

A STUDY ON QUALITY OF WORKLIFE BALANCE OF EMPLOYEES IN A COMPANY

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Business Administration

By

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DEPARTMENT OF BUSINESS ADMINISTRATION
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MARCH 2021



SATHYABAMA

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

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **JUSTIN JAYA PRAKASH. J** (Reg. No.)**38280049** who have done the Project work entitled **A STUDY ON QUALITY OF WORKLIFE BALANCE OF EMPLOYEES IN A COMPANY** under my supervision from January 2021 to March 2021.

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ACKNOWLEDGEMENT

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

I convey my thanks to **Dr. G. Bhuvaneswari M.B.A., Ph.D., Dean – School of Management Studies** and **Dr. A. Palani M.Com., M.Phil., M.B.A., Ph.D., Head of the Department studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR. KUMARSAMY P. M.A., M.B.A., M.Phil., Ph.D.** For her guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching, Non-teaching staff members of the Department of **Business Administration** who were helpful in many ways for the completion of the project.

JUSTIN JAYA PRAKASH

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CHAPTER-I

1.1. INTRODUCTION

Quality of Work Life is the existence of a certain set of organizational conditions or practices. This definition frequently argues that a high quality of work life exists when democratic management practices are used, employee's jobs are enriched, employees are treated with dignity and safe working conditions exist.

Quality of Work Life refers to the level of satisfaction, motivation, involvement and commitment individuals experience with respect to their lives at work.

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

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

Quality of work life is the corroboration between the employees and their organization. It improves the family life as well as work life of the individual.

DEFINITION:

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

Quality of work life is the quality of relationship between employees and total work environment, concern for the impact of work on individuals as well as on organizational effectiveness and the idea of participation in organizational problem solving and decision making. The success of every organization is highly dependent on the utilization of organizational goals. To achieve organizational goal, individual goals have to be satisfied, in that Quality of work-life directly contributes to the utilization, development and achievement of organization and human resource goals. The research model for this study was based on the factors affecting Quality of work- life and the relationships between QWL and satisfaction of the employees in the Private Limited Companies. For different industries, organizations and individuals there exist different set of factors, which influence the quality of work life and in turn motivate or demotivate the employees. A study of these factors is of extreme importance since a direct relationship between quality of work life and motivation, and motivation and productivity is known to exist. Further, an in depth comprehension of these factors can also help in reducing the ever escalating levels of conflict and subsequently attrition in the workplace.

Quality of Work Life of the employees in an organization is the work environment. It is the responsibility of the management to provide a work environment, which conducive to good performance. To prevent such possibility from arising, the management should provide a good working environment where employees can work without stress, where necessary information for accomplishing task is made available adequate and fair compensation is given in the work place is safe, healthy and the supervisors motivates the employees.

1.2. OBJECTIVE OF THE STUDY

- The aim of the study is to find out the quality of balance of the employees
- The additional aim of the project is to help the company to know the level of employee satisfaction of the jobs and the roles for all the designation of the company regarding the facilities offered by the company
- It also focus on the additional criteria's that helps the employees for the betterment of the job role which will help them in the balance of profession and personal life balance
- It also highlights the problems faced by the management in stopping them to provide the environment that can give the employee an environment to maintain the work life balance.
- The objective also covers the employee's feedback to the company to help them to maintain the balance work life

1.3. SCOPE OF THE STUDY

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

1.4. LIMITATION OF THE STUDY

- Only the domestic market is the focus of this study.
- We have not studied the international recruitment process here.
- Sample size is limited due to the limited period allocated for the survey
- The analysis is completely based on the information provided by the employees and hence could be biased.
- Taking appointment of the respondents became a little difficult.

1.5. NEED OF THE STUDY

The need to study about the quality of work life balance is very important in today's scenario as there has been continuous retention in any off the sectors. Also the long term relationship of the employee and the employer is not inline which also has an impact in the personal life of the individuals. I have considered this study as important as the need to balance both work and personal life is considered as a challenging factor these days. It can be implemented in a right way only if the individual is able to balance both the life which could be done by support from management to some extent.

CHAPTER-II

2.1. REVIEW OF LITERATURE

The Quality of work life is based on performance. QWL has positive relations with performance and developing human capabilities and constitutionalism in the work organization. The department chairpersons in the Esfahan medical university are in the high level concerning quality of work life dimension (Behzad Shabhazi and Sad eghShokrzad2011).

The relationship between qualities of work life and career related variables are positively related. Career achievement is positively related to Quality of Work life (Raduan Che Rose and Loo See Beh 2006). Quality work life among factory workers will lead to better well being of the workers and the society. The management's appreciation of the employees with high commitment and positive work attitude would contribute greatly to firms' success and would create support for the workers quality of work life (Sarina Muhamad Noor and Mohamad Adli Abdullah 2012).

The objective of the study is to compare the quality of work life perceptions of blue collar employees with white collar employees in a large scale marble firm. The results showed that there was a significant relation between dimensions of quality of work life. It indicates that positive emotions are the key factors for organizational performance and commitment. Quality of work life facilitates employees to manage their personal life. This study indicates that the human resources specialists in marble firms should improve each factor that affects the quality of work life, especially with blue collar employees (SelahattinKanten and Omer Sadullah 2012).

The quality of work life affects the satisfaction level of employees. There is a high level of satisfaction among the employees regarding the quality of work life in the organization where adequate income and fair compensation, safe and healthy working conditions, constitutionalism in work organization and Social relevance of work exist. These factors are positively correlated with the quality of work life (Dr. Meenakshi Gupta, ParulSharama 2011).

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

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

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

A. K. Pathak, P. Dubey, Deepak singh(2019) The profitability and productivity of organization depends on the performance and commitment of its employees. Every employee has a personal and professional life; both of these are very difficult to separate. If an organization wishes to have better productivity and more commitment from employees then they have to be committed and satisfied. This can be achieved by an individual when have a fulfilled life inside and outside and his work and is accepted and respected for the mutual benefit of the individual and the organization. Organizations are social systems where human resources are the most important factors for effectiveness and efficiency and need effective managers and employees to achieve their objectives. Work life balance is partly employer's and partly individual responsibility. The present article deals with surveying the past literatures on work life balance and job satisfaction in various sectors of Industries in India and abroad.

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

CHAPTER-III

3.1 RESEARCH METHODOLOGY

Sampling is a procedure to draw conclusions about significant group of Respondents by studying a small sample of the total population. A sample is a section of the population selected to present the population as a whole. Ideally the sample should be representative and so that the researcher can make accurate estimate of the thoughts and behaviors of the large populations.

SOURCES OF DATA

Primary data collection is necessary when a researcher cannot find the data needed in secondary sources. Three basic means of obtaining primary data are observation, surveys, and experiments. The choice will be influenced by the nature of the problem and by the availability of time. For this research study Questionnaire was the Primary Data source which is applied.

TOOLS FOR DATA COLLECTION

Survey method is employed to collect the data from the respondents and the data are collected with the help of questionnaires. Questionnaire is administered for the respondents. Questionnaire is a standardized form for collecting information to elicit data from the respondents. A questionnaire consists of a set of questions presented to a respondent for his or her answers. The questionnaire prepared in this study was mainly aimed at personal interview, multi-choice questions, and also checklists.

DATA EDITING AND STATISTICAL TOOLS

Primary data source was applied for the collection of the data. Data collected are edited and coded by using the tabular columns. This helps in converting the gathered data into a tabulated grouped data.

- Percentage Analysis is applied to create a contingency table from the frequency distribution and represent the collected data for better understanding.

- Chart Analysis is applied for better understanding of the percentage analysis and it is done via pie, bar charts etc.

QUESTIONNAIRE DESIGN

The questionnaire for the research study is to be structured in which different types of questions like open ended and close ended are covered. The questions will be designed as an opinion, multiple choices. A closed-ended question is one where the respondent is given a range of answers and has to make a choice of one or more. The questions in the questionnaire were arranged in a sequential manner grouped under the different factors of study.

The instruments used in the study are research instrument are the instruments which is used for gathering or collecting information. The instruments used in the study are,

1. Direct questions
2. Close end questions
3. Dichotomous questions
4. Multiple choice questions

MULTIPLE CHOICE QUESTIONS

A multiple choice question refers to one which provides several set alternatives for its answers. Thus, it is a middle ground between free answers and dichotomous question.

DICHOTOMOUS QUESTION

The dichotomous question is a question which can have two possible answers. Dichotomous questions are usually used in a survey that asks for a Yes/No, True/False or Agree/Disagree answers. They are used for clear distinction of qualities, experiences or respondent's opinions.

SAMPLE SIZE:

It refers to the number of elements of the population to sample. Sample size here is 150.

DATA PROCESSING

The study has been carried out with the help of the following data:

Primary data

The primary data was collected through the use of structured questionnaire from the target respondents using survey method.

Secondary data

The secondary data was collected from journals and internet.

TOOLS FOR ANALYSIS

- ✓ Percentage Analysis
- ✓ Chart Analysis

CHAPTER-IV

4.1 Data analysis and interpretation

Question: Age Group

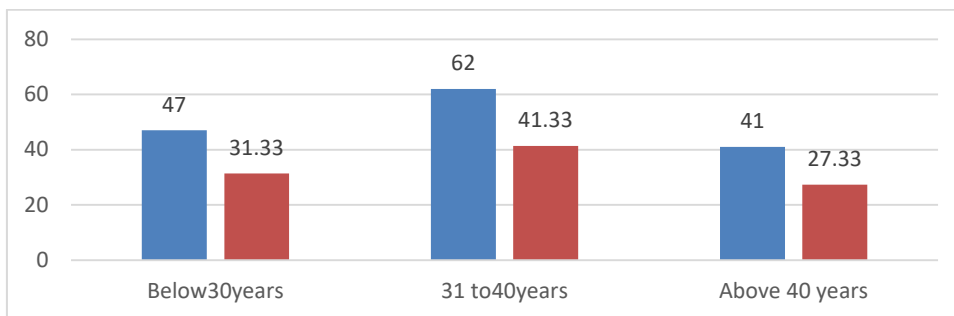
Table: 4.1.1

Table showing the age group of the employees working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Below30years	47	31.33
2	31 to40years	62	41.33
3	Above 40 years	41	27.33
	Total	150	100

Chart: 4.1.1

Chart showing the age group of the employees working in organization



INTERPRETATION:

From the table 4.1.1, it is observed that 41.33% of the population of the employees are 31 to 40 years. 31.33% of the population of employees are below 30 years and remaining 27.33% of the employees are above 40 years of age.

INFERENCE:

Majority of the respondents are in the age category of 31 to 40 years.

Question: Marital Status

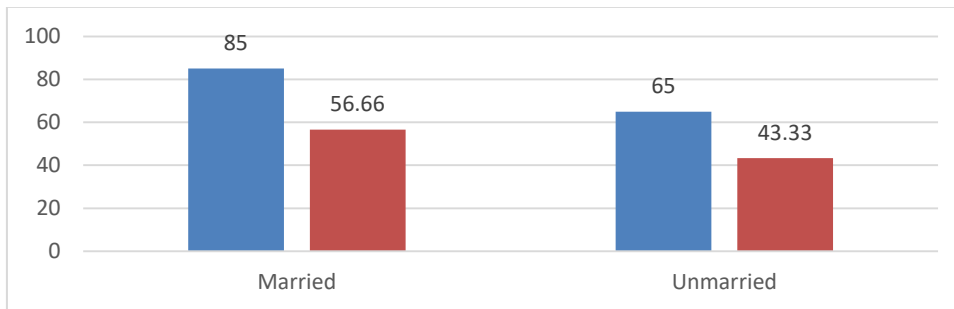
Table: 4.1.2

Table showing the marital status of the employees working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Married	85	56.66
2	Unmarried	65	43.33
	Total	150	100

Chart: 4.1.2

Chart showing the marital status of the employees working in organization



INTERPRETATION:

From the table 4.1.2, it is observed that 56.66% of the employees are married and remaining 43.3% of the employees are unmarried.

INFERENCE:

Majority (56.66%) of the respondents are married.

Question: If married, is your spouse employed?

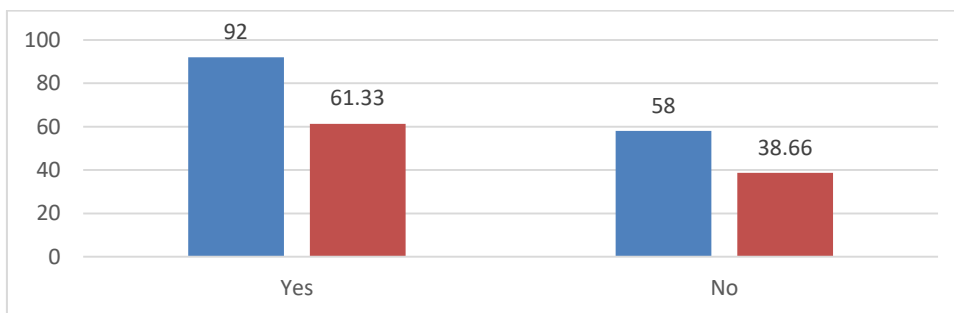
Table: 4.1.3

Table showing the spouse employment of the employees working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Yes	92	61.33
2	No	58	38.66
	Total	150	100

Chart: 4.1.3

Chart showing the spouse employment of the employees working in organization



INTERPRETATION:

From the table 4.1.3, it is observed that 61.33% of the employees spouse are employed and remaining 38.66% of the employees spouse are not employed.

INFERENCE:

Majority (61.33%) of the employees spouse are employed.

