Analysing the role of Family Support in Attrition through Work life Balance from the lens of SEM

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Abstract

Support from family is a strong pillar due to which faculty is be able to perform better when in the organisation. Family helps employee to get motivated and achieve balance in life and reduces attrition in organisation. The paper lay emphasis on studying the role of family support   on attrition through WLB. The study is quantitative in nature using questionnaire as a tool and   Smart Pls4.1 software. The study covers faculty members of Higher Education in Moradabad region. The research found that significant relationship exist between WLB and attrition, family support and attrition .

Keywords: Work life balance., Faculty , Attrition, Support , family Support .

Introduction

Due to this competitive environment there has been increase in academic as well as the administrative performance of the faculty members in the higher educational institutions (Abramov, Gruzdev & Terentiev, 2019). Due to which more responsibility of faculty member to meet the demand of the organisation.

Support to employee provide loyalty and productivity and lowers absenteeism and hiring costs. Family support not only enhances the environment and interpersonal connections, but it also makes work more pleasurable.

People's lives are made more convenient by family assistance at home, which reduces stress from the workplace and enhances mental and physical stability. People are able to work more successfully, efficiently, resolutely, and cooperatively as a result. Certain organisations arrange meeting after working hours , work is given to them at the last moment this create stress in them and intention to leave the organisation also the faculty members have direct involvement in program creation, student counseling, teaching, research, and even administration(**Akter & Banik, 2019; Bhuiyan, Ahmmed & Molla, 2009)**.Employees complete their work from home which is not possible without support.

Family support has several benefits like added expertise; increased working capacity; better service; lower recruitment expenses for the organsiation; higher employee morale, loyalty, and commitment; improved organization's ability to react to changes; and increased production. Increased mastery over professional life; enhanced collaboration among colleagues; reduction in sickness and anxiety: Better health and less stress; increased self-worth and confidence.

As with the increasing competition in the market and growing demand of the market to provide capable candidates , the role of the teacher has changed from traditional way of working to the current scenario where faculty have to meet the demand . This is only possible when faculty have support from the family to fulfil the demands of the organisation.

Studying whether family support impact faculty members' lives while working and there   impact on attrition in the workplace is intriguing given the current issue. Therefore the research is done on the topic entitled **"The Impact of Family support   on Attrition Through Work-Life Balance from the lens of SEM".**

Variables of the study
Family support

Research has shown that family and home support leads to job satisfaction, physical and psychological well-being, and the resolution of disputes between an employee's work and personal life. People cannot function more effectively in their families or at work when they experience familial pressure rather than support. (Chavan et al., 2021). Several researches have proved that family support leads to life satisfaction(Chavan et al., 2021 and due to family support employees can balance work and family (Maragatham et al., 2017)

Work Life balance (WLB)

The ability to balance one's career, family, and personal interests while managing one's time well is referred to as work-life balance. It is attempts to give employees greater flexibility at work so they may balance their obligations and interests outside of work. Any profession must struggle to strike a balance between work and family. **Wambui et al. (2017). In 2009, Emslie and Hunt** contend that a balanced personal and professional life leads to balance. The ability of a person, regardless of age or gender, to successfully balance work and other commitments is known as work-life balance.

Attrition
Employee attrition is the steady, planned loss of personnel inside a corporation. This steady decline in the workforce is referred to as the "rate of attrition." An employee leaves a company when they feel they are not receiving what they are entitled to in return for their labor.   **(saraf V. and Peshave M. A. 2020)**

Relation of Flexible working , work life balance and Attrition
Different research shows that a support system have an impact on WLB which leads employees to focus on various responsibilities **(McGinnity, 2009**). Family support is essential for lowering work-related stress, which has an impact on workers' wellness. (Nayak & Sharma, 2018). Family support decreases attrition rate and leads to employee satisfaction. Family support satisfy employee requirements and enhances the productivity **(Lewis Suzan, 2003).** Employee performance is also affected by family support **Eurofound (2017) . There exist a strong correlation between family support and attrition . Soomro, Breitenecker, and Shah (2018)**
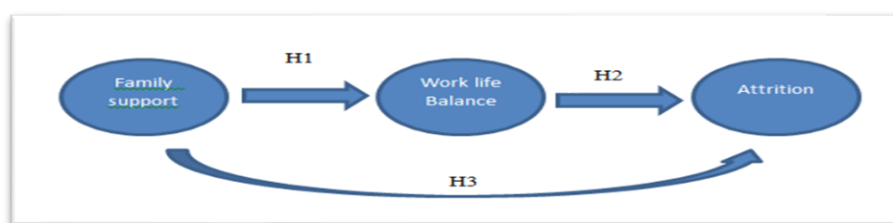

Figure 1 Research framework

Hypothesis

Hypothesis1: Significant relation exist among Family support and WLB.

Hypothesis2: Significant relation exist among Work Life Balance and Attrition

Hypothesis 3 : - Significant relation exist among Family support and Attrition.

Research Methodology
For the quantitative study non probability sampling is used . structured questionnaire is used for the study which contains different items for family support , work life balance and Attrition and the secondary data was taken from

journal ,article, websites . The population taken for the study of academician of higher education of Moradabad region and sample size of 198 was taken for the study. Study uses 5 point Likert scale . For the analysis study uses PLS-SEM—Structural Equation Model (SEM) . Family support is measured through 5 statements, work life balance is measured through 3 statements and Attrition is also measured through 3 statements.

Results

Measurement Modal Assessment

The data was analysed using PLS SEM which is a robust tool and outer model is reflective in nature.

