A Study on Work Life Balance at Appollo Health Street-1- Hyderabad

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ABSTRACT

Employees are the heart of any organization. For any organization to operate smoothly and without any interruption, employee cooperation cannot be replaced with anything else. It is of utmost importance that the employees of an organization not only have a good relationship with the top management, but also, they maintain a healthy and professional relationship with their coworkers. The following study is self-conducted research on how motivational tools impact the performance of employee for betterment. The study also focused on de-motivation factors affecting employee performance negatively. A sample of individuals was selected and was interviewed with self-administrated questionnaire to obtain primary data. The data were analyzed using descriptive statistical analysis methods. The results obtained indicate that if employees are positively motivated, it improves both their effectiveness and efficiency drastically for achieving organizational goals.

Key Words: -Employee Motivation, Importance, Performance.

1. INTRODUCTION

The term work life balance (Work Life Balance) was coined in 1986 in response to the growing concerns by individuals and organizations alike that work can impinge upon the quality of family life and vice-versa, thus giving rise to the concepts of "family- work conflict" (FWC) and "work-family conflict" (WFC). The former is also referred to as work interferes with family" (WIF) while the latter is also known as "family interferes with work"(FIW). In other words, from the scarcity or zero-sum perspective, time devoted to work is construed as time taken away from one's family life. Work/life programs existed in the 1930s. The policies and procedures established by an organization with the goal to enable employees to efficiently do their jobs and at the same time provide flexibility to handle personal concerns or problems at their family People entering the workforce today are more likely to turn down to promotions if it is new job means, the employee is having to bring more work to home.

1.1 NEED OF THE STUDY:

Studying work-life balance at Apollo Health is essential to comprehensively understand its impact on both employees and the organization itself. This research would provide critical insights into how employees at Apollo Health manage the intersection of their professional responsibilities with their personal lives. By exploring factors such as workload distribution, job satisfaction, stress levels, and the effectiveness of existing policies like flexible work arrangements or wellness programs, researchers can identify areas where improvements can be made. Understanding these dynamics not only enhances employee well-being and satisfaction but also contributes to organizational productivity, retention rates, and overall workplace culture. Such studies can guide Apollo Health in crafting tailored strategies that foster a healthier work-life balance, thereby creating a more supportive and sustainable work environment.

1.2 SCOPE OF THE STUDY:

Work-life is one such big task to be managed by many people as we know, and in this study it is analyzed that how the employees usually balance their work-life, the level of stress they are facing, and the measures they took to get over from it. The study proceeds with a sample size of 100 employees. As it was a hectic thing to manage both the work and personal life, many people were having their way of balancing their work-life and it is going to analyze how they are doing that.

1.3 OBJECTIVE OF THE STUDY

1.To study the important factors which are needed to motivate the employees.

2. To study the effect of monetary and non-monetary benefits provided by the organization on the employee's performance

3.To study the effect of job promotions on employees.

4.To learn the employee's satisfaction on the interpersonal relationship exists in the organization.

5.To provide the practical suggestion for the improvement of organization's performance.

2. REVIEW OF LITERATURE

Balkrishnan (1976) examined the relational importance of physical, social, financial, security, achievement, responsibility, recognition, and growth factors of industrial employees. Results indicated that financial and physical factors were very important as compared to other factors. Workers were found to be above physical and safety needs and were somewhere between social and ego needs.

Rajappa (1978) found in his study that organizations with achievement oriented climate were highly productive.

Sayeed and Sinha (1981) examined the relationship between Quality of Work-Life dimensions, job satisfaction and performance measures on the two groups of sample working in high Quality of Work Life and low Quality of Work Life organizations. The result revealed that Quality of Work Life dimensions are related to job satisfaction in both the types of organizations. A comparison between high and low Quality of Work Life organization further indicated systematic variation in the correlation pattern i.e. organization with low Quality of Work Life tended to yield comparatively better relationship between Quality of Work Life dimensions and performance measures than the organization with high Quality of Work Life.

Bardoel et al. (2008) identified the major themes and research methods that have dominated work life research in Australia and New Zealand between the period 2004-07.The identified themes were grouped in eight categories, i.e., organization approaches to work life and work family issues, work characteristics, occupations/industries, government policy and legislation, health outcome issues related to work life, family structure and children, gender and other additional themes. With regard to the research methods, out of the total 86 papers examined, 73% of the papers were empirical while 27% were conceptual. Majority of the empirical papers used quantitative methodology. As many as 51% used survey method for data collection while the remaining 49% were fairly split among case studies, focus group and interviews. Out of 63 empirical papers, 20 were classified priori with variables 34 identified and relationships proposed before any theory was apparent. The remaining 43 articles were classified as post hoc as there were no specific relationships proposed before data collection and analysis.

3. RESEARCH METHODOLOGY

Researching work-life balance involves employing a mixed-methods approach that integrates quantitative and qualitative techniques. Quantitatively, surveys can be distributed to a representative sample of employees, utilizing standardized instruments like the Work-Life Balance Scale to gather data on various dimensions of balance, such as time management, workload, and job satisfaction. These surveys can be analyzed using statistical methods to identify trends and correlations. Qualitatively, in-depth interviews and focus groups with employees across different departments provide rich, detailed insights into personal experiences and perceptions of work-life balance.

The method of collecting the data to have an idea of the work life balance of employees, methods of the research is questionnaire.

SAMPLE SIZE - The sample size of the study is 100.

SAMPLING METHOD – Random Sampling

SAMPLING TOOL- The sample tool is questionnaire.

3.4 LIMITATIONS OF THE STUDY

      a.   Subjectivity: Variations in personal perceptions of work-life balance and pain make it difficult to generalize findings.

      b.   Biases: Self-reported measures may be influenced by underreporting, exaggeration, or social desirability biases.

