

## **Implications Of Family Type On Work-Family Balance And Quality Of Life: A Cross Sectional Study**

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### **Abstract:**

Work-family balance is an important concept and a global phenomenon in our contemporary world. There are various factors which has implications on the dynamics of work-family balance and quality of life. Meanwhile, family environment is considered as one of the main contributing factors to work-family balance. In addition, there are also several studies which confirmed the inter-correlation of work-family balance and quality of life. It is crucial to meet work-family balance for a better quality of life and vice versa. Indeed, the modern urban lifestyle and work environment of employees has resulted in encountering the importance of a healthy work-family balance. For an individual employee to meet a productive work-family balance, there are major initiatives which could be introduced at the family level such as spousal support and other family members.

The employees in different sectors are performing multiple tasks and have to commit on their work beyond the stipulated time and many of them have to bring home their unfinished tasks which brought psychological distress and work-family imbalance to the employees' family life. Thus, it affects their professional growth and job performances. Therefore, the article present the implications of family type on work-family balance and quality of life across three different sectors such as hospital settings, banking sectors and educational institutions.

**Keywords:** Family type, Work-Family Balance, Quality of Life, Psychosocial Dimension, Coping Mechanisms

### **Introduction**

#### **Concept of Family**

Census definitions of family have varied from country to country and also from census to census within country. The word household has often been used as a replacement for family. Using the definition as "all people living in one household" may be erroneous as on one hand it may include people who do not share kinship, and on other hand may exclude those kin members who are temporarily away. The UNESCO stated that a family is a kinship unit and that even when its members do not share a common household, the unit may exist as a social reality. This definition may be too broad to serve the purpose of identification of a family unit for the purpose of assessment as a factor in variables such as health.

Sharma R. (2013) defined the family as a unit of two or more persons united by marriage, blood, adoption, or consensual union, in general consulting a single household, interacting and communicating with each other. It considers and defines three types of families: Nuclear, joint or extended, and three generation families. The word "nuclear" represents a married couple as forming the "nucleus" of a family as per existing classifications of family structure and the classic term of "extended/joint family" has been retained to define the complex sharing of resources by multiple couples.

#### **Concept of Work-Family Balance**

Work-family balance is a notion or concept that entails balancing work (career and ambition) with lifestyle (health, pleasure, leisure, family, and spiritual development/meditation). Work-family balance is complex because it encompasses three elements: work, family, and balance (Deery, 2008). Work-family balance is also multi-directional because work and family life have both good and negative effects on one other (Kirchmeyer 1992; Frone, 2003). Work-family conflict is a negative component of work-family life, whereas work-family facilitation is a positive aspect of work-family life.

Work-family conflict arises when there are inconsistencies or imbalance in the expectations of the work and family duties, making it impossible to fulfil both roles. The offered definition of work-family conflict is based on the premise

that (work-family conflict) and (family-work conflict) are two types of inter-role conflict that are linked but distinct (Pleck et al., 1980; Greenhaus & Beutell, 1985; Netemeyer et al., 1996). There are two types of work-family conflict: (1) Work-to-family conflict. (2) Family-to-work conflict. According to Netemeyer et al. (1996), "Work-to-family conflict occurs when the quantity of time spent at work and the stress caused by the job interferes with family responsibilities. Family-to-work conflict, on the other side, occurs when the quantity of time spent with family and the stress caused by family interferes with work-related responsibilities"

### **Concept of Quality of Life**

Quality of work-life was utilized as a component or element in many areas. It was integrated with the quality of life and encompasses with certain factors such as provision of compensation to employees, implementation of child health care programs and healthful environment in the organization and provision of opportunities to employees for the development of their skills and abilities (Chisholm, 1983). (Ganguly, 2010) stated that the dimension of quality of work-life lies between the work environment and the employees.

Quality of life is a significant measure of happiness which is subjective and also an essential component of many decisions. There are several individual opinions and perceptions on factors contributing to the quality of life. Some of them are job security, job satisfaction, health, family life and safety. In general terms, quality of life includes holistic health, level of comfortability and the happiness experience at an individual as well as group level. Adejunmobi and Odumosu (1998) stated that the basic concepts of quality are values since they play a pivotal role in promoting a qualitative life. They represent the needs, aspirations, and goals which are assumed as important elements to individuals which they seek to fulfil.

