



# RELATIONSHIP ANALYSIS OF WORK LIFE BALANCE AND IT'S IMPACT ON JOB SATISFACTION TOWARDS PUBLIC DISTRIBUTION SYSTEM EMPLOYEES

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## Abstract

This study tried to find out the work life balance of the public distribution system employees. They are working with low facilities. They are lag with environment support also so they are struggle to manage their work and those problems are impact their personal life balance become a question. The present study reveals the working condition of public distribution system employees and its level of impact on personal and work life harmony. The findings of this study can help the government in farming up of policies to provide a good work life condition among their employees and the finding regarding the public distribution system and its impact on working condition will help the employees to improve and overcome the problems caused by work life balance. The survey create a smooth cycle format between the network and the performance. In this study adopted survey method with the statistical analysis. After the survey findings the study manipulates the results for the future course of work. It will create a performance growth in the public distribution system sector and create an impact on the economic performance of the country.

**Key words:** problems in working condition-work life balance –job satisfaction

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## INTRODUCTION OF THE STUDY

PDS place an important role in distribution of the food grains was retained as a careful social policy by India, when it embarked on track of a scheduled economic development in 1951. It was, in statistic, a significant module of the program of evolution with integrity. In the first five year plan, the system, which was fundamentally urban centred till then was extended to all such rural areas which suffered from continuous food scarcities. It was also categorical in two deviations of the structure, Statutory Rationing Areas, where food grains

obtainability was supposed to be only through the Ration Shops and Non-Statutory Rationing Areas, where such shops would only supplement the open market accessibility. So the study respondents are very essential connection between the government and the consumer. In all previous studies representing about the whole system in the way of economy, supply chain, process structure, food quality, service quality etc., in this study focus the part of the public system network which means human source of public

distribution system. The study connect the two pathway of research,

- Public distribution system network
- Work life balance of employees

Major goals of public distribution system to make goods available to consumers, especially the disadvantaged vulnerable sections of society at fair prices. Rectify the existing imbalances between the supply and demand for consumer goods. Check and prevent hoarding and black marketing in essential commodities. Ensure social justice in distribution of basic necessities of life. Even out fluctuations in prices and availability of mass consumption goods. Support poverty-alleviation programmes, particularly, rural employment programmes, (SGRY/SGSY/IRDP/ Mid-day meals, ICDS, DWCRA, SHGs and Food for Work and educational feeding programmes.

### OPERATIONAL DEFINITION OF TERMS USED

**PDS:** Public distribution system (PDS) is a food security system responsible for providing basic food and non-food commodities to the economically vulnerable sections of the society through government-sponsored shops (Fair Price Shops) at cheap prices in every nook and corner of the country. PDS was established under the Ministry of Consumer Affairs, Food, and Public Distribution and managed jointly with state government.

**WLB:** Work-life balance is of utmost importance to government and policy makers as it is the individual who is the core to the healthy functioning of the society. Over the years, there has been an increased dependence on information technology which has led to information load on the working population. It is expected that employees extend the working hours and be willing to work on weekends. It is also expected that the employees be available all times and give prompt response to emails, phones beyond

the working hours. This has added to the sources of pressure at workplace.

**FPS EMPLOYEES:** The Respondents of the Survey are the dead end employees of the public distribution system network. The employees representing the two kind of work nature in the primary position is the salesman of the fair price shop and the secondary employees is the packer of sales man they are supporting staff in the shop. The employees of the PDS are the slight kind of the hard labour in this system.so, they are facing continuous problem with their routine. The study to give the right direction for manages their work life and the personnel life of the career and life progress.

**JOB SATISFACTION:** job satisfaction is interrelated with the personal life balance and work life balance appropriately. Job satisfaction is the kind of hierarchy network. if the employee feel better those components it will create parallel growth in the family growth and organizational performance. So, that job satisfaction is essential for the performance hike.

### OBJECTIVES OF THE STUDY

The specific objectives of the study are,

- To find out the significant difference between the work life and personal life problems of the PDS fair price shop employees.
- To find out the significant relationship between the work life balance and job satisfaction of the PDS fair price shop employees.
- To analysis the result to make a suggestion for the performance growth of the sector.

