

A STUDY ON WORK LIFE BALANCE OF EMPLOYEES IN A AB TECHNOLOGIES

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

FRANGDAF S
RegisterNo.40410054



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

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

JEPPIAARNAGAR, RAJIV GANDHI SALAI, CHENNAI - 600119

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work **FRANGDAF S40410054** who carried out the project entitled "**A study on work life balance of employees in a AB technologies**" under my supervision from January 2022 to March 2022.

DR. JOYCE.S
Internal Guide

External Guide

Dr. BHUVANESWARI.G
Dean – School of Management Studies

Submitted for Vivavoce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

IFRANGDAF S(40410054) hereby declare that the Project Report entitled “**A study on work life balance of employees in a AB technologies**” done by me under the guidance of **DR. JOYCE.S** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

FRANGDAF .S

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.

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FRANGDAF.S

COMPLETION LETTER IN COMPANY

GSTIN : 33CKGPK5591Q1ZG



- ✉ abt@abtechnologies.in
abtechchennai@gmail.com
- 🌐 www.abtechnologies.in
- ☎ 9840511458
- 📍 14, First Floor, Prajam Complex,
S.T.Hindu College Road,
Chettikulam Jn., Nagercoil,
Kanyakumari District,
Tamilnadu - 629002.

22.01.2022

TO WHOM SO EVER IT MAY CONCERN

Sub: MBA Project Confirmation Letter

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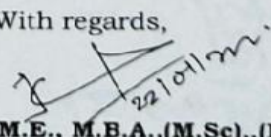
NAME: S. FRANGDAF

REG NO: 40410054

Our wishes to complete the MBA project successfully.



With regards,


KAVIN.K.S. M.E., M.B.A.,(M.Sc.), (Ph.D)
Managing Director

Branch Office:

103-M, Barani Nagar,
Opposite To St. Xaviers Matriculation School,
Vannarpettai,
Tirunelveli- 627003.

SP-137,
1st Main Road,
Ambattur Industrial Estate,
Chennai-600058.

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ABSTRACT

Work life balance is defined as a balance between an individual's work and their life outside work, and that this balance should be healthy. However, the demographic factors like age, salary, marital status, schooling, professional experience, stress of the spouse and work affects the work life balance of an individual. Hence, the paper intended to study the worklife balance of an individual in AB technologies, Nagercoil. The study collected data from 200 respondents. For analysis, chi-square analysis and percentage analysis methods are used. This research shows that there is an adequate work life balance on the performance of the employees. Some employees have lot of pressure at work due to work load which causes stress related illness. The majority of respondents are satisfied with the medical benefits and leave policy of the organization. Work and personal life of employee will be balanced by participating in framing of policies and taking efficient key decisions of organizations.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Work life balance is defined as a balance between an individual's work and their life outside work, and that this balance should be healthy. Flexibility and choice control plays a vital role in work life balance and it refers the fact that personal satisfaction is much more necessary in outside work and that fulfilled work will add on to employee's contribution. Work-life balance is the term used to refer to policies that try to achieve a greater balance between work and family responsibilities. These policies apply to all workers, not just working parents, and their absence in an organization may have a negative effect on employees and the organizational culture. In the current era it is accepted that both parents need to work to provide for the family and their children. The increasing demand for labor in the growing services sector shifted the traditional family pattern, where the Father is the assumed breadwinner and the Mother undertakes the role of the care giver, this has now changed with both parents being actively involved on the labor market. This change brought considerable challenges for parents trying to compare their work and family commitments. The dual role as parent/professional creates a difficult environment especially for women. Governments, policy makers, public and private sector employers and trade unions are responsible for contributing towards the work and family lives. Family-friendly policies are those policies that facilitate balance between work and family life to ensure the adequacy of family resources, enhance child development, facilitate parental choice about work and care, and promote gender equity in employment opportunities. Family-friendly policies include improved access to affordable and quality childcare, financial support for children, arrangements that allow working parents to take leave to care for children, and flexible workplace practices that allow a better balance of work and care commitments. Work life balance from the employee viewpoint includes: the dilemma of managing work obligations and personal/family responsibilities. From the organisations perspective it involves the challenge of creating a supportive company culture where employees can focus on their jobs while at work. Family-friendly benefits: are benefits that offer employees the freedom to address their personal and family commitments, while at the same time not compromising their work responsibilities. Work-life balance is about effectively managing

the juggling act between paid work and other activities that are important to us - including spending time with family, taking part in sport and recreation, volunteering or undertaking further study. Research suggests that improving the balance between our working lives and our lives outside work can bring real benefits for both employers and employees. It can help build strong communities and productive businesses. In a society filled with conflicting responsibilities and commitments, work/life balance has become a predominant issue in the workplace.

1.1.1 Factors Affecting Work Life Balance

There are two main factors which play a major role in the achievement of work life balance:

- Organizational factors
- Demographic factors

Organizational factors

- The following organizational factors can affect the work-life balance of an employee.
- Rise of technology enabling new ways of working – leading to organizational change and a change in working patterns.
- Developments increasing pressure at work – industry competition, politics, promotion prospects etc.
- Developments increasing pressure in life outside work – marriage, children, illness etc.
- Changing attitudes and values of people in work – competitive environment, rivalry, and politics.
- Trends in Human Resource Management practice – change in work practices and methods, efficiency, organizational goals.

Demographic Factors

Demographic factors affecting work life balance include age, salary, marital status, schooling, professional experience, stress of the spouse and work load

The topic of work-life balance has become a key factor for management, considering the increasing number of women employed in organizations today. While the

use of family-friendly policies for women to balance work and family life have become more common, it has been found that men have a growing duty to aim for and to achieve a more equal balance between work and working life.

1.1.2 Benefits Of Investigating Work-Life Balance

People are suffering with mental depression nowadays because of work related stress. This affects their life and emotions. They could not able to get success both personally and professionally. Hence it is necessary to examine the work life balance in regular intervals of time. By investigating work-life balance, companies have been able to achieve good work-life balance because it can reduce lack of work, increase job satisfaction, promote better employment autonomy, attract talent, improve retention of employees, improve employee attitudes and behavior, and improve productivity. The Benefits of Work life Balance are as follows:

- **Fulfillment:** People who successfully implement work life balance improve their sense of fulfillment at work and at home.
- **Health:** A healthy work life balance decreases the risk of heart disease and other health problems.
- **Greater productivity:** Being relaxed and well rested increases productivity and improves work performance.
- **Stronger relationships:** Personal and professional relationships are strengthened, and conflicts are avoided when there is work life balance.

1.1.3 Risk Of Not Investigating Work-Life Balance

The balance between work and life can vary. If there is an unexpected increase in the workload and the stress of employees, productivity can be affected at the least appropriate time. Organizations should be prepared for temporary fluctuations or needs to provide volunteer overtime. The following factors can arise when work-life balance is not investigated properly.

- **Poor health:** Working long hours without relaxing will take its toll on health.
- **Unresolved conflict:** It can create conflicts at work and at home.
- **Poor performance:** Taking on too much responsibility will lead to exhaustion and cause performance to suffer.

- **Financial loss:** The impact on health and productivity takes a financial toll on both individual employees and organizations.

1.1.4 Optional Ways To Balance Work-Life

Traditional methods of work can increase life stress and imbalance. Each employee is different and providing alternative working methods allows employees to choose the most productive method and maintain a balance between work and life. Each employee who is allowed to work with different styles may not be satisfied to improve the organizational culture and promote equilibrium within the organization.

Strategies for improving work life balance include:

- **Telecommuting:** Given the way we use technology, it is a popular work option. This allows people to work from home and send their projects in when they are due.
- **Job Sharing:** It allows two people to share a job, with each one working part-time.
- **Job Redesign:** Sometimes it is necessary to redesign a position by changing its scope and responsibilities to alleviate stress and improve the work life balance of the employees.
- **Flexible Time:** Flexi-time does not alter the number of hours employees work, but it gives them the flexibility to choose when they work. For example, an employee may choose to come at 7:00 am and leave at 4:00 pm to spend time with family.

1.2 INDUSTRY PROFILE

In recent years, with the rapid penetration of distributed renewable energy sources (such as solar photovoltaic and wind power) into the traditional power system, it is imagined that a mixture of AC and emerging DC power systems will make out the future form of our power network and power supplies. In addition, the development of DC power stages increases the need for efficient converters that can transform power from DC to AC and from AC to DC.

On the whole, the use of renewable energy is a challenge to reduce the CO₂ emission and offers sustainable clean and affordable energy. Energy saving is one of the best cost-effective solution. But the worldwide energy demand is increasing, and energy saving alone does not tackle the problem. For that issue, renewable energy is a good option because it gives a green and clean energy, free of CO₂ emission.

Renewable energy is defined as energy that comes from resources which are naturally generated like sunlight, wind, rain, tides, waves and geothermal heat. In recent years, the development of renewable energy sources has become a global priority which have given rise to intensive research on renewable energy technologies such as PV, hydroelectric, wind, geothermal, and tidal systems. Production of PV modules is growing by approximately 25% per year, and the implementation of PV systems on roof tops and interconnection to utility networks are rapidly increasing and become major schemes of developed countries like Japan, U.S.A and Europe. PV systems have been used for over 50 years in various specialized applications and grid-connected PV systems have been in use for over 20 years. At the end of 2016, worldwide installed PV capacity increased to more than 300 gigawatts (GW). The global PV market grew significantly, to at least 74.4 GW in 2016. With non-reporting countries, this number could grow up to 75.4 GW, compared to 50 GW in 2015. This represents a 50% growth year-on-year. Worldwide, maximum PV systems are utility connected where large amount of PV capacity is involved.

