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A Study on the Employee Perception of Work Life Balance

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ABSTRACT:

The work-life balance that employees perceive is examined in this study because it has a significant impact on job satisfaction, productivity, and organizational performance. The purpose of the study is to comprehend how workers with various backgrounds and job titles view the harmony between their personal and professional life. The study employs a thorough methodology and gathers data through both quantitative surveys and qualitative interviews. The study determines the variables—such as workload, flexibility, support services, and business culture—that affect opinions of work-life balance, whether they are favorable or unfavorable. The results offer organizations useful information that they can use to improve their policies, foster an inclusive workplace, and improve employee wellbeing. This study aids in both strategic decisions about human resources and a deeper comprehension of the interactions between work and home life.

INTRODUCTION

The idea of work-life balance has drawn a lot of attention in today's dynamic and fast-paced workplace as businesses and individuals look for a balance between work obligations and personal well-being. In order to improve job happiness, productivity, total job performance, and employees' general quality of life, achieving the ideal work-life balance has become a crucial priority. In order to shed light on the different elements that affect employee perceptions of work-life balance and the ensuing ramifications for both people and companies, this study explores the complex world of employee perceptions in this area.

REVIEW OF LITERATURE

Karen Modesta Olsen, Jarle Hildrum, Kamilla Kummen, Caroline Leirdal (2023) The study examines the extent to which job demands and resources are related to job stress and engagement among young employees exposed to remote work. The study draws on the job demands–resources (JD-R) model, adapted to working from home during the pandemic.

Ma Eugenia Sanchez Vidal(2011) Research on work–life balance (WLB) practices has increased in recent years. Academics affirm that the implementation of WLB practices helps to achieve better organizational results and improve employee outcomes such as higher satisfaction and commitment, and reduce turnover intentions. However, some authors have argued that there are differences between the availability of WLB practices in companies and employees' perceptions of access to such practices. The literature on the differences in perceptions between managers and employees in relation to WLB and its effects is sparse. Using two samples of 229 managers and 511 employees from the same firms, we in this paper contribute to our knowledge of the existence of the perception gaps between managers and employees and their influence on the take-up of WLB. Implications for academics and practitioners are discussed.

Wheatly (2012) suggests that the work-life balance of workers provides the employer and staff with win-win results.

RESEARCH METHODOLOGY

The primary objectives is to study on the employee perception of work life balance. The secondary objectives is to identify the demographic of employees who are most affected by work-life balance issues and to determine the level of participation of employees in work-life balance programs offered by the company. Descriptive research design is a plan, structure and strategy of investigations to obtain answer to the research questions”. Research methodology simply refers to the practical “how” of any given piece of research more specifically, it’s about how research systematically designs a study to ensure valid and reliable results that address the research aims and objectives. The limitation of the study is respondents are reluctant to response in all cases and since small size of 101 resonance are taken so it is difficult to draw inference about the population from this sample size. The primary data is collected by providing questionnaire to friends, relatives and colleagues, through email, what Sapp, etc. The secondary data is started to analysis through websites, journals, etc.

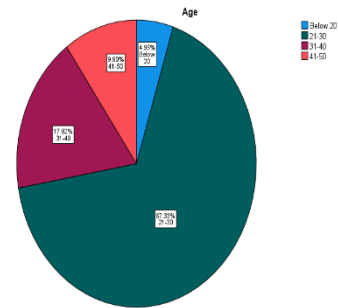
ANALYSIS

1. PERCENTAGE ANALYSIS FOR AGE VARIABLE

TABLE 1

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 20	5	5.0	5.0	5.0
	21-30	68	67.3	67.3	72.3
	31-40	18	17.8	17.8	90.1
	41-50	10	9.9	9.9	100.0
	Total	101	100.0	100.0	

CHART 1



INFERENCE:

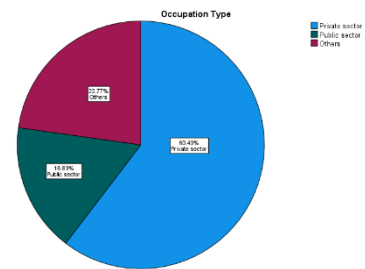
From the above result it is observe that out of 101 respondents 5.0% are above 20, 67.3% respondents are between 21-30, 17.8% are between 31-40, 9.9% are between 41-50

OCCUPATION TYPE

TABLE 2

Occupation Type					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Private sector	61	60.4	60.4	60.4
	Public sector	17	16.8	16.8	77.2
	Others	23	22.8	22.8	100.0
	Total	101	100.0	100.0	

CHART 2



INFERENCE:

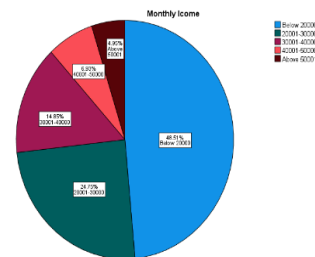
From the above result it is observe that out of 101 respondents 60.4% are private sector, 16.8% respondents are public sector, 22.77% are others

TABLE 3

Percentage analysis for monthly Income

Monthly Income					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 20000	49	48.5	48.5	48.5
	20001-30000	25	24.8	24.8	73.3
	30001-40000	15	14.9	14.9	88.1
	40001-50000	7	6.9	6.9	95.0
	Above 50001	5	5.0	5.0	100.0
Total	101	100.0	100.0		

CHART 3



INFERENCE:

From the above result it is observe that out of 101 respondents 48.5% are below 20000, 24.7% respondents are between 20001-30000, 14.8% are between 30001-40000, 6.9% are between 40001-50000 and 4.9% are above 50001.