      c.   Influencing Factors: Psychological, cultural, and social factors affect both pain perception and work-life balance, complicating data interpretation.
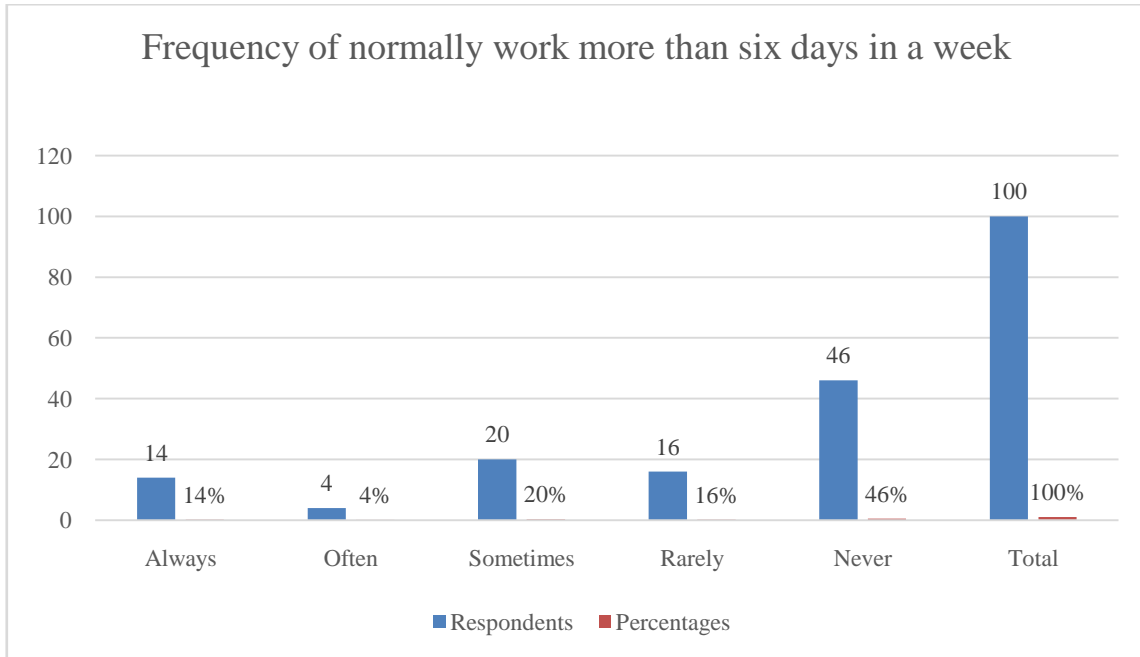
4. DATA ANALYSIS AND INTERPRETATION:

1. You normally work more than six days in a week

Options	Respondents	Percentages
Always	14	14%

| Often	4	4%
Sometimes	20	20%
Rarely	16	16%
Never	46	46%
Total	100	100%

Graphical Representation:

Interpretation:

From the above collected data it is clear that almost half of the surveyed employees are not working for more than six days, and to next 20% are working more than six days for sometimes and as considering different organizations, 14% of employees were working all the days in a week. The data collected explains the working days of employees.

2. You normally work more than 8 hours in a day

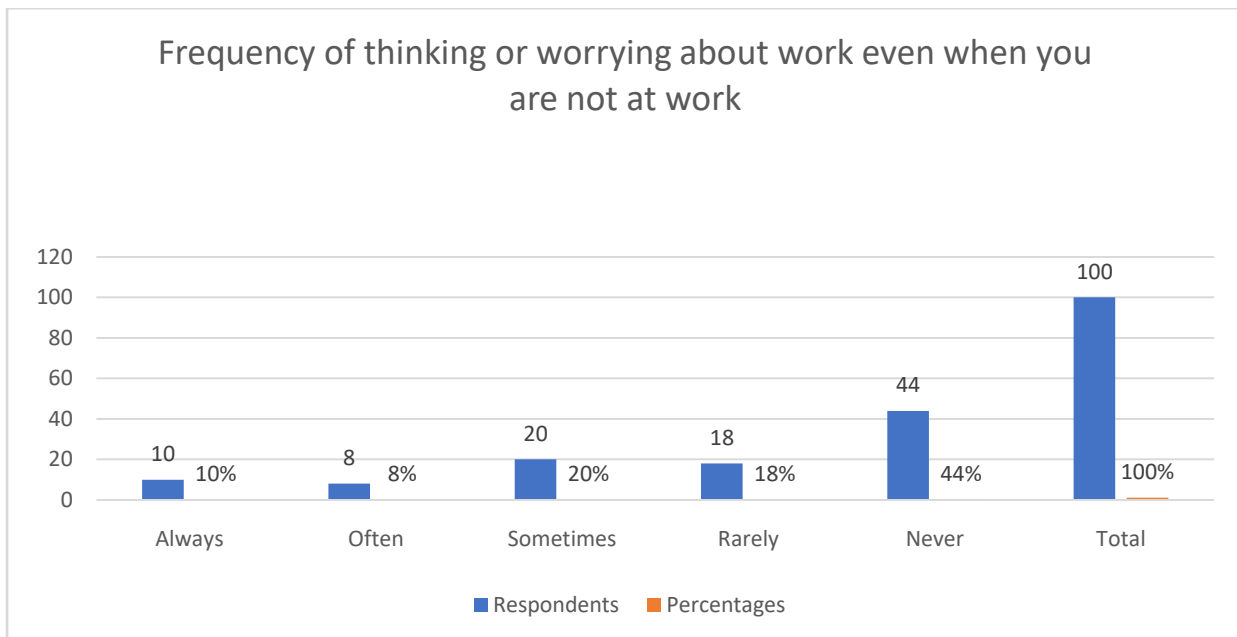| Options	Respondents	Percentages
Always	34	34%
Often	14	14%
Sometimes	8	8%
Rarely	14	14%
Never	30	30%
Total	100	100%

Graphical Representation:
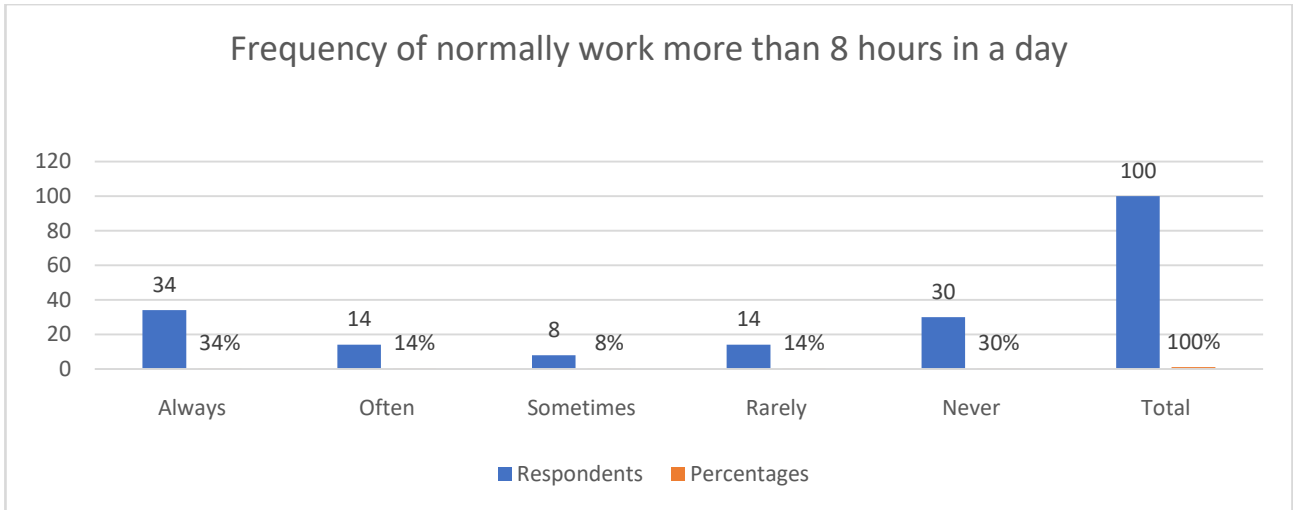
Interpretation:

The above data analysis explains that one third of the sample size is working more than 8 hours in a day. And almost another one third is not at all working for more than eight hours a day. As the privatization many of the organizations are restricted to work for 8 hours a day, and the data collected helps to analyze the working hours of employees.

