

A STUDY ON WORK-LIFE BALANCE OF EMPLOYEE WELL-BEING

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

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

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

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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **NARMADHA M 42410037** who carried out the Project Training “**A study on work-life balance of employee well-being**” under my supervision from September 2023 to November 2023.

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ABSTRACT

The contemporary workplace landscape demands an earnest exploration of the interplay between work place and personal life to cultivate a healthier and more sustainable work environment. This study delves into the intricate dynamics of work-life balance and its direct influence on the well-being of employees within an organizational context. Through a mixed methods approach, incorporating quantitative surveys and qualitative interviews, we aim to uncover the multifaceted nature of work-life balance and its implications for employee well-being.

The objectives of this study are twofold: firstly, to assess the current state of work-life balance within the organization, and secondly, to investigate its impact on various dimensions of employee well-being, including stress levels, job satisfaction, and overall life satisfaction. The research also seeks to understand how demographic factors and organizational practices interact with work-life balance, influencing employees' experiences and outcomes.

Utilizing validated well-being assessment scales, longitudinal data collection, and comprehensive demographic and organizational insights, this study endeavors to provide a holistic understanding of the factors contributing to work-life balance and its effects on employee well-being. Ethical considerations, such as ensuring participant confidentiality and obtaining informed consent, will be rigorously observed throughout the study.

The outcomes of this research hold promise for informing both organizational policies and individual strategies aimed at fostering a more harmonious integration of work and personal life. By unraveling the complexities of work-life balance and its consequences for employee well-being, this study seeks to contribute to the cultivation of supportive work environments that prioritize the holistic wellness of employees.

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CHAPTER 1

INTRODUCTION

1.1 THEORETICAL FRAMEWORK

Work-life balance refers to the equilibrium or harmony between one's professional or work-related responsibilities and their personal life, including family, social, and leisure activities. It's a concept that emphasizes the importance of not allowing work to dominate one's life to the detriment of personal well-being and fulfillment.

Achieving work-life balance is essential for overall well-being, mental health, and job satisfaction. It allows individuals to enjoy a fulfilling personal life while still being productive and successful in their careers. It's worth noting that the specific balance will vary from person to person and can change over time as life circumstances evolve. Finding the right balance requires ongoing self-assessment and adjustments to align with individual goals and priorities. To Achieve healthy work-life balance typically involves Time Allocation, setting boundaries, Prioritizing self care, time management, stress management etc.

1.2 Importance of Work-life Balance:

Work-life balance is of paramount importance for several reasons, as it has significant benefits for individuals, organizations, and society as a whole:

1. Physical and Mental Health:

Maintaining a healthy work-life balance helps reduce stress, burnout, and the risk of mental health issues such as anxiety and depression. It also promotes physical health by allowing time for exercise, relaxation, and proper sleep.

2. Enhanced Productivity and Creativity:

Balanced individuals tend to be more focused and productive at work. Regular breaks and time away from work can rejuvenate the mind, leading to increased creativity and problem-solving abilities.

3. Job Satisfaction and Retention:

Employees with a healthy work-life balance are more likely to be satisfied with their jobs. Organizations that prioritize work-life balance are better positioned to attract and retain top talent.

4. Improved Relationships:

Balancing work and personal life enable individuals to spend quality time with family and friends, fostering stronger relationships and overall life satisfaction.

5. Reduced Absenteeism:

When employees are less stressed and more satisfied with their work-life balance, they are less likely to take sick leave or absenteeism due to burnout or health issues.

6. Greater Engagement:

Employees who have time for personal interests and activities outside of work tend to be more engaged and motivated in their jobs.

7. Workplace Diversity and Inclusion:

Promoting work-life balance can contribute to a more diverse and inclusive workplace, as it accommodates the needs of employees with various life circumstances and responsibilities.

8. Gender Equality:

Achieving work-life balance is crucial for advancing gender equality, as it allows men and women to share care giving responsibilities more equally and pursue both their professional and personal goals.

9. Economic Benefits:

A balanced workforce can lead to increased overall economic productivity, reduced healthcare costs, and less strain on social support systems.

10. Societal Well-Being:

When individuals and families have the time and flexibility to participate in community and volunteer activities, it can contribute to the overall well-being and cohesion of society.

11. Long-Term Career Success:

Striking a balance between work and personal life can help individuals sustain their careers over the long term, avoiding burnout and career stagnation.

12. Personal Fulfillment:

Ultimately, work-life balance allows individuals to pursue their passions, interests, and personal goals, leading to a more fulfilling and meaningful life. Work-life balance is essential for the physical and mental well-being of individuals, the success and sustainability of organizations, and the overall health and happiness of society. It is a crucial aspect of modern life that should be actively supported and promoted by employers, policymakers, and individuals themselves.

1.3 NEED FOR THE STUDY

This Research on work-life balance is essential because it addresses critical issues related to employee well-being, organizational performance, societal well-being, and economic stability. By understanding the factors that contribute to work-life balance and how it can be optimized, we can work toward creating healthier, more productive, and more equitable workplaces and societies.

1.4 OBJECTIVES OF THE STUDY

Primary objective

To study the effect on work-life balance of employee well-being.

Secondary objective

- To analysis the levels of factors which influence the work life balance.
- To understand the variance in work-life balance based on demographics.
- To provide the necessary suggestion to improve the work-life balance.

1.5 SCOPE OF THE STUDY

The study is to identify the various measures that are to be followed by the organization to improve the work life of the employees and provide a motivational environment in which the employees are highly satisfied. It identifies the extent to which the employees are able to balance the personal, social and organizational work life. The study of work life balance explains the exact position of performance of employees.

1.6 LIMITATION OF THE STUDY

- The study would investigate potential gender disparities in work-life balance experiences.
- This project could involve exploring the effects of flexible work hours work-life balance.
- The study would examine the impact of workplace well-being programs, mental health and stress management initiatives on employee.
- The result fully depends on the information given by the respondents.

1.7 ADVANTAGES OF STUDY

- Enhanced Well-being: Understanding work-life balance helps individuals achieve a sense of equilibrium and satisfaction in both professional and personal spheres. This balance is associated with reduced stress, improved mental health, and overall well-being. Research in this area can inform strategies and interventions that promote psychological, emotional, and physical well-being among employees.

- Improved Quality of Life: Achieving a healthy work-life balance allows individuals to devote time and energy to personal activities, family, and social relationships, leading to an improved overall quality of life.
- Career Satisfaction and Advancement: Individuals who feel their work-life needs are being met are more likely to experience greater satisfaction with their careers. Research in this area can provide insights into how work-life balance affects career progression, job performance, and job satisfaction.
- Personal Development: A balanced approach to work and personal life provides individuals with the time and space to pursue personal interests, hobbies, and continuous learning, contributing to their holistic development.

Organizational Benefits:

- Employee Retention and Recruitment: Organizations that prioritize work-life balance, informed by research insights, often have higher employee retention rates and are more attractive to potential candidates. This advantage reduces recruitment and training costs while maintaining a skilled and experienced workforce.
- Productivity and Engagement: Employees who feel that their work and personal lives are adequately balanced tend to be more engaged and productive. Research on work-life balance can provide strategies for fostering a positive organizational culture and employee engagement.
- Health and Wellness Programs: Insights from research can inform the development and implementation of wellness programs that cater to the specific needs of employees, leading to reduced absenteeism and improved overall health.
- Adaptation of Policies and Practices: Research findings can guide organizational policies related to flexible work arrangements, parental leave, and supportive work environments, leading to a more inclusive and supportive workplace.

