

A study on work life balance among drivers and conductors of NWKRTC at Bagalkot Depot

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Abstract: It's important to consider how people manage their time at work and outside of it when discussing work-life balance. Managing relationships, family obligations, and other extracurricular activities and hobbies can take up time outside of the workplace. To identifying the key factors influencing work life balance of drivers and Conductors at NWKRTC Bagalkot Depot and To know the perception of the employees views about their personal lives and jobs. This study aims to identify the factors affecting work life balance of drivers and conductors in Bagalkot depot. Data had been collected by primary methods and secondary methods of the data collection. The questionnaire had prepared and got filled from the NWKRTC drivers and conductors. Due to increased tasks and responsibilities and lengthy working hours, the majority of employees find it difficult to reconcile their work and personal lives; therefore, the NWKRTC will offer flexible working hours to the employees.

Keywords: Work life balance, drivers and conductors, work life, personal life,

INTRODUCTION

The Karnataka state road transport corporation: In the Indian state of Karnataka, there is a state-owned company called the Karnataka State Road Transport Corporation that produces road transportation (KSRTC). Among the state-owned public agencies, KSRTC has the biggest fleet of Volvo buses. North western Karnataka road Transport Corporation: NWKRTC on November 1, 1997, when the Karnataka Rajyotsava, in line with the requirements of the Road Transport Corporation Act, 1950.

With the goal of providing passengers in the North-Western area of Karnataka with appropriate comfort, efficient, cheap, and well-coordinated transport services. This happened after she parted ways with the Karnataka Road Transport Corporation. Belagavi, Dharwad, North Canada, Bagalkot, Gadag and Haveri districts are included in the corporate jurisdiction. All areas having motorways in NWKRTC service area can use its services, including intra-state and inter-state travel. The company has completely privatized its business. When talking about work-life balance, it's crucial to take into account how individuals manage their time at work and outside of it. Time spent outside of the office may be required to manage relationships, family responsibilities, and other extracurricular activities and interests. The strategies an individual use to balance all of their job and personal obligations make up their work-life balance. Despite its simplicity, working professionals around the world find it difficult to define it for them, let alone to attain it. Those who are seeking it encounter a challenging environment filled with countless articles and promises of success. Given that many people feel stressed out and out of balance, it's crucial to consider how work-life balance is now defined and how it will have to alter for today's professionals.

Scope of the study

Work-life balance among NWKRTC drivers and conductors in Bagalkot City is the study's key area of interest. The primary emphasis of this research is on the factors that influence work-life balance, such as working hours, workloads, different tasks, family demands, etc. The nature of the work is quite different from that of other NWKRTC personnel, such as the technical staff, administrative staff, mechanical staff, and others. The results of this research provide insight into how workers manage their personal and professional lives. Additional research on work-life balance at various management levels within NWKRTC is possible.

A) Objectives of the study

- To identifying the key factors influencing work life balance of drivers and Conductors at NWKRTC Bagalkot Depot.
- To know the perception of the employees views about their personal lives and jobs.

B) Limitations of the study

- The study is limited to Bagalkot warehouse only.
- The analysis is entirely based on information provided by employees and thus biased.

- The purpose of this study is how drivers and conductors of NWKRTC Bagalkot depot balance their work and personal life.

REVIEW OF LITERATURE

Prof Chitra B C, Dr Parashurama K, (2018) in "Demographic Factors and Their Influences on Work-Life Balance among KSRTC Bus Drivers," an article that was published in the International Journal of Legal Research and Studies. This study seeks to ascertain how much demographic characteristics influence the work-life balance of KSRTC bus drivers. T tests and ANOVAs were employed to collect the data. The study makes use of a sample of 300 participants. The study makes use of a sample of 300 participants. The use of both primary and secondary data has aided in achieving the study's goals. Bus drivers at the KSRTC depot in Mysore city were consulted for the primary data. According to the respondents to the study, a number of factors, especially impacting passengers, had an impact on drivers and conductors. Conductor cooperation and the condition of the bus are the two elements that have the greatest mean effects on KSRTC bus drivers' ability to maintain a healthy work-life balance, whereas new technology has the lowest mean. Additionally, demographic elements like education, family structure, experience, and wealth can be used to explain the variation in the respondents' levels of work-life balance. The results show that there are no substantial differences in respondents' levels of work-life balance for KSRTC bus drivers based on sex, age, marital status, depot, or designation.

