WORK LIFE BALANCE: ITS IMPACT TO THE WELL BEING OF OVERSEAS FILIPINO WORKERS

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ABSTRACT— *There has been dramatic change that occurred in the labor market and demographic profile over the past few decades. To address the issue, new orientations towards life-long learning, personal and career development, and an increased awareness and need for a balance between work and life was given priority by most organizations. The study examined on Overseas Filipino Workers(OFW) representing various sectors to determine the work life balance and how it affects their well being. Descriptive method was used utilizing sequential explanatory design, convenient sampling in data gathering and employed content analysis. The findings indicated that on the part of OFW, he/she has adjusted himself to make strategies to maintain the balance between the two realms in life- work and family. Work-life balance is a broad and complex phenomenon and it affects many people working in their host countries*

KEYWPORDS--Overseas Filipino Workers, Well Being, Work Life Balance

I. INTRODUCTION

A functioning society needs Work Life Balance (WLB) (Grady et.al 2008). In the professional business practice and academic research, it has become an important topic to discuss, so much more, it is vital for individual's wellbeing and organizations' performance. Employees' personal and work life is captured by this principle and human resource management is dependent in addressing relationships between work and family domains (Sullivan and Smithson, 2017).

According to Casper et al., (2010), there were many research conducted that correlated the association between work and family life. Majority of them refer to WLB and organization policies, WLB and organizations culture. Authorities in human resources management has also connected their issues in WLB in terms of work commitment, absenteeism, gender equality, family life and many more.

Also, a number of studies examining WLB and workers well-being were topics of great concern among researchers and these studies were conducted mainly in the U.S. (Wise, Bond, & Meikle, 2013). From these studies Greenhaus, et.al, (2010), concluded that while assessing relationship between work and family, they have considered description of family life as time spent with a spouse and children. The other important aspect of family is time spent with parents, siblings and other relatives. Simply put, the literature of WLB was defined in two norms: attain harmony in life by having sense of equilibrium and achieve satisfaction at work and at home, where conflict is experienced to a minimum. (Clark, 2010)

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It is an accepted fact that the most important elements of everyone's life are work and family. Breaking these two apart would mean cause of conflict and will negatively affect wellbeing of workers. Therefore, a good WLB and wellbeing can be achieved without conflict and workers are satisfied for their roles and both literatures will show that there are common attribute for poor WLB. They include depression and distress, leading to lower productivity, poorer work quality, higher absenteeism and staff turn-over (Seligman, 2011; Hill, 2005).

The relation between work and family has affected 11 million overseas Filipino workers worldwide. Over a tenth of the earner Filipinos abroad were greatly affected by this phenomenon. In any family gathering of 10, one member is bound to be absent because of reason of working abroad. These workers were supposed to boost the economy with the money they sent. But at what social cost? Where is work life balance? And how are OFWs coping with this phenomenon? (philstar.com, 2017)

This study will focus on work and family role interference. It will be measured by work-family conflict and family work conflict including work satisfaction, family satisfaction, and will assess psychological health of Filipinos working abroad.Statement of the Problem Worldwide recession has created immense change in recent years and Filipinos abroad were greatly affected on it. These tough economic times led organizations worldwide including those where Filipinos were employed to cut down expenditures decreasing staff levels and increasing workloads for remaining employees for same salary scheme. With this, longer hours of work were implemented to keep their work and to meet their family expenses. They were negatively affected by job insecurity and their wellbeing became unstable.

This study would like to determine the main causes of poor WLB among OFWs with excessive working hours and a lack of work schedule flexibility.

Specifically it seeks to answer the following:

1.   What is the WLB level of participants in terms of:

a.   family-work conflict

b.   work-family conflict

2.   What is the level of participants wellbeing in terms of:

a.   Family satisfaction

b.   Work satisfaction

c.   Psychological health

3.   Is there a significant difference in the WBL levels of participants

in terms of work- family conflict and family- work conflict

4.Is there a significant correlation that exist participants wellbeing to family satisfaction, work satisfaction and psychological health.
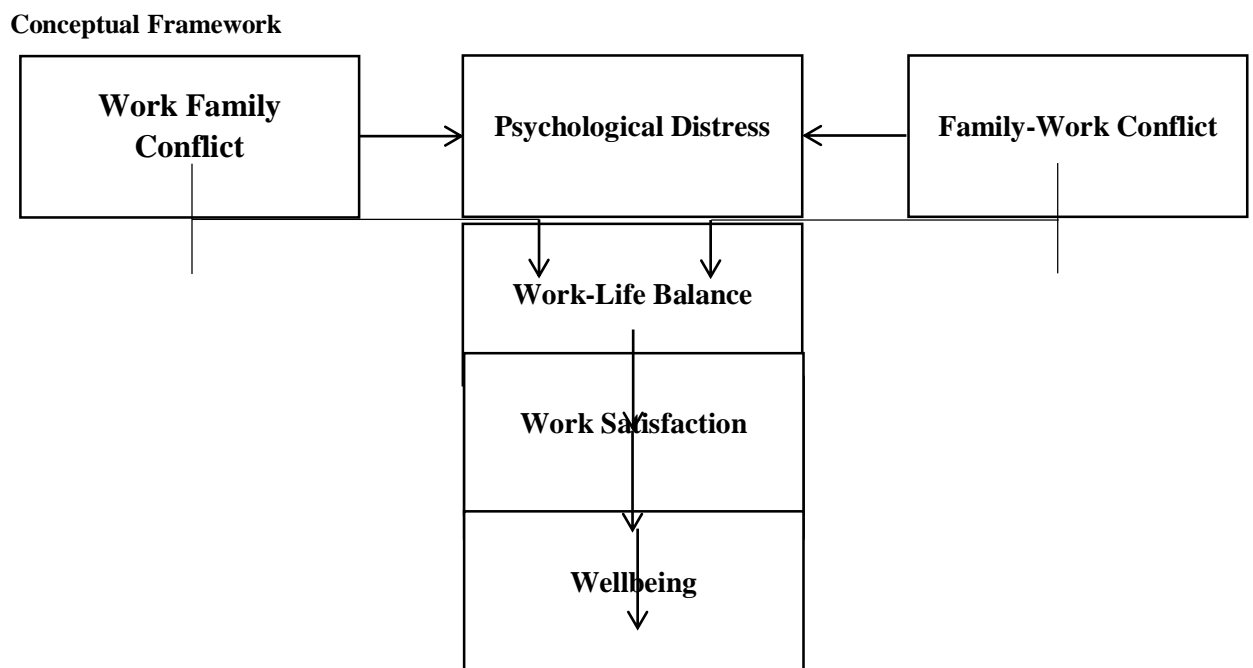
Conceptual Framework

