



Balancing Work and life in Working Environment – A Study

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ABSTRACT

Work-life balance is defined as finding time each day for personal pursuits such as family, friends, community involvement, spirituality, personal growth, self-care, and other pursuits in addition to work-related commitments. Both employers and employees find it challenging to juggle work and family obligations. The paper's major goal is to evaluate how well employees' work-life balances operate. Convenient sampling techniques was adopted for this study. The data is collected through questionnaire. Based on the Objective descriptive data analysis is conducted. From the analysis the majority of respondents are satisfied with the medical benefits and leave policy of the organization.

Keywords: Work life Balance, Satisfaction, Job sharing

1 Introduction

Employers can assist employees in achieving work-life balance by putting in place policies, processes, actions, and expectations that make it simple for employees to have more balanced lives [1]. Work-life is a goal that reduces stress for employees. When people believe they are neglecting other important elements of their lives by spending the majority of their day's working-related duties, stress and discontent can result [2]. Employees who maintain a healthy work-life balance experience a sense of balance in all facets of their lives [3]. Work-life balance is difficult since many employees have financial, professional, or personal needs to fulfill [4]. By offering perks like flexible work schedules, paid time off rules, expectations for proper time management and communication, and activities, employers can assist staff members in maintaining a healthy work-life balance [5]. When looking for a work-life balance, people value their managers [6]. Managers who prioritize work-life balance in their own lives provide an example for others to follow and encourage staff to do the same [7]. Work-life balance is understood to be a healthy equilibrium between a person's professional life and their personal life [8]. Flexibility and option control are essential for achieving work-life balance because they reflect the idea that outside of the workplace, personal fulfillment is much more important and will increase an employee's contribution [9]. Policies that seek to attain a better stability amongst work and family household tasks are referred to as having a work-life balance [10].



In this study Work-life stability refers to the process of creating and maintaining productive workplaces that allow individuals to balance their professional and personal responsibilities, hence boosting employee productivity and loyalty.

2 Recent Works

Chitra Rathore et al [2020] [11] examines that work-life balance has drawn increased attention because although an individual's personal and professional lives can have demands that conflict with one another, both are equally vital. Since women typically play different roles at home, this issue affects them more than male employees because personal life influences work life and vice versa. Maintaining a healthy work-life balance is crucial for working women, especially in the current environment when both the family and the career have presented numerous challenges and barriers for women.

Prabhavathi et al [2019] [12] says a work-life balance is splitting your time equally between your family and your job. The majority of full-time employees, both men and women, claimed that their work obligations interfered with their family life. This essay explores the risks associated with an imbalanced work-life and personal life.

Srileka et al [2020] [13] says that the ability to make decisions within the constraints of your time and energy allocation while being aware of the values to apply. The management is aware that an employee's behavior in their personal and family lives has an impact on the quality of their work, and this understanding is a strong commercial reason to promote work and non-work coordination. Therefore, the determination of this study is to determine how well-balanced the lives of Celebrity Fashion Pvt Ltd employees are and what impact it has on their productivity and job satisfaction.

Preeti Garg et al [2016] [14] discusses the importance of work-life balance. To lead a balanced life, everyone aspires to keep a good balance between their personal and professional lives. For this reason, employees now pick firms who offer enticing and exclusive work-life balance policies. This essay investigates how attempts to promote work-life balance enhance business performance and employee satisfaction. The results demonstrate that maintaining a work-life balance is an ongoing concern rather than a decision that can be made once. We contend that for businesses to function better, their practices must be changed, including social exchange procedures that are improved, cost savings that are increased, productivity that is increased, and turnover that is decreased.

Kalpna et al [2019] [15] investigates the relation of female CISF employees' work-life balance and occupational stress are related. The CISF's female personnel have participated in the study. As a sampling approach for the investigation, convenience sampling was used. The study's findings also show a substantial inverse association between work-life balance and work-related stress. Armed forces can better understand the association among work-life stability and occupational stress thanks to the education's findings.



3 Research Methodology

A research design provides a thorough description of how an investigation will be carried out. It usually includes information on how data will be gathered, the tools that will be utilized, how they will be used, and how the data will be analyzed.

Descriptive research is the method used in this study. Investigations known as descriptive research studies focus on identifying the traits of a certain person or group, such as the respondent's attitude, interests, experiences, behavior, beliefs and values, emotions, personality, etc. It comprises several types of surveys and fact-finding inquiries.

3.1 Objective of the Study

- To examine the organization's role in enhancing workers' balance of work-life.
- To determine the step to which employees are fulfilled with their work-life balance.
- To evaluate how well employees are balancing work and life.
- To identify the key element that supports workers' efforts to balance work and family.