RESEARCH DESIGN & METHODOLOGY

Methodology:

- The methodology is based on descriptive type of research

Data collection method:

- Here, primary and secondary data are used to gather the information.
- Primary data: Survey method using questionnaire.
- Secondary data: Research articles, Journals.

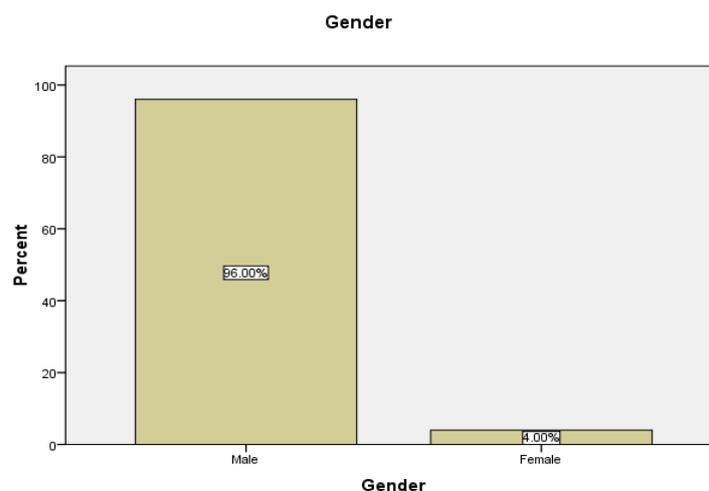
Sampling design:

- The study is conducted a sample of NWKRTC drivers and conductors in Bagalkot City.
- **Sample unit:** NWKRTC drivers and conductors at Bagalkot depot.
- **Sample size:** The sample size is 100 respondents.
- **Sample frame:** Bagalkot city
- **Sampling Method:** Simple Random Method

Data processing: Microsoft Excel/SPSS

IV. DATA ANALYSIS AND INTERPRETATION

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	96	96.0	96.0	96.0
Female	4	4.0	4.0	100.0
Total	100	100.0	100.0	



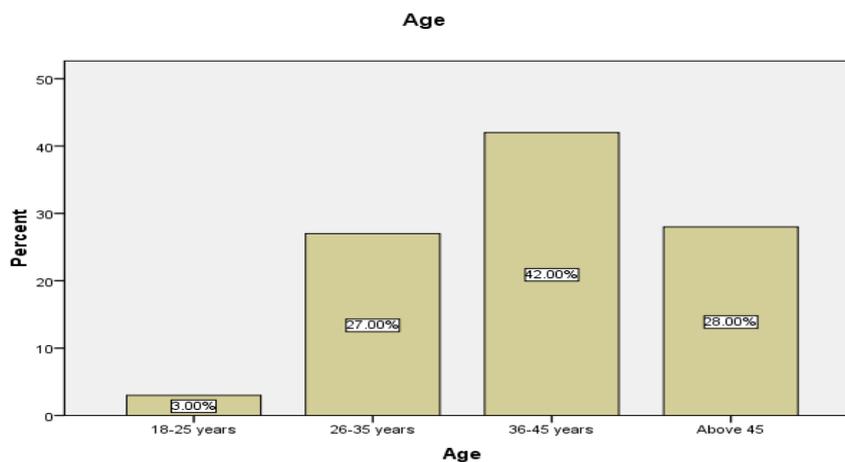
Analysis:

The data in the table above indicates that, out of a total of 100 respondents, 96 (or 96% of the total) are male and 4 (or 4% of the total) are female.

Interpretation:

It seems from the data that most of the workers are male NWKRTC recruit number of male candidates to improve their productivity and to growth of the organization.

