

A STUDY ON WORK LIFE BALANCE ON EMPLOYEES IN COVID 19

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

D.KARTHICK

REGISTER NUMBER: 40410080



**SCHOOL OF MANAGEMENT STUDIES SATHYABAMA
INSTITUTE OF SCIENCE AND TECHNOLOGY**

(DEEMED TO BE UNIVERSITY)

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

NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

MAY 2022



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AICTE**

Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai – 600 119

www.sathyabama.ac.in

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **D.KARTHICK 40410080** who carried out the project entitled “**A study on Work Life Balance on Employees in covid 19** ” under my supervision from September 2021 to October 2021.

DR.K.SASIREHKA

Internal Guide

External Guide

Dr. BHUVANESWARI .G

Dean – School of Management Studies

Submitted for Viva voice Examination held on :

Internal Examiner

External Examiner

DECLARATION

I am **D.KARTHICK (40410080)** hereby declare that the Project Report entitled “**A STUDY ON WORK LIFE BALANCE ON EMPLOYEES IN COVID 19**” done by me under the guidance of **DR.K.SASIREKHKA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

D.KARTHICK

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D.KARTHICK

A STUDY ON WORK LIFE BALANCE ON EMPLOYEES IN COVID 19

ABSTRACT

The purpose of this paper to discuss about the **work life balance** of the employees in the organisation even in the **pandemic situation**. The expression "work–life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986.

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.

Many authors believe that parents being affected by work-life conflict will either reduce the number of hour's one works where other authors suggest that a parent may run away from family life or work more hours at a workplace. This implies that each individual views worklife conflict differently. Without a balance between the two, many mishaps can be experienced in both. In this study work – life balance is analysed from organizational context.

This study has the potential to enable the working people to consider their stand point in terms of work –life balance and the executives to gain new perspective in order to cope with such a problem.

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 job and their work hours excessive because of globalisation.

This study consist both have both primary and secondary data, primary data are collected from various working employees through google forms consist of survey

questions and with the help of the survey percentage analysis are made to find out the real problems faced by the employees in the organisation and bar chart are made for easy understanding and with the help of the survey question statistical analysis are done by using SPSS statistical tool to find out hypotheses with the help of **Correlation, Chi square, One Way Anova**. After the analysis are made the suggestion made at the end from the consideration from employees.

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CHAPTER 1

1.1

INTRODUCTION

Work-life balance is one of the most important issues facing employers and managers today. Employees at all levels are no longer willing to trade their quality of life in order to get a decent standard of living. Managers can no longer afford to ignore the costs that the long-hours culture imposes on their organisation. Overwork causes stress-related absenteeism, poor retention levels, low creativity, appalling customer service and unethical employee behaviour. Combine that with the risks of being sued by a stressed employee or a parent who wanted to work flexibly, and the business case for paying real attention to work-life issues has never been stronger. This text sets out the roadmap for moving your organisation towards a positive work life culture. With clear and practical advice for HR and line managers alike, Managing Work Life Balance shows you how to engage employers, managers and employees in the process of controlling the inherent conflicts between the worlds of work and home.

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.

1.2 WHAT IS WORK-LIFE BALANCE?

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.

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 is 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.

1.3 Effect of Work-Life Balance

- First, that work-life balance improves individuals' 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.

CHARACTERISTICS

- Work Life Balance Business Benefits.
- Not constant, comes and goes with life changes
- It takes WORK
- The process of seeking balance can be deeply rewarding

1.4 BENEFITS OF WORK LIFE BALANCE:

- 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

RESEANS FOR WORK LIFE BALANCE

A review of public holidays and paid holidays across a sample of countries, including Australia, China, France, Germany, Singapore, the US and the 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 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 identity 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 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.

They also do not think they were powerless because they were economically dependent.

Identity through work:

By working in an organization, employees identify, 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 identity 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.).



Family:

Successful parenting, the culture of care and selflessness that are part of family life, requires energy, time, patience and a tolerance for mess and confusion... a tall order when the working day has proved stressful and long. The key question here is 'who finds time to care for whom?', for what often happens is that the time consuming listening part of relationships gets ditched in favour of quick fixes, and then the unattended get to feel unloved and react accordingly. Families need nurturing, and

our responses have to be sufficiently deep and elastic to accommodate the unexpected, not just the scheduled bits that fit in neatly with our jobs.

Home:

Home making is time-consuming. In the making of a home we create an atmosphere that reflects our sense of place in this world. Like a warm and familiar jumper, the home provides us with an extension of ourselves, a place where we can feel free in our emotions and content to be whom we really are. The paradox is that the more we work, the more desperate we are to find such a home with its timeless associations and the less time we have to create it. Homes can so easily become houses, pit stops that provide briefly for sleep, rest and the bare essentials in the intervals between works.

Friendships:

It's often been said that the art of friendship requires common skills to an uncommon degree: a combination of affection, tolerance and patience as well as a sense of constancy in times of struggle and difference. Yet when our work-life balance spirals out of control, often friendships along with exercise are the first things to suffer. In a report entitled 'Social Trends; British Social Attitudes Survey 30 (HMSO 2000) a significant factor over the past two decades is that we are seeing less of our best friends. Yet, as the extended family gets to be geographically more and more challenged, our friendships become increasingly relevant to our circle of mutual nurture and support.

Community:

Like family, home and friendships, our local communities depend on our time and energy in order to function effectively, freely and spontaneously. It is in the reciprocal context of its activities that our communal identity can be experienced and enjoyed. Yet if we lose that vital life-work balance then the many activities through which neighbourhood and locality are expressed are marginalized and we are the poorer for that neglect. Hobbies, interests and sporting pursuits derive much of their meaning through our interaction with others. If we fail to address the issues of work-life balance as a society then one of the first casualties will be the richness and diversity of community life.

Work Life Balance Includes

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

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. Seventy-five to ninety percent 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 seventyhour work week is the new standard. What little time is left is often divvied 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.

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 review, and the creation of a supportive workplace culture.

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 include:

- Increased capacity to attract and retain skilled and specialist employees and professional staff.
- 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.

- Improved learning outcomes through matching work options and available Skills with student needs.
- Increased performance and productivity, through improved organizational climate, reduction of absenteeism and stress and a more efficient use of staff.
- 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.

The benefits for businesses

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

- Improved recruitment and retention rates, with associated cost 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'.

The benefits for employees

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

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

The 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. Work-life balance initiatives can make it easier to juggle multiple responsibilities at home, work and in the community. People with a good work-life balance are healthy physically, emotionally and socially, and have a sense of control over their life.

1.5 OBJECTIVES OF THE STUDY:

- To study how the nature of family structure influences work related stress.
- To know that employees position in the firm affect their balance between dual life.
- To know that employees are willing to take advantage of flexible schedule.
- To know if individuals are able to attend their family as well as office gathering.
- To know that long working hour affect individual efficiency.
- To know that is there health is affecting due to work.

1.6 NEED FOR THE STUDY:

- To find out the need for work life balance.
- To find out the reasons of important of work life balance for employees.
- To study on issues faced by work life balance.
- To study on benefits of WLB.
- To find out the effect of WLB.
- To study on flexible work life and how if benefits both in the organisation and family life.
- Study on management of stress.
- Balancing both the work and family.
- Work life balance for young generation.
- Study on current employee situation from questionnaire(google form) □ Understanding on WLB and to give suggestion through the findings.
- To make conclusion on why work life balance is important.

CHAPTER 2

RESEARCH METHODOLOGY

2.1 RESEARCH DESIGN:

It encompasses the methodology and procedures, employed to conduct scientific research. It is a detailed outline of how an investigation will take place. A research design will typically include how data is to be collected, what methods will be employed, how the methods will be used and the intended means for analysing data collected. It constitutes the blue print for the collection, measurement and analysis of data.

RESEARCH

The word research is derived from the Latin word meaning to know. It is a systematic and a replicable process which identifies and defines problems, within specified boundaries. It employs well designed method to collect the data and analyses the results. It disseminates the findings to contribute to generalizable knowledge.

