



A Study on Employees Work Life Balance in Ransar Industries-I , Cri Pumps PVT., LTD Coimbatore.

Dr.S.V.Saravanan

Principal, Christ The King Engineering College, Karamadai.

**Mrs. P. H.
Hemamalini**

Research Scholar, Info Institute of Engineering, Kovilpalayam.

ABSTRACT

The term 'work-life balance' refers to describe the balance between an individual's work and personal life. Working more productively and getting more accomplished, leading to greater career success. If the employees have good work-life balance, the organization will be more effective and successful. The project portrays all the experiences about the capability of the employees in balancing both life and their work. This research study is conducted to identify and analyze the ways to improve the work-life balance in RANSAR INDUSTRIES, COIMBATORE.

KEYWORDS: Uppsala model, Internationalization, characterization, speediness

INTRODUCTION

Work-life balance, in its broadest sense, is defined as a satisfactory level of involvement or 'Fit' between the multiple roles in a person's life (Hudson). Work-life balance for any one person is having the 'right' combination of participation in paid Work (defined by hours and working conditions) and other aspects of their lives. This combination will change as people move through life and have changing responsibilities and Commitments in their work and personal lives. Work-life balance for one person may differ from the next. Balance is achieved in different ways for different people and has a different purpose for people. Some people do it to balance their caring responsibilities for children with work, while others want more time to themselves, engaging in leisure activities.

CONCEPT OF WORK LIFE BALANCE

The concept of work-life balance is based on the notion that paid work and personal life should be seen less as competing priorities than as complementary elements of a full life. The way to achieve this is to adopt an approach that is "conceptualized as a two way process involving a consideration of the needs of employees as well as those of employers". In order to engage employers in this process it is important to demonstrate the benefits that can be derived from employment policies and practices that support work-life balance, and the scope that exists for mitigating their negative effects on the management of the business.

STATEMENT OF THE PROBLEM: Work life balance is important for organization and employees. Stress can be caused by both work related factors and home or family related factors and many employees experience difficulties juggling their work responsibilities with their home responsibilities. By implementing a work-life balance strategy employers can help to reduce stress in their employees. This can lead to a more motivated and loyal workforce, increased productivity, reduced absenteeism.

OBJECTIVES OF THE STUDY

1. To study the employees work life balance in RANSAR INDUSTRIES-I, CRI PUMPS PVT., LTD COIMBATORE.
2. To identify the factors that affects the quality of life in terms of career and family.
3. To suggest the ways and means to improve the employees work life balance

NEED FOR THE STUDY

The need for the study is to find out what are the factors that affect the employee's work-life balance and also it focus on the factors that seriously affects the employees personal and work related problems invariably arise when individual fail to effectively fulfill fundamental life or family responsibilities.

SCOPE OF THE STUDY

1. The study focuses on finding out the factors affecting the work-life balance of employees in RANSAR INDUSTRIES-I, CRI PUMPS PVT., LTD COIMBATORE. It identifies the extent to which the employees are able to balance the personal, social and organizational work life.
2. The study identified the various measures that are to be followed by the organization to improve the work-life of the employees and provide a motivational environment in which the employees are highly satisfied.

CONCEPTS OF THE STUDY

- ❖ Work-life balance is about improving people's quality of life and widening access to paid employment and career opportunities.
- ❖ It is also linked to the university commitment to Continuing Education by enabling staff to combine paid work with gaining further qualifications or training.
- ❖ A work-life balance ethos supports a Staff who wishes to have a greater involvement in public life and in the community.
- ❖ It sends a positive message to students with caring responsibilities and promotes positive values to the rest of the students.
- ❖ Working more flexibly can contribute to reducing traffic and pollution thus reinforcing the commitment of the university to the local environment.
- ❖ It can be concluded that supporting and further developing work-life balance policies and practices is important to the university as it presents a series of benefits both for the institution and its employees.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically here the sampling approach for the study was simple random sampling.

RESEARCH DESIGN

The process of designing a research study involves many inter-related decisions. The most significant decision is the choice of research approach, because it determines how the information will be obtained. The choice of research approach depends on the nature of the research that one wants to do.

Descriptive research design

The design for this study is descriptive research design. This design was chosen as it describes accurately the characteristics of a particular system as well as the views held by individuals about the system. The views and opinions of employees about the system help to study the suitability of the system as well as the constraints that might restrict its effectiveness. It is used to describe the characteristic tics of the respondents.

