



## A study on “The impact of work life balance on employees”

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### ABSTRACT:

This study explores the intricate relationship between work-life balance and employee well-being, productivity, and job satisfaction. Through comprehensive analysis and empirical research, it aims to uncover the multifaceted impact of work-life balance on employees, shedding light on its implications for organizational dynamics. The findings aim to provide valuable insights for employers and policymakers to foster healthier work environments and enhance overall workforce satisfaction and effectiveness.

**KEYWORDS:** Work life balance, Employee performance, Job satisfaction

### Introduction:

The significance of work-life balance extends far beyond individual well-being; it profoundly influences organizational productivity, employee retention, and overall job satisfaction. Research consistently demonstrates that employees who perceive a healthy balance between work and personal life tend to be more engaged, motivated, and productive in their roles. Conversely, those experiencing imbalance are at higher risk of burnout, stress-related illnesses, and reduced job satisfaction.

One of the primary impacts of achieving work-life balance is improved mental health and overall well-being. Employees who can effectively manage their time between work and personal life experience lower levels of stress and anxiety. This, in turn, leads to higher morale, increased job satisfaction, and enhanced motivation to perform well at work. Moreover, maintaining a healthy balance enables individuals to nurture relationships, pursue hobbies, and engage in activities that promote holistic well-being.

### Research Methodology:

**TITLE:** A study on “The impact of work life balance on employees”.

### SIGNIFICANCE OF STUDY:

Working on a job for a company and making a career can be an extremely time-consuming duty for any employee. Employees are busy at their offices throughout the day and sometimes even on weekends. This gives them very little time to interact with their family. Because of high pressure of work, often family members get neglected. Also, stressful jobs cause the health of employees to deteriorate. This is where work life balance come into the picture. Work life balance concept allows an employee to maintain a fine balance in the time he or she gives to work as well as to personal matters. By having a good balance, people can have a quality of work life.

This helps to increase productivity at workplace as the employee is relaxed about his personal commitments. It also allows the employee to give quality time with family to spend vacations, leisure time, work on his/her health etc. Hence work life balance is extremely important for employees and increases their motivation to work for the company.

The below image depicts a work life balance scenario, where an employee has to balance his/her life between personal (family, friends & self) and professional (job, career) commitments.

### OBJECTIVE OF THE STUDY:

1. To study the relationship between work-life balance and various demographic variables.
2. To study the influence of work-life balance on the family life of the employees.
3. To study the impact of compensation factors on the work-life balance of employees.

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**RESEARCH DESIGN:**

A research design is the comprehensive blueprint used to guide a study towards the objectives. The descriptive research design also known as statistical research is adopted for the present study. Under descriptive research, the survey research is chosen, which implies that the information gathered with the help of a well-designed structured questionnaire.

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**TOOLS OF DATA COLLECTIONS:**

Structured questionnaire will prepare for interview the employees of the organization.

**UNIVERSE:**

Turbo Energy Pvt. Ltd.,  
PLACE: POR, G.I.D.C

**SAMPLING METHOD:**

The sampling method is used in this research is simple random sampling.

**SAMPLE SIZE:**

The sample size will be used in this survey is 30 out of 300.

**VARIABLE:****Independent variable:**

It's including Name, Age, DOB, Gender, etc

**Dependent variable:**

It's including qualification, occupation, salary, standard of living, etc.

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**Findings:****Demographics:**

The sample is mostly male (80%).

The sample is almost equally divided between married and unmarried individuals (53.3% and 46.7%).

**Workplace Regulations and Schemes:**

Awareness of work-life balance policies and initiatives is mixed (68.97% aware, 20.69% unsure, 10.34% unaware).

High level of awareness exists regarding the Factories Act (86.67%).

Most individuals are familiar with adult working hour regulations under the Factories Act (80%).

Concerning gap in knowledge exists regarding rest interval regulations (40% unaware).

Positive trend in awareness of annual leave provisions (70%).

Very positive trend in awareness of safety and welfare measures (93.33%).

Near-universal level of awareness regarding the Employees' Provident Fund (PF) scheme (96.67%).

Majority demonstrates knowledge of PF contribution percentages (83.33%).

Majority is aware of methods for checking PF balance online (86.67%).

Positive trend in awareness of the Employees' State Insurance (ESIC) scheme (83.33%).

Mixed picture regarding knowledge of ESIC contribution percentages (63.33% aware, 36.67% unaware).

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**Employee Demographics:**

Majority of employees have been with the company for less than a year (50.0%).

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**Work-Life Balance:**

- Concerning trend of work demands interfering with personal life (73.33%).
- Significant majority does not have access to remote work options (43.33%).
- Positive trend: organization offers flexible work arrangements (63.33%).
- Promising trend: majority have utilized flexible work arrangements (70%).
- Concerning trend: significant portion experiences work-related stress often (43.33%).
- Mixed results regarding comfort discussing work-life balance with supervisors.
- Diverse range of self-reported work-life balance skills effectiveness.
- Concerning trend: half the respondents have difficulty disconnecting from work outside of working hours.
- Mixed picture regarding organizational support for work-life balance (50% receive training/resources).
- Concerning trend: nearly half have not participated in work-life balance training.
- Over half of respondent's report receiving recognition for work-life balance efforts.
- Generally positive trend regarding job satisfaction (53.33%).
- Mixed picture regarding perceived managerial support for work-life balance.
- Even distribution of work-life balance perceptions (average and positive).

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