RESEARCH METHODOLOGY

This report is based on primary as well secondary data; however primary data collection was given more importance since it is overbearing factor in attitude studies. One of the most important users of research methodology is that it helps in identifying the problem, collecting, analysing the required information data and providing an alternative solution to the problem. It also helps in collecting the vital information that is required by the top management to assist them for the better decision making both day to day decision and critical ones.

2.2 DESCRIPTIVE RESEARCH:

The type of research used here is descriptive research. It describes data and characteristics about the population or phenomenon being studied. The term descriptive research refers to the type of research question, design and data analysis that will be applied to a given topic. Descriptive research involves gathering data that describe events and then organizes, tabulates, depicts and describes the data

collection. Observational and survey methods are frequently used to collect descriptive data.

2.3 SOURCES OF DATA:

Researcher uses the data to collect the information for their research. The type of data depends upon the nature of research. The two types of data are;

- Primary Data.
- Secondary Data.

PRIMARY DATA:

Primary data's are those which are collected for the first time by the researcher. It is the fresh data. In this project, the primary data was collected through personal interview in the form of questionnaire from the employees.

SECONDARY DATA:

Secondary data was collected from various journals, magazines, books and internet and newspaper articles.

2.4 DATA COLLECTION METHOD:

The data collection method used in this project is Questionnaire form. A questionnaire requires respondents to fill out the form themselves. It is a research instrument consisting of a series of questions and other prompts for the purpose of gathering information from respondents. It can have both open-ended and close-ended questions. An open-ended question asks the respondent to formulate his own answer, whereas a close-ended question asks the respondent pick an answer from a given number of options.

2.5 SAMPLE SIZE

The sample size is taken as 120.

The technique used here is convenience sampling. It is a non-probability sampling technique where subjects are selected based on their convenient accessibility. The

subjects are selected just because they are easier to study.

2.6 STATISTICAL TOOLS

The various statistical tools used here are Percentage Analysis, Correlation Analysis, Chi-Square distribution and One-Way ANOVA.

Percentage analysis:

Percentage is used to describe relative terms the distribution of two or more series of data.

No. of Respondents

Percentage of Respondents = $\frac{\text{-----}}{\text{Total respondents}} \times 100$

Correlation Analysis:

It is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables. It can be studied using various methods like Scatter diagram, Karl Pearson's coefficient and Spearman's rank correlation coefficient.

Chi-square distribution:

Chi-square is a statistical test commonly used to compare observed data with data we would expect to obtain according to a specific hypothesis. It is always testing the null hypothesis, which states that there is no significant difference between the expected and observed result.

One-Way ANOVA:

The one-way analysis of variance (ANOVA) is used to determine whether there are any statistically significant differences between the means of three or more independent (unrelated) groups.

CHAPTER 3

REVIEW OF LITERATURE

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.

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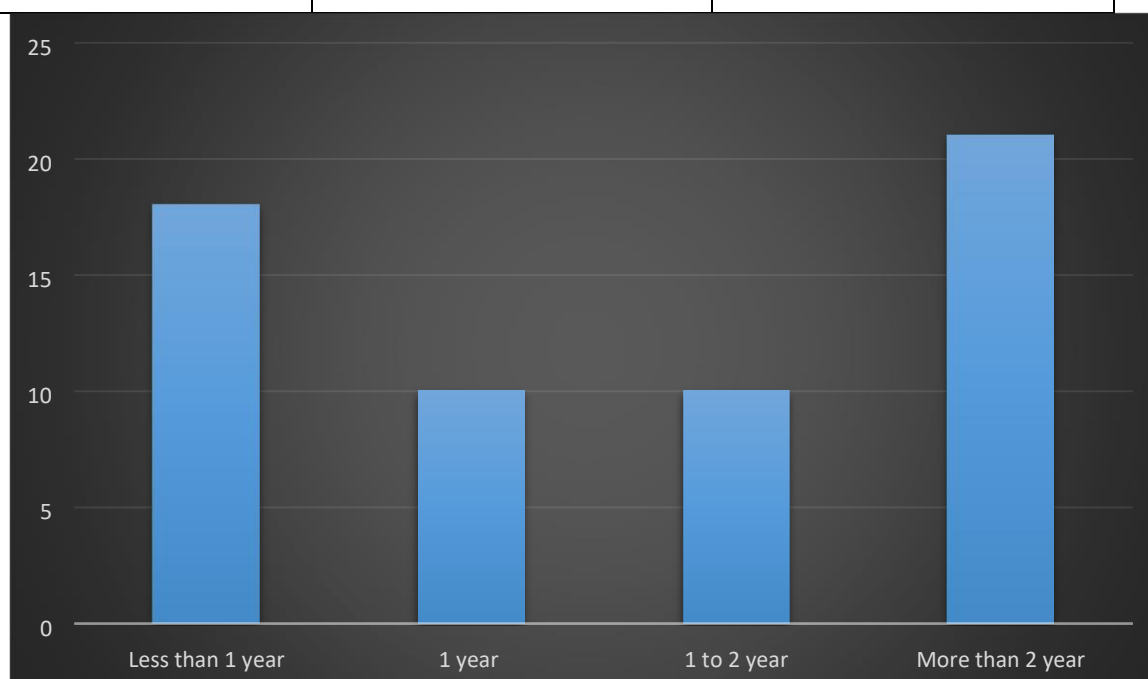
CHAPTER -4

DATA ANALYSIS AND INTERPRETATION

REPRESENTATION OF DATA USING PERCENTAGE:

4.1 Work experience:

Work Experience	No of Respondent	% of Respondent
Less than 1 year	37	30.5%
1 year	20	16.7%
1 to 2 year	20	16.7%
More than 2 year	43	35.8%

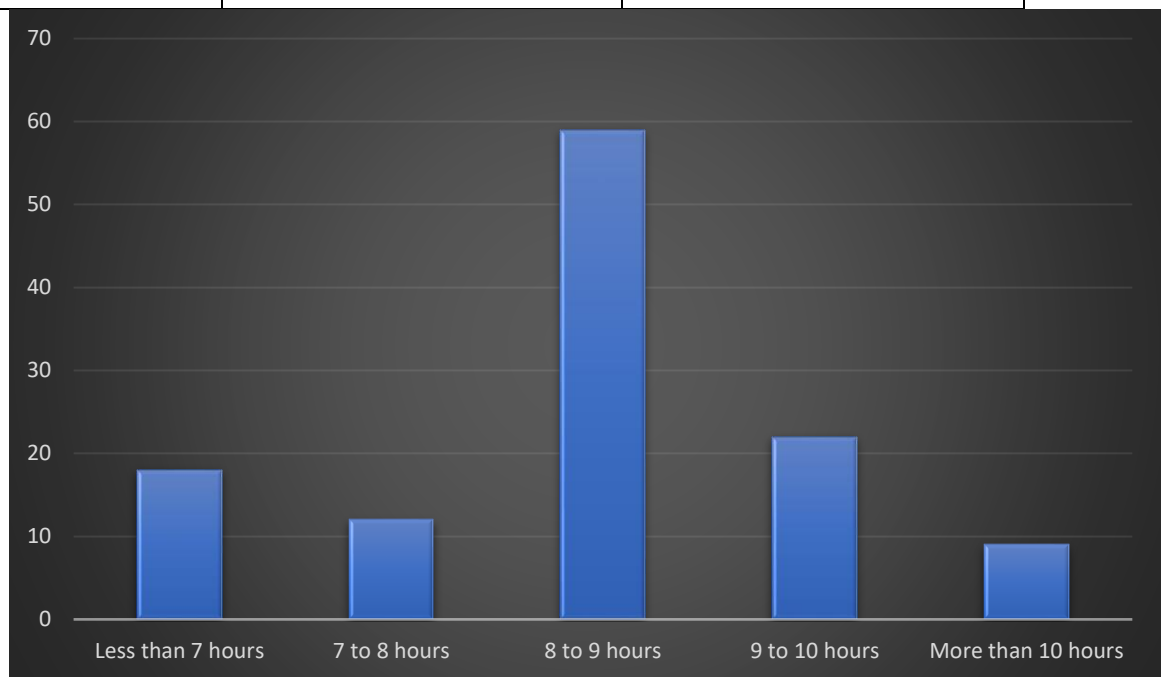


INFERENCE:

From the above table shows that 35.8% of the respondent says they had more than 2 years' experience in work and 30.5% of the says they had less than 1 year experience in work and 16.7% had 1 year and another 16.7% respondent says they had 1 to 2 year experience in work.

