

## **An Empirical Study on Work Life Balance of Professional Social Worker in India**

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### **Abstract**

Social workers are always on the go, dealing with a variety of emotionally challenging circumstances. While social workers may be praised and thanked for their efforts, devoting too much time to their jobs without balancing their personal lives may lead to burnout and is not sustainable. People who choose this profession are committed to assisting and caring for others, but social workers must remember to look after themselves first.

Trying to balance relationships and family duties while still finding time for yourself may be difficult when you have such a hectic schedule. As if anxiety wasn't awful enough, too much mental stress might weaken your immune system and raise your blood pressure. Managing such stress necessitates improved self-care and, as a consequence, a better work-life balance.

The present paper discussed about the Work life balance of professional social worker in India. The major objectives of present research is to understand the concept of work life balance and background of social work profession, to analyze the factors influencing the work life balance of social worker and also to study whether social worker can balance their work factors and life factors.

**Keywords:** Work-Life Balance, Professional Social Worker, Stress, Job Satisfaction,

### **Introduction**

Social work is a distinct field. A social worker, unlike a therapist, would look at an individual's relationships, family structure, community environment, and policies that influence them in addition to their own concerns. They will develop a plan based on this knowledge to ensure that the individual's safety is ensured. Forbes ranks social work as the 7<sup>th</sup> most meaningful occupation because of its role to make such a positive influence in people's lives is undeniable, and there is no question that it is critical to the running of our communities and society as a whole. While social workers strive to alleviate societal problems, it is also critical to examine the difficulties they encounter on a personal level. And, more importantly, each of these problems requires a solution.

The management has established social work as a component of the community's welfare service for industrial workers during the last many years. The practice of social work in the work is cutting-edge. Several major and small businesses and sectors have included social workers into their workforces to assist employees and their families with personal, family, and community issues. Humanitarianism and more efficient and effective manufacturing have been considered in tandem. Changes in business and industry, which are expected to accelerate in the twenty-first century, might provide significant challenges to social work. Industrial social work will have to alter dramatically in the future, not only in terms of the course material taught in the classroom, but also in terms of the focus placed on the use of well-accepted methodologies that are now used in an integrated manner. With these changes in the industrial landscape, social workers' tasks must shift from treating alcoholic employees to dealing with a variety of issues.

Numerous social work professions do not function Monday through Friday from 9 a.m. to 5 p.m. Those who are employed on a standard contract may discover that their work hours are extended. As a consequence, juggling work and personal life may become more difficult. Unfortunately, since our society's demands have evolved, the 9-5 workday is no longer a viable paradigm for many businesses.

There are certain advantages to having a flexible work schedule; for instance, you may be able to include time for mindfulness via an exercise class or reading a book. Additionally, it may assist you in focusing on the benefits of working in such a dangerous industry.

These are instances of work on a micro- and mezzo-scale in the field of social care. Additionally, there are chances for social workers at the macro level, where they may assist in the development of laws and policies affecting our health-care system. Bear in mind that social work does not necessarily provide conventional working hours or a conventional career path. Each individual is free to choose their own path, and there are so many alternatives that you may tailor yours to your interests.

### **Work Life Balance of Professional Social Worker in India**

Social work is a profession dedicated to tackling some of the world's most difficult social concerns, such as oppression, prejudice, poverty, and mental health difficulties. When dealing with these complicated situations, social workers often find themselves in stressful work contexts with high demands and inadequate resources.

Individuals who work in the helping profession place themselves in a situation where they will be exposed to unfavorable occurrences that will have an influence on many elements of their life specially it become difficult for them to maintain proper work-life balance. As caseloads get bigger, more laws are imposed, and performance expectations rise, social workers are under growing pressure. According to the National Association of Social Workers, a social worker is someone who assists "people increase their capacities for problem-solving and coping skills" Social workers assist people in locating critical resources and establishing relationships with their peers and settings. They seek to empower people to be more accountable to their customers and to have a voice in social policy. Collaboration with individuals implies a number of risks for the social worker.

Work–life balance is a critical factor that has been connected to job satisfaction (Orkibi & Brandt, 2015). As professions face increased stress, concerns about controllable lifestyle elements that promote a healthy balance of work and personal life have risen to the top of the priority list when choosing a profession. "the impact of demographic shifts that include younger generations of employers within a society of changing gender and familial norms" (Keeton, Fenner, Johnson & Hayward, 2007). While recent research has shown the critical work of work–life balance for overall job satisfaction (Athey et al., 2016; Skaalvik & Skaalvik, 2014), little study has been conducted on the influence of work–life balance on social studies in particular.

### **Objectives of Present Research Study**

Objective 1: To understand the concept of work life balance and background of social work profession

Objective 2: To analyze the factors influencing the work life balance of social worker

Objective 3: To study whether social worker can balance their work factors and life factors

### **Research Methodology**

The field research will be conducted with the social workers from selected government and non-government organizations. From this population a sample was drawn. Cluster sampling was adopted for selecting the sample. Cluster sampling involves division units under consideration into groups, as cluster that serve as primary sampling units. A structure Questionnaire was used to carry out the survey.

**Tool used for Data Analysis:** SPSS

**Sampling Technique:** Independent Random Sampling

**Analytical Technique:** Independent Sample T – Test

**Analysis and Interpretation**

**A. Hypothesis:**

**H<sub>0</sub>:** There is no significant impact on work life balance among social workers from selected government and non-government organizations.

