

A STUDY OF THE IMPACT OF WORK LIFE BALANCE OF EMPLOYEES IN BRAKES INDIA PVT. LTD

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

MEENA.S

Register No.41410196



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**

APRIL2023



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafede work of **MEENA.S 41410196** who carried out the project entitled "**A STUDY OF THE IMPACT OF WORK LIFE BALANCE OF EMPLOYEES IN BRAKES INDIA PVT.LTD**" under my supervision from January 2023 to March 2023.

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Submitted for Viva voce Examination held on **05.05.2023**

Internal Examiner

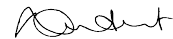
External Examiner

DECLARATION

I **MEENA.S (41410196)** hereby declare that the Project Report entitled “**A STUDY OF THE IMPACT OF WORK LIFE BALANCE OF EMPLOYEES IN BRAKES INDIA PVT.LTD**” done by me under the guidance of **DR.K.SASIREKHA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 05.05.2023

PLACE: CHENNAI



MEENA.S

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.K. SASIREKHA**, for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

MEENA.S

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Abstract

Employee Work Life Balance (WLB) is a major factor to increase employee performance as well as organizational performance. Employee performance is very important for any organization to achieve competitive advantage. Brakes Company is not reaching expected performance level and it is clear to have performance gap. The main objective of this study is to find the relationship between work-life balance on employee performance. The research study explores the Impact of Work-Life Balance on employee performance. Employee assistance programs, Technology advancement, working environment and workplace stress are selected independent variables and employee performance is the dependent variable. One eighty-four employees were selected from brakes India Company to conduct this research. The required primary data were collected through a structured Likert scale questionnaire, open ended question, close ended questions and the researcher used correlation analysis and regression analysis in order to test the hypotheses. The researcher used mix methodology for this research and data are collected through questionnaires and structured interviews. In qualitative method mainly interviews, focus groups etc. are used. Open ended questions in questionnaires will be used to collect qualitative data. In Quantitative Method researcher used to create a correlation between the variables identified previously. ANOVA test would be used in order to test the hypothesis. Correlation and linear regression analysis was used to test the hypothesis further. Analysing the validity of the constructed hypothesis will be done using SPSS software.

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CHAPTER 1-INTRODUCTIONS

1.1 Introduction to the Topic

“A Study of the Impact of Work Life Balance on Employee Performance”

In dynamic business environment, work life balance has been one of the key issues faced by many employees all over the world. Today workers have many competing responsibilities when they are playing various roles. In organization, it is very important to have healthy work life balance practices to gain a competitive advantage in the market place. The origin of work-life balance practices spans from work-life conflict experienced by the employee (Obiageli, Ugochukwu, & Ngozi, 2015). Maintaining work-life balance is an issue increasingly recognized as of strategic importance to the organization and of significance to employees (Mendis & Wreaked, 2017). Clarke, Koch & Hill (2004) have defined that work-life balance is generally associated with equilibrium between the amount of time and effort somebody devotes to work and personal activities, in order to maintain an overall sense of harmony in life.

Employee performance is simply about employee behaviour, contribution and commitment in the success of organization. Armstrong (2006) have defined it as the development of quantified objectives. Performance is not solely matter of what people achieve but how they achieve. It can be defined as the achievement of specified tasks against predetermined. It has three identified standards of accuracy, completeness, cost and speed (Sultana, et al, 2012). For employers, the consequences of poor work-life balance will be poor performance, absenteeism, sick leave and higher staff turnover, recruitment, and training costs (Mendis & Wreaked, 2017). In this study, researcher attempt to find the impact of work life balance on employee performance.

Happy employees always create happy customers. Brakes India being a business to customer (B2b), it is very essential to have a healthy, balanced workforce. Under these circumstances, Brakes India Company have experienced a performance gap which has been continuous problem for the company for three months. As an indicator to the problems that the organization suffers there are many symptoms that surfers.

As per the discussion had with Head of Human Resources of the selected company, he emphasized that the company has been faced an issue of not meeting the expected level of employee performance. For further verification researcher checked the reviews and customer comments of the web sites and Facebook pages of the

Brakes India Company. Furthermore, the Head of Human Resources elaborated that the company believes, there is a significant impact of Work-Life Balance regarding the insufficient employee performance. Employee Turnover, Absenteeism, Customer complaints are faced mainly by Brakes India Company. Performance of employees in automobile industry play a significant role in improving operational efficiency, building customer loyalty and boosting profits. Expectations for better services and excellent business experience are escalating with each passing day. Main goal is to build a team of highly motivated, engaged and productive employees who can ensure that customers have satisfying experience. Automobile Industry employs the largest percentage of the workers. It is essential to have best work life practices to achieve business goals and sustain for long run in the market.

In this research, the company is expected to have healthy work life practices and employee performance is expected to be increased reducing performance gap. As per the discussion had with department heads, they highlighted the factor that their employees are actively participated their counselling programs, counsellors are advising the company management to have healthy work life practices. This research is conducted in automobile industry and it is mainly focused to increase performance while having work life practices such as employee assistant programs, good working environment, job satisfaction and technology advancement.

1.2 COMPANY PROFILE

Largest Brake System Manufacturer in India

- Established in 1962

- 2840 committed Employees
- Strength of 666 Engineers
- Built up Space of 1,000,000 Sq. Ft
- Seven Manufacturing Locations across the Country
- Catering to 70 Leading Customers
- Quality Systems certified for TS 16949, ISO 14001
- Awarded for TPM

The strength of Brakes India lies in

- its ability to motivate and harness the capabilities of its human resource develop and nurture a strong vendor base
- its commitment to quality, cost, delivery, safety and customer satisfaction
- Strong in-house Research & Development, coupled with access to World Class Technology through collaboration and affiliations worldwide enables Brakes India to provide the Best Braking Solutions and Castings to its customers.

An impressive list of Customers adds testimony to the capabilities of Brakes India.

Vision

We shall improve the quality of life of our employees and fulfil their reasonable aspirations. By creating an atmosphere of trust and care, we shall work as a cohesive team always encouraging higher standards of performance.

Key values

Brakes India is a VALUE based organisation and it strongly inculcates and practices key values

: • Commitment

- Excellence
- Fairness
- Harmony and Co-operation
- Humility
- Innovativeness

- Integrity
- Orderliness/Cleanliness
- Respect and Concern for People
- Transparency and Openness
- Trust
- Vibrancy

Quality Aspects

Brakes India is committed to total quality.

We shall

- 1) Achieve this by identifying and meeting the Customer requirements on Quality, Delivery, Price and Service.
- 2) Strive to enhance Customer satisfaction through continual improvement of the effectiveness of the quality management system.
- 3) Comply with the statutory and regulatory requirements.

Technological Aspects

Brakes India has continuously upgraded its manufacturing technology to meet the growing customer needs. Operations have been organized into business units to achieve “focused manufacturing” to improve quality, cost and delivery.

Manufacturing

Lean

Brakes India Private Limited takes after the Lean Manufacturing System and the goal is, precise way to deal with distinguishing and dispensing with squander (non-esteem included exercises) through consistent change by streaming the item just when the client needs it called "pull") in quest for flawlessness

TPM

Confirmed for 3 grants from JIPM Japan (Excellence, Consistency and Special) Our Objective is to enhance and advance the viability of assembling gear and tooling. Day by day work administration and Cell administration being honed

BPS

Target of the BPS (Brakes India Private Limited Generation System) is to take care of the client demand on time. Protect client from inside generation issues and creation varieties. It upgrades the Standardized Work, Line Balancing to Take Time, Short Changeover Time, Stable Process, Reliable Machines. BPS Integrates the providers with client request.

Brakes India has ceaselessly overhauled its assembling innovation to meet the developing client needs. Operations have been sorted out into specialty units to accomplish "cantered assembling" to enhance quality, cost and conveyance.

Cellular Manufacturing

- Based on group technology
- Cellular manufacturing system has been introduced
- Flexibility to deliver a variety of products in addition to exploiting the benefits of flow line production

Multi-Functional Approach

- Extensive training is imparted to workers to be multi-functional and multi-skilled
- Paving the way for a flexible workforce in the company

1.3 INDUSTRY PROFILE

Brakes India Pt. Ltd. is a leading manufacturer of braking systems and related components for the automotive industry in India. Founded in 1962, the company has grown to become one of the largest players in the Indian auto component market, with a wide range of products that cater to different vehicle segments.

The company's product portfolio includes hydraulic brake systems, air brake systems, and clutch systems for commercial vehicles, passenger cars, and motorcycles. Brakes India is also involved in the production of friction materials such as brake linings, brake pads, and clutch facings. The company's products are sold under the brand names of Rane, Bracewell, and Paranjape.

Brakes India has a strong presence in the Indian market and is a major supplier to leading OEMs such as Tata Motors, Mahindra & Mahindra, Ashok Leyland, and Bajaj Auto. The company also exports its products to various countries across the globe, including the USA, Europe, and the Asia Pacific region.

The company's manufacturing facilities are located in several parts of India, including Chennai, Dewis, and Pune. These facilities are equipped with state-of-the-art machinery and technologies and are certified for quality management, environmental management, and occupational health and safety management.

Brakes India has a strong focus on research and development, with dedicated teams working on new product development, process improvement, and cost optimization. The company has also established collaborations with leading global players in the braking systems industry to enhance its technological capabilities.

In addition to its core business, Brakes India is committed to social responsibility and sustainability. The company has initiated several programs aimed at promoting education, healthcare, and environmental protection in

the communities where it operates. Brakes India has also implemented various sustainability initiatives such as energy conservation, waste reduction, and water conservation.

Overall, Brakes India Pt. Ltd. is a key player in the Indian automotive components industry, with a strong focus on quality, innovation, and sustainability.

1.4 PRODUCT PROFILE

Hydraulic Brake Systems: Brakes India manufactures a range of hydraulic brake systems for commercial vehicles, passenger cars, and motorcycles. These include master cylinders, wheel cylinders, brake boosters, disc brakes, drum brakes, and ABS (Anti-lock Braking System) modules.