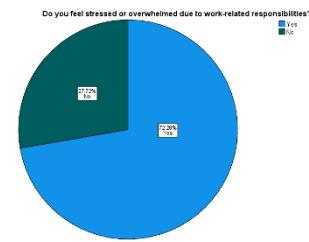
Percentage analysis for do you feel stressed or overwhelmed due to work-related responsibilities?

TABLE 4

Do you feel stressed or overwhelmed due to work-related responsibilities?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	73	72.3	72.3	72.3
	No	28	27.7	27.7	100.0
	Total	101	100.0	100.0	

CHART 4



INFERENCE:

From the above result it is observe that out of 101 respondents 72.2% are yes and 27.7% respondents are no.

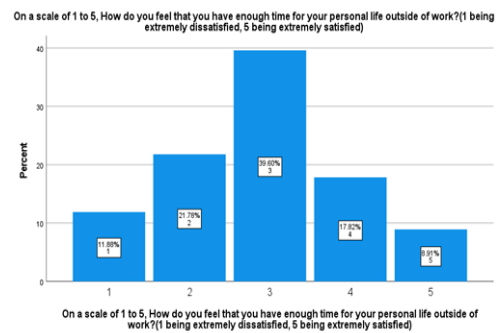
Percentage analysis for How do you feel that you have enough time for your personal life outside of work

On a scale of 1 to 5, How do you feel that you have enough time for your personal life outside of work?(1 being extremely dissatisfied, 5 being extremely satisfied)

CHART 5

TABLE 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	11.9	11.9	11.9
	2	22	21.8	21.8	33.7
	3	40	39.6	39.6	73.3
	4	18	17.8	17.8	91.1
	5	9	8.9	8.9	100.0
Total		101	100.0	100.0	



INFERENCE:

From the above result it is observe that out of 101 respondents 11.8% are extremely dissatisfied, 21.7% respondents are dissatisfied, 39.6% are neutral, 17.8% are satisfied and 8.9% are extremely satisfied

1. CHI-SQUARE TEST

To find the difference between professional development, growth and able to manage work and personal life.

H0: There is no significance between professional development, growth and able to manage work and personal life.

H1: There is the significance difference between professional development, growth and able to manage work and personal life.

Test Statistics		
	Do you feel that your company provides opportunities for professional development and growth?	Do you feel that you are able to manage work and personal life?
Chi-Square	41.832 ^a	23.772 ^a
Df	1	1
Asymp. Sig.	.000	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 50.5.

INTERPRETATION:

From the above result it is found that the significance value (0.000) is less than the table value (0.05). Therefore, the null hypothesis was rejected. That is, there is an association between professional development, growth and able to manage work and personal life.

2. CORRELATIONS:

To find the association between occupation and having enough time for your personal life outside of work.

H0: There is no significance difference between occupation and having the enough time for your personal life outside of work

H1: There is significance difference between occupation and having the enough time for your personal life outside of work

TABLE 6

Correlations			
		Occupation	On a scale of 1 to 5, How do you feel that you have enough time for your personal life outside of work?(1 being extremely dissatisfied, 5 being extremely satisfied)
Occupation	Pearson Correlation	1	.118
	Sig. (2-tailed)		.244
	N	100	100
On a scale of 1 to 5, How do you feel that you have enough time for your personal life outside of work?(1 being extremely dissatisfied, 5 being extremely satisfied)	Pearson Correlation	.118	1
	Sig. (2-tailed)	.244	
	N	100	101

INTERPRETATION:

From the above result it is found that the significance value (0.118) is less than the table value (0.05). Therefore, the null hypothesis was accepted. That is, there is an association between gender and smartphone using duration by consumers.

3. ANNOVA

To find the association between income and feeling stressed due to work related responsibilities.

H0: There is no significance difference between income and feeling stressed or overwhelmed due to work related responsibilities

H1: There is significance difference between income and feeling stressed or overwhelmed due to work related responsibilities

TABLE 7

ANOVA					
Income					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.135	1	2.135	3.148	.079
Within Groups	65.130	96	.678		
Total	67.265	97			

INFERENCE

From the above result it is found that the significance value (0.079) is less than the table value (0.05). Therefore, the null hypothesis was accepted. That is, there is an association between gender and smartphone using duration by consumers.

FINDINGS

According to the study, out of 101 people 4.95% are below 20, 67.33% are 21-30, 17.82 are 31-40, 9.90% are 41-50. According to the study, out of 101 people 48.51% are below 20000, 24.75% are 20001-30000, 14.85% are 30001-40000, 6.93% are 40001-50000, 4.95% are above 50001. According to the study, out of 101 people 61.22% are private sector, 16.33% are public sector, 22.45% are others. According to the study, out of 101 people 72.28% are yes and 27.72% are no.

SUGGESTIONS:

Unbalance between work and life is caused by overwork and long hours. An organization should avoid becoming too big so that tasks can be dispersed. For their staff, organizations might set up training and seminars on time management, stress management, and effective work organization. By reducing the strain of the time element, it will cultivate the habit of being prompt. The creation of work-life balance plans for each job role within the organizations will increase employee productivity and increase job satisfaction. To minimize paper-based or manual labor, technology innovation is crucial. Additionally, it speeds up communication and saves time. To prevent delays in job operations and work pressure, employees should be dedicated to their scheduled working hours.

CONCLUSION:

In a nutshell, it can be claimed that work-life balance is a big problem nowadays and that it significantly affects the productivity and development of both the employer and the employee. The relationship between work-life balance and employee performance is fundamentally clarified by this study. They have a strong connection to one another. All aspects of the work life revolve around measuring and controlling how, where, and when people work. There are numerous elements that support workers in maintaining a healthy balance between work and personal life. Employee performance and work-life balance are inversely correlated. A well-balanced work-life balance will result in an employee's effective performance.

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