

A STUDY ON WORKLIFE BALANCE IN SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY

Submitted in partial fulfilment of the requirements for the award of
Bachelor of Commerce

by

NEHA GM

41740219



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 I 12B Status by

UGC I Approved by AICTE

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DEPARTMENT OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of NEHA GM (41740219) who carried out the Project entitled "A Study on Work life balance" under my supervision from December 2023 to March 2024.

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Submitted for Viva Voce Examination held on _____

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DECLARATION

I NEHA GM (**41740219**) hereby declare that the Project work done by me under the guidance of DR.K. SANTHANALAXMI, Assistant professor, School Of Management Studies at SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY Is submitted in Patrial fulfilment of the requirements for the award of Bachelor of Commerce.

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NEHA GM

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ABSTRACT

Work life balance has recently taken the attention of both researchers and executives. This subject interests almost everyone with a professional career. This widespread interest is partly due to its reflection on all aspects of life. For those who think that the main objective in life is to work, their career becomes the core of life. However, people have limited time and therefore must perform many other activities other than their jobs. Without a balance between the two, many mishaps can be experienced in both. In this study work –life balance is analysed from organizational context. This study has the potential to enable the working people to consider their standpoint in terms of work – life balance and the executives to gain new perspective in order to cope with such a problem. The purpose of this study is to measure the work life balance of faculties in Sathyabama Institute Of Science And Technology evaluate how they manage with their personal and professional life respectively in the same time.

The research uses are Non Probability sampling method, to discover how the faculties balance their work life and their personal life significantly. The data were collected from the faculties of Sathyabama Institute Of Science And Technology from all age groups. The questionnaire circulated through Google form received 102 responses.

CHAPTER 1

INTRODUCTION

1.1 Introduction

Work life balance is a self-defined, self-determined state of wellbeing that a person can reach, or can set a goal, that allows them to manage effectively multiple responsibilities at work, at home, and on their community; it supports physical, emotional, family, and community health, and does so without grief, stress or negative impact.

In other words, Work-life balance is a person's control over the conditions in their workplace. It is accomplished when an individual feels dually satisfied about their personal life and their paid occupation. A sentence that brings the idea of work life balance to the point is: "Work to live. Don't live to work." Finding the right job, that is fun to do, might be the more important part in removing possible causes of stress.

A metamorphic change is occurring all over the world with the advent of Information Technology. Information Technology revolution not only increases the employment opportunities and GDP of a country, but also contributes to a cultural transformation and social revolution. The Indian employees, who were mostly found in a socially acceptable employment like teaching, nursing, banking, etc. in the last decade, are diverted now and actively participate in the Information Technology revolution. It has become a common phenomenon that majority of the employees, especially the knowledge workers, are working harder and longer ever before. As a consequence, they find it difficult to achieve work life balance. This new information technology profession with a good pay, night shifts, cultural and social change has brought work life imbalance among the employees in Information Technology Industry. This study is based on an

empirical investigation conducted among employees from a leading Information Technology Company called IT sector.

An increasing number of articles have promoted the importance of work–life balance. This highlights the current concern within society and organizations about the impact of multiple roles on the health and well-being of professional employees and its implications regarding work and family performance, and employees’ role in society. The following variables influencing the experience of work–life balance were identified while reviewing the international literature.

- a. The multiple roles performed by employees.
- b. Role strain experienced because of multiple roles, i.e., role conflict and role overload.
- c. Organization culture and work dynamics: Organizational values supporting work–life balance have positive work and personal well-being consequences.
- d. Personal resources and social support: Several studies confirmed the positive relationship between personalities, emotional support and well-being
- . e. Career orientation and career stage in which employee careers need to be viewed in the context of their life course and time lines.
- f. Coping and coping strategies: Employees use both emotional and problem-focused coping strategies to deal with role conflict.

1.1.1 Work–family conflict and family–work conflict

Work–life balance is the maintenance of a balance between responsibilities at work and at home. Work and family have increasingly become antagonist spheres, equally greedy of energy and time and responsible for work–family conflict (WFC). These conflicts are intensified by the “cultural contradictions of motherhood”, as employees are increasingly encouraged to seek self fulfilment in demanding careers, they also face intensified pressures to sacrifice themselves for their children by providing “intensive parenting”, highly involved childrearing and development. Additional problems faced by employed employees are those associated with finding adequate, affordable access to child and elderly care.

WFC has been defined as a type of inter-role conflict wherein some

responsibilities from the work and family domains are not compatible and have a negative influence on an employee's work situation. Its theoretical background is a scarcity hypothesis which describes those individuals in certain, limited amount of energy. These roles tend to drain them and cause stress or inter-role conflict. Results of previous research indicate that WFC is related to a number of negative job attitudes and consequences including lower overall job satisfaction and greater propensity to leave a position internal conflict within the family unit. However, FWC is related to attitudes about the job or workplace. Both WFC and FWC basically result from an individual trying to meet an overabundance of conflicting demands from the different domains in which employees are operating.

Workplace characteristics can also contribute to higher levels of WFC.

Researchers have found that the number of hours worked per week, the amount and frequency of overtime required, an inflexible work schedule, unsupportive supervisor, and an inhospitable organizational culture increase the likelihood that employees will experience conflict between their work and family role.

Baruch and Barnett, 1997 found that employees who had multiple life roles (e.g., mother, wife, and employee) were less depressed and had higher self-esteem than employees who were more satisfied in their marriages and jobs compared to employees and men who were not married, unemployed, or childless. However, authors argued quality of role rather than the quantity of roles that matters. That is, there is a positive association between multiple roles and good mental health when a woman likes her job and likes her home life.

WFC and FWC are generally considered distinct but related constructs.

Research to date has primarily investigated how work interferes or conflicts with family. From work–family and family–work perspectives, this type of conflict reflects the degree to which role responsibilities from the work and family domains are incompatible. That is “participation in the work (family) role is made more difficult by virtue of participation in the family (work) role”.

Frone et al., 1997 suggested that WFC and FWC are related through a bi-directional nature where one can affect the other. The work domain variables

such as work stress may cause work roles to interfere with family roles; the level of conflict in the family domain impacts work activities, causing more work conflict, thus creating a vicious cycle. Therefore, work domain variables that relate to WFC indirectly affect FWC through the bi-directional relationship between each construct. Family responsibility might be related to WFC when the employee experiences a very high work overload that impacts the employee's ability to perform even minor family-related roles. Such a situation likely affects WFC through the bi-directional nature of the two constructs. While no researchers have considered the relationship between these constructs in a full measurement model, Carlson and Kacmar (2000) used structural model and found positive and significant paths between WFC and FWC.

1.1.1 DEFINITIONS:

WORK LIFE BALANCE By definition, work-life balance involves the minimization of work-related stress, and the establishing of a stable and sustainable way to work while maintaining health and general well-being.

WORK LIFE implies "work life" are the situations or experiences of a workplace, but with the infusing of technology into our day-to-day lives the idea of a "workplace" has been diluted. Technology has broken down conventional systems of when, where, and how employees work.

PERSONAL LIFE implies 'a person's choices and preferences outside of work that define personal life, including one's choice of hobbies, cultural interests, manner of dress, mate, friends, and so on. In particular, what activities one engages in during leisure-time defines a person's personal life.

