



A STUDY ON EFFECTIVENESS OF WORK LIFE BALANCE OF EMPLOYEES AT PONNI SUGARS ERODE LIMITED

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Abstract

Maintaining the balance between work life and personal life is called work life balance. It is about creating a productive work culture where the potential for tensions between work and other parts of people’s lives is minimized. So, a good balance in work and life is about people the control over when, where and how they work. Spending more time in office, dealing with stakeholders and the pressures of the job can interfere and affect the personal life, sometimes making it impossible to even complete the household chores. It leads to absenteeism from work, increase the stress and lack of concentration at work among the employees.

The research study conducted is descriptive in nature and the sample size used for this study is 250. Both primary and secondary data were collected to meet the requirements. For collecting the data a structured questionnaire method is used. The questionnaire is based on multiple choices, open ended and close ended questions. The study is mainly based on the primary data and the required primary data are collected through the structured questionnaire from the 250 sample respondents who were selected through the simple random sampling method.

Introduction

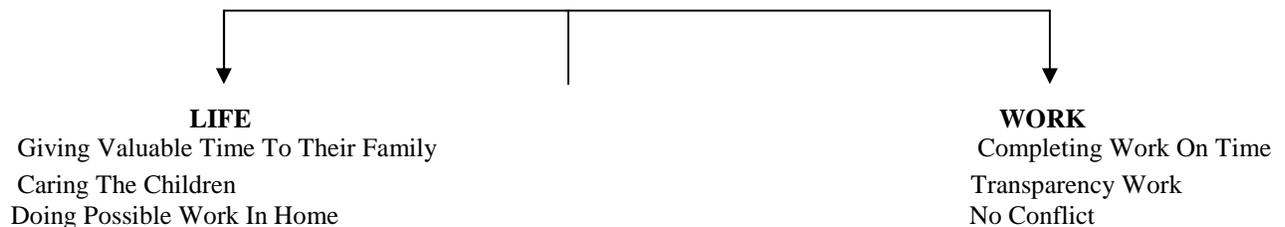
Work life balance for a person is always having an equal participation of both his paid work and also the aspects of his personal life. This is changed when the person moving throughout his family and have some responsibilities in their working organization and involvement in work life as well personal life.

The mutual concern between the time that is spending for their working place and the effort towards their job, as same they have to give attention for the family also in personal life. The balancing the inequality in personal and work related to be planned based on their situation have to frame policies and also it is for the entire person in the organization which will assistance them for further life.

Employers Role In Balancing of Work And Own Life

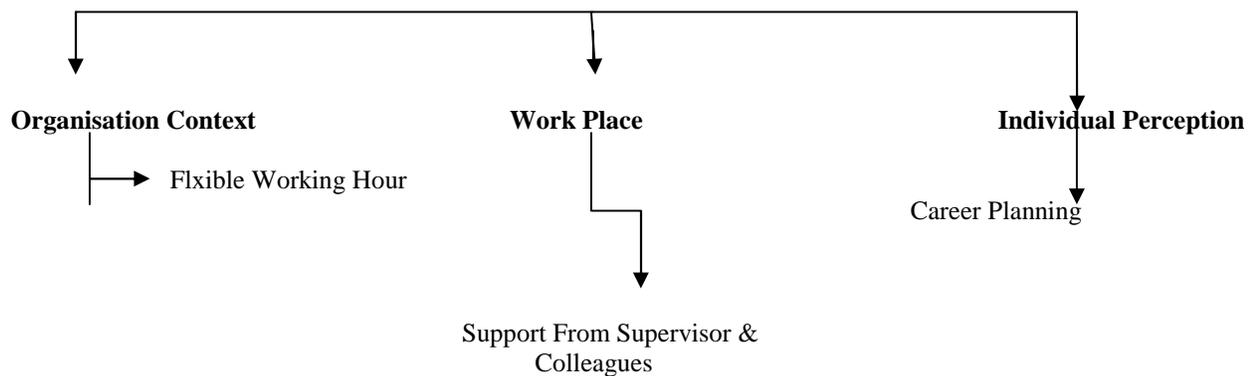
Employers in organization are encouraging the balance activity policies. Nowadays it becomes a legal necessity where the concept says “Equal Opportunity Employees” is almost mandatory. By the other side, it is an organization compulsion for the employees to do more work and getting their talent to the core and trying to retain the talents to improve productivity.

Schedule of Work Life



Balancing inequality policies can help the employees to achieve their work and the personal life. The organization has to supports the person’s beliefs, norms, values will promotes them to achieve their target in their job and private life demands. This policy should be educated to department managers to support the employees.