Question: No. Of children

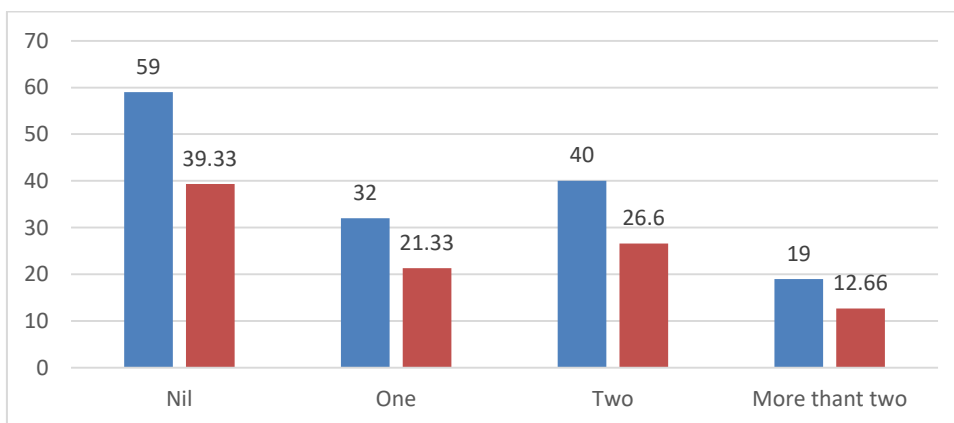
Table: 4.1.4

Table showing the no of children for the employees working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Nil	59	39.33
2	One	32	21.33
3	Two	40	26.6
4	More thant two	19	12.66
	Total	150	100

Chart: 4.1.4

Chart showing the no of childrenfor the employees working in organization



INTERPRETATION:

From the table 4.1.4, it is observed that 39.3% of the employees are not having children. Around 26.6% of the employees are having two children and remaining 33.99% of the employees are having one and more than two children.

INFERENCE:

Majority (39.3%) of the respondents are not having children.

Question: Age group of your children

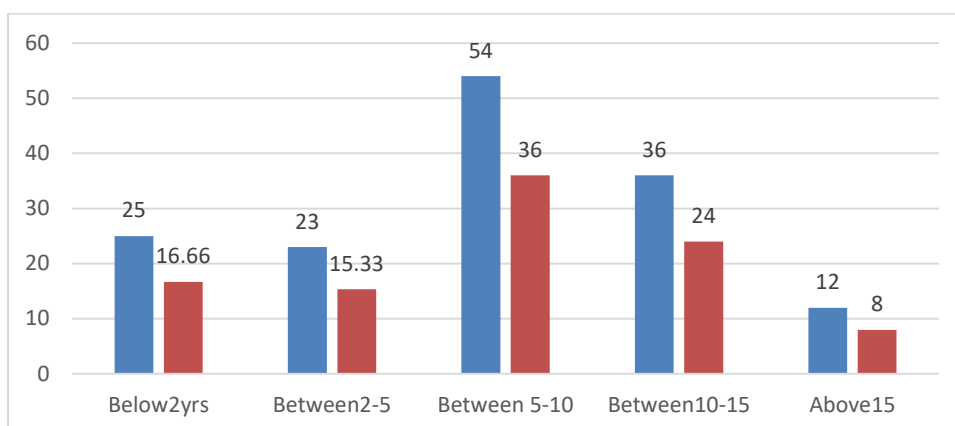
Table: 4.1.5

Table showing the age group of employees children working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Below2yrs	25	16.66
2	Between2-5	23	15.33
3	Between 5-10	54	36
4	Between10-15	36	24
5	Above15	12	8
	Total	150	100

Chart: 4.1.5

Chart showing the age group of the employees children working in organization



INTERPRETATION:

From the table 4.1.5, it is observed that 36% of the children between 5-10 years of age group. Around 24% of the children between 10-15. Around 16.6% of the children below 2 years of age group and the remaining 15.33% are 2-5 and above 15 of age group.

INFERENCE:

Majority (36%) of the respondents children are between 5-10 years of age group.

Question: nature of your employment

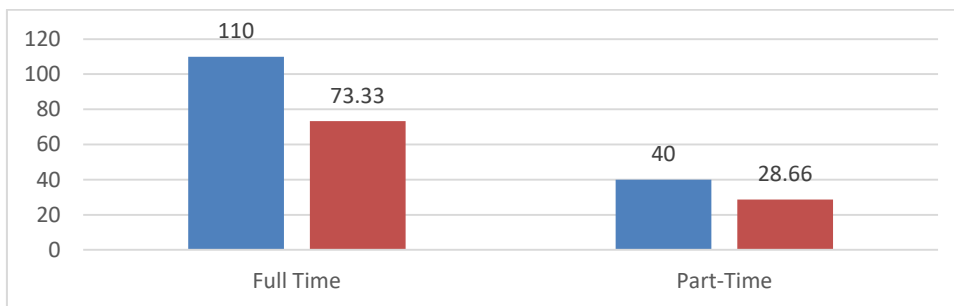
Table: 4.1.6

Table showing the nature of employment working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Full Time	110	73.33
2	Part-Time	40	28.66
	Total	150	100

Chart: 4.1.6

Chart showing the nature of employment working in organization



INTERPRETATION:

From the table 4.1.6, it is observed that 73.3% of the employees are full time workers and the remaining 28.6% are part time workers.

INFERENCE:

Majority (73.3%) of the respondents are full time workers.

Question: income group (per month)

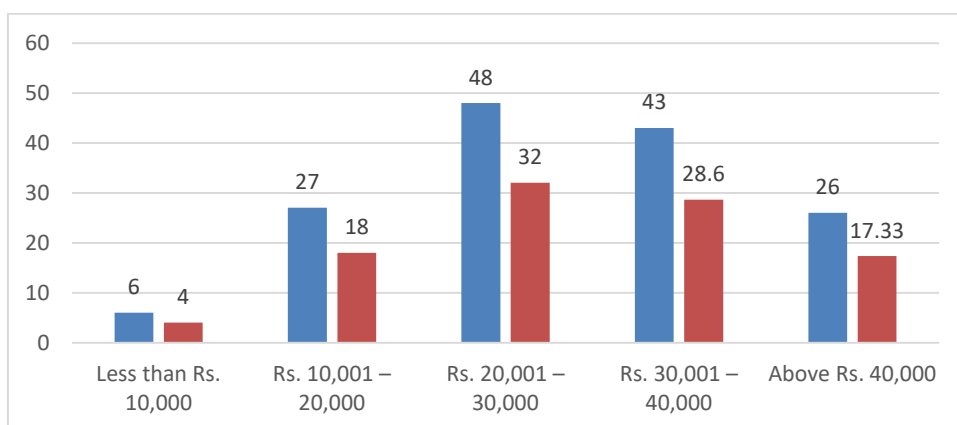
Table: 4.1.7

Table showing the income of the employees working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Less than Rs. 10,000	6	4
2	Rs. 10,001 –20,000	27	18
3	Rs. 20,001 –30,000	48	32
4	Rs. 30,001 – 40,000	43	28.6
5	Above Rs. 40,000	26	17.33
	Total	150	100

Chart: 4.1.7

Chart showing the income of the employees working in organization



INTERPRETATION:

From the table 4.1.7, it is observed that 32% of the employees income ranges from Rs.20,001-30,000. Around 28.6% of the employees income ranges from Rs.30,001-40,000. Around 18% of the employees income ranges from Rs. 10,001-20,000 and the remaining 21.3% of the employees income is less than and above 40,000.

INFERENCE:

Majority (32%) of the employees income ranges from Rs.20,001-30,000.

Question: Do you consider yourself as a successful in balancing both the work and personal life

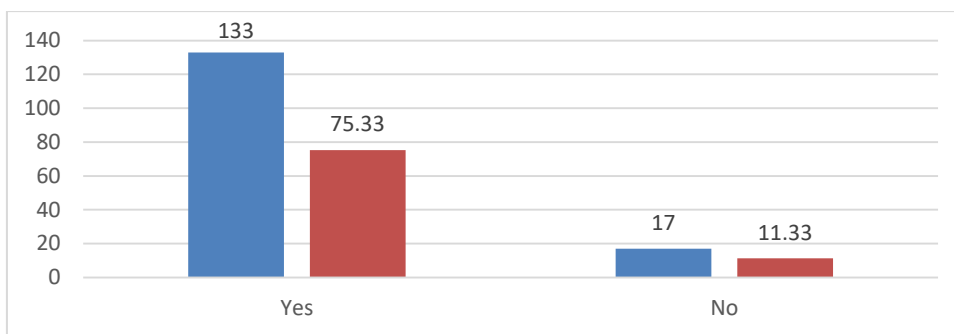
Table: 4.1.8

Table showing the balancing of work and personal life of employees working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Yes	133	75.33
2	No	17	11.33
	Total	150	100

Chart: 4.1.8

Chart showing the balancing of work and personal life of employees working in organization



INTERPRETATION:

From the table 4.1.8, it is observed that 75.33% of the employees are balancing their work and personal life and the remaining 11.3% of the employees are not balancing their work.

INFERENCE:

Majority (75.33%) of the respondents are balancing their work and personal life.

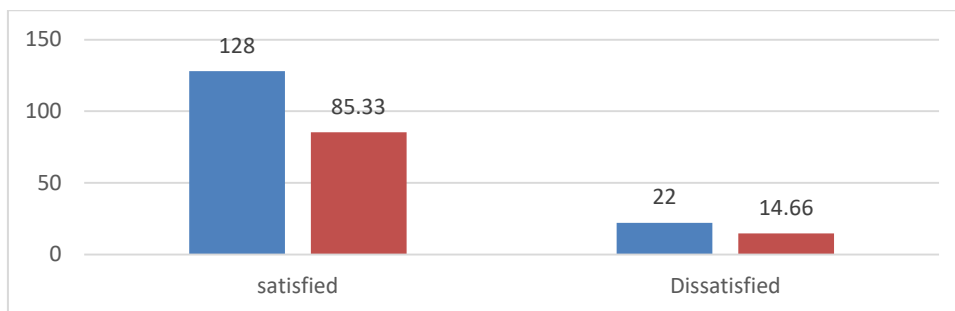
Question:How do you rate the career growth of the company?

Table: 4.1.9
Table showing the career growth of company

S.No	Particulars	No of Respondent	Percentage of Respondent
1	satisfied	128	85.33
2	Dissatisfied	22	14.66
	Total	150	100

Chart: 4.1.9

Chart showing the career growth of company



INTERPRETATION:

From the table 4.1.9, it is observed that 85.3% of the employees have responded that they are satisfied and the remaining 14.6% of the employees have responded that they are not satisfied with growth of company

INFERENCE:

Majority (85.3%) of the respondents are satisfied with their career growth.

Question:Your Designation

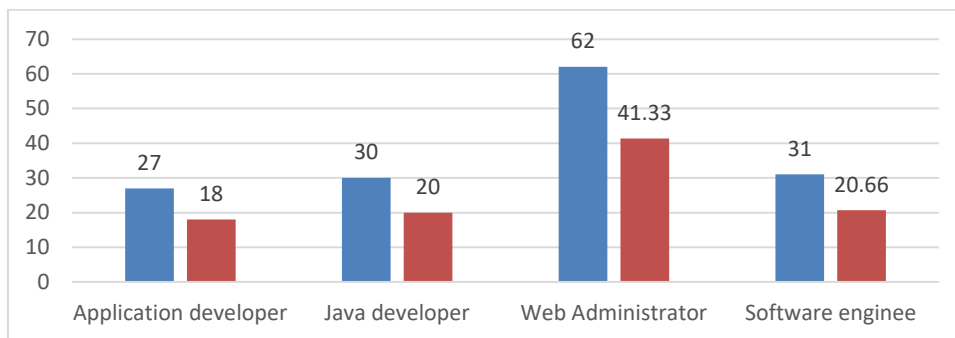
Table: 4.1.10

Table showing the designation of the employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Application developer	27	18
2	Java developer	30	20
3	Web Administrator	62	41.33
4	Software engineer	31	20.66
	Total	150	100

Chart: 4.1.10

Chart showing the designation of the employees in organization



INTERPRETATION:

From the table 4.1.10, it is observed that 41.3% of the employees are in designation of web administrator. Around 40.66% of the employees are software engineer and java developer, and the remaining 18% of the employees are application developer.

INFERENCE:

Majority (41.3%) of the respondents are in designation of web administrator.

Question:How long have you been working in this organization?

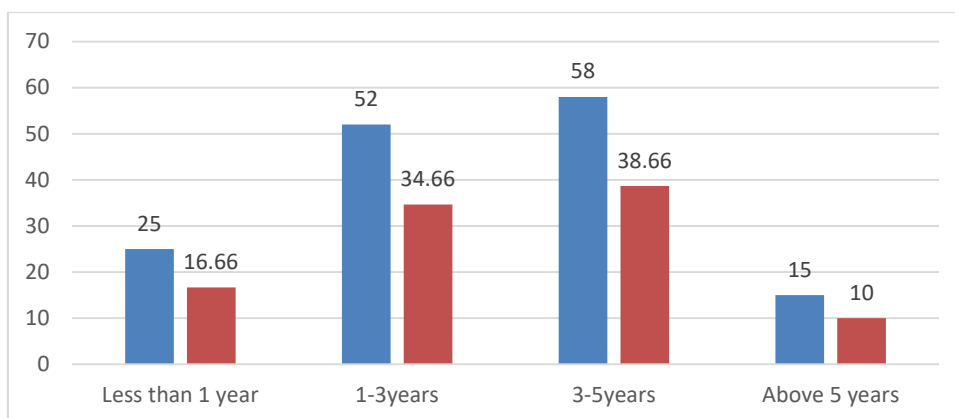
Table: 4.1.11

Table showing the working of employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Less than 1 year	25	16.66
2	1-3years	52	34.66
3	3-5years	58	38.66
4	Above 5 years	15	10
	Total	150	100

Chart: 4.1.11

Chart showing the working of employees in organization



INTERPRETATION:

From the table 4.1.11, it is observed that 38.66% of the employees are working from 3-5 years. Around 34.66% of the employees are 1-3 years. Around 16.6% of the employees are less than 1 year and the remaining 10% of the employees are above 5 years working this organization.

INFERENCE:

Majority (38.66%) of the respondents are working in an organization for 3-5 years.

