

A Study on Work Life Balance Towards Employee Performance with Reference to Santh Exports Pvt Ltd, Karur.

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Abstract

Work life balance is a very important phenomenon that is of great concern to various employees in both private and public sector. It goes beyond prioritizing the work role and one's personal life. It also affects the social, psychological, economical and mental well-being of the individual. All this has been reflected in the output of the individual, which affects his or her performance in the work place on the long run. Work life balance has implication on employee attitudes, behaviors, wellbeing as well as organizational effectiveness. From this study the Impact of Work Life Balance towards Employee Performance is investigated through Santh Exports employees by taking survey using questionnaire based on their i.e., Age, Gender, Marital Status, Educational Qualification, Annual Income. Data Collected through the closed ended questionnaire. The sample size is 150 but the questionnaire was collected around 133. Data is analyzed through Chi – Square, Regression analysis. Empirical research methods used to analysis this study. The study is limited to textile and manufacturing industries. This study will provide insight about the employee's work life satisfaction and their struggles that create impact on the organization outcome which can be useful for employers, managers in manufacturing and Textile industries.

Keywords: Work life balance Employee, Performance, Production, Satisfaction, Family Role, Win – Win Approach, Work Satisfaction, Individual Growth, Accommodations, Effective Management.

1. INTRODUCTION TO THE TOPIC

Work-life balance is typically defined as the amount of time that employees spend doing their job versus the amount of time they spend with loved ones or pursuing personal interests and hobbies. When work demands more of the employee's time or attention, they will have less time to handle their other responsibilities or passions. Work life balance is a very important phenomenon that is of great concern to various employees in both private and public sector. It goes beyond prioritizing the work role and one's personal life. It also affects the social, psychological, economical and mental wellbeing of the individual. All these is been reflected in the output of the individual, which affects his or her performance in the work place on the long run. Work life balance has implication on employee attitudes, behaviors, wellbeing as well as organizational effectiveness

2. SCOPE OF THE STUDY

The scope of the study is to understand the benefits and struggles faced by the employee with the

worklife balance.

3. LITERATURE RIVIEW

- **James M. White** (1999) examined about Work-Family Stage and Satisfaction with Work- Family Balance Voydanoffs (1987) three constructs for the sequencing of work and family stages are integrated with family development theory to produce three hypotheses in regard to work-family career stages and its relationship to satisfaction with the balance between work and family. Canadian findings indicate that the effects for work-family stages are moderated by gender. Mothers who work over twenty hours a week are less satisfied with the balance between work and family than fathers and mothers who work less than twenty hours or are at home full time. Part time dual earner families show relatively high satisfaction with work-family balance for both genders.
- **Rosemary Crompton, Clare Lyonette** (2006) examined about "Work-Life 'Balance' in Europe" national variations in reported levels of work-life conflict, drawing upon questions fielded in the 2002 Family module International Social Survey Programme (ISSP) surveys for Britain, France, Finland, Norway and Portugal. We find evidence of a 'societal effect' in the cases of Finland and Norway, in that significantly lower levels of work-life conflict are reported in these countries even after a range of factors have been controlled for. However, support for childcare in France does not appear to have had similar impact.
- **Novia Haryani** (2021), examined the extent to which "Career Adaptability and Work Engagement of Millennial Startup Employees" This study aims to determine the level of career adaptability and work engagement and the effect of career adaptability on work engagement in millennial generation employ a startup company. This type of research is ex post facto with a quantitative approach. The population of this study amounted to 34 employees who work at the startup company. This research is a population study; therefore, it uses the entire population of employees. The instrument uses a psychological scale of career adaptability and works engagement. The validity of the research scale uses content validity by expert judgment. The reliability of the research scale was estimated using Cronbach Alpha and composite reliability
- **Michael R. Frone, Marcia Russell, Mary Lynne Cooper.** (1992) A comprehensive model of the work–family interface was developed and tested. The proposed model extended prior research by explicitly distinguishing between work interfering with family and family interfering with work. This distinction allowed testing of hypotheses concerning the unique antecedents and outcomes of both forms of work– family conflict and a reciprocal relationship between them. The influence of gender, race, and job type on the generalizability of the model was also examined. Data were obtained through household interviews with a random sample of 631 individuals. The model was tested with structural equation modeling techniques. Results were strongly supportive. In addition, although the model was invariant across gender and race, there were differences across blue- and white- collar workers. Implications for future research on the work–family interface are discussed.
- **Tait D. Shanafelt , Marilyn Raymond , Michael Kosty , Daniel Satele , Leora Horn , John Phippen Quyen Chu , Helen Chew , William Benton Clark , Amy E. Hanley , Jeff Sloan , William J. Garnisher** (2013) "Satisfaction With Work-Life Balance and the Career and Retirement Plans of US Oncologists" The purpose of this study is To evaluate satisfaction with work-life

