



## Employee Work Life Balance In Elakayem Auto Ancillaries Pvt Ltd

*Mrs. T . Kavitha<sup>1</sup> , Kavitha .M<sup>2</sup>*

<sup>1</sup>Associate Professor, Adhiyamaan College of Engineering(Autonomous), Hosur, Tamil Nadu, India

<sup>2</sup>II Year MBA, Department of Management Studies, Adhiyamaan College of Engineering(Autonomous), Hosur, Tamil Nadu, India

Email: <sup>1</sup>[kavithavinaykumar99@gmail.com](mailto:kavithavinaykumar99@gmail.com) , <sup>2</sup>[kavi790444@gmail.com](mailto:kavi790444@gmail.com)

### ABSTRACT

Work-life balance is essential for maintaining well-being while achieving professional success. It refers to the equilibrium between work responsibilities and personal life, ensuring individuals can fulfill their job demands without compromising their health and relationships. In today's fast-paced world, excessive workload and blurred boundaries due to remote work contribute to stress and burnout. Effective time management and prioritization of personal fulfillment help individuals reduce workplace stress and maintain a healthy lifestyle. Organizations play a crucial role by implementing workplace policies that support flexible work arrangements, encouraging mental health initiatives, and fostering a culture that values employee well-being. Individuals must set clear boundaries between work and personal life while utilizing stress management techniques to ensure a healthy balance. Employers who promote job satisfaction through wellness programs and work flexibility experience improved employee engagement and retention.

**Keywords:** work-life balance, productivity, stress management, time management, employee well-being, remote work, flexible work arrangements, job satisfaction, mental health, work policies

### INTRODUCTION

Work-life balance is the key to maintaining both professional success and personal well-being. In today's fast-paced world, finding harmony between work responsibilities and personal life can be challenging, yet it is essential for long-term productivity and happiness. A well-balanced life allows individuals to reduce stress, improve mental and physical health, and foster meaningful relationships outside of work. Prioritizing time for self-care, family, and hobbies not only enhances overall satisfaction but also boosts efficiency at work. Achieving this balance requires effective time management, setting boundaries, and embracing flexibility to ensure that work and personal life complement rather than compete with each other.

### RESEARCH BACKGROUND

The study explores the corporate and organizational work environment, specifically focusing on employees navigating between professional responsibilities and personal life. As organizations expand and digitalization increases, employees face mounting workloads, longer hours, and heightened expectations of constant connectivity. This scenario is especially prevalent in industries like IT, services, and corporate sectors where job roles are demanding, competitive, and deadline-driven. Work-life balance has evolved from a personal challenge to a strategic organizational concern. Employers now recognize that supporting employees in achieving this balance leads to higher job satisfaction, better retention, and enhanced productivity. As a result, industries worldwide are increasingly adopting flexible work models, wellness programs, and remote/hybrid work policies to address these issues.

### IDENTIFIED PROBLEM

- Lack of clear boundaries between work and home life.
- Excessive workloads and extended working hours.
- Inadequate organizational support structures.
- Technological overexposure leading to constant availability.
- Mental and physical health deterioration due to stress and burnout.

### OBJECTIVES OF THE STUDY

1. To investigate the impact of work-life balance on employee well-being (mental, physical, and emotional).
2. To explore the relationship between work-life balance and employee productivity/performance.

3. To examine the key challenges employees, face in maintaining a balanced life.
4. To study the effect of work-life balance on employee retention and loyalty.
5. To understand the role of societal and cultural factors in influencing work-life balance perceptions and practices.

---

## REVIEW OF LITERATURE

**Rashmi Kataria (2022)** Conducted a systematic literature review and bibliometric analysis, identifying four primary research themes: flexible work arrangements, gender differences, work–life interface, and WLB policies. Emerging topics include gender discrepancies and the impact of contextual factors and organizational culture on WLB.

