



## “Impact of Family Factors on Work Life Balance of Advocates : A Study of Rayalaseema Region in Andhra Pradesh”

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**Abstract :** *The success of any individual, irrespective of profession, lies with the environment in their family. Family factors plays a vital and commendable role in deciding the professional performance of any person. Individuals are increasingly looking to balance their responsibilities at work and in their personal life. Self employment may seem as a greener pasture in this situation, as self employment has no specific or defined boundary between work and home compared to organizational employees. They are responsible for dividing their time and energy between work and life domains themselves, and have no boss who determines their working hours. The increasing need to maintain a balance between work and life has been widely acknowledged by organizations and people. Work-life is integrated when there is no distinction and mental boundary between work and home but segmentation occurs when there is a clear-cut mental boundary separating work and home. In between segmentation and integration lies a range. An individual can be at either ends of segmentation or integration or can be at any point of the range, actively engaged in mentally defining the boundaries. Role behaviors in family and work thus conflict each other creating work family conflict. This study is aimed to study the impact of family factors on work life balance of Advocates in Rayalaseema Region of Andhra Pradesh.*

**Key Words :** *Work Life Balance of Advocates, Work Life Balance of Legal Practitioners, Work Life Balance, WLB, Advocates, Law Practitioners.*

**INTRODUCTION:** The success of any individual, irrespective of profession, lies with the environment in their family. Family factors plays a vital and commendable role in deciding the professional performance of any person. Individuals are increasingly looking to balance their responsibilities at work and in their personal life. Self employment may seem as a greener pasture in this situation, as self employment has no specific or defined boundary between

work and home compared to organizational employees. They are responsible for dividing their time and energy between work and life domains themselves, and have no boss who determines their working hours. The increasing need to maintain a balance between work and life has been widely acknowledged by organizations and people. Work-life is integrated when there is no distinction and mental boundary between work and home but



segmentation occurs when there is a clear-cut mental boundary separating work and home. In between segmentation and integration lies a range. An individual can be at either ends of segmentation or integration or can be at any point of the range, actively engaged in mentally defining the boundaries. Role behaviors in family and work thus conflict each other creating work family conflict. This study is aimed to study the impact of family factors on work life balance of Advocates in Rayalaseema Region of Andhra Pradesh.

### **Definitions**

Advocate is one who pleads the cause of another; specifically : one who pleads the cause of another before a tribunal or judicial court.

The definition of an advocate is someone who fights for something or someone, especially someone who fights for the rights of others.

Calark defines work-life balance as “satisfaction with fulfilling personal goals in various domains, by being able to use appropriate means

Work-Life Balance does not mean an equal balance. Trying to schedule an equal number of hours for each of your various work and personal activities is usually unrewarding and unrealistic. Life is and should be more fluid than that. Your best individual work-life balance will vary over time, often on a daily basis. The right balance for you today will probably be different for you tomorrow. The right balances for you when you are single will be different when you marry, or if you have children; when you start a new career versus when you are nearing retirement. There is no perfect, one-size fits all, balance you should be striving for. The best work- life balance is different for each of us because we all have different priorities and different lives.

However, at the core of an effective work-life balance definition are two key everyday concepts that are relevant to each of us. They are daily Achievement and Enjoyment, ideas almost deceptive in their simplicity. Engraining a fuller meaning of these two concepts takes us most of the way to defining a positive Work-Life Balance.

**RESEARCH GAP :** After thorough review of existing literature, it is found that, many studies pertaining to work life balance were conducted on Advocates / Legal Practitioners. However there is no single study covering the work life balance of law practitioners that too in an economically backward region. Hence, it is proposed to conduct a study on impact of family factors on work life balance of advocates in Rayalaseema Region of Andhra Pradesh.

### **OBJECTIVES OF THE STUDY**

The following are the objectives of the study:

1. To understand various dimensions of work life balance.
2. To identify the factors relating to family that have an impact on stress among advocates.
3. To examine the factors relating to work family and stress.
4. To offer suitable suggestions for better work life balance of advocates.