### **Literature reviewed**

The family and organizational support on work-family balance in the organized sector studied by Allen (2001); Fiksenbaum (2014); Kossek et al. (2011); Lapiere & Allen (2006); Ronda et al. (2016); Goni-Legaz & Ollo-Lopez (2016); Beham & Drobic (2010) proved that employees experience heightened work-family balance due to support from partners and co-workers and this support and balance has a positive impact on the satisfaction in both the work and family domains.

Allen (2001) conducted a cross-sectional study on "Family-Supportive Work Environments: The Role of Organizational Perceptions" among 522 participants of individual employee. Of those, the sampling unit consisted of 382 females and 138 males with an average age of 39.88. Some of the variables assessed in the study are work-family conflict, supervisor support, benefit availability and use, job satisfaction, organizational commitment and intent to turnover. The study found that family support contributed a significant amount in promoting work-family conflict, job satisfaction, organizational commitment, and less turnover intentions. The results indicated employees who perceived that the organization was less family-supportive experienced more work-family conflict, less job satisfaction, less organizational commitment, and greater turnover intentions than the employees who perceived that the organization was more family-supportive. The results further indicated that family-supportive benefit availability is indirectly related to work-family conflict and job attitudes through family-supportive organization perceptions. The positive effect of family's supportive benefits appears to be attributable to an enhancement of employee perceptions that the organization as a whole is family-supportive. The family-supportive supervisors having work-family conflict is also completely transmitted through family supportive organization perceptions. On the other hand, family-supportive organization perceptions only partially mediated the relationship between supervisor support and job satisfaction, organizational commitment, and turnover intentions. Family-supportive supervisors had both direct and indirect effects on employee job attitudes. Clearly, supervisors play a meaningful part in determining how employees perceive and experience the environment of the organization. It is also indicated that those who perceived less family support from the work environment were less likely to utilize family-friendly benefit options. Both perceived supervisor support and family-supportive organization perceptions were positively related to overall benefit use.

Fiksenbaum (2014) conducted a study on "Supportive work-family environments: implications for work-family conflict and well-being". The study adopted convenience sampling and data was collected from 112 employees working in different departments such as customer service, accounting and finance, administration, information technology, marketing, underwriting, sales and claims. The average age of participants was 39.28 years (SD  $\frac{1}{4}$  9.13) with age ranging from 22 to 63 years. Maximum of the employees were female including married and unmarried. The study examined the relationships among the availability of family-friendly work arrangements, work-family culture, work interfering with family (WIF), family interfering with work (FIW), life satisfaction and work engagement. The results of the study supported the notion that a supportive work-family culture effectively reduced perceptions of work-family conflict (both WIF and FIW), which in turn reduced some of the negative effects of work-family conflict on employees' well-being. Yet, an individual tends to have a better quality of life and perceive life satisfaction in the absence of work-family. The study had confirmed that a family-supportive work environment can potentially strengthen life satisfaction by reducing work-family incompatibilities that lessen their satisfaction at work and at home. This signifies those

employees' perceptions of their work environments may play a vital role in their overall level of life and job satisfaction. In reverse, if an employee with supportive family work in the organization, the work would be fruitful and which in turn would increase employees' well-being. The study suggested implementing family friendly programmes such as on-site day care or flexible working hours (e.g. compressed work weeks, part-time work and flex time). In addition, providing family friendly programs is an important benefit that makes an organization competitive for attracting and retaining engaged and productive employees. Supervisors should also take the time to listen to employees' family-related problems, and may even offer advice with employees on how to more effectively balance work and family responsibilities. They should also encourage all employees in their team or department to show support for each other's family obligations. Not only would these efforts show sympathy for employees' needs as working parents, but the entire group and organization would benefit in the long run. Employers, managers and supervisors should be trained on supportive behaviours through a combination of training on general sensitivity to work-family employee issues.

Kossek et al. (2011) conducted a study on "Work Place Social Support and Work-Family Conflict: A Meta-Analysis Clarifying the Influence of General and Work-Family-Specific Supervisor and Organizational Support" with the specific objectives such as (a) measured workplace social support, (b) measured work-to-family conflict, and (c) reported sufficient information to compute an effect size. The process of the study yielded 115 samples from 85 studies comprising 72,507 employees. The findings of the study shows that work-family organizational support and work-family supervisor support are related to work-to-family conflict. It also revealed that work-family-specific support is more strongly related to work-to-family conflict than general support. In addition, both general and work-family-specific supervisor support relate to work-family conflict via perceptions of work-family organizational support.