Air Brake Systems: The company also produces air brake systems for commercial vehicles, which are widely used in heavy-duty trucks and buses. These include compressors, brake chambers, slack adjusters, and valves.

Clutch Systems: Brakes India manufactures clutch systems for various types of vehicles, including commercial vehicles and passenger cars. These include clutch plates, clutch facings, and release bearings.

Friction Materials: The company is also involved in the production of friction materials such as brake linings, brake pads, and clutch facings. These products are designed to provide high friction and heat resistance, ensuring safe and reliable braking performance.

Aftermarket Products: Brakes India offers a range of aftermarket products for commercial vehicles and passenger cars, including brake pads, brake shoes, clutch plates, and brake discs. These products are available under the Bracewell and Paranjape brands.

All of Brakes India's products are manufactured using high-quality materials and advanced manufacturing processes. The company has a strong focus on research and development, with dedicated teams working on new product development, process improvement, and cost optimization.

Brakes India's products are sold to leading OEMs in India, as well as to customers in various countries across the globe. The company has established a strong reputation for quality, innovation, and reliability in the automotive components industry.

1.5 OBJECTIVE OF STUDY

PRIMARY OBJECTIVE

- The study on impact of work life balance of employees in brakes India pct. Ltd

SECONDARY OBJECTIVE

- To identify the importance of work life balance.
- To identify the factors affected to improve employee performance.
- To find healthy work life practices for employees.

1.6 NEED OF THE STUDY

- focus on better time management
- Autonomy and personal employee growth
- Employee will be more concentrate to the work
- increase Employee engagement
- Concentrate on Personal well being
- To Improved productivity of employees

1.7 SCOPE OF THE STUDY

- The scope of work life balance is geographically wind up in only Chennai state.
- The scope of work life balance study in quantitative and qualitative analysis.
- This research may also yield some discoveries concerning individuals' abilities to achieve work life balance while managing a career as an institutional advancement professional.
- This information may encourage changes in policy and practice within their workplaces or those of other institutions.
- Several groups may be interested in the results and conclusions of this research study.
- This research study may be of interest to those exploring work life balance dimensions and theory

CHAPTER 2- REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

WLB has become a dynamic phenomenon affecting an individual's perception about work and non-work activities to assess compatibility between both, which can promote growth in accordance with their present life priorities. Most often, studies have confined the notion of WLB with the mere absence of conflict between work and family (Au et al., 2020; Robertson et al., 2019), but in a broader sense, it is a separate and unique construct. WLB reflects the perceptions of striking a balance between employees 'work and personal life, including sensitivities about social life and leisure time (Casper et al., 2018; Chan et al., 2020; Weal et al., 2020).

Anita (2014) explained that outcome of employee performance can be financial and non- financial and it has a direct connection with the success of the organization. Armstrong (2006) said that top managers' responsibility is to develop a high-performance culture. Grumman and Saks (2011) agreed that high degree of the employee commitment affects directly to increase performance. Ind (2007) researched that companies which shared profits with employees have a higher financial performance and development programs. Organizational performance is a symbol of the capacity of an organization and how it achieves effectively to independent goals (Venkatraman and Ramanujan, 1986).

Employee performance is that the combined results of effort, ability and perception of tasks (Platt & Sobotka, 2010). The factors that have an effect on the amount of individual performance area unit motivation, ability and chance to participate (Armstrong, 2006). Further, there are many factors towards the success of employees' performance. These factors embody physical atmosphere, equipment, important work, performance expectation, feedback on performance, dangerous system among others. He adds that, to own a typical performance, employers need to get the workers task done on the right track thus on bring home the bacon the structure goals (Stop, 2003). Platt

(2010) have defined the employee performance as the connected result of effort, ability and perception of tasks. It is the key multi character factor envisioned to achieve outcomes and has a major relationship with set objectives of the organization (Sabir et al. 2012).

Rebecca Bandhan quotes in —The National (2009), an Abu Dhabi National Paper¹¹ that —Women and men generally have a different perception of what the "life" part of the balance involves. For women it tends to be devoting more time to family, while for men it is spending more time pursuing personal interests. ¹² She also quoted the paper of Dr Katy Martenot, a research fellow at the INSEAD School in Abu Dhabi with his words that —work-life balance is not simply about equally dividing the time spent on one's work and personal life, but establishing a harmony that reflects an individual's priorities¹². So, this allows for acceptance of the happy workaholic or the satisfied stay-at-home mum or dad. "How can we measure or evaluate work-life balance? The best indicator would be that it should feel right," she said. Whereas researcher Murphy and Doherty (2011) revealed that it is not possible to measure work-life balance in an absolute way as there are personal circumstances which influence the way that is perceived but establishing a harmony that reflects an individual 's priorities whereas employees must draw a firm line between their home and work lives and be confident that the line is in the right place (Harvard Business Review, page184).

Hyman and Summers (2004) classified seven major problems which are associated with current practices over work-life balance these are unevenness of adoption across different sectors and organizations, lack of formalization of policies at organizational level, restricted employee voice over the introduction and implementation of policies , policies are primarily to meet business needs rather than those of employees, there is no evidence of reduction in working hours, tangible and intangible work intrusions into domestic life , domestic responsibilities are still conducted primarily women irrespective of their employment status. Researcher Vosburgh's (2002) revealed that there is a need for a practical instrument to measure the present

situation of work- life balance. However, as revealed by the researchers Eickhoff et. al. (2007), the current work-life balance policies are narrow-minded in terms of addressing the needs and aspirations of employees but there is need for its realization as reflected in Emerald article, Human Resource Management International Digest, Vol.12 Is: 7 (2004) which emphasized that the employers are realizing for its responsiveness and take incentive in trying to meet employee expectations for flexible benefits that help with their work-life balance.

Goyal K.A, Agrawal A (2015) in the paper titled " Issues and challenges of Work life balance in banking industry of India" explained that Work life balance policies and programs are an investment in an organisation for improving productivity, reducing absenteeism, achieving improved customer services, better health, flexible working as well as satisfied and motivated workforce especially in banking industry.

Singh S. (2013) mentioned Role stress theory in his paper Titled "Work- Life Balance: A Literature Review" wherein the negative side of the work- family interaction has been put under the spotlight. Recently, the emphasis has shifted towards the investigation of the positive interaction between work and family role as well as roles outside work and family lives, and scholars have started to deliberate on the essence of work- life balance.

Jang (2008), studied "The relationship between work-life balance resources and the well- being of working parents" which aimed to study how working parents cope with work- life demands. The study used 27 working parents with either ill or disabled children in New Jersey. It was mixed research with both qualitative and quantitative results. The result talks about the effect of formal and informal workplace support in enhancing the wellbeing of employees with the children in general and those with a chronically ill or disabled child in particular.

Murthy M. and Shastri S. (2015) observed various issues in Work Life Balance of Parents in the paper titled "A Qualitative Study on Work Life

Balance of Employees working in private sector", like parenting issues: Need more time for children, Showing work frustration on children. Marital issues: Need more time of spouse, not able to give time to spouse. Role conflict/ Role guilt: Doubtful about how good they are in the roles that they play at home... e.g., as a mother or as a daughter in law.

Phyllis and Yun (2002) mentioned strategies in paper titled "Effective work life strategies, working couples, work conditions, gender and life quality" focuses on dual earner families. It was concluded and discussed in the study that the work life strategies and work conditions are different among genders.

Kumaraswamy M., Ashwini S. (2015) in paper titled "Challenges in WLB of Married working Women" studied that it is important for employees to maintain a healthy balance between work and their private lives. Generally, those employees who have better work- life balance contribute more towards the success of the organization. The organization can render better service to the customers by having productive and efficient employees. Family sphere changes that have impacted the work life balance of individuals in today's context include nuclear families, single parent households, and dual earning parents, parents working at different locations and increasing household work.

Kumari L. (2012) in her study "Employees Perception on Work Life Balance and its relation with job satisfaction in Indian Public Sector Banks" emphasized that each of the Work life balance factors on its own is a salient predictor of job satisfaction and there is a significant gap between male and female respondents with the job satisfaction with reference to various factors of Work life balance. The result of the study had practical significance for human resource managers of especially banks to improve staff commitments and productivity along with designing recruitment and retention employees.

Shalini and Bhawna (2012) reported in their study, "Quality of work life balance" is being used by the organizations as a strategic tool to attract and

retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work.

Santosh R. S., Jain R. (2016) in their paper "Study of Effect of Commuting & Working Hours on Work Life Balance of Working Fathers in Mumbai" proved that long working hours and long commuting hours are seriously affecting the Work Life Balance of working fathers in metro cities. There is need to research and investigate further on this subject in order to improve lives and productivity of working men in metro cities of India.

. **Lazar I. (2010)** in paper titled "The Role of Work Life Balance Practices in Order to Improve Organizational Performance", showcased that everyone benefits from good practice in work- life balance. For instance: business through easier recruitment, improved retention, and easier service delivery, as the labour market grows more skilled and experienced people are available to work; parents and careers, who can spend quality time at home as well as providing financial support through work; people with disabilities, through improved access to work; and the workforce generally where they are better able to balance their work with other aspects of their lives.

Holly S. and Mohnen A. (2012) in the paper titled "Impact of working hours on work-life balance" connected working hours and satisfaction with desirable work-life balance. This balance is specific to each person and relates to satisfaction with a job and all other parts in life, especially family life and free time. Therefore, a good work- life balance results in high satisfaction. Their results show diverse perceptions and influences of job conditions on employees.

Isamu Y. and Toshiyuki M. (2012) in paper titled "Effect of Work -Life Balance

Practices on Firm Productivity: Evidence from Japanese firm- level panel data"

examined how firm practices contributing to worker attainment of Work life balance in Japanese firms from the 1990s. They have observed a positive

Correlation between firm WLB practices and Firm's productivity. However, it is likely that this positive correlation results from the reverse causality in which firms with higher productivity tend to implement WLB practices because these firms can afford to introduce WLB practices and/or they face social pressure to fulfil Corporate Social Responsibility.