4.2 How many hours a day you normally work?

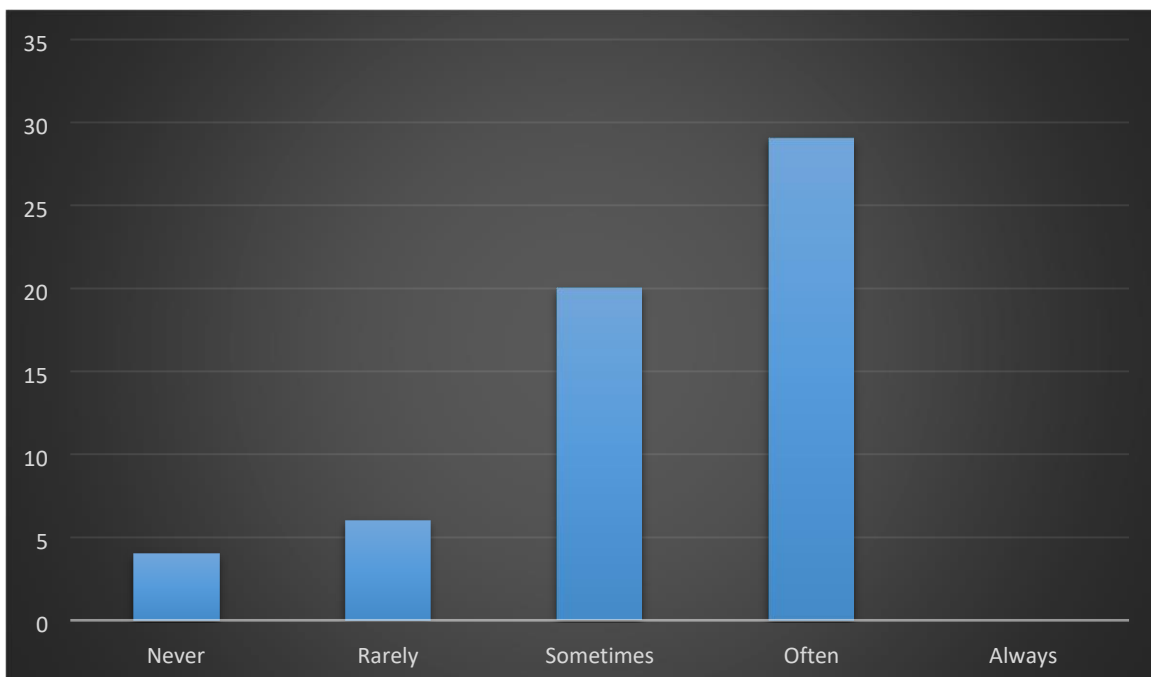
How many hours a day you normally work	No of Respondent	% of Respondent
Less than 7	18	15%
7 to 8 hours	12	10%
8 to 9 hours	59	49.1%
9 to 10 hours	22	18.3%
More than 10 hours	9	7.5%



From the above table shows that 49.1% of the respondent spend 8 to 9 hours at the work, 18.3% of the respondent spend 9 to 10 hours at the work, 15% spend less than 7 hours and 10% of the respondent spend 7 to 8 hours at the work and 7.5% spend more than 10 hours at the work.

4.3 How often do you think or worry about work (when you are not at work are travelling to work)

How often do you think are worry about work	No of Respondent	% of Respondent
Never	8	6.6%
Rarely	12	10%
Sometimes	41	34.1%
Often	51	49.1%
Always	-	-

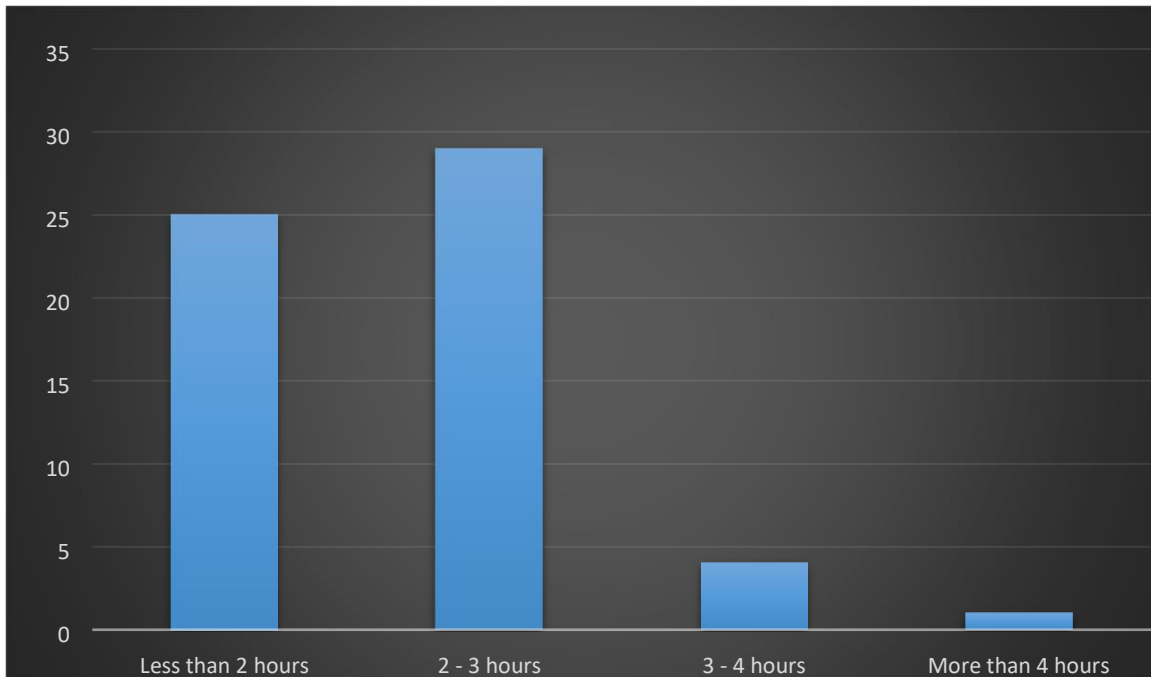


INFERENCE:

From the above table shows that 49.1% of the respondent says that they often think or worry about their work when they are not actually at work, 34.1% says sometimes they worry about the work and 10% says rarely and 6.6% says they never think or worry about the work when they not actually at work

4.4 How many hours a day do you spend time with your children/parents?

How many hours a day do you spend time with your children/parents?	No of Respondent	% of Respondent
Less than 2 hour	51	42.5%
2 – 3 hours	59	49.2%
3 – 4 hours	8	6.7%
More than 4 hours	2	1.7%

