

A STUDY ON QUALITY OF WORK - LIFE BALANCE OF THE EMPLOYEES AT ADITYA EXPORTS

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

RAGHAV KANNAN R

Register No: 41740031



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

CATEGORY-1 UNIVERSITY BY UGC

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

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

APRIL - 2024



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **RAGHAV KANNAN. R (Registerno:41740031)** who carried out the Project titled "**A STUDY ON QUALITY OF WORK-LIFE BALANCE OF THE EMPLOYEES AT ADITYA EXPORTS**" under our supervision for a period of 2months from February 2024 to march 2024.

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Internal guide

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Dr.BHUVANESWARI. G

Dean

Submitted for Viva Voce Examination held on _____

Internal Examiner

External Examiner

COMPLETION LETTER



Date: 17/02/2024

TO: Head of the Department,
Department of Commerce,
Sathyabama Institute of science and technology
Chennai – 600 119.

Dear sir/ Madam,

SUB: Acceptance Letter for Final Year Project.

This is to certify that Mr. RAGHAV KANNAN Reg No - (41740031) has successfully completed the Internship Training Programme at Finance Department from the scheduled 01st Jan 2024 to 30th March 2024

During the period Internship Training with us, he had been exposed to different business processes and was found dedicated, hardworking and diligent.

We wish him the best in his life and future endeavours.

Regards

For ADITYA EXPORTS



Authorized signatory

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DECLARATION

I RAGHAV KANNAN. R (41740031) here by the declare that the project work entitled "A Study on quality of work-life balance of the employees" at Aditya Exports, erode is done by me under the guidance of Dr. S JOYCE (Internal) is submitted in partial fulfillment of the requirement for the award of Bachelor of Commerce.

DATE:

PLACE: CHENNAI

RAGHAV KANNAN R

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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.

RAGHAV KANNAN R

ABSTRACT

This research investigates the quality of work-life balance among employees, focusing on understanding the factors influencing their experience and providing actionable insights for improvement. Utilizing a mixed-methods approach, primary data were collected through a comprehensive questionnaire distributed among employees, while secondary data were gathered from the company website. The study sample represents a diverse range of employees across different departments and hierarchical levels. Through data analysis, including the preparation of pie charts for data representation, key dimensions such as workload management, flexibility in work arrangements, supervisor support, and overall satisfaction with work-life balance initiatives were examined. The findings reveal significant insights into the current state of work-life balance within the organization, highlighting areas for improvement. Based on the findings, practical recommendations are proposed to enhance efficiency and effectiveness in the workplace, addressing existing challenges and strategizing for the future. This research contributes valuable knowledge to organizational leaders and HR practitioners, facilitating informed decision-making and the implementation of targeted interventions to promote a healthier work-life balance culture and foster employee well-being and organizational success.

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CHAPTER -1

INTRODUCTION

1.1: INTRODUCTION ON THE STUDY:

The quality of work-life balance for employees within a company is a critical aspect of organizational success and employee well-being. It encompasses the equilibrium between professional responsibilities and personal life commitments, aiming to create a conducive environment where employees can thrive both personally and professionally.

In today's fast-paced and competitive work environments, achieving a healthy work-life balance has become increasingly important. Employees who feel overwhelmed by excessive work demands without adequate time for personal pursuits often experience burnout, decreased job satisfaction, and diminished productivity. Conversely, organizations that prioritize work-life balance initiatives tend to foster higher levels of employee engagement, retention, and overall satisfaction.

The quality of work-life balance is influenced by various factors, including workload management, flexibility in work arrangements, support from supervisors, organizational culture, and the availability of resources for personal well-being. Effective strategies to enhance work-life balance may include offering flexible scheduling options, promoting remote work arrangements, providing wellness programs, and fostering a supportive and inclusive workplace culture.

By addressing the quality of work-life balance within the company, organizations can improve employee morale, productivity, and organizational performance while promoting the holistic well-being of their workforce. This topic remains a key focus area for businesses striving to attract and retain top talent in today's competitive labour market.

1.2 INDUSTRY PROFILE:

The textile manufacturing industry is a vital sector of the Indian economy, with a rich history dating back centuries. India has been known for its textiles and is one of the largest textile producers and exporters in the world. The Indian textile manufacturing industry is diverse, encompassing a wide range of textiles, including apparel, home textiles, technical textiles, and traditional handloom textiles. The Indian textile manufacturing industry is a significant market, contributing to India's GDP and employment. It is one of the largest employers in the country, generating jobs across the entire value chain, from cotton farming and spinning to weaving, dyeing, printing, and garment manufacturing. India has several textile manufacturing clusters, concentrated in regions like Gujarat, Maharashtra, Tamil Nadu, Uttar Pradesh, and West Bengal. These clusters specialize in different segments of the textile industry, such as cotton textiles, silk textiles, and handloom textiles, and contribute significantly to India's textile production and exports. India is the world's second-largest producer of textiles and garments. It is also the sixth-largest exporter of textiles spanning apparel, home and technical products. India has a 4% share of the global trade in textiles and apparel. The textiles and apparel industry contribute 2.3% to the country's GDP, 13% to industrial production and 12% to exports.

The textile industry has around 45 million of workers employed in the sector, including 3.5 million handloom workers. India's textile and apparel exports (including handicrafts) stood at US\$ 44.4 billion in FY22, a 41% increase YoY. Total textile exports are expected to reach US\$ 65 billion by FY26. The Indian textile and apparel industry is expected to grow at 10% CAGR from 2019-20 to reach US\$ 190 billion by 2025-26. The Indian apparel market stood at US\$ 40 billion in 2020 and is expected to reach US\$ 135 billion by 2025. The Rs. 10,683 crore (US\$ 1.44 billion) PLI scheme is expected to be a major boost for the textile manufacturers. The scheme proposes to incentivise MMF (man-made fibre) apparel, MMF fabrics and 10 segments of technical textiles products. Innovations in Textiles: Innovation and technology play a crucial role in the textile manufacturing industry, driving advancements in production processes, materials,

product design, sustainability, and efficiency. We are also seeing the emergence of smart textiles, also known as e-textiles or technical textiles, are textiles embedded with sensors, electronics, and other smart components that can sense and respond to external stimuli. Smart textiles have diverse applications, ranging from sports and fitness wear to medical textiles, automotive textiles, and military textiles. They are driving innovation in areas such as wearable technology, smart monitoring, and connected textiles. Nanotechnology is also being used in textile manufacturing to enhance properties such as durability, water repellence, UV protection, and antimicrobial properties of textiles. Nanotechnology-enabled textiles are finding applications in areas such as outdoor apparel, protective clothing, and medical textiles, offering improved performance and functionality. 8

The Future of Indian Textile Industries: Innovation and technology are driving significant advancements in the textile manufacturing industry and transforming the way textiles are produced, designed, and used, and are shaping the future of the textile manufacturing industry.

The industry, however, faces challenges, including competition from other countries, rising labour costs, infrastructure gaps, compliance with regulations, and environmental concerns. Addressing these challenges requires sustained efforts from stakeholders, including the government, industry players, and other relevant entities. The industry is increasingly focusing on sustainability and eco-friendly practices. There is a growing awareness and adoption of sustainable fibres, organic and natural dyes, water and energy-saving technologies, and waste reduction initiatives. Many Indian textile companies are also obtaining internationally recognised certifications such as GOTS (Global Organic Textile Standard) and OEKO-TEX® to demonstrate their commitment to sustainability.

1.3 COMPANY PROFILE:

COMPANY NAME: ADITYA EXPORTS PRIVATE LIMITED

OVERVIEW OF THE COMPANY:

With a tightly knit team, it has been a journey of learning, experimenting, creating, building a community and thriving for the past 21 years. With our Head Office at Erode, the Textile Hub of South India, we have a tactical edge of encompassing a wide range of ardent patrons throughout the globe. A carefully chalked out wondrous team of members, equipped with coming of age technologies, we assure you a legacy of exclusive classiness. Equipped with coming-of-age technologies, we flourished and prospered through the years with our State-of-the-art infrastructure. Quality standards are never below par.

MISSION: We supply products of impeccable quality with an accomplished team paired with world class technologies

VISION: We aim to supply 100% Sustainable Products to ensure we leave a better world for the future generations.

PRODUCTS: We provide the following products in Greige, Solid and Yarn-Dyed form based on your requirements.

- 100% Linen
- Lyocell Blends
- 100% Viscose
- Poly Blends
- Chambray
- Organic Cotton
- Linen Blends
- Grindle

CLIENTILE:

- Adidas
- Puma
- Marks And Spencer
- Zara
- H&M
- Carhartt

SUSTAINABILITY:

- Roof-Top Solar Panels: Equipped with coming-of-age technologies, we flourished and prospered through the years with our State-of-the-art infrastructure. Quality standards are never below par.
- Installed solar plant in Kosur: Equipped with coming-of-age technologies, we flourished and prospered through the years with our State-of-the-art infrastructure. Quality standards are never below par.
- Planning in progress for windmills: Our goal is to harness the power of the wind and provide clean energy. Our team of experts is currently hard at work, developing plans to ensure that our windmills will be efficient, reliable, and safe.

EMAIL ADDRESS: ask@adityaexports.co.in

COMPANY LOCATION: S F No:374, Perundurai Rd, New Teachers Colony,
Kumalan Kuttai, Erode, Tamil Nadu

1.4 OBJECTIVES OF THE STUDY:

1.4.1 Primary Objectives:

- To assess the quality of work-life balance of the employees at Aditya Exports private limited.

1.4.2 Secondary Objectives:

- To research on the satisfaction level of the employees of their work-life balance between work and their personal life.
- To provide Valuable insights about the employee's opinion on their work-life balance to the top level management.
- To provide suggestions from the findings to plan and strategise for the future.

1.5 SCOPE OF THE STUDY:

1. Evaluation of current work-life balance policies and practices within the company.
2. Assessment of employees' perceptions and experiences regarding work-life balance.
3. Identification of factors influencing work-life balance, including individual, organizational, and environmental factors.
4. Analysis of the impact of work-life balance on employee satisfaction, engagement, productivity, and retention.
5. Recommendations for improving work-life balance initiatives and support systems within the company based on research findings.

1.6 LIMITATION OF THE STUDY:

1. **Sample Bias:** The study's findings might not fully represent all employees within the company, as the sample selection process could inadvertently exclude certain groups or perspectives, potentially limiting the generalizability of the results.
2. **Self-Reporting Bias:** Data collected through self-report measures, such as surveys or interviews, may be influenced by participants' tendencies to present themselves in a favourable light or recall information inaccurately, leading to potential biases that could affect the validity of the findings.
3. **Cross-Sectional Design:** Utilizing a cross-sectional study design provides a snapshot of work-life balance at a single point in time, which may not capture fluctuations or changes over time. This limitation restricts the ability to establish causality or examine the dynamic nature of work-life balance within the company.
4. **Lack of Control for Confounding Variables:** Despite efforts to control for various factors, there may still be unaccounted confounding variables that influence both work-life balance and its outcomes. Failing to address these variables adequately could lead to misinterpretation of results or inaccurate conclusions.
5. **Subjective Nature of Work-Life Balance:** Work-life balance is inherently subjective, varying across individuals based on personal preferences, priorities, and circumstances. This subjectivity introduces complexities in measurement and interpretation, potentially resulting in diverse perceptions among participants and challenges in achieving consensus on what constitutes balance.

