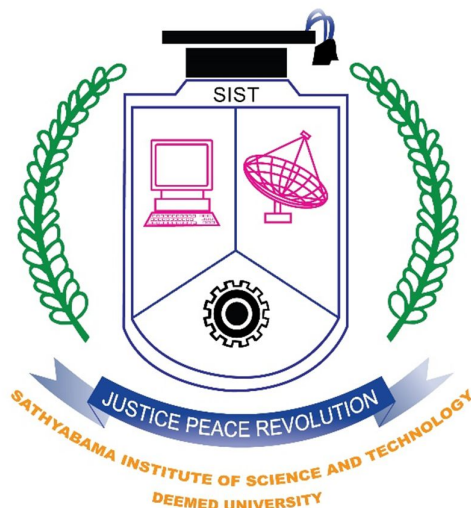


AN ANALYSIS ON WORK LIFE BALANCE AMONG IT SECTOR

By

DEEPIKA.A

REGISTER NUMBER: 40410042



SCHOOL OF BUSINESS ADMINISTRATION

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

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

Jeppiaar Nagar, RAJIV GANDHI SALAI, CHENNAI – 600119.

APRIL 2022.

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

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

Jeppiaar Nagar, RAJIV GANDHI SALAI, CHENNAI – 600119.

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **DEEPIKA. A 40410042** who carried out the project entitled "**AN ANALYSIS ON WORK LIFE BALANCE AMONG IT SECTOR**" under my supervision from December 2021 to April 2022.

Dr M Sudha Paulin MBA PhD.,

Internal guide

External guide

Dr. BHUVAMESWARI. G

Dean- School of Management Studies

Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

I DEEPIKA. A (40410042) hereby declare that the Project Report entitled “**AN ANALYSIS ON WORK LIFE BALANCE AMONG IT SECTOR**” done by me under the guidance of **Dr M Sudha Paulin MBA PhD.**, is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

DEEPIKA. A

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of SATHYABAMA for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean – School of Management Studies** and **Dr. A. Palani, Head – School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr M Sudha Paulin MBA PhD.**, for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

DEEPIKA. A

TABLE OF CONTENTS

CHAPTER NO.	TITLE	PAGE NO.
	ABSTRACT	(i)
	LIST OF TABLES	(ii)
	LIST OF CHARTS	(iii)
1	INTRODUCTION	1-8
	1.1. INTRODUCTION	1
	1.2. WHAT'S THE ISSUE	2
	1.3. EFFECTS OF WORK- LIFE BALANCE	3
	1.4. CHARACTERISTICS	3
	1.5. STRESS AND WORK LIFE BALANCE	6
	1.6. FLEXIBLE WORK LIFE	7
	1.7. BENEFITS OF FLEXIBLE WORK	7
2	LITERATURE REVIEW	9-13
	2.1. REVIEW OF LITERATURE	9
3	RESEARCH METHODOLOGY	14-20
	3.1. NEED OF THE STUDY	14
	3.2. OBJECTIVE OF THE STUDY	15
	3.3. STATEMENT OF THE PROBLEM	15
	3.4. RESEARCH METHODOLOGY	15
	3.5. RESEARCH DESIGN	19
	3.6. COLLECTION OF DATA	18
	3.7. PERIOD OF STUDY	19
	3.8. PROFILE AREA OF STUDY	19
	3.9. HYPOTHESIS TESTING	19
4	DATA ANALYSIS AND INTERPRETATION	20-39
	4.1. PERCENTAGE ANALYSIS	20
	4.2. CHI-SQAURE	37
	4.3. ANOVA	38

5	SUMMARY OF FINDINGS, SUGGESTIONS & CONCLUSION	40 - 43
	5.1. FINDINGS	40
	5.2. SUGGESTIONS	41
	5.3. LIMITATIONS	42
	5.4. CONCLUSIONS	43
	REFERENCES	44
	APPENDIX – 1 (QUESTIONNAIRE)	48
	APPENDIX – 2 (ARTICLE)	51
	APPENDIX – 3 (RESUME)	62

ABSTRACT

In organizations and on the home front, the challenge of work/life balance is rising to the top of many employers' and employees' consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions for organizations and employees alike to work/life balance. Three factors global competition, personal lives/family values, and an aging workforce present challenges that exacerbate 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. Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life.

Most recently, there has been a shift in the workplace as a result of advances in technology. Employees have many methods, such as emails, computers and cell phones, which enable them to accomplish their work beyond the physical boundaries of their office. Researchers have found that employees who consider their work roles to be an important component of their identities will be more likely to apply these communication technologies to work while in their non-work domain.

Employee assistance professionals say there are many causes for this situation ranging from personal ambition and the pressure of family obligations to the accelerating pace of technology. According to a recent study for the Center for Work-Life Policy, 1.7 million people consider their jobs and their work hours excessive because of globalization.

LIST OF TABLES

TABLE NO.	PARTICULARS	PAGE NO.
1	Age	20
2	Gender	21
3	Marital status	22
4	Which department do you work in?	23
5	Grade level	24
6	Normal working per day	25
7	How frequently employees do overstay in the office to finish their work	26
8	Are employees working under flexible schedule	27
9	How often do employees find themselves working?	28
10	Are employees able to attend friends/family social gathering	29
11	Are employees able to attend social gathering of office people	30
12	How frequently they take their family out on vacation	31
13	Does long working hours affect their efficiency	32
14	Current feeling of balance your work life and personal life	33
15	Your health is suffering because of your work	34
16	Give priorities to the following	35
17	Comment what can be the reasons and problems behind your work life balance	36

LIST OF CHART

CHART NO.	PARTICULARS	PAGE NO.
1	Age	20
2	Gender	21
3	Marital status	22
4	Which department do you work in?	23
5	Grade level	24
6	Normal working per day	25
7	How frequently employees do overstay in the office to finish their work	26
8	Are employees working under flexible schedule	27
9	How often do employees find themselves working?	28
10	Are employees able to attend friends/family social gathering	29
11	Are employees able to attend social gathering of office people	30
12	How frequently they take their family out on vacation	31
13	Does long working hours affect their efficiency	32
14	Current feeling of balance your work life and personal life	33
15	Your health is suffering because of your work	34
16	Give priorities to the following	35
17	Comment what can be the reasons and problems behind your work life balance	36

CHAPTER 1

INTRODUCTION

1.1. INTRODUCTION

For any country, the two biggest work – life balance problems are:

People with not enough work or income Work - life balance is about effectively managing the juggling act between paid work and the other activities that are important to people. It's not about saying that work is wrong or bad, but that work shouldn't completely crowd out the other things that matter to people like time with family, participation in community activities, voluntary work, personal development, leisure and recreation.

The right balance is a very personal thing and will change for each person at different times of his or her lives. For some people the issue is being able to get into work or find more work rather than having too much work. There is no 'one size fits all' solution.

A balanced life is one where we spread our energy and effort – emotional, intellectual, imaginative, spiritual and physical – between key areas of importance. The neglect of one or more areas, or anchor points, may threaten the vitality of the whole.

1.2. WHAT'S THE ISSUE?

Work-life balance is increasingly an issue for any country. Jobs, the workplace and the workforce are changing as:

- More women and sole parents go into work.
- More people juggle more than one job.
- The workforce ages and increasingly diverse.
- Businesses continue to compete globally to hire skilled workers.
- Technology changes the way we work – e.g., cell phones and PCs blur the distinction between work and personal time.

- People who have too much work: the low paid who need to work long hours to earn enough and the higher paid who may feel trapped into working more hours than they want to.

Through the consultation, employers said that they wanted to address work- life balance issues in their workplaces, and that they wanted practical tools to implement work- life balance initiatives. Workers, families and individuals told us that the key issues for them in achieving work- life balance concerned their caring responsibilities, workplace practices and cultures, and the need to earn sufficient income.

DRIVERS FOR CHANGE

Work-life balance has become increasingly important for a number of social and economic reasons that are making:

- organizations think about how they work
- Government thinks about how people balance paid and unpaid work and care
- Individuals think about the role work has and will have at different stages of their lives.

Broadly, this shift is influenced by changes to markets, ways of working, the labor market and expectations of work. In the public sector, these drivers mean:

- Pressure to increase efficiencies while at the same time responding to the demands of service users, creating more flexible and responsive public services.
- That there is a need to understand better and respect to customer requirements in a population that is becoming older and more ethnically diverse. Therefore, people who possess these skills and relationships are crucial to helping organizations understand new customers segments, promote creativity and cope with increasingly complex business models.

1.3. EFFECTS OF WORK – LIFE BALANCE

The case for work- life balance tends to be made on two counts.

- First, that work-life balance improves individual's health, wellbeing and job satisfaction.
- Second, that business can benefit from work-life balance because these policies:
 - improve productivity and worker commitment
 - reduce sickness absence
 - increase retention rates for talented workers and reduce replacement costs
 - allow organizations to recruit from a wider pool of talent
 - enable organizations to offer services beyond usual business hours by employing workers on different shifts that fit in with caring responsibilities.

1.4. CHARACTERISTICS

- 1) Work life balance business benefits
- 2) Not constant, comes and goes with life changes
- 3) It takes WORK
- 4) The process of seeking balance can be deeply rewarding

WORK LIFE BALANCE benefits as

- ❖ Attracts new employees
- ❖ Helps to retain staff
- ❖ Builds diversity in skills and personnel
- ❖ Improves morale
- ❖ Reduces sickness and absenteeism
- ❖ Enhances working relationships between colleagues
- ❖ Encourages employees to show more initiative and teamwork
- ❖ Increases levels of production and satisfaction
- ❖ Decreases stress and burnout

Some reasons for WLB

A review of public holidays and paid holidays across a sample of countries, including Australia, China, France Germany, Singapore, the US & UK shows that India is actually quite comparable in terms of the number of days of vacation and holidays provided by law and general practice. It would, therefore, be fair to assume that the intent of law as well as the espoused values of organizations seems to be in favor of providing a fair amount of leisure and balance. Whether it has translated into reality is another matter.

- Gender concerns
- Young generation
- Identity through work

Gender concerns

Similar discrimination is experienced by men who take time off or reduce working hours for taking care of the family.

For many employees today – both male and female – their lives are becoming more consumed with a host of family and other personal responsibilities and interests. Therefore, in an effort to retain employees, it is increasingly important for organizations to recognize this balance

Young generation

According to Kathleen Gerson, Sociologist, young people “are searching for new ways to define care that do not force them to choose between spending time with their children and earning an income” and “are looking for definition of personal identify that do not pit their own development against creating committed ties to others readily. Young adults believe that parents should get involved and support the children both economically and emotionally, as well as share labor equally. Young people do not believe work- life balance is possible and think it is dangerous to build a life dependent on another when relationships are unpredictable. They are looking for partners to share the house work and family work together. Men and women believe that women believe that women should have jobs before considering marriage, for better life and to be happy in marriage. Young people do not think their mother’s generations were unhappy.

Identity through work

By working in an organization, employee's identity, to some extent, with the organization, as part of a collective group. Organizational values, norms and interests become incorporated in the self-concept as employees increase their identify with the organization. However, employees also identify with their outside roles, or their "true self".

Examples of these might be parental/caretaker roles, identifications with certain groups, religious affiliations, align with certain values and morals, mass media etc. Most employees identify with not only the organization, but also other facets of their life (family, children, religion, etc). Sometimes these identities align and sometimes they do not. When identities are in conflict, the sense of a healthy work life balance may be affected. Organization members must perform identify work so that they align themselves with the area in which they are performing to avoid conflict and any stress.

Balancing 4 things in WLB

- Family
- Home
- Friendship
- Community

Work life balance includes

- Flexi time
- Staggered hours
- Time off in lieu
- Compressed of working hours
- Shift swapping
- Self- roistering
- Job sharing
- Team time working
- Working from home
- Tele-working

1.5. STRESS AND WORK LIFE BALANCE

The number of stress- related disability claims by employees has doubled according to the Employee Assistance Professionals Association in Arlington, Virginia. 75% - 90% of physician visits are related to stress.

It is clear that problems caused by stress have become a major concern to both employers and employees. Symptoms of stress are manifested both physiologically and psychologically. Persistent stress can result in cardiovascular disease, sexual health problems, a weaker immune system and frequent headaches, stiff muscles, or backache. It can also result in poor coping skills, irritability, jumpiness insecurity, exhaustion, and difficulty in concentrating. Stress may also perpetuate or lead to binge eating, smoking and alcohol consumption.

The feeling that, simply working hard is not enough anymore is acknowledged by many other multinational/private and round the clock working bank workers. "To get ahead, a seventy-hour work week is the new standard. While little time is left is often divided up among relationships, kids, and sleep." This increase in work hours over the past two decades means that less time will be spent with family, friends and community as well as pursuing activities that one enjoys and taking the time to grow personally and spiritually.

