
Symposium on: Work-Life Balance and Well-Being - Current Perspectives

Conveners: Dr. Rupashree Baral, Assistant Professor, IIT Madras, Chennai

Prof. Neena Kohli, Professor, Department of Psychology, Allahabad University

The proposed symposium on “Work-Life Balance and Well-Being - Current Perspectives” aims to investigate the seeming paradox of work-life balance and wellbeing. Interest in work-life balance Issues has been growing in recent years because of the changing environment, technologies, changing nature of work and workplaces and changing way of life. However, not many innovative ideas have been tested in Indian context. Therefore, we think there is a growing need for discussion in this area. The symposium is planned to put forth some of the research issues and put forth a picture of the state of the art of research in this area. The proposed symposium aims to highlight the recent research in the field of work-life balance and discuss current perspectives in terms of samples/ data, approaches, methodologies and measures used to study work-life balance. The symposium also aims to provide avenues for future studies in this area which will have meaningful implications for theory and practice.

There will be seven presentations in the symposium each dealing with different aspects of work-life balance. The first paper will focus on role of spiritual music in work-life balance which is hardly been studied earlier. The paper focuses on how spiritual music may help in generating internal peace which may motivate the workforce by helping them in maintaining work-life and enhancing productivity. The second paper brings out the work-life balance challenges of female engineers. The third paper deals with a relatively less studied phenomenon called ‘crossover of work-family conflict in the workplace’ which involves transmission of work-family experiences between closely related persons (e.g., from one partner to another partner in a dyad). The fourth paper discusses the development and construct validation of an indigenous measure of work-life balance. The fifth paper explores and empirically validates the relationship between work locus of control, work-life balance, and psychological wellbeing among samples from varied industry sectors. The sixth paper empirically tests a link between work-life balance and citizenship behaviors among IT professionals. The seventh paper discusses the effect of women employees’ work-life balance on children’s psychosocial well-being.

1. **ID0456NAOP2017 .Role of Spiritual Music in Maintaining Work-Life Balance of a Workforce**

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2. **ID0457NAOP2017. Being in a Male Dominated Profession: Challenges of Work Life Balance among Female Engineers**

SucharitaMaji, Research Scholar in Psychology, Department of Humanities and Social Sciences, Indian Institute of Technology Kanpur, Kanpur- 208016, U.P., India; E-mail: smaji@iitk.ac.in

3. **ID0458NAOP2017. Role of leader-Member Exchange in the Crossover of Work-Family Conflict: An Empirical Examination among Supervisor-Subordinate dyads in India**

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PavithraSampath, Research Scholar, Department of Management Studies, IIT Madras,
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4. **ID0459NAOP2017. Work-life balance: It's measurement and construct validation in the Indian context**

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NeenaKohli, Professor, Department of Psychology, University of Allahabad. Email: drneenakohli@rediffmail.com

5. **ID0460NAOP2017. Exploring the Relationship between Work Locus of Control, Work-Life Balance, and Psychological Wellbeing: The Indian Context**

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6. **ID0461NAOP2017. Work- Life Balance and Citizenship Behavior among IT Professionals**

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7. **ID0462NAOP2017. Work-Life Balance among Women Employees: Impact on Children's Psychosocial Well-being**

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Role of Spiritual Music in Maintaining Work-Life Balance of a Workforce

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Spirituality should not be mixed up with any religion (Dierendonck and Mohan, 2006). Fox (1994) emphasized on the nourishment of inner life of workforce which may lead to meaningful and fruitful outcomes. Spirituality is a significant component to motivate leaders. Inner peace of the work force may motivate them to achieve their goal by helping them in maintaining work-life balance (Ashmos and Duchon, 2000). It discusses about the role of spirituality in generating inner peace of the workforce; a sense of connectivity and community among the work force. Hence, organizations may look into the spiritual settings of the workforce. Musical and spiritual aspects of human experience work together to influence well-being (Lipe, 2002). Researchers have examined the therapeutic value of music in positively impacting emotional, social, physical, cognitive and spiritual health (McCaffrey and Edwards, 2016; Sukumaran, 2016). However, there is a dearth of research in the role of soulful/ spiritual music in motivating the workforce leaders. Hence, this study aims to examine the impact of spiritual music on the work force of a company with respect to their leadership traits. This study will help the organizations to understand the proper usage and implications of spiritual music in generating internal peace which may motivate the workforce by helping them in maintaining work-life and enhance their productivity.

