



## A study of work-life balance before to and after intervention as measured by the experiment group

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### Abstract

This research looks at married working women to see how social group work affected their work-life balance both before and after an intervention. This study looks at how women are finding it harder to juggle work and home duties as a result of systemic changes in family structures, particularly the rise of nuclear families. Sixty people took part in the study, which used a quasi-experimental approach based on qualitative research and purposive sampling. Information was gathered by means of self-administered surveys that included measures for work-life interference, family happiness, and programs for work-life balance. The participants' work-life balance adjustments after the intervention were assessed using a t-test. The results show that after the social group work intervention, participants were much better at balancing their job and family lives, and they were also happier overall. It seems that working women may benefit from social group work in terms of enhancing their work-life balance, which in turn promotes personal development, reduces stress at work, and increases pleasure at home.

**Keywords:** Stress, work-life, working women, home, balance, intervention

### Introduction

The structural alterations in family patterns away from the old joint family model and towards the nuclear family model have made housekeeping and childrearing an increasingly demanding task for women<sup>[1]</sup>. Their work and family lives have become more unbalanced, making it difficult for them to achieve the work-life balance they want. Unpleasant work experiences, such as involuntary contingent labour and role overload, are being associated with changes in employment caused by demographics, institutions, and technology. Another hot commodity are "knowledge workers" who can switch gears quickly and adeptly. There is a connection between these experiences and the quality of family life, both directly and indirectly. A vast amount of research and scholarly publications, along with government authorities, managers, and workers, all support the theory<sup>[2]</sup>.

"In 1948, when addressing social group work, Trecker defined it as "a method of social work whose purpose is the enhancement of the psychosocial functioning of individuals and improvement of their environments." The improvement of functioning may be achieved via both treatment and prevention. [3] When a person's needs may be better met via social interaction rather than individual attention, practicing in small groups is the way to go. Group work, sometimes called "character building" because of the influence it has on participants, is integral to the aims of social case work<sup>[4]</sup>.

The character-building results of social group work include the ways in which the process helps community members lead better lives, as well as the sorts of activities that these groups undertake. Group work is based on the idea that individuals may meet some of their basic needs by combining forces with others. Group therapy is not main treatment, with very few exceptions. The professional worker uses a variety of tactics when applying knowledge to group work, depending on the kind of group<sup>[6]</sup>. This research used the Social Group Work Method. Keep in mind that social group work is a rather planned and systematic technique to working with groups of people when you consider it as an intervention strategy. Participation in

program activities is guided by a social worker or other qualified professional, who helps individuals, groups, or communities build relationships, learn from one another, and develop to their maximum potential by considering each person's specific needs and strengths<sup>[7]</sup>.

In social group work, the individual, with the help of the social worker, makes use of the group dynamic to spur personal development, transformation, and progress. Recent years have seen group psychotherapy develop into a credible approach, both in developed countries and in places like the United States where licensed therapists are few. Social workers may use this strategy with groups of people who have behavioural or personality issues in the house, the classroom, or the community<sup>[8]</sup>.

A tiny social system "whose influences could be planned fully guided to modify client behaviour" was examined in their method called the Vinter method. The worker plays a pivotal role in this strategy by delivering therapy, implementing planned interventions, leading a highly organised group process, and placing a premium on results, assessment, and research<sup>[9]</sup>.

The topic of work-life balance among working married women deserves urgent investigation. Therefore, striking a balance between work and personal life becomes critical.<sup>[10]</sup> Social group work might help them achieve this equilibrium. With the help of a working committee comprised of women from various company organisations and divisions, the social group activities could be planned<sup>[11]</sup>.

### Research Methodology

The majority of studies use qualitative research techniques, such as descriptive designs that outline the study's features, or quasi-experimental approaches. This study's design allowed the researcher to secretly administer the intervention to the treatment group while avoiding disclosure to the control group. Following that, they contrasted the results according to the intervention's effect on the independent variable.

**Sampling Plan**

▪ **Sampling Technique**

A non-probability sampling method was used by the researcher. This strategy was chosen once a month for six months to satisfy the criteria for participating in the Social Group Work procedure.

▪ **Sampling method**

Purposive/Judgmental sampling, also known as typical case sampling, was the sample approach used by the researcher. People who had taken part in the social group work process were the defining feature of the sample.

▪ **Sample Size**

Each of the two groups received 30 volunteers from the total pool of 60: the control group and the treatment group.