1.2 INSTITUTION PROFILE



Fig no 1.2.1

Sathyabama is a prestigious institution which excels in the fields of Engineering, Science and Technology for more than three successful decades. It offers multi-disciplinary academic programmes in various fields of Engineering, Science, Technology, law, Dental Science, Pharmacy, Nursing, Management, Arts and Science and Allied Health Sciences. It is established under Sec.3 of UGC Act, 1956 and is been Accredited with 'A++' Grade by the National Accreditation and Assessment Council. The Institution has been Graded as Category I University by UGC under the UGC (Categorization of Universities (only) for Grant of Graded Autonomy) Regulations, 2018. The Institution persistently seeks and adopts innovative methods to improve the quality of higher education and is responsive to the changes taking place in the field of education on a global scale. The Institution has a team of dynamic and outstanding faculty, innovative pedagogical practices, state of the art infrastructure and world class Research Facilities. This glorious Institution is functioning under the dynamic leadership of Dr. Mariazeena Johnson, Chancellor, Dr. Marie Johnson, President, Mr. J.

Arul Selvan Vice President, Ms. Maria Bernadette Tamilarasi, Vice President and Ms. Maria Catherin Jayapriya Vice President.

Sathyabama has a good presence in rankings and ratings at National and International level. The Institution has been ranked in 51st position by the National Institutional Ranking Framework (NIRF), Government of India among the Universities in India for the year 2023 and ranked one among the top 100 Universities for eight consecutive years. Sathyabama is ranked among the Top 5 Institutions in the Country for Innovation by ATAL ranking of Institution for Innovation Achievements, Govt. of India. Times Higher Education and QS has ranked Sathyabama among the top Institutions worldwide. Sathyabama Institute of Science & Technology has alliances with leading Universities and research establishments at National and International Level. It is a research intensive University with world class laboratories and research facilities and is involved in research in the emerging areas of Science and Technology. Sathyabama has undertaken various sponsored and collaborative R&D projects funded by National and International Organizations. Sathyabama has written a special page in the history of space research on 22nd June 2016 with the launch of “SATHYABAMASAT” in association with ISRO.

1.2.1 CORE VALUES:

Integrity

We emphasise on high ethical standards in our actions and are committed in being transparent, responsible and accountable.

Nobility

We inculcate ethical values parallel to the curriculum enrichment to the student community, so that they outstand amongst their peers irrespective of the environment in which they are placed.

Sustainability

We develop, precise and emphasize protocols in academics and research enabling ourselves to be competitive, ensuring environmental and social sustainability

Partnership and collaboration

We encourage academic and research partnerships with organisations and university at National and International level. We value and applaud the relationships - we have with our partners.

Inclusion and Diversity

We are committed to facilitate diverse student and Faculty culture and encourage multi-cultural learning in the University. We provide opportunity to work, learn and embrace the diversity of every individual irrespective of race, gender, religion, nationality, age, social background, physical ability and mental competence.

Responsibility

We believe in Education for all. We take pride in owning responsibility and commitment towards society by supporting the education of students from rural, economically

backward communities, differently abled and acid attack victims with full Financial Assistance.

Excellence

We focus on excelling in all our academic and research activities, ensure best academic quality in our programmes, encourage innovations and receptive to the ever. changing needs of our stake holders.

VISION OF THE INSTITUTION

Be a leading multidisciplinary University, producing world class talents to address global challenges

MISSION OF THE INSTITUTION

- To attain excellence in Education and Research through effective collaboration with Industries and other International/National organisations
- To consistently remain an attractive ecosystem for students and employees, a hub of innovation for researchers and an incubating platform for entrepreneurs
- To create an inclusive environment that caters to all forms of diversity
- To engage in outreach and community development activities, creating an impact on the society

1.3 OBJECTIVES OF THE STUDY

* The objectives of the study are

To analyse, about the various factors leading to motivation of employees.

To assess the relationship between the motivation and performance.

To suggest strategies to enhance the motivation level.

1.4 SCOPE OF THE STUDY

These project study was conducted in the institution was on about 80 to 102 employees and survey was conducted on employee of different culture, levels and on employee, with different experience and different qualification. And closed ended self-developed descriptive questionnaire is used for data collection from the responders. This also improves employee relationship with the management and employee's performance

1.5. LIMITATION OF THE STUDY

- * Only the domestic market is the focus of this study.
- * We have not studied the international recruitment process here.
- * Sample size is limited due to the limited period allocated for the survey
- * The analysis is completely based on the information provided by the employees and hence could be biased.
- * Taking appointment of the respondents became a little difficult.

1.5. NEED OF THE STUDY

The need to study about the quality of work life balance is very important in today's scenario as there has been continuous retention in any off the sectors.

Also the long term relationship of the employee and the employer is not inline which also has an impact in the personal life of the individuals. I have considered this study as important as the need to balance both work and personal life is considered as a challenging factor these days. It can be implemented in a right way only if the individual is able to balance both the life which could be done by support from management to some extent.

CHAPTER 2

REVIEW OF LITERATURE

2.1 Review of literature

Indrajit Kumar (2022), highlights the importance of quality of work life (QWL) and its impact on the performance and work life of bank employees in India. The study aims to investigate the dimensions of QWL and compare the work-life balance of employees in public and private sector banks. The review identifies eight significant dimensions that contribute to QWL, with social integration and social relevance being the most significant factors. The study concludes that improving social integration and social relevance can enhance the QWL of bank employees, and suggests that employers should focus on creating a work environment that promotes work-life balance and employee well-being.

Chen, T. H., & Hsieh, C. H. (2022)- The systematic review highlighted the challenges of achieving work-life balance for hospitality employees due to the nature of their work, including long working hours, irregular schedules, and high workload. The authors suggest that organizational interventions, such as flexible scheduling, work-life balance policies, and social support, can help to improve work-life balance for hospitality employees. They also propose the need for employee-driven strategies, such as time management skills, self-care practices, and work-life balance awareness training, to enhance employees' work-life balance and well-being in the hospitality industry.

Ali, M., Ullah, I., & Rahman, M. U. (2022)- The study concludes that worklife balance positively affects employee performance, leading to increased productivity, job satisfaction, commitment, and retention. The proposed framework suggests that organizations should implement policies and practices that promote work-life balance, such as flexible work arrangements, supportive leadership, and employee wellness

programs. This can lead to a positive cycle of work-life balance and employee performance, benefiting both the employees and the organization.

Jiménez, P., & Alcover, C. M. (2021)- highlighted the significant impact of COVID-19 on work-life balance, as employees struggle to balance their work and personal responsibilities while working from home. The authors suggest that interventions, such as flexible work arrangements, training and support for managers, and employee well-being programs, can help to mitigate the negative impacts of COVID-19 on work-life balance and promote employee well-being.

Lin and Wu (2021)- highlighted the prevalence of work-family conflict and the challenges of achieving work-life balance among healthcare professionals. The authors suggest that organizational interventions, such as flexible work arrangements, social support, and resources for childcare and eldercare, can help to reduce work-family conflict and improve work-life balance for healthcare professionals.

Vani Haridasan and Kavitha Muthukumaran (2021) aimed to identify the various factors that affect women's work-life balance during the lockdown caused by the COVID-19 pandemic. The study found that job performance and personal wellbeing are the main determinants of women employees' work-life balance during work from home. The findings of this study suggest that organizations should realign their policies, benefit programs, work distribution, and make job changes inside the organization for an employeefriendly remote working experience, thereby improving the workforce's efficiency and productivity.

