

A STUDY ON WORKLIFE BALANCE OF WOMEN EMPLOYEES IN YAMEE CLUSTER

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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Register No.41410194



**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by
AICTE**

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

MAY 2023



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **D. MARIA MANOJ PRABHAKAR (41410194)** who carried out the project entitled "**A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN YAMEE CLUSTER**" under my supervision from January 2023 to April 2023.

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Submitted for Viva voce Examination held on 05.05.2023

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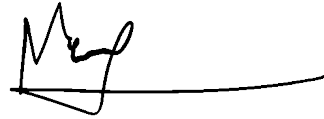
External Examiner

DECLARATION

I **D.MARIA MANOJ PRABHAKAR (41410194)** hereby declare that the Project Report entitled “**A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN YAMEE CLUSTER**” done by me under the guidance of **Dr.DHIVYA SATISH, MBA, Mphil, Ph.D.,** at **YAMEE CLUSTER Pvt.Ltd,** No:87, 1st Floor, Karuneegar street, Adambakkam, chennai-600 088 is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 05.05.2023

PLACE: CHENNAI

A handwritten signature in black ink, appearing to read 'D.Maria Manoj Prabhakar', with a long horizontal line extending to the right.

D.MARIA MANOJ PRABHAKAR

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ABSTRACT

Work life balance – the term refers to the favorable or unfavorable condition of a total job environment for people. Work life balance programs are another way in which organizations recognize their responsibility to develop jobs and working conditions that are excellent for people as well as for economic health of the organization.

Work life balance among employees plays a major role in the success all organization. the study helps in understanding the work life balance of womens employees in Yamee cluster Pvt Ltd in Chennai and in diagnosing the ability of each employee in achieving their individual goals and thereby the organizational goals. the study helps to suggest necessary facilities that are to be provided to the employee at the right time in the right manner to balance their work life. This will result in prevention of grievances, prevention of stress and ensure healthy work life balance.

Primary objectives of this study are to study the work - life balance of employees at Yamee cluster Pvt Ltd in Chennai and identify the barriers to the design and implementation of work life balance policies and strategies, both from perception of management as well as from the perception of employees. secondary objectives are to identify the nature of work life balance among employees, find out the causes positive work-life balance, find out the consequences of a negative work life balance and find out the ways to improve the work life balance.

Convenience sampling method has been used in the research work. Multiple choice questions have been chosen to collect the responses from 125 Women employees of Yamee cluster Pvt Ltd in Chennai. The data collected has been analyzed through various statistical tools like Karl Pearson's Correlation, Chi-square test and One-way Anova test. Numerous new findings has been derived from this research has helped to provide few suggestions to improve the work life balance among the employees of Yamee cluster Pvt Ltd in Chennai.

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CHAPTER – 1

INTRODUCTION

1.1 Introduction about the Topic

Managing the human resources in an organization or better the performance of the human beings forming this organization is concerned most crucial part of the organization as well as a most crucial part of the lives of people working in this organization. The working relationship between organizations and people is becoming more complicated; it is no longer a simple exchange of face time and more effort needed to perform pre-defined tasks for a momentary gain for the worker.

People are looking for meaning and enjoyment of life, while organizations are looking for real engagement of their people to enable them produce creature products that really add value to customers and be better than the competition. Even in machine organizations, or machine like tasks, organizations and people should both have their needs met from organizations management point of view work-life balances should be achieved in the lives of people working in this organization to better enhance performance, in aspects such as productivity, creativity and efficiency terms.

Work life balance initiatives are not the modern day extensions of the traditional social security measure such as sick leave, maternity leave, etc. They are far more fundamental in nature, when it comes to understanding and responding to employees individual, professional, familial and social needs, research has shown that better work life balance leads to better employee satisfaction and satisfied employee contributes a lot and satisfied employee contributes a lot to the organization in term of responsible, more socially conscious. In the work life apart from employee satisfaction, a linkage to the simultaneous business

outcome is very critical. Enhanced employee productivity, providing better flexibility to the customers, building diverse workforce are some of the tangible benefits of these programs. But organization's ongoing faith and support to such initiatives is sustainable only if there is evidence to show that the predefined measure of success are being hacked favorably.

Work life balance is an issue not just individuals, but for employers, the market, the state and society as a whole. The future workforce and consumer market is dependent on women bearing. And parents raising children. The move from a single male breadwinner family model to one where both parents participate in paid employment has made it increasingly difficult to raise children while the workplace continues to be modeled on male breadwinner workers. "work family balance" evolved into "WLB" partly in response to workers without family responsibilities who felt that employees with children were getting benefits that they were not. The term "Life" applies to any non-paid activities or commitments. While the term does not generally include "Unpaid work" when referring to work, it could be extended to cover that. WLB issues appear to affect some groups of people more than others those working long hours, those whose work spills over into the home as a result of modern technology, those in non-standard employment such as shift work, those on low incomes, those trying to juggle parenting and paid work, and those with cultural obligations beyond the family and paid work. People demand of themselves more and more time and energy in various courses of life, in work and non-work activities our life is full of opportunities of joy and meaning, and these opportunities are increasing daily, and here comes the role of satisfaction, which is a very personal issue and it is nature, factors, criteria are different for different people. But organizations are in need to manage WLB although the issues boundaries go into the personal arena of people's lives, however people's satisfaction, fulfillment and happiness affects their performance at work, and work affects the rewards around from activities outside work.

The most indispensable prerequisite is to create conditions that will provide organizational support towards maintaining the flexibility of work and life of the employee. These entail the dissemination of the culture of work flexibility, HR policies that allow the employees to maintain a good balance of personal lives with these careers. There is a need to clearly chalk out the link between maintaining this flexibility and the corporate goals. The top management of the company must clearly communicate its keenness and willingness to recognize the work schedules in such a manner that it can balance the work and life of the employees. This will require clear declaration from the company that it values the personal lives of its employees. Lower employee turnover and increased return on training. Reduced stress and improved productivity. A more flexible workforce. Increased ability to attract and recruit employee potential for improved occupational health and safety. Fulfillment of equal opportunity objectives Good corporate citizenship and an enhanced corporate image. Ability to manage work and individual commitments. Improved personal and family relationship flexible working arrangements resulting in reduced work overload and stress increased focus, motivation and job satisfaction knowing that family and work commitments are being met. Increased ability to remain competitive in career advancement Improved health and wellbeing of employee.

1.2 INDUSTRY PROFILE

India is the world's largest sourcing destination for the information technology (IT) industry, accounting for approximately 67 per cent of the US\$ 124-130 billion market. The industry employs about 10 million workforce. More importantly, the industry has led the economic transformation of the country and altered the perception of India in the global economy. India's cost competitiveness in providing IT services, which is approximately 3-4 times cheaper than the US, continues to be the mainstay of its unique selling proposition (USP) in the global sourcing market. However, India is also gaining prominence in terms of

intellectual capital with several global IT firms setting up their innovation centres in India.

The IT industry has also created significant demand in the Indian education sector, especially for engineering and computer science. The Indian IT and ITeS industry is divided into four major segments – IT services, business process management (BPM), software products and engineering services, and hardware. The IT-BPM sector in India grew at a Compound Annual Growth rate (CAGR) of 15 per cent over 2010-15, which is 3-4 times higher than the global IT-BPM spend, and is estimated to expand at a CAGR of 9.5 per cent to US\$ 300 billion by 2020.

Market Size

The Indian Information Technology (IT) sector is expected to grow 11 per cent per annum and triple its current annual revenue to reach US\$ 350 billion by FY 2025, as per National Association of Software and Services Companies (NASSCOM).

India, the fourth largest base for new businesses in the world and home to over 3,100 tech start-ups, is set to increase its base to 11,500 tech start-ups by 2020, as per a report by NASSCOM and Zinnov Management Consulting Pvt Ltd.

India's internet economy is expected to touch Rs 10 trillion (US\$ 151.6 billion) by 2018, accounting for 5 per cent of the country's gross domestic product (GDP), according to a report by the Boston Consulting Group (BCG) and Internet and Mobile Association of India (IAMAI). India's internet user base reached over 350 million by June 2015, the third largest in the world, while the number of social media users grew to 143 million by April 2015 and smartphones grew to 160 million.

Public cloud services revenue in India is expected to reach US\$ 838 million in 2015, growing by 33 per cent year-on-year (y-o-y), as per a report by Gartner Inc. In yet another Gartner report, the public cloud market alone in the country was estimated to treble to US\$ 1.9 billion by 2018 from US\$ 638 million in 2014. Increased penetration of internet (including in rural areas) and rapid emergence

of e-commerce are the main drivers for continued growth of data centre co-location and hosting market in India.

Investments

Indian IT's core competencies and strengths have attracted significant investments from major countries. The computer software and hardware sector in India attracted cumulative Foreign Direct Investment (FDI) inflows worth US\$ 18.17 billion between April 2000 and September 2015, according to data released by the Department of Industrial Policy and Promotion (DIPP).

Indian start-ups are expected to receive funding worth US\$ 5 billion by the end of 2015, a 125 per cent increase in a year, according to a report by IT Industry association NASSCOM.

The private equity (PE) deals increased the number of mergers and acquisitions (M&A) especially in the e-commerce space in 2014. The IT space, including e-commerce, witnessed 240 deals worth US\$ 3.8 billion in 2014, as per data from Dealogic.

India also saw a ten-fold increase in the venture funding that went into internet companies in 2014 as compared to 2013. More than 800 internet start-ups got funding in 2014 as compared to 200 in 2012, said Rajan Anandan, Managing Director, Google India Pvt Ltd and Chairman, IAMA.

About 554 start-ups received funding this year compared to 342 during last year. Seed and venture capital funds made investments worth US\$ 3.4 billion this year, three times the investment made last year. VC funding to the IT/ITes sector amounted to 55 per cent of total VC funding made this year.

Most large technology companies looking to expand have so far focused primarily on bigger enterprises, but a report from market research firm Zinnov highlighted that the small and medium businesses will present a lucrative opportunity worth US\$ 11.6 billion in 2015, which is expected to grow to US\$ 25.8 billion in 2020. Moreover, India has nearly 51 million such businesses of which 12 million have a high degree of technology influence and are looking to adopt newer IT products, as per the report.

Some of the major developments in the Indian IT and ITeS sector are as follows:

- Housejoy, an online home services provider, has raised Rs 150 crore (US\$ 22.4 million) in a Series B round of funding led by Amazon, and which also includes new investors such as Vertex Ventures, Qualcomm and Ru-Net Technology Partners.
- Global private equity (PE) firm Blackstone Group has acquired a minority stake in an Indian travel, transportation and logistics software firm, IBS Software, for US\$ 170 million, by buying the stake from General Atlantic and few other shareholders
- India's top-tier information technology (IT) company, Infosys Ltd, has bought a minority stake worth US\$ 3 million in Whoop, which is a US-based start-up that makes activity trackers worn by athletes.
- Microsoft Ventures is planning to incubate 500 start-ups in India in the next five years with a vision to create a viable and profitable business out of the booming start-up sector in India.
- National Association of Software and Services Companies (NASSCOM) plans to open four more tech start-up incubation centres in different parts of India, in addition to existing three, in support of Government of India's 'Start-up India' initiative.
- Nasscom Foundation, a non-profit organisation which is a part of Nasscom, has partnered with SAP India to establish 25 National Digital Literacy Mission (NDLM) centres in 12 cities across India, as a part of Government of India's Digital India initiative.
- Infosys, India's second largest Information Technology services company has acquired US-based Noah Consulting, a provider of advanced information management consulting services for the oil and gas industry.
- US-based Callidus Software Inc, a cloud-based sales, marketing, learning and customer experience solutions provider, has opened its centre in Hyderabad and also launched its 'The Lead to Money' suite in Indian markets.

- Wipro Ventures, Wipro's US\$ 100 million corporate venture arm, plans to invest in early-stage venture capital (VC) funds based in the US to pursue a strategy of investing/partnering country-focussed VCs.
- A recent study by research firm International Data Corporation (IDC) suggests that India may soon be able to catch up with the global technology trends that have disrupted enterprises, industry and the way consumers behave and transact.
- Reliance is building a 650,000 square feet (sq ft) data centre in India—its 10th data centre in the country—with a combined capacity of about 1 million sq ft and an overall investment of US\$ 200 million.
- Intel Corp plans to invest about US\$ 62 million in 16 technology companies, working on wearable, data analytics and the Internet of Things (IoT), in 2015 through its investment arm Intel Capital. The Indian IoT industry is expected be worth US\$ 15 billion and to connect 28 billion devices to the internet by 2020.
- Indian e-commerce industry is expected to grow at a CAGR of 35 per cent to reach US\$ 100 billion size in the next five years, as per a study by Assocham-PricewaterhouseCoopers.

Government Initiatives

Some of the major initiatives taken by the government to promote IT and ITeS sector in India are as follows:

- The Human Resource Development (HRD) Ministry has entered into a partnership with private companies, including Tata Motors Ltd, Tata Consultancy Services Ltd and real-estate firm Hubtown Ltd, to open three Indian Institutes of Information Technology (IIITs), through public-private partnership (PPP), at Nagpur, Ranchi and Pune.
- Government of India is planning to develop five incubation centres for 'Internet of Things' (IoT) start-ups, as a part of Prime Minister Mr Narendra Modi's Digital India and Startup India campaign, with at least two centres to be set up in rural areas to develop solutions for smart agriculture.

- According to research firm Gartner Inc, the Indian government is expected to increase its spending on information technology (IT) products and services by 5.2 per cent to US\$ 6.88 billion in FY 2015-16.
- The Government of India has launched the Digital India program to provide several government services to the people using IT and to integrate the government departments and the people of India. The adoption of key technologies across sectors spurred by the 'Digital India Initiative' could help boost India's gross domestic product (GDP) by US\$ 550 billion to US\$ 1 trillion by 2025, as per research firm McKinsey.
- India and the United States (US) have agreed to jointly explore opportunities for collaboration on implementing India's ambitious Rs 1.13 trillion (US\$ 18.22 billion) 'Digital India Initiative'. The two sides also agreed to hold the US-India Information and Communication Technology (ICT) Working Group in India later this year.
- The Government of Telangana has begun construction of a technology incubator in Hyderabad—dubbed T-Hub—to reposition the city as a technology destination. The state government is initially investing Rs 35 crore (US\$ 5.3 million) to set up a 60,000 sq ft space, labelled the largest start-up incubator in the county, at the campus of International Institute of Information Technology-Hyderabad (IIIT-H). Once completed, the project is proposed to be the world's biggest start-up incubator housing 1,000 start-ups.

Road Ahead

India is the topmost offshoring destination for IT companies across the world. Having proven its capabilities in delivering both on-shore and off-shore services to global clients, emerging technologies now offer an entire new gamut of opportunities for top IT firms in India. Social, mobility, analytics and cloud (SMAC) are collectively expected to offer a US\$ 1 trillion opportunity. Cloud represents the largest opportunity under SMAC, increasing at a CAGR of approximately 30 per cent to around US\$ 650-700 billion by 2023. The social media is the second most lucrative segment for IT firms, offering a US\$ 250

billion market opportunity by 2025. The Indian e-commerce segment is US\$ 12 billion in size and is witnessing strong growth.

1.3 COMPANY PROFILE

YAMEE CLUSTER | we are a website development, software development and IT consultant organization Yamee Cluster is the Chennai based Web Application & Development Company, provides the Website development and designing as a dedicated service to our potential clients. As a leading Web Development Company, Our skilled & expert Web developers successfully developed many web projects in various verticals i.e. develops Static Websites, dynamic Websites, Web Portals, etc. Yamee Cluster web development team of experienced professionals focuses on innovative ideas and provides the best custom web application design & development to achieve effective results at affordable rates. We provide Web Development Services in Chennai for both front-end & back-end development of any business using latest web development technologies to provide amazing services.

Our Web Development Company is technically best in using web technologies and keen to learn new technologies that makes website development efficient. Our Web Development Team has well knowledgeable in open-source technologies such as PHP and MySQL.