**Tools of data collection**

The data was gathered by means of the following assessment instruments:

- Through the use of a self-administered questionnaire, we will gather demographic information as well as health concerns pertaining to work/life balance.
- Jeremy Hayman evaluated the Work-Life Interference Scale (WMI) created by Fisher-McAuley, Stanton, Jolton, and Garvin (2003) (2005). A 15-item scale was used to assess work-life balance, with the original instrument being reported by Fisher-McAuley *et al.* Work interference with personal life (WIPL), personal life interference with work (PLIW), and work/personal life enhancement (WPLE) were the three elements of work-life balance that Jeremy Hayman originally aimed to measure using his initial 19-item scale. Using this measure, we can find out how well people believe their job and personal lives are balanced right now. After factor loading patterns and reliability estimations are taken into account, the 15-item measure with 5-point Likert scales is administered to the participants. Item 7 has the wrong score. When these three dimensions were combined, the final Cronbach alpha values for WIPL were 0.93, PLIW was 0.85, and WPLE was 0.69:
- You may get a WIPL score between 7 and 35; a higher number indicates less balance.
- Higher scores on the PLIW scale (which ranged from 4 to 20) indicated less equilibrium.
- WPLE ratings ranged from 4 to 20, with higher scores indicating greater progress.
- Catherine C. Parker (2007) developed a scale to quantify the risk of each program in relation to an employee's career. The second scale measures how participants see the risks of work-life programs and how often they utilise them. While discussing programs that help people strike a balance between their professional and personal lives, experts referenced works by Sullivan and Mainiero (2007), Kirby and Krone (2002), Allen (2001), and DeCiera (2005). The twelve programs each ask participants to assess the perceived risk of utilising the program from 12 to 60, if their current company provides a work-life program, and the chance that they would utilise the program at some time in their career. The higher the score, the more serious the perceived danger. Each participant

was given a 5-point Likert scale for the likelihood question, with an additional 6-point choice for programs that they deemed unimportant. We assigned the same score to questions that had a "Not Applicable" answer since we considered them very unlikely. Scores might therefore range from thirteen to sixty-five, according to the questions' five-point scale.

- Family contentment is the third scale used to evaluate the participants' level of contentment with their families. It is based on Brayfield and Rothe's (1951) five-item scale. Because the word "family" in the study refers to the following family roles: being a parent, being a spouse or partner, and general home life, a higher score indicates greater family happiness. An alpha reliability of 0.71 was determined by the research for the scale.
- A self-designed questionnaire will be used to study ways in which a person's work-life imbalance impacts their health.
- An independently developed survey to examine the ways in which social group work enhances the work-life balance

**Plan of analysis**

After collecting data, the researcher analysed and interpreted it using statistical techniques such:

1. A paired t-test was used to compare the two groups' work-life balance scores; prior to that, one-way and two-way frequency tables were used. Then, measurements of central tendency and dispersion were taken.
2. A z-test to find out how people feel about the security of their company's work-life balance policies and initiatives,
3. Various pictorial representations of data, including bar, column, and pie charts
4. Weighted Average

**Results**

Prior to exploring the objectives of the research, it is crucial to understand the respondent demographics. Consequently, demographic data was collected and analysed; this part presents the demographic characteristics, such as age, degree of education, job title, and income.

▪ **Age of the Respondents**

The age of the respondents was the intended goal of the data collected and analysed on this variable, which is shown in the table.

**Table 1:** The table displays the collected and analysed data on this variable, which was used to find out how old the respondents were

Age group	Frequency	Percentage (%)
20-30 years	25	41.7
30-40 years	24	40.0
40-50 years	11	18.3
Total	60	100
Statistical Inference	Mean = 27.667	Standard Deviation (SD) = 7.449

Forty percent of respondents were in the 30–40 age range, and forty-one percent were in the 20–30 age range,

according to the table's statistics. The percentage of respondents between the ages of 40 and 50 was rather low, at 18.3%. A standard deviation of 7.5 indicates that the average age was 27.67 years.

**Academic Background**

The table shows the results of the research that used this variable to find out how much education the respondents had.

**Table 2:** Academic Background

Qualification	Frequency	Percentage (%)
Under graduate	28	46.67
Post graduate	32	53.33
Total	60	100

Figures in the table show that whereas 46.67 percent of respondents had bachelor's degrees or less, 53.33 percent had master's degrees or more.

**Work Status**

Job status factors included management level, length of service, total years in the company, current salary, and years of experience with the present employer. The data analysis findings for the variable are shown in Table 1.

