

# IMPACT OF WORK LIFE BALANCE OF FEMALE CREW ON JOB SATISFACTION

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## **ABSTRACT**

*The article tries to identify the impact of work life balance of female crew on job satisfaction. Pilot study sample size was 50 female crew members. This research has employed simple random sampling technique to collect data from female crew. The analysis discovered the work interference with personal life and personal life interference with work not influences on job satisfaction among female crew. The analysis also identified the work/personal life enhancement influences job satisfaction among female crew. It is found the work/personal life enhancement influences life satisfaction among female crew. The analysis also revealed the work life balance influences life satisfaction among female crew. Hence, it is concluded that the aviation industry administrators that the work and family related issues can be minimized by managing the time schedules of the female crew. If work and family related issues is minimized of work life balance can be boosted.*

**Keywords:** Job Satisfaction, Life Satisfaction, Work Life Balance, and Female Crew.

## **INTRODUCTION**

Work life balance is the extent to which individuals are satisfactorily engaged both in the occupation and in the family. Time is the pivot of these emerging pressures in work and life. If the time available to them is used intelligently for both the domains, work life balance can be assured. Conflicts can be minimized and the work life balance can be maximized. In the case of the female crew in aviation industry the time management is very crucial for them as they have to report for their flights on time and failing which it costs huge burden for the Airline. Within a stipulated time span they are to positively report the superior if it is not so she may receive an

office note which may cripple her zeal in their work; if she had completed the task in time higher level option will be her to complete the work which others had not completed. The female crew members have to provide quality services for the passengers and at the same time they have to take care of the safety aspects of the passengers those who are onboard. Self-consoling is the mental mechanism they adopt to obtain peace of mind and to get satisfied with the job.

Even though full satisfaction can't be achieved simultaneously in the two domains, satisfaction to a satisfactory level can be attained through one's intelligent approaches. Imbalances within the work and the life will ruin both the domains. Swelling of time in one domain and a shrink in time will have a toll in the other domain. Lack of or lesser quality hours with the family had led to several problems related to children such as juvenile delinquency, drug addiction adultery gambling etc. Apart from the problem related with the spouse and children mental and physical health are ruined on the part of the female crew.

## **REVIEW OF LITERATURE**

Simone Gounder et al. (2018) and M Manivannan et al. (2016) discovered that there is significant relationship between work-life balance and job satisfaction.

Adikaram et al (2016) Sundari et al (2016) identified that there is influence of work life balance on employee job satisfaction in private sector commercial banks of Sri Lanka.

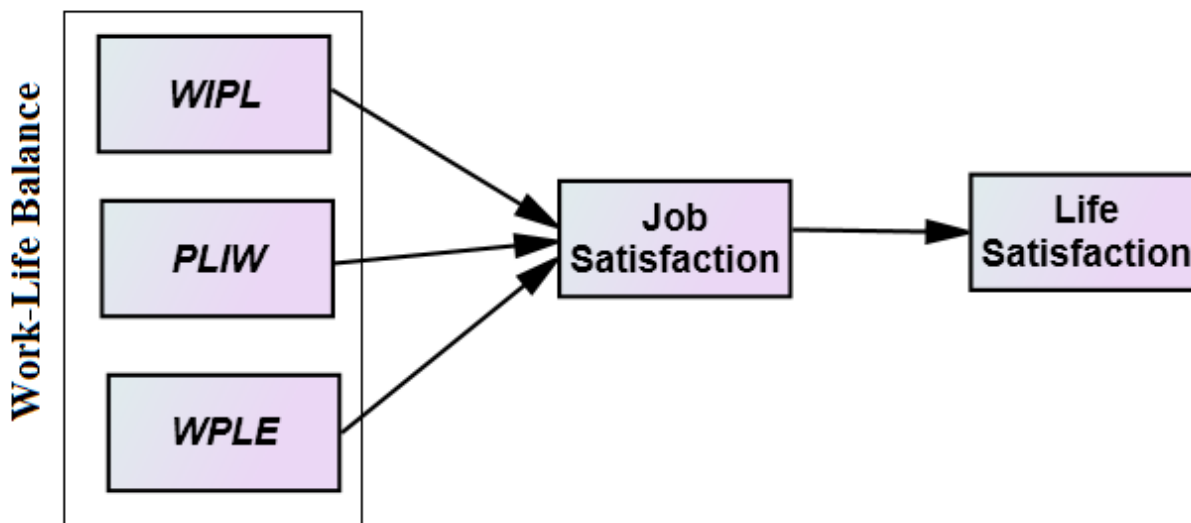
Susi et al. (2015) Muthu Manivannan et al. (2017) discovered that there is positive significant relationship between life satisfaction and factors of work-life balance.

