



A Study on Employee Work-Life Balance at Appstars Applications Private Limited, Chennai.

A. Kavya¹ & Dr. A. Rathnakumar²

¹MBA Student, School of Management Studies, Sathyabama Institute of Science and Technology, Chennai, Tamil Nadu, India

²Assistant Professor, School of Management Studies, Sathyabama Institute of Science and Technology, Chennai, Tamil Nadu, India

ABSTRACT:

Work-life balance has become a central concern in today's workforce, as individuals strive to manage the demands of their professional careers alongside personal responsibilities and commitments. This study explores the multifaceted nature of work-life balance, examining the key factors influencing its attainment, its implications for both employees and organizations, and effective strategies for fostering a harmonious equilibrium between work and personal life.

KEYWORDS: Employee Grievance, Adequate time for family, Balance both the work place and personal life and Employee Satisfaction.

INTRODUCTION:

Employee's 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 the 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.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE:

To know about the employee's balance between work place and the personal life.

SECONDARY OBJECTIVE:

- To examine the stress of the employee's and giving solution to overcome it.
- To ascertain the grievances of the employees.

NEED FOR THE 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 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 a access to a supportive and healthy work environment.
- The study of work-life balance policies is an critical importance in contemporary workplaces.

SCOPE OF THE STUDY:

- Employee work-life balance is vast and encompasses various aspects such as flexible work arrangements, supportive organizational culture, wellness programs, time management training, stress management initiatives, and technology policies promoting digital detox.
- It involves promoting open communication, establishing clear boundaries, and fostering a conducive environment for employees to thrive professionally while maintaining a fulfilling personal life.

REVIEW OF LITERATURE

In this chapter, the researcher has made employee work-life balance.

- **Tara Shankar, Jyotsna Bhatnagar (2020):** This paper reviews the literature in the domain of Work-Life Balance. It accentuates the importance of broadening the current narrow focus on which looks at balance, primarily between "work" and "family". The paper proposes a conceptual model to be tested empirically. The construction of a robust scale for measurement of Work-Life Balance is emphasized. The proposed model focuses on the correlates of Work-Life Balance construct and its relationship with the other variables such as employee engagement, emotional consonance/dissonance and turnover intention. Theoretical and the practical implications of research in this domain are discussed with a focus on areas for future research.
- **Golden et al. (2020)** The COVID-19 pandemic has accelerated the adoption of remote work. Research examines the implications of remote work on work-life balance, emphasizing the need for clear boundaries and effective communication to prevent burnout.
- **A study by Gajendran and Harrison (2020)** investigates the advantages and challenges of telecommuting. While highlighting the potential benefits for work-life balance, it also acknowledges the importance of organizational support and policies to manage remote work effectively.
- **The aim of the researchers Karlene Cousins and Daniel Robey (2021)** was to find out the role of mobile technologies in mobile workers' efforts to manage between their work and non-work domains. For this purpose, 25 mobile workers of USA were taken for their study. These mobile workers used a variety of mobile services.
- **W.G. Howard et al. (2022)** while doing his study on the police personnel reported that conflict between work and family, which influenced work-life balance related issue is significantly related to job satisfaction.
- **Jill Hermesen & Vicki Rosser (2022)** in their study discussed that to increase engagement and 21 satisfactions, the HR professionals could take help. To improve engagement as well as satisfaction, both working conditions & role fit should be looked after properly of which it included better work engagement as well as job satisfaction.
- **Noor Mohd. & Maad (2023)** had performed their studies among marketing executives of Malaysia. Their results revealed that work-life conflict had a significant positive relationship with the intention of turnover.

RESEARCH METHODOLOGY 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.

SOURCE OF DATA SECONDARY DATA:

It is collected from standard books, internal sources, magazines and newspapers and also collecting the data from external and internal sources from the company annual reports, company additional profile and the company internal website. And data has been collected from appstars applications private limited.

