EMOTIONAL LABOUR AND WORK LIFE BALANCE AMONG MALE DUAL EARNER: A CASE STUDY OF METROPOLITAN CITIES

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Abstract

Life without work is an illusion, as work is an indispensable part of life. Acquiring healthy work life balance is not easy, but it the requirement of human life.Positive emotions of satisfaction , happiness, pleasure, enjoyment have become the requirement of maximum jobs. Changing trends in working environment has also changed the perspective of work family conflict towards the positive direction of merging family and work role together. The present study was conducted with an objective to identify emotional labour among male in work life balance. Using regression model it was concluded from the study that among male high parental demand was one of the reasons for work family conflict. Whereas it was also observed that male are more prone to problems like anxiety or depression.

Keywords: Emotional Labour, Work Life Balance, Regression

Introduction

 The relation between work and family conflict has always been a matter of concern in social structure. This relation took a new shape with rise of female percentage in open labour market due to which personal and professional life equilibrium became a major concern of economic prosperity. Previous researches focused a lot on work and family conflict however with changing women role as care taker to bread winner and men from bread winner to supportive role as well as economic necessity has changed the perspective of work family conflict in positive direction of combining the family and work role together. (**Greenhaus & Parasuraman 1999; Hass 1999; Frone 2003; Grzywacz & Bass 2003; Wayne, Musisca, & Fleeson 2004**).

The work family conflict basically arises due to the incompatibility in fulfilling family roles in respect to organizational roles as an extra pressure is demanded by females for fulfilling both roles while making balance between both personal and professional roles thus, hampering gender health. (**Greenhaus & Beutel 1985**). It can be any form i.e either work would be affected by family or vice versa family would be affected by work. Another perspective focus on limited resources (Time and human energy) and wide roles that need to be delegated by females due to

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which work conflict arises. However with time, experiences, skills and participation of husband facilitate the work family conflict. (**Marks 1977; Sieber 1974, Frone 2003**)

Emotion management has become a necessary skill which enables employees to fulfill their job requirements. Regarding the family domain, studies suggest that family roles of parents and spouses include an emotion Unfortunately, very little conceptual and empirical attention has been devoted to understand the management component which contributes to the quality and stability of family life (**Wharton& Erickson 1993).**Roleof emotion and its management in the work and family interfaces. Failure to properly manage emotion would eliminate its positive effect and amplify its negative effect on human (**Bogg & Cooper 1995).** Thus, it was essential to understand the role of emotion and its regulation in the work-family interface through various variables undertaken in the study.

VARIABLES:

 In the office
- I worry about the lay off and dismissal in the company
- I am able to meet out the demands of my job
- Computers, pagers, cell phone and internet have resulted in increasing pressure to constantly   work at high performance level
- I feel comfortable to work with latest technologies in the organization
- There is constant force on employees to learn new software at all times
- I am able to receive support from my boss, colleagues and junior
- I am able to receive good support from family members
- I usually miss out quality time with my family relatives and friends
- I suffer from stress related diseases lie hypertension, obesity, diabetes, frequent headache
- I experience excessive workload
- I work for long hours on overtime and even on holidays

For Male

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	I experience excessive work load, There is constant force on employees to learn new software at all times, I am able to receive support from my boss,colleagues and juniors., I usually miss out quality time with my family and friends because of pressure of work, I worry about the lay offs and dismissal in the company, I feel comfortable to work with latest technologies in the organization., I am able to meet out the demands of my job, I am able to receive good support from family members, Computers, pagers, cell phones and internet have resulted in increasing pressure to constantly work at high performance levels, I suffer from stress related diseases like hypertension ,obesity,diabetes,frequent headaches etc[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Emotional labour Effective

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics R Square Change	F Change	df1	df2	Sig. F Change
1	.320[a]	.102	.065	.70795	.102	2.727	10	239	.003

a. Predictors: (Constant), I experience excessive work load, There is constant force on employees to learn new software at all times, I am able to receive support from my boss,colleagues and juniors., I usually miss out quality time with my family and friends because of pressure of work, I worry about the lay offs and dismissal in the company, I feel comfortable to work with latest technologies in the organization., I am able to meet out the demands of my job, I am able to receive good support from family members, Computers, pagers, cell phones and internet have resulted in increasing pressure to constantly work at high performance levels, I suffer from stress related diseases like hypertension ,obesity,diabetes,frequent headaches etc

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The coefficient of multiple determinations is 0.320; therefore, about 32.00 % of the variation in Emotional labour effectiveness of male Earners is explained by I experience excessive work load, There is constant force on employees to learn new software at all times, I feel comfortable to work with latest technologies in the organization., Computers, pagers, cell phones and internet have resulted in increasing pressure to constantly work at high performance levels, I worry about the lay offs and dismissal in the company, I am able to meet out the demands of my job, I am able to receive support from my boss,colleagues and juniors., I usually miss out quality time with my family and friends because of pressure of work, I am able to receive good support from family members, I suffer from stress related diseases like hypertension ,obesity,diabetes,frequent headaches etcThe regression equation appears to be not very useful for making predictions since the value of R^2 is for away to 1. In the compare of female respondents the value of R is very low for male Respondant