Unfortunately, many women feel additional stress when they must decide what they feel is best for their families or what is best for their career. According to Sylvia Hewlett, president of the Centre for Work Life Policy, if a woman takes time off to care for a child or an older parent, employers tend to "see these people as less than fully committed. It's as though their identity is transformed". Brett Graff, Nightly Business Report correspondent states that (because a female may have trouble re-entering the market or, if she does find a position, it will likely be a lower position with less pay) "If you thought choosing a baby name was hard, you have to wrestle with the idea of leaving your career to be a full-time mom or take care of an older parent... Most will want to re-enter, but will do so accepting lesser positions or lower wages." This circumstance only increases the work life balance stress experienced by many women employees. Men who take time off or reduce working hours for taking care of the family experience similar discrimination.

1.6. FLEXIBLE WORK LIFE

A significant feature within the changing world of work is the need to develop a diverse, skilled and motivated workforce able to respond quickly and efficiently to client needs. Ensuring a committed, responsive and high performing workforce often depends on creating an environment that enables employees to more easily manage the demands of work and life particularly their family responsibilities. Flexible work options for employees contribute to a positive, healthy and productive work environment. Flexible work options are defined as mutually agreed long or short-term changes to working time and leave arrangements within the context of organizational needs. Their successful implementation depends on employee and management knowledge, pre-planning, regular reviews, and the creation of a supportive workplace culture.

1.7. BENEFITS OF FLEXIBLE WORK

Workplace practice and culture impact on the work, family and life balance of all employees. International research and experience across both the public and private sector, and feedback within the Banking sector, highlights the tangible benefits of mutually agreed flexible work options and a supportive workplace culture.

Benefits of flexible work options include:

- a) Increased capacity to attract and retain skilled and specialist employees and professional staff.
- b) Maximizing returns on training and professional development investment renewed energy and freshness contributing to resilience as well as increased morale, commitment and high work performance from staff.
- c) Improved learning outcomes through matching work options and available skills with student's needs.
- d) Increased performance and productivity, through improved organizational climate, reduction of absenteeism and stress and a more efficient use of staff.

- e) Competitive edge in attracting and maintaining high demand skills to the public education and training system and positive public recognition in both the education sector and across other industries.

Benefits for businesses

Research has repeatedly shown that there is significant business benefits associated with implementing work-life balance policies. In a department of Labor scan of more than 85 cases studies of organizations implementing work-life balance policies, employers experienced benefits such as:

- Improved recruitment and retention rates, with associated cost of savings;
- Reduced absenteeism and sick leave usage;
- A reduction in worker stress and improvements in employee satisfaction and loyalty;
- Greater flexibility for business operating hours;
- Improved productivity
- Improved corporate image, becoming an 'employer of choice'.

Benefits for employees

Employees in companies already implementing work – life practices enjoy significant benefits such as:

- 1) Being able to effectively manage multiple responsibilities at home, work and in the community without any guilt or regret.
- 2) Being able to work in flexible ways so that earning an income and managing family/other commitments become easier.
- 3) Being part of a supportive workplace that values and trusts staff.

Benefits for families and communities

Over the past 20 years the demands of the modern workplace are perceived to have impacted heavily on family and community life. Parents wish they had more time with their children. 'Me time' seems to be shrinking and an ageing population means eldercare is becoming a serious issue. There's also less time for volunteering.

CHAPTER 2

LITERATURE REVIEW

2.1. REVIEW OF LITERATURE

- 1) Mohammad Niaz (2018) in his research titled “Work life balance practices and gender gap in job satisfaction” examines the role of the work life balance practices by explaining the paradox of the contented women worker”. In his research he finds out that woman reports higher levels of job satisfaction than that of men. The main finding is that WLB is the important determinant of the intrinsic extrinsic, aspects of job satisfaction.
- 2) Rebbecca (2019) quotes in “Work life balance- Men and Women” that women and men have a different perception generally on balance the work and life. She says that women devote more time on her family and the men spend more time pursuing his personal interests. She also quotes that balance is not only about dividing the time spent on work and personal life, but also establishing harmony that reflects on the individual’s priorities.
- 3) Peter (2009) in his study on “Work life balance and subjective well-being” explains about the work life balance and the well-being of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the well-being of the employees as it helps in satisfying personal needs. The perceived sufficiency of time available for personal life and works tells the level of well-being only if the individual’s needs are fulfilled in the given time.
- 4) R Baral and S Bhargava (2017) in their research titled “HR interventions for Work life balance” quotes that work life balance is the concern for both research scholars and the business leaders in the view of technological, demographic and organizational changes related to it. They have explained about the challenges that the HR managers face while effectively implementing the policy in their organization. They suggest that the organizations must implement Work life balance policies and incorporate the organizational culture that ensures employee commitment and productivity.

- 5) Sarah Holly and Alwine Mohnen (2018) in their study titled “Impact of working hours on Work Life balance” their main objective was to examine the influence of the working hours of the employees on their satisfaction on the job. They explain that the overall number of the employees wants to reduce their working hours is influenced mainly by the overtime compensation. Their study result shows that generally the long working hours do not lead to the dissatisfaction among the employees, but long working hours have a positive effect on the employee’s life and job satisfaction and the desire to reduce the long working hours have a negative impact on the job satisfaction of the employees
- 6) Chaitra R, Ashok Kumar RS, JP Renuka Murthy in the research paper titled as “A study on work life balance of the employees “examines the factors affecting work-life balance. The findings of the study say that work is having negative effect on the employees of the company. The overtime workings and anytime meetings are the main factors which deteriorate the balance. But at the same time policy on free flow of communication between supervisors, flexible working hours, engagement of family in office celebration is most appreciated and has a positive impact on the work of the employees.
- 7) Clark (2019) in his border theory of work life balance stated that work-life balance is influenced by physical factors (office space), temporal factors (hours spent on working) and psychological borders (thinking pattern) between work and family settings. He proposed two approaches for employee’s wellbeing the first is keeping work and life separate and second is integration of work and family. The adaptability of the approach depends on the profile of the employee.
- 8) Hema Mirji and Dr. Kirti Gupta in the research work “Indian perspective on work-life balance” cited the privileges owned by Indian families. These are privileges of joint family, number of more earning members, pension of father or mother, close proximity with social groups. All these factors reduce the financial burden up to some extent and increases the emotional support of a person.
- 9) Kulkarni (2017) have opined that successful employee are recognizing that positive Work life balance outcomes for employees from achieving work life balance to the satisfactions of challenging work and career development are key ingredients of a successful business strategy.

- 10) Parida (2012) has mentioned that now a days the lives of employees, both male and female, is increasingly consumed of family and other personal responsibilities and interests. Therefore, in an effort to retain employees, it is increasingly important for organizations to recognize this work life balance.
- 11) Parikh and Gandhi (2014) described how the recent technological changes invaded our home, bedrooms, and even social functions. In this study suggestions have been offered by authors to employees and organizations. One of the suggestions offered to organizations states that organizations could provide “core hours” when an employee should be present and work around different start and finish times.
- 12) Voydan (2019) found that the strain in office work places leads to family conflict. The strain is more in case of women as compared to men. Usually, the women employees after returning from working places are expected to do some family related work also. Here, support from family is most important for reducing strain. When the support is not extended by the family members there is bound to be tension in the family.
- 13) Bhardwaj Gopal and Sharma Rajneesh (2020) investigated the interrelationship between organizational climate, supervisory-management relations, interpersonal trust and alienation. The findings of the study revealed a positive inter correlation among organizational climate dimensions and also positive relationship with other factors except alienation.
- 14) Wise (2016) found that the awareness level of work life policies is very low among the employees. The recent policies of flexibility working option have reduced the absenteeism by the employees. More such schemes are needed to boost the morale of the employees.
- 15) Thornthwaite (2018) found that there is a growing demand and need is felt by all the working parents for part time work, short working hours and more importantly flexible working hours. The top management should look in to these issues seriously so that there will be every scope for better work life balance among working staff. These provisions should be implemented to all the staff not for the specified group of staff.
- 16) Snir and Harpaz (2015) developed the relativity of work measured with five major domains (work, leisure, community, religion, and family) in their lives,

based on their relativity centrally. The results indicated a fairly high-test reliability on the relativity of work centrality measure, and therefore support the notion that measure can also be applied to assess the relativity of each of the other four major life domains, in addition to work.

- 17) Mesmer-Magnus & Viswesvaran (2016) it was found that family support for the work culture helps to manage the work-life balance. In case of support from superiors, co-workers, flexibility of working hours, adequate maternity leave etc. helps to motivate the employee and allows them to reduce the dark side of work life balance. This contributed significantly work life conflicts.
- 18) Bhargava and Baral (2019) found that self-evaluations, family support and supervisor support were positively related to family-to-work enrichment whereas job characteristic (autonomy, skill variety, task identity, task significance). However, only family-to-work enrichment was found to be related to family satisfaction.
- 19) Nubling et al. (2018) found that socio-demographic factors of age is important factor for work and family interference. The younger having less problem than the middle age and high age group. This is because of more and more family responsibility as the age grows. So, it is important to balance life so that less chance of family interference. The support of family is also important in this regard.
- 20) Clare Kelliher and Deirdre Anderson (2020) found that the employees who work for less time and work in remote are more satisfied than others. This helps them to have a more organizational commitment.
- 21) Sanghamitra Buddhapriya (2019) Work-life imbalance usually arises due to lack of adequate time and support to manage the work commitments both personal and family responsibilities. Meeting competing demands of work and family is not tiring but can be stressful and can lead to stress / sickness and absenteeism. It inevitably affects productivity.
- 22) Baral, R. and Bhargava, S, (2021) tried to explore the conditions and challenges for effective implementation of policies. It was found that
 - a. (i) family-friendliness of employees in India had been a matter of concern for employers since industrialization and reflected in various welfare provisions

- b. (ii) the scope and coverage of such initiatives have broadened and have become more individual growth and family well-being oriented with passage of time
- c. (iii) these policies and practices are more prominent in new economy organisations such as software and services organisations.

CHAPTER 3

RESEARCH METHODOLOGY

3.1. NEED OF THE STUDY

Work-life balance helps maintain mental health. Having a healthy work-life balance means that employees will be happier when they come to work. This, in turn, helps reduce stress and the chances of burnout, two common health issues in the workplace. Chronic stress occurs when employees are continuously stressed. It can lead to mental health issues such as depression, anxiety, and insomnia, as well as physical health issues including chronic aches and pains, heart troubles, and hypertension. Burnout happens when an employee suffers too much stress over a long period of time. Burnout can cause anything from mood swings and irritability, to fatigue and a decrease in productivity. It can lead to employees seeking health care or taking sick days, which in turn can become costly for a company.

It also helps with physical health. If employees are being too overworked, they are much more likely to be plagued with physical ailments. This is especially true if they aren't taking appropriate breaks throughout the day. Some examples include: Chronic pain/carpal tunnel syndrome: overworking, especially if the office environment isn't ergonomic, can lead to soreness or worse. Higher risk of heart disease and high blood pressure: being sedentary is a big contributor to these conditions

It can make you more well-rounded. There's a reason that CVs have a space for hobbies, and interviewers often ask about what an employee likes to do outside of work. Being able to share stories, knowledge, and experiences will allow employees to connect on a social level, creating a tighter-knit team.

It increases productivity. A company needs its employees to be productive. That's where the importance of work-life balance comes into play – if an employee's work-life balance is steady, they will be much happier at work. This leads to greater productivity. Staying late every night and working overtime may seem like it would boost productivity, but realistically the work is most likely of a lesser quality.

3.2. OBJECTIVE OF THE STUDY

- To know the employees' position in the firm, affect the balance between dual life.
- To know if the individual is able to attend their family as well as office gathering.
- To know that is their health is affecting due to work.
- To know what are the top most priorities of employees.

3.3. STATEMENT OF THE PROBLEM

Work-life balance is increasingly an issue for any country

- More women and sole parents go into work.
- More people juggle more than one job.
- Business continues to compete globally to hire skilled workers.

For any country, the two highest work-life balance problems are:

- People will not enough work or income.
- People who have too much work: the low paid who need to work long hours to earn enough and the higher paid who may feel trapped into working more hours than they want to.

3.4. RESEARCH METHODOLOGY

Research is the process of systematic and in-depth study or search for any particular topic, subject or area of investigation, backed by collection, compilation, presentation and interpretation of relevant details or data.

RESEARCH PROCESS

In research process, the first and foremost step is defining and selecting a research problem. A Researcher should at first find the problem. Then he should formulate it so that it becomes susceptible to research. For a systematic presentation, the process of research may be classified under three stages-primary stages, secondary stage, and the tertiary stage.

The primary stage includes:

- Observation
- Interest
- Formulating research problems
- Documentation
- Research designs

The secondary stage includes:

- Project planning
- Data collection
- Questionnaire preparation
- Analysis of data
- Testing of hypothesis
- Interpretation
- Questionnaire preparation

TYPE OF RESEARCH

DESCRIPTIVE RESEARCH

Descriptive research has been used, it involves survey and fact-finding enquiries of different kinds, the purpose of descriptive research is the descriptive of state of affairs, as it exists at present.

PROJECT PLANNING

Project planning is the first step in actually conducting & directing a research Project. It is one of the most important tasks of a researcher. This includes formulation of the researcher objectives & goals and determining ways of achieving them.