**Table 3:** Work Status

Level of Management	Frequency	Percentage (%)
Top level	6	10
Middle level	26	43.3
Lower level	28	46.7
Total	60	100
Experience in Current Organization	Frequency	Percentage (%)
0-1 year	10	16.7
1-2 years	19	31.7
More than 2 years	31	51.6
Total	60	100
Total number of Years of Service	Frequency	Percentage (%)
0-3 years	15	25
3-6 years	24	40
More than 6 years	21	35
Total	60	100

- Below is a breakdown of the respondents' educational backgrounds: Out of all the people who took the survey, 46.7% were on the lower level, 43.3% on the middle level, and only 10% on the highest level.
- Thirteen-point seven percent of the participants had one to two years of experience, and fifty-one-point six percent had more than two years. Very few (16.7%) have worked for their present companies for less than a year.
- Among those who took the survey, 40% had been with the company for three to six years, 35% for six years or more, and 25% for 0–3 years was the lowest percentage.

**Orientation for Families**

We hoped to get insight into the respondents' family composition, dependent children, and other dependents' situations by collecting and assessing data on this topic. Here are the results of the analysis:

**Table 4:** Orientation for Families

Type of Family	Frequency	Percentage (%)
Nuclear family	28	46.7
Joint family	32	53.3
Total	60	100
No. of Members	Frequency	Percentage (%)
1-2	5	8.33
2-4	26	43.33
4-6	29	48.33
Total	60	100
Statistical Inference	Mean = 2.883	Standard Deviation = 1.121
Dependent Children	Frequency	Percentage (%)
Infant/ toddlers	10	16.7
Primary school level	14	23.33
Middle and high school levels	20	33.33
College level	5	8.33
No children	11	18.33
Total	60	100
Other Dependents	Frequency	Percentage (%)
1-2 members	34	56.7
2-4 members	6	10
None	20	33.3
Total	60	100

A review of the table's numbers reveals that nuclear families constitute 46% of all families, with blended families making up 53.3%. Of those who participated in the study, almost half (43.33%) had two or more relatives, over half (48.33%) had four or more, and a tiny minority (8.33%) had one or two.

Additionally, the data reveals that 33.33% of the participants had elementary school-aged children and 23.33% have middle school or high school-aged children. There were 8.33% of parents with college-aged children, 16.7% with young children, and 18% without any children at all reported by the respondents.

In biological terms, a person is considered a kid (plural: children) if their age falls between zero and fourteen. For legal reasons, most countries consider anybody under the age of majority to be a child. In every home, children play a significant role. They provide joy to other members of the family. Caring for one's children, an important responsibility for the majority of poll takers, is an important aspect of maintaining a healthy work-life balance.

In Indian homes, women are highly esteemed for their roles. It may be difficult for working women to balance all of their responsibilities, whether at home or at the office. Participants' average ability to spend more than three or four hours with their dependents was determined to be inadequate in this poll. The shortage could be caused by longer work hours and more family commitments.

For the purpose of determining whether the experimental group's mean score on the work-life balance measure changed before and after the Social Group Work intervention, this section discusses the statistical tests that were used.

**Work-Life Conflict (WIPL)**

The purpose of studying this variable was to determine the extent to which respondents' personal lives were affected by their employment. The table displays the results of the analyses, which include statistical inference, performed on the data gathered for this variable.

**Table 5:** Dispersion of Work-Related Disruptions to Private Life

Class Interval	Before-intervention		After-intervention	
	Frequency	Percentage (%)	Frequency	Percentage (%)
7-14 (Manageable)	3	5	21	70
14-21 (Medium)	8	13.3	9	30
21-28 (Less Balance)	10	16.7	0	0
28-35 (Un Manageable)	9	15	0	0
Total	30	100	30	100

**Table 6:** (Continued) t-Test and Statistical Inference

S. No	Type of Group	Mean	Variance	S. D	Statistical Inference
1	Pre-intervention	21.9667	35.6885	5.974	t = 14.7817
2	Post intervention	13.6667	12.2989	3.507	p≤0.05

**The hypothesis reflects that:**

**H<sub>0</sub>** = There is no significant difference in The Impact of Social Group Work on Individuals' Personal Lives Following Intervention.

**H<sub>a</sub>** = There is a significant difference in the Impact of Social Group Work on Individuals' Personal Lives Following Intervention.

In order to gauge the participants' present sense of work-life balance, we looked at their position in the table. Examining the degree to which one's professional and personal lives are interfering is done using the scale developed by Jeremy Hayman (2005). The core claims of the scale are that one's personal life suffers as a result of work, that one's job makes one's personal life difficult, that one neglects one's personal needs as a result of work, that one misses out on personal activities as a result of work, and that one struggles to balance one's work and non-work lives. A negative score was found for the assumption that one is content with the quantity of time spent on non-work activities, according to the data analysis.