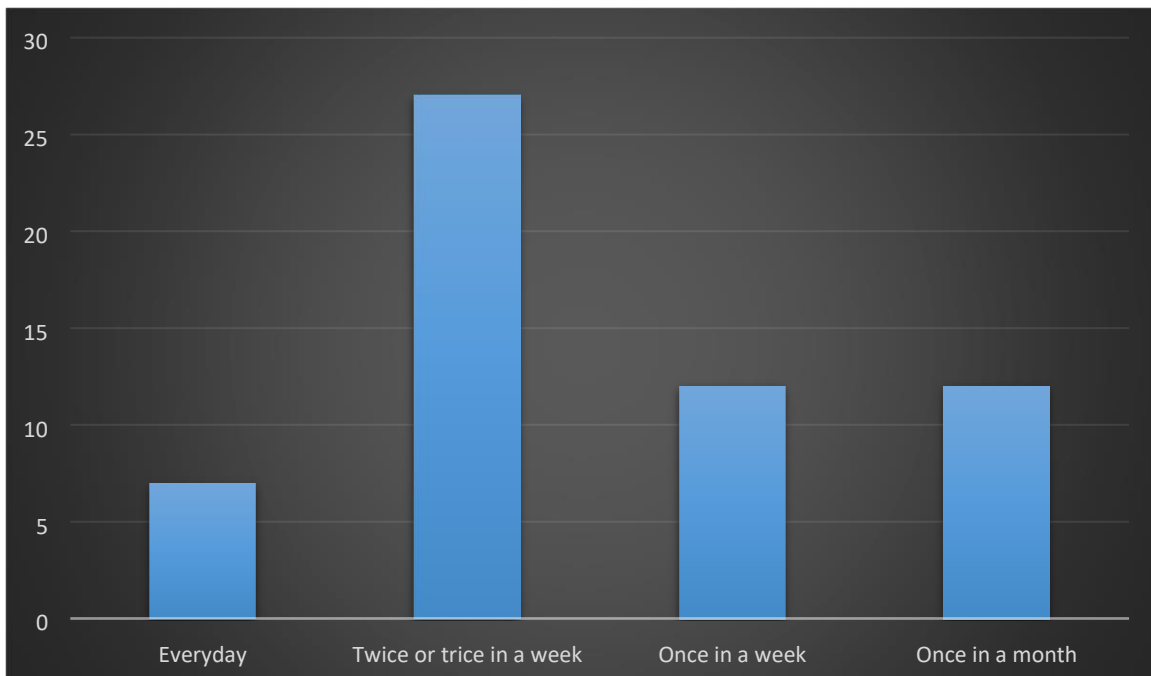


INFERENCE:

From the above table shows that 49.2% of respondent says that they spend 2 to 3 hours a day spend time with their children/parents, 42.4% of respondent says they spend less than 2 hours a day with their children/parents and 6.7% says 3 to 4 hours and 1.7% says they spend more than 4 hours with their children/parents.

4.5 How often do you meet your friends?

How often do you meet your friends	No of Respondent	% of Respondent
Everyday	14	11.7%
Twice or trice in a week	55	45.8%
Once in a week	27	22.5%
Once in a month	24	20%

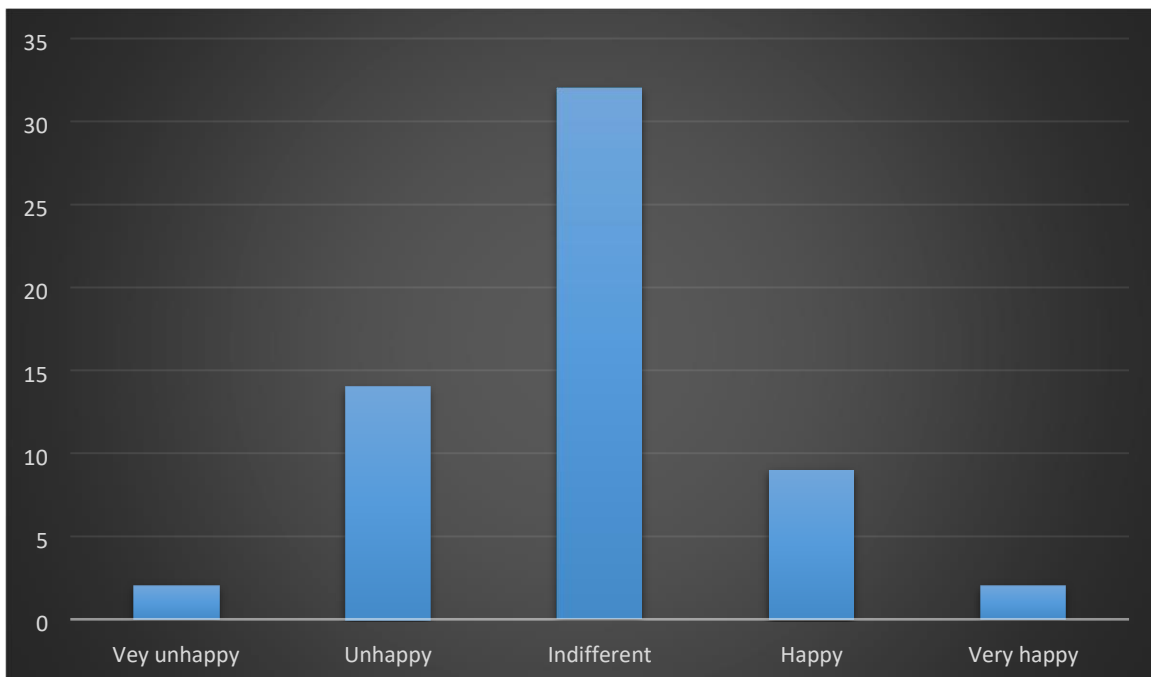


INFERENCE:

From the above table shows that 45.8% of the respondent says they meet their friends twice or trice in a week, 22.5% says they meet their friends once in a week, 20% says they meet their friends once in a month and 11.7% says they meet their friend every day after work.

4.6 How do you feel about the amount of time spend at the work?

How do you feel about the amount of time spend at the work	No of Respondent	% of Respondent
Very unhappy	4	3.3%
Unhappy	28	23.3%
Indifferent	65	54.2%
Happy	19	15.8%
Very happy	4	3.3%

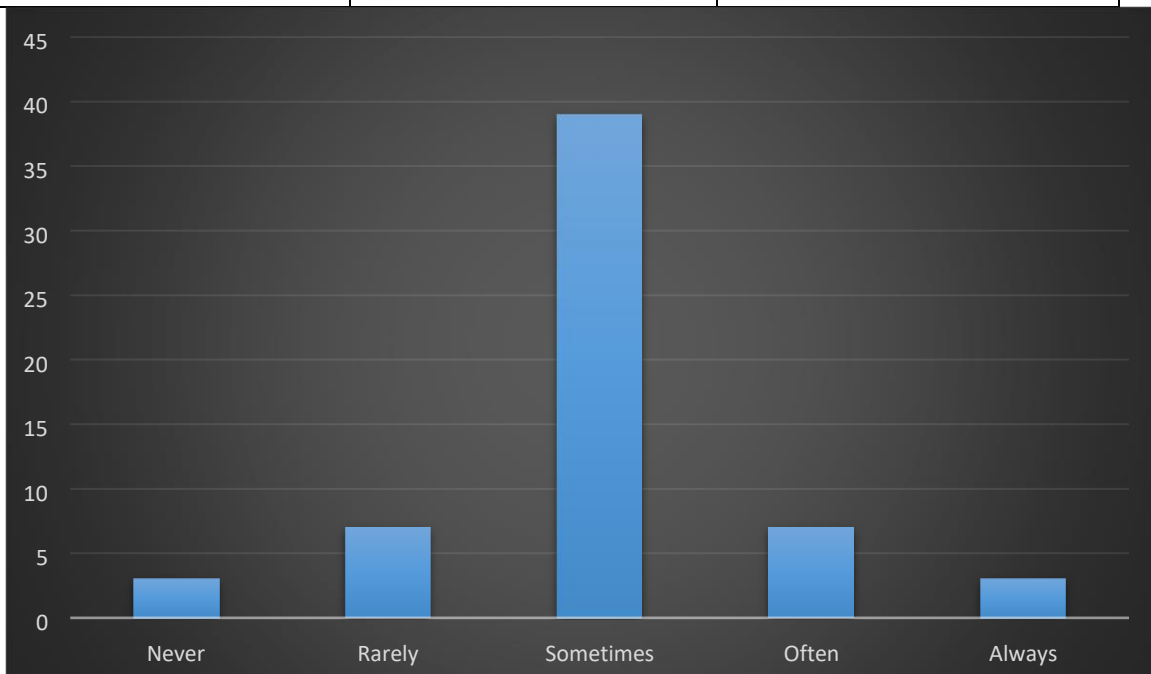


INFERENCE:

From the above table shows that 54.2% of the respondent says they feel indifferent on the amount of time spend at work, 23.3% says unhappy and 15.8% says happy and 3.3% says very unhappy and final 3.3% of respondent says they very happy on the time spend at work.

