

A STUDY ON WORK LIFE BALANCE

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ABSTRACT

Work-Life balance is a broad concept including proper prioritizing between “work” on one hand and “life” on the other hand. All the employees are facing problems to maintain the work-life balance. They are spending more time in the office so they are not able to complete the house hold chores. This study shows what are major factors that affect the work-life balance and how these factors of work and family affect each other.

KEYWORDS: Work, Life, Family, Professional Growth, Self-care.

INTRODUCTION:

The meaning of work-life adjust alludes to the concept of accomplishing a agreeable and solid balance between one's work or career and other angles of life, such as individual commitments, family, connections, recreation, and self-care. It recognizes the require for people to have time and vitality for exercises and obligations exterior of work, in arrange to preserve in general well-being and fulfilment.

Work-life adjust emphasizes that work ought to not dominate or overwhelm all other angles of life. It proposes that devoting over the top time and exertion exclusively to work can lead to negative results, such as burnout, strained connections, and a decay in physical and mental wellbeing. Alternately, ignoring proficient duties can too have inconvenient impacts on one's career and monetary stability.

The meaning of work-life adjust shifts from individual to individual, as people have distinctive needs, values, and circumstances. It could be a profoundly individual concept that requires people to survey and decide their claim perfect adjust based on their special needs and yearnings. For a few, it may include investing more time with family, seeking leisure activities and interface, or taking standard breaks for self-care and unwinding.

DEFINITIONS:

World Wellbeing Organization (WHO) "Work-life adjust is the state of harmony in which the requests of both a person's work and individual life are rise to and coordinates, permitting for fulfilment and accomplishment in both.

NEED OF THE STUDY:

The purpose of the study is to know the work-life balance

SCOPE OF THE STUDY:

The study covers employees' work-life balance

OBJECTIVES OF THE STUDY:

- To know the work-life balance of employees.
- To study the effect of employees' jobs on their personal life.
- To examine the influence of working hours of the employees on their job satisfaction.

TOOLS

- Tables
- Charts
- Graphs

LIMITATIONS:

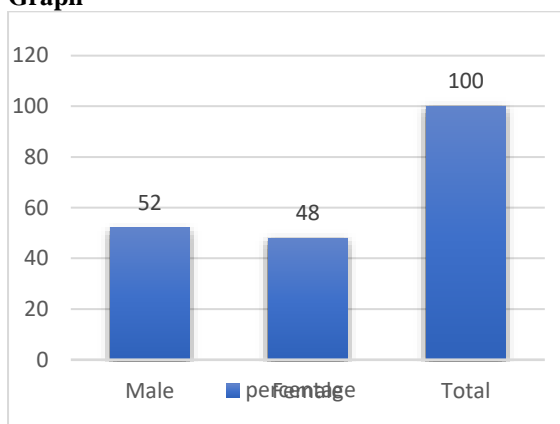
- The study is confined to a period of 45 days

DATA ANALYSIS:

Particulars	No. of respondents	Percentage
Male	42	52%
Female	38	48%
Total	80	100%

1. GENDER ANALYSIS

Graph



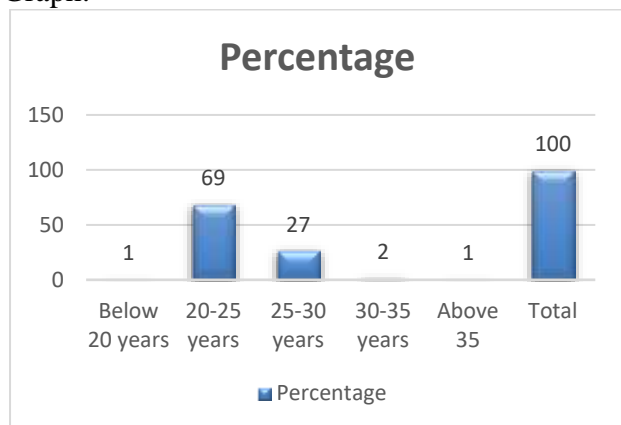
INTERPRETATION:

From the above graph it is clearly stated that 52% of the respondents are Male employees and 48% of the respondents are Female employees.

