

Impact of Organizational Management on Employee Work-Life balance in the Chemical Industries in Vapi, Gujarat

Puja Gogoi

Research Scholar, Mahapurusha Srimanta Sankaradeva Viswavidyalaya, Guwahati Unit

Abstract

This article explores the impact of organizational management on the work-life balance of the employees in the chemical industries located in Vapi, Gujarat. The key objective of this research paper is to study the influence the organizational management on the employee's work-life balance and how they are affecting their productivity. A structured questionnaire consisting of Likert scale questions was used to collect data from 300 employees belonging to five chemical companies in Vapi. The analysis has been done using linear regression as it's a powerful and reliable tool to study the relationship between organizational management practices and work-life balance, as well as the impact of these practices on employee productivity. The findings showed that organizational management have significant impact on both the work-life balance of employees as well as their productivity. The researcher has recommended that while employees are content with the existing policies, there is further scope for reviewing the current organizational policies and look towards introducing measures like providing flexible work arrangements, supportive programs, redesigning of workload and changes in the organizational culture. These changes can go a long way in improving work-life balance as well as employee productivity resulting in an increase in motivation as well as job satisfaction.

Keywords: Organizational Management, Work-Life Balance, Employee Productivity, Chemical Industry, Management Policies

1. Introduction

Work-life balance can be defined as the balance an individual has to maintain for both spheres of life i.e. professional and personal. It is balance of time and energy that the person must manage for both his workplace as well as with his family. It is a strong indicator of a person's overall health- be it mental, physical or psychological. Organizations work towards helping employees achieve this balance to improve their productivity, efficiency and overall job satisfaction.

It is imperative to study and analyze the work- life balance in a chemical industry because of the demanding culture of this sector. The chemical industry is home to different challenging aspects like strenuous work schedules, complex processes with high safety standards, high production demands, all of which can significantly impact the employee's ability to maintain a good work-life balance.

Vapi, a prominent industrial hub in Gujarat, India is home to different industries like chemical, paper, pharma, textile etc. The industries situated in the region has started to give importance to various aspects of employee growth and development that includes work-life balance. The chemical industries have

moved on from their traditional practices and introduced employee-friendly concepts like flexible work hours, awareness programs, and reduction of workload.

This study aims to analyze the impact of these policies made by the organizational management on the employees' work-life balance and their productivity. Through this analysis, the researcher hopes to validate the relationship of organizational management with work-life balance and productivity of employees as well as identify areas for improvement which can help organizations improve their policies on work-life balance leading to improvement in productivity, motivation and job satisfaction of the employees.

In the chemical companies of Vapi, effective organizational management is critical to addressing the unique challenges faced by employees. By examining how management practices influence work-life balance in this sector, we can gain insights into strategies that enhance employee satisfaction and productivity while supporting their personal well-being.

2. Objectives of the Study

- To study the influence of organizational management on employee work-life balance.
- To understand the impact of organizational policies on employee productivity.

3. Research Methodology

The research methodology describes the steps or processes that were followed to study the objectives. It includes the research design, how the data was collected, the total sample size and the mathematical techniques used for performing the analysis.

Research Design

Quantitative approach has been used for this study as it enables to perform statistical analyses on the different variables to understand their correlation with each other. Data has been collected through structured questionnaires, which were later analyzed to gather insights related to organizational management's impact on employee work-life balance.

Data Collection Method

Data collection has been done using the questionnaire method. The questionnaire helped in gathering opinions of employees on their company's work-life balance policies and their impact on their performance and overall well-being. It covered the following areas: work-life balance policies, workload management, management support, work design.

Sample Size

Data was collected from 300 respondents belonging to five different companies, with equal representation from management staff and workmen (150 each). Each company was represented by 60 employees.

Data Analysis Method

Data analysis has been done using SPSS. It is a useful tool in performing different statistical analysis. Linear regression will be used to study the relationship between the dependent and the independent variable. Reliability test has been done using Cronbach's alpha.

Research Hypothesis

The following null and alternative hypothesis is considered for doing the analysis.

Objective 1: To study the influence of organizational management on employee work-life balance.

H0: Organizational management does not significantly influence the improvement of employees' work-

life balance in chemical companies in Vapi.

