

## INFLUENCE OF WORK LIFE ON FAMILY LIFE AND SOCIAL WORK INTERVENTION TOWARDS SUSTAINABILITY OF THE FAMILIES IN MODERN TRENDS

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### **Abstract:**

Family is one of the main socializing institutions of the society. Work life and family environments that influence on overall life satisfaction in modern trends. Work-family conflict is commonly defined as “a form of inter-role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect”. Work–life balances with the harmonious arrangement of work and family so that effectiveness and satisfaction in these roles are consistent with life values towards sustainability of the families. Urbanization and industrialization, the concept of family in India to create and maintain a common culture among the members of the family is undergoing changes in modern trends. The paper is focus on work life and social work intervention to build sustainability of families in modern trends. The paper is based on primary data from rural as well as urban area by unstructured interview schedule and secondary data from books, journals and reports. Social work provides interventions to individuals and families in order to assist them with their needs and issues. This is essential to build sustainability in families and balancing work life in modern trends.

**Key Words:** Work life, Family, sustainability, Social Work, Modern Trends.

### **Introduction:**

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Family is a one of the social institutions. Work-life conflict may also incur economic costs for the individual, society and the organizations. Work life and family environments that influence on overall life satisfaction in modern trends. Work-family conflict is commonly defined as “a form of inter-role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect”. Work-life balances with the harmonious arrangement of work and family so that effectiveness and satisfaction in these roles are consistent with life values towards sustainability of the families.

### Objectives of the study:

1. To understand the work life balance and its influence on family life in modern period.
2. To examines the social work intervention for sustainability of the families.
3. To understand the reconstruction for sustainable family life.

### Methodology:

The research is systematic and scientific study a phenomena .The study is based on primary data from rural as well as urban area by unstructured interview schedule and secondary data from books, journals and reports. Social work provides interventions to individuals and families in order to assist them with their needs and issues.

### Work-life balance:

Work-life balance is a broad and complex phenomenon, lacking in a universal definition. Greenhouse and colleagues define work-family balance as the “extent to which an individual is equally engaged in -and equally satisfied with- his or her work role and family role”. Work-life balance consists of three components.

- ✚ Time balance refers to equal time being given to both work and family roles;
- ✚ Involvement balance refers to equal levels of psychological involvement in both work and family roles;
- ✚ Satisfaction balance refers to equal levels of satisfaction in both work and family roles.

Therefore, in order to achieve a work-life balance these components should be considered. When individuals struggle to maintain and satisfy the demands placed on them by both the work and family domains, an imbalance may occur.

**Work-family conflict and balance:**

Work-family conflict can be defined as a source of stress resulting from irreconcilable pressure from the work and family spheres. This can take two forms: work to family conflict and family to work conflict. Work-family conflict may assume the form of time-based, strain-based and, behavior-based conflict. To be successful, management needs to understand the rationale behind the introduction of work-life balance programmes. Benefits and acceptance of flexibility and innovation as the norm need to be communicated, if a work-life balance programme is to succeed. It could include the following:

- ✚ awareness of possibilities among employees;
- ✚ acceptance of work-family balance among employees and employers;
- ✚ availability of work-family balance options for men;
- ✚ availability of work-family balance options for employees without children

**Social Work Interventions for sustainability of the Families:**

Long working hours, time pressures at work may result in higher stress levels for the individual and also increase the weekend and evening work leading to less quality time with the family members. Therefore social workers provide interventions to individuals, families and groups in order to assist them with their needs and issues. Interventions are intended to aid clients in alleviating problems impeding their well-being. The interventions used by social workers are those that are identified as potentially helpful on the basis of the social worker's ongoing assessment of the family members for build sustainability in family.

**Main findings of the study:****Table No 1. Socio Democratic Profile of the Respondents**

Variable	Category	Frequency	Percentage
Age	Below 18	8	8
	18-25	20	20
	25-35	40	40
	Above 35	32	32
Marital status	Unmarried	50	50
	Married	50	50
	Divorce	0	0
	Separated	0	0
Education	Illiterate	8	8
	SSLC	15	15
	PUC	10	10
	Graduate	25	25
	Post Graduate	42	42
Occupation	Teacher/Lecturer	41	41
	Business	32	32
	Farmer	21	21
	Other	6	6
Family Type	Joint	42	42
	Nuclear	58	58
Geographical area	Rural	34	34
	Urban	16	16
	Semi Urban	50	50