2. AGE ANALYSIS

Particulars	No. of respondents	Percentage
Below 20 years	01	01%
20-25 years	55	69%
25-30 years	21	27%
30-35 years	02	02%
Above 35	01	01%
Total	80	100%

Graph:



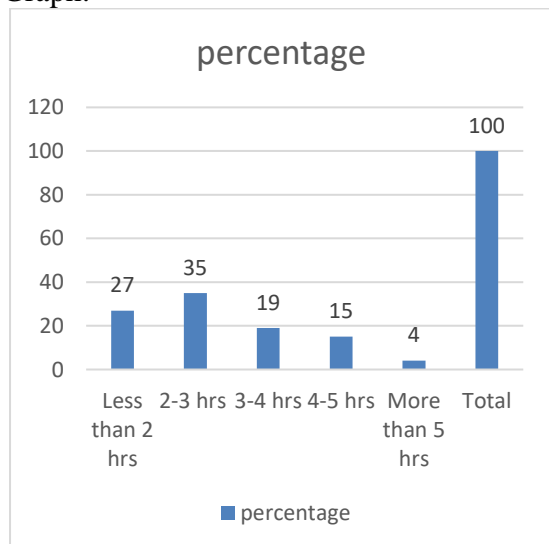
INTERPRETATION:

From the above graph it is clearly stated that 1% of respondents are below 20 years of age and 69% of the respondents are between 20-25 years of age, 27% of the respondents are 25-30 years of age, 2% of the respondents are between the age group of 30-35 years and 1% of the respondents are above 35 years.

3. Time spent with family

Particulars	No. of respondents	Percentage
Less than 2 hrs	22	27%
2-3 hrs	28	35%
3-4 hrs	15	19%
4-5 hrs	12	15%
More than 5 hrs	03	04%
Total	80	100%

Graph:



INTERPRETATION:

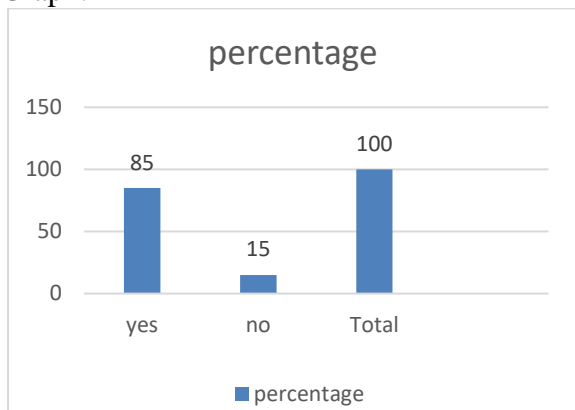
From the above graph, it is stated that 27% of the respondents spend less than 2 hrs with family, 35% of the respondents spend 2-3 hrs of time with family, 19% of the respondents spend 3-4 hrs, 15% of the respondents spend 4-5 hrs, 4% of the respondents spend more than 5 hrs.

4. Balancing work life

Particulars	No. of respondents	Percentage
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Yes	67	85%
No	13	15%
Total	80	100%

Graph:



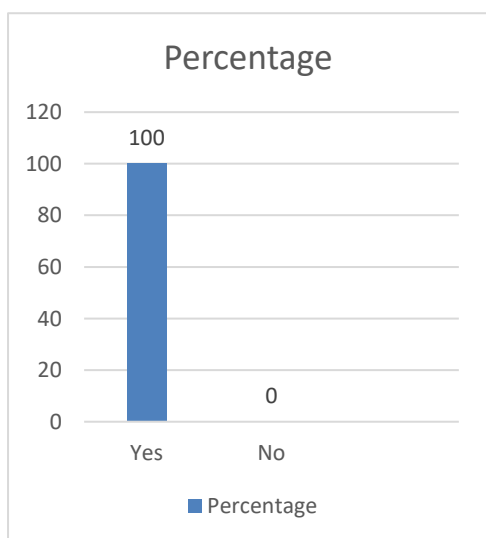
INTERPRETATION:

From the above graph it is clearly stated that 85% of the respondents are able to balance work life and 15% of the respondents are not able to balance the work life.