**Ali, Naz, & Azhar (2024)** Explored the relationship between WLB and women's career motivation in the Indian context. The study emphasizes the need for organizations to tailor policies that support women's career growth while maintaining a healthy work-life balance, contributing to a more inclusive and gender-equitable work environment. **Ismawati,**

**Soetjipto, & Sopiah (2023)** Investigated the influence of WLB and work-from-home (WFH) arrangements on work productivity. Findings suggest that WFH positively impacts emotional well-being and productivity, highlighting the importance of organizational support and balanced approaches to WFH implementation

**Basuni&Sopiah (2023)** examined the relationship between WLB and employee burnout. The study found an increasing trend in research on this topic and identified several key factors contributing to WLB and burnout, offering a basis for future research.

**Zahra Sulastiana (2023)** provided a comprehensive understanding of WLB outcomes for employees, categorizing them into individual and organizational outcomes. The study utilized a systematic literature review approach, analyzing 25 articles to draw its conclusions.

**Mharchelya&Hariko (2024)** focused on the impact of WLB on career and life satisfaction. The review of 10 articles published between 2020 and 2024 indicates that implementing WLB practices leads to higher career and life satisfaction among employees.

**Medina-Garrido, Biedma-Ferrer, & Ramos-Rodriguez (2023)** assessed the impact of work-family policies on employee well-being and job performance in the Spanish banking sector. The study found that access to flexible working hours and family support services indirectly enhances job performance by improving employee well-being.

**Biedma-Ferrer, & Bogren (2023)** analyzed the role of organizational support for work-family balance in the tourism sector. The research highlighted that organizational support and accessible work-family policies contribute to increased employee well-being and commitment, with variations based on gender and seniority.

**Vitaharsa& Wasino (2023)** Explored how WLB influences employee productivity in modern companies. The literature review indicates that work flexibility, stress management, **Russo, Hanel, Altnickel, & van Berkel (2021)** This longitudinal study investigated the daily routines of software engineers during the COVID-19 pandemic. The findings indicated that while remote work did not significantly alter the time spent on activities, it did affect well-being and productivity. The study emphasizes the need for organizations to understand the nuances of remote work to support employee well-being effectively.

**Medina-Garrido, Biedma-Ferrer, & Bogren (2023)** Focusing on the Spanish tourism sector, this research examined the impact of organizational support for work-family balance on employee well-being. The study found that accessible work-family policies, coupled with organizational support, positively influenced employee well-being and commitment. The effects varied based on gender and employee seniority, highlighting the importance of tailored policies.

**Aman-Ullah, Hassan, Jahangir, & Mehmood (2024)** this comprehensive literature review explored work-life balance in Pakistan, identifying key factors such as job satisfaction, organizational commitment, and job stress. The study suggests that future research should focus on underexplored industries like retail, manufacturing, hotels, and telecom. It also recommends employing alternative theories like knowledge-based and resource-based theories to enhance understanding.

**Russo (2023)** Introducing the IJARS model, this paper presents a framework combining job demands, resources, and self-determination to understand employee well-being and resilience. The model emphasizes the importance of agile values and mental health initiatives, advocating for workplaces that prioritize work-life balance and hybrid models to prepare for future challenges.

**Widaningsih, & Lubis (2024)** this study discusses the evolution of work-life balance in human resource management, emphasizing the need for organizations to redefine priorities to support employee well-being. The authors suggest that integrating flexible work arrangements and organizational support can enhance job satisfaction and overall work-life balance.

**Palouzan, Hegedus (2023)** This study utilized grounded theory to model the impact of mentoring on women's work-life balance. Findings indicated that role management is a key criterion for work-life balancing among women. The study provides recommendations for organizations to support women's career development through effective mentoring programs. **Medina-Garrido, Biedma-Ferrer, & Bogren (2023)** focusing on the Spanish tourism sector, this research examined the impact of organizational support for work-family balance on employee well-being. The study found that accessible work-family policies, coupled with organizational support, positively influenced employee well-being and commitment. The effects varied based on gender and employee seniority, highlighting the importance of tailored policies.