TOOLS USES FOR THE STUDY

- Questionnaire
- Observation

DATA ANALYSIS:

1. Table indicating the current level of work-life balance the respondents

How would you rate your current level of work-life balance?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	27	27.0	27.0	27.0
	2	48	48.0	48.0	75.0
	3	22	22.0	22.0	97.0
	4	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

INTERPRETATION:

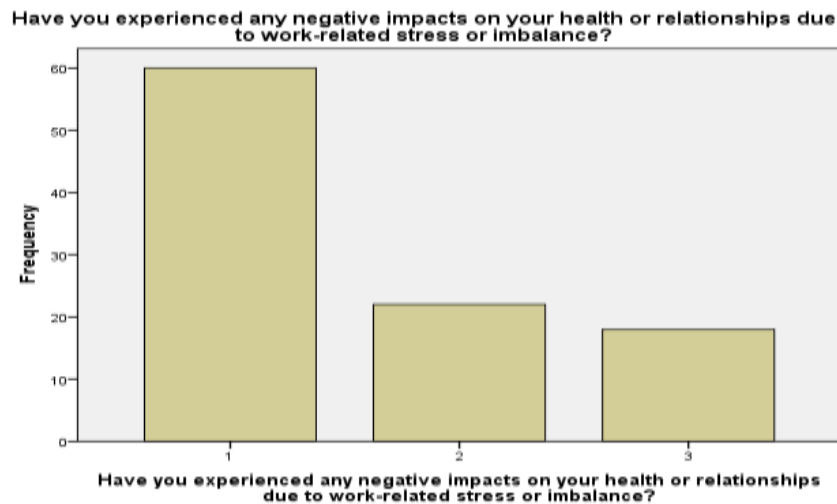
From the above table the respondents of very satisfied are 27%, the satisfied are 48%, neutral are 22.0%, dissatisfied are 3.0 %

INFERENCE:

Majority 48% are satisfied are the respondents.

2. Table indicating the respondents the relationship due to work-related stress or imbalance

Have you experienced any negative impacts on your health or relationships due to work-related stress or imbalance?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	60	60.0	60.0	60.0
	2	22	22.0	22.0	82.0
	3	18	18.0	18.0	100.0
	Total	100	100.0	100.0	



INTERPRETATION:

From the above table the respondents are rate-1 60, rate-2 22, rate-3 18.

INFERENCE:

Majority 22% of respondents are rate 2.

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 employees in healthy actions towards work and not recognized in their work

ANOVA

		Sum of the Squares	df	Mean Square	F	Sig.
How often do you taken breaks during the workday?	Between Groups	3.664	3	1.221	1.742	.164
	Within Groups	67.326	96	.701		
	Total	70.990	99			
Are you able to disconnect from work during weekends or vacations?	Between Groups	1.343	3	.448	.725	.539
	Within Groups	59.247	96	.617		
	Total	60.590	99			

INTERPRETATIONS:

The p value is 0.725 which is greater than the significance value (0.05) hence null hypothesis (h0) is accepted. And H1 is rejected.

INFERENCE:

There is no significant difference between the employee healthy actions to keep better work-life and the employee not recognized in their work.

CORRELATIONS:**HYPOTHESIS - 2**

▢ H0: There is no significant difference between age and employee work-life balance towards the work

▢ H1: There is a significant difference between age and employee work-life balance.

Correlations

		Age	How would you rate your current level of work-life balance?
Age	Pearson Correlation	1	.300**
	Sig. (2-tailed)		.002
	N	100	100
How would you rate your current level of work-life balance?	Pearson Correlation	.300**	1
	Sig. (2-tailed)	.002	
	N	100	100

The Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

The p value is .300 which is lesser than the significance value (0.05) hence alternate hypothesis (H1) is accepted. Therefore, there is significant different between age and employee healthy actions.

FINDINGS:

- 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 0.725 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 0.300 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.

CONCLUSION:

In conclusion, achieving a healthy work-life balance within our project is paramount for both individual well-being and project success. By prioritizing time for personal pursuits, leisure activities, and quality time with loved ones, we can cultivate a more fulfilling and sustainable work environment. Striking this balance not only enhances job satisfaction but also boosts productivity and creativity among team members. It fosters a culture of respect for boundaries and encourages open communication about workload and expectations. As we move forward, let's remain committed to integrating work and life in a harmonious manner, recognizing that it's an ongoing journey requiring adaptability and mutual support. Together, we can create a workplace where individuals thrive professionally and personally, contributing to the overall success of our project and the well-being of our team members.

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