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## A REVIEW OF LITERATURE ON EMOTIONAL STABILITY AND WORK LIFE BALANCE OF EMPLOYEES OF TEXTILE INDUSTRY IN MADHYA PRADESH

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### ABSTRACT

*In today's global era most of the population is working. Primarily, every working person has to play personal role as well as professional role. At organization individual has to play all the roles required for job. On the other hand, if personal roles are concerned individual has to play role of father/mother, son/daughter, husband/wife. Each role demands specific performance and increases expectations from others. This demand for specific role creates pressure for performance in the industries and thus leads to emotional disturbances affecting the employees. The purpose of the study is to measure the relationship of emotional stability and work life balance on the part of employees taken into consideration and the influence of work life balance on the part of employees. This study is to determine the influence of emotions on working life of workers of textile industries. An effort has been made to provide an overview of various aspects of Emotional Stability and Work-Life Balance through the review of existing literature*

### KEYWORDS

emotional intelligence, work life balance, textile industry.

### INTRODUCTION

Nowadays better qualification, better degree, competition, compatibility results into enhancement of employee's roles and responsibilities. Higher the position higher will be the authority and responsibility. Due to such increase in work pressure employees are deteriorating to balance family responsibilities and work responsibilities which in turn leads to compromise with their professional and personal life. The increased pressure and performing numerous roles of being an employer, husband/wife and father/mother creates stress which in turn leads to mental and physical imbalances and creates conflict situation. Long term conflicting situation disturbs profession as well as family. The organizational outcome will be absenteeism from work, decrease in production, more wrath and anger, poor decision making. On the other hand, family outcomes will be time hindrance, marriage dissatisfaction, lack of family and personal care, dissatisfaction with job. Emotions also play role in managing work and family life. **M. Chaturvedi (2010)** worked on personality factor and their study reveals that personality is rotating around emotional stability and concluded that emotion stability is necessary for person's life, job, health, wealth and his society stable. Emotion make personality perfect and it will indicate the perfect life style and job performing of person. Due to organizational demands and personal demands individual find it difficult to make balance between work life and family life. "Work-life balance is a broad concept which includes proper prioritizing between "work" i.e. career and aim on one hand and "life" i.e. health, leisure, pleasure and family on the other hand". Individual wants overall satisfaction in life which includes satisfaction with job, leisure and family. A person has to make deliberate choices between which opportunity is to accept and which to decline which leads towards stress. Stress is a result of work-family conflict. Newer opportunities give chance of acceleration and which in turn creates more responsibility and makes it difficult to manage work with life.

### REVIEW OF LITERATURE

1. **Srirang Jha, Vandana Malviya (2015)** studied on "Work Life Balance and Organizational Effectiveness". In their study they revealed about Work-life balance of employees at all levels either they are shop-floor workers, supervisors, managers, contact workers or they are independent consultants it has emerged as an important issue in the HR discourse both at academics and practitioners end. Available literature on the theme has conformed and re-confirmed the role of work-life balance in augmenting collective organizational performance as a result of better quality of life and psychological well-being coupled with higher degree of job satisfaction and commitment. Further, work-life balance programs are likely to reduce conflict at workplace as well as home. the authors have tried to resume the concept of work-life balance in the context of existing organizations, establish a rationale of work-life balance programs in a highly competitive world and provide a critique of the agenda of the top management to integrate work and life of the employees in emerging scenario.
2. **Srirang Jha, Swarn Kant Mishra (2015)** in their research article "Best Practices in Implementing Work-Life Balance Programs" discussed on working systems and practices of five companies viz. Google, SAS Institute, NetApp, AutoDesk and National Instruments. Their study showed only Google have work life balance practices. Rest of the companies do not have any system and practices to manage their employees work and family issues. All the four companies (barring Google) in the study have tried to present their all-inclusive employee benefits as part of work-life balance intervention. Actually work-life balance is a small part of the overall employee benefits package. This betrays the stated philosophy of companies to ensure work-life balance of their employees. The authors have tried to present a critique of gaps in current work-life balance programs.
3. **Brijmohan Vyas, Vijayshree Sajjan, Sanjay V. Hanji (2015)** in their article on "A study on Work life balance of KSRTC employees. In this article different employees have different views about managing work and family life. Some employees remain absent from important events of life and some worry about their work. 60% of the employees said their life is affected by work pressure. Some employees said family responsibility affects their personal as well as professional life. Financial factor is also a cause for non-balanced work life as felt by majority of workers. Researcher experienced different reasons according to different class of employees.
4. **Rohail Khan, Mohammad Tariq & Muhammad Farooq (2014)** in their research study "Impact of Emotional Stability on Job Satisfaction". Their research outcome reveals job satisfaction is positively impacted by emotional stability of person personality. This survey studied the job satisfaction and emotional stability of different employees by distributing the questionnaire in various organisation and different departments. This study was to recognize the influence of stable emotions on the satisfied job of employees in organization. This study will help the managers and organizers of different departments that how they will make their departments to achieve goal of organization. The study reveals that emotional instability will results into person's dissatisfaction with the job. The results of the study show that emotionally stable persons are highly satisfied with their jobs and thus effectively contribute towards organizational goal.



