



A STUDY ON WORK LIFE BALANCE OF EMPLOYEES WITH SPECIAL REFERENCES Gleneagles healthcare Chennai

¹JAYA SURIYA K and ²SURENDER

¹MBA student Jerusalem College of Engineering, Chennai

²Professor MBA, Jerusalem College of Engineering, Chennai

INTRODUCTION :

Gleneagles is India's up-scaling health care centers offering better care to its patients. It is one of the rapidly growing chains.

Gleneagles is a leading premium integrated healthcare provider with a network of 80 hospitals in 10 countries.

Work-Life Balance is a broad concept including proper prioritizing between "Work" on one hand and "life" on the other. Globalization, downsizing, and flexible work patterns have left many doctors with a feeling of increasing work demands and pressure, and a daily struggle to manage their work and family responsibilities.

Balancing professional and personal life, better productivity and harmonious life has become challenging.

Work life balance can be defined as the perfect integration between work and life both not interfering with each other.

The performance of any hospital depends on its doctors. Work life balance describes a person's ability to effectively manage their paid work commitments on one hand and with their career goals, personal, community and cultural responsibilities, interests and obligations on the other hand.

REVIEW OF LITERATURE:

- **Satinder Singh. (2022)**, the writing survey on Work and life Balance is stood encircled up and doing in perspective on its picked-up notoriety thru the significant intend to ought to flourishing of humanity and the acknowledgment of satisfying be alive for its representatives by ancillary the development of each worker and the supplementary advancement of the organizations. The writing recognizes impact on different eminence time settings.
- **Fathima Aroosiya (2021)**, as per paper the working ladies have double jobs to be specific jobs in the working spot and job at home in the advanced economy. This prompts them to face more troubles in the life of working ladies so as to be increasingly powerful in their double life while the working men have less weight contrasting and working ladies. In the example size was 100 working ladies particularly the educators of government school and representatives in divisional secretariat which comprise of 15 inquiries. Information was exposed to graphic measurements. The consequences of the examination uncovered that the degree of work life equalization of working ladies was low level.
- **Preethi vijai madhavan and D. Venkatarama Raju [2018]**, This research article "An Empirical Study on relationship among Quality of work life and its factors", explores the correlation between QWL factors. QWL is a very important concept of a favorable situation in a working environment. QWL helps the management and employees by facilitating training opportunities, job satisfaction and working conditions. A satisfied employee is one who has career growth along with the organizational growth. The results of the study suggest that the measurement scales used in this study satisfactorily met the standards of validity and reliability analyze.
- **Shefali Srivastava and Rooma Kanpur [2015]**, in their research article on "A Study on Quality of Work Life: Key Elements & its Implications", focuses on the subjective matter of QWL i.e., its key elements like job security, job performance, employee satisfaction etc. The study presents the degree of satisfaction that has been referred to as quality of work life. Quality of work life is a process in an organization which enables its members at all levels to participate actively and effectively in shaping the organizational environment, methods and outcomes.

RESEARCH METHODOLOGY :

Research Methodology is the specific procedures or techniques used to identify, select, process, and analyze information about the topic.

NATURE OF THE STUDY: Descriptive Study

NATURE OF THE DATA: Primary & Secondary Data

TARGETED AUDIENCE: Gleneagles employees

SAMPLE: 150 Respondents (Collected through questionnaire)

