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A Study on Work Life Balance of Employees in Keeyas Wellness LLP

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ABSTRACT:

This paper aims to show the concept of work life balance among employees. The study was conducted among a sample of both male and female employees from various disciplines, using a survey questionnaire. These survey aims to explore their experiences, perceptions, and challenges related to work-life balance, considering factors such as job demands, work schedules, career advancement opportunities, and the influence of the industry's characteristics.

The survey measures work-life balance levels, job satisfaction, stress levels, organizational commitment, and the impact of specific work-life balance initiatives implemented by Keeyas Wellness LLP.

Introduction:

The term work-life balance (Work-Life Balance) was coined in 1986 in response to the growing concerns by individuals and organizations alike that work can impinge upon the quality of family life and vice-versa, thus giving rise to the concepts of "FWC" and work-family conflict " (WFC).

As work-life balance is a combination of interactions among different areas of one's life, the advantages and disadvantages associated with that balance/imbalance can affect multiple levels of society. The disadvantages associated with work-life imbalances are numerous and impact both employer and employees.

The major elements of work-life balance:

1. Self-management. Taking care of personal needs, such as eating, exercising plays a significant role in your work-life balance.
2. Time management.
3. Stress management.
4. Managing change.
5. Managing technology.
6. Managing leisure time.

As imbalanced work-life affects work (productivity of both individuals and organization), family and society and can induce stress or other mental problems in individuals. Therefore it is important for both organization and employees to maintain work-life balance. The ultimate benefits of work life balance can be enjoyed by employees and organization. It is an important concept in the world of business as it helps to motivate the employees and increases their loyalty towards the company. The relevance and importance of work-life balance increases with the growing influence and interference of technology. It increases with the growing influence and interference of technology.

The increase in stress-related diseases has numerous causes among which one is work, perhaps the most important. The emergence of nuclear families also lays more stress on individuals. All these make work-life balance an important and relevant topic to be discussed. The study undertaken here is an attempt to study the work-life balance of employees in Keeyas Wellness LLP. In Chennai

It is generally understood that better the work-life quality of employees, they will be satisfied at work which will have a positive impact on their work-life balance. Satisfied employees contribute better towards the development of the organization and would be self-motivated.

OBJECTIVES OF THE STUDY:

Primary objectives:

A Study on Work Life Balance in Keeyas Wellness LLP Chennai.

Secondary objectives:

1. To study the work life balance and its effect on their productivity at keeyas wellness llp.
2. Understand the benefits of achieving a healthy work-life balance.
3. Implement strategies to improve well-being and achieve better balance.
4. To analysis factors affecting work life balance and productivity.
5. Recognize the signs and symptoms of stress.
6. Implement strategies to improve their resilience and better cope with stress.
7. To evaluate how work affect the family life and productivity.

SCOPE OF THE STUDY:

This study is conducted at Keeyas Wellness llp. This study is conducted to find out the current work life balance of employees . Work and life are two most important priority of any person and problems arise when there is an imbalance between these two. If work and life is not properly balance it can adversely affect each other and can increase job dissatisfaction, affect family relations, stress related diseases and also productivity of the firm.

Work life balance is a technique which helps personnel of an enterprise to balance their private and professional lives.

Work life balance encourages employees to divide their time on the basis on priorities and preserve a stability through devoting time to family, health, vacations and so on along with making a career, business travel etc.

The time period of this study is from April 2023- june 2023. Responses are collected only from the employees working at keeyas wellness llp

NEED OF THE STUDY:

1. There is no perfect balance you should be striving for. As we have different life and different priorities for each of us (WLB) is different.
2. Balancing the work and family life is more important.
3. The possible solutions or measure of work life balance is also mentioned in these paper

LIMITATIONS OF THE STUDY:

1. The time limit given for this study to be accomplished.
2. The further difficulty is the duty of respondents being interviewed.
3. They do not feel safe responding to some questions, especially on private topics, mostly related to their family.

SIGINIFICANCE OF THE STUDY:

1. Social work exercise might be improved by evolving more attentively to the employees confront to attain work-life balance in today`s world.
2. Work-life balance is becoming an important issue as people deals with shrinking workplace and time pressure.
3. Various theories have revealed that work-life balance policies try to minimize stress and add to a healthier and safer work environment.

Research methodology:

The study was conducted among a sample of both male and female employees from various disciplines. A survey questionnaire was used to collect data on study of work life balance of employees . The questionnaire consisted of closed-ended questions and Likert scales to measure the importance of work life balance . The sample size was 122 employees , and the data collected were analyzed using descriptive statistics.

Results:

The findings of the study reveal that the majority of respondents are female employees and between the age group of 31-45 years old . Over 33% of respondents working hours between 6-8. Other factors include their educational qualification ,safety and job security , team work , balance between their work and family , and counselling facilities etc.

Suggestion:

The suggestion for the finding are as follows:

- Awareness programs regarding proper work life balance can be conducted for the very low percentage Of employees who cannot manage work and lifestyle since work life balance is an important factor in an employees life and not all but some of the employees who lack work life balance should be given more care through providing them with facilities like counselling.
- The employees can also drop unnecessary activities which waste their time such as, the lunch break of the employees are around one hour in the firm, it should be reduced so that the time can be utilized to do their work and the unnecessary talk between the employees also should be stopped because it waste their lot of time.
- The industry should provide an accommodation to their employees who are coming from far away places which takes up to three hours for travel, this time can be utilized for the work if they are provided with nearby residence.
- The firm should try to keep the employees out of stress by decreasing their work load and they should be made aware about the work life balance by giving them classes on work life balance by scholarly persons so that it will increase their productivity .

Conclusion:

This project study was helpful for the researcher to study the practical aspect with theoretical aspect. From the study conducted, it is clear that the company does not believe in exerting pressure on employees. The Company does not follow a tight schedule or strict work policies. Through leave policies, welfare measures, Flexible work time and other allowances, the company encourages and motivates the employees and makes it easy for them to work effectively without pressure.

However the company can also consider the addition of treasures like job sharing and job rotation. Since the Working hours is based on shifts and requires technical staff work from home is not possible, especially for Supervisors.

The company should maintain is current policies and working strategies regarding the work life balance keep on motivating and retaining the employees. Proper work life balance among the employees can not only Increase their productivity, but also helps the organization achieve its objectives easily.

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