



# Balancing Work Life among the Employees – An Empirical Study

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**Abstract.** A balancing the work life benefits both employer and employee so that production and profit increases. Balancing the work life of IT industry is studied in this research paper. The study focus on the strategies followed by the company to get employees balanced both in work life and family life. The research used for the study was descriptive and questionnaire method is used for survey. The data collected with size of sample as 139. The data's collected from employees were analyzed using Rank Correlation, Kruskal Wallis H test, Kolmogorov Smirnov test. The study reveals that employees are satisfied working at the company and also suggest that more training programs and should be conducted and the relationship with their superior also to be increased and benefits given to them should be increased and somebody feel stress during the travel because it takes more time.

**Key words**—Worklife, satisfaction, training, stress

## I. INTRODUCTION

Today's world is competitive and the employees are stressed with much work in both office and work as they have to balance between the two. It is not the one way process but it comes from both employer and employee most of the employees find difficult to stable both, imbalance in both can create a gap between their work life and family life of a person and it also reduces the performance of the individual and also reduces the productivity of the company. This causes stress to the employee and make them suffer in imbalance in their life. Employee should be in congenial environment with conducive relationship The primary way that companies can help their employees to balance their work life are by conducting training programs and work life programs. As the employees are committed towards the organization if they balance the work life.

## II. NEED FOR THE STUDY

The work and family life is the two eye of a person, so organization has to provide space to employee for family life also. Main thing is to satisfy the employee needs, the organization should be congenial and conducive environment for employee. The firm has to focus whether employee satisfied with work and space for family if not they have to take a step on that issues, So it increases the work performance of the employee and also increases the productivity of the organization.

## III. OBJECTIVES OF THE STUDY

- To identify the work life balance factors of employees.
- To know how well the employees manage their stress.
- To study the satisfaction level of the employees.
- To suggest the suitable measures for improving the balance of the employees.

## IV. REVIEW OF LITERATURE

MohantyA.KesariL. (2016) he conducted research with various it professionals and manufacturing employees and found that they do not have proper work life .BhatnagarS.,SanadhyaP. (2015) the analysis was done in pune in it industry as the work life balance was common among men and women that is for both genders.

N. M James and M. N Jane, and (2014) the paper analysis the satisfaction of employee and balance of work life is an important part of business strategy. Devi R.V and Kumari T.K and (2013) The concept of personal life and individual work life are conflicting. Purohit M. (2013) if work life balance is effective there would be healthy relationship between employer and employee. Vasantha and Vartha Raj (2012) shows the working women work Life in service sector. Through emotional intelligence it can be achieved. Holly S. And Mohnen A. (2012) studies about the working hours and job satisfaction as it shows that when employees are satisfied they work effectively. Chima Modi, (2011), shows the policies and practices of Work Life for employees in banks. There is need to clearly explain about work life to employees.

## V. METHODOLOGY AND HYPOTHESIS

Research involves exploring new ideas for solving the problems. "A research design is the arrangement of conditions for collection and analysis of data with economy. The study of research design is Descriptive research design. A Descriptive Research Design studies the characteristics of a particular individual or a group. Sampling is the subset of total population. The method chosen is non-probability sampling that is each and every one in the universe have not an equal chance of being selected. The convenience method of sampling was used as the respondent are easy to choose. The sample was chosen based on pilot study and the sample size is 139. The data collected was primary data and secondary data. The primary data was collected using questionnaire method and it is first hand information. The secondary data was used for collecting reviews.

**Table 1: Table showing Demographic Profile of the Respondents**

Category	Response	Respondents	Percentage
Gender	Female	8	96
	Male	133	4
Experience	18-25 years	30	22
	26-30 years	38	27
	31-35 years	38	27
	36-40 years	16	12
	Above 41 years	17	12
Educational qualification	Diploma	54	34
	Undergraduate	48	40
	Postgraduate	33	16
	Others	4	10
Income	Below 20000	29	21
	20001-30000	42	30
	30001-40000	34	24
	40001-50000	18	13
	Above 50000	16	12
Work experience	1-5 years	47	34
	6-10 years	55	40
	11-15 years	23	16
	Above 15 years	14	10