5. Appreciation and rewards for reaching targets

Particulars	No. of respondents	Percentage
Yes	80	100%
No	00	00%
Total	80	100%

Graph:



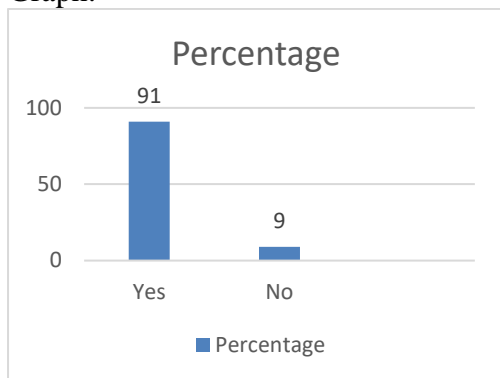
INTERPRETATION:

From the above graph, it is observed that 100% of the respondents are getting Appreciation and rewards for reaching targets

6. Satisfactory salary according to work

Particulars	No. of respondents	Percentage
Yes	73	91%
No	07	09%
Total	80	100%

Graph:



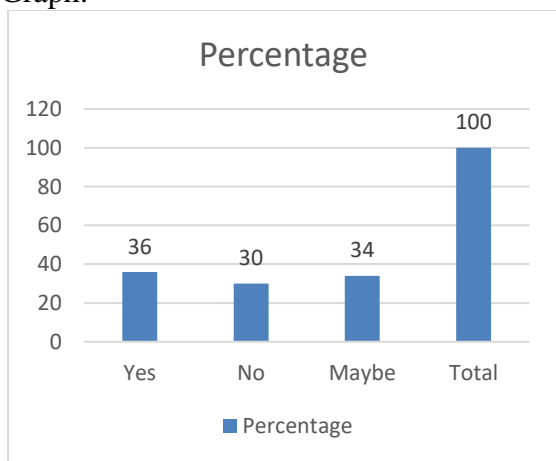
INTERPRETATION:

From the above graph, 91% of the respondents are satisfied with the salary according to work, 9% of the respondents are not satisfied with the salary according to work.

7. Is Personal life affected due to job

Particulars	No. of respondents	Percentage
Yes	29	36%
No	24	30%
Maybe	27	34%
Total	80	100%

Graph:



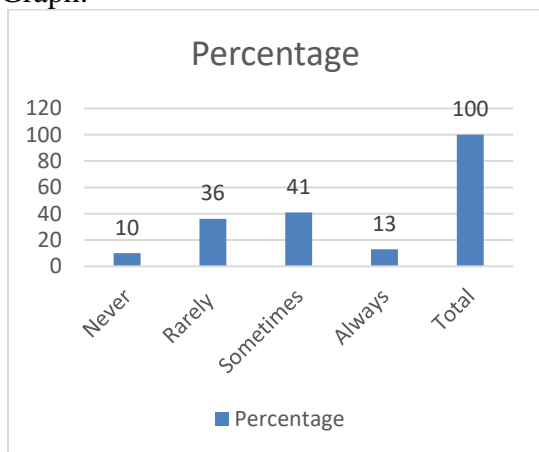
INTERPRETATION:

From the above graph, we can say that 36% of the respondent’s personal life is affected due to job, 30% of the respondent’s personal life is not affected due to job, 34% of the respondents are neutral.