**Jahangir & Mehmood (2024)** this comprehensive literature review explored work-life balance in Pakistan, identifying key factors such as job satisfaction, organizational commitment, and job stress. The study suggests that future research should focus on underexplored industries like retail, manufacturing, hotels, and telecom. It also recommends employing alternative theories like knowledge-based and resource-based theories to enhance understanding.

**Oluwadare, Edokwe, & Ayeomoni (2024)** this research explores the transformative potential of scalability principles derived from cloud computing and IT in redefining workforce management for a four-day workweek. The study emphasizes the importance of pilot programs, clear communication, and agility as critical success factors for implementing a four-day workweek.

**Widaningsih, &Lubis (2024)** this study discusses the evolution of work-life balance in human resource management, emphasizing the need for organizations to redefine priorities to support employee well-being. The authors suggest that integrating flexible work arrangements and organizational support can enhance job satisfaction and overall work-life balance.

**Biedma-Ferrer, &Bogren (2023)** this study examines the impact of organizational support for work-family life balance on the well-being of tourism employees in Spain. The research found that accessible work-family policies, coupled with organizational support, positively influenced employee well-being and commitment. The effects varied based on gender and employee seniority, highlighting the importance of tailored policies.

**Hassan, Jahangir, &Mehmood (2024)** this comprehensive literature review explored work-life balance in Pakistan, identifying key factors such as job satisfaction, organizational commitment, and job stress. The study suggests that future research should focus on underexplored industries like retail, manufacturing, hotels, and telecom. It also recommends employing alternative theories like knowledge-based and resource-based theories to enhance understanding.

**Russo (2023)** introducing the IJARS model, this paper presents a framework combining job demands, resources, and self-determination to understand employee well-being and resilience. The model emphasizes the importance of agile values and mental health initiatives, advocating for workplaces that prioritize work-life balance and hybrid models to prepare for future challenges.

**Widaningsih, &Lubis (2024)** this study discusses the evolution of work-life balance in human resource management, emphasizing the need for organizations to redefine priorities to support employee well-being. The authors suggest that integrating flexible work arrangements and organizational support can enhance job satisfaction and overall work-life balance.

**Oluwadare, Edokwe, &Ayeomoni (2024)** this research explores the transformative potential of scalability principles derived from cloud computing and IT in redefining workforce management for a four-day workweek. The study emphasizes the importance of pilot programs, clear communication, and agility as critical success factors for implementing a four-day workweek.

## RESEARCH GAP

Understanding the dynamics of work and personal life integration. However, several research gaps persist. One major limitation is the lack of longitudinal studies, as most existing research is cross-sectional and does not capture the long-term effects of WLB policies on employee well-being, productivity, or retention. Additionally, there is a noticeable sectorial imbalance in the literature, with a strong focus on corporate and IT industries, while critical sectors such as healthcare, education, manufacturing, and hospitality remain underexplored. Another important gap lies in the geographical focus of research; much of the data comes from developed Western countries, leaving a need for more culturally nuanced studies from developing .

## RESEARCH METHODOLOGY

Based on the above reviews of literature, most of the studies dealt with stress management techniques and initiatives and its negative and positive impacts on employees. However, this study isn't specifically done in Hosur air work india engineering Pvt ltd. Thus, finding cannot be generalized.

## LIMITATION OF THE STUDY

Access to reliable financial data on engineered quartz exports is limited due to varying reporting standard across countries and companies.

Studies may exclude regions with significant export potential, limiting the applicability of findings.