Keywords: Spirituality, Music, Work-life balance

Being in a Male Dominated Profession: Challenges of Work Life Balance among Female Engineers

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Although there has been an increase in the participation of women in the workforce in last few decades, inside the family, the division of labour remains broadly unaltered. Women, even working for the same duration as their husbands in the workplace are expected to take almost the sole responsibility of childcare and domestic work. Whereas work life balance is a global problem for all working women, the present work aimed at exploring the factors that make the problem even worse for female engineers. A review of literature from the last twenty years regarding this issue was made. Being in a gender atypical profession, female engineers face solo status, perceived discrimination, and patronising behaviours from male colleagues; these require an added effort to adjust to the work-environment as well as impact one's professional identity. Being dominated by males, the work-culture in engineering set-up is often considered as a male culture characterised by long working hours, parties, and very high level of flexibility; these are often proven to be uncomfortable for a woman employee. Besides these job-related characteristics, the study also tried to find out how the gender role perceptions and identification to it, gender stigma consciousness, and role conflict may further aggravate the work-family conflicts among women engineers. The issue of role conflict is especially important since women engineers shift from a work role that they often perceive as dominant and masculine to a feminine traditional role every day. Therefore, the gender role related issues integrated with the gendering of engineering profession make the work-life balance to be a bigger challenge for female engineers.

Keywords: Gender role, perceived discrimination, gender stigma consciousness, job characteristics.

Role of leader-Member Exchange in the Crossover of Work-Family Conflict: An Empirical Examination among Supervisor-Subordinate dyads in India

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Spillover is a within-person across domains transmission of strain from one area of life to another whereas crossover involves transmission across individuals, where the demands and their consequent strain crossover between closely related persons (e.g., from one partner to another partner in a dyad). Work-family conflict (WFC) not only spill over from one role domain to another but also crossover from one role occupant to the other member in the dyad. Crossover models have mostly been examined in studies in the Western context. Given the socio-demographic changes and related impact on the workforce, studies are demanded across cultures including India. Also, studies have mostly focused on crossover of stress, strain, burnout and engagement and rarely attempt has been made to examine the crossover of the WFC in supervisor and subordinate dyads. This study examines a crossover model of WFC in supervisor-subordinate dyads in a work setting. We posit that supervisor's work-family conflict will directly influence his/her subordinate's work-family conflict and quality of relationship between supervisor and their subordinates (LMX) will moderate the crossover process. The model was tested among 193 matched supervisor-subordinate dyads working in select organizations in India. We found a significant direct crossover path and significant moderating effect of quality of relationship. Based on the findings ways to mitigate work-family conflict especially by strengthening leader-member exchange among employees are discussed.

Key Words: Work/life balance, work and family, changing demographics, LMX

Work-life balance: It's measurement and construct validation in the Indian context