. **Drew E. et.al (2005)** in paper titled "Work/Life balance: senior management champions or laggards?" represented a major contribution to our understanding of the factors that inhibit the adoption and promotion of work/life balance by senior managers in other organisations/sectors. It also demonstrates that while there is a willingness to discuss and countenance more flexibility there are serious negative perceptions about such arrangements that might contribute to work/life balance for managers and staff.

There were generally negative views about WLB expressed by men and women in senior management. Men referred to the possible disruption caused by, and difficulty in balancing, WLB against business imperatives.

Gregory A. and Milner S. (2011) in paper titled "Fathers and work-life balance

in France and the U.K: policy and practice" explored the impact of national institutional frameworks for work-life balance- within the broader context of national fatherhood regimes- on work organizations and on fathers' take-up of such measures, and the ways in which organizational (and sectoral) constraints shape. WLB policy provision and delivery, particularly as they relate to fathers. In the U.K, despite a discourse of gender neutrality, a tension between family law and employment law has been noted in this respect, while in France gendered assumptions about the provision of childcare mean that work-life balance policies are framed, sometimes explicitly, in terms of mother's need to reconcile home and family life.

CHAPTER 3- RESEARCH METHODOLOGY

3.1 METHODOLOGY

For the research purpose the Questionnaire is used to collect the data from the employees who were working in the brakes India pct. Ltd during the time of after pandemic. Questionnaire is a research instrument that generally includes the set of questions on which the further analysis is done as per the research requirements.

3.2 REASERCH DESIGN

The research design for this research is” descriptive in nature”.

Descriptive research studies are those studies which are concerned with describing the characteristics of a particular individuals or a group. In this research, the researcher must be able to define clearly, what he wants to measure and must find the adequate methods for measuring it along with the clear-cut definition of population he wants to study.

3.3 DATA SOURCE

PRIMARY DATA

It contains the original information gathered for a specific purpose. The first-hand information has been collected through the administering the

questionnaire by direct contract method and through informal meetings and observations.

SECONDARY DATA

It contains information that already exists have been collected for another purpose, the second-hand information has been collected through company previous record, annuals reports, journals industrials magazines, brochures, internet.

3.4 SAMPLE SIZE

The sample size of the study is 182

3.5 TYPES OF SAMPLES

Sampling techniques is convenience sampling

3.6 TOOLS OF ANALYSIS

Statistical tools are percentage analysis, one- way anova, correlation.

3.7 STRUCTURE OF QUESTIONNAIRE

In this method a questionnaire is sent to the employees concerned with a request to answer the questions and return the questionnaire. The questionnaire consisted of a number of questions printed or typed in a definite order. The employees have to answer the questions on their own. The researcher has chosen this method of data collection due to low cost incurred, it is free from bias of the interviewer and respondent have adequate time.

3.8 HYPOTHESIS

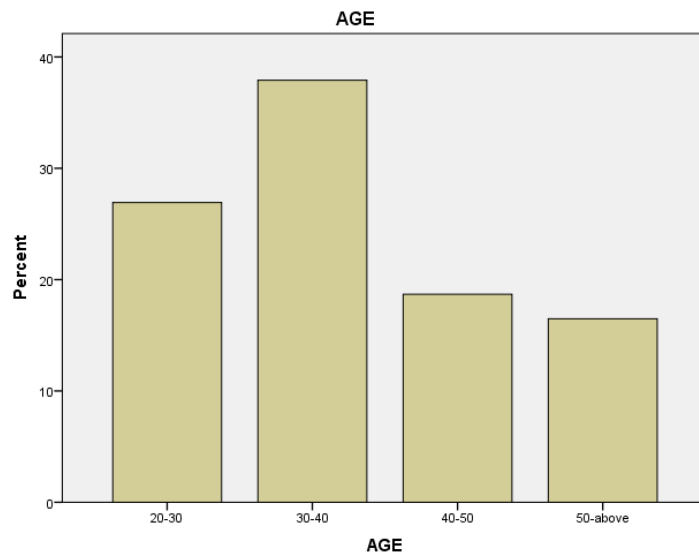
H0: There is no impact of the working environment on employee performance

Ha1: There is an impact of the working environment on employee performance

CHAPTER 4- DATA ANALYSIS AND INTERPERATION

AGE

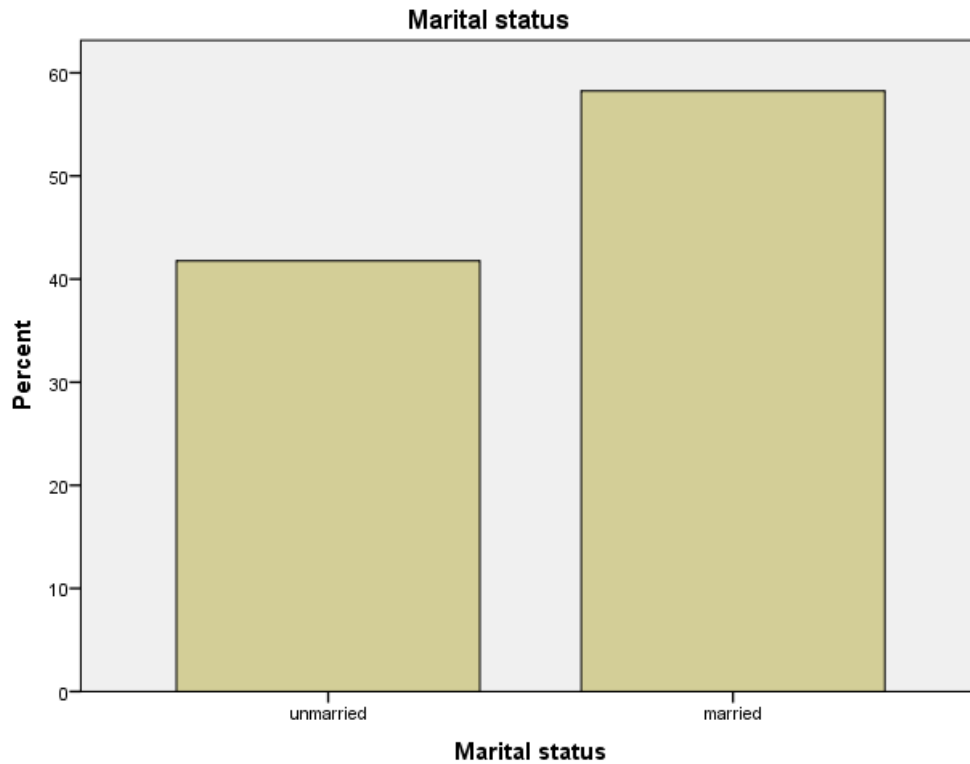
		Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	20-30	49	26.9	26.9	26.9
	30-40	69	37.9	37.9	64.8
	40-50	34	18.7	18.7	83.5
	50- above	30	16.5	16.5	100.0
	Total	182	100.0	100.0	



Marital status

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid unmarried	76	41.8	41.8	41.8
married	106	58.2	58.2	100.0
Total	182	100.0	100.0	

INFERENCE: From the above table shows that the respondent of 26.9% are 20-30, 37.9% are 30-40, 18.7% are 40-50 and 16.5% are 50- ABOVE.

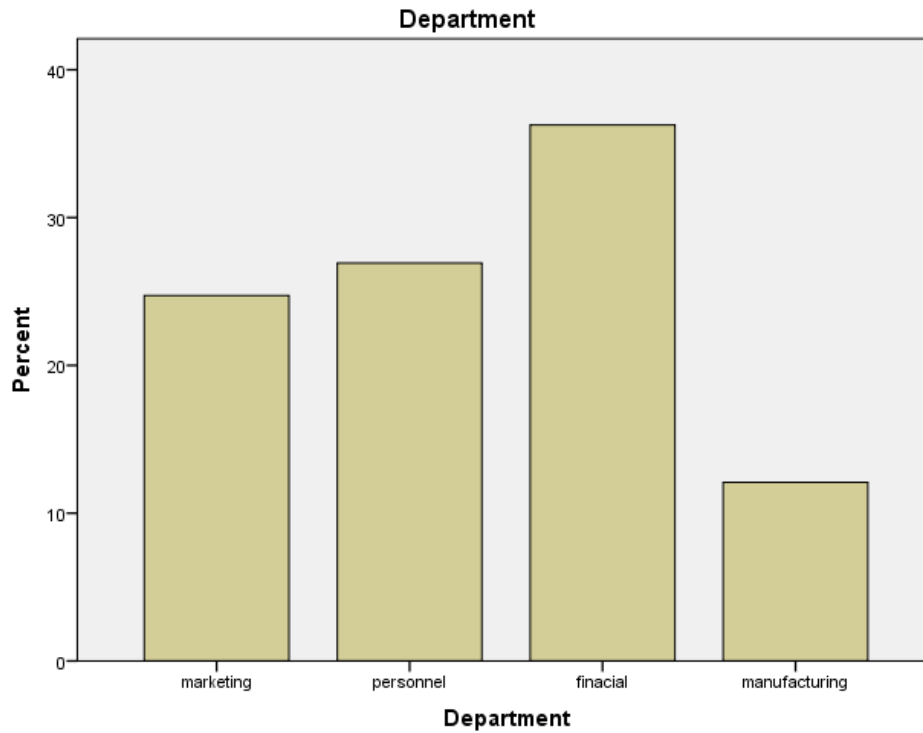


INFERENCE: From the above table shows that the respondent of 41.8% are unmarried and 58.2% are married.