CHAPTER 2

REVIEW OF LITERATURE

Lockwood (2003) examined the Challenges of Work life Balance. This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work/life initiatives to gain a competitive advantage in the marketplace. This study mainly focuses on the subject interest almost everyone with professional career.

Akanji (2012) examines the Realities of work life balance in Nigeria and the perceptions of role conflict and coping beliefs. The purpose of this study is to explore the perceptions of Work Life Balance (WLB) practices in a developing nation. The findings showed that though conflict situations existed more than work-family enrichment, but under different circumstances due to the long legacy of national challenges facing Nigeria.

Chiang, Birtch & Kwan (2010) examines the moderating roles of job control and work-life balance practices on employee stress in the hotel and catering industry. This study investigated the relationships among job stressors, coping resources, and job stress. The Data were collected from food service employee of 225 respondents in the hotel and catering industry. The result showed that a higher level of stress was caused by high job expectations combined with less job control and the availability of work-life balance practices. Both quantitative and qualitative methods were employed in this study.

Omar, Mohd & Ariffin (2015) examines the Workload, role conflict and work-life balance among employees of an enforcement agency in Malaysia. This research paper was aimed to identify the effects of workload and role conflict towards employees' work-life balance. Quantitative research had been conducted using cross-sectional survey method by distributing questionnaires to 100 respondents in one of government enforcement agency in Malaysia as a sample. Descriptive analysis, reliability analysis, Pearson's correlation analysis and multiple regression analysis are used. The finding of

the study revealed that, workload was the most dominant factor affecting work-life balance, followed by role conflict.

Javed, Khan, Yasir, Aamir & Ahmed (2014) have examined the effect of role conflict, work life balance and job stress on turnover intention. The result of study showed that the work life balance through Role conflict, job stress and issues are key determinants of turnover rate. The methodology used in this study was questionnaire and primary data was collected from the private sector banks. Software used here is SPSS and AMOS.

Sundaresan (2014) examines the Work-life balance—implications for working women. This study focuses on the healthy work life balance assumes great significance for working women particularly the family and the workplace. The Data were obtained through a structured questionnaire from 125 randomly selected working women, where 116 women are respondents across the organization/ institution in Bangalore city. Both qualitative and quantitative data was used in this study.

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

Vajiravel (2015) stated that the positive effects of proper WLB include improved employee productivity and morale, work motivation, job satisfaction, improved health conditions and enough time for personal and family life while work life conflicts, job stress, absenteeism, emotional exhaustion, high turnover, job switching, workaholism and health issues are some of negative effects of an imbalance in work life.

Robbins and Coulter (2012), the WLB program contains resources for caring for parents and children, as well as services for staff health and welfare. As a result, many organizations have developed programs to help employees achieve a better balance of home and work; these programs include family friendly perks, flex time, job sharing, telecommunicating, and others.

Dinh (2020) studies the Determinants of employee engagement mediated by work-life balance and work stress. This paper investigates the effects of different factors on employment engagement in Vietnam industries. The results indicate that work-life balance and work stress positively impact on employee engagement.

Bhende, Mekoth, Ingalhalli, & Reddy (2020) examines the Quality of Work Life and Work– Life Balance and to find the impact of the quality of work life on work–life balance. The data have been gathered from 89 managers of public and private sector banks in India. The results indicate that the productivity dimension of a work–life balance was influenced by all dimensions of quality of work life except grievance redress. Software used here to SPSS.

Alias, Rohmanan, Ismail, Koe, & Othman (2018) have discuss the factors influencing turnover intention in a Malaysian manufacturing company. The main objective of this paper is to examine the relationship between job stress, work engagement, job satisfaction and organizational commitment and employee turnover intention among manufacturing employees in Malaysia. For this study, 170 employees were responded. The empirical study revealed that there is significant relationship between work engagement, job satisfaction and organizational commitment and turnover intention. While no significant relationship was found between job stress and turnover.

Joanna Hughes, Nikos Bozionelos (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, participants made a clear connection between problems with work life balance and withdrawal behaviors, including turnover and non-genuine sick absence.

K. Santhana et.al (2013) highlighted that four factors marital status, working hours, requirement of flexibility, additional working hours and overtime distort the work life balance. This is more unique in the case of married women, as any additional working hours at the organizational level deny them the time required to attend to the children and the other dependents. Among the factors classified in to components, the above factors alone influence more than 38% of work life balance. The study further reveals that three factors, viz., number of dependents, childcare and reason for overtime i.e. work life balance of married women gets affected with the number of dependents at home. This is worsened by the number of small children who need to be cared for and tended [i.e., larger the dependents lesser is the balance and vice versa, the supportive functional head can always help to minimize the work life balance related consequences.

V. Madhusudhan et.al (2013) have identified the factors responsible for work life balance and extracted that dependents, time flexibility, role clarity, co-worker support, family culture, working hours and head support are responsible for work life balance. Management has to concentrate on time flexibility, role clarity, co-worker support, working hours and head support for managing work life balance.

Pandu., et al (2013) analyzed work-life balance of professional women among IT and ITES based on demographic information, work load, work environment, feelings about work, family dependants and absence from work. The sector wise regression analysis demonstrated that feelings about work, family dependants and absence from work are the strong contributors for a sense of balance for an employee. However, no significant relationship has been obtained between work environment and work life balance.

The study of Ajith.et al (2013) on work-life balance for role prioritization of IT employees showed that the employees were able to fulfill 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.

V.Varatharaj et.al (2012) found that work life balance entails attaining equilibrium between professional work and other activities, so that it reduces friction between official and domestic life. Researchers have noted that the majority of the respondents feel comfortable in their work place irrespective of their trivial personal and work place irritants. Work life balance enhances efficiency and thus, the productivity of an employee increases. It enhances satisfaction, in both the professional and personal lives.

As Ghosh and Joshi (2017) point out, cultural norms and expectations around gender roles can have an impact on work-life balance, with women often being expected to put family before work. These social norms underline the importance of HR policies that are sensitive to cultural differences and may be adapted to India's specific environment.

Isaacs (2016) described work-life balance in the form of control. He suggested that if a person has control on his work then it can be assumed that he has control over his personal life as well as his professional life. He also added that add a word 'No' in your vocabulary in order to improve quality of your life then.

Tiwari (2017) clearly pointed that employee especially women has to play double role in their life, one at the workplace and the other at home. The study was conducted in private organizations consisting of sample size of 150 female employees. It was realized that 93.32% employees think that due to changing environment and challenges associated with it, is hindering both work and family life. Also, 56.67% employees felt that their organizational culture and managers are not supportive to help employees manage their personal and professional life. On the other hand, 83.32% employees get complete support from family in order to pursue job and cooperating with family obligations.