3.2 Hypothesis of the study

H1: There is no association among effectiveness of work life and age of the employees.

H2: There is a association among effectiveness of work life and age of the employees.

3.3 Research Design

Target audience: Employees of the company.

Type of data: Primary and Secondary

Type of instrument: Questionnaire type.

Data Collection: Distributing Questionnaire to Employees.

Data Coding: Primary data collected from questionnaire will be coded in MS-Excel

Research type: Descriptive Research

Sampling Technique: Convenience Sampling

Data Analysis: Appropriate statistical Tools

Statistical Test: Appropriate tools for conducting statistical survey such as Frequency analysis and chi-square test.

4. Results and Discussion

This section presents, examines, describes, and interprets the research's data in this manner. Different statistical tests are run based on the study purpose and frequency analysis is done for the respondents' demographic data.



4.1 Data Analysis and Interpretation

Work per week

Table 1: *Work done by Employees per week*

		Frequency	Percent
Valid	5 days	13	52.0
	6 days	9	36.0
	7 days	3	12.0
	Total	25	100.0

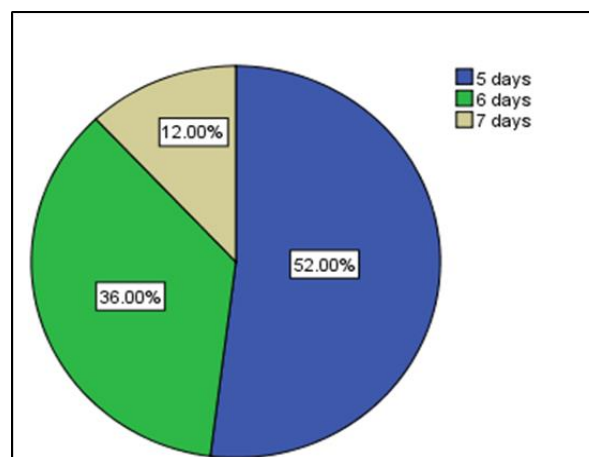


Figure 1: *Work done by Employees per week*

From the above findings indicate that 52% of respondents work 5 days a week, 36% work 6 days, and 12% work 7 days a week.

Spend more hours than stipulated time at work

Table 2: *Stipulated time at work*

		Frequency	Percent
Valid	Rarely	9	36.0
	Sometimes	7	28.0
	Often	9	36.0
	Total	25	100.0

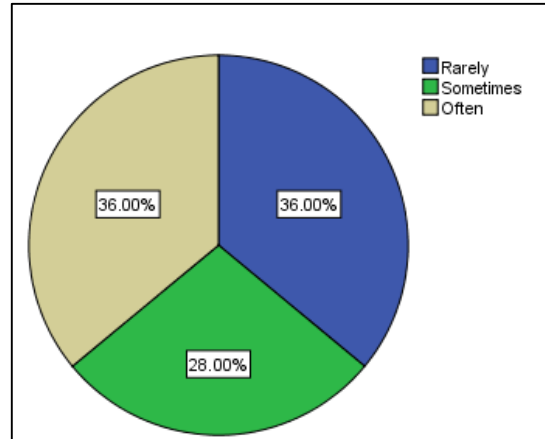


Figure 2: *Stipulated time at work*

The above findings indicate that 28% of respondents spend more time than allotted time, 36% of employees spend more time than allotted, and 36% of respondents rarely spend more time than allotted.

Adequate work life balance

The table indicate that whereas 20% of respondents claim to have an insufficient work-life balance, 80% of respondents believe they do.

Table 3: *Adequate work life balance*

		Frequency	Percent
Valid	Yes	20	80.0
	No	5	20.0
	Total	25	100.0

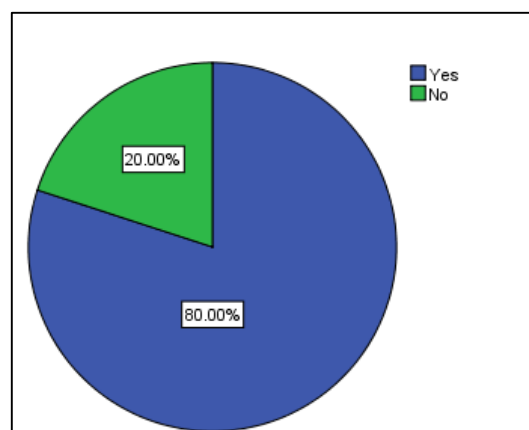


Figure 3: *Adequate work life balance*



Feel when you are at work

Table 4: *Feel when you are at work*

		Frequency	Percent
Valid	Indifferent	4	16.0
	Happy	4	16.0
	Very Happy	17	68.0
	Total	25	100.0