Ashwini A Yarnal (2020), she encountered Work life balance (WLB) is the modern distinctive issue of health care industry, since employees consistently need to succeed and advance at work place, simultaneously for family and recreation. Balancing these two boundaries is the reason for burn out of employees and thus the employers perceived this as a need of hour and want to introduce the work life balance strategies, plans and formulate polices to employee morale, motivation and productivity.

Tripti et. al. (2020), found that the organizational and individual efficiency would be better when there is an existence of improved QWL. The individual efficiency means the development of work-related competencies at the working environment through well-defined human resource practices of the organization. A well-defined HRD practices may results in enhanced motivation, job commitment and job satisfaction among the employees.

Rice et. al. (2020) there is a correlation between work satisfaction and quality of people's life. The work experience and outcomes can affect a person's general quality of life, both directly and indirectly through their efforts on family interactions, leisure activities and levels of health and energy.

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Dr. G. Balamurugan and M. Sreeleka (2020)- Work-life balance of women employees plays a major role because they have to manage their personal life for their good quality of life. The employee's satisfaction is based on the employee being happy and delivering the level best. Even in the worst scenario, the employee is very loyal to their organization because of the employee Satisfaction. The quality of life is based on the professional life of each and every women employee who is coming forward to support to their family. The problem of the women employee's face is a health condition, Pregnancy discrimination, Sexual harassmtent, not equal pay, etc. This paper says that how the women employees are balanced and Satisfied in the IT sector and the factors that affect the work-life balance of women employees are working hours, Job satisfaction, working

condition, etc. and find out the women employee job satisfaction were analysed by using the statistical method that is Chi-square and Correlation test.

Ni Putu Ratna Sari (2019), The development of human resources is important because labor is an important asset, so maintaining competent human resources is important for hotel management. All things related to welfare, comfort in work life is known as Quality Work Life (QWL). High QWL is achieved if employees get job satisfaction, both in participating in decision making, as well as in having opportunities to develop.

Hackman et. al. (2017), pointed that the work environment that is able to fulfil employees' personal needs is considered to provide a positive interdependence effect, which will lead to better QWL. They highlight that the personal needs are satisfied when rewards from the organisation, such as compensation, promotion, recognition and development meet their expectations.

Kanwar et al. (2015) stated about work life balance and burnout on job satisfaction in the context of the Information Technology (IT) and IT Enabled Services (ITES) industries. Burnout is measured through three dimensions, i.e., meaninglessness, demotivation, and exhaustion. Job satisfaction was higher among the male employees in comparison to the female employees. Interestingly, the IT group had lower work-life balance and job satisfaction, while it had higher meaninglessness, de-motivation and exhaustion compared to the ITES group.

Goyal & C Agarwal, (2015) reviewed and reported that the investment in the different schemes of Work-Life balance helps the organisation in increasing the efficiency, lower turnover, attaining better customer services, good health, adaptable working with a satisfied workforce in the industry

Joanna Hughes, Nikos Biozones (2015) purpose is to explore the views of male workers in a male dominated occupation on issues that pertain to work-life balance. It emerged that work-life imbalance was not only a source of concern, but also that it was

the major source of dissatisfaction for participants. Furthermore, the participants made a clear connection between problems with work life balance and pull-out behaviours, including development and non-genuine sick absence.

S Padma et.al (2014), have highlighted the role of family support in balancing personal and work life and found that the present study shows that the support from family members will play a significant role in balancing Personal and Professional lives. Employees who have adult children can easily balance than those with younger age kids. Similarly, employees who need to take care of elder parents/in-law's health responsibility have lesser work life balance than their counterparts. The study concluded that lower balance may lead to higher absenteeism, lower job satisfaction and sometimes may turn to higher employee attrition. Organizations with cooperative work culture may help them to bring a suitable balance in their professional and personal life.

Ajith. et al (2013) on work-life balance for role prioritization of IT employees showed that the employees were able to fulfil their professional and personal commitments at the same time, because of better work-life balance policies. The relationship between work-life balance policies and role prioritization was significant. The study was conducted on variables like travelling time, depression, temper, work etc., to know the relation between work-life balance and stress management.

Tariq (2012) studied the considerable knowledge related to the theory and practices of Work-life balance from extensive meta-analysis of literature found that work-life balance is both important for the organization and for its employee's particularly in current dynamic organizational scenarios. It helps the organization to improve productivity, efficiency, competitiveness, morale and hence gain a competitive edge. Similarly, employees are benefited from work-life balance initiatives through increased motivation to work, enhanced satisfaction, empowerment, and ultimately more commitment to the organization.

Kumari Lalita (2012) commented that each of the WLB factors such as psychological distress, organizational changes, working hours, managerial style, job responsibilities, work overload, work life conflict and personal financial problems etc. have been proven to affects or are predictive of job satisfaction. It can also be concluded from the data, that the overall 19 WLB policies positively correlate significantly with level of job satisfaction which shows that job satisfaction increases with the increase in work-life balance. The results also indicated a shift in perceptions about work-life balance and job satisfaction. In the past, employees often found it more difficult to maintain balance due to the competing pressures at work and demands at home.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH METHODOLOGY:

Research methodology is the process used to collect data and information for the purpose of making decisions. This methodology may include interviews, surveys, and various techniques. And it could include present and historical information.

3.2 RESEARCH DESIGN:

A research design is the set of methods and procedures used in collecting and analyzing measures of the variables specified in the research problem. A research design is a frame work that has been created to find answers to research questions.

Descriptive research design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

3.3 STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sections. First part was designed to know them general information about the faculties and the second part contained the work life balance of the faculties

3.4 SAMPLING TECHNIQUE:

Non-probability sampling technique was used. From this technique, convenience sampling was done in this case. And employees of Sathyabama Institute Of Science And Technology was taken as samples.

3.5 SOURCES OF DATA:

Data collection is the term used to describe a process of preparing and collecting data.

Primary Data

Primary data refers to original data that is collected first hand by a researcher for a specific purpose or study. It is data that has not been previously collected, processed, or interpreted by others. This data is directly obtained from its source through methods such as surveys, experiments, observations, or interviews. Primary data is often considered more reliable and relevant for the specific research objectives because it is tailored to the researcher's needs and collected under controlled conditions

Questionnaire given to 102 respondents

Secondary Data – Websites and online journals, Published reports & Review of literature from published article

3.6 SAMPLE SIZE:

The sample size of the participants was of 102 people.

3.7 PERIOD OF STUDY

The period of study is January 2023 through March 2023.

3.6.1 Percentage analysis:

It refers to a special kind of rate, percentages are used in make in comparison between two or more series of data. A percentage is used to determine the relationship between the series.

