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Work Life Balance of an Employee in an Organization

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Abstract: ***This research paper "Work life balance of an employee in an organization". Type of this research is descriptive type using Likert scale, 120 samples were collected from Quantus tech solution, Coimbatore. In this research simple random sampling is used and the tool used here is percentage, Correlation, ANOVA. After collecting the data from the people, it was verified and analysed by using the above-mentioned techniques to study how employees balancing their work life balance. The outcome of the research states that, even though there are many benefits of work life balance, there are few challenges that both employers and employees face. Work-life balance entails attaining equilibrium between professional work and other activities, in order that it reduces friction between official and domestic personal life. Job stress, job satisfaction, working environment affects the employee in balancing their personal and professional.***

Keywords: ***Work life balance, job satisfaction, personal life, and job stress, quality of work, employee engagement, work load, task autonomy, and loss*** **of patience.**

I. INTRODUCTION

The term work–life balance (WLB) has gained increasing popularity within the public discourse. It's a term that's commonly utilized in companies, especially large ones, and it's often said to be at the core of their corporate welfare. Balance of career and professional activities is characterized as "accomplishing fulfilling encounters inside and out life spaces to a level as per the striking nature of each part for the person. It's the steadiness characterized by balancing of an individual's work with environmental as well as private resources like family, community, profession, employer, information, personality or values. Balance of enjoyments and achievements activities counts the time assigned to a representative to adjust between his work and family requests. Work life balance are often defined because the perfect integration between work and life both not interfering with one another. Therefore, the incompatibility between the stress from the work and non-work domain produce to conflict and consequently, people experience a scarcity of WLB

II. LITERATURE REVIEW

Vinokur et al. (2018) explored family domain is taken into account to be important for ladies lives and importance of labour is taken into account as a central domain for men, so as these two domains face steady growth within the economy, the role played between these two domains is taken into account to be the potential sources of conflict. Women experiences stress, psychological state and physical well-being get affected when role of girls changes within the workforce.

Marie and Maiya (2015) stated that conducted a survey in a industry in Bangalore city to review the WLB of employees. Most of the respondents faced problems in maintaining a healthy WLB. Though most enjoyed their work; they were facing health issues associated with stress. The bulk of the feminine proper scheduling of labour and on time support of both work and family would scale back stress, and thereby enable like and maintain a far better WLB.

Balaji (2014) concluded Women without children where significantly higher in occupational commitment compared women with children; contrary to this, women having younger children outperformed women having older children. The work-related stressors were evidently greater than that of family function associated stressors

George (2013) concluded descriptive Survey among 67 nursing faculty towards their perceptions and attitude towards Quality of Work life showed that majority experienced well balanced Work life, 9 expressed moderately work-life and none of them rated under poor work life balance. Data regarding job satisfaction showed that majority had moderate job satisfaction and had high job satisfaction. The correlation between Work life balance and job satisfaction showed positive correlation which can be inferred saying that high quality of Work life balance will improve job satisfaction.

Wheatley (2012) found that the barrier to women employees achieving work-life balance is the existence of work-group cultures. The over-lap between work and non-work activities created challenges of allocating time. Amongst others travel to-work, issues in getting space to park their car were found to be creating conflict leading to stress in balancing work. Work-life balance has become an increasingly pervasive concern for employers as well as employees.

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III. MATERIALS

In this study, the following tools are used to analysis of data collected through questionnaire.
Correlation
ANOVA

IV. METHOD

The study is based on the collection of primary data from different participative workers. A questionnaire is prepared to elicit information from different workers. Required data collected on personal observation apart from the oral information. Secondary sources are used to support the primary data; percentage bar diagram and chi-square test are also used for analysis of data.

V. DISCUSSION

A. Descriptive Statistic

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred. Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research.

B. Correlation

Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel, a negative correlation indicates the extent to which one variable increase as the other decreases. For example, height and weight are related, taller people tend to be heavier than shorter people.

C. ANOVA

Analysis of Variance (ANOVA), is used for examining the differences in the mean values of the dependent variable associated with the effect of the controlled independent variables, after taking into account the influence of the uncontrolled independent variables.

D. Scaling Method

The process of arriving at a set of statements to measure attitude, opinion, or perception is known as scaling. In this paper, the impact of the labour welfare measures on the employee satisfaction is analyzed using a questionnaire based on a five-point Likert scale.

ANALYSIS

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and social science domains. It provides a deeper understanding of processes, behaviours, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

A. Descriptive Statistic

TABLE – 1.1
Satisfied with the time I spend with family

	Response	Percentage
Strongly Disagree	10	8.3%
Disagree	5	4.2%
Neutral	27	22.5%
Agree	34	28.3%
Strongly Agree	44	36.7%
TOTAL	120	100.00%

- *Inference:* From Above Table of Satisfied with the time I spend with family shows that 36.7% of the responses were the Strongly Agree, 28.3% of the responses were the agree, 22.5% of the responses were the Neutral, 4.2% of the responses were the disagree, 8.3% of the responses were the Strongly disagree, it indicates that majority of an employee give strongly agree to this question.

