



A Study on Work-Life Balance of Workforce

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ABSTRACT:

Priorities for work and personal life used to be seen as separate, regarded as two different priorities. Nonetheless, maintaining work-life balance has caught the attention of both employers and employees in recent years as a result of globalisation and mounting job demands. Those who spend a significant portion of their day at work or who occasionally put in overtime have the issue of juggling the demands of their personal and professional life. Employees from the millennial age value flexibility in the workplace. Work-life balance is thus one of the aspects that can influence how millennial employees feel about the organisation.

The employee's view on his work determines how well the organisation has met his expectations. Employees with a work-life balance experience greater job satisfaction because they can focus on their work while they are at the office and do not have to worry about issues outside of work. Also, a healthy work-life balance will boost staff retention, helping the business avoid issues with employee retention. Both business practise and scholarly study place importance on work-life balance. According to the literature, since family and job are the two things that matter most in everyone's lives, work-life balance is a major problem that has an impact on wellbeing.

Any conflict arising from the demands of work and family life has a negative impact on employees' wellbeing. The purpose of this study was to evaluate the effects of work-life balance as characterised by work-family conflict and family-work conflict on the wellbeing of those working in the Indian private sector. Levels of family happiness, job satisfaction, and psychological distress were used to gauge well-being.

INTRODUCTION

Work/ life programs were in the 1930s. The programs and procedures established by an association to enable workers to efficiently do their jobs and at the same time give inflexibility to handle particular enterprises or problems with their families. People entering the pool moment are more likely to turn down elevations if it's new job means, the hand is having to bring further work to home.

In utmost developing countries, at least until lately, only men worked outside of the home. The old- established common Hindu family system eased a clear division of liabilities between the old and the youthful in terms of decision timber, the oldest manly member in a patriarchal society is the head of the ménage and would make all the important opinions; the manly and womanish the men would work outside the ménage, whereas the women are responsible for raising children and taking charge of myriad ménage liabilities, including in some low- income families in certain corridor of India, walking numerous long hauls each day to cost water and wood.

DEFINITIONS OF WORK-LIFE BALANCE

Currently, the conception of Work- Life Balance isn't new; because of its significance, it has been bandied considerably. It has been conceptualized as an existent's exposure across colorful life places and inters places marvels. Different scholars have given different views on how they perceive the conception of Work- Life Balance. Some of the important delineations are:

- Kofodimos has defined Work- Life Balance as ' a satisfying, healthy and productive life that includes work, play and love, that integrates a range of life conditioning with attention to tone and particular and spiritual development, and that expresses a person's unique wishes, interests, and values.
- Kirchmeyer has viewed Work- Life Balance as 'achieving satisfying gests in all life disciplines, and to do so bear particular coffers similar as energy, time, and commitment to be well distributed across disciplines.
- Clark views work- life balance as 'satisfaction and good functioning at work and home with a minimum of part conflict.

THE SCOPE OF WORK-LIFE BALANCE

The issue is complex and difficult to tackle from an organization's perspective because it is different for every individual. The traditional definition of family is a husband who provides financial support, and a wife who maintains the household. Cultural differences influence family decisions and more

and more families represent blended racial backgrounds but making work-life integration a way of corporate life is much more difficult. The change in workforce composition has been gradual, but steady. More women are working and, thus, more mothers are in the workforce. In 1996, women comprised 46 per cent of the total workforce, compared to 1986 when 44 per cent of the workforce was women. Women are less likely to drop out of the labor force for significant periods of their lives, and more and more women are responsible, alone or with a spouse, for the economic security of their families. The Family and Medical Leave Act, signed by President Clinton in 1993, allowed all US workers to take unpaid leave for up to twelve weeks to care for a seriously ill or new member of the family without putting their jobs at risk. This Act has made the employment picture even more desirable for working mothers, single parents, future parents and two-career families. Those demanding balance, however, include not only parents with children, but the rest of the employee population, as well. Older employees need flexibility when dealing with ageing parents.

RESEARCH METHODOLOGY

OBJECTIVES:

- To study the relationship between work-life balance and various demographic variables.
- To study the influence of work-life balance on the family life of the employees
- To study the impact of compensation factors on the work-life balance of employees.

SIGNIFICANCE OF RESEARCH:

Work-life balance is an important aspect of a healthy work environment. Work-life Balance is becoming an important issue as people deal with shrinking workplace and time pressure. Work-life initiatives offer a win-win situation to both employees and employers and affect business progress and performance in many ways as improving work-life balance practices increase productivity, and employee well-being reduces costs, leads to improving retention and recruitment and better motivation and morale for employees. Maintaining a work-life balance helps reduce stress and helps prevent burnout in the workplace. Chronic stress is one of the most common health issues in the workplace.

Issues of work-life balance have surfaced and in recent times have become more discussed and surfaced due to the blood lines between work and life. During this pandemic, the organization helped them with work-life balance.

DESIGN OF THE RESEARCH:

The research design of the proposed project work, considering its objectives, scope and coverage will be exploratory and descriptive.

SAMPLE AND SAMPLING SIZE:

The sample encompasses 38 employers from different organizations. The sampling method adopted for the research is simple random sampling method.

UNIVERSE:

A study on work-life balance of workforce on GLAMOUR DECOR PVT. LTD.

METHODS AND TOOLS FOR DATA COLLECTION:

Primary Source: Tool for the data collection will through questionnaires.

LIMITATIONS OF THE STUDY:

1. There may be the possibility of respondents' bias in the research study.
2. The constraint of time is the major limitation of the proposed study.

FINDINGS

- Majority of the respondents (52.6%) are male.
- Majority of the respondents (55.3 %) are married.
- Majority of the respondents (60.5%) respondents Education are Bachelors.
- Majority of the respondents (86.8%) respondents experience are 0-5.
- Majority of the respondents (63.2%) respondents are satisfaction with their work schedule to agree.
- Majority of the respondents (55.3%) respondents are organization helps to manage the work-life of the employees to agree.
- Majority of the respondents (55.3) are work give them the flexibility to pursue their dreams and hobbies to agree.
- Majority of the respondents (50%) are work they are able to balance their work life to agree.
- Majority of the respondents (68.4%) are satisfied with their job profile to agree.
- Majority of the respondents (42.1%) are satisfied with their current work-life balance to agree.
- Majority of the respondents (57.9%) are opportunity to develop their skills and abilities to agree.
- Majority of the respondents (47.4%) are satisfied with the working hours to agree.
- Majority of the respondents (57.9%) are right to express their opinions freely to agree.
- Majority of the respondents (57.9%) are work privacy is acknowledged and respected in their workplace to agree.
- Majority of the respondents (55.3%) agree with the on-employee safety and security maintain at their workplace.
- Majority of the respondents (44.7%) agree with the on first aid and emergency medical facilities are available.
- Majority of the respondents (43.2%) agree with the employees are on employee engagement and welfare activates are organized and conducted by the organization.
- Majority of the respondents (51.4%) agree with the employees are enjoying holidays without any work burden.
- Majority of the respondents (60.5%) agree with the employee's on after working hours they are free for their personal life.
- Majority of the respondents (44.7%) agree with the employee's can feel proud being part of the organization and talking about their work outside the workplace.
- Majority of the respondents (47.4%) agree with the employee's work doesn't hinder their social life.
- Majority of the respondents (57.9%) agree with the employee can sleep every night.

References

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