

WORK-LIFE INTEGRATION AT CENTRAL UNIVERSITY OF KARNATAKA

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Abstract:

Work- life balance is out. Work-life integration is in. Now it is about removing the divide between the work and life instead of balancing the two. The switch of terms also helps in removing the stigma attached to employers' demands on employees .This paper main objective is to the study the work and life of an employee are really meeting their requirements accordingly to them and also understand what work-life integration is and what is required for work-life strategy implementation at Central University of Karnataka. It is a empirical study based upon primary and secondary data and sample size is 30. The findings of the study, it was evident that the employees are able to integrate their work-life Integration. Though organisation is merely not talking any special steps to integrate the work-life of employees, but the employees are having an ample opportunity to fuse their personal and professional lives. But organisation is providing flexible working hours, paternity and maternity leaves for the employees. Finally study suggests that Employees in central university of Karnataka are able to integrate their work- life. In order to be very clear merely there are no much suggestions for the employees as they are able to integrate their personal and professional lives.

Keywords: Work-Life Integration, balance, Challenges, personal life, professional life.

Introduction

The word balance conjures up images of scales where the two sides must be equal in order to be in balance. There is so much talk today about achieving work/life balance. Technology has changed the pace at which we work, we are being asked to do more with less and many people feel overwhelmed. It is not about work life balance; it is about creating a life style that gives you whatever it is that you need in your professional and personal life. A better description of this concept is work-life integration

Objectives

1. To analyze that the work and life of an employee are really meeting their requirements accordingly to them.
2. To understand what work-life integration is and what is required for work-life strategy implementation

3. To evaluate whether an individual is achieving integration or not
4. To understand that a person's professional and personal goals aren't necessarily all that different.
5. To offer necessary suggestions in the light of findings

Research Methodology

The present study is based on primary and secondary data • Primary Data The primary data was collected from the selected employees randomly through a structured questionnaire and personal interaction with them, the sample size was 30 • Secondary data The secondary data was collected mainly from the relevant and concerned websites, university websites their profile booklets and libraries from various journals, magazines, periodicals, and survey materials used for the study. Sample size: 30 respondents have been selected for the present study.

Statement of problem:

The non-stop work culture has sadly turned employees into consumables. It has affected not just their physical and mental health, but also has had adverse effects on their family and professional relationships. That makes work life relationship a management issue. While technology has aggravated the work-life competition, it is also the solution to the problem. Communication and IT allow work to be done from anywhere, anytime and these technologies allow collaboration without everybody being at the same place at the same time. It allows replacing the concept of affixed workplace with networked workplace. There are technologies that allow trust and accountability by tracking working hours and output and collaboration by allowing simultaneous work and discussion among people at different locations. The main problem located in the concept in the work-life integration is it is failing to establish a credible way of evaluating performance without reference to presence. The most important part of work-life integration is establishing a credible way of evaluating performance without reference to presence where most of the organisations are failing to do that. This makes the concept of work-life integration

Limitations

1. Time was the major constraint of the study
2. The work-life integration concept has been tested in context of a single organisation i.e. CUK
3. Sample size was only 30

Data interpretation:

MARTIAL STATUS OF EMPLOYEE

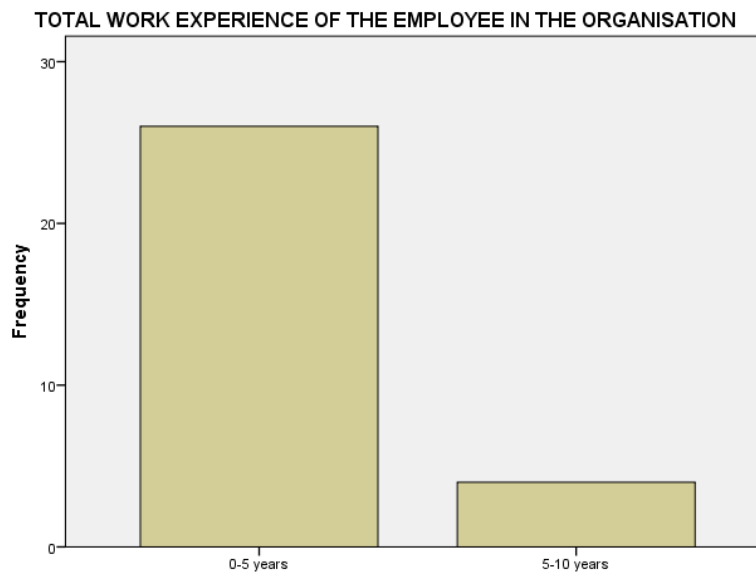
Martial Status	No of Respondents	Frequency	Percent
Married	25	83.3	83.3
Unmarried	05	16.7	16.7
Total	30	100	100

From the above table it is interpreted that 25(83.3) are married 5(16.7) are unmarried, in the research done



TOTAL WORK EXPERIENCE OF THE EMPLOYEE IN THE ORGANISATION

Experience	Frequency	Percent
0-5 Years	26	86.7
5-10 years	04	13.3
Total	30	100



From the above table it is interpreted that 26(86.7)are having 0 to 5 years of experience 4(13.3) are having above 10 years of experience, , in the research done.

