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A Study on Employee's Work Life Balance in Aavin, Kottapatu, Trichy

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ABSTRACT

The evolving pattern of work and personal aspects of life offer greater challenges to modern workforce. The current work scenario is marked by the fast pace of change, intense pressure, constant declines, changing demographics, increased use of technology has affect the lives of employees. Present work force consists of many working fathers and mothers; whose aim is to find a balance life between work and family roles is a matter of concern for them and the organization. Work life balance has implications for employee attitudes, behavior, wellbeing as well as organizational effectiveness (Eby et. 2005). So the work life balance formal framework initiatives is the need of hour for the organizations and HR professionals. The impact of work life balance and employees job satisfaction is the core issues of human resource development. It is a measure of how happy employees are with the job and working environment. It study helps the employees to produce more, take few days off and stay loyal to the company. The essential factor in successful managing work life balance is the ability to reduce and control stress. Stress is doubtfully one of the biggest problems faced by the modern work force. It is a also becoming an increasingly worrying problem for employers. So managing the stress is the ability to recognize and restructuring yourself, your work and your life.

Keywords: *Work Life Balance, Job Satisfaction, Stress*

INTRODUCTION

Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self-care, and other personal activities, in addition to the demands of the workplace.

Work-life balance is assisted by employers who institute policies, procedures, actions, and expectations that enable employees to easily pursue more balanced lives.

The pursuit of work-life balance reduces the stress employee's experience. When they spend the majority of their days on work-related activities and feel as if they are neglecting the other important components of their lives, stress and unhappiness result.

Work-life balance enables employees to feel as if they are paying attention to all the important aspects of their lives.

Because many employees experience a personal, professional, and monetary need to achieve, work-life balance is challenging. Employers can assist employees to experience work-life balance by offering such opportunities as flexible work schedules, paid time off (PTO) policies, responsible time and communication expectations, and company-sponsored family events and activities. Managers are important to employees seeking work-life balance. Managers who pursue work-life balance in their own lives model appropriate behavior and support employees in their pursuit of work-life balance.

REVIEW OF LITERATURE

Some researchers like Gutek et al. (1991), Frone et al. (1992a), Williams and Alliger (1994), Eagle et al. (1997), Frone et al. (1997), Hammer et al. (1997), Hsieh et al. (2005), Wesley and Muthuswamy (2005), Kinnunen and Mauno (2007) and Rajadhyaksha and Ramadoss (2010) have focused on assessing work family conflict/ work life balance among employees in various settings and also identified the direction of spillovers. Gutek et al. (1991) conducted a study using two separate samples of employed people with families, a systematically selected sample of psychologists and a volunteer sample of managers. The findings indicated that the two types of perceived work family conflict (work interference with family and family interference with work) were clearly separable and relatively independent of each other. The people perceived less family interference with work than work interference with family. However, when Frone et al. (1997) developed and tested an integrative model of work family interface using a sample of 372 employed adults who were married and/or parents, the findings supported the indirect reciprocal relation between work to family and family to work conflict. Family to work conflict was found to have indirect influence on work to family conflict via work distress and work overload. Work to family conflict had indirect impact on family to work conflict via increased parental overload. Rajadhyaksha and Ramadoss (2010) tested the model given by Frone et al. (1997) on a sample of 405 women in India and found that Indian data moderately supported within and cross domain relationship hypothesized in the model. Hammer et al. (1997) collected the data from 399 dual-earner couples and found that work family conflict had strong crossover effects for both males and females, indicating that individual's level of work family conflict was a significant predictor of their partner's level of work family conflict. Frone et al. (1992a) in a study of randomly drawn sample of 631 employed adults (278 men and 353 women) also found that work to family conflict is more prevalent than family to work conflict, suggesting that family boundaries are more permeable to work demands than are work boundaries to family demands. Williams and Alliger (1994) also found that work interfered with family more than family interfered with work in a study of 41 full time working parents (13 men and 28 women). Eagle et al. (1997) found that work and family boundaries were asymmetrically permeable with work to family conflict being significantly more prevalent than family to work conflict. In a study of Taiwanese managers, Hsieh et al. (2005) found that very few Taiwanese managers had difficulty balancing work and personal lives and work interfered with personal life more frequently than personal life did with the work.

RESEARCH METHODOLOGY

- Report, a through survey was conducted which included detailed study of Books and journals available on the subject.
- Based on this survey, a questionnaire was prepared to evaluate work life balance. The research also included few personal Interviews with the trainees as well
- As he trainers who gave an insight into the various training programs conducted to gain practical view of the programs.

SAMPLE DESIGN

- The sample design of this study is convenient sampling. The size of sample for this study which I have taken is 100.