4.7 Do you ever miss out the quality time with your family or friends because of pandemic?

Do you ever miss out the quality time with your family or friends because of pressure of work	No of Respondent	% of Respondent
Never	6	5%
Rarely	14	11.7%
Sometimes	79	65.8%
Often	15	12.5%
Always	6	5%

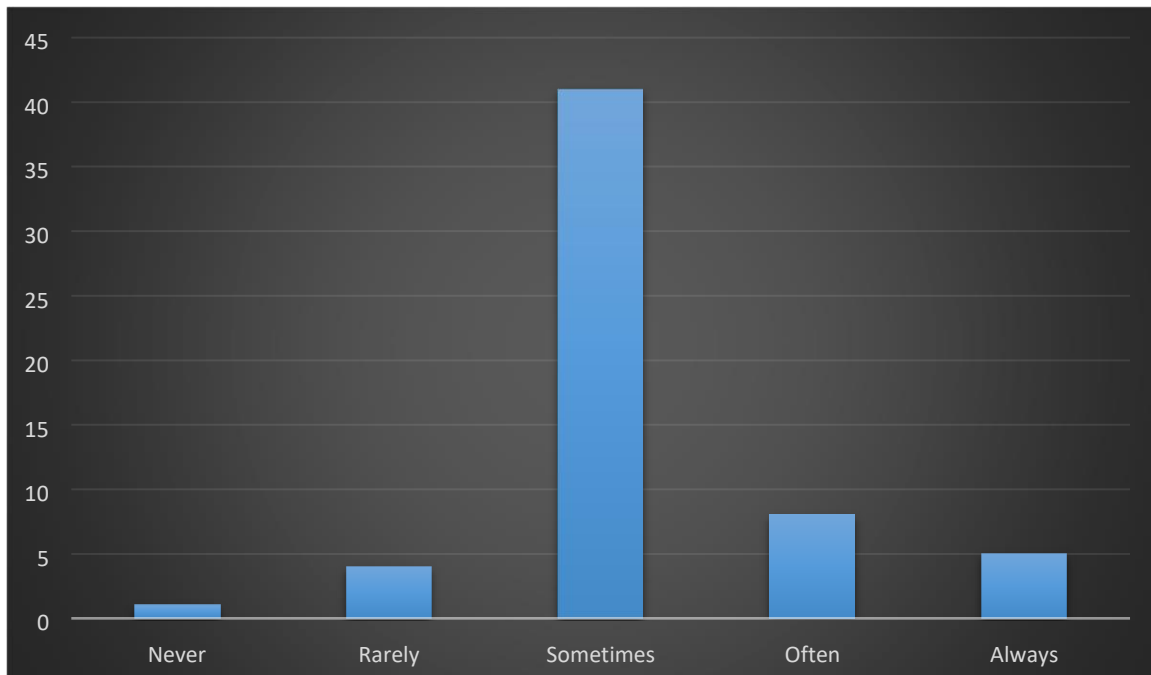


INFERENCE:

From the above table shows that 65.8% of respondent says that they sometimes feels that they miss the quality time with the family /friends due to work pressure,11.7% and 11.7% says as rarely and often feels they miss the quality time and finally 5% and 5% as never and always feels that they miss the quality time with the family /friends due to work pressure

4.8 Do you ever feel tired or depressed of work during Pandemic?

Do you ever feel tired or depressed of work	No of Respondent	% of Respondent
Never	2	1.7%
Rarely	9	7.5%
Sometimes	83	69.1%
Often	16	13.3%
Always	10	8.3%

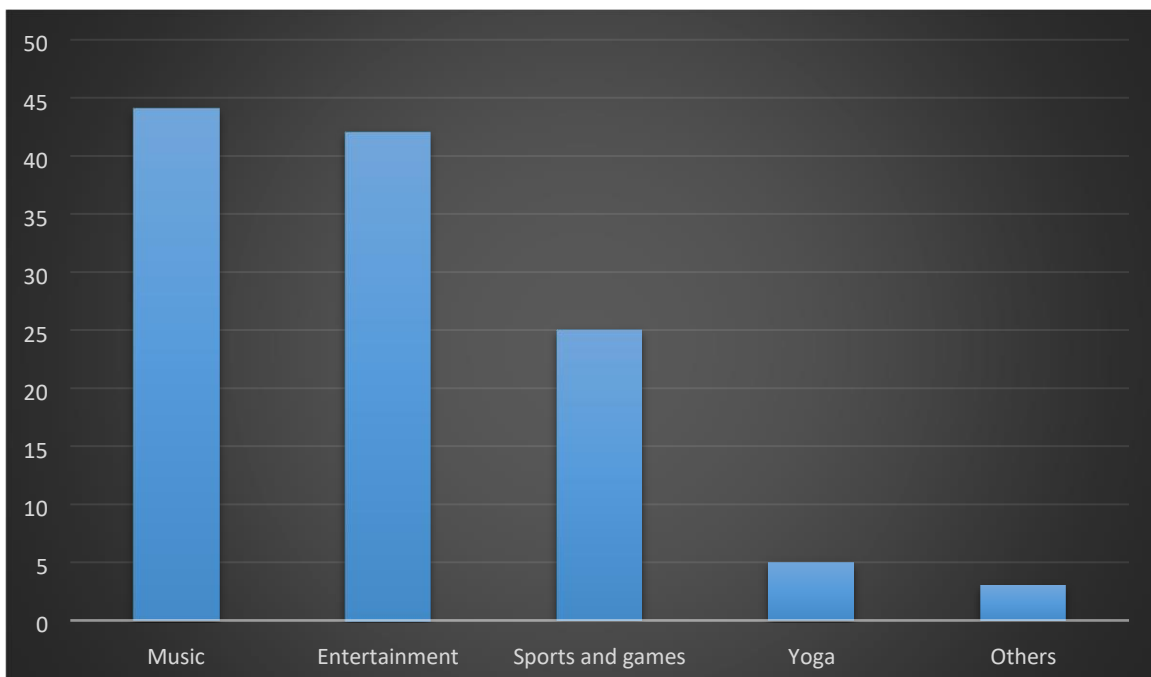


INFERENCE:

From the above table shows that 69.1% of the respondent says that they feel tired and depressed of work 13.3% says often and 8.3% says always and 7.5% says rarely and finally 1.7% says they never felt tired or depressed of work.

4.9 How do you manage stress arising from the work? (Check box questions respondent can choose any)

How do you manage stress arising from the work	Total no of Respondent	% of Response
Music	89	74.2%
Entertainment	85	70.8%
Sports and games	51	42.5%
Yoga	11	9.2%
Others	7	5.8%



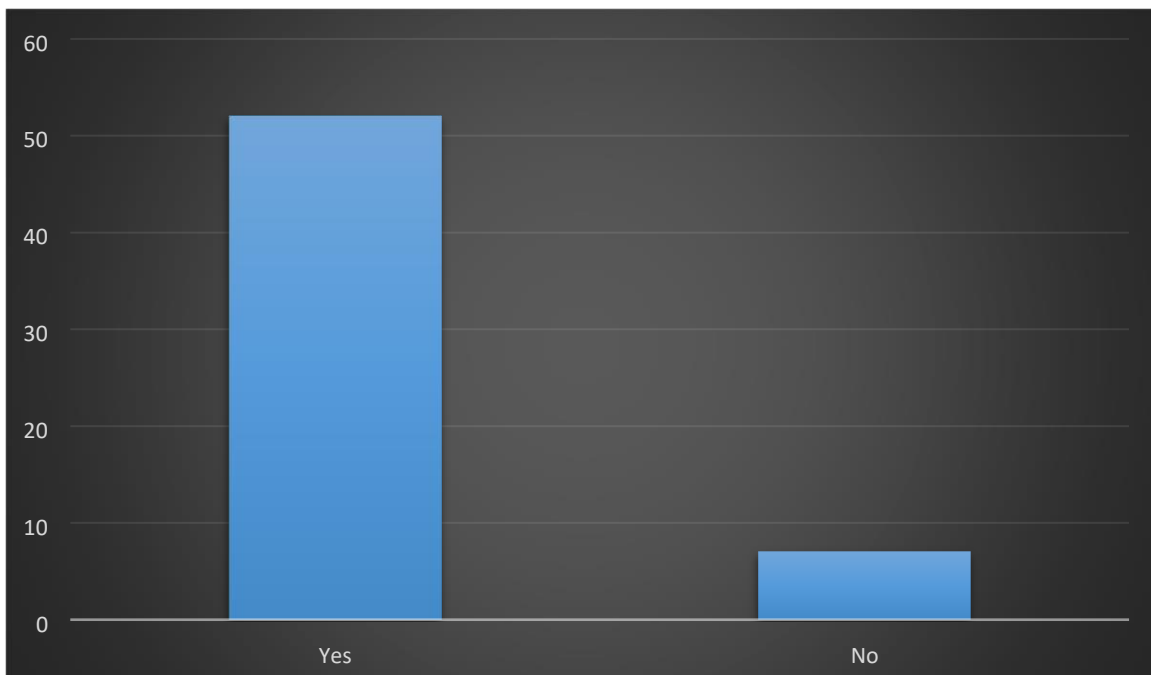
INFERENCE:

As this is the checkbox question the respondent can choose any from music, entertainment, Sports and games, yoga, others from which they choose which factors they use to manage the stress arising from the work as 74.2%, 70.8%,

42.5%, 9.2% and 5.8% respectively.

