The International Journal of Indian Psychology
ISSN 2348-5396 (Online) | ISSN: 2349-3429 (Print)
Volume 14, Issue 4, October- December, 2026
DIP: 18.01.042.20261404, DOI: 10.25215/1404.042
https://www.ijip.in

Research Paper

Relationship between Perceived Social Support and Work Life Balance: A Study among Working Chefs of Kollam District in Kerala

Sruthy Krishna M[1]*, Dr. Irom Shirly[2], Dr. Sheron K P R[3]

ABSTRACT

The present study was conducted to find the relationship between perceived social support and work life balance among working chefs of Kollam district. The study consists of with 80 professional chefs aged 25 to 55 years from different places in Kollam district of Kerala, the psychological tools used to assess were the multi-dimensional scale of social support by Zimet et.al (1998) and Work life balance scale by Hayman (2005). A purposive sampling method was employed to select participants for the study. Statistical tools such as spearman rank correlation and Man Whitney U test were used for data analysis, which was carried out with the help of SPSS. The results showed a non-significant relationship between Perceived social support and work life balance among Woking chefs. Additionally, there was no gender difference was found in Perceive social support and Work life balance among the chefs.

Keywords: *Perceived Social Support, Work Life Balance, Working Chefs*

The perceived social support plays an important role in chefs' life. The hospitality industry, particularly the field of culinary sector, is featured by long working hours, high job demands, emotional labor, and irregular schedules, which often disrupt the employees' personal and family lives. Chefs are the major and core operational staff in hotels and restaurants, and thus they experience intense workplace pressure, makes struggles to attain the work–life balance in which it is a critical concern in their professional well-being. In the following recent years, researchers have increasingly focused on how perceived social support (PSS) from organizations colleagues, family, and friends can impact an employees' ability to manage work and personal life effectively. The different perspectives of social support theory suggests that emotional, informational, and instrumental support helps individuals to cope with job stress and improves the overall well-being of these employees. Mostly the studies enumerate that in the hospitality context. The studies have been done by Whittaker, L. (2024) examined that the working conditions of chefs in India and found that food service workers are often underpaid, overworked, and undervalued, thus leads to severe work–life imbalance and poor well-being. The study examined the

[1]Research scholar, Department of Psychology, Manipur International University, Ghari, Imphal
[2]Professor, Manipur International University, Ghari, Imphal
[3]Assistant Professor
*Corresponding Author

Received: August 01, 2026; Revision Received: October 29, 2026; Accepted: November 03, 2026

© 2026, Sruthy K.M., Shirly, I. & Sheron, K.P.R.; licensee IJIP. This is an Open Access Research distributed under the terms of the Creative Commons Attribution License (www.creativecommons.org/licenses/by/2.0), which permits unrestricted use, distribution, and reproduction in any Medium, provided the original work is properly cited.

hospitality sector in Kerala highlighted that employee well-being is strongly influenced by work–life integration and organizational support systems, especially during COVID-19 disruptions.

Significance of the Study

This study signifies the relationship between perceived social support and work–life balance among chefs in the Kollam district, this is a profession characterized by long working hours, high work pressure, irregular schedules, and physically demanding tasks. By understanding how social support from family, friends, colleagues, and supervisors influences chefs' ability to maintain a healthy work–life balance can provide valuable insights into improving their overall well-being, job satisfaction, and work performance. The findings of this study will hopefully benefit the hotel owners, restaurant managers, and human resource professionals by helping them develop supportive workplace policies, employee assistance programs, and flexible work practices that promote a better balance between professional and personal life. Furthermore, the study will also help in contribute to the existing body of knowledge on work–life balance in the hospitality sector, particularly within the context of Kollam district. It will also serve as a useful reference for future researchers.

Objective

1. To find out whether exist any relationship between the Perceived social support and Work life balance among working chefs.
2. To examine whether exist any difference in Perceived social support and Work life balance between male and female chefs.

Hypothesis

- **H1:** There will be no significant relationship between Perceived social support and work life balance among working chefs.
- **H2:** There will be no significant difference in Perceived social support and Work life balance between male and female working chefs.