balance (WLB) and career plans of US oncologists the methods they used The American Society of Clinical Oncology conducted a survey of US oncologists evaluating satisfaction with WLB and career plans between October 2012 and March 2013. The sample included equal numbers of men and women from all career stages. Satisfaction with WLB among US oncologists seems lower than for other medical specialties. Dissatisfaction with WLB shows a strong relationship with plans to reduce hours and leave current practice. Given the pending US oncologist shortage, additional studies exploring interactions among WLB, burnout, and career satisfaction and their impact on career and retirement plans are warranted.

- **Amit Verma** (2022) examined about the main motto of this study is to insight out about the technology change, increased work Pressure with constant deadlines, co-existing virtual workplace and changing demographic profile such as gender, experiences, an increase of disposable income inflation, improving living standard have encouraged the importance of the provision of work-life balance in the industrial sector. In the modern era, it is essential especially for females as they play a dual role. The Research Paper depicts the direction of work-life arrangement for the female employee in the Indian industry. To Conduct this study, both first-string and second- string data were used. The first-string data was assembled through a structured questionnaire from the sample of respondents, whereas the second- string data was collected through publicized government resources like websites, Internet journals, etc. To get the required information for policies, practices, and variables affected workplace the questionnaire was sent through questionnaire through emails and hand- outs. The information thus collected has been analyzed with the assistance of various statistical tools and techniques.
- **V.Rama Devi, A. Nagini** (2013) they examined about “Work-Life Balance And Burnout As Predictors Of Job Satisfaction In Private Banking Sector”. This research is undertaken in order to study job satisfaction of employees in private banking sector. An attempt is made to determine the impact of work-life balance and burnout on job satisfaction of employees. A sample of 103 employees is chosen from 9 private sector banks. The results revealed that there is positive relationship between work-life balance and job satisfaction and negative relationship between burnout and job satisfaction. Regression analysis demonstrated that job satisfaction is dependent on work-life balance and burnout experienced by the employees.
- **Oscar Dousin, Ngan Collins, Balvinder Kaur Kler** (2019): This study examines the relationship between WLB practices on employee job performance as well as the mediating effect of job satisfaction in the relationship between work-life balance practices and employee job performance among doctors and nurses in East Malaysia. The study surveys 491 doctors and nurses in the East Malaysia states of Sabah and Sarawak in 2016-2017. Four hypotheses were tested with validated measures of WLB practices (flexible working hours and supportive supervision), International Journal of Human Resource Studies job satisfaction and job performance. Findings revealed that flexible working hours and supportive supervision has a significant and positive impact to job performance. Job satisfaction positively mediates the relationship between flexible working hours and supportive supervision towards job performance.

- **Selvarani, Kamalanabhan, Sakthivel Rani** (2011) they examined to which “Work life balance reflection on employee satisfaction” Their aim of this research is to analyze the relationship between employee satisfaction and work/life balance. The construct used for this research consists of career opportunity, recognition, work tasks, payments, benefits, superior subordinate relationship, employee satisfaction, and work/life balance. The study was conducted on a total of 210 respondents working in IT organization. This study makes a contribution to join two distinct research streams, namely employee satisfaction, and work/life balance. Findings suggest that high correlation exists between work task and employee satisfaction with a mediator variable namely work-life balance.
- **Christian Wirandendi Wolor, Destria Kurnianti, Siti Fatimah Zahra, S Martono** (2020) examined About “The Importance of Work-Life Balance on Employee Performance Millennial Generation in Indonesia” The purpose of this study is to look at various theories regarding the effect of the influence of work-life balance on employee performance. The final goal of this paper is to collect various theories to be used in developing work-life balance strategies to improve the welfare of organizations and individual workers. This study uses a qualitative method in a systematic review. The findings show that work-life balance affects the performance of millennial generation employees. An important implication for behavioral science research that arises from this research is that to achieve high company and employee performance, the company must provide a work-life balance policy for its employees so that employees can be motivated and commit to working optimally in the company.

6. RESEARCH METHODOLOGY

1. Research Design

Empirical Research have used in this study which is based on observations and experience by working with the employees and by collecting their opinions with the help of questionnaire.