Question:How many days in a week do you normally work

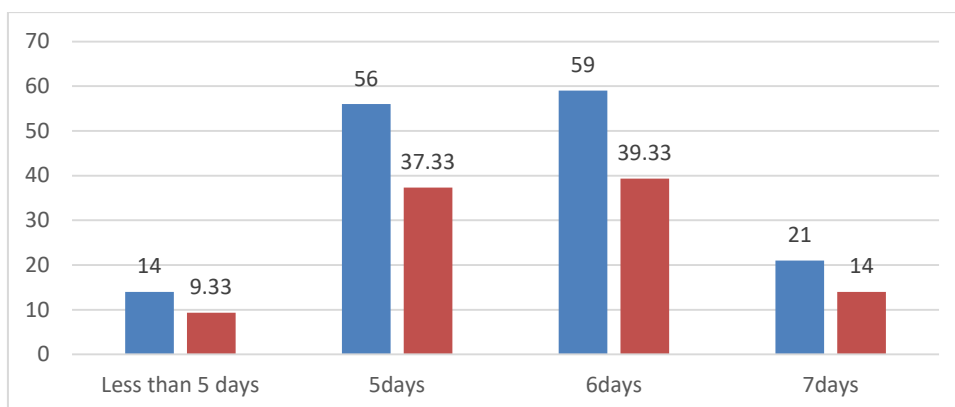
Table: 4.1.12

Table showing the working days in a week for employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Less than 5 days	14	9.33
2	5days	56	37.33
3	6days	59	39.33
4	7days	21	14
	Total	150	100

Chart: 4.1.12

Chart showing the working days in a week for employees in organization



INTERPRETATION:

From the table 4.1.12, it is observed that 39.3% of the employees are working 6 days in a week. Around 37.33% of the employees are working 5 days. Around 14% of the employees are 7 days and the remaining 9.33% of the employees are working less than 5 days in a week.

INFERENCE:

Majority (39.3%) of the respondents are working 6 days in a week.

Question:How many hours do you normally work in a day

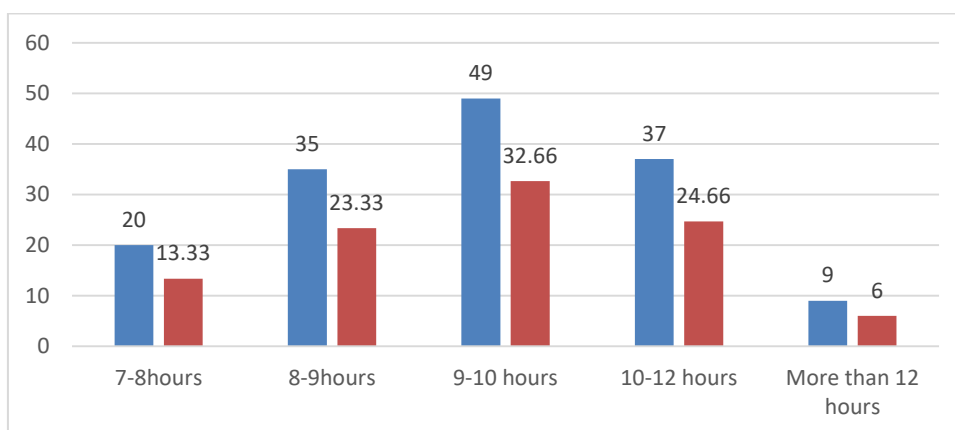
Table: 4.1.13

Table showing the hours of work in a day for employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	7-8hours	20	13.33
2	8-9hours	35	23.33
3	9-10 hours	49	32.66
4	10-12 hours	37	24.66
5	More than 12 hours	9	6
	Total	150	100

Chart: 4.1.13

Chart showing the hours of work in a day for employees in organization



INTERPRETATION:

From the table 4.1.13, it is observed that 32.6% of the employees are working 9-10 hours a day. Around 24.6% of the employees are working 10-12 hours. Around 23.3% of the employees are 8-9 hours and the remaining 19.33% of the employees are working more than 12 hours a day.

INFERENCE:

Majority (32.6%) of the respondents are working 9-10 hours a day.

Question:How many hours in a day do you spend travelling to work

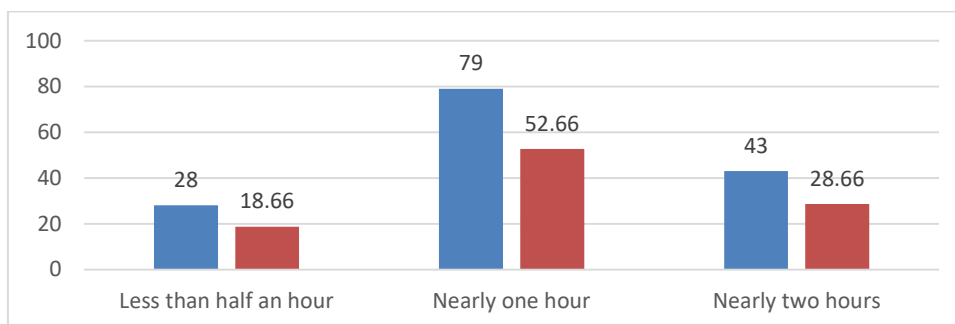
Table: 4.1.14

Table showing the travelling hours in a day for employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Less than half an hour	28	18.66
2	Nearly one hour	79	52.66
3	Nearly two hours	43	28.66
	Total	150	100

Chart: 4.1.14

Chart showing the travelling hours in a day for employees in organization



INTERPRETATION:

From the table 4.1.14, it is observed that 52.66% of the employees are travelling nearly one hour a day. Around 28.66% of the employees are travelling nearly two hours and the remaining 18.6% of the employees are travelling less than half an hour.

INFERENCE:

Majority (52.66%) of the respondents are travelling nearly one hour a day.

Question:Do you work overtime

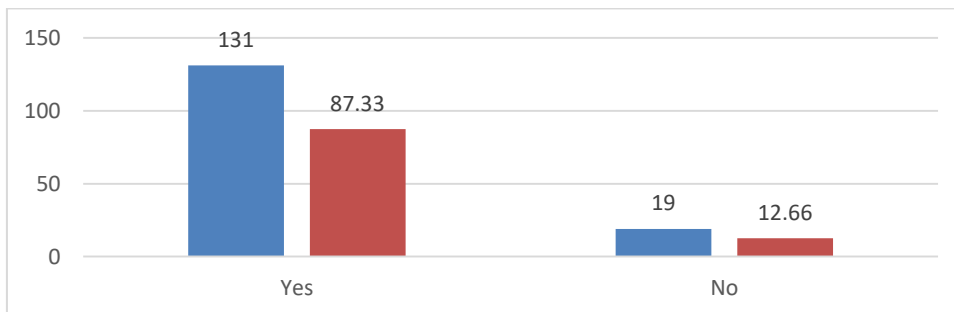
Table: 4.1.15

Table showing the overtime work for employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Yes	131	87.33
2	No	19	12.66
	Total	150	100

Chart: 4.1.15

Chart showing the overtime work for employees in organization



INTERPRETATION:

From the table 4.1.15, it is observed that 87.3% of the employees are doing overtime and the remaining 12.6% of the employees are not doing overtime work.

INFERENCE:

Majority (87.3%) of the respondents are doing overtime work.

Question:If yes, you do overtime because of

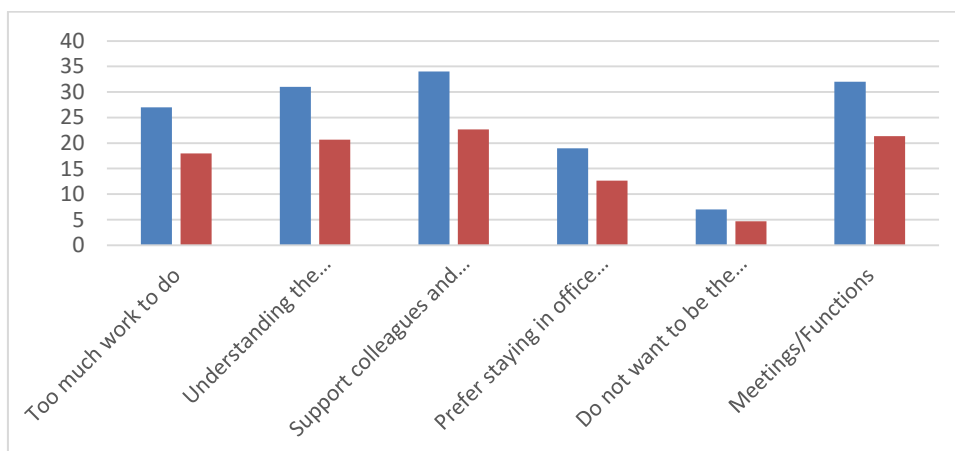
Table: 4.1.16

Table showing the cause of overtime work of employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Too much work to do	27	18
2	Understanding the nature of work	31	20.66
3	Support colleagues and subordinates	34	22.66
4	Prefer staying in office rather than home or leisure	19	12.66
5	Do not want to be the first one to leave	7	4.66
6	Meetings/Functions	32	21.33
	Total	150	100

Chart: 4.1.16

Chart showing the cause of overtime work of employees in organization



INTERPRETATION:

From the table 4.1.16, it is observed that 22.66% of the employees support colleagues and subordinates. Around 21.33% of the employees attend meetings /functions. Around 20.6% of employees understand the nature of work and the remaining 22.6% of the employees have too much work to do.

INFERENCE:

Majority (22.6%) of the respondents do overtime work to support colleagues.

Question:Are you paid overtime premium

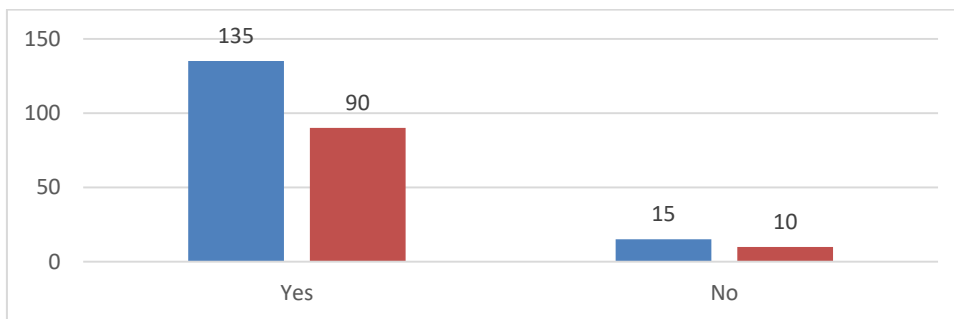
Table: 4.1.17

Table showing the paid of overtime work of employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Yes	135	90
2	No	15	10
	Total	150	100

Chart: 4.1.17

Chart showing the paid of overtime work of employees in organization



INTERPRETATION:

From the table 4.1.17, it is observed that 90% of the employees are paid for overtime work and the remaining 10% of the employees are not paid for overtime work.

INFERENCE:

Majority (90%) of respondents are paid for overtime work.

Question: Which of the following factors motivate you to work

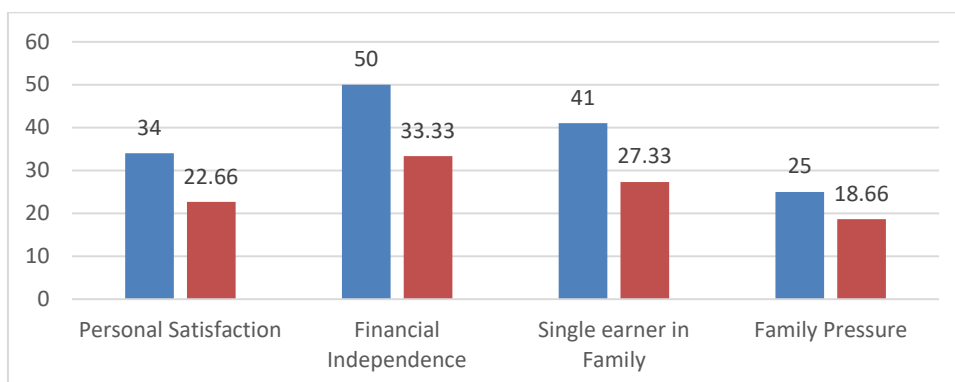
Table: 4.1.18

Table showing the factors that motivate to work the employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Personal Satisfaction	34	22.66
2	Financial Independence	50	33.33
3	Single earner in Family	41	27.33
4	Family Pressure	25	18.66
	Total	150	100

Chart: 4.2.18

Chart showing the factors that motivate to work the employees in organization



INTERPRETATION:

From the table 4.1.18, it is observed that 33.3% of the employees are financial independence. Around 27.3% of the employees are single earner in family. Around 22.6% of the employees are working for personal satisfaction and the remaining 18.6% of the employees are working for family pressure.

INFERENCE:

Majority (33.3%) of the respondents are financially independent.

Question:Opinion towards the following statements that I can devote sufficient time for household responsibilities(1-strongly disagree to 5-strongly agree)

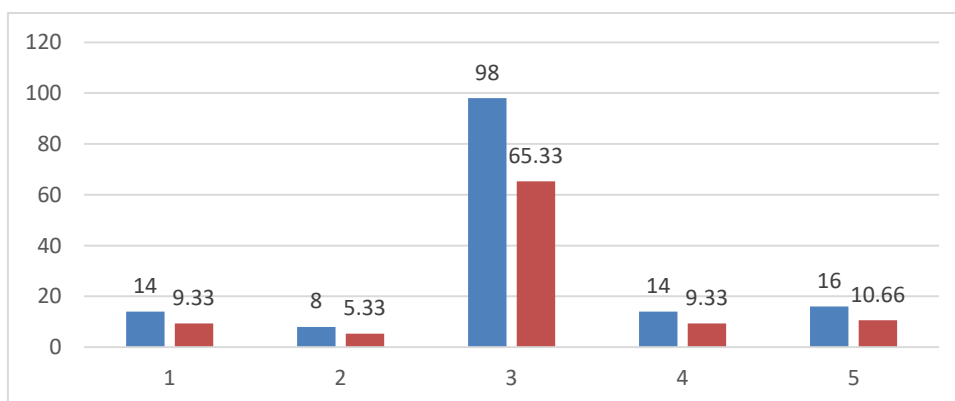
Table: 4.1.19

1. Table showing the opinion towards sufficient time for household responsibilities

S.No	Particulars	No of Respondent	Percentage of Respondent
1	1	14	9.33
2	2	8	5.33
3	3	98	65.33
4	4	14	9.33
5	5	16	10.66
	Total	150	100

Chart: 4.1.19

Chart showing the opinion towards sufficient time for household responsibilities



INTERPRETATION:

From the table 4.1.19, it is observed that 65.33% of the employees neutral. Around 5.33% of the employees agree and the remaining 19.99% of the employees agree and some disagree the opinion towards their responsibilities.

