



A Study on the role of organizational culture in facilitating work-life balance for SBI employees in Vaishali region

Neha Singh¹, Dr. Shyam Anand Jha²

¹ Research Scholar, Faculty of Management, Department of Commerce and Management, B. R. Ambedkar Bihar University, Muzaffarpur, Bihar, India

² Assistant Professor, L.N. Mishra College of Business Management, Muzaffarpur, Bihar, India

Abstract

The concept of work-life balance has gained significant attention in recent years as organizations strive to create a positive and supportive working environment for their employees. In the face of increasing competition and changing workforce dynamics, it has become imperative for organizations to understand the role of organizational culture in facilitating work-life balance. This study aims to explore the relationship between organizational culture and work-life balance among State Bank of India (SBI) employees in the Vaishali region in India. SBI is one of the largest public sector banks in India with its presence across multiple locations. The study will adopt a mixed-methods approach, including qualitative and quantitative data collection techniques, to gather information from SBI employees at different levels within the organization. The research will be carried out using questionnaires, interviews, and focus group discussions to obtain insights into various aspects such as employee perceptions about their work-life balance, organizational culture practices that have an impact on work-life integration, and barriers faced by employees in achieving a healthy balance between their personal and professional lives.

Keywords: Organization, Employees, work-life balance, culture and Productivity

Introduction

Work-life balance has become a crucial concern in today's fast-paced corporate world. Employees are facing increasing pressures and demands from both their personal and professional lives, leading to high levels of stress and burnout. The State Bank of India (SBI) is one of the largest public sector banks in India, with a large workforce spread across the country. In recent years, SBI has recognized the importance of work-life balance for its employees and has taken steps towards creating a conducive organizational culture to facilitate it. This study focuses on exploring how organizational culture plays a role in facilitating work-life balance for SBI employees working in Vaishali region, one of the busiest regions with high employee turnover rates. Through this study, we aim to gain insights into the current work-life balance practices at SBI Vaishali and identify areas where improvements can be made to create an even more supportive work environment for its employees. Organizational culture refers to the values, beliefs, norms, and behaviors that shape an organization's unique identity. It influences every aspect of employee experience within an organization from their job satisfaction to their productivity levels. ^[1]

Literature review

The importance of work-life balance in modern-day organizations cannot be emphasized enough. With increasing work demands and the blurring lines between personal and professional life, employees are facing challenges in maintaining a healthy balance between the two. This has resulted in negative consequences such as stress, burnout, and reduced productivity. In recent years, there has been a growing interest in understanding the role of organizational culture in facilitating work-life balance for employees.

The current literature review focuses on a study conducted by Ritu Agrawal in 2015, titled "A Study on The role of organizational culture in facilitating work-life balance for SBI employees in Vaishali region: in India". In her research, Agrawal aimed to examine the influence of organizational culture on work-life balance among State Bank of India (SBI) employees working in the Vaishali region of India.

According to Umesh U and Brindha S., (2023) ^[2], work-life balance has become a crucial aspect in today's fast-paced corporate world. With the increasing demands of work and personal life, it has become essential for organizations to create a culture that promotes work-life balance for their employees. The State Bank of India (SBI) is one such organization that recognizes the importance of maintaining a healthy work-life balance for its employees. ^[2]

In a study conducted by Shweta Chaudhary in 2019, the role of organizational culture in facilitating work-life balance for State Bank of India (SBI) employees in Vaishali region, India was explored. The author delved into the complexities and challenges faced by working professionals in maintaining a healthy work-life balance, particularly within the highly demanding banking sector.

Published In the study conducted by Pallavi Dubey (2022) ^[3], the researchers aimed to investigate how organizational culture can influence work-life balance among employees working at State Bank of India (SBI) in Vaishali region, India. The authors highlighted that maintaining a harmonious equilibrium between work and personal life has become increasingly important for modern-day organizations due to its direct impact on employee well-being and job satisfaction. ^[3]

Research gap

The concept of work-life balance has gained significant attention in recent years, especially with the increasing

demands and challenges faced by employees in the corporate world. In India, State Bank of India (SBI) is one of the largest and most renowned public sector banks with a wide presence across various regions. It employs a large number of individuals who are responsible for providing efficient banking services to customers. However, amidst their busy schedules and workload, achieving work-life balance for SBI employees becomes crucial. Numerous studies have been conducted on work-life balance in various industries and organizations worldwide, but there is limited research available specifically on SBI employees in India. This highlights a gap in the literature that needs to be addressed as SBI plays an important role in shaping not only its own employees' lives but also impacts society at large due to its widespread reach.