Department

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid marketing	45	24.7	24.7	24.7
personnel	49	26.9	26.9	51.6
financial	66	36.3	36.3	87.9
manufacturing	22	12.1	12.1	100.0

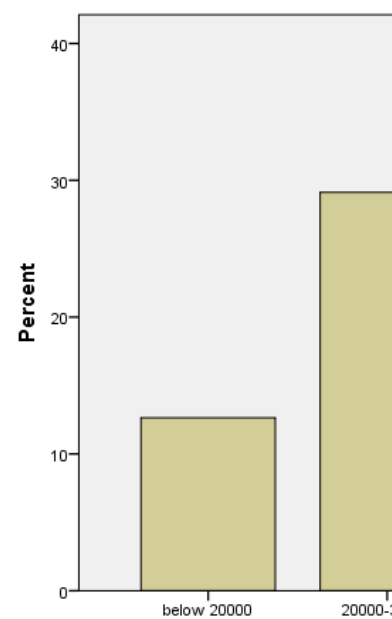
Total	182	100.0	100.0	
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INFERENCE: From the above table shows that the respondent of 24.7% are from marketing, 26.9% are personnel, 36.3% are financial and 12.1% are manufacturing.

Income

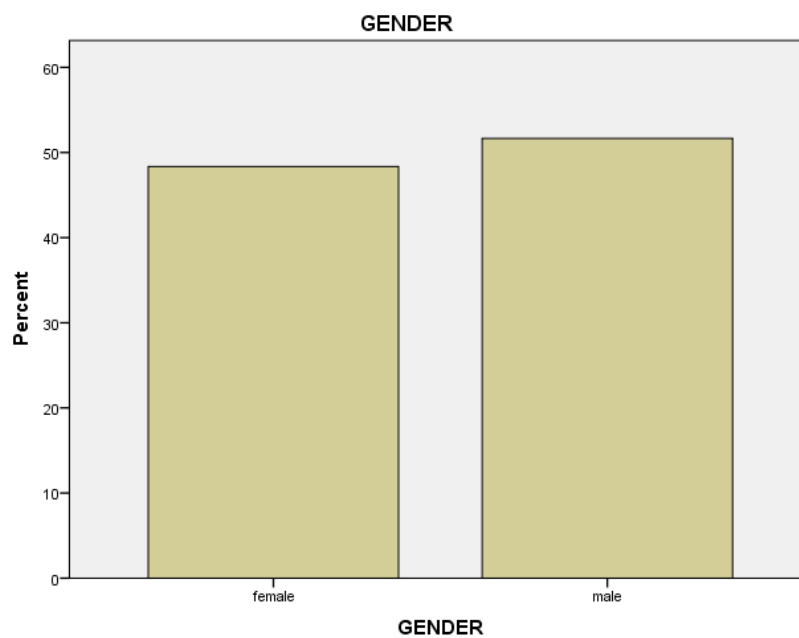
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid below 20000	23	12.6	12.6	12.6
20000-30000	53	29.1	29.1	41.8
30000-40000	64	35.2	35.2	76.9
40000-50000	42	23.1	23.1	100.0
Total	182	100.0	100.0	



INFERENCE: From the above table shows that the income of respondent of 12.6% are below 20000, 29.1% are 20000-30000 35.2% are 30000-40000 23.1% are 40000-50000

GENDER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	female	88	48.4	48.4	48.4
	male	94	51.6	51.6	100.0
	Total	182	100.0	100.0	



INFERENCE: From the above table shows that the respondent of 48.4% are female and 51.6% are male.

Are you satisfied with the working hours of the organization

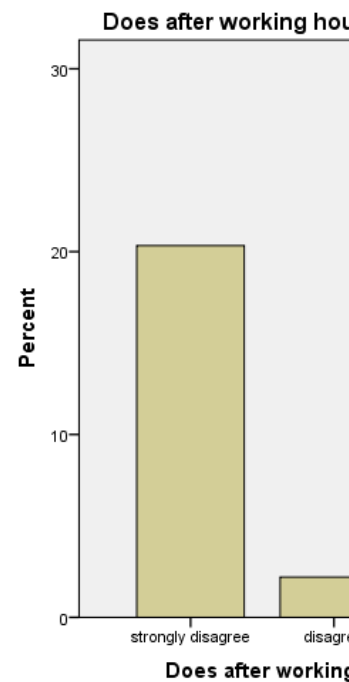
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly satisfied	10	5.5	5.5	5.5
	satisfied	32	17.6	17.6	23.1
	neutral	54	29.7	29.7	52.7
	Highly dissatisfied	46	25.3	25.3	78.0
	dissatisfied	40	22.0	22.0	100.0
	Total	182	100.0	100.0	



INFERENCE: From the above table shows that the respondent of 5.5% are highly satisfied with working hours of organization, 17.6% are satisfied, 29.7% are neutral, 25.3% are highly dissatisfied and 22% are dissatisfied.

Does after working hours you get enough time for your family?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	37	20.3	20.3	20.3
disagree	4	2.2	2.2	22.5
neutral	48	26.4	26.4	48.9
agree	40	22.0	22.0	70.9
strongly agree	53	29.1	29.1	100.0
Total	182	100.0	100.0	

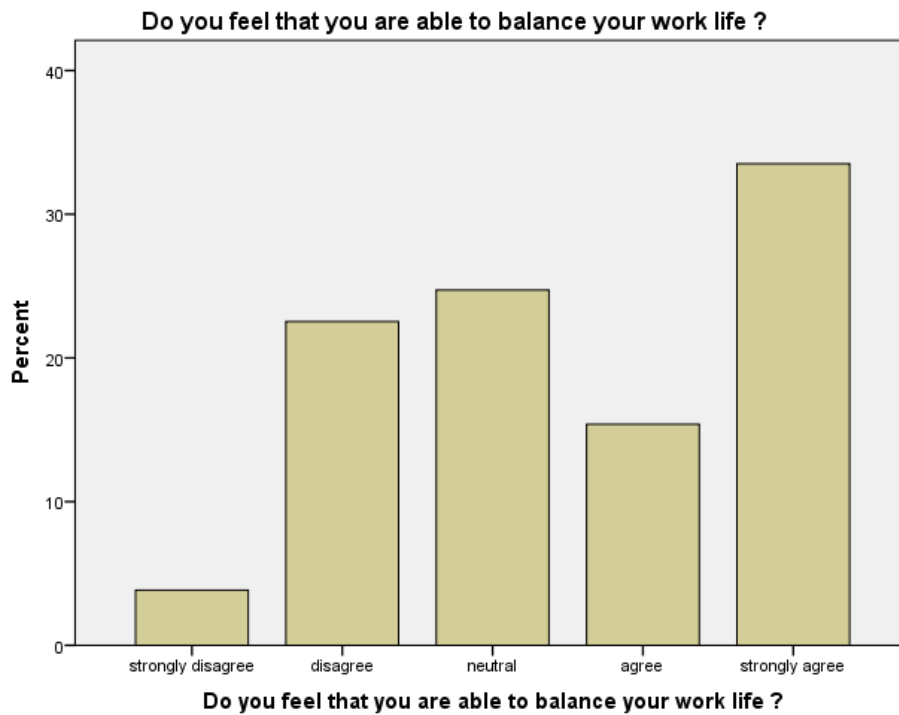


INFERENCE: From the above table shows that working hours gets enough time to family of respondent 20.3% are strongly disagree, 2.2% are disagree, 26.4% are neutral 22% are agree and 29.1% strongly agree.

Do you feel that you are able to balance your work life?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	7	3.8	3.8	3.8
disagree	41	22.5	22.5	26.4
neutral	45	24.7	24.7	51.1

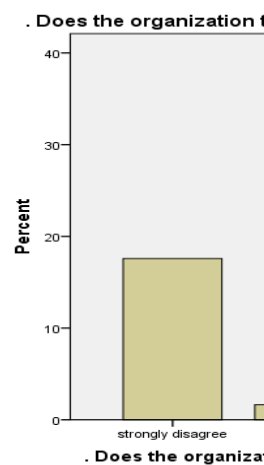
agree	28	15.4	15.4	66.5
strongly agree	61	33.5	33.5	100.0
Total	182	100.0	100.0	



INFERENCE: From the above shows that the respondent is able to balance their work life, 3.8% are strongly disagree, 22.5 are disagree, 24.7 are neutral, 15.4 are agree and 33.5% are strongly agree.

Does the organization take initiatives to manage work life of its employees?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	32	17.6	17.6	17.6
disagree	3	1.6	1.6	19.2
neutral	48	26.4	26.4	45.6
agree	41	22.5	22.5	68.1
strongly agree	58	31.9	31.9	100.0
Total	182	100.0	100.0	

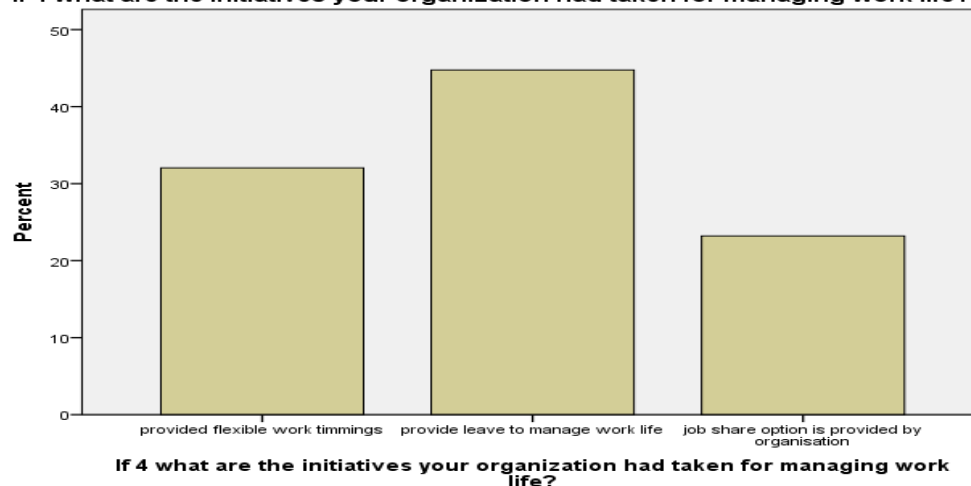


INFERENCE: From the above table shows that the organization take initiative to manage work life of its employees of respondent 17.6% are strongly disagree, 1.6% are disagree, 26.4 are neutral, 22.5% are agree and 31.9%% are strongly agree.