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.670	10	1.367	2.727	.003[a]
	Residual	119.786	239	.501		
	Total	133.456	249			

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b. Dependent Variable: Emotional labour Effective

Hypotheses
H_0: $\beta_1 = \beta_2 = 0$
H_a: at least one $\beta_i \neq 0$

- **Significance Level**

$\alpha = 0.05$

- **Rejection Region**

Reject the null hypothesis if p-value ≤ 0.05

- **ANOVA Table (Test Statistic and p-value)**

(See above) $F = 2.727$, p-value < 0.003

- **Conclusion**

Since p-value $< 0.003 \leq 0.05$, we shall reject the null hypothesis.

- **State conclusion in words**

At the $\alpha = 0.05$ level of significance, there exists enough evidence to conclude that at least one of the predictors is useful for predicting to determine the Emotional Labour effectiveness in the male Respondents; therefore the model us useful.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.193	.446		2.672	.008
	I worry about the layoffs and dismissal in the company	-.083	.049	-.115	-1.700	.091
	I am able to meet out the demands of my job	.100	.053	.131	1.878	.062
	Computers, pagers, cell phones and internet have resulted in increasing pressure to constantly work at high performance levels	.134	.059	.190	2.275	.024
	I feel comfortable to work with latest technologies in the organization.	.083	.050	.119	1.677	.095

There is constant force on employees to learn new software at all times	-.066	.049	-.117	-1.334	.184
I am able to receive support from my boss,colleagues and juniors.	.002	.055	.002	.034	.973
I am able to receive good support from family members	.022	.059	.028	.371	.711
I usually miss out quality time with my family and friends because of pressure of work	-.039	.062	-.044	-.631	.529
I suffer from stress related diseases like hypertension ,obesity,diabetes,frequent headaches etc	.044	.062	.063	.720	.472
I experience excessive work load	-.036	.061	-.039	-.593	.553

a. Dependent Variable: Emotional labour Effective

1- The Explanatory variable "I worry about the layoffs and dismissal in the company" having the coefficient value is -.083 and the T value is 1.700since p-value = .091 >0.05, we shall Accepted the null hypothesis.

2- The Explanatory variable "I am able to meet out the demands of my job" having the coefficient value is .100and the T value is 1.878since p-value = .062>0.05, we shall Accepted the null hypothesis.

3- The Explanatory variable "Computers, pagers, cell phones and internet have resulted in increasing pressure to constantly work at high performance levels" having the coefficient value is .134and the T value is 2.275since p-value = .024<0.05, we shall Rejected the null hypothesis.

4- The Explanatory variable "I feel comfortable to work with latest technologies in the organization." having the coefficient value is .083and the T value is 1.677since p-value = .095>0.05, we shall Accepted the null hypothesis.

5- The Explanatory variable "There is constant force on employees to learn new software at all times" having the coefficient value is .66 and the T value is 1.334 since p-value = .184>0.05, we shall Accepted the null hypothesis.

6- The Explanatory variable "I am able to receive support from my boss,colleagues and juniors" having the coefficient value is 0.002 and the T value is 0.034 since p-value = .973>0.05, we shall Accepted the null hypothesis.

7- The Explanatory variable "I am able to receive good support from family members" having the coefficient value is .022 and the T value is 0.371 since p-value = .0711 >0.05, we shall Accepted the null hypothesis.

8- The Explanatory variable "I usually miss out quality time with my family and friends because of pressure of work" having the coefficient value is – 0.039 and the T value is 0.631 since p-value = .529>0.05, we shall Accepted the null hypothesis.

9- The Explanatory variable "I suffer from stress related diseases like hypertension" having the coefficient value is 0.44 and the T value is .72 since p-value = .0.472 >0.05, we shall Accepted the null hypothesis.

10- The Explanatory variable "I experience excessive work load" having the coefficient value is .036 and the T value is 0.061 since p-value = .553 >0.05, we shall Accepted the null hypothesis.