1.2.1 The Global Distribution Case

In just a few years, solar inverters and components have become synonymous with technological innovation, build quality and unparalleled employees service and are highly spoken of by our employees worldwide.

1.2.2 Focus on Brand Building

Solar Inverters has set up an integrated service system for pre-sale, in-sale and after-sale established service center worldwide. The ABTechnologies has developed a concept of workshop which aim to offer global support to all employees including project consulting technical training on site support and after sales service.

1.2.3 Quality Commitment

To deliver international quality products, it has been certified by following policies: ISO 9001, CE, IEC, SAA, and SONCAP. In the future, it continues to follow existing rules and regulations, and to be certified by different international rules and regulations.

1.2.4 Standalone PV System

The solar energy is converted into electrical energy by the solar cells. The PV systems are like any other electrical power generating system, but the equipment used

for PV system is different than that used for conventional electro-mechanical generating systems. Although other topologies are also used which consist of only one stage like the transformer less PV inverters, two stage systems are most used in a two stage PV system where a DC-DC converter is connected between the PV modules and the DC to AC inverter . In that way the output voltage of the PV system and the input voltage of the inverter need not be the same. The DC-DC converter perform the maximum power point tracking (MPPT) algorithm for a PV module and it is connected in the middle, between the PV modules and the DC-AC inverter.

The Solar inverter has been on an upward trend for years now. The market is expected to continue to grow until 2050. The demand far outstrips supply and there is a huge gap to be filled. In India, there is about 1.4 GW of module manufacturing capacity and this is expected to increase in the future since the solar PV segment is one part of the entire value chain where the barriers to entry is relatively low. Thus, as an entrepreneur, solar module production offers an exciting opportunity to you.

1.3 COMPANY PROFILE

AB Technologies that has been in business dealing with real time and Research projects for engineering works of all the departments. They also engaged in developing Electrical and Electronic Products like Solar based Grid tied and Standalone inverter, Home UPS Inverter, Laboratory Equipment's for Engineering industry. Specialist in Conducting Training and Courses on Embedded systems, Matlab, PCB and CAD design, Computer software, hardware and networking for various Disciplines of Engineering and Arts Department. Support Engineering Research Scholars in testing and implement their project model on industry, National level and International market, and Technical concept and implementation. Conducting various Workshops, laboratory, machine language programs, National and International Conferences in many Engineering Robotic works across India. Also they are supporting Plastic injection and molding works. We would like to offer our service to AB technologies. Our marketing manager will contact you for further discussion at your convenient time.

1.3.1 Company Logo:



1.3.2 Global Business

Global High Frequency Solar Inverter Market 2020 by Manufacturers, Regions, Type and Application contains a detailed analysis of data through industrial dynamics which has a major impact on the growth of the market. The report categorizes the global High Frequency Solar Inverter market by segmented top key players, type, application, marketing channel, and regions. The report provides a complete understanding of the market in the coming years. The report tracks the latest market dynamics, such as driving factors, restraining factors, and industry news like mergers, acquisitions, and investments. The market research report provides market size (value and volume), market share, growth rate by types, applications, and combines both qualitative and quantitative methods to make micro and macro forecasts.

The report offers a clear vision of the growth of the market, summarizing the substantial leading companies in the global market. Report analysts have figured out that the global High Frequency Solar Inverter market is marked by numerous segments. This research study also directs the market players to plot their growth strategies. Then the report offers key insights into key opportunities, risks, and challenges facing the industry. Additionally, the growth drivers, limitations, and future prospects of this market have been discussed in the report, along with the prevalent trends this market is offering. The three main strategies that are being used include Porter's five analysis, and SWOT analysis.

It offers figurative estimations for upcoming years on the basis of the recent developments and historic data. For gathering information and estimating revenue for all segments, researchers have used top-down and bottom-up approaches. The global High Frequency Solar Inverter market value and growth rate for each application, type, and the region is studied. The import-export details, production, and consumption status of this industry are provided for every region, and key countries present in this region.

Market players have been discussed and profiles of leading players including top key companies: ABB, Sineng Electric, SolarEdge Technologies, SMA Solar Technology, Solectria Renewables, Canadian Solar, Power electronics, Delta Electronics, SunPower, Hitachi Hi-Rel Power Electronics,

AB Technologies is a leading global Market Research agency providing expert research solutions, trusted by the best. We understand the importance of knowing what global consumers watch and buy, further using the same to document our distinguished research reports. Abtechnologies.in has worldwide presence to facilitate real market intelligence using latest methodology, best-in-class research techniques and cost-effective measures for world's leading research professionals and agencies. We study consumers in more than 100 countries to give you the most complete view of trends and habits worldwide. Abtechnologies.in is a leading provider of Full-Service Research, Global Project Management, Market Research Operations and Online Panel Services.

1.3.3 Quality Control

- Solar inverters are the operational heart and most defect-sensitive part of every solar PV system. Their basic job is to convert the produced DC voltages of the solar array into maximum usable AC energy and coordinate the efficient and safe operation of the whole array.
- That inverters are required to handle high, varying voltages, consistently face extreme temperature ranges and are exposed to environmental stress, for example in form of moisture and dust.
- Therefore, solar PV inverters and/ or its single components may fail for a range of reasons.
- These reasons start from low component quality and its quick degradation during ongoing performance, frequent electrical transients from the panels or grid, current/ voltage stress, frequent vibrations, usage beyond operating limits, component contamination etc.

1.3.4 Company Activity

The manufacturing of inverters, wires and transformers is largely a commodities business. Efficiencies of these devices are already relatively high, offering little room for technical differentiation. There are exceptions - for instance, Stecca produces a solution to the problem of partial shading when solar modules become as inefficient as under full shading.

The global leaders are AB Technologies Solar Technologies and Fine tech. Apart from that there are very few pure-play inverter- companies. Instead, there are many module manufacturers that vertically integrate into electrical components - not just selling them, but actually producing them. In addition, there are big electrical or electronics companies that diversify into the solar market including well-known names like Siemens, Danfoss and GE Energy.

1.3.5 Vision & Mission

Our vision is to establish a solar inverters, to be one of the best national manufacturers. Moreover, to maintain continuous development in the factory, while maintaining high quality of products and services in environmentally responsible practices.

Our missions are to go beyond customer satisfaction by providing high quality products and services, while still being able to conduct our business in a manner that is environmentally sustainable. We will pursue processes that are designed to maximize efficient, minimize waste of materials and conserve resources, in order to provide our customers and stakeholders with products that are long lasting by providing an excellent performance.

1.3.6 Product Profile

AB Technology develop certain products.

- Solar Inverter
- Solar Mobile Charger
- Solar Power motor
- Solar PV tracker
- Solar Lamp
- Power supply Based on solar energy
- High Speed BLDC fan
- Two phase to three phase converter
- Water level Indicator
- Power factor Correction Equipment
- Medical Image Processing Equipment
- Automation Equipment
- Injection molding works

1.4 SCOPE OF THE STUDY

The present study attempts to show how employees balance their work and life at AB Technologies, Nagercoil. The organization's contribution to improve their work life balance is also analyzed

The scope of the study will assist the organization to develop strategies to improve the work life balance of its employees which in turn will also improves their workplace performance.

1.5 PROBLEM STATEMENT

The disparity in work life balance tends to express itself in individuals who are depressed and dissatisfied in their work and life too. With the development in educational, economic and social standards things have improved to a great extent and the role of faculty in balancing their lifestyle work life balance for teaching professionals has become one of the greatest challenges in today's world. The study is based on how the work life is compensated by the employees in organization and home. This study focusses on employees and their work life balance at AB Technologies, Nagercoil.

1.6 OBJECTIVES OF THE STUDY

- To study on work life balance of employees in a AB technologies.
- To examine the organization's contribution to improve work life balance of employees.
- To identify the effectiveness of work life balance of employees.
- To find out the major factor which helps them.
- To analyze the satisfaction level of the employees with respect to their work life balance of employees.

1.7 CHAPTER CONCLUSION

In this chapter the introduction and background to the study have been discussed. Justifications have been framed. The significance and importance of the study is discussed and finally a brief structure of the thesis is explained.

CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

ChitraRathore (2020) examines the issue of work-life balance has gained more attention because of the reason that the work and personal life of the individual life can make conflicting demands with each other the demands of both areas are just as important. Practical life balance refers to maintaining a balance between performance roles and responsibilities at work and at home. The balance between work and life is one of the most difficult problems faced by its workers in the 21st century. This problem is more for female employees because the type of roles they play at home and spread personal life about working life and vice versa. A healthy work-life balance carries great significance for working women particularly in the current context in which both, the family and the workplace have posed several challenges and problems for women.

Srileka et al (2020) says work life balance is being conscious of different demands on time and energy saving the power to form choices within the allocation of your time and energy knowing what values to use. Work and life remain the 2 most paramount areas within the lifetime of a utilized single person. Management understand that the character of an employee's on the brink of home and family life effects work quality which there are solid business motivation to advertise work and non-work coordination. This study therefore aims at identifying the life is balanced by the employees of Celebrity Fashion Pvt Ltd and its effects on employees job performance and satisfaction.

Bataineh (2019) examines that work-life balance is supported by two concepts, namely achievement, and happiness. Someone must have both. This is the reason why those who are considered successful do not feel as happy or unhappy.