Above the table shows the socio-demographic profile of the respondents. 40 percentage of respondents are between the age group of 25-35. 32 percentage of the respondents are above the age group of 35. 20 percentage of the respondents are below the age group of 18. 50 percentage of the respondents are unmarried and remained 50 percentage of the respondents are married. 42 percentage of the respondents are post graduates, 25 percentage of the respondents are graduates, 15 percentage of the respondents have passed SSLC, 10 percentage of the respondents

have passed PUC and remained 8 percentage of the respondents are illiterates. 41 percentage of the respondents are working as teacher/lecturer, 32 percentage of the respondents have their business, 21 percentage of the respondents are farmers and remained 6 percentage of the respondents have other kind of occupation. 58 percentage of the respondents belonging to nuclear family and 42 percentage of the respondents belonging to joint family. 50 percentage of the respondents living in semi urban area, 34 percentage of the respondents living in rural area and remained 16 percentage of the respondents living in urban area.

**Table No: 2. Working sector of the respondents**

Variable	Category	Frequency	Percentage
Working Sector	Private	48	48
	Public	26	26
	Self employed	16	16
	Agriculture	10	10

The above table shows the working sector of the respondents. 48 percentages of the respondents are working in private sector, 26 percentages of the respondents are working in public sector. 16 percentages of the respondents are self employed and remained 10 percentages of the respondents are working in agriculture.

**Table No 3 . Work life will effect for family life**

Variable	Category	Frequency	Percentage
Work life will effect for family life	Frequently	12	12
	Sometimes	56	56
	Rarely	5	5
	Never	27	27

The above table shows that opinions of respondents on Work life will effect for family life. 56 percentage of the respondents felt that sometime work life will effect on their family life.

27 percentage of the respondents said that never work life will effect on their family life. 12 percentage of the respondents felt that frequently work life will effect on their family life.5 percentage of the respondents felt that rarely work life will effect on their family life.

**Table No 4 : Factors affect in balancing work life and family commitment**

<b>Factors</b>	<b>Do not affects</b>	<b>Affects same times</b>	<b>Affects many time</b>	<b>Affects always</b>
Work hours	60	25	15	0
Overtime	50	30	20	0
Work from home after office hours	35	46	18	1
Work on holiday	34	50	16	0
Negative attitude of family/Spouse	38	46	12	4
Negative attitude of Supervisor/Colleagues	55	34	7	4

The above table shows that Factors affect in balancing work life and family commitment. 60 percentages of the respondents felt that a work hour not affects balancing work life and family commitment, 25 percentages of the respondents felt that work hours same time affects balancing work life and family commitment, 15 percentages of the respondents felt that work hours many times affects balancing work life and family commitment, 50 percentages of the respondents felt that overtime not affects balancing work life and family commitment, 30 percentages of the respondents felt that overtime sometimes affects balancing work life and family commitment, 20 percentages of the respondents felt that overtime many times affects balancing work life and family commitment, 46 percentages of the respondents said that work from home after office hours sometimes affects balancing work life and family commitment, 35 percentages of the respondents said that work from home after office hours not affects balancing work life and family commitment,18 percentages of the respondents said that work from home after office

hours many times affects balancing work life and family commitment, only one percentages of the respondents said that work from home after office hours always affects balancing work life and family commitment. 46 percentages of the respondents said that negative attitude of family/spouse sometimes affects balancing work life and family commitment, 38 percentages of the respondents said that negative attitude of family/spouse not affects balancing work life and family commitment, 12 percentages of the respondents said that negative attitude of family/spouse many times affects balancing work life and family commitment, 4 percentages of the respondents said that negative attitude of family/spouse always affects balancing work life and family commitment. 55 percentages of the respondents said that Negative attitude of Supervisor/Colleagues don't affects balancing work life and family commitment, 34 percentages of the respondents said that Negative attitude of Supervisor/Colleagues sometimes affects balancing work life and family commitment, 7 percentages of the respondents said that Negative attitude of Supervisor/Colleagues many times affects balancing work life and family commitment, 4 percentages of the respondents said that Negative attitude of Supervisor/Colleagues always affects balancing work life and family commitment.

**Suggestion:**

The government should make policy which will applicable to all working sectors. Employer encourage the employees through statutory and non statutory .Should create good working environment. Non government organizations, corporate sectors and government departments should take initiatives for protect the human rights and build sustainability among the family members.

**Conclusion:**

Many workplaces have different policies and practices which may improve work-life balance during everyday life. As the work and family roles for the men and the women became flexible, this naturally influenced the way they balanced work and family. This is essential to build sustainability in families and balancing work life in modern trends.

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