**H<sub>1</sub>:** There is significant impact on work life balance among social workers from selected government and non-government organizations.

**Result**

The Table 1 group statistic produce basic data about the group comparisons, including the sample size (n), mean, standard deviation, and standard error mean. In this test, there are 100 social workers are taken from selected government and 100 from the non-government organizations. The mean for government organizations social workers is 76.2200 and the mean for non-government organizations social workers is 75.3400.

**Table – 1**

Group Statistics					
	Organization Place	N	Mean	Std. Deviation	Std. Error Mean
Work Life Balance	Government	100	76.22	12.9448	1.29448
	Non-government	100	75.34	13.2857	1.32857

The Table 2, Independent sample test, shows the results most suitable to the independent sample T-Test.

**Table – 2**

Independent Samples Test						
			Levene's Test for Equality of Variances		t-test for Equality of Means	
			F	Sig.	t	Df
Work Life Balance	Equal variances assumed		0.2	0.655	0.474	198
	Equal variances not assumed				0.474	197.866

The above test results for Leven's test signifies that:

- “F is the statistic of Levene's test”.
- “Sig. is the p-value corresponding to this statistic”.

The p-value of Levene's test is showed as ".655".So, equal variance assumed.

**Table – 3**

Independent Samples Test					
		t-test for Equality of Means			
		Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference Lower
Work Life Balance	Equal variances assumed	0.636	0.88	1.85493	-2.778
	Equal variances not assumed	0.636	0.88	1.85493	-2.778

**Table – 4**

<b>Independent Samples Test</b>		
		t-test for Equality of Means
		95% Confidence Interval of the Difference
		Upper
Work Life Balance	Equal variances assumed	4.53796
	Equal variances not assumed	4.53797

The above table shows the result for the actual independent t test.

- “T is the computed test statistic.
- df is the degree of freedom.
- Sig (2-tailed) is the p-value corresponding to the given test statistic and degrees of freedom.
- Mean Differences is the difference between the sample means: it also corresponds to the numerator of the test statistic.
- Std. Error Difference is the standard denominator of the test statistic”.

### Conclusion from above data analysis

The p-value of t-test for equality of means is showed as '.636', .So, we accept the Null Hypothesis and reject the alternative hypothesis.

**H<sub>0</sub>:** There is no significant impact on work life balance among social workers from selected government and non-government organizations.

### B. Hypothesis:

**H<sub>0</sub>:** There is no significant impact on work life balance among social workers from selected government and non-government organizations as per job sector.

**H<sub>1</sub>:** There is significant impact on work life balance among social workers from selected government and non-government organizations as per job sector.

### Result

In this test, there is 62 governments and 138 non-governments which shown in Table 5. The mean for government is 77.3065 and the mean for non-governments is 75.0942

**Table – 5**

<b>Group Statistics</b>					
	Job Sector	N	Mean	Std. Deviation	Std. Error Mean
Work Life Balance	government	62	77.3065	11.4728	1.45705
	non-government	138	75.0942	13.74	1.16962

The Table 6, Independent sample Test, shows the results most suitable to the Independent samples t test.

**Table – 6**

<b>Independent Samples Test</b>					
		Levene's Test for Equality of Variances		t-test for Equality of Means	
		F	Sig.	t	df
Work Life Balance	Equal variances assumed	6.369	0.012	1.106	198
	Equal variances not assumed			1.184	139.207

This part has the test results for Levene's test.

- “F is the statistic of Levene's test.
- Sig. is the p-value corresponding to this statistic”.
- The p-value of Levene's test is showed as ".012". So, equal variance assumed.

**Table – 7**

Independent Samples Test					
		t-test for Equality of Means			
		Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference Lower
Work Life Balance	Equal variances assumed	0.27	2.21225	2.00033	-1.7324
	Equal variances not assumed	0.238	2.21225	1.86843	-1.4819

**Table – 8**

Independent Samples Test		
		t-test for Equality of Means
		95% Confidence Interval of the Difference Upper
Work Life Balance	Equal variances assumed	6.15694
	Equal variances not assumed	5.90641

The above tables show the result for the actual independent t test.

1. “T is the computed test statistic.
2. df is the degree of freedom.
3. Sig (2-tailed) is the p-value corresponding to the given test statistic and degrees of freedom.
4. Mean Differences is the difference between the sample means: it also corresponds to the numerator of the test statistic.
5. Std. Error Difference is the standard denominator of the test statistic”.

**Conclusion from above data analysis**

The p-value of t-test for equality of means is showed as ".270". So, we accept the null hypothesis and reject the alternative hypothesis.

**H<sub>0</sub>:** There is no significant impact on work life balance among social workers from selected government and non-government organizations as per job sector.

**Conclusions of the study**

A social worker has unique difficulties while dealing with very sensitive problems. Additionally, there seem to be higher workplace demands than ever before, particularly in terms of preserving a work-life balance. They may overcome these obstacles with the proper training, support, and skills and discover how fulfilling a career in social work can be.

By researching about work life balance among social workers from selected government and non-government organizations; we reached at following conclusion by collecting 200 employees as examples. In which 100 were government organizations social workers and 100 were non-government organizations social workers. By analyzing and surveying all this data we conclude that government and non-government organizations having almost similar work life balance. Hence no significant difference is seen as per job work life balance among social workers from selected government and non-government organizations.

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