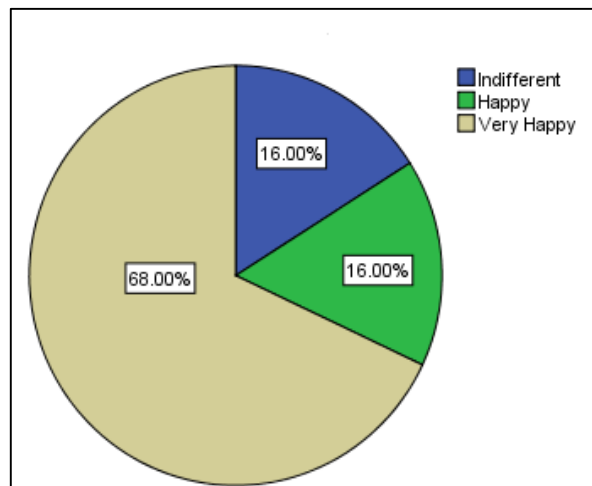


Figure 4: *Feel when you are at work*

According to the statistics, 68% of respondents reported being extremely pleased at work, 16% reported being indifferent, and 16% reported being content.

Get enough time for your self-management

Table 5: *Get enough time for your self-management*

		Frequency	Percent
Valid	Rarely	11	44.0
	Sometimes	14	56.0
	Total	25	100.0

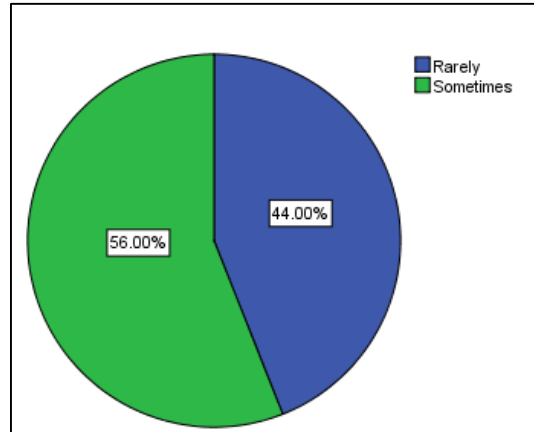


Figure 5: Get enough time for your self-management

The findings indicate that while 44% of respondents rarely have time for self-management, 56% of respondents occasionally do.

4.2 Chi-square analysis

To investigate the organization's role in enhancing employees' job satisfaction.

Ho: The working environment and employee age do not significantly relate to one another.

H1: The working environment and employee age significantly relate to one another.

Table 6

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.941 ^a	4	.568
Likelihood Ratio	4.423	4	.352
Linear-by-Linear Association	.078	1	.780
N of Valid Cases	25		
a. 8 cells (88.9%) have expected count less than 5. The minimum expected count is .32.			

The p-value is 0.78 in the table beneath, which is > 0.05 at the 5% threshold of significance. In view of this, we agree the H0 and reject the H1. Therefore, there is no discernible connection among the working environment and the employees' ages.

4.3 Findings

- It shows 52% of respondents work 5 days a week, 36% work 6 days, and 12% work 7 days a week.



- It indicate that 28% of respondents spend more time than allotted time, 36% of employees spend more time than allotted, and 36% of respondents rarely spend more time than allotted.
- It indicate that whereas 20% of respondents claim to have an insufficient work-life balance, 80% of respondents believe they do.
- According to the statistics, 68% of respondents reported being extremely pleased at work, 16% reported being indifferent, and 16% reported being content.
- It indicate that while 44% of respondents rarely have time for self-management, 56% of respondents occasionally do.
- There is no discernible connection between the working environment and the employees' ages.

4.4 Suggestions

- Ensure that teams are sufficiently staffed, that work is distributed evenly among employees, and that no one is overworked or under stress.
- Time management needs to be effectively maintained.
- Manage your time and set your own priorities.
- The correct dissemination of information about the company's rules to the employees is required, and they must be supported.

5. Conclusions

Work life policies should be adaptable to employees' needs and widely disseminated among staff members so that everyone is aware of what is available and accessible. This study provides evidence for the beneficial impacts of a good work-life balance on workers' productivity. Some workers are under a lot of stress at work because of the workload, which can lead to illnesses related to stress. The majority of respondents are pleased with the organization's leave policy and medical benefits. Employees can sustain a good balance among their work and own life by participating in the design of policies and making wise decisions for their firms.

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