Technologies used in Yamee Cluster for Web Development

- ✓ JAVA
- ✓ J2EE
- ✓ .NET
- ✓ PHP
- ✓ Word Press

✓ Abante

Yamee cluster constantly changing day-to-day streamlining the business operations.

have focus on providing Information Technology services required by its partners globally. Yamee Cluster offering a comprehensive range of software and IT solutions ranging from CUSTOM DEVELOPMENT, WEBSITE DESIGN, E-BUSINESS, WEBSITE DEVELOPMENT, CONTENT MANAGEMENT SOLUTIONS, SYSTEMS INTEGRATION AND CORPORATE TRAINING to the clients. The Company is a high technology driven organization founded and managed by efficient and highly respected visionaries with wide range of experience and expertise in the IT RELATED INDUSTRIES.

Who We Are ?

Yamee Cluster has pool of talented programmers and designers with vast experience in their corresponding fields, we are into almost all current market programming technology. Working on same line our developers and testers and quality managers ensures quality of product delivers.

What We Do ?

To be aligned with our vision, our mission for near future is to increase strength in terms of manpower and global customer base. Investment of efforts, money and time to propel ourselves for bringing among small to medium enterprises.

We Develop

- Work culture where everyone can implicate their new and innovative ideas
- We follow betrothal model with our clients to lessen time in development
- Our level of developments ensures that every product delivers with ultra-quality
- Our SEO professionals research and mount up our Clients Brand values

Web Design Company in Chennai

Web Design Company in Chennai A website with unique design is intended to bring you more business and increases the visibility of your products and services to the customers on-line. Developing a **website design(Web Designing Chennai)** is not a simple thing; it acts as the medium to the customers for understanding about your business. YameeCluster is the best **Web Design Company in Chennai** having experts in creating website that suits for your business. and **Web Design Company in Chennai**

YameeCluster is a team of experienced professionals in **Web Design Company in chennai** was directly handled the project and provide unique web designs. We have good expertise in developing outstanding websites for all kinds of businesses. **Web Design Company in chennai**

YameeCluster **Web Design Company in Chennai** provides website design by looking at your business and develop it to emphasize in on-line. Our team of professionals **Web Design Company in Chennai** plans and designs a website that improves your on-line presence better than your competitors. YameeCluster **Web Design Company in Chennai** develops a website that is perfect for you and your business.

YameeCluster **Web Design Company in Chennai** develops website that is highly secure and best in the industry. We use latest technology coding standards for developing websites which is easily accessible on mobiles devices as well as desktops.

People start business to survive in their industry. As it is an internet world, **Web Design Company in Chennai** you have to rank the website on search engines to improve your business on-line. Our expertise in on-line marketing and Search Engine Optimization services helps your business to lead in on-line by ranking well in search engines.

It is one of the crucial factors in website ranking. Many people are having websites, but why they are not succeeding?

Regular and timely maintenance of a website is important I.e. updating with fresh content in web pages. YameeCluster **Web Design Company in Chennai** maintains the website up-to-date to maintain search engine ranking well for the website. **Web Design Company in Chennai**

If you want any help in **Website Design Company in Chennai**, contact us at **admin@yamee.co.in**

Implementing Innovative ideas

Delivering cost effective solutions

Being a trustworthy and fair business partner

Maintaining Quality standards

Supporting to promote your business growth

Web Redesigning

A website with unique design is intended to bring you more business and increases the visibility of your products and services to the customers on-line. Developing a website design is not a simple thing; it acts as the medium to the customers for understanding about your business. YameeCluster is the best Web design company in India having experts in creating website that suits for your business. We develop website with features include,

Implementing Innovative ideas

Delivering cost effective solutions

Being a trustworthy and fair business partner

Maintaining Quality standards

Supporting to promote your business growth

College Automation



The payroll process is getting advanced by integrating it with E Letter Management and THUMP attendance machine.

While staff requesting for leave, the salary manipulations are automated by following the salary deduction settings of your institute and instant reports are sent to Management and the concern staff.

The primary mission of the payroll department is to ensure that all employees are paid accurately and timely with the correct withholdings and deductions, and to ensure the withholdings and deductions are remitted in a timely manner.

CRM

Yamee Cluster Customer relationship management (CRM) software is an approach to manage a company's interactions with current and future customers. It involves using technology to organize, automate, and synchronize sales, marketing, customer service, and technical support.

CRM products

Every Company can choose CRM product on their related organizational needs by value the following criteria:

Features

Every CRM software may have same features as well as different accordingly what the product actually does and what value it can provide to an organization.

Support

We offer support on 24/7 basis. We offer on-site support which will not cost premium. We provide CRM support through call.

We give multi-functional CRM offers based on their requirements.

Pricing

Price will be charged annually, quarterly, or monthly, yearly based on our customer satisfaction and needs. Variable pricing offers different values:

Demo periods

CRM customer contact centers

CRM Business-to-Business market

CRM for small business

CRM for social Media's

CRM for Non-profit and membership-based

Features of CRM:

Customer-centric relationship management is used in marketing, customer service and sales, including:

Smart marketing

One-to-One Customer Service

Retaining customers

Building brand loyalty

providing proper information to customers

Subscription billing

ERP

Enterprise resource planning (ERP) is business management software-typically a suite of integrated applications-that a company can use to collect, store, manage and interpret data from many business activities. This includes:

Product planning

Cost Effective

Manufacturing or service delivery

Marketing and sales

Inventory management

Payment and Shipping.

ERP Customization:

Customization is always optional, whereas the software must always be configured before use (e.g., setting up cost/profit center structures, organizational trees, purchase approval rules, etc.)

The software is designed to handle various configurations, and behaves predictably in any allowed configuration.

Improves user acceptance and offers the potential to obtain competitive advantage vis-à-vis companies using only standard features

Customization disadvantages include that it:

Increases time and resources required to implement and maintain.

Inhibits seamless communication between suppliers and customers who use the same ERP system uncustomized.

Can create over reliance on customization, undermining the principles of ERP as a standardizing software platform.

EDUCATIONAL AUTOMATION SYSTEM

On the fierce edge, education institutions needs to make their appearance online to cover the hopeful students. Yamee Cluster provide online interface to students to perform certain task.

School Management:

Complete Web Based School Management System with all facilities (parents information, students' progress...)

College Management:

Complete College Management System with all facilities like updated college news, online assignment submissions, Parent - teacher interaction, student's progress...

University Management:

Complete Support & Management Control System for University Management for various departments, various sections, email configurations, day-to-day progress, university latest news, online results, online library management, online exams...

Administration Clarity

Clarity in administrative operation of your organization.

Relevant data secured accessible from anywhere in the world.

Monitor and Control:

Can monitor all the operation of your organization.

Control all the activity.

Can limit access to the specific group or person for specific time-period.

Efficient Performance:

Yamee CRM helps you to make your organization's performance more efficient.

Reduce paper works, cost and labor processes.

Utilize all available resources to enhance the productivity.

1.4 OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVE

- A study on work-life balance of women employees in yamee cluster

SECONDARY OBJECTIVE

- To analyse the relationship and impact of work life balance on working female employees life
- To study the effect of work life balance on quality of life of married working women
- To provide suitable suggestions to improve the work life balance among the women employees in Yamee Cluster

1.5 SCOPE OF STUDY :

The study includes the analysis of Data collected from the women employees in Yamee Cluster

The current study on work life balances has focused more on work environment and its related factor. A further study can be done work on life balance with focus

on family as a remain factor lack of time spent towards family, stress arising out of personal and family problems etc can be studied as a separate one.

1.6 NEED FOR STUDY

Work life balance is having enough time for work and enough to have a life. Unlike other industries, there is high necessity for WLB in the software sector. It faces many problems like shift, being humanitarian, working hours stress arising out of this entire factor etc. A study on Work life balance among the women employees in Yamee Cluster in Chennai is essential to look in to the existing pattern exhibited by the employees

1.7 LIMITATION OF STUDY

Analysis was done and certain difficulties were experienced. However these were isolated and methods to overcome these hindrances were incorporated. Coverage; The study is micro in nature and data were collected from women employees in Yamee Cluster. Every effort was taken to make sure that all the areas were covered. However in spite of this data from certain area could not be collected.

Confidentiality: Respondents at certain locations or work places. Here hesitant to reveal certain information due to the fear of their management; Also a small percentage of respondents were hesitant to disclose income. Certain respondents refused to fill the questionnaire.

1.8 PROBLEM STATEMENT

Women play a vital role in economic development of the country and their contribution is nothing short of their male counterparts. However there are still several issues and problems that women face today. Sometimes, they are not

treated equally in their workplace and are considered as inferior to their male co-workers. In some cases they do not get the same benefits as that of a male employee. The major issues and problems that women face in their work places includes unequal pay, security, sexual harassment, lack of proper family support, deficient maternity leave, etc. Women in India have come a long way after independence. From just a skilled homemaker, women today have acquired skills and capabilities of not just being a homemaker but being at par with their male counterparts. This is the new generation of women, who wants to pursue their dream career. But this life is not a bed of roses for all. Working women face lots of problems in their work place. And that too for women employees in YAMEE CLUSTER Pvt.Ltd face numerous physical and psychological and occupational challenges. Based on this focus the researcher conducted the study on the problems related work life balance by the women in YAMEE CLUSTER Pvt.Ltd at Chennai

CHAPTER - 2

Review of Literature

White and Keith (1990) studied the effects of shift work on marital quality using a sample of 1,668 married couples that were interviewed in 1980 and again in 1983. They found, in the cross-sectional data, that shift work had a significant negative effect on marital quality and increased sexual problems, but no effect on marital interaction. Results of longitudinal analysis showed that leaving shift work increased marital quality while adding shift work decreased marital quality.

Janet Smithson and Elizabeth H.Stokoe (2005) examines current debates about gender equality, work – life balance and flexible working. They argue that the location of work – life balance & flexibility debates within a gender neutral context can in practice result in maintaining or encouraging gendered practices within organization. Implications of this for organizations. For policy making & for feminist researchers are discussed in the study.

Tracey warren (2004) write about of part – time employment in the balancing of women's employment & family lives generated an immense literature. She concluded that since the work – life system is multy - & not just two dimensional, it is important to examine how all life domains interrelate with each other. In this way, they would be in a better position to begin to assess all benefits & disadvantage associated with working part time & with other work life balancing strategies.

John Macinnes (2005) reveals that work – life balance policies aimed at reducing working hours are often assured to be of particular interest to workers with family responsibilities such as young children. Women workers hours already reflect family commitments to some extent, while families with young children may need the income levels that only substantial working hours bring, conversely workers without family commitments may have more capacity to swap income or career progression for increased leisure time .

Helen De Cieri, Barbara Holmes, Jacqui Abbott & Trisha Pettit (2005) write about the effective management of work / life balance (WLB) is an issue increasingly recognized as of strategic importance to organizations & of significance to employees in Australia. They explore the range & usage of work life balance strategies in Australian organizations & identify the barriers to those strategies. It is evident from their study while over the years; there remain substantial challenges for the update & management of work life balance strategies.

Jeffrey H. Greenhaus, Karen M. Collins & Jason D. Shaw (2003) write about their examined the relation between work family balance & quality of life among professionals employed in public accounting. Three components of work family balance here Assessed time balance (equal time separated to work & family), Involvement balance (equal involvement in work & family), and Satisfaction balance (equal satisfaction with work and family). We observed similar findings for involvement and we identified the contributions of the study to the work – family balance literature and discussed the implications of the findings for future research.

E. Jeffrey Hill, Alan J. Hawkins, Maria Ferris and Michelle Weitzman (2001)

find that perceived job flexibility is related to improved work – family balance after controlling for paid work hours, unpaid domestic labor hours, gender, marital status, and occupational level. Perceived job flexibility appears to be beneficial both to individuals and to business. Given the same workload, individuals with perceived job flexibility have more favorable work family balance. Like wise, employees with perceived job flexibility are able to work longer hours before work load negatively impacts their work family balance. Implications of these findings are presented.

K. Keeton, DE Fenner, TRB Johnson (2007) reveals that explore factors associated with physician career satisfaction, work life balance, and burnout focusing on differences across age, gender, and specialty. This national physician surely suggests that physicians can struggle with work life balance yet remain highly satisfied with their career. Burnout is an important predictor of career satisfaction, and control over schedule and work hours are the most important predictors of work life balance and burnout.

Friedman and Greenhaus (2000) argued that the dominant work and life roles for most employed women and men in the contemporary society could either help or hurt each other's role. Thus, there is a strong need for the organizations to provide widespread WLB benefits to all instead of adopting a myopic approach for select segments of the workforce.

The Whitehall Study I and II (Council of Civil Services Union, 2004)

attempted to investigate the relationship between work, stress, and health. The Whitehall Study II suggested that flexible work hours, better leave arrangements, and reduction in work-related commuting by encouraging work from home could help balance work and personal lives of the employees.

Galinsky et al.(2001) opined that the costs of creating WLB is increasing sharply for the employers in terms of providing health care, retention, productivity, safety, recruitment, and personal satisfaction. There is a commitment requirement on the part of the organization, and a long-term strategy needs to be drawn not a piecemeal approach to fully appreciate the efficacy of a WLB initiative.

Tausig and Fenwick (2001) discussed the effects of shift work by suggesting that shift work may contribute to achieving a better balance between the demands of work and family life. This can happen when working alternative shifts is voluntary, or when workers have some control over the hours or days worked. They conducted survey in 1992 of the National Study of the Changing Workforce indicates that perceived work-life balance is lower for persons working non-Monday–Friday shifts, but that perceived schedule control increases work-life balance.

Robert Perrucci et al. (2007) studied the significance of shift work on current status and future directions. He has pointed out that Shift work, especially nights and rotating shifts, has negative effects on physical health. He has been conducted most research on the effects of shift work with samples of white employees. Results showed that Shift work can have different impact for employees from a variety of racial and ethnic backgrounds. He has also found that Workers on nonstandard shifts, compared to regular day time workers, report greater negative effects on family life, marital quality, and divorce.

Yutaka Ueda (2012) focused on The Relationship between Work-life Balance Programs and Employee Satisfaction with respect to Gender Differences in the Moderating Effect of Annual Income. This study found that Work Life Balance program comprehensiveness is greater for higher-income employees than for lower-income employees. He has also pointed out that Female employees had significantly higher WLB satisfaction and job satisfaction than did male employees. In contrast, male employees worked with significantly higher mean numbers of other employees, had more years of employment, and had more annual income. WLB program comprehensiveness is also higher for male employees than for female employees.

Shiva Sayah and Stefan (2013) emphasized on Conflict between Work and Life: The Case of Contract Workers in the German IT and Media Sectors. Research gap of this study found that medical condition or illness can be particularly serious for contract workers who have a one person business because they result in a direct loss in income, which can in turn endanger their livelihood. This study also showed that the number of working hours has a strong influence on the work life conflict of contract workers. In contrast, findings suggest that the income of contract workers reduces work life conflict and therefore has an opposite influence than supposed for employees.

Vijaya Mani (2013) has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support.

Aggarwal (2012) investigated the relationship between work-life balance initiatives and employee's attitudes toward work-life conflict and the workplace in general. Study identified employees perceive work life balance enables them to work better and suggested it should be a joint responsibility of Employer & Employee.

Goyal and Arora (2012) measured the impact of work pressure on family life and the expectations of family on the work commitments on 120 teachers of different educational institutes. The study revealed that factors like negative attitude of family, family commitments, health issues, long working hours, meetings, work load created an imbalance in their personal and professional lives.

Kumari, L. (2012) examined employees' perception about work life balance and it's relation with job satisfaction in Indian public sector banks. Study revealed positive correlation between the jobsatisfaction and work life balance and indicated job satisfaction as an important indicator of Work life balance.

Meenakshi and Ravichandran (2012) highlighted problems faced by women teachers in achieving Work Life Balance and accordingly suggested ways which would benefit both individual and the organization. Study also revealed that the women teachers knew the importance of WLB and they tried to reach it by scheduling their activities by proper time management.

Santhi and Sundar (2012) examined work life balance of women employees in information technology industry. Study measured the overall work life balance of women employees irrespective of cadres and identified major factors that influence the work life balance among women employees. It also revealed that work life programmes implemented by I.T. firms in Chennai satisfy different categories of employees differently.

Devi and Pandian (2011) analyzed the problems faced by the women school teachers to maintain work life balance and founded that there was no separate policy for work life balance in their school and majority of them were doing school work at home.