2. Method of Data Collection

The data has collected with the help of Questionnaire

3. Population

The Total population is 500 approximately

4. Sample Unit

The Sample unit of this study is 150

5. Sample Size

The Sample size of this study is 133

6. Sampling Method

Probability Sampling method have used in this study particularly Simple Random Sampling Method used to collect the data from the employees.

7. Tools for Data Analysis

- Simple Random Sampling Method
- Chi – Square
- Regression

8. Scaling Method

Five Leve Scaling Method have used in this study.

7. DATA ANALYSIS AND INTERPRETATION

Simple Percentage Analysis

Table No: 1 - GENDER OF THE RESPONDENTS

Gender	Responses	Percentage
Male	59	44.2%
Female	74	55.6%
Total	133	100.0%

Source: Primary Data

Interpretation: From the Table No: 1. It was found that about and 55.6% of the respondents Male and 44.2% of the respondents are Male

CHART NO: 1 - GENDER OF THE RESPONDENTS

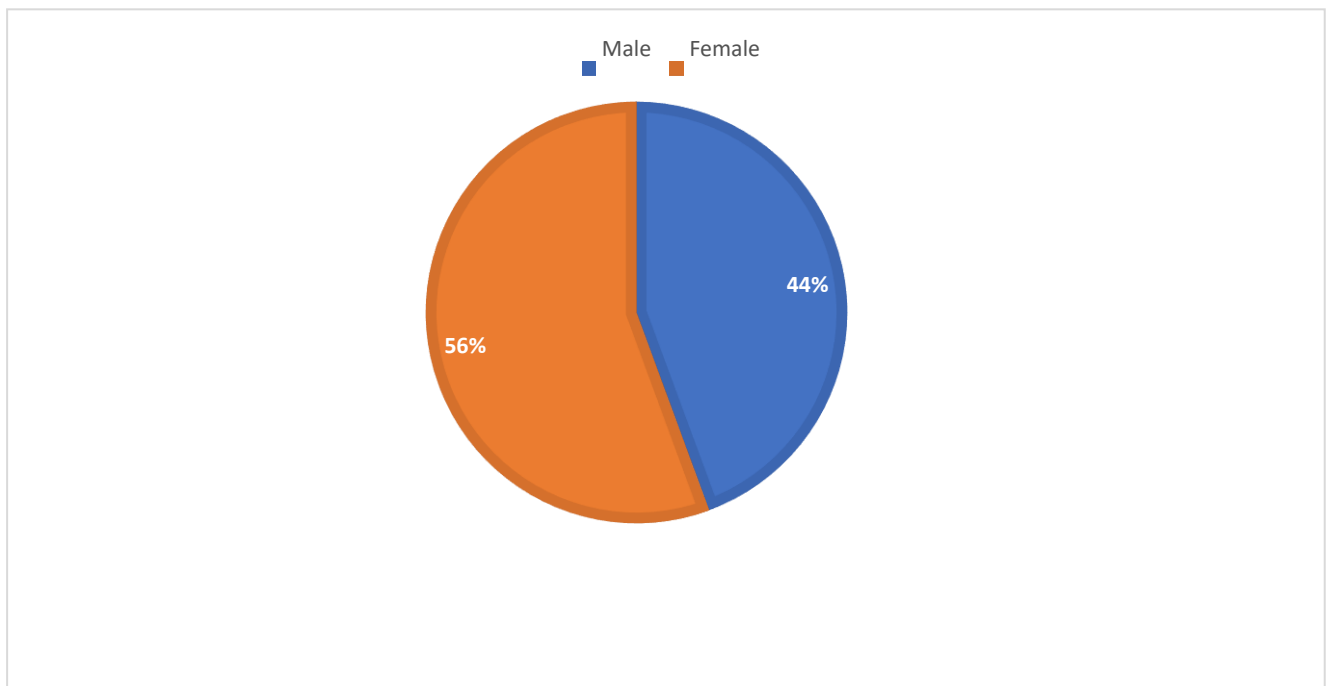


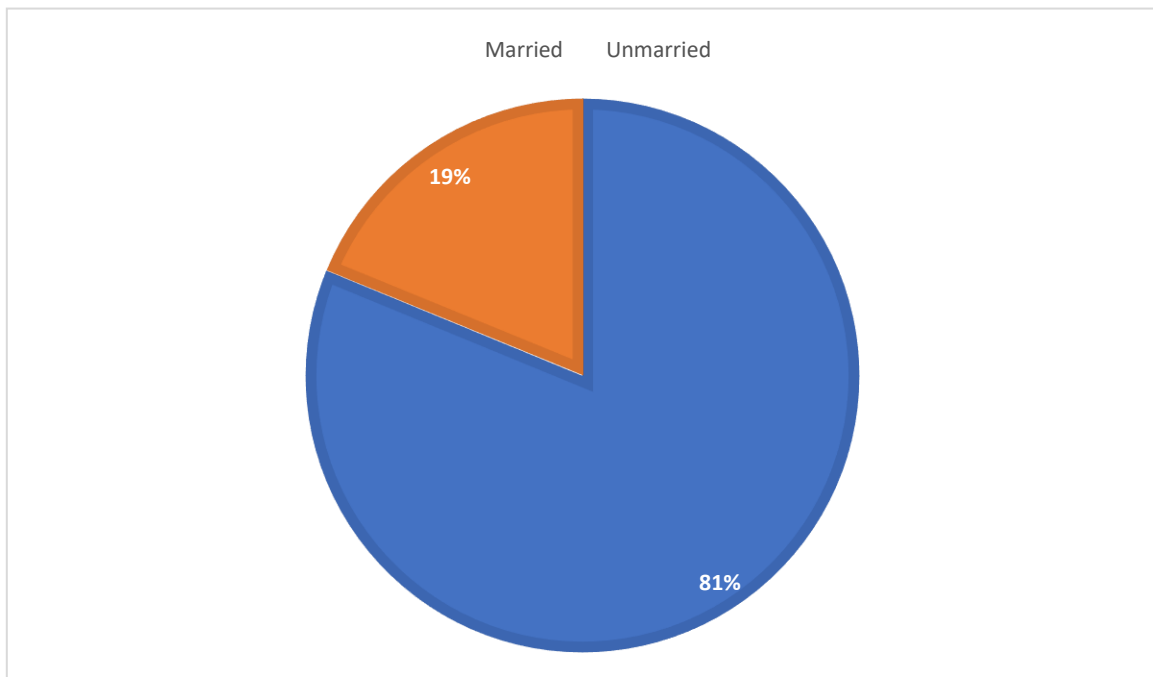
TABLE No: 2 -MARITAL STATUS OF THE RESPONDENTS

Marital Status	Responses	Percentage
Married	108	81.2%
Unmarried	25	18.8%
Total	133	100.0%

Source: Primary Data

Interpretation: From the Table No.2. It was found that about 81.2% of the respondents are Married and 18.8% of the respondents are Unmarried.

CHART No: 2 - MARITAL STATUS OF THE RESPONDENTS



Chi – Square Analysis

TABLE No: 3 - GENDER OF THE RESPONDENTS × ACCOMMODATING BEHAVIOR TOWARDS FAMILY ROLE

		Highly Satisfied	Satisfied	Undecided	Dissatisfied	Highly Dissatisfied
Gender of the Respondents	Male	31.50	24.84	1.33	.89	.44
	Female	39.50	31.16	1.67	1.11	.56
Total		.53	.42	.02	.02	.01

The table presents the relationship between the gender of respondents and their accommodating behavior towards family roles, measured on a satisfaction scale ranging from highly satisfied to highly dissatisfied. The data suggests that females have a higher level of satisfaction with accommodating behavior towards family roles than males. More specifically, 39.5% of females reported being highly satisfied with accommodating behavior towards family roles, compared to 31.5% of males. Similarly, a higher percentage of females reported being satisfied (31.16%) compared to males (24.84%).

