

To Study The Emotional Intelligence In Work-Life Balance And Subjective Wellbeing Of Employees In Banking Sector With Special Reference To Northern Kerala

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Abstract:

Every hand needs to have a work- life balance in order to fulfill their tasks and scores effectively and efficiently. When it becomes delicate to manage both family and job scores, there's a problem with work-life balance. workers will be happy in their professional and particular lives if there's a work- life balance. There's a relation between work- life balance and subjective wellbeing. The workers with high private good and high productivity are precious asset to the association. The composition focuses on work life balance and subjective wellbeing of workers. The assaying of the confines of work life balance similar as work hindrance with particular life (WIPL), particular life hindrance with work (PLIW), and work particular life improvement (WPLE) and the colorful confines of subjective wellbeing similar as Life satisfaction, Happiness conditions, Happiness evaluation will be done in the study. And will dissect the relationship between work life balance and subjective wellbeing among workers and difference of work- life balance on the bases of gender. Descriptive exploration design is used for the study and a questionnaire is used to collect data from the sample of 100 workers of insurance sector, SPSS is used for assaying data. Studies have been done in work- life balance but those have not explored the work- life balance with subjective wellbeing of men, in this study the work- life balance and subjective wellbeing of both manly and womanish workers on the insurance sector will be studied. Work- life balance and well- being are explosively connected.

Keywords: Work-life balance, subjective wellbeing, employees, personal life and work life, well being

INTRODUCTION

Advances in technology and changes in society have brought about numerous changes in the working terrain. Events like the new coronavirus have increased the liability of working from home. It has been relaxing for numerous who travel constantly to get to the office, but at the same time it has been overfilled for others. because it did n't. On the other hand, with enough free time, workers can work well within the association. The passions, studies, and conduct of workers within an association are driven by well-being. The particular scores of pressure work conditions are negligible. particular and professional scores are interrelated and bear each other. mortal coffers are the most important and necessary factor for an association, and work- life balance and well- being play an important part, so associations are responsible for the well- being of their workers. The new work culture has made it delicate for workers to balance. Employee stress can be caused by both work- related and domestic factors. Work- life balance affect employee welfare. worker benefits are told by factors similar as income, status, job, health and family. An effective work- life balance helps workers maintain their tang for life and reduce stress.

SIGNIFICANCE OF THE STUDY

Work-life balance and subjective health are very important to organizations and employees. Employee stress can be caused by both work-related and familial factors. Work-life balance influence employee

benefits. Employee benefits depend on influences such as income, status, job, health and family. An effective work-life balance helps employees stay happy and reduce stress.

REVIEW OF LITERATURE

A literature review is an important part of any exploration paper as it gives experimenters an idea of their donation to exploration in their chosen field of study. Literature reviews are collected from books, journals, papers, and papers. A review of the literature applicable to this study is presented then. The term work- life balance was chased in 1986. Work- life balance means that an existent's particular and professional lives are on equal footing. An unstable work- life impacts work productivity in both particular and professional spheres and increases particular stress and other internal health issues. Work- life balance has come an area of interest as we pursue careers and careers. The purpose of the literature review is how workers can balance their life and work and family commitments. Balancing work demands, stress, housework and childcare demands are proved as major walls to workers achieving work- life balance. It encourages workers in prioritize their time by balance family, internal health, career, and more. Helps workers develop fidelity to the company. Rising employment rates while working from home forced workers to work her 24 hours a day. Work- life balance helps ameliorate productivity and job engagement by strengthening connections with other workers and employers. A good work- life balance increases hand satisfaction and helps reduce illness, absenteeism and her situations of stress. Sue Campbell- Clark published The Work- Family Boundary Theory in 2000, explaining that people routinely make transitions and cross boundaries. People shape their lives according to the requirements of their terrain. People do numerous effects to acclimate and balance their lives. Social literacy proposition suggests that people have personality traits that act as buffers for, or contribute to, emotional imbalances (Rotter, 1966). Connell (2005) set up that utmost women who work outside the home also do manage chores. Yongbeom Hur (2022) attempted this study to examine what workplace contextual factors reduce female employees' willingness to leave. Female employees' turnover intentions, unlike male employees' turnover intentions, were influenced by many contextual factors in the workplace. Analysis showed that female employee turnover intentions were most influenced by opportunities for growth and development, and least by feelings of gratitude and trust, support from colleagues, and a spirit of camaraderie. rice field. For male employees, a bright and innovative work environment had the greatest impact on intention to leave, whereas support and friendship from peers had the least impact on intention to leave. A limitation of this study is that the study did not control for the racial/ethnic background of the study participants, so the results of this study may not be equally applicable to all female civil servants with different racial/ethnic backgrounds. Third, it is not certain that the results of this study are applicable to all workers in other service sectors or other countries. Therefore, more research needs to be done to overcome these limitations.

METHODOLOGY

This observe is primarily based totally on each number one and secondary facts. Primary facts have been accrued thru face-to-face interviews and based questionnaires, and a pattern of a hundred respondents become decided on for this observe. The reason of this observe is to apprehend the work-lifestyles stability and subjective fitness repute of an worker of the coverage sector in North Kerala.

- **Geographic Area:**

The study area is North Kerala.