3. You think or worry about work even when you are not at work

| Options	Respondents	Percentages
Always	10	10%
Often	8	8%
Sometimes	20	20%
Rarely	18	18%
Never	44	44%
Total	100	100%

Graphical Representation:

Interpretation:

From the above data it is clear that 44 people from the surveyed people say that they are not worrying about their work when they are not at work. And 20 are sometimes felt worried about their work even not at work.

4. You ever feel tired or depressed because of work.

| Options	Respondents	Percentages
Always	4	4%
Often	8	8%
Sometimes	32	32%
Rarely	24	24%
Never	32	32%
Total	100	100%

Graphical Representation:
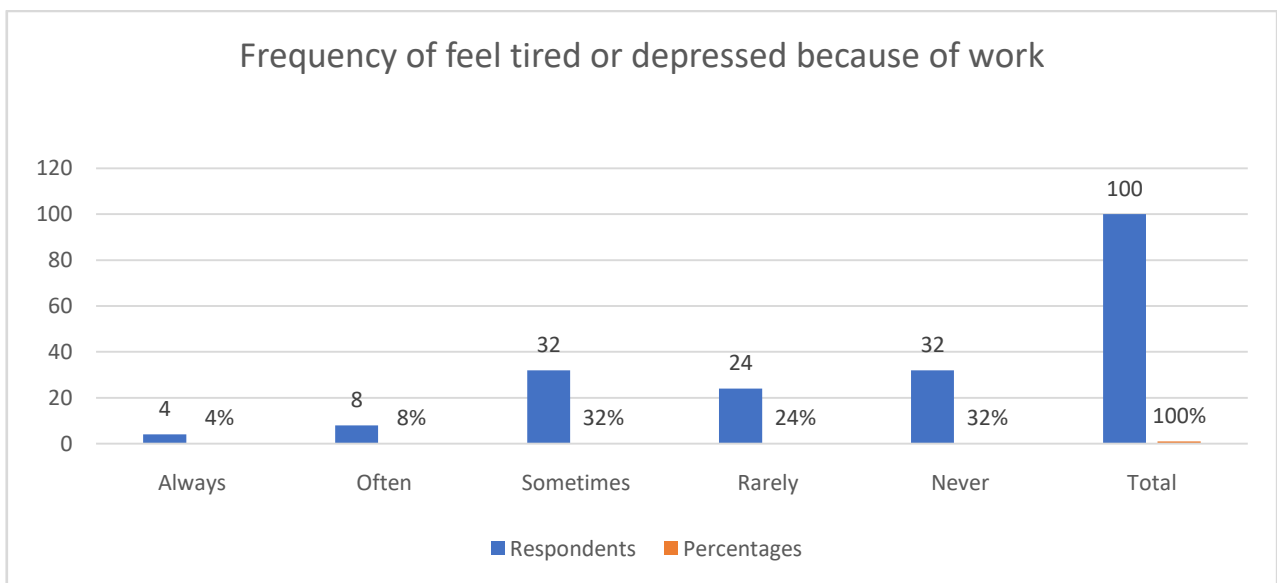
Interpretation: The analysis clearly depicts that 32 employees from the sample are sometimes feel tired or depressed because of work, another 32 employees are not at all felt like tired or depressed and 24 employees are rarely feeling tired.

5. You find yourself unable to spend time with your family

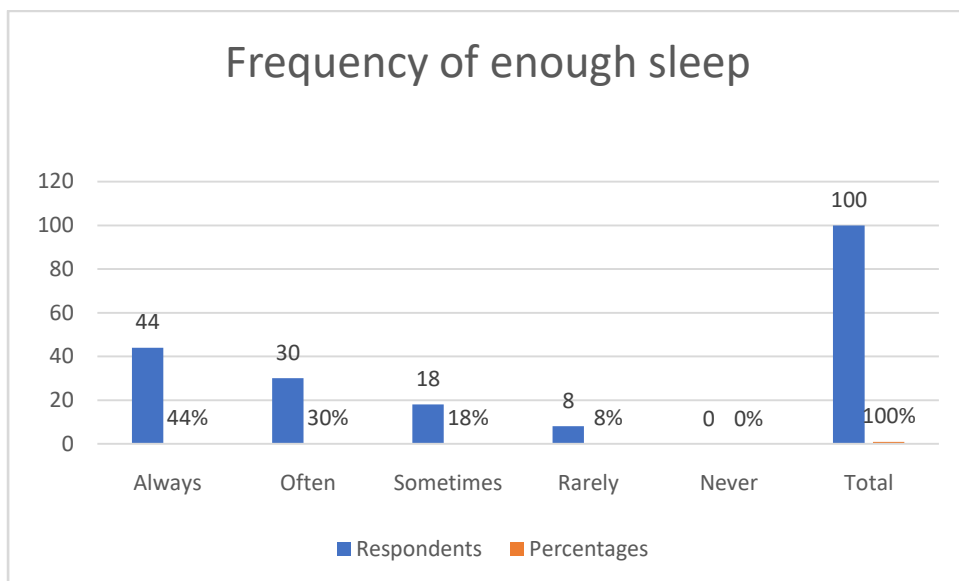| Options	Respondents	Percentages
Always	2	2%
Often	10	10%
Sometimes	36	36%
Rarely	22	22%
Never	30	30%
Total	100	100%

Graphical Representation:
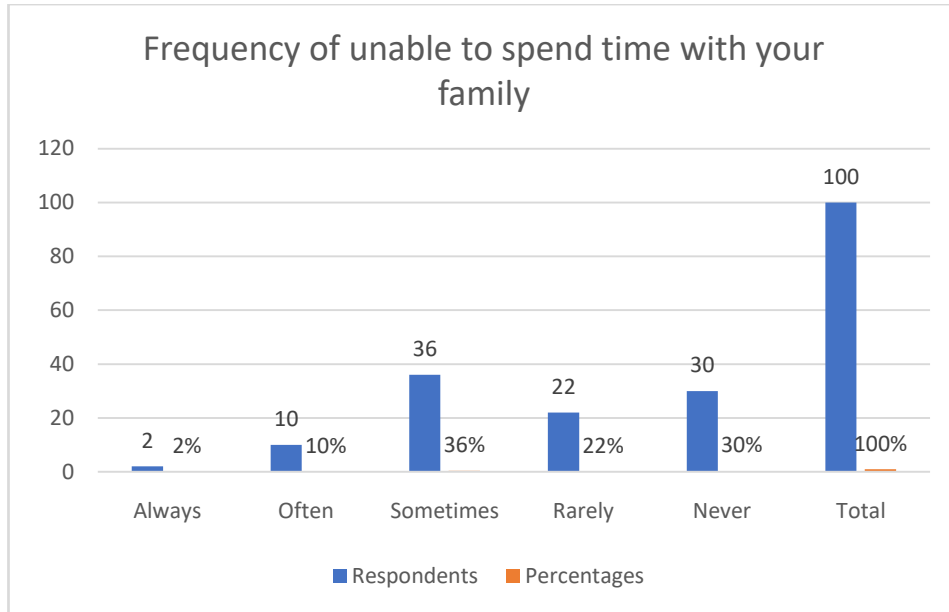
Interpretation:

From the above data it clear that 36 employees from the sample size feels unable to spend time with their family sometimes, 30 employees are never feeling like missing their time with family and 22 are rarely unable to spend time with their family. The organizations work culture may differ and it may be the reason.

