



A Study on Work Life Balance of Employees in Flow Link System Private Limited

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ABSTRACT

The quality of work life balance is one of the key factors for the employees to achieve success. Work life balance means attaining an equilibrium between the work life and the personal life of the employees. There are many factors which influences the work life such as job satisfaction, motivation, stress, job security etc. The organisation can also help the employees to achieve work life balance. The main objective of the study is to assess the quality of work life among employees. The study used both the primary data and secondary data for analysis. The findings of the study were derived from the data examination and conclusion were provided based the data examination.

Key Words: Work life balance, employees, stress, organisation.

INTRODUCTION

Work-life balance involves reducing work-related stress and developing a stable and sustainable manner of working while sustaining health and general well-being. The approach of employees towards their job, especially at their work including job satisfaction, mental health, and safety which has a direct effect on organisational outcomes. There is clearly no definite timings or formulas for the balancing of work and life for anyone and everyone, work-life balance simply means to be equally satisfied by the constant change in the surrounding environment of their personal life and their professional life. safety and well-being, job security, stress, respect and fairness, comfortable working environment, motivation, job satisfaction are the factors which influences the work life balance.

STATEMENT OF THE PROBLEM

The quality of work life balance is crucial to any organization for smooth running and success of its employees. The employees need to concentrate on their work and family responsibilities, many a times either one of them will overtake the another one leading to imbalance in family life and work, which might lead to many personal consequences. Workplace stress is mostly caused by the demands of the job, relationships with management, coworkers, and peers, and degrees of control. The organizational consequences associated with high levels of work-related stress are negative impact on outcomes and productivity for the employees. The negative effects of work-life imbalance that led to high levels of absentees in the organization, low productivity, low morale team, depression and mental illness and the associated organizational costs. The economic restructurings in India, there is a great in terms of socio-economical, psychological and personal wellbeing among the employees in the conventional manufacturing industries. These factors necessitate the research on the factors contributing for the employee satisfaction and the resultant productivity in these industries especially in manufacturing industry, where the workforce is vastly varying with different mindsets and their perceptions about quality work-life.

SCOPE OF THE STUDY

The organisation will have to recognize the importance of developing jobs and working conditions that would ensure the highest conditions that would ensure the highest performance and productivity of employees. The study that such needs have to be address if employees are to knowledge high quality of operational life. The study is concentrated on the analysis of employees opinion towards quality of work life and to provide various suggestion to improve the quality of work life of employees.

OBJECTIVES OF THE STUDY

- To assess the quality of work life among workers.

- To analyse the measures adopted by the organisation to improve the quality of work life among workers.
- To identify the characteristics that influence work-life quality.

RESEARCH METHODOLOGY

Research Design - Descriptive research design.

Source of Data – Primary data & Secondary data.

Sampling Technique – Convenient sampling technique.

Sampling Size – 120 respondents.

Area of the study - Coimbatore city.

Tools used for Analysis

- Simple Percentage analysis.
- Frequency analysis.
- Likert Scale analysis.
- Ranking correlation.

LIMITATION OF THE STUDY

1. The study is limited only within the company, flow link private limited, Coimbatore, so it may not be applicable for other organisations.
2. The sample size of only 120 respondents was taken from the population of the company for the purpose of the study.

REVIEW OF LITERATURE

H.M.B.P.Marambage, N.A.N.J.Madhuwansa (2021)¹, Work life balance is one of the most important human resource management practices. The aim of the study is to examine the factors affecting Work-Life balance of construction industries' site workers. Stratified random sampling method and quantitative approach was used. structured questionnaire was framed to collect data. Hypothesis was used to identify the effect of family related factors, organisation related factors and personal related factors on work life balance of site workers. The article concluded that family support has a very significance in positive effect on Work Life balance of onsite workers.

Ashwini J, D.Anand (2014)², The study focused on work life balance was a crucial factor for workers to contribute to the growth of the organisation as well for their wellbeing. The purpose of the study was to evaluate the impact of quality of work life factors on the overall satisfaction of the employees. The data has been collected from 154 employees compared with the factors influencing quality of work life and tested with cronbach's alpha value and validity was checked by factorial analysis. It was found that the factors were positively correlated with the overall satisfaction. The study had conclusively demonstrated that all the quality of work life factors studied had significant impact on the overall satisfaction of the employees of the manufacturing sector.