- **Data collection:**

Primary Data – Data were collected using questionnaires. Collecting primary data was more expensive, but provides more accurate information and is more suitable for research projects.

Secondary Data – Relevant data that can be collected through records, articles and journals.

- **List of sources:**

Employees in the insurance industry

OBJECTIVES

- Analysis of the relationship between work-life balance and subjective well-being among employees in the insurance industry
- Analysis of work-life balance limitations as Work-Private Interference (WIPL), Private-Work Interference (PLIW), Work-Private-Life Enhancement (WPLE)
- Examining various aspects of subjective well-being, including life satisfaction, well-being conditions, and subjective well-being well-being ratings.
- Determining gender differences in work-life balance.

GAPS

- Majority of the studies in Work life balance is contributed by American and European countries.
- Studies are conducted in a gender specific manner as the women employees are only selected as the target group.

DATA INTERPRETATION

Table 1.1 Demographic classification of data

Demographi c Factor	Variable	Percen t
Age	25years and below	6
	25-30 years	20
	30-35 years	23
	35-40 years	31
	Above 40 years	20
Gender	Male	52
	female	48
Marital status	Single	24
	Married	76
Income	Below 3lakh	18
	3-4 lakh	28
	4-5 lakh	37
	5-6 lakh	17
	Above 6 lakhs	

As for the age group, most of the respondents are in their 30s and 40s, which should have an impact on their work-life balance. Only 6% of him is under 25. Samples are drawn equally from both sexes. Of the sample, 24% are single and 76% are married. In terms of income bracket, most of the samples have an income of Rs 4-5 lakh.

Table 1.2 Correlation between total work life balance and total subjective well being

		TSWB
TWLB	Pearson"s correlations	.528
	Sig (2 tailed)	.000
	N	100

A correlation value of .528 indicates a positive association between total work-life balance and overall subjective well-being. The significance level is less than 0.05 at 0.000. This means that there is a link between total work-life

balance and overall subjective well-being. So H0 is rejected and H1 is accepted.

Table 1.3 hypothesis testing of worklife balance on Gender

Gender	N	Mean	Std deviation	Significance Two sided P
TOTAL	65	130.8	8.481	
Male		8		
Female	35	131.9	6.843	0.524
	4			

Here the p-value is greater than the significance level of 0.05 ($0.524 > 0.05$), and (H0) at the significance level of 5%, there is no significant difference between male and female employees regarding work-life balance. ".

FINDINGS

- There is a correlation between overall work-life balance and satisfaction. So H0 is rejected and H1 is accepted.
- A significance level of 0.000 is less than 0.05. This means that there is a link between overall work-life balance and overall subjective well-being. So H0 is rejected and H1 is accepted.
- There is a relationship between work-life balance and life satisfaction. So H0 is rejected and H1 is accepted.
- There is a correlation between overall subjective well-being and improvements in work/personal life. So H0 is rejected and H1 is accepted.
- There is a correlation between complete subjective well-being and work interference with personal life. So H0 is rejected and H1 is accepted.
- The vast majority of employees are completely unhappy with their colleagues and bosses.
- Most of our employees do not have enough time to exercise, eat right and stay fit due to excessive work-related stress and strain.
- Most of them indicate that they are dependent on others for household and other tasks related to their personal lives.
- A majority of employees say their organization's work-life balance policies should be tailored to their individual needs.
- The majority of employees believe their work allows them to find happiness in their personal lives.

SUGGESTION

- Stress is related to all work in some way.
- You need to understand your boss and give yourself enough time to complete the task.
- All employees have families and expect to spend time with them.
- You can reduce employee stress by hosting social events and get-togethers.

- An awareness program on proper work-life balance can be implemented for the very few employees who cannot cope with their work and lifestyle.
- Workers with poor work-life balance should be given more attention by providing facilities such as counseling.
- Organizations should focus on dedicating more time to extracurricular activities and professional development.
- It would be better to establish new guidelines on mental health and work-life balance in discussions with workers.
- Organizations can raise worker awareness of the impact of emotional distress and work-life imbalance, such as through professionals who regularly run yoga and meditation centers.
- Proper sanitary facilities are in place and employees are very happy.
- Organizations should provide rewards and recognition to their employees.
- Organizations need to strengthen their financial security measures to help increase employee satisfaction.
- Organizations should increase team building exercises to help improve work-life balance.
- Employees should create a time budget to spend their time comfortably. Time with your spouse, time with your kids, socializing with friends and family, exercise, and sleep.
- The company should provide comfortable accommodation for employees traveling from afar. This allows you to use extra travel time to complete your work.
- Organizations should conduct an annual work-life balance survey to understand current employee awareness and attitudes to the importance of the concept to help implement work-life balance policies. .
- The majority of employees are permanent employees. Therefore, the organization should divide the work rather than have one full-time employee. Two people can share the same job part-time.

CONCLUSION

Work-life balance is a very important issue in HR. Employee work-life balance and subjective well-being have a significant impact on the productivity and growth of both organizations and employees. Your employees are the backbone of your organization, so you need to put in place appropriate benefits and give them time off to stay in your organization. If employees are to change, companies must implement new employee recruitment and selection, training, development, and onboarding programs, which are costly and costly. Therefore, employees should have a good work-life balance to avoid turnover and have better opportunities to fully achieve both personal and professional goals.

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