Lapierre & Allen (2006) conducted a study on "Work-Supportive Family, Family-Supportive Supervision, Use of Organizational Benefits, and Problem-Focused Coping: Implications for Work-Family Conflict and Employee Well-Being" among 230 employees from multiple organizations and industries. The study assessed how work-family conflict avoidance methods stemming from the family domain, (For instance, emotional sustenance and instrumental assistance from the family), the work domain (family supportive supervision, use of telework and flex time), and the individual (use of problem-focused coping) independently relate to different dimensions of work-family conflict and to employees' affective and physical well-being. The finding of the study reveal that support from one's family and one's supervisor and the use of problem-focused coping seem most promising in terms of avoiding work-family conflict and decreased well-being. The use of flex time does not have much beneficial and has minimal correlation with work-family conflict and well-being.

Ronda et al. (2016) conducted a study on "Family-friendly practices, high-performance work practices and work-family balance: How do job satisfaction and working hours affect this relationship?" The sample consisted of 17,000 employees of dual-earner couples from European countries. The interviews hosted were 1,000 in all of the countries except Germany and Turkey (in which it was 2,000), Italy, Poland and the UK (1,500), Belgium (4,000), France (3,000) and Slovenia (1,400). The total number of interviews was 43,816. Interviews were hosted with a face to face interaction in the respondent's residence. The finding of the study shows that, family-friendly practices and high-performance work practices have a positive effect on work-family balance as well as on job satisfaction. In this case, work-family balance is not seen as an individual problem, but as that of a couple. Therefore, spousal support or family member support is crucial for the job as well as life satisfaction of the employee.

Goni-Legaz & Ollo-Lopez (2016) conducted a study on "The Impact of Family-Friendly Practices on Work-Family Balance in Spain" The theoretical sample size was estimated to be 9,240 Spanish individuals by following multi-stratified sampling design and is 8,061 individuals were participated on the survey. The questionnaire of the study was structured in 3 sections viz., 1) Socio demographic data about the worker, such as education and gender. 2) Employee's working life. 3) Employee's quality of life at work such as information on work attitudes, work organization, and work-family balance. The study reported that men are having greater work-family balance as compared to women. Women do not have much leisure time and their satisfaction with their work is negatively correlated with work-family balance and also it was highlighted that they work fewer hours than. Concerning the family support, women are better in flexible arrangement practices and they are more satisfied than men with their working day, holidays and leaves. In addition, women have better parental leave practices, than men and for requesting shorter working days. It is also stated that family support practices increases work-family balance more for men than for women.

Beham & Drobnic (2010) conducted a study on "Satisfaction with work-family balance among German office workers". The data were obtained from two sectors in the financial services using an online survey. Out of the 2,273 questionnaires, 880 participants participated in answering the email online survey. Among the participants in the study, maximum of 57.4 per cent were male and 42.6 per cent were female. On average, respondents worked 40.2 hours in a week. The study revealed that the level of psychological job demands arouse from the work environment was negatively related to employees' satisfaction with work-family balance. The experience of continuous overload on work, tight deadlines and conflicting demands at work create stress and strain among the employees which in turn has the negative effects and reduce their ability to take care of their personal work and responsibilities. This is accompanied by a feeling of dissatisfaction with work-family balance. The ability of controlling one's working time, speed of task accomplishment enable the employees in resolving their multiple responsibilities and they were positively associated

with work-family balance. Consistent with the findings, perceived job insecurity was negatively related to work-family balance satisfaction. The finding state the importance of secured employment conditions for employee well-being and life satisfaction. Further, the ability to control one's job and social support in terms of family and supervisors at work increase the life satisfaction and work-family balance of the employee. Therefore, social support from colleagues and supervisors is an important component of an organization's work-family culture. In line with the findings, employees who experience high levels of work-to-home conflict tend to be less satisfied with their work-family balance. The study suggested that personal initiatives aiming to reduce work-to-home conflict and supportive organizational environment are necessary for achieving life satisfaction and work-family balance among employees.

