A STUDY ON WORK-LIFE BALANCE AT SRITX HI-TECHMACHINES, COIMBATORE

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ABSTRACT

This research study focuses on investigating the work-life balance within the organizational context. In today's fast-paced and demanding work environment, achieving a healthy equilibrium between work responsibilities and personal life has become increasingly important for employees and organizations alike. This study aims to explore the factors influencing work-life balance, the impact of work-life balance on employee well-being and productivity to support and enhance work-life balance. The findings of this study are expected to provide valuable insights for organizations, policymakers, and individuals seeking to enhance work-life balance and foster a healthier and more productive work environment. By identifying the key factors that contribute to work-life imbalance, organizations can develop targeted interventions, policies, and practices to promote work-life integration and support employees' well-being. Additionally, this research will contribute to the existing literature on work-life balance, bridging the gap between theoretical frameworks and real-world experiences. Keywords – work-life balance, productivity, organizational performance.

1. INTRODUCTION

In today's dynamic and competitive business environment, achieving a healthy work-life balance has become increasingly crucial for employees and organizations alike. The concept of work-life balance refers to the equilibrium between work responsibilities and personal life, encompassing various aspects such as fulfilling work obligations, maintaining personal relationships, pursuing hobbies, and taking care of one's physical and mental well-being. A harmonious work-life balance not only benefits individual employees in terms of their overall well-being and satisfaction but also contributes to enhanced productivity, increased employee engagement, and improved organizational performance. By examining the factors influencing work-life balance, assessing the current level of work-life balance, and understanding the experiences and perceptions of employees, this study will provide valuable insights for the company's management to enhance work- life balance initiatives and policies.

2. OBJECTIVE

- To identify the factors influencing work-life balance
- To assess the current level of work-life balance among employees in the organization.
- To identify the challenges and opportunities faced by employees in achieving work-life balance.
- To provide recommendations for improving work-life balance initiatives and policies.

3. LITERATURE REVIEW

Work-Life Balance: A Review of the Literature by Greenhaus, Collins, and Shaw (2003): This literature review provides a comprehensive overview of the concept of work-life balance, exploring different definitions, theoretical frameworks, and measurement approaches. It examines the impact of work-life balance on various outcomes, including job satisfaction, organizational commitment, and physical and mental health. The review also discusses the factors influencing work-life balance, such as work demands, family responsibilities, and organizational support. Work-Life Balance Practices: A Review of the Literature by Allen, Herst, Bruck, and Sutton (2000): This review focuses specifically on work-life balance practices and initiatives implemented by organizations. It examines the effectiveness of various practices, such as flexible work arrangements, childcare support, and employee assistance programs. The review explores the benefits and challenges associated with these practices and discusses the role of organizational culture and leadership in promoting work-life balance. Work-Life Balance and Employee Well-being: A Review of the Literature by Kossek and Ozeki (2018): This literature review explores the relationship between work-life balance and employee well-being. It examines the impact of work-life balance on various dimensions of well-being, including physical health, mental health, family functioning, and overall life satisfaction. The review also discusses the role of individual and organizational factors in influencing work-life balance and employee well-being.

Work-Life Balance and Organizational Performance: A Literature Review by Luchak and Gellatly (2007): This review focuses on the relationship between work-life balance and organizational performance. It examines the impact of work-life balance on outcomes such as employee productivity, job performance, and organizational commitment. The review also discusses the mechanisms through which work-life balance influences organizational performance, including employee satisfaction, engagement, and retention.

4. RESEARCH METHODOLOGY

The research used in the project is Empirical method of research. The study used both primary as well as secondary data. The primary data was collected from the employees of Sritex Hi-tech machines. The study was conducted with the help of field survey technique among 150 employees. The respondents were selected by simple random sampling. Well-structured questionnaires were prepared and circulated among selected respondents.

Method Of Data Collection

There are two types of data collection. They are:

Primary Data

➢ Primary data refers to the pure and the fresh data which are collected for the first time.

➢ The primary data was collected from the response of the employee using questionnaire for this study.

