A STUDY ON EMPLOYEE WORK LIFE BALANCE IN PRECISION INFOMATIC PVT LTD

B. Arul Jenifer* & S. Vengatesh**

* Final Year MBA, School of Business, PRIST University, Vallam,
Thanjavur, Tamilnadu
** Associate Professor, School of Business, PRIST University, Vallam,
Thanjavur, Tamilnadu

Abstract:
The main goal of this paper is to understand the relationship between work life balance & Employee Engagement. Further this paper highlights contextual factors affecting Employee Engagement and Work Life Balance. This paper is built on relevant literature and recent studies on Work Life Balance Also, the results of the study show inverse relationship between pleasure & work. There has been an increased focus on balancing multiple life roles and managing the boundary between work and family. To minimize employees" work life balance issues, organizations have turned to policies such as flextime, on-site childcare, and other mechanisms to ensure that engaging in one's family does not interfere with work (Rothbard, 2001). The purpose of this study is to explore employees" use of tactics to manage their work and life stress; particularly the employees" use of resources and social support as well as their perceptions of flexibility. Eight employees who work in the not-for-profit sector were interviewed. Narrative inquiry was used and qualitative interviews were conducted. What was found was that employees seek flexibility, support and understanding from their supervisor Individual perception of high Work life balance (WLB) and sense of wellbeing among employees has become imperative for any organization in order to ensure enhanced performance efficiency, particularly in this era of highly competitive business environment.

1. Introduction:

Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (Health, pleasure, leisure, family and spiritual development/meditation) Work life balance is a choice an individual has to make. However, it is the organization that needs to take an initiative to help the employees. Today, an employee is not looking at their employer just for a job, also to care for their work life balance and their wellbeing. If a company addresses these needs, in addition to providing better career opportunities, they can be very successful in providing job satisfaction to the employees. Companies are adopting new means to ensure that their employees get enough time to enjoy their personal life and spend time with family. It is very essential for the organizations to have good work-life balance practices and policies; this would ensure various factors like: Decreased Employee turnover rates, Helps the organization in Becoming Preferred Employer, Improved ROI on employees, as there is reduced turnover, Enhanced Employee morale and satisfaction, Less absenteeism due to employee satisfaction, Enhanced employee loyalty and commitment towards the organization, Enhanced organizational performance. Work-Life Balance is the relationship between time and space of work & non-work in societies where income is predominantly generated and distributed through labor markets. Work-Life Balance is being aware of different demands on time and energy saving the ability to make choices in the allocation of time and energy knowing what values to apply. Much confusion and ambiguity surrounds in understanding and defining the term Work –Life Balance. As a term in its own right Work-Life Balance is rarely defined for reasons that will become clearer as the discussion progresses. Many authors attempt to define Work-Life Balance policy or Work-Life Balance arrangements.

2. The Global Scenario of Work Life Balance:

During the 1960s and 1970s, employers considered work-life mainly an issue for working mothers who struggled with the demands of their jobs and raising children. During the 1980s, recognizing the value and needs of women contributions, pioneering organizations (IBM, Deloitee) began to change their internal workplace policies, procedures and benefits. The changes included maternity leave, employee assistance programs (EAPs), flexi-time, home-based work, and child-care referral.

During the 1980s men also began voicing work-life concerns. The term „work life balance" was first coined in 1986 in reaction to the unhealthy choices that many Americans were making in favor of the work place as they opted to neglect family, friends and leisure activities in the pursuit of corporate goals. Articles of the time suggested a sharp increase in the working hours of the Americans. This had started to affect their families and individual health. Work life balance slowly was gaining grounds in the various organizations. By the end of the decade, work life balance was seen as more than just a women's issue, affecting men, families, organizations and cultures.

In 1990s solidified the recognition of work-life balance as a vital issue for everyone women, men, parents and non-parents, singles and couples. The 1990s saw a rise in the number of working women and dual-

income families. A second family configuration, the lone parent household also became prevalent in the 1990s.The labor force experienced considerable challenges in balancing the work and family responsibilities. This growing awareness of the central importance of the issue resulted in major growth in attempted work-life solutions 12 during this decade. Numerous studies showed that the generations from baby boomers to new college graduates were making job choices based on their own work-life issues and employer's cultures.