Sayanti Ghosh (2010) Women are mostly into full time services and are working 8 hours per day and 5 days in a week minimum and are confronted by increasing workload every day. So, most of them carry work and responsibilities to home but balancing between these two complex situations in the present day fast life requires talent, tact, skill and caution. Women have to cope up with high work targets, office commitments,

tight meeting schedules and the duties and responsibilities of life and home. Employers should concentrate on framing various policies and schemes to facilitate Work life balance to encourage and attract women employees.

Susi S & Jawaharrani.K (2011) agrees that a strong organizational culture increases employees intent to remain in the organization. Work life balance must be supported and encouraged at all levels of the organization including senior management, line managers and all staff.

Mathew and Pachanatham (2009) stated that the women workforce in India was mainly employed in non-managerial, subordinate or low profile positions in the past. At present, they occupy almost all categories of positions in the workplace. These changes in work culture have added to women's duties and responsibilities to their family as well as to society.

Mohan and Ashok (2011) explained that "Stress is often developed when an individual is assigned a major responsibility without proper authority and delegation of power, inter personal factors such as group cohesiveness, xv functional dependence, communication frequency, relative authority and organizational difference between role sender and forcal persons."

Shahnaz & Jamie (2008) found that Work Stress and Work Life imbalance correlated with workaholic, regardless of gender. Women may be taking a more career minded view, while men are becoming more family oriented.

Gunavathy (2007) in the study among married women employees of BPO companies outlined the causes, consequences of work life imbalance and interventions for work life balance. The study revealed that more than two third of the respondents reported work life imbalance primarily on account of work interference with personal life. Also concluded from this study, stress and burnout, ill-health and poor work performance are the consequences of work life imbalance.

Rajesh K. Yadav, Nishant Dabhade (2013) have concluded that the women working in all types of professions demonstrating that there are no gender differences in work. The

increasing demands at work place, the interface between work life and personal life needs more attention. It leads to stress and such situation affects person's health both physiologically and psychologically.

Anwar (2013) in his studies explored that the most often used QWL drivers are rewards, benefits and compensation, chased by career development, communication, and safety and security respectively. He also emphasized on other QWL drivers those have an impact are top management involvement, job satisfaction, cohesion of work and life and employee motivation which are not studied in other researches.

Ayesha T (2012) assessed the quality of work life of the lecturers of private universities in Bangladesh with the primary goal of investigating the factors affecting the overall perception of QWL (Quality of Work Life). Attributes of QWL taken under study were fair competition, developing human capacities, growth security, social integrate, work and life system, social relevance. It was found that females were highly satisfied regarding QWL dimensions as compared to males. Faculties having experience of less than one year is more positive about their QWL and its related dimensions when compared with teachers having more experience.

G. Shiva (2013), contemplated that "Ladies experts in high position in their office have return from office in right time, cook, clean and take care of their family issues. This makes them more push and prompts some wellbeing issues. The main source of anxiety emerges in light of correspondence with Prevalent".

Vijaya Lakshmi (2013), have examined and discover the issues and issues of ladies personnel working in instructive foundations. Likewise found that ladies employees experienced serious anxiety during the time spent achieving Work Life Equalization. Proceeded with work weight brought about poor execution. The outcome uncovered that numerous female instructors have ignored their wellbeing during the time spent enhancing the life of their relatives and their understudies.

Kumari.K.Thriveni (2012), have considered and broke down the huge relationship between the demographic variables and WLB. Shalini and Bhawna 2012 reported in

their study, Nature of work life is being utilized by the associations as a key apparatus to pull in and hold the representatives and all the more essentially to help them to keep up work life parity with equivalent consideration on execution and duty at work.

Work-life balance was connected with increased levels of employee engagement, job satisfaction, and organizational commitment, according to research by Bhatia and Sharma (2016). In addition, workers who felt their employers valued their personal lives also reported being more invested in their work (Bhatia & Sharma, 2016).

CHAPTER 3

RESEARCH METHODOLOGY

3.1. RESEARCH METHODOLOGY

Research methodology deals with the procedures or techniques used to collect information for the study. Research methodology consists of the procedures, description of the methods and techniques of sampling that are necessary for collection of information for the study. Research methodology is the procedure of describing, evaluating and predicting the study by the researchers.

3.2 RESEARCH DESIGN:

Research design is the framework of research methods and techniques chosen by a researcher. The Research design followed for the study is Descriptive study. The data thus gathered may be compared against a theory or hypothesis, but the results are still based on real life experience. The nature of this study is “Work-Life balance” is the descriptive study research design.

3.3 DATA COLLECTION:

The Task of data collection begins after a research problem has been defined and research design or plan chalked out. Data may be collected in two ways, there are as follows,

- a) Primary data
- b) Secondary data

Primary Data: The primary data are those data which are collected a fresh and for the first time and thus happen to be original in character. The researcher collects primary data particularly in Surveys. Following are the various ways of collecting primary data.

- a) Observation method.

- b) Interview method.
- c) Through questionnaires
- d) Through schedules, etc.

These are the various ways the primary data can be collected. In this study, the primary data was collected through a structured questionnaire with various measures.

Secondary Data: The secondary data means data that are already available i.e., they refer to the data which have already been collected and analyzed by someone else. Usually published data are available in.

- a) Various publications of central, State and Local government.
- b) Various publications of foreign government or of international bodies and their subsidiary organizations.
- c) Technical and trade journals.
- d) Books, magazines, and newspaper etc., In this project, data is based on primary data and secondary data was also collected for review of literature in this study. It is obtained through Websites, Books, Articles and Journals to facilitate proper understanding of the study.

3.4. SAMPLING:

A structured questionnaire was issued to the employees. In order to collect the data survey techniques were used. The sampling technique used in the study is "Convenience Sampling". The sample size of the study is 116. The data collected from the source is exported as Excel and interpreted in the systematic manner through Statistical Package for the Social Science (SPSS) for the statistical study.

3.5. QUESTIONNAIRE DESIGN:

A Questionnaire is an instrument utilized to collect responses of the sample from the population. Questionnaire has many different types of questions; the current article tries

introduce the readers to different type of questions that would normally see in our Questionnaires that we intend to analyze. The questionnaire is divided into various sections like demographic variables, and the factors related to work-life balance.

DEMOGRAPHIC VARIABLES:

Demographics refers to the characteristics of the sample from whom the data is to be collected. For instance, commonly examined demographics include gender, age and educational qualification.

3.6 HYPOTHESIS:

HYPOTHESIS -1

- H_0 : There is no significant relationship between job-related stress levels and work-related tasks spilling over into personal life among the study participants.
- H_1 : There is a significant relationship between job-related stress levels and work-related tasks spilling over into personal life among the study participants.

HYPOTHESIS -2

- H_0 : There is no significant relationship between age and job positions within the organization.
- H_1 : There is a significant relationship between age and job positions within the organization.

3.7. STATISTICAL TOOLS USED FOR DATA COLLECTION:

STATISTICAL TOOLS FOR ANALYSIS

The statistical tools used for analysis are:

- Correlation
- Anova

CORRELATION

Correlation analysis in research is a statistical method used to measure the strength of the linear relationship between two variables and compute their association.

➤ **PEARSON CORRELATION**

The Pearson correlation coefficient (r) is the most common way of measuring a linear correlation. It is a number between -1 and 1 that measures the strength and direction of the relationship between two variables.