H1: Organizational management significantly influences the improvement of employees' work-life balance in chemical companies in Vapi.

Objective 2: To understand the impact of organizational policies on employee productivity.

H0: Organizational policies do not significantly impact employee productivity in chemical companies in Vapi.

H1: Organizational policies significantly impact employee productivity in chemical companies in Vapi.

4. Data Analysis and Interpretation

Reliability Analysis

The results of reliability analysis done using Cronbach's alpha is shown in the table below:

Table 1: Reliability Test Statistics

| Variable | Cronbach's Alpha | No of Items |
|----------------------------|------------------|-------------|
| Employee Work Life Balance | 0.81 | 3 |
| Organizational Management | 0.839 | 3 |
| Employee Productivity | 0.782 | 4 |
| Organizational Policies | 0.785 | 3 |

Cronbach's alpha of 0.7 or above is considered to be a good score. Here, it can be seen that all the four variables have scores of above 0.78 indicating that there is good internal consistency among each set of questions related to the variables. As a result, the reliability test is validated, and the variables can be used for statistical analysis.

Linear Regression Analysis

Objective 1: To study the influence of organizational management on employee work-life balance.

Variables used:

Dependent variable: Employee work-life balance

Independent variable: Organizational management

The results of the regression analysis are mentioned in the table below:

Table 2: Objective 1- Model Summary

| Model Summary | | | | |
|------------------------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .870 ^a | .757 | .757 | .32225 |
| a. Predictors: (Constant), Organizational Management | | | | |

Table 2 shows that the R value is 0.87 indicating high correlation between organizational management and employee work life balance. Adjusted R square value of 0.757 signifies that 75.7% of the variance in dependent variable 'employee work life balance' is explained by the independent variable 'organizational management'.

Table 3: Objective 1- ANOVA

| ANOVA ^a | | | | | | |
|------------------------------------------------------|------------|----------------|-----|-------------|---------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 96.619 | 1 | 96.619 | 930.432 | .000 ^b |
| | Residual | 30.945 | 298 | .104 | | |
| | Total | 127.565 | 299 | | | |
| a. Dependent Variable: Employee Work-Life Balance | | | | | | |
| b. Predictors: (Constant), Organizational Management | | | | | | |

The ANOVA analysis (Table 6) shows that the significant value of the model is 0.000. The confidence level taken for the analysis is 95% which means that if the significant value of the model is 5% (0.05) or more, the null hypothesis cannot be rejected.

Since the significant value of the model is 0.000 which is very less than 0.05, the null hypothesis (H0) is rejected. This signifies that the alternate hypothesis is true i.e. Organizational management significantly influences the improvement of employees' work-life balance in chemical companies in Vapi.

Table 4: Objective-1- Coefficients

| Coefficients ^a | | | | | | |
|---------------------------------------------------|---------------------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .499 | .095 | | 5.280 | .000 |
| | Organizational Management | .837 | .027 | .870 | 30.503 | .000 |
| a. Dependent Variable: Employee Work-Life Balance | | | | | | |

Table 4 shows the coefficients of the independent variable ‘organizational management’ and the constant that helps in studying their impact on the dependent variable ‘employee work-life balance’. The equation for this model is:

$$\text{Employee Work-life balance} = 0.837 * \text{Organizational Management} + 0.499$$

The positive value (0.837) of the coefficient of organizational management means that there is a direct relationship between organizational management and employee work-life balance. Improvement in organizational management will improve employee work-life balance.

Objective 2: To understand the impact of organizational policies on employee productivity.

Variables used:

Dependent variable: Employee productivity.

Independent variable: Organizational policies

The results of the regression analysis are mentioned in the table below:

Table 5: Objective 2: Model Summary.

| Model Summary | | | | |
|----------------------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .843 ^a | .710 | .709 | .29071 |
| a. Predictors: (Constant), Organizational Policies | | | | |

In Table 5, it is seen that the R value is 0.843 indicating a strong relationship between employee productivity and organizational policies. The adjusted R Square value of 0.709 suggests that 70.9% of the variance in employee productivity is explained by organizational policies.

