

Project Dissertation Report on
Homesickness and Work Life Balance

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Certificate

This is to certify that the project report entitled, " **Homesickness and Work Life Balance**" submitted to Delhi School of Management, Delhi Technological University in the partial fulfilment of the requirement for the award of Masters of Business Administration in an original work carried out by Sakshi Singh under the guidance of **Dr Archana Singh**. The matter embodied in this project is a genuine work done by us to the best of our knowledge and belief and has been submitted to this university earlier or any other university for the fulfilment of the requirement of the course of study.

Guide'Signature

Dr. Archana Singh

DSM(DTU)

Declaration

We declare that this project work has been prepared based on our own research and we have presented this project solely for the fulfilment of our MBA degree. We have not presented any part of the project work for any other degree from this or any other university. We shall be accountable for mistakes, if any, for the work.

(Sakshi Singh)

Acknowledgment

This project work was possible only with the support of my mentor who have put in so much effort and cooperation and made this project completion possible.

We are especially grateful to **Dr Archana Singh**, DSM, who have been supportive throughout the project and who have provided us the help whenever needed.

We are also sincerely thankful to every person with whom we had worked for this major research project on homesickness and work life balance based on Indian study.

Every member has provided me extreme personal and professional guidance. As our mentors, she has always been very supportive.

We would like to express our gratitude and appreciation for the regular support and encouragement even though when we were lacking somewhere.

At last, we would like to say thanks to Dr Archana Singh .

Executive Summary

Through this major research project, it has been explored as to whether there is a relationship between homesickness where the people who are living in a different country or in the same country and how they are balancing their personal and professional lives.

The potential of practicing the idea of homesickness and work life balance is seen from the quantitative study of about 248 samples.

Tools used for the survey are Homesickness and Work life balance questionnaire circulated in the Google forms.

To analyze the relationship between Homesickness and Work life balance. SPSS has been used and various tests have been conducted like reliability test, correlation, mean and standard deviation and graphical representation of various variables on the data obtained from the survey.

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1) Introduction

The purpose of this research is to compare human behavior in terms of homesickness and work life balance. People who are working and living away from their home and work experiences homesickness. And people who are living away or in the same country but balancing their professional and personal life is work life balance.

The criticism focused on how people manage work and family , as well as how they balance their personal life and professional life.

Homesickness has five dimensions : Missing Family, Loneliness , Missing Friends, Adjustment Difficulties and Ruminations about home.

These five dimensions are divided further sub divided into a total of ten statements.

Loneliness indicates that a person is lonely between many people and not unable to enjoy his presence. We gathered data from people living in other countries for our study.

How lonely they are , how empty they are from inside and how depressed they are. Missing family refers to whether or not they miss their families while living away from home do they miss their families? Do they miss their parents? Missing friends is same as missing family. Do people miss their friends? Do they look for familiar faces among strangers?

Adjustment difficulties refer to people's ability to adjust in a new environment while living away from their country or state. So, can they adjust their rules and customs to the new environment they've entered in?

Ruminations about homes indicate that a person believes that an old job or old home is preferable to a new job or home. Do they want to return? Do they have second thought about their decision? Are they ruminating about their past on regular basis?

In work life balance we have carried out research, asking them whether they are happy with their relationship between their work and their family.

Do they gain knowledge from their current work and are able to balance their work life and their family together? Are they able to acquire knowledge, do they feel happy while working in an organization? Do they feel cheerful? Does their job provides them with a sense of accomplishment?

So in my study I took two questions from each variable

Missing Family

- Missing your parents.
- Feeling missed by your family members.

Loneliness

- Feeling lonely.
- Feeling isolated from the rest of the world

Missing Friends

- Longing for acquaintances
- Missing people whom you trust and can talk with

Adjustment Difficulties

- Finding it difficult adjusting to a new situation
- Feeling lost in the new situation

Ruminations about Home

- Having thoughts that an old situation was better than here and now
- Repeatedly thinking of the past

For Work Life Balance. The term is defined by different statements which are as follows:

- My involvement in my work helps me to understand different viewpoints and this helps me be a better family member.
- My involvement in my work helps me to gain knowledge and this helps me be a better family member.
- My involvement in my work helps me acquire skills and this helps me be a better family member.
- My involvement in my work put me in a good mood and this helps me be a better family member.
- My involvement in my work makes me feel happy and this helps me be a better family member.

The essential terms are explained further. All of these factors are regarded as the backbone of the study.

2) Literature Review

2.1) Homesickness

(Fisher, Frazer & Murray, 1984, 1986; Fisher & Hood, Fisher, Murray, & Frazer, 1985) defined homesickness as “an agitated depression or loneliness with cognitive profile flavoured by blood impurities with the bitter loss of home”.

Nijhof and Engels states that there is no single definition or words to be used in general for the term homesickness.

They likewise accept that a pessimistic enthusiastic state set apart by contemplations of home, missing friends and family and environmental elements, and a longing to get back to an earlier climate as often as possible prompts physical and mental troubles.

Pining to go home, as indicated by the American Psychiatric Association, is a frenzy problem portrayed by regular identical fixated on home.

Homesickness is an misery caused by distant from house. Intellectual hallmark are captivated thoughts about home and attachment with objects.

As per typical report it is a merger of depression and panic symptoms which would emphasise on the issues which are not related to home.

Risk factors of homesickness are divided into five things:

- ❖ Character
- ❖ Experience
- ❖ Climate
- ❖ Family
- ❖ Mentality

Since every one of the examinations have been done on old individuals, it is realized that a portion of these factors are selective to grown-up character. The etiology of nostalgia in youth, especially kids at day camps and hospitalized adolescents, is becoming more clear because of developing review.

Variables of involvement/Experience factors

This incorporates the individuals who are more youthful, the people who have been away from home, the individuals who have had some or no past involvement with the climate, and the individuals who have never managed out without an essential parental figure.