Figure 1: Research Flow Process

Significance of the Study This study will be beneficial to the following:

Department of Labor, Philippines- Result of the study may provide opportunities of the labor department to look into the situation of OFWs abroad. This study may be of help in the conduct of assessing their journey to their respective employers so they can protect and preserve their dignity as workers who value pride and diligence towards their work.

Overseas Filipino Workers Association- Result of the study may arouse awareness to the organization to continue their advocacy to protect the rights of OFWs in their host countries. Studies and anecdotal reports have shown that many Filipinos working abroad are exposed to violence, exploitation, and sexual harassment of their employers; and even incarceration. This study may be of help in preventing the occurrence of these maltreatment by strengthening the principles that govern for the welfare of our modern day heroes.

Overseas Filipino Workers – Result of the study, may provide insight of OFWs on the importance of maintaining work life balance. If this is not practiced, an OFW may result to experience depression which will eventually lead adverse effect on the part of OFW and his/her family. The result may give them learning on how to make strategies on enjoying work and at the same time enjoy family connection

Families of OFWs- Result of the study may arouse awareness among families of OFWs on the situation they are facing as a consequence of working abroad. The study may help them realize the sacrifice they did for their families and be appreciative of their efforts to provide good future for everyone.Future Researchers- The result of the study may inspire other researchers to investigate

topics that concern these workers. They may further dig into the deeper on OFWs using variables which have not been discussed in this study.Scope and Limitation of the Study

This study will focus on the impact of work life balance to the wellbeing of Overseas Filipino Workers. It will discuss the aspects that affect the improvement of WlB and will include family-work conflict, work family conflict, family satisfaction, work satisfaction and psychological health. Further, it will also determine whether significant difference occur between family- work conflict and work-family conflict as negative aspect in the promotion of work life balance. In addition, the study would also like to determine whether correlation exist between family satisfaction and work satisfaction, family satisfaction and psychological health and work satisfaction and psychological health.

To gather the needed data a survey will be conducted and interview questions will be forwarded to fb accounts of known OFWs around the world. The researcher would like to come up with comprehensive discussions of the results, however, constraints will be left on the part of the respondents. The intended output is recommendation for an improved and enhanced work life balance for OFWs.

Definition of Terms

The following terms have been conceptually and operationally defined for the benefits of the readers:

Family - Conceptually, it refers to married heterosexual couples with children. Its set up is that men are out there in the world of work and women are left at home and engage themselves in domestic work like doing household chores and looking after children (Hillard, 2007).

Operationally, it refers to members of the OFWs who are left at home living in the same house.

Family-Work Conflict – Conceptually and operationally, it refers to the source of stress resulting from irreconcilable pressure for family and work spheres.(EUROfound, 2005).

Work-Family Conflict - Conceptually and operationally it can be defined as a source of stress resulting from irreconcilable pressure from the work and family spheres (EUROfound, 2005).

Work Life Balance – Conceptually, it is the term used to describe the balance that an individual needs between time allocated for work and other aspects of life. Areas of life other than work–life can be, but not limited to personal interests, family and social or leisure activities (Kvande, 2009).

Operationally, it refers to the equilibrium that an OFW has to maintain to maintain harmony with work and family.

Family Satisfaction – Conceptually and operationally, it is defined as the degree of being satisfied from family structure of the person and the relationships (parents-children; siblings) taking place in this structure in general (Sharaievska, 2012).

Work-Family Conflict - Conceptually and operationally it can be defined as a source of stress resulting from irreconcilable pressure from the work and family spheres (EUROfound, 2005).

Work Life Balance – Conceptually, it is the term used to describe the balance that an individual needs between time allocated for work and other aspects of life. Areas of life other than work–life can be, but not limited to personal interests, family and social or leisure activities (Kvande, 2009).

Work Satisfaction – Conceptually and operationally, it is a measure of workers' contentedness with their job, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision(Thompson, 2012).

Wellbeing – Conceptually and operationally, has been defined by many authors as the utilization of emotional, intellectual, physical, spiritual and social dimension that expands ones' potential to live and work effectively and make a significant contribution to society (Grzywacs et.al. 2002).

II.   REVIEW OF RELATED LITERATURE

According to Grady et.al, (2008), in order to achieve a functioning society, work balance must be presence in order work balance must be present in order that individual's wellbeing is protected and organizations' performance is measured. Grady stated further that the term "work-life" balance has become more comprehensive as it comprise many components such as family, community, recreation and personal time. In its broadest sense, employee's personal and work life is captured by WLB among individuals, families, workplaces, communities and society as a whole.