CHAPTER 2

REVIEW OF LITERATURE

1. "Work-Life Balance: A Review of Definitions and Conceptualizations" by Greenhaus and Allen (2011): Explores various understandings and interpretations of work-life balance, offering insights into how this concept is conceptualized by researchers and practitioners.
2. "The Impact of Work-Life Balance on Employee Performance by Aryee et al. (2005):" Investigates the influence of achieving work-life balance on employees' performance, highlighting its significance in enhancing productivity and effectiveness in the workplace.
3. "Work-Life Balance Practices and Employee Engagement: A Review of the Literature" by Beauregard and Henry (2009): Examines how organizational practices related to work-life balance impact employee engagement, providing insights into strategies for fostering commitment and motivation among employees.
4. "Gender Differences in Work-Life Balance: A Review of Empirical Studies" by Shockley et al. (2017): Reviews empirical research to uncover gender disparities in experiences and strategies related to work-life balance, addressing implications for organizational policies and practices.
5. "Work-Life Balance and Job Satisfaction: A Review of Theoretical Approaches" by Hill et al. (2008): Explores theoretical frameworks linking work-life balance to job satisfaction, offering insights into how balance influences employees' overall satisfaction and well-being in their roles.
6. "Work-Life Balance and Organizational Commitment: A Meta-Analysis" by Allen et al. (2000): Synthesizes research findings to analyze the relationship between work-life balance and organizational commitment, revealing patterns and correlations between balance and loyalty within organizations.
7. "Flexible Work Arrangements and Work-Life Balance: A Review of Research and

Practice" by Kossek et al. (2011): Analyzes research and practical implications of flexible work arrangements on achieving work-life balance, emphasizing their role in modern work environments.

8. "Work-Life Balance and Employee Well-being: A Review of Longitudinal Studies" by Grzywacz and Bass (2003): Examines longitudinal studies to understand the impact of work-life balance on employee well-being over time, highlighting its importance for sustained physical and mental health.

9. "The Role of Supervisor Support in Work-Life Balance: A Review of Empirical Evidence" by Thompson and Prottas (2006): Synthesizes empirical evidence on the significance of supervisor support in facilitating work-life balance, emphasizing its role in creating a supportive workplace culture.

10. "Work-Life Balance and Employee Turnover: A Review of Meta-Analytic Studies" by Allen et al. (2013): Conducts a meta-analysis to explore the relationship between work-life balance and employee turnover, providing quantitative insights into its impact on retention rates within organizations.

11. "Work-Life Balance and Psychological Health: A Review of Cross-Sectional and Longitudinal Studies" by Amstad et al. (2011): Investigates the relationship between work-life balance and psychological health through cross-sectional and longitudinal studies, highlighting the impact of balance on mental well-being over time.

12. "The Influence of Work-Life Balance Policies on Organizational Performance: A Review of Evidence" by Grover and Crooker (1995): Reviews evidence on how work-life balance policies affect organizational performance, offering insights into the effectiveness of such policies in enhancing productivity and effectiveness.

13. "Work-Life Balance and Career Advancement: A Review of the Literature" by Powell and Mainiero (1999): Examines the literature on work-life balance and its impact on career advancement, providing insights into how achieving balance affects individuals' career trajectories.

14. "Work-Life Balance and Job Stress: A Review of Theoretical Models" by ten

Brummelhuis and Bakker (2012): Explores theoretical models linking work-life balance to job stress, offering frameworks for understanding the mechanisms through which balance influences stress levels in the workplace.

15. "Work-Life Balance and Family Functioning: A Review of Empirical Research" by Grzywacz and Marks (2000): Investigates empirical research on the relationship between work-life balance and family functioning, highlighting how balance affects the dynamics and well-being of family life.

16. "Work-Life Balance and Generational Differences: A Review of the Literature" by Lyons et al. (2015): Reviews the literature to explore generational differences in experiences and perceptions of work-life balance, addressing how different generations navigate and prioritize work and personal life.

17. "Work-Life Balance and Employee Performance: A Review of Empirical Studies" by Allen et al. (2014): Examines empirical studies to understand the relationship between work-life balance and employee performance, providing insights into how balance impacts productivity and effectiveness at work.

19. "The Impact of Work-Life Balance Initiatives on Employee Retention: A Review of Evidence" by Kalliath and Brough (2008): Reviews evidence on the impact of work-life balance initiatives on employee retention, highlighting the effectiveness of such initiatives in reducing turnover rates within organizations.

20. "Work-Life Balance and Job Crafting: A Review of Conceptual and Empirical Studies" by Tims et al. (2011): Examines conceptual and empirical studies on work-life balance and job crafting, exploring how individuals proactively shape their jobs to achieve better balance between work and personal life.

23. "The Influence of Work-Life Balance on Job Satisfaction: A Review of Meta-Analytic Studies" by Allen et al. (2015): Reviews meta-analytic studies to analyze the impact of work-life balance on job satisfaction, providing quantitative insights into how achieving balance affects employees' overall satisfaction with their jobs.

24. "Work-Life Balance and Organizational Culture: A Review of Theoretical Models" by

Schneider et al. (2003): Explores theoretical models linking work-life balance to organizational culture, offering frameworks for understanding how balance influences cultural norms and practices within organizations.

25. "The Role of Work-Life Balance in Talent Management: A Review of Empirical Research" by Aryee et al. (2013): Reviews empirical research on the role of work-life balance in talent management, examining how organizations attract, retain, and develop talent through effective balance initiatives.

26. "Work-Life Balance and Occupational Health: A Review of Longitudinal Studies" by Amick et al. (2002): Investigates longitudinal studies to understand the relationship between work-life balance and occupational health outcomes over time, highlighting the impact of balance on employees' physical and mental well-being.

27. "The Impact of Work-Life Balance Policies on Gender Equality: A Review of Evidence" by Emslie et al. (2009): Reviews evidence on the impact of work-life balance policies on gender equality in the workplace, addressing how such policies contribute to closing gender gaps and promoting equality.

28. "Work-Life Balance and Organizational Justice: A Review of Empirical Studies" by Colquitt et al. (2001): Examines empirical studies to understand the relationship between work-life balance and organizational justice, highlighting how perceptions of fairness in balancing work and personal life affect employees' attitudes and behaviors.

29. "The Influence of Work-Life Balance on Job Embeddedness: A Review of Conceptual Models" by Mitchell et al. (2012): Explores conceptual models to understand how work-life balance influences job embeddedness, providing insights into how balance affects employees' connection and commitment to their jobs and organizations.

30. "Work-Life Balance and Employee Creativity: A Review of Theoretical Perspectives" by Shalley et al. (2009): Explores theoretical perspectives on the relationship between work-life balance and employee creativity, to generate innovative ideas and solutions at work.

CHAPTER - 3

RESEARCH METHODOLOGY

3.1 RESEARCH METHODOLOGY:

Research methodology refers to the systematic framework and techniques employed to conduct research and generate valid and reliable findings. It encompasses the overall design of the study, including data collection methods, sampling procedures, and data analysis techniques. Research methodology outlines the approach and procedures used to address research questions or objectives, ensuring the integrity and rigor of the study. It involves selecting appropriate research methods, instruments, and analytical tools to gather and analyse data effectively. By adhering to established methodologies, researchers can enhance the credibility and validity of their findings, enabling meaningful interpretations and conclusions.

3.2 RESEARCH DESIGN:

Descriptive research design involves systematically observing, documenting, and analysing phenomena without manipulating variables. It aims to provide an accurate portrayal of existing conditions, characteristics, or behaviours within a population or sample. Descriptive studies utilize various data collection methods, such as surveys, observations, or archival research, to generate comprehensive descriptions and summaries of the subject matter. This design is valuable for exploring patterns, trends, and relationships within a given context.

3.3 SAMPLING:

Sampling is the process of selecting a subset of individuals or items from a larger population to represent and draw inferences about the entire group. It involves carefully choosing participants or elements based on specific criteria or random selection methods to ensure the sample is representative. Sampling allows researchers to gather data efficiently, reduce costs, and generalize findings to the population while minimizing bias and error in research studies.

3.3.1 SAMPLING TECHNIQUE:

Simple random sampling is a method used to select a subset of individuals from a larger population in a completely random manner, ensuring that each member of the population has an equal chance of being chosen. In this approach, every individual is assigned a unique identifier, and a sample is selected purely by chance, without any bias or predetermined criteria. This technique was employed to gather data for the research study.

3.4 SOURCES OF DATA:

3.4.1 *Primary data:* It refers to original information collected firsthand by the researcher through methods like surveys, interviews, or observations. This data is tailored to address specific research questions or objectives and is not readily available from existing sources, providing unique insights for the study's analysis and interpretation.

- Interviews
- Survey method
- Observation
- Experiment
- Questionnaire

3.4.2 Secondary data: It refers to information collected by someone other than the researcher for purposes other than the current study. Examples include data from government reports, academic journals, or company records. It is pre-existing and can be accessed through sources like databases, archives, or literature reviews.

- Journals
- Sale reports
- Magazines
- Textbook
- Internet

STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sections; first part was designed to know the general information about employee, second part was designed to know about the respondent/employee's opinion about their personal work-life balance.

SAMPLING SIZE:

The size of the sample was collected from 114 respondents with the help of Questionnaire. The collected sample is in the method of simple random.

SAMPLING AREA:

All the datas collected for this research are from Erode.

Period of the study:

The duration of my study is from January 2024 to March 2024 which is three months of the study.

CHAPTER 4

ANALYSIS OF DATA AND INTERPRETATION

4.1: PERCENTAGE ANALYSIS:

TABLE 4.1.1: AGE GROUP OF THE RESPONDENTS

AGE GROUP	NO OF RESPONDENTS	PERCENTAGE
18-25	28	24.6
25-34	37	32.5%
35-44	28	24.6%
45-54	15	13.2%
55+	6	5.3%
TOTAL	114	100%

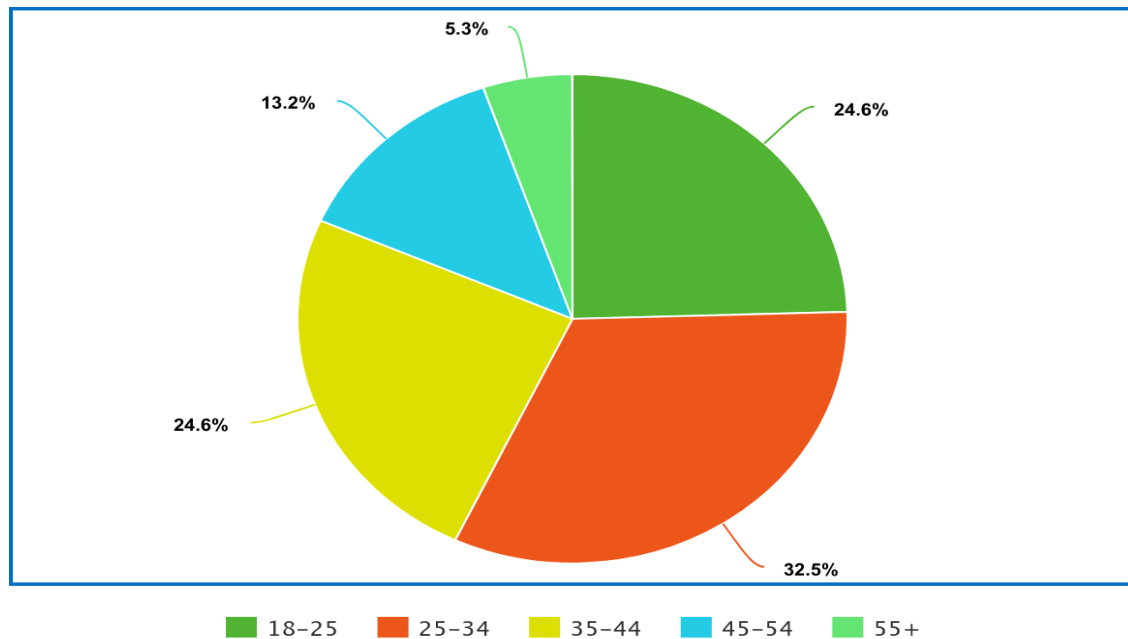


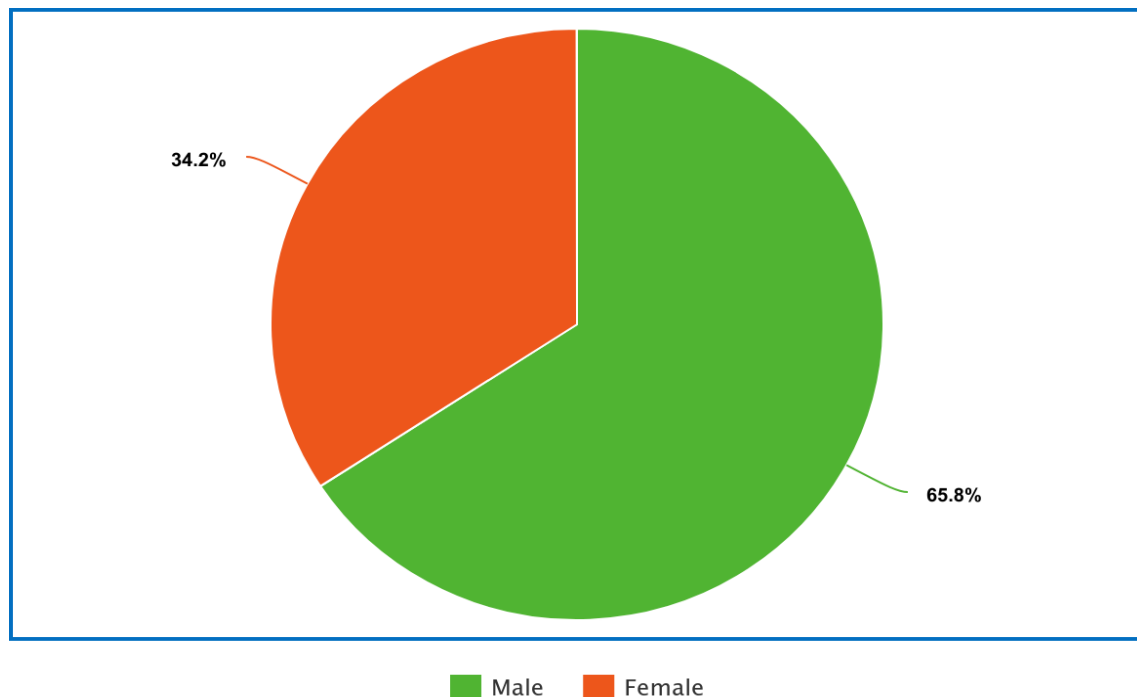
FIGURE 4.1.1: AGE GROUP OF THE RESPONDENTS