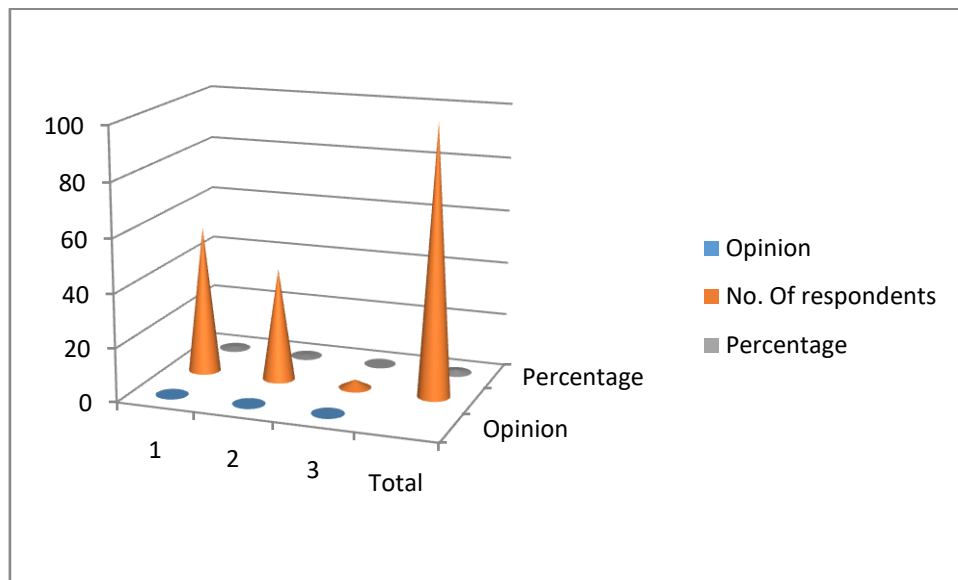
Predicting the impact of currency fluctuation on profitability is challenging due to the variability over

time. Company's reluctance to share financial information due to the confidentiality can impede data collection effort.

## DATA ANALYSIS AND INTERPRETATION

**Table 1.WORKPLACE PROVIDE WELLNESS PROGRAMS (e.g., health check-ups, stress management sessions)**

S.no	Opinion	No. Of respondents	Percentage
1	Yes, regularly	55	55%
2	Occasionally	42	42%
3	No, never	3	3%
	<b>Total</b>	<b>100</b>	<b>100%</b>



**CHART 1**  
**WORKPLACE PROVIDE WELLNESS PROGRAMS**

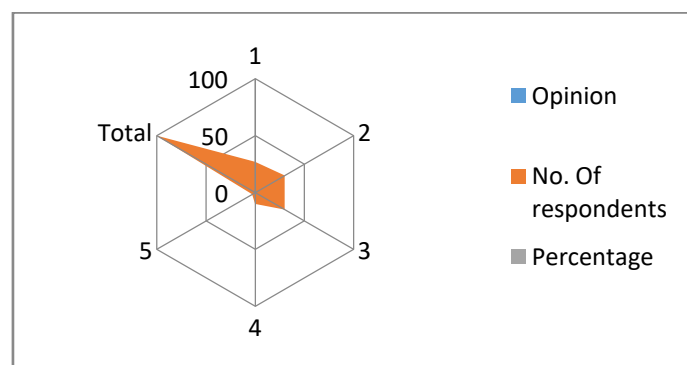
**INTERPRETATION:**

From the above table 5.1.15 shows that 55% of people said that they conduct regularly, 42% of people said that they conduct occasionally, 3% of people said that they never conduct.

**Table 2.COMFORTABLE DISCUSSING WORK-LIFE BALANCES ISSUES WITH YOUR MANAGER**

S.no	Opinion	No. Of respondents	Percentage
1	Strongly agree	27	27%
2	Agree	30	30%
3	Neutral	30	30%
4	Disagree	10	10%
5	Strongly disagree	3	3%
Total		100	100%