METHOD OF DATA COLLECTION

- Primary data are collected from the employees of the RANSAR INDUSTRIES-I, CRI PUMPS PVT.,LTD COIMBATORE using question-naire.
- Secondary data is collected from books, journals and the company records for the purpose of the study.

TOOLS USED FOR ANALYSIS

- Likert scale
- Weighted average method
- Chi- square analysis:
- Anova test
- One way anova

DATA ANALYSIS AND INTERPRETATION

TABLE-1 LIKERT SCALE ANALYSIS - DISTRIBUTION OF THE RESPONDENTS

| S | f | x | fx | fx/110 | x | fx | fx/110 | x | fx | fx/110 | x | fx | fx/110 | x | fx | fx/110 | x | fx | fx/110 | x | fx | fx/110 | | | |
|-----|---|---|-----|--------|--|-----|--------|---|-----|--------|---|-----|--------|---|-----|--------|--|-----|--------|---|-----|--------|--|-----|-----|
| | | MISSING OUT QUALITY TIME WITH FAMILY OR FRIENDS BECAUSE OF PRESSURE AT WORK | | | BASED ON FEELING STRESS OUT MOST OF THE TIME | | | BASED WORKING LATE HOURS AT OFFICE EVERYDAY | | | RESPONDENTS BASED ON TAKING THEIR PENDING WORKS TO HOME | | | BASED ON ABLE TO BALANCE HOME AND WORK LIFE WITHOUT HINDERING YOUR CAREER PROGRESSION | | | RESPONDENTS BASED ON DONT GET ENOUGH TIME FOR YOURSELF | | | RESPONDENTS BASED ON FEEL COMFORTABLE TO DISCUSS WORK LIFE ISSUES WITH YOUR SUPERIORS | | | BASED ON FEEL TIRED OR DEPRESSED BECAUSE OF WORK | | |
| I | 5 | 40 | 200 | 1.8 | 46 | 230 | 2.1 | 10 | 50 | 0.5 | 20 | 100 | 0.9 | 20 | 100 | 0.9 | 30 | 150 | 1.4 | 10 | 50 | 0.5 | 25 | 125 | 1.1 |
| II | 4 | 20 | 80 | 0.7 | 38 | 152 | 1.4 | 10 | 40 | 0.4 | 25 | 100 | 0.9 | 30 | 120 | 1.1 | 45 | 180 | 1.6 | 10 | 40 | 0.4 | 45 | 180 | 1.6 |
| III | 3 | 25 | 75 | 0.7 | 15 | 45 | 0.4 | 20 | 60 | 0.5 | 10 | 30 | 0.3 | 15 | 45 | 0.4 | 15 | 45 | 0.4 | 20 | 60 | 0.5 | 15 | 45 | 0.4 |
| IV | 2 | 15 | 30 | 0.3 | 6 | 12 | 0.1 | 30 | 60 | 0.5 | 15 | 30 | 0.3 | 10 | 20 | 0.2 | 10 | 20 | 0.2 | 20 | 40 | 0.4 | 10 | 20 | 0.2 |
| V | 1 | 10 | 10 | 0.1 | 5 | 5 | 0 | 40 | 40 | 0.4 | 40 | 40 | 0.4 | 35 | 35 | 0.3 | 10 | 10 | 0.1 | 50 | 50 | 0.5 | 15 | 15 | 0.1 |
| T | | 110 | 395 | 3.6 | 110 | 444 | 3.9 | 110 | 250 | 2.3 | 110 | 300 | 2.7 | 110 | 320 | 2.9 | 110 | 405 | 3.7 | 110 | 240 | 2.2 | 110 | 385 | 3.5 |

INTERPRETATION:

- It is inferred that 40% of the respondent strongly agree that they miss out their quality time with their family and friends because of work pressure.20% of respondent agree and 25% of the respondent neutral and 15% disagree and 10% strongly disagree.
- It is inferred that 46% of the respondent strongly agree that they feel stress out most of the time.38% of respondent agree and 15% of the respondent neutral and 6% disagree and 5% strongly disagree.
- It is inferred that 40% of the respondent strongly disagree they are not working late hours every day at office.30% of respondent disagree and 20% of the respondent neutral and 10% agree and 10% strongly agree.
- It is inferred that 40% of the respondent strongly disagree they are not taking their pending works at home.15% of respondent disagree and 10% of the respondent neutral and 25% agree and 20% strongly agree.
- It is inferred that 35% of the respondent strongly disagree they are not able to balance home and work life without hindering their career progression..10% of respondent disagree and 15% of the respondent neutral and 30% agree and 20% strongly agree.
- It is inferred that 45% of the respondent agree they are not getting enough time for themselves 10% of respondent disagree and 15% of the respondent neutral and 10% strongly disagree and 30% strongly agree.
- It is inferred that 50% of the respondent strongly disagree they are not able to discuss their work life issues with their superiors.20% o disagree and 20% neutral and 10% agree and 10% strongly agree.
- It is inferred that 15% of the respondent strongly disagree they feel tired and depressed because of work .10% of respondent disagree and 15% of the respondent neutral and 45% agree and 25% strongly agree.