Interpretation: The above table and figure 4.1 shows that 32.5% of the respondents are aged between 25-34, 24.6% of them are between 18-25, 24.6% of them are between 24.6%, 13.2% of them are between 45-54, and the remaining 5.3% of them are 55+.

Inference: The majority 32.5% of the respondents are aged between 25-34 years of age.

TABLE 4.1.2 GENDER OF THE RESPONDENTS

GENDER	NO OF RESPONDENTS	PERCENTAGE
Male	75	65.8
Female	39	34.2
Non-binary/third gender	0	%
Prefer not to say	0	%
TOTAL	114	100%



meta-chart.com

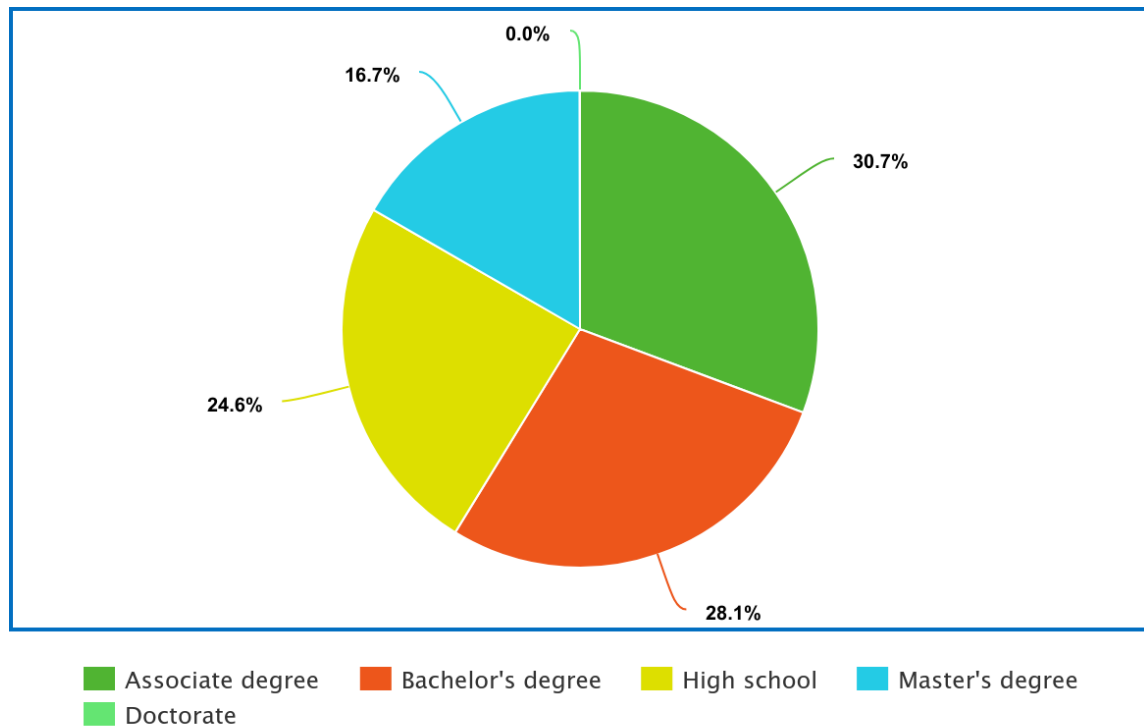
FIGURE 4.1.2: GENDER OF THE RESPONDENTS

Interpretation: The above table and figure 4.2 shows that 65.8% of the respondents are male and 34.2 % of the respondents are female.

Inference: The majority 65.8% of the respondents are male.

TABLE 4.1.3: EDUCATION LEVEL OF THE RESPONDENTS

EDUCATION	NO OF RESPONDENTS	PERCENTAGE
High school	28	24.6%
Associate degree	35	30.7%
Bachelor's degree	32	28.1%
Master's degree	19	16.7%
Doctorate	0	-
TOTAL	114	100%



meta-chart.com

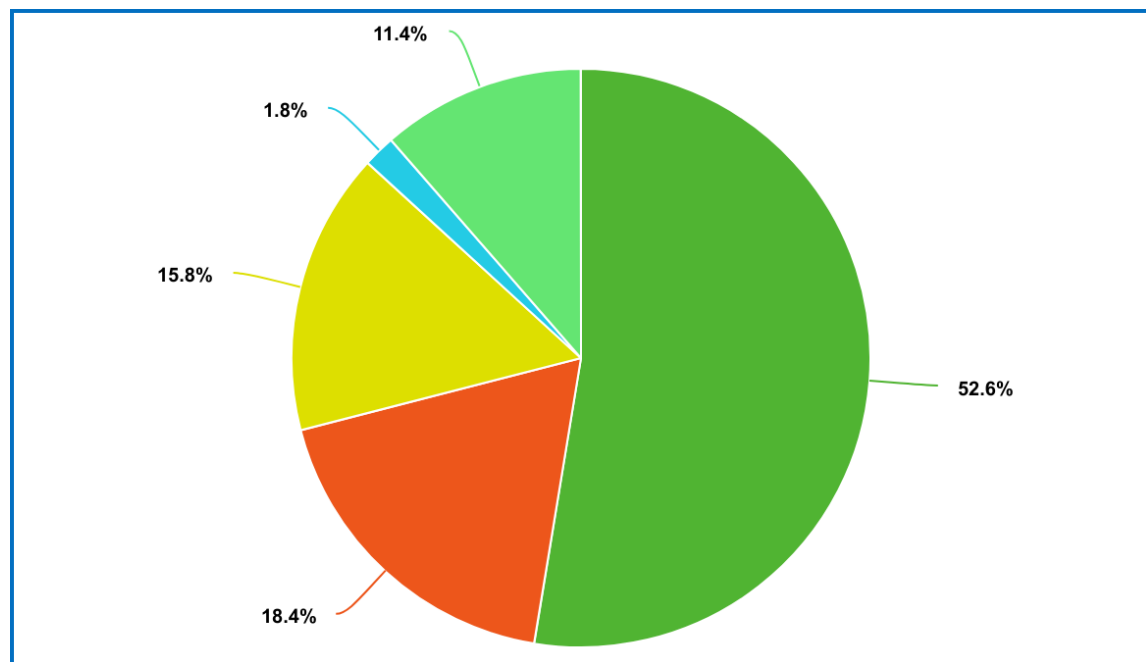
FIGURE 4.1.3: EDUCATION LEVEL OF THE RESPONDENTS

Interpretation: The above table and figure 4.3 shows that 30.7% of the respondents have an associate degree, 28.1% have a bachelor's degree, 24.6% have done high school, and the remaining 16.7% have a master's degree.

Inference: The majority 30.7% of the respondents have an associate degree as their highest qualification.

TABLE 4.1.4: EMPLOYMENT STATUS OF THE RESPONDENTS

EMPLOYMENT STATUS	NO OF RESPONDENTS	PERCENTAGE
Full-time	60	52.6
Part-time	21	18.4
Contract/temporary	18	15.8
Freelance	2	1.8
Other	13	11.4
TOTAL	114	100%



■ Full-time ■ Part-time ■ Contract/temporary ■ Freelance ■ other

meta-chart.com

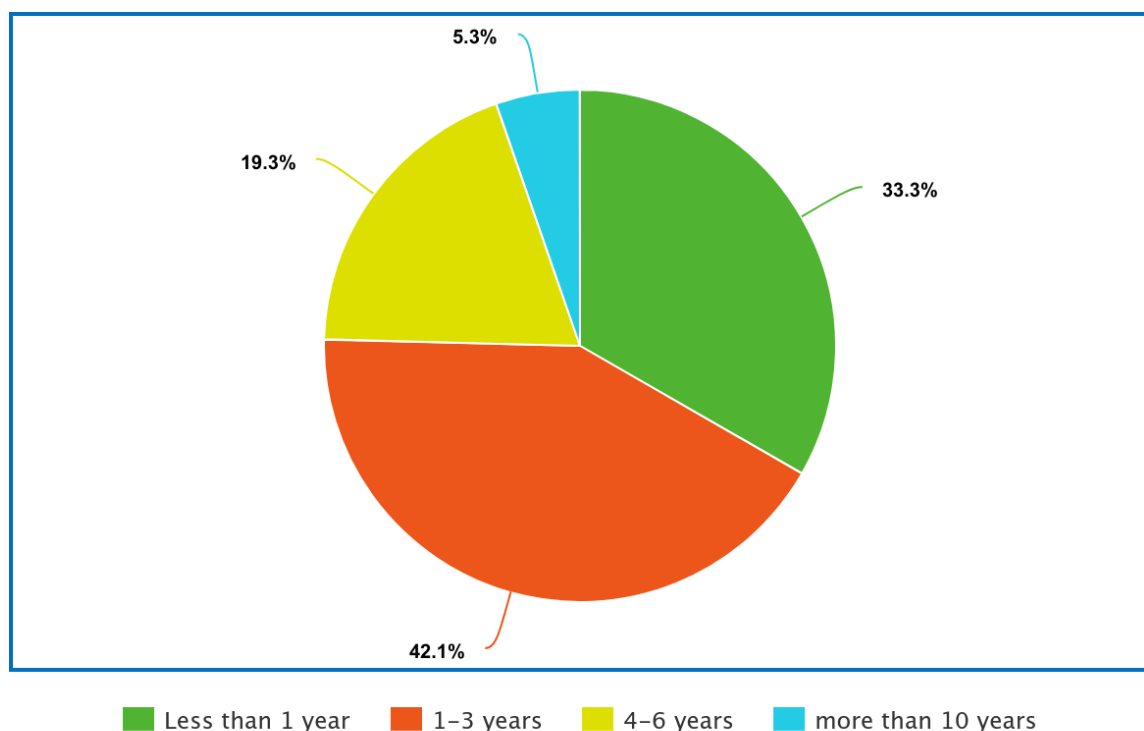
FIGURE 4.1.4: EMPLOYMENT STATUS OF THE RESPONDENTS

Interpretation The above table and figure shows that 52.6% of the respondents are full-time employees of the company, 18.4% are part-time employees, 15.8% are contract/ temporary employees, 11.4% of them have chosen other, and the remaining 1.8% are freelancers.

Inference: The majority 52.6% of them are full-time employees of the company.