Frame Work For Womens Career Advancement



Women's with multiple roles has many health related problem are loss of appétit, back pain, hyper tension and peptic ulcer then fewer roles involvement, because women's are always challenged by full time work. Every half a day more women entrepreneur are emerging as succeeded in their business as compared to last generation. Majority of women's works over a night and also has so much responsibility to carry out in work include multiple responsibilities at work, heavy meeting schedules and business trips. On top, they are managing the daily work routine responsibilities of life home.

Harms of Imbalanced Life

The causes of improper balance will cause stress between people's life. If priorities as not well –set a person will lose his focus easily and direction for further and their life oscillate it creates complication between his family responsibilities and in working company. More employees at beginning of work journey they are so enthusiastic, over talented professional employees, often end up with disorder, their personal life drives them to achieve the goals in work and to satisfy the organization need.

People who dedicating their personal life to achieve the work success always will have negative impact in their personal relationship and also they neglecting their peaceful life and problem in relationship and so on. As result, their health become worse and productivity also drop downwards. Consequence of imbalance

Personal Implication

A person work life imbalance will affect his personal life and also it becomes more stress for over all life which leads to using of drugs/alcohol.

Family Implication

If person is unable to balance their own life it has huge impact on their family member, because the expectation from the family is to perform his personalities in home and at same time organization expect to perform his target, if they not balance their personal relationship and work related issues they lack their opportunities in work and leads to family dissatisfaction.

Organizational Implication

If the person's family demands and social interest are not satisfied, naturally sacrifice the working time and meet the personal demands.

Work Life Balance Benefits To The Organization

1. Individual productivity gets increased, responsibility and involvement towards work will be more.
2. Team work will be increased so the production time will decrease.
3. High morale.
4. Organizational stress is less.

Balancing Conflict In Work And Life Benefits To The Employees

1. This helps the employee to balance their inequality.
2. Better understanding about an individual balance in work life.
3. More productive.
4. Mental strain will be decreased.



Practices Supporting For Balancing Their Life

1. Policies like flexible working time and inspire people to bring innovative working practices, sharing of their job, job rotation.
2. Leave provisions, for example, special leave for urgency.
3. Employee counselling if needed they can approach the counselling person and get relaxed.
4. Training for employee.
5. Employers can help employees work more efficiently in order to avoid them give pressure at the home by giving works.
6. Organisation has to check that all departments have staff for all works to prevent employees from becoming overworked and stressed.
7. Increase delivery leave.
8. Promote physical initiatives.

Statement of The Problem

Work life balance is an important factor for the persons working in the organization. Maintaining work life balance is different for every individual. Employee interactions with the organization, other employees, management, customers or others reinforce the employee identification with the organization. Now-a-days peoples working for a long time so they may get stress related problems and can't spend time with their family members properly. The stress free employees will be productive employees to the organization. So I had selected this topic for my research study.

Objectives of The Study

1. To know the facilities provided to the employees in the organization to work effectively and to maintain their work and life.
2. To know the level of understanding between the superior and the co-workers.
3. To know the coordination of employees in organisation.
4. To study the employees activity in the work towards the organization.

Need of The Study

Every employee should know to balance their own life. The worst thing is that poor imbalance will reduces work quality and process of production without any doubt. When an employee cannot give time to his family, they will feel more tension and pressure at the work. This may have great significance for the employees to maintain a good equality between job and their private lives.

Research Methodology

This is the capable of reflecting way to arrive the solution for research question. This may be the knowledge of understanding how researches utilized by the means of scientific method and principle in methodical manner. It is summons of defining a problem, formulating hypothesis, gathering and analyzing data, deduction and conclusion. The present study in descriptive in nature i.e., it describe the fact or situation that is observed during the research and also to find the cause to happen and also results on the variables. It is the process for the researcher to describe, evaluate and predict the situation for finding an answer to the research questions; the researcher faces lots of problems while doing the research so that solution for the problem can be occurred using correct research methodology.

Sources of Data

Primary Data

Primary data is the freshly collected result from the respondents, they directly approaches them through structured questionnaire. It involves collection of original information from the respondents based on objectives of study. Using survey, interview and direct observation method researcher with draw the data and with HR manager for more information.

Secondary Data

The secondary data are data which have been already collected for some purpose. The researcher has also collected more information's about the topic from journals, magazines, records of company, academic report and for more detail information they can refer internet.

Data Collection Method

The data collection was done by the circulation of questionnaire to the employee in working place. It was personally taken to the various persons. Using Interview method primary data was collected. Questionnaire was designed to gather the required content from the respondents. Closed Type Questions is put in the questionnaire; it is easy for the respondents to select.