Greenhaus et al. (2012) conducted a correlated study on the importance of family support and work-family balance in the professional setting. Greenhaus et al., 2012 in their study "When family-supportive supervision matters: Relations between multiple sources of support and work-family balance" examines the correlations of family-supportive supervision and work-family balance. Among the respondents of 170 business professionals, it was confirmed that work-family balance was mediated by family interference with work and work interference with family at the same time and state that such issues can be reduced by having a supportive supervisor who would supervise the breadwinner. It was also reported that family-supportive supervision and work-family balance was better in an organized family settings and environment than the unorganized family and it is highly depending on the supportive spouses.

## Methodology

The data of the study is collected from three urban districts purposively chosen viz., Aizawl district (*Northern Mizoram state*), and Lunglei district (*Southern Mizoram state*) and Champhai (*Eastern Mizoram State*) because these the three listed districts have the largest population in Mizoram. The study adopted both qualitative and quantitative methods using a descriptive research design. The unit of the study will be an individual married employees living with children between the age group of 26-45 years. The three sectors such as hospital settings, educational institutions and banking sector are selected for the study. The sample of the study is 318 employees consisted of 61.32% female respondents and 38.68% male respondents.

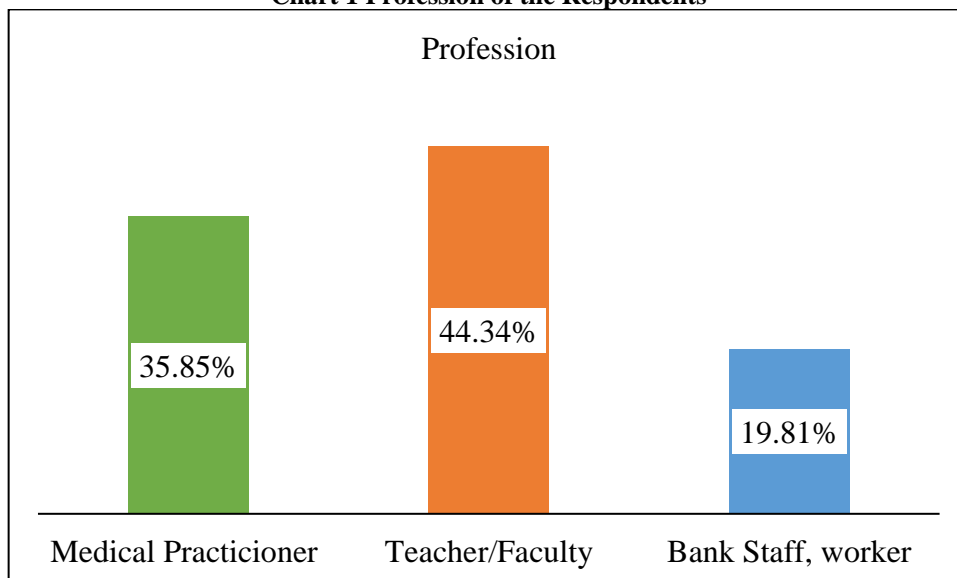
## Results and Discussions

### I. Demographic characteristic of the respondents

#### Profession of the Respondents

Profession is a paid occupation that requires a formal education and skills with prolonged training for particular tasks. The nature or type of profession has their own work culture in various sectors, fields and departments across districts, state, nations and countries. The work culture varies from districts to districts, state to state and nations to nations. This shows that the work-family balance could differs among the same profession. Therefore, the type and nature of work, work place, work environment and nature of town settings could have an impact on the work-family balance of the respondents.

