven chapters apart from references and appendix. The first chapter titled *Introduction* has three parts the *Theoretical and Conceptual Framework*, *Rationale* and *Objectives* of the study. The first part Conceptual Framework is further sub-divided into sub-sections to bring out the understanding of the framework of the concept of work-life balance. This section begins with laying down the background of the importance of work life interface and how the socio-economic patterns have influenced work and life domains over a period of time. This part further puts forth the theoretical constructs of work-life interface namely ‘Work-Family Conflict’, ‘Work-Family Enrichment’, ‘Work-Family Balance’ and ‘Work-Life Balance’ in terms of their theoretical origins, underlying assumptions and definitions. The second part of the chapter contains the rationale of the study. Placed against the background and theoretical framework this part emphasises the purpose of the study. The final part of the chapter lists the seven objectives of the study.

The chapter two titled *Literature Review* contains a wide spectrum of review of earlier research carried out by various research scholars leading to recognition of work-life balance as a distinct domain of study. The available studies are carefully reviewed and their contribution is presented with respect to their significance to the present study. Effort has been made to identify the prevalent gaps in the existing literature. The chapter is organised into various sub-sections based on various streams of research. The chapter includes studies pertaining to the basic issues, applications and outcomes, gender influence and the trends in the area of work-life balance. Since the study of work-life balance has strong cultural implication a distinct section on the literature in the Indian context is included here. The research work in Indian context is categorised into life and work domain framework.

The chapter three titled *Methodology* describes the research method. The chapter is divided into three parts. The first part describes the multi-stage design. The second part

describes the attributes of the sample consisting of professional men and women. This part further contains details about the sampling technique and sample size adopted in the study. The last part gives detailed description about the tools used for data collection, validation and data analysis.

The chapter four titled *Results* focuses on the results obtained in the course of the research. The results are classified and presented in three stages namely *Layout of the Experiment*, *Details of the Results* and *Summary of the Results*. The *Layout of the Experiment* contains 7 problems having 46 null hypotheses covering the factors that have emerged. The *Details of the Results* is further divided into five sections. The first section identifies the perceptual difference between professional men and women on four factors of work-life balance. The second section identifies the perceptual difference between professional men and women on eight work specific factors. The third section identifies the perceptual difference between professional men and women on six life specific factors. The fourth section identifies the impact of work specific factors on work-life balance of professional men and women. The last section identifies the impact of life specific factors on work-life balance of professional men and women. The 18 z values and 28 f values highlight the research results of professional men and women on the identified factors of work-life balance. The *Summary of the Results* is given at the end of each section followed by a grand summary at the end of the chapter.

The chapter five is titled *Discussion*. The results given in the grand summary are examined and integrated to draw significant conclusions. In this chapter an attempt is made to establish linkages between the findings of the present study with reported findings of earlier studies in the relevant area. The factors of work-life balance and work and life specific factors evolved in the present study, is an attempt to add to the existing mass of literature in this area of study.

The chapter six is titled *Implications*. The chapter focuses on the utility of the generated knowledge and its implications for different purpose. The implications of the current research work are both for academicians and practitioners. The implications for

academicians are about the mechanism of work-life balance and the identified association between the various factors emerging from the study. Some of the implications for the practitioners are the need to recognise the emerging relevance of work-life balance and designing and implementing programs and policies that facilitate in attaining the balance between the work and life domains.

The chapter seven titled *Summary* is divided into three sections: *The Summary*, *The Conclusion* and *The Suggestions*. The first section *The Summary* presents an overview of each chapter to bring out the gist of the overall report. The second section *The Conclusion* highlights the major findings in the light of the objectives of the study. The last section *The Suggestions* contains important insights based on the results and limitations of the study.

7.2. The Conclusion

The conclusions are drawn from the results and are presented in the framework provided by the objectives of the present study.

1. Objective 1: Identify the work-life balance factors of professional men and professional women.

The study has resulted in identification of 4 factors of work-life balance as perceived by professional men and women. The factors identified are Work-life Interference, Life-work Interference, Work-life Enhancement and Life-work Enhancement.

2. Objective 2: Identify the work specific factors/antecedents that influence work-life balance of professional men and professional women.

The study has resulted in identification of 8 work specific factors as perceived by professional men and women. The factors identified are Development, Superior, Reward System, Colleague, Commuting, Work Load, Work Role and Work Schedule.

3. Objective 3: Identify the life specific factors/antecedents that influence work-life balance of professional men and professional women.

The study has resulted in identification of 6 life specific factors as perceived by professional men and women. The factors identified are Leisure Activities, Extended Family, Household Responsibility, Care Responsibility, Domestic Help and Partner/Parents.

4. Objective 4: Identify the gender stereotypes of professional men and professional women.

The study has resulted in identification of 3 gender stereotypes as perceived by professional men and women. The factors identified are Gender Roles, Career of Women and Women's Choice of Career.

5. Objective 5: Study the impact of work specific factors/antecedents on work-life balance.

The impact of work specific factors/antecedents on work-life balance was based on 2 problems and 16 null hypotheses. Out of 16 null hypotheses 14 were rejected and 2 were accepted. Work specific factors/antecedents of Development, Superior, Reward System, Commuting, Work Load, Work Role and Work Schedule were found to have a significant impact on Work-life Interference. While work specific factors/antecedents of Development, Superior, Colleague, Reward System, Work Load, Work Role and Work Schedule were found to have a significant impact on Work-life Enhancement.

6. Objective 6: Study the impact of life specific factors/antecedents on work-life balance.

The impact of life specific factors/antecedents on work-life balance was based on 2 problems and 12 null hypotheses. Out of 12 null hypotheses 10 were rejected and 2 were accepted. Life specific factors/antecedents of Leisure Activities, Extended Family, Household Tasks, Care Responsibilities and Partner/Parents were found to have a significant impact on Life-work Interference. While life specific factors/antecedents of

Leisure Activities, Household Tasks, Care Responsibilities, Domestic Help and Partner/Parents were found to have a significant impact on Life-work Enhancement.

7. Objective 7: Explore whether professional men and professional women differ on the factors of work life balance.

Professional men and women were compared on 3 problems and 18 null hypotheses. Out of 18 null hypotheses 16 were rejected and 2 were accepted. On the factors of Work-life Interference, Work-life Enhancement, Life-work Interference, Life-work Enhancement, Development, Superior, Reward System, Colleague, Commuting, Work Load, Work Role, Work Schedule, Household Responsibility, Care Responsibility, Domestic Help and Partner/Parents professional men and professional women were significantly different from each other. While no significant difference was observed between professional men and professional women on the factors of Leisure Activities and Extended Family.

7.3. The Suggestions

To further enhance the knowledge in the area of work-life balance some suggestions are put forward for future research

1. The present study is largely focused on the demographic variable of gender. Though gender is an extremely important variable that influences work-life balance other variables like income, education, profession, organisation, career and family life cycle phases also have a significant impact on work-life balance of an individual. These socio-demographic variables can be studied in depth to add to the body of available literature.

2. The research inquiry can also be expanded to cross-cultures to examine if the factors of work-life balance that have emerged in India are consistent across cultures. A cross

cultural inquiry would aid multi-national organisations in framing programs that address diverse work-life balance needs.

3. The present study inspects the effect of work and life antecedents on work-life balance. The study can be extended to inspect the possible work-life balance consequences for an individual.