

A STUDY ON QUALITY OF WORK LIFE BALANCE OF EMPLOYEES AT SUNSHARE INVESTMENTS PVT LTD, CHENNAI

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

NAVEENA.S

Register No.41410211



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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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **NAVEENA.S 41410211** who carried out the project entitled **"A Study on Quality of Work Life Balance of Employees at Sunshare Investments Pvt Ltd, Chennai"** under my supervision from January 2023 to March 2023.

Dr.A.S.Princy

Internal guide

External Guide

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Submitted for viva voice examination held on 05.05.2023

Internal Examiner

External Examiner

COMPLETION LETTER



12/04/2023

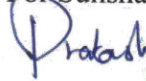
TO WHOMSOEVER IT MAY CONCERN

Sub: Completion of MBA Final year project

We wish to confirm that **Ms. S NAVEENA (Reg. No: 41410211)**, who is pursuing the final year MBA in Sathyabama Institute Of Science And Technology, Chennai, has successfully completed the HR project in our concern titled **“A STUDY ON QUALITY OF WORK LIFE”** from 06/02/2023 to 12/04/2023.

We wish success in all the future endeavors.

For Sunshare Investments Pvt. Ltd


Prakash.V
HR Manager



Sunshare Investments Pvt. Ltd

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DECLARATION

I **NAVEENA.S (41410211)** hereby declare that the Project Report entitled “**A Study on Quality of Work Life Balance of Employees at Sunshare Investments Pvt Ltd, Chennai**” done by me under the guidance of **DR.A.S.PRINCY** 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, consisting of stylized letters and a long diagonal stroke.

NAVEENA.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, MBA., Ph.D., Dean - School of Management Studies** and **Dr. A. Palani, M.Com., M.Phil., MBA., Ph.D., 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.A.S.PRINCY** 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.

NAVEENA.S

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ABSTRACT

Quality of work life is a critical concept with having lots of importance in employee's life. Work life indicates a proper balance both in work and personal life which also ensure organizational productivity and employee's job satisfaction. This research study attempted to find out the factors that have an impact and significance influence on quality of work life of employees. Quality of work life is a process in an organization which enables its members at all levels to participate actively and effectively in shaping organizational environment, methods and outcomes. Work life balance among employees plays a major role in the success all organization. The study helps in understanding the work life balance of employees in Sunshare Investments 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. This study focuses on the subjective matter of QWL i.e. its key elements like job security, job performance, employee satisfaction etc. The study concluded that an appropriate organization culture, compensation policy, career growth and relative facilities can lead to a satisfied employee mindset which ensure the overall organization productivity.

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CHAPTER 1 - INTRODUCTION

1.1 INTRODUCTION

Work Life Balance – The term refers to the favorable or unfavorable condition of a total job environment for people. WLB 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.

The elements in a typical WLB program include – open communication, equitable reward systems, a concern for employee job security and satisfying careers and participation in decision making. Many early WLB efforts focus on job enrichment. In addition to improving the work system, WLB programs usually emphasize development of employee skills, the reduction of occupational stress and the development of more co-operative labor management relations.

Quality is generally defined as “conformance to requirements”. Quality is “as fitness for purpose”. The concept of quality is not only applicable to all goods and services created by human beings, but also for workplace where the employees are employed.

Quality in the workplace comes from understanding and then fully meeting, the needs of all your internal and external customers, now and into the future and doing so with continual improvement in efficiency and effectiveness.

WLB provides a more humanized work environment. The basic purpose is to develop jobs and working conditions that are excellent for people as well as for the economic health of the organization.

1.2 OBJECTIVES OF THE STUDY

- The main objective is to study the work - life balance of employees at Sunshare Investments Pvt Ltd in Chennai.
- To improve physical and psychological health of employees which creates positive feelings.
- To improve employee satisfaction and strengthen workplace learning.
- To suggest suitable measures to improve the quality of work – life balance.

1.3 SCOPE OF THE STUDY

- Work life balance among Employees plays a major role in the success all organization.
- The study helps in understanding the work life balance of employees in Sunshare Investments 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.

1.4 NEED OF THE STUDY

- Understand what good quality work life means to Employees and how it affects the companies.
- To understand how a company's HR Department tries to improve their business by keeping good relations with employees.
- It helps to understand how good working conditions help Employees to work more efficiently.
- To motivate Employees to improve their work life balance and quality of life.
- The project gives emphasis on use of quality circles by companies which helps in solving many quality and people related problems.

1.5 COMPANY PROFILE

Sunshare investments are one of growing financial institutions, offering complete financial solutions that encompass every sphere of life. From stock broking, to mutual funds, to life insurance, to investment banking, the group caters to the financial needs of individuals and corporates. The group has employs around 350 employees across its various businesses, servicing around 340 customer accounts through a distribution network of 2 branches. Their 5 years of existence offering investment products across asset classes with varying risk parameters that cater to needs of various customer segments, have enabled us to garner trust of over 340 investors.

SUNSHARE is committed to provide its customer with best innovative stock trading system at the affordable price, they believe in quality service, accuracy of their software for their Successful trading in the present competitive market.

They strongly believe in applying Knowledge of technical analysis with use of technology. Drives them to unlimited success 90% of the traders strongly follow their instincts and lose their harden money giving their Money to someone.

Tracking your Portfolio: -

Just investing money is not enough, you have to monitor your portfolio to ensure you money works as hard as you to build a robust financial portfolio. You can use our portfolio tracker to monitor your entire financial portfolio, which encompasses various asset classes. You can also make a watchlist of stocks and enrol for SMS alerts, which will help you track the markets closer to make a timely investment decision.

Transparency: -

We empower you to take the right decisions and handle your own portfolio. Backed by our trusted pedigree, it is our constant endeavour to provide services in a transparent manner. We believe in offering high quality investment services in a cost effective manner to achieve your financial goals

VISION:

Their vision is to be a responsible player in the Indian mutual fund space. The company strive hard to deliver consistent performance over the benchmark across all their products, thereby creating customer satisfaction.

CODE OF CONDUCT

- will act fairly with all stakeholders
- comply with all applicable laws, rules and regulations;
- act in good faith, responsibly, with due care, competence and diligence, without allowing their independent judgment to be subordinated;
- not use Company's property, or position for personal gain;
- disclose potential conflicts of interest that they may have regarding any matters that may come before the Board, and abstain from discussion and voting on any matter in which the Director has or may have a conflict of interest;
- respect the confidentiality of information relating to the affairs of the Company acquired in the course of their service as Directors, senior management personnel except when authorized or legally required to disclose such information;
- not use confidential information acquired in the course of their service as Directors, senior management personnel for their personal advantage or in their role as Directors or any other role in any other Company outside the Group;
- help create and maintain a culture of high ethical standards and commitment to compliance;

VIOLATIONS OF THE CODE

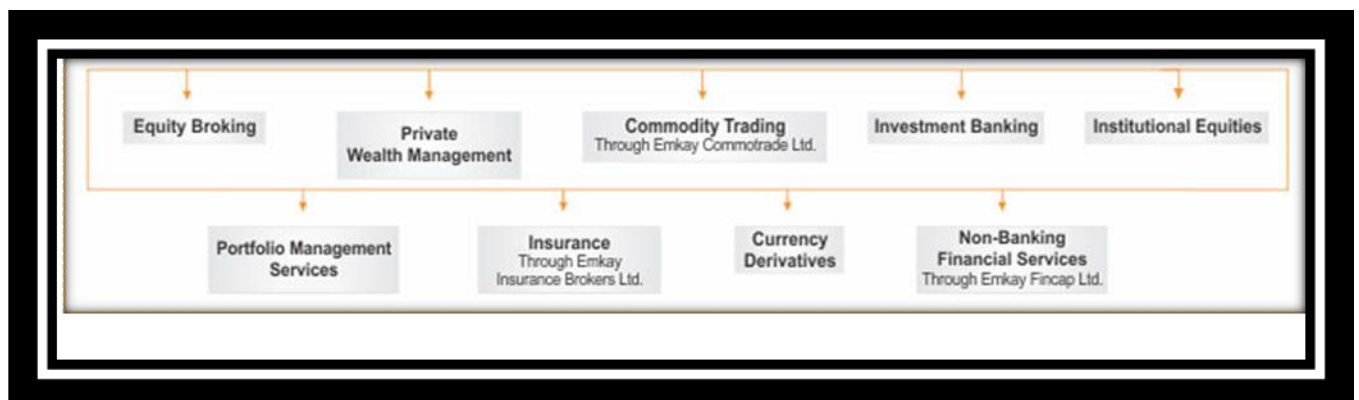
The Company will take appropriate action against any Director or Senior Management Personnel whose actions are found to violate the Code or any other policy of the Company. Where the Company has suffered a loss, it may pursue its remedies against the individuals or entities responsible. Where laws have been violated, the Company will cooperate fully with the appropriate authorities.

CORPORATE PHILOSOPHY:

We have always believed that your success is our success. It's the only truth of every business. And we have built our foundation around this philosophy. Every endeavor at SUNSHARE is to ensure success - success of its clients, employees, partners, investors and of the society at large. And we have been doing this since 2008

We consider ourselves as a Services & Solutions company and not a financial product disseminator. We understand that needs differ, and hence, no one size fits all. Our ultimate aim is to delight the people, whose lives we touch and every fraction of our existence works towards achieving this, every single second.

CORPORATE STRUTURE



1.6 PRODUCT PROFILE

PRODUCTS AND SERVICES:

- 1. Online share trading**
- 2. Real Estate Advisor**
- 3. Asset Management**
- 4. Insurance**
- 5. Wealth Management**
- 6. Investment Banking**
- 7. National Products Distribution**

PRODUCTS:

ONLINE SHARE TRADING:

The online trading website provides the customers a seamless internet trading experience through its various useful features such as streaming stock quotes, online payment gateways, portfolio tracker, extensive research reports, online IPO, live market news & real time market statistics. The customers can find all their relevant account and trading details online and make a more informed decision for profitable trading.

Tips to Investors

Picking Stocks

Picking stocks is all about finding opportunities. This is where most inexperienced traders fail because they go and look for stocks of well-known companies that they think they should trade. The reality is that big name stocks like Apple or Google or IBM offer very little opportunity to the individual trader (although it could under certain circumstances). A good opportunity is a stock that has big potential for growth. Often these are companies in whole new industries – companies that you've never even heard of before.

Knowing When To Buy

Once you've found a good stock pick, you need to know when to enter the trade. It's simple: you need to buy the share at the lowest possible price to maximize your profit. If you enter the trade too soon you might pay too much. If you enter the trade too late it might be too expensive. Great traders are very skilled at reading stock signals and evaluating when to buy a stock.

Knowing When To Sell

Knowing when to sell is probably the most important part of being successful at trading shares online. If you sell too soon you will miss out on potential profits. If you sell too late you might lose money. One of the biggest mistakes I see novice traders make is that they hold on to a stock "hoping" that it will go back up so they can recoup their losses. Not only does this lock up your trading capital but it is sure to give you some sleepless night.

With the advent of so-called "artificial intelligence" trading software, this process has been automated to a large extent. To make informed decisions on whether a stock is a good opportunity and deciding when to buy and when to sell requires a lot of research and interpreting a lot of graphs and data.

Artificial intelligence software like Stock Assault can interpret a lot of data for you and make a much more informed decision that you will ever be able to make through "manual" work. Off course you cannot afford to hand over your money to a trading robot, but it sure does give you a big helping hand in making good trading decisions.

MUTUAL FUND:

Investment in mutual funds offers the following advantages:

- Diversification of portfolio: Since mutual funds invest in a bouquet of instruments, they offer an effective means of diversification for the investor.
- Professional management: Mutual funds are an excellent means of investment for people who do not have the time or the expertise to study the markets in depth before making investment decisions. The funds are generally managed by

well-qualified fund managers, and it is always prudent to check the fund manager's background before investing in a fund.

- **Low cost:** A mutual fund unit is much less expensive than the individual stocks in which the fund has invested. Thus, with a given amount of money, an investor can buy more number of units of mutual funds than individual stocks.
- **Tax Benefits:** Investment in mutual funds offers several tax benefits. For example, dividends received through mutual funds are exempt from tax, while investment in certain types of mutual funds is deductible from the taxable income to reduce the tax liability. Thus, mutual funds can be used as effective tools for tax planning.

COMMODITY

SUNSHARE Commotrade equips you with reliable research, based on a technical and fundamental study of all major commodities. It also continuously works towards recommending various trading strategies which you can use to enhance your commodities trading experience.

When you choose to trade through SUNSHARE Commotrade, you not only receive personalized service but enjoy the benefit of a delivery mechanism made easy! SUNSHARE Commotrade is your veritable guide and gateway into the world of commodities trading

Commodities' trading offers the following benefits:-

- **Diversification of portfolio:** Commodity trading offers a means for diversification of portfolio for the investors, by offering exposure to an asset class different from stock markets instruments such as equities, mutual funds and bonds.
- **Predictability:** : Commodities pricing is largely based on the demand and supply fundamentals for the commodity, and hence, becomes relatively easier to predict.

- **Leverage:** Trading in commodities futures involves use of leverage through margin which is maintained with the broker. Hence, large transactions can be executed with lesser amount of cash in hand.
- **Liquidity:** Futures contracts in commonly traded commodities such as gold, silver, crude oil and grains offer a high level of liquidity in the market.

DERIVATIVES:

Derivatives have traditionally been used by businesses to hedge against different types of risks, and have been in existence for decades. With well-planned strategies based on a thorough study of the markets, individual investors and traders can earn handsome returns through derivatives trading.

Investment in derivatives has the following advantages:-

- **Hedging against risk:** Derivatives are used for hedging against risk in price fluctuations of the underlying asset. Since the buy (or sell) price at delivery is specified in advance, the buyer/seller can protect his investment from deviation in price trend.
- **Lower costs:** The investor needs to pay only for the contract, which is usually much less than the price of the underlying asset, thus offering a benefit of lower costs.
- **Leverage:** Trading in derivatives involves use of leverage through margin that is maintained with the broker. Hence, lesser cash is required to be paid at the time of trade.

SERVICES:

FINANCIAL PLANNING:

Financial Planning is the process of planning a person's investments and assets to enable the person to attain his or her financial goals, keeping in mind the risk profile of the person.

WEALTH MANAGEMENT

SUNSHARE helps you to systematically plan and execute financial strategies based on an in-depth understanding of your needs, your appetite for risk and the products that are available in the market.

We follow a three-step process for managing your wealth

Step 1 - Understanding your needs and goals

Different individuals have diverse needs and goals in life. The practice of wealth management tries to ensure that your finances support these goals at every stage of your life. So, our first step to developing your customized investment portfolio is analyzing your needs and goals.