SATISFIED WITH THE WORKING HOURS

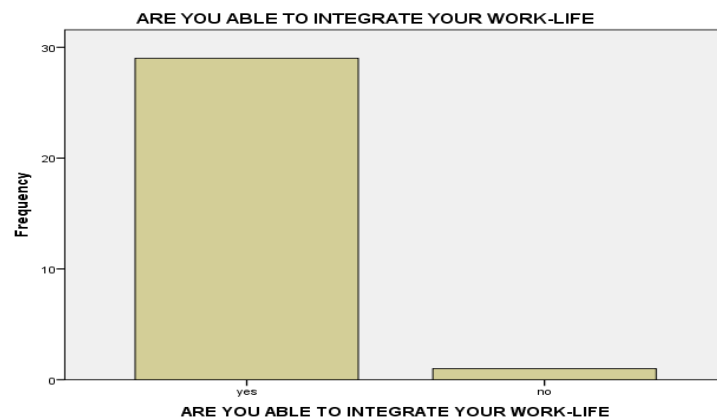
Valid	Frequency	Percent
Yes	28	93.3
No	02	6.7
Total	30	100



From the above table it is interpreted that 28(93.3) are satisfied with their working hours 2(6.7) are not satisfied with their working hours , in the research done.

ARE YOU ABLE TO INTEGRATE YOUR WORK-LIFE

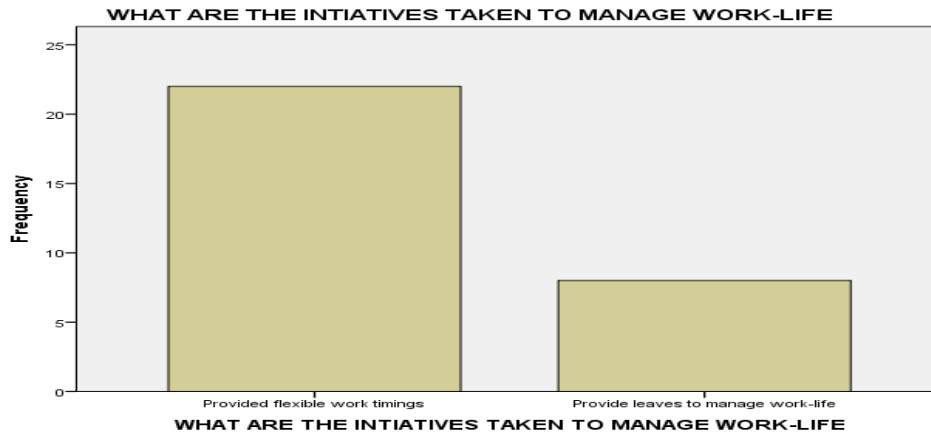
Valid	Frequency	Percent	Cumulative Percent
Yes	29	96.7	96.7
NO	01	3.3	3.3
Total	30	100	100



From the above table it is interpreted that 29(96.7) are able to integrate their work-life (3.3) are not able to integrate their work-life, in the research done