* Percentage = (no of employees / total no of employee) 100

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 Percentage analysis

4.1.1 Gender

Table no:4.1.1

Gender	No of respondents	Percentage
Male	48	48%
Female	52	52%
Prefer not to say	0	0%
TOTAL	102	100

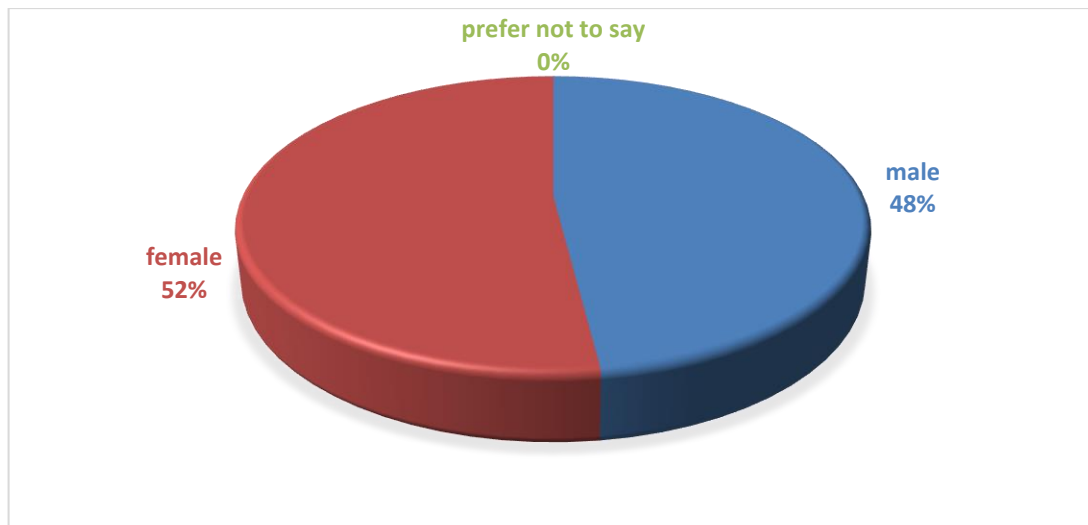


Fig no: 4.1.1 Gender

INTERPRETATION

From the above table it is interpreted the no.of male respondents are 48% and female respondents are 52%

4.1.2. Age

Table no:4.1.2

Age	No of respondents	Percentage
20-30	45	44.10%
30-40	38	37.30%
40-50	15	14.70%
50-60	4	3.90%
TOTAL	102	100

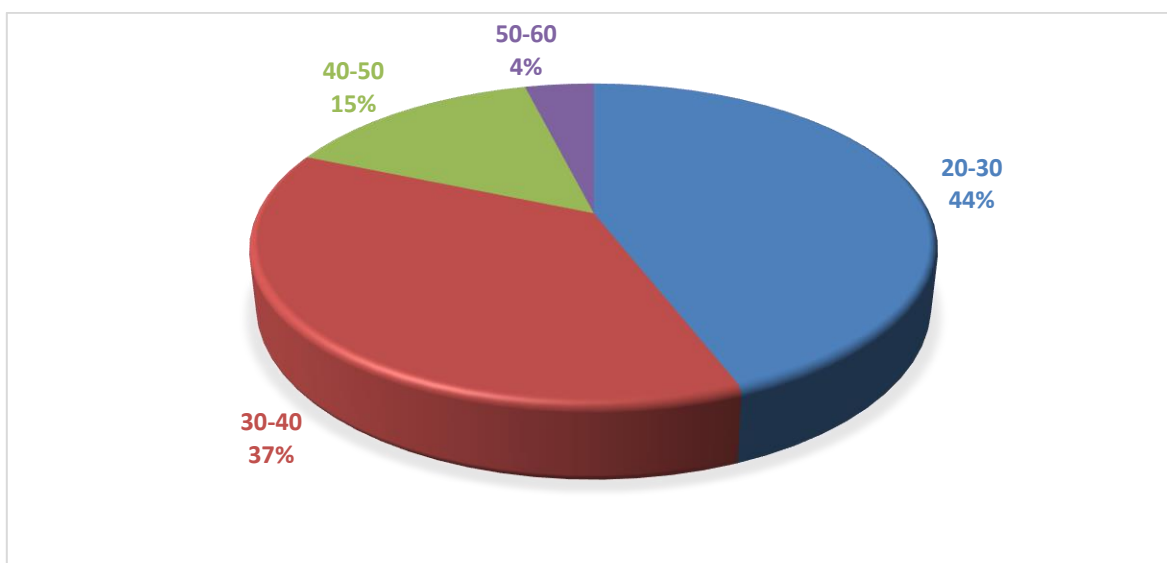


Fig no: 4.1.2 Age

INTERPRETATION

From the above table it is interpreted that the number of respondents between 20-30 years of experience are 44.1% , between 30-40 years of experience are 37,3%, between 40-50 years of experience are 14.7% and between 50-60 years of experience are 3.9%

4.1.3. Marital status

Table no:4.1.3

Marital status	No of respondents	Percentage
Married	66	64.70%
Unmarried	36	35.30%
TOTAL	102	100

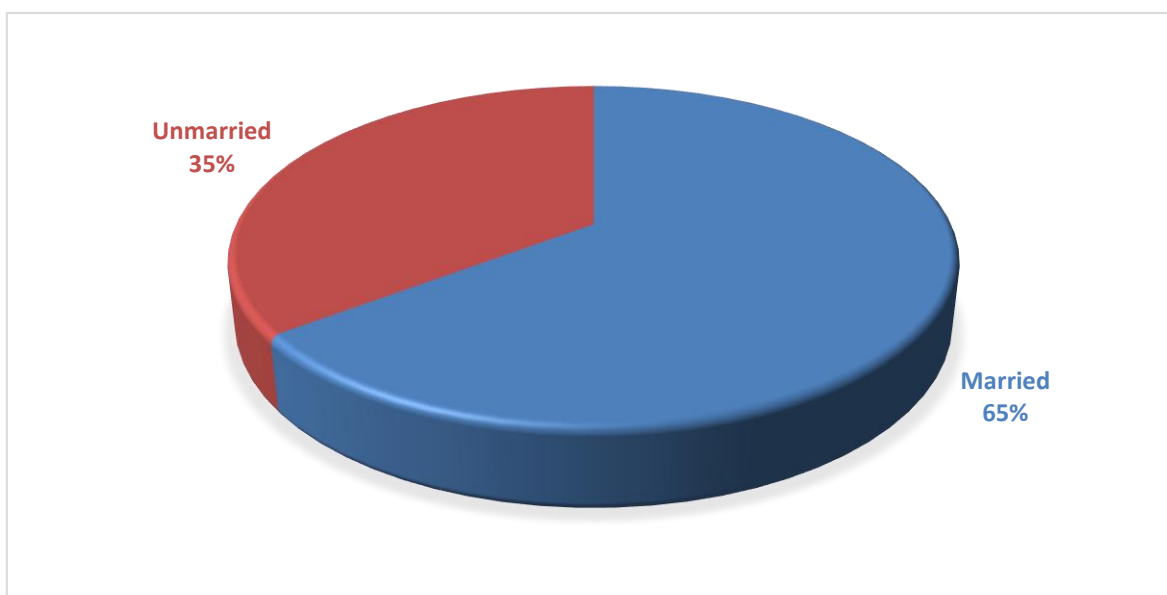


Fig no: 4.1.3 Marital status

INTERPRETATION

From the above table it is interpreted that the no.of married respondents are 64.7% and no of Unmarried respondents are 35.3%

4.1.4. Years of Experience

Table no:4.1.4

Experience	No of respondents	Percentage
0-5 Years	42	41.20%
5-15 Years	33	32.40%
15-25 Years	22	21.60%
25-30 Years	4	3.90%
30 Years & Above	1	1%
TOTAL	102	100