DATA COLLECTION

Data collection is one of the most important aspects of research. The information in tough research methodology must be accurate and relevant. The data collection method can be classified into two methods.

PRIMARY DATA

Questionnaire method have been used as a tool for a data collection in this research.

SECONDARY DATA

Secondary data means data that are already available i.e., they refer to data which has already been collected and analysed by someone else. The secondary data for the study was collected from book, company websites, magazines and other sources. Sample size: 110

QUESTIONNAIRE PREPARATION

The basic requisite of any research study is the appropriate data which can be collected with the help of a schedule or questionnaire. With the help of questionnaire, it is easy to determine the involvement level of so many employees in the organization.

PILOT SURVEY

Before collecting the relevant data to test the hypothesis, it is essential to ascertain the applicability of the instrument to the population being studies. Hence, a pilot study was undertaken with an objective to evaluate the tools prepared for the study and to find whether they are providing the information required.

TYPE OF QUESTIONS

- Likert's scaling question
- Rank question
- Satisfaction scale
- Agreeability scale

3.5. RESEARCH DESIGN

The data will be gathered directly from the respondents through sample survey method.

The data analysis for this research will be both on quantitative and qualitative manner.

3.6. COLLECTION OF DATA

Primary data

Primary data will be collected for the study from a sample of 110 people in the city of Chennai through questionnaires regarding work life balance.

Secondary data

Secondary data will collect from various published reports, journals, magazines, books, articles and websites.

TOOLS AND TECHNIQUES

This study will contain table, chart, chi square tests and two-way analysis of variance and interpret the data.

- Chi square is a statistical procedure used in research to examine the differences between categorical variable in the same population.
- One-way analysis of variance is a technique that can be used to compare whether two samples mean are significantly different or not.

3.7. PERIOD OF STUDY

The period of study will be three months.

3.8. PROFILE AREA OF THE STUDY

SAMPLE LOCATION

Chennai city has been selected as a sample location.

SAMPLE TARGETED PEOPLE

The targeted people will be employees from IT sector.

3.9. HYPOTHESIS TESTING

ANOVA:

A common approach to figure out a reliable treatment method would be to analyse the days it took the patients to be cured. We can use a statistical technique which can compare these three treatment samples and depict how different these samples are from one another. Such a technique, which compares the samples on the basis of their means, is called ANOVA. Analysis of variance (ANOVA) is a statistical technique that is used to check if the means of two or more groups are significantly different from each other. ANOVA checks the impact of one or more factors by comparing the means of different samples.

FORMULA:

The test statistic is the F statistic for ANOVA, $F = MSB/MSE$.

CHI SQUARE:

A chi-square (χ^2) statistic is a test that measures how a model compares to actual observed data. The data used in calculating a chi-square statistic must be random, raw, mutually exclusive, drawn from independent variables, and drawn from a large enough sample. For example, the results of tossing a fair coin meet these criteria. Chi-square tests are often used in hypothesis testing. The chi-square statistic compares the size of any discrepancies between the expected results and the actual results, given the size of the sample and the number of variables in the relationship. For these tests, degrees of freedom are utilized to determine if a certain null hypothesis can be rejected based on the total number of variables and samples within the experiment. As with any statistic, the larger the sample size, the more reliable the results.

FORMULA:

$$\chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

HYPOTHESIS TESTING

H₀: There is no significant difference between age and normal working per day

H1: There is significant difference between age and normal working per day

H0: There is no significant difference between gender and employees working under flexible schedule

H1: There is significant difference between gender and employees working under flexible schedule

CHAPTER 4

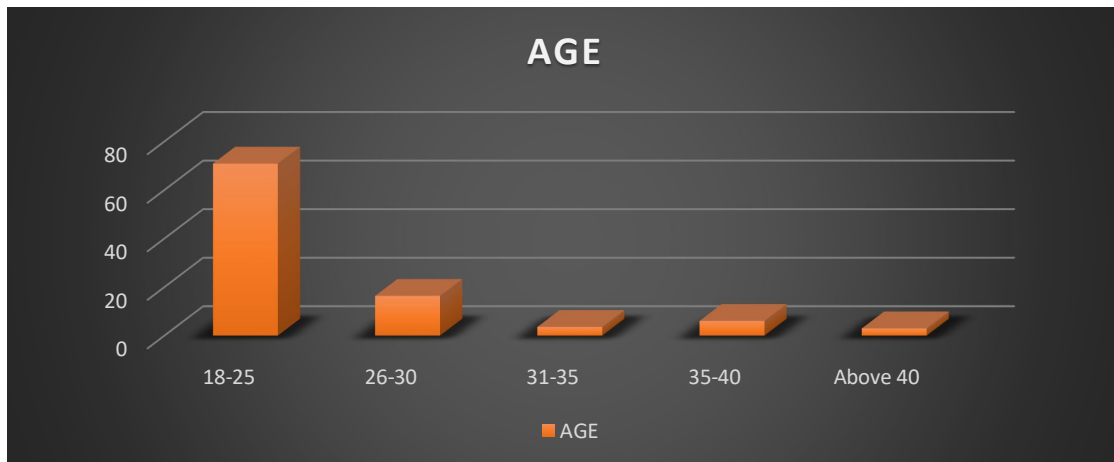
DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

TABLE 1: Age of the response

Particulars	No. of Respondent	Percentage of Respondent
18- 25	78	70.9
26- 30	18	16.4
31- 35	4	3.6
35 – 40	7	6.4
Above 40	4	3.6
Total	110	100

CHART 1: Age of the response



INTERPRETATION:

From the above table, it is interpreted that 70.9% are 18-25 age group, 16.4% are 26-30 age group, 3.6% are 31-40 age group, 6.4% are 41-45 age group, 3.6% above 45 are age group.

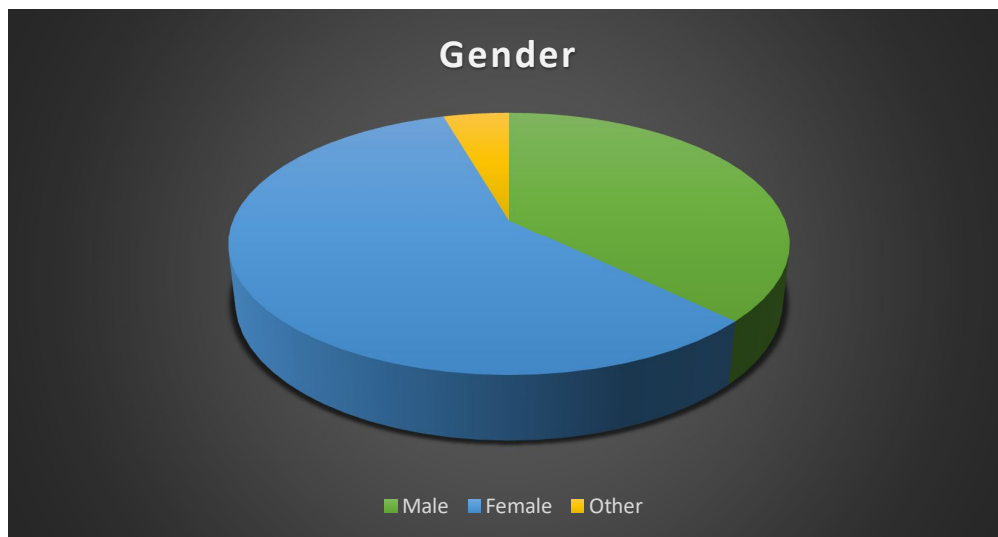
INFERENCE:

Majority 70.9% of the respondents belongs to the age group of 18-25.

TABLE 2: Gender of the respondent

Particulars	No. of Respondent	Percentage of Respondent
Male	41	37.3
Female	64	58.2
Prefer not to say	5	4.5
Total	110	100

CHART 2: Gender of the respondent



INTERPRETATION:

From the above table, it is interpreted that 58.2% of respondents belong to female category, 37.3% of respondents belong to male category, 5% of respondent belong prefer not to say

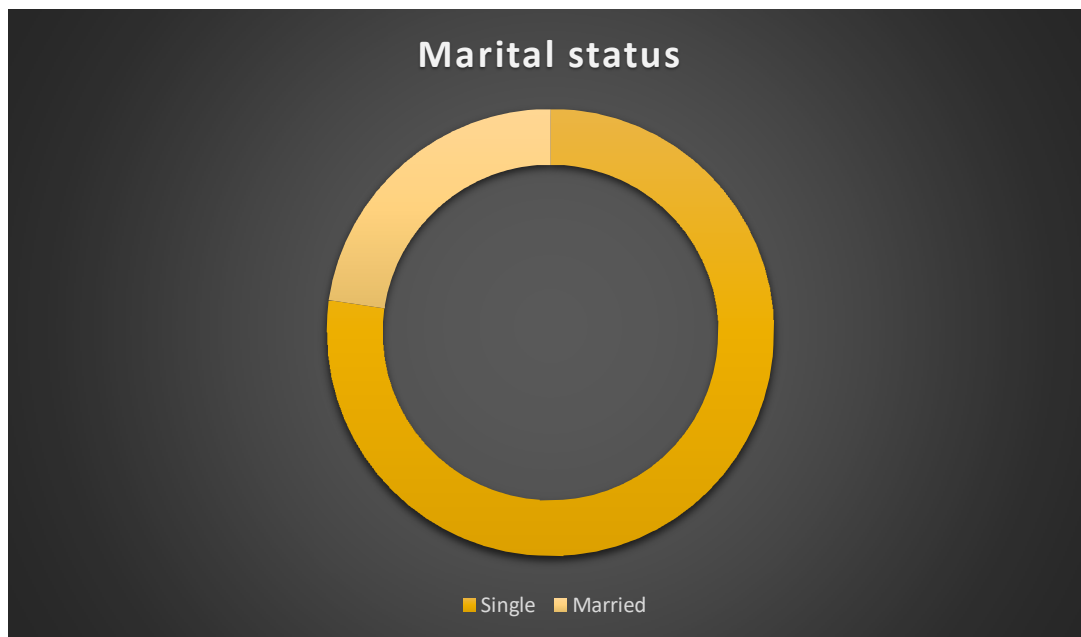
INFERENCE:

Majority 58.2% of the respondents are female.

TABLE 3: Marital status of the respondent

Particulars	No. of Respondent	Percentage of Respondent
Single	85	77.3
Married	25	22.7
Total	110	100

CHART 3: Marital status of the respondent



INTERPRETATION:

From the above table, it is interpreted that 77.3% of respondents belong to single & 22.7% of respondents belong to married.

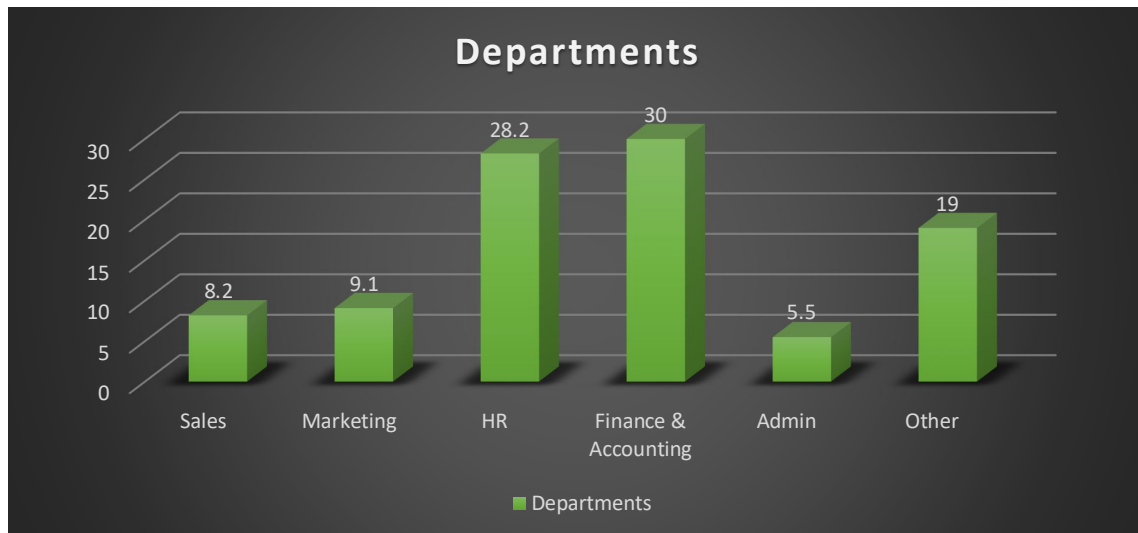
INFERENCE:

Majority 77.3% of the respondents are single.

TABLE 4: Which department do you work in?

Particulars	No. of Respondent	Percentage of Respondent
Sales	9	8.2
Marketing	10	9.1
HR	31	28.2
Admin	6	5.5
Finance& Accounting	33	30
Other	21	19
Total	110	100

CHART 4: Which department do you work in?