Age				
	Frequency	Percent	Valid Percent	Cumulative Percent
18-25 years	3	3.0	3.0	3.0
26-35 years	27	27.0	27.0	30.0
36-45 years	42	42.0	42.0	72.0
Above 45	28	28.0	28.0	100.0
Total	100	100.0	100.0	



Analysis:

According to the above table, there were 100 responses, with 27% of them being employees between the ages of 26 and 35, 42% being employees between the ages of 36 and 45, 28% being employees over the age of 45, and the remaining 3% being employees between the ages of 18 and 25.

Interpretation:

According to the analysis, the majority of the employees are between the ages of 35 and 45. It shows that the majority of employees are, on average, in their middle years.

Salary per Month

Salary per month				
Amt in Rs	Frequency	Percent	Valid Percent	Cumulative Percent
less than 10000	5	5.0	5.0	5.0
10000-20000	29	29.0	29.0	34.0
20000-30000	44	44.0	44.0	78.0
more than 30000	22	22.0	22.0	100.0
Total	100	100.0	100.0	

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Analysis:

The data in the above table represent responses from one hundred people.44% of the employees earning income between 20000 to 30000 per month and 29% of the employees earning income 10000 to 20000 per month and 22% of the employees are earning income more than 30000 per month and 5% of the employees are earning income less than 10000 per month.

Interpretation:

According to the analysis, the most of drivers and conductors make between 20,000 and 30,000 per month.

Work experience

Work Experience				
	Frequency	Percent	Valid Percent	Cumulative Percent
Less than a year	4	4.0	4.0	4.0
5 years	16	16.0	16.0	20.0
5-10 years	24	24.0	24.0	44.0
10 years above	56	56.0	56.0	100.0
Total	100	100.0	100.0	

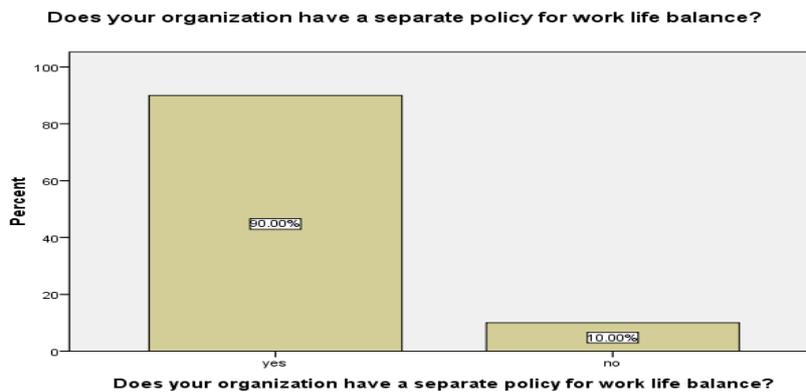


According to the above mentioned table, out of the 100 respondents, 56 Percent of the workforce has experience of at least ten years, 24 Percent have experience of five to ten years, 16 Percent have experience of one to five years, and 4 Percent have experience of less than a year.

Interpretation:

From the analysis, it can be interpreted that more than half Percent of the NWKRTC employees are having experience more than 10 years.