Soi and Massey (2011) studied the concept of work life balance and its impact on employment relations and productivity of the employees. Study illuminated the dissymmetry between the work and life that today's fast-paced working generation is experiencing. It was observed that majority of the respondents weren't happy with the shape that their lives have taken recently due to imbalance that has crept in their work and life.

Dasgupta (2010) explored the relationship between psychosocial variables and emotional intelligence of women employees in Information Technology Industry. Study indicated a significant contribution of the psychosocial variables like Quality of Work Life, Work Family Role Conflict and Perceived Happiness in achieving higher Quality of Work Life.

Doble and Supriya (2010) investigated work life balance across genders and observed that both male and female faced imbalance in family and work life. Study depicted the factors that contributed work life balance like flex time, work from home, part-time work, availability of child care and flexibility to take care of emergencies at home.

Vittal (2003) observed that the dropout rates of women have increased with their marriage and childbirth as childcare and housework remain women's responsibilities, irrespective of her income, educational level or employment. Study also reflected that there is great burden on women which restrict her choices in terms of better job opportunities.

J.Sudha (2014) research has identified the various aspects such as career advancement, Work stress, career aspiration, Work Family conflict and Family work conflict, child care in context with work life balance(WLB) and its practices and has revealed the overview of the various challenges and issues faced by Women employees to achieve WLB.

K. Thrivenikumari & Dr. V. Rama Devi (2013) Work life balance as one of the most challenging issues being faced by the women employees in 21st century because of the type of roles they play at home and the spill over of personal life over professional life. The quality of life is being used by the organization as a strategic tool that has to attract and then retain the employees and give more importance to maintain their work life balance with equal level of performance and commitment at work

Sunitha Malhotra & sapna Sachdeva, (2005) in this paper they have said that the women are stepped into the work place but the roles and responsibilities are same and does not change, it still remains the same. More women are wearing multiple faces in their attempts to balance their both career and family responsibilities. (Nielsen survey, June 2011) In India women are mostly stressed and pressured for the time.

Pleck's (1977) research have suggested that the family-to-work-spill-over is stronger only for the women and the work-to family-spill-over is stronger for the men.

Ungerson & Yeandle, (2005) work life balance teaches how to manage the dual career and solve with minimum conflict. The issue of work life balance has become the most hot topic in the current scenario. Work life balance can be difficult to achieve for full time women workers irrespective of work schedules especially for those with children

Williams, (2006) Work life balance is the major thing in the employment as a dual career that is family and the work. The most important thing is to help the employees to achieve a balance between their work and also their home. Work life balance refers to the divergence between the work place demands and the demands of personal life.

Prof. k. Santhana Lakshmi (March 2013) have examined that the educational institutions should address the Work life balance related issues among their staff, specifically women and take a holistic approach to design and implement the policies to support the teaching staff to manage their WLB.

T. S. Shanthi & Dr. Sundar (January 2012) research measure about the level of satisfaction as perceived by the women-respondent employees on the varied determinants of Work life balance, to identify the major factors that influence the work life balance among various categories of women employees in I.T. Industry and to measure the overall work life balance of women employees irrespective of cadres.

Satinder singh (2013) literature identifies its effect on various quality life condition i.e. Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and competitive environment in context with work life balance and its practices/ policies. In this paper, an endeavor has been made to provide an overview of various aspects of work life balance through the review of existing literature.

Sobia shujat & Faryal (2011) studied and analyzed the impact of work life balance on employees job satisfaction in private banking sector. Factor involved are job satisfaction and work life balance with respect to flexible working condition, work life balance program, employee intention to change/leave job, work pressure/stress and long working hours.

CHAPTER –III

RESEARCH METHODOLOGY

3.1 RESEARCH DEFINITION

Research can be defined as the search for knowledge or as any systematic investigation to establish facts. The primary purpose for applied research (as opposed to basic research) is discovering, interpreting, and the development of methods and systems for the advancement of human knowledge on a wide variety of scientific matters of our world and the universe.

3.2 RESEARCH DESIGN

The researcher has used the descriptive type of research design for the study. The descriptive research is defined as fact finding with adequate interpretation. It uses simple analysis of data, develops thinking and elaboration of patterns and obtains tentative generalizations as hypothesis

3.3 SAMPLE DESIGN

Meaning of Simple Random sampling

A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen. A simple random sample is meant to be an unbiased representation of a group

3.4 SAMPLING SIZE

125 is the sample size of this project

3.5 DATA COLLECTION :

1. Primary Data
2. Secondary Data

Primary data

Data which are collected fresh for the first time and thus happens to be original in character. Primary data are gathered for specific purpose. The primary data is the major tool for collecting the data for the analysis and findings for the study, which is through a questionnaire.

Secondary data

Data that are collected from primary data i.e., they are already exist somewhere. The secondary data of information were obtained through Books, Publications and Websites, Brochures and Pamphlets.

3.6 HYPOTHESIS

Null hypothesis (Ho):There is no relationship between the shift timing and the hours a day do spend traveling to work.

Alternate hypothesis (H1):There is a relationship between the shift timing and the hours a day do spend traveling to work.

Null hypothesis (Ho):There is a significance difference between the partner employed and the status of children.

Alternate hypothesis (H1):There is no significance difference between the partner employed and the status of children

3.7 STATISTICAL TOOLS USED FOR DATA COLLECTION

Statistical tools are used for interpreting the results.

- ❖ Percentage method
- ❖ Chi-square test and
- ❖ One-way anova

3.8 LIMITATION OF STUDY

Analysis was done and certain difficulties were experienced. However these were isolated and methods to overcome these hindrances were incorporated.

Coverage;The study is micro in nature and data were collected from women employees in Yamee Cluster. Every effort was taken to make sure that all the areas were covered. However in spite of this data from certain area could not be collected.

Confidentiality: Respondents at certain locations or work places. Here hesitant to reveal certain information due to the fear of their management; Also a small percentage of respondents were hesitant to disclose income. Certain respondents refused to fill the questionnaire.

3.9 SIGNIFICANCE OF THE RESEARCH

WLB is having enough time for work and enough to have a life. Unlike other industries, there is high necessity for WLB in the software sector. It faces many problems like shift, being humanitarian, working hours stress arising out of this entire factor etc. A study on Work life balance among the women employees in Yamee Cluster in Chennai is essential to look in to the existing pattern exhibited by the employees.

CHAPTER –IV

DATA ANALYSIS AND INTERPRETATION

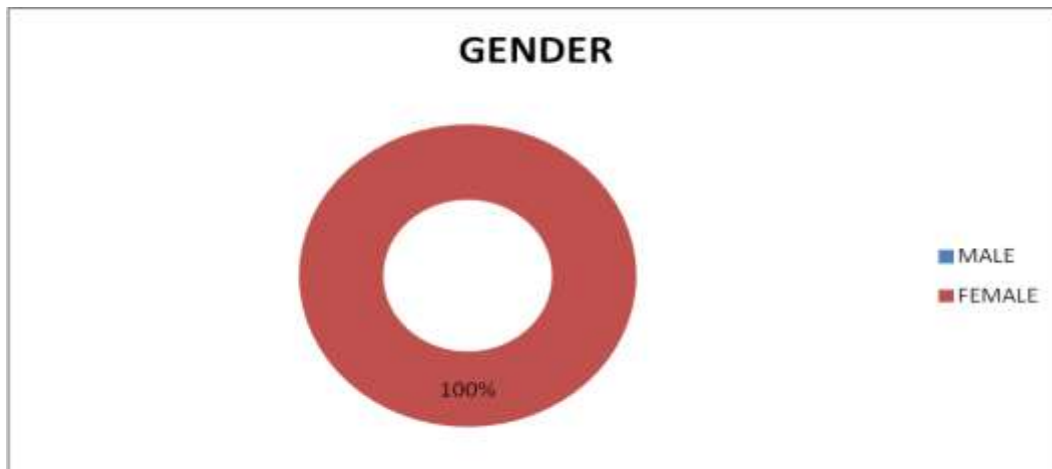
4.1 PERCENTAGE ANALYSIS

TABLE 4.1.1

GENDER WISE RESPONDENT'S DETAILS

GENDER	NUMBER OF RESPONDENTS	PERCENTAGE
MALE	0	0
FEMALE	125	100%
TOTAL	125	100%

CHART 4.1.1



INTERPRETATION

From the above table it is concluded that all of the respondents are female. Most of the respondents are female.

INFERENCE

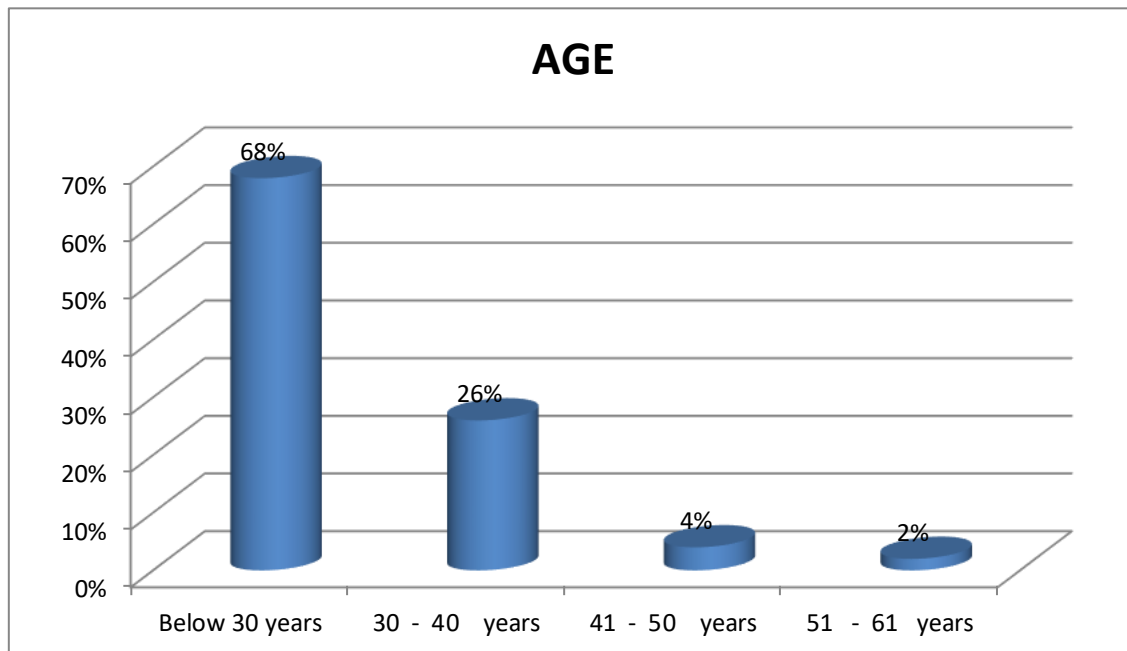
All of the respondents are female

TABLE 4.1.2

AGE WISE RESPONDENT'S DETAILS

AGE	NUMBER OF RESPONDENTS	PERCENTAGE
Below 30 years	85	68%
30 - 40 years	33	26%
41 - 50 years	5	4%
51 - 61 years	2	2%
Total	125	100%

CHART4.1.2



INTERPRETATION:

From the above table it is concluded that 68% of the respondents are below 30 years, 26% of the respondents are 31- 40 years. Most of the respondents are below 30 years.

INFERENCE

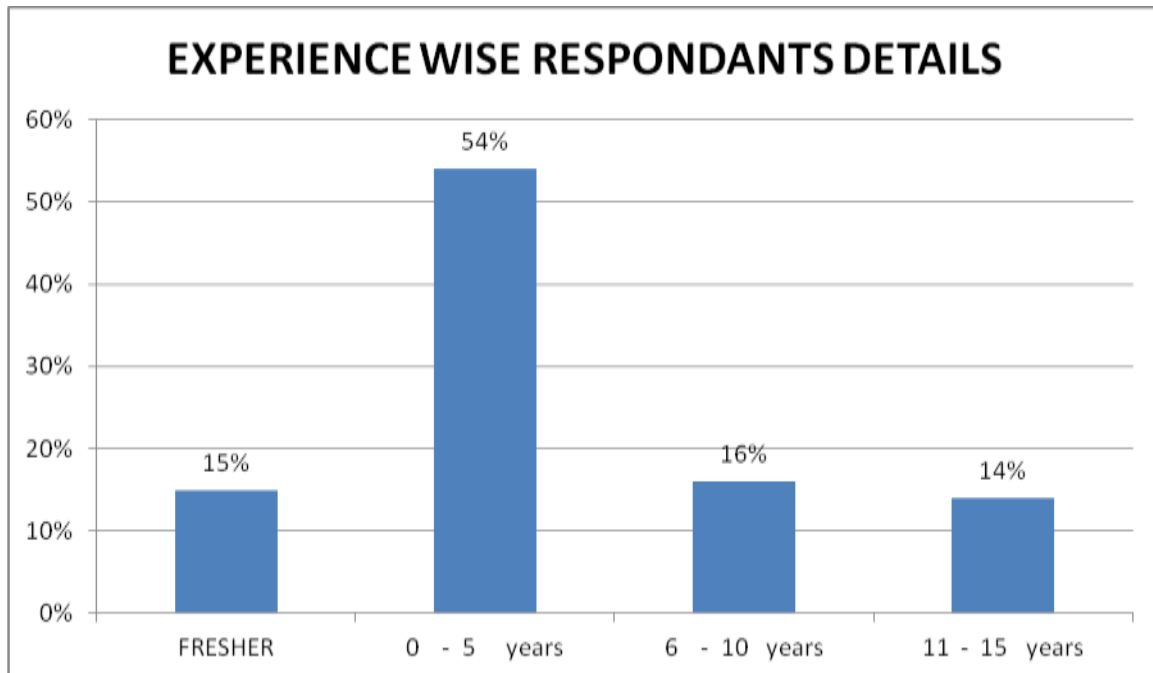
Majority 68% of the respondents are below 30 years.

TABLE 4.1.3

EXPERIENCE WISE RESPONDANTS DETAILS

EXPERIENCE	NUMBER OF RESPONDENTS	PERCENTAGE
FRESHER	19	15%
0 - 5 years	68	54%
6 - 10 years	20	16%
11 - 15 years	18	14%
Total	125	100%

CHART 4.1.3



INTERPRETATION:

From the above table it is inferred that 54% are 0-5 years, 16% of the respondents are 6-10 years. Most of the respondents are 0-5 years.

INFERENCE:

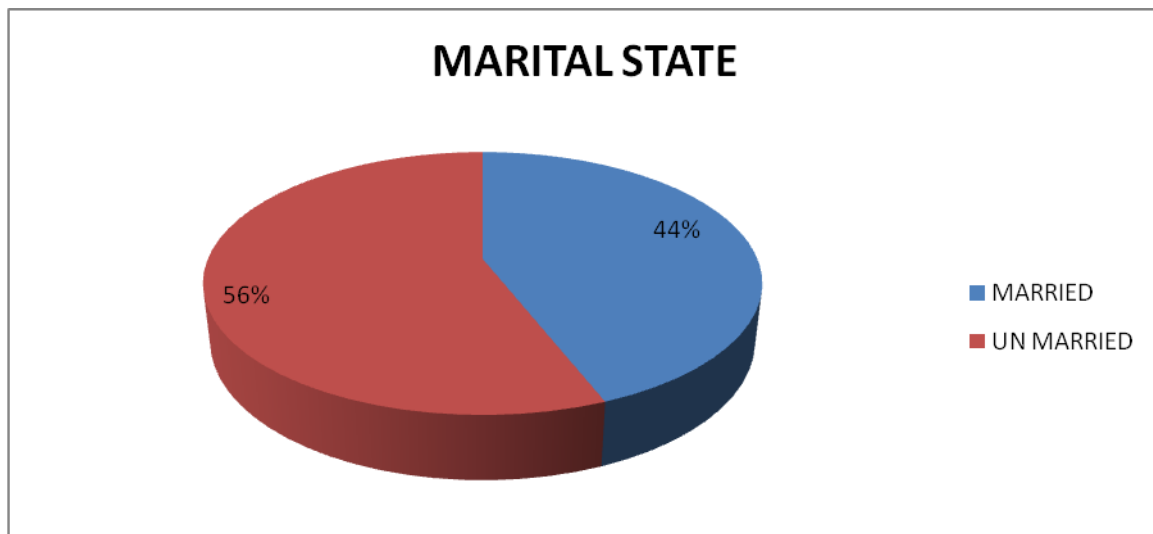
Majority 54% of the respondents are 0 – 5 years

TABLE 4.1.4

MARITAL STATE OF RESPONDANTS

MARITAL STATE	NUMBER OF RESPONDENTS	PERCENTAGE
MARRIED	55	44%
UN MARRIED	70	56%
TOTAL	125	100%

CHART 4.1.4



INTERPRETATION :

From the above table it is inferred that 56% of the respondents are unmarried, 44% of the respondents are married. Most of the respondents are unmarried.