Chart 1 Profession of the Respondents



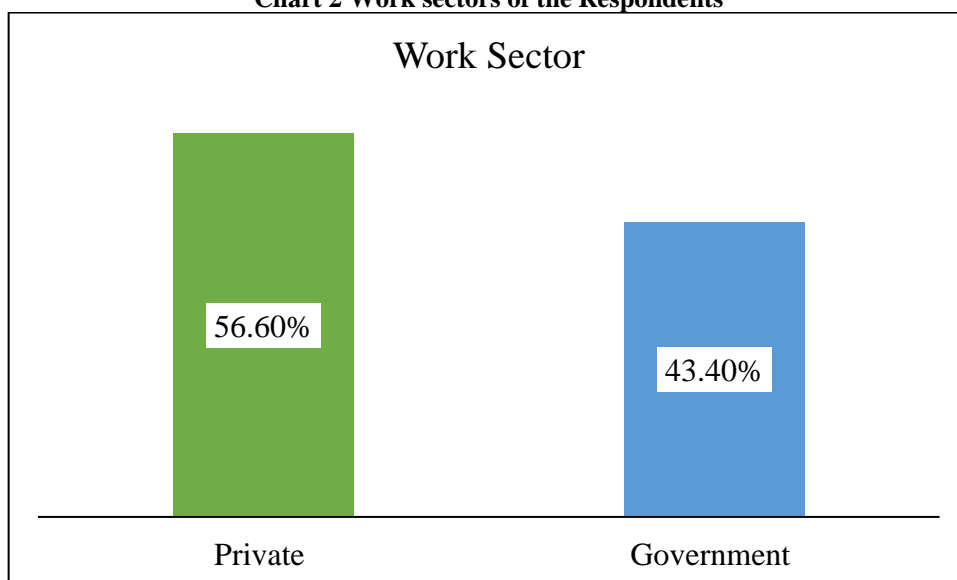
Source: Computed

Chart 1 shows the profession of the respondents. The profession of the respondents is classified into three categories such as medical profession, teacher profession and banking profession. The respondents with teacher profession have contributed the highest number of data with more than two-fifth (44.34%). This is followed by respondents working in the medical field with more than one-third (35.85%) and respondents working in the banking sector with a little less than two-fifth (19.81%). The data was collected in five different institutions across the three sectors in each district by adopting questionnaires as a tool. The missing data and questionnaire has resulted in an unequal distribution of data.

### Work sector of the Respondents

The work sector is divided into two sector i.e., public and private sector. The public sector is the portion of the economy comprised of all the government and non-government enterprises while the private sector is own, manage and controlled by the by individual, group or private organizations. In general, public sector run organizations and other enterprises are assumed to be more efficient in terms of salary, increment, medical allowances, dearness allowances, maternity benefits, pension scheme, etc. while private sector enterprises are assumed to fall behind the public sector as in the current scenario. Therefore, sector wise comparison of the work-family balance and quality of life among the respondents is essential to enlighten the general assumptions or so called 'hypotheses'.

Chart 2 Work sectors of the Respondents



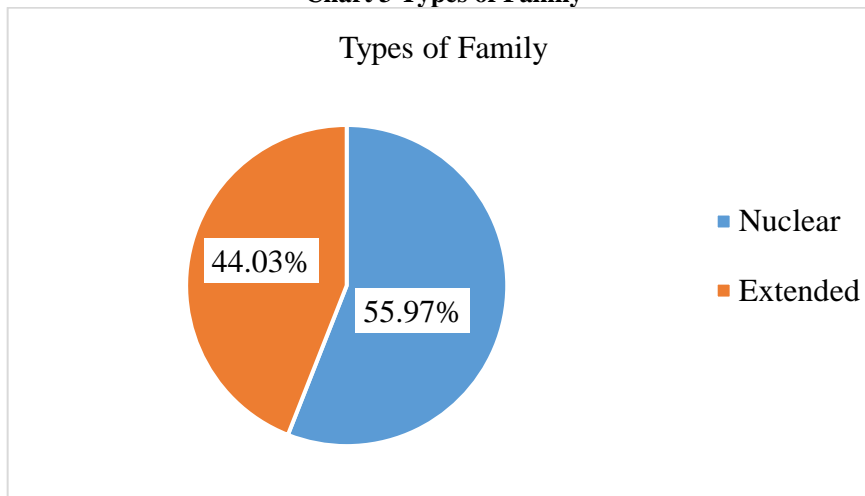
Source: Computed

Chart 2 shows the sector in which the respondents are working in and it is classified into two categories i.e., private organized sector and government organized sector. The data shows that more than half (56.60%) of the respondents in the organized settings are working in the government sector while more than two-fifth (43.40%) of the respondents are working in the private sector. This indicated that there are a large number of private sectors but then organized at the same time on the three different sectors such as hospital, banking and educational institutions.

### Types of Family

Family are of different types and sizes such as nuclear family, extended family, joint family, single parent family, step family, grandparent family etc. However, this particular study classified into two parts as nuclear and extended as the two are comprehensive and clear cut for further analysis. Family plays an important role in shaping the behavior and mindset of an individual because it is the first institution and the resiliency of a person significantly depends on it. The type of family is an independent and influencing factor which is a crucial contributing factor towards encountering the complications related to work-family balance and quality of life as family support is significant in attaining an individual's work-family balance.