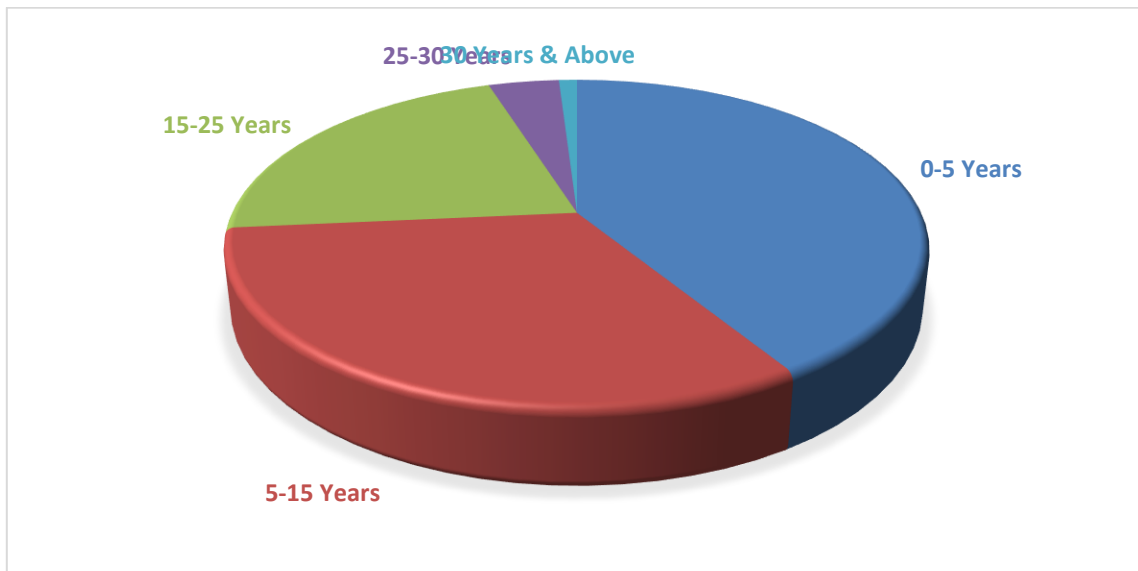


Fig no:4.1.4 Years of experience

INTERPRETATION

From the above table it is interpreted that the number of respondents 4.9% are very satisfied with their current work life balance, 51% of the respondents are satisfied with their current work life balance, 36.3% of the respondents are neutral with their current work life balance, 6.97% of the respondents are dissatisfied with their work life balance and 1% of the respondents are very dissatisfied with their work life balance.

4.1.5. Scale of work life balance

Table no:4.1.5

Scale of balance	No of respondents	Percentage
Very satisfied	5	4.90%
Satisfied	52	51%
Neutral	37	36.30%
Dissatisfied	7	6.90%
Very dissatisfied	1	1%
TOTAL	102	100

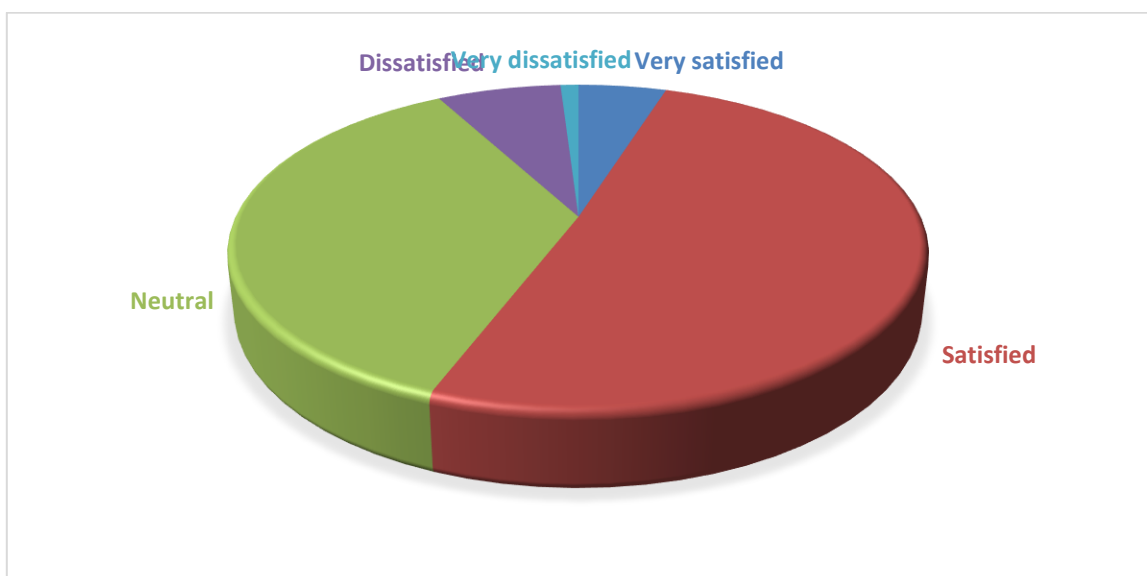


Fig no:4.1.5 Scale of satisfaction

INTERPRETATION

From the above table it is interpreted that the number of 34.3% of the respondents work 25-30 hours In a week, 43.1% of the respondents work 30-40 hours in a week, 20.6% of the respondents work 40-50 hours in a week, 2% of the respondents work 50 hours and above in a week

4.1.6. No of working hours in a week

Table no:4.1.6

Working hours	No of respondents	Percentage
25-30 hours	35	34.30%
30-40 hours	44	43.10%
40-50 hours	21	20.60%
50 hours above	2	2%
TOTAL	102	100

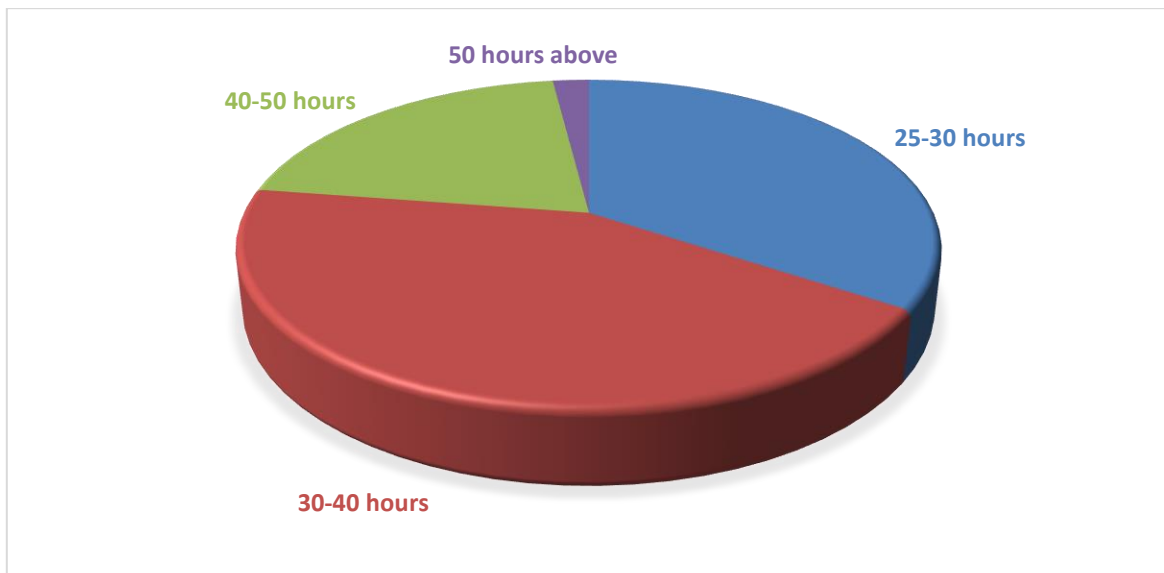


Fig no:4.1.6 No of working hours

INTERPRETATION

From the above table it is interpreted that the number of respondents 4.9% are very satisfied with their current work life balance, 51% of the respondents are satisfied with their current work life balance, 36.3% of the respondents are neutral with their current work life balance, 6.97% of the respondents are dissatisfied with their work life balance and 1% of the respondents are very dissatisfied with their work life balance.