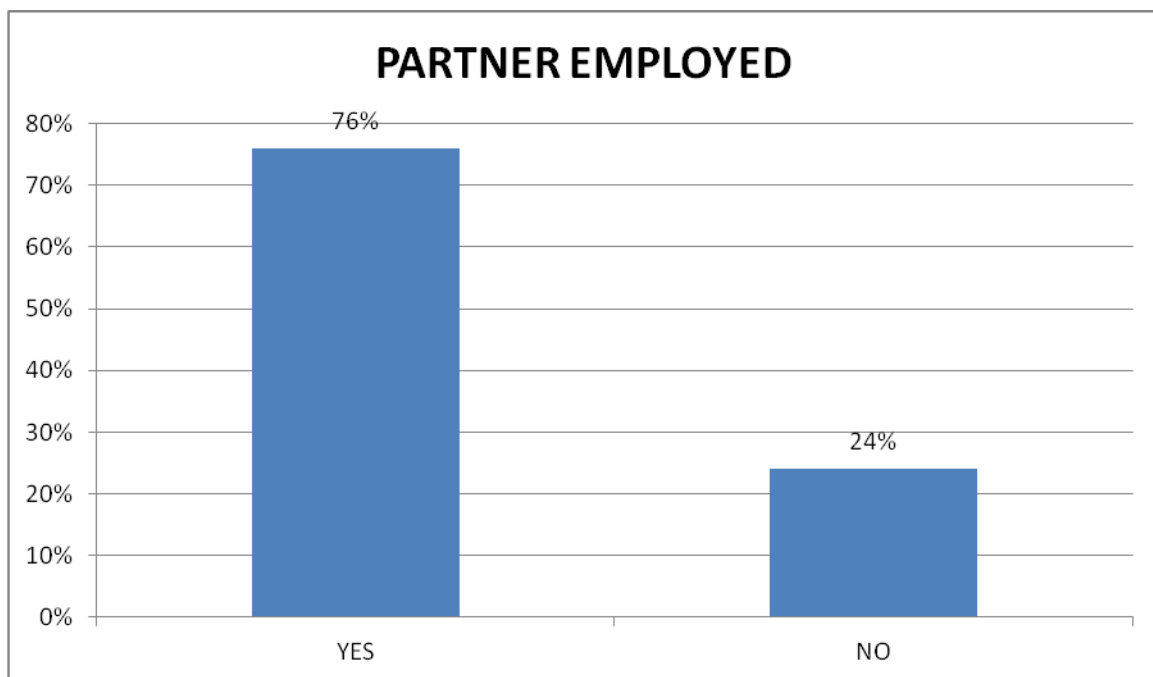
INFERENCE

Majority 56% of the respondents are unmarried.

TABLE 4.1.5: PARTNER EMPLOYED

PARTNER EMPLOYED	NO OF RESPONDENTS	PERCENTAGE
YES	95	76%
NO	30	24%
TOTAL	125	100%

Chart 5



INTERPRETATION:

From the above table it is concluded that 76% of the respondents say employed, 24% of the respondents say unemployment. Most of the respondents are employed.

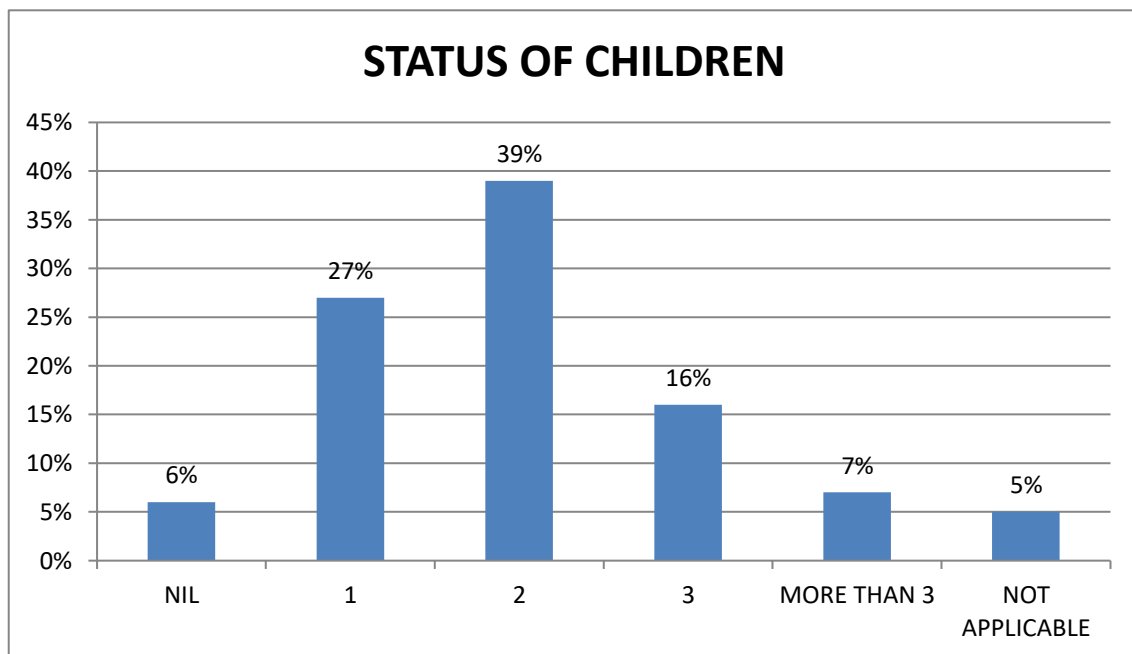
INFERENCE

Majority 76% of the respondents are employed

TABLE 4.1.6: STATUS OF CHILDREN

STATUS OF CHILDREN	NO OF RESPONDENTS	PERCENTAGE
NIL	8	6%
1	34	27%
2	49	39%
3	19	16%
MORE THAN 3	9	7%
NOT APPLICABLE	6	5%
TOTAL	125	100%

Chart 6



INTERPRETATION

From the above table it is concluded, 39% of the respondents has 2 children, 27% of the respondents are having 1children. Most of the respondents gave the answer with 2 children.

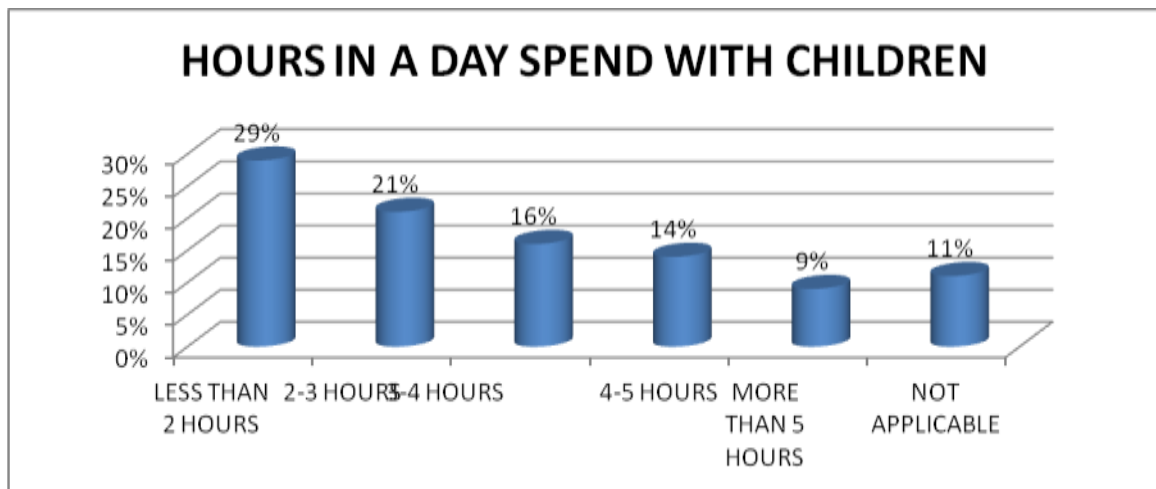
INFERENCE

Majority 39% of the respondents gave the answer with 2 children.

TABLE 4.1.7: HOURS IN A DAY SPEND WITH CHILDREN

HOURS IN A DAY SPEND WITH CHILDREN	NO OF RESPONDENTS	PERCENTAGE
LESS THAN 2 HOURS	36	29%
2-3 HOURS	26	21%
3-4 HOURS	20	16%
4-5 HOURS	18	14%
MORE THAN 5 HOURS	11	9%
NOT APPLICABLE	14	11%
TOTAL	125	100%

Chart 7



INTERPRETATION

From the above table it is concluded that 29% of the respondents say that they spend time with their children by less than 2 hours in a day, 21% of the respondents say that they spend time with their children between 2 – 3 hours in a day. Most of the respondents say that they spend time with their children by less than 2 hours in a day.

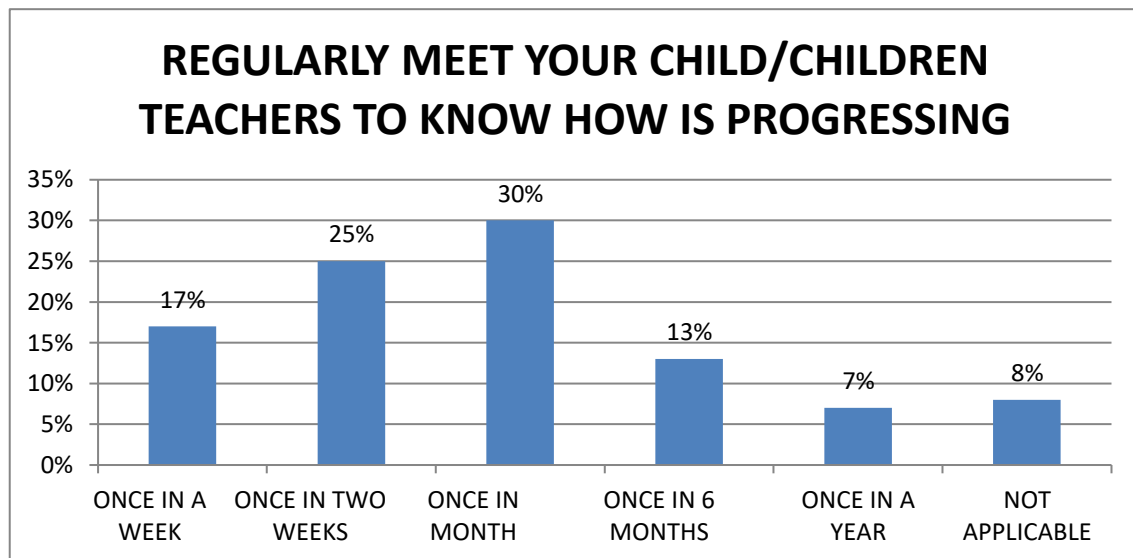
INFERENCE

Majority 29% of the respondents say that they spend time with their children by less than 2 hours in a day.

TABLE 4.1.8:REGULARLY MEET YOUR CHILD/CHILDREN TEACHERS TO KNOW HOW IS PROGRESSING

REGULARLY MEET YOUR CHILD/CHILDREN TEACHERS TO KNOW HOW IS PROGRESSING	NO OF RESPONDENTS	PERCENTAGE
ONCE IN A WEEK	21	17%
ONCE IN TWO WEEKS	31	25%
ONCE IN MONTH	38	30%
ONCE IN 6 MONTHS	16	13%
ONCE IN A YEAR	9	7%
NOT APPLICABLE	10	8%
TOTAL	125	100%

Chart 8



INTERPRETATION

From the above table it is concluded that 30% of the respondents meet their teachers once in a month to know the progress of their children, 25% of the respondents meet their teachers once in two weeks to know the progress of their children. Most of the respondents meet their teachers once in a month to know the progress of their children.

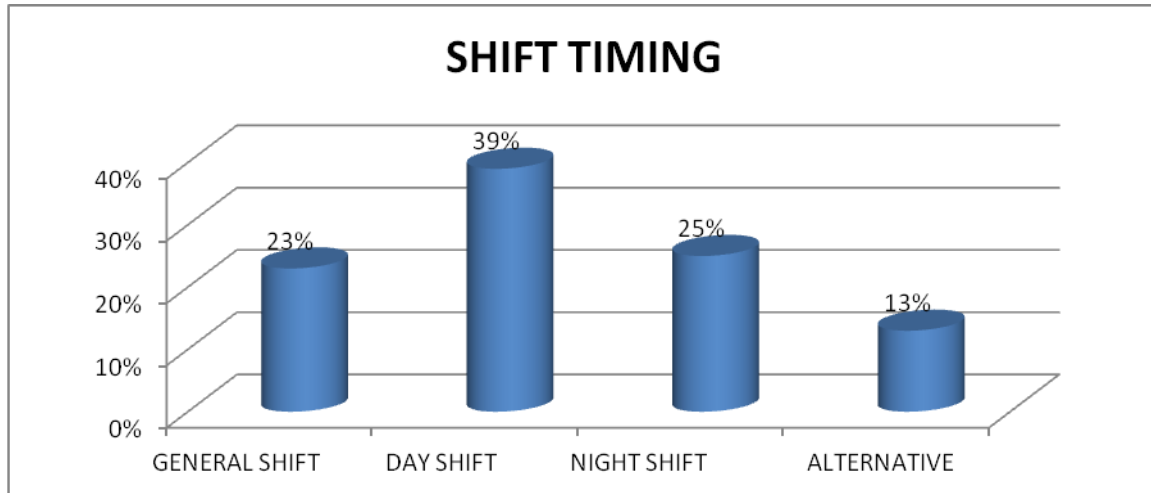
INFERENCE

Majority 30% of the respondents meet their teachers once in a month to know the progress of their children.

TABLE 4.1.9: SHIFT TIMING

SHIFT TIMING	NO OF RESPONDENTS	PERCENTAGE
GENERAL SHIFT	29	23%
DAY SHIFT	49	39%
NIGHT SHIFT	31	25%
ALTERNATIVE	16	13%
TOTAL	125	100%

Chart 9



INTERPRETATION

From the above table it is concluded that 39% of the respondents say that they are in the day shift, 25% of the respondents say that they are in the night shift. Most of the respondents say that they are in the day night.

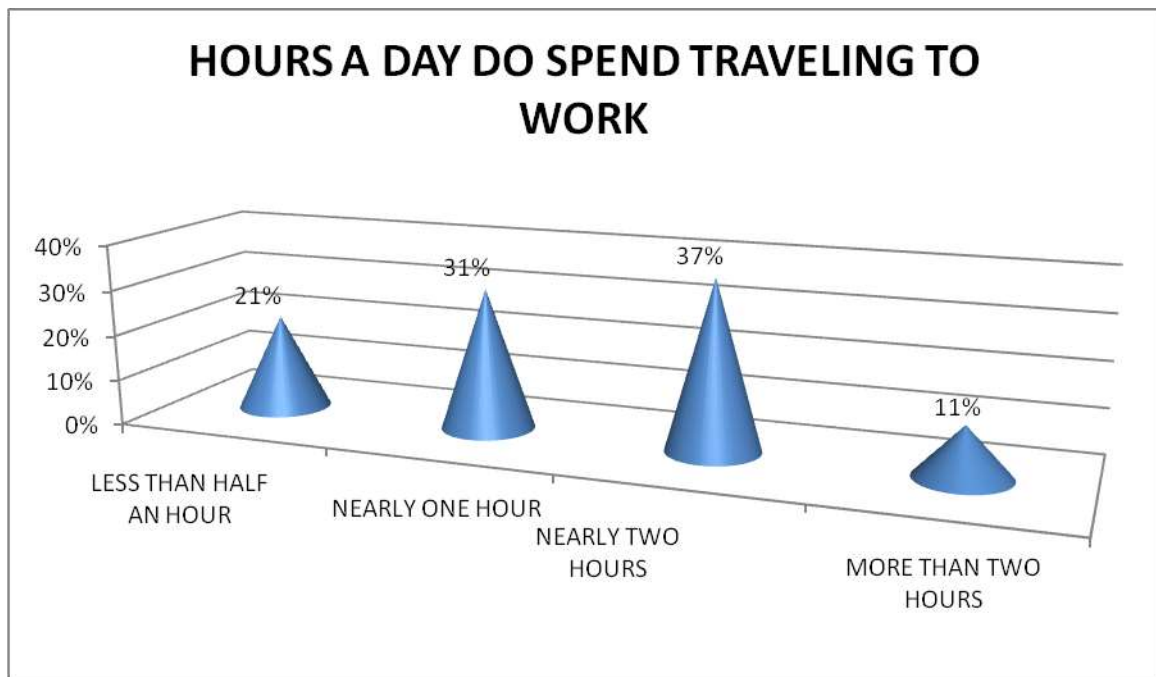
INFERENCE

Majority 39% of the respondents say that they are in the day night.