Overall, the majority of both males and females reported being satisfied with accommodating behavior towards family roles, with very few expressing dissatisfaction. The undecided responses were also relatively low. It's important to note that this data does not provide information on the reasons for the gender differences observed. Additionally, the data only reflects the opinions of those surveyed and may not be representative of the entire population.

Chi-Square Tests

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	4.94	4	.293
Likelihood Ratio	6.07	4	.194
Linear-by-Linear Association	.60	1	.440
N of Valid Cases	133		

The first test is the Pearson chi-square test, which tests the hypothesis that there is no association between the two variables. The value of the test statistic is 4.94, with 4 degrees of freedom, and the p-value is .293. Since the p-value is greater than the conventional alpha level of .05, we fail to reject the null hypothesis and conclude that there is not enough evidence to suggest that there is a significant association between gender and accommodating behavior towards family roles.

TABLE NO: 4 - MARITAL STATUS OF THE RESPONDENTS × GOALS ACCOMPLISHED

		Highly Satisfied	Dissatisfied	Undecided	Dissatisfied	Highly Dissatisfied
Marital Status of the Respondents	Married	40.60	38.98	21.11	4.87	2.44
	Unmarried	9.40	9.02	4.89	1.13	.56
Total		.38	.36	.20	.05	.02

Interpretation: The table shows that a higher percentage of married respondents (40.60%) reported being highly satisfied with their goals accomplished compared to unmarried respondents (9.40%). Similarly, a higher percentage of married respondents (38.98%) reported being dissatisfied with their goals accomplished compared to unmarried respondents (9.02%). The pattern is consistent for

the other response options.