TABLE -2 TO FIND OUT THE RANKS OF STRESS RELIEF MEASURES TAKEN BY THE EMPLOYESS TO MANAGE WORK AND LIFE

| FACTORS | SA | A | N | DA | SDA | SA | A | N | DA | SDA | TOTAL | AVERAGE | RANK |
|----------------|----|----|----|----|-----|-----|----|-----|-----|-----|-------|---------|------|
| POINTWEIGHTAGE | | | | | | 5 | 4 | 3 | 2 | 1 | | | |
| YOGA | 0 | 10 | 20 | 60 | 20 | 0 | 40 | 60 | 120 | 20 | 240 | 2.18 | 4 |
| MEDITATION | 20 | 0 | 30 | 30 | 30 | 0 | 0 | 180 | 40 | 30 | 250 | 2.27 | 3 |
| ENTERTAINMENT | 0 | 0 | 60 | 20 | 30 | 100 | 0 | 90 | 60 | 30 | 280 | 2.54 | 1 |
| MUSIC | 20 | 10 | 0 | 40 | 40 | 100 | 40 | 0 | 80 | 40 | 260 | 2.36 | 2 |
| GAMES | 0 | 0 | 0 | 60 | 50 | 0 | 0 | 0 | 120 | 50 | 170 | 1.54 | 5 |

INTERPRETATION

It is inferred that the employees gives 1st priority to entertainment as a relief measure to manage their stress. 2nd priority to music, 3rd priority to meditation and 4th priority to yoga and finally to games.

TABLE-3 CHI-SQUARE TEST FOR PERSONAL FACTORS AND WORKING IN SHIFTS

H₀: There is no significant relationship between personal factors and working in shifts

H₁: There is significant relationship between personal factors and working in shifts

| PERSONAL FACTORS | CHI-SQUARE VALUE | P-VALUE | SIGNIFICANT / NOT SIGNIFICANT |
|--------------------|------------------|---------|-------------------------------|
| AGE | 206.911 | 0.00 | S |
| GENDER | 59.583 | 0.00 | S |
| WORKING EXPERIENCE | 177.899 | 0.00 | S |

Significant if values <=0.05, Not Significant if P value >=0.05

INTERPRETATION

The chi-square is significant in all cases namely age, gender and working experience. Hence we reject the null hypothesis.

TABLE-4 ONE WAY TEST FOR DEPARTMENTAND WORK LIFE POLICY SHOULD BE CUSTOMIZED TO INDIVIDUAL NEEDS.

Hypothesis

H₀: There is no significant difference between department and work life policy should be customized to individual needs.

H₁: There is a significant difference between department and work life policy should be customized to individual needs.

| PERSONAL FACTORS | ANOVA VALUE | SIGNIFICANT VALUE | SIGNIFICANT /NOT SIGNIFICANT |
|------------------|-------------|-------------------|------------------------------|
| DEPARTMENT | 204.443 | .000 | S |

(S-P<=0.05, NS-P>=0.05)

INTERPRETATION

The level of significant is greater than 0.05 in all the cases via monthly income. Hence we reject null hypothesis.

FINDINGS

- ❖ The respondents disagree with the statement that they are satisfied with their current job .

