



An Exploratory Study on Various Challenges at Work-Life Balance of Employees at Jeevitha Creation

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DOI: <https://doi.org/10.55248/gengpi.4.923.52662>

ABSTRACT

Work-life balance is a problem of prime importance in today's working environment for professionals who struggle to prioritize their personal and professional lives in the current period of the twenty-first century. Employee expectations and behavior towards their duties at home and at work have also altered. To analyse the challenges of employee at personal life and Professional Life. The sample consisted of 380 Employees out of which 192 were the employees are respondent. Descriptive research is used in the study which describes the respondents who take part in the study. The tools are used for the test is Correlation Analysis. These modifications have compelled the establishment of better working conditions, in addition to additional perks and rules that help staff members manage a good work-life balance. Healthy work-life balance is a continuous process that may be reached by the company and its people working together. It is not something that can be accomplished in a single day. The Majority of fell within the age group of 26-35 Years. Female employee highly employed. It concludes that employee job satisfaction and overall employee well-being.

KEYWORDS: - Work-life balance, Personal, Professional, Employee expectations, Behavior.

INTRODUCTION

Work-Life balance is a trending concept to understand the well-being of the women in terms of work and Personal life. Employees job happiness, and overall organizational productivity, work-life balance has grown in importance in today's workplaces. In this study, women employees of Jeevitha Creation, a well-known apparel firm recognized for its dedication to employee welfare, will be examined in relation to the women employee's work-life balance.

Achieving a healthy balance between work-related obligations and personal interests is referred to as having a work-life balance. Achieving a good work-life balance in today's fast-paced and competitive world has becoming challenging for many people, especially women who frequently juggle many jobs, including professional obligations and home duties. The garment industry is renowned for its demanding work environments, which can significantly burden staff, affecting their physical and psychological well-being. For women employees, striking an equilibrium between work and personal life can be even more complex due to societal expectations, caregiving duties, and other unique challenges they may face.

The overview field of work-life balance 21 today 21st century work-life balance is an extremely important issue for struggling professionals in today's work scenario to prioritize your personal and professional life. These changes forced organizations to start better working conditions and other benefits and practices for employees to maintain a healthy work-life balance. (Eureka Kashyap and Sarabjeet Kaur, 2021) Work-life balance has recently attracted the attention of both researchers and managers. However, people's time is limited and therefore they have to do Several activities besides work. Without balance between the two, one can experience much unhappiness in both. This study analyzes work-life balance from an organizational context. This study allows workers to reflect on their position in relation to work-life balance, and managers gain new perspectives to address such an issue. (Delecta, P, 2021) Balancing Both employees and employers find it difficult to balance work and family life. This work-life balance concept paper provides a framework for the meaning and importance of work-life balance. Push and shove between family and responsibilities. Poor work-life balance in them gives recommendations for resolving these challenges. In this article, we highlight work-life balance and understand the reader's deep knowledge about work-life balance. (Dr. K Siva Nageswara Rao and Ms. Shaik Maseeha, 2019) <https://ijissh.org/storage/Volume4/Issue3/IJISSH-040316.pdf>

OBJECTIVES OF THE STUDY

1. To analyse the Problem Facing by Women Employee at Personal life.
2. To determine the challenges to Women Employee at Professional life.

HYPOTHESIS 1: -**Hypothesis 1: -**

H1: - There is no significant relationship between the factors influencing Personal life.

H2: - There is a significant relationship between the factors influencing Personal life.

HYPOTHESIS 2: -

H1: - There is no Significant relationship between various factors influencing Professional life.

H2: - There is a Significant relationship between various factors influencing Professional life.

TYPE OF RESEARCH

3. Descriptive research is used in the study which describes the respondents who take part in the study. The respondents how took part in the survey employees belonging according to designation such as like manager, HR executive, Supervisor Managers.

SOURCES OF DATA COLLECTION

4. Primary data: - This is the type of data where the researcher directly approaches the respondents to collect data, it is through observation, personal interview, and distribution of questionnaire to employees in Jeevitha creation.
5. Secondary data: - It include data from internet resources, books, official site, Journals, Newspapers.

Table 01: - The below table shows the Factors influencing on Personal Life.

Correlations

		Are you worry about your job when you're at home	Your hobbies and leisure activities	Stress during domestic Work	You come across negative attitude of your Family	Your family member supported you to work	You are unable to spend enough time with your family
Are you worry about your job when you're at home	Pearson Correlation Sig. (2-tailed) N	1 .408 192	.060 .408 192	-.077 .287 192	.004 .958 192	.060 .406 192	.018 .800 192
Your hobbies and leisure activities	Pearson Correlation Sig. (2-tailed) N	.060 .408 192	1 .408 192	-.054 .457 192	-.122 .091 192	.229** .001 192	.171* .018 192
Stress during domestic Work	Pearson Correlation Sig. (2-tailed) N	-.077 .287 192	-.054 .457 192	1 .457 192	.152* .035 192	.024 .744 192	.114 .115 192
You come across negative attitude of your Family	Pearson Correlation Sig. (2-tailed) N	.004 .958 192	-.122 .091 192	.152* .035 192	1 .149 192	-.104 .149 192	.008 .910 192
Your family member supported you to work	Pearson Correlation Sig. (2-tailed) N	.060 .406 192	.229** .001 192	.024 .744 192	-.104 .149 192	1 .560 192	-.042 .560 192
You are unable to spend enough	Pearson Correlation	.018	.171*	.114	.008	-.042	1

time with your family	Sig. (2-tailed)	.800	.018	.115	.910	.560	
	N	192	192	192	192	192	192