6. You get enough sleep

| Options	Respondents	Percentages
Always	44	44%
Often	30	30%
Sometimes	18	18%
Rarely	8	8%
Never	0	0%
Total	100	100%

Graphical Representation:

Interpretation:

The above data gives the clear details that 44 employees from the total survey are always having enough sleep and 30 are often having their sleep. And some of the 18 employees are having sleep for sometimes and some are rarely having enough sleep

7. You get healthy food

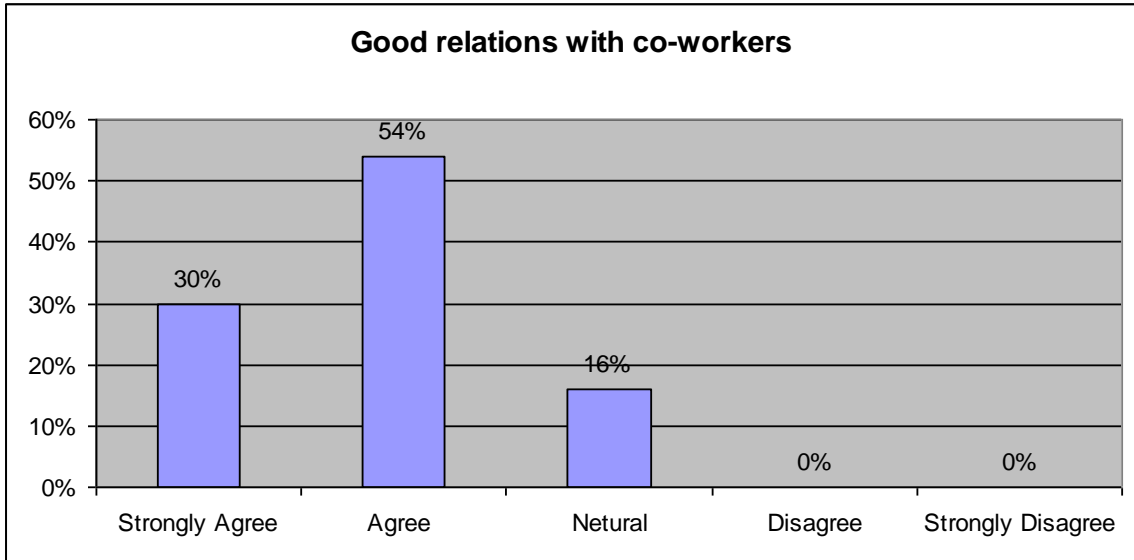| Options	Respondents	Percentages
Always	62	62%
Often	18	18%
Sometimes	20	20%
Rarely	0	0%
Never	0	0%
Total	100	100%

Graphical Representation:
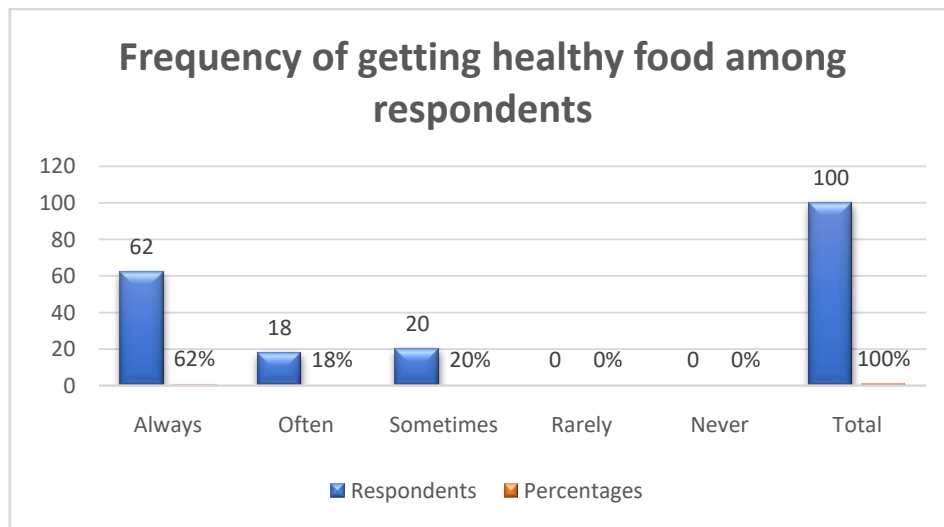
Interpretation:

The analysis clearly explains that 62 people from the total survey are saying that they are having healthy food and 20 employees are having healthy food for sometimes only. And the remaining people are having often.

8. Good relations with the co-workers.

| SL NO	PARTICULAR	Number of Respondents	Percentage
1	Strongly Agree	15	30
2	Agree	27	54
3	Neutral	8	16
4	Disagree	0	0
5	Strongly Disagree	0	0
	Total	50	100

Table(4.8)

Interpretation

The table shows 54% of the respondents agree that they have good relations with co-worker.

09. You have a friendly & co-operative work environment

| Options	Respondents	Percentages
Always	68	68%
Often	8	8%
Sometimes	20	20%
Rarely	4	4%
Never	0	0%
Total	100	100%

