



DEMOGRAPHIC FACTORS AND ITS INFLUENCE ON WORK-LIFE BALANCE OF KSRTC BUS DRIVERS

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Abstract-- This study is an attempt to break the tradition of the research studies on corporate sector and to extend the benefits of a research to the public sector. Work-life balance has no prescribed factors that might determine an ideal work-life balance. This research intends to qualitatively explore, analyse and understand various factors that might determine the work-life balance of the ksrtc bus drivers. The study focuses on the work-life balance among ksrtc bus drivers and the influence of demographic variables in it. 300 respondents are taken as a sample of study. The study is descriptive in nature. Both primary and secondary data have been used for the purpose of the study. Primary information has been collected from the bus drivers of ksrtc, mysore city depot - i, ii, iii and iv as sample selected through purposive sampling technique. The study revealed that average level of work-life balance is found among the respondents and demographic variables influence the work-life balance among respondents

Key Words: *Work- Life Balance, Demographic-factors, KSRTC bus drivers.*

1. INTRODUCTION

In recent years the challenge of maintaining a balance between work life and personal life has grown significantly. Employees face greater workload, increasing time pressure and growing obstacles in satisfying both job and personal demands. Many research studies have been conducted on the work-life balance of the corporate employees in India. But rarely has been any research conducted in the transport sector and particularly on the drivers of a public transport. Needless to say, the work life of the employees-both the drivers and conductors or the travel ticket issuer, of the transport sector is taxing and stressful. This research study is an attempt to break the tradition of the research studies on corporate sector and to extend the benefits of a research to the public sector.

Often heard that the public transport sector, particularly the drivers who are the subjects of this study, gets an extended work duration involving continuously seated travel, are subjected to an increased physical and psychological stress. The result is an aversion and dissatisfaction towards the work, an imbalance in the work-life balance and its upsetting impact on the personal/family life of the workers. It is evident that family conflicts arise too.

This research intends to identify and understand various demographic factors and its influence the work-life balance among KSRTC bus drivers.

2. LITERATURE REVIEW

John W Newstrom and Keith Davis (2004) the authors have thrown a light on the concept of 'A Whole Person'. The authors highlights although some organisations may wish they could employ only a person's skill or brain, they actually employ a whole person rather than certain characteristics. He further adds, different human traits may be studied separately, but in they are all part of one system making up a whole person. Thus, it can be analysed home life is not totally separable from work life. People function as total human beings. Bhatia S K, (2005) the author has taken a massive effort to highlight issues of current work-life balance. He describes changing work environments in employments, employees have to face new challenges, problem wider aging responsibilities, greater productivity and competitiveness at the work place. These tend to stress and pressure, bringing imbalance in lives of employees. The three factors i.e. global competition, personal lives family values and an aging workforce present challenges that exacerbate work life balance. Wallace and Cousins, (2004) the findings of their study revealed the demographic variables namely age, gender, place of living, and child care had a significant influence over the work life balance of the employees. Subramaniam Vijayakiruthika, (2016) the study included woman employees in banking sector in Batticaloa district. The findings of his study revealed that age, marital status, experience of job, education and income are the major factors influencing the work-life

balance and the level of work-life balance found moderate. Smith J and Gardner D, (2007) found the number of dependents and marital status of the employees did not have any significant influence on the work life balance of the employees. And it was noted that the years of experience in the organization had a significant influence over the work life balance of the employees. (Karunakaran Anandan & Karthikeyan R, (2016) the findings of their study shows that a moderate level of work life balance is found among the nurses and demographic variables influence the work life balance of the respondents.

3. OBJECTIVE

1. To identify the level of work-life balance among KSRTC bus drivers.
2. To study the demographic factors and its influence on work-life balance among KSRTC bus drivers.

4. RESEARCH METHODOLOGY

This research intends to identify, analyse and understand the level of work-life balance among KSRTC bus drivers and its influence on demographic factors of KSRTC Drivers of Mysore City Division. The study is descriptive in nature. Both primary and secondary data have been used for the purpose of the study. Primary information has been collected from 300 Drivers of KSRTC, City Depot - I, II, III, IV Mysore City Division as sample selected through Purposive sampling technique. The researcher has used interview schedule to collect the data from respondents. Work-life balance scale profound by V M Vincy and N Panchanatham, (2010) was used. Descriptive research design is adopted to perform the study aimed at describing the level of work-life balance among KSRTC bus drivers such as demographic factors and its influence on work life balance. Statistical tools like percentage analysis, t test and ANOVA were used to analyse the collected data

TABLE 1: WORK-LIFE BALANCE AMONG KSRTC BUS DRIVERS.

WORK-LIFE BALANCE	FREQUENCY	PERCENTAGE
HIGH	39	13
AVERAGE	207	69
LOW	54	18
TOTAL	300	100

The above table shows the level of work-life balance among KSRTC bus drivers. 69% of the respondents have average level of work-life balance, 18% respondents have low level of work-life balance where in 13% of the respondents have high level of work-life balance.