Source: Primary data



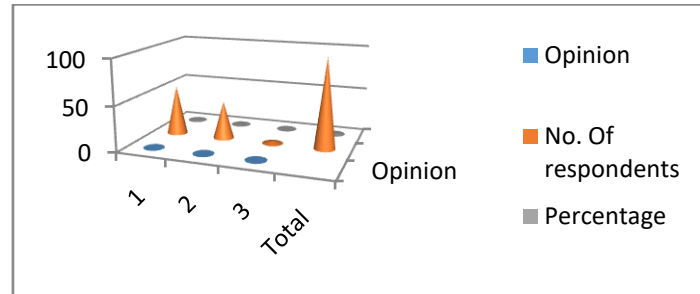
**CHART 5.1.14**  
**COMFORTABLE DISCUSSING WORK-LIFE BALANCES ISSUES WITH YOUR MANAGER**

**INTERPRETATION:**

From the above table 5.1.14 shows that the discussion with the manager about the work-life balance, 27% of people said that they are strongly agree, 30% of people said that they are agree, 30% of people said that they are neutral, 10% of people are said that they are disagree, 3% of people are said that they are strongly disagree.

**Table 3.WORKPLACE PROVIDE WELLNESS PROGRAMS (e.g., health check-ups, stress management sessions)**

S.no	Opinion	No. Of respondents	Percentage
1	Yes, regularly	55	55%
2	Occasionally	42	42%
3	No, never	3	3%
	<b>Total</b>	<b>100</b>	<b>100%</b>

**CHART 3WORKPLACE PROVIDE WELLNESS PROGRAMS****INTERPRETATION:**

From the above table 5.1.15 shows that 55% of people said that they conduct regularly, 42% of people said that they conduct occasionally, 3% of people said that they never conduct

**SUMMARY OF FINDINGS**

1. Majority 42% of the people are in the experience level of 0-5
2. Majority 28% of people are in the department of production
3. Majority 41% of people are working in the time period of 8-10 hours
4. Majority 40% of people are working in the fixed work time, in the organization
5. Majority 62% of people are said that they are ok with the reasonable working hours
6. Majority 31% of people are said that they are having overtime sometimes
7. Majority 71% people are said yes, the workload is manageable in the organization
8. Majority 40% of people disagree in the scale of 1-10, how stressful in your job
9. Majority 39% of people are said that they give sometimes for the personal and the family activities
10. Majority 31% of people are said sometimes the responsibilities interfere in the personal life
11. Majority 39% of people are said that rarely they are respond to work related message outside working hours
12. Majority 70% of people are said yes for support flexible working arrangements
13. Majority 37% of people are said they are satisfied with the leave policies
14. Majority 30% of people are agree and neutral with the comfortable discussing work-related
15. Majority 55% of people are said that the company provide regularly wellness programs for the employees

**SUGGESTION**

Work-life balance plays a crucial role in the overall well-being, productivity, and satisfaction of employees. Organizations must adopt thoughtful strategies to help their workforce maintain a healthy equilibrium between professional responsibilities and personal life. Firstly, companies should implement flexible work hours and offer remote or hybrid work options, allowing employees to manage their time according to personal and family needs. Providing this autonomy improves trust and reduces burnout. Secondly, establishing a supportive work environment is essential. Managers should encourage open communication, realistic goal-setting, and respect for boundaries after working hours. Creating an empathetic culture where employees feel heard enhances both morale and retention. Additionally, organizations should invest in health and wellness programs, such as regular health check-ups, yoga or meditation sessions, and mental health counseling. These initiatives promote better physical and mental well-being, directly supporting work life harmony.

**CONCLUSION**

Work-life balance is fundamental to achieving both professional success and personal well-being. It enables individuals to manage their responsibilities effectively while maintaining their health, relationships, and mental peace. In today's demanding work environments, the boundaries between personal and professional life are often blurred, leading to stress and burnout. To counter these challenges, individuals must prioritize time management, establish clear boundaries, and engage in activities that promote relaxation and fulfillment. Organizations also play a significant role in fostering a healthy work-life balance by implementing supportive policies such as flexible work arrangements, wellness programs, and mental health initiatives. A

balanced approach enhances productivity, reduces stress, and improves job satisfaction, benefiting employees and employers alike. Work-life balance is not a static goal but an ongoing process that requires continuous evaluation and adaptation. Striking this balance enables individuals to lead more fulfilling lives, enhances workplace efficiency, and contributes to a healthier society. Ultimately, maintaining work-life balance leads to a happier, more engaged, and productive workforce, fostering environments where personal and professional aspirations can coexist harmoniously. By actively supporting this balance, both individuals and organizations can create sustainable and meaningful success.