Correlations

		Stress at home	I am highly emotional about my family	I feel I never get time for myself	I Experience stress about child/children education	Overall, have you feel satisfied at home being employed
Stress at home	Pearson Correlation	1	-.211**	.005	.238**	.138
	Sig. (2-tailed)		.003	.948	.001	.056
	N	192	192	192	192	192
I am highly emotional about my family	Pearson Correlation	-.211**	1	-.210**	-.132	-.089
	Sig. (2-tailed)	.003		.003	.067	.221
	N	192	192	192	192	192
I feel I never get time for myself	Pearson Correlation	.005	-.210**	1	.140	-.108
	Sig. (2-tailed)	.948	.003		.053	.135
	N	192	192	192	192	192
I Experience stress about child/children education	Pearson Correlation	.238**	-.132	.140	1	-.189**
	Sig. (2-tailed)	.001	.067	.053		.009
	N	192	192	192	192	192
Overall, have you feel satisfied at home being employed	Pearson Correlation	.138	-.089	-.108	-.189**	1
	Sig. (2-tailed)	.056	.221	.135	.009	
	N	192	192	192	192	192

Source: - Primary Data

INTERPRETATION: - From the above output from SPSS, the study tested the Factors influence on Employee hobbies and leisure activities. It shows that the p-value is .408 at the significant (α) as 0.05 i.e., $.408 > 0.05$, It concludes factors influencing Stress during domestic work. It shows that the p-value is .287 at the significant (α) as 0.05 i.e., $.287 > 0.05$, It concludes Come across negative attitude of your family. it shows that the p-value is .958 at the significant (α) as 0.05 i.e., $.958 > 0.05$, Employee Family member supported to work. It shows that the p-value is .406 at the significant (α) as 0.05 i.e., $.406 > 0.05$, Employee are unable to spend enough time with their family. It shows that the p-value is .800 at the significant (α) as 0.05 i.e., $.800 > 0.05$, Employee feel they never get time for them self. It shows that the p-value is .948 at the significant (α) as 0.05 i.e., $.948 > 0.05$, The Employee Feeling satisfied at home being employed. It shows that the p-value is .056 at the significant (α) as 0.05 i.e., $.056 > 0.05$. Hence, the null hypothesis is accepted and alternative hypothesis is rejected. It concludes factors influencing Personal Life that there is no significant relationship between the Factors Influencing on Personal Life.

From the above output from SPSS, the study tested the Factors influence on The employee is highly emotional about my family. It shows that the p-value is .003 at the significant (α) as 0.05 i.e., $.003 < 0.05$, Employee Experience Stress about child/children. It shows that the p-value is .001 at the significant (α) as 0.05 i.e., $.001 < 0.05$. Hence, Alternative hypothesis is accepted and null hypothesis is rejected. It concludes factors influencing Personal Life that there is a significant relationship between the Factors Influencing on Personal Life.

Table 02: - The below table shows the Factors influencing on Professional Life.

Correlations

		Flexible work timing	Supportive Supervisor	Are you paid for extra working hours	Unrestricted Leave opportunity	Are you aware of HR policies of your organization	How many hours you spend for travelling to work	You're working in friendly environment	stress at work
Flexible work timing	Pearson Correlation Sig. (2-tailed)	1	.092	.003	.110	.034	.153*	.025	.103
			.205	.966	.127	.635	.034	.735	.155
	N	192	192	192	192	192	192	192	192
Supportive Supervisor	Pearson Correlation Sig. (2-tailed)	.092	1	-.149*	-.055	.051	.188**	-.005	.120
		.205		.039	.446	.483	.009	.940	.098
	N	192	192	192	192	192	192	192	192
Are you paid for extra working hours	Pearson Correlation Sig. (2-tailed)	.003	-.149*	1	.079	-.066	-.137	.194**	-.020
		.966	.039		.276	.365	.058	.007	.782
	N	192	192	192	192	192	192	192	192
Unrestricted Leave opportunity	Pearson Correlation Sig. (2-tailed)	.110	-.055	.079	1	-.020	.089	.043	.056
		.127	.446	.276		.781	.218	.551	.439
	N	192	192	192	192	192	192	192	192
Are you aware of HR policies of your organization	Pearson Correlation Sig. (2-tailed)	.034	.051	-.066	-.020	1	-.177*	.007	.029
		.635	.483	.365	.781		.014	.927	.692
	N	192	192	192	192	192	192	192	192
How many hours you spend for travelling to work	Pearson Correlation Sig. (2-tailed)	.153*	.188**	-.137	.089	-.177*	1	-.003	.056
		.034	.009	.058	.218	.014		.972	.443
	N	192	192	192	192	192	192	192	192
Do you feel that you're working in friendly environment	Pearson Correlation Sig. (2-tailed)	.025	-.005	.194**	.043	.007	-.003	1	-.014
		.735	.940	.007	.551	.927	.972		.844
	N	192	192	192	192	192	192	192	192
Do you stress at work	Pearson Correlation Sig. (2-tailed)	.103	.120	-.020	.056	.029	.056	-.014	1
		.155	.098	.782	.439	.692	.443	.844	
	N	192	192	192	192	192	192	192	192