**Chart 3 Types of Family**



*Source: Computed*

Chart 3 shows the types of family of the respondents and it is classified into three categories such as the nuclear family and extended family. A maximum of more than half (55.97%) of the respondents are living in a nuclear family while more than two-fifth (44.03%) are living in an extended family. This indicated that most of the respondents are living away with their partner & children while there are many respondents who are living with their parents and other relatives in the same house. Family type plays an important role in attaining the work-family balance and quality of life.

## II. Family type, work-family and balance quality of life: t test

### Family type and Psychosocial Dimensions

The table 1 shows the family type comparison of psychosocial dimension among the respondents. The dimensions of the psychosocial aspects such as mental (thinking), emotional (feeling), social (relating) and spiritual (being) are compared between the two variable groups such as nuclear and extended family. The family type comparison gives us a new perspective on how family type could have an influence on the psychosocial dimension of the respondents.

**Table 1 Family type and Psychosocial Dimensions: t test**

Sl. No	Psychosocial Aspects	Family type				t
		Nuclear		Extended		
		Mean	SD	Mean	SD	
1	Mental (Thinking)	3.04	.450	3.00	.519	<b>.705</b>
2	Emotional (Feeling)	2.73	.507	2.73	.538	<b>.013</b>
3	Social (Relating)	3.11	.581	3.04	.657	<b>1.051</b>
4	Spiritual (Being)	2.89	.619	2.86	.634	<b>.400</b>
<b>Psychosocial Dimension</b>		2.94	.443	2.91	.526	<b>.639</b>

*Source: Computed*

**\*\* P < 0.01**

**\*P < 0.05**

The family type and the psychosocial dimensions of the respondents are displayed in the form of mean value and standard deviation. According to the table, no significant difference is found between the family type and the psychosocial domains of the respondents. The mental (thinking) aspect shows trivial differences of 3.04 and 3.00 among the respondents belonging to nuclear family and extended family respectively. The emotional (feeling) aspect shows no mean difference in the mean score as both scored 2.73 each. The social (relating) aspect has a wide difference among the nuclear and extended family with 3.11 and 3.04 mean score respectively. In contrast, the spiritual (being) aspect shows little or trivial differences between the nuclear family and extended family type with 2.89 and 2.86 mean score value.

The psychosocial dimension is assessed based on the score of the overall listed aspects and the Family type and Psychosocial Dimensions: t test concluded that there is no significant difference between the nuclear and extended family type on psychosocial dimension as the overall mean score value is 2.94 and 2.91 respectively.

### Family type and Coping Mechanisms

The table 2 shows the family type comparison of coping mechanisms among the respondents. The criteria of the coping mechanisms is based on the 5 coping aspects such as physical (body), mental (thinking) & emotional (feeling), social

(relating), spiritual (being) and common coping strategies. The family type comparison on coping mechanisms is crucial to understand the family type resiliency in dealing with the issues and challenges emerged out of the work-family balance and its implications.

**Table 2 Family type and Coping Mechanisms: t test**

Sl. No	Coping Aspects	Family type				t
		Nuclear		Extended		
		Mean	SD	Mean	SD	
1	Physical (Body)	1.51	.243	1.51	.220	<b>.024</b>
2	Mental (thinking) and Emotional (Feeling)	1.46	.189	1.49	.205	<b>1.208</b>
3	Social (Relating)	1.34	.270	1.37	.302	<b>.807</b>
4	Spiritual (Being)	1.27	.235	1.32	.253	<b>1.601</b>
5	Common strategies	1.53	.232	1.57	.242	<b>1.410</b>
<b>Overall coping mechanisms</b>		1.42	.159	1.45	.176	<b>1.420</b>

Source: Computed

\*\*  $P < 0.01$

\* $P < 0.05$

The family type and coping mechanisms is designed as ‘yes’ and ‘no’ type of question and the maximum score is 2. As per the table shown above, there are no significant differences on the family type on coping mechanisms. *Firstly*, the physical (body) coping mechanism has the exact same mean score value on both the nuclear and extended family type i.e., 1.51 which is insignificant. *Secondly*, the mental (thinking) and emotional (feeling) also shows an insignificant value with slight differences of 1.46 and 1.49 on nuclear and extended family respectively. In line with the other aspects, the social (relating) aspect also shows trivial differences of 1.34 and 1.37 mean score value on nuclear and extended family. Further, the spiritual (being) aspect has the highest *t* score value. The mean difference is observed in this particular aspect yet it is still insignificant. Besides, the common coping strategies also has a wide differences as the nuclear family type having a mean score value of 1.53 and the extended family type having a mean score value of 1.57. The coping mechanism is the result of summing all the psychosocial coping aspects. As it is shown in the table, the overall coping mechanism has a mean score value of 1.42 and 1.45 on nuclear and extended family respectively. Therefore, it is concluded that there is no significant differences on coping mechanisms among the respondents living in nuclear and extended family.