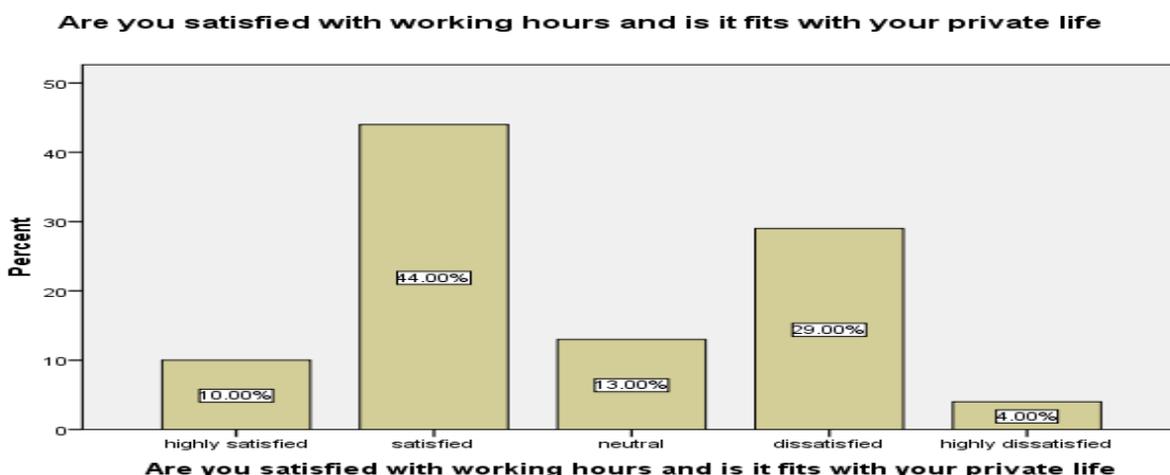
Does your organization have separate policy for work life balance				
	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	90	90.0	90.0	90.0
No	10	10.0	10.0	100.0
Total	100	100.0	100.0	



Interpretation:

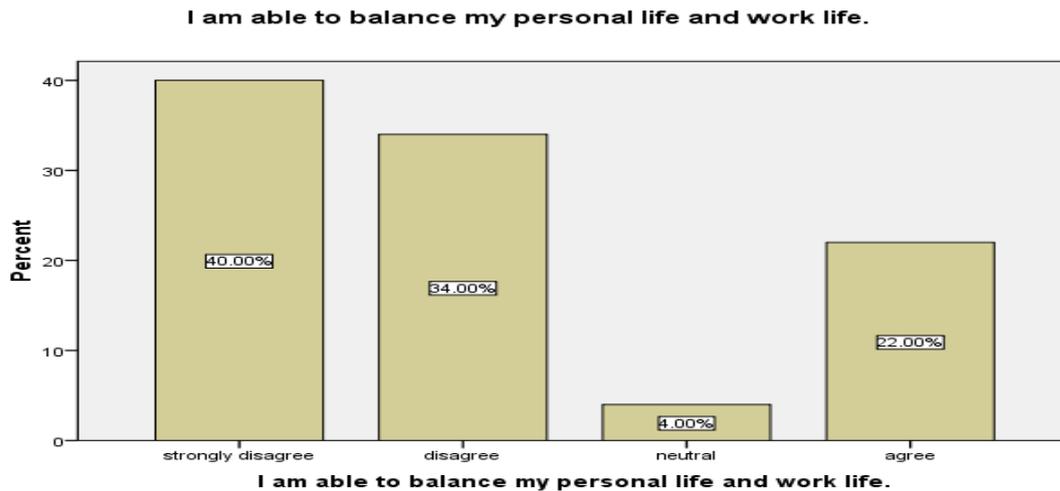
It can be inferred from the analysis that the NWKRTC has a specific policy for work-life balance. Drivers and conductors are able to balance their professional and personal life since they are aware of the work-life balance idea and the policies that are related to it.

Are you satisfied with working hours and is it fits with your private life				
	Frequency	Percent	Valid Percent	Cumulative Percent
Satisfied Highly	10	10.0	10.0	10.0
Satisfied	44	44.0	44.0	54.0
Neutral	13	13.0	13.0	67.0
Dissatisfied	29	29.0	29.0	96.0
Dissatisfied Highly	4	4.0	4.0	100.0