RESEARCH DESIGN

- The research design which was used in this Research is Descriptive study.

OBJECTIVES OF STUDY

- To find out reasons for work life balance in AAVIN.
- To find out effects of work life balance in AAVIN.
- To find out way to improve work life balance in AAVIN.
- To gain an insight into current working time policies and practices, as well as work-life balance issues in AAVIN
- To complement existing Foundation data and research on working time -largely based on surveys of individual workers and on literature reviews in AAVIN

SCOPE OF THE STUDY

The scope of the study is limited to the employees of Kottapattu AAVIN in Trichy District regarding the challenges facing in work life balance, job satisfaction, and stress management.

ANALYSIS AND INTERPRETATION

In order to subject the data to statistical testing, the collected data are analyzed and tabulated with frequency tables and percentages using MS- EXCEL.

RESULT AND DISCUSSIONS:

1, Profile of the respondents: Among the 100 employees, maximum no of respondents are male (90).

Demographic Characteristics of Respondents	Frequency	Percentage
<u>Gender:</u>		
Male	90	90
Female	10	10
Total	100	100
<u>Age:</u>		
20-30yrs	0	0
30-40 yrs	40	40
40-50 yrs	56	56
50 – 60 yrs	4	4
Total	100	100
<u>Department:</u>		
Finance	8	8
Marketing	10	10
Production	40	40
Transport	12	12
Others	30	30
Total	100	100
<u>Qualification:</u>		
10th	28	28
ITI/Diploma	16	16
UG/PG	14	14
Others	42	42
Total	100	100
<u>Dependents:</u>		
Older people	26	26
Dependent Adults	04	04
Children	70	70
Children with Disabilities	0	0
Total	100	100

Many respondent (56%) are belong to the age group (40-50yrs).Maximum no of the respondents (40%) are belong production department. In terms of educational qualification (42%) have no education qualification. In terms of dependents (26%) of respondents having older dependents. In terms of children (70%) of the respondents having children.

ANALYSIS USING CHI –SQUARE TEST

CHI-SQUARE TEST-I

TABLE SHOWING THE ASSOCIATION BETWEEN WORKING HOURS AND SPENDING HOURS WITH CHILDREN

Null hypothesis (Ho)

n significant relationship between working hours and spending hour's with children.

Alternative hypothesis (H1)

There is a significant relationship between working hours and spending hours with children.

SPENDING HOURS WITH CHILDREN	WORKING HOURS				TOTAL
	7-8 HOURS	8-9 HOURS	9-10 HOURS	10-12 HOURS	
LESS THAN TWO HOURS	16	8	10	54	88
2-3 HOURS	0	0	6	0	6
3-4 HOURS	0	0	0	4	4
MORE THAN FIVE HOURS	0	0	0	2	2
TOTAL	16	8	16	60	100

O _i	E _i	(O _i -E _i) ²	(O _i -E _i) ² /E _i
16	14.08	3.69	0.26
8	7.04	0.92	0.13
10	14.08	16.65	1.18
54	52.8	1.44	0.03
0	0.96	0.92	0.96
0	0.48	0.23	0.48
6	0.96	25.40	26.46
0	3.6	12.96	3.60
0	0.64	0.41	0.64
0	0.32	0.10	0.32
0	0.64	0.41	0.64
4	2.4	2.56	1.07
0	0.32	0.10	0.32
0	0.16	0.03	0.16
0	0.32	0.10	0.32
2	1.2	0.64	0.53
		TOTAL	37.10

Degree of freedom = (R-1) (C-1) = (4-1) (4-1) = 9 9@ 5% significant level

Table value = 16.91, Calculate value = 37.10

INFERENCE

The calculate value greater than the table value, so rejected H_0 . There is a significant relationship between working hours and spending hours with children.

CHI – SQUARE TEST - II

TABLE SHOWING THE ASSOCIATION BETWEEN WORRY ABOUT WORK AND MANAGE STRESS

Null hypothesis (H_0):

There no significant relationship between
Worry about work and manage stress.