The previous graph indicates that people have a positive impression of the degree to which work interferes with their personal lives. A t-Test was conducted to see if the two data sets showed a statistically significant difference. The t-Test score of 14.7817 indicates a significant result at p≤0.05. As a result, we disagree with the null hypothesis and support the alternative. Findings suggest that after social group work intervention, levels of job interference with personal life change dramatically. Participants' improved ability to juggle work and personal life is a direct outcome of the group work intervention.

▪ **PLIW, or Personal Life Interference with Work**

The purpose of studying this variable was to determine the extent to which respondents' personal lives interfered with their job. Tabulated below are the findings from the statistical inference and analysis of the data acquired for this variable.

**Table 7:** Distribution of Work-Related Personal Interference

Class Interval	Before-intervention		After-intervention	
	Frequency	Percentage (%)	Frequency	Percentage (%)
4-12 (Low)	2	6.7	25	83.3
12-16 (Medium)	10	33.3	5	16.7
16-20 (High)	18	60	0	0
Total	30	100	30	100

**Table 8:** (Continued) t-Test and Statistical Inference

S. No	Type of Group	Mean	Variance	S. D	Statistical Inference
1	Pre-intervention	14.7667	3.633	1.9061	t = 10.4229
2	Post intervention	12.0667	2.823	1.6802	p≤0.05

**The hypothesis reflects that:**

**(H<sub>0</sub>)** = No significant difference in Work Interruptions Caused by Personal Matters After Participation in Social Group Activities.

**(H<sub>a</sub>)** = It is observed that there is a significant difference in Disruptions to Work from Personal Life Following Social Group Work.

In order to determine how much of an effect this had on the participants' present perceptions of work-life balance, we looked at Table. In order to examine PLIW, researchers utilise the scale developed by Jeremy Hayman (2005). The following assertions are included in the table: the employee's personal life uses up all their energy for work, they are too exhausted to be productive at work, their job suffers as a result of their personal life, and it is hard to work because of personal issues.

According to the data in the table, the level of personal life interference with work is low. To determine if there was a statistically significant change between the two sets of data, a t-Test was run. At a significance level of p≤0.05, the t-Test statistic reads 10.4229, indicating a conclusive conclusion. Thus, we accept the alternative hypothesis and reject the null hypothesis. Thus, after participation in social group work, there is a significant decrease in the degree to which one's personal life interferes with one's ability to do one's job.

▪ **WPLE (Work/Life Enhancement)**

The purpose of studying this variable was to see if the respondents' professional or personal lives were improved. The table displays the results of the analyses, which include statistical inference, performed on the data gathered for this variable.

**Table 9:** Balance between Work and Personal Life Improvement

Class Interval	Before-intervention		After-intervention	
	Frequency	Percentage (%)	Frequency	Percentage (%)
4-12(Low)	14	46.7	0	0
12-16 (Medium)	10	33.3	6	20
16-20(High)	6	20	24	80
Total	30	100	30	100

**Table 10:** (Continued) t-test and Statistical Inference

S. No.	Type of Group	Mean	Variance	S.D	Statistical Inference
1	Pre-intervention	14.7667	3.633	1.9061	t = 10.4229
2	Post intervention	12.0667	2.823	1.6802	p≤0.05

**The hypothesis reflects that:**

**H<sub>0</sub>** = No significant difference in Improvements in both professional and personal life after participation in social group work.

**H<sub>a</sub>** = It is observed that there is a significant difference in betterment of one's professional and private life after participation in social group work.

Researchers look at this table to see if people now feel like they have a good work-life balance. For the purpose of evaluating WPLE, the scale developed by Jeremy Hayman (2005) is used. The following assertions make up the table: [An employee's personal life provides energy for his career] and [an employee's job provides energy for his personal activities]. The employee's employment improves their mood, which in turn improves their personal life at work.

Based on the data in the table, it seems that there is a high dispersion of work or personal life improvement. To determine if there was a statistically significant change between the two sets of data, a t-test was run. There is a significant result at  $p \leq 0.05$ , as shown by the t-test statistic of 5.52477. Thus, we accept the alternative hypothesis and reject the null hypothesis. Thus, after a social group work intervention, there is a considerable difference in the amounts of work/personal life improvement.

### Conclusion

Working married women report much improved work-life balance after participating in social group work treatments, according to the study's authors. An examination done before the intervention showed that there was a lot of disturbance in the equilibrium between work and personal life, which caused more stress and unhappiness. There was a dramatic improvement in the results obtained after the intervention, with work interfering with personal life significantly reduced and vice versa. The findings highlight the significance of social group work in creating a nurturing setting where individuals may learn to cope, become more resilient, and find a better work-life balance. In the long run, the research improves people's psychological health by shedding light on how organised group therapies might lessen the effects of work-life conflict. Findings from this study call for further investigation into policies and treatments that help women in different fields strike a better work-life balance.

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