B. Correlation

1) Hypothesis Statement

- H0- There is no statistically significant correlation between There is harmony within my group and My job gives me the opportunity to learn.
- H1- There is a statistically significant correlation between There is harmony within my group and My job gives me the opportunity to learn.

Table-2.1
There is harmony within my group and My job gives me the opportunity to learn.

		There is harmony within my group	My job gives me the opportunity to learn
There is harmony within my group	Pearson correlation	1.000	0.476
	Sig. (2-tailed)		0.00
My job gives me the opportunity to learn	Pearson correlation	0.476	1.000
	Sig. (2-tailed)	0.00	

Inference: From the correlation table 2.1, it can be seen that the correlation coefficient value is 0.476 which lies in the moderate correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis (H1). It can be concluded that there is statistically significant correlation between There is harmony within my group and My job gives me the opportunity to learn.

2) Hypothesis Statement

- H0- There is no statistically significant correlation between Organization takes care of employees working in night shift and There is harmony within my group
- H1- There is a statistically significant correlation between Organization takes care of employees working in night shift and There is harmony within my group.

Table-2.2
Organization takes care of employees working in night shift and There is harmony within my group.

		Organization takes care of employees working in night shift	There is harmony within my group
Organization takes care of employees working in night shift	Pearson correlation	1.000	0.458
	Sig. (2-tailed)		0.00
There is harmony within my group	Pearson correlation	0.458	1.000
	Sig. (2-tailed)	0.00	

- *Inference:* From the correlation table 2.2, it can be seen that the correlation coefficient value is 0.458 which lies in the moderate correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis (H1). It can be concluded that there is statistically significant correlation between Organization takes care of employees working in night shift and There is harmony within my group.

C. ANOVA

1) Hypothesis Statement

H0- There is no relationship between Income and I am able to maintain a healthy work-life balance while pursuing personal growth opportunities.

H1- There is a relationship between Income and I am able to maintain a healthy work-life balance while pursuing personal growth opportunities.

Table-3.1

Income vs I am able to maintain a healthy work-life balance while pursuing personal growth opportunities

		Sum of Squares	df	Mean Square	F	Sig.
I am able to maintain a healthy work-life balance while pursuing personal growth opportunities.	Between Groups	6.35	2	3.17	3.04	0.051
	Within Groups	121.98	177	1.04		
	Total	128.32	119			

- *Inference:* The p-value is 0.050 which is lesser than the alpha value (0.05). Hence Alternative hypothesis (H1) is accepted. Therefore, there is a significant relationship between Income and maintain a healthy work-life balance while pursuing personal growth opportunities. This shows that the income is related with healthy work-life balance while pursuing personal growth opportunities.

2) Hypothesis Statement

H0- There is no statistically significant correlation between I fulfilled with my job and Company provide training for enriching the skills of employees.

H1- There is a statistically significant correlation between I fulfilled with my job and Company provide training for enriching the skills of employees.

Table-3.2

I fulfilled with my job and Company provide training for enriching the skills of employees.

		I fulfilled with my job	Company provides training for enriching the skills of employees
I fulfilled with my job	Pearson correlation	1.000	0.434
	Sig. (2-tailed)		0.00
Company provides training for enriching the skills of employees	Pearson correlation	0.434	1.000
	Sig. (2-tailed)	0.00	

- *Inference:* From the correlation table 4.2.2, it can be seen that the correlation coefficient value is 0.434 which lies in the moderate correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis (H1). It can be concluded that there is statistically significant correlation between I fulfilled with my job and Company provide training for enriching the skills of employees.

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VI. FINDINGS

1) It is Majority, 36.7% of the respondent are strongly agree with Satisfied with the time I spend with family.
2) There is a significant correlation between There is harmony within my group and My job gives me the opportunity to learn.
3) There is a significant correlation between Organization takes care of employees working in night shift and There is harmony within my group.
4) There is a significant relationship between Income and maintain a healthy work-life balance while pursuing personal growth opportunities.
5) There is a significant relationship between Expenditure and harmony within my group.

VII. RESULT

There is a significant correlation between Organization takes care of employees working in night shift and where is harmony within my group. And Also there is a significant relationship between Income and maintain a healthy work-life balance while pursuing personal growth opportunities.