TABLE 4.1.5: EXPERIENCE OF THE RESPONDENTS

EXPERIENCE	NO OF RESPONDENTS	PERCENTAGE
Less than 1 year	38	33.3
1-3 years	48	42.1
4-6 years	22	19.3
More than 10 years	6	5.3
TOTAL	114	100%



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FIGURE 4.1.5: EXPERIENCE OF THE RESPONDENTS

Interpretation: The above table and figure 4.5 shows that, 42.1% of the respondents have 1-3 years of experience, 33.3% of the respondents have less than 1 year experience, 19.3% of them have 4-6 years of experience and the remaining 5.35% of them have more than 10 years of experience.

Inference: The majority 42.1% of the respondents have 1-3 years of experience.

TABLE 4.1.6: DEPARTMENT OF THE RESPONDENTS

DEPARTMENT	NO OF RESPONDENTS	PERCENTAGE
Sales	27	23.7
Marketing	14	12.3
Human Resources	26	22.8
Operations	40	35.1
Other	7	6.1
TOTAL	114	100%

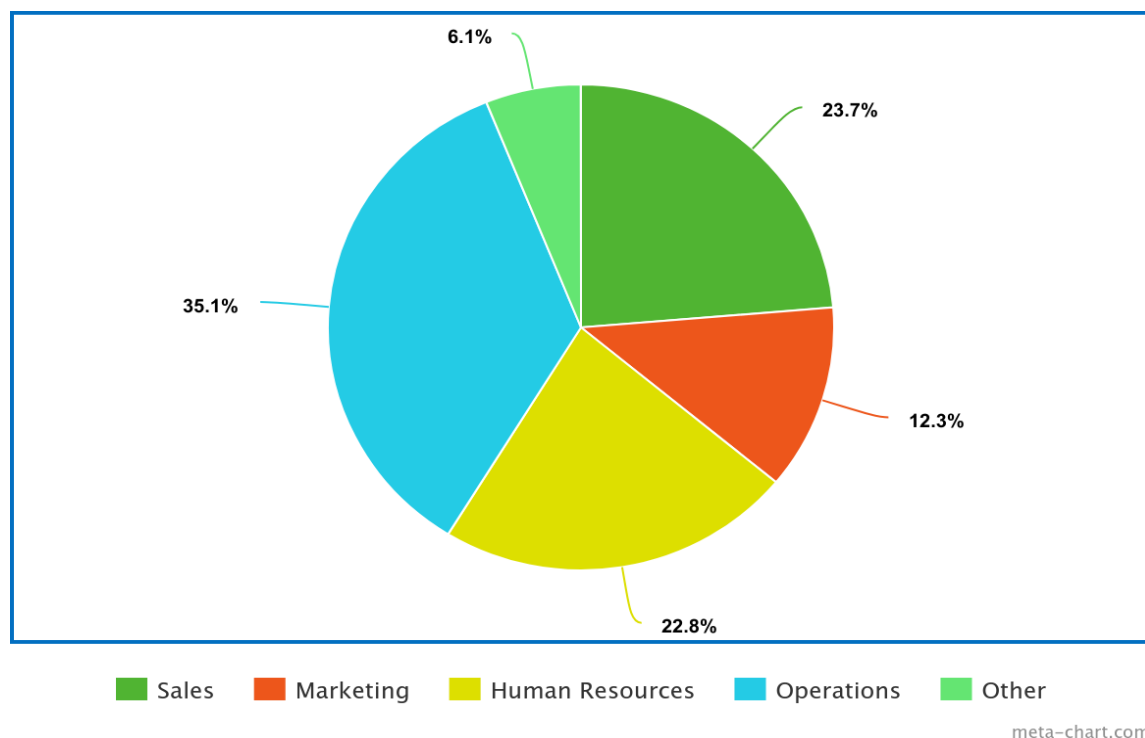


FIGURE 4.1.6: DEPARTMENT OF THE RESPONDENTS

Interpretation: The above chart and figure 4.6 shows that 35.1% of the respondents work at operations department, 23.7% of them work at sales department, 22.8% work at human resource, 12.3% work at marketing department and the remaining 6.1% work at other departments.

Inference: The majority 35.1% of the respondents work at operations department.

TABLE 4.1.7: MARITAL STATUS OF THE RESPONDENTS

MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE
Single	59	51.8
Married	43	37.7
Divorced	5	4.4
Widowed	0	0.0
Prefer not to say	7	6.1
TOTAL	114	100%

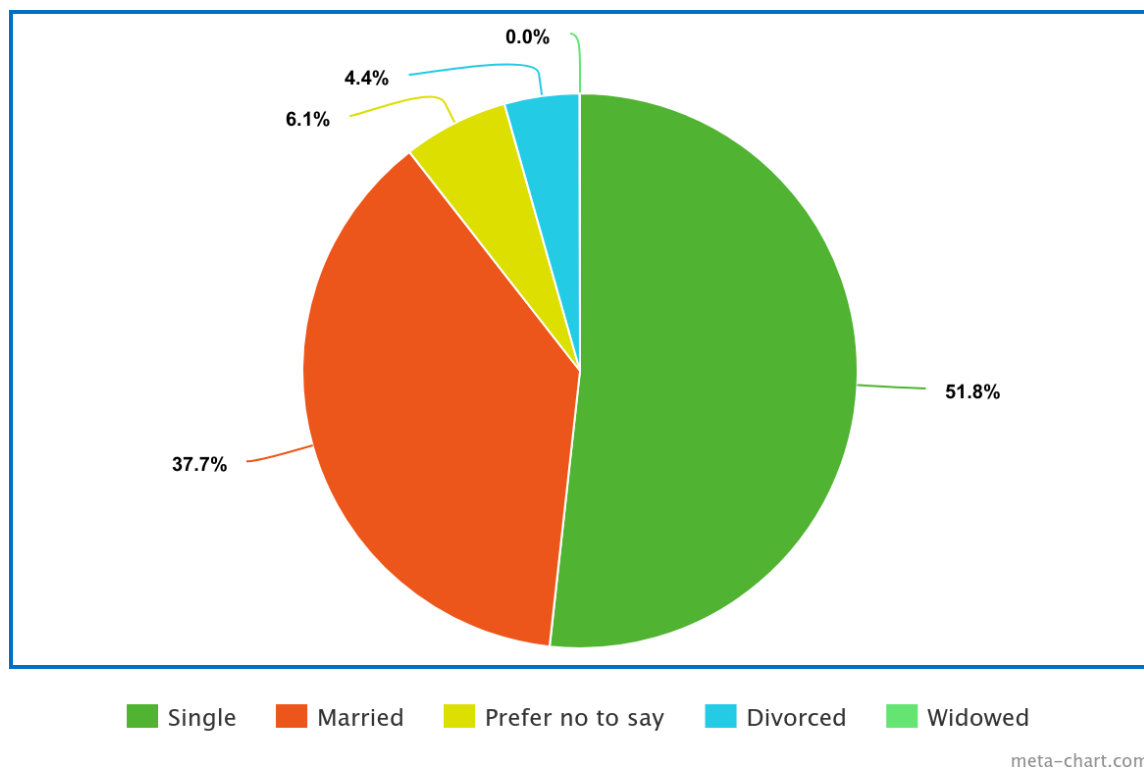


FIGURE 4.1.7: MARITAL STATUS OF THE RESPONDENTS

Interpretation: The above table and figure 4.7 shows that 51.8% of the respondents are single, 37.7% are married, 6.1% prefer not to say, and the remaining 4.4% are divorced.

Inference: The Majority 51.8% of the respondents are single.

TABLE 4.1.8: MODE OF TRANSPORT OF THE RESPONDENTS

MODE OF TRANSPORT	NO OF RESPONDENTS	PERCENTAGE
Car	6	5.3
Public transit	67	58.8
Bicycle	8	7.0
Walking	18	15.8
Remote work/telecommuting	15	13.2
TOTAL	114	100%

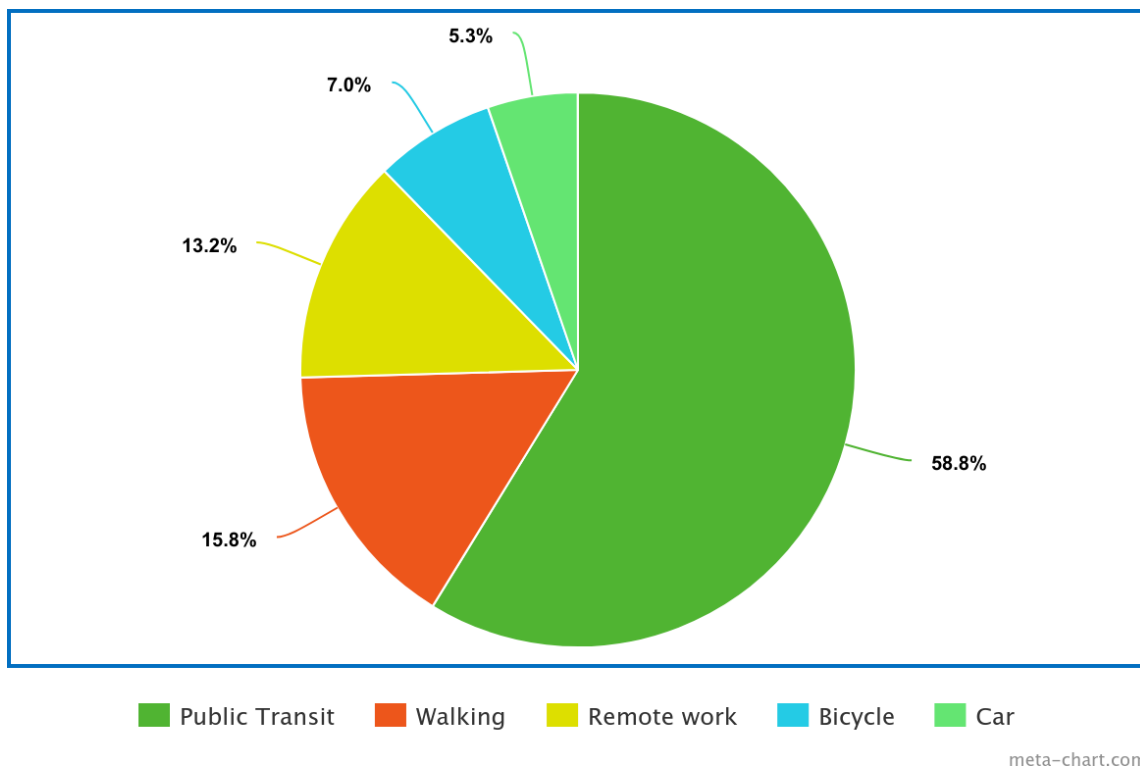


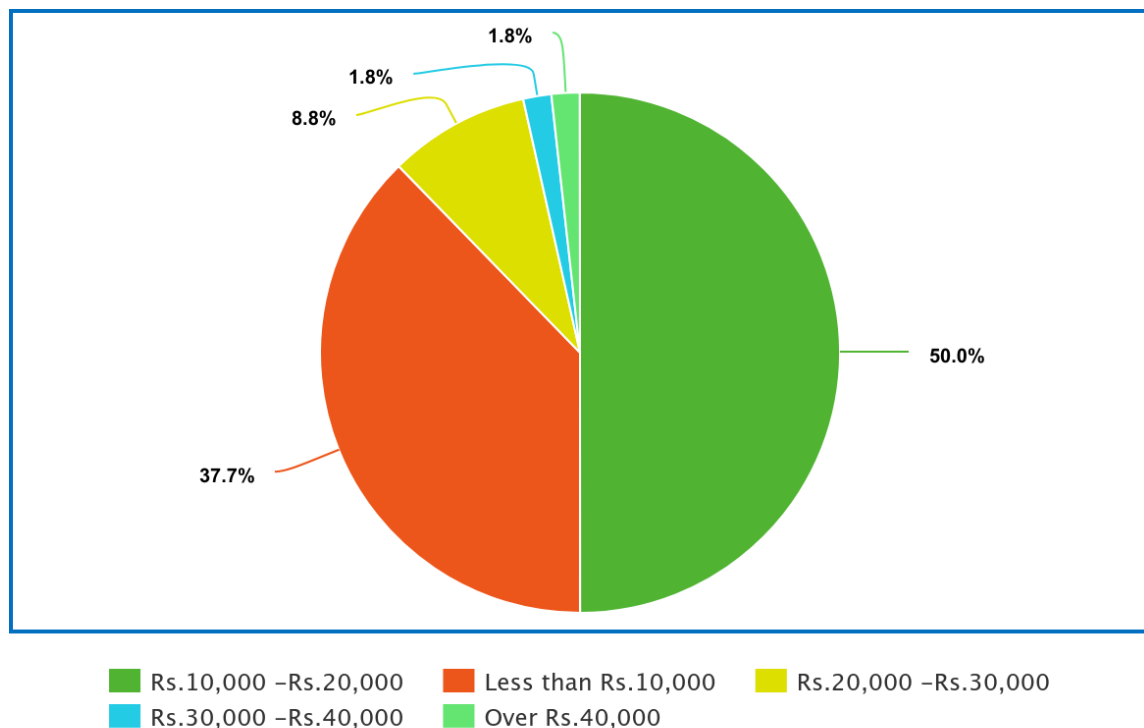
FIGURE 4.1.8: MODE OF TRANSPORT OF THE RESPONDENTS

Interpretation: The above table and figure shows that 58.8% of the respondents use Public Transit as their primary mode of transportation to work, 15.8% of the respondents use walking, 13.2% of the respondents do remote work, 7% of the respondents use bicycle and the remaining 5.3% use car.