SIMPLE PERCENTAGE ANALYSIS

Percentage analysis is the method to represent raw streams of data as a percentage for better understanding of collected data. Percentage analysis is applied to create a contingency table from the frequency distribution and represent the collected data for better understanding. It particularly useful method of expressing the relative frequency of survey responses and other data.

TABLE NO 1

¹ H.M.B.P.Marambage, N.A.N.J.Maduwansa(2021), "Factors Affecting Work Life Balance of Construction Industries' Site Workers in Colombo District, Sri Lanka(With Special Reference to Access Engineering Plc.), International Journal of Arts and Commerce, Volume-6, ISSN NO:1929-7106, pp.no.29-40.

² Ashwini J, D.Anand,(2014)"Correlation of Quality of Work life Factors with Employee Satisfaction in Manufacturing Sector", IOSR Journal of Business and management (ISOR-JBM), Volume-16, Issue-6, eISSN:2278-487X, p-ISSN:2319-7668, pp.no:01-09.

TABLE SHOWING RESPONDENTS ARE ABLE TO BALANCE PERSONAL LIFE AND WORK LIFE

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Yes	80	66.67
2	No	40	33.33
TOTAL		120	100

Source:(Primary data)

INTREPRETATION

Table 1 shows that 66.67% of the respondents are able to balance their personal life and work life and 33.33% of the respondents are not able to balance their personal life and work life. **Majority 66.67% of respondents are able to balance their personal life and work life.**

TABLE 2**TABLE SHOWING STRESS MANAGE TECHNIQUES OF RESPONDENTS**

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE (%)
1	Yoga	8	6.67
2	Entertainment	68	56.67
3	Music	32	26.67
4	Others	12	10.00
TOTAL		120	100

Source: (Primary data)

INTREPRETATION

The table 2 shows that 6.67% of the respondents prefer yoga to manage stress, 56.67% of the respondents prefer entertainment to manage stress, 26.67% of the respondents prefer music to manage stress, 10.00% of the respondents are others (Meditation, Sleeping, Playing). **Majority 56.67% of the respondents prefer entertainment to manage stress.**

FREQUENCY

Frequency is the number of occurrences of a repeating event per unit of time. It is also occasionally referred to as temporal frequency for clarity, and is distinct from angular frequency. Frequency is measured in hertz (Hz) which is equal to one event per second.

TABLE 3**TABLE SHOWING INITIATIVES TAKEN BY THE ORGANISATION FOR MANAGING WORK LIFE**

S.NO	PARTICULARS	NO. OF RESPONDENTS
1	Provide flexible work timings	11
2	Provide leaves to manage work life	31
3	Job share option is provided by the organization	16
4	Others	0
TOTAL		58

(Source: Primary data)

INTERPRETATION

The table 3 shows that the management provides flexible work timings, provides leaves to manage work life and job share option is provided by the organization to manage the work life of the respondents. **Majority of the respondents feels that organisation provide leaves to manage work life.**

LIKERT SCALE

Likert scales are the most broadly used method for scaling responses in research studies. Research questions that ask you to indicate your level of agreement, from strongly agree or highly satisfied to strongly disagree or highly dissatisfied, use the likert scale. In Likert scale method, a person's attitude is measured by combining (additional or averaging) their responses across all items.

TABLE 4

TABLE SHOWING LEVEL OF MOTIVATION IN WORK ENVIRONMENT

S.NO	PARTICULARS	NO. OF RESPONDENTS	LIKERT SCALE(X)	TOTAL(FX)
1	Highly	27	3	81
2	Fairly	57	2	114
3	Demotivated	36	1	36
TOTAL		120		231

(Source: Primary data)

INFERENCE

Likert scale value 1.93 is equal to the middle value (2), so the respondents fairly says that they are motivated by the organisation.

TABLE 5**TABLE SHOWING LONG WORKING HOURS OF THE RESPONDENTS**

S.NO	PARTICULARS	NO. OF RESPONDENTS	LIKERT SCALE(X)	TOTAL(FX)
1	Always affects	1	5	5
2	Affects many times	7	4	28
3	Neutral	42	3	126
4	Affects sometimes	57	2	114
5	Does not affect	13	1	13
TOTAL		120		286

(Source: Primary data)

INFERENCE

Likert scale value 2.38 is lesser than the middle value (3), so the respondents says that they are affected many times by the working hours.

