



A Study on Work Life Balance and Employee Mental Health in Softone HR Solutions

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ABSTRACT

Maintaining a healthy work-life balance for employee in an organization is essential for both individual well-being and overall productivity. This involves providing flexible work schedules, promoting clear boundaries between work and personal life and encouraging time off. Organizations that prioritize work-life balance often witness increased job satisfaction, reduced burnout, and enhanced employee retention. This project explores the intricate relationship between work-life balance and employee mental health. It develops into significant impact that a harmonious equilibrium between professional and personal life can have on mental well-being. This study examines the various factors contributing to work-life balance such as flexible schedules and remote work options. Additionally, it investigates the repercussions of an imbalanced work-life dynamic on mental health, including stress and burn out

KEYWORD: Mental health, work life balance, personal life,

INTRODUCTION

EMPLOYEE WORK-LIFE BALANCE:

Employee work-life balance is a delicate equilibrium between professional responsibilities and personal well-being. It involves managing the demands of the workplace while ensuring adequate time and energy for personal, family, and recreational activities. Striking this balance contributes to enhanced job satisfaction, reduced stress, and improved overall quality of life. Organizations play a crucial role in fostering work-life balance through policies such as flexible schedules, remote work options, and supportive leave policies. The pursuit of a healthy work-life balance is not only beneficial for individual employees but also leads to a more productive and resilient workforce.

Good work-life balance matters:

Since the start of the pandemic and beyond, employee well-being has suffered. Especially for those working from home for the first time, remote and hybrid work meant working more and not knowing how or when to switch off. If an employee isn't feeling their best, they can't focus on their work. Therefore, it's critical to take care of your people and help them establish a healthy work life balance so they can be productive for your business. It's also critical to support your people with well-being and [mental health](#) resources. If you don't invest in employee well-being, you risk employees burning out, not being as productive as they can, and increasing safety risks. These risks include accidents at work, which can have detrimental emotional, physical, and financial implications. [A recent study we carried out](#) revealed burnout and stress as among the top reasons why employees say they will look for a new job in the next year. And we're already seeing this taking place, in what many are calling [The Great Resignation](#). Promoting a healthy work life balance means looking at the bigger picture – workload, [health](#), [well-being](#), socializing, restoration, and more – and taking a holistic approach to integrate all of those facets into a careful balance that sustains, nourishes, and motivates your employees to be their best selves inside and outside of the workplace.

COMPANY PROFILE

Softone HR we are a young team of experts with rich industry experience in recruitment, staffing, executive hiring, and a number of other Human Resource processes in all industrial backgrounds globally. We understand the way technology works in the Human Resource sector and have come up with methods to tap it in such a way that the desired results can be obtained consistently. The thirst and urge to be on the top spot always have eventually led us to start our own Human Resource firm to benefit multiple organizations without restricting ourselves to just one. Softone HR Solutions helps its clients successfully plan, build, run their critical technology initiatives

EXPERTISE AND INDUSTRIES

- BPO
- FMCG
- IT
- AGRICULTURE
- RETAIL
- BSFI
- TELECOM
- HOSPITALITY
- HEALTHCARE

OBJECTIVES OF THE STUDY

- To examine the stress of the employee and giving solution to overcome it.
- To suggest suitable policy recommendations for increasing work-life balance.
- To ascertain the grievances of the employees.
- To analyse the factors affecting the work life balance and mental health.

NEED FOR STUDY

- The study will be important in providing insights to guide policymakers in the development of effective work-life balance policies.
- The study on work-life balance policies and their impact on employee mental health can significantly contribute towards improving employee well-being productivity, and retention.
- The study can help the organization to identify effective strategies and best practices to ensure that employees have access to a supportive and healthy work environment.
- The study of work-life balance policies and their impact on employee mental health is of critical importance in contemporary workplaces.

SCOPE OF THE STUDY

- ✦ This research endeavours to identify, evaluate, and categorize the various work-life balance policies implemented within organizations, such as flexible schedules, remote work options, paid leave, and mental health support programs.
- ✦ Through a mixed-methods approach involving surveys and interviews, this study seeks to measure the influence of these policies on key aspects of employee mental
- ✦ health, including stress levels, job satisfaction, burnout, and overall psychological wellbeing. By conducting a robust analysis, this research aims to provide valuable insights into the efficacy of these policies and their potential to enhance the mental health of employees, thereby contributing to the broader discourse on workplace well-being and organizational performance.