4.10. Do you think if employees have good work life balance the organisation will be more effective and successful?

Do you think if employees have good work life balance the organisation will be more effective and successful	No of Respondent	% of Respondent
Yes	106	88.3%
No	14	11.7%



INFERENCE:

From the above table shows that 88.1% of the respondent says they think if employees have good work life balance the organisation will be more effective and successful and 11.9% of the respondent says they do not think if employees have good work life balance the organisation will be more effective and successful.

CORRELATION ANALYSIS

Correlation between **Work experience** and **How many hours a day do you normally work.**

HYPOTHESIS STUDY:

Null hypothesis:

H₀: There is no relationship between **Work experience** and **How many hours a day do you normally work.**

Alternative Hypothesis:

H₁: There is exist a relationship **Work experience** and **How many hours a day do you normally work.**

SPSS Output:

Correlations

		WORK_EXPERI ENCE	HOW_MANY_H OURS_A_DAY_ DO_YOU_NOR MALLY_WORK
WORK_EXPERIENCE	Pearson Correlation	1	.815**
	Sig. (2-tailed)		.000
	N	59	59
HOW_MANY_HOURS_A_D AY_DO_YOU_NORMALLY_ WORK	Pearson Correlation	.815**	1
	Sig. (2-tailed)	.000	
	N	120	120

**. Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

From the above table it is found that correlation coefficient $r=0.815$

INFERENCE:

Thus the variables are chosen for analysis and found that correlation is significant at the 0.01 level (2 tailed)

CHI SQUARE TEST

Chi square analysis between **How many hours a day do you normally work** and **How do feel about the amount of time spend at work.**

HYPOTHESIS STUDY:

Null hypothesis:

H₀: There is no association between **How many hours a day do you normally work** and **How do feel about the amount of time spend at work.**

Alternative Hypothesis:

H₁: There is some association between **How many hours a day do you normally work** and **How do feel about the amount of time spend at work.**

SPSS Output:

Descriptive Statistics					
	N	Mean	Std. Deviation	Minimum	Maximum
HOW_MANY_HOURS_A_D AY_DO_YOU_NORMALLY_ WORK	120	2.9153	1.08736	1.00	5.00
HOW_DO_FELL_ABOUT_T HE_AMOUNT_OF_TIME_S PEND_AT_WORK	120	2.9831	.90003	1.00	5.00

Chi-Square Test

Frequencies

HOW_MANY_HOURS_A_DAY_DO_YOU_NORMALLY_WORK

	Observed N	Expected N	Residual
LESS THAN 7 HOURS	18	11.8	-2.8
7 - 8 HOURS	12	11.8	-5.8
8 - 9 HOURS	59	11.8	17.2
9 - 10 HOURS	22	11.8	-.8
MORE THAN 10 HOURS	9	11.8	-7.8
Total	120		

HOW_DO_FELL_ABOUT_THE_AMOUNT_OF_TIME_SPEND_AT_WORK

	Observed N	Expected N	Residual
VERY UNHAPPY	4	11.8	-9.8
UNHAPPY	28	11.8	2.2
INDIFFERENT	65	11.8	18.2
HAPPY	19	11.8	-2.8
VERY HAPPY	4	11.8	-7.8
Total	120		

Test Statistics

	HOW_MANY_HOURS_A_DAY_DO_YOU_NORMALLY_WORK	HOW_DO_FELL_ABOUT_THE_AMOUNT_OF_TIME_SPEND_AT_WORK
Chi-Square	33.797 ^a	42.441 ^a
df	4	4
Asymp. Sig.	.000	.000

- a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is

INFERENCE:

From the above table shows that there is a relationship **How many hours a day do you normally work** and **How do feel about the amount of time spend at work**.

ONE WAY ANOVA

Chi square analysis between **Do you ever feel tired or depressed at work** and **How many hours a day do you normally work**

HYPOTHESIS STUDY:

Null hypothesis:

H₀: There is no relationship between **Do you ever feel tired or depressed at work** and **How many hours a day do you normally work** Alternative Hypothesis:

H₁: There is exist a relationship between **Do you ever feel tired or depressed at work** and **How many hours a day do you normally work** SPSS

Output:

ANOVA

DO_YOU_EVER_FEAL_DEPRESSED_OR_TIRED_OF_WORK

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	26.650	8	6.663	102.073	.000
Within Groups	6.909	105	.128		
Total	33.559	118			

INFERENCE:

From the One Way Anova, it is inferred that there is a significant relationship between **Do you ever feel tired or depressed at work** and **How many hours a day do you normally work**.

CHAPTER :5

FINDING, SUGGESTIONS. CONCLUSION

5.1 FINDINGS

- 35.8% of the respondent says they have more than 2 years of work experience.
- 49.1% of the respondent says they usually work 8 to 9 hours a day.
- 49.1% of the respondent says they often think and worry about the work (when they actually not at work or travelling at work).
- 49.2% of the respondent says they usually spend 2 to 3 hours a day with their children/parents.
- 45.8% of the respondent says they usually meet their friend twice or trice in a week.
- 54.2% of the respondent says they feel indifferent for the amount of time they spend at work.
- 66.8% of the respondent says they feel sometimes they miss out the quality time with their parents/friends because of pandemic.
- 69.1% of the respondent says sometimes they feel tired or depressed of work during pandemic.
- 88.3 Of the respondent says have good work life balance the organization will be effective and successful.

5.2 SUGGESTION:

- ✓ Taking time off between works makes mind clear.
- ✓ Volunteering time off if you had more stress due to work and make use of it.
- ✓ Proper planning which Planning the day to day activities at work is another way for managing a good balance between life and work.
- ✓ Maintaining a healthy lifestyle plays a big role to achieve a healthy work-life balance.
- ✓ Most often, the employees carry their work home to make up for the deadlines it is a reason for excess workload born by the employees no work has to be done at home.
- ✓ Having a flexible work schedule helps in work timings helps the employees lay equal focus on their own personal and social side of life like that of their work.

- ✓ Time management is important proper management helps to complete work at time it reduce stress on completion of work.
- ✓ Everyone has to have one hobbies it helps in dealing with problems.
- ✓ Encouraging work from home at least once a week or whenever required could help from the daily stress at the workplace.
- ✓ Paid vaction for employees helps to manage stess as well as spending time with family.
- ✓ The ability to work from anywhere is a dream of every professional. It is not like they will be traveling all the time but because they get to choose their own place for working properly. This facility would help attract the best talents on board.
- ✓ Team-building is about getting people to work together to reach a common goal. It can be an incredibly effective way of improving relationships. However, many people don't realize that team building can be beneficial for work-life balance as well.
- ✓ A gym at the office would help not only your employees' physical health but also their mental health and work-life balance.It is also a great employee incentive program for employees to lead healthier lifestyles.
- ✓ An EAP or Employee Assistance Program gives employees, and their immediate family members access to trained professionals. These experts can help them confront problems such as substance abuse, work-related stress, financial hardship, relationship issues, and more.