ANOVA

One-Way ANOVA ("analysis of variance") compares the means of two or more independent groups in order to determine whether there is statistical evidence that the associated population means are significantly different. One-Way ANOVA is a parametric test. This test is also known as: One-Factor ANOVA.

CHAPTER 4

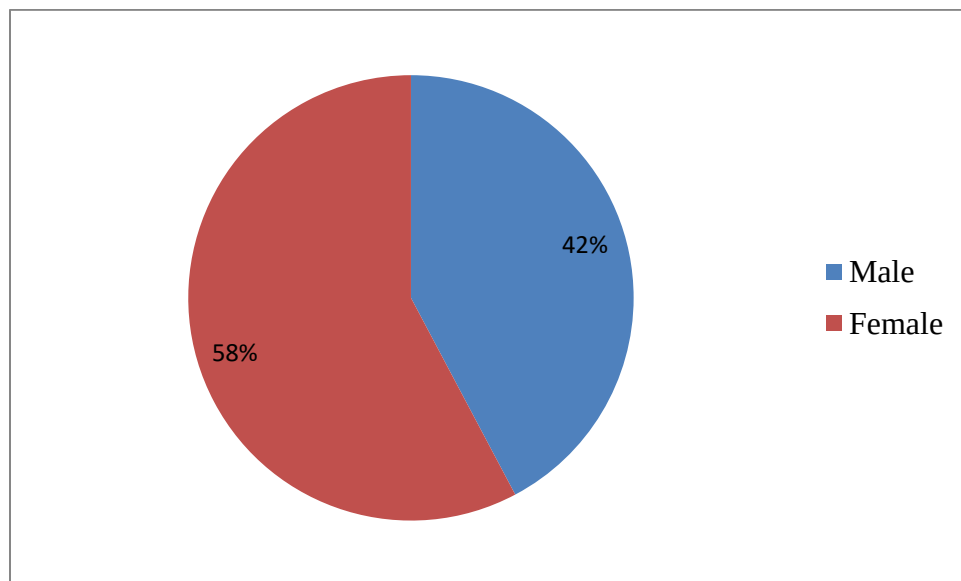
DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

4.1.1 Table indicating the gender of respondents

S.NO	GENDER	NO. OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Male	49	42
2	Female	67	57
Total	Total	116	100

Gender



Interpretation

From the above table it is interpreted that gender of the respondents is male 42% and number of respondents in female are 58%.

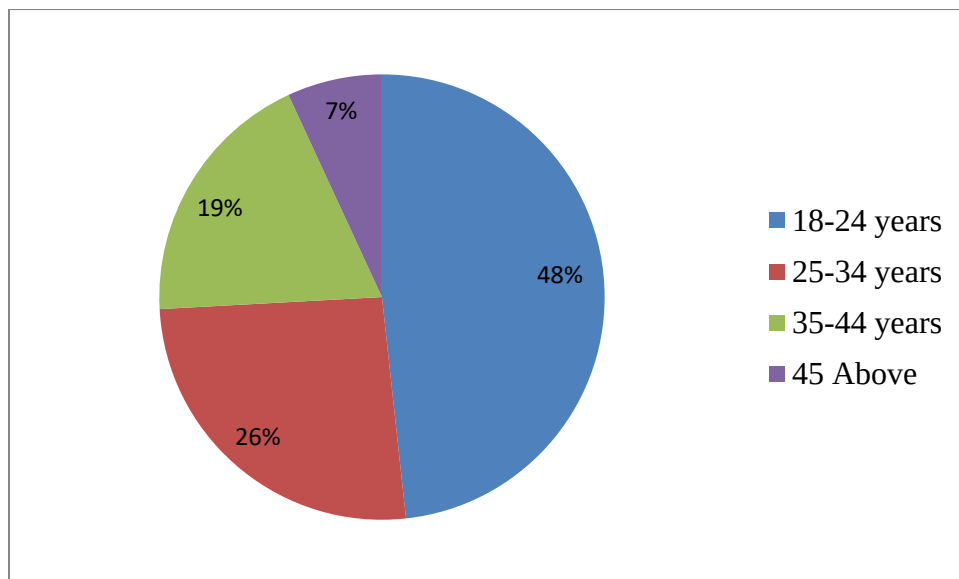
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Majority 58% of the respondents are female.

4.1.2 Table indicating the age of respondents

S.NO	AGE	NO. OF RESPONDENTS	PERCENTAGE ANALYSIS
1	18-24 years	56	48
2	25-34 years	30	26
3	35-44 years	22	19
4	45 Above	8	7
Total		116	100

Age



Interpretation

From the above table it is interpreted that the number of respondents are 18-24 years of respondents are 48%, between 25-35 age of respondents are 26%, between 35-44 years of respondents are 19% and above 45 years of respondents are 0.7%.

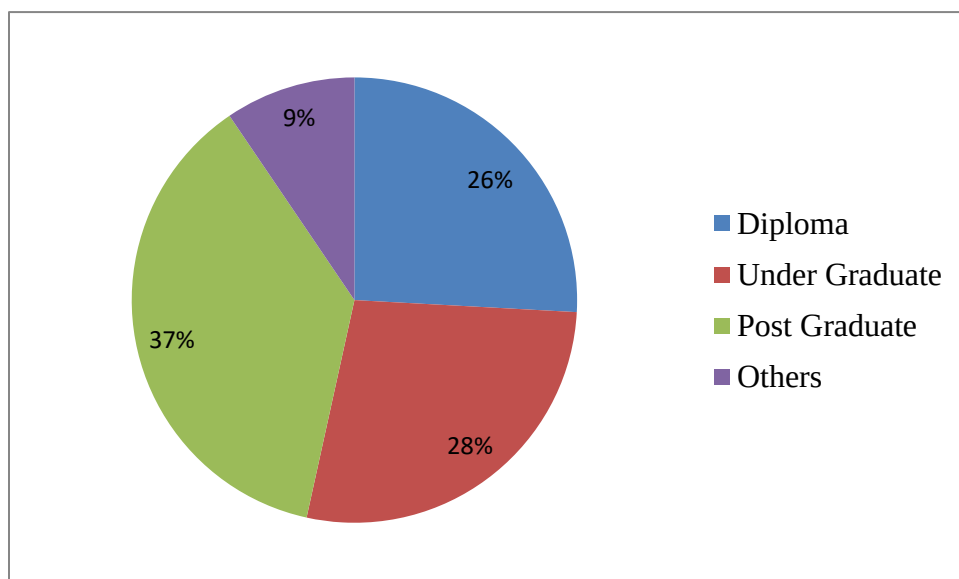
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Majority 48% of the respondents belong to the age group of 18-24 category.

4.1.3 Table indicating the education qualification of respondents

S.NO	EDUCATION QUALIFICATION	NO.OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Diploma	30	26
2	Under Graduate	32	28
3	Post Graduate	43	37
4	Others	11	9
Total		116	100

Education qualification



Interpretation:

From the above table it is interpreted that the number of respondents are Post Graduates (37%), followed by Under Graduates (28%) and Diploma of respondents are (26 %), other of respondents is(0.9%).