Step 2 - Executing investments

While channeling your finances towards achieving your goals, we take in to account aspects like your cash flow requirements and your risk appetite. A right balance is struck between investing in liquid assets and in medium and long term investments. We suggest investment across various asset classes such as stocks (equities), mutual funds, debt assets etc. in varying proportions, depending on your profile. This helps in optimizing returns and ensuring risk mitigation through a diversified portfolio.

Step 3 - Reviewing portfolio at regular intervals

With constant changes in the business and economic environment it is important to review the portfolio from time to time and make necessary alterations whenever necessary. This helps in aligning the portfolio to the investment objective.

INVESTMENT BANKING:

SUNSHARE focuses on the middle market entrepreneurs, and provides them with a complete range of solutions from strategic advisory services to capital raising, to assist them in implementing their growth plans. We aim to spend adequate time with the entrepreneurs and their team to understand their motivations, businesses and strategy. SUNSHARE believes in a strong, relationship driven, long term approach with all its clients, as corporates need time to execute their business plans and it is imperative that

in turbulent times the banker becomes a trusted advisor and remains with them through the various phases of the business cycles and is able to advise them on the best strategies at each appropriate stage in their growth cycle.

To enable us to do this, we have put together an experienced team of professionals who come with very strong relationships across the regulatory and investor space and also have a deep understanding of the issues facing the mid market corporates in these times, as they aim to become the large caps of tomorrow. We have strong relationships across the spectrum of investors ranging from marquee private equity funds, mutual funds, overseas institutional investors, hedge funds, very high net worth investors as well as bankers.

INSURANCE:

Services And Value Proposition

Being an insurance broker, we cater to all the insurance needs of our clients and provide technical expertise and value enhancement to our clients. Our list of services includes:

- *Life and non-life insurance:*
- *Risk management:*
- *Claim settlement:*
- *Policy reviewing:*

1.7 INDUSTRY PROFILE

A Share market/stock markets is an open market for fiscal operations such as trading of a firm's share and derivatives at a fixed cost. These securities are further listed on a stock exchange. A Share market does not offer any corporeal service and is not a separately owned business entity.

It was in 1875 that the Indian Share Market first started functioning. The first share trading association in India was known as the Native Share and Stock Broker's Association, only to become the Bombay Stock Exchange (BSE) later on. This trading

association started off its operations with around 318 members.

Main components of Indian Share Market

Bombay Stock Exchange (BSE)

Bombay Stock Exchange is known to be the oldest stock exchange in the entire Asian region. If someone wants to know about the history of the India share market, it becomes synonymous with the history of the Bombay Stock Exchange. It started functioning in 1875 with the name 'The Native Share and Stock Broker's Association'. Under the Securities Contracts (Regulation) Act, 1956, the association got its recognition as a stock exchange in 1956. When it started, it was just an association of persons but with the recognition it got transferred to a corporate and demutualised entity.

- Trading items in Bombay Stock Exchange –
- Equity or Shares
- Derivatives (Futures and Options)
- Debt

The main index of BSE is known as the BSE SENSEX or simply SENSEX (Sensitivity Index). It is an index which comprises of 30 financially sound company scrips, with an option to be reviewed and modified from time-to-time. The index calculation is based on the 'Free-float Market Capitalization' methodology. Leading bourses like the Dow-Jones also follow this methodology. Currently the Sensex is hovering around the 17,000 mark, all expected to touch 20K by 2010. But then volatility has its important role to spoil the entire

National Stock Exchange (NSE)

National Stock Exchange (NSE) is considered to be the leader in the stock exchange scenario in terms of the total volume traded. The market capitalisation the National Stock Exchange touched about \$921.31 billion at the end of May 2009. The National Stock Exchange received the recognition of a stock exchange in July 1993 under

Securities Contracts (Regulation) Act, 1956. The products that are traded in the National Stock Exchange are:-

- Equity or Share
- Futures (both index and stock)
- Options (Call and Put)
- Wholesale Debt Market
- Retail Debt Market

NSE has a fully automated screen based trading system which is known as the NEAT system. The transactions are carried on with speed, efficiency, and are all transparent. The risk management system of the National Stock Exchange is world class and can be considered as the benchmark for other bourses.

The leading index of NSE is known as Nifty 50 or just Nifty. It comprises of 50 diversified benchmark Indian company scrips and is constructed on the basis of weighted average market capitalization method.

Regulatory Authority of Indian Share Market

SEBI or Securities and Exchange Board of India is the market watchdog and has the responsibility of protecting the investors' interests, develops regulatory norms and helps in the development of the securities market in India.

Why to invest in Indian share market ?

- An investor does not require a lot of money to start investing in India share market unlike buying property and paying off a monthly mortgage.
- Time of trading involved spans from small to big. One can trade for a short period of time or even a lengthy span.
- It helps you to see 'fast' cash if the market is in robust mood and helps in fast liquidation.

Essential rules of Indian Share Market

- Whenever share market is at its crest it is bound to dip at some point of time.
- If the share market is down, it will only increase if there are no external aspects influencing it.
- Unlike the common belief of investing in booming share market, it is advisable not to block your hard earned money in already flourishing Sensex and NIFTY. It is better to wait for market bottom trend and then purchase shares at lower cost in order to trade it later.
- The excellent time for investment is when the market is low keeping the basics in consideration.
- Seek the advice of professionals who will not only provide you tips on best investment options but also on favorable market conditions.
- Update yourself on the prevailing market conditions
- Whenever market witness an upward trend always purchase first and then sell the securities, and when the market dips always buy later and sell first.

Tips on investing intelligently in Indian Share Market

- Consider selling the shares which you have bought long time back and are indicating gains. Even if they are not willing to offer you considerable gains then its time to get rid of them are invest your money in productive schemes.
- Diversify your shares buy investing in different sectors. Also consider investing in equity funds and to stabilize your equity investments invest a part in fixed income options like the bonds, Public Provident Fund, National Savings Certificates and post office deposits. You can also consider a balanced or debt fund if you have restrained budget.
- Do not consider the shares based on layman's advice. Stride carefully and invest in shares that you are comfortable investing in. Judge the firm by its past records and assess it personally. Take the advice of the fund manager who manages that specific fund.
- If you have allocated more than half of your investments in equity, then stick to your plan. Do not surpass that pre-decided perimeter and believe in the performance of the market.

The Indian Stock Market has always been a wonderful avenue for all those investors who wish to reap exponential growth and returns on their stock portfolio. India has recently been a solid emerging market, and the future of India definitely looks strong. With this view, we thought of bringing you an article that depicts about what India stock market is all about. So all those beginners who wish to invest money in India, may treat this article as a tutorial about Indian stock market, to hone their investment knowledge.

The Indian stock market has many stock exchanges, but prominently the 2 big ones are:

1. National Stock Exchange - Also known as NSE.
2. Bombay Stock Exchange - Also known as BSE, located at the Dalal Street in Mumbai.

Before we get into more detail about the Indian markets, let's see what an index is? Well a stock market index is a list of stocks showing that stock's complex value. It is used to tell the difference between each stock. Most of the stocks are very similar otherwise. A lot of the stocks come from the same industry or stock market exchange.

There are many different types of indexes. First is the broad-base index & this index reflects how the whole stock market is doing & how investors currently feel about the economy. The index that is used the most is the broad-base index. It shows blue chip stocks and big stock exchanges around the world, such as, NIFTY (index from NSE) and SENSEX (index from BSE). These are India Stock Exchanges. NSE stands for National Stock Exchange & the BSE stands for Bombay Stock Exchange.

What is BSE? The Bombay stock exchange: This stock exchange in Bombay is the biggest stock exchange and the oldest stock exchange in India. The most trading goes on at this stock exchange, almost 75%. SENSEX was made to reflect the stocks at the BSE. It shows when the stocks increase and decrease. This index is both for India and International. The market started using a Free-float technique and now many major

markets across the world use the same. SENSEX is looked at as one of the biggest parts of the India stock market. Because of this big stock exchange and SENSEX, the markets keep growing and growing.

What is NSE? The National stock exchange: This stock exchange is India oldest debt market. It is located in Delhi, India. This stock exchange mainly deals with bonds and government bonds. Nifty is the index for the National stock exchange. Nifty has almost 50% of all the trades that happen at the National Stock Exchange. This stock exchange has people working hard to make it equal for people to trade from abroad. The NSE is also different from other stock exchanges because it is listed as a tax paying company, while others are not.

Sensex is an index indicator for BSE and all the big companies in BSE. Nifty is an index indicator for NSE and all the big companies in NSE. If Sensex increases, most likely the stocks of big companies in BSE have increased. If Sensex decreases, most likely the stocks of big companies in BSE have decreased. Nifty is the same way, only for NSE. There are more stock exchanges in India; these two are just the major ones. The other ones are not as well-known. The majority of stock trading is done through these two stock exchanges as well. Because these are the major stock exchanges in India, this makes Sensex and Nifty the major indexes in India.

1.8 LIMITATIONS OF THE STUDY

- ❖ Some of the respondents were unwillingness to answer the questions.
- ❖ Some of the respondents were afraid to give true information in some cases.
- ❖ There may be bias on the part of Employees while answering to the questions.
- ❖ There was limitation on the time spent on survey.

CHAPTER 2 – REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

Pravin Bhende, Nandakumar Mekoth, 2021 explained Quality of Work Life and Work–Life Balance indicate that the productivity dimension of a work–life balance was influenced by all dimensions of quality of work life except grievance redress. Further, the skill deployment dimension was predicted by all three dimensions of quality of work life.

Int. J. Environ. Res. Public Health, 2021 explained Job Quality and Work—Life Balance of workers who aim of this study was to assess how particular types of telework affect different dimensions of job quality. We applied multivariable techniques to a sample of 35,765 workers from the Sixth European Working Conditions Survey. Our findings show that gender and types of telework by workplace and ICT-use intensity are crucial factors affecting working conditions and job quality

Hackman (2021) identified that the work environment that is able to fulfill employees' personal needs is considered to provide a positive interaction effect, which will lead to an excellent QWL.

Cunningham and Eberle (2021) emphasized that the personal needs are satisfied when rewards from the organization, such as compensation, promotion, recognition and development meet their expectations. The elements that are relevant to an individual's quality of work life include the task, the physical work environment, social environment within the organization, administrative system and relationship between life on and off the job.

Chan and Einstein (2021) explained QWL reflects as a concern for people's experience at work, their relationship with other people, their work setting and their effectiveness on the job. European Foundation for the Improvement of Living Conditions 2002 described that the QWL is a multi-dimensional construct, made up of a number of interrelated factors that need careful consideration to conceptualize

and measure. It is associated with job satisfaction, job involvement, motivation, productivity, health, safety, job security, competence development and balance between work and non-work life.

Saraji and Dargahi (2021) study explained QWL as a comprehensive, department wide program designated to improve employee satisfaction, strengthening workplace learning and helping employees had better manage, change and transition by conducting descriptive and analytical study.

Che Rose et al. (2021) explained QWL programs will benefit both faculty and management, by mutually solving work-related problems, building cooperation, improving work environments, restructuring tasks carefully and fairly managing human resource outcomes and payoffs.

Hosseini and Jorjatki (2021) concluded that the career satisfaction, career achievement and career balance are not only the significant variables to achieve good quality of work life but quality of work life (QWL) or the quality of work system as one of the most interesting methods creating motivation and is a major way to have job enrichment which has its roots in staff and managers' attitude to motivation category that is more attention to fair pay, growth opportunities and continuing promotion improves staff's performance which in turn increases QWL of social insurance employees in Tehran.

Rethinam (2021) QWL is a multi-dimensional construct, made up of a number of interrelated factors that need careful consideration to conceptualize and measure. It is associated with job satisfaction, job involvement, motivation, productivity, health, safety and well-being, job security, competence development and balance between work and non work life and also he concluded as QWL from the perspective of IT professionals is challenging both to the individuals and organizations. However, from the literature it can be summarized that QWL may be viewed as a wide-ranging concept, which includes satisfaction towards work, participative management and improve work environment.

Cunningham and Eberle, 2020 explained the elements that are relevant to an individual's quality of work life include the task, the physical work environment, social environment within the organization, administrative system and relationship between life on and off the job.

Rethinam (2021) and Serey (2020) explained QWL is quite conclusive and best meet the contemporary work environment. The definition was related to meaningful and satisfying work. It includes (i) an opportunity to exercise one's talents and capacities, to face challenges and situations that require independent initiative and self-direction, (ii) an activity thought to be worthwhile by the individuals involved, (iii) an activity in which one understands the role the individual plays in the achievement of some overall goals, and (iv) a sense of taking pride in what one is doing and in doing it well. This issue of meaningful and satisfying work is often merged with discussions of job satisfaction, and believed to be more favorable to QWL.

Lau and Bruce (2020) explained QWL is a dynamic multidimensional construct that currently includes such concepts as job security, reward systems, training and career advancements opportunities, and participation decision making.

Kalra and Ghosh (2020) studies suggest that, in the Indian context, environmental factors like physical environment, safety and other working conditions and relational factors like work group relations, and labour-management relations are more important with regard to QWL

Lau et al. (2020) explained QWL as the favorable working environment that supports and promotes satisfaction by providing employees with rewards, job security and career growth opportunities.

Winter et al. (2020) QWL for academicians as an attitudinal response to the prevailing work environment and posited five work environment domains that include role stress, job characteristics, supervisory, structural and sectoral characteristics to directly and indirectly shape academicians experiences, attitudes and behavior.

Kirkman (2019) QWL is an integrated improvement plan to improve working environment and satisfy the employee's individual needs.

Hackman and Oldham (2019) is suggested that the work environment that is able to fulfill employees' personal needs such as skill variety, task identity, task significance, autonomy and feedback, is considered to provide a positive interaction effect, which will lead to an excellent QWL.

Certo (2019) study shows that quality of work life is the degree of opportunity of workers to make decisions that influence their work situation. The greater the opportunity of workers to make such decisions, the higher the quality of work life.

Cavry (2019) Organizational features such as policies and procedures, leadership style, operations, and general contextual factors of setting, all have a profound effect on how staff views the quality of work life.

Che Rose, Raduan., Beh, LooSee., Uli, Jegak., and Idris, Khairuddin (2019) study QWL is associated with career development and career is evolving from such interaction of individuals within the organizations.

Robbins et al (2020), Bandura et al. (2019) in their study they explained Human care can also increase staff's self-confidence and self-efficacy, and actively overcome the difficulties.

Skrovan (2019) and American Society for Training and Development (ASTD) defined the QWL as a process for the working organization, which enables the employees at each hierarchy to actively participate in building the organization environment, developing organizational model so as to produce the organizational achievements. This process is based on the two goals together 1) To improve organizational efficiency and 2) To improve the quality of working life.

Drobnic et al. (2019) suggest that employees that have secured jobs and pay would feel comfortable at the work place and this affects their quality of life.