REVIEW OF LITERATURE

- ✦ **Research by Greenhaus and Allen (2019)** emphasizes the significance of work-life balance in enhancing overall job satisfaction and reducing stress levels among employees. It underscores the importance of organizational policies and practices that support flexible work arrangements to achieve an optimal balance.
- ✦ **A study by Kossel and Lambert (2019)** explores the impact of work-life balance on employee retention, productivity, and job performance. The findings highlight the positive correlation between a supportive work-life balance culture and increased employee engagement.
- ✦ **Mathew and Panchanathan (2019)** conducted a study to develop the tool to find out the issues and factors faced by women entrepreneurs in work-life balance. Using cluster random sampling the data was collected and analyzed through factor analysis, student t-test and ANOVA and found that major factors that are affecting the work life balance of women are role overload, followed by dependent care issue, increase in health problems, problem in managing family and work time and lastly lack of social support.

- ★ **(Mitra, 2019)** This study states that if an organization follows healthy practices by providing its employees with flexible timings, career breaks, maternity leaves for females, paternity leave for fathers, child care facilities and adoption leaves then employees are emotionally connected towards organization which will improve its productivity. The study further suggests that long working hours would lead to imbalance in work life balance but not necessary that it would decrease job security. An imbalance in work life balance is highly correlated with job dissatisfaction.
- ★ **Devi and Rani (2019)** This study was done among 300 women employees to determine the effect of personality on work life balance. Using Big Five personality model the work-life balance was analyzed. It was found that no relationship exists between work-life balance to extroversion, experience, emotional stability, openness and emotional stability whereas a positive correlation exists between work-life balance and agreeableness. It was observed that respondents belonging to different age groups and designations has difference level work-life balance.
- ★ **Senthil Kumar et al. (2019)** conducted a review for work-life balance in teaching profession to identify the relationship between demographic variables and stress level in balancing teaching profession in terms of work and personal life. It was found that old age and female has underwent maximum level of stress in order to manage and balance their personal and work. It was also suggested that institutions should adopt flexible policies by providing special leave facilities, family support and conducting health care programs at regular intervals.
- ★ **(Mehta, 2019)** This research was done to identify various strategies that adopted by women employees in order to maintain balance in their lives. Study was conducted in Pune, India to find out the relationship between supportive resource of employees (i.e., support in work place and nonwork place) and work life balance. Four components in the role of work life balance were identified namely work-life conflict, family-work conflict, facilities in work-life and facilities in family-work. The conclusion of this research was done by positively relating work life balance of employees by three kinds of support namely family support, organizational support and lastly self-support.
- ★ **Deepika and Rani (2020)** suggested that two major factors for workforce under 30s are career growth and worklife balance. It can be achieved through combination of various efforts in the form of discipline, juggling and diplomacy. It was suggested that rather than finding factors related to work-life balance it is important for employees to understand how to tackle various problems in life which are resulting into increased stress levels.

RESEARCH DESIGN:

Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study

SOURCES OF DATA:

In this research, external source of data is used. Collected raw materials through facts and figure of researcher's works. Collecting data from working employees these are all external data.

In data collection, there are 2 types

Primary Data

It is a source of collecting data by first-hand information through observation, direct communication or personal interviews of respondent's customers. In this, questionnaire is used for conducting personal interviews and for collecting the data.

Secondary Data

It is collected from standard books, internal sources, magazines and newspapers and also collecting data from external and internal sources from the company annual reports, company

additional profile and company internal website.

HYPOTHESIS-1

- H0: There is no significant difference between healthy actions of the employees and their work is not recognized
- H1: There is a significant difference between the age of the employees and their worklife balance and mental health.

HYPOTHESIS - 2

- H0: There is no significant difference between age and employee mental health towards the work
- H1: There is a significant difference between age and employee mental health towards the work

PERCENTAGE ANALYSIS:

Do you feel tired or depressed because of work?		Frequency	Percent	Valid Percent	Cumulative Percent
		20	20.0	20.0	20.0
yes	No	42	42.0	42.0	62.0
Maybe		38	38.0	38.0	100.0
Valid	Total	100	100.0	100.0	

INTERPRETATION:

From the above table the respondents are very unhappy are 9%. The respondents for indifferent are 15%, the respondents for happy are 61%, the respondents are very happy are 11%, the respondents for bored are 4%

INFERENCE:

Majority 61% respondents are happy to spend time at the work.

Do you feel tired or depressed because of work?		Frequency	Percent	Valid Percent	Cumulative Percent
		20	20.0	20.0	20.0
yes	No	42	42.0	42.0	62.0
Maybe		38	38.0	38.0	100.0
Valid	Total	100	100.0	100.0	

INTERPRETATION:

From the above table the respondents for YES are 20%, the respondents for NO are 42%, and the respondents for maybe are 38%.