If satisfied what are the initiatives your organization had taken for managing work life?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid provided flexible work timings	58	31.9	32.0	32.0
provide leave to manage work life	81	44.5	44.8	76.8
job share option is provided by organisation	42	23.1	23.2	100.0
Total	181	99.5	100.0	
Missing System	1	.5		
Total	182	100.0		

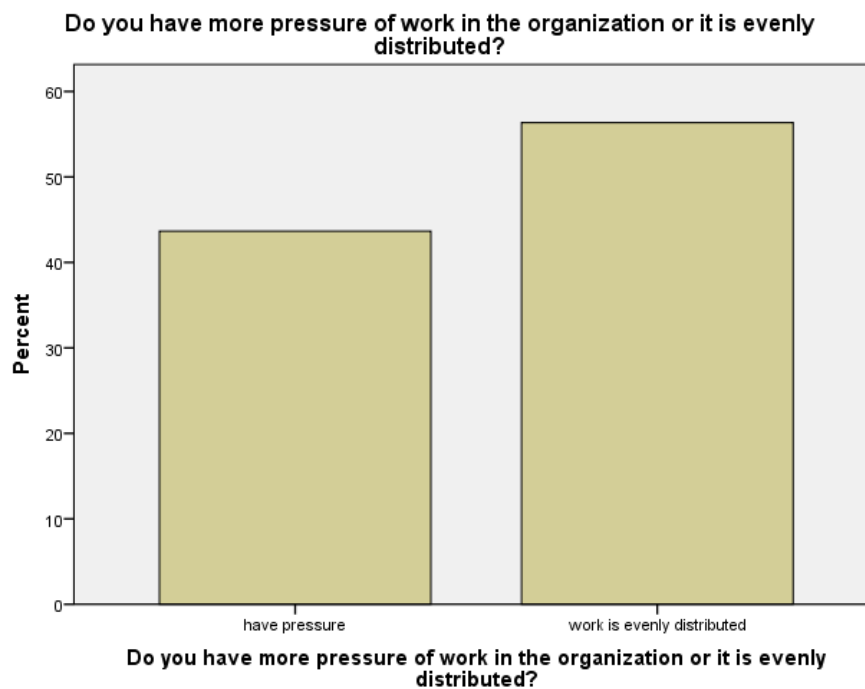
If 4 what are the initiatives your organization had taken for managing work life?



INFERENCE: From the above table shows that the initiatives organization had taken for managing work life of respondent of 31.9% agree with the organization provide flexible work timings, 44.5% are agree with the provide leave to manage work life and 23.1% are agree with job share option is provided by organization.

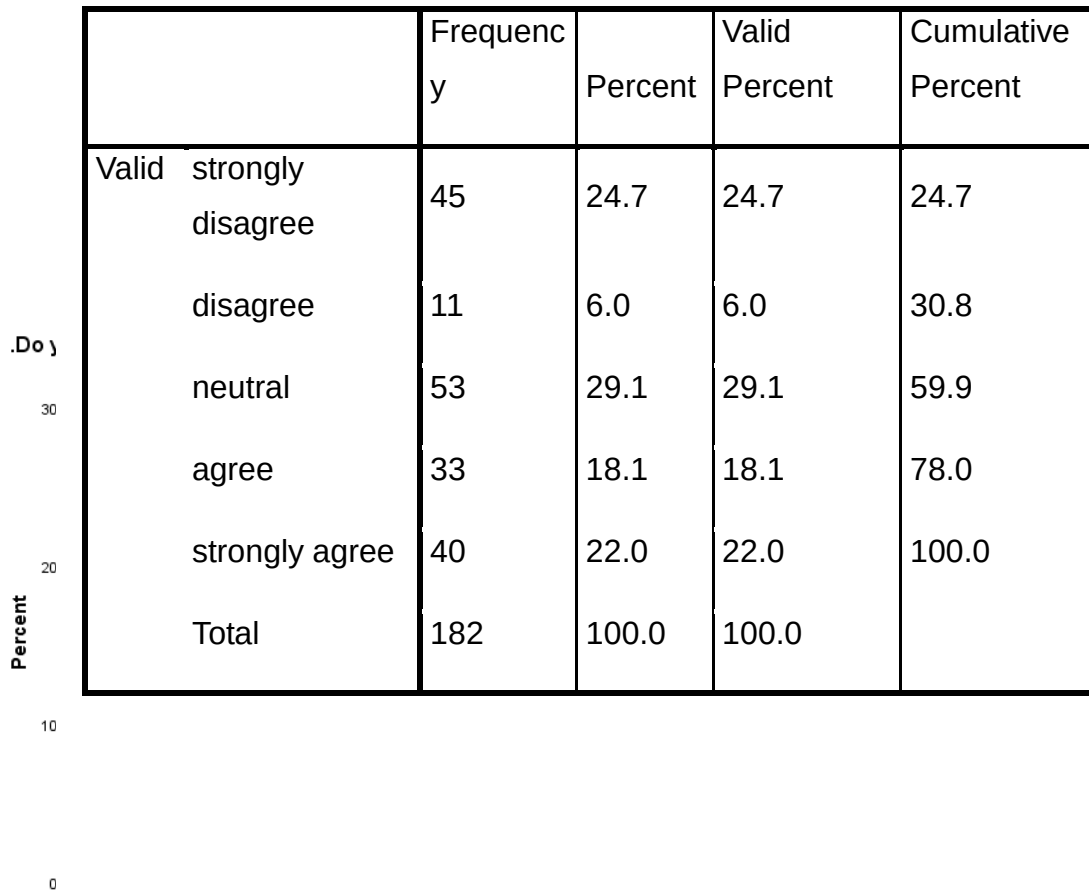
Do you have more pressure of work in the organization or it is evenly distributed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	have pressure	79	43.4	43.6	43.6
	work is evenly distributed	102	56.0	56.4	100.0
	Total	181	99.5	100.0	
Missing	System	1	.5		
	Total	182	100.0		



INFERENCE: From the above table shows that the respondent of 43.4% have pressure in organization and 56% are work is evenly distributed.

. Do you think policy for work life management helps to increase productivity of the organization?



INFERENCE: From the above table shows that the of respondent 24.7% are strongly disagree, 6% are disagree, 29.1% are neutral, 18.1% are agree and 22%% are strongly agree with policy for work life management helps to increase productivity of the organization.

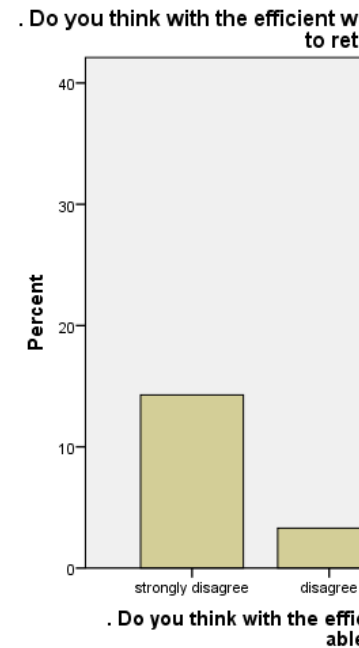
Do you generally feel you are able to balance your work life due to work life management policy of the company?

		Frequency	Percent	Valid Percent	Cumulative Percent
D	Valid strongly disagree	35	19.2	19.2	19.2
	disagree	5	2.7	2.7	22.0
	neutral	49	26.9	26.9	48.9
	agree	36	19.8	19.8	68.7
	strongly agree	57	31.3	31.3	100.0
	Total	182	100.0	100.0	

INFERENCE: From the above table shows that the of respondent 19.2%% are strongly disagree, 2.7% are disagree, 26.9% are neutral, 19.8% are agree and 31.3%% are strongly agree are able to balance your work life due to work life management policy of the company

. Do you think with the efficient work life management policy organization is able to retain its employees?

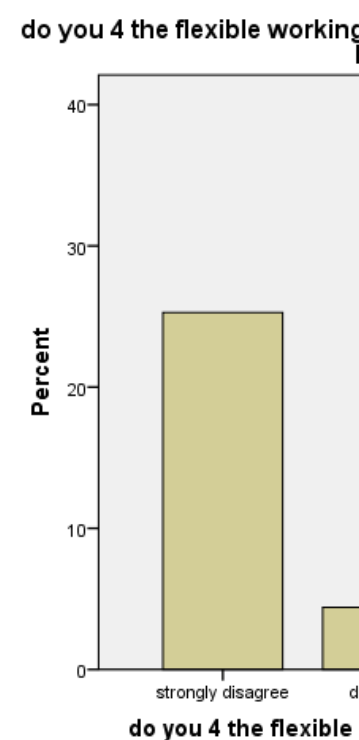
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	26	14.3	14.3	14.3
disagree	6	3.3	3.3	17.6
neutral	53	29.1	29.1	46.7
agree	32	17.6	17.6	64.3
strongly agree	65	35.7	35.7	100.0
Total	182	100.0	100.0	



INFERENCE: From the above table shows that the of respondent 14.3%% are strongly disagree, 3.3% are disagree, 29.1% are neutral, 17.6% are agree and 35.7%% are strongly agree with the efficient work life management policy organization is able to retain its employees

do you satisfied the flexible working hours provide by the company due to current work life management policy?

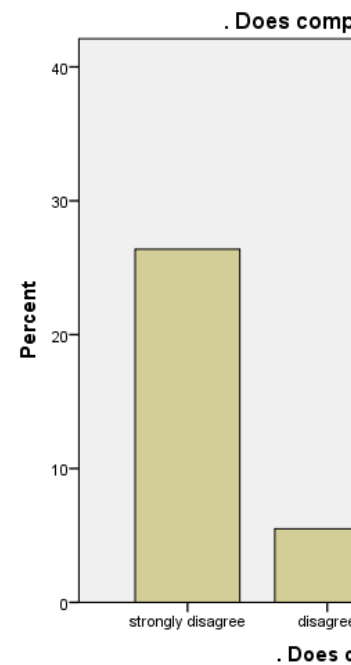
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	46	25.3	25.3	25.3
disagree	8	4.4	4.4	29.7
neutral	36	19.8	19.8	49.5
agree	33	18.1	18.1	67.6
strongly agree	59	32.4	32.4	100.0
Total	182	100.0	100.0	



INFERENCE: From the above table shows that the of respondent 25.3%% are strongly disagree, 4.4% are disagree, 19.8% are neutral, 18.1% are agree and 32.4%% are strongly agree flexible working hours provide by the company due to current work life management policy

. Does company provide health facility?