Residuals Statistics[a]

|	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.2215	2.2044	1.7760	.23430	250
Std. Predicted Value	-2.367	1.828	.000	1.000	250
Standard Error of Predicted Value	.090	.286	.142	.044	250
Adjusted Predicted Value	1.2335	2.2102	1.7752	.23719	250
Residual	-1.17354	1.62755	.00000	.69359	250
Std. Residual	-1.658	2.299	.000	.980	250
Stud. Residual	-1.681	2.342	.001	1.001	250
Deleted Residual	-1.20628	1.70547	.00077	.72359	250
Stud. Deleted Residual	-1.687	2.365	.002	1.004	250
Mahal. Distance	3.028	39.573	9.960	7.000	250
Cook's Distance	.000	.039	.004	.006	250
Centered Leverage Value	.012	.159	.040	.028	250

a. Dependent Variable: Emotional labour Effective

In the residual statistics we can see that the minimum and the maximum of standardized residual is respectively – 1.658 and 2.299 respectively, both are lower than 3. So, that there is no exceptional value in the residual table.
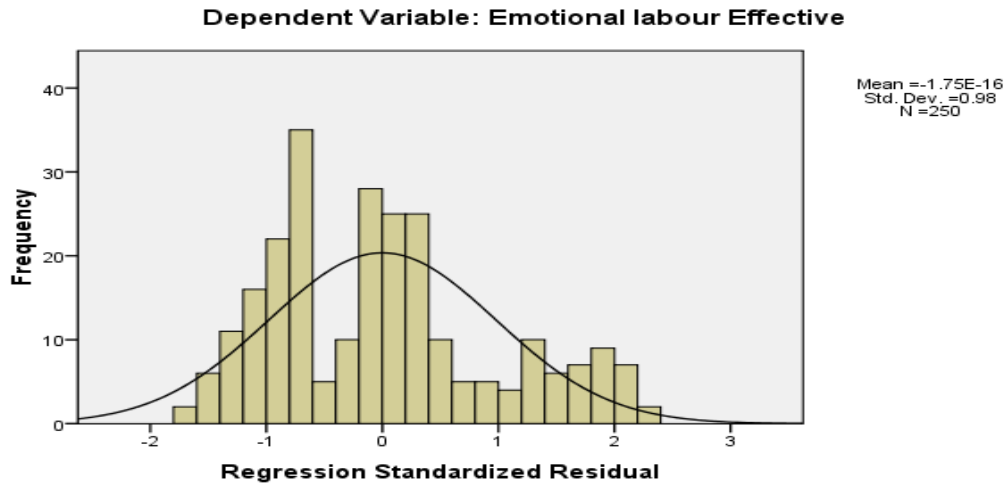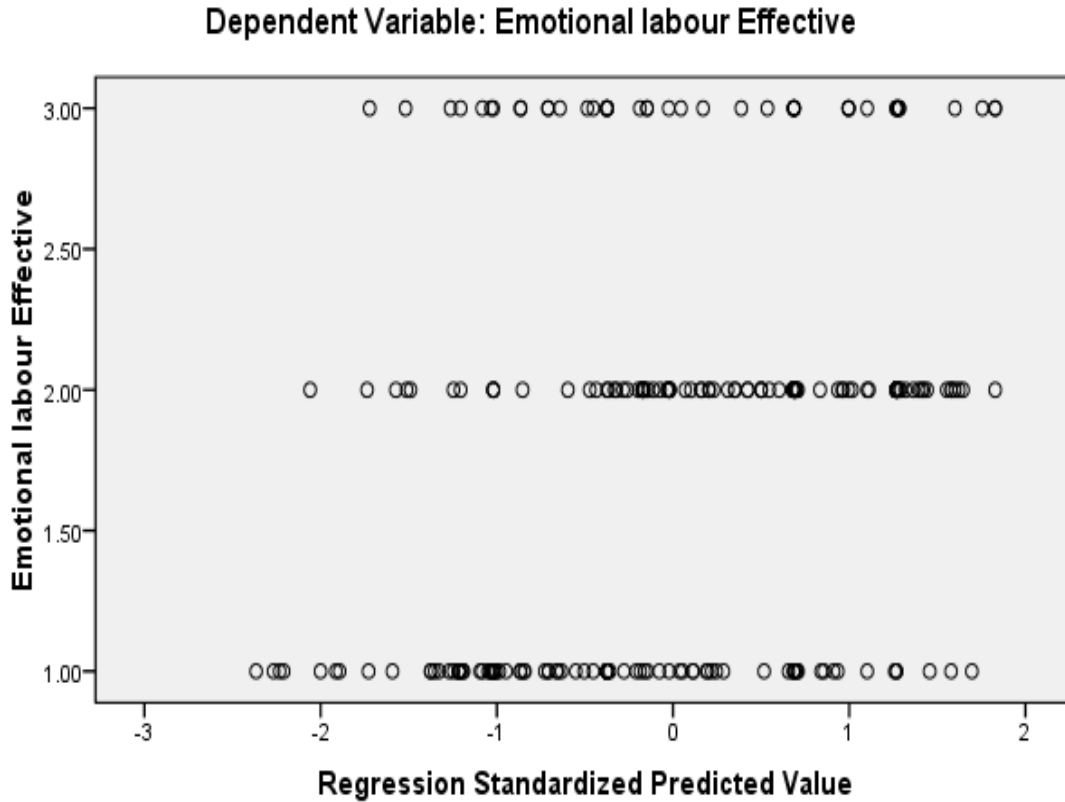
Scatterplot