SAMPLING METHOD: Convenience Sampling

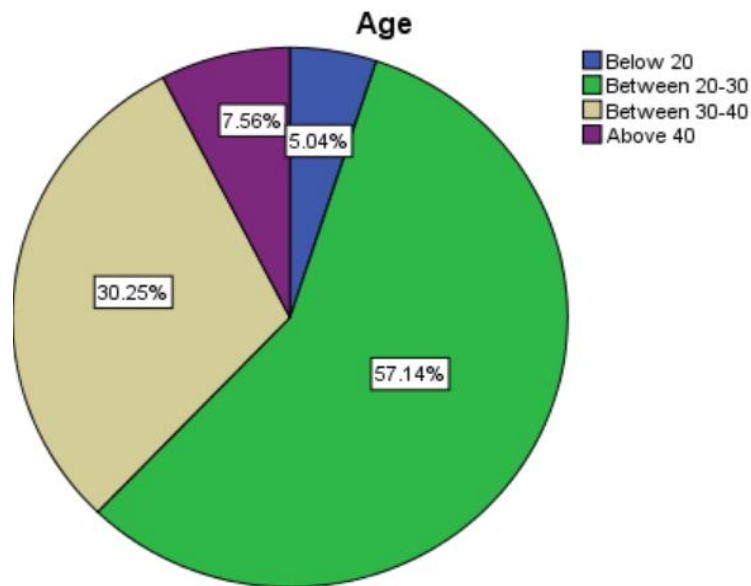
TABLE 4.1.1

TABLE SHOWING AGE GROUP OF THE RESPONDENTS

SL.NO	AGE	Frequency	Percent
1	Below 20	6	5.0
2	Between 20-30	68	57.1
3	Between 30-40	36	30.3
4	Above 40	9	7.6
	Total	119	100.0

CHART 4.1.1

CHART SHOWING AGE GROUP OF THE RESPONDENTS



INTERPRETATION

From the above table it is interpreted that 57.4% of the respondents are from the age group between 20-30 years, 30.25% of respondents are above 30-40 years, 7.56% of the respondents are Above 40 years, 5.04% of the respondents are Below 20 years.

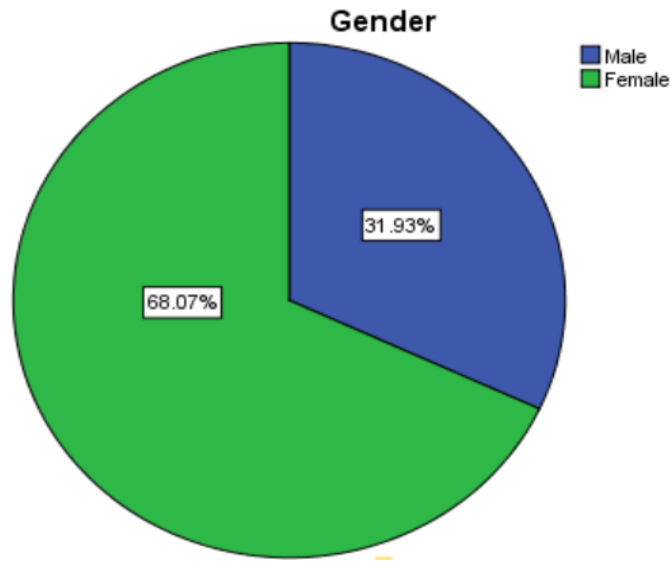
TABLE 4.1.2

TABLE SHOWING GENDER OF THE RESPONDENTS

SL.NO	GENDER	Frequency	Percent
1	Male	38	31.9
2	Female	81	68.1
	Total	119	100.0

CHART 4.1.2

CHART SHOWING GENDER OF THE RESPONDENTS



INTERPRETATION

From the above table it is interpreted that 68.07% of respondents are female whereas 31.93% of respondents are male.

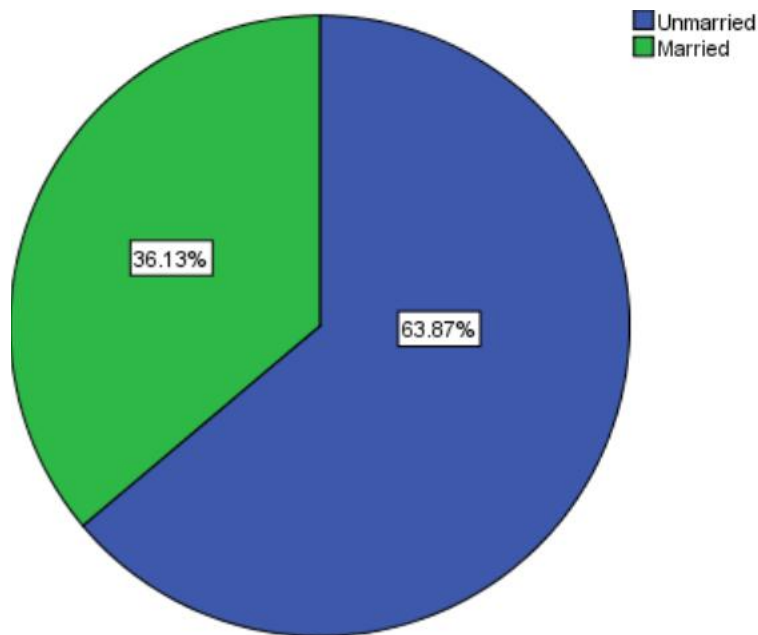
TABLE 4.1.3

TABLE SHOWING MARTIAL STATUS OF THE RESPONDENTS

SL.NO	MARTIAL STATUS	Frequency	Percent
1	Unmarried	76	63.9
2	Married	43	36.1
	Total	119	100.0