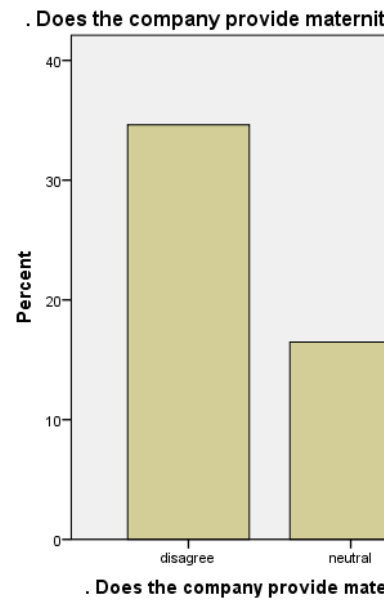
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	48	26.4	26.4	26.4
disagree	10	5.5	5.5	31.9
neutral	36	19.8	19.8	51.6
agree	32	17.6	17.6	69.2
strongly agree	56	30.8	30.8	100.0
Total	182	100.0	100.0	



INFERENCE: From the above table shows that the of respondent 26.4% are strongly disagree, 5.5% are disagree, 19.8% are neutral, 17.6% are agree and 30.8% are strongly agree with company provide health facility.

. Does the company provide maternity and paternity leave to the employees?

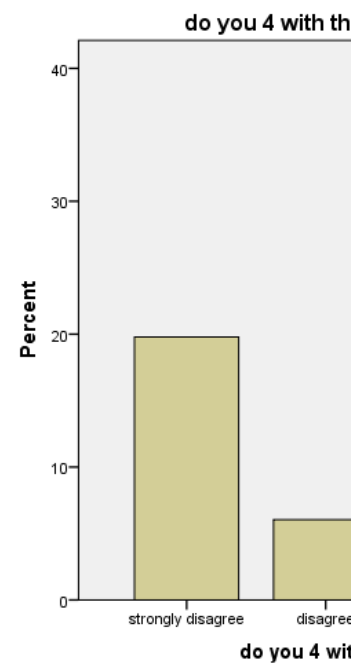
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid disagree	63	34.6	34.6	34.6
neutral	30	16.5	16.5	51.1
agree	44	24.2	24.2	75.3
strongly agree	45	24.7	24.7	100.0
Total	182	100.0	100.0	



INFERENCE: From the above table shows that the respondent of 34.6% are disagree, 16.5% are neutral, 24.2% are agree and 24.7% are strongly agree with company provide maternity and paternity leave to the employees

do you satisfy with the leave policy of the company?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	36	19.8	19.8	19.8
disagree	11	6.0	6.0	25.8
neutral	42	23.1	23.1	48.9
agree	38	20.9	20.9	69.8
strongly agree	55	30.2	30.2	100.0
Total	182	100.0	100.0	



INFERENCE: From the above table shows that the of respondent 19.8% are strongly disagree, 6% are disagree, 23.1% are neutral, 20.9% are agree and 30.2% are strongly agree with satisfied with the leave policy of the company

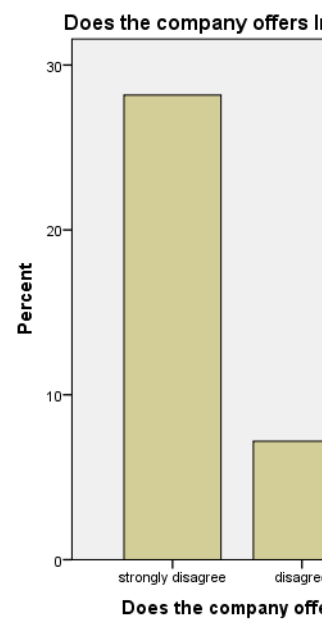
Do you think that you have good career prospects in the company?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	47	25.8	25.8	25.8
disagree	9	4.9	4.9	30.8
neutral	38	20.9	20.9	51.6
agree	36	19.8	19.8	71.4
strongly agree	52	28.6	28.6	100.0
Total	182	100.0	100.0	

INFERENCE: From the above table shows that the of respondent 25.8% are strongly disagree, 4.9% are disagree, 20.9% are neutral, 19.8% are agree and 28.6% are strongly agree with good career prospects in the company.

Does the company offer In-house doctors' facility for its employees?

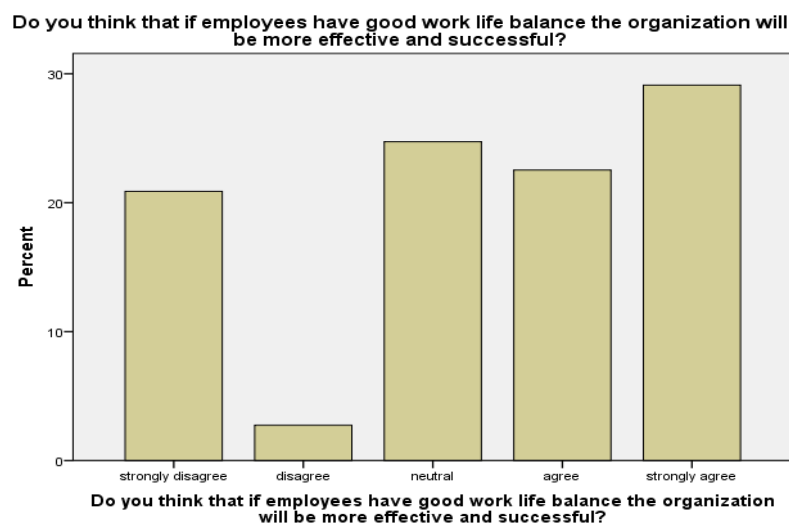
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	51	28.0	28.2	28.2
disagree	13	7.1	7.2	35.4
neutral	48	26.4	26.5	61.9
agree	25	13.7	13.8	75.7
strongly agree	44	24.2	24.3	100.0
Total	181	99.5	100.0	
Missing System	1	.5		
Total	182	100.0		



INFERENCE: From the above table shows that the of respondent 28% are strongly disagree, 7.1% are disagree, 26.4% are neutral, 13.7% are agree and 24.2% are strongly agree with company offers In-house doctors' facility for its employees

Do you think that if employees have good work life balance the organization will be more effective and successful?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	38	20.9	20.9	20.9
	disagree	5	2.7	2.7	23.6
	neutral	45	24.7	24.7	48.4
	agree	41	22.5	22.5	70.9
	strongly agree	53	29.1	29.1	100.0
	Total	182	100.0	100.0	



INFERENCE: From the above table shows that the of respondent 20.9 are strongly disagree, 2.7% are disagree, 24.7% are neutral, 22.5% are agree and 29.1% are strongly agree with good work life balance the organization will be more effective and successful

ANOVA

AGE

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.747	4	.437	.407	.804
Within Groups	190.127	177	1.074		
Total	191.874	181			

INFEREN
CE: The p
value
which is
higher

than the significance level (0.05). hence, null hypothesis H0 is accepted and H1 gets rejected.

Correlations

		AGE	. Does the organization take initiatives to manage work life of its employees?
AGE	Pearson Correlation	1	.031
	Sig. (2-tailed)		.674
	N	182	182
. Does the organization take initiatives to manage work life of its employees?	Pearson Correlation	.031	1
	Sig. (2-tailed)	.674	
	N	182	182

INFERENCE: By using correlation, we found that there is a positive correlation underlies between both the factor with the value of 0.01 level of

significance and also found that strong relationship (0.031) found between each variable.

CHAPTER 5- FINDINGS, SUGGESTION, CONCLUSION

FINDINGS

- the respondent of 26.9% are 20-30, 37.9% are 30-40, 18.7% are 40-50 and 16.5% are 50- ABOVE
- the respondent of 41.8% are unmarried and 58.2% are married.
- the respondent of 5.5% re highly satisfied with working hours of organization, 17.6% are satisfied, 29.7% are neutral, 25.3% are highly dissatisfied and 22% are dissatisfied
- the respondent of 24.7% are from marketing, 26.9% are personnel, 36.3% are financial and 12.1% are manufacturing.
- working hours gets enough time to family of respondent 20.3% are strongly disagree, 2.2% are disagree, 26.4% are neutral 22% are agree and 29.1% strongly agree
- the respondent is able to balance their work life, 3.8% are strongly disagree, 22.5 are disagree, 24.7 are neutral, 15.4 are agree and 33.5% are strongly agree.
- the organization take initiative to manage work life of its employees of respondent 17.6% are strongly disagree, 1.6% are disagree, 26.4 are neutral, 22.5% are agree and 31.9%% are strongly agree.
- that the respondent of 43.4% have pressure in organization and 56% are work is evenly distributed.
- respondent 20.9 are strongly disagree, 2.7% are disagree, 24.7% are neutral, 22.5% are agree and 29.1% are strongly agree with good work life balance the organization will be more effective and successful
- respondent 28% are strongly disagree, 7.1% are disagree, 26.4% are neutral, 13.7% are agree and 24.2% are strongly agree with company offers In-house doctors' facility for its employees
- respondent 19.2%% are strongly disagree, 2.7% are disagree, 26.9% are neutral, 19.8% are agree and 31.3%% are strongly agree are able

to balance your work life due to work life management policy of the company

5.2 SUGGESTION

- One of the key ways to achieve work-life balance is to prioritize your task. Make a list of the most important tasks and focus on completing them first. This will help you to manage your time effectively and reduce stress.
- It's essential to set boundaries between work and personal life to avoid burnout. Set specific time for work related activities and stick to them. Avoid checking work related emails or message during your personal time.
- Taking breaks during the workday can help you to recharge and stay focused. Taking a short walk, reading a book or having lunch away from your desk can help you to de-stress and return to work more productive.
- Sometimes it's essential to say no to requests that can add to your workload. Saying no can help you to avoid taking on too much and lead to a better work life balance.
- Just as you schedule work tasks, make sure to schedule time for leisure activities that you enjoy. This can include hobbies, exercise, or spending time with loved ones.