TABLE 4.1.10: HOURS A DAY DO SPEND TRAVELING TO WORK

HOURS A DAY DO SPEND TRAVELING TO WORK	NO OF RESPONDENTS	PERCENTAGE
LESS THAN HALF AN HOUR	26	21%
NEARLY ONE HOUR	39	31%
NEARLY TWO HOURS	46	37%
MORE THAN TWO HOURS	14	11%
TOTAL	125	100%

Chart 10



INTERPRETATION

From the above table it is concluded that 37% of the respondents spend nearly 2 hours to travel for a work, 31% of the respondents spend 1 hour to travel for a work. Most of the respondents spend nearly 2 hours to travel for a work.

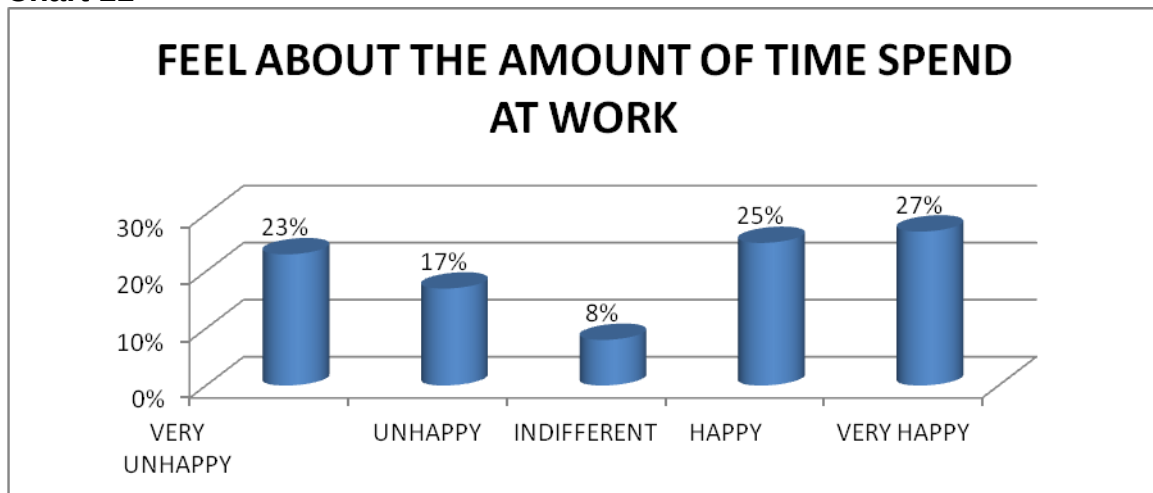
INFERENCE

Majority 37% of the respondents spend nearly 2 hours to travel for a work.

TABLE 4.1.11: FEEL ABOUT THE AMOUNT OF TIME SPEND AT WORK

FEEL ABOUT THE AMOUNT OF TIME SPEND AT WORK	NO OF RESPONDENTS	PERCENTAGE
VERY UNHAPPY	29	23%
UNHAPPY	21	17%
INDIFFERENT	10	8%
HAPPY	31	25%
VERY HAPPY	34	27%
TOTAL	125	100%

Chart 11



INTERPRETATION

From the above table it is concluded that 27% of the respondents feel very happy for the amount of time in spending at work, 25% of the respondents feel happy for the amount of time in spending at work. Most of the respondents feel very happy for the amount of time in spending at work.

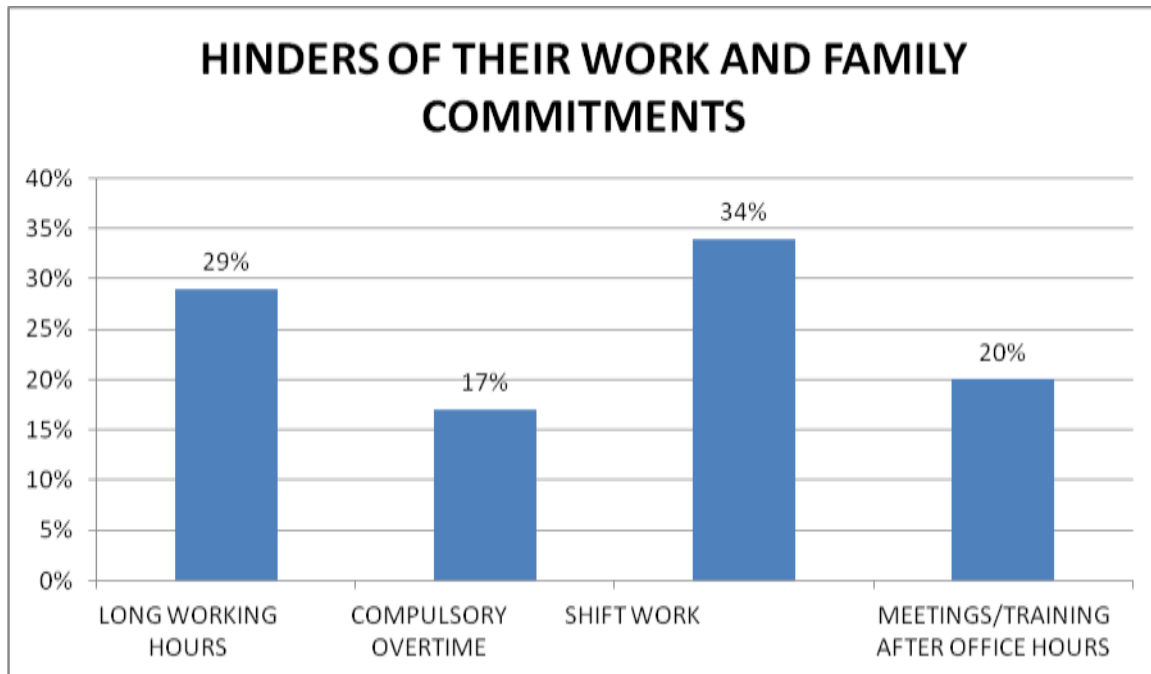
INFERENCE

Majority 27% of the respondents feel very happy for the amount of time in spending at work

TABLE 4.1.12: HINDERS OF THEIR WORK AND FAMILY COMMITMENTS

HINDERS OF THEIR WORK AND FAMILY COMMITMENTS	NO OF RESPONDENTS	PERCENTAGE
LONG WORKING HOURS	36	29%
COMPULSORY OVERTIME	21	17%
SHIFT WORK	42	34%
MEETINGS/TRAINING AFTER OFFICE HOURS	26	20%
TOTAL	125	100%

Chart 12



INTERPRETATION

From the above table it is concluded that 34% of the respondents hinder their work and family commitments in their shift work, 29% of the respondents hinder their work and family commitments in their long working hours. Most of the respondents hinder their work and family commitments in their shift work.

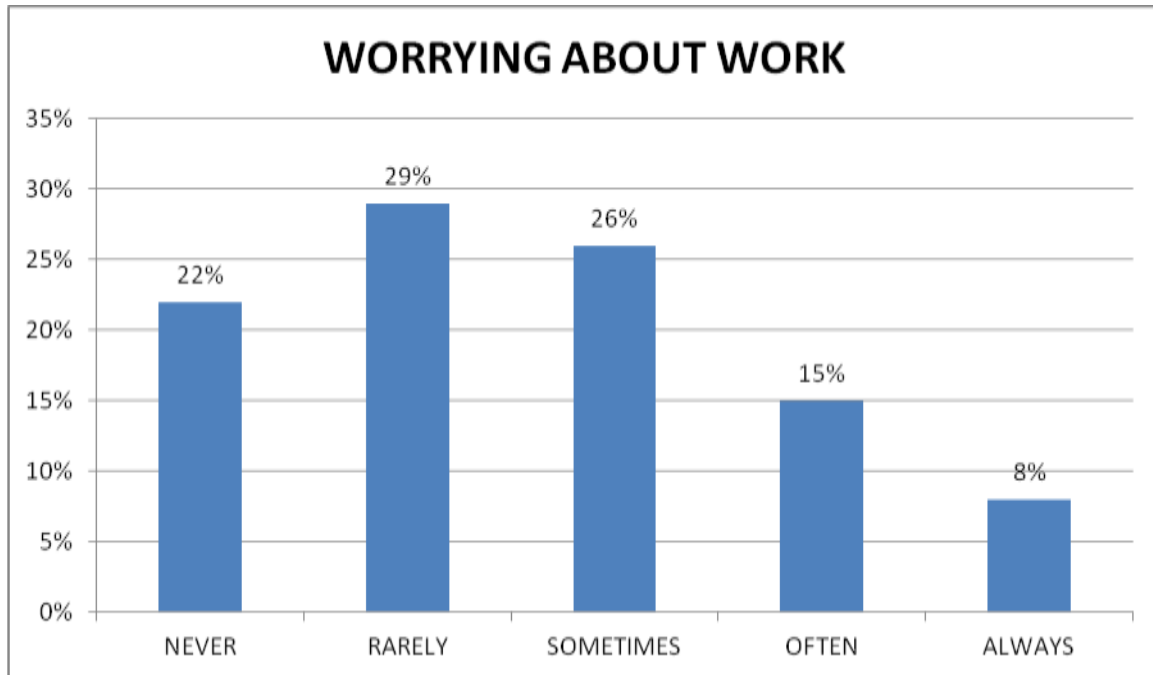
INFERENCE

Majority 34% of the respondents hinder their work and family commitments in their shift work

TABLE 4.1.13: WORRYING ABOUT WORK

WORRYING ABOUT WORK	NO OF RESPONDENTS	PERCENTAGE
NEVER	27	22%
RARELY	36	29%
SOMETIMES	32	26%
OFTEN	19	15%
ALWAYS	11	8%
TOTAL	125	100%

Chart13



INTERPRETATION

From the above table it is concluded that 29% of the respondents rarely worries about their work, 26% of the respondents sometimes worries about their work. Most of the respondents rarely worries about their work.

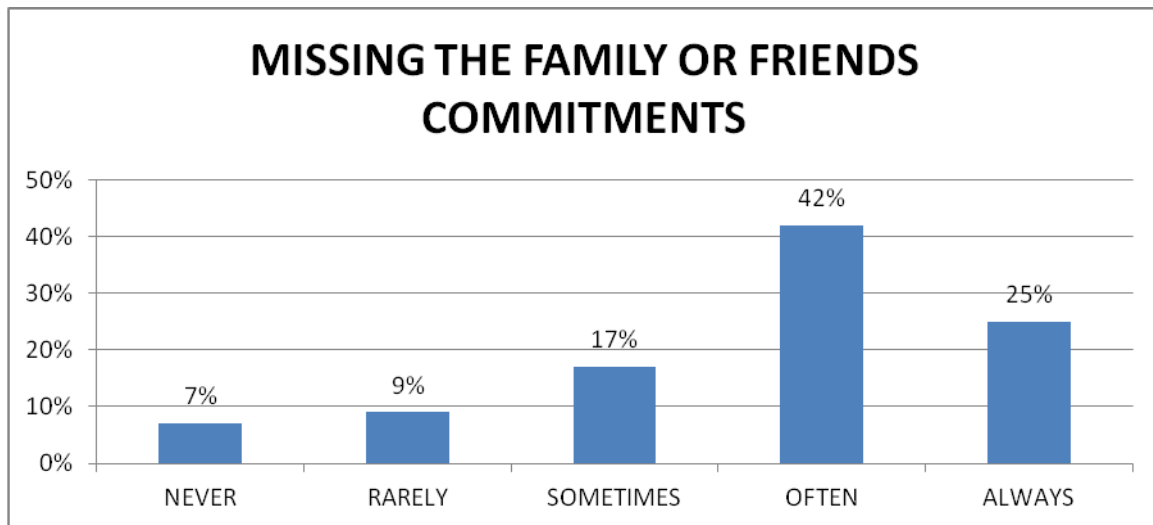
INFERENCE

Majority 29% of the respondents rarely worries about their work.

TABLE 4.1.14 MISSING THE FAMILY OR FRIENDS COMMITMENTS

MISSING THE FAMILY OR FRIENDS COMMITMENTS	NO OF RESPONDENTS	PERCENTAGE
NEVER	9	7%
RARELY	11	9%
SOMETIMES	21	17%
OFTEN	52	42%
ALWAYS	32	25%
TOTAL	125	100%

Chart14



INTERPRETATION

From the above table it is concluded that 42% of the respondents often missing the family or friends commitments, 25% of the respondents always missing the family or friends commitments. Most of the respondents often missing the family or friends commitments.

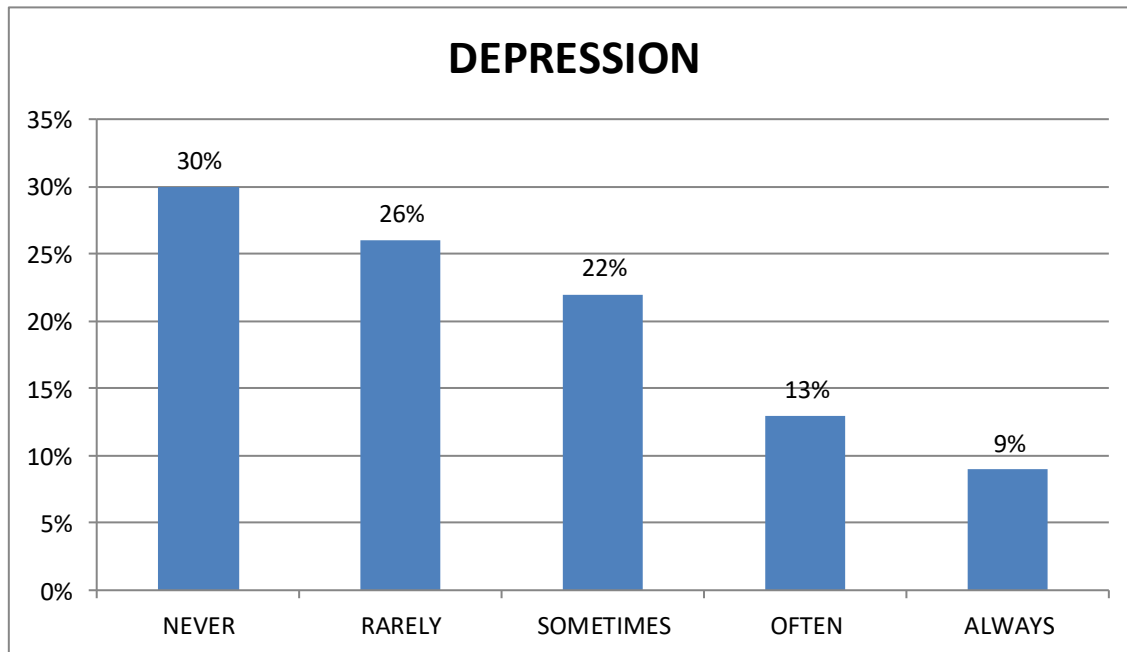
INFERENCE

Majority 42% of the respondents often missing the family or friends commitments

TABLE 4.1.15 DEPRESSION

DEPRESSION	NO OF RESPONDENTS	PERCENTAGE
NEVER	37	30%
RARELY	33	26%
SOMETIMES	27	22%
OFTEN	16	13%
ALWAYS	12	9%
TOTAL	125	100%

Chart15



INTERPRETATION

From the above table it is concluded that 30% of the respondents never feel depression, 26% of the respondents rarely feel depression. Most of the respondents never feel depression.