VAndreaGagnano et al (2019) made a study to investigate the importance of other nonworking domains in the WLB with a particular focus on health. Moreover, the importance of the effects of the work-family balance (WFB) and the work-health balance (WHB) on job satisfaction was investigated. Finally, we explored how the effects of the WFB and the WHB on job satisfaction change according to worker characteristics (age, gender, parental status, and workability). This study involved 318 workers who completed an online questionnaire. The importance of the nonworking

domains was compared with a t-test. The effect of the WFB and the WHB on jobsatisfaction was investigated with multiple and moderated regression analyses. The results showthat workers considered health as important as family in the WLB. The WHB explained more of thevariance in job satisfaction than the WFB. Age, gender and parental status moderated the effect ofthe WFB on job satisfaction, and work ability moderated the effect of the WHB on job satisfaction.This study highlights the importance of the health domain in the WLB and stresses that it is crucial toconsider the specificity of different groups of workers when considering the WLB.

Kalpna et al (2019)investigates the relationship between work life balance and occupational stress among female personnel of CISF. The study has been undertaken among female personnel of CISF. Convenience sampling method has been used as sampling technique for the study. Data has been coded through Statistical Package for Social Sciences (SPSS) and analyzed using various statistical tools and methods like Descriptive Statistics, Correlation and Regression to draw the results of the study. The results of the study further reveal that there is a strong negative relationship between Occupational Stress and Work-Life Balance. Results of the study is helpful for Armed forces to get better understating about relationship that exist between work life balance and occupational stress. Thus, contributing to increase the level of work-life balance and decrease the level of occupational stress among the female personnel of CISF.

K.Agha et al (2017) says that with increasing levels of stress, competition and insecurities in life, work-life balance issues have become extremely important. Employees are looking for ways that will help them balance between work and personal life effectively. Researchers have also identified that work-life balance leads to positive organizational outcomes.The study revealed that while work interference with personal life and personal life interference with work had a negative relationship with job satisfaction, work and personal life enhancement had a positive relationship with job satisfaction. Thus, the findings of the present study corroborate with previous research evidence.

ShaliniShukla (2016)examines the key issues associated with work-life balance (WLB) with a particular focus on practices within the tourism industry. Work life balance has recently taken the attention of both researchers and executives. This subject interests almost everyone with a professional career. This widespread interest is partly due to its

reflection on all aspects of life. For those who think that the main objective in life is to work, their career becomes the core of life. The study provides an overview of the general literature and then the research that relates specifically to work life balance in the tourism industry. This study also has the potential to enable the working people to consider their stand point in terms of work –life balance and the executives to gain new perspective in order to cope with such a problem.

PreetiGarg et al (2016)saysWork life balance is an important concept. Every person wants to maintain equilibrium between theirwork and family life so that they can lead a balanced life. This is the reason that employees now prefercompanies that offer exclusive and attractive work life balance policies. Therefore many organizations adoptedWork-Life Balance practices in order to attract better applicants and reduce work-life conflict among existing employeesin order to enhance organizational performance. This paper studies the impact of Work-Life Balance practices onemployee retention and how they enhance organizational performance. The findings show that a Work-Life Balanceit is not a quandary to be determined once but a constant concern to be managed. For organization goals to beachieved through the people employed, Work-Life Balance concerns must become a crucial feature of human resourcepolicy and strategy. We suggest organizations need to improve their practices in order to improve organizational performance,including enhanced social exchange processes, increased cost savings, improved productivity and reducedturnover.

BabinDhas (2015) says 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.

Chaitra R(2015)says Work life balance is one of the key factors for the employees to achieve success.Organisations have devised various plans, policies, programs to help their employees toachieve the balance between their work commitments and family responsibilities. Certainpolicies are statutory while others are voluntarily implemented. The effectiveness of themdepends on the extent of usage to the employees to achieve work life balance. The presentpaper intended to study the managerial level employees work life balance in Bosch Ltd,Bangalore.

Sarah Holly and AlwineMohnen (2012) 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.

R Baral et al (2011) 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 organisational changes related to it. They have explained about the challenges that the HR managers face while effectively implementing the policy in their organisation. They suggest that the organisations must implement Work life balance policies and incorporate the organisational culture that ensures employee commitment and productivity.

S. Bhargava (2011) analyzed the family-friendly ownership of owners in India reflecting various welfare provisions, and concerns to employers after industrialization. Over time, such programs range from scope and coverage and are based on further personal development and family well being.

RakeshYadav (2011) explains that the reasons for the impact of personal life, physical factors and unrelenting working hours from the HR perspective can be reduced by giving extra breaks to employees who work continuously in the shift for five days. Employee holidays with holidays of workers and employees with wellness programs and stress busters.

McMilan (2011) suggests that conflict, enrichment, enhancement, facilitation and integration are distinct terms that describe different forms of the work–life interface. Therefore, we can infer that WLB is a holistic concept that encloses person's varied meaningful roles, and its attainment is mainly dependent on the accomplishment of values, goals and ambitions of private life in light of their societal environment.

Antonia Calvo-Salguero et al (2010) explains Work-family conflict has become an issue of particular concern to today's businesses. Its prevalence among employees and the negative consequences of this conflict for one's job satisfaction has led it to become one of the problems that managers and directors have to deal with most. Although there have been researches into the relationship between work-family conflict and job satisfaction, few studies have analyzed the role of gender in this relationship. The objectives of this study are to analyze the moderating role of gender and of the salience of family and work roles in the work-to-family conflict and general job satisfaction, while the job's characteristics are controlled. 162 workers from a Spanish public organization took part in the study. The results from the regression analysis confirm the moderating effect of gender on the relationship between work-to-family conflict and job satisfaction, such that women show a lower level of job satisfaction than men.

Rebecca (2009) quotes in "Work life balance- Men and Women" that women and men have a different perception generally on balance the work and life. She tells 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 individuals priorities.

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 wellbeing of the employees as it helps in satisfying personal needs. The finding in this research was that 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.

Mohammad niaz (2008) 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.

Gibson, (2006) gave two explanations about the company's performance and life interaction integration: The compensation effect indicates that employees will replace the work for a lower work or personal life seeking content in the other domain; And the spillover view that indicates that the job satisfaction covers a work life and vice versa.

Helen de Sier et al. Al. (2005) Attracting and retaining company valuable employees in a valuable employee market is a strong motivating factor for increased institutional awareness and action regarding the implementation and management of WLB strategies. Despite some success in some years, there are considerable challenges to the management and management of WLB strategies.

Hyman et al. (2004) with the pressures of the workplace and the lack of a work force, the job of the job of the job is to work in places. Such infiltrations often differ depending on the type of work, independence and institutional support.

Burke, (2002) found that both men and women were willing to work in organizations that support workinglife balance. Men have more profit than women. If women do not allow work to care for their family, they are happy, frustrated and disappointed. They take tight borders between work and families and they do not want to cross someone else.

Thompson, (2002) Work-Life Initiatives Word Five categories namely , timing-time strategies, telecommunication and job sharing; Informationbased strategies such as rehabilitation, large care resources, company work / life balance intranet, payment of money-based strategies to pay for scholarships and scholarships; live services such as onsite child care, concierge services and takeout treats; And the culture-change strategies that train or focus on job performance are not an office face.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

Research design is a detailed outline of how an investigation will take place. It will typically include how data will be collected, what instruments will be employed, how the instruments will be used and the intended means for analyzing data collected.

The research design employed in this study is descriptive research. A descriptive research study are those studies which are concerned with describing the characteristics of a particular individual or a group like the respondent's attitude, interests, experience, behavior, beliefs and values, emotions, personality etc. It includes surveys and fact-finding enquiries of different kinds.

3.2 TARGET POPULATION

In this study a finite population is selected from employees at AB Technologies. Around 258 employees are working in the company.

3.3 SAMPLING METHOD AND SIZE

Sampling is the method of selecting a sample from a given organization with a view to draw conclusions about the organization where sample represents the organization selected for the study.

A systematic sample is selected at random sampling. When a complete list of the population is available, this method is used.

Sample size normally refers to the items to be selected from the organization in order to form the sample. Therefore a sample size of 200 is taken for the study.

3.4 DATA COLLECTION PROCEDURE

The data can be collected through questionnaire. A structured questionnaire will be prepared with closed ended choices which will be distributed to the sample population selected at company.

3.5 DATA ANALYSIS

In Data analysis, the data is entered in excel sheet and then it was conducted using SPSS Software, the Mean, Standard Deviation and N are presented in the analysis for the study. Descriptive analysis is conducted for the demographic Information of the Employees and the research questions. Based on the Objective, analysis such as chi-square test and correlation analysis is conducted.

3.6 HYPOTHESES

Data collected from the primary sources are statistically analyzed through simple percentage method. The hypothesis was tested using the statistical tool Chi-square test and correlation analysis.

Chi-Square Test (χ^2)

Chi-square test is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. It can be applied only if the sample is reasonably large. Chi square method is chosen in order to decide the importance of correlation between two elements. The statistics from Chi Square are commonly used for the assessment of relations between categorical variables. The zero hypothesis of the Chi-Square test is that the categorical variables of a population do not have a relation; they are autonomous.

The Square of the difference between the Observed value O and expected value E and then divide it by the Expected Value.