4.1.7. Work life management

Table no:4.1.7

Management of workload	No of respondents	Percentage
Yes always	11	10.80%
Yes most of the time	41	40.20%
Sometimes	41	40.20%
Rarely	8	7.80%
Never	1	1%
TOTAL	102	101



Fig no:4.1.7 Work life management

INTERPRETATION

From the above table it is interpreted that the number of respondents for Yes Always(10.8%), Yes most of the time(40.2%), Sometimes(40.2%), Rarely(7.8%), Never(1%).

4.1.8. How flexible is the work schedule at the institution

Table no:4.1.8

How flexible	No of respondents	Percentage
Very flexible	10	9.80%
Somewhat flexible	44	43.10%
Neutral	39	38.20%
Somewhat inflexible	8	7.85%
Very inflexible	1	1%
TOTAL	102	100

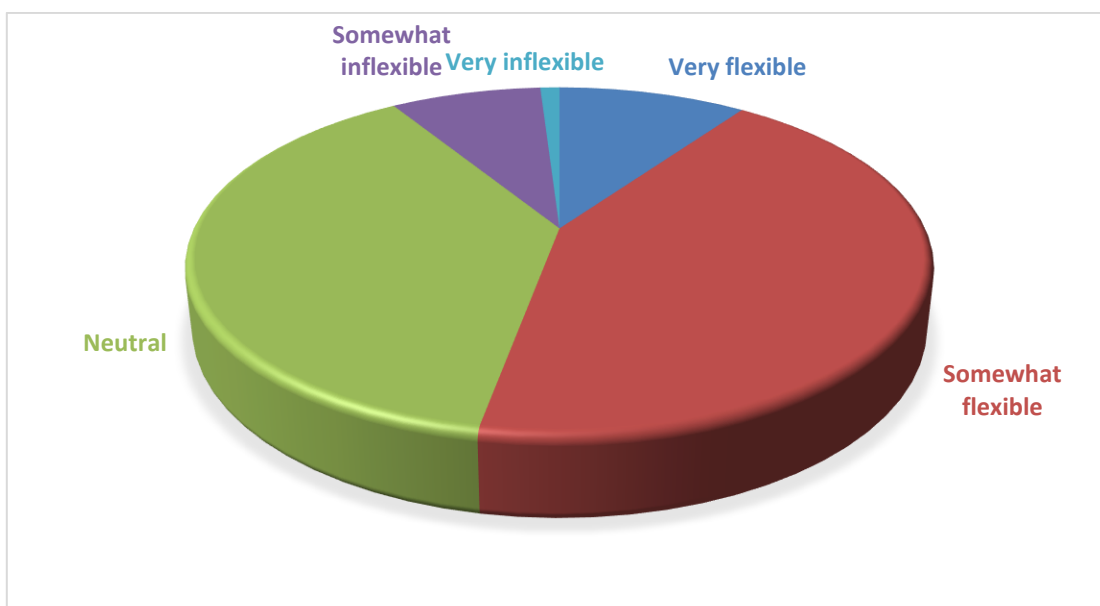


Fig no:4.1.8 How flexible is the work schedule

INTERPRETATION

From the above table it is interpreted that the number of respondents for Very flexible (9.8%) somewhat flexible (43.1%), Neutral (38.2%) Somewhat inflexible (7.8%) and Very inflexible (1%).

4.1.9. How often do the respondents prioritising meditation or hobbies

Table no:4.1.9

Priorities	No of respondents	Percentage
Rarely	15	14.70%
A few times in a week	50	49%
Once a day	33	32.45%
Never	4	3.90%
TOTAL	102	100

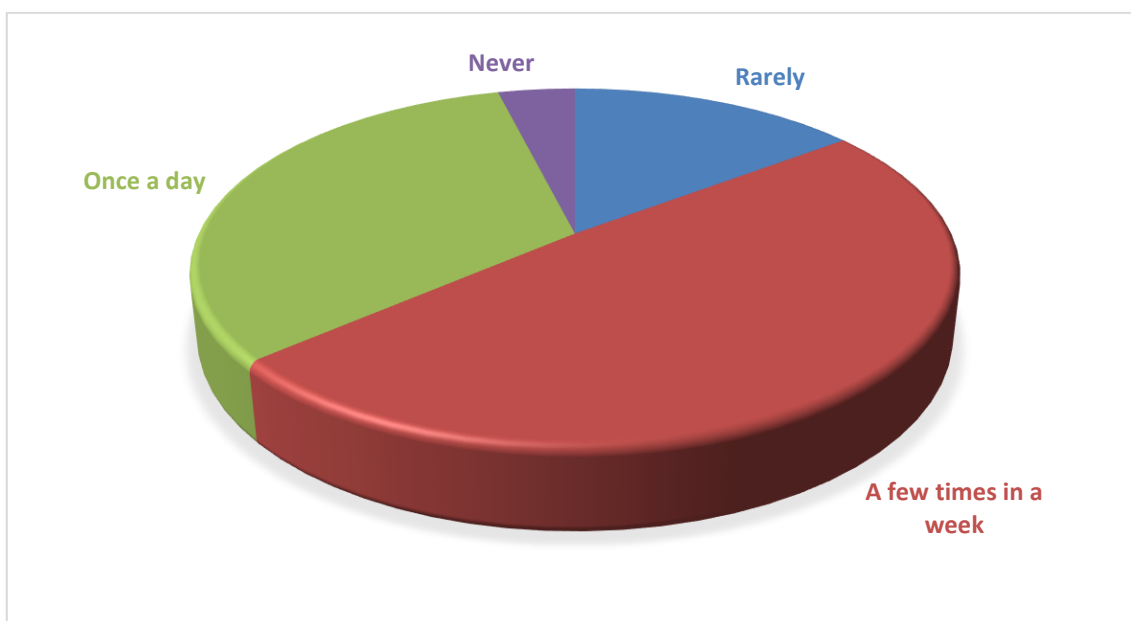


Fig no:4.1.9 Priorities

INTERPRETATION

From the above table it is interpreted that the number of respondents for Rarely(14.7%), A few times in a Week(49%), Once a day(32.4%), Never(3.9%).