METHOD

Participants

A sample is a small representation of the population. The sample for the present study consisted of 80 participants including males and female chefs from various hotels and restaurants in Kollam district. Working chefs who has less than 6 months experience in the concerned field are excluded.

Measures

- **Demographic data sheet:** The document contains important background data about study participants or respondents, such as demographics or academic credentials such as gender, age designation.
- **Work life balance scale:** The Work-Life Balance Scale (WLB) was developed by Jeremy Hayman in 2005, adapted from an earlier instrument by Fisher-McAuley et al. (2003). This scale consists of 15 items designed to assess employees' perceptions of their work-life balance across three dimensions: Work Interference with Personal Life (WIPL), Personal Life Interference with Work (PLIW), and Work/Personal Life Enhancement (WPLE). Respondents rate the frequency of experiences related to these dimensions using a 5-point Likert scale, where higher scores reflect better

work-life balance. The scale has demonstrated strong reliability, with Cronbach's alpha values ranging from 0.84 to 0.94 across various studies, the scale revealed a three-factor structure explaining a substantial portion of variance and showed internal consistency with alpha values of .93 (WIPL), .85 (PLIW), and .69 (WPLE).

- **Multi-dimensional social support scale:** Perceived social support scale: Developed by Zimet and Dahlem in 1998. These scales consist of 12 items. Cronbach's alpha typically ranges between (0.85) and (0.95) for the total scale.

Data collection procedure

The data were collected from the sample of 80 chefs by offline and online who were working in different regions in Kollam district through the method of purposive sampling method and a descriptive correlation resign design were used.

RESULTS AND DISCUSSION

Table 1 The normal distribution test for the variables Perceived social support and Work life balance using Shapiro Wilk Test.

Variables	Statistics	df	p value
Perceived Social Support	.845	170	.010
Work Life Balance	.943	170	<.001

The table represents A p-value which is less than 0.05 suggests a significant deviation from normality, which means that the data are not normally distributed. Since all the three variables have p-values below 0.05, this indicates that the data is not normally distributed. Therefore, non-parametric statistical methods would be more appropriate for further analysis.

Table 2 Spearman rank Correlation between Perceived social support and Work life balance among working chefs.

Variable	Work Life Balance	p value
Perceived Social Support	.0453	0.067

The above table 2 represents the correlation between Perceived social support and Work life balance among working chefs The results shows (r = .0453) with a p-value of 0.067, which is indicates that the relationship is not statistically significant, suggesting perceived social support are not all associated with level of work life balance among the working chefs Therefore , the hypothesis which states H1 :There will be no significant relationship between perceived social support and Work life balance among working chefs are is accepted. The above findings revealed that there was no statistically significant relationship between social support and work–life balance among chefs This indicates that the level of social support received by chefs from family, friends, colleagues, or supervisors did not significantly influence their capability to maintain a balance between their work as well as their personal lives. One of the possible reasons may that the demanding nature of the chef profession, including the long working pattern of hours, the shift work, and work pressure may also have a greater impact on the work–life balance than the availability of social support. Other factors such as organizational roles, work atmosphere workload, job autonomy, and personal coping strategies may also play key factor in determining work life balance among working chefs.

Table 3 Gender differences in Perceived social support Work life balance Among Working chefs.

Variables	Gender	N	Mean	Sum of Rank	U-Value	p-Value
Perceived Social Support	Male	56	40.75	2285.00	540.1	0.0412
Work Life Balance	Female	22	36.12	794.00		

The above Table 3 represents the results of a Mann-Whitney U test, examining gender differences in the variables of Perceived social support and Work life balance among working chefs. The analysis revealed that the mean rank for males was 40.75 (Sum of Ranks= 2285.00), while for females it was 36.12 (Sum of Ranks = 794.00).

The calculated U-value p values of both the genders for the variables were also given respectively which indicates that there is no statistically significant difference in males and females among working chefs. Hence H2: There will be no significance gender difference on Perceived social support and work life balance among working chefs are accepted. This suggests that both male and female chefs experienced similar levels of social support and faced comparable challenges in balancing their professional and personal responsibilities. Generally, chefs working under the same organizational conditions, schedules, and performance expectations, gender may not significantly influence these variables within the hospitality industry.