### Dependent Variable: Emotional labour Effective
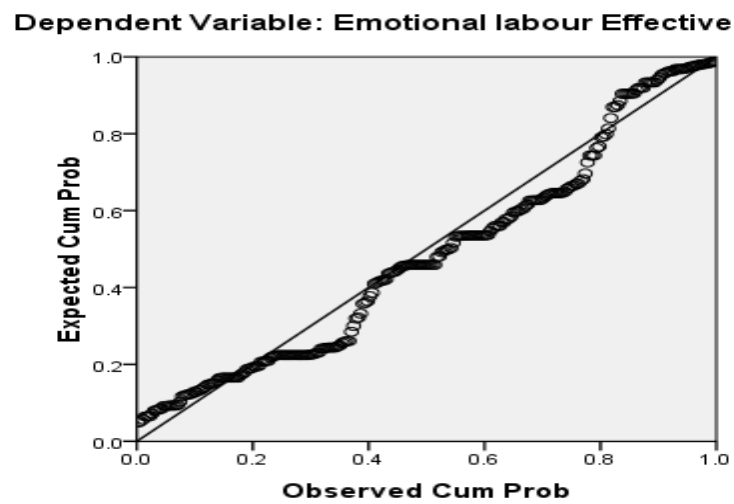
Emotional Labour Effectiveness for Male participants appears to be linearly related to each of the predictor variables with no visible potential outliers or influential observations (no points away from the main cluster of points); thus, Assumption 1 appears to be satisfied.

The normal plot of the residuals shows the points close to a diagonal line; thus, Assumption 2 is satisfied. The studentized residual plot shows a random scatter of points with constant variability and no definite outliers (although, there is one very slight potential outlier); thus, Assumption 3 is met.

The normal plot of the residuals shows the points close to a diagonal line; thus, Assumption 2 is satisfied. Each of the studentized residual plots shows a random scatter of points with constant variability; thus, Assumption 3 is met.
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Also, at first glance one might think that the variability is less for the right half of the plots when compared to the left half. This is likely not the case, and any apparent decrease in variability is probably due to the fact that there are far fewer observations in the right half (having fewer values leaves less room for variability).

Unstandardized Residual
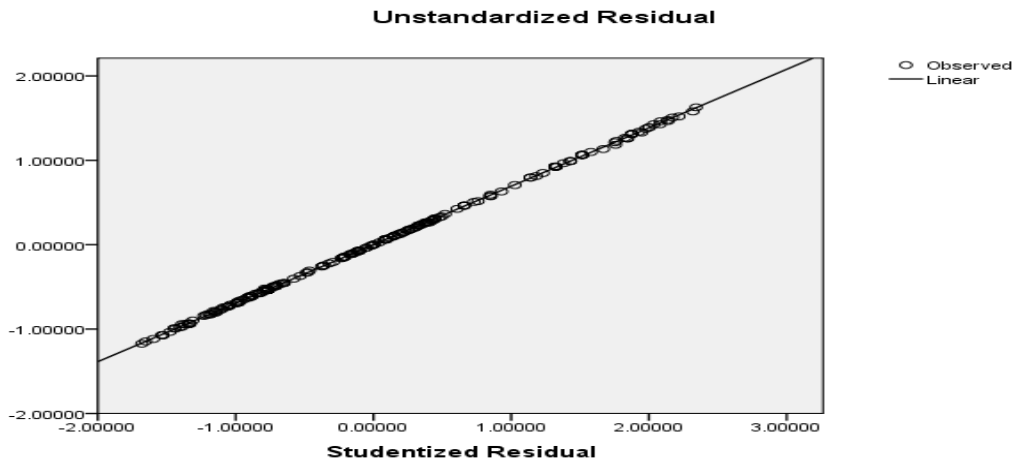
In the above figure we can see most splashes are closer to diagonal, which that standardized residual are obeyed to the normal distribution.

To make a conclusion, from all analysis, we can find that the established multiple linear regression models fits well, and pass F test, independent colinearaity test, standardized residual normality test and other statistical tests, it's reasonable totally.

Conclusion:

In a nut shell it was concluded that regression model was useful for estimating emotional labour among males in the work life balance. It was concluded parental demands higher is responsible for work family conflict. In case of males it was observed that men also suffered emotional labour while dealing with latest technologies (I worry about the layoffs and dismissal in the company" "I am able to meet out the demands of my job" "I feel comfortable to work with latest technologies in the organization." "There is constant force on employees to learn new software at all times") but their emotional labour was less as they had less workload and were not responsible for family and household responsibility.

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