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# **An Empirical Study on Work-Life Balance of Employees of Angel Starch & Food (P) Ltd., in Erode.**

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**ABSTRACT:** To sustain enhanced performance efficiency, every organization must ensure that every employee has a strong Work-Life Balance (WLB) and sense of well-being, especially in this era of a highly competitive business climate. Work-life balance is a crucial subject for both professional business practice and scholarly research. Since family and job are the two things that matter most to everyone, work-life balance is a huge problem that has an impact on well-being, according to the research. The current study examines the work-life balance in India's telecom industry as well as the different challenges it is now experiencing. Through programs like this, several organizations in Chennai are aiming to popularise the concept of work-life balance (WLB).

## **I.INTRODUCTION OF THE STUDY**

Raising income while simultaneously modifying daily routines, habits, and daily lives are top priorities for people in today's rapidly developing nations. Today's lifestyle differs from earlier generations' lifestyles. They have no idea how to balance their personal, professional, and job life. They also didn't care much about their health or the health of their families. Family wealth has surpassed family well-being as a result of the evolution of fashion. Work-life balance refers to the notion of appropriately placing lifestyle considerations like health, enjoyment, leisure, family, and spiritual development/meditation above "work" (career and ambition). It relates to the idea of "lifestyle choice."

## **II.STATEMENT OF THE PROBLEM**

The acknowledgment of the detrimental effects of the stressful work environment in the contemporary, competitive world has led to an increase in studies on the topic of work-life balance, according to prior studies. This issue has recently piqued the curiosity of researchers. Several perspectives have been looked at to show the connection between employees' capacity to manage their personal and professional life and their job performance. The main goal of this study is to ascertain whether there are any associations between hectic workplaces and potential disruptions to employees' capacity to plan their families.

## **III.OBJECTIVE OF THE STUDY**

- To evaluate the present Work-Life Balance at Angel Starch and Food (P). Ltd. and to pinpoint the variables that influence it.
- To investigate various Work-Life Balance practices used by firm personnel.

## **IV.SCOPE OF THE STUDY**

To develop its initiatives, contribute to network growth in which it participates, and benefit the country as a whole, the Food and Starch Sector employs a variety of work-life balance tactics. This research intends to highlight these strategies. This study would be useful in educating managers of various Food and Starch sectors about the various effects of work-life balance practices on employees' performance in an organization. The study will also highlight the extensive work-life balance practices that the food and starch business has been able to provide its employees. It attempts to demonstrate, among other things, how encouraging and driven persons working in the food and starch industries are to perform their tasks properly. This study's importance is to stress.

## V.LIMITATIONS OF THE STUDY

With this study, some restrictions have been noted. The relevant business departments have not kept any data or information to assess the work-life balance with family duties, the investigator has concluded based on the information at hand. Similarly, to this, some workers refused to talk about their personal or family issues, making it hard to evaluate them owing to a lack of data and information being collected. The responses' uneven nature is another flaw. To eliminate the inconsistent aspect, several questions are repeated in the questionnaire for cross-checking.

## VI.REVIEW OF LITERATURE

1. **Pranav Naithani (2005)**, the main effects of the recession on work-life balance for employees. Following recommendations for modifying work-life balance facilities within the current economic crisis as well as in any similar circumstance in the future, major benefits for recession-specific firms due to improved employee work-life balance have been provided. With so many firms offering organizational facilities, work-life balance takes on a wide range. Recent economic turbulence has abruptly stopped the distribution and expansion of work-life balance programs at the organizational level.
2. **Kirk H. Schulz and Noel N. Schulz (2005)**, study the viewpoints of work-life balance Couples with faculty members who have two careers each confront their own set of difficulties in the classroom. While these couples face the same difficulties as other dual-career couples do, faculty couples also have to balance the unique difficulties of being faculty members. Finding two openings and doing the initial job search are the first challenges. The next obstacle is completing the tenure and promotion processes. Having possibilities for progress is the third difficulty. Along the process, the couple must collaborate to create a work/life balance plan to create an atmosphere where each member of the pair may thrive.
3. **Catherine Hakim T's (2006)**, emphasis on these topics. There are persistent sex variations in competition, life objectives, and the relative importance of agency versus connection, but there are no gender disparities in cognitive capacity. The focus placed by feminists and policymakers on family-friendly policies and equal opportunities is predicated on the assumption that sex discrimination is the main cause of gender differences in labor market results, particularly the wage gap between men and women. According to research, the glass ceiling is a result of high rates of female employment and policies that support families.