Graphical Representation:
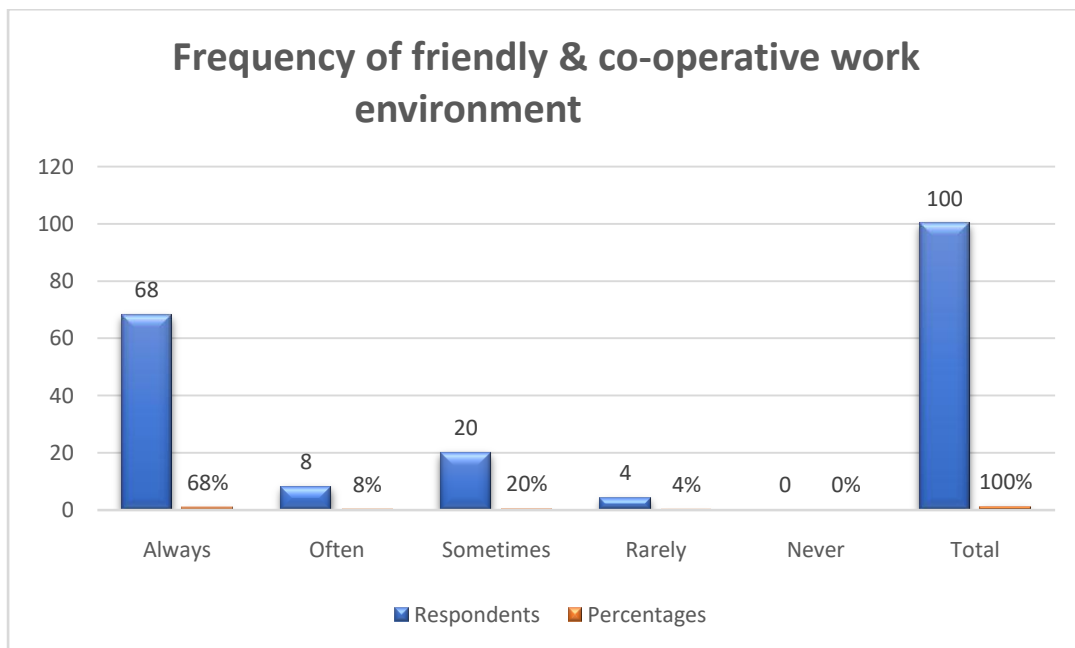
Interpretation:

From the above data it is clear that the highest 68 percent of employees of the survey felt that they are having a friendly and cooperative work environment. And 20 percent are feeling like they are having for sometimes only, 8% are often having a friendly and cooperative work environment.

10. Your work stress & pressure shows impact on your family environment

| Options	Respondents	Percentages
Always	2	2%
Often	6	6%
Sometimes	26	26%
Rarely	40	40%
Never	26	26%
Total	100	100%

Graphical Representation:
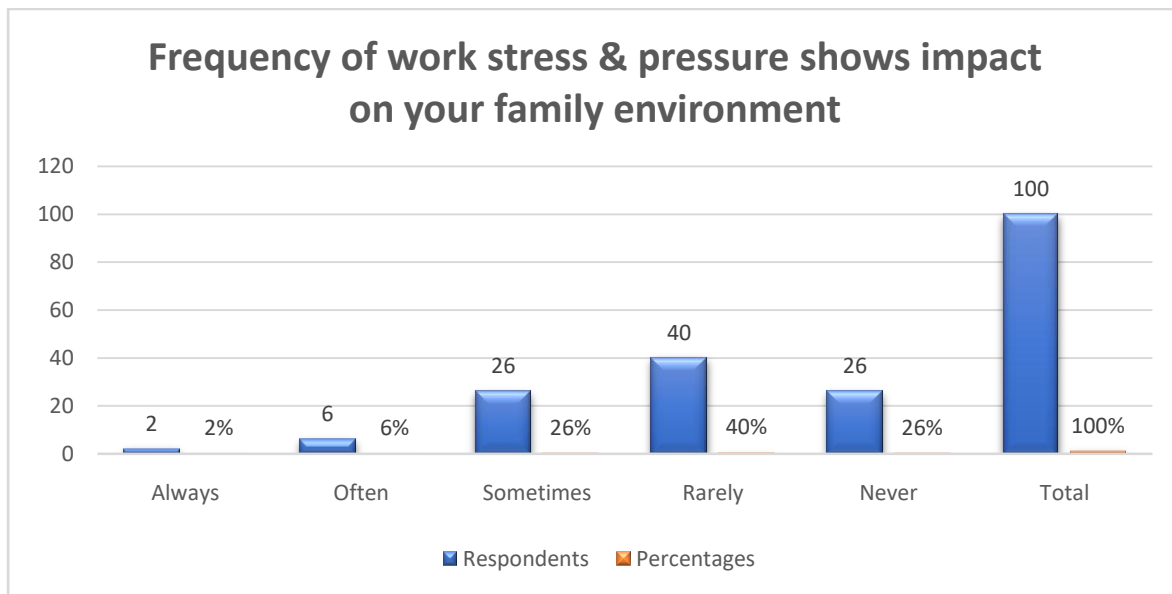
Interpretation: The above analysis give the details about how the employees think that the impact of work stress and pressure on family environment. 40 employees are feeling rarely that work pressure impacts on family environment. 26 employees feel that sometimes and 26 employees feels not at all work pressure impacts on family environment.

11. You ever miss out any quality time with your family or friends because of work pressure

Options	Respondents	Percentages
Always	6	6%
Often	12	12%
Sometimes	30	30%
Rarely	28	28%
Never	24	24%
Total	100	100%

Graphical Representation:

Frequency ofany quality time with your family or friends because of work pressure
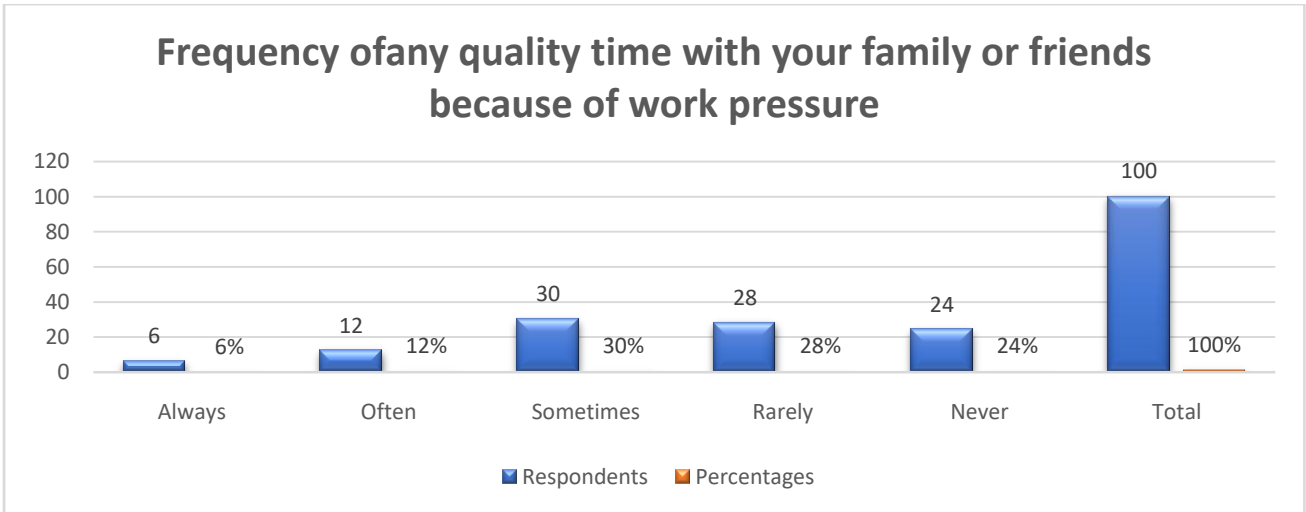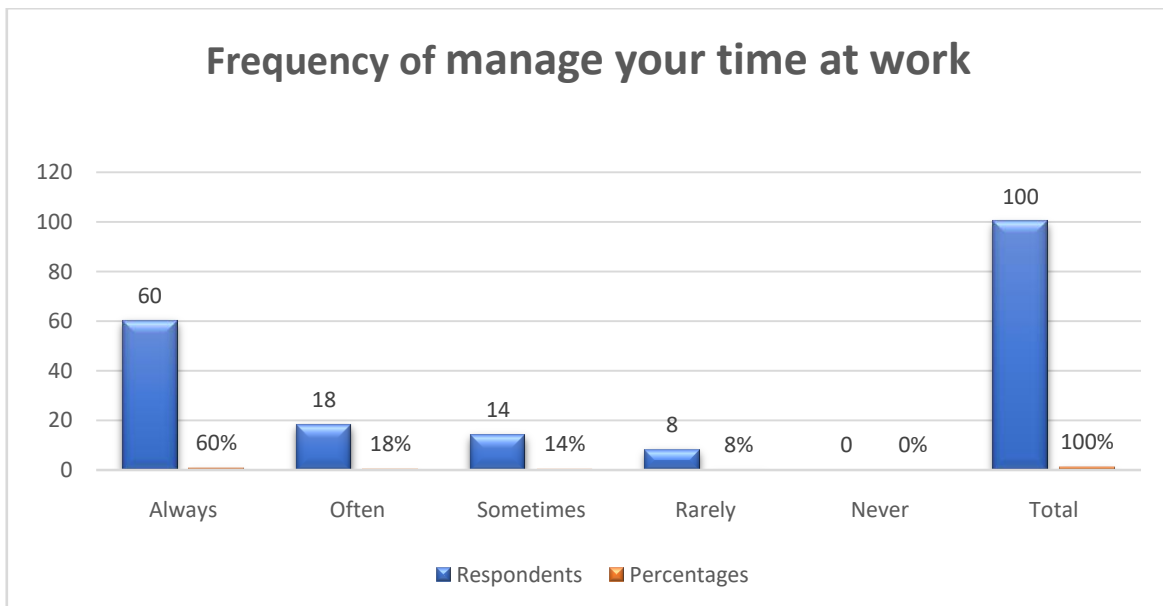

Interpretation:

By the above data analysis it is clear that 30% of the employees are missing quality time with their family or friends because of work pressure. 28% feels that they miss out for rare times and 24% feels never missing quality time with their family or friends because of work pressure.4.12. Performance appraisal activities are helpful to get motivated**.**

12. You are able to manage your time at work

Options	Respondents	Percentages
Always	60	60%
Often	18	18%
Sometimes	14	14%
Rarely	8	8%
Never	0	0%
Total	100	100%

Graphical Representation:

## Frequency of manage your time at work

Interpretation: From the above data it is clear that 60 employees from the total sample are feeling that they are always able to manage their time at work. 18employees are feeling that they are able to manage their time at work for often and 14 employees feel it for sometimes.

13. You are punctual at your work place

| Options	Respondents	Percentages
Always	78	78%
Often	14	14%
Sometimes	6	6%
Rarely	2	2%
Never	0	0%
Total	100	100%

Graphical Representation:
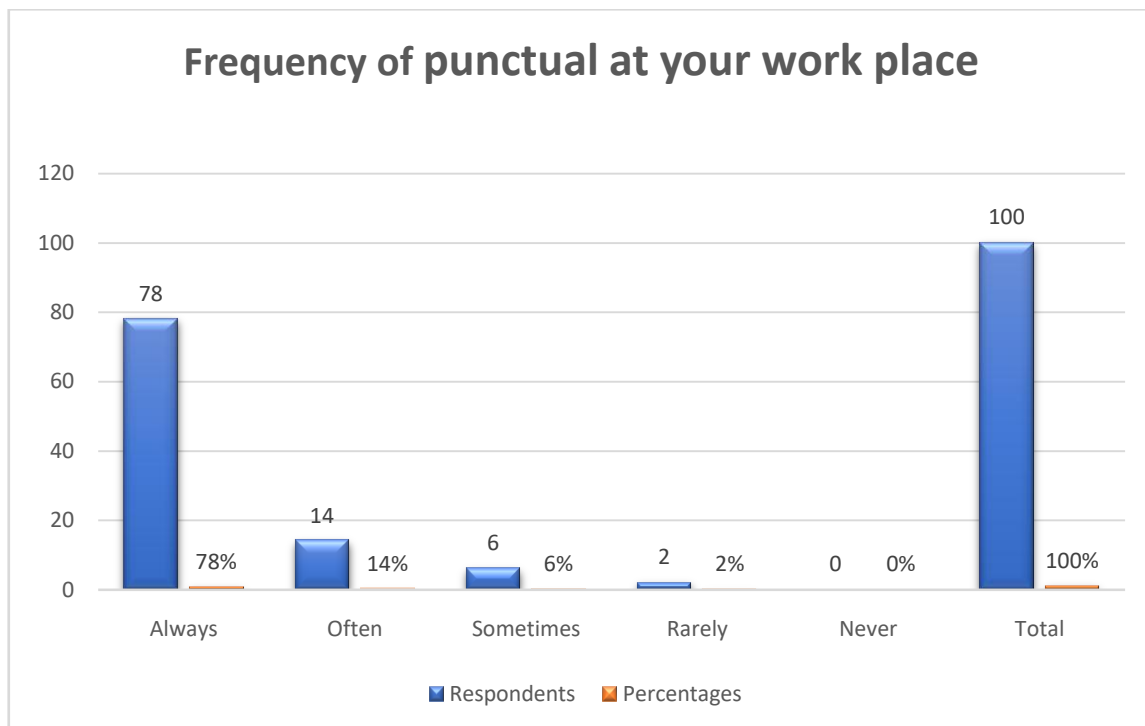
Interpretation

The table shows 58% of the respondents agree that the support from the co-worker is helpful to get motivated.