4.1.10. Overwhelmed by workload from the institution.

Table no: 4.1.10

Overwhelmed by workload	No of respondents	Percentage
Rarely or never	10	9.80%
Occasionally	55	53.90%
Often	26	25.50%
Very often	11	10.80%
Always	0	0.00%
TOTAL	102	100



Fig no:4.1.10 overwhelmed by workload

INTERPRETATION

From the above table it is interpreted that the number of respondents for Rarely or never (9.8%), Occasionally (53.9%), Often (25.5%), Very often (10.8%), always (0%)

4.1.11. Providing adequate resources by the institution

Table no: 4.1.11

Adequate resources	No of respondents	Percentage
Yes, strongly agree	9	8.80%
Yes, somewhat agree	53	52%
Neutral	39	38.20%
No, strongly disagree	1	1%
TOTAL	102	100

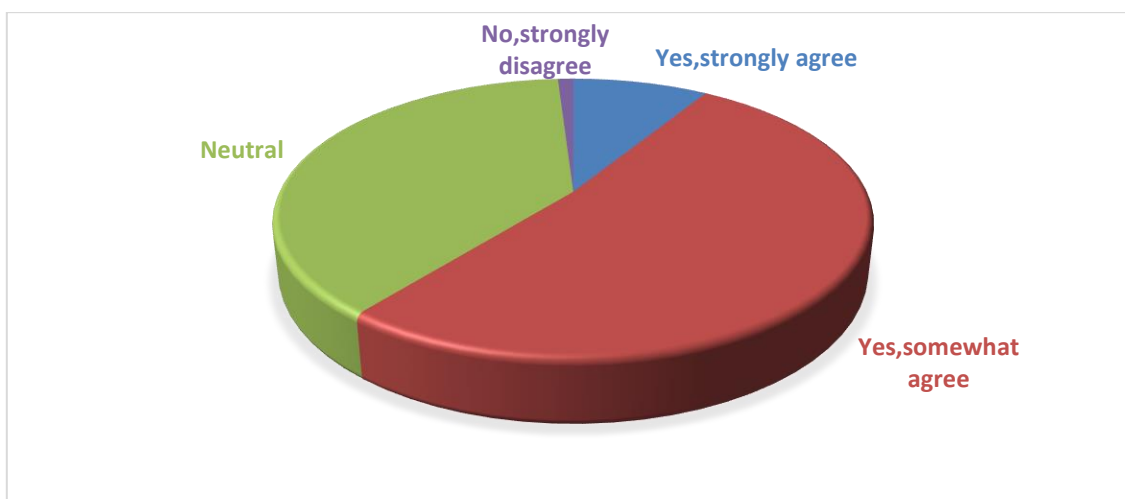


Fig no:4.1.11 providing adequate resources

INTERPRETATION

From the above table it is interpreted that the number of respondents 8,8% strongly feel that the organisation provides adequate resource or programs to support employee well being and work life balance, 52% of the respondent somewhat agree, 38.2% of the respondent are neutral, 1% of the respondent strongly disagrees

4.1.12. Does the respondents feel burned out or emotionally exhausted from the work?

Table no:4.1.12

Emotionally exhausted by work	No of respondents	Percentage
Never	8	7.80%
Occasionally	55	53.90%
Often	30	29.40%
Very often	8	7.80%
Always	1	1%
TOTAL	102	100



Fig no:4.1.12 Emotionally exhausted by work

INTERPRETATION

From the above table it is interpreted that the number of respondents 7.8% has never been burned out or being emotionally exhausted from work, 53.9% of the respondent feels occasionally burned out, 29.4% feels burned out often, 7.8% of the responded feels burned out very often and 1% of the respondent feels burned out always.

4.1.13. Does the respondents feel like they have control over workload

Table no:4.1.13

Control over work load	No of respondents	Percentage
Yes, always	20	19.60%
Yes, most of the time	52	51%
Rarely	27	26.50%
Never	3	2.90%
TOTAL	102	100

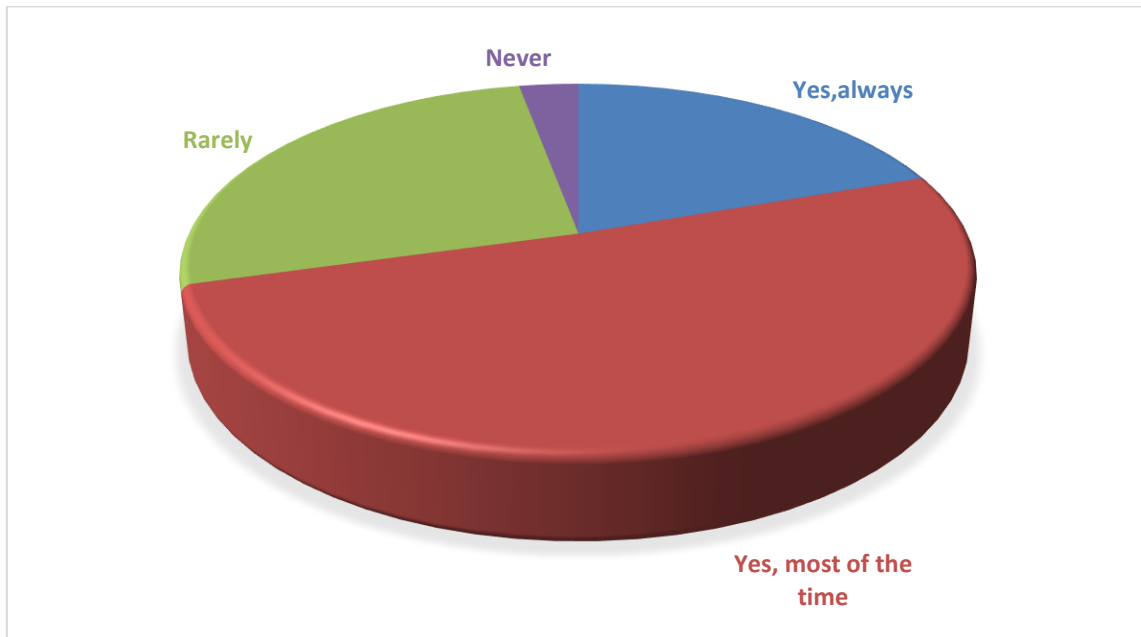


Fig no:4.1.13 Control over workload

INTERPRETATION

From the above interpreted the number of respondents 19.6% feels that they always have enough control over their workload, 51% of the responded has control most of the time, 26.5% of the respondent feels control over their workload rarely, 2.9% of the respondent has never had enough control over their workload.