Demeanor determinants/Attitude factors

This incorporates the expectation that nostalgia will be extreme, negative initial feelings and low assumptions, an absence of social help, weighty requests, and a significant distance from home.

Parts of character/Personality factors

Uncertain connection associations with essential parental figures, less command over the long run and partition before division, hurt aversion, inflexibility, and living in fantasy land of adapting style are altogether instances of this.

Environmental factors

This includes the organizational behavior, organizational culture, organizational strategy, or organizational norms and conditions. It also includes the PESTEL ANALYSIS that is political, economical, social, ecological and legal study.

2.2) Work Life Balance

The work life balance is coming to the front of many organizations' and representatives' brains in the working environment and at home. Human asset experts investigate approaches to well effect their associations' primary concerns, improve worker assurance, hold individuals with crucial organization mastery, and stay aware of working environment changes in the present high speed culture.

The objective of Joanna Hughes and Nikos Bozionelos' (2015) study is to find out about the points of view of male specialists in a male-ruled industry on the balance between serious and fun activities concerns. Balance between fun and serious activities arose as a reason for nervousness, yet in addition a significant wellspring of discontent for members.

Besides, members recognized an unequivocal connection between balance between fun and serious activities issues and withdrawal ways of behaving, like turnover and non-authentic debilitated leave.

As indicated by Yadav et al. (2013), respondents have a typical balance between serious and fun activities and are for the most part happy with their functioning game plans. The review's discoveries show that adjusting care and work affects proficient headway.

Administrators work as barriers to individuals getting a solid balance between serious and fun activities and dealing with themselves. WLB is a huge element in deciding inherent qualities of occupation fulfillment. Most of representatives partake in their positions and are calm in their work environment. As indicated by studies, it is basic for representatives to find some kind of harmony between their expert and individual lives.

S. Padma et al. (2013) underlined the significance of family support in adjusting individual and expert lives, reasoning that family backing will assume an essential part in adjusting individual and expert lives. Workers with grown-up kids are greater at offsetting than those with more youthful youngsters.

Additionally, representatives who are answerable for the strength of older guardians or parents in law have a lower balance between serious and fun activities than their friends. More regrettable equilibrium, as per the review, can prompt more non-appearance, lower work fulfillment, and, at times, higher representative beat. Associations with a helpful work culture might have the option to help them in accomplishing a solid balance between fun and serious activities.

As indicated by K. Santhana et al. (2013), four elements influence the relationship between serious and some extra fun activities: conjugal status, including working hours, adaptability, functioning hours, and over the long run.

There's something else any extra working hours at the hierarchical level are extraordinary on account of hitched . The ladies deny them the time they need to take care of their youngsters and different wards One of the accompanying elements, when separated into parts, impact over 38% of work life balance. The concentrate likewise recommends that three elements, including the quantity of wards, childcare, and pay, have an effect extra time support.

2.3) Missing family & friends

Families of the people who are being missed are mostly considered as inhabiting a particular place of doubt, engraved in the phrase “living in limbo” (Holmes, 2008).

Many of us live in well served, free surroundings with an aura of social circle in which family members, peers, colleague, friends and relatives.

The sense of security and belongingness is felt by one if he/she is being surrounded by their loved ones, understanding peers and faithful friends.

It considers what emotional presence affiliates with the concept of absenteeism for the people left behind, the families of UK were interviewed about their action of living and the study revealed that the major missing is the presence of family, friends, peers and relatives with whom they can share and express what they feel.

It found that finding for a missing person is an emotional breakdown majorly when they are geographically separated and the state where one is not able to connect with the person they want to be with.

Cryptic loss is a innovative term innovated by the family therapist Pauline Boss as he has observed and worked with families which has undergone the feeling of missing people, among others.

According to Boss's point of view, cryptic loss and ordinary loss are not similar as missing the family, friends who are physically not there or focused but psychologically focused and present for their friends and families.

Accordingly, the cryptic loss is not similar to experiencing the pain of experiencing the death of closed one as in this loss one knows that there is no possibility to bring the person back or to be in contact with them again.

Therefore, the concept of missing family and friends would contribute to the term homesickness as people living far away from their home might miss their old friends and families.

2.4) Loneliness

Loneliness is a common experience, everyone has felt the feeling of loneliness at least once in their life. Our studies shows that this loneliness is diminishing through the middle ages of the population in world and then increases with the spike in the older ages of the population.

Social isolation is anticipated with the lonely feeling in a person in which the concept doesn't relate with just social confinement. People residing alone can live alone without feeling empty or loneliness inside. Some people can also live alone but not feel lonely despite of the fact they feel lonely when they are in their social life or in a party or with their peers.

Loneliness can also be defined as a vulnerable feeling in which the individual can feel alone in a group of people because at last quality matters but not quantity of the people from which individual is surrounded by.

Sometimes, we feel lonely and isolated from the world even if we are having equal opportunity for valid reason.

Also, many researchers have claimed that loneliness is the social combination of pain, starvation for anything, and thirst of some desire, the sadness of isolation which would motivate to build and creation of social bonding for the adaptation survival of individuals in the society.

Motivation of connecting with others is generally succeeded with the feeling of emptiness which is also considered as loneliness.

As per the statistics, at least 30% of the population abolishes the feeling of being socially alone for life as a constant problem. Apart from this, loneliness has major demerits regarding physical health, behaviour, stress, emotions and mental state.

A framework was introduced in which a theory was taken into consideration in which emotional and behavioural features of loneliness were detected.

Basically, the major outcomes affect the physical health and mental peace which eventually disturbs the working and personal life of an individual and further takes them into building the base for stress and depression followed by the medical course or therapies for the same.

Also, studies reveal that the effect of loneliness enhances the mortality rate and the mental disturbance of one's mind.

Some studies also states that there is no age bar for feeling lonely inside, no matter if an individual is a fresher, middle-aged person, highly experienced person or a retired one. The reason behind their loneliness differs accordingly with their environment from which they are surrounded.