CONCLUSION

The research revealed a no significant relationship between Perceived social support and work life balance which implies perceived is no a common factor in association with work life balance among working chefs in Kollam district.

The research also found that there are no significant gender differences in perceived social support and Work life balance among working chefs which implies a similar pattern of social support and work life balance can be visible on males and females.

REFERENCES

Aboobaker, N. (2022). Workplace spirituality and employee wellbeing in the hospitality sector: Examining the influence of fear of COVID-19. *Journal of Psychology and Religion*, 67(3), 362–371. https://doi.org/10.1007/s12646-022-00666-7.

Dinakaran, U. (2018). Work–life balance factors influencing the limited presence of women chefs in the hotel industry of Bengaluru. *Asian Review of Social Sciences, 7*(2), 37–43. https://doi.org/10.51983/arss-2018.7.2.1440

Kavitha, L. (2024). Identifying critical factors of work-life imbalances among employees in the newspaper industry. *International Journal on Recent Trends in Business and Tourism*, 8(2), 44–60. https://doi.org/10.31674/ijrtbt.2024.v08i02.004

Krishnakumar, S. (2024). Integrating health–life balance, job satisfaction and family–work interference among housemaids. *International Social Science Journal*, 74, 1305–1323. https://doi.org/10.1111/issj.12510

Medina-Garrido, J. A., Biedma-Ferrer, J. M., & Ramos-Rodríguez, A. R. (2023). Relationship between work-family balance, employee well-being and job performance. *arXiv preprint*. https://arxiv.org/abs/2401.13683

Mathew, T., & Bhargava, S. (2019). *Effect of perceived organizational support on employees' work–life balance: An empirical investigation in the hospitality sector*. *Compass Journal*.

Peshave, M. A. (2014). An analysis of work–life balance situation of employees and its impact on employee productivity with special reference to the Indian hotel industry. *Asian Journal of Management, 5*(1), 69–74.

Subramaniya Bharathi, R., & Rajapushpam, R. (2017). A study on work–life balance of food and beverage service employees in the hotel industry in Salem City. *International Journal of Research in Social Sciences, 7*(9), 427–439.

Seo, S. W., Kim, H. C., Zhu, Z. Y., & Lee, J. T. (2020). What makes hotel chefs interact with SNS community at work? *International Journal of Environmental Research and Public Health*, 17(19), 7129. https://doi.org/10.3390/ijerph17197129

Singh, H., Piramanayagam, S., & Thirugnanasambantham, K. (2024). Occupation-related antecedents, job-related outcomes, and mental health of food handlers: A scoping review protocol. *F1000Research*. https://f1000research.com/articles/13-600/v1

Whittaker, L. (2024). Underpaid, undervalued, and overworked: The working conditions of cooks in India's school lunch programme. *Development Policy Review*, 42, e12774. https://doi.org/10.1111/dpr.12774

Acknowledgment

I would like to take this opportunity to express my sincere gratitude to God Almighty, for giving me strength and courage to successfully undertake this endeavour. I express my sincere gratitude to Dr Irom Shirly, my supervising guide Professor, MIU Imphal for the valuable suggestion, support and encouragement given during the study and for his valuable and dedicated guidance, timely suggestions, systematic and methodological instructions rendered to me at every stage of work. also, I wish to express my gratitude to Dr Sheron K P R as my Co guide, support and encouragement given during the study. I also thank the participants of this study who cooperated with me to complete this research work. Finally, I express my heartfelt thanks to my parents, friends and classmates for their valuable support, motivation, and prayers throughout the study.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Sruthy K.M., Shirly, I. & Sheron, K.P.R. (2026). Relationship between Perceived Social Support and Work Life Balance: A Study among Working Chefs of Kollam District in Kerala. *International Journal of Indian Psychology*, *14*(4)*,* 479-483. DIP:18.01.042.20261404, DOI:10.25215/1404.042