INTERPRETATION:

From the above table, it is interpreted that 8.2% are from sales, 9.1% are from marketing, 28.2% are from HR, 30% are from Finance & Accounting, 5.5% are from Admin and 19% are from Other.

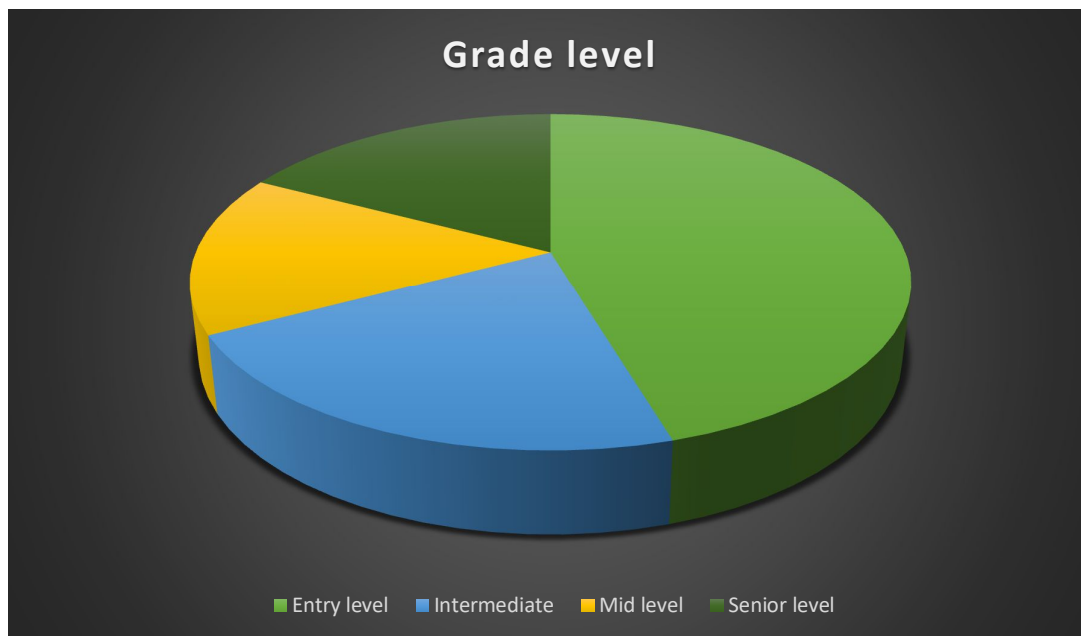
INFERENCE:

Majority 30% of the respondents are from Finance & Accounting.

TABLE 5: Grade level

Particulars	No. of Respondent	Percentage of Respondent
Entry level	50	45.4
Intermediate	24	21.8
Mid-level	17	15.5
Senior level	19	17.3
Total	110	100

CHART 5: Grade level



INTERPRETATION:

From the above table, it is interpreted that 45.5% are entry level, 21.8% are intermediate, 15.5% are mid-level, 17.3% are senior level.

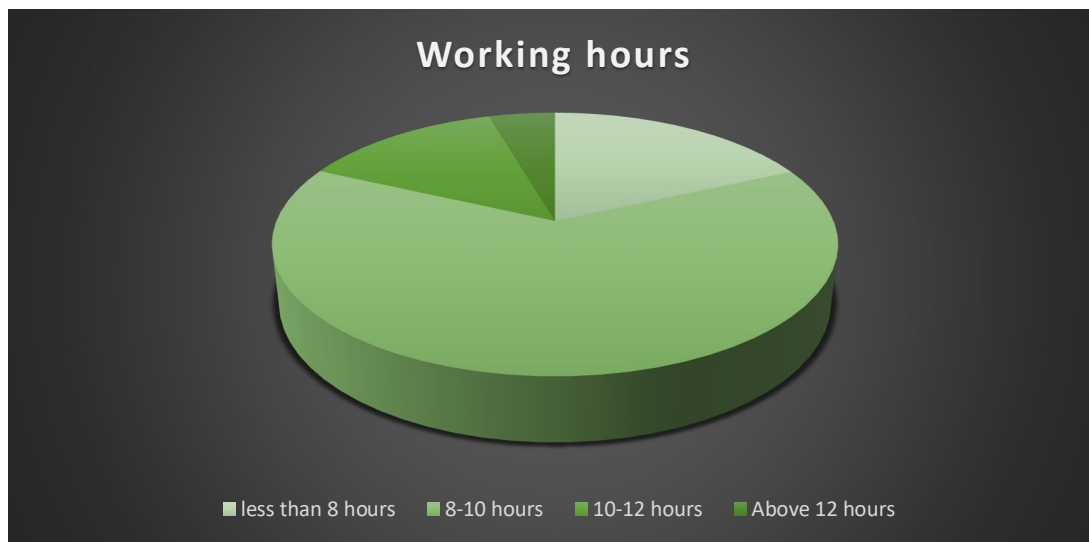
INFERENCE:

Majority 45.5% of the respondents are entry level.

TABLE 6: Normal working per day

Particulars	No. of Respondent	Percentage of Respondent
Less than 8 hours	20	18.2
8 - 10 hours	70	63.6
10 – 12 hours	15	13.6
Above 12 hours	5	4.5
Total	110	100

CHART 6: Normal working per day



INTERPRETATION:

From the above table, it is interpreted that 18.2% are working less than 8 hours, 63.6% are working in between 8 – 10 hours, 13.6% are working in between 10 – 12 hours, 4.5% are working less than 12 hours.

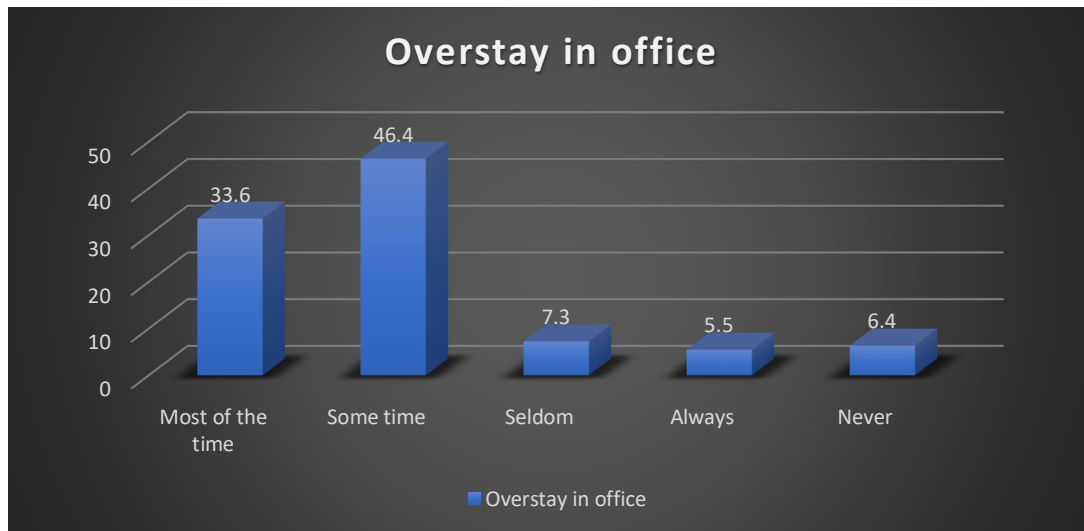
INFERENCE:

Majority 63.6% of the respondents are working in between 8 – 10 hours.

TABLE 7: How frequently employees do overstay in the office to finish their work

Particulars	No. of Respondent	Percentage of Respondent
Most of the time	37	33.6
Some time	51	46.4
Seldom	8	7.3
Always	6	5.5
Never	7	6.4
Other	1	0.9
Total	110	100

CHART 7: How frequently employees do overstay in the office to finish their work



INTERPRETATION:

From the above table, it is interpreted that 33.6% of employees overstay most of the time, 46.4% of employees overstay some time, 7.3% of employees stated seldom, 5.5% of employees overstay always, 6.4% of employees never overstay, 0.9% of employees overstay on the occasion of clients visit or due dates

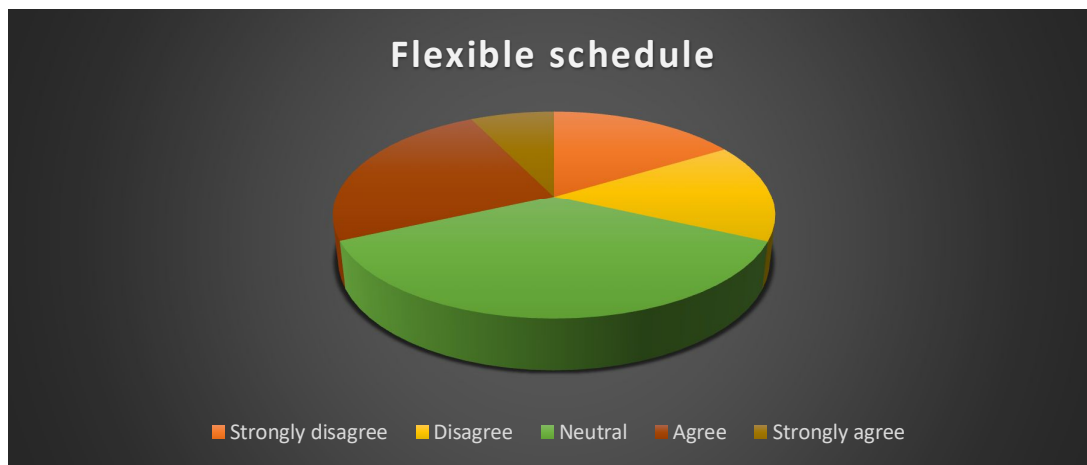
INFERENCE:

Majority 46.4% of the respondents says that they overstay sometime.

TABLE 8: Are employees working under flexible schedule

Particulars	No. of Respondent	Percentage of Respondent
Strongly disagree	18	16.4
Disagree	17	15.5
Neutral	40	36.4
Agree	27	24.5
Strongly agree	8	7.3
Total	110	100

CHART 8: Are employees working under flexible schedule



INTERPRETATION:

From the above table, it is interpreted that 16.4% says strongly disagree, 15.5% says disagree, 36.4% says neutral, 24.5% says agree, 7.3% says strongly agree

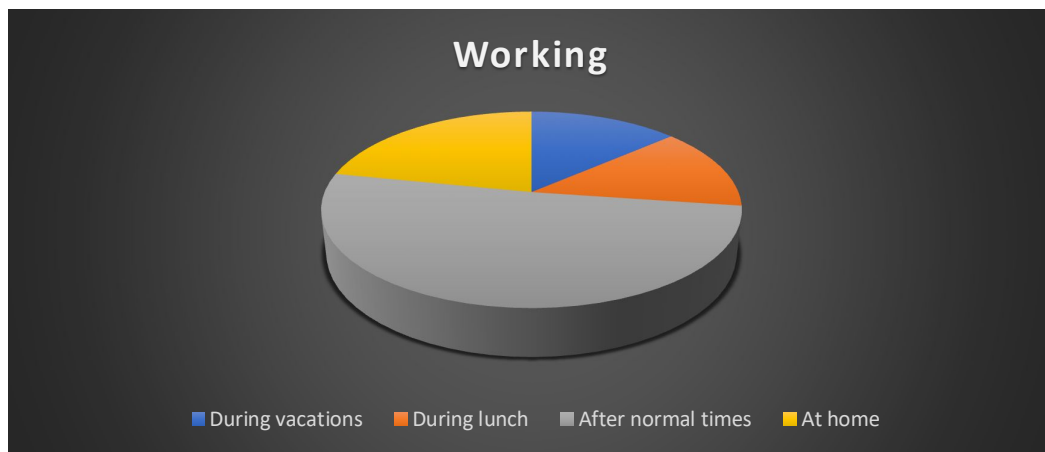
INFERENCE:

Majority 36.4% of the respondents says neutral.

TABLE 9: How often do employees find themselves working?

Particulars	No. of Respondent	Percentage of Respondent
During vacations	15	13.6
During lunch	15	13.6
After normal time	56	50.9
At home	24	21.8
Total	110	100

CHART 9: How often do employees find themselves working?



INTERPRETATION:

From the above table, it is interpreted that 13.6% of employees work during vacation, 13.6% of employees work during lunch, 50.9% of employees work after normal time, 21.8% employees work at home.

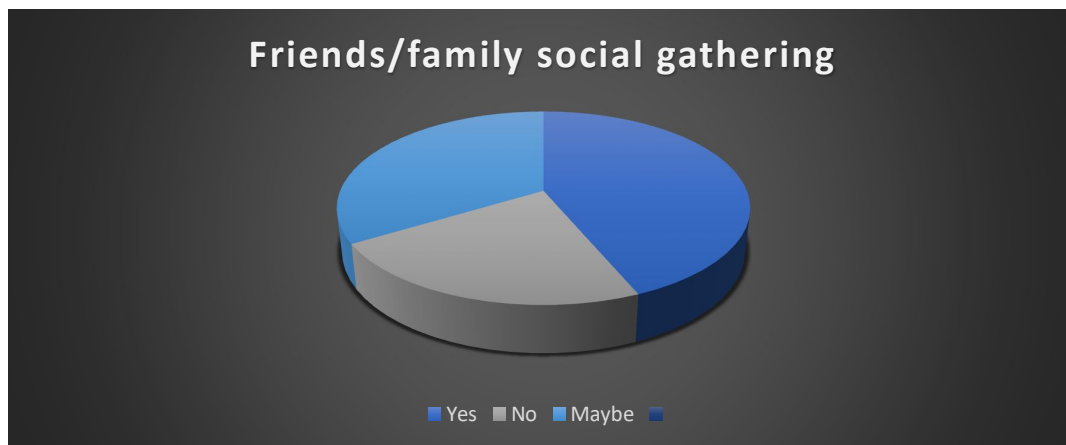
INFERENCE:

Majority 50.9% of employees work after normal time.

