

## **A Study on Employees Worklife Balance in Overall Indian Organisations**

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### **ABSTRACT**

This Paper entitled ‘**A STUDY ON EMPLOYEES WORK LIFE BALANCE IN OVERALL INDIAN ORGANISATIONS**’ is a major driver in the organization that helps to achieve higher productivity. It is a healthy blend of both employee's work life and personal life. There are many factors influencing work-life balance of an employee in the organization. The researchers have identified some factors along with demographic variables to study and understand the work life balance. A balanced life is one where we spread our energy and effort - emotional, intellectual, imaginative, spiritual and physical – between key areas of importance. The objective is to study the relationship between WLB and study factors. The researches use descriptive research design in this study. The primary data were collected through the structured questionnaire with the sample size of 120. The statistical tools used for the study is simple percentage, Correlation and chi-square test. The study variables include Demographic variables, Individual variables, and Employee satisfaction as outcome variables. Employees must be provided the shift job as per their wishes and their convenience, which will reduce their stress and they could manage their work life effectively. The current study focuses the factors influencing the work life balance of employees and the results of the study will help the organisation to enhance better work life balance towards higher level of productivity.

## INTRODUCTION

### 1.1 INTRODUCTION ABOUT THE STUDY

The work-leisure dichotomy was invented in the mid-1800s. Paul Krassner remarked that anthropologists use a definition of happiness that is to have as little separation as possible "between your work and your play". The expression "work-life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986.

Most recently, there has been a shift in the workplace as a result of advances in technology. Employees have many methods, such as emails, computers, and cell phones, which enable them to accomplish their work beyond the physical boundaries of their office. Researchers have found that employees who consider their work roles to be an important component of their identities will be more likely to apply these communication technologies to work while in their non-work domain.

Many authors believe that parents being affected by work-life conflict will either reduce the number of hours one works where other authors suggest that a parent may run away from family life or work more hours at a workplace. This implies that each individual views work-life conflict differently.

Employee assistance professionals say there are many causes for this situation ranging from personal ambition and the pressure of family obligations to the accelerating pace of technology. According to a recent study for the Center for Work-Life Policy, 1.7 million people consider their jobs and their work hours excessive because of globalization.

### WORK-LIFE BALANCE:

Work-life balance is about effectively managing the juggling act between paid work and the other activities that are important to people. It's not about saying that work is wrong or bad, but that work shouldn't completely crowd out the other things that matter to people like time with family, participation in community activities, voluntary work, personal development, leisure and recreation.

The 'right' balance is a very personal thing and will change for each person at different times of his or her lives. For some people the issue is being able to get into work or find more work rather than having too much work. There is no 'one size fits all' solution.

A balanced life is one where we spread our energy and effort - emotional, intellectual, imaginative, spiritual and physical – between key areas of importance. The neglect of one or more areas, or anchor points, may threaten the vitality of the whole.

## **OBJECTIVES OF THE STUDY:**

### **Primary objective**

- ❖ To study on employees work life balance at Reitzel India Pvt Ltd, Bangalore.

### **Secondary Objectives**

- ❖ To examine the factors influencing the work life balance of the employees.
- ❖ To examine the perceptions of respondents on specific areas of work life balance.
- ❖ To assess and evaluate the impact of work life balance of employees.
- ❖ To study about the spending time with their family members
- ❖ To know the hindrances in balancing their work and life and stress.
- ❖ To suggest the specific recommendations for the betterment.

## **STATEMENT OF THE PROBLEM:**

Employees are the asset of the company. They assist in generate the earnings and revenues to the business concern. Their satisfaction must be fulfilled through various

aspects. Now-a-days, the working employees include male and female are not in the situation to balance their work and life. They are not able to work effectively in the same hand the company isn't able to utilize them properly. Hence the study of work life balance is essential to suggest them few ways to balance their work and life.