There used to be inverse relationship between loneliness and inhuman symptoms but recently it has been observed that depressive symptoms have the linkage with loneliness and the effect was more continuous in nature than the situational which means individuals have added this habit to their daily lifestyle.

As a conclusion, loneliness observed majorly in corporate people would be captured by few statements in the study which includes feeling alone, feeling empty deep inside, having no peers with same level of understanding, usually overthinking about things and scenarios.

The result of the statement would make the contribution to the term homesickness as the one who stays away from the home feels deep lonely inside.

2.5) Adaptability to new environment

Karen Van Dam proposed the accompanying meaning of representative versatility: Adaptability of a person at work alludes to workers who can possibly change and expect errand or business related, natural, and situational requests as distinguished through mental, coherent thinking, and standards of conduct that can be applied to the work environment.

Representative adaptability, as per this definition, is basic in an assortment of regions, including authoritative change, socialization, vocation the board, and peaceful working environments. Moreover, this recommends that there are three aspects to versatility: mental, situational, and personal conduct standard flexibility.

In today's scenario, workplaces are dealing with the issues of fast changes, technological changing environments that focuses and which finally makes it compulsory for an organisation

to implement the atmosphere of adaptability as a culture of the organization.

More domestic and international competition, new market conditions, change in fashion and demand, innovation, and advanced technologies are the forces that makes it mandatory for the organizations to survive in the pace of business competition.

This fast speed of external factors such as new political situation, environmental issues and internal factors such as changing policies, new human resource, emerging concepts of employee career management makes it important for the organisation to change the working time to time which therefore makes an intense pressure on the workforce to adapt and cop up with the changes made.

Individual versatility is the capacity to adjust or acclimate to a changing workplace on an individual level. Individual flexibility, as characterized and referenced by Griffin, Parker, and Neal, is an idea that is perceived as a vital quality for the present labor force to stay aware of the speed of the times. It is additionally proposed as one more sort of occupation execution subsequent to adding assignment and ward execution to the rundown.

In spite of the significance of adaptability at work, blended research on individual versatility and authoritative flexibility is as yet restricted.

Others have explored worker acclimation to changing dubious or new work settings without straightforwardly alluding to the idea of individual flexibility, notwithstanding this creating research subject of transformation.

This book additionally shows that there is a significant assortment of examination focusing on representatives' reactions to hierarchical change, like receptiveness (Wanberg and Banas, 2000) or protection from change (Wanberg and Banas, 2000). (Oreg, 2003).

Albeit the variety of these fields and methods is important, it might likewise be viewed as a potential limitation as far as developing a nonexclusive model of individual flexibility (Ployhart and Bliese, 2006).

Ployhart and Bliese concocted a 55 thing scale to evaluate versatility (2006). As suggested by Ployhart and Bliese (2006), this scale has been essentially used to survey individual contrasts in acclimating to new changes and has gone through an exhaustive dependability and legitimacy check in an assortment of social circumstances.

This scale recognizes eight components of versatility, like refreshing one's information, individual flexibility, and flexibility to unexpected circumstances. It is viewed as a unidimensional measure since momentum research centers around how a singular's work flexibility is connected to their own life fulfillment.

Reactions were recorded on a five-point Likert scale going from one (unequivocally dissent) to five (emphatically concur) (firmly concur). The alpha incentive for Cronbach's alpha was 0.87. The end recommended that adaptability is the main hindrance to one's ability to boost one's true capacity working.

2.6) Ruminations about home

Ruminations about home are a sort of aches of contemplations about getting back, which are respected to be a sort of solidarity that permits people to self-screen (Muraven and Baumeister) and is likewise significant in assisting individuals with acclimating to their new environmental factors.

Also, the pangs about going back to home might be considered in the situation of ruminations about home. Thus, adaptability may promote positive outcomes.

The sick thoughts to feel like going back home, deep thought about the imagination of being home at the present time or stressing about what is happening around the home town must be considered as the ruminations about home.

Rumination is frequently known as a "quiet" psychological wellness issue since it influences one's reasoning and as often as possible underrates one's capacity to think and work. Be that as it may, it is significant in the advancement of fanatical urgent issue (OCD) and eating issues later on. Also, the impact of emotional well-being issues on work execution and effectiveness is straightforwardly connected.

Rumination is unsafe to one's psychological wellness since it drags out and sets off wretchedness while likewise disabling one's capacity to reason and ingest feelings. It can likewise cause you to feel distanced and make you drive individuals away.

The American Psychological Association records the accompanying as normal reasons for rumination:

- By contemplating, you can overthink things.
- Acquiring knowledge into an individual's life, an issue, or an excess of accentuation.
- Having encountered mental or substantial injury previously.
- Injury or trouble because of being cut off from the object of one's craving.

As a conclusion, ruminations about home may affects the mental health and therefore their work life eventually.

3) Research Methodology

Sample size consists of **248 respondents** who have filled the survey with their responses.

As the purpose of study suggests the comparative analysis of data collected for determining the relationship between homesickness and work life balance on the basis of people doing work in same city or working in different country for which five different dimensions (Missing family members, Feeling alone or lonely deep inside, Feeling the absence of old friends, adjustment/adaptability difficulties and feeling ruminations/ sick thoughts about going back to the home) are considered under which 15 statements are covered in which 10 statements are covered under homesickness and 5 statements under work family enrichment.

The statements are taken from secondary resource which is a research paper publish by "British Journal of Psychological study(2002), 93, 147-168" and presented by Margaret Stroebe , Tony van Vliet, Miles Hewstone and Hazel Willis and from the journal of occupational Health Psychology by K. Michele Kacmar.

Research instrument is Questionnaire- "Survey on Homesickness and work life balance".