Sampling Design

The sampling technique used for this problem is Probability sampling technique has been used in selecting the respondents under which simple random technique was adopted. Under this sample design every individual is chosen from a larger set of population, giving all the individual an equal chance to answer. The sample size for the present study is 250 chosen at random from employees of Ponnisugars.

Limitations of The Study

1. Time is a major limit for doing this project.
2. The study was restricted to PONNI SUGARS alone. So that the solution of the research cannot be applied to any other organization related to sugars.
3. The result will be on basis of information given by respondents on certain cases it may mismatch.
4. Few employees doesn't understand the questionnaire due to language problem.

Review of Literature

1. Kahn et al. (1964) defined work family conflict as a form of inter-role conflict in which the role pressures from work and family spheres are mutually incompatible. Such incompatibility is indicated by the fact that participation in the work role is made more difficult by virtue of participation in the family role and vice versa.
2. Nan stone (1989) found that women with children, frequently live under great pressure. Women want work-life policies based on the pre-requisite demands that confer on them as 'the gift of time'. For organizations to attract and retain women in work force, HRM interventions can play a vital role in designing innovative work-life balance policies having knowledge of influencing factors at various age levels. Thus, the study is intended to find out the contributing factors that influence work-life balance among working mothers based on age factor in Public and Private sectors.
3. Greenhaus, Collins & Shaw (2003) defined work-family balance as "the extent to which an individual is equally-self engaged and equally satisfied with -his or her work role and family role". Work-life balance does not mean an equal balance in units of time between work and life. It is not a tight rope walk between two poles acting as an organizational commitments and home demands at the same time, but it is about proper understanding of the priorities of the professional and personal level.
4. The research work by Susi.S and Jawaharrani.K (2010) explains how work-life balance and employee engagement becomes a visible benchmark among high performing organizations.
5. Shalini and Bhawna 2012 reported in their study, Quality of work life is being used by the organizations as a strategic tool to attract and retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work.

Data Analysis And Interpretation

Simple Percentage Analysis

Table 1.7.1 Age Of Respondents

S.No	Age	No. of Respondents	Percentage
1	20 years and below	12	5
2	21 - 30 years	185	74
3	31 - 40 years	29	11
4	Above 40 years	24	10
	Total	250	100

Table 1.7.2 Gender Of Respondents

S.No	Gender	No. Of Respondents	Percentage
1	Male	240	96
2	Female	10	4
	Total	250	100

Table 1.7.3 Marital Status of Respondents

S. No	Marital Status	No. of Respondents	Percentage
1	Married	70	28
2	Unmarried	180	72
	Total	250	100

Table 1.7.4 Time Spend With Children

S. No	Time	No. of Respondents	Percentage
1	< 2 hours	89	36
2	2 – 3 hours	129	52
3	4 – 5 hours	20	8
4	More than 5 hours	12	4
	Total	250	100

Table 1.7.5 Working Days

S. No	Days	No. of Respondents	Percentage
1	Less than 5 days	0	0
2	5 days	12	5
3	6 days	198	79
4	7 days	40	16
	Total	250	100

Table 1.7.6 Over Time Working

S. No	Hours Of Work	No. of Respondents	Percentage
1	2 hours	134	54
2	4 hours	98	39
3	8 hours	18	7
4	12 hours	0	0
	Total	250	100

Table 1.7.7 Lack of Time With Family Due To Work Pressure

S. No	Factors	No. of Respondents	Percentage
1	Never	32	13
2	Sometimes	80	32
3	Often	92	37
4	Always	46	18
	Total	250	100

Table 1.7.8 Managing Work Life Balance

S. No	Factors	No. of Respondents	Percentage
1	Flexible work timings	162	65
2	Leaves	78	31
3	Job share options	10	4
	Total	250	100

Table 1.7.9 Stress Faced By Respondents

S. No	Factors	No. of Respondents	Percentage
1	During work	105	42
2	During with family	92	36
3	During travel	36	14
4	Others	17	7
	Total	250	100

Table 1.7.10 Ways In Managing Stress

S. No	Managing of Stress	No. of Respondents	Percentage
1	Yoga	24	10
2	Music / Cinema	160	64
3	Entertainment with friends	56	22
4	Others	10	4
	Total	250	100

Weighted Average Method

Table 1.7.11 Ranking The Facilities Provided By The Concern For Work Life Balance