Correlations

		satisfied with the working hours of your Organization	organization conducting team building activities	organization organize festival events	provided with extra responsibilities along with regular work	frequently attend office on weekend	co-Workers are Co-operative	I feeling committed towards work
satisfied with the working hours of your Organization	Pearson Correlation Sig. (2-tailed) N	1 192	-.078 .280 192	-.165* .022 192	.049 .502 192	-.184* .011 192	.223** .002 192	.026 .724 192
organization conducting team building activities	Pearson Correlation Sig. (2-tailed) N	-.078 .280 192	1 192	-.194** .007 192	-.048 .510 192	-.053 .464 192	.033 .646 192	.101 .162 192
organization organize festival events	Pearson Correlation Sig. (2-tailed) N	-.165* .022 192	-.194** .007 192	1 192	.016 .822 192	-.136 .061 192	-.087 .228 192	.075 .303 192
provided with extra responsibilities along with regular work	Pearson Correlation Sig. (2-tailed) N	.049 .502 192	-.048 .510 192	.016 .822 192	1 192	-.132 .068 192	-.157* .030 192	.006 .937 192
frequently attend office on weekend	Pearson Correlation Sig. (2-tailed) N	-.184* .011 192	-.053 .464 192	-.136 .061 192	-.132 .068 192	1 192	-.085 .241 192	-.107 .138 192
co-Workers are Co-operative	Pearson Correlation Sig. (2-tailed) N	.223** .002 192	.033 .646 192	-.087 .228 192	-.157* .030 192	-.085 .241 192	1 192	.218** .002 192
I feeling committed towards work	Pearson Correlation Sig. (2-tailed) N	.026 .724 192	.101 .162 192	.075 .303 192	.006 .937 192	-.107 .138 192	.218** .002 192	1 192

Source: - Primary Data

INTERPRETATION: -

From the above output from SPSS, the study tested the Factors influence on Supportive supervisor. It shows that the p-value is .205 at the significant (α) as 0.05 i.e., $.205 > 0.05$, Employee paid for extra working hours It shows that the p-value is .966 at the significant (α) as 0.05 i.e., $.966 > 0.05$, Unrestricted Leave Opportunity. It shows that the p-value is .127 at the significant (α) as 0.05 i.e., $.127 > 0.05$, The employee are aware about HR policies in organization. It shows that the p-value is .635 at the significant (α) as 0.05 i.e., $.635 > 0.05$, The employee is working in friendly environment. It shows that the p-value is .735 at the significant (α) as 0.05 i.e., $.735 > 0.05$, Stress at work. It shows that the p-value is .155 at the significant (α) as 0.05 i.e.,

.155 > 0.05, Organization conduct the team building activities. It shows that the p-value is .280 at the significant (α) as 0.05 i.e., .280 > 0.05, Provided with extra responsibilities along with regular work. It shows that the p-value is .502 at the significant (α) as 0.05 i.e., .502 > 0.05, The employee feeling committed towards work. It shows that the p-value is .724 at the significant (α) as 0.05 i.e., .724 > 0.05. Hence, the null hypothesis is accepted and alternative hypothesis is rejected. It concludes factors influencing Professional Life that there is no significant relationship between the Factors Influencing on Professional Life.

From the above output from SPSS, the study tested the Factors influence on Hours spend to travelling to work. It shows that the p-value is .034 at the significant (α) as 0.05 i.e., .034 > 0.05, Organization Organize Festival Events. It shows that the p-value is .022 at the significant (α) as 0.05 i.e., .022 > 0.05, Co-Workers are Co-operatives. It shows that the p-value is .002 at the significant (α) as 0.05 i.e., .002 > 0.05. Hence, alternative hypothesis is accepted and null hypothesis is rejected. It concludes factors influencing Professional Life that there is a significant relationship between the Factors Influencing on Professional Life.

CONCLUSION

This analysis clearly shows that addressing work-life balance is not solely the responsibility of individual employees, but a collaborative effort involving organizational leadership and policy enhancement. Jeevitha Creations can leverage these findings to tailor strategies that empower employees to manage their responsibilities effectively while safeguarding their personal well-being. By fostering an environment that prioritizes work-life balance, the company can potentially enhance job satisfaction, retention rates, and overall productivity. This study, while specific to Jeevitha Creations, contributes to the broader discourse on work-life balance, urging organizations to continually adapt to the evolving needs of their workforce to ensure a harmonious and thriving work environment.

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