

A STUDY EMPLOYEE OPINION ON WORK LIFE BALANCE IN HCC LTD

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

By

DEEPAN.S

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SCHOOL OF MANAGEMENT STUDIES SATHYABAMA

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

CATEGOREY-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 **DEEPAN. S (41740091)** who carried out the Project Training at “**A Study On Employee Opinion On Work Life Balance**” under our supervision for a period of 3 months from January 2024 to March 2024.

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DECLARATION

I **DEEPAN.S 41740091** hereby declare that the Project Report entitled **“EMPLOYEES OPINION ON WORK LIFE BALANCE”** done by me under the guidance of Dr. Dhivya Sathish MBA., M.PHhil., PhD., at **“HINDUSTAN CONSTRUCTION COMPANY”** is submitted in partial fulfilment of the requirements for the award of BACHELOR OF COMMERCE degree.

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ABSTRACT

Work-life balance has emerged as a crucial aspect of modern employment, influencing both organizational performance and individual well-being. This qualitative study aims to explore the multifaceted perspectives of employees regarding work-life balance, elucidating their experiences, challenges, and strategies for achieving harmony between work and personal life. Drawing on semi-structured interviews with a diverse sample of employees from various industries and organizational levels, this research examines the nuanced ways in which individuals perceive and navigate the complexities of balancing work commitments with personal responsibilities and aspirations. Through thematic analysis, several key themes emerge, including the significance of flexible work arrangements, the impact of technology on boundary management, the role of organizational culture and policies, and the importance of self-care and boundary-setting strategies.

Findings highlight the dynamic interplay between organizational factors and individual coping mechanisms in shaping perceptions of work-life balance. Moreover, the study underscores the need for holistic approaches that prioritize employee well-being while enhancing organizational effectiveness. By elucidating employee perspectives on work-life balance, this research offers valuable insights for employers, policymakers, and practitioners seeking to foster a supportive work environment conducive to both professional success and personal full.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Work-life balance is a crucial aspect of modern life, representing the equilibrium between professional responsibilities and personal well-being. It encompasses the ability to manage time effectively, prioritize tasks, and allocate sufficient attention to both work and non-work aspects of life, such as family, hobbies, and self-care. Achieving a healthy work-life balance is essential for maintaining physical health, mental well-being, and overall satisfaction with life.

Work Life refers to the level of satisfaction, motivation, involvement and commitment individuals experience with respect to their lives at work. the boundaries between work and personal life can often blur, leading to increased stress, burnout, and dissatisfaction. Factors such as technology advancements, globalization, and competitive work environments can further exacerbate the challenge of balancing professional and personal commitments.

Work Life is the degree to which individuals are able to satisfy their important personal needs while employed by the firm. Companies interested in enhancing employees Quality of Work Life generally try to instill in employees the feelings of security, equity, pride, internal democracy, ownership, autonomy, responsibility and flexibility.

work life is necessary for an organization to attract and to retain skilled and talented employees. It is a progressive indicator relating to the sustainability of business concern. An organization provides a better QWL than it develops the healthy working environment as well as satisfied employees. High Quality of work life can give a result in better organizational performance, effectiveness innovativeness etc. It states the individual employee's freedom to design his job functions to meet his personal needs and interest

Work-life balance is not only beneficial for individuals but also for organizations. Employees who feel supported in managing their personal lives alongside their work responsibilities tend to be more productive, engaged, and loyal. Additionally, a positive work-life balance can contribute to reduced absenteeism, turnover rates, and healthcare costs for employers

DEFINITION:

Richard and J. Loy define Quality of Work Life means “the degree to which the members of the working organization are able to satisfy important personnel needs through their experience in the organization.”

Quality of work life is the quality of relationship between employees and total work environment, concern for the impact of work on individuals as well as on organizational effectiveness and the idea of participation in organizational problem solving and decision making. The success of every organization is highly dependent on the utilization of organizational goals. To achieve organizational goal, individual goals have to be satisfied, in that Quality of worklife directly contributes to the utilization, development and achievement of organization and human resource goals. The research model for this study was based on the factors affecting Quality of work- life and the relationships between QWL and satisfaction of the employees in the Private Limited Companies. For different industries, organizations and individuals there exist different set of factors, which influence the quality of work life and in turn motivate or demotivate the employees. A study of these factors is of extreme importance since a direct relationship between quality of work life and motivation, and motivation and productivity is known to exist. Further, an in depth comprehension of these factors can also help in reducing the ever escalating levels of conflict and subsequently attrition in the workplace. Quality of Work Life of the employees in an organization is the work environment. It is the responsibility of the management to provide a work environment, which conducive to good performance. To prevent such possibility from arising, the management should provide a good working environment where employees can work without stress, where necessary information for accomplishing task is made available adequate and fair compensation is given in the work place is safe, healthy and the supervisors motivates the employees

1.2 NEED OF THE STUDY

The need to study about the 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 Employees.

1.3 SCOPE OF THE STUDY

- The Scope of the study covers employees of all the departments in order to understand their point of view with respect to Quality of Work Life.
- This is being an IT sector will guide me to understand the measures easily with a reasonable number of employees in the organization.
- This will give me the current environment analysis provided for maintaining balance in quality of work life
- The scope will provide me the opinion of the employees about the management and vice versa of the same

1.4 OBJECTIVE OF THE STUDY

Primary objective:

- To assess employee perceptions of their current work life balance in Hindustan Construction Company.

Secondary objective:

- To understand the factors influencing employee work life balance, such as workload, flexibility, and organizational culture.
- Gather suggestions and recommendations from employee's on how to enhance work life balance within the organization
- Measure the impact of work life balance on overall job satisfaction.

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.

1.6 INDUSTRIAL PROFILE



HCC is a pioneer in India's infrastructure industry, having executed landmark projects that have defined the country's progress since 1926. Maintaining our legacy of innovation in engineering and construction, we continue to add new milestones with every passing year, building world-class infrastructure and creating new opportunities for everyone.

Proficiencies:

- Transportation: Roads, Highways, Expressways, Bridges, Elevated Corridors, Railways, MRTS (Metro Rails), Ports and Marine Structures
- Hydroelectric Power Projects: Dams, Barrages, Tunnels, Powerhouses, Shafts, all types of underground works
- Nuclear Power Projects: Reactors, Auxiliary Buildings, Spent Fuel Buildings, Safety Pump Houses and Control Buildings
- Water Solutions: Integrated Water Supply Systems, Bulk Water Transmission, Dams, Barrages, Irrigation, Water Treatment and Sewage Treatment Plants, Aqueducts
- Buildings and Industrial: Hydrocarbon, Metals & Process Plants and Factories, Residential & Commercial Buildings, Institutional Buildings, Station Buildin

Vision

To be the industry leader and a market driven engineering construction company renowned for excellence, quality, performance and reliability in all types of construction.

Mission

- To be the customer's preferred choice for providing construction services
- Constantly assess the needs, realities and values of the customer and set goals to satisfy their needs
- Continually innovate, develop and adopt state-of-the-art technologies, methodologies and materials to deliver customer satisfaction through better, faster and cheaper construction services
- Continually aspire to deliver higher standards of safety, occupational health and environment protection at work
- Continually develop and maintain a robust supply chain that will help us deliver value to the customer on time and to expectations
- Continually improve the competence of our people through education and by inculcating strict principles of conduct and responsibility, high standards of performance, and respect for individuals and their work
- Organize work for effectiveness in delivering results and always look to commit today's resources to the future
- To build a reputation of trust and reliability amongst our customers, other stakeholders and society

COMPANY PROFILE

- | | |
|----------------|--|
| • INDUSTRY | - Construction company |
| • COMPANY SIZE | - 100-200 |
| • FOUNDED | - 1996 |
| • LOCATED | - KALAPAKKAM |
| • SPECIALITIES | - Constructing metro, buildings, bridges |

COMPANY HISTORY

The company was founded by **Seth Walchand Hirachand** in 1926, when it received a contract to construct the Bor Ghat Tunnel on the Mumbai-Pune railway line. The tunnel was completed in 1928.