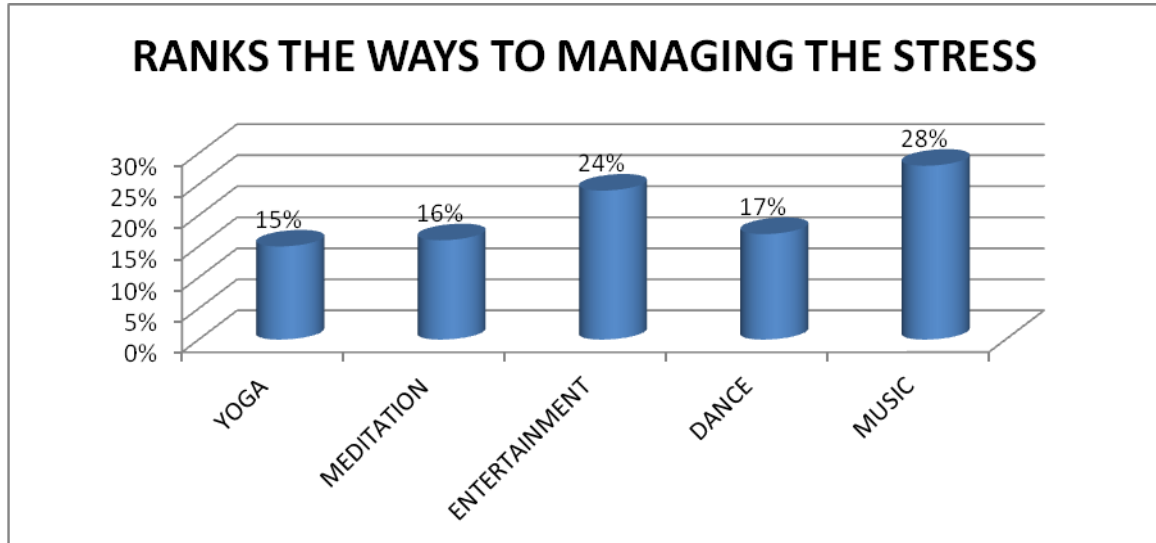
INFERENCE

Majority 30% of the respondents never feel depression.

TABLE 4.1.16: RANKS THE WAYS TO MANAGING THE STRESS

RANKS THE WAYS TO MANAGING THE STRESS	NO OF RESPONDENTS	PERCENTAGE
YOGA	19	15%
MEDITATION	20	16%
ENTERTAINMENT	30	24%
DANCE	21	17%
MUSIC	35	28%
TOTAL	125	100%

Chart 16



INTERPRETATION

From the above table it is concluded that 28% of the respondents manage the stress by hearing the music, 24% of the respondents manage the stress by entertainment. Most of the respondents manage the stress by hearing the music.

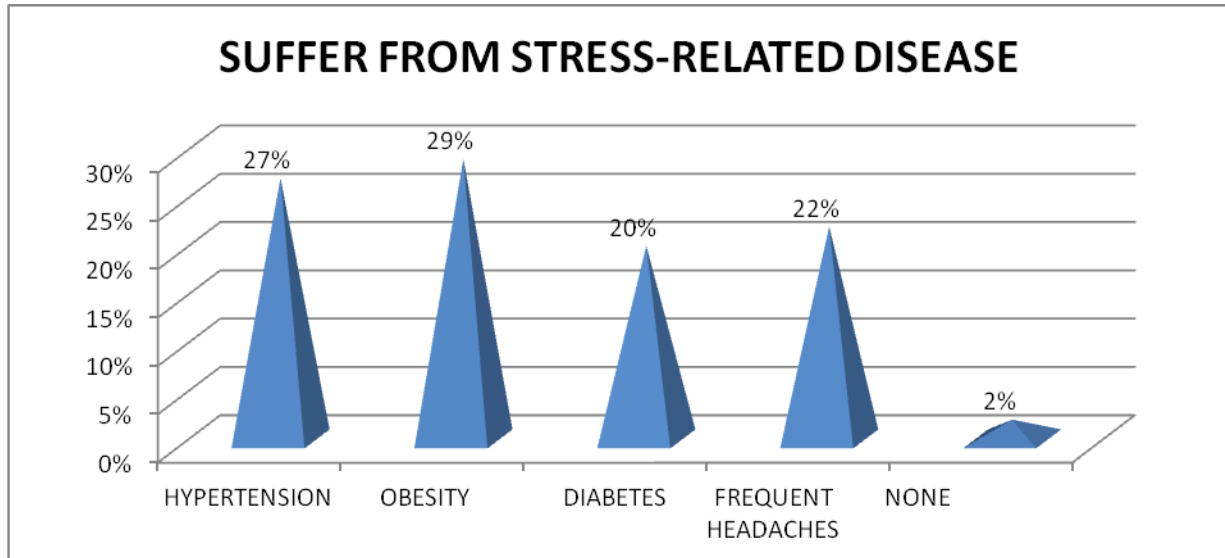
INFERENCE

Majority 28% of the respondents manage the stress by hearing the music.

TABLE 4.1.17: SUFFER FROM STRESS-RELATED DISEASE

SUFFER FROM STRESS-RELATED DISEASE	NO OF RESPONDENTS	PERCENTAGE
HYPERTENSION	34	27%
OBESITY	36	29%
DIABETES	25	20%
FREQUENT HEADACHES	27	22%
NONE	3	2%
TOTAL	125	100%

Chart 17



INTERPRETATION

From the above table it is concluded that 29% of the respondents suffer from obesity type of stress, 27% of the respondents suffer from hyper tension kind of stress. Most of the respondents suffer from obesity type of stress.

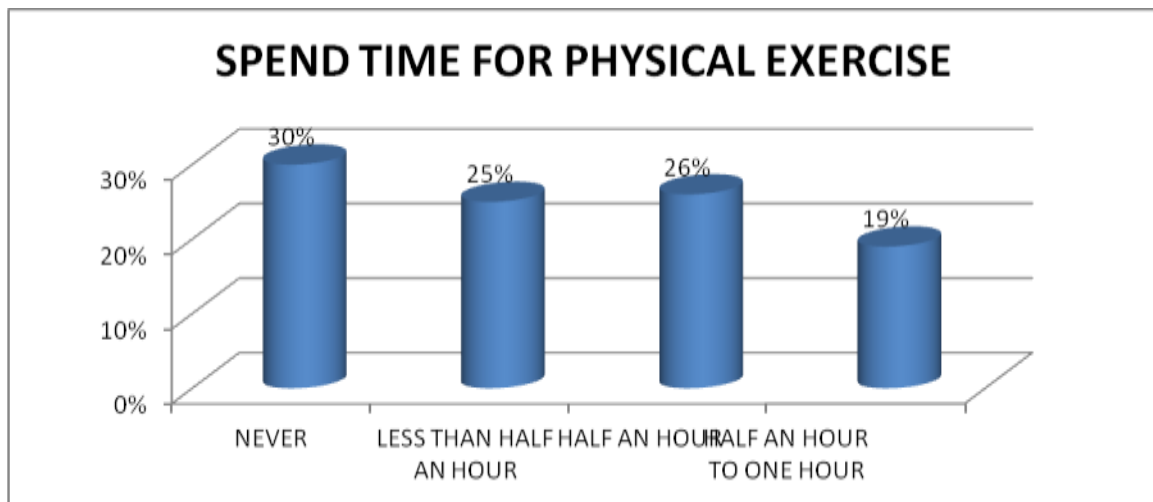
INFERENCE

Majority 29% of the respondents suffer from obesity type of stress.

TABLE 4.1.18: SPEND TIME FOR PHYSICAL EXERCISE

SPEND TIME FOR PHYSICAL EXERCISE	NO OF RESPONDENTS	PERCENTAGE
NEVER	38	30%
LESS THAN HALF AN HOUR	31	25%
HALF AN HOUR	33	26%
HALF AN HOUR TO ONE HOUR	23	19%
TOTAL	125	100%

Chart 18



INTERPRETATION

From the above table it is concluded that 30% of the respondents never spend time for physical exercise, 26% of the respondents spend time for half hour for physical exercise. Most of the respondents never spend time for physical exercise.

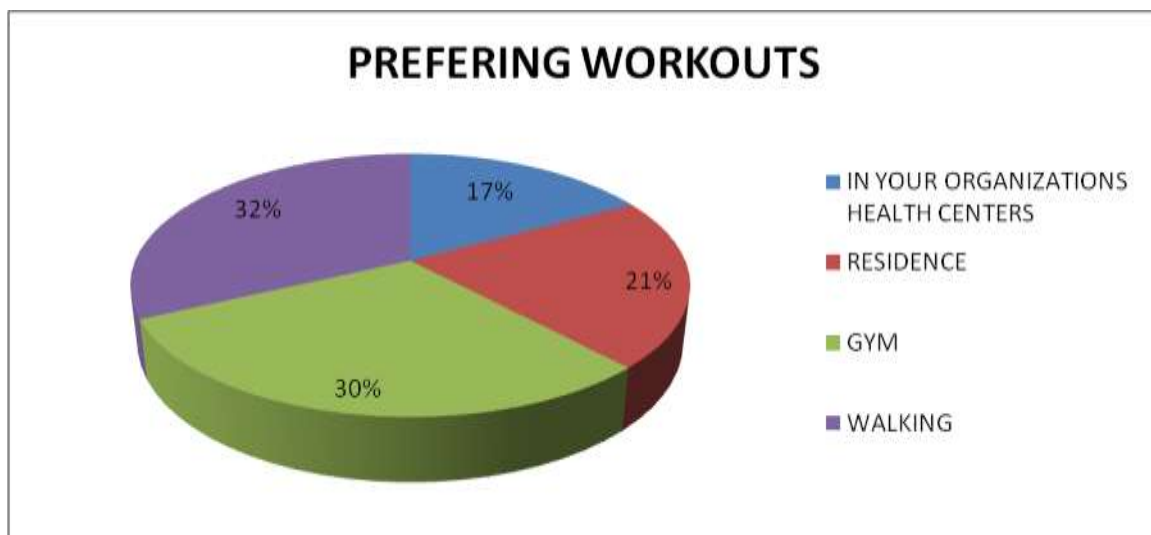
INFERENCE

Majority 30% of the respondents never spend time for physical exercise.

TABLE 4.1.19: PREFERING WORKOUTS

PREFERING WORKOUTS IN YOUR ORGANIZATIONS HEALTH CENTERS	NO OF RESPONDENTS	PERCENTAGE
RESIDENCE	21	17%
GYM	26	21%
WALKING	37	30%
TOTAL	41	32%
	125	100%

Chart 19



INTERPRETATION

From the above table it is concluded that 32% of the respondents prefer walking workouts, 30% of the respondents prefers gym workouts. Most of the respondents prefer walking workouts.

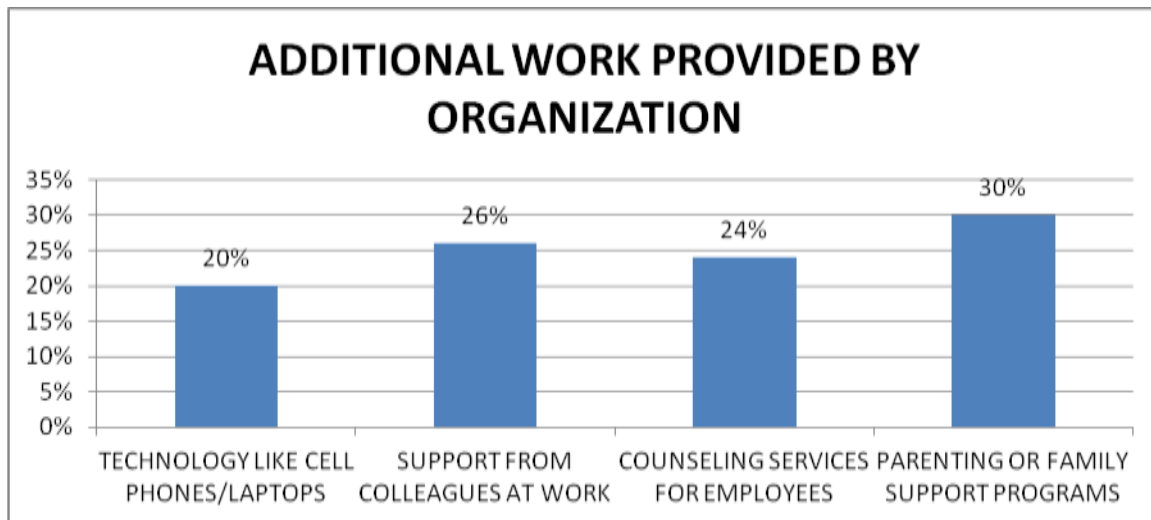
INFERENCE

Majority 32% of the respondents prefer walking workouts

TABLE 4.1.20: ADDITIONAL WORK PROVIDED BY ORGANIZATION

ADDITIONAL WORK PROVIDED BY ORGANIZATION	NO OF RESPONDENTS	PERCENTAGE
TECHNOLOGY LIKE CELL PHONES/LAPTOPS	25	20%
SUPPORT FROM COLLEAGUES AT WORK	33	26%
COUNSELING SERVICES FOR EMPLOYEES	30	24%
PARENTING OR FAMILY SUPPORT PROGRAMS	37	30%
TOTAL	125	100%

Chart 20



INTERPRETATION

From the above table it is concluded that 30% of the respondents need parenting or family support programs, 26% of the respondents need support from colleagues at work. Most of the respondents need parenting or family support programs.

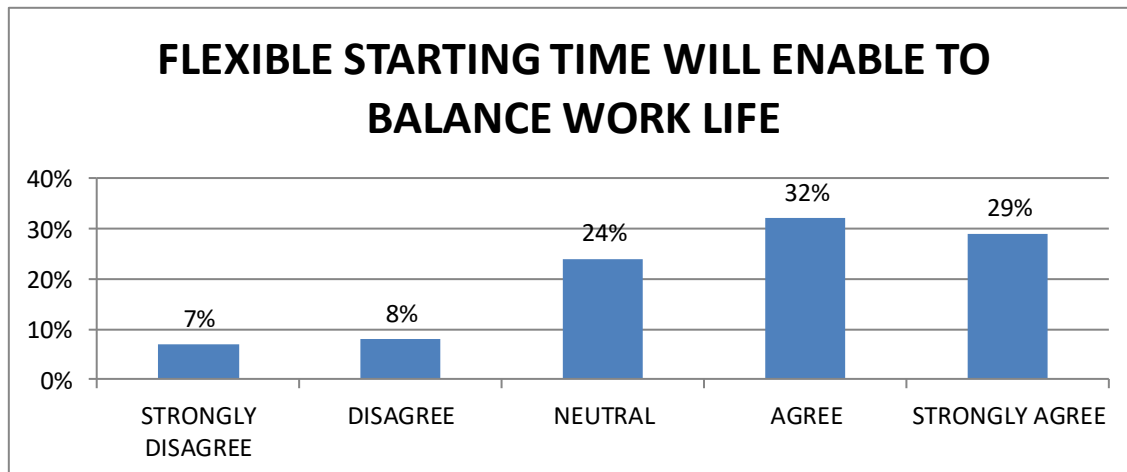
INFERENCE

Majority 30% of the respondents need parenting or family support programs

TABLE 4.1.21 FLEXIBLE STARTING TIME WILL ENABLE TO BALANCE WORK LIFE

FLEXIBLE STARTING TIME WILL ENABLE TO BALANCE WORK LIFE	NO RESPONDENTS	OF PERCENTAGE
STRONGLY DISAGREE	9	7%
DISAGREE	10	8%
NEUTRAL	30	24%
AGREE	40	32%
STRONGLY AGREE	36	29%
TOTAL	125	100%

Chart 21



INTERPRETATION

From the above table it is concluded that 32% of the respondents agreed with flexible starting time will enable to balance work life, 29% of the respondents strongly agreed with flexible starting time will enable to balance work life. Most of the respondents agreed with flexible starting time will enable to balance work life.