INFERENCE:

Majority (65.33%) of the respondents are neutral towards their responsibilities.

Question: I can manage my personal & professional life well

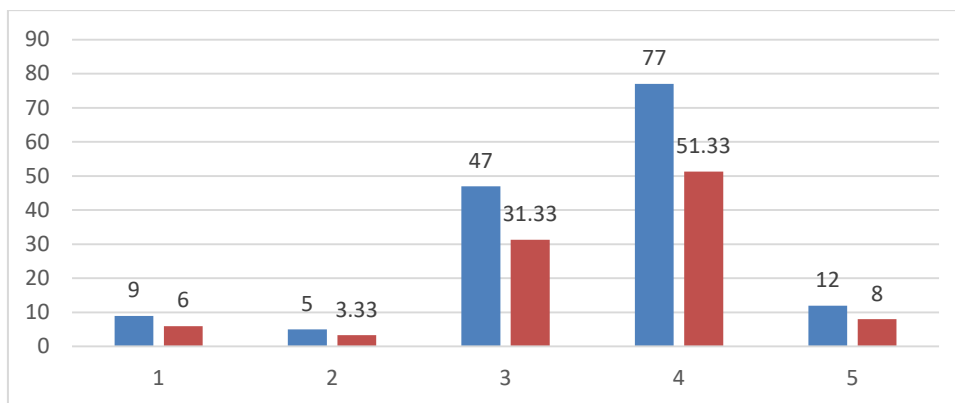
Table: 4.1.20

Table showing the opinion towards personal and professional life

S.No	Particulars	No of Respondent	Percentage of Respondent
1	1	9	6
2	2	5	3.33
3	3	47	31.33
4	4	77	51.33
5	5	12	8
	Total	150	100

Chart: 4.1.20

Chart showing the opinion towards personal and professional life



INTERPRETATION:

From the table 4.1.20, it is observed that 51.3% of the employees agreed and the remaining 31.33% of the employees are neutral with the opinion towards personal and professional life.

INFERENCE:

Majority (51.3%) of the respondents agreed with the opinion towards personal and professional life.

Question:Opinion towards the following statements that I often complete my work within stipulated time

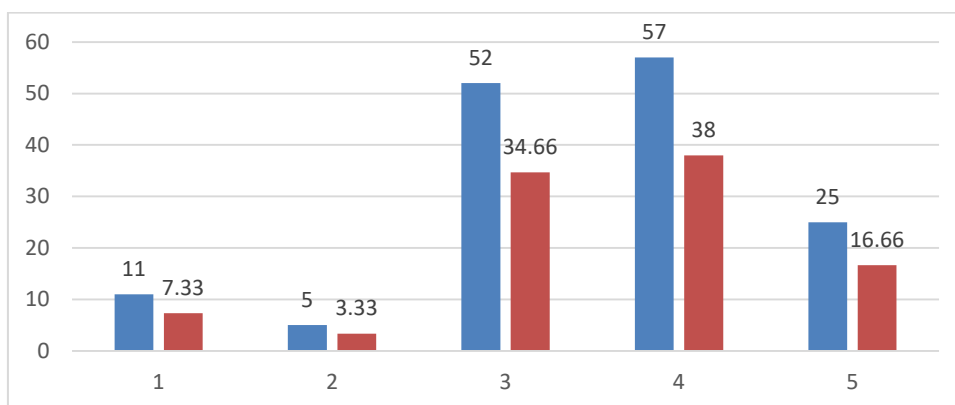
Table: 4.1.21

Table showing the opinion towards complete my work within stipulated time

S.No	Particulars	No of Respondent	Percentage of Respondent
1	1	11	7.33
2	2	5	3.33
3	3	52	34.66
4	4	57	38
5	5	25	16.66
	Total	150	100

Chart: 4.1.21

Chart showing the opinion towards complete my work within stipulated time



INTERPRETATION:

From the table 4.1.21, it is observed that 38% of the employees agreed, 34.66% of the employees are neutral, 16.6% of the employees are strongly agreed and the remaining 3.33% of the employees are disagreed with the opinion towards completing work within the stipulated time.

INFERENCE:

Majority (38%) of the respondents agreed with the opinion towards completing work within the stipulated time.

Question:Opinion towards the following statements that I feel I have sufficient time

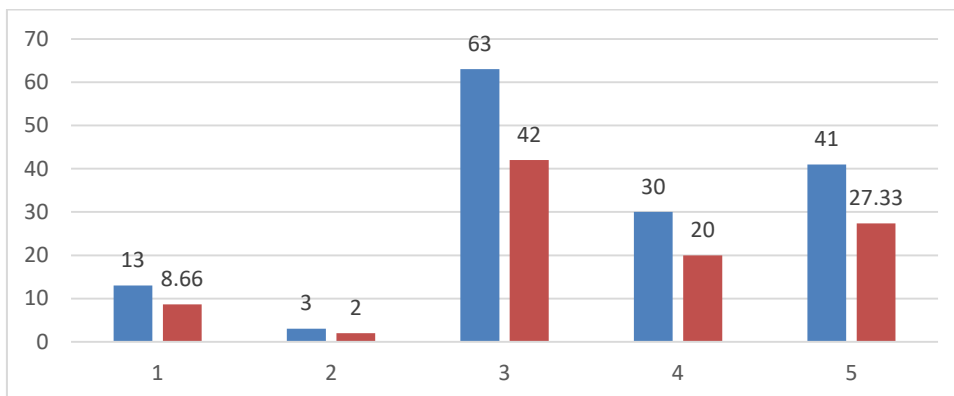
Table: 4.1.22

Table showing the opinion towards feel I have sufficient time

S.No	Particulars	No of Respondent	Percentage of Respondent
1	1	13	8.66
2	2	3	2
3	3	63	42
4	4	30	20
5	5	41	27.33
	Total	150	100

Chart: 4.1.22

Chart showing the opinion towards complete my work within stipulated time



INTERPRETATION:

From the table 4.1.22, it is observed that 42% of the employees neutral, 20% of the employees are agreed, and the remaining 27.33% of the employees are strongly agreed with the opinion towards that have sufficient time.

INFERENCE:

Majority (42%) of the respondents are neutral with the opinion towards that they have sufficient time.

Question: Does your organization provide you with following work provisions (Flexible starting time)

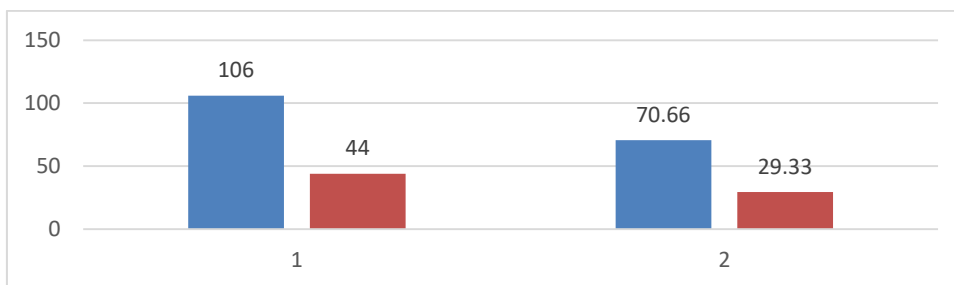
Table: 4.1.23

Table showing the Flexible starting time

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	106	70.66
2	no	44	29.33
	Total	150	100

Chart: 4.1.23

Chart showing the Flexible starting time



INTERPRETATION:

From the table 4.1.23, it is observed that 70.66% of the employees are satisfied with starting time and the remaining 29.33% of the employees are not satisfied with starting time.

INFERENCE:

Majority (70.66%) of the respondent are satisfied with starting time.

Question: Flexible ending time

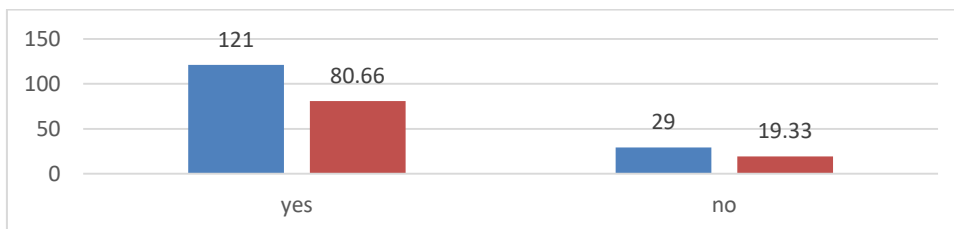
Table: 4.1.24

Table showing the Flexible ending time

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	121	80.66
2	no	29	19.33
	Total	150	100

Chart: 4.1.24

Chart showing the Flexible ending time



INTERPRETATION:

From the table 4.1.24, it is observed that 80.66% of the employees are satisfied with ending time and the remaining 19.3% of the employees are not satisfied with ending time.

INFERENCE:

Majority (80.66%) of the respondents are satisfied with ending time.

Question: Flexible hours in general

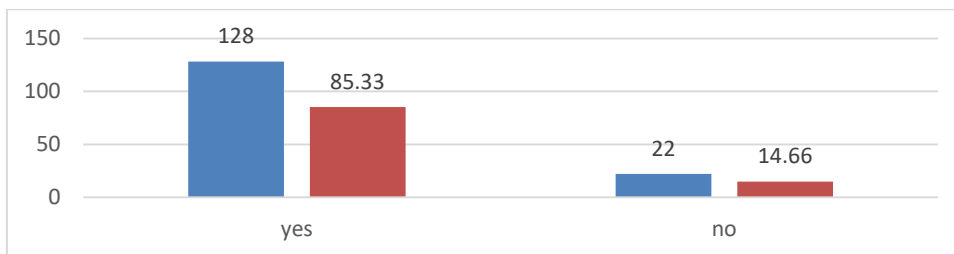
Table: 4.1.25

Table showing the Flexible hours in general

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	128	85.33
2	no	22	14.66
	Total	150	100

Chart: 4.1.25

Chart showing the Flexible hours in general



INTERPRETATION:

From the table 4.1.25, it is observed that 85.3% of the employees are satisfied with flexible hours and the remaining 14.6% of the employees are not satisfied with flexible hours in general.

INFERENCE:

Majority (85.3%) of the respondents are satisfied with flexible hours in general.

Question: Paid time off

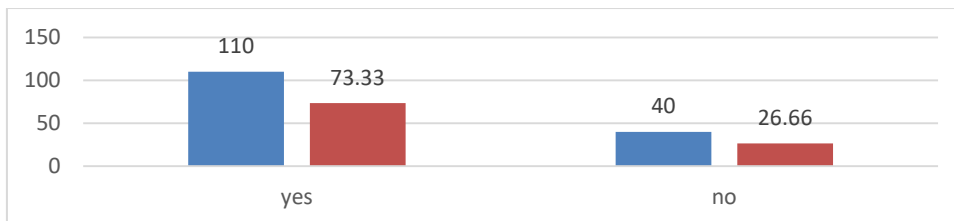
Table: 4.1.26

Table showing the Paid time off

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	110	73.33
2	no	40	26.66
	Total	150	100

Chart: 4.1.26

Chart showing the Paid time off



INTERPRETATION:

From the table 4.1.26, it is observed that 73.3% of the employees are satisfied with paid time off and the remaining 26.6% of the employees are not satisfied with paid time off.

INFERENCE:

Majority (73.3%) of the respondents are satisfied with paid time off.

Question:Job sharing

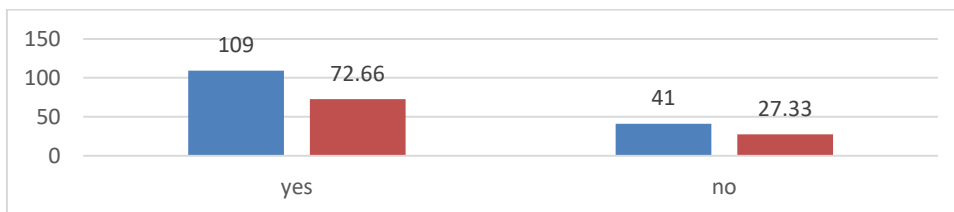
Table: 4.1.27

Table showing the Job sharing

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	109	72.66
2	no	41	27.33
	Total	150	100

Chart: 4.1.27

Chart showing the Job sharing



INTERPRETATION:

From the table 4.1.27, it is observed that 72.6% of the employees are satisfied with job sharing and the remaining 27.3% of the employees are not satisfied with job sharing.

INFERENCE:

Majority (72.6%) of the respondents are satisfied with job sharing.

**Question:Does your organization provide you with following facilities
(Telephone for personal use)**

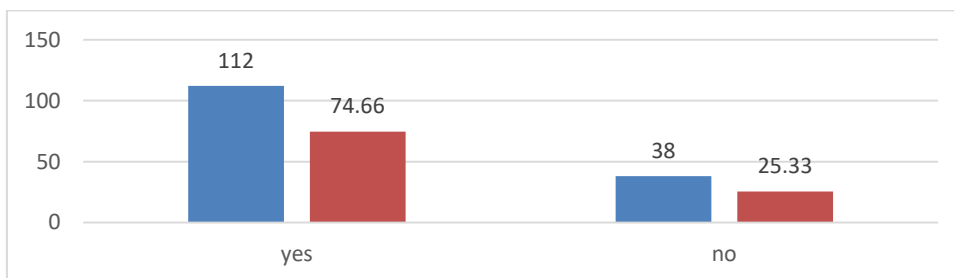
Table: 4.1.28

**Table showing the organization provide you facilities forTelephone for
personal use**

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	112	74.66
2	no	38	25.33
	Total	150	100

Chart: 4.1.28

Chart showing the organization provide you facilities for employees



INTERPRETATION:

From the table 4.1.28, it is observed that 74.66% of the employees are with some facilities and the remaining 25.3% of the employees are not provided with telephone facilities.

INFERENCE:

Majority (74.66%) of the respondents are provided with telephone facilities.

