

A Study on Work Life Balance of Employees

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ABSTRACT

Work-life balance initiatives are not the modern day extensions of the traditional social security measures. When it comes to understanding and responding to employees' individual, professional, familial and social needs.

KEYWORDS: Work-life balance, Employees, productivity

1. INTRODUCTION

It is a broad concept including proper prioritizing between "work" (career and ambition) on one hand and "life" (Health, pleasure, leisure, family and spiritual development) on the other.

OBJECTIVES

To find out whether the psychological problem of the employees affects the quality and productivity of their work

- To identify the stress caused due to work life imbalance.

2. RESEARCH METHODOLOGY**RESEARCH DESIGN**

A researcher has used the descriptive type of research design for the study.

WORKING HOURS IN A DAY OF THE RESPONDENT

WORKING HOURS IN A DAY	NO OF RESPONDENTS	PERCENTAGE (%)
7-8 hours	22	20.8
8-9 hours	42	39.6
9-10 hours	33	31.1
10-12 hours	8	7.5
Total	106	100.0

TABLE NO 1

It was observed that 42 (39.6%) respondents are working 8-9 hours in a day, 33 (31.1%) respondents are working 9-10 hours in a day and 22 (20.8%) respondents are working 7-8 hours in a day.

FEEL ABOUT TIME SPEND AT WORK

FEEL ABOUT TIME SPEND AT WORK	NO OF RESPONDENTS	PERCENTAGE (%)
Very Unhappy	14	13.2
Un Happy	24	22.6
Indifference	30	28.3
Happy	30	28.3
Very Happy	8	7.5
Total	106	100.0

TABLE NO 2

It was observed from the above table that 28.3% of the respondents are happy, 22.6% of the respondents are unhappy, 13.2% of the respondents are not happy, 7.5% of the respondents are very happy about the time spent at work.

TIME SPEND IN TRAVELLING TO WORK OF THE RESPONDENT

SPEND TRAVELLING TO WORK	NO OF RESPONDENTS	PERCENTAGE (%)
Less than half an hour	22	20.8
Nearly one hour	53	50.0
Nearly two hours	19	17.9
More than two hours	10	9.4
More than 5 hours	2	1.9
Total	106	100.0

TABLE NO 3

From the above table it was observed that 53(50%) of the respondents are travelling to work for nearly one hour, 22(20.8%) are less than half an hour, 19(17.9%) are nearly two hours, 10(9.4%) are more than two hours, 2(1.9%) are more than 5 hours.

WHETHER THE OFFICE WORK OF THE RESPONDENTS MAKING THEM TIRED AT HOME

JOBS MAKES YOU TIRED AT WORK	NO OF RESPONDENTS	PERCENTAGE (%)
Strongly Agree	25	23.6
Agree	34	32.1
Neutral	24	22.6
Disagree	10	9.4
Strongly Disagree	13	12.3
Total	106	100.0

TABLE NO 4

The table shows that 32.1% of the respondents have agreed that their job making them tired at home, 2.3% of the respondents strongly disagree that they do not get tired at home because of office works.

THINKING FAMILY PROBLEM OF THE EMPLOYEES AT WORK

THINKING FAMILY PROBLEM AT WORK	No of Respondents	Percentage (%)
Strongly Agree	30	28.3
Agree	19	17.9
Neutral	29	27.4
Disagree	13	12.3
Strongly Disagree	15	14.2
Total	106	100.0

TABLE NO 5

INTERPRETATION

From the above table it was observed that 30(28.3%) of the respondent are strongly agree on thinking family problems at work, 29(27.4%) are neutral, 19(17.9%) are agree, 15 (14.2%) are strongly disagree, 13(12.3%) are disagree.

3. FINDINGS

- Technology such as laptops/cell phones are hindrance to manage work and family for 33.9% of respondents.
- 32.1% of the respondents agreed that they can balance their work life.
- 39.6% of the respondents said that sometimes they can discuss their issues with their superior.
- 24.5% of the respondents agreed that the company has a separate work life balance policy.

4. SUGGESTIONS

- This study reveals that the majority of the respondents using the method of entertainment and music to relief from the stress. Still there is more option to relief from the stress those are yoga, meditation, dancing & singing and exercise. So the company can organize seminar stress management workshops to emphasis the role of exercise.
- The company should create the provision for sharing the job between two or more women employees who is taking care of same job for this stipulated period; it will help aged people to balance their work life.

5. CONCLUSION

The concern providing facility such as personal leave, sick leave and casual leave, they are providing optional leave without loss of pay for 3 times a year to the employee for balance work-life. For women they are providing maternity leave for 3 months, providing emergency permission to the employee for balancing work and family life.

6. REFERENCES

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