4.1.14. Overall stress level of the respondents

Table no:4.1.14

Overall Stress level	No of respondents	Percentage
1	2	2%
2	12	11.80%
3	39	38.20%
4	45	44.10%
5	4	3.90%
TOTAL	102	100

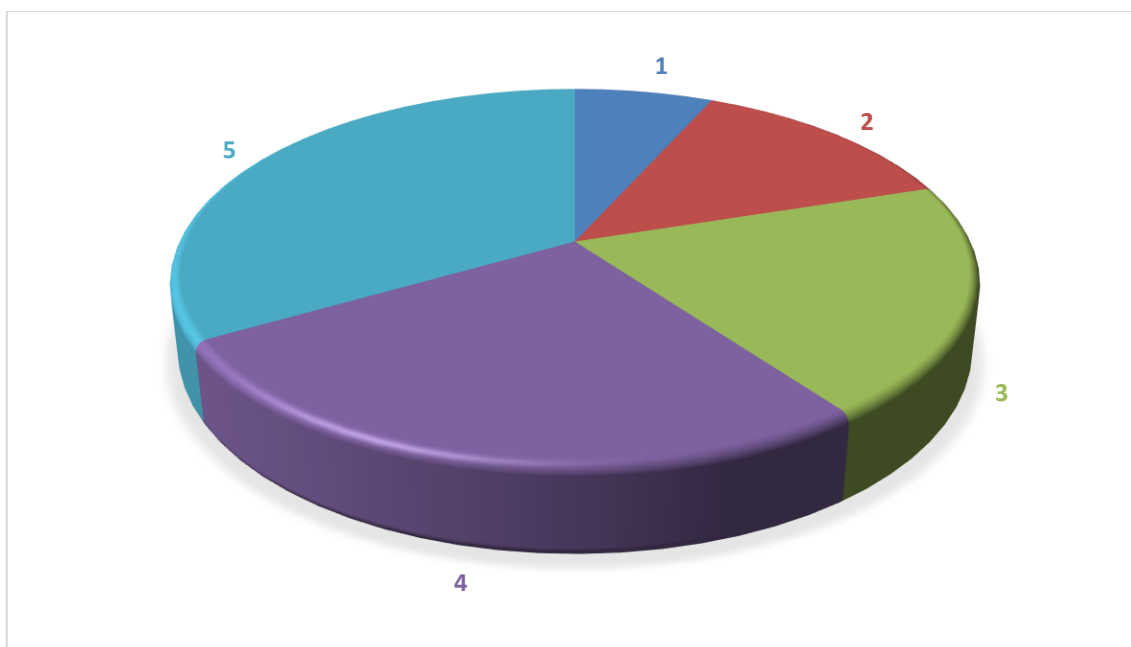


Fig no:4.1.14 Overall stress level

INTERPRETATION

From the above interpreted the number of respondents has given 2% of overall rate your stress level related to work life balance, 11.8% of the respondents has given 2 rating, 38.2% of the respondent has given 3 rating, 44.1% of the respondent has given 4 rating and 3.9% of the respondent has given a rating of 5.

CHAPTER 5

FINDINGS AND SUGGESTIONS

5.1 FINDINGS

48% of the respondents are male and 52% of the respondents are female.

44.1% of the respondents belongs to 20-30 age limit, 37.3% of the respondents belongs to 30-40 age limit, 14.7% of the respondents belong to 40-50, and 3.9% of the respondents belongs to 50-60.

64.7% of the respondents are married and 35.3% of the respondents are Unmarried
41.2% of the respondents has 0-5 years of work experience, 32.4% of the respondents has 5-15 years of work experience, 21.6% of the respondents has 15-25 years of work experience, 3.9% of the respondents has 25-30 years of work experience and 1% of the respondent has 30 years and above of experience.

4.9% of the respondent are very satisfied with their current work life balance, 51% of the respondent are satisfied, 36.3% of the respondent are feeling neutral, 6.9% of the respondent feels dissatisfied and 1% of the respondent feels very dissatisfied with the current work life balance.

34.3% of the respondent work 25-30 hours of work in a week, 43.1% of the respondent work 30-40 hours in a week, 20.6% of the respondent work 40-50 hours in a week, 2% of the respondent work 50 hours and above in a week

40.2% of the respondent that their workload is always manageable, 40.2% of the respondent feels their workload is manageable most of the time, 40.2% of the respondent feels their workload is sometimes manageable, 7.8% of the respondent feel

that their workload is rarely manageable and 1% of the respondent has never felt that their workload is manageable.

9.8% of the respondent feels that work schedule is flexible in accommodating personal commitments and emergencies, 43.1% of the respondent feels it somewhat flexible, 38.2% of the respondent feels neutral, 7.8% of the respondent feels somewhat inflexible and 1% of the respondent feels very inflexible.

14.7% of the respondent rarely prioritise selfcare activities such as meditation and hobbies, 49% of the respondent prioritise it a few times in a week, 32.4% of the respondent prioritise it once a day and 3.9% of the respondent never prioritise.

19.6% of the respondent feels that they always have enough control over their workload, 51% of the respondent has control most of the time, 26.5% of the respondent rarely control and 2.9% of the respondent never control.

CHAPTER 6

SUGGESTIONS AND CONCLUSIONS

6.1 Suggestions

Time Management Workshops: Offer workshops or seminars to faculty on effective time management techniques, prioritization, and setting boundaries to help them balance work and personal life.

Flexible Work Arrangements: Provide options for flexible work arrangements such as telecommuting, flexible hours, or compressed workweeks to accommodate different lifestyles and responsibilities.

Clear Communication: Encourage open communication between faculty and administrators to address workload concerns, set realistic expectations, and provide support when needed.

Encourage Self-Care: Promote the importance of self-care among faculty members by offering wellness programs, access to counseling services, and resources for stress management.

Support Networks: Foster a supportive community among faculty members where they can share tips, resources, and experiences for managing work-life balance.

6.2 CONCLUSION

- Achieving work-life balance is essential for overall well-being and productivity.
- Through effective time management, setting boundaries, and prioritizing self-care, individuals can maintain harmony between their professional and personal lives.
- Emphasizing flexibility, communication, and the importance of disconnecting when needed fosters a healthier balance.

- Ultimately, prioritizing work-life balance not only enhances individual satisfaction and happiness but also contributes to long-term success and fulfillment in both professional and personal realms.

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ANNEXURE

1. Name
2. Gender
3. Marital status
 - a. Married
 - b. Unmarried
4. Years of experience
 - a. 0-5 years
 - b. 5-15 years
 - c. 15-25 years
 - d. 25-30 years
 - e. 30 years and above
5. How much hours do you work in a week
 - a. 25-30 hours
 - b. 30- 40 hours
 - c. 40-50 hours
 - d. 50 and above
6. On a scale of 1-5 how satisfied are you with your current work life.
 - a. Very dissatisfied
 - b. Dissatisfied
 - c. Neutral
 - d. Satisfied
 - e. Very satisfied

7. Do you feel that your workload is manageable
 - a. Yes always
 - b. Yes, most of the time
 - c. Sometimes
 - d. Rarely
 - e. Never

8. How flexible is your work schedule in a accommodating personal commitments or emergencies
 - a. Very flexible
 - b. Somewhat flexible
 - c. Neutral
 - d. Somewhat inflexible
 - e. Very inflexible

9. How often do you prioritise selfcare selfcare activities such as exercise, meditation or hobbies
 - a. Rarely
 - b. A few times in a week
 - c. Once in a day
 - d. Never

10. Do you feel that the organization provides adequate resources or programs to support employee well being and work life balance
 - a. Yes, strongly agree
 - b. Yes, somewhat agree
 - c. Neutral
 - d. No, sometime disagree
 - e. No strongly disagree

11. How often do you feel overwhelmed by work

- a. Rarely or never
- b. Occasionally
- c. Often
- d. Very often
- e. Always

12. How often do you feel burned out or being emotionally exhausted from work

- a. Never
- b. Occasionally
- c. Often
- d. Very often
- e. Always

13. Do you feel that you have enough control over your workload and schedule to maintain a healthy balance between work and personal life.

- a. Yes always
- b. Yes, most of the time
- c. Rarely
- d. Never

14. Overall , how would you rate your stress level related to work life balance

- a. 1
- b. 2
- c. 3
- d. 4
- e. 5