WHAT ARE THE INTIATIVES TAKEN TO MANAGE WORK-LIFE

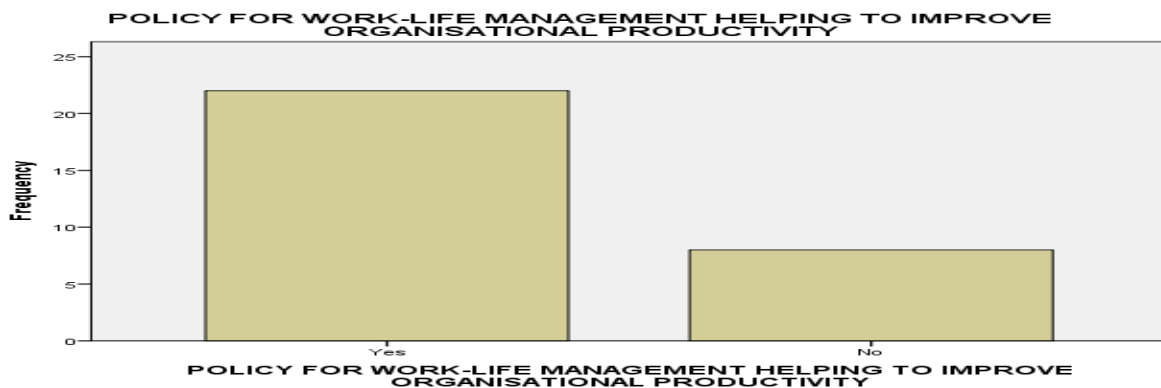
Valid	Frequency	Percent
Provided flexible working timing	22	73.3
Provide leaves to manage work life	08	26.7
Total	30	100



From the above table it is interpreted that 22(73.7) are having flexible working hours (26.7) are having opportunity to leaves in the research done.

POLICY FOR WORK-LIFE MANAGEMENT HELPING TO IMPROVE ORGANISATIONAL PRODUCTIVITY

Valid	Frequency	Percent
Yes	22	73.3
No	08	26.7
Total	30	100



From the above table it is interpreted that 22(73.3) are in favour to the productivity with the policy 8(26.7) are not in favour to the productivity with any policy in the research done.

HOW DO YOU RATE THE FLEXIBLE WORKING HOURS

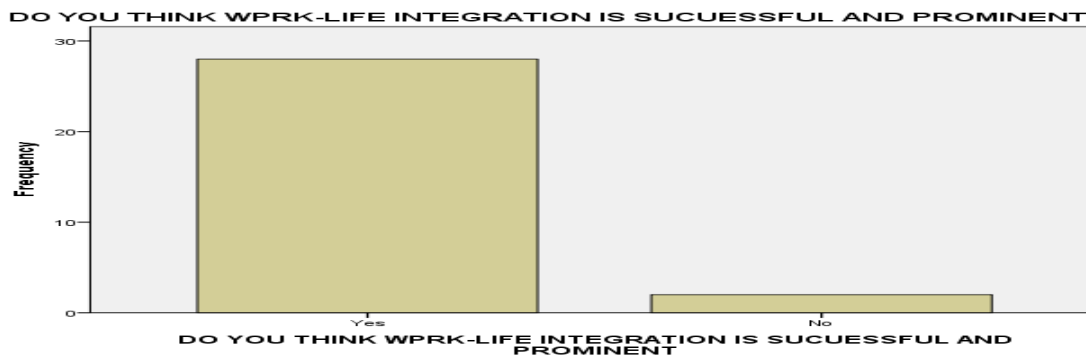
Valid	Frequency	Percent
Good	23	76.7
Average	07	23.3
Total	30	100



From the above table it is interpreted that 23(76.7) are in support to the flexible working hours of the organisation 7(23.3) are supporting averagely to the flexible working hours of the organisation in the research.

DO YOU THINK WORK LIFE INTEGRATION IS SUCCESSFUL AND PROMINENT

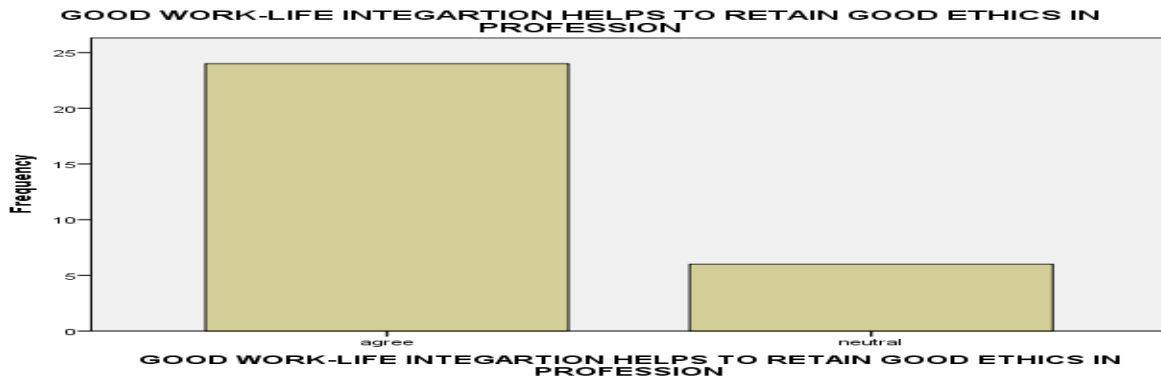
Valid	Frequency	Percent
Yes	28	93.3
No	02	06.7
Total	30	100



From the above table it is interpreted that 28(93.3) are agreeing work-life integration is successful and prominent 2(6.7) are not agreeing work-life integration is successful and prominent in the research done.