## VII.RESEARCH METHODOLOGY

The procedure is used to gather data and information to make business choices. The methodology might contain both historical and current data and could involve publication research, interviews, surveys, and other research techniques.

### RESEARCH DESIGN:

The overall approach we select to combine the many study components logically and cohesively, so assuring that we will successfully answer the research problem, is referred to as the research design. It serves as the manual for gathering, measuring, and analyzing data.

### TYPES OF RESEARCH:

Descriptive research, which is employed in this study to characterize population or phenomenon characteristics, is the research type used.

### SAMPLE DESIGN:

The act of picking a sufficient number of components from a population is known as sampling. An established strategy for acquiring a sample from the sampling frame is known as a sample design. It refers to the method the researcher would use to choose certain sampling units from which to extrapolate information about the population.

## DATA COLLECTION:

It is possible to answer specified research questions, test hypotheses, and assess results through the process of collecting and analyzing data on relevant variables in a systematic and established manner.

### Primary Data Source:

A primary data source offers first-hand information or direct proof on a thing, a person, or a piece of art. It comprises records from experiments, eyewitness accounts, historical and legal documents, statistical information, audio and video recordings, and more.

We gathered the data using a questionnaire, which is a series of printed or written questions with multiple-choice responses designed for a survey or statistical research.

### Secondary Data Source:

Secondary Data Sources are the data that were initially gathered for another research project. As noted in the references, we used articles, journals, and magazines.

## SIZE OF THE SAMPLE:

- Sample Dimension The act of deciding how many observations or repetitions to include in a statistical sample is known as determination. Any empirical study to conclude a population from a sample must take into account the sample size as a crucial component.
- The sample size is one hundred.

## TOOLS USED:

The Tools used in the Study include

## SIMPLE PERCENTAGE ANALYSIS:

Simple Percentage Analysis is the method to represent raw streams of data as a percentage (a part in 100 percent) for a better understanding of collected data.

### FORMULA:

Percentage analysis = Number of Respondents/Total number of respondents\*100

## CHI-SQUARE TEST:

When the Null Hypothesis is true, a Chi-Squared Test is a statistical hypothesis test in which the test statistic's sample distribution has a chi-squared shape. In one or more categories, it is used to assess whether there is a substantial discrepancy between the predicted frequencies and the observed frequencies. The test's objective is to determine how likely it is, in light of the findings, that the null hypothesis is correct.

### FORMULA:

$$X^2 = \sum (O_i - E_i)^2 / E_i$$

## RANKING METHOD:

The Garrett ranking approach is employed to determine the most important factor affecting the responders. According to this methodology, respondents were asked to rate each element, and the results of this ranking were then transformed into a score value using the formula below.

### FORMULA:

$$\text{Percent position} = 100 (R_{ij} - 0.5) N_j$$

## ANALYSIS OF INTERPRETATION:

Table 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS

S. No.	Details of the Respondents	Factors	No. of Respondents	Percentage
1	Age	18-22	20	20%
		23-27	42	42%
		28-32	9	9%
		33-37	8	8%
		Above	21	21%
	<b>Total</b>	<b>5</b>	<b>100</b>	<b>100%</b>
2	Gender	Female	34	34%
		Male	66	66%
	<b>Total</b>	<b>2</b>	<b>100</b>	<b>100%</b>
3	Education qualification	10TH	4	4%
		12TH	8	8%
		UG	43	43%
		PG	40	40%
		Above	5	5%
	<b>Total</b>	<b>5</b>	<b>100</b>	<b>100%</b>
4	Designation	Lower level	8	8%



		Middle level	48	48%
		Middle-high level	29	29%
		High level	15	15%
	<b>Total</b>	<b>4</b>	<b>100</b>	<b>100%</b>
5	Experience	1-2	41	41%
		3-4	30	30%
		5-6	9	9%
		6-7	14	14%
		Above	6	6%
	<b>Total</b>	<b>5</b>	<b>100</b>	<b>100%</b>

**INTERPRETATION:**

From this study, it is evident that 66% of respondents are male and fall under UG, the designation of middle level and the experience is 1-2 yrs.