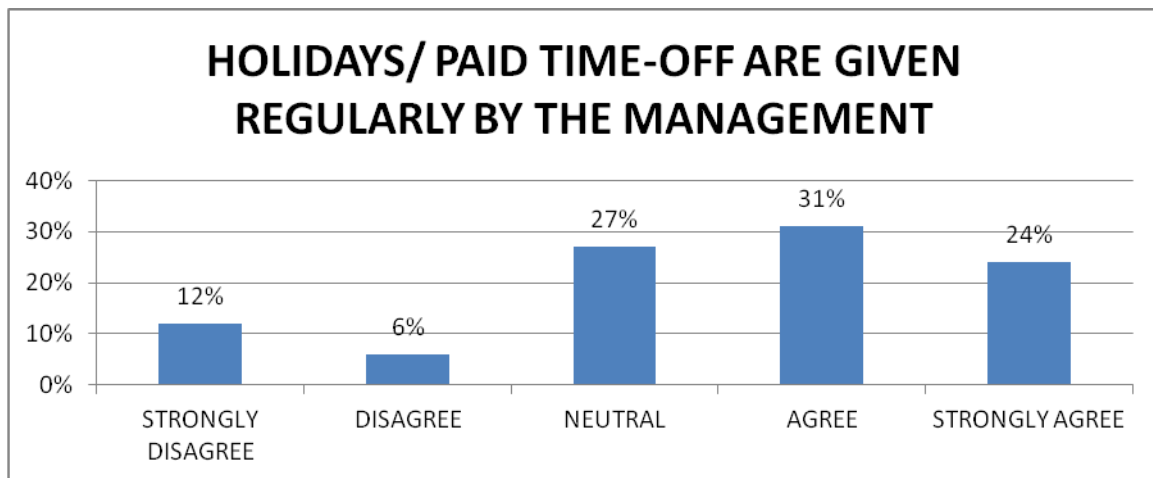
INFERENCE

Majority 32% of the respondents agreed with flexible starting time will enable to balance work life.

TABLE 4.1.22: HOLIDAYS/ PAID TIME-OFF ARE GIVEN REGULARLY BY THE MANAGEMENT

HOLIDAYS/ PAID TIME-OFF ARE GIVEN REGULARLY BY THE MANAGEMENT	NO OF RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	15	12%
DISAGREE	8	6%
NEUTRAL	33	27%
AGREE	39	31%
STRONGLY AGREE	30	24%
TOTAL	125	100%

Chart 22



INTERPRETATION

From the above table it is concluded that 31% of the respondents are agreed with holidays/ paid time-off are given regularly by the management, 27% of the respondents are neither agree nor disagree with holidays/ paid time-off are given regularly by the management. Most of the respondents are agreed with holidays/ paid time-off are given regularly by the management.

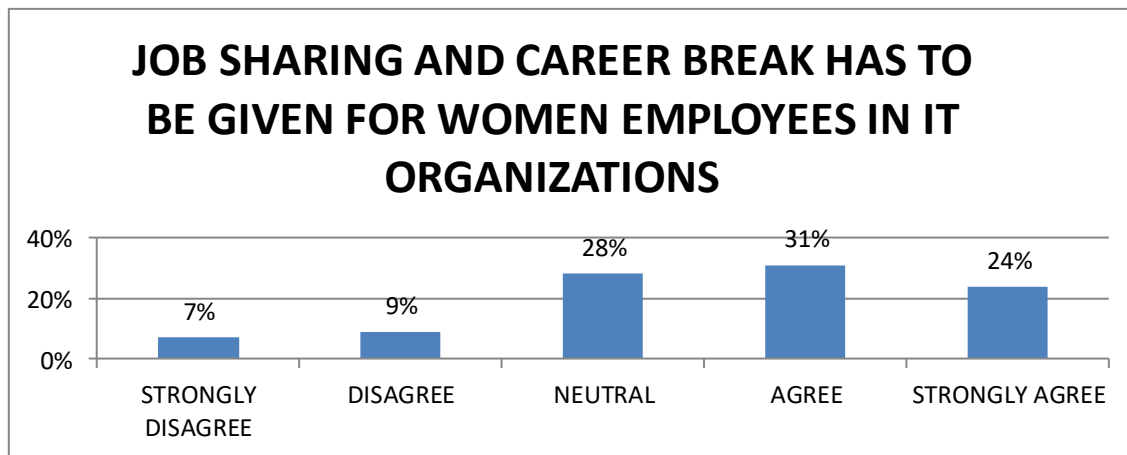
INFERENCE

Majority 31% of the respondents are agreed with holidays/ paid time-off are given regularly by the management.

TABLE 4.1.23: JOB SHARING AND CAREER BREAK HAS TO BE GIVEN FOR WOMEN EMPLOYEES IN YAMEE CLUSTER

JOB SHARING AND CAREER BREAK HAS TO BE GIVEN FOR WOMEN EMPLOYEES IN YAMEE CLUSTER	NO OF RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	9	7%
DISAGREE	11	9%
NEUTRAL	35	28%
AGREE	39	31%
STRONGLY AGREE	30	24%
TOTAL	125	100%

Chart 23



INTERPRETATION

From the above table it is concluded that 31% of the respondents agreed about job sharing and career break has to be given for women employees in Yamee Cluster, 28% of the respondents are neither agree nor disagree about job sharing and career break has to be given for women employees in Yamee Cluster. Most of the respondents agreed about job sharing and career break has to be given for women employees in Yamee Cluster.

INFERENCE

Majority 31% of the respondents agreed about job sharing and career break has to be given for women employees in Yamee Cluster.

4.2 CHI-SQUARE

CHI- SQUARE TEST I – (ψ^2)

Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (Ho):

There is no relationship between the shift timing and the hours a day do spend traveling to work.

Alternate hypothesis (H1):

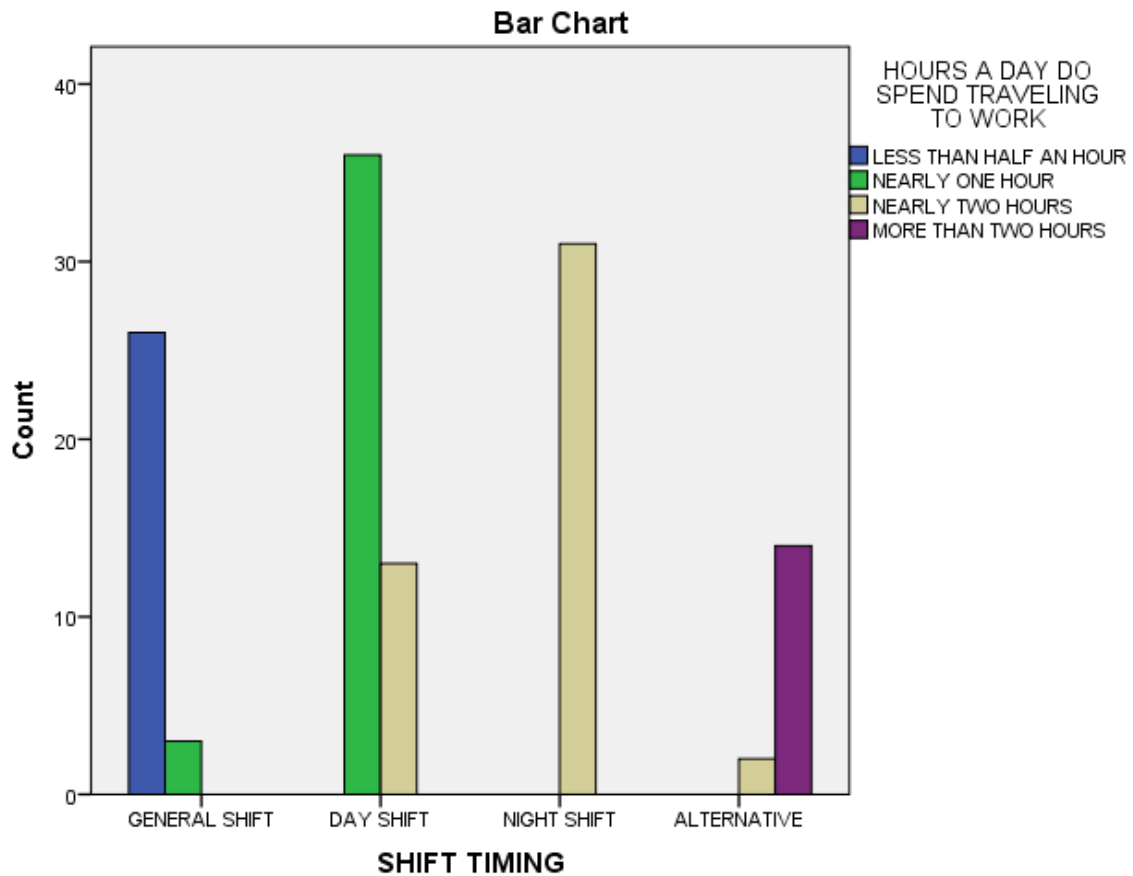
There is a relationship between the shift timing and the hours a day do spend traveling to work.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
SHIFT TIMING * HOURS A DAY DO SPEND TRAVELING TO WORK	125	100.0 %	0	0.0%	125	100.0 %

SHIFT TIMING * HOURS A DAY DO SPEND TRAVELING TO WORK Crosstabulation							
			HOURS A DAY DO SPEND TRAVELING TO WORK				Total
			LESS THAN HALF AN HOUR	NEARLY ONE HOUR	NEARLY TWO HOURS	MORE THAN TWO HOURS	
SHIFT TIMING	GENERAL SHIFT	Count	26	3	0	0	29
		% within SHIFT TIMING	89.7%	10.3%	0.0%	0.0%	100.0%
		% within HOURS A DAY DO SPEND TRAVELING TO WORK	100.0%	7.7%	0.0%	0.0%	23.2%
		% of Total	20.8%	2.4%	0.0%	0.0%	23.2%
	DAY SHIFT	Count	0	36	13	0	49
		% within SHIFT TIMING	0.0%	73.5%	26.5%	0.0%	100.0%
		% within HOURS A DAY DO SPEND TRAVELING TO WORK	0.0%	92.3%	28.3%	0.0%	39.2%
		% of Total	0.0%	28.8%	10.4%	0.0%	39.2%
	NIGHT SHIFT	Count	0	0	31	0	31
		% within SHIFT TIMING	0.0%	0.0%	100.0%	0.0%	100.0%
		% within HOURS A DAY DO SPEND TRAVELING TO WORK	0.0%	0.0%	67.4%	0.0%	24.8%

		TRAVELING TO WORK					
		% of Total	0.0%	0.0%	24.8%	0.0%	24.8 %
	ALTERNATIVE	Count	0	0	2	14	16
		% within SHIFT TIMING	0.0%	0.0%	12.5%	87.5%	100.0%
		% within HOURS A DAY DO SPEND TRAVELING TO WORK	0.0%	0.0%	4.3%	100.0%	12.8 %
		% of Total	0.0%	0.0%	1.6%	11.2%	12.8 %
Total		Count	26	39	46	14	125
		% within SHIFT TIMING	20.8%	31.2%	36.8%	11.2%	100.0%
		% within HOURS A DAY DO SPEND TRAVELING TO WORK	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	20.8%	31.2%	36.8%	11.2%	100.0%

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	276.502 ^a	9	.000
Likelihood Ratio	237.728	9	.000
Linear-by-Linear Association	106.556	1	.000
N of Valid Cases	125		
a. 5 cells (31.3%) have expected count less than 5. The minimum expected count is 1.79.			



Degree of Freedom= $(r-1) * (c-1)$

$$= 3 * 3 = 9$$

Calculated value = 276.502

Tabulated value = 16.919

$Z = Z_{cal} > Z_{tab}$

$$Z = 276.502 > 16.919$$

Hence, the Alternate hypothesis $[H_1]$ is accepted

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the shift timing and the hours a day do spend traveling to work.

4.3 ONE-WAY ANOVA

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is a significance difference between the partner employed and the status of children.

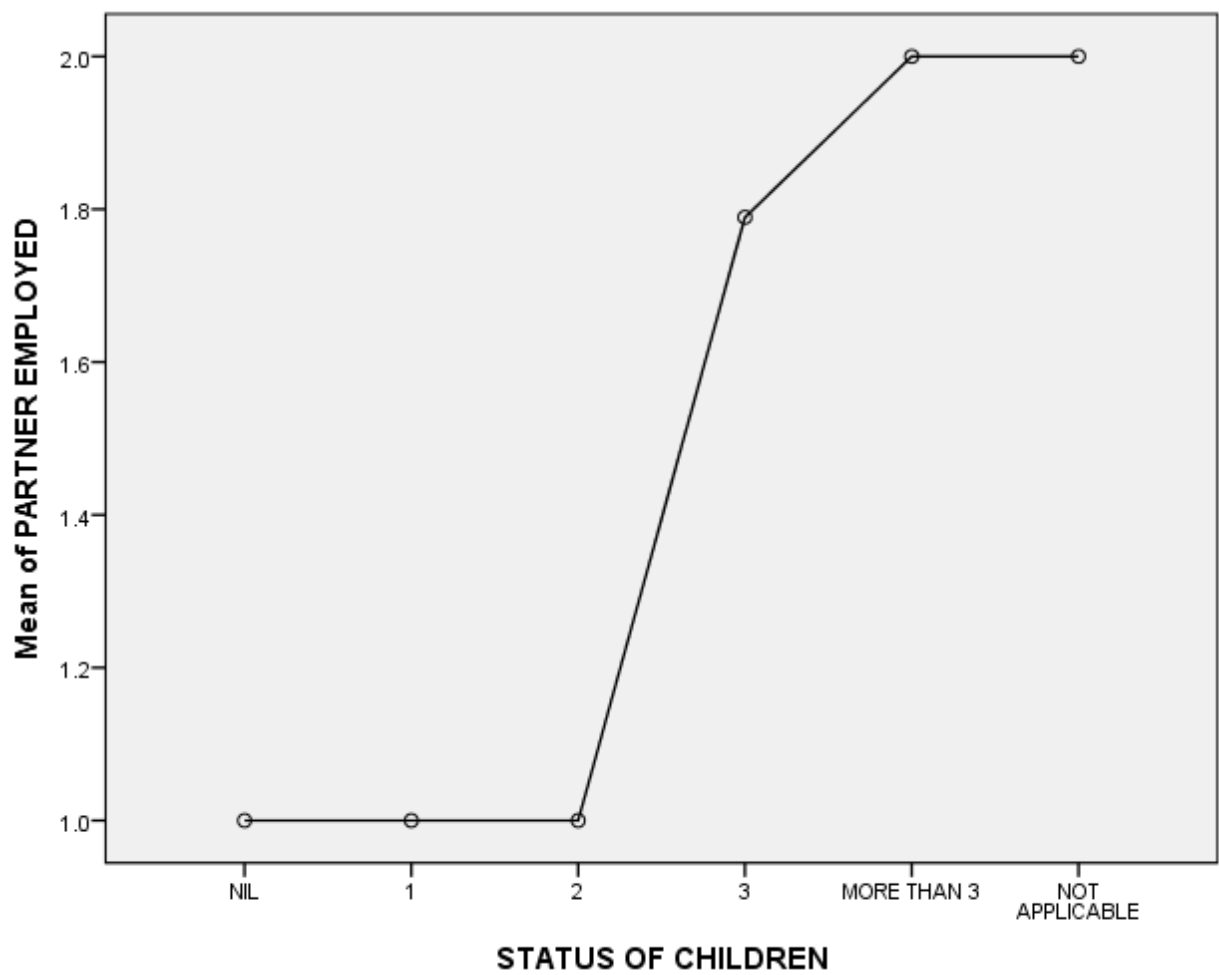
Alternate hypothesis (H1):

There is no significance difference between the partner employed and the status of children.

Descriptives								
PARTNER EMPLOYED								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
NIL	8	1.00	.000	.000	1.00	1.00	1	1
1	34	1.00	.000	.000	1.00	1.00	1	1
2	49	1.00	.000	.000	1.00	1.00	1	1
3	19	1.79	.419	.096	1.59	1.99	1	2
MORE THAN 3	9	2.00	.000	.000	2.00	2.00	2	2
NOT APPLICABLE	6	2.00	.000	.000	2.00	2.00	2	2
Total	125	1.24	.429	.038	1.16	1.32	1	2

Test of Homogeneity of Variances			
PARTNER EMPLOYED			
Levene Statistic	df1	df2	Sig.
40.031	5	119	.000

ANOVA					
PARTNER EMPLOYED					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	19.642	5	3.928	148.036	.000
Within Groups	3.158	119	.027		
Total	22.800	124			



Calculated value = 148.036

Tabulated value = 2.31

$F = F_{cal} > F_{tab} \quad F=148.036 > 2.31$

Hence, the Alternate hypothesis [H1] is accepted.

