

DIMENSIONAL PREFERENCES OF WORK –LIFE BALANCE IN PRIVATE BANKING PROFESSIONALS – A STUDY OF HARYANA STATE

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Abstract:

Work-life balance has been receiving generous consideration in service business and has been a matter of concern for both employers as well as employees. Work-family enrichment is a positive way of integrating work and family and it helps to achieve work-life balance. The work-life balance is a priority in policy making in Europe countries. **Lyness (2008)** found that professionals, who were rated higher in balance between work and life, were rated higher in career advancement potential. Higher work-family facilitation leads to higher organizational commitment and job satisfaction in service industry (**Ayree, 2005**). In a service industry like banking, the quality of human resources assumes vital importance. The success of the bank depends upon the coordination, synchronization and cooperation of the bank officers. Hence, the job satisfaction of the officers is prime importance because only a satisfied and happy officer will be able to achieve such synergy in the bank. The changing needs of professionals, their culture, values, aspirations and work environment give development to new sub-systems of human resource management. **Dr. T. G. Vijaya (2012)** found that there exist a positive association between affective commitment, continuance commitment and work life balance variables. Moreover, increased work demands interfere with family life, and on the other hand, family demands interfere with the work-life of employees. Therefore, conflicts occur, which negatively affect an employee's performance at work as well as at home. Looking at the trend, organizations have increasingly started to take an active interest in implementing practices that enable

employees to cope with the work-life balance issues. The study attempted to explore the work-life balance of selected private sector banks in Haryana. The study under consideration divided the Haryana state into four zones namely Kaithal, Hisar, Ambala and Gurgaon from which 1250 banking professionals are contacted to fill-up the well designed questionnaire based on ten (10) dimensions of work-life balance. Work-life balance is one such HR practice that enables the banking employees to maintain balance / prioritization between work and life roles. Work-Life Balance is considered very important HR practice because it leads to higher professional satisfaction for family and personality variables, Work demand (WD), Employee Security (ES Work Freedom (WF), Colleagues home interaction (CH), Affectivity of Traits (AT), Emotional Intelligence (EI),) Work home interaction (WH), more customer consideration and retention of key professional in bank. The next section of this study related to factor analysis of WLB dimensions in banks of 1124 response through SPSS.

KEYWORDS: private sector bank, Haryana, business.

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