



## Work Life Balance of Advocates: A Study of Rayalaseema Region in Andhra Pradesh

Dr. G. Rama Krishna,  
Asst. Professor, Dept. of Business Management, Rayalaseema University, Kurnool, A.P

Mr. S. Manohar,  
Research Scholar in Management, Rayalaseema University, Kurnool.

**Abstract:** 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.

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

**INTRODUCTION:** 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. The focus on 'work-family' conflict and 'family friendly' policies broadened to a larger 'work - life balance' concept (Lewis et.al.2007)

**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.

To support or defend by argument; to recommend publicly. An individual who presents or argues another's case; one who gives legal advice and pleads the cause of another before a court or tribunal; a counselor.

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 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 work family spillover and stress among advocates.
3. To examine the factors relating to work family spillover and stress using component analysis.
4. To analyze the factors relating to work family spillover and stress using univariate analysis.
5. 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 450.

Table 1 : Distribution of Sample Respondents

| District  | Number of Respondents | Percent |
|-----------|-----------------------|---------|
| Anantapur | 125                   | 25%     |
| Chittoor  | 125                   | 25%     |
| Kadapa    | 125                   | 25%     |
| Kurnool   | 125                   | 25%     |
| Total     | 500                   | 100.0   |

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.

The causes and effects of occupational stress have been researched widely. The focus on increased attempts by people to adapt to accelerating changes in the work domain and

maintain a healthy and happy work life balance have received the attention of the researchers only in the last decade. (William et.al,1991) in their study quoted that multiple role juggling and simultaneously attending to the demands of two or more roles is a daily stressor for working advocates. After a long day at the court / office many take out their stress at friends, children and spouse. Mostly work stress become home stress and spoil relationships and health. The two factors which create stress according to American Psychological association survey are work and money/funds. The incidence of stress often results in irritability, anger, nervousness and anxiety. To most advocates balancing the demands at the office / court and home are a daily task and a mood spill over can create serious repercussions on family. Social support (Fuhrer & Stansfeld, 2002) is also indicated to reduce work related stress.



Table No. 2: Stressors relating to work –family spillover and the corresponding statements used in questionnaire

| Aspects  | Statements  |
|--|---|
| Work induced exhaustion at home                  | I feel exhausted when I get home from office                          |
| Job stress induced bad temperament at home       | The job stress makes me irritable at home                             |
| Work pressure induced inability to relax at home | Due to work pressure I cannot relax even at home                      |
| Overlapping of office and family commitments     | My commitments to office / court interfere with my family commitments |
| Overtime spent away from home for work           | My profession keeps me away from family more than what I like to      |

Source: Field Survey

Table No. 3: Distribution of advocates based on their response to various statements relating to work family spillover and stress with mean score and test of significance

| Statements  |   | never | rarely | someti mes | rarely | always | Mean | SD   | T      | Sig.  |
|---|---|-------|--------|------------|--------|--------|------|------|--------|-------|
| Work induced exhaustion at home                     | N | 0     | 53     | 96         | 268    | 33     | 3.62 | 0.79 | 16.849 | 0.000 |
|   | % | 0.00  | 11.78  | 21.33      | 59.56  | 7.33   |      |      |        |       |
| Job stress induced bad temperament at home          | N | 37    | 140    | 167        | 106    | 0      | 2.76 | 0.91 | -5.623 | 0.000 |
|   | % | 8.22  | 31.11  | 37.11      | 23.56  | 0.00   |      |      |        |       |
| Work pressure induced inability to relax at home    | N | 51    | 222    | 136        | 41     | 0      | 2.37 | 0.80 | 16.628 | 0.000 |
|   | % | 11.33 | 49.33  | 30.22      | 9.11   | 0.00   |      |      |        |       |
| Overlapping of office /court and family commitments | N | 13    | 115    | 103        | 202    | 17     | 3.21 | 0.96 | 4.647  | 0.000 |
|   | % | 2.89  | 25.56  | 22.89      | 44.89  | 3.78   |      |      |        |       |
| Overtime spent away from home for work              | N | 79    | 119    | 145        | 99     | 8      | 2.64 | 1.06 | -7.182 | 0.000 |
|   | % | 17.56 | 26.44  | 32.22      | 22.00  | 1.78   |      |      |        |       |

Source: Field Survey

The analysis on work family spill and its effect on stress reveals that advocates suffer from physical and mental exhaustion once they reach home from office, the mean value being (3.62)

and is significant ( $p < 0.05$ ) in inducing high levels of stress at home. Border crossover is very rampant between home and office as the advocates are highly involved in both. Overlapping of office



commitments and home commitments results in missing office meetings, not attending child's sports meet which creates tension at home. The mean value (3.21) and states that it has a significant effect on stress ( $p < 0.05$ ). The job stress makes advocates highly irritable and it gets carried to home. This results in bad temperament at home which affects the family. The mean value is 2.76 indicating this variable is the third significant stressor of work family spill over, ( $p < 0.05$ ). Advocate is primarily

responsible for his practice of office, many a times pending work or commitments at the enterprise requires a advocate to stay back and attend to the work requirements. This often overlaps with the time spend with children playing or teaching them, or attending to parents or parents in law or other kinds of responsibilities lined up for the day resulting in increased stress levels. The mean value (2.64) and  $p < 0.05$  indicating that overtime at work has a significant effect on stress.

Table 4 : Weights of the Stress factors computed by Principle component analysis

| Components of stress                         | weight |
|--|--------|
| Exhaustion after work at home                | 0.184  |
| Job stress and temperament at home           | 0.232  |
| Work pressure and inability to relax at home | 0.227  |
| Overlapping of office and family commitments | 0.210  |
| Overtime spent away from home for work       | 0.147  |

Source: Field Survey

The stress score is found combining all the five factors of work family spill over (stressor) identified in the study. The weights of various factors is found using Principal component analysis and weighted average of the stress level contributed by various factors is taken and one composite variable, Stress Score is found. There is significant variation with respect to age of advocates in terms of their stress levels and the influence of negative work family spill over factors identified. The age groups are categorized as advocates up to 45 years and 46 to 50 years. Advocates below 46 years are highly affected by the stressors and experience poor work life balance due to overtime spent at work and the physical and mental exhaustion when they reach home after a busy day at

the court. The over lapping of the domains also creates stress which make them irritable at home, disrupting the home environment. Number of children does not have a significant effect on the stress levels of the advocates. However advocates with children between 8 and 18 years have higher stress levels than the others. This is primarily due to the issues of managing teenage children and associated mood swings of the advocates which overlap with the child's emotional and psychological needs which goes unattended as advocates are pre occupied with work at office than at home. Mere physical presence of the person is not enough as far as children of this age are concerned, the emotional and mental presence is equally important at this stage of growing.



Table No. 5 : Results of the influence of stress factors using Univariate analysis

| Statistics     | Value | One sample t-test for mean with test value 3 |       |
|----------------|-------|--|-------|
|                |       | t  | Sig.  |
| Mean           | 2.91  | 2.863  | 0.004 |
| Median         | 2.89  |  |       |
| Mode           | 3.54  |  |       |
| Std. Deviation | 0.68  |  |       |
| Skewness       | -0.27 |  |       |
| Kurtosis       | -0.67 |  |       |
| Minimum        | 1.39  |  |       |
| Maximum        | 4.25  |  |       |

Source: Field Survey

Advocates stress levels are below average (2.91), this indicates that they engage in their office / court and family to ensure that they don't create a negative impact of the domains during boundary crossing.

**Scope of the Study:** The present study aims at analyzing 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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