



## “Work Life Balance in Banking Sector”

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### ABSTRACT:

Every human being engaged in work and only work for satisfying his basic needs and esteem needs and for his survive I Observed work culture of banking industry very closely. I am compelled to write down my observation in this article about work life balance in banking sector. With every passing year, the work pressure in Indian banking industry is increasing manifold and as a result. Work-life balance in the life of bank personnel has become an area of concern. It is evident from several studies that bank employees undergo a lot of stress, depression and frustration during their career. One very important reason behind this is an over competitive work culture, over indulgence in work and not giving adequate time to family and personal life goals. In this article work life imbalance in banking sector and steps to bring to gather for betterment of concerning human employee as human for building human capital and success in life is narrate.

Keywords: WL-work life WLB-Work life balance, RTI-right to information, NPS-National pension scheme

### LITERATURE REVIEW :

#### BACKDROP:

This chapter presents the review of literature that brings clarity and gives focus to the research problem, methodology of research process and finally contextualize the findings. In every research process, literature review being the essential preliminary task that helps researcher to acquaint with the available body of knowledge and makes valuable contribution to every operational step of research, therefore this is the kind of journey, which can be described as literature to light.

#### INTRODUCTION TO THE REVIEW OF LITERATURE:

The available literature in the field of work-life balance and banking sector was read critically and creatively with the purpose to bring conceptual understanding in the domain of work-life balance and employees working in banking sector. There are five broad areas under which all the reviewed literature is placed. a. Work-Life Balance and its related issues b. Work-Life Balance and its relation with other employee behavioral variables c. Indian scenario of Work-Life Balance d. Indian Banking Sector and its challenges e. Work environment of employees of banking sector.

#### WORK-LIFE BALANCE AND ITS RELATED ISSUES:

It is well noted that balancing work and personal life is not easy, and employees often have difficulty integrating these domains. According to Campbell (2001) and Mayberry (2006) Until the 1970s, the domains of 'work' and 'family' were regarded as separate areas of concern. In the literature the balance or interaction between these two domains (i.e. work and personal life) various terms are used to describe this relationship, where some of the more recent terms include work-family interaction, work-family conflict, workfamily interference, work-life integration and work-nonwork interference. Since the recognition has been given to the interdependence of these areas and the importance of individuals maintaining a balance when faced by demands from either area, according to Houston (2005) Mesmer-Magnus & Viswesvaran (2005) the term 'Work-Life Balance' (WLB) has gained wide spread use.

#### The Etymology Concept of Work – Life Balance:

According to Ransome (2007) Work-Life Balance as a concept has been given various meanings since its popularization in 1959. Crooker, et al. (2002) says that, the modern literature has criticized its ambiguity and misleading connotations. As this phrase consisting of two words put together, 'work' and 'life' implying two disconnected but having an individual at a Centre. According to Harris & Pringle (2007) a number of academics have suggested alternatives to the phrase, including 'work-life integration' and 'work-life mosaic'. These alternatives have tried to remove the contrast between 'work'

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