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Study on Impact of Organisational Culture on Work Life Balance of Employees

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ABSTRACT

The study exploration seeks to explain the impact of organisational culture on work life balance of employees. In organizations as well as at home, work life balance is turning into a very important issue. As such, the premise behind our studies became to examine whether or not a link exists between organizational culture and work life balance. In essence, researcher was seeking to see if organizational culture affected work life balance. Furthermore, research in this relationship is constrained and it became difficult to discover preceding literature at the concern. This study assesses the relationship between work-life balance and organisational culture. Employees tend to have a better work-life balance in organizations with norms and incentives in place, but the balance will deteriorate if the employees don't follow the policies. The study investigated the impact of cultural and employee work-life balance. Organizations were assessed on a scale with employee work-life balance and organisational culture. These factors were examined using in-person interviews, a survey, and observations. Researcher conducted 55 interviews with L&T-S&L employees for my study. The findings diverged from those of earlier research.

The study makes an effort to determine the influence of organisational culture on employee work-life balance and productivity by integrating qualitative and quantitative research methods. All respondents provided their informed consent after being made aware of the study's purpose.

KEYWORDS: Work-life balance, Organizational culture

I. INTRODUCTION

Work – Life Balance

During the last two decades, there has been an increase in work, due to factors such as economic uncertainty and organizational restructuring. Along with overworking, that's when an issue of work-life balance has started gaining importance. Definitions of work-life balance given by different scholars: "Achieving satisfying experiences in all life domains and to do so requires personal resources such as energy, time, and commitment to be well distributed across domains." Kirchmeyer (2000) "Satisfaction and good functioning at work and at home, with a minimum of role conflict." Clark (2000) "The extent to which a person can concurrently balance the emotional, behavioral and time demands of both paid work, personal and family responsibilities." Hill, et al. (2001) "Balance is a combined measure whereby work–family conflict was subtracted from work–family facilitation, and family–work conflict was subtracted from family–work facilitation." Grzywacz & Bass (2003) "A combination of role overload, work to family interference and family to work interference." Duxbury (2004) "The degree to which an individual's effectiveness and satisfaction in the roles of work and family domain are well-matched with the individual's life priorities." "Work–life balance is about people having a measure of control over when, where and how they work." Fleetwood (2007) "A practice that is concerned with providing scope for employees to balance their work with the responsibilities and interests they have outside work." "Accomplishment of role-related expectations that are negotiated and shared between "An individual and his/her role-related partners in the work and family domains. "An individual's assessment of how well multiple life roles are balanced. Speaking of work-life balance, there are four stakeholders in one's individual life:

- Own personalities

- Job

- Family

- Society

It's vital to pay equal attention to each stakeholder. For instance, people who are workaholics do not spend enough time with their families. Therefore, these people can't be successful since there's an imbalance in their lives.

ORGANIZATIONAL CULTURE

Organizational culture is a term that describes the shared values and goals of a company. While every person in a company shares the equal values and desires, it's possible to create a way of life of mutual admire, collaboration, and aid.

Agencies which have a sturdy, supportive culture is much more likely to draw highly qualified, loyal employees who recognize and work in the direction of the organization's fine pursuits. while speaking about the tradition of an enterprise, you'll frequently hear the term "corporate culture". corporate way of life is, in keeping with INC magazine.

The shared values, attitudes, requirements, and beliefs that represent members of a business enterprise and outline its nature. corporate culture is rooted in an organization's dreams, techniques, shape, and procedures to exertions, customers, traders, and extra community. As such, it is critical component in any business's final achievement or failure.

Like families (or international locations), groups have cultures. every so often the ones cultures "just manifest." All too regularly, when corporate culture is not intentionally created, the way of life finally ends up being disjointed or maybe adverse. employees are all operating in the direction of one-of-a-kind desires, in unique methods, with exclusive strategies. as an example, although Bob is devoted to the concept of crafting excellent products, Suzanne is keen to promote as a good deal product as possible (even if the fine is most effective so-so). meanwhile, Brad thinks the enterprise should start making a much broader range of products and is attempting to push his thoughts ahead during income conferences.

The idea of corporate way of life developed from our knowledge of national, local, and own family cultures, and plenty of theories exist about what makes a good (or terrible) company culture. To get an concept of what a company culture seems like, consider households you know nicely. some are formal while others are easygoing. some Work-life collectively towards shared goals whereas others encourage individuality and independence. some are always having amusing whereas others appear to be in a permanent state of inner warfare. we are able to describe corporate cultures in similar ways.

Even though a few businesses provide little concept to corporate culture, many a success companies have cultures which can be intentionally created or tweaked. from time-to-time corporate cultures are the result of a founder's private imaginative and prescient. but simply as frequently, corporate cultures are created thru a collaborative effort that involves not only higher control however additionally managers and personnel.

II. RESEARCH METHODOLOGY

MAIN OBJECTIVE

The Present research was an endeavor to evaluate the impact of organisational culture on work – life balance of employees.

SUB OBJECTIVES

- To examine the impact of organisational culture on personal life of an employees.

- To identify the impact of organisational culture on professional life of an employees.

- To study the profile of respondents

- To compare on how women employees balancing their professional and personal life.

- To ascertain the impact of organisational culture on personal and professional life of a women employee.

RESEARCH DESIGN

According to Paulin V. Young, "a research design is logical and systematic planning and directing a piece of research."

In this study the researcher has adopted exploratory cum descriptive research design. The purpose of the study is to collect and explore the factual information about the impact of work culture on work life balance of employees.