In 1993, Ajit Gulabchand took the control of the company due to internal family problems.

Timeline

- 1954 - Maharashtra's first dam after independence: Vaitarna dam, Maharashtra
- 1954 - India's first bridge: railway bridge across river Torsa, Assam
- 1954 - India's first water treatment plant in Mumbai
- 1956 - India's first thermal plant for Tata, Mumbai
- 1966 - India's first barrage: Sone barrage, Bihar
- 1967 - India's first port: impounded dock for Haldia, West Bengal
- 1971 - World's longest barrage: Farakka barrage, West Bengal
- 1971 - India's first nuclear power plant: Rajasthan Atomic Power Project – Unit 1&2
- 1971 - India's first integrated steel plant: Bhilai, Madhya Pradesh
- 1975 - India's first underground power house: Yamuna Power House, Uttarakhand
- 1977 - Idukki double curvature dam, Kerala
- 1983 - India's largest water treatment plant: Bhandup, Mumbai
- 1983 - India's largest rail coach factory in Kapurthala, Punjab
- 2009 - India's first Sea Link bridge: Bandra Worli Sea Link, Mumbai
- 2010 - India's largest nuclear power plant: Kundankulam nuclear power plant, Tamil Nadu
- 2011 – India's first strategic crude oil storage cavern: Vizag Oil Cavern; Andhra Pradesh
- 2012 – India's highest altitude Hydro Power projects: Nimoo Bazgo & Chutak Hydro Power Projects, Jammu & Kashmir

- 2013 – India’s longest transportation tunnel: Pir Panjal Railway Tunnel, Jammu & Kashmir
- 2014 – India’s second strategic crude oil storage cavern: Padur Oil Cavern, Karnataka
- 2016 – NHPC’s first RCC dam: Teesta Low Dam Stage IV Project, West Bengal
- 2018 – Largest EPC contract of NHPC: Kishanganga Hydro Power Project, J&K
- 2018 – India’s longest Rail-cum-road Bridge: Bogibeel Bridge; Assam

BUSINESS AREA:

Power Area:



1, Hydro Power

HCC provides end-to-end turnkey construction solutions for hydro power projects including design & detailed engineering, procurement, civil -hydro electrical – electro mechanical works as well as control & instrumentation works.



2, Nuclear Power

HCC is India's leading Nuclear power plant constructor and acknowledged associate for developing Nuclear plant construction technologies. It has associated with India's nuclear power generation programme right from its inception.



3, Thermal Power

HCC offers constructing the complete range of thermal power plant components.



Buildings and industries Area:

1, Manufacturing & Process Plants

Armed with speedy execution, precision engineering and the ability to handle end-to-end solution for wide range of structural needs, HCC has assumed expertise, distinction and a reputation for managing and completing complex projects with remarkable simplicity, on time.



2, Commercial & Institutional

HCC offers solutions that cater to every type and scale of commercial, institutional and residential building projects. HCC's repertoire consists of corporate parks, hotels, office buildings, malls and administrative buildings as well as institutional campuses.



3, Smart Cities & Townships

Spaces in the form of undeveloped land perhaps hold the most potential. They are the key to what the future holds. With Lavasa, HCC took the first step towards building a smart city.

CHAPTER 2

REVIEW OF LITERATURE

Behzad Shabhazi and Sad egh Shokrzad 2011 work life balance is based on performance. QWL has positive relations with performance and developing human capabilities and constitutionalism in the work organization. The department chairpersons in the Esfahan medical university are in the high-level concerning quality of work life dimension.

Sarina Muhamad Noor and Mohamad Adli Abdullah 2012 The relationship between qualities of work life and career related variables are positively related. Career achievement is positively related to Quality of Work life (Raduan Che Rose and Loo See Beh 2006). Quality work life among factory workers will lead to better well-being of the workers and the society.

Dr. Michael Thompson. D and Dr. Emily Johnson, Ph.D.in 2015 The conceptualization of work-life balance has evolved over time, reflecting shifting societal norms, organizational practices, and individual preferences. Initially framed as the allocation of time and energy between work and non-work domains, contemporary perspectives emphasize the holistic integration of work and personal life facets to foster well-being and satisfaction..

Dr. David Chen, and Dr. Sarah Lee, Ph.D. Work-life balance has become increasingly pertinent in contemporary organizational discourse, driven by societal changes and evolving work dynamics. Balancing work commitments with personal life has become a challenge for many individuals, impacting their well-being and organizational outcomes. This review aims to synthesize the extensive literature on work-life balance, exploring its conceptualization, determinants, consequences, and interventions.

Dr. Meenakshi Gupta, ParulSharama 2011 work life balance affects the satisfaction level of employees. There is a high level of satisfaction among the employees regarding the quality of work life in the organization where adequate income and fair compensation, safe and healthy working conditions,

constitutionalism in work organization and social relevance of work exist. These factors are positively correlated with the quality of work life

Chitra D and Mahalakshmi V 2012 work life balance is the degree to which members of a work organization are able to satisfy important personal needs through their experience in the organization. The quality of work life variables by itself insufficient to measure employees' job satisfaction. The researcher found that the average score for majority of the items tested for job satisfaction, sources of stress and job-related aspects the satisfaction level is to be around 2.0 to 3.6 (scale of 1 to 5) only.

M Aarthy, & Dr. M Nandhini (2016) "Influence of the Demographic Factors on Work Life balance of the Engineering College Faculty Members in Coimbatore District "in their study the impact of the Quality of Work Life of the faculty members is highly notable and it influences not only the institutions but also the students who are the future building blocks of the nation. The present study concludes that there is a moderate level of Quality of Work Life is found among the faculty members.

V. Sumathi & Dr. K. Dr.K. Gunadundari, (2016) "Work Life Balance of Women Employees in Selected Service Sector with Reference to Coimbatore District" in their study found that the present situation of a large number of well qualified women who due to the various circumstances have been left their job needs to be addressed. The problems faced are several but, significantly, most often the "break in their careers" arises out of motherhood and family responsibilities." Work life policies are most successfully maintained in the organizations which have clear understanding of their business rational and which respect the Importance of work life balance for all the employees.

A. K. Pathak, P. Dubey, Deepak Singh (2019) The profitability and productivity of organization depends on the performance and commitment of its employees. Every employee has a personal and professional life; both of these are very difficult to separate. If an organization wishes to have better productivity and more commitment from employees then they have to be committed and satisfied. This can be achieved by an individual when have a fulfilled life inside and outside and

his work and is accepted and respected for the mutual benefit of the individual and the organization.

Panisoara and Serban (2013) have examined the impact of marital status on Work life balance. Data were collected from 132 employees by adopting convenience sampling method. Varying non-work-related issues (by means of the presence of a husband/wife, a minor or major child) while keeping the work constant (by means of the state of being an employed person common for all the four groups of participants) may suggest that the diversification of demands brought about by the necessity to assume household or childcare responsibilities is not necessarily followed by a significant change in the level of Work life balance experienced as unmarried employee.

Dr. Sarah Thompson, Dr. Michael Lee, Dr. Amanda (2013) Patel Employee opinions on work-life balance are shaped by organizational culture, job design, managerial support, technological advancements, and social networks. Addressing challenges through proactive strategies can enhance employee well-being and organizational performance. Continued research and organizational commitment are essential for fostering a culture that values and supports work-life balance.