TABLE 10: Are employees able to attend friends/family social gathering

Particulars	No. of Respondent	Percentage of Respondent
Yes	48	43.6
No	25	22.7
Maybe	37	33.6
Total	110	100

CHART 10: Are employees able to attend friends/family social gathering



INTERPRETATION:

From the above table, it is interpreted that 43.6% of employees responded yes, 22.7% of employees responded no, 33.6% of employees responded maybe.

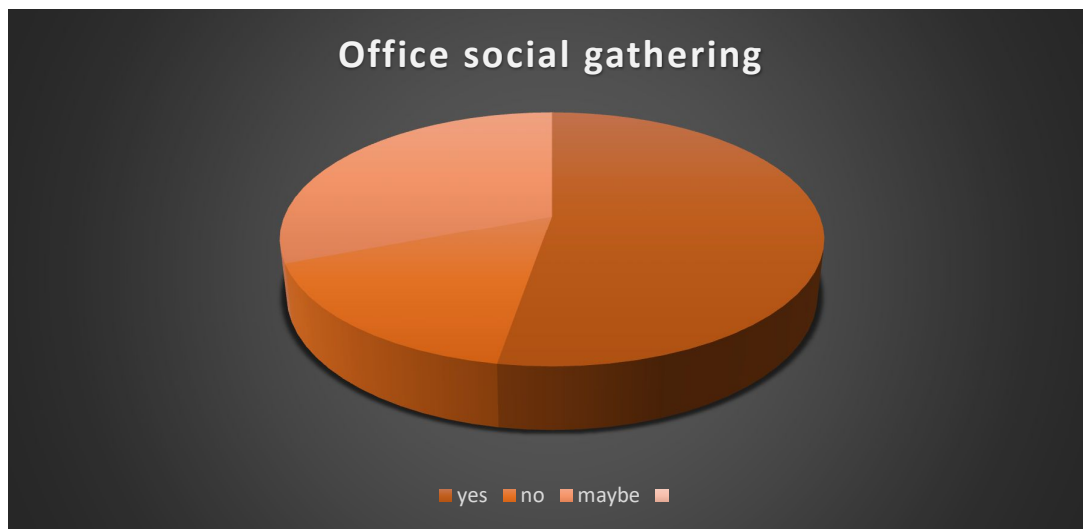
INFERENCE:

Majority 43.6% of employees responds yes.

TABLE 11: Are employees able to attend social gathering of office people

Particulars	No. of Respondent	Percentage of Respondent
Yes	58	52.7
No	18	16.4
Maybe	34	30.9
Total	110	100

CHART 11: Are employees able to attend social gathering of office people



INTERPRETATION:

From the above table, it is interpreted that 52.7% of employees responded yes, 16.4% of employees responded no, 30.9% of employees responded maybe.

INFERENCE:

Majority 52.7% of employees responds yes.

TABLE 12: How frequently they take their family out on vacation?

Particulars	No. of Respondent	Percentage of Respondent
Twice in a year	38	34.5
Once in a year	43	39.1
Once in 3 years	13	11.8
Never	14	12.7
Other	2	0.18
Total	110	100

CHART 12: How frequently they take their family out on vacation?



INTERPRETATION:

From the above table, it is interpreted that 34.5% of employees responded twice in a year, 39.1% of employees responded once in a year, 11.8% of employees responded once in 3 years, 12.7% of employees responded never, 0.18% of employees responded others

INFERENCE:

Majority 39.1% of employees responds twice in a year.

TABLE 13: Does long working hours affect their efficiency

Particulars	No. of Respondent	Percentage of Respondent
Yes	70	63.6
No	14	12.7
Maybe	26	23.6
Total	110	100

CHART 13: Does long working hours affect their efficiency



INTERPRETATION:

From the above table, it is interpreted that 63.6% of employees responded yes, 12.7% of employees responded no, 23.6% of employees responded maybe.

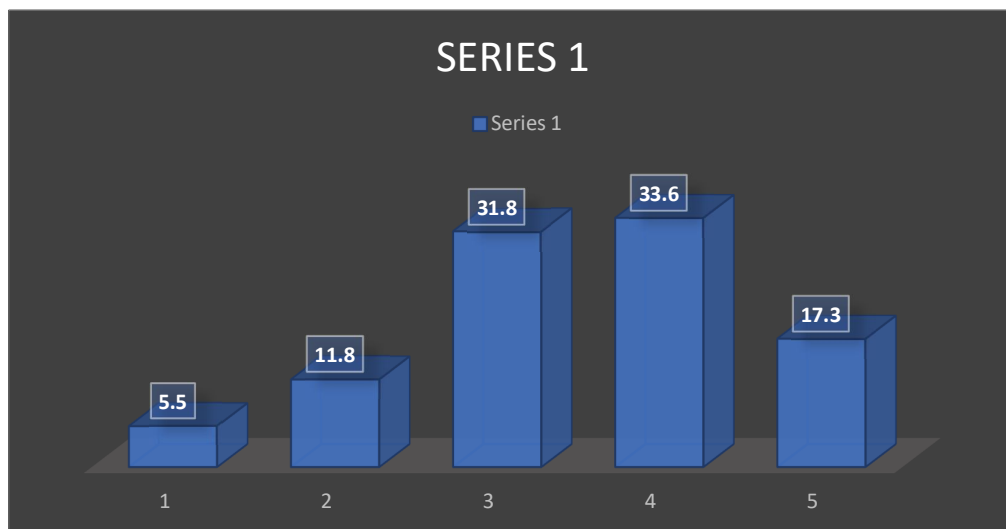
INFERENCE:

Majority 63.6% of employees responds yes.

TABLE 14: Current feeling of balance your work life and your home life

Particulars	No. of Respondent	Percentage of Respondent
1	6	5.5
2	13	11.8
3	35	31.8
4	37	33.6
5	19	17.3
Total	110	100

CHART 14: Current feeling of balance your work life and your home life



INTERPRETATION:

From the above table, it is interpreted that 5.5% of employees responded 1, 11.8% of employees responded 2, 31.8% of employees responded 3, 33.6% of employees responded 4, 17.3% of employees responded 5.

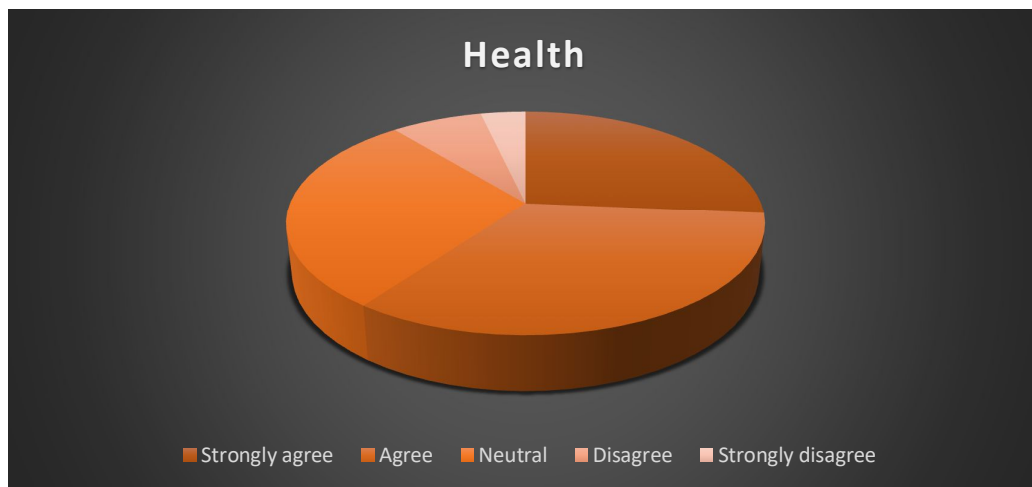
INFERENCE:

Majority 33.6% of employees responds 4.

TABLE 15: “Your health is suffering because of your work”

Particulars	No. of Respondent	Percentage of Respondent
Strongly agree	29	26.4
Agree	37	33.6
Neutral	32	29.1
Disagree	8	7.3
Strongly disagree	4	3.6
Total	110	100

CHART 15: “Your health is suffering because of your work”



INTERPRETATION:

From the above table, it is interpreted that 3.6% says strongly disagree, 7.3% says disagree, 29.1% says neutral, 33.6% says agree, 26.4% says strongly agree

INFERENCE:

Majority 33.6% of the respondents says agree.

TABLE 16: Give priorities to the following

Particulars	No. of Respondent	Percentage of Respondent
Career	67	60.9
Health	83	75.5
Family	84	76.4
Wealth	51	46.4
Hobbies	42	38.2

CHART 16: Give priorities to the following



INTERPRETATION:

From the above table, it is interpreted that 60.9% says the employee gives priority to career, 75.5% says the employee gives priority to health, 76.4% says the employee gives priority to family, 46.4% says the employee gives priority to wealth, 38.2% says the employee gives priority to hobbies.

INFERENCE:

Majority 76.4% says the employee gives priority to family.

4.2. CHI SQAURE

H0: There is no association between age and normal working per day

H1: There is association between age and normal working per day

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
AGE OF THE RESPONDENT * NORMAL WORKING PER DAY	110	96.5%	4	3.5%	114	100.0%

AGE OF THE RESPONDENT * NORMAL WORKING PER DAY Crosstabulation

			NORMAL WORKING PER DAY				Total
			Less than 8 hours	8-10 hours	10-12 hours	Above 12 hours	
AGE OF THE RESPONDENT	18-25	Count	20	58	0	0	78
		Expected Count	14.2	49.6	10.6	3.5	78.0
	26-30	Count	0	12	6	0	18
		Expected Count	3.3	11.5	2.5	.8	18.0
	31-35	Count	0	0	4	0	4
		Expected Count	.7	2.5	.5	.2	4.0
	35-40	Count	0	0	5	2	7
		Expected Count	1.3	4.5	1.0	.3	7.0
	Above 40	Count	0	0	0	3	3
		Expected Count	.5	1.9	.4	.1	3.0
Total	Count		20	70	15	5	110
	Expected Count		20.0	70.0	15.0	5.0	110.0

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	147.311 ^a	12	<.001
Likelihood Ratio	102.055	12	<.001
Linear-by-Linear Association	68.179	1	<.001
N of Valid Cases	110		

a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is .14.

INTERPRETATION:

Since p value <0.001 is less than 0.05 null hypothesis is rejected, alternate is accepted. Hence, there is no significant difference between age and normal working per day

4.3. ANOVA

TABLE 1

H0: There is no significant difference between gender and employees working under flexible schedule

H1: There is significant difference between gender and employees working under flexible schedule

Descriptives

GENDER OF THE RESPONDENT

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly disagree	18	1.00	.000	.000	1.00	1.00	1	1
Disagree	17	1.00	.000	.000	1.00	1.00	1	1
Neutral	40	1.85	.362	.057	1.73	1.97	1	2
Agree	27	2.00	.000	.000	2.00	2.00	2	2
Strongly agree	8	2.63	.518	.183	2.19	3.06	2	3
Total	110	1.67	.560	.053	1.57	1.78	1	3

ANOVA

GENDER OF THE RESPONDENT

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	27.243	4	6.811	102.528	<.001
Within Groups	6.975	105	.066		
Total	34.218	109			

ANOVA Effect Sizes^a

			95% Confidence Interval	
			Lower	Upper
GENDER OF THE RESPONDENT	Eta-squared	.796	.719	.834
	Epsilon-squared	.788	.708	.828
	Omega-squared Fixed-effect	.787	.707	.827
	Omega-squared Random-effect	.480	.376	.544

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

Post Hoc Tests

Homogeneous Subsets

GENDER OF THE RESPONDENT

Duncan^{a,b}

EMPLOYEES WORKING UNDER FLEXIBLE SCHEDULE		Subset for alpha = 0.05		
	N	1	2	3
Strongly disagree	18	1.00		
Disagree	17	1.00		
Neutral	40		1.85	
Agree	27		2.00	
Strongly agree	8			2.63
Sig.		1.000	.097	1.000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 16.588.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

INTERPRETATION:

Since p value <0.001 is less than 0.05 null hypothesis is rejected, alternate is accepted. Hence, there is no significant difference between gender and employees working under flexible schedule

CHAPTER 5

SUMMARY OF FINDINGS, SUGGESTIONS & CONCLUSION

5.1. FINDINGS:

- a. Majority 70.9% of the respondents belongs to the age group of 18-25.
- b. Majority 58.2% of the respondents are female.
- c. Majority 77.3% of the respondents are single.
- d. Majority 30% of the respondents are from Finance & Accounting.
- e. Majority 45.5% of the respondents are entry level.
- f. Majority 63.6% of the respondents are working in between 8 – 10 hours.
- g. Majority 46.4% of the respondents says that they overstay sometime.
- h. Majority 36.4% of the respondents says neutral.
- i. Majority 50.9% of employees work after normal time.
- j. Majority 43.6% of employees responds yes.
- k. Majority 52.7% of employees responds yes.
- l. Majority 39.1% of employees responds twice in a year.
- m. Majority 63.6% of employees responds yes.
- n. Majority 33.6% of employees responds 4.
- o. Majority 33.6% of the respondents says agree.
- p. Majority 76.4% says the employee gives priority to family.
- q. Since p value <0.001 is less than 0.05 null hypothesis is rejected, alternate is accepted. Hence, there is no significant difference between age and normal working per day
- r. Since p value <0.001 is less than 0.05 null hypothesis is rejected, alternate is accepted. Hence, there is no significant difference between gender and employees working under flexible schedule

5.2. SUGGESTIONS

Women constitute an important section of the workforce. However, the present situation of a large number of well-qualified women who due to various circumstances have been left out of their jobs need to be addressed. The problem faced are several but significantly, most often the “break in their careers” arises out of motherhood and family responsibilities. When we see the age composition it is clear that the organization is recruiting young individual that is in age group of 18-25 & 25-35 thus organization having new generation but lack of experienced employees having experiencing more than 30 years. Almost 70% of employees say that they are agreeing that their health is suffering due to their work. But 30% of employees say that they disagree this.