Mirvis and Lawler (2018) highlighted that Quality of working life was associated with satisfaction with wages, hours and working conditions, describing the “basic elements of a good quality of work life” as; safe work environment, equitable wages, equal employment opportunities and opportunities for advancement. Oshagbemi, Sloane and Williams, who highlighted differences in remuneration aspects received by the employee will suddenly affect their work satisfaction and work performance.

Saraji and Dargahi (2018) the Nursing Work life Satisfaction survey results showed that Pay and Autonomy were the two most important components of nurses’ quality of work life.

Sayeed and Sinha (2018) examined the relationship between QWL, job stress and performance. The results indicate that higher QWL leads to greater job satisfaction.

Lashbrook (2018) study found that leadership style plays a vital role in influencing employees’ job satisfaction. According to Bogler (2002), different leadership styles will stimulate different working environment and directly affect the job satisfaction of the employees.

Watson et al. (2018) studies indicate that many different aspects of the job, such as pay, promotions, supervision, fringe benefits, one’s co-workers support, and excessive working hours are associated with levels of satisfaction.

Pelsma et al. (2018) found that psychological distress and morale contributed equally to teachers QWL. They determined that in the work climate of an occupation, QWL can be assessed by combining the amount and the degree of stress and the degree of satisfaction experienced by the individual within his/her occupational role.

Noor and Abdullah (2018) and Koonmee et al. (2010) study indicate that there is a significant relationship between job satisfaction and quality of work life.

Drobnic et al. (2018) suggest that employees that have secured jobs and pay would feel comfortable at the work place and this affects their quality of life.

Scully et al. (2018) greater autonomy on job enhances the acquisition and utilization of knowledge whilst greater participation is held to promote cognitive growth via increased knowledge transfer among employees.

Feuer (2018) and Che Rose et al. (2017) explained people also conceive of QWL as a set of methods, such as autonomous work groups, job enrichment and high-involvement aimed at boosting the satisfaction and productivity of workers.

Rethinam (2017) study highlights, If the organization provides the appropriate authority to design work activities to the individual employees, then it is highly possible that the work activities can match their employees needs that contribute to the organizational performance.

Speitzer et al. (2017) study Staff's perceived significance of work and decision-making power in psychological empowerment can improve satisfaction and eliminate tension.

Chelte (2017) adequacy of resources has to do with enough time and equipment, adequate information and help to complete assignments.

Balanagalakshmi, (2017), QWL of an employee is stable, the productivity is increased and in turn reduces the labor turnover by improving employee engagement and vice versa.

Vijay Anand (2013), in his study assess the quality of work life among employees in India Textile industry using Walton's model. The results with regard to fair and adequate payment shows that among employees' opinion this component is lower than the average and their salary is not satisfactory and is not associated with their job. Thus this cause job dissatisfaction among employees.

Sekhara Rao,(2013), It was observed that, due to both personal and work pressures, it is difficult for employees, i.e., faculty members due to commercialisation of education.

CHAPTER 3 – RESEARCH METHODOLOGY

3.1 RESEARCH METHODOLOGY

3.1.1 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.

3.1.2 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.

3.2 SAMPLING DESIGN

Meaning of stratified random sampling

If a population from which a sample is to be drawn does not constitute a homogenous group, stratified sampling technique is generally applied in order to obtain a representative sample.

From the population the researcher took the sample size of 150.

3.3 Data collection

Data are raw facts or information. The data required for the research can be classified into two categories. They are

- i) Primary data.
- ii) 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.

3.4 STATISTICAL TOOLS

The statistical tools and test used for this study are.

- Percentage analysis.
- Chi-square Tests.
- One way Anova

Percentage analysis

Percentage analysis used to describe the relationship comparison of absolute figure that is difficult to compute interprets. Percentages are used to make comparison between two or more series of data.

CHI- SQUARE TEST I – (χ^2)

A chi-squared test, also referred to as chi-square test or χ^2 test, is any statistical hypothesis test in which the sampling distribution of the test statistic is a chi-squared distribution when the null hypothesis is true, or any in which this is asymptotically true, meaning that the sampling distribution (if the null hypothesis is true) can be made

to approximate a chi-squared distribution as closely as desired by making the sample size large enough.

The χ^2 test was first used by Karl Pearson in the year 1900. The quantity χ^2 describes the magnitude of the discrepancy between theory and observation.

It is calculated using:

$\chi^2 = \sum [(O_i - E_i)^2 / E_i]$ with $(n - 1)$ degrees of freedom. Where, O_i refers to the observed frequency & E_i to the expected frequencies. χ^2 was used as a test of independence and goodness of fit.

ONE WAY ANOVA

The ANOVA tests the null hypothesis that samples in two or more groups are drawn from populations with the same mean values. To do this, two estimates are made of the population variance. The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.

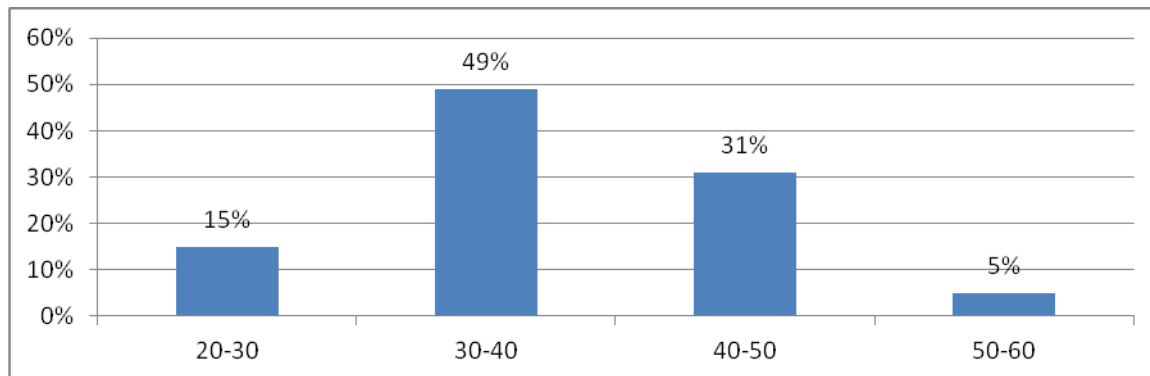
CHAPTER 4 – DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

TABLE 4.1.1: AGE

Particular	No. of Respondents	% of Respondents
20-30 years	23	15%
30-40 years	73	49%
40-50 years	47	31%
50-60 years	7	5%
Total	150	100%

CHART 4.1.1: AGE



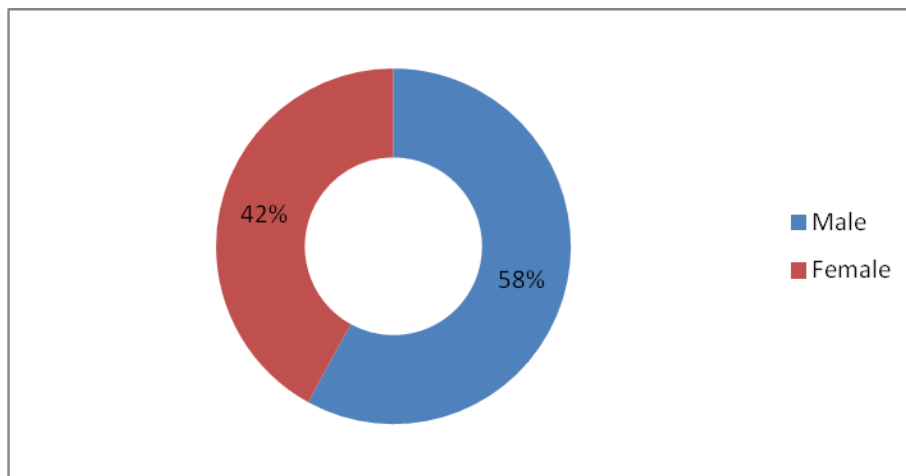
INTERPRETATION:

The above table shows that there are 15% of the respondents are belonging to the age group of 20-30, 49% of the respondents are belonging to the age group of 30-40yrs, 31% of the respondents are belonging to the age group of 40-50yrs and 5% of the respondents are belonging to the age group of 50-60yrs.

TABLE 4.1.2: GENDER

Particular	No. of Respondents	% of Respondents
Male	87	58%
Female	63	42%
Total	150	100%

CHART 4.1.2: GENDER



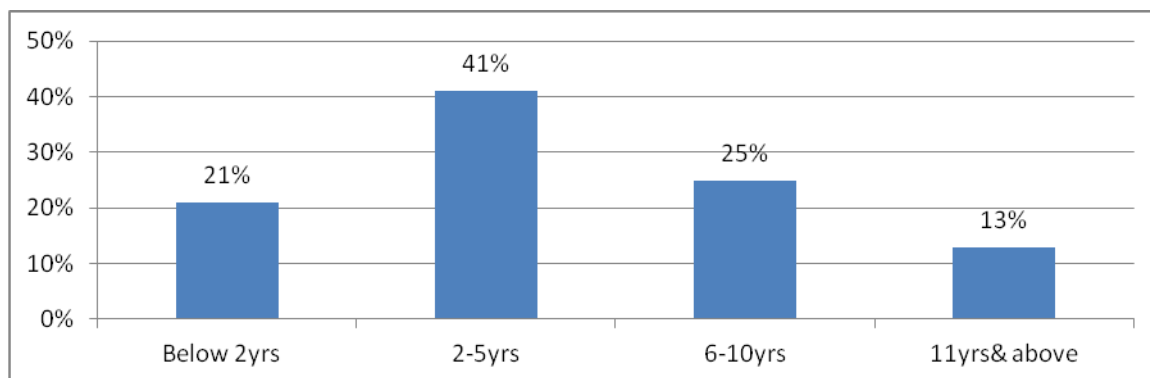
INTERPRETATION:

The above table shows that there are 58% of the respondents are male, 42% of the respondents are female.

TABLE 4.1.3: WORK EXPERIENCE

Particular	No. of Respondents	% of Respondents
Below 2yrs	31	21%
2-5yrs	62	41%
6-10yrs	38	25%
11yrs& above	19	13%
Total	150	100%

CHART 4.1.3: WORK EXPERIENCE



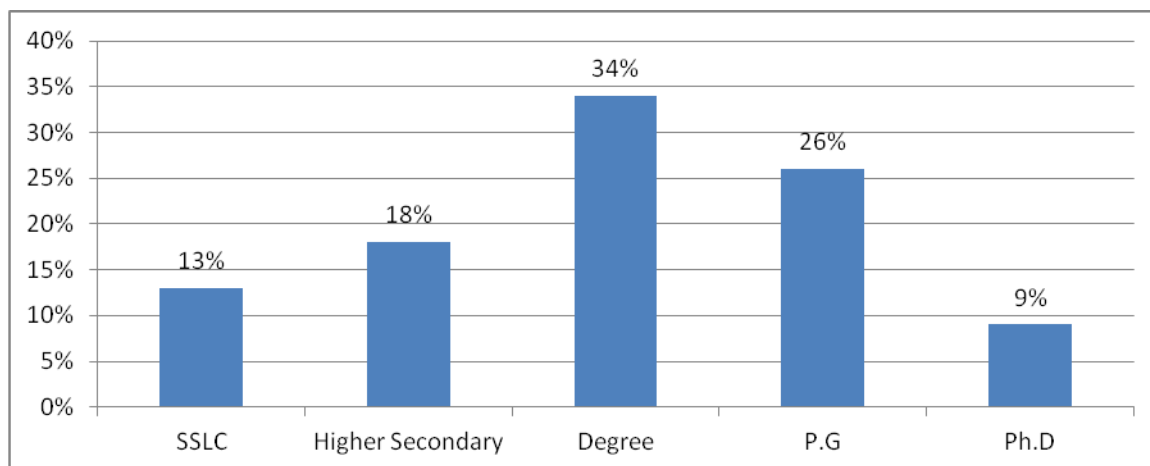
INTERPRETATION:

The above table shows that there are 42% of the respondents are strongly agreed that their work life is balanced, 31% of the respondents are agreed that their work life is balanced, 14% of the respondents are neutral that their work life is balanced, 7% of the respondents are disagreed that their work life is balanced and 6% of the respondents are strongly disagree that their work life is balanced.

TABLE 4.1.4: EDUCATIONAL QUALIFICATION

Particular	No. of Respondents	% of Respondents
SSLC	19	13%
+2	27	18%
Degree	51	34%
P.G	40	26%
Ph.D	13	9%
Total	150	100%

CHART 4.1.4: EDUCATIONAL QUALIFICATION



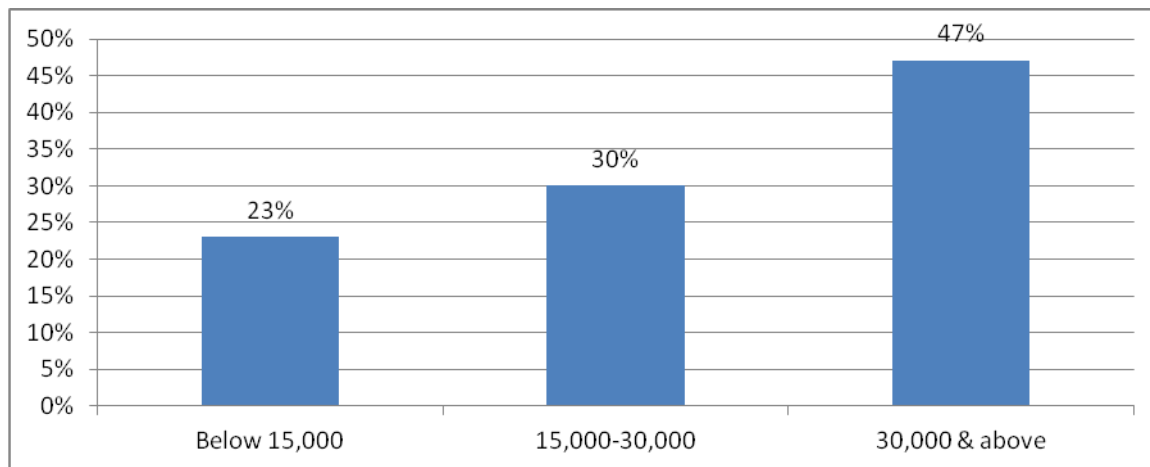
INTERPRETATION:

The above table shows that there are 13% of the respondents are SSLC, 18% of the respondents are HSC, 34% of the respondents are degree, 26% of the respondents are PG and 9% of the respondents are Ph.D

TABLE 4.1.5: MONTHLY SALARY

Particular	No. of Respondents	% of Respondents
Below 15,000	34	23%
15,000-30,000	45	30%
30,000 & above	71	47%
Total	150	100%

CHART 4.1.5: MONTHLY SALARY



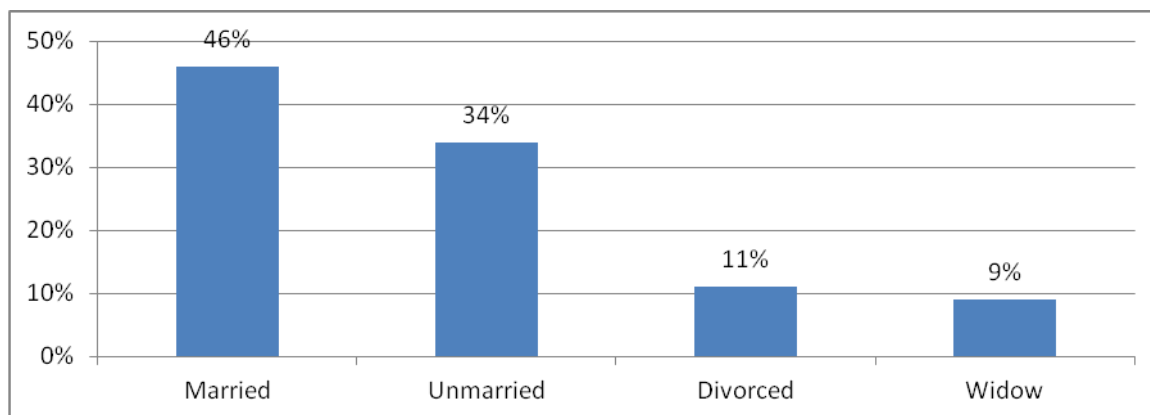
INTERPRETATION:

The above table shows that there are 23% of the respondents are get monthly income below 15,000, 30% of the respondents are get monthly income between 15,000–30,000 and 47% of the respondents are get monthly income 30,000 & above.