Question: Counseling Services

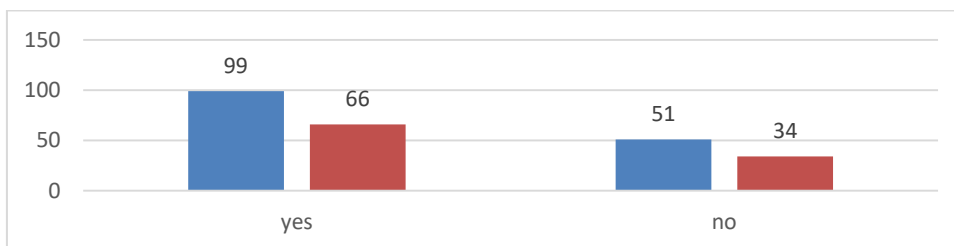
Table: 4.1.29

Table showing the organization provide you facilities for Counseling Services

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	99	66
2	no	51	34
	Total	150	100

Chart: 4.1.29

Chart showing the organization provide you facilities for Counseling Services



INTERPRETATION:

From the table 4.1.29, it is observed that 66% of the employees are with counseling services and the remaining 34% of the employees are not provided with counseling services.

INFERENCE:

Majority (66%) of the respondents are with counseling services.

Question: Health Programs

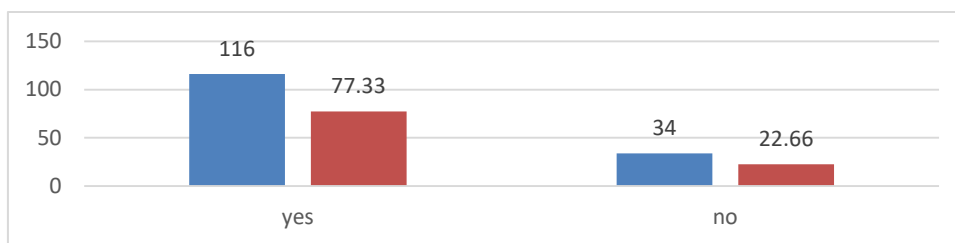
Table: 4.1.30

Table showing the organization provide you facilities for Health Programs

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	116	77.33
2	no	34	22.66
	Total	150	100

Chart: 4.1.30

Chart showing the organization provide you facilities for health programs



INTERPRETATION:

From the table 4.1.30, it is observed that 77.3% of the employees are with health programs and the remaining 22.6% of the employees are not provided with health programs.

INFERENCE:

Majority (77.3%) of the respondents are provided with health programs.

Question:- Parenting or Family support programs

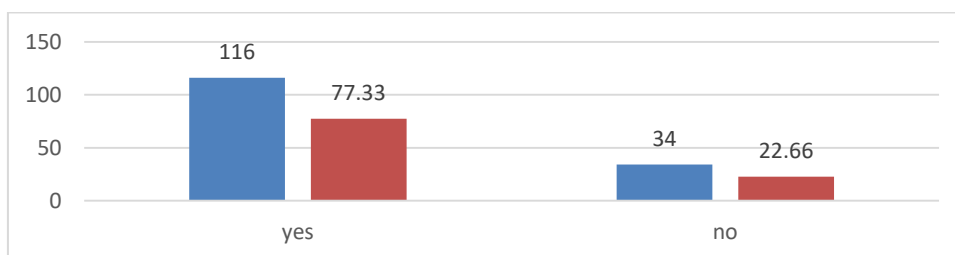
Table: 4.1.31

Table showing the organization provide you facilities for Parenting or Family support programs

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	116	77.33
2	no	34	22.66
	Total	150	100

Chart: 4.1.31

Chart showing the organization provide you facilities for Parenting or Family support programs



INTERPRETATION:

From the table 4.1.31, it is observed that 77.3% of the employees are with parenting or family support programs and the remaining 22.6% of the employees are not provided with parenting or family support programs.

INFERENCE:

Majority (77.3%) of the respondents are with parenting or family support programs.

Question: Recreation facilities and choices

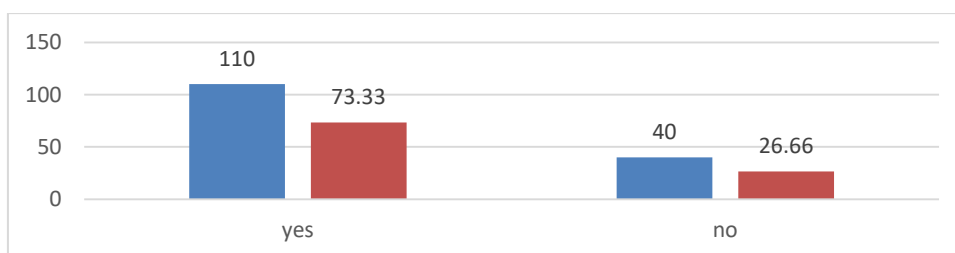
Table: 4.1.32

Table showing the organization provide you facilities for Recreation facilities and choices

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	110	73.33
2	no	40	26.66
	Total	150	100

Chart: 4.1.32

Chart showing the organization provide you facilities for Recreation facilities and choices



INTERPRETATION:

From the table 4.1.32, it is observed that 73.33% of the employees are provided with recreation facilities and choices and the remaining 26.6% of the employees are not provided with recreation facilities and choices.

INFERENCE:

Majority (73.33%) of the respondents are provided with recreation facilities and choices.

Question: Transportation

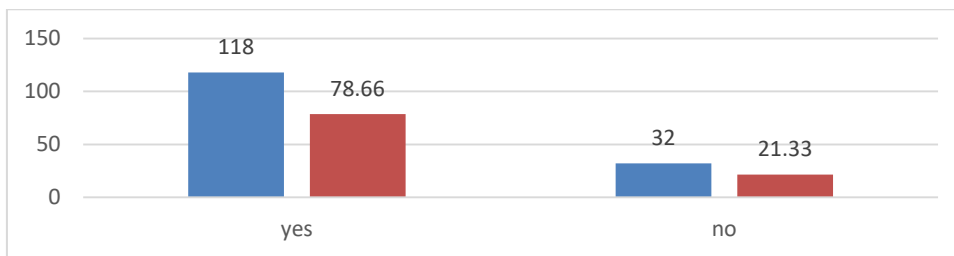
Table: 4.1.33

Table showing the organization provide you facilities for Transportation

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	118	78.66
2	no	32	21.33
	Total	150	100

Chart: 4.1.33

Chart showing the organization provide you facilities for Transportation



INTERPRETATION:

From the table 4.1.33, it is observed that 78.6% of the employees are provided with transportation and the remaining 21.3% of the employees are not provided with transportation facilities.

INFERENCE:

Majority (78.6%) of the respondents are provided with transportation facilities.

Question: Do any of the following hinder you in balancing your work and family commitments (Negative attitude of management)

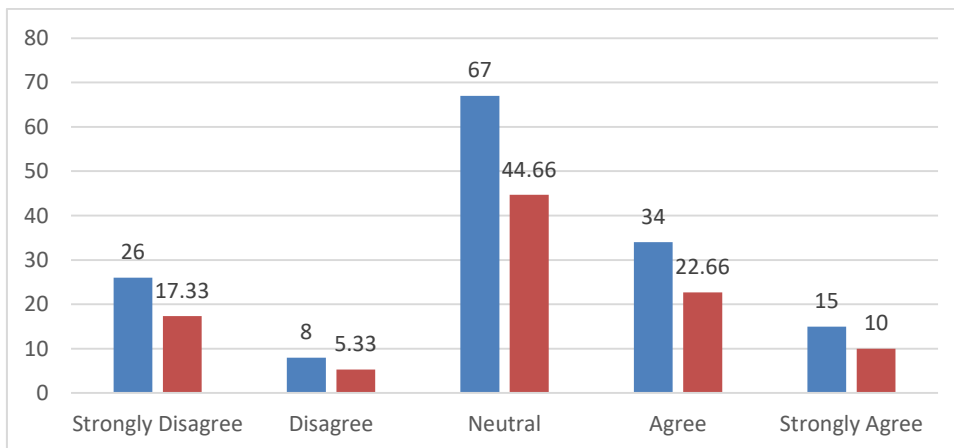
Table: 4.1.34

Table showing the Negative attitude of management

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Strongly Disagree	26	17.33
2	Disagree	8	5.33
3	Neutral	67	44.66
4	Agree	34	22.66
5	Strongly Agree	15	10
	Total	150	100

Chart: 4.1.34

Chart showing the Negative attitude of management



INTERPRETATION:

From the table 4.1.34, it is observed that 44.6% of the employees are neutral. Around 22.6% of the employees agree and the remaining 10% of the employees strongly agree that they balance their work life without any negative attitude.

INFERENCE:

Majority (44.6%) of the respondents are neutral that they balance their work life without any negative attitude.

Question:Negative attitude of colleagues

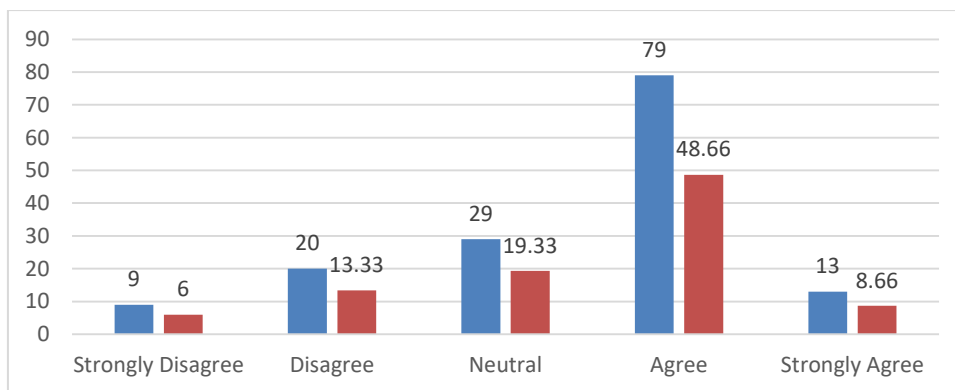
Table: 4.1.35

Table showing the Negative attitude of colleagues

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Strongly Disagree	9	6
2	Disagree	20	13.33
3	Neutral	29	19.33
4	Agree	79	48.66
5	Strongly Agree	13	8.66
	Total	150	100

Chart:4.1.35

Chart showing the Negative attitude of colleagues



INTERPRETATION:

From the table 4.1.35, it is observed that 48.66% of the employees have agreed. Around 19.33% of the employees are neutral and the remaining 8.66% of the employees strongly agree that they balance their work life without any negative attitude towards their colleagues.

INFERENCE:

Majority (48.66%) of the respondents have agreed that they balance their worklife without any negative attitude towards their colleagues.

Question: Technology such as laptops/cell phones

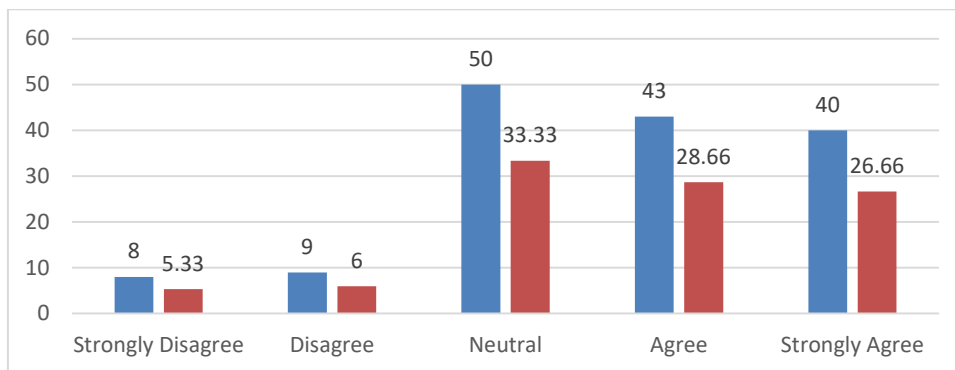
Table: 4.1.36

Table showing the Technology such as laptops/cell phones

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Strongly Disagree	8	5.33
2	Disagree	9	6
3	Neutral	50	33.33
4	Agree	43	28.66
5	Strongly Agree	40	26.66
	Total	150	100

Chart: 4.1.36

Chart showing the Technology such as laptops/cell phones



INTERPRETATION:

From the table 4.1.36, it is observed that 28.66% of the employees have agreed. Around 33.33% of the employees are neutral and the remaining 26.66% of the employees strongly agree that they use technology such as laptops/cell phones.

INFERENCE:

Majority (33.33%) of the respondents are neutral that they use technology such as laptops/cell phones.

Question: Travelling away from home

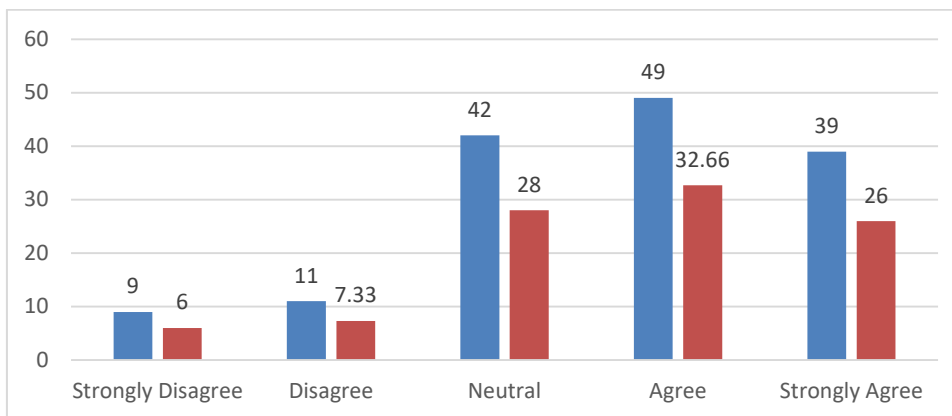
Table: 4.1.37

Table showing the Travelling away from home

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Strongly Disagree	9	6
2	Disagree	11	7.33
3	Neutral	42	28
4	Agree	49	32.66
5	Strongly Agree	39	26
	Total	150	100

Chart: 4.1.37

Chart showing the Travelling away from home



INTERPRETATION:

From the table 4.1.37, it is observed that 32.66% of the employees have agreed. Around 28% of the employees are neutral and the remaining 26% of the employees strongly agree that they are travelling away from home.

INFERENCE:

Majority (32.66%) of the respondents have agreed that they are travelling away from home.

