

Research Article

**The Effect Of Work Life Balance Towards Employee Engagement During Lockdown
Period Of Post Millennial.**

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ABSTRACT

The fundamental goal of the educational system is to ensure educational quality while also aiming for employability. The availability of employable skills in India is lacking. A concerted effort between school curricula and industrial needs is required to close this gap (Abdul Kalam .A.P.J, 2012).

The World Economic Forum (2013) has emphasised the issues associated with the skills gap and provided advice on how to overcome them. The unemployment rate in India is now around 9%. Despite this, one out of every three citizens with a bachelor's degree is unemployed. By 2020, the working-age population is expected to increase from around 750 million to almost a billion. The labour force is being pushed towards higher-skilled employment by market forces. Even young, college-educated Indians, however, frequently lack the necessary abilities to secure these positions. For India to achieve and maintain high growth rates in the following decade, competent workforce would be critical.

Key words: skills, Employability, millennials.

INTRODUCTION

According to the World Population Report, India has a higher proportion of young people than the rest of the world. Any country can be profoundly affected by the advent of a massive youth population of unprecedented magnitude. The extent to which governments respond to young people's needs and enable them to participate completely and meaningfully in civic and economic activities determines whether this influence is positive or negative (Babatunde Osotime him, 2013).

Increasing the importance of HR and preparing new contracts, rather than really accomplishing work (Naik, 2013). The challenge that the firm faces is not one of limit supply, but rather one of employability (Azim premji, 2013). According to the National Association of Software and Service Companies (NASSCOM, 2013), India continues to produce a large number of specialists—400,000 per year. In any case, the majority lack the necessary specific abilities, such

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as a natural fluency in English or the ability to operate in a social setting and pass on key oral introductions.

The development of skills in India's demographics and growing prospects, as well as a skilled workforce, attract foreign direct investment. Due to the ageing of populations in key economies around the world, there will be a skilled workforce shortfall of around 57 million people by 2020. By that time, India's working-age populace would have grown to around 47 million people, creating a general concentration of HR who will value the following open doors—on the off chance that they have the right limits (Confederation of India Industry (CII), 2013).

Mr. Pranabh Mukerjee, Former President of India, said in a speech at IIT (Indian Institute of Technology) Indore in 2013 that in an era of fierce competition, it is disheartening to note that not a single Indian institution has been included in the list of top 200 universities in the world, which speaks volumes about India's educational quality.

In India, there is a skill shortage on one hand and a "population bulge" on the other. Hundreds of millions of young people are expected to flood the job market, resulting in a lopsided paunch that will drag the country down and reduce its gross domestic product (India Skills report, 2014). The large number of students pumped out of neo- and non-academic managed universities is blamed for non-employability or under-employability (Shankarsrinivasan, 2013).

According to Aspiring Minds' 2014 survey of technical graduates in India, university graduates in the relevant area are only 38.2 percent employable in high-growth sectors like business process outsourcing (BPO). There is a significant disparity in graduate quality between top-tier and lower-tier colleges, making it two to three times more difficult (in terms of cost and effort) to locate an employable graduate from a regular campus to a reputable one like Indian Institute of Technology (IIT).

The important concern is whether we provide education in such a way that pupils can absorb it rapidly. Whether the proactive culture is enunciated through the existing learning method. There is a lack of initiative and a constant need for orders (Rakeshbasant, 2013). Surprisingly, despite having access to a large pool of talent, only 20% of businesses are pleased with their ability to find the right people for the job. The wise strategy to exploit available talent is to implement and adapt sound tactics (HCI (Human Computer Interaction) and Kelly OCG, 2013).

“Right now, the difficulty is the demand-supply gap. Despite various corporate initiatives, the availability of ready-to-work people in the IT sector remains a problem. It takes a lot of effort and money to get students to deliver” (Saurabhgovil, 2013).

REVIEW OF LITREATURE

The idea of employability has been introduced in various settings in the written work, for example, how graduate understudies should enter the function promote (Harvey, 2001; Knight and Yorke, 2004), how to rehabilitate the unemployed to work, or how to best set up the disabled in the work exhibit (Harvey, 2001; Knight and Yorke, 2004).

As can be shown from the works and, the issue of either employability or quality in cutting-edge training is not exclusive to India. Space/hard, inclination has been identified as a requirement for improving employability independent of fragile capacities and has been designated as a distinctive skill (Andreasblom, 2011). He spoke on employability, in which delegates must update their knowledge, abilities, and experiences, and develop a plan of action to stay appealing in the business world.