TABLE 4.1.6: MARITAL STATUS

Particular	No. of Respondents	% of Respondents
Married	69	46%
Unmarried	51	34%
Divorced	17	11%
Widow	13	9%
Total	150	100%

CHART 4.1.6: MARITAL STATUS



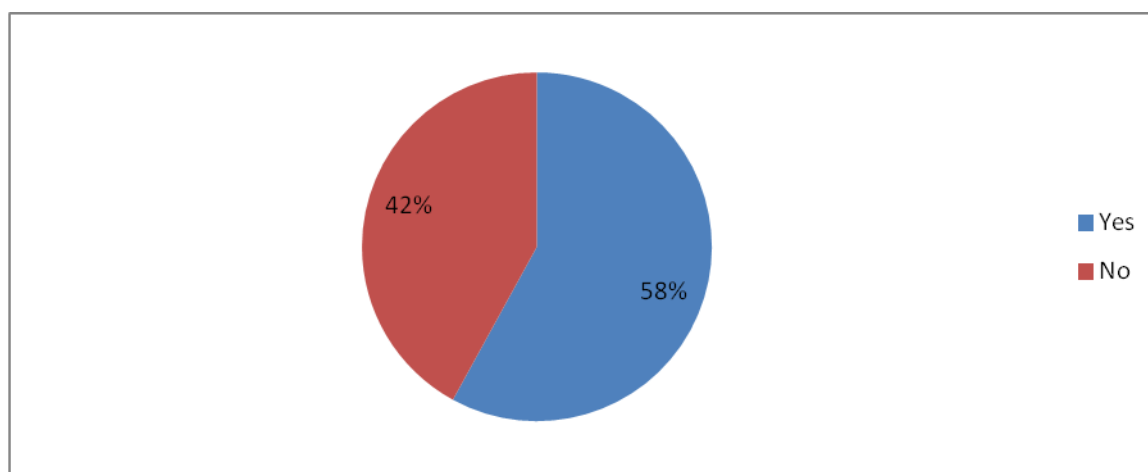
INTERPRETATION:

The above table shows that there 46% of the respondents are married, 34% of the respondents are unmarried, 11% of the respondents are divorced and 9% of the respondents are widow.

TABLE 4.1.7: SPOUSE EMPLOYED

Particular	NUMBER OF RESPONDENTS	PERCENTAGE
Yes	87	58%
No	63	42%
TOTAL	150	100%

CHART 4.1.7: SPOUSE EMPLOYED



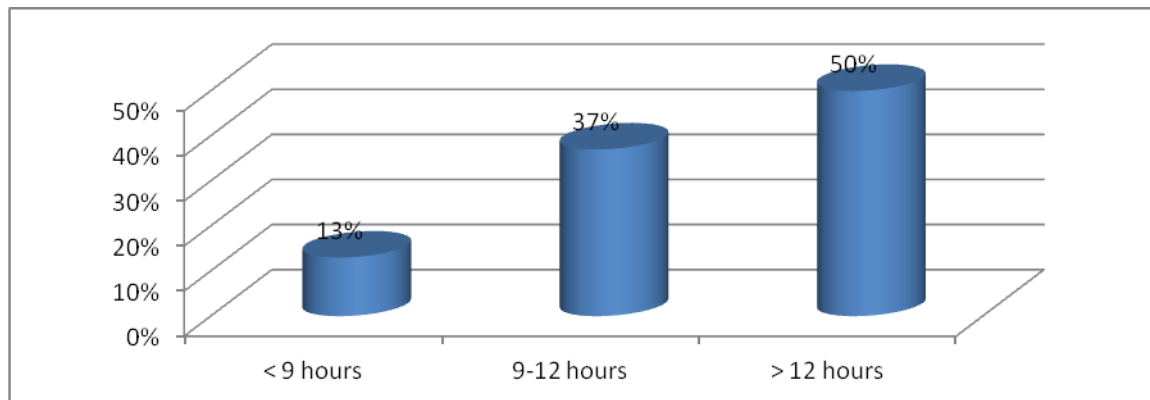
INTERPRETATION:

The above table shows that there 58% of the respondent spouses are employed, 42% of the respondent spouses aren't employed.

TABLE 4.1.8: NORMALLY WORKING HOURS IN A DAY

Particular	No. of Respondents	% of Respondents
< 9 hours	20	13%
9-12 hours	55	37%
> 12 hours	75	50%
Total	150	100%

CHART 4.1.8: NORMALLY WORKING HOURS IN A DAY



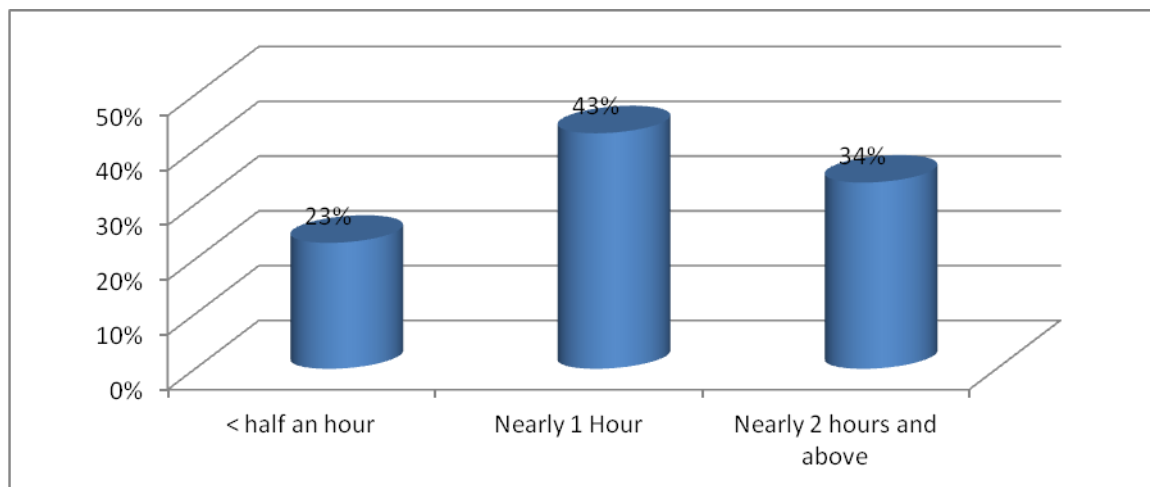
INTERPRETATION:

The above table shows that there are 13% of the respondents working < 9 hours normally in a day, 37% of the respondents working 9-12 hours normally in a day and 50% of the respondents working > 12 hours normally in a day.

TABLE 4.1.9: HOURS IN A DAY SPEND TRAVELLED TO WORK

Particular	No. of Respondents	% of Respondents
< half an hour	34	23%
Nearly 1 Hour	65	43%
Nearly 2 hours and above	51	34%
Total	150	100%

CHART 4.1.9: HOURS IN A DAY SPEND TRAVELLED TO WORK



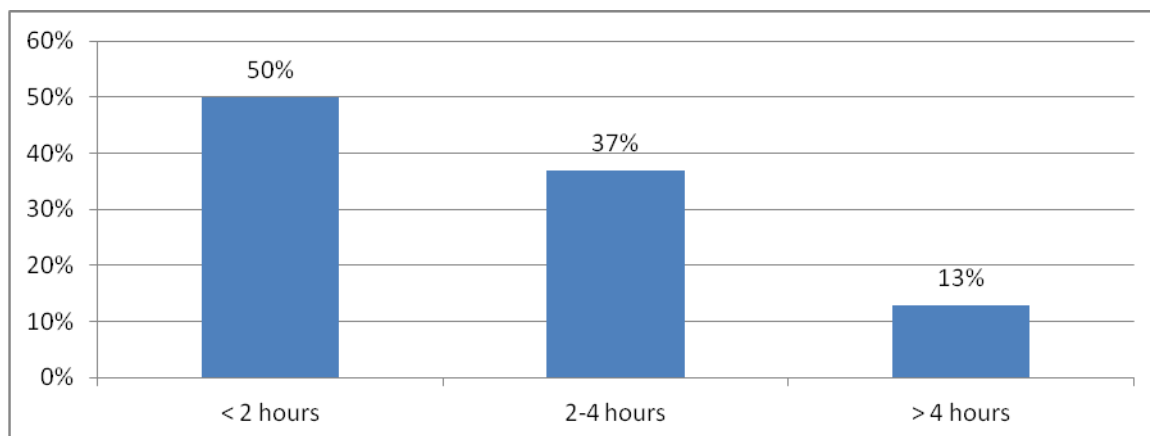
INTERPRETATION:

The above table shows that there are 23% of the respondents <half an hour in a day to spend traveling to work, 43% of the respondents nearly 1 hour in a day to spend traveling to work and 34% of the respondents nearly 2 hours and above in a day to spend traveling to work.

TABLE 4.1.10: HOURS IN A DAY SPEND WITH FAMILY

Particular	No. of Respondents	% of Respondents
< 2 hours	75	50%
2-4 hours	55	37%
> 4 hours	20	13%
Total	130	100%

CHART 4.1.10: HOURS IN A DAY SPEND WITH FAMILY



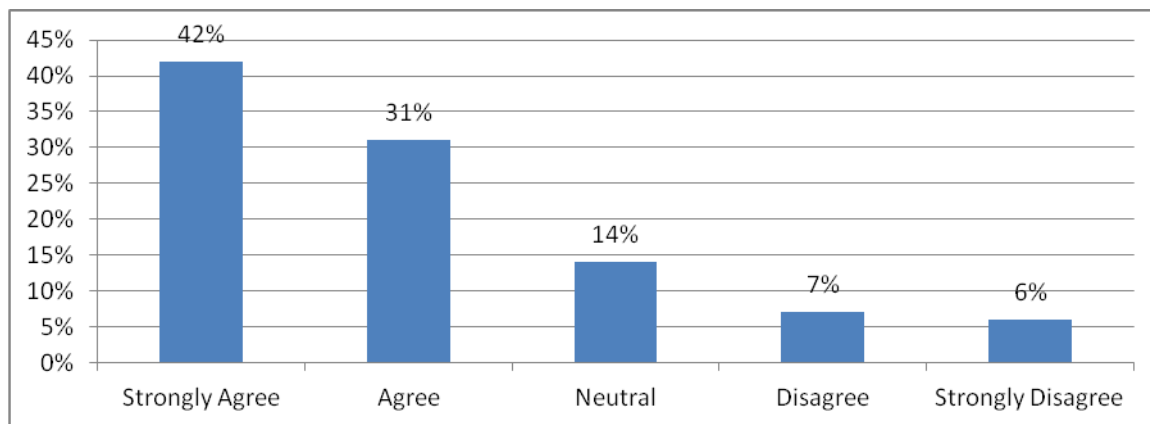
INTERPRETATION:

The above table shows that there 50% of the respondents say that they spend time with their family by less than 2 hours in a day, 37% of the respondents say that they spend time with their family between 2-4hours in a day and 13% of the respondents say that they spend time with their family greater than 4 hours in a day.

TABLE 4.1.11: WORK LIFE BALANCE

Particular	Number of respondents	Percentage
Strongly Agree	63	42%
Agree	46	31%
Neutral	21	14%
Disagree	11	7%
Strongly Disagree	9	6%
Total	150	100%

CHART 4.1.11: WORK LIFE BALANCE



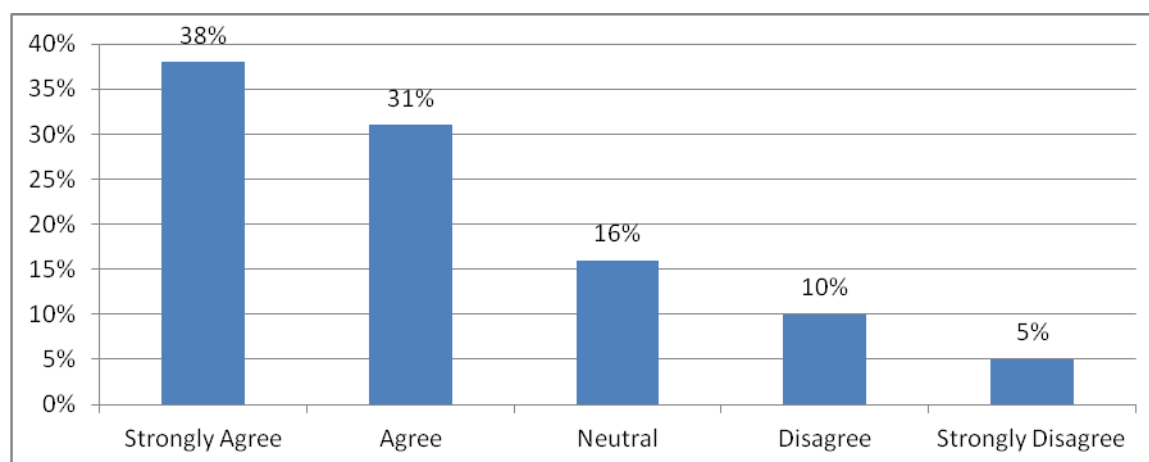
INTERPRETATION:

The above table shows that there are 42% of the respondents are strongly agreed that their work life is balanced, 31% of the respondents are agreed that their work life is balanced, 14% of the respondents are neutral that their work life is balanced, 7% of the respondents are disagreed that their work life is balanced and 6% of the respondents are strongly disagree that their work life is balanced.