For Homesickness questions , 5-Likert scale has been used :

5- Very Strong

4- Strong

3-Moderate

2-Weak

1-Not

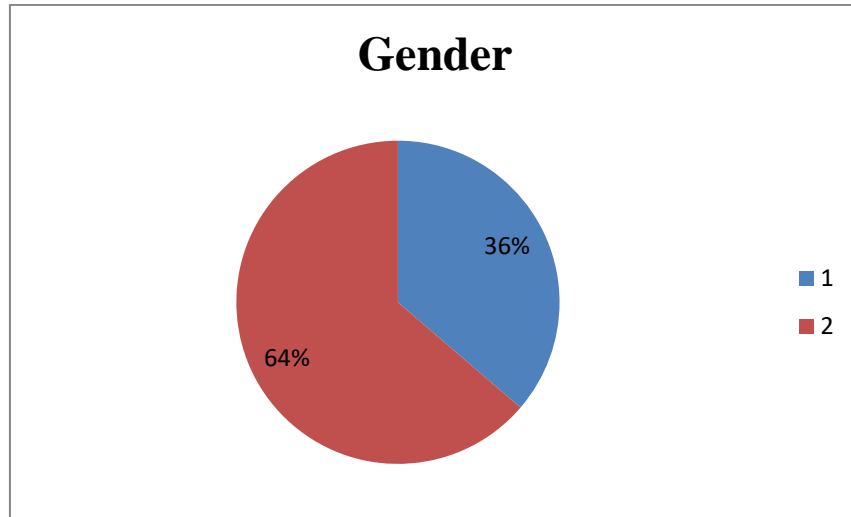
Techniques we have used are:

- Descriptive Statistics
- Correlation
- Visualization using pie chart
- Reliability Test

3.1) Data Visualization

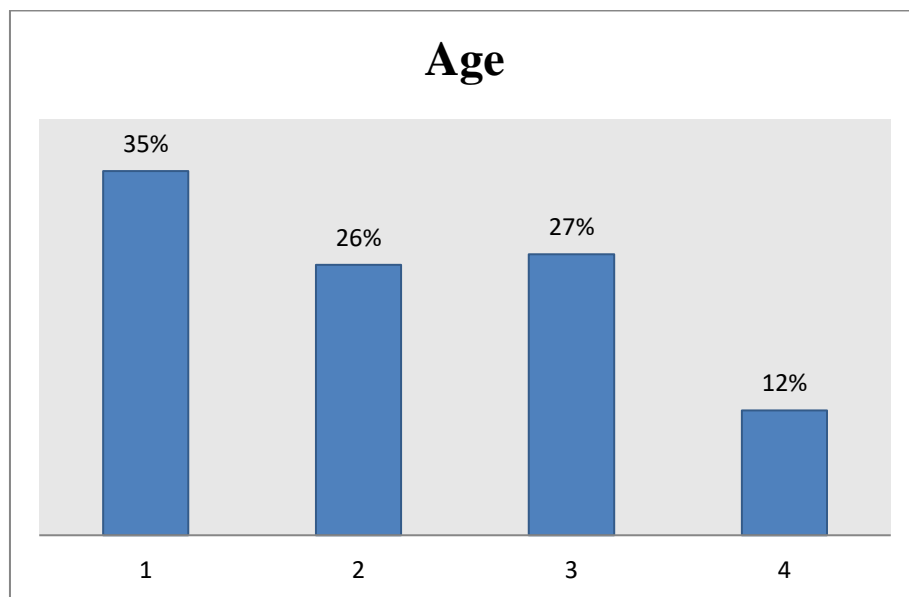
Gender

- Females represented as “1”
- Males represented as “2”



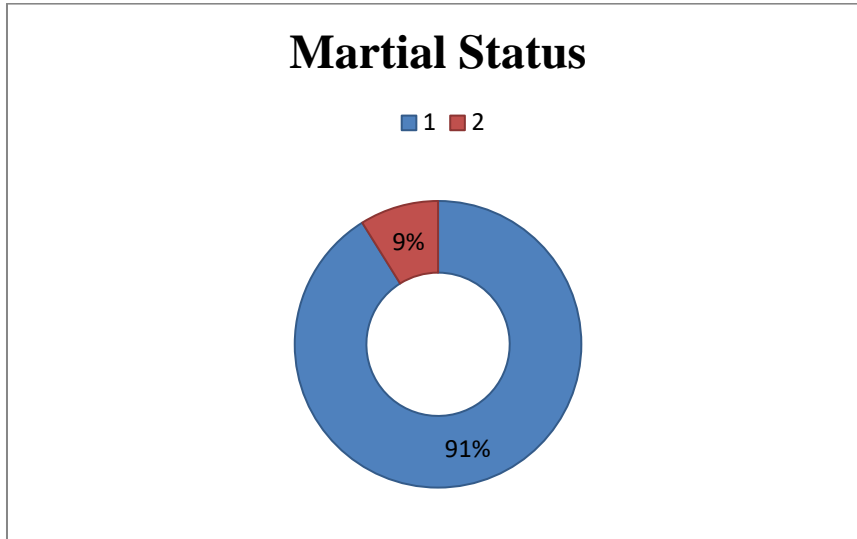
AGE

- 18-25 Age represented as “1”
- 26 to 35 Age represented as “2”
- 36 to 4 Age represented as “3”
- Above 45 Age represented as “4”



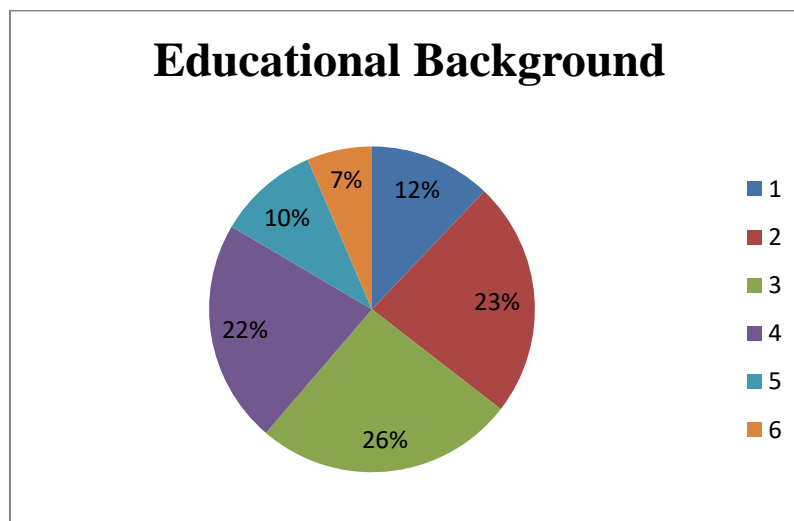
Marital Status

- Unmarried represented as “1”
- Married represented as “2”