Question:Do you ever miss out quality time with your family because of work pressure

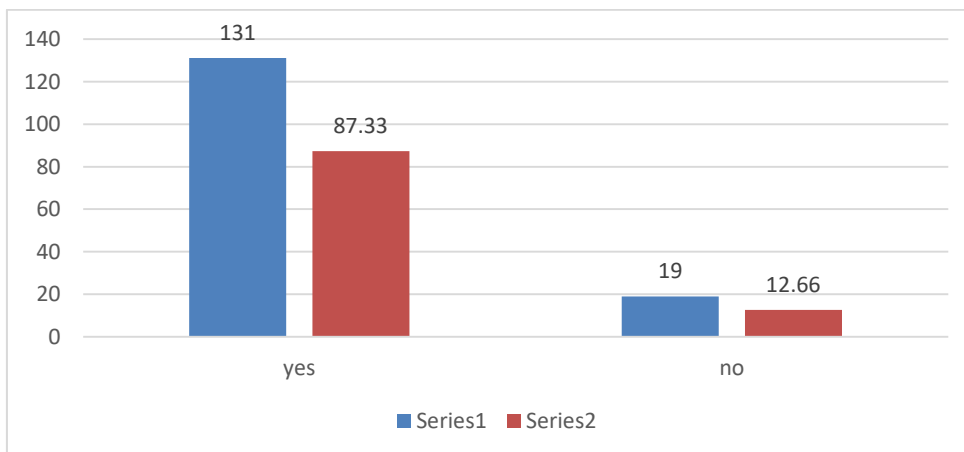
Table: 4.1.38

Table showing the quality time with family for employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	131	87.33
2	no	19	12.66
	Total	150	100

Chart: 4.1.38

Chart showing the quality time with family for employees in organization



INTERPRETATION:

From the table 4.1.38, it is observed that 100% of the employees have ever missed the quality time with their family.

INFERENCE:

Majority (100%) of the respondents have ever missed the quality time with their family.

Question: Have you taken advantage of any of the following policies in your organization

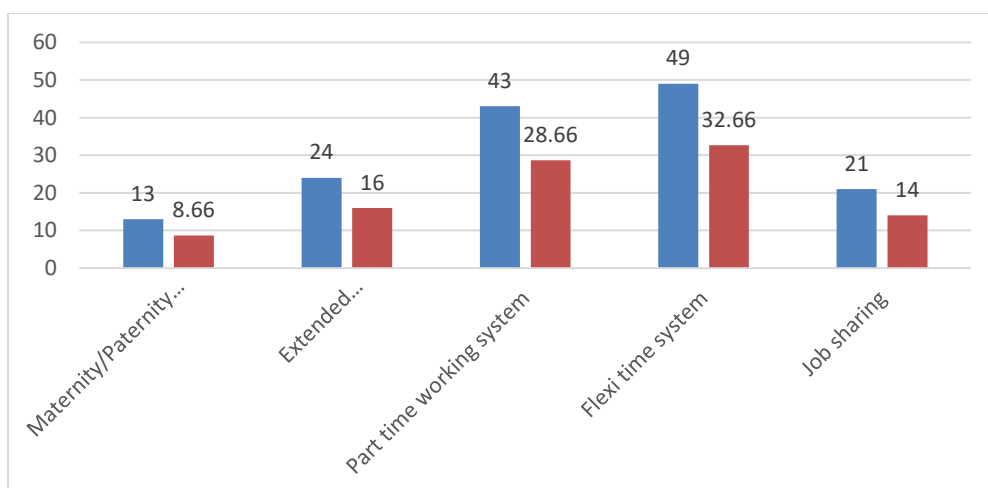
Table: 4.1.39

Table showing the policies for employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Maternity/Paternity Leave Policy	13	8.66
2	Extended Leave/Sabbatical/Career Break (of more than 6 months)	24	16
3	Part time working system	43	28.66
4	Flexible time system	49	32.66
5	Job sharing	21	14
	Total	150	100

Chart: 4.1.39

Chart showing the policies for employees in organization



INTERPRETATION:

From the table 4.1.39, it is observed that 32.66% of the employees have flexible time sharing system. Around 28.66% of the employees have part time working system. Around 16% of the employees have extended leave, break for more than 6 months. Around 14% of the employee share their job and the remaining 8.66% of the employees are maternity/paternity leave policy.

INFERENCE:

Majority (32.66%) of the respondents have flexible time sharing system.

Question:Do you suffer from any stress related diseases due to work pressure

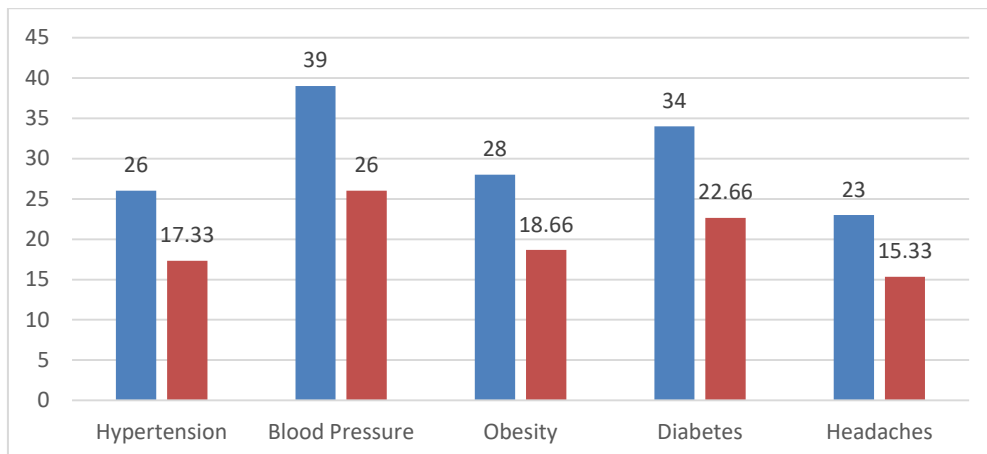
Table: 4.1.40

Table showing the stress related disease for employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Hypertension	26	17.33
2	Blood Pressure	39	26
3	Obesity	28	18.66
4	Diabetes	34	22.66
5	Headaches	23	15.33
	Total	150	100

Chart: 4.1.40

Chart showing the stress related disease for employees in organization



INTERPRETATION:

From the table 4.1.40, it is observed that 22.66% of the employees have diabetes. Around 26% of the employees have blood pressure. Around 18.66% of the employees have obesity. Around 17.33% of the employee have hypertension and the remaining 15.33% of the employees have headaches.

INFERENCE:

Majority (22.66%) of the respondents have diabetes.

Question: Does your organization encourage the involvement of your family members in work- achievement reward functions

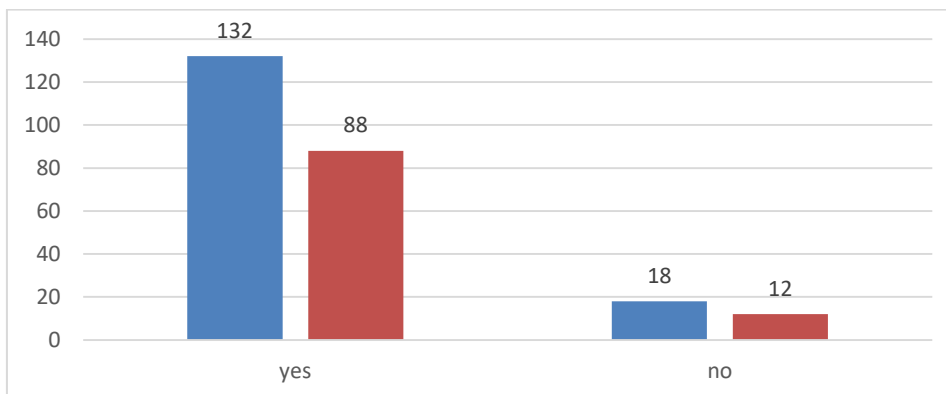
Table: 4.1.41

Table showing the involvement of family members in reward functions for employees in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	132	88
2	no	18	12
	Total	150	100

Chart: 4.1.41

Chart showing the involvement of family members in reward functions for employees in organization



INTERPRETATION:

From the table 4.1.41, it is observed that 100% of the employees have involved in the reward function.

INFERENCE:

Majority (100%) of the respondents have involved in the reward function.

Question: Is there any committee making recommendation to the management in your organization relating to Work Life Balance

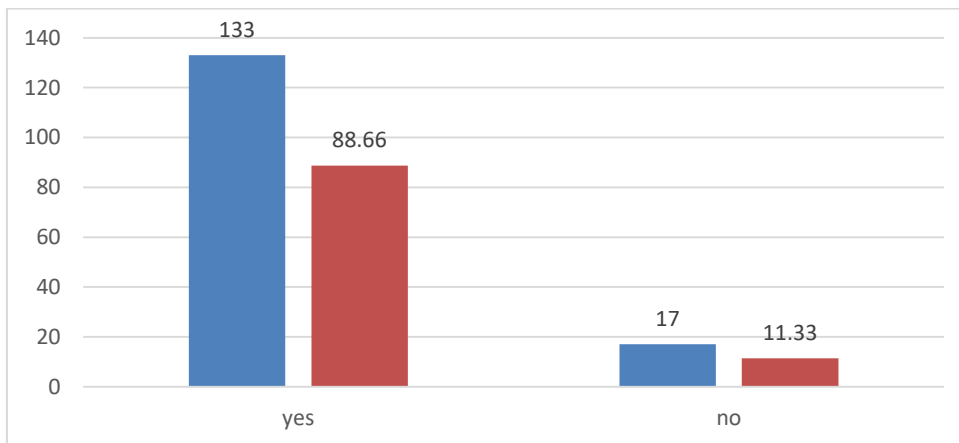
Table: 4.1.42

Table showing the work life balance of employees in an organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	yes	133	88.66
2	no	17	11.33
	Total	150	100

Chart: 4.1.42

Chart showing the work life balance of employees in an organization



INTERPRETATION:

From the table 4.1.42, it is observed that 100% of the employees have work life balance that is related to their organization.

INFERENCE:

Majority (100%) of the respondents have work life balance that is related to their organization.

Question:If yes, how seriously such recommendations are taken by the higher management

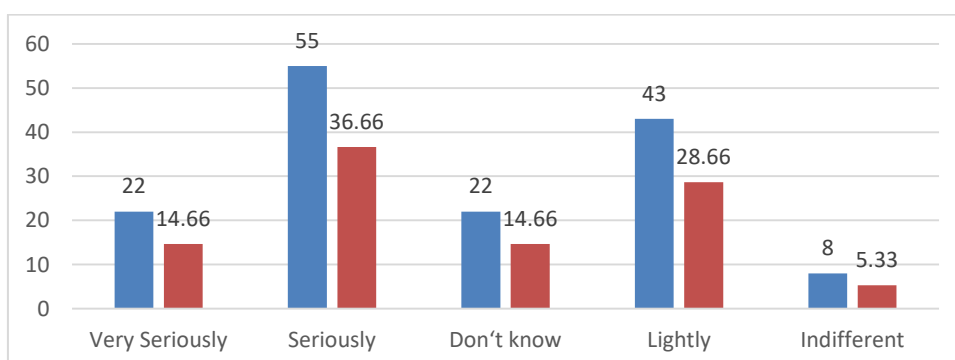
Table: 4.1.43

Table showing the higher management in an organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Seriously	22	14.66
2	Seriously	55	36.66
3	Don't known	22	14.66
4	Lightly	43	28.66
5	Indifferent	8	5.33
	Total	150	100

Chart: 4.1.43

Chart showing the higher management in an organization



INTERPRETATION:

From the table 4.1.43, it is observed that 28.66% of the employees are lightly known. Around 36.66% of the employees are serious. Around 14.66% of the employees are very serious and the remaining 14.66% of the employees don't know about the recommendations taken by the higher management.

INFERENCE:

Majority (36.66%) of the respondents are serious about the recommendations taken by the higher management.

Question:How do you rate company's overall performance in the following areas (Work practices)

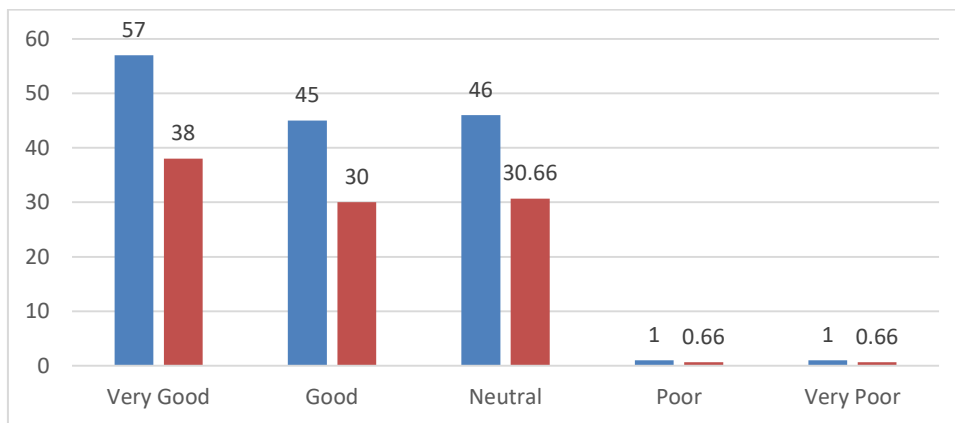
Table: 4.1.44

Table showing the work practices

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Good	57	38
2	Good	45	30
3	Neutral	46	30.66
4	Poor	1	0.66
5	Very Poor	1	0.66
	Total	150	100

Chart: 4.1.44

Chart showing the work practices



INTERPRETATION:

From the table 4.1.44, it is observed that 30.66% of the employees are neutral. Around 30% of the employees are good and the remaining 38% of the employees are very good in rating the company work practices.

INFERENCE:

Majority (38%) of the respondents have rated very good for the company work practices.