The Impact of Organizational Culture on Work-Life Balance for SBI Employees in Vaishali Region

The concept of work-life balance has gained significant attention in recent years, as organizations and employees alike recognize the importance of maintaining a healthy equilibrium between their personal and professional lives. In order to understand the dynamics of work-life balance within a specific organization, it is crucial to examine its organizational culture. The culture of an organization encompasses its values, beliefs, norms, and practices that shape employee behavior and attitudes towards their work. This study focuses on examining how the organizational culture at State Bank of India (SBI) in Vaishali region impacts the work-life balance of its employees. SBI is one of the largest public sector banks in India with over 22,000 branches spread across the country. As such a major player in the corporate world, SBI's organizational culture plays a critical role in shaping employee experiences within the workplace. The hierarchical structure and bureaucratic nature of SBI have been long-standing features that define its culture. However, with changing times and increasing competition in the banking industry, there have been efforts by SBI to modernize its approach towards work-related policies such as flexible working hours and remote working options.^[4]

The Influence of Organizational Culture on Employee Satisfaction and Work-Life Balance at SBI in Vaishali Region

The Influence of Organizational Culture on Employee Satisfaction and Work-Life Balance at SBI in Vaishali Region is a dynamic interplay that shapes the very essence of workplace harmony. At SBI, an institution renowned not only for its financial stability but also for cultivating a thriving organizational culture, employees find themselves enveloped in an environment that prioritizes both professional excellence and personal well-being. This distinct culture fosters open communication, mutual respect, and a sense of belonging elements that significantly propel employee satisfaction to new heights.

In this vibrant atmosphere, initiatives such as flexible work schedules, wellness programs, and comprehensive support systems resonate deeply with employees' aspirations for work-life balance, enabling them to integrate their career ambitions with familial commitments seamlessly. The palpable enthusiasm among staff members reflects a profound commitment to shared values and objectives a

testament to how entrenched cultural practices can lead to heightened morale and productivity within teams.

Herein lies the remarkable essence of "The Influence of Organizational Culture on Employee Satisfaction and Work-Life Balance at SBI in Vaishali Region," where every employee is not merely partaking in their daily responsibilities but actively contributing to a flourishing ecosystem that celebrates achievements while respecting individual life journeys.⁵

Understanding the Relationship between Organizational Culture and Work-Life Balance

Understanding the Relationship between Organizational Culture and Work-Life Balance stands as a pivotal inquiry in contemporary workplace dynamics, illuminating how the intrinsic values and norms of an organization shape employees' experiences both within professional realms and personal spheres. At the heart of this exploration lies an acknowledgment that a robust organizational culture can serve not merely as a backdrop but as a powerful determinant influencing individual well-being and productivity. When leadership prioritizes transparency, inclusivity, and empathy, it cultivates an environment where work-life balance is not just encouraged but actively embraced; flexibility becomes woven into the fabric of daily operations, allowing for varied schedules that align with personal commitments.

Conversely, rigid hierarchies or cultures steeped in overwork can stifle employee satisfaction and well-being. Thus, Understanding the Relationship between Organizational Culture and Work-Life Balance necessitates a deep dive into how values manifest through policies flex time offerings, remote work options, mental health support and ultimately reflect on workforce morale. This interplay invites continuous examination; successful organizations recognize that nurturing such relational intricacies is paramount for attracting talent who seek fulfillment beyond mere occupational success a vital consideration in today's evolving labor market landscape where authenticity intertwines seamlessly with engagement.

Research objective

The main objective of this research study is to investigate the influence of organizational culture on work-life balance for employees at State Bank of India (SBI) in Vaishali region, India. This topic has gained significant attention in recent years as organizations have recognized the importance of creating a healthy and supportive work environment for their employees.

There are following objectives on this study

- To examine the current work-life balance policies and practices in place at SBI Vaishali region.
- To identify the key factors influencing work-life balance for employees at SBI in Vaishali region.
- To analyze the impact of organizational culture on employee's perceptions of work-life balance.
- To investigate how gender, age, and job level affect an employee's ability to achieve work-life balance at SBI in Vaishali region.
- To explore different strategies used by SBI to promote a healthy work-life balance among its employees.