CHART 4.1.3

CHART SHOWING MARTIAL STATUS OF THE RESPONDENTS



INTERPRETATION

From the above table it is interpreted that 63.87% of respondents are unmarried whereas 36.13% of respondents are married.

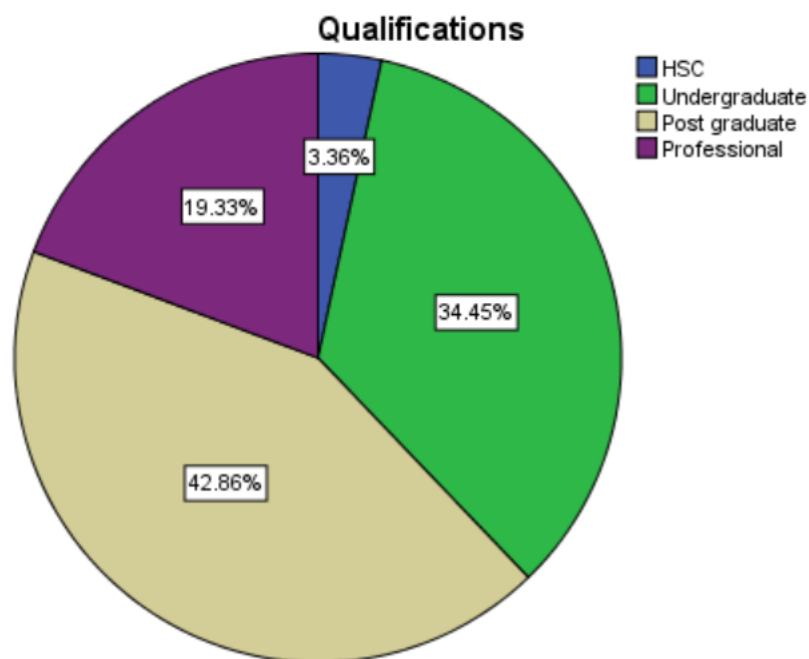
TABLE 4.1.4

TABLE SHOWING QUALIFICATION OF THE RESPONDENTS

SL.NO	QUALIFICATION	Frequency	Percent
1	HSC	4	3.4
2	Undergraduate	41	34.5
3	Post graduate	51	42.9
4	Professional	23	19.3
	Total	119	100.0

CHART 4.1.4

CHART SHOWING QUALIFICATION OF THE RESPONDENTS

**INTERPRETATION**

From the above table it is interpreted that 42.86% of the respondents are Post graduate, 34.45% of the respondents are Under graduate, 19.33% of the respondents are Professional, 3.36% of the respondents are HSC.