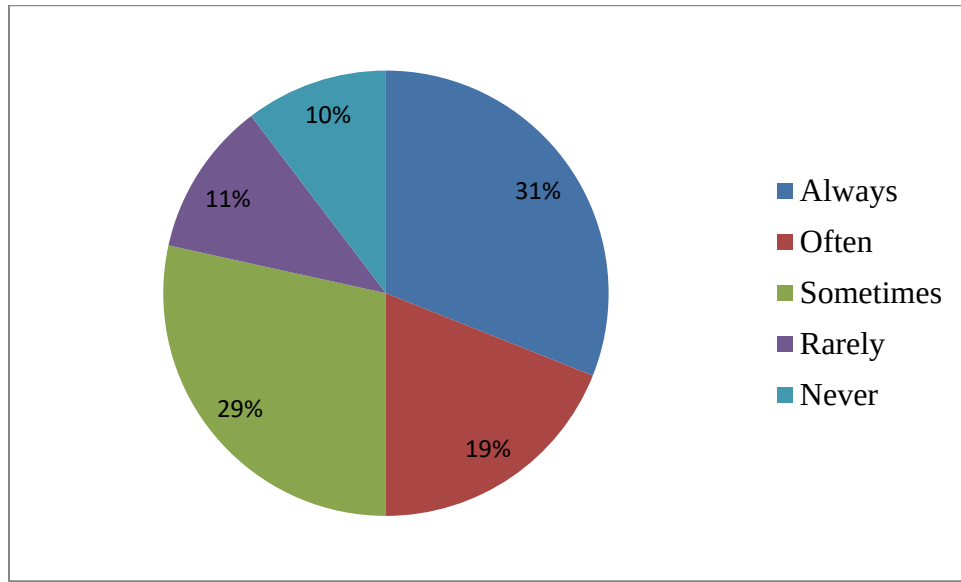
INFERENCE

Majority 37% of the respondents belongs to PG educational qualification.

4.1.4 Table indicating how often managing the work schedule to accommodate personal responsibilities

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Always	36	31
2	Often	22	19
3	Sometimes	33	29
4	Rarely	13	11
5	Never	12	10
Total		116	100

Work schedule



Interpretation

From the above table it is interpreted that the number of respondents are Always (31%), followed by sometimes (28.4%), followed by often respondents are (19 %), Rarely respondents are (11.2%) and Never respondents are (10%).

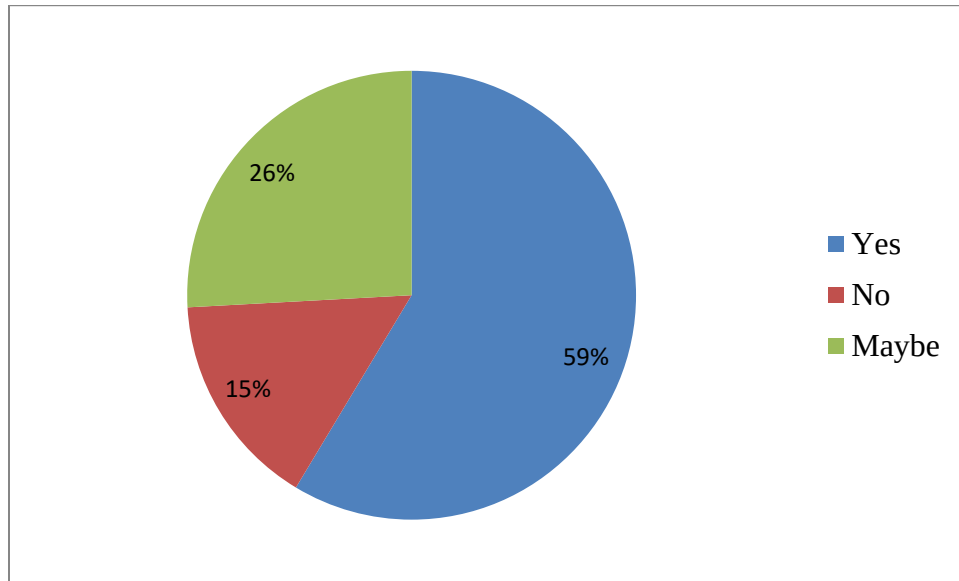
INFERENCE

Majority 31% of the respondents are always managing to work schedule to accommodate personal responsibilities.

4.1.5 Table indicating their work load is manageable

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Yes	68	59
2	No	18	26
3	Maybe	30	15
Total		116	100

Work load



Interpretation

From the above table it is interpreted that the number of respondents are Yes (58.6%), followed by No (25.9%), followed by Maybe (15.5%).

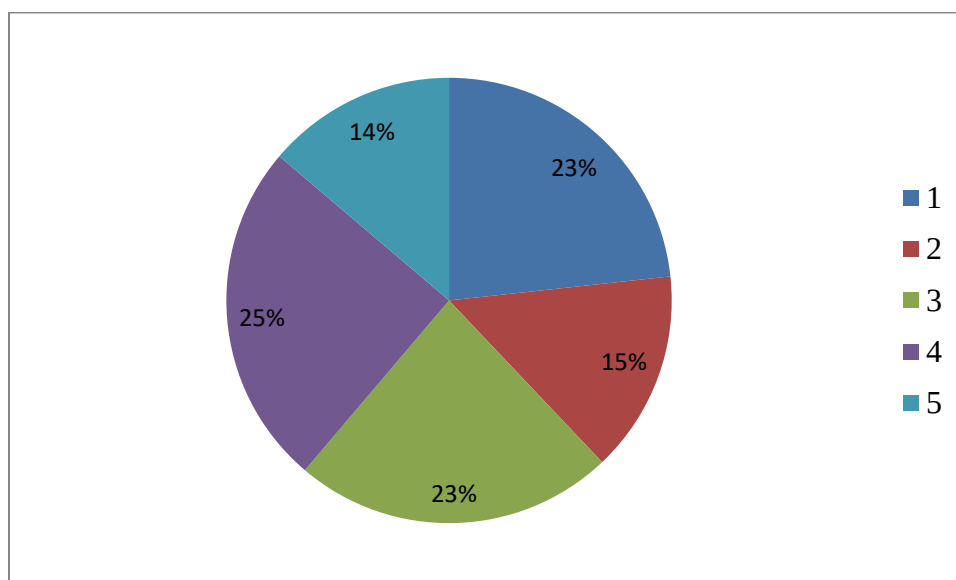
INFERENCE

Majority 58.6% of the respondents are yes that their work load is manageable.

4.1.6 Table indicating how satisfied are you with your current job

S.NO	PARTICULARS ON A SCALE OF 1TO5	NO OF RESPONDENTS	PERCENTAGE ANALYSIS
1	1	27	23
2	2	17	15
3	3	27	23
4	4	29	25
5	5	16	14
Total		116	100

Satisfied with your current job



Interpretation

From the above table it is interpreted that the number of respondents are satisfied on a scale of 4 (25%), followed by respondents satisfied on a scale of 1 (23%), followed by respondents satisfied on a scale of 3 (23% %), followed by respondents satisfied on a scale of 2 (15%), and on a scale of respondents satisfied are (14%).

