

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT

Volume 9, Issue 6, June 2022



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 7.580



+91 99405 72462



+9163819 07438



ijmrsetm@gmail.com



www.ijmrsetm.com



A Study on Work Life Balance among Employees in SCM Textile Processing Mill PVT Ltd

K. Nandhini, Sabari. K

Assistant Professor, Department of Management Studies, Nandha Engineering College(Autonomous), Erode, India

II MBA Student, Department of Management Studies, Nandha Engineering College(Autonomous), Erode, India

ABSTRACT: Work life balance is a term used to describe the balance between an individual's personal life and professional life. A healthy work-life balance assumes great significance for working employees particularly in the current context in which both, the family and the workplace have posed several challenges and problems for employees. The dynamics of the work environment have exerted enormous pressure on working employees as they need to cope with virtually two full time jobs – one at the office and the other at home. They feel irritable and resentful often due to their inability to balance work and family life. The findings have implications for working employees and provide insights into finding solutions to maintain healthy work life balance

I. INTRODUCTION TO THE STUDY

Work and personal life were once considered to be two separate priorities. But with the changing times due to globalization and ever-increasing work pressures, maintaining work-life balance has attracted the attention of the organizations and employees as well. The employees who devote a crucial period of time of their entire day at work or sometimes work for extended hours, are faced with the challenge of balancing their personal lives with the demands of their profession.

The origin of the term Work-Life Balance took place in early 80's, because of a sharp rise in the number of working professionals having children in tender age-groups dependent on them. The demand for maintaining a work-life balance has risen unprecedentedly among the employees and the management has also acknowledged its importance in the current scenario. In future, work life balance will be one of the hot topics of debate in the boardrooms and is going to be a major area of concern for the management and HR professionals which they will be faced.

OBJECTIVES OF THE STUDY

- To identify determinants of work life balance of respondents.

SCOPE OF THE STUDY

The study made on the topic 'work life balance' will reveal the feelings of working employees about the work and the society which will help them to realize their importance and their contribution to the society.

LIMITATIONS OF THE STUDY

1. In view of the limited time available for the study, only the training and development
2. the answers given by the respondents have to be believed and have to taken for granted as truly reflecting their perception.

II. RESEARCH METHODOLOGY

RESEARCH DESIGN

- A Master plan that specifies the method and procedures for collecting and analysing needed information
- A research design is a framework or blueprint for conducting the marketing research project.

DATA COLLECTION METHOD PRIMARY DATA

These are data, which are collected for the first time directly by the researcher for the Specific study undertaken. In this research primary data are collected directly from the respondents by using Questionnaire.

**SECONDARY DATA**

These are data which are already collected and used by someone previously. In this research Reviews of Literature, Details of the Industry are collected from the Internet.

TOOLS USED FOR ANALYSIS**SIMPLE PERCENTAGE**

The percentage method is used for comparing certain feature. The collected data represented in the form of tables and graphs in order to give effective visualization of comparison made.

$$\text{NO. OF RESPONDENTS} \quad \text{Simple Percentage} = \frac{\text{-----}}{\text{TOTAL NO. OF RESPONDENTS}} \times 100$$

CHI-SQUARE

Chi-square was done to find out one way analysis between socio demographic variable and various dimensions of the programme.

$$\frac{(O-E)^2}{E}$$

O- Observed value

E- Expected value

HENRY GARRETT RANKING

Garrett's ranking technique to find out the most significant factor which influences the respondent, Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

Percent position = $100 (R_{ij} - 0.5) / N_j$ Where R_{ij} = Rank given for the i th variable by j th respondents

N_j = Number of variables ranked by j th respondents.

S. No	Problems	Mean Score	Total Score	Rank
1	Working Hour	383	3850	2
2	Lack of Family Support	578	2312	7
3	Sexual Harassment	872	872	10
4	Stress	436	3924	1
5	Gender Discrimination	666	1332	9

6	Balancing between Family and Work	441	3528	3
7	Restless Job Nature	442	3094	4
8	Difficult to adopt with new environment	537	2685	6
9	Physical Health Issues	490	2940	5
10	Bullying	642	1926	8

RANKING METHODTABLE 1: THE PROBLEMS FACED BY RESPONDENTS DUE TO WORK LIFE BALANCE.

Source: Primary Data

INTERPRETATION

From the above table it is evident among women employees that, the problem “Stress” is ranked as no.1 with total score of 3924,

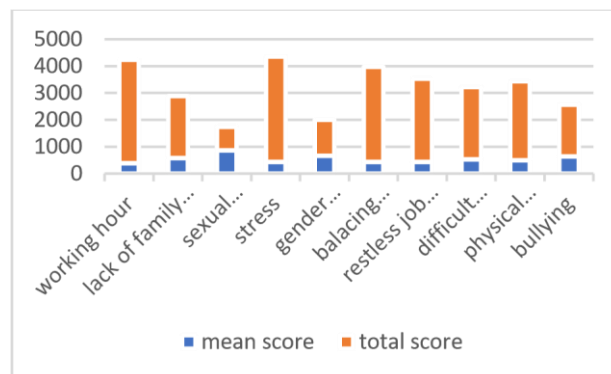
“Working Hour” is ranked as no.2 with total score of 3850, “Balancing between family and work” is ranked as no.3 with total score of 3528,

“Restless job nature” is ranked as no.4 with total score of 3094,

“Physical health issues” is ranked as no.5 with total score of 2940, “Difficult to adopt with new environment” is ranked as no.6 with total score of 2685, “Lack of Family Support” is ranked as no.7 with total score of 2312, “Bullying” is ranked as no.8 with total score of 1926,

“Gender Discrimination” is ranked as no.9 with total score of 1332, “Sexual Harassment” is ranked as no.10 with total score of 872.