ALTERNATIVE HYPOTHESIS (H_a):

There is significant relationship between
Worry about work and manage stress

MANAGE STRESS	WORRY ABOUT WORK				TOTAL
	NEVER THINK ABOUT WORK	RARELY	SOMETIMES	ALWAYS	
YOGA	4	20	10	14	48
ENTERTAINMENT	0	10	2	0	12
DANCE	0	28	2	10	40
OTHERS	0	0	0	0	0
TOTAL	4	58	14	24	100

	E_i	$(O_i - E_i)^2$	$(O_i - E_i)^2 / E_i$
4	1.92	4.33	2.25
20	27.84	61.47	2.21
10	6.72	10.76	1.60
14	11.52	6.15	0.53
0	0.48	0.23	0.48
10	6.96	9.24	1.33
2	1.68	0.10	0.06
0	2.88	8.29	2.88
0	1.60	2.56	1.60
28	23.20	23.04	0.99
2	5.60	12.96	2.31
10	9.60	0.16	0.02
0	0.00	0.00	0.00

0	0.00	0.00	0.00
0	0.00	0.00	0.00
0	0.00	0.00	0.00
		TOTAL	16.27

Degree of freedom = $(R-1)(C-1) = (4-1)(4-1) = 9$

9@ 5% significant level

Table value = 16.91

Calculate value = 16.27

INFERENCE

The table value is greater than the calculated value. So, H_0 accepted. There is no significant relationship between worry about work and manage stress.

CHI – SQUARE TEST - III

TABLE SHOWING THE ASSOCIATION BETWEEN WORK EXPERIENCE AND JOB SATISFACTION

Null hypothesis (H_0):

There no significant association between experience of the respondent and their opinion about job satisfaction.

ALTERNATIVE HYPOTHESIS (H_A):

There no significant association between experience of the respondent and their opinion about job satisfaction.

AGE	JOB SATISFACTION				TOTAL
	Highly satisfied	Satisfied	Neutral	Dissatisfied	
20-30 YRS	4	0	0	0	4
30-40YRS	24	0	0	0	24
40-50YRS	8	20	4	0	32
50-60YRS	0	12	16	8	40
TOTAL	36	32	20	8	100

O_i	E_i	$(O_i - E_i)^2$	$(O_i - E_i)^2 / E_i$
4	1.44	6.5536	4.55
0	1.28	1.6384	1.28
0	0.8	0.64	0.8
0	0.32	0.1024	0.32
0	0.16	0.0256	0.16
24	8.64	235.93	27.31
0	7.68	58.9824	7.68

0	4.8	23.04	4.8
0	1.92	3.6864	1.92
0	0.96	0.9216	0.96
8	11.52	12.3904	1.08
20	10.24	95.2576	9.30
4	6.4	5.76	0.9
0	2.56	6.5536	2.56
0	1.28	1.6384	1.28
0	14.4	207.36	14.4
12	12.8	0.64	0.05
16	8	64	8
8	3.2	23.04	7.2
4	1.6	5.76	3.6
		TOTAL	98.15

Degree of freedom = (R-1) (C-1) = (4-1) (5-1)
= 12

9@ 5% significant level

Table value = 9.12

Calculate value = 98.15

INFERENCE

The table value is lesser than the calculated value. So, (H_A) accepted. There is significant relationship between experience of the respondents and the opinion of job satisfaction

FINDINGS

- 1.90% of the respondents are male workers in the organization
- 2.56% of the respondents are 40 to 50 age workers in the organization
- 3.40% of the respondents are production department working in the organization
4. 40% of the respondents are less than 10th qualification in the organization
5. 84% of the respondents are weekly 6 days working in the organization
6. 88% of the respondents are 7 to 8 hours normally working in a day
- 7.44% of the respondents are company reach at less than half hour spent the travelling time
- 8.52% of the respondents are alternative & general shifts working in the organization
- 9.100% of the respondents are married.
- 10.60% of the respondents are more than five hours spent with children per day
11. 92% of the respondents are generally balance in work life
12. 48% of the respondents are never think worry about work
13. 34% of the respondents are never thinking depressed because of work
14. 58% of the respondents are entertainment is manage the stress arising from the work
15. 68% of the respondents are separate the work life balance policy for not followed
16. 86% of the respondents are master health check-up not following for the organization
- 17 80% of the respondents are none of the any stress related disease in the organization
18. 88% of the respondents are good work life balance in the organization

SUGGESTION

- The most of the employees needs for the promotion by experience wise.
- Organization must be increase salary of the employees

- Pension scheme must be improved like the state government pay scale.
- Company should provide the medical facilities
- The employees needs for the appoint of new employees in organization in order to share their Workload.
- The Company increase their infrastructure facilities like sales level of organization

CONCLUSION

The study reveals that the work life balance is really effective and directed towards the objective. Emphasis is given to needs assessment at the levels. The work

Life should be given to the non-executives and balance life between work and family roles is a matter of concern for them and the organization. Work life balance has implications for employee attitudes, behavior, wellbeing as well as organizational effectiveness

The employees are satisfied with the work life balance in **AAVIN**. The study also reveals that the work life, are evaluated and the participate in programs with high enthusiasm and readiness to implement it in their work.

Thus, work life balance **AAVIN** is excellent and serves the purpose.

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