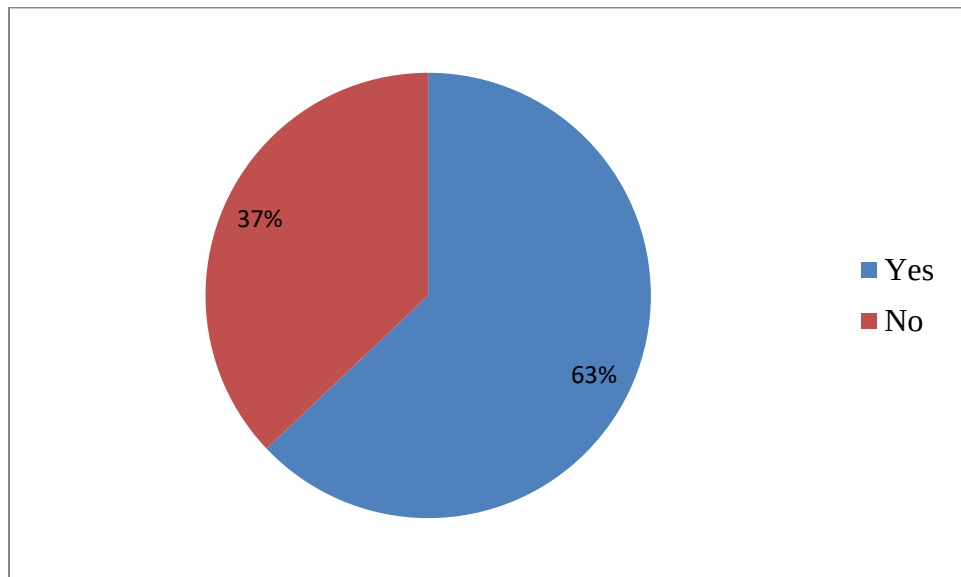
INFERENCE

Majority 58.6% of the respondents are yes that their work load is manageable.

4.1.7 Table indicating that ever feel tired or depressed because of work

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Yes	73	63
2	No	43	37
Total		116	100

Tired or Depressed



Interpretation

From the above table it is interpreted that the number of respondents are Yes (63%), and No respondents are (37%).

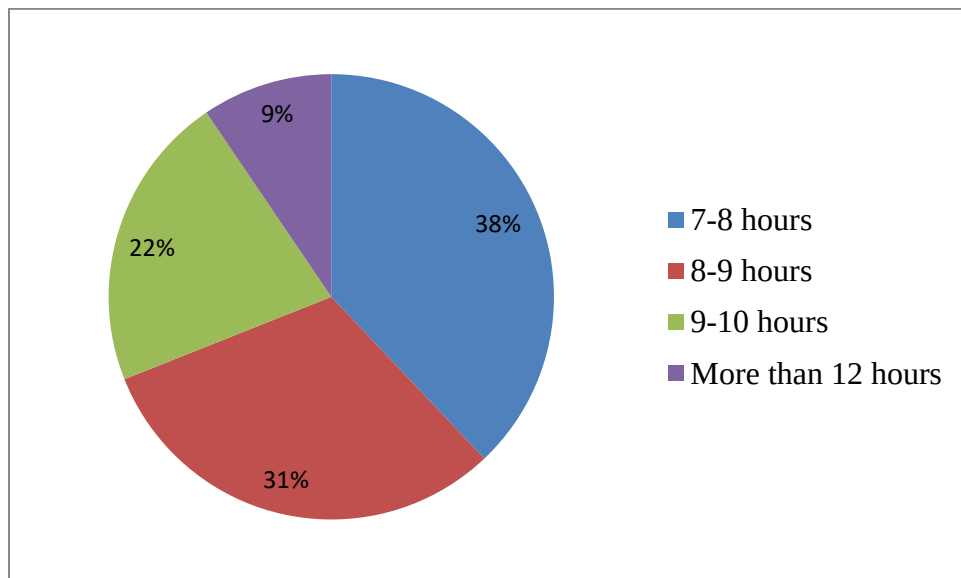
INFERENCE

Majority 63% of the respondents are yes that ever feel tired or depressed because of work.

4.1. 8 Table indicating how many hours a day you normally work

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE ANALYSIS
1	7-8 hours	44	38
2	8-9 hours	36	31
3	9-10 hours	25	22
4	More than 12 hours	11	9
Total		116	100

Normally work



Interpretation

From the above table is interpreted that the number of respondents are 7-8 hours (38%), followed by 8-9 hours respondents are (31%), followed by 9-10 hours respondents are (22%), and more than 12 hours respondents are (9%).

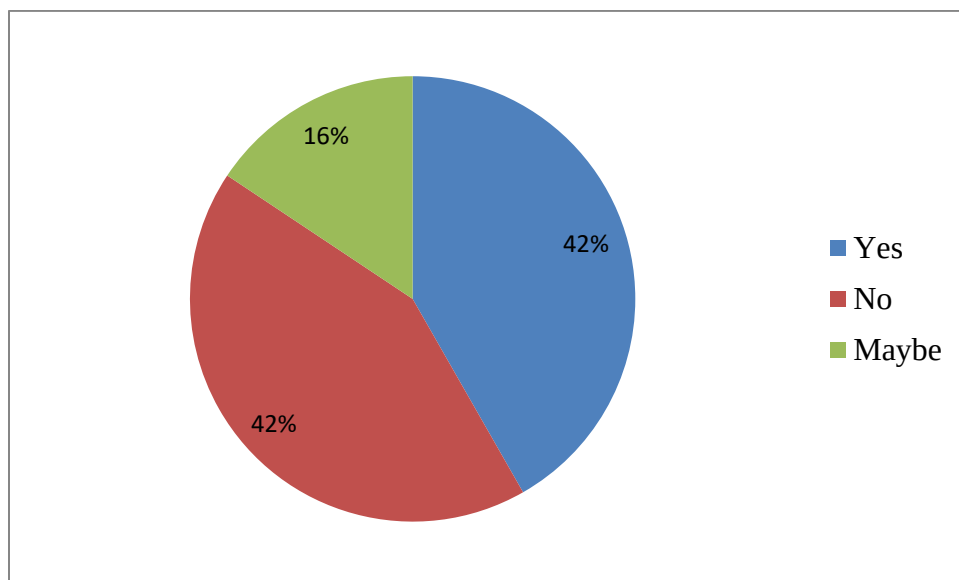
INFERENCE

Majority 38% of the respondents are 7-8 hours a day they normally work.

4.1.9 Table indicating do you work in shifts

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Yes	48	42
2	No	49	42
3	Maybe	18	16
Total		116	100

Work in shifts



Interpretation

From the above table is interpreted that the number of respondents are Yes (42%), followed by No respondents are (42%), and Maybe respondents are (16%).