## SCOPE OF THE STUDY

There is a wide body of evidence which suggests that work-life balance favours both employers and employees. These relate to overall effects on business performance or assisting particular groups of workers. Ultimately the success of work-life balance is dependent upon employers being able to implement the practices so that, at worst, they do not impose an unsustainable cost on their businesses. If it were to impose an unsustainable cost, then the likely outcome is some form of regulatory avoidance, such as not recruiting people who may demand some of work-life balance assistance. To date, the evidence about the introduction of flexible working time arrangements and leave entitlements appear to have been largely beneficial to employers,

## RESEARCH METHODOLOGY:

### 1) RESEARCH DESIGN:

A **research design** is the set of methods and procedures used in collecting and analysing measures of the variables specified in the research problem research. The design of a study defines the study type and its sub type. Research design is the framework that has been created to find answers to research questions.

### Descriptive Research Design:

A descriptive study was conducted during the project work. Questionnaires were distributed and discussions were made with some of the employees. The industrial working conditions, type of work, employees work life balance were all studied.

## **2) SAMPLE DESIGN:**

The sampling technique adopted for the purpose of the study is simple random sampling.

### **SIMPLE RANDOM SAMPLING:**

Each member of the population has a known and equal chance of being selected.

### **SAMPLE SIZE:**

The number of respondents considered for the study was the population is 650 members the sample size taken 120 members.

### **DATA COLLECTION:**

- Primary data: Questionnaires.
- Secondary data: This was collected from various sources like company booklets and internet.

### **STATISTICAL TOOLS FOR DATA ANALYSIS:**

- Simple percentage method
- Correlation analysis
- Chi square test.

### **SIMPLE PERCENTAGE METHOD:**

Simple percentage method refers to a ratio. With the help of absolute figures, it will be difficult to interpret any meaning from the collected data but when the percentages are found out then it becomes easy to find the relative difference between two or more attributes.

**No. of Respondents**

**Percentage= -----x100.**

**Total No. of respondents**

### **CORRELATION ANALYSIS:**

Correlation is a term that refers to the strength of a relationship between two variables. In correlation analysis, we estimate a sample **correlation coefficient**, more specifically the **Pearson Product Moment correlation coefficient**. The sample correlation coefficient

$$r = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}}$$

### **CHI SQUARE TEST:**

Chi-square is an important non-parametric test and as such no rigid assumptions are necessary in respect of the type of population. We require only the degree of freedom (implicitly of course the size of the sample) for using this test. As a non-parametric test, chi-square can be used (i) as a test of goodness of fit and (ii) as a test of independence.

$$(O_{ij} - E_{ij})^2$$

$$\chi^2 = \frac{E}{E_{ij}}$$

Where

- $O_{ij}$  = observed frequency of the cell in  $i$ th row and  $j$ th column.
- $E_{ij}$  = expected frequency of the cell in  $i$ th row and  $j$ th column

### LIMITATIONS OF THE STUDY:

- ⇒ The information provided by the workers is not definitely true.
- ⇒ The samples of workers are not representative of the total workforce
- ⇒ The workers hesitate disclosing the true facts in order to secure their job.
- ⇒ The study was time bound because the employees had to be disturbed from their work and prior appointments had to be taken.
- ⇒ The sample size of the study is 120 only.
- ⇒ The study is restricted only from Jan-March and hence the expectations & perceptions of employees could change in future.

### REVIEW OF LITERATURE

#### INTRODUCTION:

The Work Life Balance of employees plays a significant role in the successful functioning of a business firm .An attempt is made here to the review the previous studies conducted by various researchers in the field of Work Life Balance.

**Crooker K (2002)<sup>1</sup>**, the success of any organization is highly dependent on its workforce. Especially the IT BPO industry needs to be flexible enough to develop commitment and talent in their workforce. They need to adopt a strategy to improve the employees 'Work-life balance' to satisfy both the organizational objectives and employee needs. The data pertaining to the study

has been collected from professionals working in BPO companies in Hyderabad to analyze the Work-life balance. This paper aims to investigate factors affecting Work-life balance, Work-life balance arrangements availed by the employees and impact of Work- life Balance on employees work life, family life, personal life and on employees relationship with management and employees.