Many Theorists has indicated literature of WLB to a number of definitions. For Clark (2000), WLB exists in individuals with a minimum of role conflict in struggling for satisfaction and good functioning at work and at home. On the other hand, Clarke et.al. (2004) defined WLB, as the ability to maintain over-all sense of harmony in life. In other words, it is an "equilibrium" wherein WLB is reached at a minimum level between the amounts of time spent for family and degree of satisfaction with work. Carlson (2007) believe that WLB is the total sum of role related expectations from an individual in accomplishing goals in life that are negotiated and shared between an individuals and at work and within family domains.

Clark (2000) further elaborated that the relationship existing between work and family is essential as they the most important elements of everyone's life. If competition arises between these two parties, conflicts maybe experienced and the effect is negative and it affects the well-being of workers. Greenhouse et.al., (2003) has viewed WLB as a phenomenon that involve time balance, involvement balance and satisfaction balance. It was supported by Frone (2003) that WLB can be measured by four aspect of balance between work and family roles. The four aspects are (a) work – family conflict, (b) family-work conflict, (c) work-family enhancement and (d) family-work enhancement.

In sum, Clark summarized WLB as one which is achieved when people are satisfied with their work and family roles. In her Border Theory, WLB is influenced by physical borders (workplace walls), temporal borders (working hours) and psychological borders (behavior and thinking patterns. Clark further explained that people cross these borders to make transitions in life, between setting of work and family, often tailoring and their interpersonal style to fit the demands of each. According to Clark, work and family life cannot be separated. Breaking this two apart will create borders. However, integrating these two domains can improve employees' wellbeing and lower work family conflict can be achieve. Lower work family conflict can be achieve it there is higher flexibility and lower permeability between work and family domain, however, all of these scenario depend on the individuals preferences regarding segmentation and integration.

Economic Changes and its effect on Work Life Balance

The economic downturn in the past decade has put pressure on the business organizations to perform and on employees to increase productivity (O'Connell et.al, 2010). As organizations face these tough economic times,

company expenditures are cut, decreasing staff levels and workloads of remaining employees are cut (O'Connell et. al., 2010). This scenario will eventually affect the wellbeing of employees who remained with the company by job insecurity (Scherer, 2009). Employee are under pressure if they work longer hours to keep their jobs while being stressful at the work place and at the same time worries themselves on how to meet their family expenses (Edwards & Roth Bard, 2000).

According to Hill (2005), if higher demands on employees exist in doing their jobs for longer hours, the time workers have to spend with their families is reduced. If employees are to tender heavier work demands, their levels of stress also increase thereby affecting their state of well-being (Malik et. al., 2010). The need to understand the importance of WLB and its impact to employee's well-being as well as its effect to organizations productivity and performance is necessary.

Global democratic changes which have been felt over the last few decades also paved way to the demands of work and family life. These include the women on the millennium age; of their massive participation is the workforce, two-income households, single parent families and elder care. All of these factors have been found to have negative effect on worker's well being and their families. It has resulted in family-work conflicts and work-family conflicts (Aryee et al., 2005).

Family Defined

Traditional theories have defined "family" as married heterosexual couples with children. Its set up is that men are out there in the world of work and women are left at home and engage themselves in domestic work like doing household chores and looking after children (Hillard,2007). However, gay or lesbian couples or single parent families are exempted from this approach. So in the traditional set-up called home workers or employees where significant dependent care is big in number such as care dependent elders, children or employees with large families. It was found out that higher level of work family conflict arise from these home dependents compared to such individuals without care responsibilities (Greenhaus, 2005).

Family support and occurrence of burdens influences levels of work-family conflict. It was concluded by (Grzywacz & Marks, 2000) that the lower family criticism and burdens are, the lower work-family conflict exist among women and lower levels of family support indicated higher negative spill over among both genders. Children and their growing years were other factors that reflect work-family conflict of married couples that have children at any age indicated higher family work conflict than those who did not have children. Their study also showed that workers who are unmarried (both men and women) have experience lower level of work-family conflict than women who were married (Grzwacz & Marks, 2000).

Work-Family Conflict

When work activities of employees are interfered with family activities, work-family conflict occurs and in-contrast, family-work conflict occurs when family activities interfere with work activities (Breaguh & Frye, 2007).

Various descriptions have been attributed to describing family work conflict as a form of inter role conflict in which general demands of time, denoted to and strain created by the family interfere with work-related responsibilities and work family conflict as a form of inter role conflict in which the general demand of time devoted and strain created by job interfere with performing family related responsibilities. The results created by

incompatible work and family roles have triggered the occurrence of working-family conflict and the occurrence of working-family work conflict. (Yang, 2005)

In a study conducted by Parasuraman and Greenhaus (2002), many scholars have agreed family-work conflict and work-family conflict have negative relations between family life satisfaction and work satisfaction. These two therefore are closely related to work life balance.

According to some researchers there are different causes of these two phenomenon: work-family conflict and family-work conflict. There are none the same conclusion for these two according to studies conducted.

For example, Ailan (2007), conducted a study and found out that excessive workload has a negative impact on work family conflict, than long working hours. However, Major, Klein and Ehrhart (2002), in their study found that positive relationship exist between excessive working in decreased health and lower family functioning.

On the other hand, Poelman's in their study argue that increase work-family conflict is brought about by the long working hours as well as work schedule inflexibility. Grzywacs and Marks (2000), have enumerated the main causes of work-family conflict. In their study it was found out that work characteristics such as high work pressure, lack of support in the workplace and lower levels of decision latitudes as causes for this conflict. They stated that those working less than 20 hours per week experienced less work-family conflict than individuals who worked 45 hours per week.