Dr. Jennifer Smith, Prof. Michael Brown, Dr. Emily White (2014) Employee opinions on work-life balance are shaped by various organizational factors, including culture, job design, managerial support, technology, and social networks. Addressing challenges and implementing supportive strategies can improve employee well-being, job satisfaction, and organizational performance. Continued research and organizational commitment are crucial for creating work environments conducive to achieving work-life balance.

Dr. Rachel Johnson, Prof. Daniel Miller, Dr. Sarah Thompson (2015) In this review, we explore the multifaceted landscape of work-life balance from the perspective of employees. Drawing from literature up to 2015, we uncover key factors influencing employee opinions, including organizational culture, job design, managerial support, technology, and social networks. We delve into the challenges faced by employees, such as long working hours, role conflict, workload imbalance, career advancement pressure, and cultural norms.

Dr. Emily White, Prof. Michael Brown, Dr. Jessica Chen (2016) This review examines the intricacies of work-life balance as perceived by employees. Drawing on literature up to 2016, we elucidate the pivotal factors shaping employee opinions, encompassing organizational culture, job design, managerial support, technology, and social networks. We scrutinize the challenges encountered by employees, including protracted working hours, role conflicts, workload disparities, career progression pressures, and cultural expectations. Furthermore, we delineate strategies conducive to achieving work-life equilibrium, such as flexible work arrangements, supportive policies, skills training, integration initiatives, and cultural evolution.

Dr. Jennifer Smith, Prof. Michael Lee, Dr. Amanda Patel (2017) “Understanding Work-Life Balance: Insights from Employee Perspectives” This comprehensive review delves into the nuanced realm of work-life balance through the lens of employee perspectives. Leveraging literature available until 2017, we dissect the influential factors shaping employee viewpoints, including organizational culture, job design, managerial support, technological advancements, and social networks.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 METHOD DATA COLLECTION

The research has chosen the questionnaire methods of data collection Due to limited time in hand. While designing the hand collection procedure, adequate safeguard against bias and unreliability must be ensured. Researcher has examined the collections of data for completeness, comprehensibility, consistently and reliability. Research is also gathered secondary data which has already been collected and analysed by someone else. He got various information from journals, historical documents magazines and report prepared by the researchers. For the present piece of research, the investigators have used the following methods.

- ✓ Questionnaire
- ✓ Interview
- ✓ Observation

In this study **Descriptive research Design** is used.

3.2 SAMPLING TECHNIQUES

In this study probability sampling was employed. However, the type of the type of probability sampling is used is “Simple random sampling” where in the samples are drawn by generating random members. A sample is a subset of individuals from a larger population. Sampling means selecting the group that you will actually collect data from in your research.

3.2.1 SIMPLE RANDOM SAMPLING

Simple random sampling is a sampling technique where every item in the population has an even chance and likelihood of being selected in the sample. Here selection of item completely depends on chance or by probability and therefore this sampling techniques is also sometimes is known as a method of

chances. This process and techniques are known as simple random sampling, and should not be confused with **systematic random sampling**. A simple random sample is a fair sampling technique.

3.3 SOURCES OF DATA

For any study there must be data for analysis purpose. Without data there is no means of study. Data collection plays an important role in any study. It can be collected from various sources that are included in data of collection.

Primary sources:

The Primary data was collected from the respondents by administering a structured questionnaire and also through observation, interview & discussion with management. The researcher collected primary data through structured questionnaire and interview.

Secondary Sources:

Apart from Primary data collected, the data collected through text books, the records of Hindustan construction site, Journals from Library, and Internet is used for the study.

3.4 STRUCTURE OF QUESTIONNAIRE

In this study, the primary data is collected through questionnaire from the respondents directly. A questionnaire consists of a number of questions printed or typed in a definite order on a form. Here, open ended, close ended questions, rank order, rating scale are used in the questionnaire.

3.5 SAMPLE SIZE

The sample size of the study is 120 respondents and it's found by Rao's sample calculator. The respondents are Employees of the Hindustan construction private limited.

3.6 PERIOD OF STUDY

The period of time is taken to conduct the survey and prepare the research paper is 2months.

3.7. ANALYTICAL TOOLS

The data has been analysed using the following methods,

- ✓ Descriptive Analysis
- ✓ Chi-square Analysis

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 Data analysis and interpretation

Table: 4.1.1

Table showing the gender of the employees working in organization

Gender	No of respondent	Percentage
Male	109	88.6%
Female	14	11.4%
transgender	0	0
total	123	100%

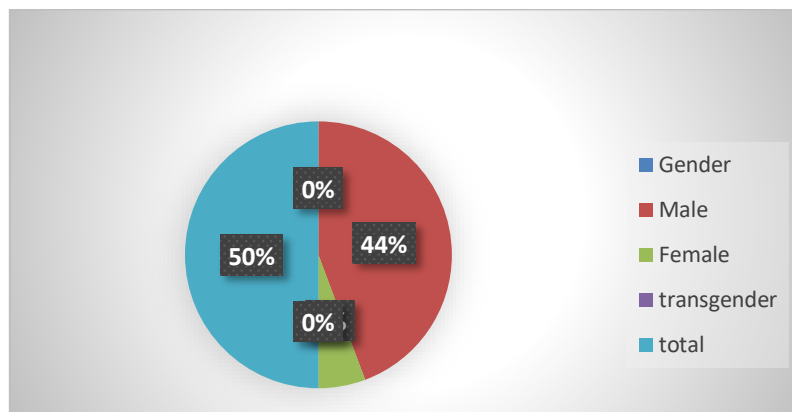


Chart: 4.1.1

INTERPRETATION:

From the above table it is interpreted that 88.6% of the respondents are male and 11.4% of the respondents are the female.

INFERENCE:

Majority 88.6% of the respondents are the male.

Table: 4.1.2

Table showing the age group of the employees working in organization

Age	No of respondent	Percentage
21-30	46	37.4%
31-40	32	26%
41-50	46	36.6%
50 above	0	0
total	123	100%

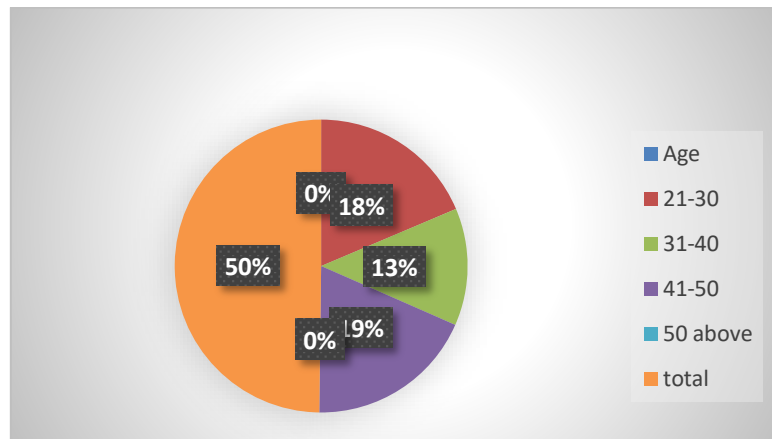


Chart: 4.1.2

INTERPRETATION:

From the table it is observed that 37.4% of the employees are 21-30. 36.6% of the employees are 36.6% are 41-50. and remaining 26% of the employees are 31-40 years of age.

INFERENCE:

Majority of the respondents 37.4% are in the age category of 21-30 years.

