



A STUDY ON THE WORK LIFE BALANCE OF EMPLOYEES AT LASTORE COMPANY, BANGALORE

Dr. Rajeshwari. R.R¹, Ms. Lakshmi M²

¹Assistant Professor, Department of MBA, Dr. Ambedkar Institute of Technology, Bangalore 560056

²IDA20BA022, Department of MBA, Dr. Ambedkar Institute of Technology, Bangalore 560056

ABSTRACT

The study reveals that A Study on the work life balance of employees at Lastore Company. "A study on the work life balance of employees at La Store Company". Work life balance is of balancing both personal and professional life and how they carry balancing both with same priority for the future growth and for the organization development. This plays a vital role in everybody's employee life, if they balance this work life they can improve their life style efficiently, they join to work like travelling to far for company, stress level increases from work and personal life, health issues etc. Organisation should provide employees career growth facilities and reduce work pressure to get good productivity.

The study was based on data collecting within the organization like primary data, secondary data and structured questionnaire were designed to collect data from randomly sampled respondents. An analytical technique like the chi square, ANOVA and descriptive was applied to analyze the data collected from the study. The study revealed that there are more young employees in the organization and employees are more female compared to male, where they are satisfied with the time, work and workplace. And most of the employees choose financial and non-financial rewards and compensation.

Keywords: *Work-Life Balance, Employee Performance, Employee Satisfaction, Job Satisfaction, Employee, Commitment, Workplace Factors, Organization Stress, Practices among Female Employees and Behavioural Outcomes.*

1. INTRODUCTION

The study of Work life balance refers to an effective way of striking balance between the professional and personal lives. Which an individual expected to perform. In detail how the individual person make sure that his professional life is balancing to perform in a organisation for his career growth and manage all the things done perfectly the way they estimated. Work-life balance teaches ways to manage both the different spheres of life by reducing the gap between professional and personal life so much that the dividing line almost disappears. One of the principal observations of Work-life Balance is that when work becomes a hobby and co-workers become family, there would be sufficient time to give to both career and family.

Employees put in a lot of time and effort, both physically and mentally.. They are also affected at the psychological level by workplace happenings. Employers need to recognize these efforts and time of the employees as investment in the organization and design timings to manage both personal and professional life.

The project is an excellent chance for students to get valuable knowledge about the firm. It is also beneficial for students to grasp the corporate environment. It helps in a very efficient manner with appropriate guidelines provided by the guide. The 12-weeks project was undertaken on a study on the work life balance of employees at Lastore Company, Bangalore, Karnataka.

2. OBJECTIVE OF THE STUDY

- (a) To analyse work life balance of employees in the organisation.
- (b) To analyse the family support in managing the work life balance.
- (c) To explore priorities of employees- career opportunity v/s personal life.

3. METHODOLOGY

The type of research is Descriptive Research. Descriptive research is attempted to depict the circumstances, network, wonders, results, or program. The fundamental objective of this sort of research is to portray the information and attributes about what is being examined. The survey was conducted only in the same organization HR, Marketing and Finance departments as a sampling method for the survey. The response are collected from 15 employees out of 18 employees at the company.

HYPOTHESIS FOR THE STUDY

To obtain the objective of this research work, the following hypotheses shall be tested. The hypotheses are noted in Null form and shall be tested to both confirm and reject the Null speculation as the case may additionally be.

HYPOTHESIS FOR ASSOCIATION

HO - There is no significant association between work-life balance and nature of job.

HI- There is significant association between work-life balance and the nature of job

HYPOTHESIS FOR GENDER

HO- Gender significantly impacts work life balance.

HI- Gender significantly does not impacts work life balance

4. RESULTS AND DISCUSSION

According to the findings, the organization has all younger employees who works balancing personal and professional life. The major age group of employees is between 20-25 with a greater number of graduates and least being the category of engineering and majority of employees are in quality analyst. The highest annual income is in the range of 1.5lakhs to 2lakhs with an experience of 1-2 years, accordingly the employees get motivated with good work timings and balancing personal life too, the employees want promotion and career growth opportunity and are highly satisfied with their workplace.

The employees' opinions are considered sometimes in the organization and employees' main obstacle they are facing is lack of motivation from the organization. Special salary is been given by the organization to employees who perform extraordinarily this helps and boosts the morale of the employee and helps in performing more challenging tasks. As stated at the outset of this study, it assisted the impact of work life balance system on the employee's performance. It is acceptable to conclude that these variables may play a significant to carry the future with balancing.

5. CONCLUSION

The study of work life balance has primarily focused on the dimension balancing their work life balance more than their personal life of the employees working at La Store Company. Promoting and practicing a healthy work life balance is good for people as well as business. Not only was the study based on employees subjective beliefs that may differ from objective reality but the analysis was made on a limited sample of employees at the company.

In spite of these they might provide more activities to entertain and team out for lunch for to change their mind-set and work more as per the organization norms. The company manager has to take initial majorities to make them work smart and have a good time with personal and professional life .the effect of the current scenario on organization effectiveness such as job performance, satisfaction on hours of work and employee motivation can also be inspected. Subsequently, suitable procedures can bed commenced to increase certain phases of work to increase productivity.

ACKNOWLEDGEMENT

- Vasumathi (2018) on work life balance, work and family influence each other.
- Gatrell et al.(2012) WLB and parenthood, Comparative review, key areas are identified by the authors.
- Agarwal and Lenka (2015) WLB of women entrepreneurs, Literature review, a conceptual framework for WLB of women entrepreneurs.
- Munn and Chaudhary (2016) WLB of dual-earner couples in India and the United States, Structured literature review.
- Sirgy and Lee (2017) WLB, Integrative review, an integrative frame work of WLB.

-
- Casper et al (2018) Meaning and measurement of WLB, Meta-analytic review, provided an overview of conceptual and operational definitions of WLB.
 - Bansal and Agarwal (2020) Conceptualization of work–life constructs, of WLB Summarizes existing conceptualizations of work–life dimensions.
 - Le et al. (2020) WLB in Asia, A conceptual framework of work–life inter face studies in Asia.
 - Chaudhary et al. (2020) WLBPs and organizational outcomes, from 2013, there has been a significant increase in WLB research among Indian firms.