14. You are satisfied with your working hours

| Options	Respondents	Percentages
Highly satisfied	18	18%
Satisfied	66	66%
Undecided	4	4%
Dissatisfied	8	8%
Highly dissatisfied	4	4%
Total	100	100%

Graphical Representation:
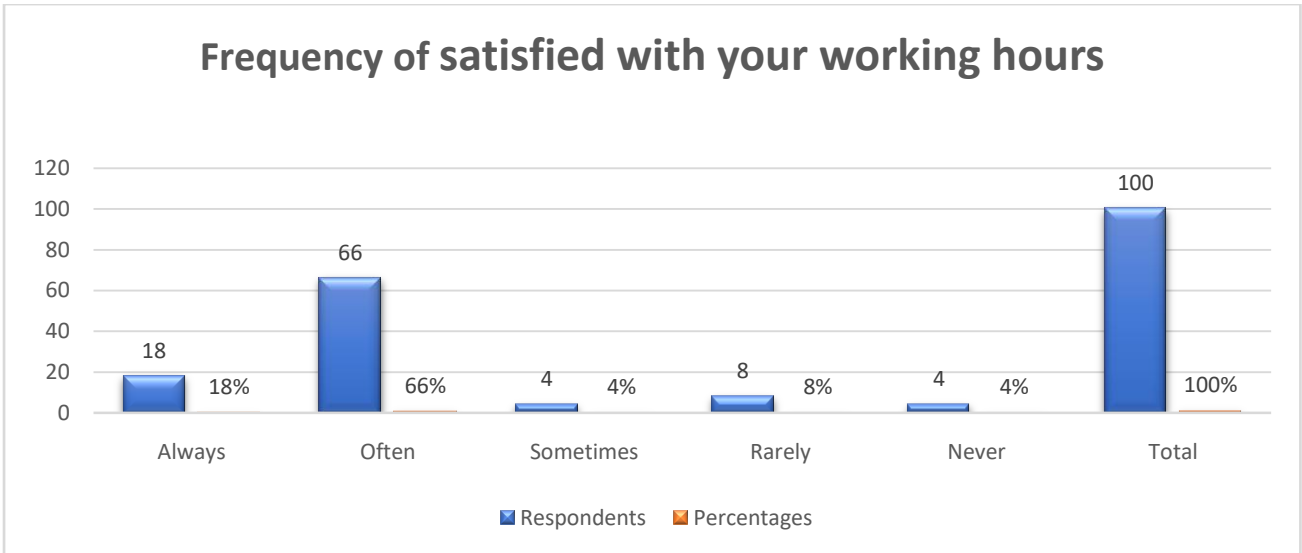
Interpretation:

From the above data it is clear that 18 employees from the total survey are highly satisfied with their working hours, 66 employees are just satisfied with their working hours and 8 employees are dissatisfied with their working hours. 4 employees are undecided and 4 employees are strongly dissatisfied with their working hours.

15. Your working hours fits with your personal life

| Options	Respondents	Percentages
Highly agree	18	18%
Agree	68	68%
Undecided	6	6%
Disagree	6	6%
Highly disagree	2	2%
Total	100	100%

Graphical Representation:
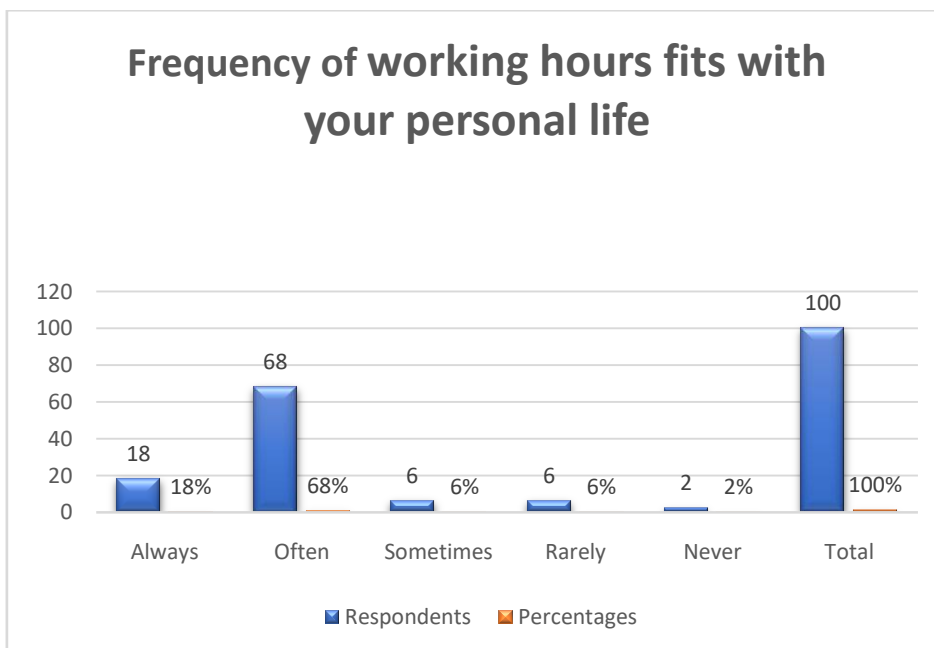
Interpretation:

By the above data it is clear that 68 employees from the total survey are feeling agree that their working hour's fits with their personal life and 18 employees highly agree that their working hour's fits with your personal life.

16. Your current feeling of balance between your work life and personal life

Options	Respondents	Percentages
Very well balanced	22	22%
Somewhat balanced	52	52%
Balanced	12	12%
Somewhat out of balanced	12	12%
Very out of balanced	2	2%
Total	100	100%

Graphical Representation:

Frequency of balance between your work life and personal life
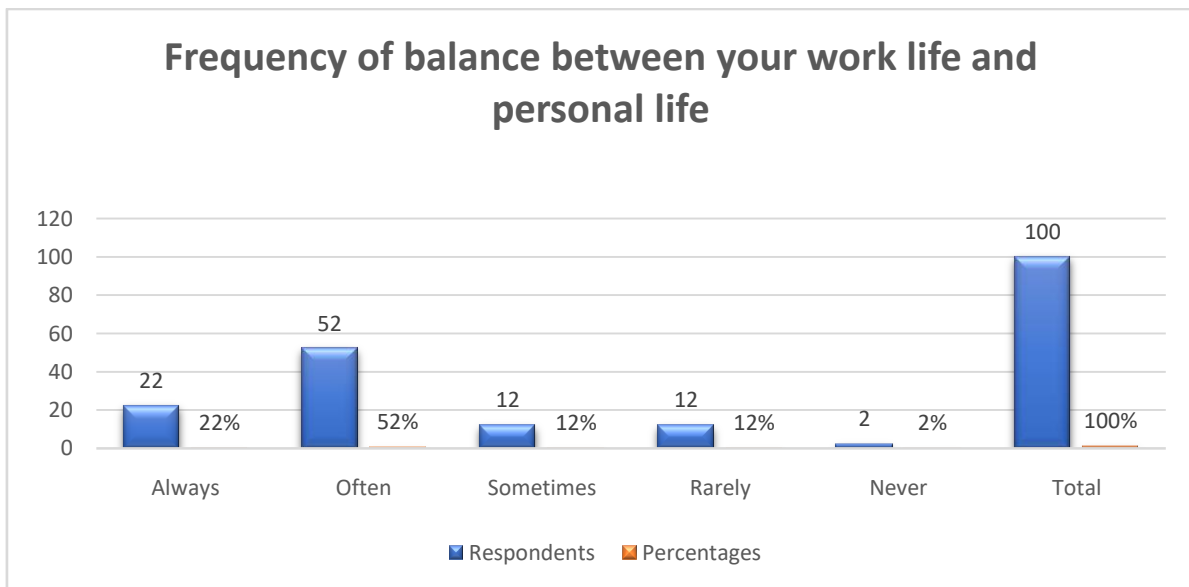
Interpretation:

From the above analysis it is clear that 52 employees from total sample are feeling that their balance between your work life and home life is somewhat balanced, 22 employees felt that their balance between your work life and home life is very well. 12 employees felt that it is balanced and 12 employees felt that it is somewhat out of balanced.