**Family type, Work-Family Balance and Components of WFB**

The table 3 shows the family type comparison of work-family balance and its components such as Family Support, Work Support, Work-to-family Enrichment (WFE), Family-to-work Enrichment (FWE), Family Satisfaction, Work Satisfaction, Work-to-family Conflict Scale (WFCS), Family-to-work Conflict Scale (FWCS), Work-family Conflict Management (WFCM) and Family-work Conflict Management (FWCM) among the employees in the organized sector. This comparison gives us an insight on the influence of family type on work-family balance.

**Table 3 Family type, Work-Family Balance and Components of WFB: t test**

Sl. No	Components of Work-Family Balance	Family type				t
		Nuclear		Extended		
		Mean	SD	Mean	SD	
1	Family Support	3.67	1.064	3.44	1.13	<b>1.923</b>
2	Work Support	3.66	1.01	3.51	1.11	<b>1.251</b>
3	WFE	4.07	.587	3.86	.650	<b>3.051**</b>
4	FWE	4.03	.573	3.88	.579	<b>2.270*</b>
5	Family Satisfaction	3.87	.660	3.77	.612	<b>1.460</b>
6	Work Satisfaction	3.64	.775	3.47	.826	<b>1.836</b>
7	WFCS	2.79	.771	2.80	.709	<b>.067</b>
8	FWCS	3.30	.773	3.12	.751	<b>1.987</b>
9	WFCM	3.51	.723	3.46	.705	<b>.694</b>
10	FWCM	3.54	.676	3.52	.731	<b>.257</b>
<b>Work-Family Balance</b>		3.61	.447	3.48	.448	<b>2.493*</b>

Source: Computed

\*\*  $P < 0.01$

\* $P < 0.05$

The conditions of work-family balance and its components are compared with mean score value and standard deviation along with *t* test. The Family Support and Work Support do not show any significant differences on the mean score value. However, there is an observable difference on both of the components. The Family Support shows a wide difference of 3.67 and 3.44 on nuclear and extended family type. The Work Support also shows an insignificant

difference of 3.66 on nuclear family type and 3.51 on extended family type. There is a significant difference on Work-to-family Enrichment (WFE) at 0.01 level and Family-to-work Enrichment (FWE) at 0.05 level. The Work-to-family Enrichment (WFE) shows a mean score difference of 4.07 and 3.86 on nuclear and extended family type. Similarly, the Family-to-work Enrichment (FWE) also shows a significant mean difference of 4.03 and 3.88 on nuclear and extended family respectively. The Family Satisfaction and Work Satisfaction show a wide difference. However, it is still insignificant. The nuclear and extended family types have a mean score value of 3.87 and 3.77 on Family Satisfaction while the Work Satisfaction shows 3.64 and 3.47 on nuclear and extended family type. The Work-to-family Conflict Scale (WFCS) has trivial or no difference as nuclear family and extended family shows 2.79 and 2.80 respectively. The Family-to-work Conflict Scale (FWCS) shows a wide difference between the nuclear and extended family type with 3.30 and 3.12 mean score value. The Work-family Conflict Management (WFCM) and Family-work Conflict Management (FWCM) has trivial differences. The nuclear and extended family type on Work-family Conflict Management (WFCM) has a slight mean difference of 3.51 and 3.46 respectively. The Family-work Conflict Management (FWCM) also shows trivial or almost no difference between the nuclear and extended family type with 3.54 and 3.52 mean score value.