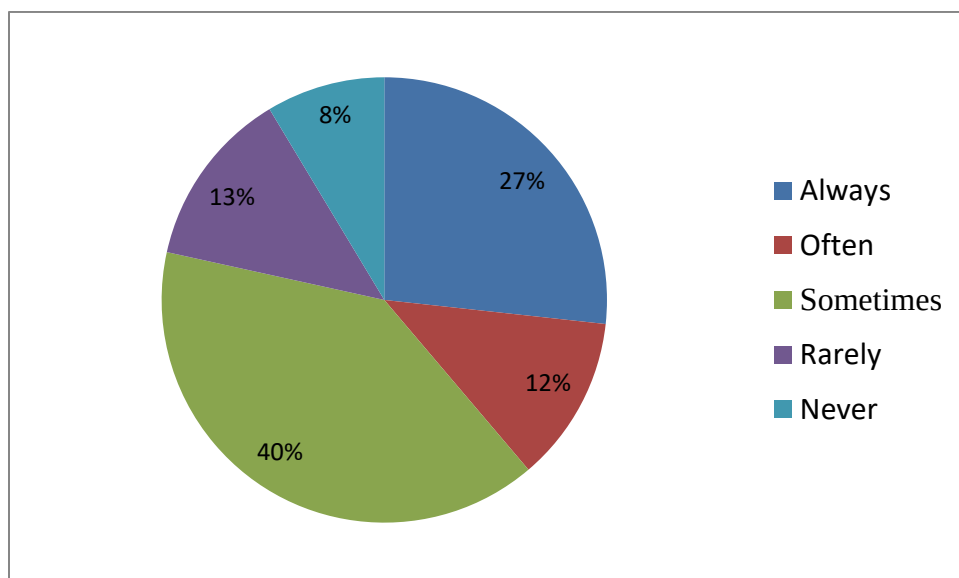
INFERENCE

Majority 42% of the respondents are Yes and No work in shifts.

4.1.10 Table indicating do you experience high levels of stress related to your job

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Always	31	27
2	Often	14	12
3	Sometimes	46	40
4	Rarely	15	13
5	Never	10	8
Total		116	100

Experience high levels of stress



Interpretation

From the above table is interpreted that the number of respondents are Sometimes (40%), followed by Always respondents are (27%), followed by Rarely respondents are (13%), followed by Often respondents are (12.1) and Never respondents are (8.6%).

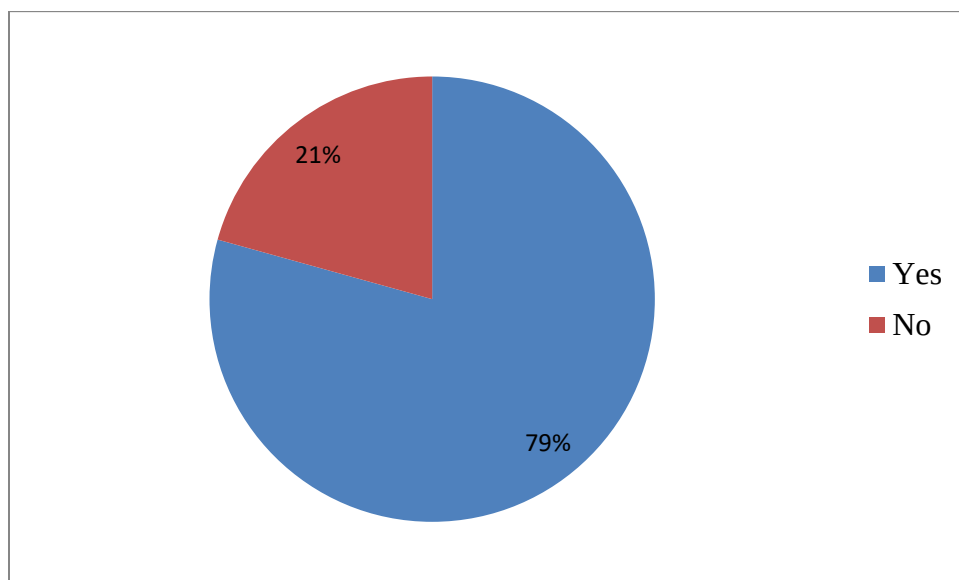
INFERENCE

Majority 40% of the respondents are experience high level of stress related to your job.

4.1.11 Table indicating that satisfied with your personal life outside of work

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Yes	92	79
2	No	24	21
Total		116	100

Personal life



Interpretation

From the above table is interpreted that the number of respondents are Yes (79%), and followed by No (21%).

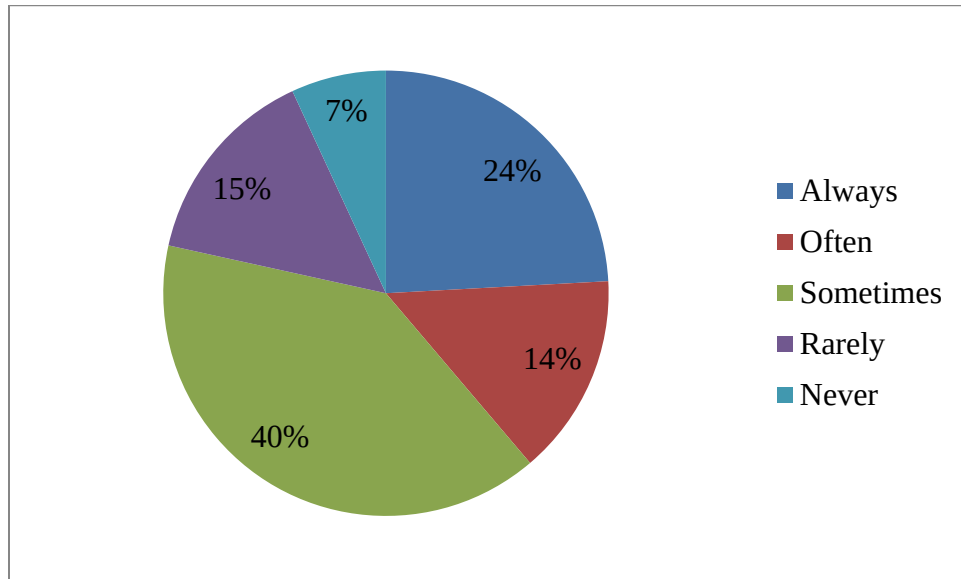
INFERENCE

Majority 79% of the respondents are Yes that are satisfied with your personal life outside of the work.

4.1. 12 Table indicating how often work related tasks spill over into your personal life

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Always	28	24
2	Often	17	14
3	Sometimes	46	40
4	Rarely	17	15
5	Never	8	7
Total		116	100

Work related tasks spill over into your personal life



Interpretation

From the above table is interpreted that the number of respondents are Sometimes (40%), and followed by respondents Always are (24%), and followed by respondents Rarely are (15%) and followed by respondents often are (14%), Never respondents are (7%).