Many literatures have showed that there is connection between work-family conflict and lower family function (Hill, 2005) lower family satisfaction and lower work satisfaction (Hill, 2005), poor physical and psychological health, distress, depression and alcohol (Grzywacs, Marks, Taris & Kompier, 2007).

According to Frye & Breaugh (2004), those employees experiencing high level of stress caused by work-family conflict has less satisfaction with their jobs, they are often less productive and less committed to the organization. Those who experience lower level of stress for this conflict experience higher level of job satisfaction (Hill, 2005). As a result those individuals who are spending more time with their families enjoy a higher quality of life.

Despite many researchers conducted on these two conflicts, there has been insufficient research conducted on family-work conflicts and its effect to individual's well-being. The reason behind is that there are more conflict that arise on work-family conflict than family work conflict (Frone, 2003). Family work conflicts have been closely link to lower work performance and family satisfaction.

Consequences of Work Life Balance and Work-Life Imbalance

Various studies have been conducted all over the world and showed that one of the most common consequences of work life balance is depression resulting in decreased productivity and higher absenteeism Layous et.al, 2011, Seligman, 2011). Low morale among employees and higher absenteeism result in low work-life balance as a result, organization experience higher staff turn-over, lower productivity and poorer work quality (Seligman, 2011).

In a study conducted by Malik et.al., (2002), increased work demands and unbalanced work family life leads to higher level of stress. These stressors create these two conflicts, and the impact which is negative, affects the well-being of workers and their families. When a worker is stressed, anxiety attacks that leads to lower quality relationships with family members. Overtime and work shifts also attribute to work-family conflict and when this

is experience by the worker decreased satisfaction is felt with work and the employer, therefore stress related with work has a negative impact on employees, organizations, families and society (Brough, 2015).

Work Life Balance policies have been found to be an effective strategy to reduce absenteeism to an employee (Hill, 2005). It is but necessary that implementation of WLB Imitative be implemented. There are many kinds of initiatives to promote WLB: it include flexible working hours, temporal agreements, children facilities and counseling support (Grady et.al., 2008). This paved way to understanding relationship between greater WLB and relation of a competent workforce, and its effect in organizational commitment and profitability (Ryan and Kossek, 2008)

In contrast when employees and employers differ between employers and employees, then work-family conflict occurs. When these happen, staff leaves the organizations and seeks organization where WLB are high.

Wellbeing

According to Diener (2000), for a worker to experience happy good quality life wellbeing of this individual must be given importance as it is a crucial component of an organization. The wellbeing of a person is associated with happiness and satisfaction wherein his vitality, optimism, passion and self-actualization is tested to whatever situation he is in in that particular period of time. Wellbeing has been defined by many authors as the utilization of emotional, intellectual, physical, spiritual and social dimension that expands ones' potential to live and work effectively and make a significant contribution to society (Grzywacs et.al., 2002). Other researchers viewed well-being to be strongly correlated with better mental health, better physical health and longevity.

Ryan and Deci (2001) has divided wellbeing of a person into two categories: subjective wellbeing and psychological wellbeing. Subjective wellbeing focuses on positive effects and the absence of negative effects and is often called emotional wellbeing. While psychological wellbeing focuses on achieving individuals' full potential. Therefore, wellbeing is better understood if it refers to positive and negative evaluations that people make about their loves which include "reflective cognitive evaluations, such as life satisfactions and work satisfaction, engagements and interest in daily undertaking, and reactions to life events that greatly affect state of joy and sadness.

Family Satisfaction

Home life satisfaction, family satisfaction or life satisfaction has been defined by (Hill, 2005, Drener, 2005) as a judgmental process wherein individuals are given classes to evaluate their respective lives based on their own unique criteria. It may include health and successful relationships, achieving close relationship and personal happiness. The term "family satisfaction" is not limited to children spouses or partners only, but it also includes parents, siblings and other relatives. The term has been used to distinguished work-life from family life.

Studies conducted by Brough and Driscoll (2005), recognized that family and work satisfaction was interrelated by people's wellbeing, however, limited literature was given to the aspect of focusing exclusively on the family satisfaction and its connection to employees wellbeing. Family and work are important domains to everyone's life as there is positive correlation between family and work satisfaction' hence when these two succeeded, it will lead to higher levels of work satisfaction, organizational commitment and improved productivity.

Work Satisfaction

It has been proven in many studies of this literature review that there is strong positive review that there is strong positive correlation between work satisfaction and well-being. Work satisfaction can be divided in two ways: affective work satisfaction based on individuals' over-all feeling about their job as a whole and cognitive work satisfaction based on individual's logical evaluation of the job conditions (e.g. working hours, pay and person plans), opportunities and outcomes (Greenhaus, et.al., 2003). It also refers to a sense of achievement and income stability. Education, job, meaningfulness, job expectations and family demands are some of intrinsic factors determinants of work satisfactions. Job security, skill variety, role overload and conflict including supervisor support form part of work-related factors.

Psychological Health

One of the aspects of health that deals on psychology that is fundamental to people's well-being is psychological health The World Health Organization (2015), has defined it as a "state of well-being in which the individual realize his or her own abilities and can cope with the normal stresses of life, can work productively and fruitfully and is able to make contribution to his or her community.

Through identification of symptoms of anxiety, depression, social dysfunction and feelings of incompetence and uncertainty psychological health can be assessed.

According to Whaley et.al., (2005), there is correlation found between psychological health and the ability to lead a fulfilling life. First to do, is to highlight the relationship between work-family conflict the relationship distress and between work-family conflict , depression and anxiety.

Benefits of Wellbeing

Employee wellbeing can boost organization and gain competitive advantage when promoted (Burke, 2010). To achieve this, positive emotions such as happiness, optimism, work engagement and involvement which are closely related to company's performance must be present in the organizational climate. Lack of work flexibility and higher work demands can lead to employees, lower energy levels, high blood pressure and obesity.