The family type comparison of the overall work-family balance shows a significant difference between the nuclear and extended family. The nuclear family type has a higher mean score value of 3.61 while the extended family type has a mean score value of 3.48 which indicated that the work-family balance is better on the respondents belonging to the nuclear family. Further, the components of work-family balance such as Family Support, Work Support, Work-to-family Enrichment (WFE), Family-to-work Enrichment (FWE), Family Satisfaction, Work Satisfaction, Family-to-work Conflict Scale (FWCS), Work-family Conflict Management (WFCM) and Family-work Conflict Management (FWCM) are better on nuclear family except on Work-to-family Conflict Scale (WFCS). Hence, Family type, Work-Family Balance and Components of WFB: *t* test concluded that there is a significant difference between the nuclear and extended family type on work-family balance and its components.

#### Family type, QOL and Domains of QOL: *t* test

The table 4 shows the family type comparison of Quality of Life (QOL) and its domains such as physical, psychological, social relationship and environment domain which is classified by WHO-Bref scale. This comparison is important to understand the influence of family type on the quality of life of the respondents.

**Table 4 Family type, QOL and Domains of QOL: *t* test**

Sl. No	Quality of Life Domains	Family type				t
		Nuclear		Extended		
		Mean	SD	Mean	SD	
1	Physical	3.37	.433	3.39	.495	.300
2	Psychological	3.43	.521	3.40	.486	.457
3	Social relationship	3.57	.573	3.67	.566	1.581
4	Environment	3.35	.461	3.38	.501	.618
Quality of Life		3.42	.391	3.44	.409	.469

Source: Computed

\*\*  $P < 0.01$

\* $P < 0.05$

The family type and quality of life is tallied and displayed in the form of mean value and standard deviation along with *t* test. Firstly, the physical domain shows a trivial difference on the nuclear and extended family type with 3.37 and 3.39 respectively. Similarly, the psychological domain does not show any significant difference with nuclear family and extended family having a mean score value of 3.43 and 3.40 respectively. The social relationship domain shows a noticeable difference but it is still insignificant with 3.57 and 3.67. The social relationship also shows no significant difference as the nuclear family and extended family have a mean score value of 3.35 and 3.38 respectively.

The quality of life is measured by summing all the listed domains such as physical, psychological, social relationship and environment. The quality of life has a mean score value of 3.42 and 3.44 on nuclear and extended family. Therefore, no such significant difference is observed. In terms of the domains particularly, the quality of life is better on extended family type except for psychological domain. However, the trivial differences are considered statistically equivalent. Hence, there is no significant difference on nuclear and extended family on the quality of life.

#### Conclusion

In conclusion, the profession of the employees in the organized sector is classified into three categories such as medical profession, teacher profession and banking profession comprising employees with teacher profession more than two-fifth (44.34%), medical practitioner with more than one-third (35.85%) and employees working in the banking sector with a little less than two-fifth (19.81%). The study classified organized sector into two categories i.e., private organized sector and government organized sector. Among the sector, more than half (56.60%) of the employees are working in



the government sector while more than two-fifth (43.40%) of the employees are working in the private sector. The family type is classified into two categories such as the nuclear family and extended family. A maximum of more than half (55.97%) of the employees are living in a nuclear family while more than two-fifth (44.03%) are living in an extended family. The family type and the psychosocial dimensions of the employees confirmed that no significant difference is found between the family type and the psychosocial domains of the employees which means there is no significant difference between the nuclear and extended family type on psychosocial dimension as the overall mean score value is 2.94 and 2.91 respectively. The family type and coping mechanisms is the result of summing all the psychosocial coping aspects and it is concluded that there is no significant differences on coping mechanisms among the employees living in nuclear and extended family. Consequently, the conditions of work-family balance and its components show a significant difference between the nuclear and extended family. The nuclear family type is significantly better as compared to the extended family type. Further, the components of work-family balance such as Family Support, Work Support, Work-to-family Enrichment (WFE), Family-to-work Enrichment (FWE), Family Satisfaction, Work Satisfaction, Family-to-work Conflict Scale (FWCS), Work-family Conflict Management (WFCM) and Family-work Conflict Management (FWCM) are better on nuclear family except on Work-to-family Conflict Scale (WFCS). Hence, Family type, Work-Family Balance and Components of WFB: *t* test concluded that there is a significant difference between the employees in nuclear and extended family type on work-family balance and its components. Concerning the quality of life, no such significant difference is observed between the nuclear and extended family. In terms of the domains particularly, the quality of life is better on the employees in extended family type except for psychological domain. However, the trivial differences are considered statistically equivalent. Hence, there is no significant difference on nuclear and extended family on the quality of life of the employees in the organized sector.

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