Secondary Data

➢ Secondary data refers to the data which are already collected by some researchers in the past and is available in published or unpublished form.

➢ The secondary data for this study has been obtained from international journals and company websites.

Sample Size

The sample size for the present study is 106

Tools Used

The tool used in this study is mean analysis.

5. ANALYSIS AND INTERPRETATION

5.1 DATA ANALYSIS DEMOGRAPHIC STATISTICS

Table No. 5.1 Demographic Profile

Demographic Profile	Categories	Number	Percentage
Age	20-25 years	23	21.7%
	26-30 years	35	33.0%
	31-35 years	30	28.3%
	Above 35 years	18	17.0%
Gender	Male	60	56.6%
	Female	46	43.4%
Marital Status	Married	62	58.5%
	Unmarried	44	41.5%
IncomeLevel	Below 10000	15	14.2%
	10000-15000	41	38.7%
	15000-20000	37	34.9%
	Above 12000	13	12.3%
Experience	Less than 1 year	32	30.2%
	1-2 years	41	38.7%
	2-5 years	20	18.9%
	Above 5 years	13	12.3%

Source: primary data

Interpretation

The above table shows that, most of the people are 26-30 years old, most of the people are male, most of the people are married, most of the people have income level 10000 - 15000 and most of the people are 1-2 year experienced.

Descriptive Statistic

Table No 5.2 Descriptive Analysis

Descriptive Profile	Categories	Number	Percentage
Work LifeBalance	Highly satisfied	22	20.8%
	Satisfied	24	22.6%
	Neutral	8	7.5%
	Dissatisfied	42	39.6%
	Highly dissatisfied	10	9.4%
Satisfaction ofWorking Hours	Highly satisfied	20	18.9%
	Satisfied	14	13.2%
	Neutral	17	16.0%
	Dissatisfied	43	40.6%
	Highly dissatisfied	12	11.3%
Work Pressure	Highly satisfied	26	24.5%
	Satisfied	23	21.7%
	Neutral	29	27.4%
	Dissatisfied	18	17.0%
	Highly dissatisfied	10	9.4%
Organization Initiative to Manage Work Life	Highly satisfied	17	16.0%
	Satisfied	27	25.5%
	Neutral	27	25.5%
	Dissatisfied	19	17.9%
	Highly dissatisfied	16	15.1%

Source: primary data

Interpretation

From the above table most people are dissatisfied with their work-life balance, most people are dissatisfied with their working hours, most people have a neutral opinion regarding their work pressure, and most of the people are neither dissatisfied nor neutral with an organization taking the initiative to manage work-life balance.

6. FINDINGS

- Work-Life Balance: Most people are dissatisfied with their work-life balance.
- Working Hours: Most people are dissatisfied with their working hours.
- Work Pressure: People have a neutral opinion regarding their work pressure.
- Organization Initiative: Most people have a positive view of organizations taking initiative to manage work-life balance.

In summary, work-life balance and working hours are areas of dissatisfaction, while work pressure and organizational initiatives receive mixed perceptions.

7. SUGGESTIONS

Enhance Flexibility: Organizations should consider implementing flexible work arrangements, such as remote work options or flexible working hours, to accommodate the diverse needs and preferences of employees.

Promote Work-Life Integration: Encourage a culture that supports integrating work and personal life by promoting a healthy work-life balance. This can include initiatives like designated breaks, wellness programs, and fostering open communication about personal commitments and boundaries.

Prioritize Time Management: Provide training and resources to help employees effectively manage their time, prioritize tasks, and set boundaries to optimize work-life balance.

8. CONCLUSION

The findings indicate that there is a significant dissatisfaction with work-life balance and working hours among individuals. However, there is a neutral opinion regarding work pressure, suggesting a mixed perception. On a positive note, most individuals have a favorable view of organizations taking initiative to manage work- life balance.

To address these concerns, organizations should focus on enhancing flexibility, promoting work-life integration, and prioritizing time management. By implementing these suggestions, organizations can create a more supportive work environment that allows employees to achieve a better work-life balance, leading to increased satisfaction and overall

well-being

9. REFERENCES

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