## **RESEARCH DESIGN OF THE RESEARCH**

Descriptive research design has been used in this research work. The descriptive research design attempts to clarify the work-life balance of the female crew in connection to an exacting follow or background of meaning. Based on the recompense of descriptive research design, the author has used the descriptive research to establish the impact of work life balance on female crew job satisfaction.

## **FRAMEWORK OF THE RESEARCH**

It was used to identify the influence of impact of work life balance of female crew on job satisfaction. Work life balance is considered as independent variable. Job satisfaction is considered as mediator variable. Life satisfaction is considered as outcome variable.



**Figure 1: Conceptual framework of the study**

**OBJECTIVES OF THE STUDY**

- To identify the influence of factors of work-life balance on job satisfaction among female crew.
- To discover the influence of job satisfaction on life satisfaction among female crew.

**HYPOTHESES OF THE STUDY**

- There is no influence of factors of work-life balance on job satisfaction among female crew.
- There is no influence of job satisfaction on life satisfaction among female crew.

**QUESTIONNAIRE CONSTRUCTION**

Standard tools were used for primary data collection. For all the statements of the questionnaire construction the alpha was ranged from 0.79 to 90. This reliability value indicates that high reliability of the statements of the questionnaire.

**Table 1: Reliability of the Research**

S.No.	Variable	Item	Reliability	Author
1	Work-life Balance	8	0.87	(Fisher, 2002)
2	Job Satisfaction	6	0.79	(Rosie Sara Shiels 2014)
3	Life satisfaction	9	0.90	

## AREA OF SAMPLE AND JUSTIFICATION

The aviation industry has been selected for this research as area of sampling. Hence, there is a required to defend and expand the female crew in the aviation industry. By understanding this, work-life balance, job satisfaction and life satisfaction are judged for the research. The sample comprises the female crew working in the aviation industry. Pilot study sample size of the research was 50 female crew in the aviation industry.

## SAMPLING TECHNIQUE

The sampling technique offers a number of techniques that allow reducing the amount of data you want to gather by relying only on data from one subset of all possible cases or basics. A simple random sampling technique was employed to gather the primary data for this research.

## TOLL FOR DATA ANALYSIS

Path analysis was used for data analysis. It was used to identify the impact of work life balance on life satisfaction with respect to the female crew job satisfaction.

## ANALYSIS AND INTERPRETATION

The chi-square value is 0.312. The p value was 0.875, which is greater than five percent level. The GFI and AGFI scores are larger than 0.90, which is suggested by Premapriya, et al. (2016) and Saminathan,.The calculated CFI and NFI scores are larger than 0.90, which is suggested by Velaudham and Baskar (2015); It was also found that RMSEA and RMS values are less than 0.08, The above pointers indicate that it is completely fit Velaudham and Baskar (2016)



Figure 2: Path analysis of impact of work life balance of female crew on job satisfaction

**Table 2: shows Model Fit Indication**

<b>Indicators</b>	<b>Observed Values</b>	<b>Recommended Values</b>
Chi-Square	0.312	---
p	0.875	< 0.050
RMS	0.001	> 0.080
RMSEA	0.001	> 0.080
GFI	1.000	< 0.90
AGFI	0.999	< 0.90
CFI	0.999	< 0.90
NFI	1.000	< 0.90

Source: Primary data

**Table 3: Regression Weights**

<b>DV</b>		<b>IV</b>	<b>Estimate</b>	<b>S.E.</b>	<b>C.R.</b>	<b>Beta</b>	<b>p</b>
job satisfaction	<---	work interference with personal life	-0.099	0.052	-1.901	-0.111	0.057
job satisfaction	<---	personal life interference with work	-0.034	0.059	-0.575	-0.034	0.566
job satisfaction	<---	work/personal life enhancement	0.505	0.052	9.778	0.504	0.001
life satisfaction	<---	job satisfaction	0.718	0.042	17.116	0.675	0.001
life satisfaction	<---	work/personal life enhancement	0.245	0.042	5.823	0.230	0.001

Source: Primary data

**H<sub>0</sub>:** There is no influence of work interference with personal life on job satisfaction among the female crew.