Santosh R. S, Jain R. (2016): In their paper "Study of Effect of Commuting & Working Hours on Work Life Balance of Working Fathers in Mumbai" proved that long working hours and long commuting hours are seriously affecting the Work Life Balance of working fathers in metro cities. There is need to research and investigate further on this subject in order to improve lives and productivity of working men in metro cities of India. Mohanty A., Kesari L. (2016) In the paper titled "Work-Life Balance Challenges for Indian Employees: Socio-Cultural Implications and Strategies" – conducted interviews with some of the Indian HR managers working in manufacturing, IT and Telecom sectors in India. They have said that the MNC's have come up with initiatives to offer provisions such as flexi-time, paid paternity leave, childcare facilities and tools such as video conferencing to reduce commuting to office. At the same time no formal initiatives have been taken to improve WLB. The slow and differential HR policy response in India as compared to western countries can be attributed to the political ideologies, slow pace of change in socio-demographic structure & attitude of employers.

3. Execution of Research Design:

Social Events in Work Place:

Planning social gatherings for your employees outside of work is one of the best ways to encourage a healthy work environment where teamwork thrives. If you haven't done an outing in a while, it's time to get an office event defined and lock it in on the calendar! Planning social gatherings for your employees outside of work is a great way to improve the workplace.

Health Checkup of Employee:

Employee health screening is a term used to describe a range of checks and tests that help identify risks to health and improve wellbeing among staff. They have the potential to benefit both employees and the organizations they work for: They offer lasting benefits to employees, Lifestyle advice and support, An organization would benefit from supporting the health and wellbeing of the workforce.

Reward Function:

Employee health screening is a term used to describe a range of checks and tests that help identify risks to health and improve wellbeing among staff. They have the potential to benefit both employees and the organizations they work for: They offer lasting benefits to employees, Lifestyle advice and support (e.g. advice about smoking cessation) can reap long-term life-enhancing benefits, an organization would benefit from supporting the health and wellbeing of the workforce, with the potential for lower levels of sickness and absenteeism. Fitter workers may also concentrate better and have higher levels of productivity too.

Research Tools:

This part of study is mainly focused on verifying main objectives of study. Researcher used Chi square, simple percentage and graphs as statistical tool for analysis of data.

Chi Square:

A chi square statistic is a measurement of how expectations compare to results. The data used in calculating a chi square statistic must be random, raw, mutually exclusive, drawn from independent variables and drawn from a large enough sample. For example, the results of tossing a coin 100 times meets these criteria.

ANOVA:

Analysis of variance (ANOVA) is an analysis tool used in statistics that splits the aggregate variability found inside a data set into two parts: systematic factors and random factors. The systematic factors have a statistical influence on the given data set, but the random factors do not.

4. Descriptive Analysis of Primary Data:

This part of study is mainly focused on verifying main objectives of study. Researcher used Chi square, simple percentage and graphs as statistical tool for analysis of data. The survey was conducted among employees in Precision Infomatic Pvt Ltd Chennai.

The total population is 1020 employees the sample population of my study is 150 employees. Based on the population I took 13% of the total population as sample size

Table 4.1: Designation of the Respondents

S.No	Valid	Frequency	Percent	Valid Percent	Cumulative Percent
1	Marketing Executive	24	16	16	16
2	Service Executive	71	47.3	47.3	63.3
3	Network Service	40	26.7	26.7	90
4	Software Executive	15	10	10	100
	Total	150	100	100	

Source: Computed Table

Interpretation:

In the above specified table 16 % respondents are marketing executives, 47% respondents are service executives, 27% respondents are network executives and 10% are software executives. Based on the analysis 47% of respondents are service executives in the organization.
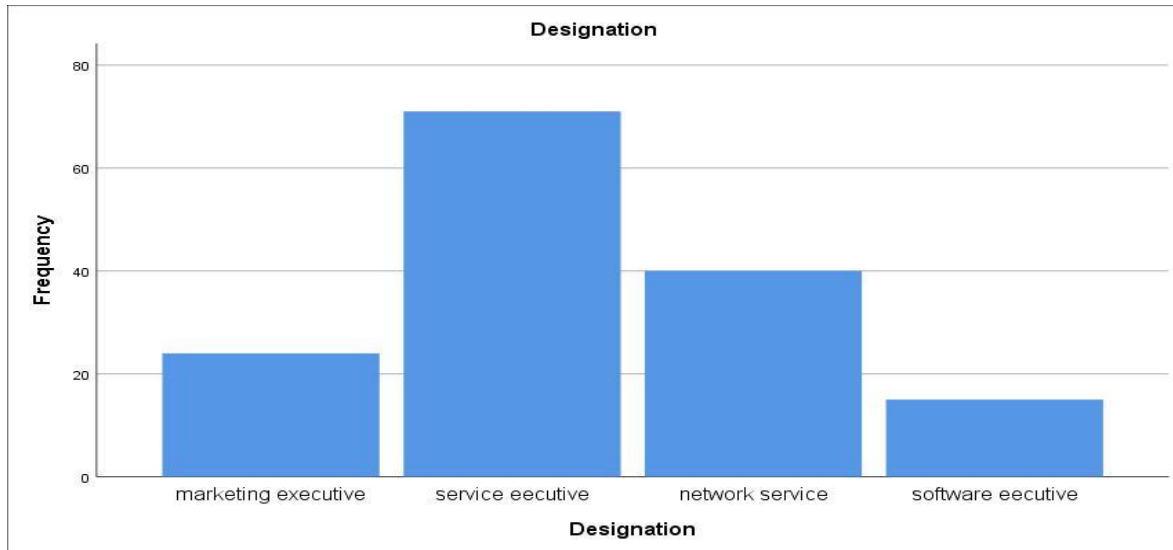
Chart 4.1

Table 4.2: Gender of the Respondents

S.No	Valid	Frequency	Percent	Valid Percent	Cumulative Percent
1	Male	92	61.3	61.3	61.3
2	Female	58	38.7	38.7	100
	Total	150	100	100	

Source: Computed Table

Interpretation:

In the above specified table 61% are male respondents and 39% are female respondents. According to this table 61 percent of respondents are male in the concern.
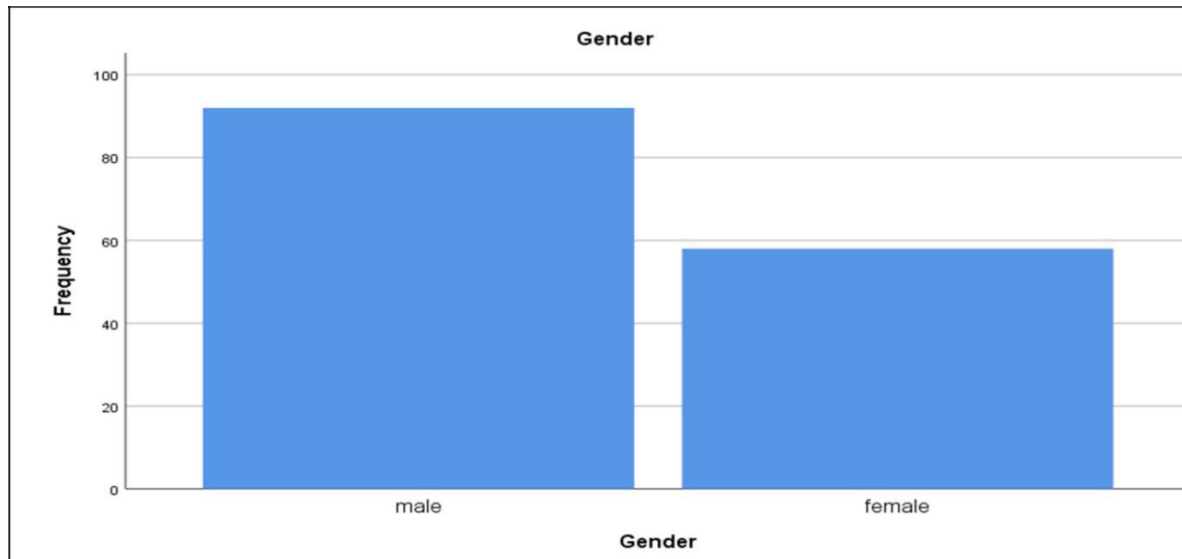
Chart 4.2