Convergent reliability

	Chronbachα	(rho_a)	(CR)	AVE
WLB	0.807	0.819	0.840	0.758
ATT	.813	.911	.890	.686
FS	.840	.842	.858	.850

source : Author Compilation
Table 1 Reliability of constructs

Note : ATT means Attrition, FWH means Flexible working hours, WLB means Work life Balance

Table 2 shows that data has good reliability as Cronbach's alpha for all the construct is more than .07 and shows that data is reliable . Table 1 shows that composite reliability is also greater than .07. For all the three construct rho_a is in between rho_c and Cronbach's alpha. Convergent validity value is greater than .5 in the table.

Discriminant validity

	ATT	FWH	WLB
ATT	0.828		
FWH	0.609	0.922	
WLB	0.683	0.943	0.871

Table 4 Discriminant Validity through Forner and Lacker

Table 2 Discriminant validity
Source: Author compilation

The distinction between the model's constructs is referred to as discriminant validity. When there is a difference between the constructs, discriminant validity is proven. This brief work uses the PLS program to discuss various criteria for establishing discriminant validity **(Kock, 2020a)**. Here Table Number 2 depicts that constructs are distinct from each other.
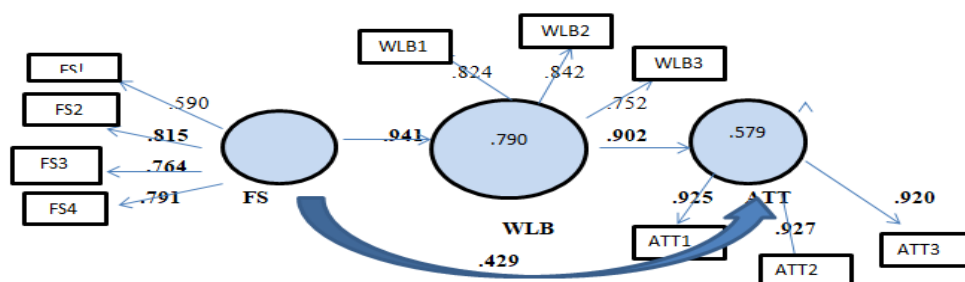
Measurement Modal

Figure 2 Bootstrapping Model Source- Author compilation
(FS – Family Support, WLB- Work life Balance, ATT- Attrition)

Hypothesis testing

		Beta	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values	Decision
H1	FS -> WLB	0.941	0.943	0.007	21.548	0	Accepted
H2	WLB -> ATT	0.902	0.904	0.166	4.966	0	Accepted
H3	FS -> ATT	.429	.426	0.187	1.746	0	Accepted

Table 3 Showing Hypothesis testing

Hypothesis is tested by using the bootstrapping function and On the basis of table 3 derived from bootstrapping it can be depicted that Hypothesis 1, hypothesis 2 and Hypothesis 3 are accepted as H1(t=21.548), H2(t=4.966), H3(t=1.746) which is more than 1.96 and Hypothesis 1 (beta is .941 and p < 0.05) which means that there is a influence of family support on work life balance.

Hypothesis 2 (beta=.902 and p < 0.05) which means that there is a influence of WLB on attrition and Hypothesis 3 (beta=.429 and p < 0.05) which means that there is a influence of Family support on attrition.

Coefficient of Determination

R- Square	
ATT	0.579
WLB	0.790

Table 3 R-square

Table 4 showing R square value

Source : Author Compilation from PLS SEM

The value of R square is 0.579 for ATT (Attrition) which depicts that the independent variable(s) under study contribute for around 57.9% of the variance in the dependent variable. For WLB ("Work-Life Balance"), the R-square value is 0.790 which depicts that it account for a significant portion, or roughly 79.0%, of the variance in the dependent variable.

Discussions

The impact of family support on faculty members' work-life balance at higher education institutions was the focus of the study. The results show that Work life balance has a favourable impact on attrition and that there is a substantial relationship with attrition, which is consistent with Noor's K.M.(2011) ,Owence C. et.al. (2017).significant relation was also found between Family support and work life balance which supports the result of (French et al., 2018, Sharma et al., 2019; Sripo et al., 2019) **.** Family members concern help faculty in contributing in the job ,meeting their job demands and career challenges, thereby, they can manage their professional life, even get rid of the attrition or sometimes intention to leave the job. French, K. A., Dumani, S., Allen, T. D., & Shockley, K. M. (2018).

Conclusion

Thus it can be concluded from the study that work-life balance is important for the faculty of higher education. An individuals need family Support to enjoy and balance life also people have positivity towards job and home which leads to the growth of the organisation. Relations between employees , employees and employer strengthen , more enriched life, and improved health through emphasizing the aforementioned constructs is seen in employees. If balance is not achieved it leads to attrition of employees which affect the organisation .Thus, this study focuses on the role of family support to provide meaningful insights to enhance the existing knowledge of work-life balance in higher educational institutions.

Implications of study

The results showed how important family support is for helping people balance their job and personal lives, which might motivate managers to create efficient organizational tactics to help staff members manage their lives as a whole As a result, employees enjoy their personal, family, and general lives, which will enhance employer-employee relations. Employees will consequently have positive attitudes toward their work, which will lead to organisational growth .

The article can be helpful to the organization's administrators in emphasizing staff retention tactics, since work-life balance contributes to employee attrition.

Limitations and Future Aspects

Firstly, this research was conducted in higher educational institutions. Future research may incorporate diversified samples from other industries for the generalizability of the findings. Secondly, this study considered a single country context (Bangladesh). Finally, future research would employ employees family factors (e.g. family members' professional background, number of dependents, marital status) as moderating variables or control variable in explaining work-life balance.

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