5.3 CONCLUSION:

The family and work life are both important to employees in any sector 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 between work and family commitments is a growing concern especially during pandemic 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 then that there is increasing interest among organizational stakeholders 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 employee

ANNEXURE

REFERENCE

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- Baylin, L. (1977) "Involvement and Accommodation in Technical Careers: An Inquiry into the Relation to Work at Mid-Career", in J. van Maanen (ed.) *Organizational Careers: Some New Perspectives*. London: Wiley.
- Chartered Institute of Personnel and Development (CIPD) (1999) *Living to Work?* London: CIPD.
- Clark, S.C. (2000) "Work/Family Border Theory: A New Theory of Work/Life Balance", *Human Relations* 53(6): 747–70.

ANNEXURE - 1

A STUDY ON WORK LIFE BALANCE ON EMPLOYEES IN COVID 19

1. Name?

2. Age?

- Under 21
- 21 to 25
- 26 to 30
- More than 30

3. Gender?

- Male
- Female
- Prefer not to say

4. Work experience?

- Less than 1 year
- 1 year
- 1 to 2 year
- More than 2 year

5. How many hours a day do you normally work?

- Less than 7 hours
- 7 to 8 hours
- 8 to 9 hours
- 9 to 10 hours
- More than 10 hours

6. How often do you think or worry about the work (when you are not actually at work and travelling to work)?

- Never
- Rarely

- Sometimes
- Often
- Always

7. How many hours a day do you spend time with your children/parents?

- Less than 2 hours
- 2 to 3 hours
- 3 to 4 hours
- More than 4 hours

8. How often do you meet your friends?

- Everyday
- Twice or trice a week
- Once in a week
- Once in a month

9. How do you feel about the amount of time spend at work?

- Very unhappy
- Unhappy
- Indifferent
- Happy
- Very happy

10. Do you ever miss out the quality time with your family or your friends because of Pandemic?

- Never
- Rarely
- Sometimes
- Often
- Always

11. Do you ever feel tired or depressed of work during pandemic?

- Never
- Rarely
- Sometimes
- Often

- Always

12. How do you manage stress arising from the work?

- Music
- Entertainment
- Sports and games
- Yoga
- Others

13. Do you think if employees have good work life balance the organization will be more effective and successful?

- Yes
- No

A STUDY ON WORK LIFE BALANCE ON EMPLOYEES IN COVID 19

Mr. D.KARTHICK B.COM, MBA...,
School of Management Studies, Sathyabama Institute of Science and Technology Chennai, Tamil
Nadu, South India
karthickaravind120@GMAIL.COM

Dr.Sasirekha BSC., B.ED., MBA., PhD
Assistant Professor, Sathyabama Institute of Science and Technology
Chennai, Tamil Nadu, South India
Sasirekha.soms@sathyabama.ac.in

ABSTRACT:

The purpose of this paper to discuss about the **work life balance** of the employees in the organisation even in the **pandemic situation**. The expression "work–life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986.

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.

Many authors believe that parents being affected by work-life conflict will either reduce

the number of hour's one works where other authors suggest that a parent may run away from family life or work more hours at a workplace. This implies that each individual views worklife conflict differently. Without a balance between the two, many mishaps can be experienced in both. In this study work –life balance is analysed from organizational context.

REVIEW OF LITERATURE

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.

A review of public holidays and paid holidays across a sample of countries, including Australia, China, France, Germany, Singapore, the US and the 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 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.

The number of stress-related disability claims by employees has doubled according to the Employee Assistance Professionals Association in Arlington, Virginia. Seventy-five to ninety percent 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 seventyhour work week is the new standard. What little time is left is often divvied 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.

OBJECTIVES OF THE STUDY:

- To study how the nature of family structure influences work related stress.
- To know that employees position in the firm affect their balance between dual life.
- To know that employees are willing to take advantage of flexible schedule.

How often do you think are worry about work	No of Respondent	% of Respondent
Never	8	6.6%
Rarely	12	10%
Sometimes	41	34.1%
Often	51	49.1%
Always	-	-

- To know if individuals are able to attend their family as well as office gathering.
- To know that long working hour affect individual efficiency.
- To know that is there health is affecting due to work.

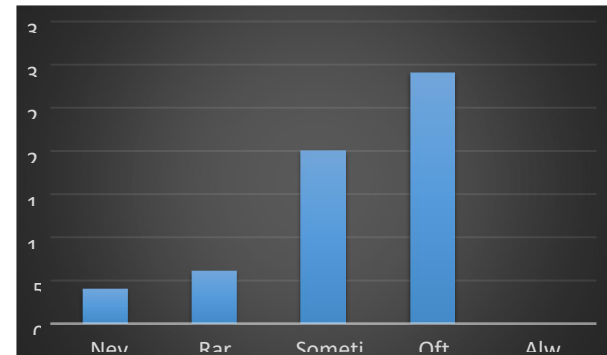
RESEARCH METHODOLOGY

This report is based on primary as well secondary data; however primary data collection was given more importance since it is overbearing factor in attitude studies. One of the most important users of research methodology is that it helps in identifying the problem, collecting, analysing the required information data and providing an alternative solution to the problem. It also helps in collecting the vital information that is

required by the top management to assist them for the better decision making both day to day decision and critical ones.

DATA ANALYSIS AND INTERPRETATION

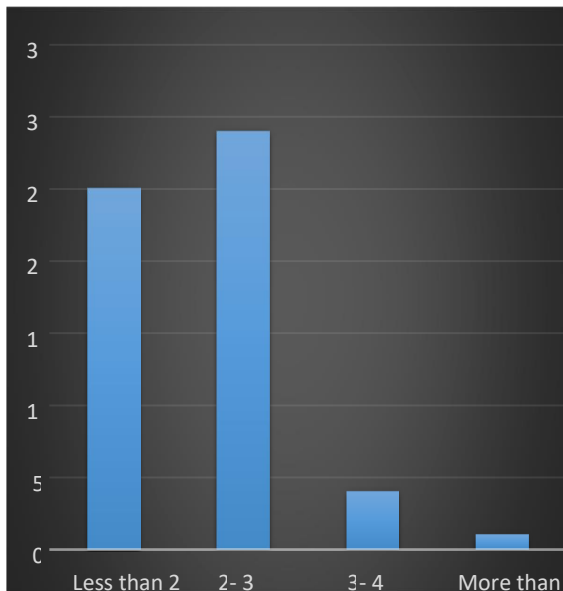
1. about work (when you are not at work are travelling to work)



2. How many hours a day do you spend time with your children/parents?

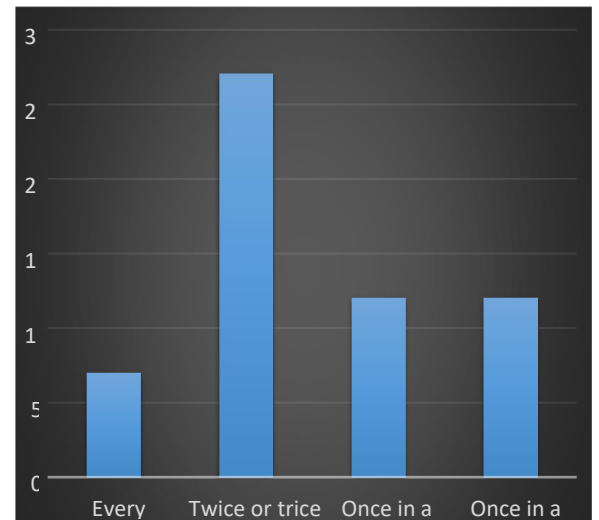
How many hours a day do you spend time with your children/parents?	No of Respondent	% of Respondent
Less than 2 hour	51	42.5%
2 – 3 hours	59	49.2%
3 – 4 hours	8	6.7%
More than 4	2	1.7%

hours		
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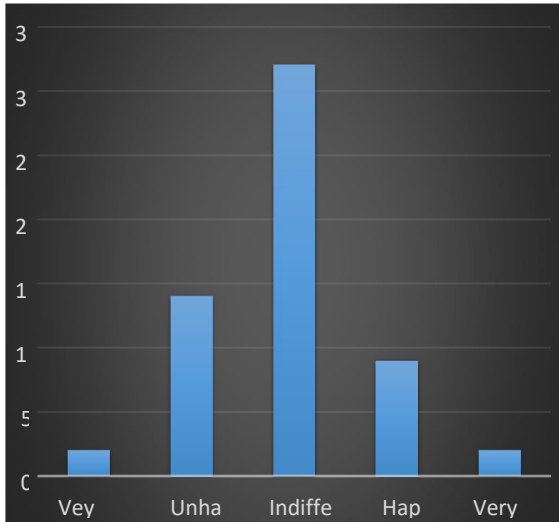
3. How often do you meet your friends?