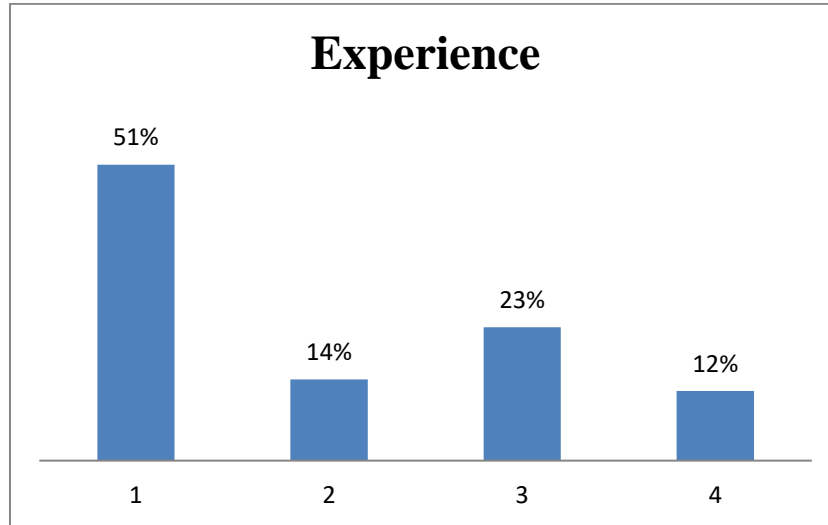
Educational Background

- 12th pass represented as “1”
- Graduate represented as “2”
- Post Graduate represented as “3”
- Professionals represented as “4”
- Diploma represented as “5”
- PHD represented as “6”



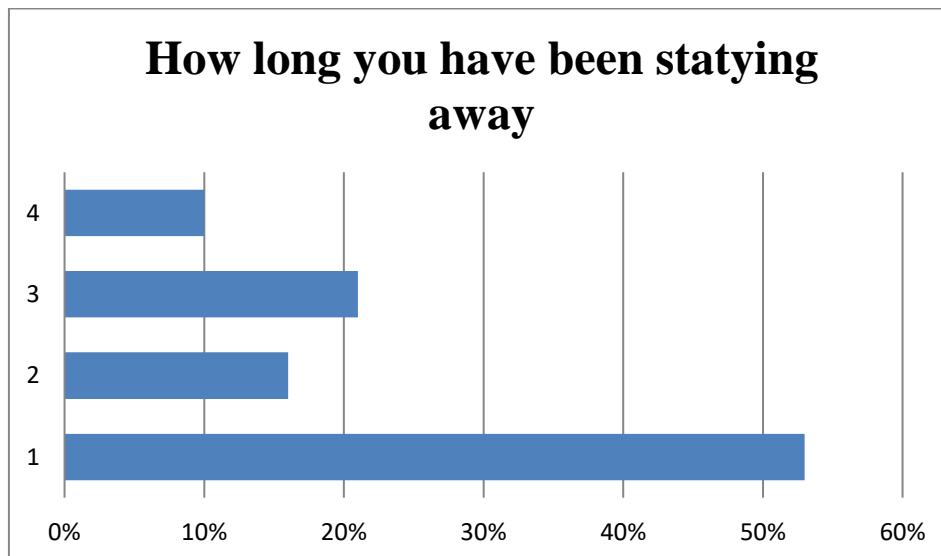
Experience

- 1 to 5 years represented as “1”
- 6 to 10 years represented as “2”
- 11 to 15 years represented as “3”
- More than 15 years represented as “4”



How long have you been staying away from home

- 1 to 5 years represented as “1”
- 6 to 10 years represented as “2”
- 11 to 15 years represented as “3”
- More than 15 years represented as “4”



Above graphs shows details about the gathered data in the graphical representation.

We saw that mostly male respondents are there, 35% of respondents are of age 18 to 25.

Mostly respondents are unmarried and having post graduation with experience of 1 to 5 years.

3.2) Correlation

Firstly, the linkage and relationship between homesickness and work life balance was done using correlation coefficients. Correlation describes the strength of an association between two variables but it does not explain direction of relationship. The Bivariate (Pearson) correlation was propounded by Karl Pearson.

We have taken:

- Dependent: Home Sickness
- Independent :Work Life Balance

If variables have positive values they have positive relationship and if values are in negative then they have inverse relationship.

r value =	
+ .70 or higher	Very strong positive relationship
+ .40 to + .69	Strong positive relationship
+ .30 to + .39	Moderate positive relationship
+ .20 to + .29	weak positive relationship
+ .01 to + .19	No or negligible relationship
0	No relationship [zero correlation]
- .01 to - .19	No or negligible relationship

(Source:statisticsshowto)

Work Life Balance variables which we have used for every correlation.

(V10) My involvement in my work helps me to understand different viewpoints and this helps me be a better family member.

(V11) My involvement in my work helps me to gain knowledge and this helps me be a better family member.

(V12) My involvement in my work helps me acquire skills and this helps me be a better family member.

(V13) My involvement in my work put me in a good mood and this helps me be a better family member.

(V14) My involvement in my work makes me feel happy and this helps me be a better family member.