Table 4.3: Does your organization should encourage the involvement of your family members in work-achievement reward functions?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	60	40	40	40
	Agree	58	38.7	38.7	78.7
	Strongly Disagree	32	21.3	21.3	100
	Total	150	100	100	

Source: Computed Table

Interpretation:

In the above mentioned table 40% respondents are belongs to strongly agree, 39% respondents are belongs to agree, 21% respondents are belongs to strongly disagree. According this table most of the respondents belong to strongly agree

Cart 4.3
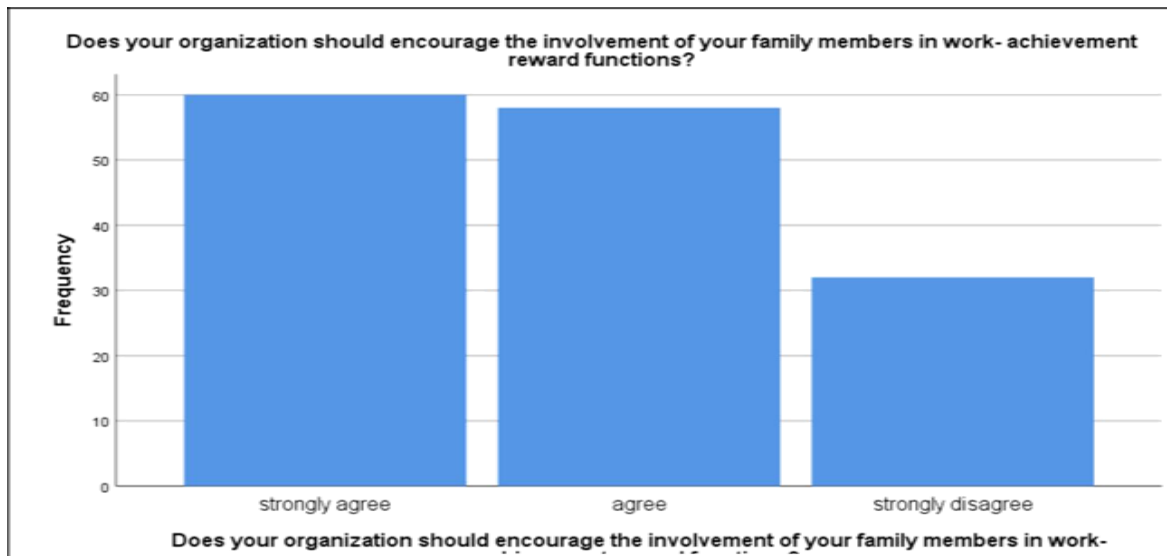
5. Conclusion:

It is concluded from the perception of the sample respondent Precision Infomatic private ltd, a good number of respondents expressed positively or confident enough to balance their routine work smoothly /comfortably. Due to some economic, family problems, inefficiency, lack of commitment some of the sample respondents are expressed their inability to balance their work and it is also proved that the significant level is high on some of the practices like working hours, flexible stating time, present hours of work, and training given to the employees and compulsory overtime. Hence it is concluded that Precision Infomatic pvt ltd employees are more satisfied with our work. Therefore it is suggested that the management of selected organizations to plan and take necessary steps to overcome their inhibition and motivate them to enhance their personality and performance by providing stress reducing activities like rest rooms for relaxation, social meetings, workers participation, refreshment as and when necessary, recreational facilities, regular breaks, superior and sub-ordinate relations, periodical counseling for healthy and productive environment. Thus, managing and organizing both work and life of employees systematically and strategically in precision Infomatic private limited.

6. References:

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