Inference: Majority 58.8% of the respondents use public transit as their primary mode of transportation to work

TABLE 4.1.9: ANNUAL HOUSEHOLD INCOME OF THE RESPONDENTS

ANNUAL INCOME	NO OF RESPONDENTS	PERCENTAGE
Less than Rs.10,000	43	37.7
Rs.10,000 -Rs.20,000	57	50.0
Rs.20,000 -Rs.30,000	10	8.8
Rs.30,000 -Rs.40,000	2	1.8
Over Rs.40,000	2	1.8
TOTAL	114	100%

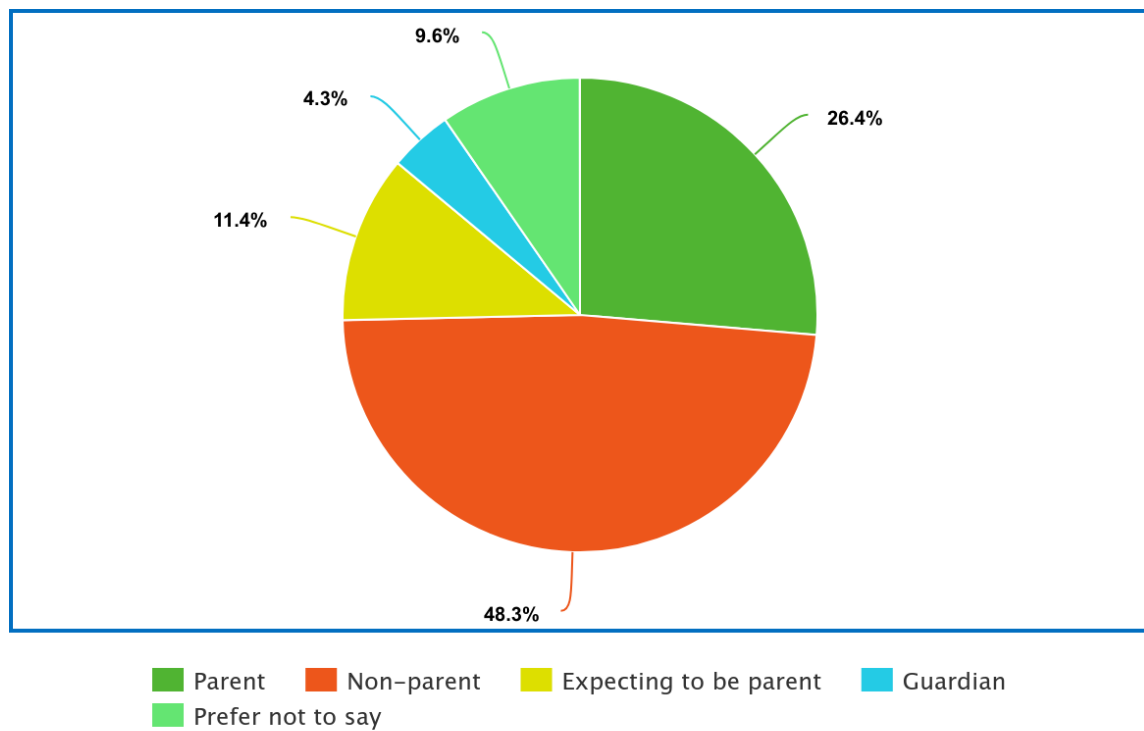
**FIGURE 4.1.9: ANNUAL HOUSEHOLD INCOME OF THE RESPONDENTS**

Interpretation: The above table and figure shows that 50% of the employees receive an annual household income between Rs.10000 – Rs. 20,000, 37.7% of the respondents receive income less than Rs. 10,000, 8.8% of the respondents receive Rs. 20,000- 30,000, 1.8% of the respondents receive Rs.30,000 – 40,000 and the balance 1.0% of the respondents receive over Rs. 40000.

Inference: Majority 50% of the respondents receive an annual household income of Rs. 10,000 – Rs. 20,000.

TABLE 4.1.10: PARENTAL STATUS OF THE RESPONDENTS

PARENTAL STATUS	NO OF RESPONDENTS	PERCENTAGE
Parent	30	26.3%
Non-parent	55	48.2%
Expecting parent	13	11.4%
Guardian/caregiver	5	4.3%
Prefer not to say	11	9.6
TOTAL	114	100%



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FIGURE 4.1.10: PARENTAL STATUS OF THE RESPONDENTS

Interpretation: The above table and figure 4.10 shows that 48.3% of the respondents are not a parent, 26.4% are parents, 11.4% are expecting to be a parent, 9.6% prefer not say their status and the remaining 4.3% are guardian/caregiver.

Inference: The majority 48.3% of the respondents are not a parent.

TABLE 4.1.11: LEVEL OF WORK OVERLOAD

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Never	12	10.5
Rarely	32	28.1
Occasionally	59	51.8
Frequently	7	6.1
Always	4	3.5
TOTAL	114	100%

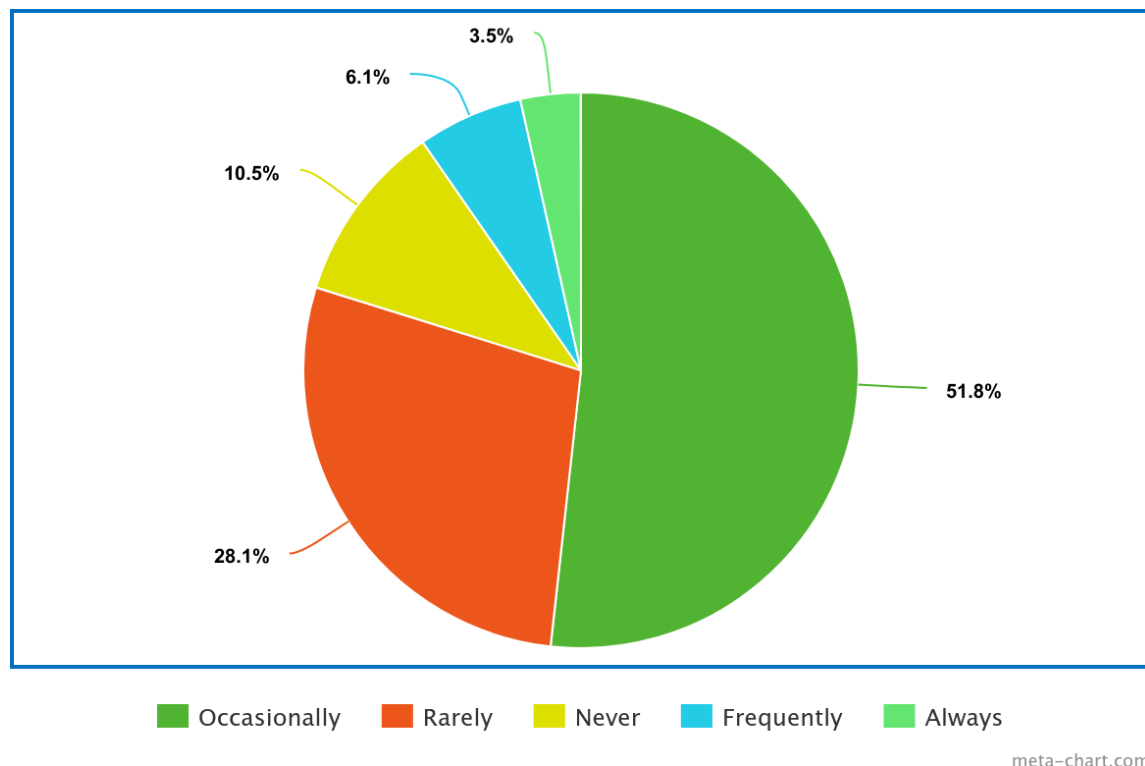


FIGURE 4.1.11: LEVEL OF WORK OVERLOAD

Interpretation: The above table and figure shows that 51.8% of the respondents feel occasionally overwhelmed by the workload, 28.1% of the respondents rarely feel overwhelmed, 10.5% never feel overwhelmed by the workload, 6.1% frequently feel overwhelmed and the remaining 3.5% always feel overwhelmed by the workload.

Inference: Majority 51.8% of the respondents occasionally feel overwhelmed by the workload.

TABLE 4.1.12: DIFFICULTY LEVEL TO DISCONNECT FROM WORK

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Never	28	24.6
Rarely	49	43.0
Occasionally	33	28.9
Frequently	3	2.6
Always	1	0.9
TOTAL	114	100%

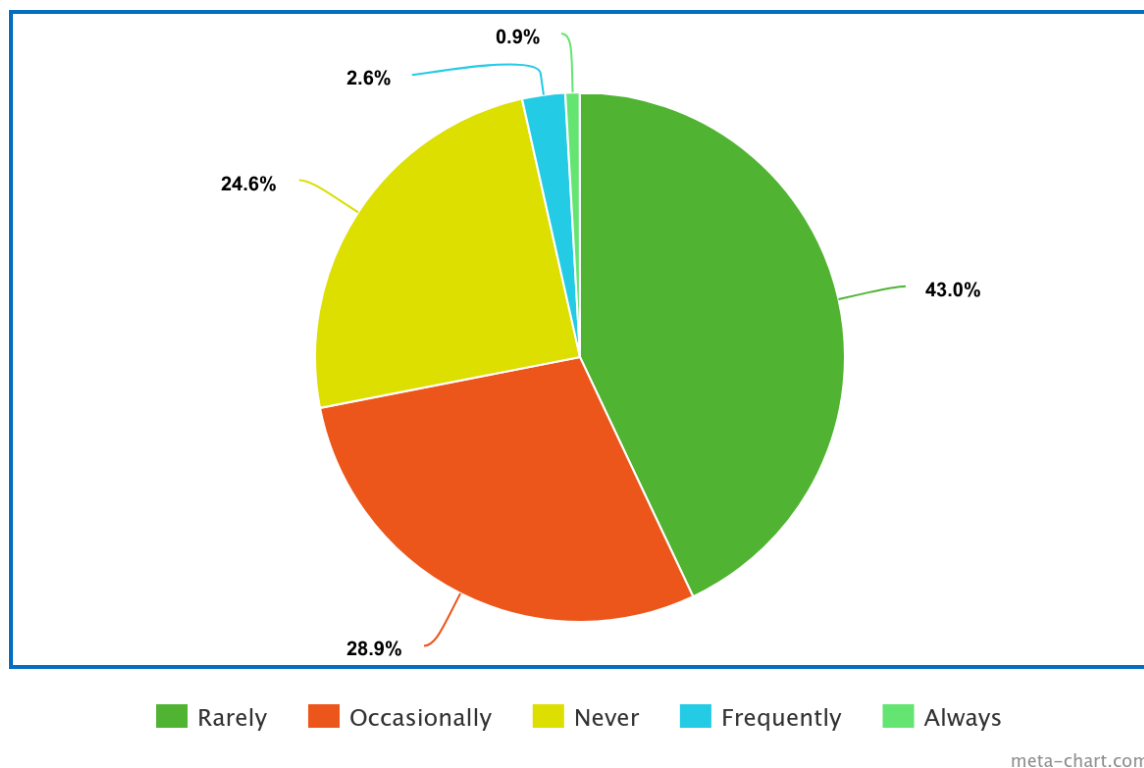


FIGURE 4.1.12: DIFFICULTY LEVEL TO DISCONNECT FROM WORK

Interpretation: The above table and figure shows that 43.0% of the respondents rarely find it difficult to disconnect from work outside of office hours, 28.9% of the respondents occasionally find it difficult. 24.6% never find it difficult, 2.6% frequently find it difficult and the remaining 0.9% always finds it difficult to disconnect from work outside the working hours.