Overall, the results suggest that marital status may be associated with the goals accomplished, with married respondents reporting higher levels of satisfaction and dissatisfaction compared to unmarried respondents. However, it is important to note that other factors may also be influencing these results and further analysis is needed to draw definitive conclusions.

Chi-Square Tests

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	3.81	4	.432
Likelihood Ratio	4.82	4	.307
Linear-by-Linear Association	.65	1	.420
N of Valid Cases	133		

The chi-square tests show that there is no significant association between marital status of the respondents and goals accomplished, as indicated by the p-values greater than .05 for all three tests. This suggests that marital status does not play a significant role in determining the level of satisfaction with goals accomplished.

Regression

TABLE No: 4

R	R Square	Adjusted R Square	Std. Error of the Estimate
.13	.02	-.01	.50

Coefficients (Gender of the Respondents)

	Standardized Coefficients	t	Sig.				
	B	Std. Error	Beta		Lower Bound	Upper Bound	
(Constant)	1.39	.13	.00	11.06	.000	1.14	1.64
Realization of mutual benefit of both work and family	-.02	.06	-.03	-.31	.759	-.13	.10
Optimistic recognition as member as well as worker	.06	.07	.10	.85	.399	-.08	.20
Win - win approach	.04	.06	.08	.70	.487	-.07	.15

Realization of mutual benefit of both work and family: The coefficient of -0.02 indicates that a one-unit increase in this variable is associated with a 0.02-unit decrease in the level of work-life balance. This means that, as respondents become more aware of the benefits of both work and family, they tend to report a lower level of work-life balance

TABLE No: 5

R	R Square	Adjusted R Square	Std. Error of the Estimate
.13	.02	.00	.39

Coefficients (Marital Status of the Respondents)

	Standardized Coefficients	t	Sig.				
	B	Std. Error	Beta		Lower Bound	Upper Bound	
(Constant)	1.18	.10	.00	11.77	.000	.98	1.37
Confidence and trust to work Independently	.01	.05	.03	.28	.782	-.08	.11
Supervision and trust actualization	-.06	.05	-.14	-1.17	.245	-.17	.04
Freedom and control in decision regarding work done	.06	.04	.15	1.36	.175	-.03	.15

Confidence and trust to work independently: Married respondents are more likely to report a higher level of work-life balance if they have confidence and trust in their ability to work independently.

Supervision and trust actualization: Married respondents are more likely to report a higher level of work-life balance if they feel that their supervisors and managers trust them to do their jobs without micromanaging them.

Freedom and control in decision regarding work done: Married respondents are more likely to report a higher level of work-life balance if they have the freedom and control to make decisions about their work.

It is important to note that these are just correlations, and they do not necessarily mean that one factor causes the other. It is possible that other factors, such as personality or individual circumstances, also play a role in work-life balance.

8. FINDINGS

- As respondents become more aware of the benefits of both work and family, they tend to report a lower level of work-life balance.
- Goals accomplished: Respondents with higher annual incomes are more likely to report a higher level of work-life balance if they feel that they are accomplishing their goals.
- Confidence and trust to work independently: Married respondents are more likely to report a higher level of work-life balance if they have confidence and trust in their ability to work independently.
- Supervision and trust actualization: Married respondents are more likely to report a higher level of work-life balance if they feel that their supervisors and managers trust them to do their jobs without micromanaging them.
- Improved individual performance: Respondents with higher annual incomes are more likely to report a higher level of work-life balance if they feel that they are improving their individual performance.

9. SUGGESTION

- Increase salary for the multiple tasks doing employee.
- Improve the employee relation in respect to the work force
- Give some health drink for employees during the break time like – Buttermilk in summer season
- Suggestion/ feedback box for reducing conflicts.
- Give advertisement to reach the maximum people.

10. CONCLUSION

From the study related to the “**A Study on Work life Balance towards Employee Performance with reference to Santh Exports Pvt Ltd, Karur**”. Mostly married women between 31-40 of their age and most of the employees were highly satisfied with work life balance and there is smooth relationship between employee and employer I felt employees busy schedule and limited times are the limitation for the project and salary increment for thematic-tasking employees, and providing health drink for the summer season are the suggestion I give to the company for the productivity and better growth.

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