TABLE 2: SIGNIFICANCE (F AND T) TEST FOR WORK LIFE BALANCE BASED ON DEMOGRAPHIC VARIABLES

VARIABLES	TEST	VALUE	SIGNIFICANCE	RESULT
SEX	T	0.820	0.413	NOT SIGNIFICANT
AGE	F	2.557	0.055	NOT SIGNIFICANT
EDUCATION	F	5.382	0.001	SIGNIFICANT
MARITAL STATUS	T	1.935	0.054	NOT SIGNIFICANT
FAMILY STRUCTURE	T	2.607	0.010	SIGNIFICANT
EXPERIENCE	F	3.058	0.029	SIGNIFICANT
INCOME	F	10.341	0.001	SIGNIFICANT
DEPOT	F	1.424	0.236	NOT SIGNIFICANT
DESIGNATION	T	0.644	0.520	NOT SIGNIFICANT
SHIFT	F	6.218	0.001	SIGNIFICANT



The above table reveals the difference in the level of work-life balance based on the demographic profile of the respondents. The AVOVA (t) value for level of work life balance among male and female KSRTC bus drivers is 0.820 which is not significant (0.413). The results indicate that male and female KSRTC bus drivers do not differ significantly in the level of work-life balance. F value for work-life balance among KSRTC bus drivers with different age is 2.557 which is not significant (0.055). The results indicate that KSRTC bus drivers with different age do not differ significantly in their level of work-life balance.

F value for level of work-life balance among KSRTC bus drivers with different educational background is 5.382 which is significant (0.001). The results indicate that KSRTC bus drivers with different educational background do differ significantly in their level of work-life balance. The mean value (267.00) shows that diploma and other qualification holders have higher work life balance compared to others.

t value for level work life balance among married and unmarried KSRTC bus drivers is 1.935 which is not significant (0.054). The results indicate that married and unmarried KSRTC bus drivers do not differ significantly in their level of work-life balance.

t value for level work life balance among KSRTC bus drivers with different family structure is 2.607 which is significant (0.010). The results indicate that KSRTC bus drivers with different family structure do differ significantly in their level of work-life balance. The mean value (247.62) shows that the respondents who reside in joint family have higher work-life balance.

F value for level of work life balance among KSRTC bus drivers with different experience is 3.058 which is significant (0.029). The results indicate that KSRTC bus drivers with different experience do differ significantly in their level of work-life balance. The mean value (245.67) shows that those respondents whose experience is between 21 years to 30 years has higher work-life balance when compared to others.

F value for level of work-life balance among KSRTC bus drivers with different income is 10.341 which is significant (0.001). The results indicate that KSRTC bus drivers with different income group do differ significantly in their level of work-life balance. The mean value (249.40) shows that the respondents who belong to income group of less than a Lakh has higher work-life balance compared to bus drivers among various income groups.

F value for level of work-life balance among KSRTC bus drivers with different depots is 1.424 which is not significant (0.236). The results indicate that KSRTC bus drivers with different depot do differ significantly in their level of work-life balance.

t value for level of work life balance among KSRTC bus drivers of different designations is 0.644 which is not significant (0.520). The results indicate that KSRTC bus drivers with different designations do not differ significantly in their level of work-life balance.

F value for level of work-life balance among KSRTC bus drivers with different depots is 6.218 which is significant (0.001). The results indicate that KSRTC bus drivers with different work shifts do differ significantly in their level of work-life balance. The mean value (245.39) shows that respondents of II shift has higher work-life balance when compared to respondents of other shifts.

5. MAJOR FINDINGS

- Majority (69%) of the respondents has average level of work-life balance.
- There is no significant difference in the level of work-life balance among males and females at 0.413
- There is no significant difference in the level of work-life balance based on different age groups of the respondents at 0.055 level of significance
- There is significant difference in the level of work-life balance among various educational levels of respondents at 0.001 level of significance.
- There is no significant difference in the level of work-life balance among married and unmarried respondents at 0.054 level of significance



- There is significant difference in the level of work-life balance among the respondents who reside in nuclear family and those who reside in joint family at 0.010 level of significance.
- There is a significant difference in the level of work life balance among various levels of experience of the respondents at 0.029 level of significance.
- There is significant difference in the level of work life balance among various income groups of the respondents at 0.001 level of significance.
- There is no significant difference in the level of work-life balance among respondents of different depots at 0.236 level of significance.
- There is a no significant difference in the level of work life balance among respondents of different designations at 0.520 level of significance.
- There is significant difference in the level of work-life balance among respondents of various shifts at 0.001 level of significance.

6. CONCLUSION

Managing both professional and personal life effectively and efficiently has become a major challenge in all work. The present study focused on testing the demographic factors in relation with work-life balance of KSRTC bus drivers of City Division, Mysore. It was found that the KSRTC bus drivers had average level of work-life balance among them. The respondents of the study revealed that they are more likely to experience work load, tension and resulting into fatigue and they further added traffic congestion makes them more frustrated and engaging in road rage. Respondents of the study revealed that driving behaviour is influenced by various factors that are mainly affected by passengers; the environments as well as the condition of the vehicle in driving job are the additional factors to influence driver behaviour. Conductor's co-operation and good condition of the bus has highest mean factor and new technology has lowest mean as an influencing factor of work-life balance among KSRTC bus drivers. Socio demographic factors such education, family structure, experience, income, and shift of the respondents had significant difference in the level of work-life balance where in sex, age, marital status, depot and designation of the respondents had no significant difference in relation with work-life balance

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