Question: How do you rate company's overall performance in the following areas (Employee morale)

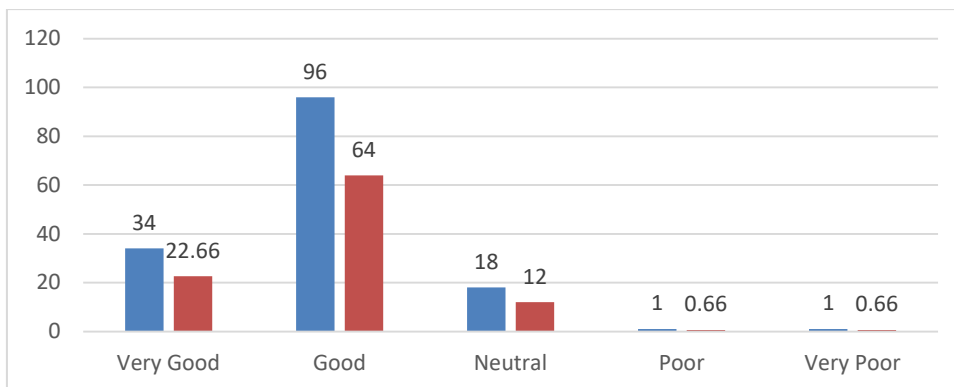
Table 4.1.45

Table showing the employee moral

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Good	34	22.66
2	Good	96	64
3	Neutral	18	12
4	Poor	1	0.66
5	Very Poor	1	0.66
	Total	150	100

Chart: 4.1.45

Chart showing the employee moral



INTERPRETATION:

From the table 4.1.45, it is observed that 12% of the employees are neutral. Around 64% of the employees are good and the remaining 22.66% of the employees are very good in rating the company employee morale.

INFERENCE:

Majority (64%) of the respondents have rated good for the company employee morale.

Question: How do you rate company's overall performance in the following areas (Organization structure)

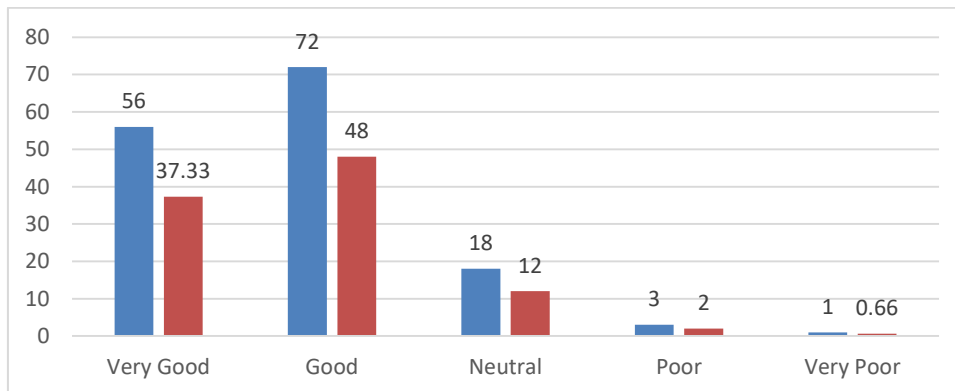
Table: 4.1.46

Table showing the organization structure

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Good	56	37.33
2	Good	72	48
3	Neutral	18	12
4	Poor	3	2
5	Very Poor	1	0.66
	Total	150	100

Table: 4.1.46

Table showing the organization structure



INTERPRETATION:

From the table 4.1.46, it is observed that 12% of the employees are neutral. Around 48% of the employees are good and the remaining 37.33% of the employees are very good in rating the company organization structure.

INFERENCE:

Majority (48%) of the respondents have rated good for the company organization structure.

Question: How do you rate company's overall performance in the following areas (Job responsibilities)

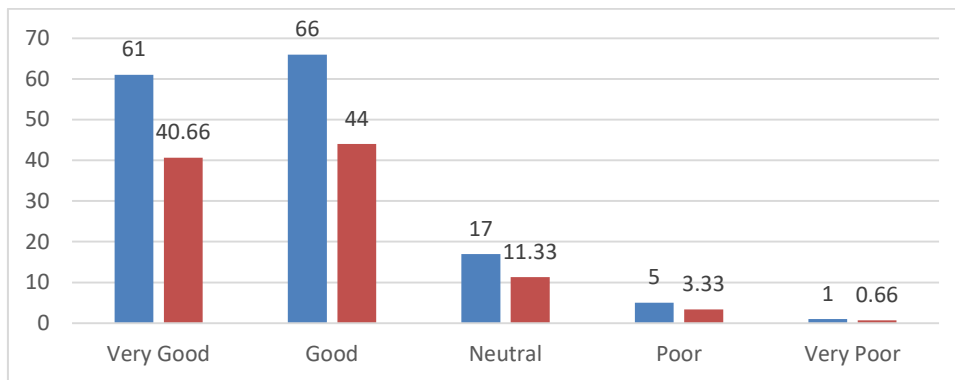
Table: 4.1.47

Table showing the job responsibilities

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Good	61	40.66
2	Good	66	44
3	Neutral	17	11.33
4	Poor	5	3.33
5	Very Poor	1	0.66
	Total	150	100

Chart: 4.1.47

Chart showing the job responsibilities



INTERPRETATION:

From the table 4.1.47, it is observed that 11.33% of the employees are neutral. Around 40.66% of the employees are good and the remaining 0.66% of the employees are very good in rating the company job responsibilities.

INFERENCE:

Majority (40.66%) of the respondents have rated good for their company job responsibilities.

Question: How do you rate company's overall performance in the following areas (Managing employee employer relations)

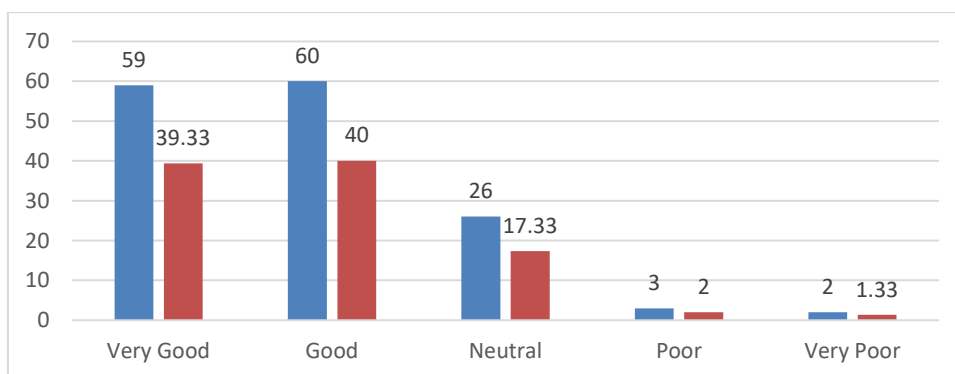
Table: 4.1.48

Table showing the managing employee employer relations

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Good	59	39.33
2	Good	60	40
3	Neutral	26	17.33
4	Poor	3	2
5	Very Poor	2	1.33
	Total	150	100

Chart:4.1.48

Chart showing the managing employee employer relations



INTERPRETATION:

From the table 4.1.48, it is observed that 17.33% of the employees are neutral. Around 40% of the employees are good and the remaining 39.33% of the employees are very good in rating the company managing employee employer relations.

INFERENCE:

Majority (40%) of the respondents have rated good for their company managing employee employer relations.

Question: How do you rate company's overall performance in the following areas (Remuneration)

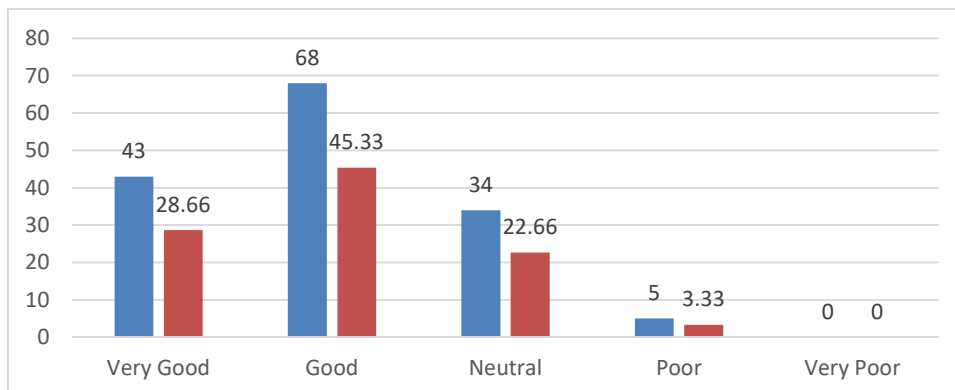
Table: 4.1.49

Table showing the remuneration

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Good	43	28.66
2	Good	68	45.33
3	Neutral	34	22.66
4	Poor	5	3.33
5	Very Poor	0	0
	Total	150	100

Chart: 4.1.49

Chart showing the remuneration



INTERPRETATION:

From the table 4.1.49, it is observed that 17.33% of the employees are neutral. Around 45.33% of the employees are good and the remaining 28.66% of the employees are very good in rating the remuneration.

INFERENCE:

Majority (45.33%) of the respondents have rated good for remuneration.

Question: How do you rate company's overall performance in the following areas (Social events)

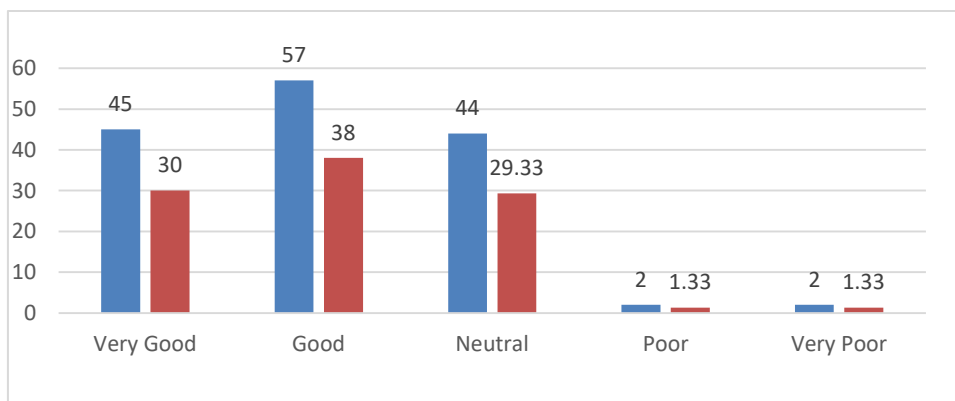
Table: 4.1.50

Table showing the social events

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Good	45	30
2	Good	57	38
3	Neutral	44	29.33
4	Poor	2	1.33
5	Very Poor	2	1.33
	Total	150	100

Chart: 4.1.50

Chart showing the social events



INTERPRETATION:

From the table 4.1.50, it is observed that 29.33% of the employees are neutral. Around 38% of the employees are good and the remaining 30% of the employees are very good in rating the social events.

INFERENCE:

Majority(38%) of the respondents have rated good for social events.

Question: How do you rate company's overall performance in the following areas (Contribution towards family welfare)

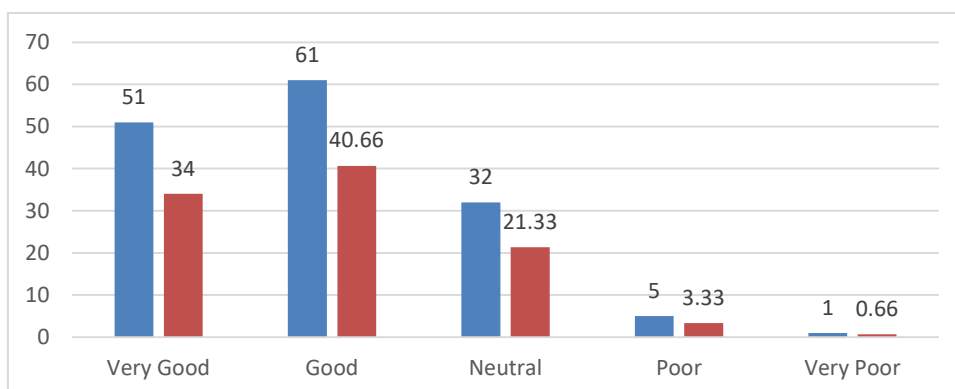
Table: 4.1.51

Table showing the contribution towards family welfare

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Good	51	34
2	Good	61	40.66
3	Neutral	32	21.33
4	Poor	5	3.33
5	Very Poor	1	0.66
	Total	150	100

Chart: 4.1.51

Table showing the contribution towards family welfare



INTERPRETATION:

From the table 4.1.51, it is observed that 21.33% of the employees are neutral. Around 40.66% of the employees are good and the remaining 34% of the employees are very good in rating the company contribution towards family welfare.

INFERENCE:

Majority (40.66%) of the respondents have rated good for the company contribution towards family welfare.

Question: How do you rate company's overall performance in the following areas (Overall organization rating)

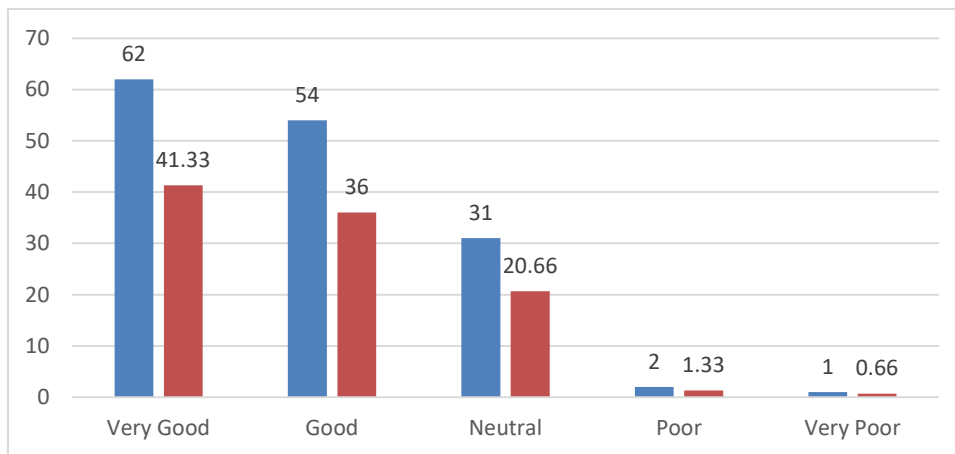
Table: 4.1.52

Table showing the overall organization rating

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Very Good	62	41.33
2	Good	54	36
3	Neutral	31	20.66
4	Poor	2	1.33
5	Very Poor	1	0.66
	Total	150	100

Chart: 4.1.52

Chart showing the overall organization rating



INTERPRETATION:

From the table 4.1.52, it is observed that 20.66% of the employees are neutral. Around 36% of the employees are good and the remaining 40.33% of the employees are very good in rating the company overall organization rating.