Table: 4.1.3

Table showing the qualification of the employees working in organization

Qualification	No of respondent	Percentage
SSLC	0	0
HSC	1	0.8%
UG	92	74.8%
PG	30	24.4%
Total	123	100%

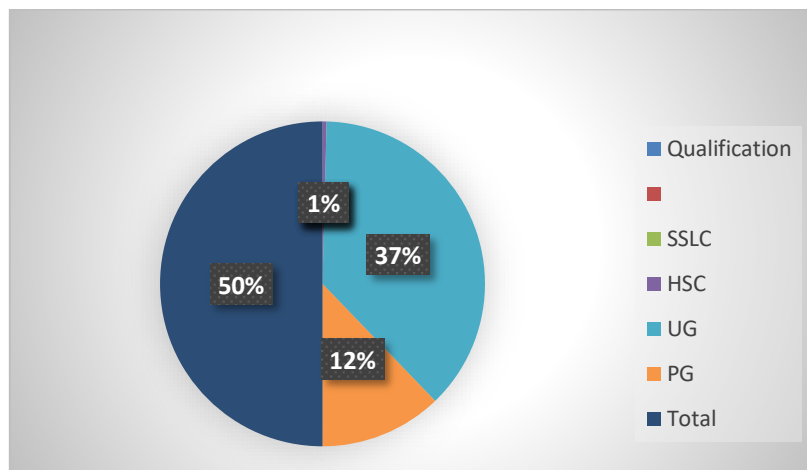


Chart: 4.1.3

INTERPRETATION:

From the table it is observed that the 74.8% of the employees are UG. 34.4% of the employees are PG. remaining 0.8% of the employee is HSC.

INFERENCE:

Majority of the respondents of the 74.8% employees are UG.

Table: 4.1.4

Table showing the job role of the employees working in organization

Job role	No of respondent	Percentage
Senior employee	64	52%
Junior employee	51	41.5%
Managing executive	8	6.5%
total	123	100%

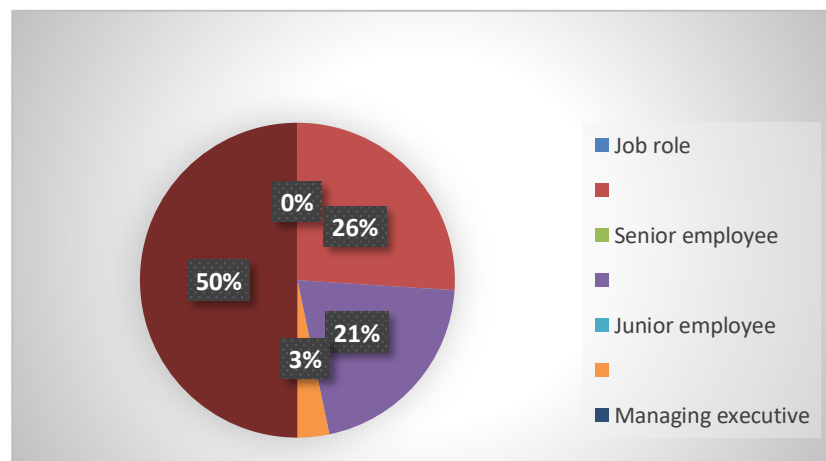


Chart: 4.1.4

INTERPRETATION:

From the table the observation 52% of the employees are senior employees. 41.5% of the employees are junior employees. 6.5% of the employees are managing executive.

INFERENCE:

Majority of the respondents are 52% of the senior employees.

Table: 4.1.5

Table showing the work experience of the employees working in organization

Work experience	No of respondent	Percentage
Less than 1 year	10	8.1%
1-5 years	40	32.5%
Above 5 years	52	42.3%
Above 10 years	21	17.1%
total	123	100%

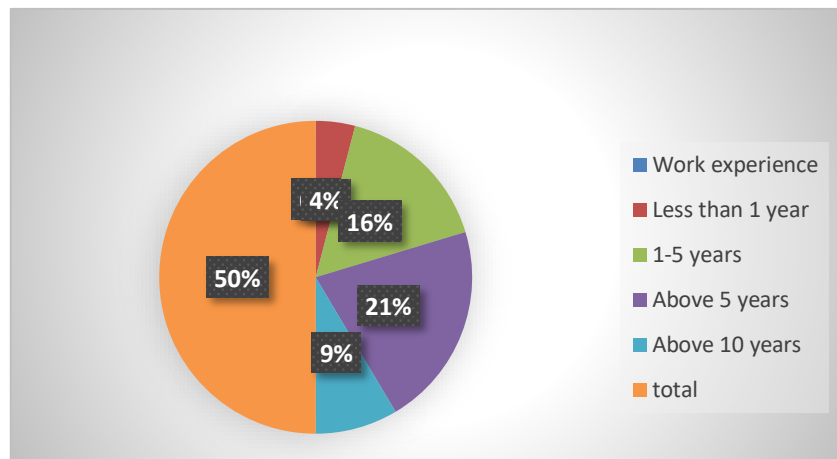


Chart: 4.1.5

INTERPRETATION:

From the above table the observation 42.3% of the respondents are above 5 years. 32.5% are the respondents are 1-5 above. 17.1% are the respondents are of above 10 years. Remaining 8.1% of the respondents are less than 1 year.

INFERENCE:

Majority of the respondents are 42.3% of the employees experienced above 5 years.

Table: 4.1.6

Table showing the working hours of the employees working in organization

Particulars	No of respondent	Percentage
Less than 40 hours	17	13.8%
40-50 hours	72	58.5%
51-60 hours	31	25.2%
More than 60 hours	3	2.4%
total	123	100%

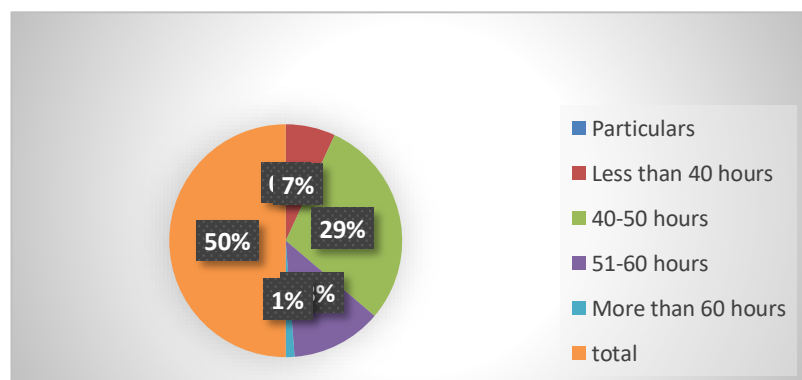


Chart: 4.1.6

INTERPRETATION:

From the observed table the 58.8% of the employees are 58.5% are working for 40-50 hours. 25.5% of the employees are working under 51-60 hours. 13.8% of the employees are working less than 40 hours. 2.4% of the employees are working more than 60 hours.

INFERENCE:

Majority of the employees are working under 40-50 hours.