TABLE -1

- Dependent: Home Sickness (V15) (Missing Home-Missing your parents)
- Independent : Work Life Balance

		Correlations					
		V10	V11	V12	V13	V14	V15
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	.082
	Sig. (2-tailed)		.000	.000	.000	.000	.201
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	.046
	Sig. (2-tailed)	.000		.000	.000	.000	.471
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	.031
	Sig. (2-tailed)	.000	.000		.000	.000	.623
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	-.028
	Sig. (2-tailed)	.000	.000	.000		.000	.663
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	.019
	Sig. (2-tailed)	.000	.000	.000	.000		.771
	N	248	248	248	248	248	248
V15	Pearson Correlation	.082	.046	.031	-.028	.019	1
	Sig. (2-tailed)	.201	.471	.623	.663	.771	
	N	248	248	248	248	248	248

Table 1: (Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have very strong positive relationship (i.e. 0.82,0.46,) but some have weak relationship (-0.028).

TABLE -2

- Dependent: Home Sickness (V16) (Missing Home- Feeling missed by your family members)
- Independent : Work Life Balance

		Correlations					
		V10	V11	V12	V13	V14	V16
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	.047
	Sig. (2-tailed)		.000	.000	.000	.000	.466
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	.012
	Sig. (2-tailed)	.000		.000	.000	.000	.851
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	-.016
	Sig. (2-tailed)	.000	.000		.000	.000	.798
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	-.042
	Sig. (2-tailed)	.000	.000	.000		.000	.514
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	-.045
	Sig. (2-tailed)	.000	.000	.000	.000		.484
	N	248	248	248	248	248	248
V16	Pearson Correlation	.047	.012	-.016	-.042	-.045	1
	Sig. (2-tailed)	.466	.851	.798	.514	.484	
	N	248	248	248	248	248	248

Table 2 : (Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have very strong positive relationship (i.e. 0.47,0.12) but some have weak relationship (-0.42,-0.016).

TABLE -3

- Dependent: Home Sickness (V17) (Solitude Feeling lonely)
- Independent : Work Life Balance

		Correlations					
		V10	V11	V12	V13	V14	V17
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	-.051
	Sig. (2-tailed)		.000	.000	.000	.000	.422
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	-.051
	Sig. (2-tailed)	.000		.000	.000	.000	.419
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	-.059
	Sig. (2-tailed)	.000	.000		.000	.000	.351
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	-.152*
	Sig. (2-tailed)	.000	.000	.000		.000	.016
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	-.175**
	Sig. (2-tailed)	.000	.000	.000	.000		.006
	N	248	248	248	248	248	248
V17	Pearson Correlation	-.051	-.051	-.059	-.152*	-.175**	1
	Sig. (2-tailed)	.422	.419	.351	.016	.006	
	N	248	248	248	248	248	248

Table 3: (Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have very some mostly weak relationship (i.e.-051,-0.152).

TABLE-4

- Dependent: Home Sickness (V18) (Solitude- Feeling isolated from the rest of the world)

- Independent : Work Life Balance

Correlations

		V10	V11	V12	V13	V14	V18
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	-.097
	Sig. (2-tailed)		.000	.000	.000	.000	.128
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	-.018
	Sig. (2-tailed)	.000		.000	.000	.000	.775
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	-.053
	Sig. (2-tailed)	.000	.000		.000	.000	.403
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	-.077
	Sig. (2-tailed)	.000	.000	.000		.000	.224
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	-.140*
	Sig. (2-tailed)	.000	.000	.000	.000		.027
	N	248	248	248	248	248	248
V18	Pearson Correlation	-.097	-.018	-.053	-.077	-.140*	1
	Sig. (2-tailed)	.128	.775	.403	.224	.027	
	N	248	248	248	248	248	248

Table 4: (Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have weak relationship (i.e.-0.53,-0.77).

TABLE-5

- Dependent: Home Sickness (V19) (Missing buddy- Longing for acquaintances)
- Independent : Work Life Balance

		Correlations					
		V10	V11	V12	V13	V14	V19
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	-.079
	Sig. (2-tailed)		.000	.000	.000	.000	.217
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	-.071
	Sig. (2-tailed)	.000		.000	.000	.000	.262
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	-.040
	Sig. (2-tailed)	.000	.000		.000	.000	.529
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	-.065
	Sig. (2-tailed)	.000	.000	.000		.000	.305
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	-.076
	Sig. (2-tailed)	.000	.000	.000	.000		.232
	N	248	248	248	248	248	248
V19	Pearson Correlation	-.079	-.071	-.040	-.065	-.076	1
	Sig. (2-tailed)	.217	.262	.529	.305	.232	
	N	248	248	248	248	248	248

Table 5: (Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have weak relationship (i.e.-0.79,-0.71).

TABLE-6

- Dependent: Home Sickness (V20) (Missing buddy- Missing people whom you trust and can talk with)
- Independent : Work Life Balance

Correlations

		V10	V11	V12	V13	V14	V20
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	.109
	Sig. (2-tailed)		.000	.000	.000	.000	.087
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	-.064
	Sig. (2-tailed)	.000		.000	.000	.000	.313
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	.118
	Sig. (2-tailed)	.000	.000		.000	.000	.063
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	.210**
	Sig. (2-tailed)	.000	.000	.000		.000	.001
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	.172**
	Sig. (2-tailed)	.000	.000	.000	.000		.007
	N	248	248	248	248	248	248
V20	Pearson Correlation	-.109	-.064	-.118	-.210**	-.172**	1
	Sig. (2-tailed)	.087	.313	.063	.001	.007	
	N	248	248	248	248	248	248

Table 6: (Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have positive relationship (i.e 0.118,0.210weak relationship (i.e -1.09,-0.064).