According to the OECD, up to 50% of persons eligible to work in many countries are unable to meet the expectations of today's knowledge-based economy. Workers should be able to cope with the new economy's demands. Employability focuses on ensuring that young people, in particular, have the skills they need to find work in today's workplace. In today's environment, employability associations guarantee trying occupations and engaging assignments that enable people to develop their abilities while providing no comprehensive certifications of a vocation (Jeffreyffeffer, 2008). In the composition, age and sex are regarded to have an impact on employability. In a few studies, men are shown to have more options in the employment market and, as a result, are perceived as more employable.

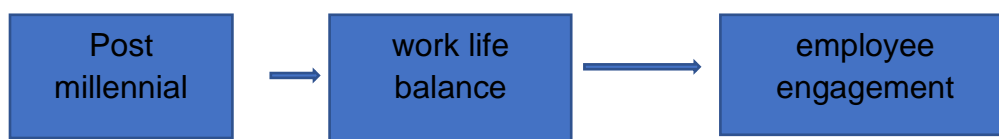
Employability, according to Van der Heijde & Van der Heijden (2006), is a quantitative factor, such as "word related dominance," which issues information during one's employment. According to a recent report by Stroud (2001), it comprises making a few cash and a count of enjoyable a mean employees existence. The issue is that while having a faculty preparation will make graduates more marketable, it will not expedite the kind of occupations and callings that are traditionally connected with a college path. The likelihood that the "more you take in, the more you get" has some validity as long as remarkable others aren't taking in similar things; otherwise, one is speeding to halt.

In the United Kingdom, insightful capabilities produce significantly more important returns than professional abilities at a comparable level, despite the fact that those returns may likewise be reduced if the time spent to acquire those capacities is controlled for (Dearden, 2002)

OBJECTIVES

- **To** identify the factor influencing work life balance of lock down period.
- **To** measure the influence of work life balance and employee engagement on post millennials

THEORITICAL FRAMEWORK



RESEARCH METHODOLOGY

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This study is based on both primary and secondary data. Primary data obtained through structured questionnaire .it consist of three parts namely;

1 demographic factors of employees.

2 work life balance factors

RESULT AND DISCUSSION

Age of the respondent

Age	Frequency	Percent	Valid Percent	Cumulative Percent
Variable 1	26	52.0	52.0	52.0
Variable 2	24	48.0	48.0	100.0
Total	50	100.0	100.0	

The table indicates that variable 1 shows less than 21 of the post millennial ,gives the percentage of 52%and variable 2 shows that age of 21 to24 gives 48% this result indicates that the age of the respondent shows positively impact on work life balance and employee engagement.

Gender of the respondent

Age	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	27	54.0	54.0	54.0
Valid 2	23	46.0	46.0	100.0
Total	50	100.0	100.0	

This table shows that variable 1 indicates that 54% for less than 21age group post m millennials and variable 2 indicates 48% for the age group of 21to 24 . this result shows that the gender of the respondent indicates positively impact on work life balance and employee engagement post millennial.

Descriptive

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness	Kurtosis

	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
I of ten neglect my personal needs because of the demands of my work	50	3	5	3.92	.804	.148	.337	-1.430	.662
My personal life suffers because of my work	50	3	5	3.92	.804	.148	.337	-1.430	.662
I have to miss out an important activities because of my work	50	3	5	4.08	.804	-.148	.337	-1.430	.662
My job makes it difficult to maintain the kind of personal life I would like	50	3	5	4.28	.970	-.602	.337	-1.708	.662
I am forced to work extra hours	50	3	5	3.92	.804	.148	.337	-1.430	.662
My work load is too heavy	50	3	5	4.08	.804	-.148	.337	-1.430	.662
I wish I could work a tan easier	50	3	4	3.64	.485	-.602	.337	-1.708	.662
My work load is affected by things I cannot control	50	1	2	1.64	.485	-.602	.337	-1.708	.662
I can concentrate on my work	50	4	5	4.48	.505	.083	.337	-2.078	.662
I pay lot of attention to my work	50	3	5	4.24	.847	-.490	.337	-1.436	.662

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I share some more work values to my colleagues	50	3	5	3.76	.847	.490	.337	-1.436	.662
I learn more on lock down period	50	4	5	4.48	.505	.083	.337	-2.078	.662
Valid N (list wise)	50								

From the above table, all the mean value of the variable are more than 3. Skewness and kurtosis of descriptive statistics result shows that the calculated value is between -1to+1.this indicates that employee engagement and work life balance simultaneously or positively impact post millennials.

. EXPLORATORY FACTOR ANALYSIS

Communalities

	Initial	Extraction
I often neglect my personal needs because of the demands of my work	1.000	1.000
My personal life suffers because of my work	1.000	1.000
Ihavetomissoutanimportantactivitiesbecauseofmywork	1.000	1.000
MyjobmakesitdifficulttomaintainthekindofpersonallifeIwouldlike	1.000	.999
Iamforcedtoworkextrahours	1.000	.999
Myworkloadistoohavy	1.000	.999
IwishIcouldworkataneasier	1.000	.998
MyworkloadisaffectedbythingsIcannotcontrol	1.000	.999
Icanconcentrateonmywork	1.000	.706
Ipaylotofattensiontomywork	1.000	.700
Isharesomemoreworkvaluestomycolleagues	1.000	.919
Ilearnmoreonlockdownperiod	1.000	.921

Extraction Method: Principal Component Analysis.