3.7 CHAPTER CONCLUSION

This chapter presented the research design and methods followed in this study, addressing the population, sampling procedure, data collection instrument and data collection procedure. Measures were adhered to in order to enhance the validity, Statistical tools to test the hypothesis and reliability of the research results.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

In this Chapter, the data from the research is presented, analyzed, described, and interpreted in this process. Frequency analysis is conducted for the demographic information of the respondents and different statistical test is conducted based on the research objective.

4.1 PERCENTAGE ANALYSIS

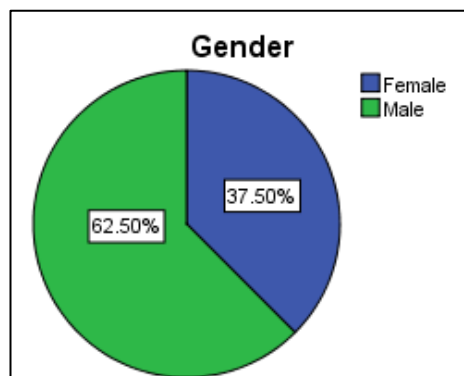
4.1.1 Gender of the Employees

Table 4.1 Gender of the Employees

S. No	Gender	No of respondents	Percentage
1	Female	45	37.5
2	Male	75	62.5
	Total	120	100

Chart 4.1.1

Gender of the Employees



Interpretation:

The results show that, 62.5% of respondents are Male and 37.5% are Female. The majority of survey respondents are Male.

Inference:

So it is clear 62.5% majority of the respondents Male.

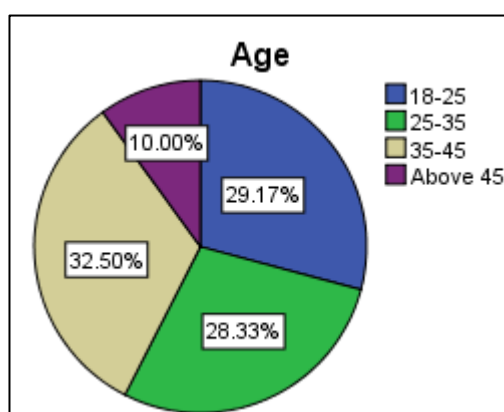
4.1.2 Age of the Employees

Table 4.2 Age of the Employees

S. No	Age	No of respondents	Percentage
1	18-25	35	29.2
2	25-35	34	28.3
2	35-45	39	32.5
4	Above 45	12	10.0
	Total	120	100

Chart 4.2

Age of the Employees



Interpretation:

The results shows that, 29.17 % of respondents are between the age of 18 to 25 years, 28.3% of respondents are between the age of 25 to 35, 32.5 % of respondents are between 35 to 45 years and 10 % of respondents are more than 45 years in the Company.

Inference:

So it is clear that majority 32.50% of the sample respondents are 35 to 45 years.

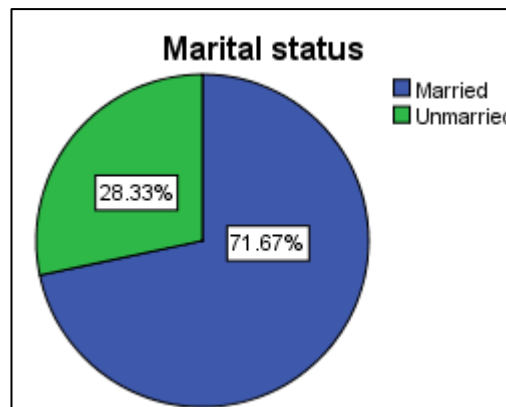
4.1.3 Marital Status of Employees

Table 4.3 Marital Status of Employees

S. No	Age	No of respondents	Percentage
1	Married	86	71.7
2	Unmarried	34	28.3
	Total	120	100

Chart 4.3

Marital Status of Employees



Interpretation:

The result shows that, 71.67 % of the respondents were married, 28.33 % of the respondents were Unmarried.

Inference:

So majority 72% are married.

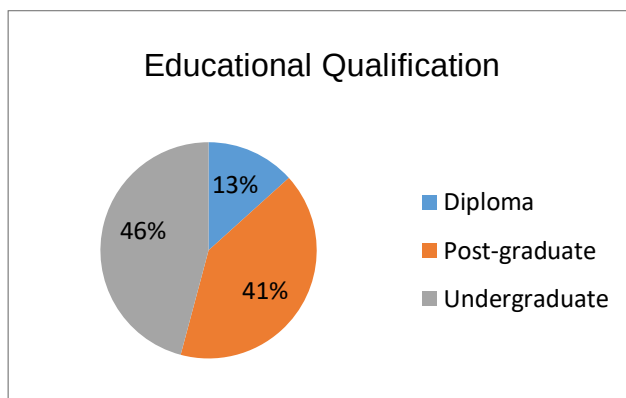
4.1.4 Education level of Employees

Table 4.4 Education level of Employees

S. No	Education Qualification	No of respondents	Percentage
1	Diploma	16	13.3
2	Post-graduate	49	40.8
3	Undergraduate	55	45.8
	Total	120	100

Chart 4.4

Education level of Employees



Interpretation:

The results show that, 13.3% of the respondents is Diploma, 40.8% of the respondents education level is Post-Graduate, 45.9% of the respondents Education level is Undergraduate.

Inference:

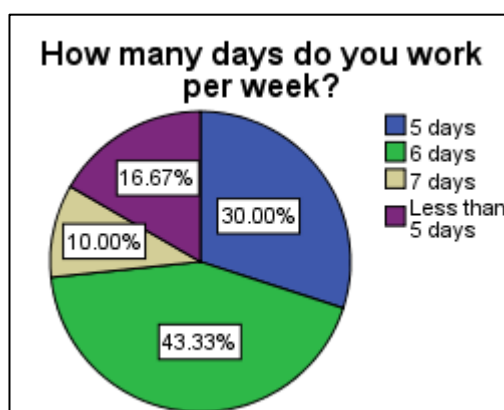
So majority 46% are Under graduate.

4.1.5 Work per week?

Table 4.5

S. No	Work per week	No of respondents	Percentage
1	5 days	36	30.0
2	6 days	52	43.3
3	7 days	12	10.0
4	Less than 5 days	20	16.7
	Total	120	100

Chart 4.5



Interpretation:

The results show that, 30% of the respondents work 5 days per week, 43.33% of respondents work 6 days per week, 10% of them works for 7 days and 16.67% of the respondents work for less than 5 days.

Inference:

So majority 43% respondents are work 6 days per week.

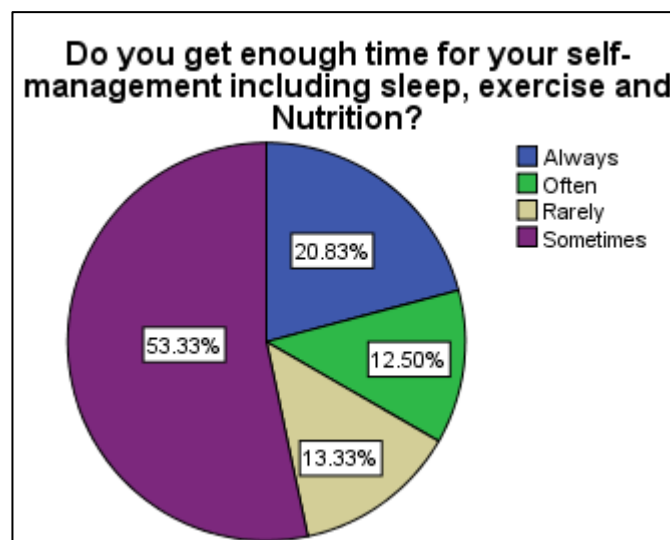
4.1.6 Get enough time for your self-management including sleep, exercise

Table 4.6

S. No	Particulars	No of respondents	Percentage
1	Always	25	20.8
2	Often	15	12.5
3	Rarely	16	13.3
4	Sometimes	64	53.3
	Total	120	100

Chart 4.6

Employees check Email after Leaving Work



Interpretation:

The results show that, 20.83% of the respondents always have enough time, 12.5% often, 13.33% have rarely and 53.33% sometimes have enough time.

Inference:

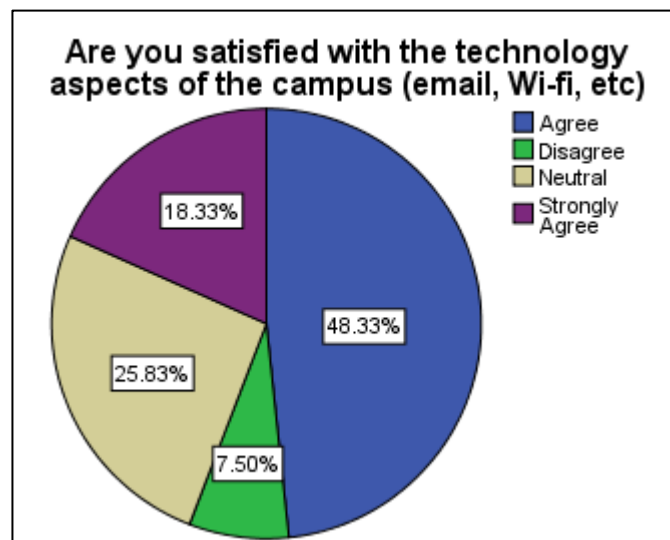
So majority 53% respondents are sometimes have enough time.