With all of these conflicts happening in organizations, the aim to reduce work-family conflict by introducing WLB initiatives have been given importance and are now practiced in many fields of human organizations. It cannot only increase work satisfaction among employees, but also improve their family life satisfaction, which results in greater wellbeing. To become a productive employee, he should be a happy one as happiness is affected by both work satisfaction and family life satisfaction (Spector et.al., 2014).

Synthesis

Family and work are the most important domains of an individual's life'.Any competition that will exist between these, may cause conflict and negatively affect the well-being of workers (Clark, 2000). The literature showed that conflicts that arise from interference between work and family activities may lead to lower family life satisfaction and work satisfaction (Parasuraman & Greenhaus, 2002).

Therefore, a good work life balance is vital for individual's wellbeing, organizations performance and a functioning society. (Grady, 2000). This can be achieving when there is no role conflict, and when people are satisfied with their work and family roles.

Consequences of poor WLB caused by high levels of work-family conflict are depression and distress, leading to lower productivity, poor work quality higher absenteeism and staff turn-over (Seligman, 2011; Hill, 2005). When there is conflict between work and family, it will lead to lower family function, alcohol abuse and poor physical and psychological health (Hill, 2005) Therefore, this study emphasizes the importance of WLB in every organization. Its impact is great on employee's wellbeing and its effect on organizations' productivity and performance.

III. METHODOLOGY

This chapter presents the methodology used in this study: research design participants, measures, data gathering procedure, data analysis and statistical treatment of data.

Research Design

The research design that will be used in this study is Sequential Explanatory Design. Mixed method will be used to explain and interpret, to explore a phenomenon, to address a question at different levels and to address a theoretical perspective at different levels.

Sequential explanatory design is characterized by collection and analysis of quantitative data followed by a collection and analysis of qualitative data.

The Quantitative Research Design is an excellent way of finalizing results and proving or disproving a hypothesis. This research design also tends to generate only proven or unproven results, with being very little room for gray areas and uncertainty.

The Qualitative Research Design is a research method used in studying human behavior habits. It is a method used for interviews and case studies as a way to reinforce and evaluate findings over a broader scale.
Cresswell (2003), formulated the Sequential Explanatory Research Design and is considered to be the most appropriate design for this study.

This study used non-probability sampling due to lack of access on the number of OFWs working abroad. Sample size depended on study objectives and Convenience Sampling was used to gather the respondents of the study.
Convenient Sampling using on line survey was used for this research which meant that OFWs who were easiest to include in the research were selected. It is a useful technique used to test ideas about a subject of interest.Participants

For the quantitative part, thirty (30) OFWs were considered participants of the study. Said participants were those who are presently working abroad and those who are in the Philippines for a vacation. They will be categorized as to age, marital status, no. of children, sector worked in, role in the job For the qualitative part, five (6) participants were randomly selected from the sample size. Below is Table 1, which presented the profile of respondents.

Table 1: . Demographic Profile of the Respondents

Variable	n	%
Sex		
Male	14	46.7
Female	16	53.3
Age		
Younger (below 37 years old)	17	56.7
Older (37 years old and above)	13	43.3
Civil Status		
Single	9	30.0
Married	17	56.7
Separated	4	13.3
Number of Children		
0	10	33.3
1	8	26.7
2	10	33.3
Sector		
Unskilled Worker	7	23.3
Domestic Worker	4	13.3
Skilled Worker	13	43.3
Factory Worker	1	3.3
Seafarer	5	16.7
Role in the Job		
Handles higher position	4	13.3
Handles supervisory position	12	40.0
Handles rank and file position	14	46.7
Total	***30***	***100.0***

Measures.

Research Instrument

    A self-made questionnaire was used in this study. It consisted five sections: 1.) Family-work conflict scale 2.) Work-family conflict scale 3.) Family satisfaction scale 4.) Work satisfaction scale and 5.) Psychological health scale (to assess participants wellbeing). Each section contained five (5) items whose formulation were taken from books, journals, research studies and internet surfing.

    Aside from this self-made questionnaire, an on line interview was conducted to six (6) participants using the interview guide. It was three open-ended questions about the practice of work-life balance. Commonalities were identified from the transcript of the interview. From there, themes were developed and a thematic analysis was

formulated.Validity and Reliability of the InstrumentSince the survey questionnaire and interview guide was self-made, it will be subjected to test of Validity and Reliability.Validity Result obtained a score of 4.0, an indication that the instrument was valid.Reliability Test obtained scores of .760 for Family- Work Conflict Scale; .919 for Work-Family Conflict Scale; .896 for Family Satisfaction Scale; .710 for Works Satisfaction Scale and .912 for Psychological Health Scale. These score for five (5) scales indicated that the instrument was reliable.

Data Analysis

The research problems were answered by two analytical schemes. Problem 1 and 2 required descriptive analytical scheme while problem number 3 and 4 require a comparative scheme.

Data Gathering Procedure

Researcher secured an informed consent from participants. Once collected, survey were administered and participants were informed on the purpose and objective of the study. Data gathered were tabulated, presented and analyzed.

Statistical Treatment

To determine Demographics of Respondent Percentage was used.

To measure WLB level of Participants Mean was used.

To assess wellbeing of OFWs Mean was also used.

To determine significance difference between family-work conflict and work-family conflict T-Test of Independent Means was used

To determine the significant correlation family and work satisfaction; family satisfaction and psychological health and work satisfaction and psychological health, Pearson Moment of Correlation was used.

IV. RESULTS AND DISCUSSIONS

This chapter presents the results and analysis based on the findings revealed in this study.