TABLE-7

- Dependent: Home Sickness (V21) (Arrangement difficulties - Finding it difficult adjusting to a new situation)
- Independent : Work Life Balance

		Correlations					
		V10	V11	V12	V13	V14	V21
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	.105
	Sig. (2-tailed)		.000	.000	.000	.000	.099
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	.106
	Sig. (2-tailed)	.000		.000	.000	.000	.095
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	.119
	Sig. (2-tailed)	.000	.000		.000	.000	.061
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	-.097
	Sig. (2-tailed)	.000	.000	.000		.000	.128
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	-.128*
	Sig. (2-tailed)	.000	.000	.000	.000		.044
	N	248	248	248	248	248	248
V21	Pearson Correlation	-.105	-.106	-.119	-.097	-.128*	1
	Sig. (2-tailed)	.099	.095	.061	.128	.044	
	N	248	248	248	248	248	248

Table 7 : (Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have very strong positive relationship (i.e. 0.105,0.119) but some have weak relationship (-.128,-0.97)

TABLE-8

- Dependent: Home Sickness (V22) (Arrangement difficulties - Feeling lost in the new situation)
- Independent : Work Life Balance

		Correlations					
		V10	V11	V12	V13	V14	V22
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	-.054
	Sig. (2-tailed)		.000	.000	.000	.000	.401
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	.057
	Sig. (2-tailed)	.000		.000	.000	.000	.372
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	.036
	Sig. (2-tailed)	.000	.000		.000	.000	.572
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	.093
	Sig. (2-tailed)	.000	.000	.000		.000	.143
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	.061
	Sig. (2-tailed)	.000	.000	.000	.000		.335
	N	248	248	248	248	248	248
V22	Pearson Correlation	-.054	-.057	-.036	-.093	-.061	1
	Sig. (2-tailed)	.401	.372	.572	.143	.335	
	N	248	248	248	248	248	248

Table 8 :(Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have very strong positive relationship (i.e. 0.736,0.720,1) but some have weak relationship.(i.e.-.054)

TABLE-9

- Dependent: Home Sickness (V23) (Reflection about home - Having thoughts that an old situation was better than here and now)
- Independent : Work Life Balance

Correlations

		V10	V11	V12	V13	V14	V23
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	.131*
	Sig. (2-tailed)		.000	.000	.000	.000	.039
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	.042
	Sig. (2-tailed)	.000		.000	.000	.000	.505
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	-.071
	Sig. (2-tailed)	.000	.000		.000	.000	.268
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	.164**
	Sig. (2-tailed)	.000	.000	.000		.000	.009
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	-.110
	Sig. (2-tailed)	.000	.000	.000	.000		.083
	N	248	248	248	248	248	248
V23	Pearson Correlation	-.131*	-.042	-.071	-.164**	-.110	1
	Sig. (2-tailed)	.039	.505	.268	.009	.083	
	N	248	248	248	248	248	248

Table 9: (Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have very strong positive relationship (i.e. 0.131,0.720) but some have weak relationship (i.e.-.110,-.071).

TABLE-10

- Dependent: Home Sickness (V24) (Reflection about home - Repeatedly thinking of the past)
- Independent : Work Life Balance

		Correlations					
		V10	V11	V12	V13	V14	V24
V10	Pearson Correlation	1	.736**	.675**	.648**	.704**	.043
	Sig. (2-tailed)		.000	.000	.000	.000	.502
	N	248	248	248	248	248	248
V11	Pearson Correlation	.736**	1	.720**	.636**	.656**	.010
	Sig. (2-tailed)	.000		.000	.000	.000	.874
	N	248	248	248	248	248	248
V12	Pearson Correlation	.675**	.720**	1	.670**	.745**	.070
	Sig. (2-tailed)	.000	.000		.000	.000	.275
	N	248	248	248	248	248	248
V13	Pearson Correlation	.648**	.636**	.670**	1	.738**	-.154*
	Sig. (2-tailed)	.000	.000	.000		.000	.015
	N	248	248	248	248	248	248
V14	Pearson Correlation	.704**	.656**	.745**	.738**	1	-.093
	Sig. (2-tailed)	.000	.000	.000	.000		.146
	N	248	248	248	248	248	248
V24	Pearson Correlation	-.043	-.010	-.070	-.154*	-.093	1
	Sig. (2-tailed)	.502	.874	.275	.015	.146	
	N	248	248	248	248	248	248

Table 10: (Source: IBM SPSS Statistics)

Interpretation:

Our figure shows that some variables have very strong positive relationship (i.e. 0.43,0.010) but some have weak relationship (i.e.-.0154,-.093).

3.3) Reliability Test

We have also performed reliability test to check our data.

The Cronbach's alpha test was run among all the different dimensions of the research project and the value is greater than 0.7. Therefore, the data set is reliable.

Cronbach's Alpha	N of Items
.849	15

Table 11: (Source: IBM SPSS Statistics)

Interpretation:

Our data has 0.849 value which indicates that our data is reliable.

Reliability test for all variables.

- V10-V14 variables are of Work Life Balance and
- V15-V24 variables are of Homesickness.

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
V10	43.96	108.027	.200	.852
V11	43.89	107.887	.224	.851
V12	43.99	107.818	.199	.853
V13	44.17	109.026	.109	.858
V14	44.02	108.736	.145	.855
V15	45.05	92.487	.635	.830
V16	45.03	92.044	.625	.831
V17	45.77	96.672	.575	.835
V18	45.80	95.587	.611	.832
V19	45.63	95.400	.661	.830
V20	45.35	95.517	.540	.837
V21	45.69	96.157	.599	.833
V22	45.61	95.161	.656	.830
V23	45.58	95.605	.592	.833
V24	45.66	94.331	.620	.831

Table 12: (Source: IBM SPSS Statistics)

Interpretation:

This table shows all the variable Cronbach's alpha value and we have founded that our data is highly reliable because in each variable it is greater than 0.7 value.

3.4) Descriptive Statistics

We have also calculated the mean and standard deviation of our data .

- V10-V14 variables are of Work Life Balance and
- V15-V24 variables are of Homesickness.