VIII. RECOMMENDATIONS

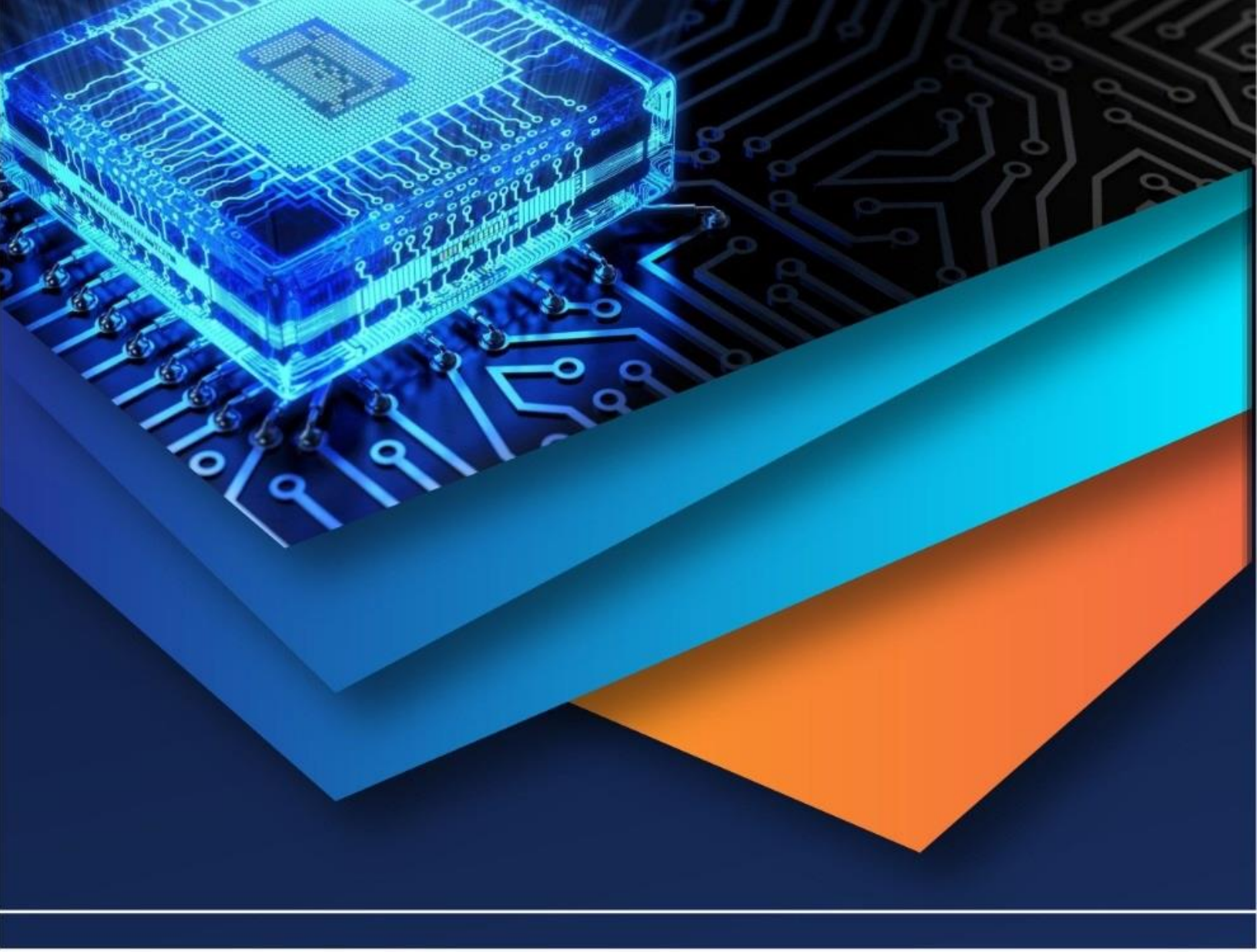
1) Organization can make sure that their employees and leadership have the skills and common language to positively create something for themselves.
2) Flexible working hours may help the employees to balance their personal and professional life in better way.
3) Promote health initiatives for employees.
4) Organization can provide timely feedbacks and work life balance surveys for employees.

IX. CONCLUSION

Work life balance plays a major role in every employee's life. It initiatives the potential to significantly reduce the absenteeism, improve employee. Morale and retain organizational knowledge. It can be different to different people depending upon the Different stages of life. It is basically including the problems of exhaustion and lack of time. The present study examines the innovative and current work – life balance policies and practices by various companies. It is an individual's control over the responsibilities between their family, workplace, friend and self. Despite of the fact that, there are numerous advantages of harmony between career and personal activities, there are not many difficulties that the two superior and subordinate face. On the other hand, an organization or an employer has to deal with an issue of absence of employees. Work life balance is all about balancing the employee's achievements and enjoyments.

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