**COMPARING THE TWO VARIABLES BY USING CHI-SQUARE TEST:**

Comparing the Gender of the employee and they have possible to share their work.

1. Independent variable: Gender
2. Dependent variable: Work sharing

**Null hypothesis (H<sub>0</sub>):**

- There is no relationship between the gender of the employee and they have the opportunity to share their work.

**Alternate hypothesis (H<sub>1</sub>):**

- There is a relationship between the gender of the employee and they have the opportunity to share their work.

Table:

	Values	Df	Asymptotic Significance (2- sided)
Pearson Chi-square	1.082	2	.582
Likelihood Ratio	1.132	2	.568
N of valid cases	100		

0 cells (0%) are expected to count less than 5. The minimum expected count is 5.78.

The table value is less than the calculated value

$$0.130 < 1.082$$

**INTERPRETATION:**

Therefore, there is a relationship between the gender of the employee and they have the opportunity to share their work.

The alternative hypothesis is accepted.

**TABLE 2: RANK THE PROBLEM FACED BY THE RESPONDENTS**

S. No.	Problems	Mean score	Total score	Rank
1	Long working hrs and high workload	304	1216	2
2	Inflexible work schedule	300	600	4
3	Lack of control over workload	292	292	5
4	Constant connectivity and communication	302	906	3
5	Limited support for personnel and family needs	306	1530	1



## **INTERPRETATION:**

- Limited assistance for staff and family requirements is ranked No. 1, with a 1530 overall score.
- Long working hours and a heavy workload are placed No. 2 with a 1216 overall score.
- Constant connection and connectivity are rated No. 3 overall with a score of 906.
- The overall score is 600, and the fourth-ranked factor is an inflexible work schedule.
- Lack of workload management is ranked No. 5, and the overall score is 292.

## **VIII.FINDINGS**

- The age range of 23 to 27 is represented by 42% of respondents.
- Moreover two-thirds of respondents—66%—categorized their replies as male.
- The category of UG education qualifications is selected by 43% of respondents.
- The classification group of intermediate level is where 48% of respondents' comments fall.
- The experienced group of 1-2 is where 41% of respondents fall.
- Because of this, there is a connection between an employee's gender and whether or not they can share their work. Acceptance of the alternative theory.
- The overall score is 1530, with the top ranking going to little support for staff and family requirements.
- The overall score is 1216, and the second-ranked factor is long workdays and a heavy workload.
- Constant communication and connectivity come in at No. 3 on the list.

## **IX.SUGGESTION**

**Maintain Non-Work Commitments:** Setting priorities and maintaining self-accountability depend on this. Maintain your obligations outside of work while enjoying the celebrations for a short while. It's not always easy to do that. It is necessary to avoid job burnout and not take advantage of friends, family, volunteering, etc.

**Learn to Switch It Off:** This is a follow-up to the recommendation in idea #2 to switch off devices and any work-related thinking. I understand that doing this is challenging for all of us. Leave work at work and focus on having fun and relaxing while you are on vacation or taking a few days off.

**Our lives are characterized by persistent mental and physical stress:** We must ensure that we take care of us

## **X.CONCLUSION**

According to the report, employees' work-life balance is skewed towards work and away from their personal lives. Telecom To complete job-related duties, people are giving up their time, which upsets the balance between work and life. To achieve this balance, businesses must utilize work-life balance or family-friendly practices, which need managerial support and a positive corporate culture to be effective. Initiatives to promote work-life balance have an impact on performance, costs, and productivity. They also offer benefits like higher employee engagement and talent retention. The various work-life balance strategies employed by various businesses and by the workers themselves were also made public.

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