GOOD WORK-LIFE INTEGARTION HELPS TO RETAIN GOOD ETHICS IN PROFESSION

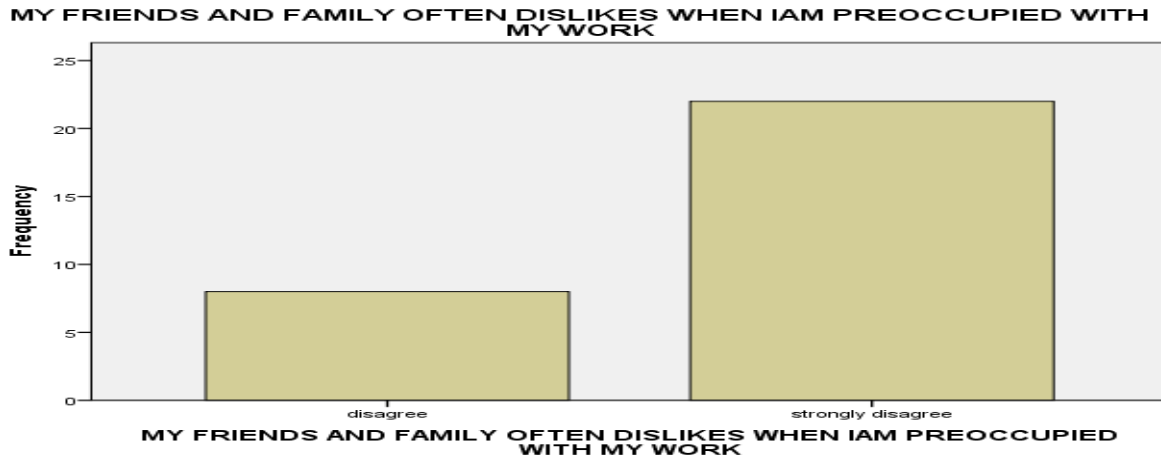
Valid	Frequency	Percent
Agree	24	80.0
Neutral	06	20.0
Total	30	100



From the above table it is interpreted that 24(80.0) believe good work-life integration helps to retain good ethics in profession 6(20.0) neutrally agree that good work-life integration helps to retain good ethics in profession in the research done.

PREOCCUPIED WITH MY WORK

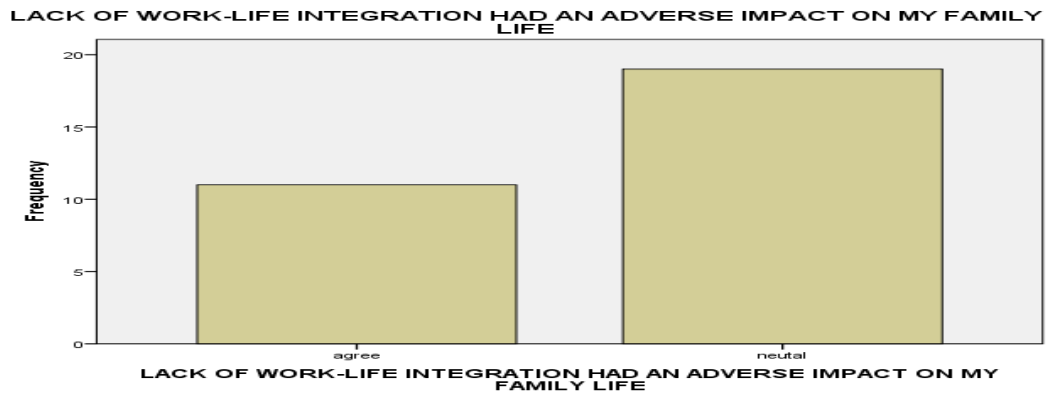
Valid	Frequency	Percent
Disagree	08	26.7
Strongly Disagree	22	73.3
Total	30	100



From the above table it is interpreted that 8(26.7) disagree about their families dislikes and preoccupied with their work 22(73.3) completely disagree about their families dislikes and preoccupied with their work.