4.1.7 satisfied with the technology aspects of the campus (email, Wi-fi, etc)

Table 4.7

S. No	Particulars	No of respondents	Percentage
1	Agree	58	48.3
2	Disagree	9	7.5
3	Neutral	31	25.8
4	Strongly Agree	22	18.3
	Total	120	100

Chart 4.7



Interpretation:

The results show that, 48.33% of the respondents agree, 7.50% of them disagree, 25.83% were neutral and 18.33% strongly agree with the aspects of campus.

Inference:

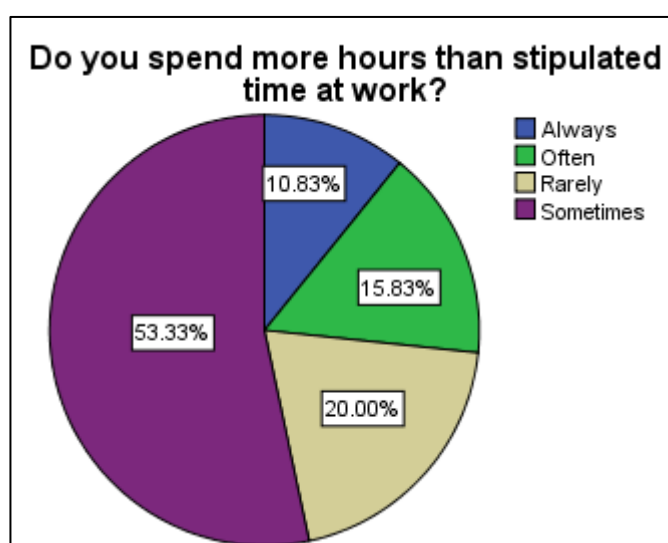
So majority 48% respondents are Agree with the aspects of campus.

4.1.8 Spend more hours than stipulated time at work?

Table 4.8

S. No	Particulars	No of respondents	Percentage
1	Always	13	10.8
2	Often	19	15.8
3	Rarely	24	20.0
4	Sometimes	64	53.3
	Total	120	100.0

Chart 4.8



Interpretation:

The results show that, 10.83% of respondents always, 15.83% of respondents often, 20% of respondents rarely and 53.33% of respondents sometimes spend more hours at work.

Inference:

So majority 53% respondents are sometimes spend more hours at work.

4.1.9 Commute to work

Table 4.9 commute to work

S. No	Particulars	No of respondents	Percentage
1	Less than half an hour	18	15.0
2	More than two hours	32	26.7
3	one hour	42	35.0
4	two hours	28	23.3
	Total	120	100.0

Chart 4.9

Commute to work



Interpretation:

The results show that, 35% of the respondents take 1 hour, 22.33% of the respondents take 2 hours, and 26.67% of the respondents takes more than 2 hours.

Inference:

So majority 35% respondents are one hour spend more hours at work.

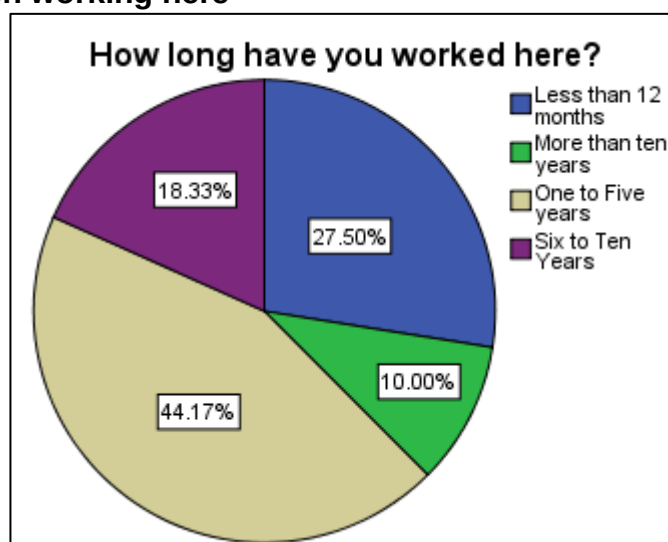
4.1.10 how long have been working here

Table 4.10 How long have been working here

S. No	Particulars	No of respondents	Percentage
1	Less than 12 months	33	27.5
2	More than ten years	12	10.0
3	One to Five years	53	44.2
4	Six to Ten Years	22	18.3
	Total	120	100

Chart 4.10

How long have been working here



Interpretation:

The results show that, 27.50% of the employees are working here for less than 12 months, 44.17% of the employees are working here for 1 to 5 years and 18.33% of them were working for 6 to 10 years.

Inference:

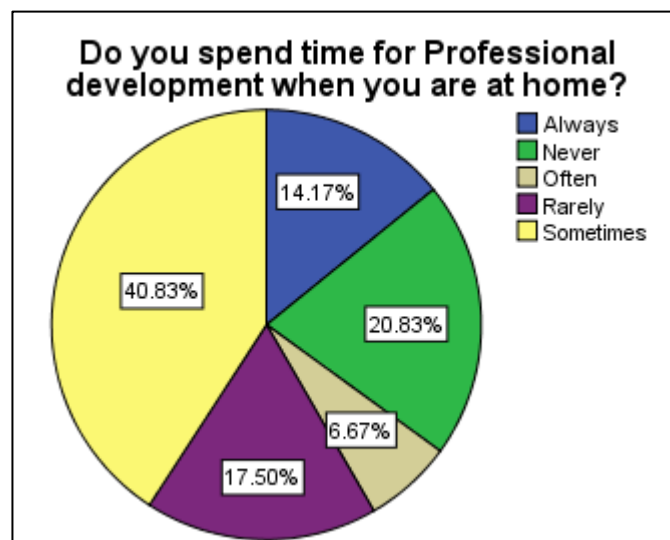
So majority 44% respondents are one to five years working here.

4.1.11Spend time for Professional development when you are at home

Table 4.11 Spend time for Professional development when you are at home

S. No	Particulars	No of respondents	Percentage
1	Always	17	14.2
2	Never	25	20.8
3	Often	8	6.7
4	Rarely	21	17.5
5	Sometimes	49	40.8
	Total	120	100.0

Chart 4.11



Interpretation:

The results show that, 20.83% of employees never spend time for professional development, 17.5% rarely spend time for professional development and 40.83% of the respondents sometimes spend time on professional development, 6.67% of the respondents often spend time on professional development.

Inference:

So majority 41%of the respondents sometimes spend time on professional development.

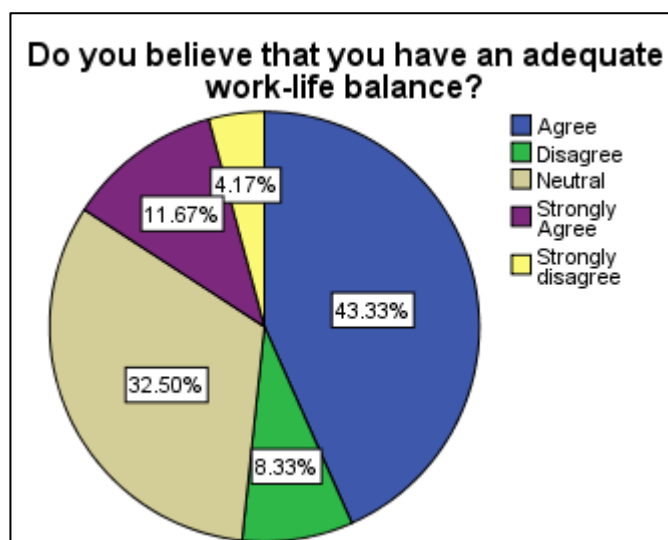
4.1.12 adequate work life balance

Table 4.12 Adequate work life balance

S. No	Particulars	No of respondents	Percentage
1	Agree	52	43.3
2	Disagree	10	8.3
3	Neutral	39	32.5
4	Strongly Agree	14	11.7
5	Strongly disagree	5	4.2
	Total	120	100

Chart 4.12

Adequate work life balance



Interpretation:

The results show that, 43.33% of the respondents said that they always think about work issues, 8.3% of the respondents won't think about work issues, 32.5% of respondents said that often they will think about work issues, 11.67% respondents rarely think about work issues and 4.5% of the respondents sometimes think about work issues when they were outside of the work.

Inference:

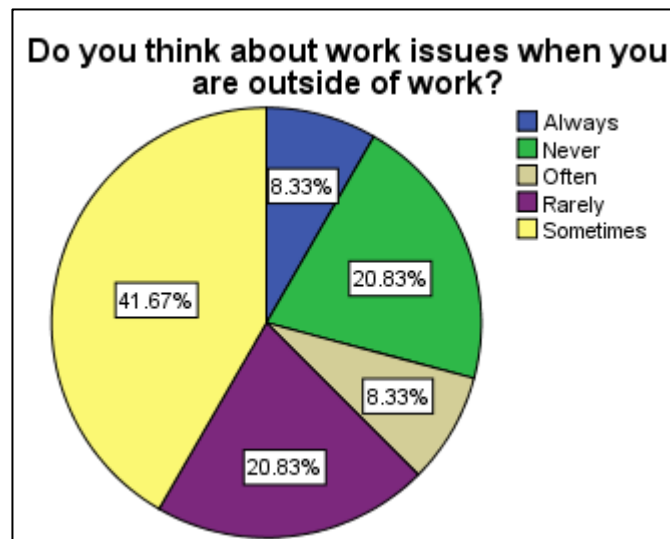
So majority 43% of the respondents agree said that they always think about work issues.