5.3 CONCLUSION

Work life balance is an important aspect of our lives that has a significant impact on our physical and mental well-being. Achieving a balance between work and personal life can help us to reduce stress, improve our mental health, enhance productivity, promote job satisfaction, improve relationships, and reduce absenteeism.

The benefits of work life balances are not limit to individuals alone, but they extend to employers and organization. Employees who have good work life balances are more productive, more engaged and less likely to leave their job, leading to increased organizational performance and reduced costs associated with employee turnover.

achieving a healthy work-life balance is crucial for a fulfilling and happy life. It can help reduce stress, prevent burnout, and improve overall well-being. To achieve a better work-life balance, it's important to set clear boundaries between work and personal life, prioritize tasks, take regular breaks, schedule leisure time, and avoid overworking yourself. Remember that work is just one part of your life, and it's important to take care of other aspects of your life, such as relationships, hobbies, and self-care. By striving for a balanced lifestyle, you can achieve greater success and happiness in all areas of your life.

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ANNEXURE

Age

A)20-30 b)30-40 c)40-50 d)50-above

Marital status

a) Married b) unmarried

Are you satisfied with the working hours of the organization

a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

Does after working hours you get enough time for your family?

a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

Do you feel that you are able to balance your work life?

a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

Does the organization take initiatives to manage work life of its employees?

a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

If agree what are the initiatives your organization had taken for managing work life?

a) Provided flexible work timings b) provide leaves to manage work life

c) job share option is provided by the organization

Do you have more pressure of work in the organization or it is evenly distributed?

- a) Have pressure b) work is evenly distributed

. Do you think policy for work life management helps to increase productivity of the organization?

- a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

Do you generally feel you are able to balance your work life due to work life management policy of the company?

- a) Strongly agree b) agree c) natural d) strongly disagree e) disagree

Do you think with the efficient work life management policy organization is able to retain its employees?

- a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

do you agree the flexible working hours provide by the company due to current work life management policy?

- a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

Does company provide health facility?

- a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

Does the company provide maternity and paternity leave to the employees?

- a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

do you agree with the leave policy of the company?

- a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

Do you think that you have good career prospects in the company?

a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

Does the company offer In-house doctors' facility for its employees?

a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

Do you think that if employees have good work life balance the organization will be more effective and successful?

a) Strongly agree b) agree c) neutral d) strongly disagree e) disagree

ANNEXURE II- RESEARCH ARTICLE

A STUDY ON IMPACT OF WORK LIFE BALANCE OF EMPLOYEES IN BRAKES INDIA PVT. LTD.

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Abstract : Employee Work Life Balance (WLB) is a major factor to increase employee performance as well as organizational performance. Employee performance is very important for any organization to achieve competitive advantage. Brakes Company is not reaching expected performance level and it is clear to have performance gap. The main objective of this study is to find the relationship between work-life balance on employee performance. The research study explores the Impact of Work-Life Balance on employee performance. Employee assistance programs, Technology advancement, working environment and workplace stress are selected independent variables and employee performance is the dependent variable. One eighty-four employees were selected from brakes India Company to conduct this research. The required primary data were collected through a structured Likert scale questionnaire, open ended question, close ended questions and the researcher used correlation analysis and regression analysis in order to test the hypotheses. The researcher used mix methodology for this research and data are collected through questionnaires and structured interviews. In qualitative method mainly interviews, focus groups etc. are used. Open ended questions in questionnaires will be used to collect qualitative data. In Quantitative Method researcher used to create a correlation between the variables identified previously. ANOVA test would be used in order to test the hypothesis. Correlation and linear regression analysis was used to test the hypothesis further. Analyzing the validity of the constructed hypothesis will be done using SPSS software.

I. INTRODUCTION

In dynamic business environment, work life balance has been one of the key issues faced by many employees all over the world. Today workers have many competing responsibilities when they are playing various roles. In organization, it is very important to have healthy work life balance practices to gain a competitive advantage in the market place. The origin of work-life balance practices spans from work-life conflict experienced by the employee (Obiageli, Ugochukwu, & Ngozi, 2015). Maintaining work-life balance is an issue increasingly recognized as of strategic importance to the organization and of significance to employees (Mendis & Wreaked, 2017). Clarke, Koch & Hill (2004) have defined that work-life balance is generally associated with equilibrium between the amount of time and effort somebody devotes to work and personal activities, in order to maintain an overall sense of harmony in life.

Employee performance is simply about employee behavior, contribution and commitment in the success of organization. Armstrong (2006) have defined it as the development of quantified objectives. Performance is not solely matter of what people achieve but how they achieve. It can be defined as the achievement of specified tasks against predetermined. It has three identified standards of accuracy, completeness, cost and speed (Sultana, et al, 2012). For employers, the consequences of poor work-life balance will be poor performance, absenteeism, sick leave and higher staff turnover, recruitment, and training costs (Mendis & Wreaked, 2017). In this study, researcher attempt to find the impact of work life balance on employee performance.

Happy employees always create happy customers. Brakes India being a business to customer (B2b), it is very essential to have a healthy, balanced workforce. Under these circumstances, Brakes India Company have

experienced a performance gap which has been continuous problem for the company for three months. As an indicator to the problems that the organization suffers there are many symptoms that surfers.

As per the discussion had with Head of Human Resources of the selected company, he emphasized that the company has been faced an issue of not meeting the expected level of employee performance. For further verification researcher checked the reviews and customer comments of the web sites and Facebook pages of the Brakes India Company. Furthermore, the Head of Human Resources elaborated that the company believes, there is a significant impact of Work-Life Balance regarding the insufficient employee performance. Employee Turnover, Absenteeism, Customer complaints are faced mainly by Brakes India Company. Performance of employees in automobile industry play a significant role in improving operational efficiency, building customer loyalty and boosting profits. Expectations for better services and excellent business experience are escalating with each passing day. Main goal is to build a team of highly motivated, engaged and productive employees who can ensure that customers have satisfying experience. Automobile Industry employs the largest percentage of the workers. It is essential to have best work life practices to achieve business goals and sustain for long run in the market.

In this research, the company is expected to have healthy work life practices and employee performance is expected to be increased reducing performance gap. As per the discussion had with department heads, they highlighted the factor that their employees are actively participated their counselling programs, counsellors are advising the company management to have healthy work life practices. This research is conducted in automobile industry and it is mainly focused to increase performance while having work life practices such as employee assistant programs, good working environment, job satisfaction and technology advancement.

➤ **COMPANY PROFILE**

Largest Brake System Manufacturer in India

- Established in 1962
- 2840 committed Employees
- Strength of 666 Engineers
- Built up Space of 1,000,000 Sq. Ft
- Seven Manufacturing Locations across the Country
- Catering to 70 Leading Customers
- Quality Systems certified for TS 16949, ISO 14001
- Awarded for TPM

The strength of Brakes India lies in

- its ability to motivate and harness the capabilities of its human resource develop and nurture a strong vendor base
- its commitment to quality, cost, delivery, safety and customer satisfaction
- Strong in-house Research & Development, coupled with access to World Class Technology through collaboration and affiliations worldwide enables Brakes India to provide the Best Braking Solutions and Castings to its customers.

An impressive list of Customers adds testimony to the capabilities of Brakes India.

Vision

We shall improve the quality of life of our employees and fulfil their reasonable aspirations. By creating an atmosphere of trust and care, we shall work as a cohesive team always encouraging higher standards of performance.

Key values

Brakes India is a VALUE based organisation and it strongly inculcates and practices key values

: • Commitment

- Excellence
- Fairness
- Harmony and Co-operation
- Humility
- Innovativeness
- Integrity
- Orderliness/Cleanliness
- Respect and Concern for People
- Transparency and Openness
- Trust
- Vibrancy

Quality Aspects

Brakes India is committed to total quality.

We shall

- 1) Achieve this by identifying and meeting the Customer requirements on Quality, Delivery, Price and Service.
- 2) Strive to enhance Customer satisfaction through continual improvement of the effectiveness of the quality management system.
- 3) Comply with the statutory and regulatory requirements.

Technological Aspects

Brakes India has continuously upgraded its manufacturing technology to meet the growing customer needs. Operations have been organized into business units to achieve “focused manufacturing” to improve quality, cost and delivery.

Manufacturing

Lean

Brakes India Private Limited takes after the Lean Manufacturing System and the goal is, precise way to deal with distinguishing and dispensing with squander (non-esteem included exercises) through consistent change by streaming the item just when the client needs it called "pull") in quest for flawlessness

TPM

Confirmed for 3 grants from JIPM Japan (Excellence, Consistency and Special) Our Objective is to enhance and advance the viability of assembling gear and tooling. Day by day work administration and Cell administration being honed

BPS

Target of the BPS (Brakes India Private Limited Generation System) is to take care of the client demand on time. Protect client from inside generation issues and creation varieties. It upgrades the Standardized Work, Line Balancing to Take Time, Short Changeover Time, Stable Process, Reliable Machines. BPS Integrates the providers with client request.

Brakes India has ceaselessly overhauled its assembling innovation to meet the developing client needs. Operations have been sorted out into specialty units to accomplish "cantered assembling" to enhance quality, cost and conveyance.