Plan ahead to combine work activities with leisure, social, or fitness activities. If you find yourself with several virtual meetings back-to-back, try taking them while you go for a walk. You could also take a call outside (if ambient noise allows!) or invite a friend over to co-work with you. Embrace the way your brain works. Use productivity hacks like a Pomodoro timer to work in short, focused bursts. Block out all other distractions so you can make the most of your time. Set blocks of time for different tasks. Have a time where you check (and respond to) messages, a time when you take meetings, and time to do mentally-intensive work. It helps to anchor these tasks around the times that you are personally more productive.

End work at a certain time. There’s a saying that “work expands to fill the time allotted,” and when you work from home it’s even easier to let work spill over into personal time. Set a time to end work for the day, and reinforce it by powering down work-related devices, locking your office, or scheduling something afterward. Enlist technology to help you unplug. Use an app to block distracting websites during the day, and then block work tools after-hours. If you can, restrict work to one device, or try to keep one work-free device so you can disconnect completely. Go out for lunch, or enjoy lunch with coworkers. Even if you’re working from home, you can go out for your lunch break or connect with colleagues. The change of pace will be refreshing — and, of course, will remind you to actually eat something.

Take time off. When you're home all the time, you tend to try to work through illnesses that certainly would have kept you home from the office. Time off, including sick time, personal time, vacations, and bereavement, are important ways to nourish your wellbeing. Mindfulness makes imbalance hard to ignore. When you practice mindfulness techniques, like meditation or breath awareness, you become more in-tune with your emotions and physical sensations. Paying attention to these feelings helps you learn how to notice when you might be suppressing a need in order to work. It's hard to return to that spreadsheet after you notice your stomach rumbling. Find something you love outside of work to engage in. If you have something that you're excited about doing after work, it will make it easier to disconnect from work messages or end your day at a predetermined time. Our hobbies boost our energy and vitality. When we play and feel creative, we bring our fresh selves back to work.

5.3. LIMITATIONS

LACK OF COMMUNICATION: Communication about work life programs is essential. Although an organization may offer a rich menu of work life benefits, the desired effect – yielding positive business results – is unlikely to occur if employees do not know about the programs or understand them.

TEAM WORK: Introducing, operation and implementing work life balance requires collaborative working and is very much a holistic process.

TIME CONSUMING: Implementing a WLB strategy takes time. Timescales for implementation need to be realistic.

LONG WORKING HOURS: Long working hours effect the efficiency of employees.

WORKING ENVIRONMENT: Lazy working environment leads lack of motivation thus effect the efficiency of employees.

WORK OVERLOAD: Due to work overload efficiency of employee's decreases as the time passes.

5.4. CONCLUSION

The family and work life are both important to employees in any sectors and if these two are not maintained properly it creates stress and strain and results into various diseases. This study is found important because it tries to know how the work life and family life interface results into stress. Achieving a good balance work and family commitments is a growing concern for contemporary employees and organizations. There is now mounting evidence-linking work-life imbalance to reduced health and wellbeing among individuals and families. It is not surprising that there is increasing interest among organizational stakeholders (e.g. CEO's, HR managers) for introducing work-life balance policies in their organizations. Work-life balance policies are most likely to be successfully mainstreamed in organizations which have a clear understanding of their business rationale and which respect the importance of work-life balance for all employees.

Evidence suggests that improvements in people management practices, especially work time and work location flexibility, and the development of supportive managers, contribute to increased work-life balance. Work-life balance programs have been demonstrated to have an impact on employees in terms of recruitment, retention/turnover, commitment and satisfaction, absenteeism, productivity and accident rates. Companies that have implemented work-life balance programs recognize that employee welfare affects the "bottom line" of the business. Parameters are required to ensure that programs are having the desired effect on both employees and the company. Six parameters that can be used to evaluate work life balance programs are: extent of management buy-in and training, how programs are communicated to employees, corporate culture, management controls, human resources policies and employee control. Finally, self-management is important; people need to control their own behaviour and expectations regarding work-life balance.

REFERENCE

1. Employee Assistance Directory (the “online” directory). Retrieved March 12, 2013, from <http://www.eap-sap.com/eap/> Employee Assistance Professional Association, Inc. Retrieved March 12, 2013, from <http://www.eapassn.org>Ezzedeen, S. R., & Swiercz, P. M. (2012).
2. Rethinking work life balance: Development and validation of the cognitive intrusion of work scale (CIWS)—A dissertation research proposal. Proceedings of the 2020 Eastern Academy of Management Meeting. Fineman, M. (2019). Why diversity professionals should care about work/life balance.
3. Mosaics, Fingerman, J. (2019). Tip of the Month for February 2019. Work & Family Connection. Retrieved February 4, 2019, from tips@golist.net French, J. R. P., Caplan, R. D., & Van Harrison, R. (2019).
4. The mechanisms of job stress and strain. New York: Wiley. Friedman, S. D & Greenhaus, J. H. (2021). Work and family—Allies or enemies? What happens when business professionals confront life choices.
5. New York: Oxford University Press. Gottlieb, B. H., Kelloway, E. K., & Barham, E. (2018). Flexible work arrangements: Managing the work-family boundary. New York: John Wiley & Sons.
6. In perspective: Use of work/life benefits on the rise. (2020). IOMA’s Report on Managing Benefits Plans, 02, 8, 7-9. Kanter, R. M. (2017). Work and family in the United States: A critical review and agenda for research and policy.
7. New York: Russell Sage Foundation. Labor project for working families (2020).
8. Added benefits: The link between work-life benefits and organizational citizenship. Academy of Management Journal, 43, 5, 801-815. Landauer, J. (2017, July). Bottom-line benefits of work/life programs. HR

- FOCUS, 74, 7,3-4. Lee, M. (2017). Fighting back against stress in the workplace.
9. The truth about burnout: How organizations cause personal stress and what to do about it. San Francisco: Jossey-Bass, Inc. McCartney, C. (2020).
 10. Work/life balance: The role of the manager. Training, 35. Montague, J. (2021). Redesigned work improves business, life balance. Control Engineering, 48,3,14-15. The Online EAP Directory, [http://www.eap-sap.com/eap/Parasuraman,S., & Greenhaus, J. H. \(2020\). Toward reducing some critical gaps in work-family research.](http://www.eap-sap.com/eap/Parasuraman,S., & Greenhaus, J. H. (2020). Toward reducing some critical gaps in work-family research.)
 11. Human Resource Management Review, 12, 3, 299-312. Parus, B. (2020). Measuring the ROI of work/life programs. Workspan, 43, 9, 50-54. Parus, B. (2020). Recognition: A strategic tool for retaining talent. Workspan, 45, 11,14-17. Raphael,T. (2021).
 12. The drive to downshifting. Workforce, 80, 10, 23. Reynolds, H. B. (2019). It's not enough to offer work/life programs—you need to promote them. Benefits Quarterly, 15, 2, 13-17.
 13. Reynolds, H. B. (2019). Work/life initiatives require cultural readiness. Employee Benefit Plan Review, 54, 6, 25-26. Seitel, S. (2020).
 14. Work and family update: A collection of essays about work and family. Work & Family Connection. Retrieved January 29,2013, from <http://www.workfamily.com/open/updatecollection.asp> Shea, T. F. (2013).
 15. Work-life professionals face rising tensions in a nervous economy. HR News. Retrieved March10, 2013, from http://www.shrm.org/hrnewspublished/articles/CMS_003785.asp Siegw arth Meyer, C., Mukerjee, S., & Sestero, A. (2011).
 16. Work-family benefits: Which ones maximize profits? Journal of Managerial Issues, 13, 1, 28-44. Society for Human Resource Management (2013). SHRM® 2013 benefits survey. Alexandria, VA. Society for Human Resource Management. (2012).
 17. Work-life balance. Workplace Visions, 4, 1-8. Society for Human Resource Management, <http://www.shrm.org/surveys> Stum, D. T. (2019).

18. Workforce commitment: Strategies for the new work order. *Strategy and Leadership*, 27, 1, 4-7. Swift, L. (2020). Work-life balance important in relief world, too. Reuters Alert Net. Retrieved January 30, 2021, from [http://www.alertnet.org/thefacts/relief sources](http://www.alertnet.org/thefacts/relief_sources).
19. The heavy cost of chronic stress. (2020). *New York Times*. Retrieved December 17, 2020, from <http://www.nytimes.com/2002/12/17/health/psychology/17STRE.html> The Wellness Foundation. Retrieved March 19, 2019, from <http://www.thewellnesfoundation.org> Thompson, C. A., Beauvais, L. L., & Lyness, K. S. (2019).
20. Pandita and Singhal. R (2017). The influence of employee engagement on the work life balance of employees in the it sector. *IUP Journal of Organizational Behaviour*, 16(1):38.
21. Rice R.W., Frone , M.R., and McFralin, D.B. (2020). Work nonwork conflict and the perceived quality of life. *Journal of Organizational Behavior*, 13(2):155-168.
22. Sehgal P. (2017). Role stress, coping and job involvement. *Studies in Organizational Role Stress and Coping*, Rawat, Jaipur/New Delhi.
23. Mitra, D. (2020). A study of work life balance as a workforce management tool. *The Indian Journal of Commerce*, 65(2):83-94.
24. O'Driscoll, M.P (2016). The interface between job and off-job roles: enhancement and conflict. *International review of industrial and organizational psychology*, 11:279-306.
25. Singh, S.K, and Singh S. (2008). Managing role stress through emotional intelligence. A study of Indian medico professionals. *International Journal of Indian Culture and Business Management* , 1(4):377-396.
26. Soemaryani I. and Rakhmadini D. (2013). Work life balance and organizational culture in creating engagement and performance. *International Journal of Innovations in Business*, 2(4):350-372.
27. Karrir N. and Khurana A. (1997) Measuring quality of work life-a simple approach. *Paradigm* 1(1):50-60.
28. Deepika, M and Rani, M. M (2014). Work life balance.

QUESTIONNAIRE

1. Age
 - 18 – 25
 - 26 – 30
 - 31 – 35
 - 35 – 40
 - Above 40
2. Gender
 - Male
 - Female
 - Prefer not to say
3. Marital status
 - Single
 - Married
4. Which department do you work in?
 - Sales
 - Marketing
 - HR
 - Admin
 - Finance & Accounting
 - Other
5. Grade level
 - Entry level
 - Intermediate
 - Mid-level
 - Senior level
6. Normal working per day
 - Less than 8 hours
 - 8 – 10 hours
 - 10 – 12 hours
 - Above 12 hours

7. How frequently employees do overstay in the office to finish their work

- Most of the time
- Some time
- Seldom
- Always
- Never
- Other

8. Are employees working under flexible schedule?

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

9. How often do employees find themselves working?

- During vacations
- During lunch
- After normal time
- At home
- Other

10. Are employees able to attend the social gathering of office people

- Yes
- No
- Maybe

11. Are employees able to attend social gathering of office people

- Yes
- No
- Maybe

12. How frequently they take their family out on vacation?

- Twice in a year
- Once in a year
- Once in 3 years
- Never

- Other

13. Does long working hours affect their efficiency

- Yes
- No
- Maybe

14. Current feeling of balance between your work life and your home life

1 2 3 4 5

Very well balanced

Not balanced

15. "Your health is suffering because of your work"

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

16. Give priorities to the following

- Career
- Health
- Family
- Wealth
- Hobbies

17. Comment what can be the reasons and problems behind your work life balance

ANNEXURE 2

AN ANALYSIS ON WORK LIFE BALANCE AMONG IT SECTOR

Ms.A. DEEPIKA BCOM, M.B.A.,

School of Management Studies, Sathyabama Institute of Science and Technology

Chennai, Tamil Nādu, South India

Dr M SUDHA PAULIN, M.B.A,PhD

Assistant Professor,

School of Management Studies, Sathyabama Institute of Science and Technology

Chennai, Tamil Nadu, South India.