8. Missing out quality time with family and friends because of work pressure

Particulars	No. of respondents	Percentage
Never	08	10%
Rarely	29	36%
Sometimes	33	41%
Always	10	13%
Total	80	100%

Graph:



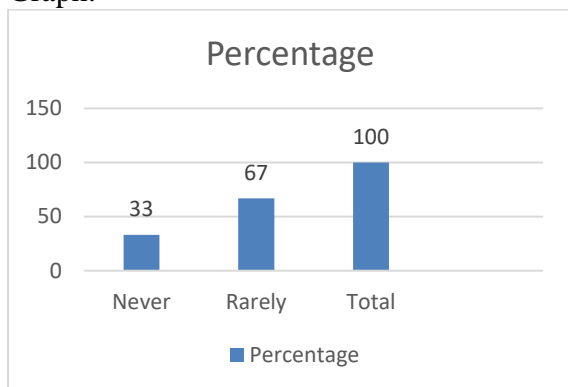
INTERPRETATION:

From the above graph it is stated that,10% of the respondents are never miss out quality time with family because of work pressure,36% of the respondents rarely miss out time because of pressure,41% of the respondents sometimes miss out quality time with family,13% of the respondents always miss quality time because of pressure.

9. Ever felt depressed because of work

Particulars	No. of respondents	Percentage
Never	26	33%
Rarely	54	67%
Total	80	100%

Graph:

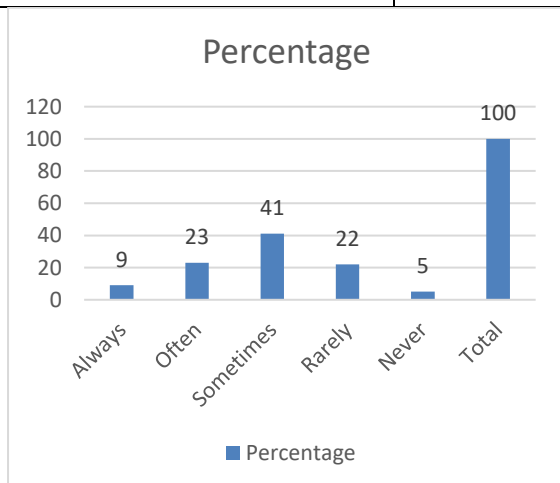


INTERPRETATION:

From the above graph, it is observed that 33% of the respondents Never felt depressed because of work, 67% of the respondents Rarely felt depressed because of work

10. Overstaying at work

Particulars	No. of respondents	Percentage
Always	07	09%
Often	18	23%
Sometimes	33	41%
Rarely	18	22%
Never	04	05%
Total	80	100%



INTERPRETATION:

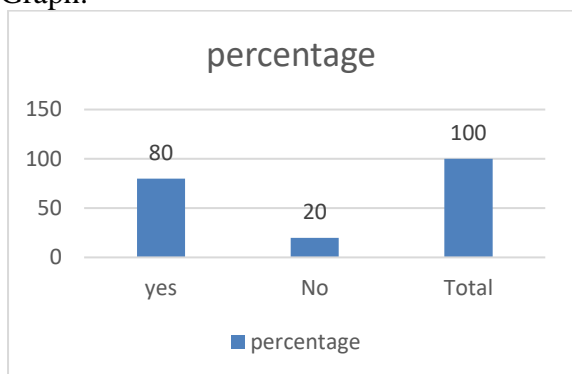
From the above graph, 9% of the respondents are always overstay at work, 23% of the respondents are often overstay at work, 41% of the respondents sometimes overstay, 22% of the respondents are rarely overstay at work, 5% of the respondents never overstay at work.

11. Able to manage stress levels regarding job

Particulars	No. of respondents	Percentage
Yes	64	80%

No	16	20%
Total	80	100%

Graph:



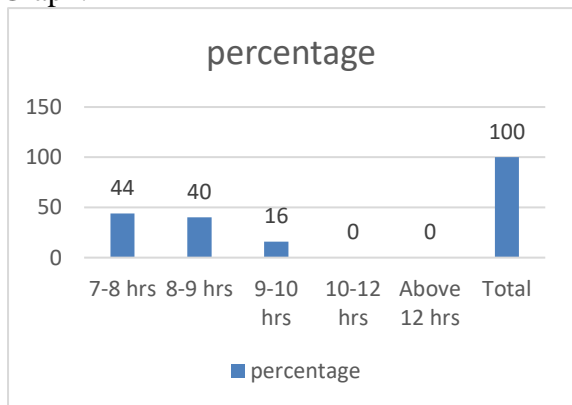
INTERPRETATION:

From the above graph it is observed that, 80% of the respondents are able to manage stress levels regarding their job and remaining 20% of the respondents are not able to manage stress levels.