TABLE 4.1.12 OFTEN THINK AND WORRY ABOUT WORK WHEN NOT AT WORK

Particular	Number of respondents	Percentage
Strongly Agree	57	38%
Agree	47	31%
Neutral	24	16%
Disagree	15	10%
Strongly disagree	7	5%
Total	150	100%

CHART 4.1.12 OFTEN THINK AND WORRY ABOUT WORK WHEN NOT AT WORK



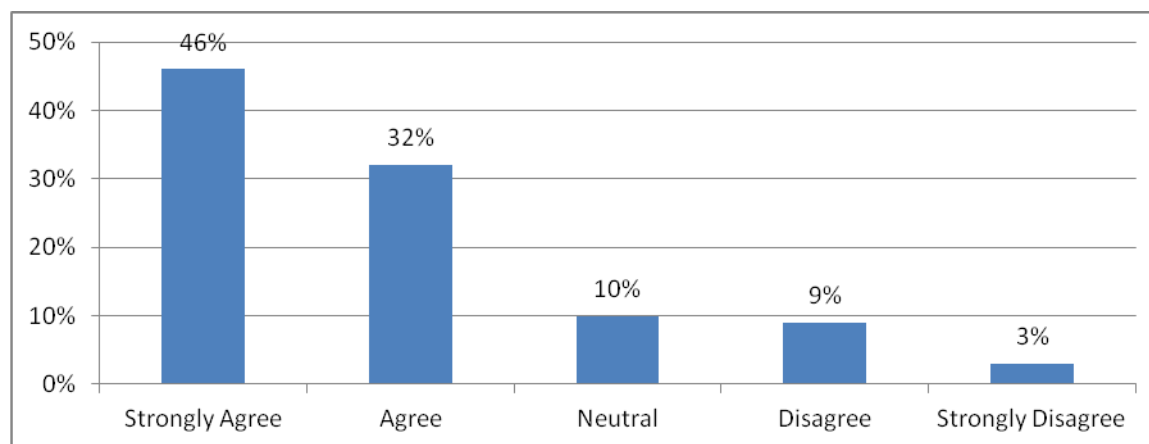
INTERPRETATION:

The above table shows that there are 38% of the respondents are strongly agreed, 31% of the respondents are agreed, 16% of the respondents are neutral, 10% of the respondents are disagree and 5% of the respondents are strongly disagree that they often thinking and worried about their work when they not at work.

TABLE 4.1.13 SPENT TOO MUCH TIME AT WORK

Particular	Number of respondents	Percentage
Strongly Agree	69	46%
Agree	48	32%
Neutral	15	10%
Disagree	13	9%
Strongly Disagree	5	3%
Total	150	100

CHART 4.1.13 SPENT TOO MUCH TIME AT WORK



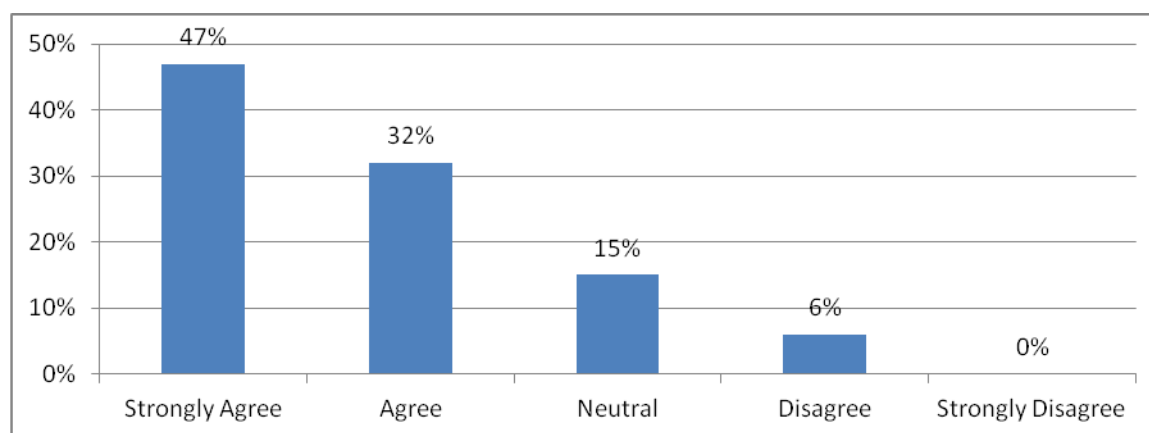
INTERPRETATION:

The above table shows that there are 46% of the respondents strongly agreed, 32% of the respondents agreed, 10% of the respondents neutral, 9% of the respondents disagreed and 3% of the respondents strongly disagreed that they spending too much time to work.

TABLE 4.1.14 MISSED OUT QUALITY TIME WITH FAMILY AND FRIENDS BECAUSE OF PRESSURE OF WORK

Particular	Number of respondents	Percentage
Strongly Agree	70	47%
Agree	48	32%
Neutral	23	15%
Disagree	9	6%
Strongly Disagree	0	0%
Total	150	100%

CHART 4.1.14 MISSED OUT QUALITY TIME WITH FAMILY AND FRIENDS BECAUSE OF PRESSURE OF WORK



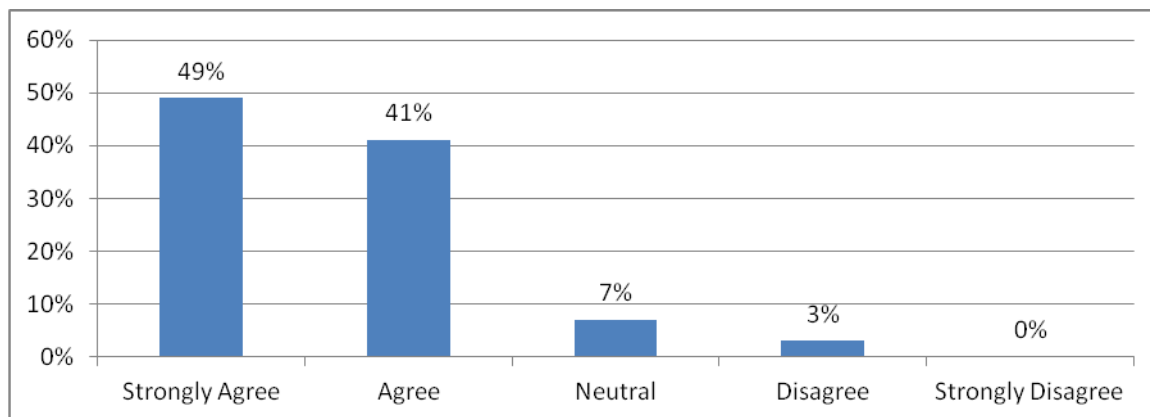
INTERPRETATION:

The above table shows that there are 47% of the respondents are strongly agreed, 32% of the respondents are agreed, 15% of the respondents are neutral, 6% of the respondents are disagreed and 0% of the respondents are strongly disagreed that they usually miss out quality time with family and friends because of pressure of work.

TABLE 4.1.15 TIRED AND DEPRESSED AT THE END OF THE DAY

Particular	Number of respondents	Percentage
Strongly Agree	74	49%
Agree	61	41%
Neutral	11	7%
Disagree	4	3%
Strongly Disagree	0	0%
Total	150	100%

CHART 4.1.15 TIRED AND DEPRESSED AT THE END OF THE DAY



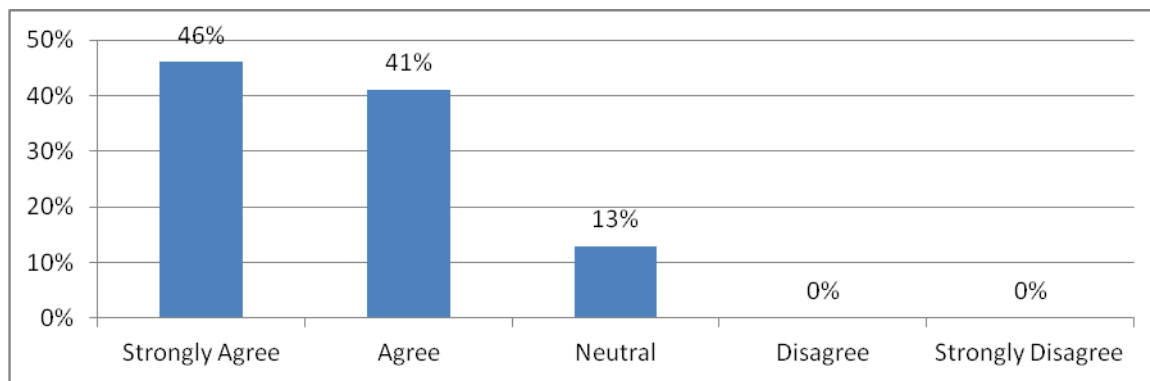
INTERPRETATION:

The above table shows that there are 49% of the respondents are strongly agreed, 41% of the respondents are agreed, 7% of the respondents are neutral, 3% of the respondents are disagreed and 0% of the respondents are strongly disagreed that they feeling tired and depressed at the end of the day.

TABLE 4.1.16 MANAGE THE STRESS ARISING FROM WORK BY ENGAGING IN OWN STRESS RELIEVING METHODS LIKE YOGA, MEDITATION, ENTERTAINMENTS, ETC.

Particular	Number of respondents	Percentage
Strongly Agree	69	46%
Agree	61	41%
Neutral	20	13%
Disagree	0	0%
Strongly Disagree	0	0%
Total	150	100%

CHART 4.1.16 MANAGE THE STRESS ARISING FROM WORK BY ENGAGING IN OWN STRESS RELIEVING METHODS LIKE YOGA, MEDITATION, ENTERTAINMENTS, ETC.



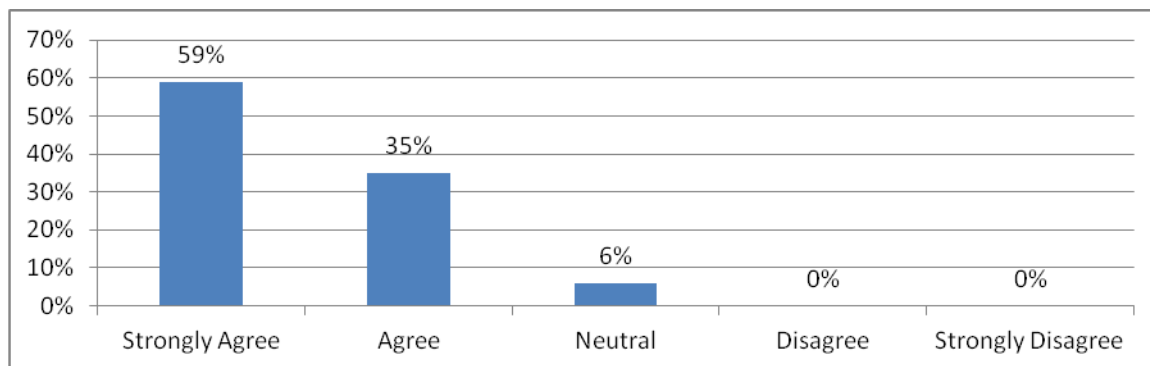
INTERPRETATION:

The above table shows that there are 46% of the respondents are strongly, 41% of the respondents are agreed, 13% of the respondents are neutral, 0% of the respondents are disagreed and 0% of the respondents are strongly disagreed that they managing the stress arising from work by engaging in their own stress relieving methods like yoga, meditation, entertainments, etc.

TABLE 4.1.17 FEEL THAT FLEXIBLE WORK TIME, HOLIDAYS, JOB SHARING, CAREER BREAK, WILL HELP IN BALANCING WORK LIFE

Particular	Number of respondents	Percentage
Strongly Agree	89	59%
Agree	52	35%
Neutral	9	6%
Disagree	0	0%
Strongly Disagree	0	0%
Total	150	100%

CHART 4.1.17 FEEL THAT FLEXIBLE WORK TIME, HOLIDAYS, JOB SHARING, CAREER BREAK, WILL HELP IN BALANCING WORK LIFE



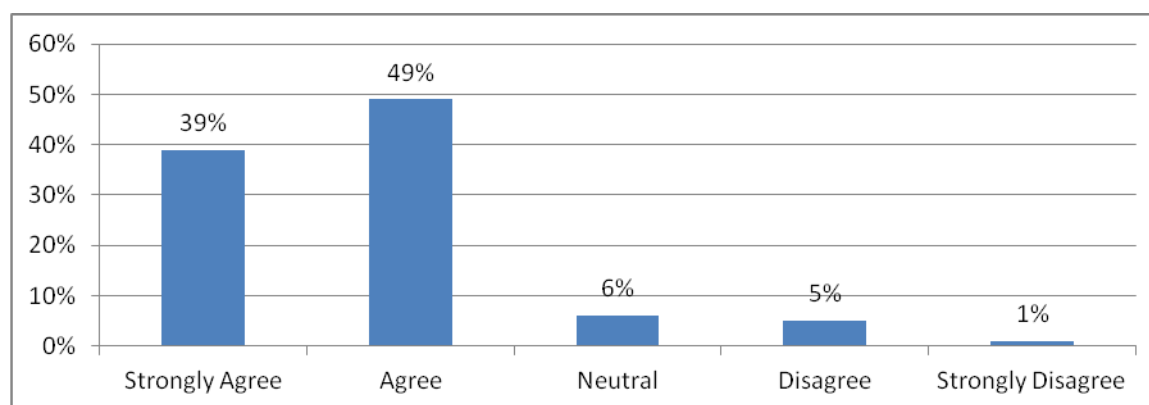
INTERPRETATION:

The above table shows that there are 59% of the respondents are strongly agreed, 35% of the respondents are agreed, 6% of the respondents are neutral, 0% of the respondents are disagreed and 0% of the respondents are strongly disagreed that the flexible work time, holidays, job sharing, career break, will help in balancing work life.