(Highly Satisfied - 1 / Satisfied - 2 / Neutral - 3 / Dissatisfied - 4 / Highly Dissatisfied - 5)					
Ranks	Support from supervisor	Production Incentives	Medical fund(for employees and their family members)	Welfare facilities(Safety Insurance, Marriage Gift, Family care)	Hours of work (Attendance Incentives)
1	159	42	45	58	91
2	52	25	72	86	58
3	18	89	90	77	59
4	11	45	12	12	24
5	10	49	31	17	18
Total	250	250	250	250	250

Result

Factors	Support from supervisor	Production incentives	Medical fund(for employees and their family members)	Welfare facilities(Safety Insurance, Marriage Gift, Family care)	Hours of work (Attendance Incentives)
Weight	4.3	2.8	3.35	3.6	3.7
Ranks	1	5	4	3	2

Interpretation

The above table shows that Support from supervisor ranked first with the weighted score of 4.3, Hours of work ranked second with the weighted score of 3.7, Welfare facilities ranked third with the weighted score of 3.6, Medical fund ranked fourth with the weighted score of 3.35 and, Production incentives ranked fifth with the weighted score of 2.8.

Chi Square

Table 1.7.12 Marital Status And Stress Faced By The Respondents

Null Hypothesis: There is a relationship between the marital status and stress faced by the respondents in organization.

Alternative Hypothesis: There is no relationship between the marital status and stress faced by the respondents.

Marital Status	Facing Stress				Total
	During Work	During With Family	During Travel	Others	
Married	31	19	12	8	70
Unmarried	74	73	24	9	180
Total	105	92	36	17	250

Factor	Calculated Value	Degrees of Freedom	Level of Significance	Table Value	Remarks
Marital status and Stress	6.144	3	5%	7.815	No Significant Relationship

Interpretation

The founded value is 6.14 and the tabulated value at 5% level of significance is 7.815. Calculated value is small when compared table value, null hypothesis H₀ is accepted. Hence there is no relationship between marital status and stress faced by the respondents.

Table 1.7.13 Marital Status And Ways In Managing Stress By Respondents

Null Hypothesis: There is no relationship between the marital status and ways in managing stress by the respondents.

Alternative Hypothesis: There is a relationship between the marital of employee and ways in managing stress by the respondents.

Marital Status And Ways In Managing Stress By Respondents

Marital Status	Facing Stress				Total
	Yoga	Cinema	Entertainment/ Friends	Others	
Married	8	36	23	3	70
Unmarried	16	124	33	7	180
Total	24	160	56	10	250

(Chi Square Test)

Factor	Calculated Value	Degrees of Freedom	Level of Significance	Table Value	Remarks
Marital status and managing Stress	7.996	3	5%	7.815	Significant Relationship

Interpretation

The founded value is 7.996 and the table value at 5% significance level is approx 7.815. So the measured value is greater when compared to table value, alternative hypothesis H₀ is accepted. Hence there is relationship between marital status and ways in managing stress by respondents.



1.8 Summary of Findings, Suggestion And Conclusion

Findings

Percentage Method

1. Majority 74% of the employees are in the age of “21 to 30” years.
2. The study examined that 96% employees are male.
3. It was inferred that, 72% of the respondents are Unmarried.
4. It is noted from the analysis that, 52% of the employees are spending 2 to 3 hours in a day with their children.
5. It is noted from the analysis that, 79% of employees are working nearly 6 days.
6. Majority (54%) of the respondents are working “2 hours” overtime in a day.
7. The study reveals that, 37% of the respondents think that they often miss quality time with their family and friends.
8. The study found that, 65% of the respondents have Flexible work timings.
9. It is noted that, 95% of the respondents are having Master health checkup facility in their organization.
10. The study noted that, 42% of the respondents face stress while work.
11. It is observed that (64%) of the respondents are using “Music/Cinema” for managing their stress.
12. No relationship between marital status and stress faced by the respondents.
13. The researcher infers that the respondents are fully satisfied with the Support provided by supervisor and it was ranked first.

Suggestion

1. The company can improve welfare facilities and work life balance schemes to improve the performance
2. Free working environment and suitable work load can be provided to the employees
3. The company should provide sufficient working time and superior’s support at needy hours to improve employee satisfaction
4. The company can provide some personal support for the employees if they had any problem
5. The employee can be motivated by giving rewards and incentives for their performance.

Conclusion

The work life balance plays an important role in every organization. A happy and healthy employee will give better turnover, make good decisions and positively contribute to the organizational goal. An assured good work life balance will not only attract young and new talent but also retain the existing experienced talents. If organization implements some of the suggestions given, then it can improve the work life balance in the company and it will lead to increased workers performance.

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