INFERENCE:

Majority (40.33%) of the respondents have rated very good for the company overall organization rating.

CHAPTER-V

5.1.Summary of findings

1. Around 41.33% of the population of the employees are 31 to 40 years. 31.33% of the population of employees are below 30 years and remaining 27.33% of the employees are above 40 years of age.
2. It is observed that 56.66% of the employees are married and remaining 43.3% of the employees are unmarried.
3. It is observed that 61.33% of the employees spouse are employed and remaining 38.66% of the employees spouse are not employed.
4. It is observed that 39.3% of the employees are not having the children. Around 26.6% of the employees are having two children and remaining 33.99% of the employees are having one and more than two children.
5. It is observed that 36% of the children between 5-10 years of age group. Around 24% of the children between 10-15. Around 16.6% of the children below 2 years of age group and the remaining 15.33% are 2-5 and above 15 of age group.
6. It is observed that 73.3% of the employees are full time workers and the remaining 28.6% are part time workers.
7. It is observed that 32% of the employees income ranges from Rs.20,001-30,000. Around 28.6% of the employees income ranges from Rs.30,001-40,000. Around 18% of the employees income ranges from Rs. 10,001-20,000 and the remaining 21.3% of the employees income is less than and above 40,000.
8. It is observed that 75.33% of the employees are balancing their work and personal life and the remaining 11.3% of the employees are not balancing their work.
9. It is observed that 85.3% of the employees have responded that they satisfied and the remaining 14.6% of the employees have responded that they are not satisfied with growth of company
10. It is observed that 41.3% of the employees are in designation of web administrator. Around 40.66% of the employees are software engineer and java developer, and the remaining 18% of the employees are application developer.

11. It is observed that 38.66% of the employees are working from 3-5 years. Around 34.66% of the employees are 1-3 years. Around 16.6% of the employees are less than 1 year and the remaining 10% of the employees are above 5 years working this organization.
12. It is observed that 39.3% of the employees are working 6 days in a week. Around 37.33% of the employees are working 5 days. Around 14% of the employees are 7 days and the remaining 9.33% of the employees are working less than 5 days in a week.
13. It is observed that 32.6% of the employees are working 9-10 hours a day. Around 24.6% of the employees are working 10-12 hours. Around 23.3% of the employees are 8-9 hours and the remaining 19.33% of the employees are working more than 12 hours a day.
14. It is observed that 52.66% of the employees are travelling nearly one hour a day. Around 28.66% of the employees are travelling nearly two hours and the remaining 18.6% of the employees are travelling less than half an hour.
15. It is observed that 87.3% of the employees are doing overtime and the remaining 12.6% of the employees are not doing overtime work.
16. It is observed that 22.66% of the employees support colleagues and subordinates. Around 21.33% of the employees attend meetings /functions. Around 20.6% of employees understand the nature of work and the remaining 22.6% of the employees have too much work to do.
17. It is observed that 90% of the employees are paid for overtime work and the remaining 10% of the employees are not paid for overtime work.
18. It is observed that 33.3% of the employees are financial independence. Around 27.3% of the employees are single earner in family. Around 22.6% of the employees are working for personal satisfaction and the remaining 18.6% of the employees are working for family pressure.
19. It is observed that 65.33% of the employees neutral. Around 5.33% of the employees agree and the remaining 19.99% of the employees agree and some disagree the opinion towards their responsibilities.
20. It is observed that 51.3% of the employees agreed and the remaining 31.33% of the employees are neutral with the opinion towards personal and professional life.

21. It is observed that 38% of the employees agreed, 34.66% of the employees are neutral, 16.6% of the employees are strongly agreed and the remaining 3.33% of the employees are disagreed with the opinion towards completing work within the stipulated time.
22. It is observed that 42% of the employees neutral, 20% of the employees are agreed, and the remaining 27.33% of the employees are strongly agreed with the opinion towards that have sufficient time.
23. It is observed that 70.66% of the employees are satisfied with starting time and the remaining 29.33% of the employees are not satisfied with starting time.
24. It is observed that 80.66% of the employees are satisfied with ending time and the remaining 19.3% of the employees are not satisfied with ending time.
25. It is observed that 85.3% of the employees are satisfied with flexible hours and the remaining 14.6% of the employees are not satisfied with flexible hours in general.
26. It is observed that 73.3% of the employees are satisfied with paid time off and the remaining 26.6% of the employees are not satisfied with paid time off.
27. It is observed that 72.6% of the employees are satisfied with job sharing and the remaining 27.3% of the employees are not satisfied with job sharing.
28. It is observed that 74.66% of the employees are with some facilities and the remaining 25.3% of the employees are not provided with telephone facilities.
29. It is observed that 66% of the employees are with counselling services and the remaining 34% of the employees are not provided with counselling services.
30. It is observed that 77.3% of the employees are with health programs and the remaining 22.6% of the employees are not provided with health programs.

31. It is observed that 77.3% of the employees are with parenting or family support programs and the remaining 22.6% of the employees are not provided with parenting or family support programs.
32. It is observed that 73.33% of the employees are provided with recreation facilities and choices and the remaining 26.6% of the employees are not provided with recreation facilities and choices.
33. It is observed that 78.6% of the employees are provided with transportation and the remaining 21.3% of the employees are not provided with transportation facilities.
34. It is observed that 44.6% of the employees are neutral. Around 22.6% of the employees agree and the remaining 10% of the employees strongly agree that they balance their work life without any negative attitude.
35. It is observed that 48.66% of the employees have agreed. Around 19.33% of the employees are neutral and the remaining 8.66% of the employees strongly agree that they balance their work life without any negative attitude towards their colleagues.
36. It is observed that 28.66% of the employees have agreed. Around 33.33% of the employees are neutral and the remaining 26.66% of the employees strongly agree that they use technology such as laptops/cell phones.
37. It is observed that 32.66% of the employees have agreed. Around 28% of the employees are neutral and the remaining 26% of the employees strongly agree that they are travelling away from home.
38. It is observed that 100% of the employees have ever missed the quality time with their family.
39. It is observed that 32.66% of the employees have flexible time sharing system. Around 28.66% of the employees have part time working system. Around 16% of the employees have extended leave, break for more than 6 months. Around 14% of the employee share their job and the remaining 8.66% of the employees are maternity/paternity leave policy.
40. It is observed that 22.66% of the employees have diabetes. Around 26% of the employees have blood pressure. Around 18.66% of the employees have obesity. Around 17.33% of the employee have hypertension and the remaining 15.33% of the employees have headaches.

41. It is observed that 100% of the employees have involved in the reward function.
42. It is observed that 100% of the employees have work life balance that is related to their organization.
43. It is observed that 28.66% of the employees are lightly known. Around 36.66% of the employees are serious. Around 14.66% of the employees are very serious and the remaining 14.66% of the employees don't know about the recommendations taken by the higher management.
44. It is observed that 30.66% of the employees are neutral. Around 30% of the employees are good and the remaining 38% of the employees are very good in rating the company work practices.
45. It is observed that 12% of the employees are neutral. Around 64% of the employees are good and the remaining 22.66% of the employees are very good in rating the company employee morale.
46. It is observed that 12% of the employees are neutral. Around 48% of the employees are good and the remaining 37.33% of the employees are very good in rating the company organization structure.
47. It is observed that 11.33% of the employees are neutral. Around 40.66% of the employees are good and the remaining 0.66% of the employees are very good in rating the company job responsibilities.
48. It is observed that 17.33% of the employees are neutral. Around 40% of the employees are good and the remaining 39.33% of the employees are very good in rating the company managing employee employer relations.
49. It is observed that 17.33% of the employees are neutral. Around 45.33% of the employees are good and the remaining 28.66% of the employees are very good in rating the remuneration.
50. It is observed that 29.33% of the employees are neutral. Around 38% of the employees are good and the remaining 30% of the employees are very good in rating the social events.
51. It is observed that 21.33% of the employees are neutral. Around 40.66% of the employees are good and the remaining 34% of the employees are very good in rating the company contribution towards family welfare.

52. It is observed that 20.66% of the employees are neutral. Around 36% of the employees are good and the remaining 40.33% of the employees are very good in rating the company overall organization rating.

5.2. SUGGESTION AND RECOMMENDATION

From the study, can see that still needs few areas to be improved like leave policy and shift timings. By figuring out the aspect for these, then there would be aimprovement in the normal work procedure which will help the employees for a better management between the work and life. This inrun will help them to manage the balance between qualities of work life. Also from the analysis can see that fun part of the environment still needs to be increased and there is a few percentage that has agreed to fun activity which is became of difference team leaders and work allotment of the team. I would recommend that if the management provides extra support from the current procedure in terms of balancing of work life, leave policy there would be a change in the working atmosphere of the employees.

5.3. CONCLUSION

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

CHAPTER-VI

6.1. QUESTIONNAIRE

1. Name(*optional*): _____

2. Age Group

☐ Below 30 years

☐ 31 to 40 years

☐ Above 40

3. Marital Status

☐ Married

☐ Unmarried

4. If married, is your spouse employed?

☐ Yes

☐ No

5. No. Of children?

☐ Nil

☐ One

☐ Two

☐ More than two

6. Age group of your children (you can tick more than one and skip the question if not applicable)

☐ Below 2 yrs
5-10

☐ Between 2-5

☐ Between

☐ Between 10-15

☐ Above 15

7. What is the nature of your employment?

☐ Full Time

☐ Part-Time

8. Your income group (per month):

☐ Less than Rs. 10,000

☐ Rs. 10,001 – 20,000

☐ Rs. 20,001 – 30,000

☐ Rs. 30,001 – 40,000

☐ Above Rs. 40,000

9. Do you consider yourself as a successful in balancing both the work and personal life

- ☐ Yes
- ☐ No

10. How do you rate the career growth of the company?

- ☐ satisfied
- ☐ Dissatisfied

11. Your Designation

- ☐ Application developer
- ☐ Java developer
- ☐ Web Administrator
- ☐ Software engineer

12. How long have you been working in this organization?

- ☐ Less than 1 year
- ☐ 1-3years
- ☐ 3-5years
- ☐ Above 5 years

13. How many days in a week do you normally work?

- ☐ Less than 5 days
- ☐ 5days
- ☐ 6days
- ☐ 7days

14. How many hours do you normally work in a day?

- ☐ 7-8hours
- ☐ 8-9hours
- ☐ 9-10 hours
- ☐ 10-12 hours
- ☐ More than 12 hours

15. How many hours in a day do you spend travelling to work?

- ☐ Less than half an hour
- ☐ Nearly one hour
- ☐ Nearly two hours
- ☐ More than two hours

16. Do you work overtime?

- ☐ Yes
- ☐ No

17. If yes, you do overtime because of

- ☐ Too much work to do
- ☐ Understanding the nature of work
- ☐ Support colleagues and subordinates
- ☐ Prefer staying in office rather than home or leisure
- ☐ Do not want to be the first one to leave
- ☐ Meetings/Functions

18. Are you paid overtime premium?

- ☐ Yes
- ☐ No

19. Which of the following factors motivate you to work?

- ☐ Personal Satisfaction
- ☐ Financial Independence
- ☐ Single earner in Family
- ☐ Family Pressure

20. (1=strongly disagree, 2=disagree, 3=neutral, 4=agree, 5=strongly agree)

Statements	1	2	3	4	5
I can devote sufficient time for household responsibilities	☐	☐	☐	☐	☐
I can manage my personal & professional life well	☐	☐	☐	☐	☐

I often complete my work within stipulated time	☐	☐	☐	☐	☐
I feel I have sufficient time'	☐	☐	☐	☐	☐

21. Does your organization provide you with following work provisions?

Statements	Yes	No
Flexible starting time	☐	☐
Flexible ending time	☐	☐
Flexible hours in general	☐	☐
Paid time off	☐	☐
Job sharing	☐	☐

22. Does your organization provide you with following facilities?

Statement s	Yes	No
Telephone for personal use	☐	☐
Counselling Services	☐	☐
Health Programs	☐	☐
Parenting or Family support programs	☐	☐
Recreation facilities and choices	☐	☐
Transportation	☐	☐

23. Do any of the following hinder you in balancing your work and family commitments?

State ment s	Strongl y Disagr ee	Disagr ee	Neutr al	Agre e	Strong ly Agree
Negative attitude of management	☐	☐	☐	☐	☐
Negative attitude of colleagues	☐	☐	☐	☐	☐
Technology such as laptops/cell phones	☐	☐	☐	☐	☐
Travelling away from home	☐	☐	☐	☐	☐

24. Do you ever miss out quality time with your family because of work pressure?

☐ Yes

☐ No

25. Have you taken advantage of any of the following policies in your organization?

☐ Maternity/Paternity Leave Policy

☐ Extended Leave/Sabbatical/Career Break (of more than 6 months)

☐ Part time working system

☐ Flexi time system

☐ Job sharing

26. Do you suffer from any stress related diseases due to work pressure?

☐ Hypertension

☐ Blood Pressure

☐ Obesity

☐ Diabetes

☐ Headaches

27. Does your organization encourage the involvement of your family members in work- achievement reward functions?

☐ Yes

☐ No

28. Is there any committee making recommendation to the management in your organization relating to Work Life Balance?

☐ Yes

☐ No

29. If yes ,how seriously such recommendations are taken by the higher management?

☐ Very Seriously

☐ Seriously

☐ Don't know

☐ Lightly

☐ Indifferent

30. How do you rate company's overall performance in the following areas?

	Very Good	Go od	Neutr al	Po or	Very Poor
Work Practices	☐	☐	☐	☐	☐
Employee Morale	☐	☐	☐	☐	☐
Organizational Structure	☐	☐	☐	☐	☐
Job Responsibilities	☐	☐	☐	☐	☐
Managing employee-employer relations	☐	☐	☐	☐	☐
Remuneration	☐	☐	☐	☐	☐
Social Events	☐	☐	☐	☐	☐
Contribution towards family welfare	☐	☐	☐	☐	☐
Overall organization rating	☐	☐	☐	☐	☐

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