TABLE 4.1.18 THE LONG WORKING HOURS, COMPULSORY OVERTIME, SHIFT WORK, IS BARRIERS IN BALANCING THE WORK AND FAMILY COMMITMENTS

Particular	Number of respondents	Percentage
Strongly Agree	59	39%
Agree	73	49%
Neutral	9	6%
Disagree	7	5%
Strongly Disagree	2	1%
Total	150	100%

CHART 4.1.18 THE LONG WORKING HOURS, COMPULSORY OVERTIME, SHIFT WORK, IS BARRIERS IN BALANCING THE WORK AND FAMILY COMMITMENTS



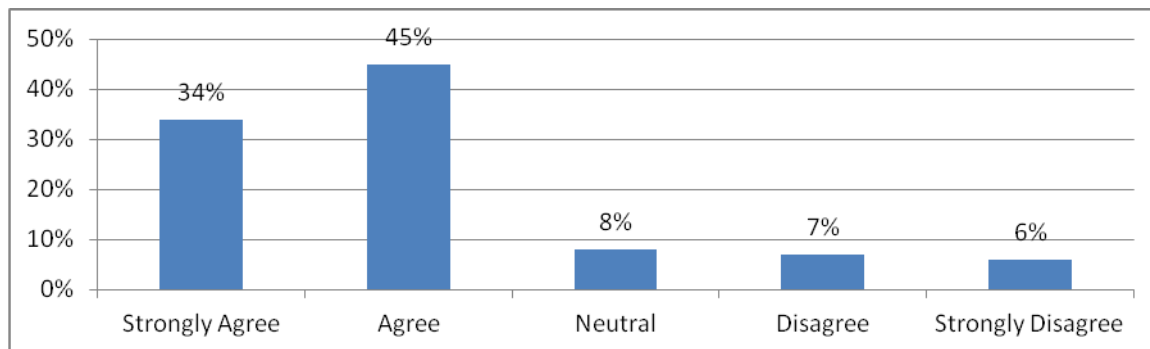
INTERPRETATION:

The above table shows that there are 39% of the respondents are strongly agreed, 49% of the respondents are agreed, 6%% of the respondents are neutral, 5% of the respondents are disagreed and 1% of the respondents are strongly disagreed that the long working hours, compulsory overtime, shift work, is barriers in balancing the work and family commitments.

TABLE 4.1.19 SPEND TIME FOR PHYSICAL EXERCISE

Particular	Number of respondents	Percentage
Strongly Agree	51	34%
Agree	67	45%
Neutral	12	8%
Disagree	11	7%
Strongly Disagree	9	6%
Total	150	100%

CHART 4.1.19 SPEND TIME FOR PHYSICAL EXERCISE



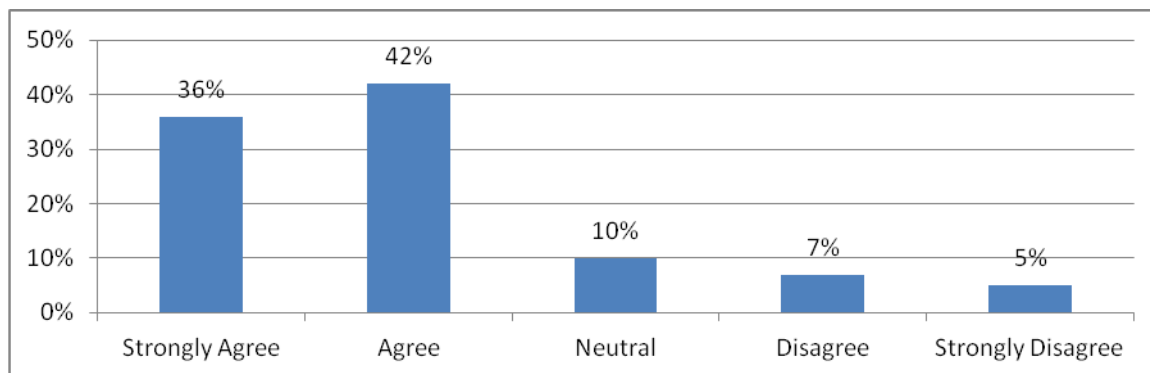
INTERPRETATION:

The above table shows that there are 34% of the respondents are strongly agreed, 45% of the respondents are agreed, 8% of the respondents are neutral, 7% of the respondents are disagreed and 6% of the respondents are strongly disagreed that they spend time for physical exercise, that they spend time for physical exercise.

TABLE 4.1.20 THE TECHNOLOGICAL ADVANCES LIKE CELL PHONES, LAPTOPS, HELPED IN BALANCING WORK LIFE IN A BETTER WAY IN THE NEW HIGHLY DEMANDING WORK ENVIRONMENT

Particular	Number of respondents	Percentage
Strongly Agree	54	36%
Agree	63	42%
Neutral	15	10%
Disagree	10	7%
Strongly Disagree	8	5%
Total	150	100%

CHART 4.1.20 THE TECHNOLOGICAL ADVANCES LIKE CELL PHONES, LAPTOPS, HELPED IN BALANCING WORK LIFE IN A BETTER WAY IN THE NEW HIGHLY DEMANDING WORK ENVIRONMENT



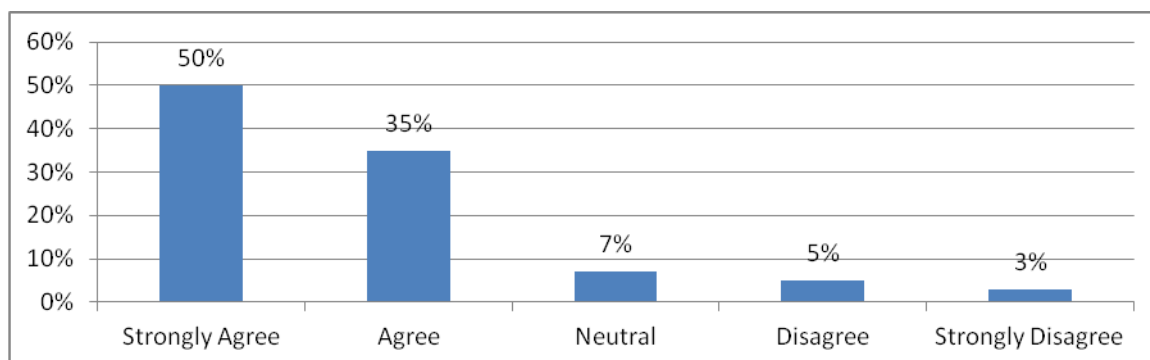
INTERPRETATION:

The above table shows that there are 36% of the respondents are strongly agreed 42% of the respondents are agreed, 10% of the respondents are neutral, 7% of the respondents are disagreed and 5% of the respondents are strongly disagreed that the technological advances like cell phones, laptops, helped in balancing work life in a better way in the new highly demanding work environment.

TABLE 4.1.21 SUFFERING FROM STRESS RELATED DISEASES LIKE HYPERTENSION, OBESITY, DIABETES, FREQUENT HEADACHES, ETC

Particular	Number of respondents	Percentage
Strongly Agree	75	50%
Agree	52	35%
Neutral	11	7%
Disagree	7	5%
Strongly Disagree	5	3%
Total	150	100%

CHART 4.1.21 SUFFERING FROM STRESS RELATED DISEASES LIKE HYPERTENSION, OBESITY, DIABETES, FREQUENT HEADACHES, ETC



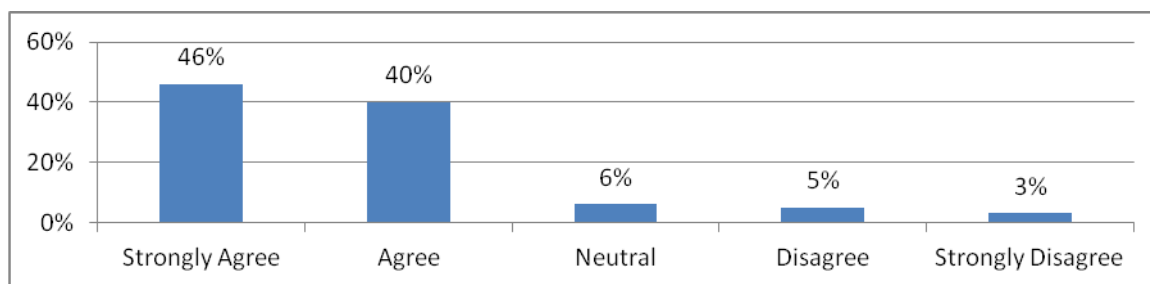
INTERPRETATION:

The above table shows that there are 50% of the respondents are strongly agreed, 35% of the respondents are agreed, 7% of the respondents are neutral, 5% of the respondents are disagreed and 3% of the respondents are strongly disagreed that they suffering from stress related diseases like hypertension, obesity, diabetes, frequent headaches, etc.

TABLE 4.1.22 THE COMPANY PROVIDES ADEQUATE, INNOVATIVE WORK LIFE BALANCING METHODS LIKE COUNSELING, HEALTH PROGRAMS, EXERCISE FACILITIES, TRANSPORTATION FACILITIES, ETC

Particular	Number of respondents	Percentage
Strongly Agree	69	46%
Agree	60	40%
Neutral	9	6%
Disagree	7	5%
Strongly Disagree	5	3%
Total	150	100%

CHART 4.1.22 THE COMPANY PROVIDES ADEQUATE, INNOVATIVE WORK LIFE BALANCING METHODS LIKE COUNSELING, HEALTH PROGRAMS, EXERCISE FACILITIES, TRANSPORTATION FACILITIES, ETC



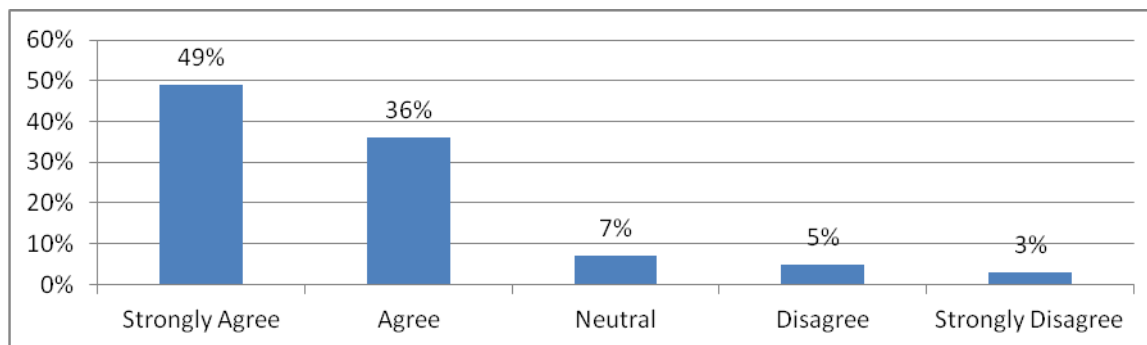
INTERPRETATION:

The above table shows that there are 46% of the respondents are strongly agreed, 40% of the respondents are agreed, 6% of the respondents are neutral, 5% of the respondents are disagreed and 3% of the respondents are strongly disagreed that their company provides adequate, innovative work life balancing methods like counseling, health programs, exercise facilities, transportation facilities, etc,

TABLE 4.1.23 HAVE A GOOD FRIEND AT WORK PLACE FOR SHARING THE WORRIES

Particular	Number of respondents	Percentage
Strongly Agree	73	49%
Agree	54	36%
Neutral	11	7%
Disagree	7	5%
Strongly Disagree	5	3%
Total	150	100%

CHART 4.1.23 HAVE A GOOD FRIEND AT WORK PLACE FOR SHARING THE WORRIES



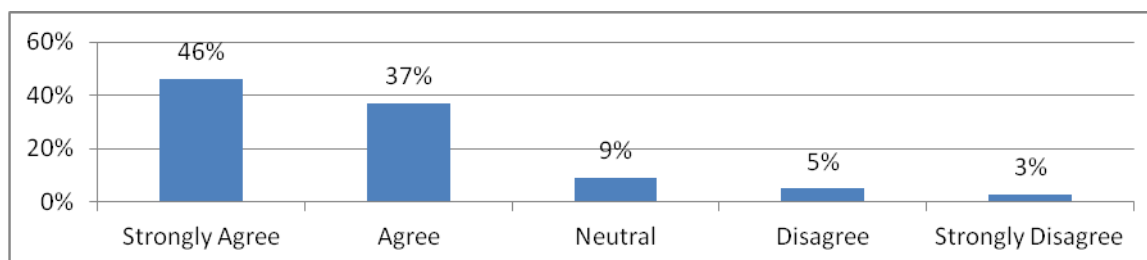
INTERPRETATION:

The above table shows that there are 49% of the respondents are strongly agreed, 36% of the respondents are agreed, 7% of the respondents are neutral, 5% of the respondents are disagreed and 3% of the respondents are strongly disagreed that they have a good friend at work place for sharing the worries.

TABLE 4.1.24 SATISFIED WITH THE SUPPORT PROVIDED BY THE COMPANY AT TIMES OF PERSONAL CONTINGENCIES LIKE ACCIDENTS, ETC

Particular	Number of respondents	Percentage
Strongly Agree	69	46%
Agree	56	37%
Neutral	13	9%
Disagree	7	5%
Strongly Disagree	5	3%
Total	150	100%

CHART 4.1.24 SATISFIED WITH THE SUPPORT PROVIDED BY THE COMPANY AT TIMES OF PERSONAL CONTINGENCIES LIKE ACCIDENTS, ETC



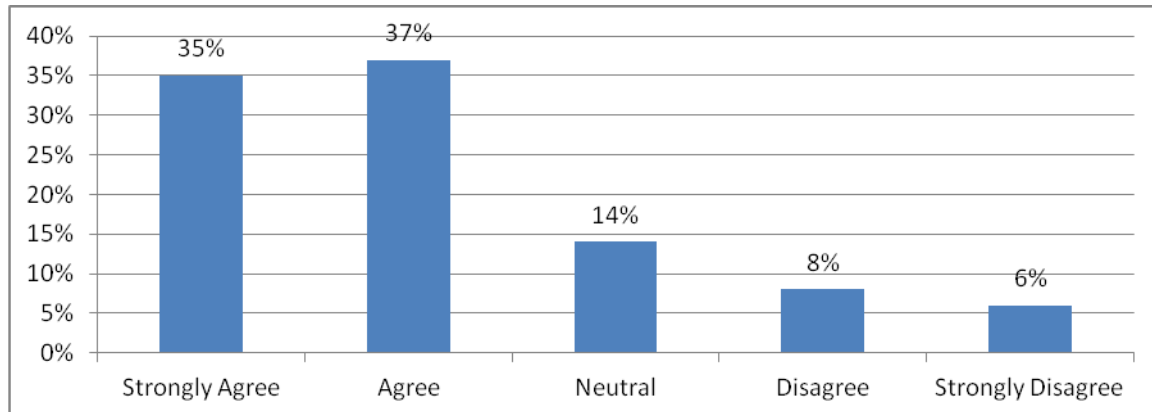
INTERPRETATION:

The above table shows that there are 46% of the respondents are strongly agreed, 37% of the respondents are agreed, 9% of the respondents are neutral, 5% of the respondents are disagreed, 3% of the respondents are strongly disagreed that they are satisfied with the support provided by the company at times of personal contingencies like accidents, etc.