RANKING METHODCHART 1: THE PROBLEMS FACED BY RESPONDENTS DUE TO WORK LIFE BALANCE.



CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.717 ^a	4	.069
Likelihood Ratio	8.700	4	.069
Linearby-Linear Association	5.027	1	.025
N of Valid Cases	105		

INTERPRETATION

Therefore, H_0 is accepted and the alternative hypothesis H_1 is not accepted.

Hence there is no significant relationship between situation handling and performance appraisal.

REVIEW LITERATURE

- **Harriman (1982)** points out, the length of the standard work week is not written on tablets of stone, although we often act as though it were. Employees increased share of the labour force has prompted businesses to respond to their family needs by providing “flexitime”, or flexible work schedules
- **Wiatrowski, (1990)**. To resolve the time conflicts between the demands of paid work and family responsibilities, working employees with families may turn to ‘flexible’ jobs, which have become increasingly available (Silver and Goldscheider, 1994). Other opportunities for flexible employment have been growing in response to the needs of businesses to cut costs and respond to rapid changes in labour needs. There is also evidence of increasing use of “spatially flexible” labour, i.e. home workers.

•KRUGER.M.&SMITH,K.(1986)

Evaluating management training. Training & development Australia, 13, 2, 20-22. Present a case study in which evaluation is used to determine the impact of management training on student performance using per/post testing. Agree that evaluation of interpersonal skills is difficult other than at the reactions level. Lange, (1974). A search for utility in new evaluation thought.

•KENNEY AND DONNELLY

(1972) “manager development” and “management development”. The former is concerned with improving the abilities of individual managers for their next jobs whereas the purpose of the latter is to build and maintain a management team. However, both the terms can be used interchangeably. According to Kenney and Donnelly (1972).

FINDINGS

- Leave work at work” is ranked as No. 4 with a total score of 224.
- “Time management” is ranked as No. 5 with a total score of 173.
- The challenge “Situation Handling” is ranked as No. 1 with a total score of 192.
- “Managing People” is ranked as No. 2 with a total score of 183.
- “Nature of Work” is ranked as No. 3 with a total score of 181.
- The benefit “Fringe Benefits” is ranked as No. 1 with a total score of 215.
- “Performance Appraisal” is ranked as No. 2 with a total score of 209.
- Technical Advancements” is ranked as No. 3 with a total score of 185.
- The problem “Stress” is ranked as no.1 with total score of 3924.
- “Working Hour” is ranked as no.2 with total score of 3850.
- “Balancing between family and work” is ranked as no.3 with total score of 3528.
- “Restless job nature” is ranked as no.4



with total score of 3094.

- “Physical health issues” is ranked as no.5 with total score of 2940.
- “Difficult to adopt with new environment” is ranked as no.6 with total score of 2685.

SUGGESTIONS

1. Age directly influences the work life balance, Employees with maturity can balance the work and life effectively.
2. Salary is a major criterion which influence employees to lead a independent life. On the other hand employees who earn enough salary will get self motivated.
3. Employees conquer half of the service sector. Hence if employees get influenced to perform service activities with whole heartedly, the society will meet a huge change.
4. Experience has a direct impact on work life balance, hence employees with experience can balance the work life.
5. Number of dependents has direct influence on work life balance; this is because of more responsibilities. Hence, employees can share responsibilities with family members.
6. Now a day's mobility from native place is an minor issue for a working employees because employees try to live an independent life.

III. CONCLUSION

Employee constitute an important section of the workforce. However, the present situation of a large number of well-qualified employees who due to various circumstances have been left out of their jobs needs to be addressed. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. Work life balance policies are most likely to be successfully mainstreamed in organization which have a clear understanding of their business rationale and which respect the importance of work life balance for all employees.

LEARNING OUTCOMES

1. Collection of demographic information of the respondents and identifying its linkage with the Work Life balance Issues.
2. How much the time management plays a major role in balancing work life has been learned.
3. Identifying commonly used practices by employees.
4. There is presence of work life imbalance among employees working in service sector.
5. With increasing working population and changes in perceived company commitment and loyalty, work and personal life balance is a real issue for employers and employees.

REFERENCES

Research methodology edition
College of commerce university of Rajasthan, Jaipur (India).

JOURNALS

1. PallaviRamdurg, Dr. S. B. Kamshetty
“A Study on Quality of Work Life” International Journal of Innovative Research in Science and management (2014), Vol.2 No. 3 PP. 44 – 47.
2. Mrs. VijayshriRameshkumarMehtha “A Study of work life balance among workers employees in service sector with special reference to pune city” International Conference of Tilak Maharashtra Vidyapeeth (2012), Vol.1 No. 3 PP. 79-88.
3. HosseinJenaabadi “Examining the Relationship of Self-Knowledge with Quality of Work Life and Mental Health of High School Managers in Nimrouz” Islamic Azad University, Zahedan, Iran (2015), Vol. 5 No. 3 PP. 211-224.
4. AtasiMohanty, LalatenduKesari Jena
“Work-Life Balance Challenges for Indian Employees: Socio-Cultural Implications and Strategies” Department of Humanities and Social Sciences, IIT, Kharagpur, India (2016), Vol.4 No.1 PP. 15-21.



WEBSITES

1. <https://www.quality of work life.com>
2. <https://www.nhcc.edu/studentresources/library/doinglibraryresearch/ basic-steps-in-the-research-process>
3. <http://www.rroi.com/open-access/astudy-on-quality-of-work-lifeamongemployees.php?aid=44857>



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT



+91 99405 72462



+91 63819 07438



ijmrsetm@gmail.com

www.ijmrsetm.com