5. **Caprara & Alessndri, G. (2013)** in their research article "Assessment of Regulatory Emotional Self-Efficacy Beliefs" found that initial levels of emotional stability and self efficacy beliefs are positively correlated. Researcher presented his views suggesting role of self efficacy beliefs in managing negative emotions and showing positive emotions. Researcher also tested the reliability of the instrument by taking gender differences among positive emotions and negative emotions. the results of the study indicated that self efficacy beliefs and emotional stability are positively related. Gender differences of different persons also results into the same.
6. **Pandu, Balu & Poorani, (2013)** in their study "Assessing Work-Life Balance among IT & ITes Women Professionals" explains work-life balance is about creating a productive work culture where the potential for tensions between work and other parts of people's lives is minimized. Experience survey was conducted on 80 IT employees and 80 Ites and these are evaluated on five sub-scales- workload and responsibility, work environment, feelings about work, family dependents and absence from work. The results of the study show that feelings about work, family dependents and absence from work are strong contributors as they affect work life balance of employees while work environment and work life balance have no significant relationship. Older workers, self employees who work for not more than 25 hours and those who did not work overtime can manage their work and work life balance. In IT sector there is need of proper framing of policies as defective policies are also the cause for non-managed work and life. Work life balance practices and programme should be enabled by employees in order to achieve balance between work life and personal social life.
7. **Murphy and Doherty (2011)** in their research paper "The experience of work life balance for Irish senior managers" revealed that it is not possible to measure work- life balance in an absolute way as there are personal circumstances which influence the way that is perceived but establishing a harmony that reflects an individual's priorities whereas employees must draw a firm line between their home and work lives and be confident that the line is in the right place. The objective of this paper is to travel around the experience of work-life balance amongst senior managers, with an importance on the cause of imbalances. The research is done on employees of call centre in Ireland when the economy was moving from growth to recession. In all the results of this study indicates the effect the economy has on the promotion and adoption of work-life balance initiatives. The conclusion also results and indicates that it would not be possible to measure work-life balance in an absolute way, because personal interferences affect the way in which it is perceived. Those managers who have caring farm duties normally have work-life conflicts while managers with careless attitude cannot find a lawful rationalization for addressing their needs. Also the findings show that long working hours and absenteeism also form part of the job while performing a role at a senior level.
8. **M. Chaturvedi (2010)** worked on personality factor and their study reveals that personality is rotating around emotional stability and concluded that emotion stability is necessary for person's life, job, health, wealth and his society stable. Emotion make personality perfect and it will indicate the perfect life style and job performing of person. Different conclusions can be drawn in his research which includes work conflict is more than family conflict. Dissatisfaction in work is more prevalent than dissatisfaction in family. Females experience more family conflict as compared to male. Results also indicates that higher priority given to work will results into more work family conflict. Study suggests that higher the family demands higher will be work family conflict. Job related variables are positively related to work life balance and emotional intelligence has been found to be positively related to work life balance
9. **Baral (2010)** in his research article "Work-family enrichment as a mediator between organizational interventions for work-life balance and job outcomes" examines the role of work-family enrichment as a mediator between organizational interventions for work-life balance which includes job related variables, work-life related policies, supervisor support and work-family culture and job related outcomes viz job satisfaction, organizational support, commitment towards work and work satisfaction. Results of the study shows that organizational interventions for work-life balance will be positively related to job outcomes and work-to-family enrichment will mediate these relationships. Also in a study of 485 employees working in varied organizations in India found that working men and women in India experience more work family enrichment than the work family conflict. It was also found that there were no gender differences in the employee perception of work family enrichment. Job characteristics were positively related to all the measures of job outcomes. Supervisor support and work-family culture were positively related to job satisfaction and affective commitment. No significant association was found between work-life benefits and policies (WLBPs) and any of the job outcome measures. Job characteristics and supervisor support were positively related to work-to-family enrichment.
10. **Ramesh.V.M, Dr. R. Sakthivel (2009)** in their study "The Impact of Work Family Interferences on Work Life Conflict among the Workers of Kcmmf (Milma) In Kerala" found that women experienced significantly higher family interference with work as compared to men. However, there were no significant differences between men and women in the experience of work interference with family. Works related to family can include childcare, the care of an ageing parent, household responsibilities, as well as additional responsibilities that may arise as a result of one role within the family. Work related tasks encompass hours of paid work, and can additionally include overtime work. All this have negative impact on quality of family life. The study aims at exploring bi- directional relationships between the different types of conflict, to analyse cross sectional and prospective relationships between work - family conflict among the respondents and to measure the impact of each of the selected dimensions of work domain and family domain on Work Family Conflict and Family Work Conflict. The results of the research show that the respondents agree with the statement relating the work conflict which means that they are facing conflict in the work place and the respondents are having family conflict. Overall mean score for the family interfering work we can conclude that the family affairs interfering their work which leads to work conflict in the work place and the overall mean score for the work interfering family conflict, the work interfering their family affairs which leads to family conflict.
11. **Rebecca Bundhun, Satinder Singh, Steiber (2009)**, in their article "Work life balance-A literature review" explains through their research women and men generally have a different perception of what the "life" part of the balance involves. For women it tends to be devoting more time to family, while for men it is spending more time pursuing personal interests. Although work family conflict has not yet reflected the life of many people. Work-family research has long been guided by the role stress theory, wherein the negative side of the work-family interaction is prevailing emphasis has shifted towards the investigation of the positive interaction between work and family roles as well as roles outside work and family lives. Singh in his investigation describes
12. **Krishnaveni, R & Deepa R. (2008)** in their research paper "role of emotional intelligence on performance of employees" explains how Emotional Intelligence(EI) can be used as a soft tool, to enhance the competencies of individuals and teams in Indian organizations and help them to gain competitive advantage as in this highly professional era lots of difficulties arises in performing work which have a negative impact on the well-being of employees and the effectiveness of an organization. This paper consolidates the research activities on EI in four areas namely Conceptualization, measurement, Impact, and development. There is a positive relation between the EI and performance of employees. Emotionally intelligent institution can be made if self managing tools and self strategies are properly developed. This study also reveals about age factor i.e. age is also a dominant factor for emotional intelligence. People of young age are more emotional intelligent as they are more attentive and good listener. Also they deal with difficult issues straightforwardly and seek mutual understanding, are more adaptable as compared to older age people. It is concluded that emotionally intelligent employees have an impact on their performance and these employees perform well in the organization. These people are more emotionally stable and they are able to express their emotions, these are motivated, they can empathize with other and they are having good social skills. To perform well your responsibilities in the workplace you need to have good social skills, only then you can perform your work well and can take work out of the others.
13. **Grzywacz et al. (2007)** in his study explains the understanding of how culture contributes to the occurrence and consequences of work to family conflict. The study evaluated predictions drawn from emerging models emphasizing the influence of cultural characteristics, such as collectivism and gender ideology on work family conflict. It was found that immigrant Latinos reported infrequent work and family conflict. The findings were consistent with earlier research that individuals from more collectivist cultures experience fewer conflict between work and family, as in these cultures, work and family are viewed as more integrated. Results also indicated that the level of work to family conflict differed with gender.
14. **Timothy Tumer (2006)** in his study "Emotional Intelligence Practice for an Effective Organization" examined the relationships among employees' emotional intelligence, their manager's emotional intelligence, employees' job satisfaction, and performance for 187 food service employees They predicted and found that employees' emotional intelligence was positively associated with job satisfaction and performance. In addition, manager's emotional intelligence had a more positive correlation with job satisfaction for employees with low emotional intelligence than for those with high emotional intelligence. This study is to examine factors that influence organization's of emotional intelligence. And to determine the factors which have greater impact on emotional intelligence.