Inference: Majority 43.0% rarely find it difficult to disconnect from work outside of office hours.

TABLE 4.1.13: LEVEL OF SUPPORT BY THE MANAGER

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	29	25.4
Agree	57	50.0
Neutral	21	18.4
Disagree	4	3.5
Strongly disagree	3	2.6
TOTAL	114	100%

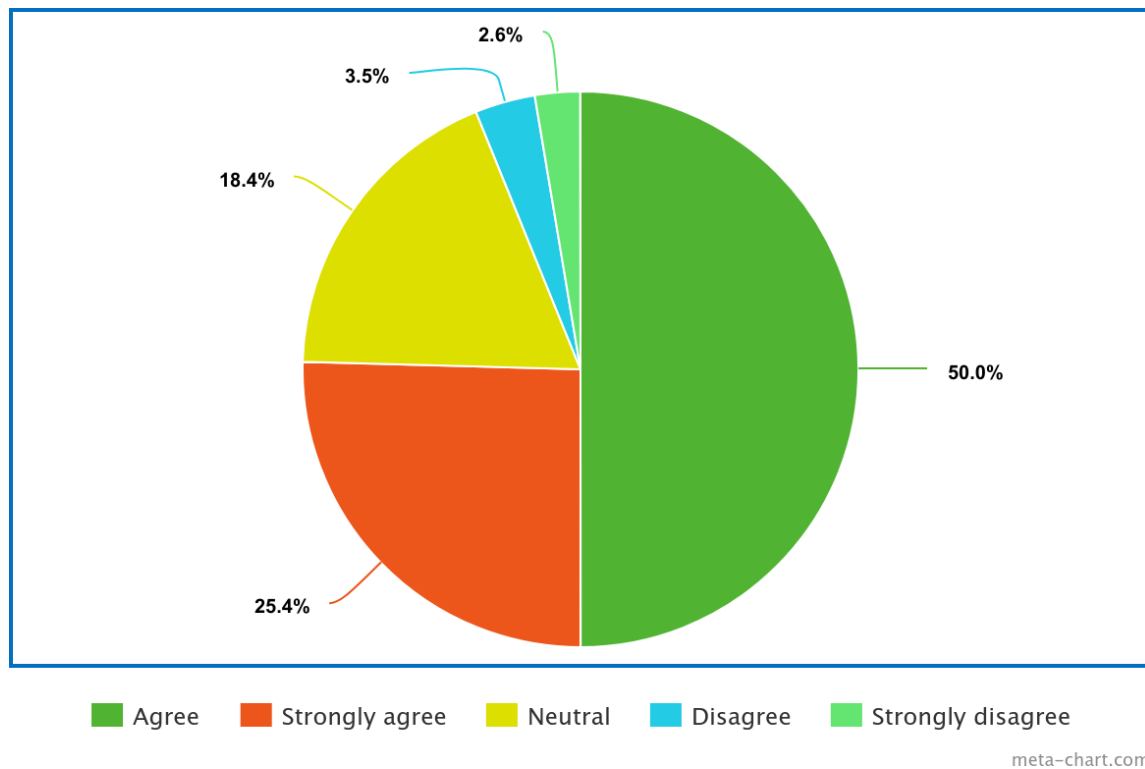


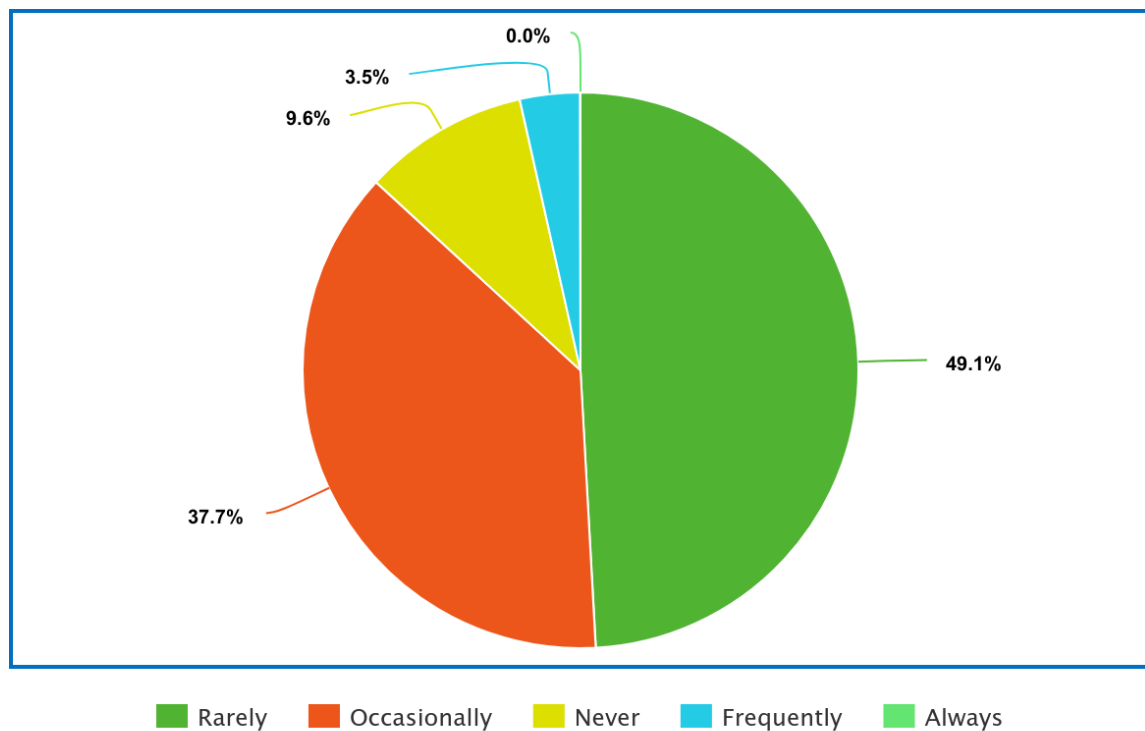
FIGURE 4.1.13: LEVEL OF SUPPORT BY THE MANAGER

Interpretation: The above table and figure shows that 50% of the respondents agree to be supported by their manager in managing workload and maintaining work-life balance, 25.4% strongly agrees, 18.4% stays neutral, 3.5% disagrees and the remaining 2.6% of the respondents strongly disagrees.

Inference: Majority 50% of the respondents agree to be supported by their manager in managing work-life balance and workload.

TABLE 4.1.14: LEVEL OF GUILT FEEL FOR TAKING TIME OFF

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Never	11	9.6
Rarely	56	49.1
Occasionally	43	37.7
Frequently	4	3.5
Always	0	0.0
TOTAL	114	100%



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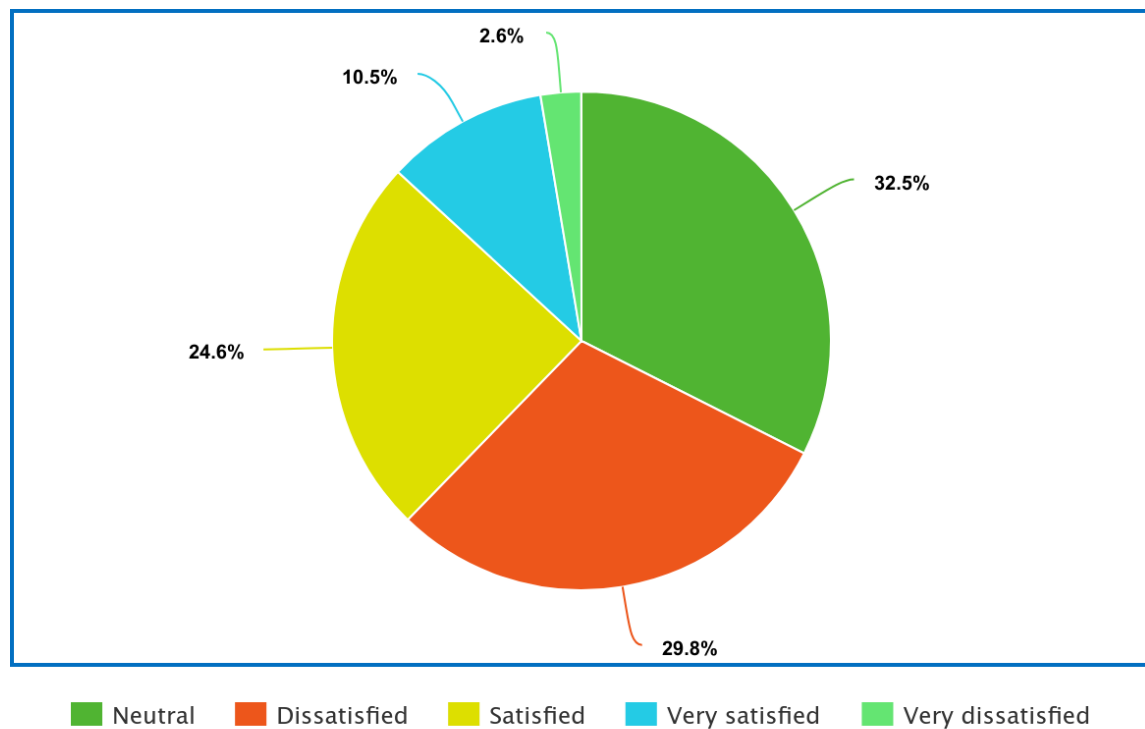
FIGURE 4.1.14: LEVEL OF GUILT FEEL FOR TAKING TIME OFF

Interpretation: The above table and figure shows that 49.1% of the respondents rarely feel guilty for taking time off for personal reasons and vacations, 37.7% of the respondents feel occasionally, 9.6% of the respondents never feels guilty for taking time off and the remaining 3.5% of the respondents frequently feels guilty for taking time off.

Inference: Majority 49.1% of the respondents never feel guilty for time off for personal reasons and vacation.

TABLE 4.1.15: LEVEL OF SATISFACTION WITH FLEXIBLE WORK SCHEDULE

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Very satisfied	12	10.5
Satisfied	28	24.6
Neutral	37	32.5
Dissatisfied	34	29.8
Very dissatisfied	3	2.6
TOTAL	114	100%



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FIGURE 4.1.15: LEVEL OF SATISFACTION WITH FLEXIBLE WORK SCHEDULE

Interpretation: The above table and figure show that 32.5% of the respondents stay neutral when asked about flexible work schedule, 29.8% feel dissatisfied with the flexibility of work schedule, 24.8% feel satisfied about the flexibility, 10.5% feel very satisfied and the remaining 2.8% feel very dissatisfied.

Inference: Majority 32.5% of the respondents stay neutral when asked about flexibility of their work schedule.