**Table 2: Rank correlation for factors influencing the work life balance**

Factors	R1	R2	R3	R4	R5	R6	R7	TOTAL	RANK
Increased responsibilities at home	32	17	17	19	22	12	20	21.3	1
Number of leaves	22	10	23	21	29	25	9	19.9	5
Health conditions	14	21	16	21	23	29	15	18.9	6
Work load	26	27	19	12	19	18	18	21.3	2
More time in travel	10	22	17	15	12	19	44	16.6	7
Increased responsibilities at work	14	26	27	21	20	13	18	20.6	3
Increased responsibilities at home	32	17	17	19	22	12	20	21.3	1

**Inference:** It is therefore be concluded that Increased responsibilities at home is the 1st emphasizing factor that influences employees work life balance in the company which is followed by Work load which is ranked 2nd, followed by Increased responsibilities at work as ranked 3rd, where Safety environment, Number of leaves, Health conditions and More time in travel ranked 4th, 5th, 6th and 7th respectively.

### KruskalWallis test for the factors affecting the productivity

#### Null Hypothesis:

HO: There is no relationship in the factors that affects the productivity.

#### Alternate Hypothesis:

H1: There is a relationship in the factors that affects the productivity.

**Table 3: Kruskalwallis test for the factors affecting the productivity**

Responses	Highly Effective	Effective	Neutral	Ineffective	Highly Ineffective
Workplace or work related problems	15	30	40	35	19
Less team coordination	8	40	51	25	15
Problems in team	21	41	26	25	26

**Inference:**  $0.125 < 5.991$   $H_0$  is accepted as calculated value is less than table value  $t$  there is no relationship in the factors that affects the productivity.

**Table 4: Kolmogorov – Smirnov Test FOR THE Effectiveness Of The Company In Handling The Stress Situation Of The Employee**

Opinion	No. of Respondents	Percentage
Highly effective	14	10
Effective	37	27
Neutral	48	34
Ineffective	15	11
Highly ineffective	25	18
<b>Total</b>	139	100

**Null Hypothesis:**

**H<sub>0</sub>:** Management is effective in handling the stress situation of the employees follow a normal distribution

**Alternative Hypothesis:**

**H<sub>1</sub>:** Management is effective in handling the stress situation of the employees doesn't follow a normal distribution.

**Table 5: Kolmogorov – Smirnov Test**

Observed frequency	Cumulative frequency	Relative frequency	Expected frequency	Expected Cumulative	Expected Relative frequency	KS =  p-q
14	14	0.1007	27.8	27.8	0.2	0.0993
37	51	0.3669	27.8	55.6	0.4	0.0331
48	99	0.7122	27.8	83.4	0.6	0.1122
15	114	0.8201	27.8	111.2	0.8	0.201
25	139	1	27.8	139	1	0
14	14	0.1007	27.8	27.8	0.2	0.0993

**Inference:** Calculated value < Table value  $0.1122 < .565$

$H_0$  is accepted

**VI. FINDINGS**

Most of respondents were in the age group between 26-30 years. The male respondents are more compared to the female respondents as the male respondents are 96 percentages. 40 percentage of the respondents are from Under Graduation and 30 percentage of respondents are from the experience between 6-10years. It is observed 78 percentage of respondents feel that work life balance increases the productivity of the company. It is observed that 55 percentage of the respondents says that work life balance does not play a dominate role. It is observed that 69 percentage of respondents are aware of the benefits by the company. It is observed that 71 percentages of respondents agrees that the company shares the detailed information about the employee benefits offered to them.

**VII. SUGGESTIONS**

While recruiting a candidate it is important to see that their education qualification matches the job position to make them balance their in the company. Female employees in the company should be employed more and given more benefits to retain the employees for longer years in the company. The company should permit the flexible working hours. It is suggested that, more benefits should be given to make the employees satisfied with their work. The company should improve the working environment and provide more safety gadgets. The company should conduct more training programs. The company should conduct small group activities to make employees feel free from stress.

**VIII. CONCLUSION**

Clear communication and the working environment of the company is another benefit of the study as it makes the employees more interested to work with their company. The productivity factors are also observed based on the study. The study also reveals how the employees are provided with the benefits to overcome the stress. The benefits

provided by the company also involves in the balancing. It also helps the management to find the imbalance of the employees and can take corrective actions.

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