---

## DIRECTIONS FOR FUTURE RESEARCH

- Examine the impact of remote and hybrid work on mental health, productivity, and employee engagement.
- Assess how organizational policies, such as wellness programs and flexible schedules, contribute to employee retention and workplace well-being.
- Investigate cultural differences in work-life balance expectations and global best practices.
- Analyze the role of technology, workplace automation, and artificial intelligence in shaping work environments and professional boundaries.
- Explore the long-term consequences of work-life imbalance, including burnout, physical health issues, and reduced motivation.
- Compare generational differences in work-life balance expectations, especially younger workers prioritizing flexibility and well-being.
- Identify effective strategies for establishing clear boundaries between work and personal life.
- Develop measurable indicators of employee satisfaction and work-life balance success within organizations.

---

## REFERENCE:

1. Ahmed, S., & Khan, T. (2023). Export-driven revenue growth in engineered quartz manufacturing. *Journal of South Asian Industrial Studies*, 9(2), 55–68.
2. Banerjee, A., & Rao, H. (2021). Quartz export: A pathway to financial sustainability for Indian manufacturers. *Indian Journal of Economic Policy and Trade*, 12(3), 134–148.
3. Bhatia, S., & Kaur, R. (2024). Financial impact of export strategy on quartz firms' profit margins. *Journal of International Business Research and Strategy*, 16(1), 22–37.
3. Chen, Y., & Huang, L. (2023). Exporting for financial strength. *China Economic Review*, 40(4), 95–108.
4. Deshmukh, M., & Rao, S. (2022). Export growth and capital expenditure efficiency in India. *Finance & Capex Journal*, 10(2), 65–77.
5. Franco, P., & Martins, D. (2022). Export performance and profit retention in the Portuguese quartz industry. *Portuguese Journal of Business & Management*, 8(3), 29–45.
6. Gupta, M., & Rajan, R. (2021). Link between export intensity and financial success in quartz firms. *International Journal of Business and Economic Studies*, 13(2), 45–57.
7. Gupta, P., & Rath, A. (2024). Exporting and cost structure optimization in quartz firms. *Journal of International Trade & Industrial Economics*, 16(1), 22–35.
8. Gupta, P., & Iyer, R. (2022). Export-led cash flow efficiency in Indian quartz firms. *Asian Journal of Finance and Economics*, 5(2), 72–84.
9. Harris, M., & Lee, G. (2024). Impact of export demand fluctuations on financial returns in quartz manufacturing. *North American Journal of Manufacturing Finance*, 11(1), 88–101.
10. Hassan, F., & Yusuf, R. (2021). Financial impact of export-led growth in quartz manufacturing. *Middle East Business and Finance Review*, 6(1), 25–39.
11. Kaur, S., & Malik, R. (2022). Export incentives and financial benefits in India's quartz sector. *India Policy and Trade Journal*, 9(1), 56–73.
12. Kumar, N., & Patel, V. (2021). Revenue diversification through exports in India's engineered quartz sector. *International Trade and Strategy Review*, 6(3), 112–124.
13. Lee, J., & Choi, H. (2023). Financial performance of Korean quartz exporters amid global supply shocks. *Journal of East Asian Trade and Finance*, 12(2), 61–77.
14. Lee, S., & Kim, J. (2020). The role of exporting in firm financial performance. *Asian Economic Policy Review*, 15(3), 89–102.
15. Nakamura, T., & Kimura, S. (2024). Export diversification and financial stability in the quartz industry. *Asia-Pacific Journal of Economics and Finance*, 9(1), 45–60.
16. Martin, J. C., & Hernandez, M. (2019). Financial rewards of exporting: Evidence from small firms in emerging economies. *Emerging Markets Finance and Trade*, 55(5), 95–110.
17. Mehta, D., & Shah, A. (2022). The financial logic of quartz export growth. *Journal of Financial Analysis and Risk Management*, 11(3), 120–135.
18. Nair, P., & Joseph, D. (2021). Export financing and profit margins in India's quartz sector. *Indian Journal of Commerce and Finance*, 7(4), 74–89.
19. Nakamura, T., & Kimura, S. (2024). Export diversification and financial stability in the quartz industry. *Asia-Pacific Journal of Economics and Finance*, 9(1), 45–60.
20. Navarro, C., & López, R. (2022). Export performance and profit margins in engineered quartz: A European study. *European Business Review*, 16(2), 92–110.
21. Oliveira, P., & Santos, F. (2024). Export revenue and debt management in Portugal's quartz SMEs. *Journal of SME Finance and Export Strategy*, 10(1), 18–32.
22. Patel, D., & Yadav, S. (2024). Impact of export partnerships on financial growth in quartz firms. *India International Trade Journal*, 14(2), 49–63.