**R. Geetha and Dr. R. S. Mani(2016)<sup>2</sup>**,Quality of work life is necessary for an organization to attract and to retain skilled and talented employees. It is a progressive indicator relating to the sustainability of business concern. An organization provides a better QWL than it develops the healthy working environment as well as satisfied employees. High Quality of work life can give a result in better organizational performance, effectiveness innovativeness etc. It states the individual employee's freedom to design his job functions to meet his personal needs and interest. Quality of work life is the corroboration between the employees and their organization. It improves the family life as well as work life of the individual.

Crooker K (2002)<sup>1</sup>,Creating work-life balance: A model of pluralism across life domains, BLUE OCEAN RESEARCH JOURNALS, Vol.1, pg.no:387-419.

R. Geetha and Dr. R. S. Mani(2016)<sup>10</sup>, Quality of Work Life, International Journal of Applied Engineering Research, Volume 11, Number 16, pp 8928-8931

## **FINDING, SUGGESTION AND CONCLUSION:**

### **FINDINGS OF THE STUDY:**

- ❖ Among the total respondents 58% of the respondents are married.
- ❖ Among the total respondents 31% of the respondents are having above 4 years experience.

- ❖ Among the total respondents 36% of the respondents monthly income is Rs.20,001 – Rs.30,000.
- ❖ Among the total respondents 69% of the respondents are having working partner
- ❖ Among the total respondents 72% of the respondents are having children.
- ❖ Among the total respondents 40% of the respondents said spouse that take care of their children.
- ❖ Among the total respondents 43% of the respondents said 2-3 hours that they spend with their child.
- ❖ Among the total respondents 43% of the respondents said always missing that family or friends because of work.
- ❖ Among the total respondents 51% of the respondents are strongly agreed about they feel tired or depressed because hectic work schedule.
- ❖ Among the total respondents 40% of the respondents said Yoga that they are managing stress from work.
- ❖ Among the total respondents 42% of the respondents are strongly agreed about they discussed the problem with their Spouse/friends to alleviate the level of stress.
- ❖ Among the total respondents 36% of the respondents have like to working in a Long working hours and Shift hours
- ❖ Among the total respondents 32% of the respondents are neutral about work life balance policy in the organization can be customized to individual employee's needs.

## **Suggestions**

- ❖ The employees must be satisfied in their job. Then only the productivity will be increased and they can perform peacefully.
- ❖ Employees must be provided the shift job as per their wishes and their convenience.
- ❖ Crèches may be arranged in the workplace for their employees. This would make them uninterrupted and peaceful job.
- ❖ Public holidays and leave for local festivals must be provided to the employees in order to mentally relax them. This would reduce absenteeism in the company.
- ❖ Employees may be provided counseling those who are suffered from not managing the work life properly.
- ❖ Awareness must be created by the company regarding work life balance to the employees. Experts and experienced senior cadre officers must provide suggestions and speech on work life balance.
- ❖ Employees must be engaged often to other activities such as mentally relax them like dance, yoga and music.

## Conclusion

Work-life balance is a broad concept including proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other. Work life balance is important and it should be improved in all the organizations. If it is not improved it leads to poor performance, absenteeism and sick leave.

This study is mainly aimed at designing a work life balance for Reitzel India Pvt Ltd, Bangalore, by analyzing work and family problems faced by the employees and also overall satisfaction level of the employees. It has been found that the organization is showing keen interest in career life of the employees and work load has been kept reasonable, by sharing the duties and responsibilities among the employees. Employees are comfortable at work place. The employees are giving an equal quantum of importance to both family and work. From this study, it was found that most of the employees are able to balance their work life and personal life.

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