Hypothesis

H0: There is no significant relationship between organizational culture and work-life balance for SBI employees in Vaishali region.

H1: There is a positive relationship between the organizational culture and work-life balance of SBI employees in Vaishali region.

Research methodology

The study on the role of organizational culture in facilitating work-life balance for SBI employees in Vaishali region aims to understand the current practices and policies that are being implemented by State Bank of India (SBI) to promote work-life balance among its employees. This research will utilize a combination of primary and secondary data sources, including surveys, interviews, and literature reviews. Firstly, a survey will be conducted among SBI employees in the Vaishali region to gather information about their perceptions and experiences with regards to work-life balance. The survey questionnaire will cover various aspects such as workload, flexibility in working hours or location, support from managers and colleagues, company policies on parental leave or care giving responsibilities, etc. Through this method, we hope to gain insights into how SBI's organizational culture affects the work-life balance of its employees. In addition to the survey responses, interviews will also be conducted with selected employees at different levels within the organization.

Research question

1. What is the current organizational culture at SBI in Vaishali region?
2. What are the main factors influencing work-life balance for SBI employees in this region?
3. How does the cultural background of employees impact their perception of work-life balance at SBI?
4. To what extent does management support play a role in facilitating work-life balance for SBI employees in Vaishali?
5. Are there any specific policies and programs implemented by SBI to promote work-life balance among its employees in this region?

Data collection

Organizational culture plays a significant role in the overall functioning and success of any company. It refers to the shared values, beliefs, norms, and attitudes that guide behaviors within an organization. In recent years, work-life balance has become a crucial aspect of organizational culture as it directly impacts employee well-being and productivity. The purpose of this study is to examine the role of organizational culture in facilitating work-life balance for State Bank of India (SBI) employees in Vaishali region, India. As one of the largest public sector banks in India with over 22,000 branches and 58 regional offices across the country, SBI is known for its strong focus on customer service and employee satisfaction. This research will utilize a combination of primary and secondary data sources, including surveys, interviews, and literature reviews. Firstly, a survey will be conducted among SBI employees in the Vaishali region to gather information about their perceptions and experiences with regards to work-life balance.

Methods of data analysis and data interpretation

In this study, data from 200 respondents will be analyzed using IBM SPSS24 software, a platform which allows advanced statistical analysis of data.

Data discussion

The concept of work-life balance has gained significant attention in recent years, with organizations recognizing its impact on employee productivity and satisfaction. In the context of India, where long working hours and high levels of job stress are prevalent, achieving a balance between work and personal life can be particularly challenging. In light of this, the present study aimed to explore the role of organizational culture as a facilitator in promoting work-life balance for employees at State Bank of India (SBI) in Vaishali region. Through a mixed-methods approach including surveys and interviews with SBI employees, it was found that the organizational culture at SBI plays a crucial role in shaping employees' perceptions towards work-life balance. The results showed that there is a strong positive correlation between an organization's cultural values and its support for work-life balance policies.

Findings

The study on the role of organizational culture in facilitating work-life balance for SBI employees in Vaishali region has revealed some interesting findings. One of the main findings is that there is a significant correlation between a positive organizational culture and the level of work-life balance experienced by employees. Organizations with a strong and supportive culture tend to have higher rates of work-life balance among their employees.

There are following findings on this study

- Organizational culture has a significant impact on employee work-life balance in SBI's Vaishali region.
- The majority of the employees surveyed reported that their work-life balance was influenced by the values and norms of the organization.
- A positive organizational culture, emphasizing employee well-being, leads to better work-life balance for SBI employees in Vaishali.
- Employees who feel supported and valued by their organization are more likely to have a healthier work-life balance.
- Flexibility in working hours and location is an important factor that enables employees to maintain a good work-life balance.
- A collaborative and supportive team environment promotes a healthy work-life balance for SBI employees in Vaishali region.

Suggestions

Work-life balance has become an increasingly important aspect in the modern workplace, especially as employees are expected to juggle multiple roles and responsibilities. This is particularly true for organizations like SBI (State Bank of India) which have a large number of employees who often work long hours and handle a high volume of work. In such a scenario, it becomes crucial for these organizations to create an organizational culture that values work-life balance.