INFERENCE:

- Majority 42% of respondents are NOT feeling depressed because of work.

ANOVA

HYPOTHESIS - 1

H0: There is significant difference between healthy actions of the employees and their work is not recognized

H1: There is a no significant difference between the employee healthy actions towards work and not recognized in their work.

	Sum of Squares	df	Mean Square	F	Sig.
	3.623		1.208	.550	.650

		3	2.197		
	210.887	96			
	214.510	99			
Name some healthy actions that you take to keep a better work/life routine?	1.927		3	.642	.373
Between Groups Total	165.383				
Do you feel that your work is not recognized or underappreciated?		96		1.723	
Between Groups Total	167.310	99			

INTERPRETATIONS:

The p value is 0.650 which is greater than the significance value (0.05) hence null hypothesis (h0) is accepted. And H1 is rejected.

CORRELATIONS:

HYPOTHESIS - 2

H0: There is no significant difference between age and employee mental health towards the work H1: There is a significant difference between age and employee mental health towards the work

Correlations

		Age	Name some healthy actions that you take to keep a better work/life routine?
Age	Pearson Correlation	1	-.108
	Sig. (2-tailed)		.284
	N	100	100
Name some healthy actions that you take to keep a better work/life routine?	Pearson Correlation	-.108	1
	Sig. (2-tailed)	.284	
	N	100	100

INTERPRETATION:

The p value is -.108 which is lesser than the significance value (0.05) hence alternate hypothesis (H1) is accepted. Therefore, there is significant difference between age and employee healthy actions.

FINDINGS

- Majority 59% of the respondents are male
- Majority 76% respondents are age between 18-25. • Majority 63% are private employees are the respondents
- Majority 38% respondents are between 7-8 hours.
- Majority 59% of respondents are able to balance their work life.
- Majority 48% respondents are sometimes worry about the work.
- Majority 31% of respondents are spending time with their family for less than 2 hours.
- Majority 61% respondents are happy to spend time at the work.
- Majority 42% of respondents are NOT feeling depressed because of work.

- Majority 49% of respondents are neutral about work environment.
- Majority 47% of respondents are sleep more than 6 hours.
- Majority 23% of respondents are going vacation to keep a better work routine.
- Majority 26% of respondents rate 5 for their stress level out of 10.
- Majority 42% of respondents maybe feel overwhelmed by their work.
- Majority 41% of respondents sometimes they feel not recognized at their work.
- Majority 53% of respondents are sometimes feeling enough resources at work.
- Majority 31% of respondents are rated 3 for their leave policy at their work.
- Majority 42% of the respondents are satisfied with their mental health support provided by the organization.
- Majority 34% of respondents are both salary and other will affect their overall health.
- Majority 52% of respondents are moderate by receiving pay that affects their overall wellness.
- Majority 46% of the respondents are sometimes triggering their mental health in their work place.
- Majority 84% of respondents are don't have any history of PTSD.
- Majority 58% of respondents can maintain both age work-life and personal life.
- In Anova the p value is 0.650 which is lesser than the significance value (0.05) hence null hypothesis (h0) is rejected. And H1 is accepted.
- There is significant difference between the employee healthy actions to keep better work life and the employee not recognized in their work.
- The p value is -0.108 which is greater than the significance value (0.05) hence alternate hypothesis (H1) is rejected. Therefore, there is no significant different between age and employee healthy actions.

SUGGESTIONS

1. **Set clear boundaries:** Define specific work hours and stick to them to avoid overworking.
2. **Take breaks:** Regular breaks, even short ones, can refresh your mind and enhance productivity.
3. **Prioritize tasks:** Identify and focus on high-priority tasks to manage workload effectively.
4. **Communicate openly:** Discuss workload concerns with your team to find collaborative solutions.
5. **Establish a dedicated workspace:** Create a designated area for work to separate professional and personal life.
6. **Encourage time off:** Promote the use of vacation days to ensure employees recharge and relax.
7. **Provide mental health resources:** Offer access to counseling or mental health support services.
8. **Foster a supportive culture:** Create an environment where employees feel comfortable discussing mental.

CONCLUSION

- The study underscores the pivotal role that work-life balance plays in shaping employee mental health.
- The findings emphasize that organizations prioritizing measures such as clear communication, flexible scheduling, and mental health support can significantly contribute to creating a conducive and positive work environment.
- Recognizing the interconnectedness of work and mental well-being is not just a compassionate approach but a strategic imperative for fostering employee satisfaction, productivity, and long-term success within the workforce.
- As businesses continue to evolve, acknowledging and actively addressing the work-life balance dynamic emerges as a corner stone for sustaining a resilient and thriving.

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