### **METHODOLOGY OF THE STUDY**

**Primary Data:** Data has been collected from Primary as well as Secondary sources. Primary data has been collected through structured questionnaire.

**Secondary Data:** The secondary data has been collected from Books, Journals, Magazines, News papers, websites etc.

**Area Selection for Primary Data Collection :** Rayalaseema Region of Andhra Pradesh is one of the most backward regions of the country.



**Sampling Design :** As the universe of the study is entire Rayalaseema Region, an attempt is made to stratify the region into strata. The stratification is done on the basis of geographical and administrative factors. The Rayalaseema Region constitutes four districts. A sample of 125 advocates has been selected conveniently for the study. The total sample is 500. After elimination of few partially unfilled questionnaires, the final resultant sample size is 432.

Table No. 1 : Distribution of Sample Respondents

District	Number of Respondents	Percent
Anantapur	125	25%
Chittoor	125	25%
Kadapa	125	25%
Kurnool	125	25%
<b>Total</b>	<b>500</b>	<b>100.0</b>

Source: Field Survey

### Tools of Analysis

The statistical tools used to carry out the analysis are given below. The mean scores, frequencies, percentages for all the variables used in the study are calculated. The nature of distribution of the variables examined in the study could be assessed from mean scores and standard deviations of the same. For selected variables, based on the scores given by the sample respondents, ranks are also awarded in order to know their level of significance. Chi-Square analysis and ANOVA have been used.

Table No. 2 : Family members are supportive in performing my profession.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	62	14.4	14.4	14.4
Disagree	25	5.8	5.8	20.1
No Opinion	25	5.8	5.8	25.9
Agree	222	51.4	51.4	77.3
Strongly Agree	98	22.7	22.7	100.0
Total	432	100.0	100.0	

Source: Field Survey

Profession demands good support from the family members. Advocates who are able to get support from their family members excel in the profession. Majority of the advocates at district level and rural level have their office extended/ attached to their homes. Family members observe them working longer hours, under stress. Family members generally extend their support empathetically. Though they are not directly involving in the professional activity, family members do help them indirectly to do their jobs smoothly. 74.1% of the respondents expressed that their family members are supportive. Some of the advocates might have lost the confidence of their family members because of their negative habits. For lack of support from family members, could be their level of income may not be



matching with the amount of time they to their family members are not are said to be spending in the office or digestible to their family members. the pervasive reasons expressed by them

Table No. 3 : My family is supportive in sharing my responsibilities at home.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	50	11.6	11.6	11.6
Disagree	60	13.9	13.9	25.5
No Opinion	37	8.6	8.6	34.0
Agree	211	48.8	48.8	82.9
Strongly Agree	74	17.1	17.1	100.0
Total	432	100.0	100.0	

Legal profession makes practicing advocates busy right from the morning to late evening. One need to attend office early in the morning and had to sit late in the evening. They have odd working hours. Their stay time at home is less. They hardly find time for domestic

activity. 65.9% of the respondents have agreed that their family members share their responsibilities at their home. 25.5% have expressed their opinion that family is not sportive to share responsibilities at home.

Table No. 4 :My family supports me emotionally when I am stressed because of my profession.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	61	14.1	14.1	14.1
Disagree	37	8.6	8.6	22.7
No Opinion	64	14.8	14.8	37.5
Agree	185	42.8	42.8	80.3
Strongly Agree	85	19.7	19.7	100.0
Total	432	100.0	100.0	

Table No. 5 : If I come home late from court, my family understands the work pressure and tries to help me in whatever way they can.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	62	14.4	14.4	14.4
Disagree	25	5.8	5.8	20.1
No Opinion	25	5.8	5.8	25.9
Agree	247	57.2	57.2	83.1
Strongly Agree	73	16.9	16.9	100.0
Total	432	100.0	100.0	



It can be inferred from table No 4 that practicing advocates undergo lot of emotions, when they lose the case. It would be very disturbing when case appears good but ends in conviction or losing a suit. Behavior of presiding officer also at times hurts and disgusting. Sometimes behavior of clients also irritates them. They have to carry all these emotions to court room as well as to home. Unless someone from the family is there to understand their emotions and supports them with pleasing behavior, it may be difficult for them to cope the stress caused by profession. 62.5% of the

respondents opined that their family members are supports them when they are emotionally stressed out.