Table: 4.1.7

Table showing the working break of the employees working in organization

Particulars	No of respondent	Percentage
Regularly	16	13%
Occasionally	94	76.4%
Rarely	11	8.9%
never	2	1.6%
total	123	100%

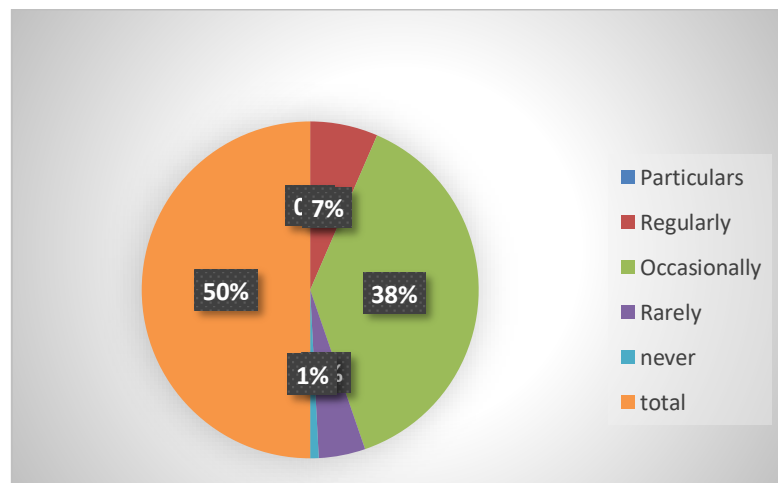


Chart: 4.1.7

INTERPRETATION:

From the table observed the 76.4% Of the employees take occasionally when needed. 13% of the employees takes break regularly. 8.9% of the employee takes the break rarely. 1.6% of the employees never takes the break

INFERENCE:

Majority of the employees are 76.4% takes break occasionally, when needed.

Table: 4.1.8

Table showing the flexibility in work of the employees working in organization

Particulars	No. of respondents	percentage
Very satisfied	65	52.8%
Satisfied	48	39%
Neutral	9	7.3%
Dissatisfied	0	
Very dissatisfied	1	0.8%
total	123	100%

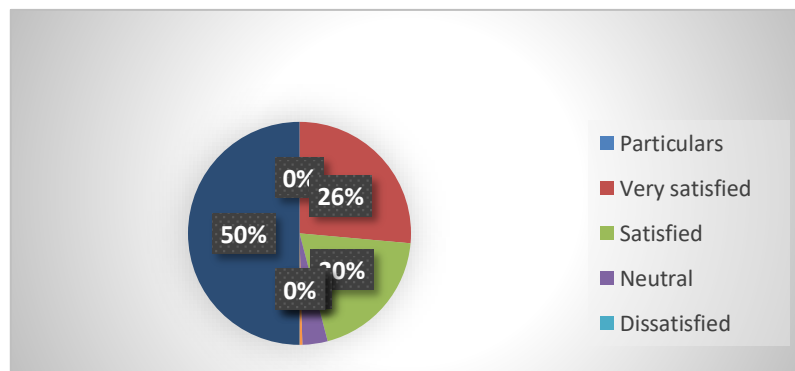


Chart: 4.1.8

INTERPRETATION:

From the table it is observed that the 52.8% of them are very satisfied. 39% of the employee are satisfied with their flexibility. 7.3% of the employees gets too neutral. 0.8% of the employee get very dissatisfied with their flexibility.

INFERENCE:

Majority of the employees 52.8% of the employees are very satisfied with their Flexibility of work.

Table: 4.1.9

Table showing the comfortable with their supervisor of the employees working in organization

Particulars	No of respondents	percentage
Always	18	14.6%
Occasionally	83	67.5%
Rarely	21	17.1%
Never	1	0.8%
Total	123	100%

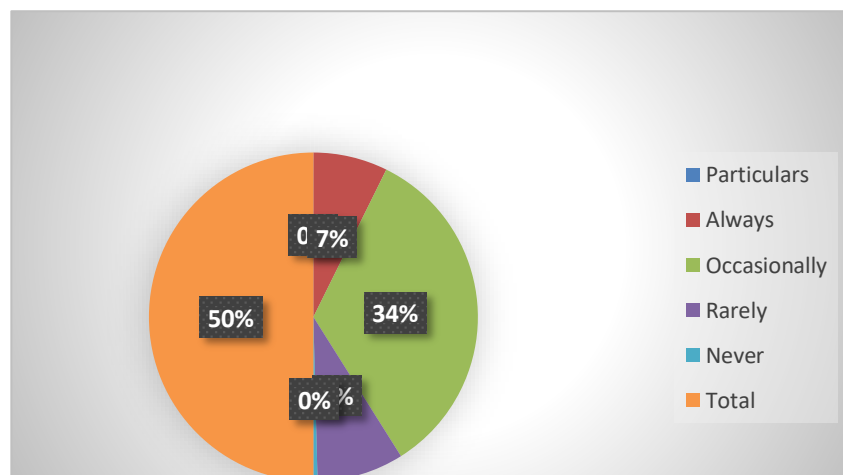


Chart: 4.1.9

INTERPRETATION:

From the following table it is observed that the 67.5% of the employees are occasionally. 17.1% of the employee discuss rarely. 14.6% of the employees will discuss always. 0.8% of the employees will discuss never.

INFERENCE:

Majority of the 67.5% of the employees are discussing occasionally.

Table: 4.1.10

Table showing, they feel stressed or burnt of the employees working in organization

Particulars	No of respondents	Percentage
Not at all	37	30.1%
Occasionally	57	46.3%
Frequently	28	22.8%
Almost constantly	1	0.8%
total	123	100%

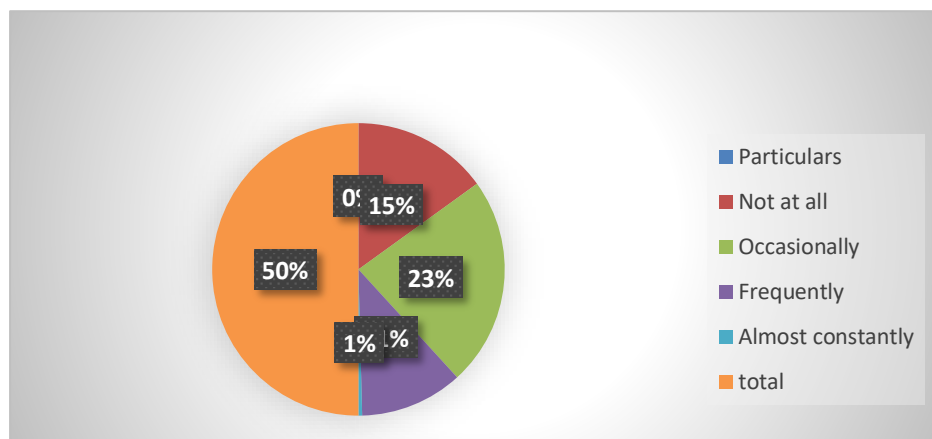


Chart: 4.1.10

INTERPRETATION:

From the table it is observed that the 46.3% are the occasionally. 30.1% are the not at all. 22.8% are the frequently. 0.8% are the almost constantly.

INFERENCE:

Majority of the respondents 46.3 are take occasionally.

Table: 4.1.11

Table showing, they feel healthy work-life balance of the employees working in organization

Particulars	No of respondents	percentage
Strongly agree	78	63.4%
Agree	32	26%
Neutral	12	9.8%
Disagree	0	0
Strongly disagree	1	0.8%
total	123	100%

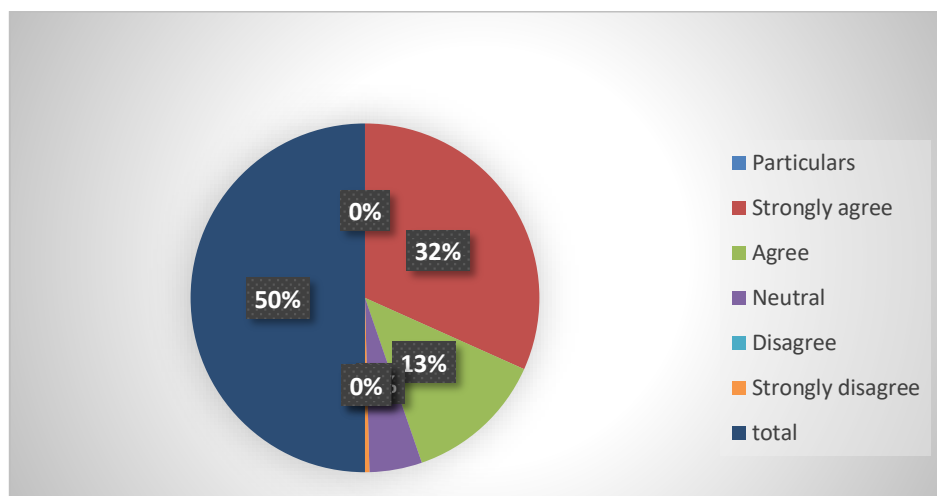


Chart: 4.1.11

INTERPRETATION:

From the table it is observed that the 63.4% Are strongly agree. 26% are agree. 9.8% of the respondents are neutral. Remaining 0.8% Of the respondents are strongly disagree.