Table 2: Work Life Balance Level of Participants

Work Life Balance	M	SD	Interpretation
Family-work Conflict	2.03	0.63	Low
Work-Family Conflict	2.62	0.93	Moderate

Table 2 show result of the Work Life Balance level of participants. The Work Life Balance in terms of family-work conflict (M=2.03, SD=0.63) is low while in work-family conflict (M=2.62, SD=0.93) is moderate.

As can be shown on the result, family work conflict resulted to "low interpretation and work-family conflict to "moderate" interpretation. These ultimately meant OFWs and their families have already accepted the situation that a member of a family has to leave home to look for greener pasture abroad. This is one reality which marked a pain in the hearts of every member of the family. Each one has to sacrifice, to better the life of those who will be left here and be given the opportunity to achieve the things they would want in life. As there is one who offered

himself/herself as a sacrificial lamb. He/she will be away to earn a living to prepare the future of families left back home.

Clark (2011), summarized WLB as one which is achieved when people are satisfied with their work and family roles. In her Border Theory, WLB is influenced by physical borders (workplace walls), temporal borders (working hours) and psychological borders (behavior and thinking patterns. Clark further explained that people cross these borders to make transitions in life, between setting of work and family, often tailoring and their interpersonal style to fit the demands of each. According to Clark, work and family life cannot be separated. Breaking this two apart will create borders. However, integrating these two domains can improve employees' wellbeing and lower work family conflict can be achieved. Lower work family conflict can be achieve if there is higher flexibility and lower permeability between work and family domain, however, all of these scenario depend on the individuals preferences regarding segmentation and integration.

Table 3. Level of Participants Well-being

Well Being	M	SD	Interpretation
Family Satisfaction	4.21	0.88	Very High
Work Satisfaction	3.83	0.81	High
Psychological Health	4.13	0.85	High

Table 3 presents the level of participants' well-being in terms of family satisfaction, work satisfaction and psychological health. In terms of family satisfaction finding revealed (M=4.21, SD=0.88) very high interpretation; in terms of work satisfaction (M=3.83, SD=0.81) it obtained high result and psychological health (M=4.13, SD=0.85), also obtained high result.

As can be shown in the result all aspects of wellbeing that were considered resulted to positive outcome among OFWs. Of course, family satisfaction was no doubt very high because way of living has remarkably improved as a result of working abroad whose compensation is very much higher compared to employment in the country. Work satisfaction was also high, because an OFW is very confident that the situation of his/her family back home is very well. Reason was that, all of their needs are well provided. So, the effect is vice-versa, the OFW can very well concentrate about his/her work and would be very happy serving his/her employer, most especially if the OFW is paid with high compensation. Expect a Filipino to become more productive if he/she is treated well and will receive a salary more than he expected. For psychological health, it is just but a natural thing, that the psychological wellbeing of an OFW will also be well, because he is not worried about his/her family's situation, and that he could concentrate more on his job to become useful and productive because he/she is inspired.

For individual level outcomes, work life conflict is a stressor, according to literature. Together with other stressors, it has the potential to have a detrimental impact on the wellbeing of workers. According to research that has been established and well documented, conflict between the work and family domains may create a number of significant negative consequences for individuals. Most often these consequences are related to physical and mental health of the individual. There are myriad of indicators that are associated with work life conflict and it include poor mental and physical health, less life satisfaction, higher levels of stress, higher levels of emotional

exhaustion, less physical exercise, higher likeliness to engage in problem drinking, increased anxiety and depression levels, poor appetite, and fatigue. (Frone et.al., 2010).

For family level outcomes, many research studies have indicated that there is close correlation of the effects of work family conflict to the family, as well as to the individual employee. According to Clark Border Theory, (2000), in general, work family conflict has been found to be associated with: lower family satisfaction; increase family-related absenteeism and tardiness; decreased performance in the family role, increased parenting overload.

Table 4: .Significant Difference in the WLB Levels of Participants in terms of Work-family Conflict and Family-work Conflict

Work Life Balance		t	df	p
Family-work Conflict	**Work-Family Conflict**			
2.03	2.62	4.035*	29	0.000
(0.63)	(0.93)			

Note: *the difference is significant when $p \leq 0.05$

Dependent samples t-test was used to determine the significant difference in the WLB levels of participants in terms of work-family conflict and family work- conflict

There was significant difference in the WLB levels of participants in terms of work family conflict and family work-conflict [t(29)=4.035, p=0.000].

The result has confirmed to reject the null hypothesis because the p-value resulted to be lower than the degree of confidence which was 0.05.

As can be shown from the result family work conflict obtained lower result compared to work-family conflict. This result has been confirmed in Table 2 when work life balanced was assessed on these two aspects. The result can be attributed to the fact that family work conflict among OFWs may happen in minimal situation because family back home are made to understood, that their loved ones who are working abroad must not be disturbed during working hours. Instead, most of Filipino families have made agreements, that it is the OFW who will call and not families back home. The connections to families usually happen during off work and off days.

On the other hand, work family conflict may happen in moderate level compared to family work conflict because, when an OFW hear bad news or bad situation happening to their families, most likely they are disturb and often stressed thinking about possible solutions to address the problem, even when during work exposures.

According to Emslie, et al., (2009), there are several approaches to solve family-work conflict and work family conflict. It will help improve work life balance. Emphasis is placed on both spheres of life (work and private life); time management and organizational skills; stress management strategies (e.g. relaxation techniques; and sustain the social support system. To accomplish specific tasks, projects and goals, time management and organizational skills are essential.. The separation of working time from personal time is also an important issue of time management. Flexible working arrangements, with intention of increasing self-efficacy maybe an approach to put into practice to control one self's working hours, to avoid overwork. It will create more boundaries between work and home. Relaxation techniques are a source to recharge one's batteries and replenish energies.