It can be understood from table no. 5 that, with regard to point that family understands if respondent come home late from court and help in whatever way they can. 14.4% of the respondents strongly agree that their family understand their work pressure and help them. 5.8% of the respondents disagree, where as 5.8% of the respondents have not given any opinion.

Table No. 6 :I am satisfied with my family and spend a lot of time with my family.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	62	14.4	14.4	14.4
Disagree	49	11.3	11.3	25.7
No Opinion	37	8.6	8.6	34.3
Agree	224	51.9	51.9	86.1
Strongly Agree	60	13.9	13.9	100.0
Total	432	100.0	100.0	

It can be observed from table no. 6 that, with regard to spending lot of time with family and satisfaction with family 14.4% of the respondents strongly disagreed, 11.3% disagreed and 8.6% of respondents did not give any opinion. Whereas 51.9% and 13.9% of the

respondents agree and strongly agree respectively that they are satisfied with family and spending time with family. Family is source of energy for any professional. Professional success depends on the kind of positive relationship one has in his family.

Table No. 7 : I often get carried away by what I am doing in the family

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	13	3.0	3.0	3.0
Disagree	75	17.4	17.4	20.4
No Opinion	124	28.7	28.7	49.1
Agree	171	39.6	39.6	88.7
Strongly Agree	49	11.3	11.3	100.0
Total	432	100.0	100.0	



Professionals should be able to distinguish the personal life and professional life. Professional who can't differentiate and distinguish personal and professional life faces hardship and may invite unnecessary difficulties. Respondents gave mixed opinion. 50.9%

of the respondents agreed to the point that they often carried away by their domestic works. 28.7% of the respondents did not give any opinion to the point. It can be inferred from table No 7 that legal professionals carried away by their domestic activities.

Table No. 8 : When I am engaged in my family activities, I am totally Involved in them.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	50	11.6	11.6	11.6
Disagree	25	5.8	5.8	17.4
No Opinion	51	11.8	11.8	29.2
Agree	245	56.7	56.7	85.9
Strongly Agree	61	14.1	14.1	100.0
Total	432	100.0	100.0	

This is another exemplary character of a professional. Be there, when you are there. When you are in domestic environment be in that environment physically and mentally. Involve in totality. It comes ones a professional develops an attitude of distinguishing personal life and professional life. Some professional have

bad habit of thinking about their domestic work when they are in office, thinking about official work when they are their home. This attitude leads to unnecessary pressure and they may fail on both counts. 70.8% of the respondents opined that When engaged in family activities, totally Involved in them.

Table No. 9 : My involvement in family makes me feel happy and to have a positive outlook

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Disagree	50	11.6	11.6	11.6
No Opinion	51	11.8	11.8	23.4
Agree	270	62.5	62.5	85.9
Strongly Agree	61	14.1	14.1	100.0
Total	432	100.0	100.0	

It is said that 90% of professional success of an individual depends on the kind of satisfaction he gets from his domestic life. A successful professional necessarily has a happy family. 76.6% of the respondents have agree to the point

that their involvement makes them feel happy and have a positive outlook.

#### Scope of the Study

The present study aims at analyzing the impact of family factors on the work life balance of advocates in Rayalaseema Region. Hence, the scope of



the present study is confined to the study of work life balance of advocates in Rayalaseema Region of Andhra Pradesh.

**Limitations:** In a study of this magnitude though, meticulous care has been taken in each and every aspect of study. Certain limitations are likely to be there in the study.

1. A few respondents were hesitant to give exact details.
2. There might be a sense of bias crept in answers given by the respondents.
3. Time bound limitations are inevitable and uncontrollable.
4. Financial disposal at the end of researcher also influences the research.

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