INFERENCE:

Majority of the respondents 63.4% are strongly Agree.

Table: 4.1.12

Table showing, the workload of the employees working in organization

Particulars	No of respondents	Percentage
Always	14	11.4%
Most of the time	45	36.6%
Occasionally	43	35%
Rarely	19	15.4%
never	2	1.6%
total	123	100%

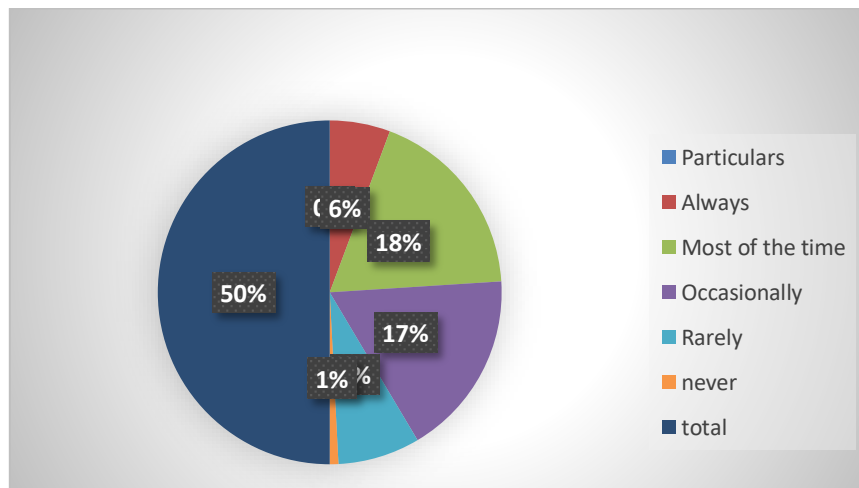


Chart: 4.1.12

INTERPRETATION:

From the table it is observed the 36.6% are the respondents Most of the time. 35% are respondents in the Occasionally. 15.4% of the respondents are in the Rarely. 11.4% are the respondents in the Always. Remining 1.6% are the respondents are in the never.

INFERENCE:

Majority of the respondents are 36.6% Are in the Most of the time

Table: 4.1.13

Table showing, the personal relaxation of the employees working in organization

Particulars	No of respondents	Percentage
Daily	17	13.8%
Several times a week	34	27.6%
Occasionally	40	32.5%
Rarely	27	22%
Never	5	4.1%
total	123	100%

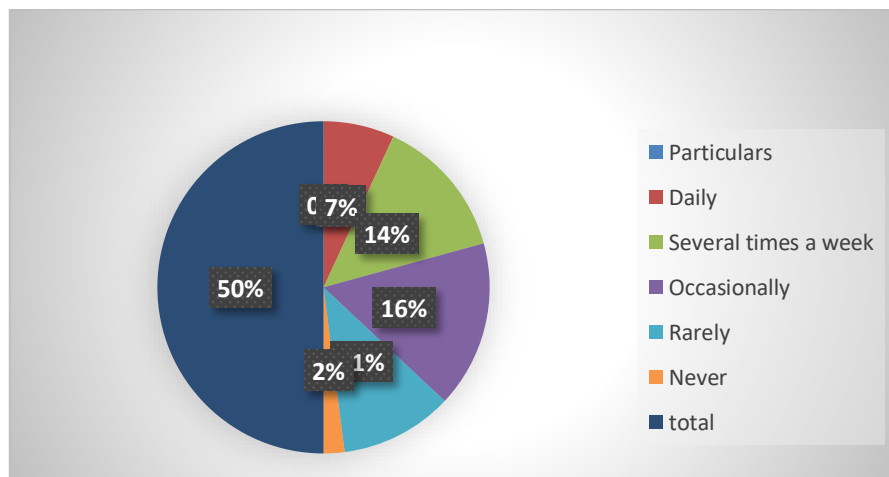


Chart: 4.1.13

INTERPRETATION:

From the table it is observed that the 32.5% of the respondents are in the occasionally. 27.6% of the respondents Are in Several times a week. 22% are the respondents in the Rarely. 13.8% are respondents in the Daily. Remaining respondents in the 4.1% in the Never.

INFERENCE:

Majority of the respondents 32.5% Are in Occasionally.

Table: 4.1.14

Table showing, the satisfied with their salary of the employees working in organization

Particulars	No of respondents	Percentage
Very satisfied	71	57.7%
Satisfied	34	27.6%
Neutral	16	13%
Dissatisfied	1	0.8%
Very dissatisfied	1	0.8%
total	123	100%

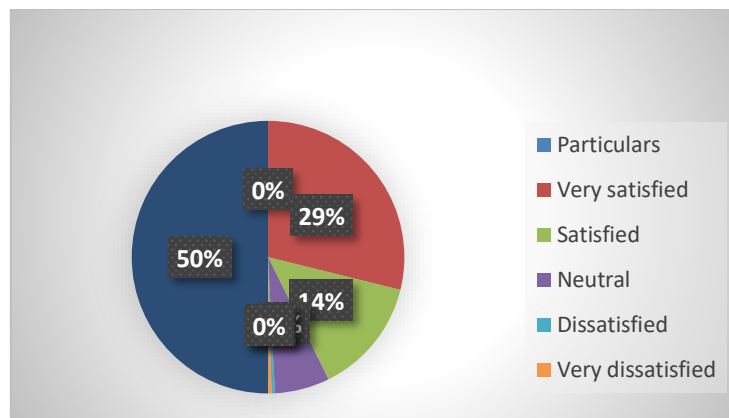


Chart: 4.1.14

INTERPRETATION:

From the table shows the 57.7% are the respondents are very satisfied. 27.6% are respondents are satisfied. 13% of the respondents are neutral. 0.8% are the respondents dissatisfied. Remaining of the respondents are 0.8% are very dissatisfied.

INFERENCE:

Majority of the respondents are 57.7% Very satisfied with their salary.

Table: 4.1.15

Table showing, the recommendation by higher management of the employees working in organization

Particulars	No of respondents	Percentage
Very seriously	63	51.2%
Seriously	43	35%
Don't know	7	5.7%
Indifferent	10	8.1%
Lightly	0	0
Total	123	100%

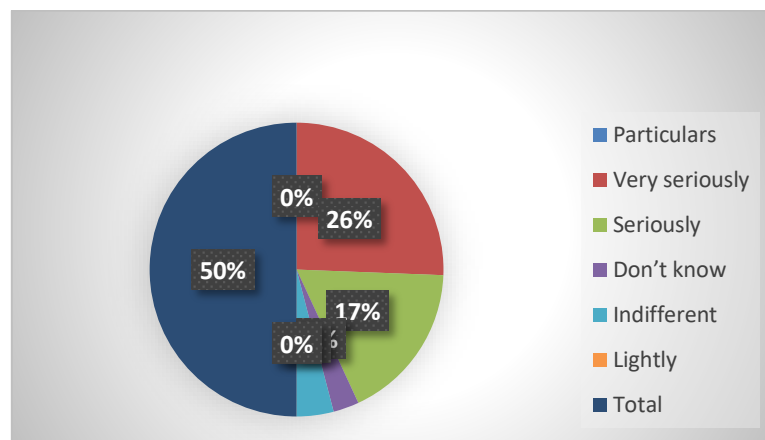


Chart: 4.1.15

INTERPRETATION:

From the table it observed that the 51.2% Are in the Very seriously. 35% of the respondents are in Seriously. 8.1% of the respondents are in the Indifferent. 5.7% are the respondents are in Don't know.