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The concept of work-life balance was introduced in 1986. It has developed with the notion of harmonization between accountabilities of work and life of employees. The term work-life is interlinked with concepts of work-family balance, work-life conflict, work-family conflict and work-family interface. This concept has achieved importance in the recent years due to the changes in the society and the workplace. There are innumerable measures for tapping work-life balance, but most of the measures are developed in the western context. So, the applicability of these measures in India always raise questions about their validity. The present organizational scenario of India embarked by the rapid change, intense work pressure, migrated workforce, technological enrichment, increasing women employees affected the structure of organizations and life style of employees. This warrants development of a work-life balance measure in the Indian context. The major objective of this research is to develop a measure of work-life balance in the Indian context. Present research endeavor was carried out in two studies. In the first study, the basic structure of work-life balance was explored and in the second study, the basic structure of emotionally healthy climate was confirmed. In study one, exploratory factor analysis was used. Result showed that work-family facilitators, family support, work spillover, work-life interface, and nature of work are basic ingredients of work-life balance. In study two, partial least square method was applied to confirm the measurement model found in the study one. Confirmation of the model showed that the developed instrument is robust enough to tap the work-life balance in the Indian context. In the process, work stress, emotional climate, supervisor support, and work commitment emerged as correlates of work-life balance.

Keywords: scale development, work-life balance, work-life conflict, work-life interface.

ABSTRACT-V ID0460NAOP2017.

Exploring the Relationship between Work Locus of Control, Work-Life Balance, and Psychological Wellbeing: The Indian Context

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Recent research has indicated that the internal locus of control (LOC) demonstrates a significant positive correlation with work-life balance (Jez, 2017) and well-being (Slišković et al., 2011). At the same time, work-family balance has also been found to exhibit a significant positive association with well-being (see Hoffmann-Burdzińska&Rutkowska, 2015). Not much is known about the association between these variables in the Indian context. The current study aims at examining the association between these variables among employees working across various sectors of the Indian economy. The current study sample comprised 136 employees who completed the following questionnaires: Work Locus of Control Scale (Spector, 1988), Work-Life Balance Scale (Brough et al., 2014) and Scales of Psychological Wellbeing (Ryff& Keyes, 1995). Data obtained from the employees were subjected to relevant statistical analyses. The findings obtained in the current study have been discussed by seeking recourse to the prior theoretical and empirical literature. Implications of the research findings, for both researchers and organizations, have been highlighted in the current paper.

Key words: Work-life balance, work locus of control, psychological well-being

ABSTRACT-VI ID0461NAOP2017.

Work- Life Balance and Citizenship Behavior among IT Professionals

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The current study has focused on the positive workplace behavior as a result of the opportunity to balance work and life (WLB) especially among IT professionals. The study comprised of 250 IT professionals employed across different managerial levels, senior, middle and junior from Mumbai, Pune, Delhi, Hyderabad, Bangalore and Ahmedabad. All of the employees were employed for at least one year, were married, and staying with their family. The findings of the study revealed that WLB was positively correlated with all the five dimensions of organizational citizenship behavior (OCB). Regression analysis indicated that WLB significantly and positively predicted courtesy, sportsmanship, helping co-worker, conscientiousness and civic virtue. However, significant difference was found between men and women in their perception of work-life balance. Further analysis indicated that women found it more difficult to balance between work and family. The outcomes are also in line with Pradhan, Jena & Kumari (2016) study where they found work-life balance to be an important factor influencing citizenship behavior. The detail analysis have been discussed keeping the Indian cultural context in background.

Key words: Work-life balance, citizenship behavior, IT employees

ABSTRACT-VII **ID0462NAOP2017.**

Work-Life Balance among Women Employees: Impact on Children's Psychosocial Well-being

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Due to access to higher education which has effectively included the Indian women in the practice of well-paid and high status occupations. The increasing rates of women contributing in the work force has led to more equal disbursement of hours worked across the region of the world. Having a balance between job and taking care of family is becoming biggest issue for the working women employees. Working women are facing continuous challenges to cope with work life balance pressure. Work-family conflict occurs with demand of growing children who need to be given extra attention, care, emotional and physical support, due to work demand women are not able to do the needful. They are struggling to nurture their own as well as children's emotional and psychosocial problems. The aim of the present study is to find out the effect of work- family conflict on women employees and their children's psychosocial well-being.

Key Words: Work-life balance, work-family conflict, women employees, children, psychosocial well-being.