	N	Mean	Std. Deviation
V10	248	4.27	.945
V11	248	4.34	.894
V12	248	4.24	.985
V13	248	4.06	1.126
V14	248	4.21	1.019
V15	248	3.18	1.487
V16	248	3.20	1.538
V17	248	2.46	1.285
V18	248	2.43	1.302
V19	248	2.60	1.233
V20	248	2.87	1.444
V21	248	2.54	1.282
V22	248	2.62	1.258
V23	248	2.65	1.335
V24	248	2.57	1.380
Valid N (listwise)	248		

Table 13: (Source: IBM SPSS Statistics)

Intrepretation:

Descriptive statistics tells about mean Standard deviation and number of observations gather from reponses

V10: My involvement in my work Helps me to understand different viewpoints and this helps me be a better family member.

It tells about the number of observations are 248 and mean of the given variable is 4.27 and standard deviation is .945.It shows low dispersion and data is reliable.

V11: My involvement in my work Helps me to gain knowledge and this helps me be a better family member.

It tells about the number of observations are 248 and mean of the given variable is 4.34 and standard deviation is .894.It shows low dispersion and data is reliable

V12: My involvement in my work Helps me acquire skills and this helps me be a better family member.

It tells about the number of observations are 248 and mean of the given variable is 4.24 and standard deviation is .985.It shows low dispersion and data is reliable

V13: My involvement in my work Put me in a good mood and this helps me be a better family member.

It tells about the number of observations are 248 and mean of the given variable is 4.06 and standard deviation is 1.126.It shows high dispersion and has low reliability.

V14: My involvement in my work Makes me feel happy and this helps me be a better family member.

It tells about the number of observations are 248 and mean of the given variable is 4.21 and standard deviation is 1.019.It shows high dispersion and has low reliability.

V15: Missing your parents.

It tells about the number of observations are 248 and mean of the given variable is 3.18 and standard deviation is 1.487.It shows high dispersion and has low reliability.

V16: Feeling missed by your family members.

It tells about the number of observations are 248 and mean of the given variable is 3.20 and standard deviation is 1.538. It shows high dispersion and has low reliability.

V17: Feeling lonely.

It tells about the number of observations are 248 and mean of the given variable is 2.46 and standard deviation is 1.285.It shows high dispersion and has low reliability.

V18: Feeling isolated from the rest of the world

It tells about the number of observations are 248 and mean of the given variable is 2.43 and standard deviation is 1.302.It shows high dispersion and has low reliability.

V19: Longing for acquaintances

It tells about the number of observations are 248 and mean of the given variable is 2.60 and standard deviation is 1.233.It shows high dispersion and has low reliability.

V20: Missing people whom you trust and can talk with

It tells about the number of observations are 248 and mean of the given variable is 2.87 and standard deviation is 1.444.It shows high dispersion and has low reliability.

V21: Finding it difficult adjusting to a new situation

It tells about the number of observations are 248 and mean of the given variable is 2.54 and standard deviation is 1.282.It shows high dispersion and has low reliability.

V22: Feeling lost in the new situation

It tells about the number of observations are 248 and mean of the given variable is 2.62 and standard deviation is 1.258.It shows high dispersion and has low reliability.

V23: Having thoughts that an old situation was better than here and now

It tells about the number of observations are 248 and mean of the given variable is 2.65 and standard deviation is 1.335.It shows high dispersion and has low reliability.

V24: Repeatedly thinking of the past

It tells about the number of observations are 248 and mean of the given variable is 2.57 and standard deviation is 1.380.It shows high dispersion and has low reliability.

4) Findings and Conclusions

The results of our study shows the potential impact of Work Life Balance on homesickness.

The findings found in the current study suggests that people who majorly faces homesickness as they feel lonely, missing their family, missing their friends, ruminations about home highly but adaptability of new environment tends to be the lowest contributor.

When majority of respondents feel same atmosphere in their working environment as they have peers, work involvement, healthy atmosphere, facilities which makes them feel affiliated to the work place would help to get over homesickness at a slow pace.

The good impacts of Work Life Balance may have favourable consequences for career growth, which is a function of one's employment, and may help to alleviate feelings of loneliness and missing family or friends.

Also, the adjustment difficulties decreases with time as the one starts feeling happy and comfortable in the new environment because of work family enrichment concept.

In our study we have discovered that majority of people our male who are feeling homesick because they are the one who mostly go outside their country to work and build their carrier.

And also unmarried citizens have the higher rate to go out and work.

And using correlation we have analyzed that effect of homesickness on work life balance, and we came to know that there are both advantages and disadvantages ,the advantage that we want to highlight is that people staying away from home for job witnessed and increase in there carrier growth where as highlighting the disadvantage people are not able to maintain work life balance between their personal lives and professional lives. Since people have to do all their work by themselves and as well as there is also work load from job which leads to some of the issues like impacting their mental health , pressure , depression , stressed.

Thus all these issues demotivate them and sometimes reduces their efficiency at work.

As a result of being aware of the Work Life Balance idea, employees' experiences can leads to improve the relationships and the performance of employees in both the work and family area, particularly in terms of homesickness.

5) Limitations of the Study

- ✓ The study involves the human behaviour factor which varies from one personality to another personality, from gender to gender or from age to age or from situation to situation.
- ✓ Our study excludes the external factors which includes the environment around the respondents in which they have filled the questionnaire.
- ✓ Respondents might not know the reason to fill their opinions maybe because of short of memory, lack of understanding and lack of relatedness.
- ✓ Respondents might not be comfortable to provide unfavourable answers while ticking the preferences in the questionnaire.
- ✓ Also, the homesickness is affected by the relation or the bond they share with their family members which could be an influence for the respondent to fill out the response.

6) Recommendations

- ✓ To avoid homesickness people should connect with new people ,friends.
- ✓ Should share their feelings , talk about what you feel to your close friends and family members .
- ✓ Exercise regularly
- ✓ Should create new routine this will help to divert their mind.
- ✓ Have some new hobby

7.) **References**

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