Table 5.: Significant Correlation that exists in participants Wellbeing to Family Satisfaction, Work Satisfaction and Psychological Health

Variable	r	df	p
Family Satisfaction x Work Satisfaction	0.812*	28	0.000
Family Satisfaction x Psychological Health	0.678*	28	0.000
Work Satisfaction x Psychological Health	0.586*	28	0.001

Note: *the correlation is significant when p≤0.05

Pearson product moment correlation was used to determine the significant correlation that exists to participants' wellbeing to family satisfaction, work satisfaction and psychological health. There was significant correlation between family satisfaction and work satisfaction [r(28)=0.812, p=0.000], family satisfaction and physical health [r(28)=0.678, p=0.000], and work satisfaction and physical health [r(28)=0.586, p=0.001]. The result ultimately meant that the null hypothesis is rejected.

As shown on the result, the three aspects of work life balance that impact wellbeing of overseas Filipinos proved to be connected with each other. Family satisfaction has positive correlation with work satisfaction; same is true with family satisfaction and psychological health and work satisfaction and psychological health. This is so because, the OFW has practiced work life balance while taking effort to be efficient and productive worker abroad. He has managed the demands between these two realms and has succeeded. At whatever place and whatever situation Filipinos are known to be strong to face adversities and challenges in life. They show their ingenuity to address things as they occur and oftentimes ready to set aside self and prioritize family. Filipinos has been molded with the passing of times and has been wise enough to balance things between work and family.

According to Diener (2000), for a worker to experience happy good quality life wellbeing of this individual must be given importance as it is a crucial component of an organization. The wellbeing of a person is associated with happiness and satisfaction wherein his vitality, optimism, passion and self-actualization is tested to whatever situation he is in in that particular period of time. Wellbeing has been defined by many authors as the utilization of emotional, intellectual, physical, spiritual and social dimension that expands ones' potential to live and work effectively and make a significant contribution to society (Grzywacs et.al., 2002). Other researchers viewed well-being to be strongly correlated with better mental health, better physical health and longevity.

Table 6: Formation of Themes

Interview Questionnaire	THEMES	Specific Indicators	Respondents
A.		" for me, it is the efficiency of being time	**Skilled worker**

How would you summarize your work life balance?	"Work is work and family is family"	conscious are what make my work life balance. I make sure that I am productive with my work, so that when I go home, I still have enough time to talk to my loved ones"	(Field of Psychology)
		" I have realized that it is important for me to develop an off-off switch between work and life. There is transitional activity between the two reals. I take control of my work and allocate sufficient time for family back home"	**Skilled Worker** **Field of Hospitality management**
			Sea Farer **(Maritime Field)**
		"Work life balance depends on signal we received in the middle of the sea. I enjoy work much with my colleagues and I am	
		always excited to my family back home in P.I	**Unskilled Worker** **(Field of Accountancy)**
B. **What should employers do to improve work life balance of its employees**		I have an interesting work life balance as I handle day to day circumstances between work and family. Work is important as family. However, work is work and family is family"	**Skilled Worker** **(Maritime Field)**

		"Enjoyment in work in the middle of the big sea. I maintain good relationship with other crews and whenever I have time, I see to it that I come in contact with my family.	**Unskilled Worker (Field of Economics)**
	Motivate and be appreciative; boost morale by giving merits and incentives	"Work life balance is favored on my part. I handle higher position and I get benefits that I deserve. I connect with my family every day before I retire to sleep.	**Skilled Worker (Field of Hospitality Mgt.)**
C. Please give your comments about work life balance in your work environment			**Skilled Worker (Field of Psychology)**
		" I think it would be best for employers to be more appreciative. If employees are morally uplifted, they will be motivated to love their work."	**Sea Farer (maritime Field)**
		"Work life balance can be improved by offering occasional company outing. It will provide motivation, boost efficiency and increase their productivity."	**Unskilled Worker (Field of Accountancy)**

		"To improve work life balance, harmony should exist. Practice of Authority should be done in proper time, place and right situation to boost morale."	**Unskilled Worker (Field of Economics)**
		"Employers should give preferential attention to its employees. The time for rest days should be strictly observed to gain more energy and become more productive upon return to office. They should look into their workers' welfare."	**Sea Farer (Maritime Field)** **Sea Farer (maritime Field)**
		Work life balance should be practiced by each company. If its work, then its work, then, if its time to rest, then rest. Employers should empathize with their employees."	**Skilled Worker (Field of Hospitality Management**
	Manage time to achieve a happy life and happy work environment	"Respect culture of every crew. Dignity is earned that will boost morale of the crew members and in the long run assure productivity while sailing."	**Skilled Worker (Field of Psychology)**

		"My work environment is a happy one. We enjoy each other's company, as we value time when we are together during breaks"	**Sea Farer (Maritime Field)**
			Unskilled Worker (Field of Accountancy
		"Hire more staff, so working days' time will not be tiring and exhausting. Hotel guests come in many, so less time is now spent for family."	**Unskilled Worker (Field of Economics)**
		"Work and become productive during office hours and leave the office on time after office hours. This is to practice control to manage time properly."	
		"Culture difference should be respected at all times, so that there will be no more time for work conflict and instead focus more time to enhancing	

		work. Practice of authority must be done at right time and right place."	
		"I have pleasant working environment as my company allows me to manage my time between works and attend to family concern when anything goes wrong."	
		There should be time for rest and be energized. There should be respect between higher management and its employees. Employees should be paid according to what they deserve	

Thematic Analysis

There has been dramatic change that occurred in the labor market and demographic profile over the past few decades. The shift has been evident among families here and other parts of the world. From the traditional male" breadwinner" role to dual earner couples and single parent families, labor has been sought worldwide. There has been demand in the working environment; organization's goal is to increase employee flexibility and productivity. The economic environment of instability and job uncertainty was the result of traditional "job for life." Just like change in work, workers perspective and expectations have also changed. With this, the need to balance between work and life was affected.