TABLE 4.1.25 PROBLEMS IN FAMILY LIFE BECAUSE OF PRESSURE FROM WORK

Particular	Number of respondents	Percentage
Strongly Agree	52	35%
Agree	56	37%
Neutral	21	14%
Disagree	12	8%
Strongly Disagree	9	6%
Total	150	100%

CHART 4.1.25 PROBLEMS IN FAMILY LIFE BECAUSE OF PRESSURE FROM WORK



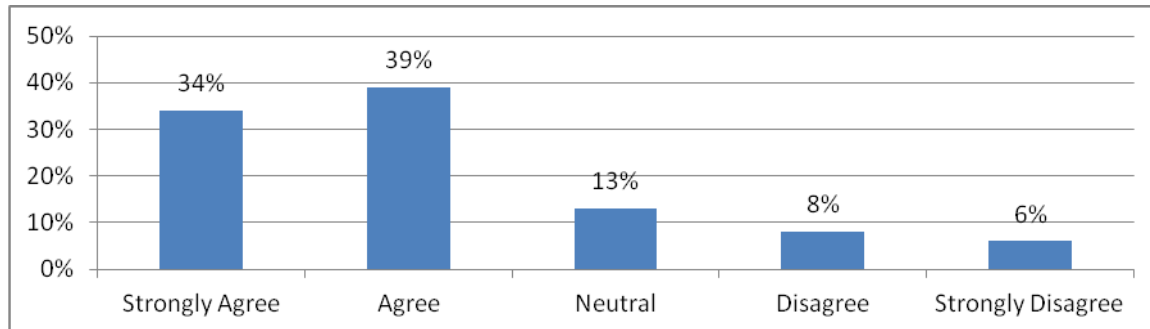
INTERPRETATION:

The above table shows that there are 35% of the respondents are strongly agreed, 37% of the respondents are agreed, 14% of the respondents are neutral, 8% of the respondents are disagreed and 6% of the respondents are strongly agreed that the problems in family life because of pressure from work, that the problems in family life because of pressure from work.

TABLE 4.1.26 HAVE GOOD WORK-LIFE BALANCE, THE ORGANIZATION WILL BE MORE EFFECTIVE AND SUCCESSFUL

Particular	Number of respondents	Percentage
Strongly Agree	51	34%
Agree	58	39%
Neutral	20	13%
Disagree	12	8%
Strongly Disagree	9	6%
Total	150	100%

CHART 4.1.26 HAVE GOOD WORK-LIFE BALANCE, THE ORGANIZATION WILL BE MORE EFFECTIVE AND SUCCESSFUL



INTERPRETATION:

The above table shows that there are 34% of the respondents are strongly agreed, 39% of the respondents are agreed, 13% of the respondents are neutral, 8% of the respondents are disagreed and 6% of the respondents are disagreed that they have good work-life balance, the organization will be more effective and successful.

4.2 STATISTICAL TOOLS

4.2.1 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.

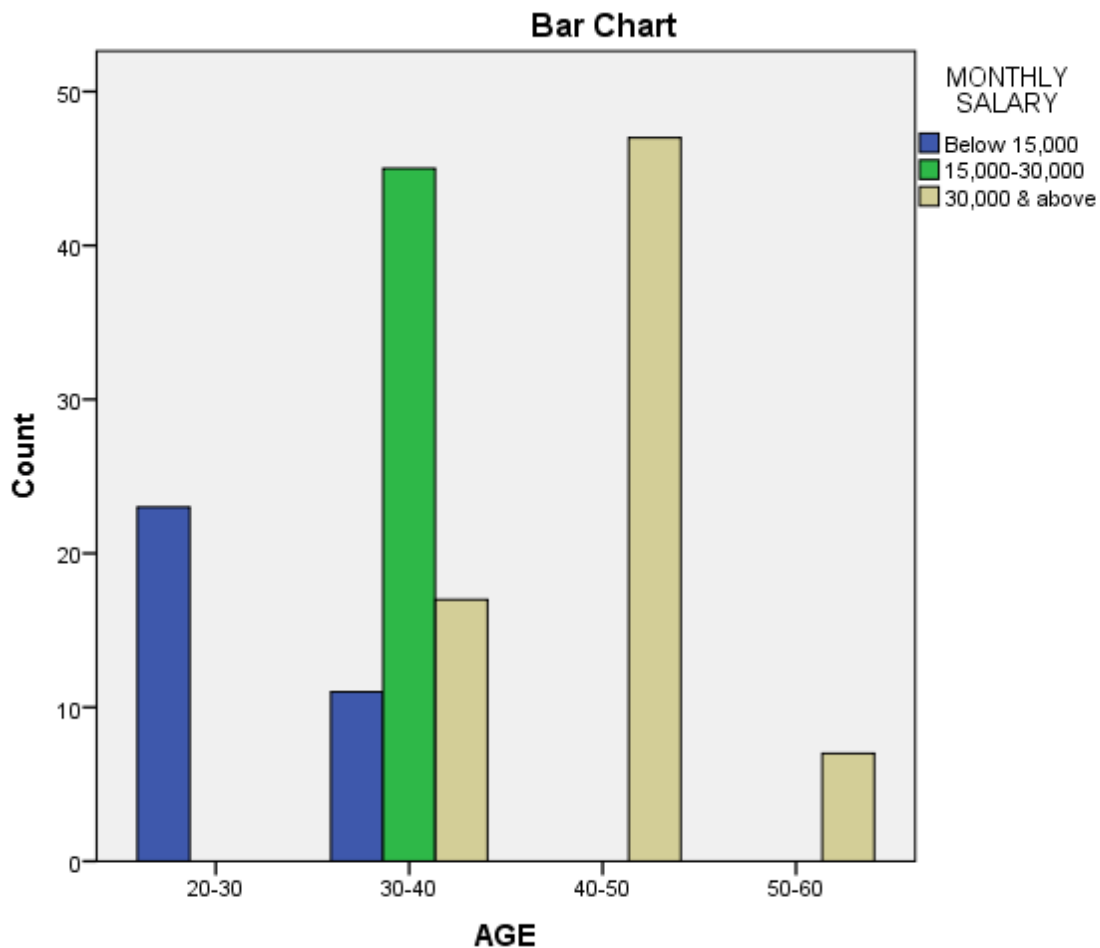
Null hypothesis (H₀): There is a relationship between the age and monthly salary.

Alternate hypothesis (H₁): There is no relationship between the age and monthly salary.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
AGE * MONTHLY SALARY	150	100.0%	0	0.0%	150	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	173.697 ^a	6	.000
Likelihood Ratio	180.773	6	.000
Linear-by-Linear Association	97.939	1	.000
N of Valid Cases	150		
a. 3 cells (25.0%) have expected count less than 5. The minimum expected count is 1.59.			

AGE * MONTHLY SALARY Crosstabulation						
			MONTHLY SALARY			Total
			Below 15,000	15,000- 30,000	30,000 & above	
AGE	20-30	Count	23	0	0	23
		% within AGE	100.0%	0.0%	0.0%	100.0 %
		% within MONTHLY SALARY	67.6%	0.0%	0.0%	15.3%
		% of Total	15.3%	0.0%	0.0%	15.3%
	30-40	Count	11	45	17	73
		% within AGE	15.1%	61.6%	23.3%	100.0 %
		% within MONTHLY SALARY	32.4%	100.0%	23.9%	48.7%
		% of Total	7.3%	30.0%	11.3%	48.7%
	40-50	Count	0	0	47	47
		% within AGE	0.0%	0.0%	100.0%	100.0 %
		% within MONTHLY SALARY	0.0%	0.0%	66.2%	31.3%
		% of Total	0.0%	0.0%	31.3%	31.3%
	50-60	Count	0	0	7	7
		% within AGE	0.0%	0.0%	100.0%	100.0 %
		% within MONTHLY SALARY	0.0%	0.0%	9.9%	4.7%
		% of Total	0.0%	0.0%	4.7%	4.7%
Total		Count	34	45	71	150
		% within AGE	22.7%	30.0%	47.3%	100.0 %
		% within MONTHLY SALARY	100.0%	100.0%	100.0%	100.0 %
		% of Total	22.7%	30.0%	47.3%	100.0 %



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

$$= 3 * 2 = 6$$

Calculated value = 173.697

Tabulated value = 12.592

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

$$Z = 173.697 > 12.592$$

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

INTERPRETATION:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the age and monthly salary.

4.2.2 ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho): There is a significance difference between the spouse employed and normally working hours in a day.

Alternate hypothesis (H1): There is no significance difference between the spouse employed and normally working hours in a day.

Descriptives

SPOUSE EMPLOYED

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
< 9 hours	20	1.00	.000	.000	1.00	1.00	1	1
9-12 hours	55	1.00	.000	.000	1.00	1.00	1	1
> 12 hours	75	1.84	.369	.043	1.76	1.92	1	2
Total	150	1.42	.495	.040	1.34	1.50	1	2

Test of Homogeneity of Variances

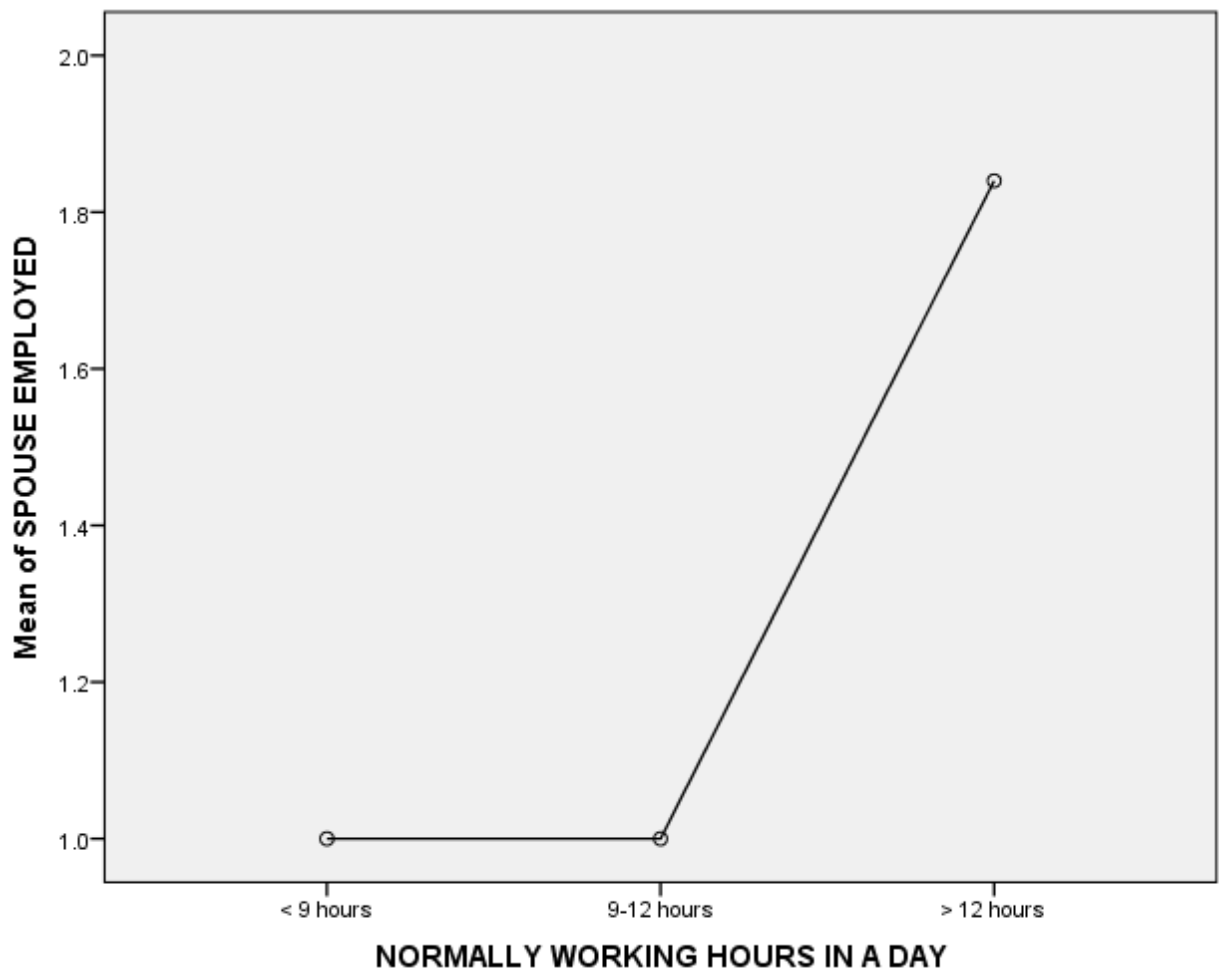
SPOUSE EMPLOYED

Levene Statistic	df1	df2	Sig.
42.727	2	147	.000

ANOVA

SPOUSE EMPLOYED

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	26.460	2	13.230	192.938	.000
Within Groups	10.080	147	.069		
Total	36.540	149			



Calculated value = 192.938

Tabulated value = 3.09

$F = F_{cal} > F_{tab}$ $F = 192.938 > 3.09$

Hence, the Alternate hypothesis [H1] is accepted.

INTERPRETATION:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is significance difference between the spouse employed and normally working hours in a day.

4.2.3 ANALYSIS USING KARL PEARSON'S 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 too much time at work and missed out quality time with family and friends because of pressure of work.

Alternate hypothesis (H1): There is negative relationship between the spend too much time at work and missed out quality time with family and friends because of pressure of work.

Correlations			
		Spended too much time at work	Missed out quality time with family and friends because of pressure of work
Spended too much time at work	Pearson Correlation	1	.970**
	Sig. (2-tailed)		.000
	N	150	150
Missed out quality time with family and friends because of pressure of work	Pearson Correlation	.970**	1
	Sig. (2-tailed)	.000	
	N	150	150
**. 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= .970

INTERPRETATION:

Since r is positive, there is positive relationship between the spend too much time at work and missed out quality time with family and friends because of pressure of work.

CHAPTER 5 – FINDINGS, SUGGESSTION AND CONCLUSION

5.1 FINDINGS

- Majority (49%) of the respondents are belonging to the age group of 30-40yrs.
- Majority (58%) of the respondents are male.
- Majority (41%) of the respondents having 2-5yrs experience.
- Majority (34%) of the respondents are degree.
- Majority (47%) of the respondents are get monthly income 30,000 & above.
- Majority (46%) of the respondents are married.
- Majority (58%) of the respondent spouses are employed.
- Majority (50%) of the respondents working > 12 hours normally in a day.
- Majority (43%) of the respondents nearly 1 hour in a day to spend traveling to work.
- Majority (50%) of the respondents say that they spend time with their family by less than 2 hours in a day.
- Majority (42%) of the respondents are strongly agreed that their work life is balanced.
- Majority (38%) of the respondents are strongly agreed that they often thinking and worried about their work when they not at work.
- Majority (46%) of the respondents strongly agreed that they spending too much time to work.
- Majority (47%) of the respondents are strongly agreed that they usually miss out quality time with family and friends because of pressure of work.
- Majority (49%) of the respondents are strongly agreed that they feeling tired and depressed at the end of the day.
- Majority (46%) of the respondents are strongly agreed that they managing the stress arising from work by engaging in their own stress relieving methods like yoga, meditation, entertainments, etc.
- Majority (59%) of the respondents are strongly agreed that the flexible work time, holidays, job sharing, career break, will help in balancing work life.