4.1.13 Think about work issues when you are outside of work

Table 4.13 Think about work issues when you are outside of work

S. No	Particulars	No of respondents	Percentage
1	Always	10	8.3
2	Never	25	20.8
3	Often	10	8.3
4	Rarely	25	20.8
5	Sometimes	50	41.7
	Total	120	100

Chart 4.13



Interpretation:

The results show that, 20.83% of employees rarely think of work issues outside of work, 41.67 % of respondents sometimes think of work issues and 8.33% of respondents often think of work issues.

Inference:

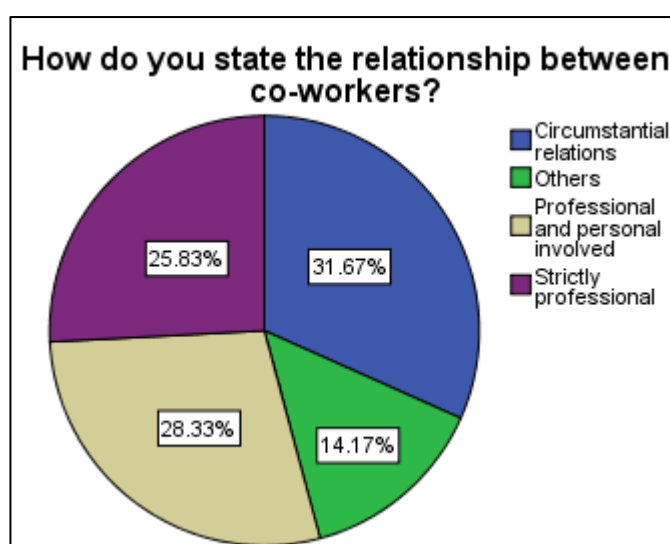
So majority 42% of the respondents sometimes think of work issues outside of work.

4.1.14 relationship between co-workers

Table 4.14

S. No	Particulars	No of respondents	Percentage
1	Circumstantial relations	38	31.7
2	Others	17	14.2
3	Professional and personal involved	34	28.3
4	Strictly professional	31	25.8
	Total	120	100

Chart 4.14



Interpretation:

The results show that, 31.67% of the respondents said that they circumstantial relationship to co-workers, 28.33% of respondents said that they professional and personal involved to co-workers, 25.83% of respondents strictly professional, 14.17% of respondents other relationship to co-workers.

Inference:

So majority 31.67% of the respondents said that they circumstantial relationship to co-workers.

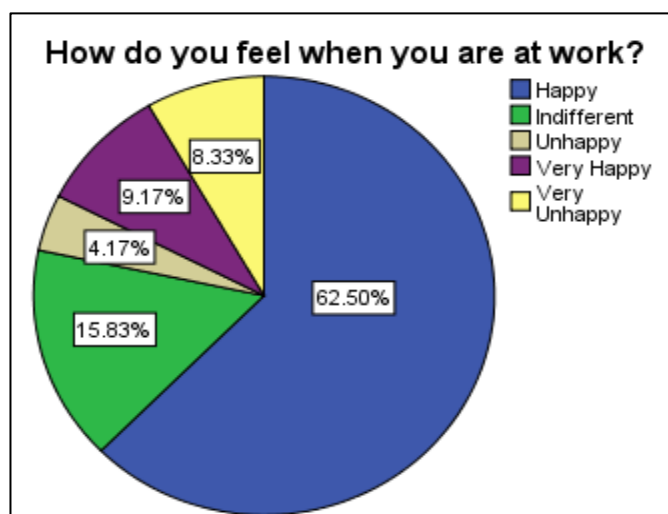
4.1.15 Feel when you are at work

Table 4.15 Feel when you are at work

S. No	Particulars	No of respondents	Percentage
1	Happy	75	62.5
2	Indifferent	19	15.8
3	Unhappy	5	4.2
4	Very Happy	11	9.2
5	Very Unhappy	10	8.3
	Total	120	100

Chart 4.15

Feel when you are at work



Interpretation:

The results show that, 15.83% of the respondents were Unhappy at work, 4.5% of the respondents were indifferent and 62.5% were happy at work.

Inference:

So majority 63% of the respondents said that they happy at work.

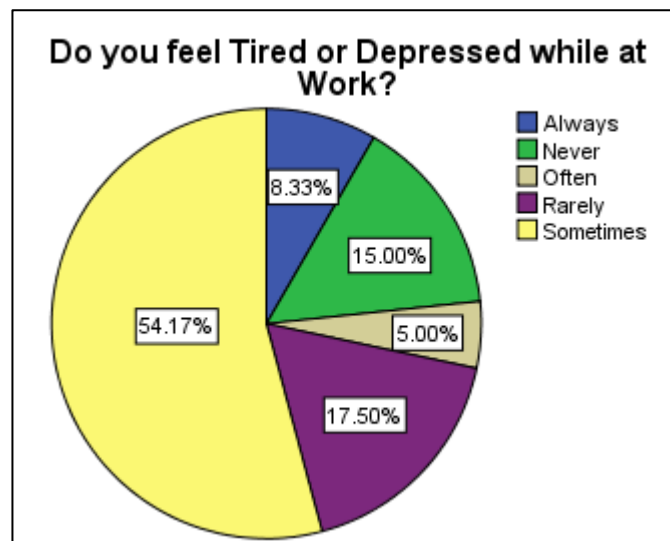
4.1.16 Feel tired or depressed at work

Table 4.16 Feel tired or depressed at work

S. No	Particulars	No of respondents	Percentage
1	Always	10	8.3
2	Never	18	15.0
3	Often	6	5.0
4	Rarely	21	17.5
5	Sometimes	65	54.2
	Total	120	100

Chart 4.16

Feel tired or depressed at work



Interpretation:

The results show that, 15% of respondents never feel tired at work, and 17.5% of respondents rarely feel tired or depressed while at work, 54% of respondents sometimes feel tired and 5% of the respondents often feel tired or depressed at work.

Inference:

So majority 54% of the respondents sometimes feel tired or depressed at work.

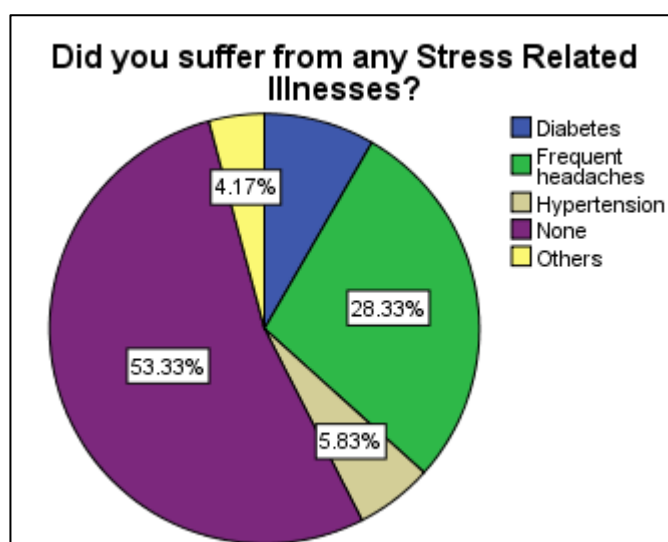
4.1.17 Stress related illness

Table 4.17 Stress related illness

S. No	Particulars	No of respondents	Percentage
1	Diabetes	10	8.3
2	Frequent headaches	34	28.3
3	Hypertension	7	5.8
4	None	64	53.3
5	Others	5	4.2
	Total	120	100

Chart 4.17

Stress related illness



Interpretation:

The results show that, 28.33% of respondents have frequent headaches, 53.33% of the respondents choose none and 4.17% of the respondents choose others.

Inference:

So majority 53% of the respondents choose none from any stress related illnesses.

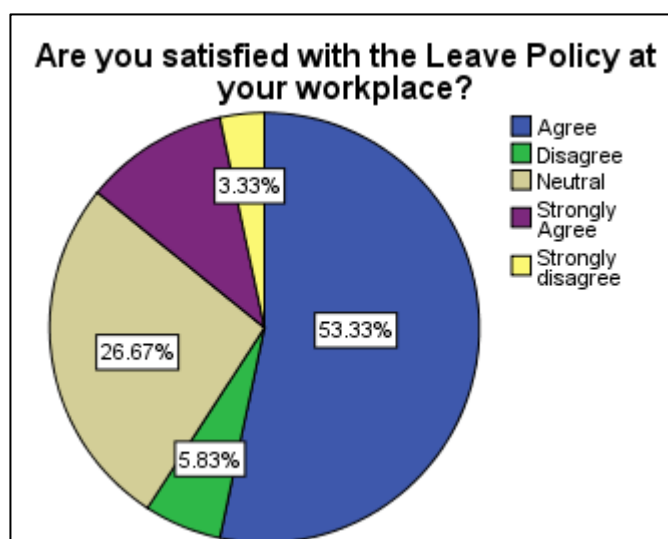
4.1.18 Satisfied with the leave policy

Table 4.18 Satisfied with the leave policy

S. No	Particulars	No of respondents	Percentage
1	Agree	64	53.3
2	Disagree	7	5.8
3	Neutral	32	26.7
4	Strongly Agree	13	10.8
5	Strongly disagree	4	3.3
	Total	120	100

Chart 4.18

Satisfied with the leave policy



Interpretation:

The results show that, 3.5% of the respondents strongly agree with the leave policy at their workplace, 53.3% of the respondents agree with the leave policy and 26.67% of the respondents were neutral.