ABSTRACT

In organizations and on the home front, the challenge of work/life balance is rising to the top of many employers' and employees' consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions for organizations and employees alike to work/life balance. Three factors global competition, personal lives/family values, and an aging workforce present challenges that exacerbate 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. Work-life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life.

Employee assistance professionals say there are many causes for this situation ranging from personal ambition and the pressure of family obligations to the accelerating pace of technology. According to a recent study for the Center for Work- Life Policy, 1.7 million people consider their jobs and their work hours excessive because of globalization.

I INTRODUCTION

For any country, the two biggest work – life balance problems are:

People with not enough work or income Work - life balance is about effectively managing the juggling act between paid work and the other activities that are important to people. It's not much work. There is no 'one size fits all' solution. A balanced life is one where we spread our energy and effort – People with not enough work or income Work - life balance is about effectively managing the juggling act between paid work and the other activities that are important to people. It's not about saying that work is wrong or bad, but that work shouldn't completely crowd out the other things that matter to people like time with family, participation in community activities, voluntary work, personal development, leisure and recreation.

The right balance is a very personal thing and will change for each person at different times of his or her lives. For some people the issue is being able to get into work or find more work rather than having too much work. There is no 'one size fits all' solution.

A balanced life is one where we spread our energy and effort – emotional, intellectual, imaginative, spiritual and physical – between key areas of importance. The neglect of one or more areas, or anchor points, may threaten the vitality of the whole.

Work-life balance is increasingly an issue for any country. Jobs, the workplace and the workforce are changing as:

- More women and sole parents go into work.
- More people juggle more than one job.
- The workforce ages and increasingly diverse.
- Businesses continue to compete globally to hire skilled workers.
- Technology changes the way we work – e.g., cell phones and PCs blur the distinction between work and personal time.

II REVIEW OF LITERATURE

- a. Mohammad Niaz (2018) in his research titled “Work life balance practices and gender gap in job satisfaction” examines the role of the work life balance practices by explaining the paradox of the contented women worker”. In his research he finds out that woman reports higher levels of job satisfaction than that of men. The main finding is that WLB is the important determinant of the intrinsic extrinsic, aspects of job satisfaction.
- b. Rebbecca (2019) quotes in “Work life balance- Men and Women” that women and men have a different perception generally on balance the work and life. She says that women devote more time on her family and the men spend more time pursuing his personal interests. She also quotes that balance is not only about dividing the time spent on work and personal life, but also establishing harmony that reflects on the individual’s priorities.
- c. Peter (2009) in his study on “Work life balance and subjective well-being” explains about the work life balance and the well-being of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the well-being of the employees as it helps in satisfying personal needs. The perceived sufficiency of time available for personal life and works tells the level of well-being only if the individual’s needs are fulfilled in the given time.
- d. R Baral and S Bhargava (2017) in their research titled “HR interventions for Work life balance” quotes that work life balance is the concern for both research scholars and the business leaders in the view of technological, demographic and organizational changes related to it. They have explained about the challenges that the HR managers face while effectively implementing the policy in their organization. They suggest that the organizations must implement Work life

balance policies and incorporate the organizational culture that ensures employee commitment and productivity.

- e. Sarah Holly and Alwine Mohnen (2018) in their study titled “Impact of working hours on Work Life balance” their main objective was to examine the influence of the working hours of the employees on their satisfaction on the job. They explain that the overall number of the employees wants to reduce their working hours is influenced mainly by the overtime compensation. Their study result shows that generally the long working hours do not lead to the dissatisfaction among the employees, but long working hours have a positive effect on the employee’s life and job satisfaction and the desire to reduce the long working hours have a negative impact on the job satisfaction of the employees
- f. Chaitra R, Ashok Kumar RS, JP Renuka Murthy in the research paper titled as “A study on work life balance of the employees “examines the factors affecting work-life balance. The findings of the study say that work is having negative effect on the employees of the company. The overtime workings and anytime meetings are the main factors which deteriorate the balance. But at the same time policy on free flow of communication between supervisors, flexible working hours, engagement of family in office celebration is most appreciated and has a positive impact on the work of the employees.
- g. Clark (2019) in his border theory of work life balance stated that work-life balance is influenced by physical factors (office space), temporal factors (hours spent on working) and psychological borders (thinking pattern) between work and family settings. He proposed two approaches for employee’s wellbeing the first is keeping work and life separate and second is integration of work and family. The adaptability of the approach depends on the profile of the employee.
- h. Hema Mirji and Dr. Kirti Gupta in the research work “Indian perspective on work-life balance” cited the privileges owned by Indian families. These are privileges of joint family, number of more earning members, pension of father or mother, close proximity with social groups. All these factors reduce the financial burden up to some extent and increases the emotional support of a person.

III OBJECTIVE OF THE STUDY:

- The study has been undertaken with the following objectives:
- To know the employees’ position in the firm, affect the balance between dual life.
- To know if the individual is able to attend their family as well as office gathering.
- To know that is their health is affecting due to work.
- To know what are the top most priorities of employees.

IV STATEMENT OF THE PROBLEM:

Work-life balance is increasingly an issue for any country

- More women and sole parents go into work.
- More people juggle more than one job.
- Business continues to compete globally to hire skilled workers.

For any country, the two highest work-life balance problems are:

- People will not enough work or income.
- People who have too much work: the low paid who need to work long hours to earn enough and the higher paid who may feel trapped into working more hours than they want to.

V RESEARCH METHODOLOGY

The systematic technique to resolving the research problem is known as research methodology. It provides an overview of the numerous processes taken by the researcher in a methodical manner with the goal of determining various methods. A researcher must be familiar with not just research methodologies procedures, but also methodology.

A. The research design

The data will be gathered directly from the respondents through sample survey method.

The data analysis for this research will be both on quantitative and qualitative manner.

B. Collection of data

Primary data

The data regarding electronic payments will be collect through structured questionnaire.

Secondary data

Secondary data will collect from various published reports, journals, magazines, books, articles and websites

C. Tools and techniques

This study will contain table, chart, chi square tests and two-way analysis of variance and interpret the data.

Chi square is a statistical tool used in research to investigate variations between categorical variables within the same population.

A two-way analysis of variance is a technique for determining whether two samples' means are statistically different or not.

D. Sample size

Primary data were collected from a sample of **110** city of Chennai through questionnaires regarding work life balance.

Secondary data will collect from various published reports, journals, magazines, books, articles and websites.

Convenience sampling method was used for the selection of sample respondents.

E. Period of study

The period of study will be three months.

F. Profile area of study sample location

Chennai city has been selected as a sample location.

G. Sample targeted people

The targeted people will be employees from IT sector

H. Hypothesis frame work

ANOVA: One typical strategy for determining a viable treatment procedure is to examine the number of days it took the patients to be cured. We can use a statistical approach to compare these three treatment samples and show how they differ from one another. ANOVA is the name given to a technique that compares samples based on their means.

Analysis of variance (ANOVA) is a statistical technique used to determine if the means of two or more groups differ substantially from one another. ANOVA analyses the means of different samples in order to evaluate the impact of one or more factors.

A chi-square statistic is a test that compares a model to real observed data. The data required to calculate a chi-square statistic must be random, raw, mutually exclusive, obtained from independent variables, and drawn from a big enough sample. The outcomes of a fair coin flip, for example, fulfil these conditions.

Chi-square tests are frequently used in hypothesis testing. Given the sample size and the number of variables in the relationship, the chi-square statistic evaluates the extent of any disparities between predicted and actual findings.

Degrees of freedom are used in these tests to examine if a certain null Based on the total number of variables and samples in the experiment, a hypothesis might be rejected. The greater the sample size, as with every statistic, the more dependable the results.

The hypothesis tested in the study are shown below

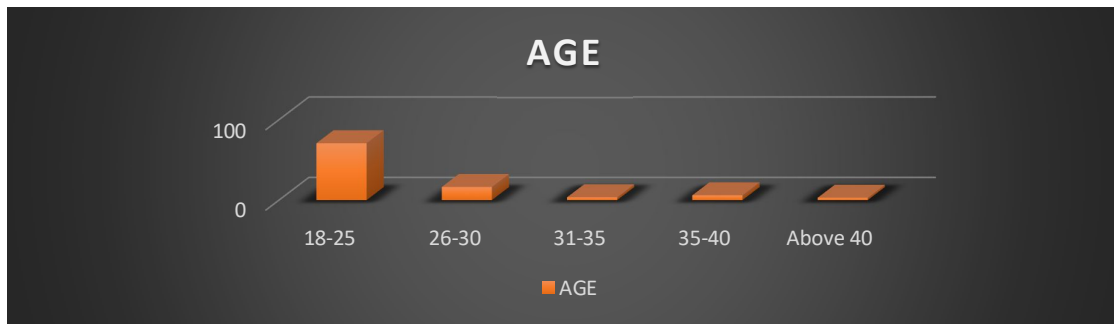
- H0: There is no significant difference between age and normal working per day
- H1: There is significant difference between age and normal working per day
- H0: There is no significant difference between gender and employees working under flexible schedule
- H1: There is significant difference between gender and employees working under flexible schedule

VI Data analysis

TABLE 1: Age of the response

Particulars	No. of Respondent	Percentage of Respondent
18- 25	78	70.9
26- 30	18	16.4
31- 35	4	3.6
35 – 40	7	6.4
Above 40	4	3.6
Total	110	100

CHART 1: Age of the response



INTERPRETATION:

From the above table, it is interpreted that 70.9% are 18-25 age group, 16.4% are 26-30 age group, 3.6% are 31-40 age group, 6.4% are 41-45 age group, 3.6% above 45 are age group.

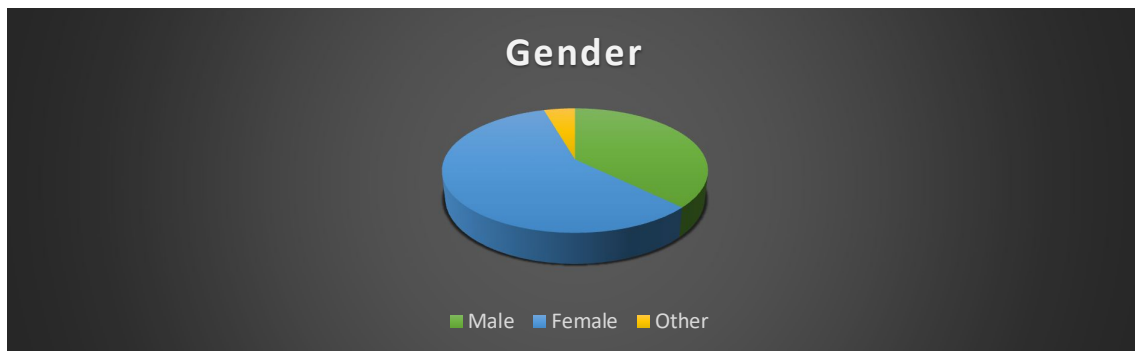
INFERENCE:

Majority 70.9% of the respondents belongs to the age group of 18-25.

TABLE 2: Gender of the respondent

Particulars	No. of Respondent	Percentage of Respondent
Male	41	37.3
Female	64	58.2
Prefer not to say	5	4.5
Total	110	100

CHART 2: Gender of the respondent



INTERPRETATION:

From the above table, it is interpreted that 58.2% of respondents belong to female category, 37.3% of respondents belong to male category, 5% of respondent belong prefer not to say

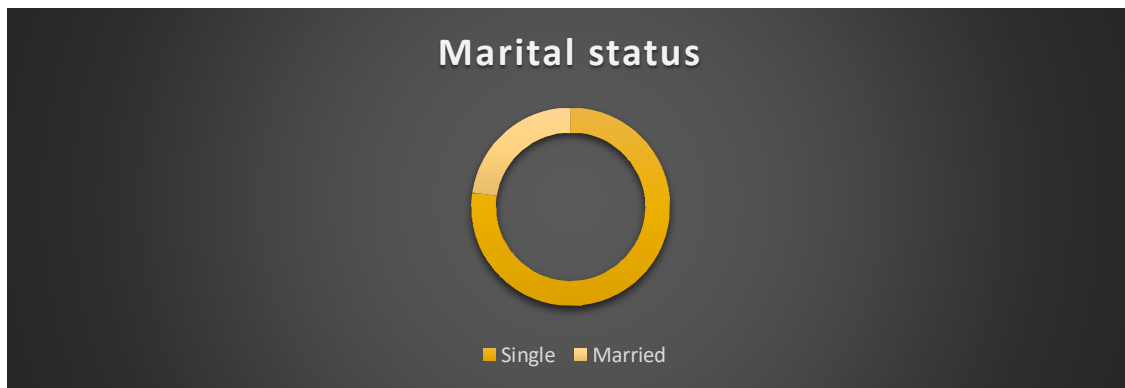
INFERENCE:

Majority 58.2% of the respondents are female.