- Majority (49%) of the respondents are agreed that the long working hours, compulsory overtime, shift work, is barriers in balancing the work and family commitments.
- Majority (45%) of the respondents are agreed that they spend time for physical exercise.
- Majority (42%) of the respondents are agreed that the technological advances like cell phones, laptops, helped in balancing work life in a better way in the new highly demanding work environment.
- Majority (50%) of the respondents are strongly agreed that they suffering from stress related diseases like hypertension, obesity, diabetes, frequent headaches, etc.
- Majority (46%) of the respondents are strongly agreed that their company provides adequate, innovative work life balancing methods like counseling, health programs, exercise facilities, transportation facilities, etc,
- Majority (49%) of the respondents are strongly agreed that they have a good friend at work place for sharing the worries.
- Majority (46%) of the respondents are strongly agreed that they are satisfied with the support provided by the company at times of personal contingencies like accidents, etc.
- Majority (49%) of the respondents are agreed that the problems in family life because of pressure from work.
- Majority (39%) of the respondents are agreed that they have good work-life balance, the organization will be more effective and successful.

5.2 SUGGESTIONS AND RECOMMENDATIONS

On the basis of the findings, the researcher suggests the following for enhancement of work –life balance.

- Most of the Employees feel that the company does not have separate policy regarding work life balance. Company can think of a separate policy which enables the Employees to enhance their work life balance. It will be better if the work life balance policy in the organization is customized to individual needs.
- It is suggested that wherever possible flexible working hours can be introduced to help Employees balance their work life.
- Family members can be included in reward functions which will help Employees in better socialization and work life balance.
- Work life balance awareness program can be organized by the management.

5.3 CONCLUSION

It is observed that most of the Employees rarely get depressed because of work and it can be assumed that there is better work life balance in Sunshare Investments Pvt Ltd in Chennai . Most of the Employees get good support from colleagues at work which helps them to balance their work and family commitments. The Employees feel that the company does not have separate policy regarding work life balance. Company can have a separate policy for enhancing the work life balance. It will be better if the work life balance policy in the organization is customized to individual needs. Flexible working hours, inclusion of family members in reward functions etc., can be introduced to help Employees balance their work life. Better health care facilities can be provided for the Employees since many are suffering from diabetes.

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APPENDIX

QUESTIONNAIRE

1	Age	20-30	30-40	40-50	50-60	
2	Gender	Male			Female	
3	Work Experience	0-5	5-10	10-20	20-30	30 & above
4	Educational Qualification	SSLC	+2	Degree	P.G	Ph.D
5	Department					
6	Monthly Salary	Below 15,000	15,000-30,000		30,000 & above	
7	Marital Status	Married	Unmarried	Widow	Divorcee	
8	Spouse employed?	Yes			No	
9	No of children					
10	Distance between company & residence					
11	Mode of conveyance					

12	How many hours in a day do you normally work?		
	< 9 hours	9-12 hours	> 12 hours
13	How many hours in a day do you spend traveling to work?		
	< half an hour	Nearly 1 Hour	Nearly 2 hours and above
14	How many hours in a day do you spend with your family?		
	< 2 hours	2-4 hours	> 4 hours

Strongly agree- SA

Agree - A

Neutral- N

Disagree- D

Strongly disagree- SD

15	My work life is balanced.	SA	A	N	D	SD
16	I often think and worry about my work when I am not at work.					
17	I feel that I am spending too much time at work.					
18	I usually miss out quality time with my family and friends because of pressure of work.					
19	I usually feel tired and depressed at the end of the day.					
20	I manage stress arising from work by engaging in my own stress relieving methods like yoga, meditation, entertainments, etc.					
21	I feel that flexible work time, holidays, job sharing, career break, will help me in balancing my work life.					

22	I believe that long working hours, compulsory overtime, shift work, are barriers in balancing my work and family commitments.					
23	I spend time for doing physical exercise.					
24	I feel that technological advances like cell phones, laptops, helped in balancing work life in a better way in the new highly demanding work environment.					
25	I suffer from stress related diseases like hypertension, obesity, diabetes, frequent headaches, etc.					
26	I feel that my company provides adequate, innovative work life balancing methods like counseling, health programs, exercise facilities, transportation facilities, etc.					
27	I have a good friend at work place for sharing my worries.					
28	I am satisfied with the support provided by the company at times of personal contingencies like accidents, etc.					
29	I have had problems in my family life because of pressure from work.					
30	I think that if employees have good work-life balance, the organization will be more effective and successful.					

RESEARCH ARTICLE

A STUDY ON QUALITY OF WORK LIFE BALANCE OF EMPLOYEES AT SUNSHARE INVESTMENTS PVT LTD, CHENNAI

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ABSTRACT

Quality of work life is a critical concept with having lots of importance in employee's life. Work life indicates a proper balance both in work and personal life which also ensure organizational productivity and employee's job satisfaction. This research study attempted to find out the factors that have an impact and significance influence on quality of work life of employees. Quality of work life is a process in an organization which enables its members at all levels to participate actively and effectively in shaping organizational environment, methods and outcomes. Work life balance among employees plays a major role in the success all organization. The study helps in understanding the work life balance of employees in Sunshare Investments 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. This study focuses on the subjective matter of QWL i.e. its key elements like job security, job performance, employee satisfaction etc. The study concluded that an appropriate organization culture, compensation policy, career growth and relative facilities can lead to a satisfied employee mindset which ensure the overall organization productivity.

INTRODUCTION

Work Life Balance – The term refers to the favorable or unfavorable condition of a total job environment for people. WLB 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. The elements in a typical WLB program include – open communication, equitable reward systems, a concern for employee job security and satisfying careers and participation in decision making. Many early WLB efforts focus on job enrichment. In addition to improving the work system, WLB programs usually emphasize development of employee skills, the

reduction of occupational stress and the development of more co-operative labor management relations. Quality is generally defined as “conformance to requirements”. Quality is “as fitness for purpose”. The concept of quality is not only applicable to all goods and services created by human beings, but also for workplace where the employees are employed. Quality in the workplace comes from understanding and then fully meeting, the needs of all your internal and external customers, now and into the future and doing so with continual improvement in efficiency and effectiveness. WLB provides a more humanized work environment. The basic purpose is to develop jobs and working conditions that are excellent for people as well as for the economic health of the organization.

OBJECTIVES

- The main objective is to study the work - life balance of employees at Sunshare Investments Pvt Ltd in Chennai.
- To improve physical and psychological health of employees which creates positive feelings.
- To improve employee satisfaction and strengthen workplace learning.
- To suggest suitable measures to improve the quality of work – life balance.

REVIEW OF LITERATURE

Hackman (2021) identified that the work environment that is able to fulfill employees’ personal needs is considered to provide a positive interaction effect, which will lead to an excellent QWL.

Saraji and Dargahi (2021) study explained QWL as a comprehensive, department wide program designated to improve employee satisfaction, strengthening workplace learning and helping employees had better manage, change and transition by conducting descriptive and analytical study.

Cunningham and Eberle, 2020 explained the elements that are relevant to an individual’s quality of work life include the task, the physical work environment, social environment within the organization, administrative system and relationship between life on and off the job.

Kalra and Ghosh (2020) studies suggest that, in the Indian context, environmental factors like physical environment, safety and other working conditions and relational factors like work group relations, and labour-management relations are more important with regard to QWL

Lau et al. (2020) explained QWL as the favorable working environment that supports and promotes satisfaction by providing employees with rewards, job security and career growth opportunities.

Cavry (2019) Organizational features such as policies and procedures, leadership style, operations, and general contextual factors of setting, all have a profound effect on how staff views the quality of work life.

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

SOURCES OF 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.

HYPOTHESIS

HYPOTHESIS I

H₀: There is a relationship between the age and monthly salary.

H₁: There is no relationship between the age and monthly salary.

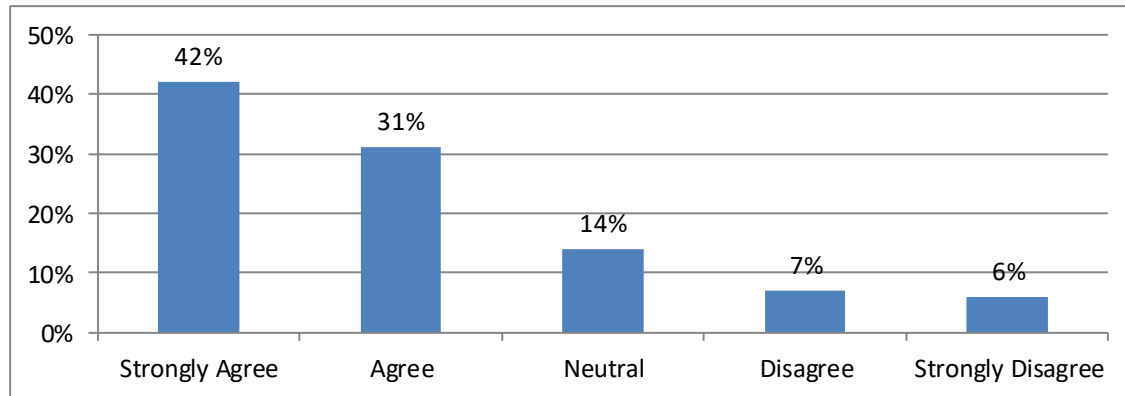
HYPOTHESIS II

H₀: There is a significance difference between the spouse employed and normally working hours in a day.

H₁: There is no significance difference between the spouse employed and normally working hours in a day.

PERCENTAGE ANALYSIS

Particular	Number of respondents	Percentage
Strongly Agree	63	42%
Agree	46	31%
Neutral	21	14%
Disagree	11	7%
Strongly Disagree	9	6%
Total	150	100%



INTERPRETATION

The above table shows that there are 42% of the respondents are strongly agreed that their work life is balanced, 31% of the respondents are agreed that their work life is balanced, 14% of the respondents are neutral that their work life is balanced, 7% of the respondents are disagreed that their work life is balanced and 6% of the respondents are strongly disagree that their work life is balanced.

STATISTICAL ANALYSIS

ANOVA

Descriptives

SPOUSE EMPLOYED

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
< 9 hours	20	1.00	.000	.000	1.00	1.00	1	1
9-12 hours	55	1.00	.000	.000	1.00	1.00	1	1
> 12 hours	75	1.84	.369	.043	1.76	1.92	1	2
Total	150	1.42	.495	.040	1.34	1.50	1	2

Test of Homogeneity of Variances

SPOUSE EMPLOYED

Levene Statistic	df1	df2	Sig.
42.727	2	147	.000

ANOVA

SPOUSE EMPLOYED

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	26.460	2	13.230	192.938	.000
Within Groups	10.080	147	.069		
Total	36.540	149			

INTERPRETATION

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is significance difference between the spouse employed and normally working hours in a day.

FINDINGS

- Majority (49%) of the respondents are belonging to the age group of 30-40yrs.
- Majority (58%) of the respondents are male.
- Majority (41%) of the respondents having 2-5yrs experience.
- Majority (34%) of the respondents are degree.
- Majority (47%) of the respondents are get monthly income 30,000 & above.
- Majority (46%) of the respondents are married.
- Majority (58%) of the respondent spouses are employed.
- Majority (50%) of the respondents working > 12 hours normally in a day.
- Majority (43%) of the respondents nearly 1 hour in a day to spend traveling to work.
- Majority (50%) of the respondents say that they spend time with their family by less than 2 hours in a day.
- Majority (42%) of the respondents are strongly agreed that their work life is balanced.
- Majority (38%) of the respondents are strongly agreed that they often thinking and worried about their work when they not at work.
- Majority (46%) of the respondents strongly agreed that they spending too much time to work.
- Majority (47%) of the respondents are strongly agreed that they usually miss out quality time with family and friends because of pressure of work.
- Majority (49%) of the respondents are strongly agreed that they feeling tired and depressed at the end of the day.
- Majority (46%) of the respondents are strongly agreed that they managing the stress arising from work by engaging in their own stress relieving methods like yoga, meditation, entertainments, etc.
- Majority (59%) of the respondents are strongly agreed that the flexible work time, holidays, job sharing, career break, will help in balancing work life.

- Majority (49%) of the respondents are agreed that the long working hours, compulsory overtime, shift work, is barriers in balancing the work and family commitments.
- Majority (45%) of the respondents are agreed that they spend time for physical exercise.
- Majority (42%) of the respondents are agreed that the technological advances like cell phones, laptops, helped in balancing work life in a better way in the new highly demanding work environment.
- Majority (50%) of the respondents are strongly agreed that they suffering from stress related diseases like hypertension, obesity, diabetes, frequent headaches, etc.
- Majority (46%) of the respondents are strongly agreed that their company provides adequate, innovative work life balancing methods like counseling, health programs, exercise facilities, transportation facilities, etc,
- Majority (49%) of the respondents are strongly agreed that they have a good friend at work place for sharing the worries.
- Majority (46%) of the respondents are strongly agreed that they are satisfied with the support provided by the company at times of personal contingencies like accidents, etc.
- Majority (49%) of the respondents are agreed that the problems in family life because of pressure from work.
- Majority (39%) of the respondents are agreed that they have good work-life balance, the organization will be more effective and successful.

SUGGESTIONS AND RECOMMENDATIONS

On the basis of the findings, the researcher suggests the following for enhancement of work –life balance.

- Most of the Employees feel that the company does not have separate policy regarding work life balance. Company can think of a separate policy which enables the Employees to enhance their work life balance. It will be better if the work life balance policy in the organization is customized to individual needs.
- It is suggested that wherever possible flexible working hours can be introduced to help Employees balance their work life.
- Family members can be included in reward functions which will help Employees in better socialization and work life balance.
- Work life balance awareness program can be organized by the management.

CONCLUSION

It is observed that most of the Employees rarely get depressed because of work and it can be assumed that there is better work life balance in Sunshare Investments Pvt Ltd in Chennai . Most of the Employees get good support from colleagues at work which helps them to balance their work and family commitments. The Employees feel that the company does not have separate policy regarding work life balance. Company can have a separate policy for enhancing the work life balance. It will be better if the work life balance policy in the organization is customized to

individual needs. Flexible working hours, inclusion of family members in reward functions etc., can be introduced to help Employees balance their work life. Better health care facilities can be provided for the Employees since many are suffering from diabetes.

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