INFERENCE:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the partner employed and the status of children.

4.4 CORRELATION

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0):

There is positive relationship between the spend time for physical exercise and the preferring workouts.

Alternate hypothesis (H1):

There is negative relationship between the spend time for physical exercise and the preferring workouts.

Correlations			
		SPEND TIME FOR PHYSICAL EXERCISE	PREFERING WORKOUTS
SPEND TIME FOR PHYSICAL EXERCISE	Pearson Correlation	1	.896**
	Sig. (2-tailed)		.000
	N	125	125
PREFERING WORKOUTS	Pearson Correlation	.896**	1
	Sig. (2-tailed)	.000	
	N	125	125
**. Correlation is significant at the 0.01 level (2-tailed).			

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = .896$$

INFERENCE:

Since r is positive, there is positive relationship between the spend time for physical exercise and the preferring workout

CHAPTER –V

5.1 FINDINGS OF THE STUDY

- All the respondents are female.
- Majority 68% of the respondents are below 30 years.
- Majority 54% of the respondents are 0-5 years.
- Majority 56% of the respondents are unmarried.
- Majority 76% of the respondents are employed.
- Majority 39% of the respondents gave the answer with 2 children.
- Majority 29% of the respondents say that they spend time with their children by less than 2 hours in a day.
- Majority 30% of the respondents meet their teachers once in a month to know the progress of their children.
- Majority 39% of the respondents say that they are in the day night.
- Majority 37% of the respondents spend nearly 2 hours to travel for a work.
- Majority 27% of the respondents feel very happy for the amount of time in spending at work.
- Majority 34% of the respondents hinder their work and family commitments in their shift work.
- Majority 29% of the respondents rarely worries about their work.
- Majority 42% of the respondents often missing the family or friends commitments.
- Majority 30% of the respondents never feel depression.
- Majority 28% of the respondents manage the stress by hearing the music.
- Majority 29% of the respondents suffer from obesity type of stress.
- Majority 30% of the respondents never spend time for physical exercise.
- Majority 32% of the respondents prefer walking workouts.
- Majority 30% of the respondents need parenting or family support programs.

- Majority 32% of the respondents agreed with flexible starting time will enable to balance work life.
- Majority 31% of the respondents are agreed with holidays/ paid time-off are given regularly by the management.
- Majority 31% of the respondents agreed about job sharing and career break has to be given for women employees in Yamee Cluster.

5.2 SUGGESTIONS:

- The organization should try to increase the women power in the all departments equally.
- Better carrier development opportunities should be given to the women employees for their improvement.
- Working style of the employees should be appreciated.
- Organization should give training to the employees to be working as a team.
- The organization should provide some provisions to the employees to manage their stress and give the training to employee to reduce stress.
- The organization should try to give general shifts to married women.

5.3 CONCLUSION:

The study is carried out to determine the level of employee work life balance among women employees in Yamee Cluster. Even though company is providing with sufficient facilities to the women employee's to reduce the stress and extent. The company may provide some more facilities like library, canteen facilities, Medical care facilities, training programs and welfare actives which would reduce stress and enhances the employees to work more efficiently and effectively for achieving the organizational objectives

This Study can be implemented in any Business Entity to identify it's strengths, Limitations and the Shortfalls of the Human Resource System and It's activities.

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ANNEXURE I -QUESTIONNAIRE

1) Name:

2) Gender a) Male b) Female

3) Age a Below 30 b 30 – 40 yrs c 41 – 50 yrs. d 51 – 60
yrs

4) Designation:

5) Department:

6) Experience: a Fresher b 0 – 5 c 6 – 10 d 11 - 15

7) Marital Status: ☐ Married ☐ Un Married

8) If married, is your partner employed?
a Yes b No

9) Do you have children?
a) Nil b) 1 c) 2 d) 3 e) more than 3 f) Not Applicable

☐

10) How many hours in a day do you spend with your child/children?
a) Less than 2 hours b) 2-3 hours c) 3-4 hours d) 4-
5 hours
e) More than 5 hours f) Not Applicable

11) Do you regularly meet your child/children teachers to know how your child is progressing?

a) Once in a week b) Once in two weeks c) Once in month
d) Once in 6 months e) Once in a year. f) Not Applicable

12) Your shift timing

- a) General shift b) day shift c) Night shift d) Alternative

13) How many hours a day do you spend traveling to work?

- a) Less than half an hour b) Nearly one hour
c) Nearly two hours d) More than two hours

14) How do you feel about the amount of time you spend at work?

- a) Very unhappy b) Unhappy c) Indifferent
d) Happy e) Very happy

15) Do any of the following hinder you in balancing your work and family commitments? a) Long working hours b) Compulsory overtime

- c) Shift work d) meetings/training after office hours

16) How often do you feel that the following factors are happening in your personal life because of work?

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
Worrying about work					
Missing the family or friends commitments					
Depression					

17) Rank the following things will help you to manage stress arising from your work?

NO	WAYS	RANK
1	Yoga	

2	Meditation	
3	Entertainment	
4	Dance	
5	Music	

18) Do you suffer from any stress-related disease?
a) Hypertension b) obesity c) diabetes d) frequent headaches e) none

19) How many hours do you spend time for Physical Exercise?
a) Never b) Less than half an hour c) half an hour d) half an hour to one hour

20) Where do you usually prefer to do your workouts?
a) In your organizations health centers b) Residence c) Gym d) Walking

21) Does your organization provide you with following additional work provisions?
a) Technology like cell phones/laptops b) Support from colleagues at work
c) Counseling Services for Employees d) Parenting or Family Support Programs

22) Share your opinion about the factors motivating you?

FACTORS	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. Flexible starting time will enable you to balance your work life					
2. Holidays/ paid time-off are given regularly by the					

management					
3. Job sharing and career break has to be given for women employees in Yamee Cluster					

23)Any suggestion to improve the overall work life balance of women employees in Yamee Cluster

ANNEXURE II – RESEARCH ARTICLE

A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN SOFTWARE COMPANY

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ABSTRACT

Work life balance among womens employees plays a major role in the success all organization. the study helps in understanding the work life balance of womens employees in diagnosing the ability of each employee in achieving their individual goals and thereby the organizational goals. the study helps to suggest necessary facilities that are to be provided to the employee at the right time in the right manner to balance their work life. This will result in prevention of grievances, prevention of stress and ensure healthy work life balance. Primary objectives of this study are to study the work - life balance of employees work life balance policies and strategies, both from perception of management as well as from the perception of employees. secondary objectives are to identify the nature of work life balance among employees, find out the causes positive work-life balance, find out the consequences of a negative work life balance and find out the ways to improve the work life balance

INTRODUCTION

Managing the human resources in an organization or better the performance of the human beings forming this organization is concerned most crucial part of the organization as well as a most crucial part of the lives of people working in this organization. The working relationship between organizations and people is becoming more complicated; it is no longer a simple exchange of face time and more effort needed to perform pre-defined tasks for a momentary gain for the worker. People are looking for meaning and enjoyment of life, while organizations are looking for real engagement of their people to enable them produce creature products that really add value to customers and be better than the competition.

REVIEW OF LITERATURE

Tracey warren (2004) write about of part – time employment in the balancing of women’s employment & family lives generated an immense literature. She concluded that since the work – life system is multy - & not just two dimensional, it is important to examine how all life domains interrelate with each other. In this way, they would be in a better position to begin to assess all benefits & disadvantage associated with working part time & with other work life balancing strategies.

John Macinnes (2005) reveals that work – life balance policies aimed at reducing working hours are often assured to be of particular interest to workers with family responsibilities such as young children. Women workers hours already reflect family commitments to some extent, while families with young children may need the income levels that only substantial working hours bring, conversely workers without family commitments may have more capacity to swap income or career progression for increased leisure time .

OBJECTIVE OF THE STUDY

- To analyse the relationship and impact of work life balance on working female employees life
- To study the effect of work life balance on quality of life of married working women
- To provide suitable suggestions to improve the work life balance among the women employees

RESEARCH METHOLOGY

A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen. A simple random sample is meant to be an unbiased representation of a group. . It uses simple analysis of data, develops thinking and elaboration of patterns and obtains tentative generalizations as hypothesis.

SAMPLE DESIGN

Meaning of Simple Random sampling

A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen. A simple random sample is meant to be an unbiased representation of a group

SAMPLING SIZE

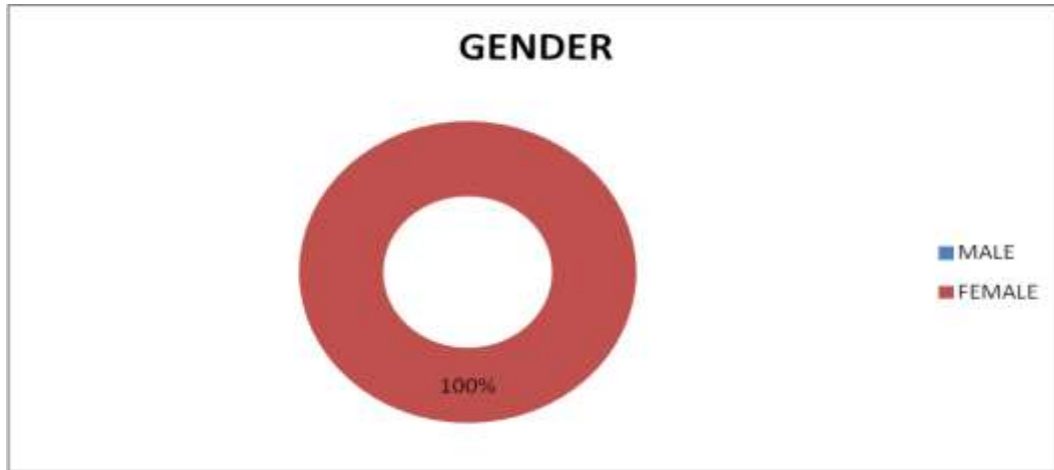
125 is the sample size of this project

DATA ANALYSIS AND INTERPRETATION

TABLE 4.1.1 GENDER WISE RESPONDENT'S DETAILS

GENDER	NUMBER OF RESPONDENTS	PERCENTAGE
MALE	0	0
FEMALE	125	100%
TOTAL	125	100%

CHART 4.1.1

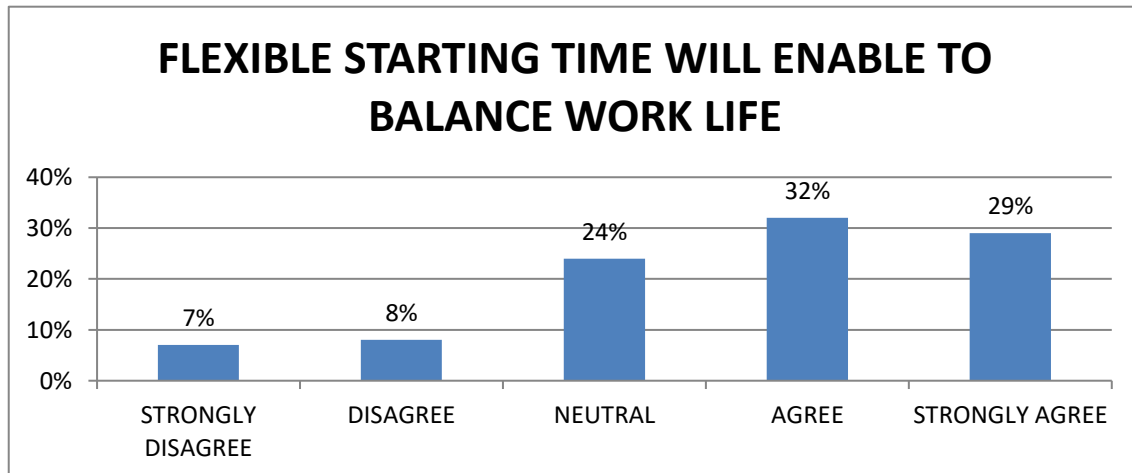


INTERPRETATION

From the above table it is concluded that all of the respondents are female. Most of the respondents are female.

TABLE 4.1.2 FLEXIBLE STARTING TIME WILL ENABLE TO BALANCE WORK LIFE

FLEXIBLE STARTING TIME WILL ENABLE TO BALANCE WORK LIFE	NO OF RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	9	7%
DISAGREE	10	8%
NEUTRAL	30	24%
AGREE	40	32%
STRONGLY AGREE	36	29%
TOTAL	125	100%



INTERPRETATION

From the above table it is concluded that 32% of the respondents agreed with flexible starting time will enable to balance work life, 29% of the respondents strongly agreed with flexible starting time will enable to balance work life. Most of the respondents agreed with flexible starting time will enable to balance work life.

CHI-SQUARE TEST

Hypothesis

H₀: There is no relationship between the shift timing and the hours a day do spend traveling to work.

H₁: There is a relationship between the shift timing and the hours a day do spend traveling to work.

HOURS A DAY DO SPEND TRAVELING TO WORK	NO OF RESPONDENTS	PERCENTAGE
LESS THAN HALF AN HOUR	26	21%
NEARLY ONE HOUR	39	31%
NEARLY TWO HOURS	46	37%
MORE THAN TWO HOURS	14	11%
TOTAL	125	100%

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	276.502 ^a	9	.000
Likelihood Ratio	237.728	9	.000
Linear-by-Linear Association	106.556	1	.000
N of Valid Cases	125		

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the shift timing and the hours a day do spend traveling to work.

ONE-WAY ANOVA

Hypothesis

H₀: There is a significance difference between the partner employed and the status of children.

H₁: There is no significance difference between the partner employed and the status of children.

PARTNER EMPLOYED	NO OF RESPONDENTS	PERCENTAGE
YES	95	76%
NO	30	24%
TOTAL	125	100%

ANOVA					
PARTNER EMPLOYED					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	19.642	5	3.928	148.036	.000
Within Groups	3.158	119	.027		
Total	22.800	124			

INFERENCE:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the partner employed and the status of children

FINDINGS OF THE STUDY

- All the respondents are female.
- Majority 68% of the respondents are below 30 years.
- Majority 54% of the respondents are 0-5 years.
- Majority 56% of the respondents are unmarried.
- Majority 76% of the respondents are employed.
- Majority 39% of the respondents gave the answer with 2 children.
- Majority 29% of the respondents say that they spend time with their children by less than 2 hours in a day.
- Majority 30% of the respondents meet their teachers once in a month to know the progress of their children.
- Majority 39% of the respondents say that they are in the day night.
- Majority 37% of the respondents spend nearly 2 hours to travel for a work.
- Majority 27% of the respondents feel very happy for the amount of time in spending at work.
- Majority 34% of the respondents hinder their work and family commitments in their shift work.
- Majority 29% of the respondents rarely worries about their work.
- Majority 42% of the respondents often missing the family or friends commitments.
- Majority 30% of the respondents never feel depression.
- Majority 28% of the respondents manage the stress by hearing the music.
- Majority 29% of the respondents suffer from obesity type of stress.
- Majority 30% of the respondents never spend time for physical exercise.
- Majority 32% of the respondents prefer walking workouts.
- Majority 30% of the respondents need parenting or family support programs.
- Majority 32% of the respondents agreed with flexible starting time will enable to balance work life.
- Majority 31% of the respondents are agreed with holidays/ paid time-off are given regularly by the management.
- Majority 31% of the respondents agreed about job sharing and career break has to be given for women employees in Yamee Cluster.

SUGGESTION

- The organization should try to increase the women power in the all departments equally.
- Better carrier development opportunities should be given to the women employees for their improvement.
- Working style of the employees should be appreciated.
- Organization should give training to the employees to be working as a team.

CONCLUSION

The study is carried out to determine the level of employee work life balance among women employees. Even though company is providing with sufficient facilities to the women employee's to reduce the stress and extent. The company may provide some more facilities like library, canteen facilities, Medical care facilities, training programs and welfare actives which would reduce stress and enhances the employees to work more efficiently and effectively for achieving

the organizational objectives This Study can be implemented in any Business Entity to identify it's strengths, Limitations and the Shortfalls of the Human Resource System and It's activities.

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