

Analysis of Study of Work Life Balance of Employees

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ABSTRACT

Work Life Balance means bringing work, whether done on the job or at home, and leisure time into balance to live life to its fullest. It is the process of balancing, analyzing and maintaining the employees and family commitments. Primary data such as questionnaire have been conducted to collect the data from the employees using percentage method, chi-square, correlation, and weighted average. This study has been inferred that data collected from various employees has been provided the productivity and effective task in the organization.

Keywords: Time, balance, commitment, employees, organization.

Introduction To Work Life Balance Meaning

Maintaining a balance between work life and personal life is called Work life balance. The meaning of work\life balance has chameleon characteristics. It means different things to different groups, and the meaning often depends on the context of the conversation and the speaker's viewpoint. Importance of work life balance is being realized both by corporate and employees. It aims to ensure that neither work nor personal commitments are ignored and that a person can concrete on a healthy and a person can preserve both inside and outside of their job.

Definition Of Work Life Balance

According to Annette Grunnet.,

“Work Life Balance is about people having a measure of control over when, where and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norms, to the mutual benefit of the individual, business and society.”

Objectives Of Work Life Balance

- To analyze the difference in the perception of male and female employees towards work life balance.
- To examine the relationship and the impact of work life balance on employees personal life.
- To provide valuable suggestions to management the balancing employees work and personal life.

Gauri Tiwari (2017), here in the paper work life balance play a crucial job in Employee life, as expanding interest for new items, mechanical progressions, serious challenges, longer working hours, riotous calendar, consumer loyalty between the different financial divisions and make a pressure and

weight in the psyche of the employee to perform well. These all components will influence The expert terms of worker as well as it has sway on the individual and psychological wellness of the person. Private segment have customary functioning as well as representatives need to work for longer hours and their work life equalization will become misbalanced that lead to burnout, despondency, a sleeping disorder are the after effect of studying the 106 respondents.

Abhishek Raj & Pushkar Singh (2019), the subsidy and profitability of connotation put your faith in exhibition and duty of its representatives. Each representatives has an individual and skillful life expectancy; mutually these are exceptionally inflexible to isolate. They always be circulated and performed on the off case that if an agency may do this while he or she has a wonderful life into and out of the employment.

Vasumathi. A (2018), the survey of writing on work life parity of ladies representatives has stood illustrated in standpoint on its expanded prevalence thru the momentous target to need for bourgeoning of society. WLB is a significant worry for ladies representatives in the present situation, as broadened hours of work in association pulls ladies representatives efficiency and stint which they really intended to commit to their kinfolk loop.

Research Methodology

Research design: Descriptive Research

The study which wants to portray the characteristics of a group or individuals or situation, is known as descriptive study. It is mostly qualitative in nature. The main objective of descriptive study is to acquire knowledge. In the present study, descriptive method is used to study the prevailing organizational climate.

Data collections

- Primary data
- Secondary data

Primary data

Primary data means the information which is collected directly. It is also firsthand information primary data was collected through personal interview.

Essential information gathered with assistance of

- Questionnaire
- Interview
- Observations

It is a data which is as of now gathered by somebody for some purposes/reasons. It is otherwise called as recycled information.

Auxiliary information gathered with assistance of

- Websites
- Journals
- Research papers

Sampling plan

Due to enormity of costs and time involved in collecting information from all the respondents, it Becomes a compulsion to choose represent sample of population. Sample plan explains type sampling unit, sample size and sampling method.

- Population size: 345
- Sample size: 106

Statistical tools used

- Percentage method
- Chi square
- Correlation method

SPSS

The researchers used SPSS software version (20) for analysis and interpretation purposes with regard to this project.

Data Analysis And Data Interpretation

Case Processing Summary

		Cases				
		Valid		Missing		Total
		N	Percent	N	Percent	Percent
Age*Increase your Performance level	345	100.0%	0	0.0%	345	0.0%

Count

		Increase your experience level				
		Income level	Night Shift preferred	Depressed	Time spent in job	Total
Age	18-25	22	31	15	34	102
	26-30	34	28	16	23	101
	31-37	16	21	21	19	77
	38-45	8	9	28	8	53
	Above 45	2	0	10	0	12
Total		82	89	90	84	345

Chi-Square Tests

	Value	df	Asymptotic Significance (2- Sided)
Pearson Chi-Square	33.278 ^a	16	.007
Likelihood Ratio	35.968	16	.003
Linear-By-Linear Association	.405	1	.524
N Of Valid Cases	106		

Interpretation

Expected frequency is less than 0.05 level, hence the null hypothesis is rejected. The association exists between two factors, namely age and experience.

Findings

- Almost all the employees have dependable like aged parents or in laws.
- It has been found that most of the workers have been able to manage their personal and working lives.
- Survey says that employees worry about the job only whenever necessary in order to stabilize both work and life.
- Workers have a skewed intuition of what time they spend at work.
- Most employees do have tendentious opinion about the quality time spend with friends and family.
- Employees neither feel tired nor energetic about their work.
- In order to manage the stress employees prioritize entertainment.
- Since work life policy is present there is no attempt made for it.

Suggestions

- Working hours should be minimized for the maintenance of a quality working life.
- Workers councils must recognize the ups and downs of their professions as support for their working lives.
- Employers must track existing policies and develop their flexible work practices.
- Wages are supposed to be higher, depending on the amount of work worker's do.

Conclusion

Work Life and family are both important to employees in any sector and if these two are maintained properly it creates stress and strain and results into various diseases. This study is found important because it tried to know how the work life and family interface results into stress. From the study conducted, it is clear that the company does not believe in exerting pressure on employees. Proper work life balance among the employees can not only increase their productivity, but also helps the organization achieve its objectives easily.

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