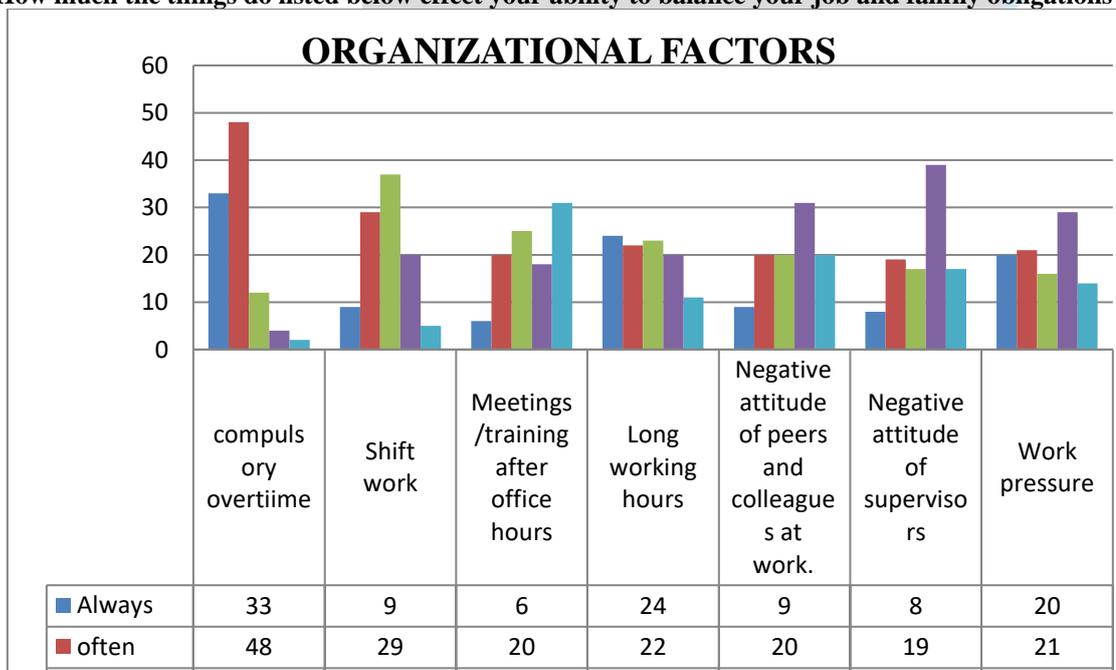
From the analysis, it can be interpreted that half Percent of the employees satisfied with the working life. NWKRTC will provide the flexible time to the employees to balance their work and personal life.

I am able to balance my personal life and work life.				
	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	40	40.0	40.0	40.0
Disagree	34	34.0	34.0	74.0



The analysis indicates that the majority of drivers and conductors manage to find a balance between their private and professional relationships. It might be the reason of stress at work, conflict arising between work and family and demands of personal life are not met on time. Wellbeing between physiological and psychological is absent. In addition, many of them have problem in maintaining their work life balance.

9. How much the things do listed below effect your ability to balance your job and family obligations?



According to the analysis, the majority of employees said that having to work overtime frequently makes it difficult for them to balance their obligations to their families and their jobs. The majority of workers said that working shifts would make it harder for

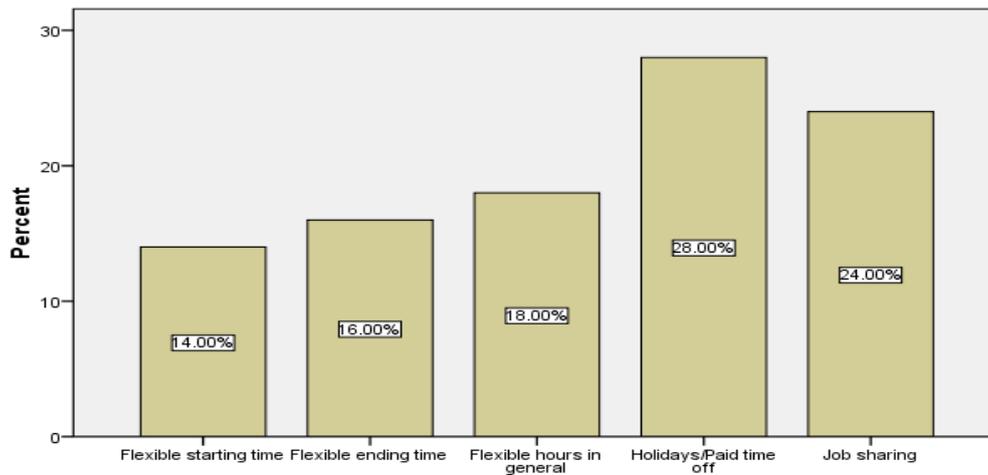
them to manage their personal and family obligations. The majority of employees responded that it is rare for meetings and training to interfere with their ability to combine work and family obligations. Long work hours will sometimes make it difficult for employees to manage their job and family obligations, while other employees declared that it won't ever be a problem for them. The majority of workers stated that their opinions are rarely affected by the views of their peers, colleagues, and supervisors between their responsibility to their families and jobs. Work overload will impact employees' commitments to both jobs and families.