### METHODOLOGY

**Design:** This study is a correlation design with analysis of regression and ANOVA for analysis of variance.

**Population and Sampling:** Population in this study included male and female employees in fair price shop. The population size was reported as 120 (51

female and 69 male) employees. According to kregcie and Morgan (1970) tables, 150 employees should have been sampled from among the population, but it was decided 120 participants (51 female and 69 male) be selected, as we wanted to error on the side of attention. Meanwhile, the male/ female proportion in the population was observed in the sample group so as to help make gender comparisons as accurate as possible. After determining the sample size, participants were selected through random cluster sampling.

Reliability coefficient had been calculated at 0.879.

### STATISTICAL TECHNIQUES

This study utilizes two kinds of analysis as follows,

- Descriptive analysis
- Differential analysis

### LITERATURE SURVEY

Herzberg et al. (2019) developed motivational model for job satisfaction and through research he found that the job related factors can be divided into two categories, Hygiene factors and motivation factors. Hygiene factors can not cause satisfaction but they can change dissatisfaction into no dissatisfaction or short term motivation, whereas motivational factors have long lasting effect as they raise positive feelings towards job and convert no dissatisfaction into satisfaction. In the absence of hygiene factors (that are working conditions, supervision quality and level, the company policy and administration, interpersonal relations, job security, and salary) the employees chances of getting dissatisfied increase .

Catillo & Cano (2014) on the job satisfaction level among faculty members of colleges showed that if proper attention is given towards interpersonal relationships, recognition and supervision, the level of job satisfaction would rise.

Bakotic & Babic (2013) found that for the workers who work under difficult working conditions, working condition is an important factor for job satisfaction, so workers under difficult working conditions are dissatisfied through this factor. To improve satisfaction of employees working under difficult working conditions, it is necessary for the management to improve the working conditions. This will make them equally satisfied with those who work under normal working condition and in return overall performance will increase.

Baah and Amoako (2011) described that the motivational factors helps employees to find their worth with respect to value given to them by organization. Further, this can increase motivational level of employees which will ultimately raise internal happiness of employees and that the internal happiness will cause satisfaction.

### HYPOTHESIS OF THE STUDY

The hypothesis formulated in this study are as follows

1. There is no significant difference between male and female employees of fair price shop towards job satisfaction and performance growth.
2. There is no significant relationship between work life balance and job performance of the fair price shop employees.
3. There is no significant prediction in work life balance and the job satisfaction.

### ANALYSIS AND INTERPRETATION

The following findings relate to the hypothesis fixed regarding the working condition problems, work life balance, job satisfaction and performance growth.

.Table 1 presents mean and standard deviation scores of variables of the study in terms of participants' gender.

	N	Mean	Std. Deviation
working environment	120	2.2250	1.29940
free time	120	1.8833	.75796
co workers	120	2.2917	1.11819
Satisfied customers	120	2.5917	1.26687
health	120	2.5833	1.19230
Shop	120	2.2333	1.26845
secure job	120	1.7583	.84013
wages/Salaries	120	3.1750	1.14248
Valid N (listwise)	120		

As one can see male and female participants' mean scores are not much different in job satisfaction factors. But the mean scores of satisfaction and its dimensions shows that the employees are high compared with their corresponding item.

Table 2 identify the prominent problem that affects the effective functioning of public distribution system, Factor Analysis is employed. The following table illustrates the problem that prevails at public distribution system, which deteriorates the effective functioning of public distribution system. Kaiser- Meyer-Olkin (KMO) and Bartlett's Test of Sphericity has been used as pre- analysis testing for suitability of the entire sample for factor analysis. The result of KMO and Bartlett's Test are found greater than 0.70. Hence, the collected data is fit for employing factor analysis. Further, the large values of Bartlett's sphericity test (9859.00, df: 406, Sig=0.000) and KMO statistics (0.950) indicates the appropriateness of factor analysis i.e., the sample is adequate.

### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.950
Bartlett's Test of Sphericity Chi-Square	9859.00
df	406
Sig.	.000

**Table 2 Problems at PDS – Factor Analysis**

Particulars	1	2	3	4
Eigen Values	10.198	1.530	1.242	1.096
% of Variance Explained	15.953	15.372	9.979	7.199
Cumulative % of Variance	15.953	31.325	41.304	48.504

Four factors are identified by locating Eigen values greater than unity. Problems which have a component loading of 0.5 and above are said to be significant problems that worsen the effective functioning of fair price shops. Factor one explains to a tune of 15.953 per cent towards the problem prevails at fair price shops. The other factor explains namely, 15.372, 9.979 and 7.199 towards problems at fair price shops in their order. The total cumulative percentage of problems explained by these four factors is 48.504 per cent.

Table 3 depicts correlations between work life balance factors and job satisfaction with dimensions.

\*\* . Correlation is significant at the 0.01 level (2-tailed).

		Work life balance	Job satisfaction
Work life balance	Pearson correlation	1	.583**
	Sig. (2-tailed)		.000
	N	120	120
Job satisfaction	Pearson correlation	.583**	1
	Sig. (2-tailed)	.000	
	N	120	120

Work life balance significantly related to the job satisfaction, whereas, work life Balance was significantly positively related to job satisfaction. To determine the exact contribution of each variable to the criterion variable, Stepwise Regression was used. Firstly, the contribution of the total sum of predictive variables to the criterion variable was estimated, i.e. prediction variables were entered into the regression analysis based on their multiple-order and differential correlation coefficients in the correlation matrix. Table 4 and 5 show the results of regression analysis for subsequent steps.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.389	.102		13.676	.000
	secure about my job	.130	.052	.223	2.485	.001
2	(Constant)	1.684	.147		11.487	.000
	secure about my job	.141	.051	.243	2.766	.000
	couldn't pay my share of work to family	-.038	.014	-.239	-2.726	.001
3	(Constant)	1.557	.149		10.459	.000
	secure about my job	.139	.049	.239	2.811	.005
	couldn't pay my share of work to family	-.049	.014	-.310	-3.494	.001
	pre-occupied with home related thoughts during work hours	.076	.027	.253	2.867	.005

a. Dependent Variable: Working time

R Square Change indicates the difference between the R Square value at the new step and R Square value at the previous step, or put differently, it shows the specific R Square value at each step. As the R Square

Change value, I feel secure about my job at 20%, I couldn't pay my share of work to family at 26%, and often pre-occupied with home related thoughts during work hours at 54%. Hence, the independent sample I am



often pre-occupied with home related thoughts during work hours highly significant with the significant sample working time.

In order to explore gender differences in mental health factors and Success, t-test for independent groups was used for comparing participants. You can find the results of the comparison between the variance in table 5.

H01-There is no significant relationship between the age of the employees and the Problems to access external source.

H02- There is no significant relationship between the ages of the employees and balance your work and family life.

H03- There is no significant relationship between the ages of the employees and At home I have sufficient time to find proper balance between my work and my family life.

H04- There is no significant relationship between the ages of the employees and balance between my work and my family and private life even if there is an increase in the work.

H05- There is no significant relationship between the age of the employees and Are you balance your family and work commitments.

H06- There is no significant relationship between the age of the employees and Are you satisfied your personal and work life.

**TABLE 5 ANOVA**

		Sum of Squares	df	Mean Square	F	Sig.	Result
Problems to access external source	Between Groups	56.048	3	18.683	7.756	.000	Rejected
	Within Groups	279.419	116	2.409			
	Total	335.467	119				
able to balance your work and family life	Between Groups	6.564	3	2.188	8.586	.000	Rejected
	Within Groups	29.561	116	.255			
	Total	36.125	119				
sufficient time to find proper balance between my work and my family life	Between Groups	6.443	3	2.148	2.089	.105	Accepted
	Within Groups	119.257	116	1.028			
	Total	125.700	119				
able to find a proper balance between my work and my family and private life even if there is an increase in the work.	Between Groups	3.629	3	1.210	1.173	.323	Accepted
	Within Groups	119.671	116	1.032			
	Total	123.300	120				
	Between Groups	12.531	3	4.177	3.822	.012	Accepted

balance your family and work commitments	Within Groups	126.769	116	1.093			
	Total	139.300	120				
satisfied your personal and work life	Between Groups	5.370	3	1.790	2.782	.044	Accepted
	Within Groups	74.622	120	.643			
	Total	79.992	119				

Interpretation from the table: H01- Null hypothesis rejected. So, there is a significant relationship between the age of the employees and the Problems to access external source.