Table 6: Objective 2: ANOVA

| ANOVA ^a | | | | | | |
|----------------------------------------------------|------------|----------------|-----|-------------|---------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 61.797 | 1 | 61.797 | 731.233 | .000 ^b |
| | Residual | 25.184 | 298 | .085 | | |
| | Total | 86.981 | 299 | | | |
| a. Dependent Variable: Employee Productivity | | | | | | |
| b. Predictors: (Constant), Organizational Policies | | | | | | |

The ANOVA table (Table 9) shows that the significant value of the model is 0.000 which is less than 0.05. As a result, the null hypothesis is rejected, which means we accept the alternate hypothesis i.e. Organizational policies significantly impact employee productivity in chemical companies in Vapi.

Table 7: Objective 2: Coefficients

| Coefficients ^a | | | | | | |
|----------------------------------------------|-------------------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.051 | .089 | | 11.832 | .000 |
| | Organizational Policies | .699 | .026 | .843 | 27.041 | .000 |
| a. Dependent Variable: Employee Productivity | | | | | | |

Table 7 mentions the coefficients of the independent variable ‘organizational policies’ and the constant. They help in understanding their influence on the dependent variable ‘employee productivity’. The linear equation for the model can be written as:

$$\text{Employee Productivity} = 0.699 * \text{Organizational Policies} + 1.051$$

The coefficient value of organizational policies is 0.699 which is a positive value. This means that organizational policies and employee productivity have a direct relationship i.e. improvement in organizational policies will lead to improvement in employee productivity.

5. Findings and Conclusion

The key findings of Objective 1 are:

1. The R value is 0.87 indicating a high correlation between organizational management and employee work life balance. Adjusted R square value of 0.757 signifies that 75.7% of the variance in dependent variable ‘employee work life balance’ is explained by the independent variable ‘organizational management’.
2. The significant value of the model is 0.000 which is very less than 0.05. This signifies that organizational management significantly influences the improvement of employees' work-life balance in chemical companies in Vapi.
3. The positive value (0.837) of the coefficient of organizational management means that improvement in organizational management will improve employee work-life balance.

The key findings of Objective 2 are:

1. The R value is 0.843 indicating a strong relationship between employee productivity and organizational policies. The adjusted R Square value of 0.709 suggests that 70.9% of the variance in employee productivity is explained by organizational policies.
2. The significant value of the model is 0.000 which is less than 0.05. This means that organizational policies significantly impact employee productivity in chemical companies in Vapi.
3. The coefficient value of organizational policies is 0.699 which is a positive value. This means that improvement in organizational policies will lead to improvement in employee productivity.

The entire analysis cements the fact that organizational management have a significant impact on the work-life balance of the employees as well as on their productivity in the chemical industries of Vapi. While organizations have taken steps in addressing these pressing challenges, there is always room for improvement.

The researcher has given the following recommendations that can be looked at in improving the work-life balance of the employees.

1. **Introduction of flexible working hours:** The management should look towards introducing concepts like flexible working hours, remote working options as these will help employees juggle between their professional and personal lives effectively.
2. **Supportive Policies:** Bringing changes in policies related to leaves, parental support, and mental health addressal can prove highly beneficial in improving the working conditions of the employees.
3. **Workload/ Job Design:** Restructuring the existing job structures and making amendments in workload design can significantly help in assessing and reducing the stress levels of employees. Strategies that focus on improving workload distribution and enrichment of jobs lead to healthier work-life bal

ance.

- 4. Organizational Culture:** The organizational culture plays a key role in shaping the expectations of employees regarding any topic including work-life balance. Implementing a culture that values the well-being of employees and understands the importance of employee work-life balance will lead to improved performance, higher job satisfaction and a better working environment.

The chemical industry is a highly demanding sector. It is home to different challenging aspects like strenuous work schedules, complex processes with high safety standards, high production demands, all of which can significantly impact the employee's ability to maintain a good work-life balance.

It is imperative for organizations to review their current policies and make changes in different aspects like job or workload design, organizational culture, or introduce new initiatives like flexible working hours, supportive policies to aid the employees. Since organizational management and its policies have a significant impact on the work-life balance and productivity of the employees, improving them will ultimately be beneficial for both the employees as well as the organization in meeting their goals and objectives.

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