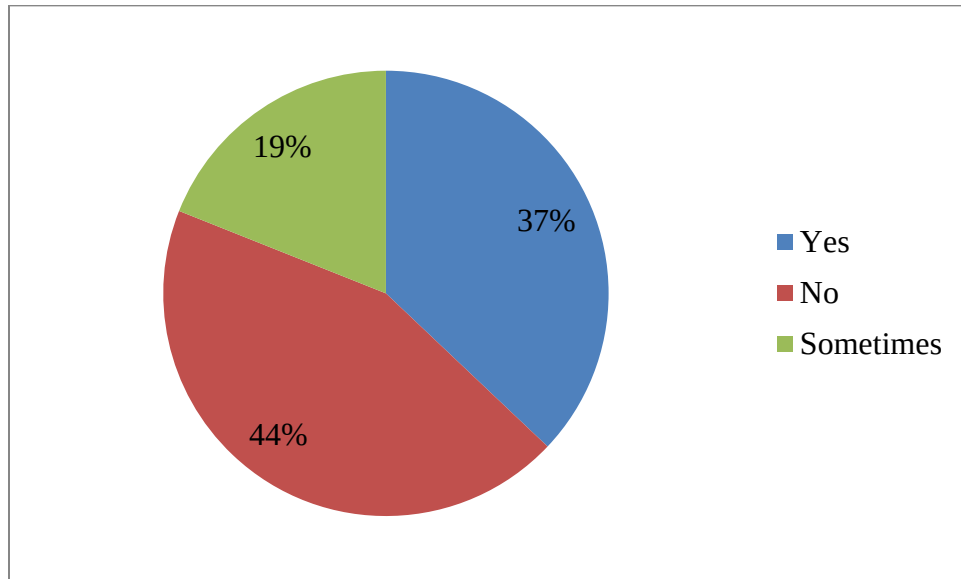
INFERENCE

Majority 40% of the respondents are sometimes that work related tasks spill over into your personal life.

4.1.13 Table indicating do you work for long hours or overtime and even on holidays

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE ANALYSIS
1	Yes	43	37
2	No	51	44
3	Sometimes	22	19
Total		116	100

Work for long hours or overtime and even on holidays



Interpretation

From the above table is interpreted that the number of respondents are No (44%), and followed by respondents Yes are (37%), and Sometime respondents are (19%).

INFERENCE

Majority 44% of the respondents are No for do you work for long hours or overtime and even on holidays.

4.2 CORRELATION ANALYSIS

Correlation refers to the statistical relationship between two variables. It measures the degree to which two variables are related or how they co-vary. Correlation is often expressed as a correlation coefficient, which is a number between -1 and 1 that represents the strength and direction of the relationship between the variables.

A positive correlation means that as one variable increases, the other variable also tends to increase, while a negative correlation means that as one variable increases, the other variable tends to decrease. A correlation coefficient of 0 indicates no correlation between the variables.

STATISTICAL HYPOTHESIS:

Null Hypothesis (H0): There is no significant relationship between job-related stress levels and work-related tasks spilling over into personal life among the study participants.

Alternative Hypothesis (H1): There is a significant relationship between job-related stress levels and work-related tasks spilling over into personal life among the study participants.

4.2.1 CORRELATIONS

		VAR00001	VAR00002
VAR0000	Pearson	1	.134
1	Correlation		
	Sig. (2-tailed)		
	N	116	116

VAR0000	Pearson		
2	Correlation	.134	1
	Sig. (2-tailed)	.153	
	N	116	116

INTERPREATION:

The results from the above table indicates that the P value is 0.134 is less than the 0.05. Hence alternative hypothesis H1 accepted significantly. Therefore job related stress level and work-related tasks spilling over into personal life among the study participants.

4.3 ANOVA ANALYSIS

Anova compares the variance between the groups to the variance within the groups. If the variance between groups is significantly larger than the variance within groups, it suggests that there are real differences in the means of the groups being compared.

One-way Anova is commonly used in research to compare means across multiple groups, such as in the context of work-life balance studies involving different organizational departments, age groups, or other categorical variables.

STATISTICAL HYPOTHESIS:

Null Hypothesis (H0): There is no significant relationship between age and job positions within the organization.

Alternative Hypothesis (H1): There is a significant relationship between age and job positions within the organization.

4.3.1 ANOVA

AGE

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	13.347	4	3.337	3.946	.005
Within Groups	93.860	111	.846		
Total	107.207	115			

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INTERPERTATION

The results from the above table indicates that the P value is 0.005 is exact of 0.05. Hence alternative hypothesis H1 accepted significantly. Therefore, the relationship between age and job positions within the respondents.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1. FINDINGS

- Majority 58% of the respondents are female.
- Majority 48% of the respondents belong to the age group of 18-24 category.
- Majority 37% of the respondents belongs to PG educational qualification.
- Majority 31% of the respondents said that they often manage the work schedule to accommodate personal responsibilities.
- Majority 59% of the respondents said that their work load is manageable.
- Majority 25% of the respondents said that they are satisfied on a scale of 4 with their current job.
- Majority 63% of the respondents said that they ever feel tired or depressed because of the work.
- Majority 38% of the respondents agree that they normally work 7-8 hours.
- Majority 42% of the respondents agree with both the Yes and No for their chance of work in shifts.
- Majority 40% of the respondents have sometimes high level of stress related to their job.
- Majority 79% of the respondents are satisfied with your personal life outside of work.
- Majority 40% of the respondents are sometimes facing work related tasks spill over into your personal life.
- Majority 44% of the respondents are No they don't work for a long hours or overtime and even on holidays.

5.2. SUGGESTIONS

Organizations should introduce wellness programs as a way of improving the mental and physical well-being of employees who are affected by negative work-life balance. Human resource management should be improved across all areas of the organization. Employees who dedicate their time to their work should be well compensated, including getting benefits such as healthcare and retirement packages. This is an effective way of achieving job satisfaction and retaining the best talent.

Since, balancing of work and family roles is one of the key issues in the coming years, the organization should improvise and innovate the ways to cater the employees having diverse needs and these should be the integral to core business but not the optional.

There must be a proper and a flexible time that has to be adopted so that employees doesn't feel stressed about the overtime working and they can spend a quality time with their family and they can even make time to finish their family duties and commitments.

5.3 CONCLUSION

It can be said that work life balance is a very important issue in the Human Resource Management field and it has a vital impact on the productivity and growth of both the organization and the employee. Work life is all about a measure about controlling on when, where and how they work. Many factors are acting as supporting elements for employees to achieve balance between work and personal life. While certain elements like employees participation in framing the policies and taking key decisions, effective communication of organizations policies can be strengthened to make work and personal life of employees highly balanced.

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ANNEXURE - QUESTIONNAIRE

A STUDY ON WORK-LIFE BALANCE IN EMPLOYEE

WELL – BEING

1.Name

2. Gender

- a. Male
- b. Female
- c. Others

3. Age

- a. 18-24
- b. 25-34
- c. 35-44
- d. 45 above

4. Educational Qualification

- a. Diploma
- b. Under Graduate
- c. Post Graduate
- d. Others

5. How often are you able to adjust your work schedule to accommodate personal responsibilities?

- a. Always
- b. Often
- c. Sometimes
- d. Rarely
- e. Never

6. Do you feel that your workload is manageable?

- a. Yes
- b. No
- c. Maybe

7. On a scale of 1 to 5, how satisfied are you with your current job?

- a. (1)
- b. (2)
- c. (3)
- d. (4)
- c. (5)

8. Do you ever feel tired or depressed because of work?

- a. Yes
- b. No

9. How many hours a day you normally work?

- a. 7-8 hours

- b. 8-9 hours
- c. 9-10 hours
- d. more than 12 hours

10. Do you work in shifts?

- a. Yes
- b. No
- c. Maybe

11. How often do you experience high levels of stress related to your job?

- a. Always
- b. Often
- c. Sometimes
- d. Rarely
- c. Never

12. Are you satisfied with your personal life outside of work?

- a. Yes
- b. No

13. The work-related tasks spill over into your personal life?

- a. Always
- b. Often
- c. Sometimes
- d. Rarely

c. Never