H02- Null hypothesis rejected. So, There is a significant relationship between the ages of the employees and balance your work and family life.

H03- Null hypothesis Accepted. So, there is no significant relationship between the ages of the employees and At home I have sufficient time to find proper balance between my work and my family life.

H04- Null hypothesis Accepted. So, there is no significant relationship between the ages of the employees and balance between my work and my family and private life even if there is an increase in the work.

H05- Null hypothesis Accepted. So, there is no significant relationship between the age of the employees and Are you balance your family and work commitments.

H06- Null hypothesis Accepted. So, there is no significant relationship between the age of the employees and Are you satisfied your personal and work life.

## FINDINGS OF THE STUDY

1. There is a significant relationship between male and female employees of fair price shop towards job satisfaction and performance growth.

2. There is a significant relationship between work life balance and job performance of the fair price shop employees.
3. There is no significant prediction in work life balance and the job satisfaction.
4. In correlation table shows that the Work life balance significantly related to the job satisfaction, whereas, work life Balance was significantly positively related to job satisfaction.
5. In stepwise regression often pre-occupied with home related thoughts during work hours at 54%. Hence, the independent sample I am often pre-occupied with home related thoughts during work hours highly significant with the significant sample working time.
6. H01- Null hypothesis rejected. So, there is a significant relationship between the age of the employees and the Problems to access external source.
7. H02- Null hypothesis rejected. So, There is a significant relationship between the ages of the employees and balance your work and family life.
8. H03- Null hypothesis Accepted. So, there is no significant relationship between the ages of the employees and At home I have sufficient time to find proper balance between my work and my family life.

9. H04- Null hypothesis Accepted. So, there is no significant relationship between the ages of the employees and balance between my work and my family and private life even if there is an increase in the work.
10. H05- Null hypothesis Accepted. So, there is no significant relationship between the age of the employees and Are you balance your family and work commitments.
11. H06- Null hypothesis Accepted. So, there is no significant relationship between the age of the employees and Are you satisfied your personal and work life.

### SUGGESTIONS

1. Practise time management during working hours.
2. Set boundaries for long term goals for career growth.
3. To know about government employee welfare scheme and make utilize of it.
4. Make smooth relationship between the customers and co-workers.
5. Employees can open up problems and challenges in work life and Government frequently monitoring quarries from employees and make comfortable working condition.
6. Government must focus the working environment structure of PDS employees.
7. Every corner of the network must focus on the performance growth (work co-ordination).
8. Both the side can follow the ethics and loyalty for the growth and sustainability.
9. To adopt the advancement in the system.

### CONCLUSION

Working environment has a positive impact on the Job satisfaction of employees. Bad working conditions restrict employees to portray their capabilities and attain full potential, so it is imperative that the businesses realize the importance of good working environment. This research paper contributes towards the welfare of society as the results create awareness about the importance of good working environment for employee job satisfaction. The study impacts upon the future performance of businesses by taking working environment more seriously within their organizations to increase the motivation and commitment level of their employees. This way their work force can achieve better results. It also ensures that the employees of the organization will have the ease of working in a relaxed and free environment without burden or pressure that would cause their performance to decline. The progress that will be achieved in the business will directly help the economy of a country as developmental efforts will increase. In such conditions, the country will be able to handle the minor problems prevailing as it will be in a strong state to deal with them. The benefits of providing a good working environment to the employees are tremendous for both the organization and its employees. During the research certain limitations were there, such as the availability of time to conduct research for obtaining the required data. Time was one of the limitations faced which has restricted us to add more information about the importance of this topic. The issue has not been considered previously therefore, now firms have an opportunity to utilize the information from this research paper to design their future line of action that can help them ensure their long-term success. Such working environments where employees are made a part of the overall decision making process, being given flexible working hours, less work load, a team work approach and a supportive top management have positive impact on the



performance of employees. This leads to high level of employee job satisfaction thus making the employees more committed towards their business, more motivated to work hard and more inclined to get high productivity for their firms benefiting their respective businesses in the long run.

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