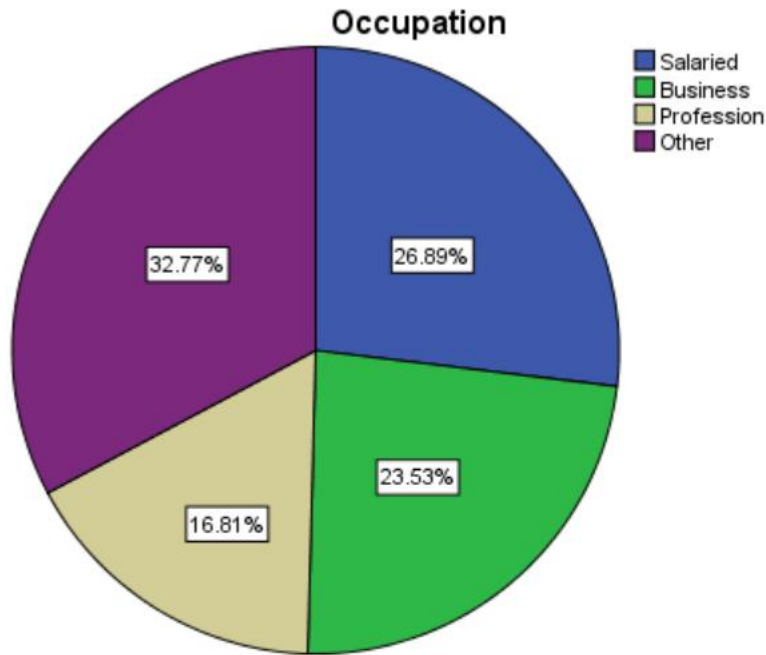
TABLE 4.1.5

TABLE SHOWING OCCUPATION OF THE RESPONDENTS

SL.NO	OCCUPATION	Frequency	Percent
1	Salaried	32	26.9
2	Business	28	23.5
3	Profession	20	16.8
4	Other	39	32.8
	Total	119	100.0

CHART 4.1.5

CHART SHOWING OCCUPATION OF THE RESPONDENTS



INTERPRETATION

From the above table it is interpreted that 32.77% of the respondents are Other, 26.89% of the respondents are Salaried, 23.53% of the respondents are Business, 16.61% of the respondents are Professionals.

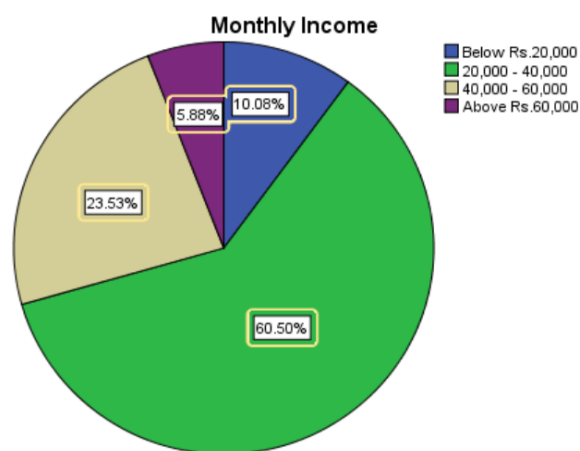
TABLE 4.1.6

TABLE SHOWING MONTHLY INCOME OF THE RESPONDENTS

SL.NO	MONTHLY INCOME	Frequency	Percent
1	Below Rs.20,000	12	10.1
2	20,000 - 40,000	72	60.5
3	40,000 - 60,000	28	23.5
4	Above Rs.60,000	7	5.9
	Total	119	100.0

CHART 4.1.6

CHART SHOWING MONTHLY INCOME OF THE RESPONDENTS



INTERPRETATION

From the above table it is interpreted that 60.50% of the respondents are Rs.20000-Rs.40000, 23.53% of the respondents are Rs.40000-

Rs.60000,10.08% of the respondents are BelowRs.20,000,5.88% of the respondents are above Rs.60000.

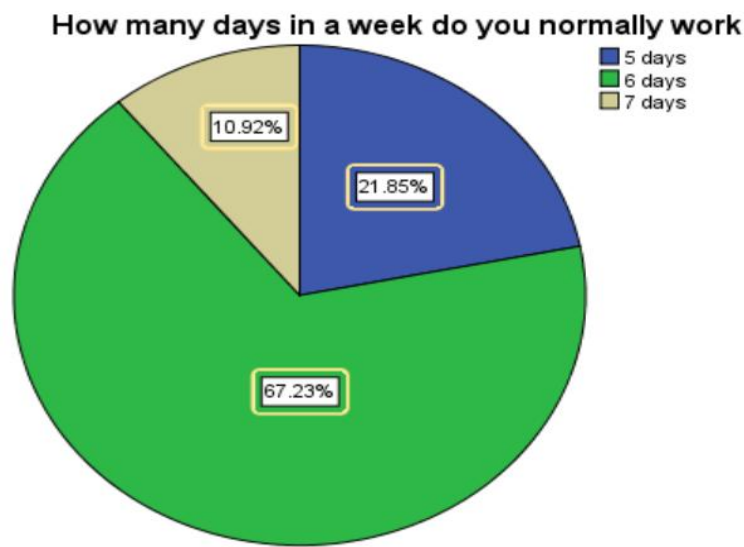
TABLE 4.1.7

TABLE SHOWING HOW MANY DAYS IN A WEEK DO YOU NORMALLY WORK OF THE RESPONDENTS

SL.NO	Opinion	Frequency	Percent
1	5 days	20	21.8
2	6 days	80	67.2
3	7 days	13	10.9
	Total	119	100.0