Influence of work interference with personal life on job satisfaction calculated value of CR is -1.901. The Beta value was -0.111. The beta value indicates that -11.1 percent of influence is through work interference with personal life towards job satisfaction. The p value was 0.057. The p value was greater than 5 percent and the hypothesis was accepted. From the result, it is discovered the work interference with personal life not influences job satisfaction among female crew.

**H<sub>0</sub>:** There is no influence of personal life interference with work on job satisfaction among the female crew.

Influence of personal life interference with work on job satisfaction calculated value of CR is -0.575. The Beta value was -0.034. The beta value indicates that -3.4 percent of influence is through personal life interference with work towards job satisfaction. The p value was 0.566. The p value was greater than 5 percent and the hypothesis was accepted. From the result, it is discovered the personal life interference with work not influences job satisfaction among female crew. Simone Gounder and Patsy Govender (2018)) have found similar result.

**H<sub>0</sub>:** There is no influence of work/personal life enhancement on job satisfaction among the female crew.

Influence of work/personal life enhancement on job satisfaction calculated value of CR is 9.778. The Beta value was 0.504. The beta value indicates that 50.4 percent of influence is through work/personal life enhancement towards job satisfaction. The p value was 0.001. The p value was less than 5 percent and the hypothesis was rejected. From the result, it is discovered the work/personal life enhancement influences job satisfaction among female crew. Simone Gounder and Patsy Govender (2018) have found similar result.

**H<sub>0</sub>:** There is no influence of work/personal life enhancement on life satisfaction among the female crew.

Influence of work/personal life enhancement on life satisfaction calculated value of CR is 5.823. The Beta value was 0.230. The beta value indicates that 23 percent of influence is through work/personal life enhancement towards life satisfaction. The p value was 0.001. The p value was less than 5 percent and the hypothesis was rejected. From the result, it is discovered the work/personal life enhancement influences life satisfaction among female crew. Simone Gounder and Patsy Govender (2018) and Adikaram and Lakmini Jayatilake (2016) have found similar result.

**H<sub>0</sub>:** There is no influence of work life balance on life satisfaction among the female crew.

Influence of work life balance on life satisfaction calculated value of CR is 17.116. The Beta value was 0.675. The beta value indicates that 67.5 percent of influence is through work life balance towards life satisfaction. The p value was 0.001. The p value was less than 5 percent and the hypothesis was rejected. From the result, it is discovered the work life balance influences life satisfaction among female crew. Susi and Jawaharrani (2015) have found similar result.

### **FINDINGS OF THE RESEARCH**

- The analysis discovered the work interference with personal life not influences job satisfaction among female crew. Simone Gounder and Patsy Govender (2018) have found similar result.
- It is discovered the personal life interference with work not influences job satisfaction among female crew. Simone Gounder and Patsy Govender (2018) have found similar result.
- The analysis identified the work/personal life enhancement influences job satisfaction among female crew. Simone Gounder and Patsy Govender (2018) have found similar result.
- It is found the work/personal life enhancement influences life satisfaction among female crew. Simone Gounder and Patsy Govender (2018) and Adikaram and Lakmini Jayatilake (2016) have found similar result.
- The analysis revealed the work life balance influences life satisfaction among female crew. Susi and Jawaharrani (2015) have found similar result.

**SUGGESTIONS** It is recommended to the female crew, that care should be taken not to hamper the familial relationship with all the members, sharing the responsibilities may lessen the interferences of all the types.

- It is recommended that the Aviation Industry management to provide improved working conditions, reduction of work load. So that work and family related issues can be minimized the interferences of personal life interference with work, work interference with personal life and work personal life enhancement.

- It is recommended to the Aviation Industry administrators that the work and family related issues can be minimized by managing the time schedules of the female crew. If work and family related issues is minimized of work life balance can be boosted.

## CONCLUSION

Work life balance is the extent to which individuals are satisfactorily engaged both in the occupation and in the family. The article tries to identify the impact of work life balance on female crew job satisfaction. Pilot study sample size was 50 female crews. This research has employed simple random sampling technique to collect data from female crew. The analysis discovered the work interference with personal life and personal life interference with work not influences job satisfaction among female crew. The analysis also identified the work/personal life enhancement influences job satisfaction among female crew. It is found the work/personal life enhancement influences life satisfaction among female crew. The analysis also revealed the work life balance influences life satisfaction among female crew. Hence, it is concluded that the Aviation Industry administrators that the work and family related issues can be minimized by managing the time schedules of the female crew. If work and family related issues is minimized of work life balance can be boosted.

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