23. Rao, K., & Nair, V. (2022). Export expansion and financial return in Indian quartz MSMEs. *Small Business Export Studies Review*, 9(3), 70–86.
24. Rodriguez, C., & Moreno, S. (2021). Export operations and financial leverage in quartz exporters. *Journal of Financial Structure and Trade*, 8(1), 40–55.
25. Rodriguez, F., & Silva, M. (2023). Export activity and financial efficiency in quartz surface firms. *Portugal Business Research Journal*, 7(2), 26–41.
26. Sethi, A., & Ramesh, K. (2024). Role of export strategies in enhancing profit margins in Indian quartz industry. *Journal of Strategic Export Finance*, 6(1), 58–74.
27. Silva, R., & Gomez, T. (2022). Exporting and return on investment in Brazil's quartz industry. *Latin American Trade and ROI Journal*, 5(2), 66–80.
28. Singh, T., & Khurana, V. (2022). Exports and financial performance of quartz clusters in Rajasthan. *Regional Business Finance Review*, 4(4), 91–105.
29. Tan, K., & Huang, C. (2024). Exporting and financial efficiency: Evidence from the Chinese quartz industry. *Asia-Pacific Efficiency and ROI Review*, 13(1), 35–50.
30. Thomas, J., & Bhatt, R. (2024). Profitability through export expansion in engineered quartz SMEs. *Indian Journal of Export-Led Growth*, 10(2), 112–128.
31. Verma, S., & Jadhav, M. (2023). Export-led revenue growth in the Indian quartz sector. *Indian Export Growth Review*, 11(3), 43–59.
32. *Business Research Journal*, 7(2), 26–41.
33. Sethi, A., & Ramesh, K. (2024). Role of export strategies in enhancing profit margins in Indian quartz industry. *Journal of Strategic Export Finance*, 6(1), 58–74.
34. Silva, R., & Gomez, T. (2022). Exporting and return on investment in Brazil's quartz industry. *Latin American Trade and ROI Journal*, 5(2), 66–80.
35. Singh, T., & Khurana, V. (2022). Exports and financial performance of quartz clusters in Rajasthan. *Regional Business Finance Review*, 4(4), 91–105.
36. Tan, K., & Huang, C. (2024). Exporting and financial efficiency: Evidence from the Chinese quartz industry. *Asia-Pacific Efficiency and ROI Review*, 13(1), 35–50.
37. Thomas, J., & Bhatt, R. (2024). Profitability through export expansion in engineered quartz SMEs. *Indian Journal of Export-Led Growth*, 10(2), 112–128.
38. Verma, S., & Jadhav, M. (2023). Export-led revenue growth in the Indian quartz sector. *Indian Export Growth Review*, 11(3), 43–59.