LACK OF WORK-LIFE INTEGRATION HAD AN ADVERSE IMPACT ON MY FAMILY LIFE

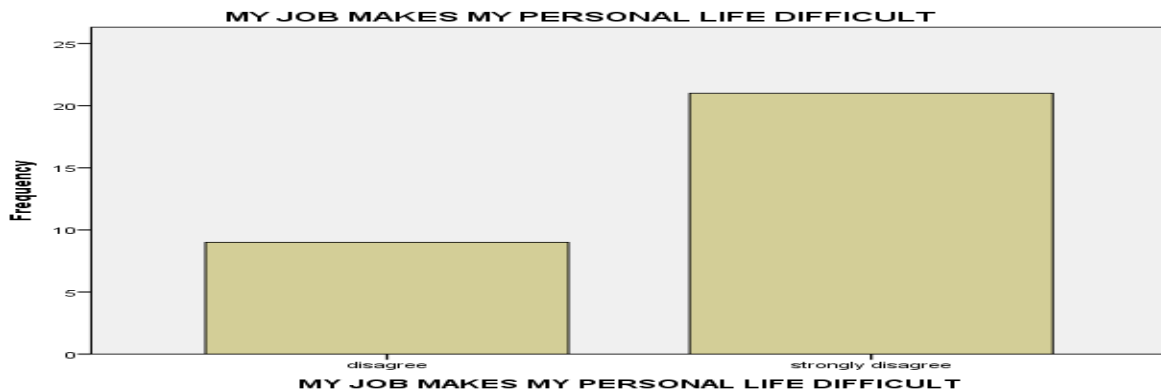
Valid	Frequency	Percent
Disagree	11	30.7
Neutral	19	63.3
Total	30	100



From the above table it is interpreted that 11(36.7) believe in lack of work-life integration have adverse impact on family life 19(63.3) partly believe in lack of work-life integration have adverse impact on family life in the research.

MY JOB MAKES MY PERSONAL LIFE DIFFICULT

Valid	Frequency	Percent
Disagree	09	30.0
Strongly Disagree	21	70.0
Total	30	100



From the above table it is interpreted that 9(30.0) disagree with job makes difficult in personal life 21(70.0) strongly disagree with job makes difficult in personal life in the research done.

Findings:

In the Research done in Central university of Karnataka regarding the work-life Integration among the employees following are the findings over this study.

- Most of the employees are able to integrate their work-life Integration.

- Though organisation is merely not taking any special steps to integrate the work-life of employees, but the employees are having an ample opportunity to fuse their personal and professional lives.
- But organisation is providing flexible working hours, paternity and maternity leaves for the employees.
- Work is evenly distributed to all the employees of the organisation, and work pressure is not much among the employees.
- Organisation is also having the good career prospectus and growth and development of an employee.
- A good work-life Integration also providing effective and successful profession and productivity to the organisation through their skills and abilities.
- There is no much work stress for employees while going to home, and in the home after reaching.
- There is also enough time for the employees to spend along with family members where that does not muchly effect the dislikes among the family members, this also helps the employee improvement in regard to the willingness from the family members.
- Totally there is no much impact on the personal lives of employees with their professional lives, this act as an advantage for the employees to fulfil their both sides in central university of Karnataka.

Suggestions:

- Employees in central university of Karnataka are able to integrate their work- life.
- In order to be very clear merely there are no much suggestions for the employees as they are able to integrate their personal and professional lives..
- To ensure same continuity among the employees in the organisation government can also go for
- Creating a schedule for the employees, reserving time in you day to focus on outside of work.
- Coordinating with your family and partner by scheduling complements that employee is prioritizing to their family.
- Remaining committed to some boundaries by employees helps for their self satisfaction and job satisfaction.
- An assertive approach to deny additional responsibilities outside work can be adopted.
- Protecting the interests of employees through stringent rules and policies is the duty of the government and other regulating agencies.
- The same should be continued by the government for the better productivity and satisfaction among the employees.

Conclusion:

In contrast to the central university of Karnataka employees here are able to integrate their work-life and are able to fuse their personal and professional lives. Though organisation

is merely not talking any special steps to integrate the work-life of employees, but the employees are having an ample opportunity to fuse their personal and professional lives. But organisation is providing flexible working hours, paternity and maternity leaves for the employees. Organisation is also having the good career prospectus and growth and development of an employee. There is also enough time for the employees to spend along with family members where that does not muchly effect the dislikes among the family members, this also helps the employee improvement in regard to the willingness from the family members. Totally there is no much impact on the personal lives of employees with their professional lives, this act as an advantage for the employees to fulfil their both sides in central university of Karnataka. By this I conclude that for the above conducted study in central university of Karnataka it's clear that work-life is integrating so for the betterment of this the same shall be continued for better results.

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