Inference:

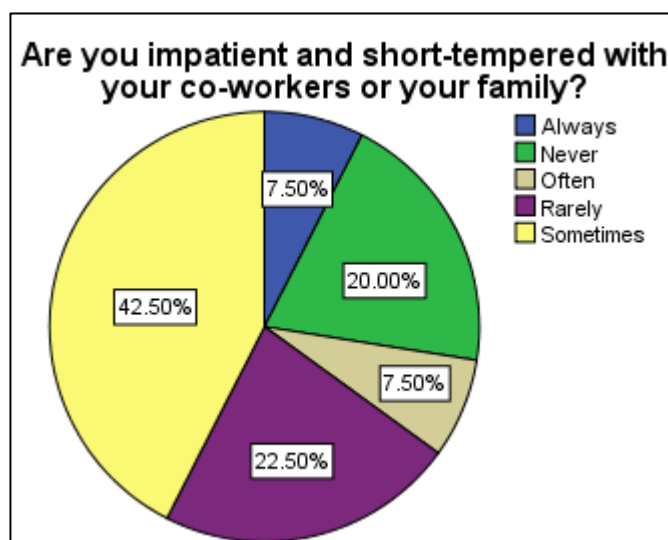
So majority 53% of the respondents agree with the leave policy at your work place.

4.1.19 Short-tempered with your co-workers

Table 4.19 Relationship with co-workers

S. No	Particulars	No of respondents	Percentage
1	Always	9	7.5
2	Never	24	20.0
3	Often	9	7.5
4	Rarely	27	22.5
5	Sometimes	51	42.5
	Total	120	100

Chart 4.19



Interpretation:

The results show that, 22.5% of the respondents rarely will be impatient and short-tempered with co-workers or family, 20% of them never will be short tempered with the co-workers or their family.

Inference:

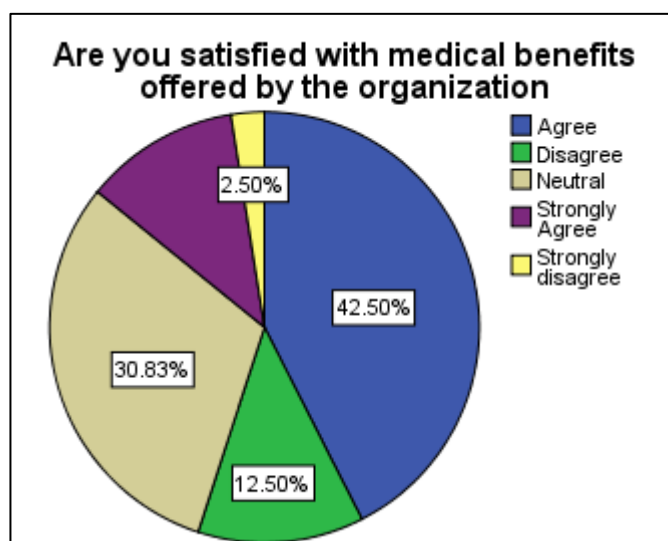
So clear it 20% of them never will be short tempered with the co-workers or their family.

4.1.20 Satisfied with medical benefits

Table 4.20 Satisfied with medical benefits

S. No	Particulars	No of respondents	Percentage
1	Agree	51	42.5
2	Disagree	15	12.5
3	Neutral	37	30.8
4	Strongly Agree	14	11.7
5	Strongly disagree	3	2.5
	Total	120	100

Chart 4.20



Interpretation:

The results show that, 42.50% of the respondents strongly agree with satisfaction of medical benefits offered by the organization, 2.5% of the respondents agree with satisfaction of medical benefits, 30.83% of the respondents were Neutral.

Inference:

So majority 43% of the respondents strongly agree with satisfaction of medical benefits offered by the organization.

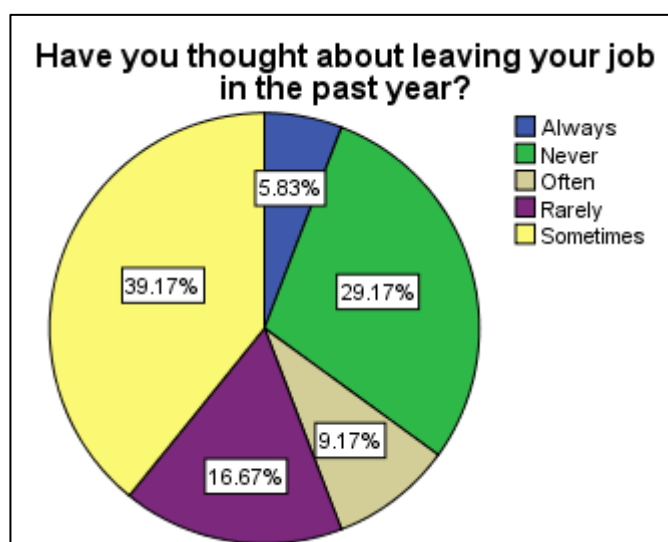
4.1.21 Thought about leaving job

Table 4.21 thought about leaving job

S. No	Particulars	No of respondents	Percentage
1	Always	7	5.8
2	Never	35	29.2
3	Often	11	9.2
4	Rarely	20	16.7
5	Sometimes	47	39.2
	Total	120	100

Chart 4.21

Thought about leaving job



Inference:

The results show that 29.17% of the respondents never have any thought of leaving the job in past year, 16.67% of the respondents rarely have thought of leaving job.

Inference:

So majority 39% of the respondents sometimes have thought of leaving job.

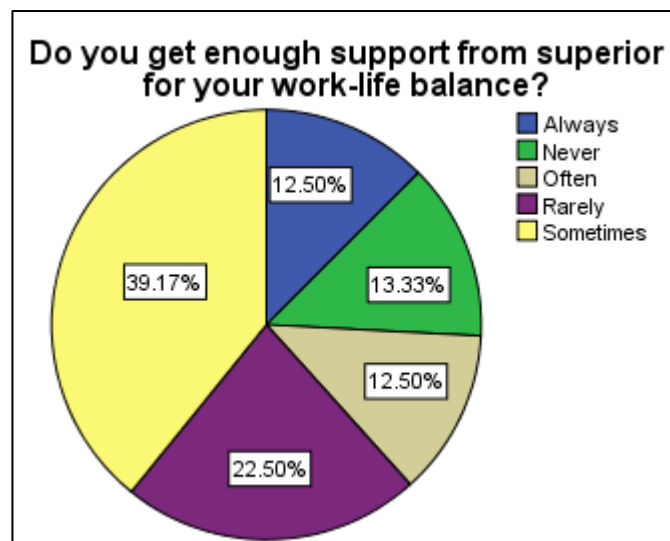
4.1.22 Get enough support from superior

Table 4.22 Get enough support from superior

S. No	Particulars	No of respondents	Percentage
1	Always	15	12.5
2	Never	16	13.3
3	Often	15	12.5
4	Rarely	27	22.5
5	Sometimes	47	39.2
	Total	120	100

Chart 4.22

Get enough support from superior



Inference:

The results show that, 22.5% of the respondents say they rarely get enough support from superior, 12.5% of respondents often get support from superior and 39.17% of the respondents sometimes get support from superior.

Inference:

So majority 39% of the respondents sometimes get support from superior.

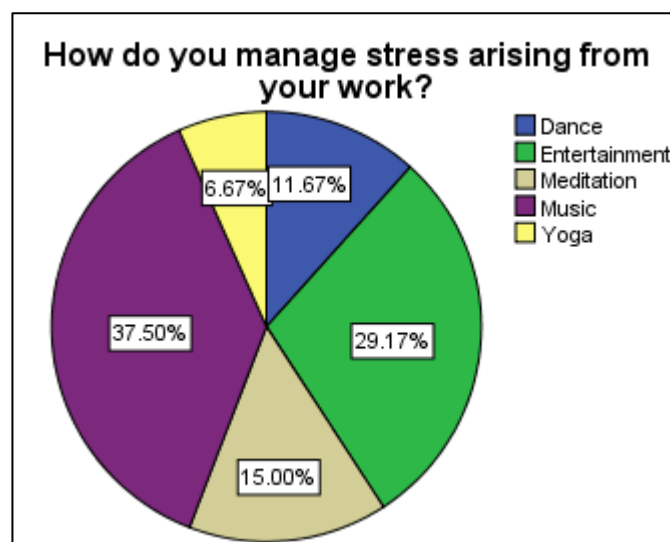
4.1.23 Manage stress arising from your work

Table 4.23 Manage stress arising from your work

S. No	Particulars	No of respondents	Percentage
1	Dance	14	11.7
2	Entertainment	35	29.2
3	Meditation	18	15.0
4	Music	45	37.5
5	Yoga	8	6.7
	Total	120	100.0

Chart 4.23

Manage stress arising from your work



Inference:

The results show that, 37.5% of the respondents hear music, 29.17% of the employees watch entertainment, 6.67% of the employees do yoga to manage stress arising from work.

Inference:

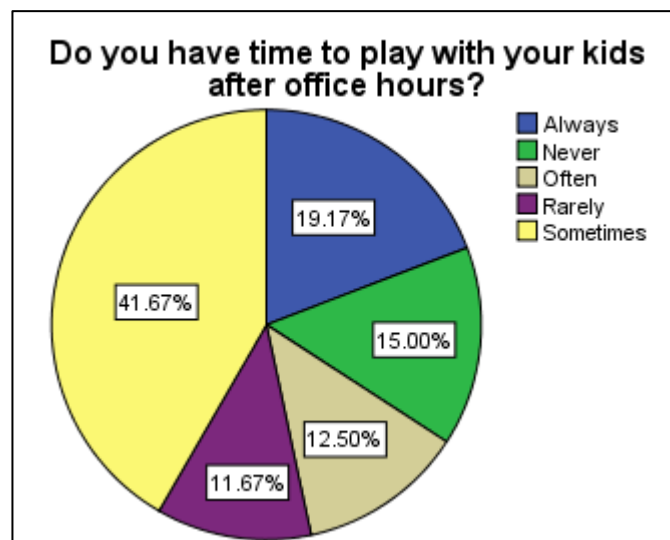
So majority 38% of the respondents hear music to manage stress arising from work.