To address the issue, new orientations towards life-long learning, personal and career development, and an increased awareness and need for a balance between work and life was given priority by most organizations. As a

result, both men and women have experience an increase in demands from the familial, household and work domains. (Kotowoska, et.al, 2010).

This study has revealed three in its pursuit whether work life balance among OFWs has been felt and experience in the family and in the workplace. Those respondents who were given the opportunity to be interviewed have given their piece, that indeed work life balance was present. The result on family-work conflict and work-family conflict among Filipinos who participated in this study was minimal. The reason perhaps, is acceptance that one has to leave home to provide better future for the family. The opportunity was very tempting for Filipinos to decide and try their luck in foreign lands. Indeed, they succeeded and part of this victory was the reality, of the condition to be away from loved ones.

Filipinos have struggled their own way to maintain work life balance. Though difficult, they have survived the challenge of times and were given the opportunity to improve their way of living. Some of them have acquired properties like house and cars, children were sent to prestigious schools and over-all the family is enjoying a happy contented life. Though family problems still occur, still their status are far off from families who have not gone abroad.

Filipinos believe that work life balance should be felt in the workplace and good for them that they are enjoying. They have found employers who understand and take care of them. They find their work environment enjoyable because their co-employees are easy to adjust and their bosses exercise good management especially to their workers.

To achieve work life balance, three components have to be considered: equal time to both work and family roles; psychological involvement in both work and family roles and equal level of satisfaction in both work and family roles.

V.   SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

Summary of Findings:

1) Work Life balance for family-work conflict resulted to low interpretation
2) Work Life balance for work-family conflict resulted to moderate interpretation
3) Level of respondents' wellbeing on the aspect of Family Satisfaction resulted to very high level.
4) Level of respondent' wellbeing on the aspect of Work Satisfaction resulted to high level.
5) Level of respondents wellbeing on the aspect of psychological health resulted to high level
6) There was significant difference of work life balance on family-work conflict and work-family conflict.
7) There was significant correlation on the level of respondents' wellbeing on the aspect of family satisfaction; work satisfaction and psychological health.
8) The theme developed by respondents for work life balance was "work is work and family is family"
9) The theme developed by respondents on how employers can improve work life balance of their employees was motivate and be appreciative; boost morale by giving merits and incentives
10) The theme developed by respondents on describing the work life balance in their work environment was "to manage time to achieve a happy life and happy work environment."

Conclusions

Family work conflict is low in the effort to achieve work life balance among OFWs. The result indicated that conflict is more or less not an issue in these present times, as families have fully understood the situation of their loved ones abroad. The emergence of modern technology to communicate has lessened the conflict among members of the family.

Work-family conflict has resulted to moderate result. The findings indicated that on the part of OFW he/she has adjusted himself to make strategies to maintain the balance between the two reals in life- work and family. Its either that he makes adjustments of this time by being productive towards work, so that enough time will be spent to family using modern gadgets.

Wellbeing of respondents with regard to family satisfaction resulted to high level. Family of an OFW is satisfied because everything is well provided and family's future is secure.

Wellbeing of respondents with regard to work satisfaction was high. Work has been compensated by being diligent and productive because everything that an OFW does is for the sake of his/her family. If family and the OFW maintain good relation, then the latter will strive to do more for the good of the family.

Wellbeing of respondents with regards to psychological health resulted to high because a worry free OFW, who is in constant connection with family back home, may see his situation full of aspiration and dreams. He does everything in his strength and power just to ease the living of loved ones and prepare for future endeavor, once retirement is in the open.

There was significant difference in the work life balance in the aspects of family-work conflict and work-family conflict. The difference is evident since family-work conflict was low and wok-family conflict was moderate. The difference lies on how an OFW manage time to maintain WLB.

Significant correlation was evident in the aspects of wellbeing namely: family satisfaction, work satisfaction and psychological health. All three resulted to positive outcome for reason that conflict between work and family resulted to minimal.

Recommendations:

Work-life balance is a broad and complex phenomenon and it affects many people working in their hosts countries. It consists of three components: time balance to equal time being given to both work and family roles; involvement balance to equal levels of psychological involvement in both work and family roles; and finally, satisfaction balance to equal levels of satisfaction in both work and family roles. Therefore, the following is recommended:

Change world of work and its perspectives. In this present time,the traditional eight-hour working day is no longer the norm. The emergence of information communication technology ensures that employees may access work 24/7. Workplaces must introduce, flexible working hours and shift work. When these these happens developments will result in significantly changed working environments, as differences differences exist across countries.

Improve living and work conditions- Content of work has to change and working environment must transform in relation to working time and accessibility to work. Living conditions must be re-assessed to maintain wellbeing

physically and psychologically. There must be adaptation of multi-skills in workplaces and ability to do work at high speed must be recognized.

Formulate work life Balance Policies - There should be enhancement of organizational policies on: flexible hours engagement; leave arrangements and possibility of conducting teleworking.

Improve procedure on policies. Work life balance must be disseminated to staff so management can assess their needs.

Ensure that management will successfully practice Work Life Balance- This can be done by providing training for managers and supervisors; provide culture benefits and accept flexibility and innovation as they happen in the work place like work –family balance and addressing wellbeing of employees

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