TABLE 4.1.16: STRESS LEVEL BETWEEN WORK AND PERSONAL LIFE

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Never	6	5.3
Rarely	27	23.7
Occasionally	42	36.8
Frequently	34	29.8
Always	5	4.4
TOTAL	114	100%

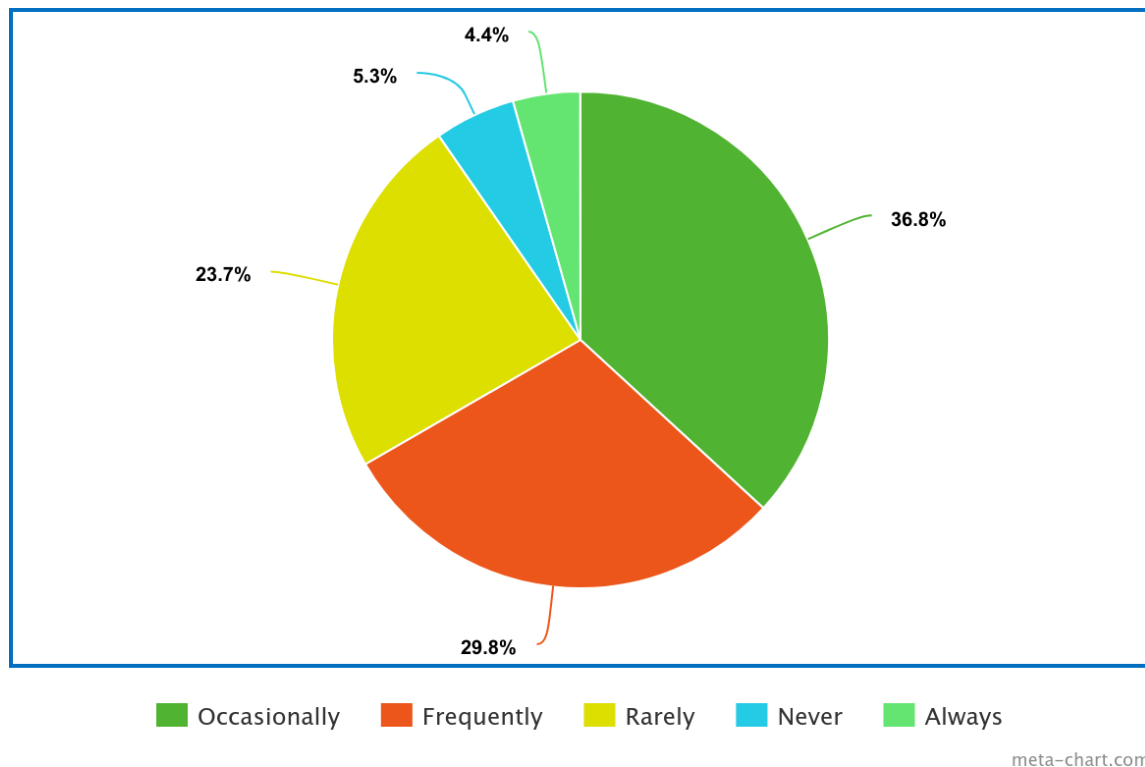


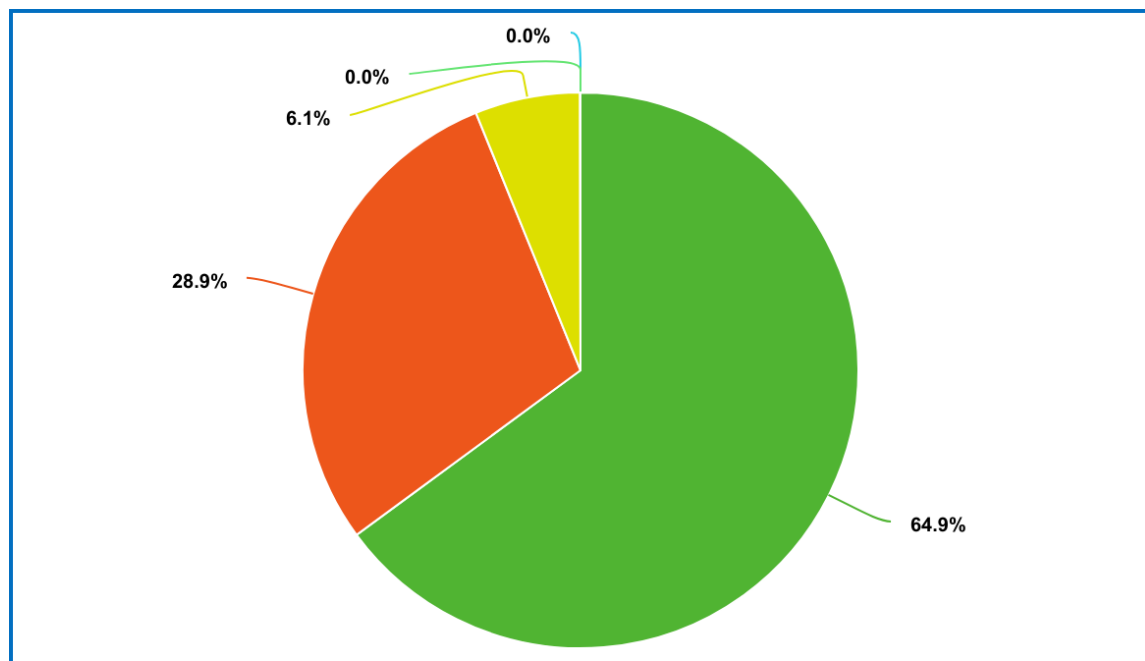
FIGURE 4.1.16: STRESS LEVEL BETWEEN WORK AND PERSONAL LIFE

Interpretation: The table and figure 4.16 shows that 36.8% of the respondents do occasionally feel stresses due to conflicts between work and personal life responsibilities, 29.8% of the respondents frequently feel stressed, 23.7% rarely feel stressed, 5.3 % of the respondents never feel stress and 4.4% of the respondents always feel stressed.

Inference: Majority 36.8% of the respondents occasionally feel stressed due to conflicts between work and personal life responsibilities.

TABLE 4.1.17: AGREEMENT LEVEL TO TAKE BREAKS DURING WORKDAY

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	74	64.9
Agree	33	28.9
Neutral	7	6.1
Disagree	0	0.0
Strongly disagree	0	0.0
TOTAL	114	100%



Strongly agree Agree Neutral Disagree Strongly disagree

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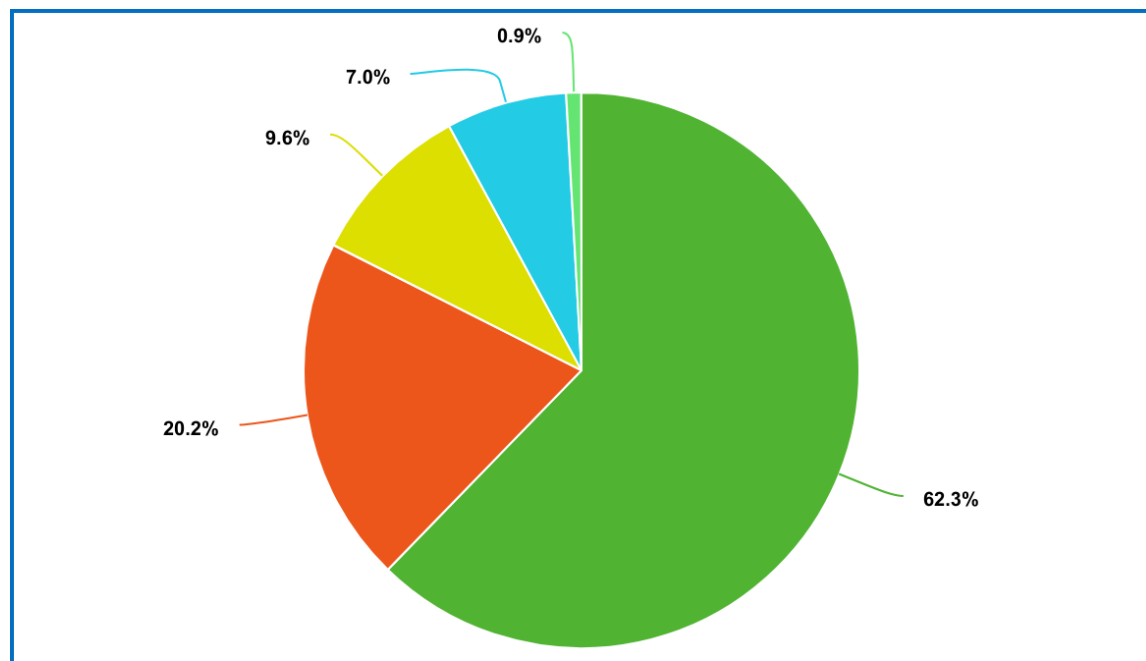
FIGURE 4.1.17: AGREEMENT LEVEL TO TAKE BREAKS DURING WORKDAY

Interpretation: The table and figure 4.17 shows that 64.9% of the respondents strongly agree to take breaks to recharge and relax., 28.9% agree to take breaks to recharge and relax, and the remaining 6.1% of the respondents stay neutral.

Inference: Majority 64.9% of the respondents strongly agree to take breaks during workday to recharge and relax.

TABLE 4.1.18: LEVEL OF BURNING OUT FROM WORK

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Never	11	9.6
Rarely	23	20.2
Occasionally	71	62.3
Frequently	8	7.0
Always	1	0.9
TOTAL	114	100%



Occasionally Rarely Never Frequently Always

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FIGURE 4.1.18: LEVEL OF BURNING OUT FROM WORK

Interpretation: The table and figure 4.18 shows that 62.3% of the respondents occasionally feel burnt out from work, 20.2% rarely feel burnt out, 9.6% never feel burnt out, 7% frequently feel burnt out and the remaining 0.9% always feel burnt out.

Inference: Majority 62.3% of the respondents have said that they occasionally feel burnt out from work.

TABLE 4.1.19: SATISFACTION LEVEL FOR THE COMPANY'S WORK-LIFE BALANCE INITIATIVES

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Very satisfied	19	16.8
Satisfied	29	25.7
Neutral	42	37.2
Dissatisfied	15	13.3
Very dissatisfied	8	7.1
TOTAL	114	100%

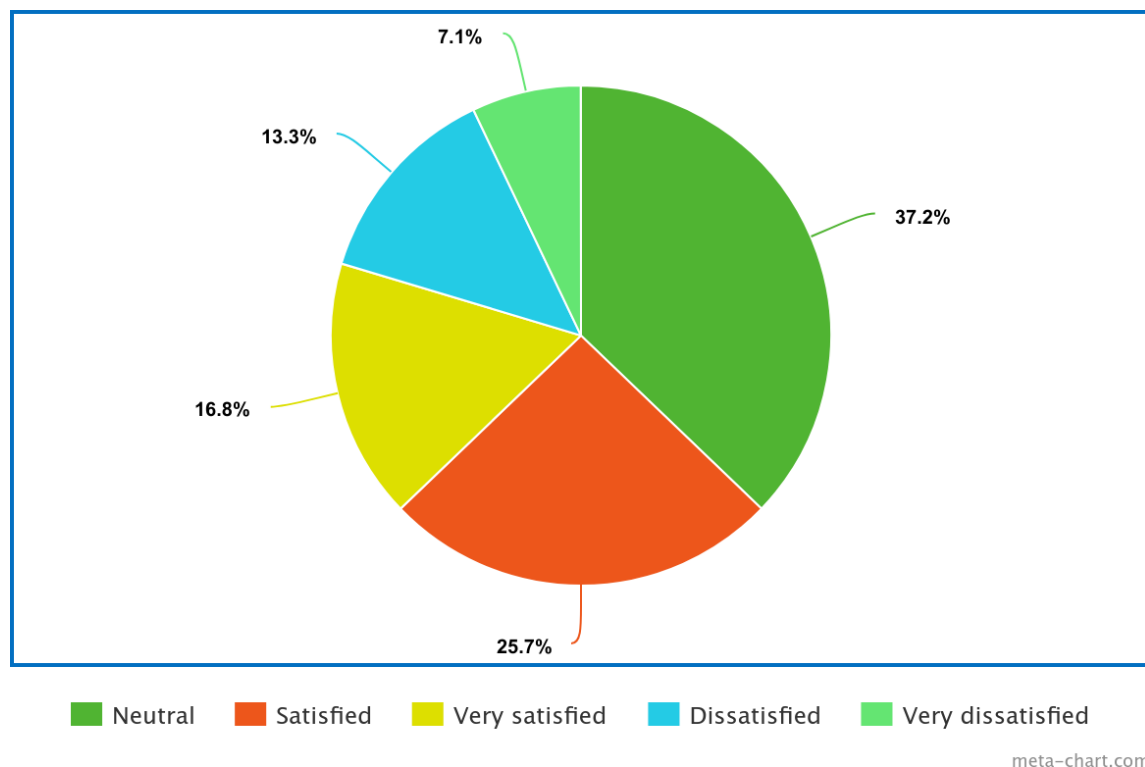


FIGURE 4.1.19: SATISFACTION LEVEL FOR THE COMPANY'S WORK-LIFE BALANCE INITIATIVES

Interpretation: Table and figure 4.19 shows that 37.2% of the respondents have said neutral for the company's support for work-life balance initiatives, 25.7% are satisfied, 16.8% of the respondents are very satisfied, 13.3% are dissatisfied and the remaining 7.1% are very dissatisfied.