INFERENCE:

Majority of the respondents are 51.2% are Very seriously

Table: 4.1.16

Table showing, communication outside of working hours working in organization

Particulars	No of respondents	Percentage
Always	23	18.8%
Sometimes	79	64.2%
Never	17	13.8%
often	0	0
occasionally	4	3.3%
total	123	100%

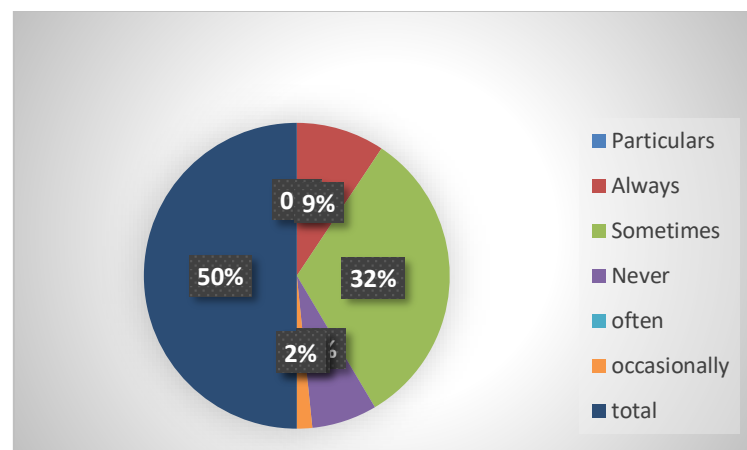


Chart: 4.1.16

INTERPRETATION:

From the table it shows the 64.2% of the respondents are in the sometimes. 18.8%Of the respondents are in the always. 13.8%Of the respondents are in the never. Remaining 3.3% of the respondents in the occasionally

INFERENCE:

Majority of the respondents are 64.2% of the respondents are sometimes.

Table: 4.1.17

Table showing, positive work-life balance in organization

Particulars	No of respondents	percentage
not at all	24	19.5%
slightly	39	31.7%
moderately	56	45.5%
always	3	2.4%
extremely	1	0.8%
total	123	100%

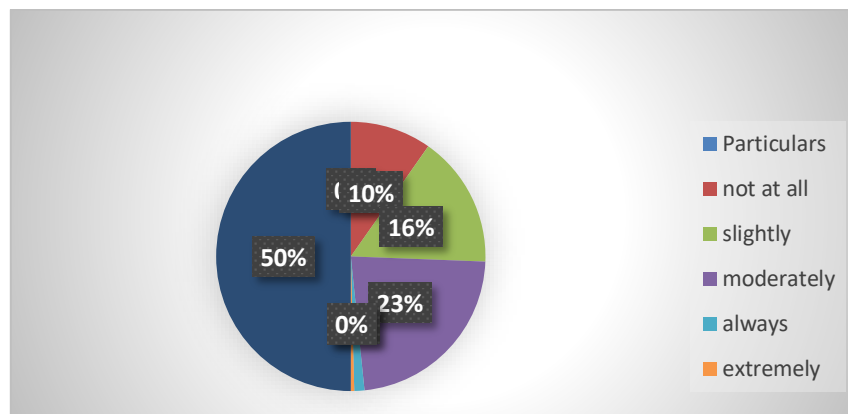


Chart: 4.1.17

INTERPRETATION:

From the table it is observed that the 45.5% Of the respondents are moderately. 31.7% Are the respondents being slightly. 19.5% of the respondents are not at all. 2.4% of the respondents are always. Remaining 0.8% Of the respondents are extremely.

INFERENCE:

Majority of the respondents are 45.5% Are moderately.

Table: 4.1.18

Table showing, balancing both work and personal life. in organization

Particulars	No of respondents	percentage
Very satisfied	62	50.4%
Satisfied	49	39.8%
Neutral	11	8.9%
Dissatisfied	0	0
Very dissatisfied	1	0.8%
total	123	100%

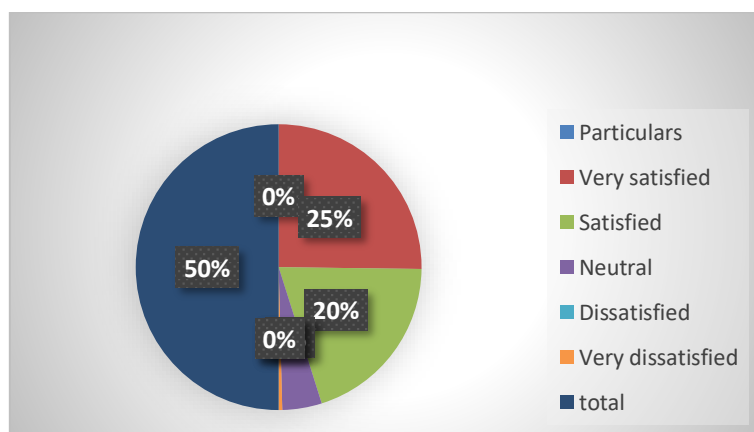


Chart: 4.1.18

INTERPRETATION:

From the table shows the 50.4% are the respondents are very satisfied. 39.8% are respondents are satisfied. 8.9% of the respondents are neutral. Remaining of the respondents of 0.8% are very dissatisfied.

INFERENCE

Majority of the respondents are 50.4% are Very satisfied with balancing work and personal life.

Table: 4.1.19

Table showing, balancing both work and personal life. working in organization

Particulars	No of respondents	Percentage
Very satisfied	92	74.8%
Satisfied	24	19.5%
Neutral	6	4.9%
Dissatisfied	0	0
Very dissatisfied	1	0.8%
total	123	100%

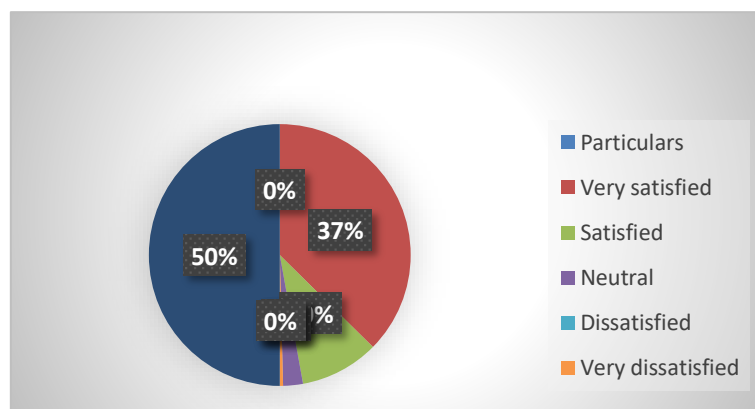


Chart: 4.1.19

INTERPRETATION:

From the observed table it is 74.8% of the respondents are strongly agree. 19.5% are the respondents are satisfied. 4.9% of the respondents are neutral. 0.8% of the respondents are very dissatisfied.

INFERENCE:

Majority of the respondents are 74.8% are very satisfied.