CHART 4.1.7

CHART SHOWING HOW MANY DAYS IN A WEEK DO YOU NORMALLY WORK OF T THE RESPONDENTS



INTERPRETATION

From the above table it is interpreted that 67.23% of the respondents are 6 days, 21.85% of the respondents are 5 days, 10.92% of the respondents are 7 days.

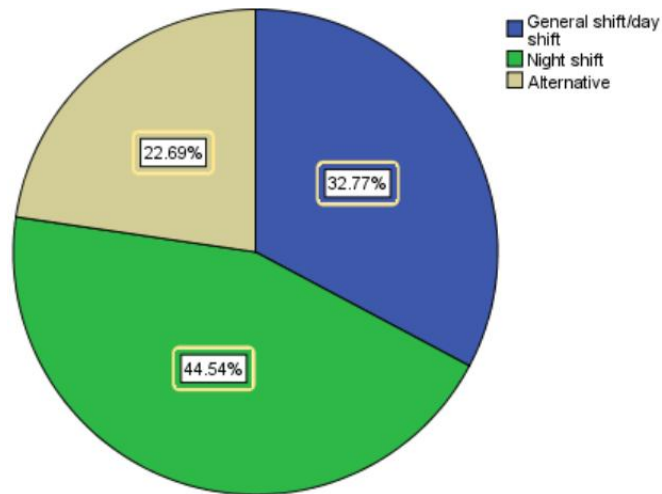
TABLE 4.1.8

TABLE SHOWING THAT WORK SHIFTS OF THE RESPONDENTS

SL.NO	OPINION	Frequency	Percent
1	General shift/day shift	39	32.8
2	Night shift	53	44.5
3	Alternative	27	22.7
	Total	119	100.0

CHART 4.1.8

CHART SHOWING THAT WORK SHIFTS OF THE RESPONDENTS



INTERPRETATION

From the above table it is interpreted that 44.54% of the respondents are general shift, 32.77% of the respondents are night shift, 22.69% of the respondents are alternatives.

SUGGESTIONS:

- 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 employee's 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.
- Most of the employees working in the married therefore the women employees should not be forced to work overtime in the since they have to take care of the family. Therefore, the time schedule of the should be set in such a manner that it is not affecting their work be balance.
- The employees can also drop unnecessary activities which waste their time such as, the lunch break of the employees is around one hour, 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 wastes their lot of time.
- They should provide an accommodation to their employees who are coming from faraway places which takes up to three hours for travel, this time can be utilized for the work if they are provided with nearby residence.
- Employees must be given chances to attend their family functions. This can be done in such a way that every employee should plan in advance about their function and he should work overtime to complete his work so that he can attend the function and also, he can complete his work on time even if he takes a leave.
- Most of the workers working the married, because of the work load they are not able to spend time with their family. They should not give over work to the employees which will reduce their time to spend with their family. As pointed in the above points they should plan their time schedule accordingly.
- They must try to involve the employee's family members also in their official functions since every employee is expecting to have their family with them, this will increase their productivity which is profitable for the hospital.
- Counselling should be more effective, since most of the employees are not satisfied with the counselling facilities they should find out the right person who is expert in this field.

CONCLUSION:

The project titled "A STUDY ON WORK LIFE OF EMPLOYEES WITH SPECIAL REFERENCE TO GLENEAGLES HEALTH CARE" has been successfully completed under the external guidance of Mr. Praveen Kumar-HR of global hospital. As per the academic requirement there were few suggestions given to them like- to maintain work life and personal life of the employees and productivity through increased remuneration, career development opportunity and employee's engagement activities. The study also concluded by emphasizing a point that the approach or the outcomes of the work life balance of the employees should be mutually benefiting both the employees and organization in terms of continuous development and growth. A number of findings and suggestions were discussed with the HR manager and they have accepted to consider these suggestions in the near future.