Cellular Manufacturing

- Based on group technology
- Cellular manufacturing system has been introduced
- Flexibility to deliver a variety of products in addition to exploiting the benefits of flow line production

Multi-Functional Approach

- Extensive training is imparted to workers to be multi-functional and multi-skilled ☐
- Paving the way for a flexible workforce in the company
- **INDUSTRY PROFILE**

Brakes India Pt. Ltd. is a leading manufacturer of braking systems and related components for the automotive industry in India. Founded in 1962, the company has grown to become one of the largest players in the Indian auto component market, with a wide range of products that cater to different vehicle segments.

The company's product portfolio includes hydraulic brake systems, air brake systems, and clutch systems for commercial vehicles, passenger cars, and motorcycles. Brakes India is also involved in the production of friction materials such as brake linings, brake pads, and clutch facings. The company's products are sold under the brand names of Rane, Bracewell, and Paranjape.

Brakes India has a strong presence in the Indian market and is a major supplier to leading OEMs such as Tata Motors, Mahindra & Mahindra, Ashok Leyland, and Bajaj Auto. The company also exports its products to various countries across the globe, including the USA, Europe, and the Asia Pacific region.

The company's manufacturing facilities are located in several parts of India, including Chennai, Dewis, and Pune. These facilities are equipped with state-of-the-art machinery and technologies and are certified for quality management, environmental management, and occupational health and safety management.

Brakes India has a strong focus on research and development, with dedicated teams working on new product development, process improvement, and cost optimization. The company has also established collaborations with leading global players in the braking systems industry to enhance its technological capabilities.

In addition to its core business, Brakes India is committed to social responsibility and sustainability. The company has initiated several programs aimed at promoting education, healthcare, and environmental protection in the communities where it operates. Brakes India has also implemented various sustainability initiatives such as energy conservation, waste reduction, and water conservation.

Overall, Brakes India Pt. Ltd. is a key player in the Indian automotive components industry, with a strong focus on quality, innovation, and sustainability.

➤ **PRODUCT PROFILE**

Hydraulic Brake Systems: Brakes India manufactures a range of hydraulic brake systems for commercial vehicles, passenger cars, and motorcycles. These include master cylinders, wheel cylinders, brake boosters, disc brakes, drum brakes, and ABS (Anti-lock Braking System) modules.

Air Brake Systems: The company also produces air brake systems for commercial vehicles, which are widely used in heavy-duty trucks and buses. These include compressors, brake chambers, slack adjusters, and valves.

Clutch Systems: Brakes India manufactures clutch systems for various types of vehicles, including commercial vehicles and passenger cars. These include clutch plates, clutch facings, and release bearings.

Friction Materials: The company is also involved in the production of friction materials such as brake linings, brake pads, and clutch facings. These products are designed to provide high friction and heat resistance, ensuring safe and reliable braking performance.

Aftermarket Products: Brakes India offers a range of aftermarket products for commercial vehicles and passenger cars, including brake pads, brake shoes, clutch plates, and brake discs. These products are available under the Bracewell and Paranjape brands.

All of Brakes India's products are manufactured using high-quality materials and advanced manufacturing processes. The company has a strong focus on research and development, with dedicated teams working on new product development, process improvement, and cost optimization.

Brakes India's products are sold to leading OEMs in India, as well as to customers in various countries across the globe. The company has established a strong reputation for quality, innovation, and reliability in the automotive components industry.

II. OBJECTIVE OF STUDY

PRIMARY OBJECTIVE

- The study on impact of work life balance of employees in brakes India pct. Ltd

SECONDARY OBJECTIVE

- To identify the importance of work life balance.
- To identify the factors affected to improve employee performance.
- To find healthy work life practices for employees.

III. NEED OF THE STUDY

- focus on better time management
- Autonomy and personal employee growth
- Employee will be more concentrate to the work
- increase Employee engagement
- Concentrate on Personal well being
- To Improved productivity of employees

IV. . SCOPE OF THE STUDY

- The scope of work life balance is geographically wind up in only Chennai state.
- The scope of work life balance study in quantitative and qualitative analysis.
- This research may also yield some discoveries concerning individuals' abilities to achieve work life balance while managing a career as an institutional advancement professional.
- This information may encourage changes in policy and practice within their workplaces or those of other institutions.
- Several groups may be interested in the results and conclusions of this research study.
- This research study may be of interest to those exploring work life balance dimensions and theory

V. RESEARCH METHODOLOGY

METHODOLOGY

For the research purpose the Questionnaire is used to collect the data from the employees who were working in the brakes India pct. Ltd during the time of after pandemic. Questionnaire is a research instrument that generally includes the set of questions on which the further analysis is done as per the research requirements.

Research design

The research design for this research is" descriptive in nature".

Descriptive research studies are those studies which are concerned with describing the characteristics of a particular individuals or a group. In this research, the researcher must be able to define clearly, what he wants to measure and must find the adequate methods for measuring it along with the clear-cut definition of population he wants to study.

DATA SOURCE

PRIMARY DATA

It contains the original information gathered for a specific purpose. The first-hand information has been collected through the administering the questionnaire by direct contract method and through informal meetings and observations.

SECONDARY DATA

It contains information that already exists have been collected for another purpose, the second-hand information has been collected through company previous record, annuals reports, journals industrials magazines, brochures, internet.

SAMPLE SIZE

The sample size of the study is 182

TYPES OF SAMPLES

Sampling techniques is convenience sampling

TOOLS OF ANALYSIS

Statistical tools are percentage analysis, one- way anova, correlation.

STRUCTURE OF QUESTIONNAIRE

In this method a questionnaire is sent to the employees concerned with a request to answer the questions and return the questionnaire. The questionnaire consisted of a number of questions printed or typed in a definite order. The employees have to answer the questions on their own. The researcher has chosen this method of data collection due to low cost incurred, it is free from bias of the interviewer and respondent have adequate time.

HYPOTHESIS

H0: There is no impact of the working environment on employee performance

Ha1: There is an impact of the working environment on employee performance

I. DATA ANALYSIS AND INTERPERATION AGE

	Sum of Squares	do	Mean Square	F	Sig.
Between Groups	1.747	4	.437	.407	.804
Within Groups	190.127	177	1.074		
Total	191.874	181			

e

INFERENCE: The p value which is higher than the significance level (0.05). hence, null hypothesis H0 is accepted and H1 gets rejected.

Correlations

		AGE	. Does the organization take initiatives to manage work life of its employees?
AGE	Pearson Correlation	1	.031
	Sig. (2-tailed)		.674
	N	182	182
. Does the organization take initiatives to manage work life of its employees?	Pearson Correlation	.031	1
	Sig. (2-tailed)	.674	
	N	182	182

INFERENCE: By using correlation, we found that there is a positive correlation underlies between both the factor with the value of 0.01 level of significance and also found that strong relationship (0.031) found between each variable.

VI. FINDINGS

the respondent of 26.9% are 20-30, 37.9% are 30-40, 18.7% are 40-50 and 16.5% are 50- ABOVE

the respondent of 41.8% are unmarried and 58.2% are married.

the respondent of 5.5% re highly satisfied with working hours of organization, 17.6% are satisfied, 29.7% are neutral, 25.3% are highly dissatisfied and 22% are dissatisfied

the respondent of 24.7% are from marketing, 26.9% are personnel, 36.3% are financial and 12.1% are manufacturing.

working hours gets enough time to family of respondent 20.3% are strongly disagree, 2.2% are disagree, 26.4% are neutral 22% are agree and 29.1% strongly agree

the respondent is able to balance their work life, 3.8% are strongly disagree, 22.5 are disagree, 24.7 are neutral, 15.4 are agree and 33.5% are strongly agree.

the organization take initiative to manage work life of its employees of respondent 17.6% are strongly disagree, 1.6% are disagree, 26.4 are neutral, 22.5% are agree and 31.9%% are strongly agree.

that the respondent of 43.4% have pressure in organization and 56% are work is evenly distributed.

respondent 20.9 are strongly disagree, 2.7% are disagree, 24.7% are neutral, 22.5% are agree and 29.1% are strongly agree with good work life balance the organization will be more effective and successful

respondent 28% are strongly disagree, 7.1% are disagree, 26.4% are neutral, 13.7% are agree and 24.2% are strongly agree with company offers In-house doctors' facility for its employees

respondent 19.2%% are strongly disagree, 2.7% are disagree, 26.9% are neutral, 19.8% are agree and 31.3%% are strongly agree are able to balance your work life due to work life management policy of the company

VII. SUGGESTION

- One of the key ways to achieve work-life balance is to prioritize your task. Make a list of the most important tasks and focus on completing them first. This will help you to manage your time effectively and reduce stress.
- It's essential to set boundaries between work and personal life to avoid burnout. Set specific time for work related activities and stick to them. Avoid checking work related emails or message during your personal time.
- Taking breaks during the workday can help you to recharge and stay focused. Taking a short walk, reading a book or having lunch away from your desk can help you to de-stress and return to work more productive.
- Sometimes it's essential to say no to requests that can add to your workload. Saying no can help you to avoid taking on too much and lead to a better work life balance.
- Just as you schedule work tasks, make sure to schedule time for leisure activities that you enjoy. This can include hobbies, exercise, or spending time with loved ones.

VIII. CONCLUSION

Work life balance is an important aspect of our lives that has a significant impact on our physical and mental well-being. Achieving a balance between work and personal life can help us to reduce stress, improve our mental health, enhance productivity, promote job satisfaction, improve relationships, and reduce absenteeism. The benefits of work life balances are not limit to individuals alone, but they extend to employers and organization. Employees who have good work life balances are more productive, more engaged and less likely to leave their job, leading to increased organizational performance and reduced costs associated with employee turnover. achieving a healthy work-life balance is crucial for a fulfilling and happy life. It can help reduce stress, prevent burnout, and

improve overall well-being. To achieve a better work-life balance, it's important to set clear boundaries between work and personal life, prioritize tasks, take regular breaks, schedule leisure time, and avoid overworking yourself. Remember that work is just one part of your life, and it's important to take care of other aspects of your life, such as relationships, hobbies, and self-care. By striving for a balanced lifestyle, you can achieve greater success and happiness in all areas of your life.

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