TABLE 3: Marital status of the respondent

Particulars	No. of Respondent	Percentage of Respondent
Single	85	77.3
Married	25	22.7
Total	110	100

CHART 3: Marital status of the respondent



INTERPRETATION:

From the above table, it is interpreted that 77.3% of respondents belong to single & 22.7% of respondents belong to married.

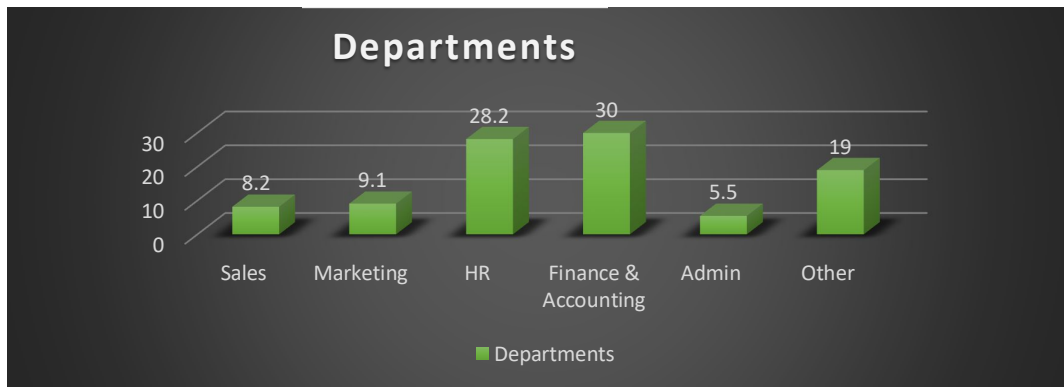
INFERENCE:

Majority 77.3% of the respondents are single.

TABLE 4: Which department do you work in?

Particulars	No. of Respondent	Percentage of Respondent
Sales	9	8.2
Marketing	10	9.1
HR	31	28.2
Admin	6	5.5
Finance& Accounting	33	30
Other	21	19
Total	110	100

CHART 4: Which department do you work in?



INTERPRETATION:

From the above table, it is interpreted that 8.2% are from sales, 9.1% are from marketing, 28.2% are from HR, 30% are from Finance & Accounting, 5.5% are from Admin and 19% are from Other.

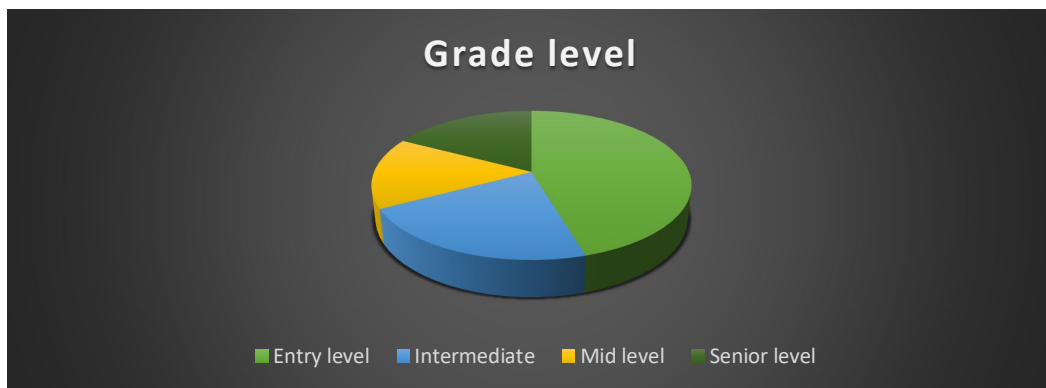
INFERENCE:

Majority 30% of the respondents are from Finance & Accounting.

TABLE 5: Grade level

Particulars	No. of Respondent	Percentage of Respondent
Entry level	50	45.4
Intermediate	24	21.8
Mid-level	17	15.5
Senior level	19	17.3
Total	110	100

CHART 5: Grade level



INTERPRETATION:

From the above table, it is interpreted that 45.5% are entry level, 21.8% are intermediate, 15.5% are mid-level, 17.3% are senior level.

INFERENCE:

Majority 45.5% of the respondents are entry level.

TABLE 6: Normal working per day

Particulars	No. of Respondent	Percentage of Respondent
Less than 8 hours	20	18.2
8 - 10 hours	70	63.6
10 – 12 hours	15	13.6
Above 12 hours	5	4.5
Total	110	100

CHART 6: Normal working per day



INTERPRETATION:

From the above table, it is interpreted that 18.2% are working less than 8 hours, 63.6% are working in between 8 – 10 hours, 13.6% are working in between 10 – 12 hours, 4.5% are working less than 12 hours.

INFERENCE:

Majority 63.6% of the respondents are working in between 8 – 10 hours.

CHI SQUARE

H0: There is no association between age and normal working per day

H1: There is association between age and normal working per day

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
AGE OF THE RESPONDENT * NORMAL WORKING PER DAY	110	96.5%	4	3.5%	114	100.0%

AGE OF THE RESPONDENT * NORMAL WORKING PER DAY Crosstabulation

			NORMAL WORKING PER DAY				
			Less than 8 hours	8-10 hours	10-12 hours	Above 12 hours	Total
AGE OF THE RESPONDENT	18-25	Count	20	58	0	0	78
		Expected Count	14.2	49.6	10.6	3.5	78.0
	26-30	Count	0	12	6	0	18
		Expected Count	3.3	11.5	2.5	.8	18.0
	31-35	Count	0	0	4	0	4
		Expected Count	.7	2.5	.5	.2	4.0
	35-40	Count	0	0	5	2	7
		Expected Count	1.3	4.5	1.0	.3	7.0
	Above 40	Count	0	0	0	3	3
		Expected Count	.5	1.9	.4	.1	3.0
Total	Count	20	70	15	5	110	
	Expected Count	20.0	70.0	15.0	5.0	110.0	

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	147.311 ^a	12	<.001
Likelihood Ratio	102.055	12	<.001
Linear-by-Linear Association	68.179	1	<.001
N of Valid Cases	110		

a. 16 cells (80.0%) have expected count less than 5. The minimum expected count is .14.

INTERPRETATION:

Since p value <0.001 is less than 0.05 null hypothesis is rejected, alternate is accepted. Hence, there is no significant difference between age and normal working per day

ANOVA

H0: There is no significant difference between gender and employees working under flexible schedule

H1: There is significant difference between gender and employees working under flexible schedule

Descriptives

GENDER OF THE RESPONDENT

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly disagree	18	1.00	.000	.000	1.00	1.00	1	1
Disagree	17	1.00	.000	.000	1.00	1.00	1	1
Neutral	40	1.85	.362	.057	1.73	1.97	1	2
Agree	27	2.00	.000	.000	2.00	2.00	2	2
Strongly agree	8	2.63	.518	.183	2.19	3.06	2	3
Total	110	1.67	.560	.053	1.57	1.78	1	3

ANOVA

GENDER OF THE RESPONDENT

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	27.243	4	6.811	102.528	<.001
Within Groups	6.975	105	.066		
Total	34.218	109			

ANOVA Effect Sizes^a

GENDER OF THE RESPONDENT		Point Estimate	95% Confidence Interval	
			Lower	Upper
	Eta-squared	.796	.719	.834
	Epsilon-squared	.788	.708	.828
	Omega-squared Fixed-effect	.787	.707	.827
	Omega-squared Random-effect	.480	.376	.544

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

Post Hoc Tests

Homogeneous Subsets

GENDER OF THE RESPONDENT

Duncan^{a, b}

EMPLOYEES WORKING UNDER FLEXIBLE SCHEDULE	N	Subset for alpha = 0.05		
		1	2	3
Strongly disagree	18	1.00		
Disagree	17	1.00		
Neutral	40		1.85	
Agree	27		2.00	
Strongly agree	8			2.63
Sig.		1.000	.097	1.000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 16.588.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

INTERPRETATION:

Since p value <0.001 is less than 0.05 null hypothesis is rejected, alternate is accepted. Hence, there is no significant difference between gender and employees working under flexible schedule

CONCLUSION

Evidence suggests that improvements in people management practices, especially work time and work location flexibility, and the development of supportive managers, contribute to increased work-life balance. Work-life balance programs have been demonstrated to have an impact on employees in terms of recruitment, retention/turnover, commitment and satisfaction, absenteeism, productivity and accident rates. Companies that have implemented work-life balance programs recognize that employee welfare affects the “bottom line” of the business. Parameters are required to ensure that programs are having the desired effect on both employees and the company. Six parameters that can be used to evaluate work life balance programs are: extent of management buy-in and training, how programs are communicated to employees, corporate culture, management controls, human resources policies and employee control. Finally, self-management is important; people need to control their own behaviour and expectations regarding work-life balance.

REFERENCE

- The Alliance for Work-Life Progress, <http://www.awlp.org> Bureau of National Affairs. (1987). Stress in the workplace: Costs, liability, and prevention. Rockville, MD: BNA Books. De Carlo, D. T., & Gruenfeld, D. H. (2019).
- Stress in the American workplace: Alternatives for the working wounded. Fort Washington, PA: LRP Publications. Elder Focus, <http://www.elderfocus.com>.
- Employee Assistance Directory (the “online” directory). Retrieved March 12, 2013, from <http://www.eap-sap.com/eap/> Employee Assistance Professional Association, Inc. Retrieved March 12, 2013, from <http://www.eapassn.org> Ezzedeen, S. R., & Swiercz, P. M. (2012).
- Rethinking work life balance: Development and validation of the cognitive intrusion of work scale (CIWS)—A dissertation research proposal. Proceedings of the 2020 Eastern Academy of Management Meeting. Fineman, M. (2019). Why diversity professionals should care about work/life balance.
- Mosaics, Fingerman, J. (2019). Tip of the Month for February 2019. Work & Family Connection. Retrieved February 4, 2019, from tips@golist.net French, J. R. P., Caplan, R. D., & Van Harrison, R. (2019).
- The mechanisms of job stress and strain. New York: Wiley. Friedman, S. D & Greenhaus, J. H. (2021). Work and family—Allies or enemies? What happens when business professionals confront life choices.

DEEPIKA ANANDAN

Address 
Phone 
Email 



Objective

A management student who possesses good interpersonal communicational skills and wishes to achieve a challenging position in your dynamic organizations so as to contribute to the organization's growth with my skill set.



Education

MBA – HUMAN RESOURCE MANAGEMENT & FINANCE
SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY
2020 – Present
CGPA – 9.00 (Till 3rd semester)

BACHELOR OF COMMERCE (B.COM)
ETHIRAJ COLLEGE FOR WOMEN
2017 – 2020
Percentage – 65.82

HSC
HOLY ANGEL'S ANGLO INDIAN HR. SEC. SCHOOL
2016 – 2017
Percentage – 91.08

SSLC
HOLY ANGEL'S ANGLO INDIAN HR. SEC. SCHOOL
2014 - 2015
Percentage – 87.6



INTERNSHIP EXPERIENCE

HR- TALENT ACQUISITION & LABOUR LAW

ZOHO CORPORATION.

08/2021 – Present

- Engaged with manager to know about the job description and skills required.
- Determining selection criteria.
- As a part of initial phase of recruitment, analyzed various profiles by conducting telephonic interview and shortlisting candidates according to the requirement.
- Scheduling the interview according to candidate's availability.
- Been one of the interview panels during the campus drive, conducted entry level assessments and group discussion as part of the selection process.
- Co-ordinated candidates for multiple level of interview during campus drive.
- Utilized Applicant Tracking System (ATS) for assessing candidate's information and contact details

HR INTERN

ALLSEC TECHNOLOGIES LTD.

07/2021 – 08/2021

- Co-ordinating the walk-in interview.
- Screening the resumes.
- Conducting telephonic interview.
- Schedule and confirm interviews with candidate.
- Taking responsibility in Onboarding process.



SKILLS

- Communication
- Adaptability
- Time Management
- Leadership
- Team work



TECHNICAL SKILLS

- A basic knowledge in MS-Office
- Tally
- IBM SPSS



LANGUAGES KNOWN

- ENGLISH (FULL PROFESSIONAL PROFICIENCY)
- TAMIL (FULL PROFESSIONAL PROFICIENCY)



PERSONAL INFORMATION

FATHER'S NAME	K. ANANDAN
DATE OF BIRTH	08/09/1999
MARITAL STATUS	SINGLE
HOBBIES	DANCE, BAKING, MUSIC



DECLARATION

I hereby declare that all the above details are true, and it is up to my knowledge

PLACE: CHENNAI

SIGNATURE

(A. DEEPIKA)