Inference: Majority 37.2% of the respondents have stayed neutral for the satisfaction level of company's support for work-life balance initiatives.

TABLE 4.1.20: RATING OF WORK-LIFE BALANCE AT THE COMPANY

LEVEL OF AGREEMENT	NO OF RESPONDENTS	PERCENTAGE
Excellent	19	16.7
Good	35	30.7
Average	47	41.2
Poor	11	9.6
Very poor	2	1.8
TOTAL	114	100%

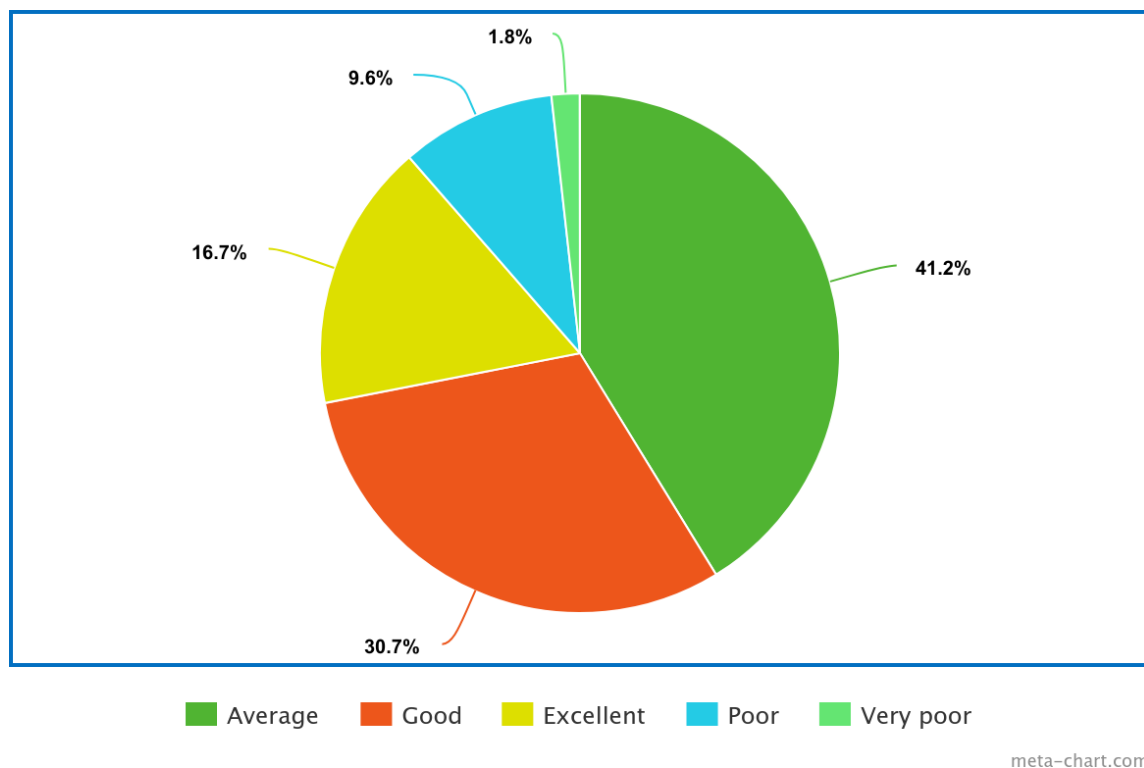


FIGURE 4.1.20: RATING OF WORK-LIFE BALANCE AT THE COMPANY

Interpretation: Table and figure 4.20 shows that that 41.2% of the employees rated average for their work-life balance at the company, 30.7% of the employees rated it good, 16.7% rated it excellent, 9.6% rated it poor and 1.8% rated very poor.

Inference: Majority 41.2% of the respondents have rated the work-life life balance as average.

CHAPTER 5

FINDINGS

5.1: FINDINGS

1. **Age Group:** Majority (32.5%) aged 25-34, indicating a significant presence of young adults.
2. **Gender:** Majority (65.8%) male respondents, highlighting male predominance in the survey.
3. **Education:** Majority (30.7%) have an associate degree, indicating a substantial proportion with two-year college qualifications.
4. **Employment Status:** Majority (52.6%) are full-time employees, reflecting a significant portion in full-time roles.
5. **Years of Experience:** Majority (42.1%) have 1-3 years of experience, indicating a relatively junior workforce.
6. **Department:** Majority (35.1%) work in operations, signifying a substantial operational workforce.
7. **Marital Status:** Majority (51.8%) are single, indicating a predominant single status among respondents.
8. **Mode of Transportation:** Majority (58.8%) use public transit, showing reliance on public transportation for commuting.
9. **Annual Household Income:** Majority (50%) earn Rs.10,000 - Rs.20,000 annually, highlighting the prevalent income bracket.
10. **Parental Status:** Majority (48.3%) of respondents are non-parents, indicating a significant portion without children.
11. **Workload Overwhelm:** Majority (51.8%) occasionally feel overwhelmed by workload, suggesting periodic challenges in managing tasks.
12. **Difficulty Disconnecting:** Majority (43.0%) rarely find it hard to disconnect from work outside office hours, implying moderate work-life balance.

13. **Manager Support:** Majority (50%) feel supported by their managers in managing workload and work-life balance, indicating adequate managerial assistance.
14. **Guilt for Time Off:** Majority (49.1%) rarely feel guilty for taking personal time off, showing a positive attitude towards work-life balance initiatives.
15. **Satisfaction with Flexibility:** Majority (32.5%) are neutral regarding the flexibility of their work schedule, suggesting mixed feelings about flexibility options.
16. **Work-Personal Life Conflicts:** Majority (36.8%) occasionally feel stressed due to conflicts between work and personal life, highlighting occasional challenges in balancing responsibilities.
17. **Break Encouragement:** Majority (64.9%) strongly agree to taking breaks during the workday to recharge, emphasizing the importance of breaks for employee well-being.
18. **Burnout Frequency:** Majority (62.3%) occasionally feel burnt out from work, indicating periodic experiences of work-related exhaustion.
19. **Satisfaction with Company Support:** Majority (37.2%) are neutral about the company's support for work-life balance initiatives, suggesting room for improvement in company initiatives.
20. **Overall Work-Life Balance:** Majority (41.2%) rate their work-life balance as average, indicating a moderate level of satisfaction with their current balance.

CHAPTER 6

SUGGESTION AND CONCLUSION

SUGGESTION 6.1:

- **Address Workload Management:** Given that a majority occasionally feel overwhelmed (51.8%) and stressed (36.8%), consider strategies like workload distribution, time management training, and prioritization techniques to alleviate pressure.
- **Enhance Work-Life Balance Initiatives:** With 43% feeling neutral about company support for work-life balance, focus on enhancing policies like flexible scheduling, remote work options, and promoting a healthy work-life balance culture.
- **Promote Managerial Support:** Since only 50% feel adequately supported by managers, provide training to managers on effective communication, empathy, and workload management to better support their teams.
- **Explore Flexibility Options:** As 32.5% are neutral about flexibility, gather feedback to understand preferences and consider offering varied options like flexible hours, compressed workweeks, or telecommuting.
- **Encourage Breaks and Relaxation:** With 64.9% strongly agreeing to breaks, promote a culture that encourages regular breaks and relaxation to prevent burnout and improve overall well-being.

- **Consider Diversity and Inclusion:** Recognize the male predominance (65.8%) and address any potential gender disparities. Additionally, ensure inclusivity in policies and practices to accommodate diverse needs.
- **Support Professional Development:** Since 42.1% have 1-3 years of experience, invest in training and mentorship programs to help them grow and advance in their careers.
- **Address Income Disparities:** With 50% earning Rs.10,000 - Rs.20,000 annually, explore avenues for salary review, financial wellness programs, or additional benefits to improve financial stability.
- **Recognize Different Life Stages:** Acknowledge that 48.3% are non-parents, suggesting a workforce with diverse life stages. Offer benefits and support tailored to various life circumstances, such as parental leave or caregiver support.
- **Evaluate Commuting Challenges:** Since 58.8% rely on public transit, consider offering commuting benefits or alternative transportation options to ease the commute for employees.

6.2: CONCLUSION

In conclusion, this study delved into the quality of work-life balance among employees within our company, revealing valuable insights into various aspects of their professional and personal lives. The findings highlight both positive and concerning trends, emphasizing the need for proactive measures to enhance employee well-being and satisfaction.

While the majority of employees expressed occasional feelings of workload overwhelm and stress, a significant proportion also reported adequate managerial support and a positive attitude towards work-life balance initiatives. However, there were notable areas for improvement, particularly in addressing neutrality towards flexibility options and neutral perceptions of company support for work-life balance.

To promote a healthier work environment, it is crucial to implement strategies that prioritize workload management, encourage breaks and relaxation, and foster a culture of support and inclusivity. Additionally, efforts to address income disparities, commuting challenges, and accommodate diverse life stages can further contribute to improving overall employee satisfaction and retention.

By leveraging these findings and implementing targeted interventions, the company can strive towards creating a workplace that not only values productivity but also prioritizes the holistic well-being and satisfaction of its employees, ultimately fostering a more engaged, motivated, and resilient workforce.

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ANNEXURE

1.What is your age group?

a) 18-24

b) 25-34

c) 35-44

d) 45-54

e) 55+

2. What is your gender?

a) Male

b) Female

c) Non-binary/third gender

d) Prefer not to say

3. What is your highest level of education?

a) High school diploma or equivalent

b) Associate degree

c) Bachelor's degree

d) Master's degree

e) Doctorate or professional degree

4. What is your employment status?

- a) Full-time
- b) Part-time
- c) Contract/temporary
- d) Freelance
- e) Other (please specify)

5. How many years have you been working at the company?

- a) Less than 1 year
- b) 1-3 years
- c) 4-6 years
- d) 7-10 years
- e) More than 10 years

6. What department do you work in?

- a) Sales
- b) Marketing
- c) Human Resources
- d) Operations
- e) Other (please specify)

7. What is your marital status?

- a) Single
- b) Married or in a domestic partnership
- c) Divorced
- d) Widowed
- e) Prefer not to say

8. What is your primary mode of transportation to work?

- a) Car
- b) Public transit
- c) Bicycle
- d) Walking
- e) Remote work/telecommuting

9. What is your annual household income?

- a) Less than \$25,000
- b) \$25,000 - \$50,000
- c) \$50,001 - \$75,000
- d) \$75,001 - \$100,000
- e) Over \$100,000

10. What is your parental status?

- a) Parent
- b) Non-parent
- c) Expecting parent
- d) Guardian/caregiver
- e) Prefer not to say

11. How often do you feel overwhelmed by the workload?

- a) Never
- b) Rarely
- c) Occasionally
- d) Frequently
- e) Always

12. How often do you find it difficult to disconnect from work outside of office hours?

- a) Never
- b) Rarely
- c) Occasionally
- d) Frequently
- e) Always

13. Do you feel supported by your manager in managing your workload and maintaining work-life balance?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

14. How often do you feel guilty for taking time off for personal reasons or vacation?

- a) Never
- b) Rarely
- c) Occasionally
- d) Frequently
- e) Always

15. How satisfied are you with the flexibility of your work schedule?

- a) Very satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Very dissatisfied

16. How often do you feel stressed due to conflicts between work and personal life responsibilities?

- a) Never
- b) Rarely
- c) Occasionally
- d) Frequently
- e) Always

17. Do you feel encouraged to take breaks during the workday to recharge and relax?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

18. How often do you feel burnt out from work?

- a) Never
- b) Rarely
- c) Occasionally
- d) Frequently
- e) Always

19. How satisfied are you with the company's support for work-life balance initiatives (e.g., flexible scheduling, remote work options)?

- a) Very satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Very dissatisfied

20. Overall, how would you rate your work-life balance at the company?

- a) Excellent
- b) Good
- c) Average
- d) Poor
- e) Very poor