According to the above analysis, 45 Percent of the employees believe that having too several household responsibilities often makes it difficult for them to manage their job and family obligations. The majority of workers stated that it is difficult to reconcile work and family responsibilities when they are frequently away from home. Going to get-togethers influences how well representatives deal with their work and family obligations. Negative family or conjugal perspectives seldom obstruct a representative's capacity to join work and family commitments. The majority of employees claimed that juggling work and family obligations was rarely affected by parenting concerns. The majority of workers claimed that balancing work and family responsibilities might sometimes be difficult.

What are the policies under work life balance?

What are the policies under work life balance				
	Frequency	Percent	Valid Percent	Cumulative Percent
Flexible starting time	14	14.0	14.0	14.0
Flexible ending time	16	16.0	16.0	30.0
Flexible hours in general	18	18.0	18.0	48.0
Holidays/Paid time off	28	28.0	28.0	76.0
Job sharing	24	24.0	24.0	100.0
Total	100	100.0	100.0	

What are the policies under work life balance**What are the policies under work life balance**

From the analysis it can be interpreted that most of the employees said that holidays/paid time off and job sharing policies provided by NWKRTC employees to balance their personal and work life. The policies should be implemented in the organization to balance the drivers and conductors work and personal life.

FINDINGS AND SUGGESTIONS

Findings:

It has found that majority of the employees have experience more than 10 years. From the 100 workers surveyed, 90 indicated their company had a dedicated policy for work-life balance, while 10 said they were unaware of such a thing being. 49% said that mandatory overtime frequently affects them, 37% said that shift work occasionally affects them, 31% said that meetings and training after office hours never affect them, 24% said that long working hours always affect them, 31% said that negative workplace attitudes rarely affect them, and 39% said that they are always affected by them. According to 29% of the employees said workforce, balancing work and family responsibilities is rarely affected by work pressure. It was found that among 100 respondents, 45% of workers said that having an excessive household often affected employees, 37% said that travelling away from home often affected employees, 29% said that going to social events occasionally affected employees, 32% said that having a negative attitude toward family or a spouse rarely affected the employees, 39% said that parenting issues rarely affected employees, and the majority of workers said that work completely obsessed the employees.

It has been suggested that the majority of employees are unaware of work-life policies. Therefore, the organisation needs to raise awareness and provide special family work classes for them. Due to increased tasks and responsibilities and lengthy working hours, the majority of employees find it difficult to reconcile their work and personal lives; therefore, the NWKRTC will offer flexible working hours to the employees. It has been suggested that policies supporting work-life balance should be set in place so order to maintain justice and consistency. Due to work pressure, stress from work, long working hours, and busy schedules, the majority of employees experience anxiety and depression. This makes people feel exhausted or down about their jobs. It has been stated that companies that support their workers' efforts to strike a good work-life balance would reap the benefits in a more productive and happier workforce. It's possible that the company may dedicate resources to creating a dedicated counseling department in order to address employee concerns.