12. Hours of work

Particulars	No. of respondents	Percentage
7-8 hrs	33	44%
8-9 hrs	32	40%
9-10 hrs	12	16%
10-12 hrs	00	00%
Above 12 hrs	00	00%
Total	80	100%

Graph:



INTERPRETATION:

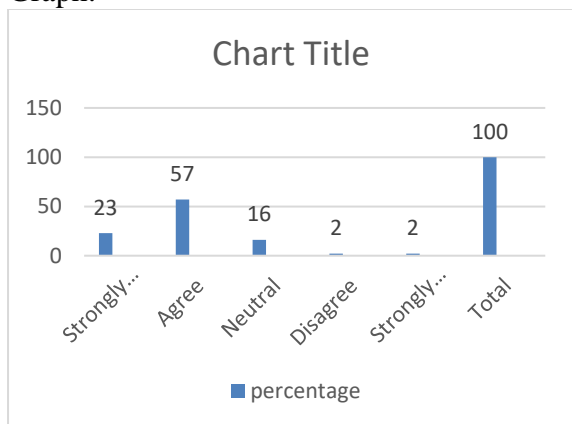
From the above graph it is clearly stated that, 44% of the respondents work 7-8 hours, 40% of the respondents work 8-9 hrs, 16% of the respondents work 9-10 hrs, 0% of the respondents work 10-12 hrs, 0% of the respondents work above 12 hrs.

13. Does organisation providing flexible work schedule

Particulars	No. of respondents	Percentage
Strongly agree	18	23%
Agree	45	57%
Neutral	13	16%
Disagree	02	02%
Strongly	02	02%

disagree		
Total	80	100%

Graph:



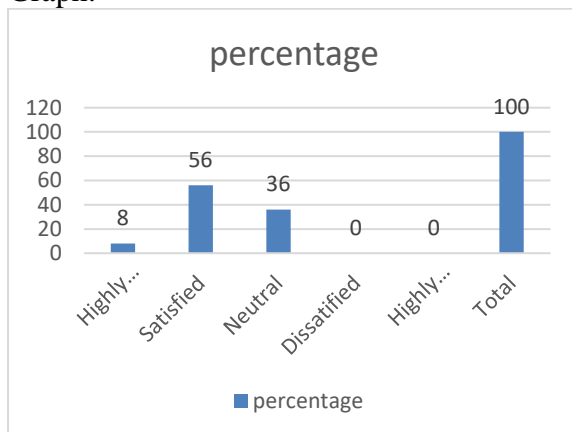
INTERPRETATION:

From the above graph, it is stated that 23% of the respondents are strongly agree that organization is providing flexible work schedule, 57% of the respondents are agreed, 16% of the respondents are Neutral, 2% of the respondents disagree, 2% of the respondents strongly disagree.

14. Satisfaction with working hours

Particulars	No. of respondents	Percentage
Highly satisfied	07	08%
Satisfied	41	56%
Neutral	27	36%
Dissatisfied	00	00%
Highly Dissatisfied	00	00%
Total	80	100%

Graph:



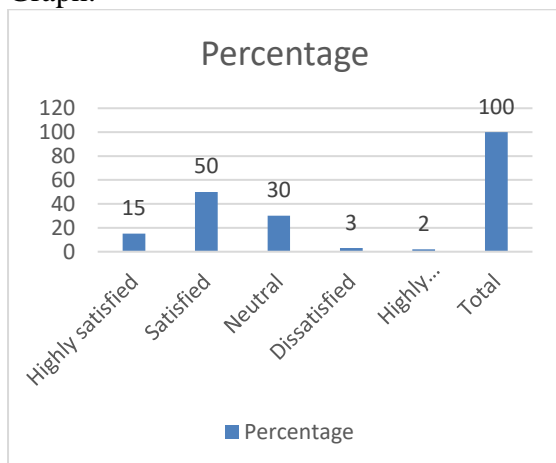
INTERPRETATION:

From the above graph it is clearly stated that, 8% of the respondents are highly satisfied with the working hours of the organization, 56% of the respondents are satisfied with the working hours, 36% of the respondents are neutral regarding satisfaction with work hours.

15. Job satisfaction

Particulars	No. of respondents	Percentage
Highly satisfied	11	15%
Satisfied	40	50%
Neutral	24	30%
Dissatisfied	03	03%
Highly dissatisfied	02	02%
Total	80	100%

Graph:



INTERPRETATION:

From the above graph, it is observed that 15% of the respondents are highly satisfied with the job, 50% of the respondents are satisfied, 30% of the respondents are neutral, 3% of the respondents are dissatisfied, 2% of the respondents are highly dissatisfied with their job

FINDINGS:

- 27% of the respondents spend less than 2 hrs with family, 35% of the respondents spend 2-3 hrs of time with family, 19% of the respondents spend 3-4 hrs, 15% of the respondents spend 4-5 hrs, 4% of the respondents spend more than 5 hrs.
- 85% of the respondents are able to balance work life and 15% of the respondents are not able to balance the work life.
- 100% of the respondents are getting Appreciation and rewards for reaching targets.
- 91% of the respondents are satisfied with the salary according to work, 9% of the respondents are not satisfied with the salary according to work.
- 91% of the respondents are satisfied with the salary according to work, 9% of the respondents are not satisfied with the salary according to work.
- 36% of the respondent's personal life is affected due to job, 30% of the respondent's personal life is not affected due to job, 34% of the respondents are neutral.
- 10% of the respondents are never miss out quality time with family because of work pressure, 36% of the respondents rarely miss out time because of pressure, 41% of the respondents sometimes miss out quality time with family, 13% of the respondents always miss quality time because of pressure.
- 10% of the respondents are never miss out quality time with family because of work pressure, 36% of the respondents rarely miss out time because of pressure, 41% of the respondents sometimes miss out quality time with family, 13% of the respondents always miss quality time because of pressure.

- 9% of the respondents are always overstay at work, 23% of the respondents are often overstay at work, 41% of the respondents sometimes overstay, 22% of the respondents are rarely overstay at work, 5% of the respondents never overstay at work
- 42% of the respondents work 7-8 hours, 40% of the respondents work 8-9 hrs, 15% of the respondents work 9-10 hrs, 2% of the respondents work 10-12 hrs, 1% of the respondents work above 12 hrs.
- 23% of the respondents are strongly agree that organization is providing flexible work schedule, 57% of the respondents are agreed, 16% of the respondents are Neutral, 2% of the respondents disagree, 2% of the respondents strongly disagree.
- 8% of the respondents are highly satisfied with the working hours of the organization, 56% of the respondents are satisfied with the working hours, 36% of the respondents are neutral regarding satisfaction with work hours.
- 15% of the respondents are highly satisfied with the job, 50% of the respondents are satisfied, 30% of the respondents are neutral, 3% of the respondents are dissatisfied, 2% of the respondents are highly dissatisfied with their job.

SUGGESTIONS:

- Encourage employee for their work, trust the employee and motivate for their work.
- Conduct training programme, entertainment programme, motivational programme and create comfortable working condition.
- Employee should give priority to themselves for their personal life.
- After working hours they should spend time with family members as it helps to reduce stress.

CONCLUSION:

From the study, it is clear that the majority of the employees not only spend their time at the workplace but also for personal life and personal interests.
The organization is promoting a work-life balance fully-fledged to the employees in their organization.