From the above table, the communalities value is higher than 7. hence it is significant

Total Variance Explained

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Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.979	41.493	41.493	4.979	41.493	41.493	4.870	40.585	40.585
2	3.138	26.152	67.646	3.138	26.152	67.646	3.161	26.345	66.930
3	1.820	15.170	82.816	1.820	15.170	82.816	1.631	13.592	80.522
4	1.302	10.854	93.670	1.302	10.854	93.670	1.578	13.148	93.670
5	.609	5.077	98.747						
6	.150	1.253	100.000						
7	1.004E-013	1.037E-013	100.000						
8	-1.002E-013	-1.019E-013	100.000						
9	-1.002E-013	-1.019E-013	100.000						
10	-1.002E-013	-1.019E-013	100.000						
11	-1.009E-013	-1.075E-013	100.000						
12	-1.016E-013	-1.135E-013	100.000						

Extraction Method: Principal Component Analysis.

The result of total variance explained, From the above table shows that, the cumulative value is 93.670 which is greater than 75%. hence it is significant.

Rotated Component Matrix^a

	Component			
	1	2	3	4
Ioften neglect my personal needs because of the demands of my work	.969			
My personal life suffers because of my work	.969			
I have to miss out on important activities because of my work	-.969			
My job makes it difficult to maintain the kind of personal life I would like	.959			
My workload is affected by things I cannot control	.959			
I am forced to work extra hours		.977		
My workload is too heavy		-.977		
I wish I could work at an easier		.949		
I learn more on lockdown period			.943	
I can concentrate on my work			.751	
I share some more work values to my colleagues				.927

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Ipaylotofattensiontomywork				.727
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Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization. ^A

a. Rotation converged in 5 iterations.

The result of the study, From the above table the rotatory component matrices, the 12 variables were grouped into four factors. the first factor contains five variables and it is named as personal life, the second factors contain three variables that is named as work pressure, the third factors contain two variables and it is named as work life balance. The last two variables grouped into a factor that is called employability.

independent sample test on age

	Age	N	Mean	Std. Deviation	Std. Error Mean
PER	1	26	3.54	.441	.086
	2	24	3.60	.441	.090
WOR	1	26	3.87	.165	.032
	2	24	3.89	.161	.033
WOLI	1	26	4.60	.425	.083
	2	24	4.35	.429	.088
EMP	1	26	3.96	.599	.117
	2	24	4.04	.859	.175

This result shows that, while compared to the variables personal life with age there is no major difference (3.54 -3.60), while compared to the work pressure with age there is only small difference (3.87-3.89). although it is compared to work life balance with age there is no major difference (4.60-4.35) at the same time it is compared to employability with age there is a difference between the above two variable (3.96-4.04).

independent sample test on gender

	Gender	N	Mean	Std. Deviation	Std. Error Mean
PER	1	27	3.53	.451	.087
	2	23	3.62	.426	.089
WOR	1	27	3.89	.160	.031
	2	23	3.87	.166	.035
WOLI	1	27	4.50	.439	.084
	2	23	4.46	.450	.094
EMP	1	27	4.11	.698	.134
	2	23	3.87	.757	.158

This result shows that, while compared to the variables personal life with gender there is no major difference (3.53 -3.62), while compared to the work pressure with gender there is only small difference (3.89-3.87). although it is compared to work life balance with gender there is no major difference (4.50-4.46) at the same time it is compared to employability with gender there is a difference between the above two variable (4.11-3.87).

LIMITATIONS OF THE STUDY

This study is due to the sample that is mostly drawn from members of the post millennial generation. this group may have different expectations towards work life intervals. the needs were differed from male and female. Post millennials wants something more adventure than other generation.

The variables studied were work life balance and employee engagement, other researcher can explore many variables that it can improve employee engagement.

CONCLUSION AND RECOMMENDATION

This study concludes that there is a positive impact on work life balance. Work life balance is one of the main factors which always impact on post millennial .it is awaited by the company that this study will able to give data the effect on work life balance towards employee engagement in order to pay attention to the prosperity work life and work pressure of the employees. The companies can increase some aspects for work life balance such as creating good work atmosphere leisure time and essential training or upgrading the employees' abilities of post millennials. Work - Life Balance can be interpreted as a balance between the demands of work and the personal life of the employee engagement. The results of this study are in line with research conducted by Laksono and Wardoyo (2019)