Investigation in this research study proved that emotional intelligence improves with age education and experience. Managers ability have direct impact on their job and organisational effectiveness. Their capability proves their emotional intelligence. Many organizations are involving programmes and practices which includes emotional intelligence. Emotionally intelligent organization can be made through organizational strategies, self awareness and self management tools, through leadership skills, development programmes. So the conclusion of the research paper is that emotional intelligence is linked at every point of workplace performance and it is of utmost importance nowadays.

## CONCLUSION

In order to achieve work life, balance every employee should set aim both for work and family. The results of the literature above show that flexible working policies, procedure and practices are good for work-life balance. Development of suitable work-life balance policy ensures company trustworthiness and positive attitudes towards work. On the basis of literature reviewed above conclusion drawn is emotional intelligence has been found positively correlated with work life balance. Emotions play significant role in shaping the behavior of employees pertaining to their roles and activities within the organization. Job related variables (working flexibility) have been found to be positively related to work life balance. Work to family conflict is more widespread as compared to family to work conflict. Gender differences in many research concluded that women experience more work family conflict. More importance towards work results into more work family conflict. Many reviews concluded that work-family conflict impinge on the health of employee's family members, organization system and satisfaction in job and family. Various research results show emotional instability mainly results into stress. **Carlson (1999)** in their research reported that highly emotional stable persons experience less WFC. **Wayne et al., (2004)** also concludes that there is a positive link between neuroticism and both directions of work-family conflict. Individuals who report high neuroticism levels may be less likely to deal with the increasing pressures of work and family-and vice-versa.

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