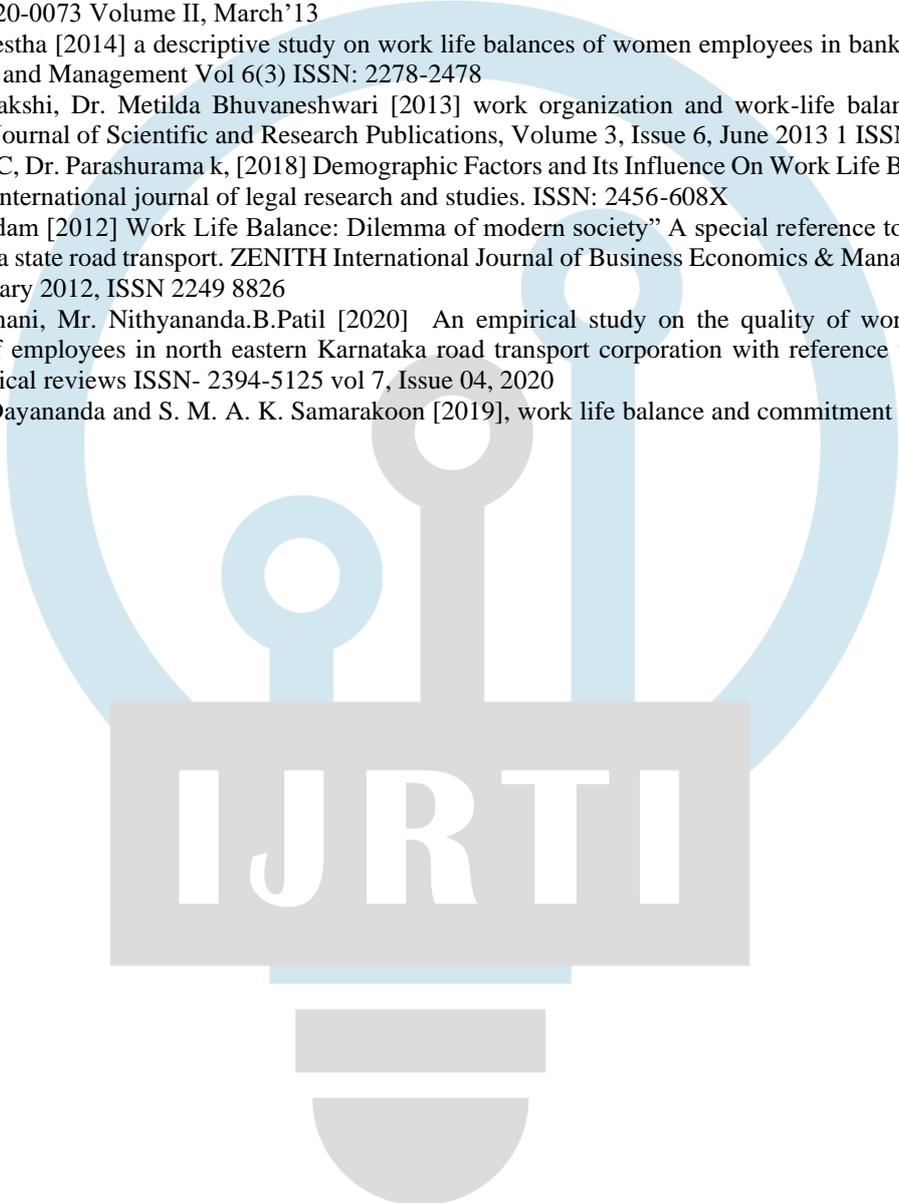
CONCLUSION

Work life balance is one of the crucial aspects for every individual in the organization. In this context organization need to focuses on drivers and conductors, how they have to give proper prioritization between work and life style to do work effectively.

As per research on the work-life balance of drivers and conductors at North Western Karnataka State Road Transport Bagalkot Depot, most of the drivers and conductors said that they are able to balance there working life and personal life and some employees said they are not able to balance their work and personal life. Balance between work and personal life requires careful preparation and personal effort. Many workers complain about their schedules, therefore the NWKRTC plans to provide more flexible hours to boost productivity. The majority of workers do not understand the company's work-life balance rules, it has been determined. The organizations give their staff policies on work-life balance to encourage employees to work efficiently.

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