4.1.24 Play with your kids after office hours

Table 4.24 have children

S. No	Particulars	No of respondents	Percentage
1	Always	23	19.2
2	Never	18	15.0
3	Often	15	12.5
4	Rarely	14	11.7
5	Sometimes	50	41.7
	Total	120	100

Chart 4.24



Inference:

The results show that, 41.67% of the employees sometimes play with kids, 19.17% of them always play with kids, 15% of them never play with kids.

Inference:

So majority 42% of the employees sometimes play with kids after office hours.

4.2 CHI-SQUARE ANALYSIS

4.2.1 To discover the effectiveness of work life balance of employees.

Null Hypothesis (H0): There is no significant relationship between effectiveness of work life and age of the employees.

Alternative Hypothesis (H1): There is a significant relationship between effectiveness of work life and age of the employees.

Table 4.25

		Gender		Total
		Female	Male	
adequate work-life balance	Agree	27	25	52
	Disagree	3	7	10
	Neutral	10	29	39
	Strongly Agree	4	10	14
	Strongly disagree	1	4	5
Total		45	75	120

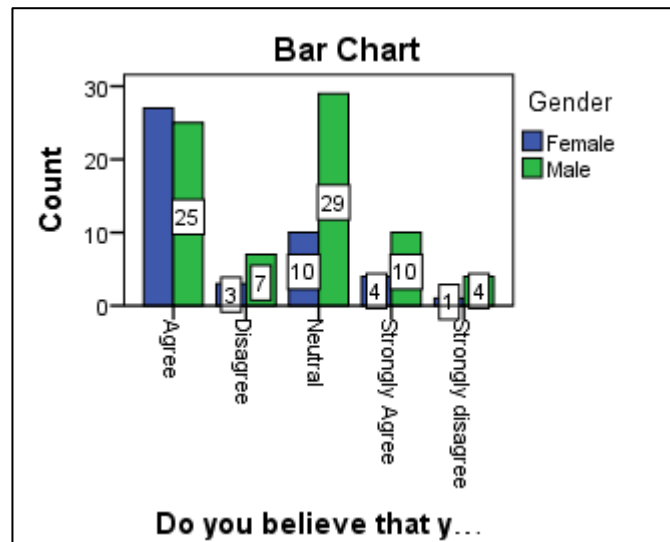
Table 4.25

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.325 ^a	4	.080
Likelihood Ratio	8.389	4	.078
N of Valid Cases	120		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.88.

Chart 4.21



Interpretation:

From the above table, the p- value is 0.080 which is > 0.05 at 5% level of significant. Hence we accept null hypothesis (H_0) and reject alternative hypothesis (H_1) and there is no significant relationship between physical wellbeing and work-life balance

4.3 CORRELATION ANALYSIS

To find out the major factor that helps in work-life balance of employees.

Null Hypothesis (H0): There is no significant relationship between factors help in work life balance and age of the employees.

Alternative Hypothesis (H1): There is a significant relationship between factors help in work life balance and age of the employees.

Table 4.3.1 Calculation of Pearson's Correlation

Correlations			
		Gender	Factors
Gender	Pearson Correlation	1	.485**
	Sig. (2-tailed)		.000
	N	120	120
Factors	Pearson Correlation	.485**	1
	Sig. (2-tailed)	.000	
	N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).			

Table 4.3.2 Calculation of Spearman's rho

Correlations				
			Gender	factors
Spearman's rho	Gender	Correlation Coefficient	1.000	.510**
		Sig. (2-tailed)	.	.000
		N	120	120
	factors	Correlation Coefficient	.510**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).				

Interpretation:

From the above table, the p- value is 0.510 which is > 0.05 at 5% level of significant. Hence we accept null hypothesis (H_0) and reject alternative hypothesis (H_1). So there is a no significant relationship between factors help in work life balance and age of the employees.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- The results show that, 62.5% of respondents are Female and 37.5% are Male. The majority of survey respondents are Female.
- The results shows that, 29.17 % of respondents are between the age of 18 to 25 years, 28.3% of respondents are between the age of 25 to 35, 32.5 % of respondents are between 35 to 45 years and 10 % of respondents are more than 45 years in the Company.
- The result shows that, 71.67 % of the respondents were married, 28.33 % of the respondents were Unmarried.
- The results show that, 13.3% of the respondents is Diploma, 40.8% of the respondents education level is Post-Graduate, 45.9% of the respondents Education level is Undergraduate.
- The results show that, 20.83% of the respondents always have enough time, 12.5% often, 13.33% have rarely and 53.33% sometimes have enough time.
- The results show that 29.17% of the respondents never have any thought of leaving the job in past year, 16.67% of the respondents rarely have thought of leaving job.
- The results show that, 22.5% of the respondents says they rarely get enough support from superior, 12.5% of respondents often get support from superior and 39.17% of the respondents sometimes get support from superior.
- The results show that, 37.5% of the respondents hear music, 29.17% of the employees watch entertainment, 6.67% of the employees do yoga to manage stress arising from work.
- The results show that, 41.67% of the employees sometimes play with kids, 19.17% of them always play with kids, 15% of them never play with kids.
- There is no significant relationship between Working Environment and Age of the Employees.
- There is no significant relationship between physical wellbeing and work-life balance
- There is a no significant relationship between factors help in work life balance and age of the employees.

5.2 SUGGESTIONS

From the analysis of the reports through questionnaire survey it is seen that the organisation have realized the need for work life balance of employees and offers the policy and programs that concentrates on the growth of the employees and that is family friendly. Since, balancing of work and family roles is one of the key issues in the coming years, the organisation 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 should be utmost care taken in taking decisions in adopting and implementing the policies as it impacts both employee and the organisation.
- There must be proper communication made to the employees regarding the company's policies and must be encouraged.
- Encourage younger employees to discuss their work life challenges with older employees and older employees to mentor younger employees, especially fresher's who are just out of colleges.
- Promote flexible work arrangements especially for employees who are required to work for more than 8 hours. However, organizations should ensure that clearly defined flexible work policies, procedures and guidelines are created and communicated across the organization before introducing such practices.
- Ensure that teams are adequately staffed and work is fairly distributed among employees and no employee is overworked and stressed
- Time management should be maintained properly.
- Set your own priorities and manage your time.

5.3 CONCLUSION

Work life balance is a major issue in Human Resource Management field, it is an essential part on the productivity and growth of both the organization and the employee. It is accepted that employees who attain work life balance are committed to their work. Work life policies should be flexible to meet the needs of employees and it should be broadly communicated among the employees, so that employees will be aware of what is available and accessible. Work life balance increases the motivation levels of employees to perform their job better.

This research shows that there is an adequate work life balance on the performance of the employees. Some employees have lot of pressure at work due to work load which causes stress related illness. The majority of respondents are satisfied with the medical benefits and leave policy of the organization. Work and personal life of employee will be balanced by participating in framing of policies and taking efficient key decisions of organizations.

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QUESTIONNAIRE

1. Name

2. Gender

- a) Female
- b) Male

3. Age

- a) 18-25
- b) 25-35
- c) 35-45
- d) Above 45

4. Marital status

- a) Married
- b) Unmarried

5. Educational level

- a) Diploma
- b) Undergraduate
- c) Post-graduate

6. How many days do you work per week?

- a) Less than 5 days
- b) 5 days
- c) 6 days
- d) 7 days

7. Do you get enough time for your self-management including sleep, exercise and Nutrition?

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

8. Are you satisfied with the technology aspects of the campus (email, Wifi etc)

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

9. Do you spend more hours than stipulated time at work?

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

10. How long is your commute to work?

- a) Less than half an hour
- b) one hour
- c) two hours
- d) More than two hours

11. How long have you worked here?

- a) Less than 12 months
- b) One to Five years
- c) Six to Ten Years
- d) More than ten years

12. Do you spend time for Professional development when you are at home?

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

13. Do you believe that you have an adequate work-life balance?

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

14. Do you think about work issues when you are outside of work?

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

15. How do you state the relationship between co-workers?

- a) Strictly professional
- b) Circumstantial relations
- c) Professional and personal involved
- d) Others

16. How do you feel when you are at work?

- a) Very Unhappy
- b) Unhappy
- c) Indifferent
- d) Happy
- e) Very Happy

17. Do you feel Tired or Depressed while at Work?

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

18. Did you suffer from any Stress Related Illnesses?

- a) Hypertension
- b) Diabetes
- c) Frequent headaches
- d) None
- e) Others

19. Are you satisfied with the Leave Policy at your workplace?

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

20. Are you impatient and short-tempered with your co-workers or your family?

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

21. Are you satisfied with medical benefits offered by the organisation?

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

22. Have you thought about leaving your job in the past year?

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

23. Do you get enough support from superior for your work-life balance?

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

24. How do you manage stress arising from your work?

- a) Yoga b) Meditation c) Entertainment d) Dance e) Music

25. Do you have time to play with your kids after office hours?

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