How often do you meet your friends	No of Respondent	% of Respondent
Everyday	14	11.7%
Twice or trice in a week	55	45.8%
Once in a week	27	22.5%
Once in a month	24	20%

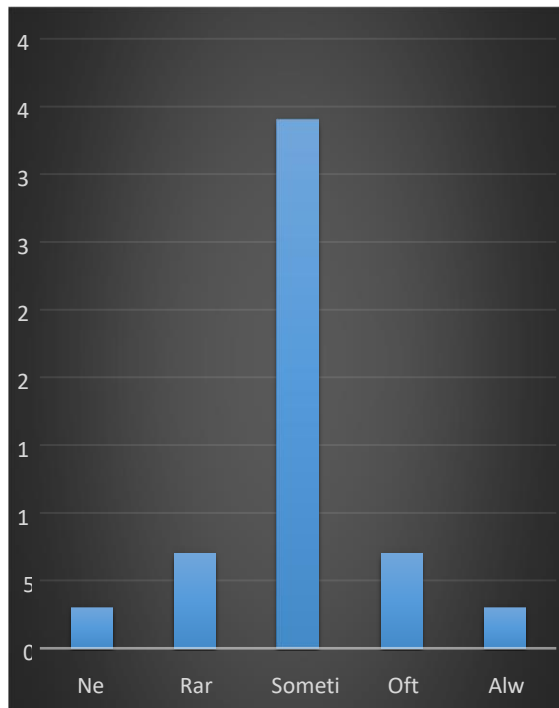


4. How do you feel about the amount of time spend at the work?

How do you feel about the amount of time spend at the work	No of Respondent	% of Respondent
Very unhappy	4	3.3%
Unhappy	28	23.3%
Indifferent	65	54.2%
Happy	19	15.8%
Very happy	4	3.3%



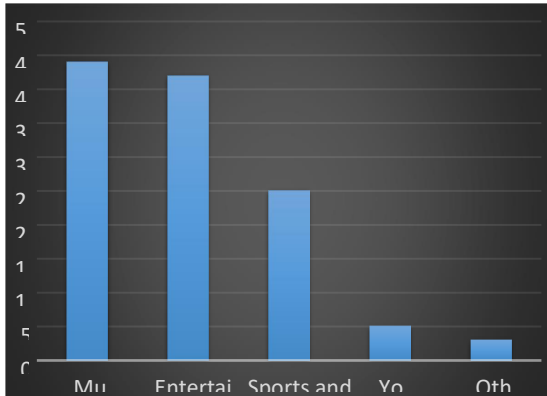
5. Do you ever miss out the quality time with your family or friends



Do you ever miss out the quality time with your family or friends because of pressure of work	No of Respondent	% of Respondent
Never	6	5%
Rarely	14	11.7%
Sometimes	79	65.8%
Often	15	12.5%
Always	6	5%

6. Do you ever feel tired or depressed of work during Pandemic?

Do you ever feel tired or depressed of work	No of Respondent	% of Respondent
Never	2	1.7%
Rarely	9	7.5%
Sometimes	83	69.1%
Often	16	13.3%
Always	10	8.3%



CORRELATION ANALYSIS

Correlation between **Work experience** and **How many hours a day do you normally work.**

** . Correlation is significant at the 0.01 level (2-tailed).

		WORK_EXPERIENCE	HOW_MANY_HOURS_A_DAY_DO_YOU_NORMALLY_WORK
WORK_EXPERIENCE	Pearson Correlation	1	.815**
	Sig. (2-tailed)		.000
	N	59	59
HOW_MANY_HOURS_A_DAY_DO_YOU_NORMALLY_WORK	Pearson Correlation	.815**	1
	Sig. (2-tailed)	.000	
	N	120	120

INTERPRETATION:

From the above table it is found that correlation coefficient $r=0.815$

INFERENCE:

Thus the variables are chosen for analysis and found that correlation is significant at the 0.01 level (2 tailed)

HYPOTHESIS STUDY:

Null hypothesis:

H_0 : There is no relationship between **Work experience** and **How many hours a day do you normally work.**

Alternative Hypothesis:

H_1 : There is exist a relationship **Work experience** and **How many hours a day do you normally work.**

CHI SQUARE TEST

Chi square analysis between **How many hours a day do you normally work** and **How do feel about the amount of time spend at work.**

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
HOW_MANY_HOURS_A_DAY_DO_YOU_NORMALLY_WORK	120	2.9153	1.08736	1.00	5.00
HOW_DO_FELL_ABOUT_THE_AMOUNT_OF_TIME_SPEND_AT_WORK	120	2.9831	.90003	1.00	5.00

Chi-Square Test

Frequencies

HOW_MANY_HOURS_A_DAY_
DO_YOU_NORMALLY_

WORK

	Observed N	Expected N	Residual
LESS THAN 7 HOURS	18	11.8	-2.8
7 - 8 HOURS	12	11.8	-5.8
8 - 9 HOURS	59	11.8	17.2
9 - 10 HOURS	22	11.8	-.8
MORE THAN 10 HOURS	9	11.8	-7.8
Total	120		

	Observed N	Expected N	Residual
VERY UNHAPPY	4	11.8	-9.8
UNHAPPY	28	11.8	2.2
INDIFFERENT	65	11.8	18.2
HAPPY	19	11.8	-2.8
VERY HAPPY	4	11.8	-7.8
Total	120		

HOW_DO_FELL_ABOUT_THE_A
MOUNT_OF_TIME_SPEND_AT_W
ORK

	Observed N	Expected N	Residual
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Test Statistics

	HOW_MANY_H OURS_A_DAY_ DO_YOU_NOR MALLY_WORK	HOW_DO_FELL _ABOUT_THE_ AMOUNT_OF_T IME_SPEND_A T_WORK
Chi-Square	33.797 ^a	42.441 ^a

df	4	4
Asymp. Sig.	.000	.000

INFERENCE:

From the above table shows that there is a relationship **How many hours a day do you normally work** and **How do feel about the amount of time spend at work.**

HYPOTHESIS STUDY:

Null hypothesis:

H₀: There is no association between **How many hours a day do you normally work** and **How do feel about the amount of time spend at work.**

Alternative Hypothesis:

H₁: There is some association between **How many hours a day do you normally work** and **How do feel about the amount of time spend at work.**

ONE WAY ANOVA

Chi square analysis between **Do you ever feel tired or depressed at work** and **How many hours a day do you normally work**

ANOVA

DO_YOU_EVER_FEAL_DEPRESSED_OR_TIRED_OF_WOR
K

Sum of Squares	df	Mean Square	F	Sig.
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Between Groups	26.650	8	6.663	102.073	.000
Within Groups	6.909	105	.128		
Total	33.559	118			

INFERENCE:

From the One Way Anova, it is inferred that there is a significant relationship between **Do you ever feel tired or depressed at work** and **How many hours a day do you normally work**.

HYPOTHESIS STUDY:

Null hypothesis:

H₀: There is no relationship between **Do you ever feel tired or depressed at work** and **How many hours a day do you normally work**

Alternative Hypothesis:

H₁: There is exist a relationship between **Do you ever feel tired or depressed at work** and

FINDINGS

- 49.1% of the respondent says they often think and worry about the work (when they actually not at work or travelling at work).
- 49.2% of the respondent says they usually spend 2 to 3 hours a day with their children/parents.
- 45.8% of the respondent says they usually meet their friend twice or trice in a week.

- 54.2% of the respondent says they feel indifferent for the amount of time they spend at work.
- 66.8% of the respondent says they feel sometimes they miss out the quality time with their parents/friends because of pandemic.
- 69.1% of the respondent says sometimes they feel tired or depressed of work during pandemic.

CONCLUSION:

The family and work life are both important to employees in any sector 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 between work and family commitments is a growing concern especially during pandemic 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 then that there is increasing interest among organizational stakeholders 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.