4.2 Chi-square test:

In your-opinion, does your organization actively promote a healthy work-life balance for its employee.

Vs

How is your overall job satisfaction level with your current work life balance?

H0 (NULL-HYPOTHESIS) = There is no significant relationship between what overall impact do you think HR policies have on your job satisfaction and engagement within the organization and how effectively do you think HR policies are implemented with the organization.

H1 (ALTERNATE-HYPOTHESIS) = There is a significant relationship between what overall impact do you think HR policies have on your job satisfaction and engagement within the organization and how effectively do you think HR policies are implemented with the organization.

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Promote * Satisfaction	124	100.0%	0	0.0%	124	100.0%

Promote * Satisfaction Crosstabulation

			Satisfaction					
			How is your overall satisfac tion level with your current work- life balance ?	Neut ral	Satis fied	Very dissatisf ied	Very satisfie d	Total
Pro mot e	Agree	Count	0	4	7	0	21	32
		Expecte d Count	.3	1.5	6.2	.3	23.7	32.0
	In your- opinion, does your organization actively promote a healthy work- life balance for its employee?	Count	1	0	0	0	0	1
		Expecte d Count	.0	.0	.2	.0	.7	1.0
	Neutral	Count	0	1	4	0	7	12
		Expecte d Count	.1	.6	2.3	.1	8.9	12.0

Strongly agree	Count	0	1	13	0	64	78
	Expected Count	.6	3.8	15.1	.6	57.9	78.0
Strongly disagree	Count	0	0	0	1	0	1
	Expected Count	.0	.0	.2	.0	.7	1.0
Total	Count	1	6	24	1	92	124
	Expected Count	1.0	6.0	24.0	1.0	92.0	124.0

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	257.172 ^a	16	<.001
Likelihood Ratio	31.843	16	.010
N of Valid Cases	124		
a. 20 cells (80.0%) have expected count less than 5. The minimum expected count is .01.			

At 5% level of significance and DF (20) the table value 257.172

Calculated value = 0.01

Significance value ($p=0.05$) < calculated value

H0 is accepted

INFERENCE:

The results of the Pearson chi-square says that $X(20) = 257.172$, $p=0.01$ these tells us that there is a statistically no significant association between overall impact do you think “In your-opinion, does your organization actively promote a healthy work-life balance for its employee and How would you rate your overall satisfaction with your current work-life balance”.

CHAPTER-5

FINDINGS

5.1. Summary of findings

- Majority 88.6% of the respondents are the male.
- Majority of the respondents 37.4% are in the age category of 21-30 years.
- Majority of the respondents of the 74.8% employees are UG.
- Majority of the respondents are 52% of the senior employees.
- Majority of the respondents are 42.3% of the employees experienced above 5 years.
- Majority of the employees are working under 40-50 hours.
- Majority of the employees are 76.4% takes break occasionally, when needed.
- Majority of the employees 52.8% of the employees are very satisfied with their Flexibility of work.
- Majority of the 67.5% of the employees are discuss occasionally.
- Majority of the respondents 46.3 are take occasionally.
- Majority of the respondents 63.4% are strongly Agree.
- Majority of the respondents are 36.6% Are in the Most of the times.

- Majority of the respondents 32.5% Are in Occasionally.
- Majority of the respondents are 50.4% are Very satisfied with balancing work and personal life.
- Majority of the respondents are 51.2% are Very seriously.
- Majority of the respondents are 64.2% of the respondents are sometimes.
- Majority of the respondents are 45.5% Are moderately.
- Majority of the respondents are 50.4% are Very satisfied with balancing work and personal life.
- Majority of the respondents are 74.8% are very satisfied.

CHAPTER 6

SUGGESTION, CONCLUSION

6.1 SUGGESTION

- From the study, can see that still needs few areas to be improved like leave policy and shift timings.
- By figuring out the aspect for these, then there would be a improvement in the normal work procedure which will help the employees for a better management between the work and life.
- Organize focus groups where employees can discuss their experiences and share suggestions for improving work-life balance. This allows for more in-depth conversations and insights.
- Schedule regular check-ins with employees to monitor their work-life balance and address any emerging issues proactively. Show genuine concern for their well-being and actively listen to their feedback.
- While occasional overtime may be necessary, try to limit it as much as possible to avoid overworking yourself. Set a time to stop working each day and stick to it.

6.2 CONCLUSION

This presents the summary of the study and survey done in relation to the Quality of Work life balance. The conclusion is drawn from the study and survey done in the company in regards to the support from the management. Overall, there is a good support provided from management and there are individual perceptions for few questions for disagreeing to it. As suggested above if there is a extended support received from the management there would be a definite progress and the employees would be retained.

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APPENDIX - I

QUESTIONNAIRE

1. Name: _____

2. Age

- a) 21-30
- b) 31-40
- c) 41-50
- d) Above 50

3. Gender

- a) Male
- b) Female
- c) Transgender

4. Qualification

- a) SSLC
- b) HSC
- c) UG
- d) PG

5. Job role

- a) Senior employee
- b) Junior employee
- c) Managing executives
- d) Others

6. Experience

- a) Less than 1 year
- b) 1-5 years
- c) Above 5 years
- d) Above 10 years

7. On average, how many hours per week do you spend working?
- a) Less than 40 hours
 - b) 40-50 hours
 - c) 51-60 hours
 - d) More than 60 hours
8. During your work day, how often do you take breaks to relax?
- a) Regularly, ever couple of hours
 - b) Occasionally, when needed
 - c) Rarely, only when you are forced to
 - d) Never
9. How satisfied are you with the flexibility of your work schedule?
- a) Very satisfied
 - b) Satisfied
 - c) Neutral
 - d) Dissatisfied
 - e) Very dissatisfied
10. Do you feel comfortable discussing your work-life balance with your supervisor?
- a) Yes, always
 - b) Occasionally
 - c) Rarely
 - d) No, never
11. In the past month, have you felt stressed or burnt out due to work-related issues?
- a) Not at all
 - b) Occasionally
 - c) Frequently
 - d) Almost constantly

12. In your-opinion, does your organization actively promote a healthy work-life balance for its employee?
- a) Strongly agree
 - b) Agree
 - c) Neutral
 - d) Disagree
 - e) Strongly disagree
13. Do you feel that your workload is manageable within regular working hours?
- a) Yes, always
 - b) Most of the time
 - c) Occasionally
 - d) Rarely
 - e) Never
14. How often do you engage in activities specifically for personal relaxation?
- a) Daily
 - b) Several times a week
 - c) Occasionally
 - d) Rarely
 - e) Never
15. Are you satisfied with your salary when considering your overall work-life balance?
- a) Very satisfied
 - b) Satisfied
 - c) Neutral
 - d) Dissatisfied
 - e) Very dissatisfied

16. If yes, how seriously such recommendation is taken by the higher management?
- a) Very seriously
 - b) Seriously
 - c) Don't know
 - d) Indifferent
 - e) Lightly
17. Do you feel comfortable setting boundaries for work related communication outside of working hours?
- a) Always
 - b) Sometimes
 - c) Never
 - d) Occasionally
18. In your opinion, does a positive work-life balance contribute to overall job?
- a) not at all
 - b) slightly
 - c) moderately
 - d) always
 - e) extremely
19. Are you satisfied by balancing both work life and personal life?
- a) Very satisfied
 - b) Satisfied
 - c) Neutral
 - d) Dissatisfied
 - e) Very dissatisfied

20. How would is your overall satisfaction with your current work-life balance?
- a) Very satisfied
 - b) Satisfied
 - c) Neutral
 - d) Dissatisfied
 - e) Very dissatisfied