RANK CORRELATION

A rank analysis is any of several statistics that measure an ordinal association, the relationship between ranking of different ordinal variables or different ranking of the same variables, where a "ranking" is the assignment of the labels "first", "second", "third", etc., To different observation of a particular variable. A rank analysis measures of similarity between two rankings, and can be used to assess the significance of the relation between them. It is not necessarily a total order of object because two different objects can have the same ranking. The ranking themselves are totally ordered.

TABLE 6**TABLE SHOWING RANK OF THE RESPONDENTS HELPS TO BALANCE THE WORK LIFE**

FEATURES	1	2	3	4	5	6	7	TOTAL	RANK
Flexible starting hours	5(7)	21(6)	43(5)	21(4)	16(3)	9(2)	5(1)	531	3
Flexible finishing time	0(7)	6(6)	22(5)	30(4)	36(3)	13(2)	13(1)	413	4
Holidays	40(7)	35(6)	12(5)	8(4)	7(3)	10(2)	8(1)	631	1
Paid time off	15(7)	14(6)	9(5)	16(4)	13(3)	17(2)	36(1)	407	5
Job sharing	9(7)	5(6)	11(5)	15(4)	27(3)	36(2)	16(1)	377	7
Technology like cell phones/laptop	5(7)	13(6)	16(5)	17(4)	16(3)	22(2)	31(1)	384	6
Support from family member	46(7)	27(6)	6(5)	12(4)	5(3)	14(2)	10(1)	615	2

(Source: Primary data)

INTERPRETATION

- The table 6 understood that holidays ranked as 1, support from family ranked as 2, flexible starting hours ranked as 3, flexible finishing timing ranked as 4, paid time off ranked as 5, technology like cell phones/laptop ranked as 6, support from family member ranked as 7. **The respondents ranked holidays as first factor which helps them to balance their work life.**

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

PERCENTAGE ANALYSIS

- 41.67% of the respondents are working in the organization for 0 to 5 years.
- 40.00% of the respondents are working in the organization for 8 to 9 hours.
- 78.33% of the respondents are satisfied with the working hours.
- 86.67% of the respondents get enough time to spend with family.
- 66.67% of respondents are able to balance their personal life and work life.
- 63.33% of respondents spend 2 to 3 hours with family.
- 56.67% of the respondents prefer entertainment to manage stress.
- 51.67% of the respondents says that that organisation takes no initiatives to manage work life.
- 61.67% of the respondents are provided with transportation.
- 68.33% of the respondents says there is no maternity and paternity leave.
- 96.67% of the respondents feels that the good work life balance will be effective and success of the organisation.

FREQUENCY

- The respondents says that organisation provide leaves to manage work life.

LIKERT SCALE ANALYSIS

- The respondents fairly says that they are motivated by the organisation.
- The respondents says that they occasionally work for long hours or over time and even on holidays.
- The respondents says that sometimes they are not able to spend the quality time with their family and friends.
- The respondents says that sometimes they feel tired or depressed because of work.
- The respondents says that they are affected many times by the working hours.
- The respondents says that they are neutral with the compulsory overtime.
- The respondents says that they are neutral with the shift work.
- The respondents says that they are neutral with the meetings.
- The respondents says that travelling away from home which affects them neutrally.
- The respondents feels that they are neutral with the flexible working hours provided by the organisation.
- The respondents says that they are neutral with the leave policy of the organisation.

RANK CORRELATION

- The respondents ranked holidays as first factor which helps them to balance their work life.

SUGGESTIONS

- Organisation may provide flexible working hours to the employees to balance their work life balance.
- The organisation can have proper communication with the employees which helps them to take decisions.
- The study suggested that by providing leisure of time to the employees may feel free and work without any stress.
- The organisation may provide more policies which helps the employees to balance both their personal life and work life.

CONCLUSION

The study concentrated on the factor influencing on the work life balance of employees. Over time, travelling away from home, timings, meetings etc, which may affect work life balance of the employees. It is responsibility of every organisation to provide good work environment and ensure that the employees are stress free, manage their work life and personal life etc., because a healthy and happy employees will help the organisation to achieve its goal. The organisation also takes many initiatives to help the employees to improve their work life balance.

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