- ❖ The majority of the respondents agree that organization is not providing any work life balance programs.
- ❖ The majority of the employees satisfied with their family members support.
- ❖ The majority of the respondents agree to the statement that if employees have good work life balance, the organization will be more effective and successful
- ❖ The majority of the respondents agree that practice of work life balance will increase productivity.
- ❖ The majority of the respondents are highly dissatisfied with the leave facility provided in their organization.
- ❖ 40% of the respondents strongly agree that they miss out their quality time with their family and friends because of work pressure
- ❖ 46% of the respondents strongly agree that they feel stressed out most of the time.
- ❖ 40% of the respondents strongly disagree that they are not working late hours every day at office
- ❖ 40% of the respondents strongly disagree they are not taking their pending works to home.
- ❖ 35% of the respondents strongly disagree they are not able to balance home and work life without hindering their career progression.
- ❖ 45% of the respondents agree they are not getting enough time for themselves
- ❖ 35% of the respondents strongly disagree they are not able to discuss their work life issues with their superiors.
- ❖ 45% of the respondents agree they feel tired and depressed because of work
- ❖ The majority of the employees give 1st priority to entertainment as a relief measure to manage their stress
- ❖ The majority of the respondents' feels compulsory over time is the hindering factor to balance their work and family commitments
- ❖ The majorities of the employees give 1st priority to flexible hours; in general will helps to balance their work life
- ❖ There is a significant relationship between personal factors and working in shifts
- ❖ There is a significant relationship between personal factors and employees level of satisfaction with their working hours
- ❖ There is significant relationship between personal factors and additional work provisions provided by the organization.
- ❖ There is a significant difference between time spending at work and organization providing additional work provisions.
- ❖ There is a significant difference between working experience and job stress at work place.

- ❖ There is a significant difference between department and work life policy should be customized to individual needs
- ❖ There is a significant difference between age and stress related diseases.

SUGGESTIONS

- ◆ Organization may introduce the programs like yoga and meditation to help the employees to manage work pressure and also to improve their positive attitudes.
- ◆ Proper freedom should be given for the employees to make them to complete their work effectively by avoiding interference of supervisors
- ◆ Jobs can be allocated on teamwork basis to enhance the cooperation among the employees.
- ◆ The employees should get enough support from their family members to retain in the job.
- ◆ Employees feel stressed out most of the time. So, conducting a personal counseling to employees will solve the problem.
- ◆ Work schedule should match the capability of the employees.
- ◆ Employees should be motivated by giving incentives, rewards and more benefits.
- ◆ The company should give fair wages for overtime works.
- ◆ The company should implement flexible work schedule to improve the work life balance.
- ◆ The company should create a conducive environment for the employees to discuss their work related issues with their superiors and to make them feel comfortable with their work.

CONCLUSION

This study is based on the work-life balance with special reference to RANSAR INDUSTRIES-I, CRI PUMPS PVT., LTD COIMBATORE. This study has been conducted to know the factors that affect the quality of life in terms of career and family.

The company should provide additional work provisions and other welfare amenities like transportation facilities, canteen facilities etc to reduce absenteeism. Personal counseling should be given once in a week in order to overcome stress. To reduce pressure on work, job should be allocated on team basis. The Employee should get enough support from team members to discuss work related issues. Individuals at different life stages appear to have different perspectives on work-life balance and may benefit from different work-life balance strategies. Work-life balance must be supported and encouraged at all levels of the company including senior management, line managers and all staff.

REFERENCES

1. Alan Bryman Emma Bell, Business Research Methods, Published in the U.S. by Oxford University Press New York.
2. Clark.S.C (2000), "Work/Family border theory .A new theory of Work-life balances", Human Relations.
3. C.R.Kothari, Research Methodology, New Age International Publishing Ltd., Second edition, 4. Haworth's (1997)"Work, Leisure and Wellbeing", London Rutledge Publication.
5. Hochschild.J (1997), The Time Bind: When Work becomes Home & Home becomes Work, New York: Henry Holt & Co. Publication.
6. Perry-Smith's & Bloom's, (2000) "Work-family Human resource bundles and perceived organization performance", Academy of Management Journal.
1. www.workandfamilybalance.com
2. www.equal-equilibrium.com
3. www.workingfamilies.org
4. www.worklifebalance.centre.org
5. www.emeraldinsight.com
- Hackman J & Oldham G (1974) The Job Diagnostic Survey. New Haven: Yale University.
- Taylor J C in Cooper, CL and Mumford, E (1979) The quality of working life in Western and Eastern Europe. Mirvis, P.H. and Lawler, E.E. (1984) Accounting for the Quality of Work Life. Journal of Occupational Behaviour. 5. 197-212.
- Baba, VV and Jamal, M (1991) Routinisation of job context and job content as related to employees quality of working life: a study of psychiatric nurses. Journal of organisational behaviour. 12. 379-386.
- Ellis N & Pompli A 2002 Quality of working life for nurses. Commonwealth Dept of Health and Ageing. Canberra.