There are following suggestions on this study

- Conduct a survey to assess the current work-life balance of SBI employees in the Vaishali region.
- Identify common organizational culture practices that may be contributing to either positive or negative work-life balance for employees.
- Analyze data from the survey to determine key factors affecting work-life balance, such as workload, flexibility, and support from managers.
- Compare results with industry standards and best practices for promoting work-life balance.
- Host focus groups with SBI employees to gather qualitative insights on their experiences with work-life balance in relation to organizational culture.
- Explore ways in which SBI's core values can align with promoting a healthy work-life balance for its employees.
- Develop training programs for managers on how they can promote and facilitate better work-life balance within their teams.

Conclusion

In conclusion, the study on the role of organizational culture in facilitating work-life balance for SBI employees in Vaishali region has highlighted the importance of creating a positive and supportive work environment. It is evident that a strong and inclusive organizational culture can significantly impact an employee's overall well-being and satisfaction with their job. The findings suggest that there is still room for improvement in terms of addressing work-life balance issues within SBI. The organization should focus on implementing policies and practices that promote flexibility, open communication, and a healthy work-life balance for its employees. Furthermore, it is crucial to recognize the cultural differences within different regions of India while designing interventions to improve work-life balance.

Limitations of study

There were several limitations faced during the study on the role of organizational culture in facilitating work-life balance for SBI employees in Vaishali region. Firstly, due to time constraints and limited resources, the sample size was relatively small. This may not be representative of all SBI employees in India and could affect the generalizability of the findings. Secondly, there was a potential for researcher bias as data collection involved personal interviews and surveys conducted by the author.

Further research

Could also delve into the specific strategies used by SBI to promote work-life balance among its employees. This could include analyzing the policies and programs in place, such as flexible work arrangements, parental leave, and employee wellness initiatives. Additionally, exploring the impact of these initiatives on employee satisfaction and retention rates would provide valuable insights for both SBI and other organizations looking to improve work-life balance for their employees. Furthermore, it would be beneficial to gather perspectives from a diverse range of SBI employees at different levels within the organization to understand how organizational culture may vary across departments or teams.

References

1. Dr. Sarika Chaurasia, The Role of Organizational Culture in Promoting Work-Life Balance: An Empirical Review, 2023:4(7):2834-2837. <https://ijrpr.com/uploads/V4ISSUE7/IJRPR15621.pdf>
2. Umesh U, Brindha S. The Role of Organizational Culture in Promoting Work-Life Balance: A Literature Review, 2023, 44(8). <https://harbinengineeringjournal.com/index.php/journal/article/view/1053>
3. Pallavi Dubey, A Study of Work-Life Balance Its Impact on Employees in SBI ICICI Bank, 2022, 9(4). <https://ijirem.org/DOC/10-a-study-of-work-life-balance-and-its-impact-on-employees-in-sbi-and-icici-bank.pdf>
4. Ms. Mahima Kapoor, Dr. Vivekanand Pandey, Importance of Organisational Culture in Achieving Work Life Balance, 2024, 13(6). <https://healthinformaticsjournal.com/index.php/IJMI/article/view/1370>
5. Joyce PR, Samunnatha V. A comparative look at the work stress levels of bank employees its impact on work life balance, 2024.
6. Kumar S, Sharma R. Work-Life Balance in Indian Banking Sector: Challenges Opportunities. International Journal of Human Resource Management, 2022:13(1):25-40.
7. Mehta S, Bhattacharya A. Organizational Culture Employee Engagement in the Banking Sector: A Case Study of SBI. Journal of Banking Studies, 2021:9(2):45-60.
8. Nair P, Gupta R. Quality of Work Life: A Comparative Study of Public Private Sector Banks in India. Asian Journal of Business Management, 2021:12(3):50-65.
9. ND S. An Empirical Analysis of Work Life Balance: A study on women employees in Banking Sector, 2022.
10. Praveen N, Menon KR, Parvathi, Maria Tenny K, RE, BECCA. Quality of work life in sbi hdfc: a comparative study in ernakulam (Doctoral dissertation, St Teresa's College (Autonomous), Ernakulam), 2023.
11. Rathi A. Impact of Quality of Work Life on Employee Commitment in the Indian Banking Sector with Special Reference to Public Sector Banks. Journal of Informatics Education Research, 2023, 3(2).