UNIVERSE OF THE STUDY

The first step in developing any sample design is to clearly define the set of objectives, technically called the universe. Here the universe considered for this study is the middle level employees of the Larsen&Tourbo, Sargent & Lundy Vadodara.

SAMPLING AND SAMPLE SIZE

Sampling method adopted by researcher is simple random sampling method in order to collect the data for the above-mentioned universe for research work. The criteria for selecting the respondents are that they should belong from middle level employees. The data will be collected via primary sources (questionnaire) & Secondary sources (website and report available on internet). Sampling size for this study is 55 employees of Larsen&Tourbo Sargent & Lundy, Vadodara.

TOOLS FOR DATA COLLECTION

- Primary Data: Primary data is collected through a structured and self-constructed questionnaire having a series of close ended and open-ended questions.

- Medium: Google forms

- Secondary data: it has been collected from books, reports, and online resources. The authentication of information has been assured while referring to the official and the reputed websites. Literature review and other information is reviewed from journal papers; newspaper reports; committee reports, annual reports and a collection of journals.

LIMITATIONS OF THE STUDY

- Only two dimensions of organisational culture is present in the study. Thus, further study can be done by adding more dimensions of organisational cultures.

- Due to time and geographical constraint a physical form of questionnaire was not presented to be filled by the respondents.

- Respondents may not have provided honest and clear answers.

- Because people are preoccupied with their jobs, it is challenging for researcher to contact them and fill out forms.

- Another limitation is that study is restricted to the L&T-S&L employees only.

III. FINDINGS

- Majority of the respondents are (52.7%) are male.

- Majority of the respondents are belonging to the age group of (49.1%) 20 – 30 YEARS.

- Majority of the respondents have dependents living with them are (36.4%) two to four.

- Majority of the respondents are working (30.9%) for one to three years.

- Majority of the respondents are working (41.8%) for more than 48 hours.

- Majority of the respondents say that (92.7%) their company provide maternity and paternity leave to the employees.

- Majority of the respondents say that (58.2%) their company organize holiday camps and picnics to manage work life and personal life.

- Majority of the respondents say that (90.9%) employees have good work-life balance then organization will be more effective and successful.

- Majority of the respondents sometimes (43.6%) missed their personal event because of work.

- Majority of the respondents (54.5%) sleep on an average 08 hours work night.

- Majority of the respondents (50.9%) spend one to two hours traveling to work.

- Majority of the respondents say that (61.8%) their organization take initiative to manage work life of its employees.

- Majority of the respondents say that (85.5%) efficient work life management policy in organization is able to retain its employees.

- Majority of the respondents agree (38.19%) that their job is the most significant factor to their happiness.

- Majority of the respondents strongly agree (60%) that their family is the most significant factor to their happiness.

- Majority of the respondents say indifferent answer (41.82%) that their salary is the most significant factor to their happiness.

- Majority of the respondents strongly agree (52.73%) that they feel fulfilled by their job.

- Majority of the respondents strongly agree (50.91%) that they enjoy their job.

- Majority of the respondents strongly agree (49.10%) that their job positively contributes to their overall happiness.

- Majority of the respondents strongly agree (52.73%) that their Co-workers positively contribute to their work environment.

- Majority of the respondents strongly agree (47.27%) that their supervisors / managers positively contribute to their work environment.

- Majority of the respondents strongly agree (43.64) that they are satisfied with the time they spend with their family.

- Majority of the respondents strongly agree (32.73) that they are happy with their home life.

- Majority of the respondents agree (30.91) that they use their time at home to connect with family and friends.

- Majority of the respondents agree (40%) prioritize their job over their personal and family life.

- Majority of the respondents agree (41.82) prioritize their family over their work life.

- Majority of the respondents disagree (30.91) that they sacrifice sleep to make up time with family.

- Majority of the respondents (87.3%) work in general shifts / day shifts.

- Majority of the respondent's spouse (34.5%) is helping them to take care of their children.

- Majority of the respondents (32.7%) spend 3 – 4 hours with their family.

- Majority of the respondents (81.8%) feels respected by their team and the organization.

- Majority of the respondents agree (78.2%) that their manager provide them with timely feedback about their work.

- Majority of the respondents (70.9%) satisfied with the overall job security in the organization.

- Majority of the respondents agree (78.2%) that organization have a safe working environment for all the employees.

- Majority of the respondents agree (80%) that there is a culture of teamwork and cooperation within the organization.

- Majority of the respondents (78.2%) satisfied with the way performance reviews are conducted in the organization.

- Majority of the respondents (38.3%) manage stress arising from work by music.

- Majority of the respondents (56.4%) agree that company have a separate policy for work-life balance.

- Majority of the respondents have (65.5%) holidays and paid time off provisions in their company.

- Majority of the respondents have (41.8%) meetings / training after office hours hinder them in balancing their work and family commitments.

- Majority of the respondents have (36.4%) help them balance their work and family commitments working from home.

- Majority of the respondents have (52.7%) technology such as laptops/cell phones hinder them in balancing their work and family commitments.

- Majority of the respondents agree (67.3%) that company is provide with yearly master health check- up.

- Majority of the respondents (52.7%) are not suffered from any stress related disease.

- Majority of the respondents (43.6%) take special initiative to manage their diet.

- Majority of the respondents (83.6%) preferred carrying homemade food.

- Majority of the respondents (52.7%) have refreshment drinks/snacks twice a day.

- Majority of the respondents (29.1%) spend time for working out are half an hour to one hour.

- Majority of the respondents (50.9%) prefer to do workouts at residence.

- Majority of the respondents (41.8%) agree that work life balance policy in the organization should be customized to individual needs.

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