17. The current feeling best describes your feeling of stress

Options	Respondents	Percentages
Very stressful	8	8%
Stressful	14	14%
Undecided	6	6%
Slightly stressful	56	56%
Not at all stressful	16	16%
Total	100	100%

Graphical Representation:

Frequency of best describes your feeling of stress

Category	Respondents	Percentages
Very stressful	8	8%
Stressful	14	14%
Undecided	6	6%
Slightly stressful	56	56%
Not at all stressful	16	16%
Total	100	100%

■ Respondents ■ Percentages
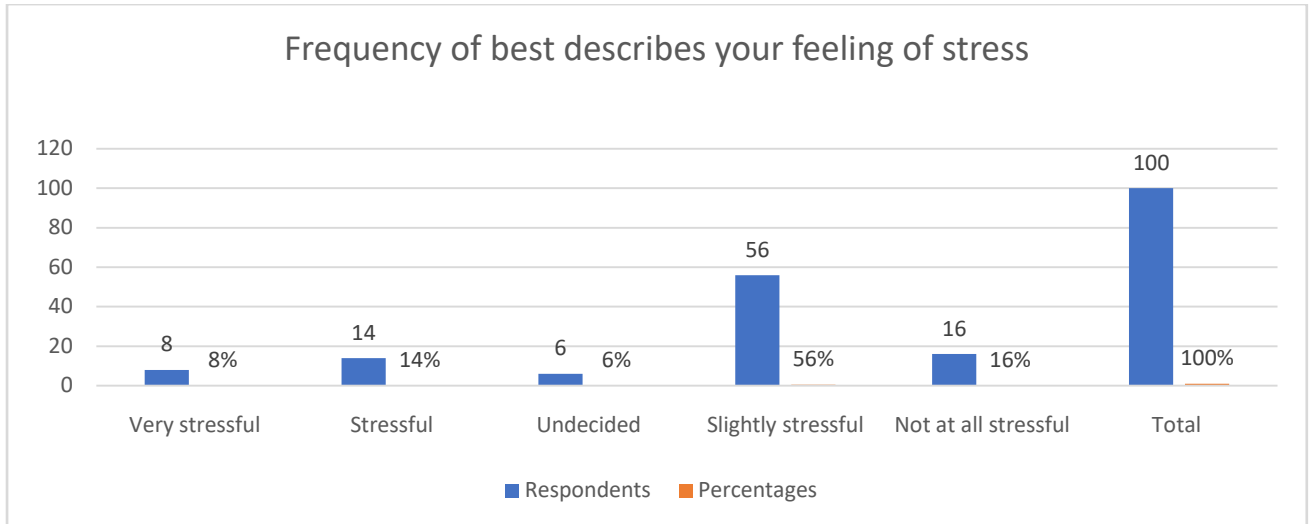
Interpretation

By the data it shows that 56% of the sample size says that their they are slight stressful regarding their work stress level, 16% says that they are not at all stressful and 14% says that they are stressful regarding work.

5. FINDINGS:

•From the study it is found that almost half of the employeesfrom whom the data has been collected are not at all working for more than six days in a week, and one-third of the sample are working for more than eight hours in a day, 30 employees from the remaining are never working more than eight hours.

•44 Employees out of 100 are not worrying about work when they are not work. Regarding the tiredness or depressed relating work 32 employees says they are not 32 says they felt depressed or tired for sometimes.

•Employees are sometimes feeling unable to spend time with family. Some employee's feels like spending more time at work than they like and also some are not feeling like.

•Almost half the employees were not working under shifts and some are working under shifts as per their organization. Maximum people are getting enough sleep where as some employees are not having enough sleep may be because of shifts and work stress.

•The employees were having enough exercise for sometimes as they doesn't show regular interest on it and relating to their food maximum employees says that they are having healthy food always.

•From the analysis it is clear that more than half of the employees were able to balance their work life and almost half the sample are taking care of their personal health & diet properly.

•Maximum Employees feels that they have a friendly co-operative work environment always and employees also feel that their work stress & pressure shows impact on your family environment for rare times.

•Sometimes employees are feeling that they are missing out some quality time with their family or friends because of work pressure. And more than half the sample size feels that they were always able to manage their time at work place & also punctual at work place.

•Two-third of Employees were satisfied with their working hours and they also feels that their working hours fits with their personal life.

•Half of the employees from the survey are feeling that they are somewhat balanced between their work-life and personal life, more than half the employees were feeling slightly stressful and maximum employees supports that if employees have a good work-life balance the organization will be more effective and successful.

•Many employees were working under a flexible schedule and they also feels that their organization implements various means to control or balance work and life. Almost all the employees, no one if suffering from any work stress or related diseases.

•The study gives a clear detail that three-fourth of employees feels that their organization gives importance to their personal/family life and all the employees feels that work-life balance is important.

•It founds that support from family and flexi-timings will help them balance their work & family commitments and music helps the employees to reduce their work stress.

•Employees feels that sometimes long working hours and shift work will hinder them in balance their work and family commitments.

•And finally they feel that time-off for family engagements & paid time offs may help them to balance their work life.

5.1 SUGGESTIONS:

•As sometimes employees are feeling that they are missing some engagements or quality time with family/friends, it would be better if they are provided with time offs for family.

•Employees should be given scope to share their opinion with their higher authority about the work stress they are facing and some steps to be taken as employees are feeling slightly stressful.

•Some employees are feeling that working hours may affect their personal life, so it is to be considered to make them feel their working hours good.

•As music helps employees to reduce stress, some refreshment programs in the organization may help them to keep stress away. It will be good if organization thinks about the employee's family too so that employee may work a bit more for the organization.

•Employees as they feeling work-life will improve organization and will be more effective, organization should help them in maintaining it and employees should also maintain good work-life balance which helps them to have a better work & personal life.

•Anyway employees are being punctual and able to manage their time at work place, it is good to be maintain it further and helps in better work-life balance.

•As health matters much, employees should also concentrate on personal health and diet.

CONCLUSION:

•By the study it shows that employees were satisfied with the job, working hours but sometimes they are missing time with family/friends.

•The employees chose music as mode to reduce stress and they may be feels good if they are given the paid offs and time offs. And some employees ask for the working hour's adjustment for having good performance and better work-life balance.

•Employees are able to manage work-life, time at work and also maintaining punctuality at work place, mainly employees feeling slightly stressful regarding job, if it to be considered by the organization and considers employee personal life, they may strive a bit more at work place.

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