

WORK-LIFE BALANCE OF EMPLOYEES IN AMAZON INDIA LIMITED.

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ABSTRACT

The project about –Work Life Balance deals with any activity, which takes place at every level of organization, which seeks greater organizational effectiveness through the enhancement of human dignity and growth.

This helps to determine better for themselves what actions, changes and improvements and desirable and workable in order to achieve a balanced work life for the employees.

In this rapid evolving world Everyone faces the issue of time management at one point or another, but as more and more people deal with working at one or more jobs, fighting long commutes, managing a household, attending school or other training, raising one or more children, responding to increasing work and time pressures of the shrinking workplace, and dealing with aging parents, the days often seem to last long into the night and vacation and leisure time seem to be consumed with issues other than relaxation and personal fulfillment.

Keywords: Financial Statements, Proposed Tools.

1. INTRODUCTION

It can be difficult to find a balance between our work and personal lives sometimes. Whether you're experiencing the end of a relationship, the disappointment of plans falling through or conflicts with loved ones, the urge to allow your emotions to control all aspects of your life can be overwhelming. While sometimes working can bring solace and a distraction from problems, other times you simply can't concentrate. Your attention just isn't there.

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During those times, it is important to remember that you work in order to have a good life, not the other way around. It is acceptable to have days where you don't feel 100% and can't give your best. On the other hand, though, it is important not to be so preoccupied with your feelings that you are unable to come out of them and move forward after a bit of time has gone by. Fortunately, there are ways that you can help yourself balance your emotions and your commitments during hard times.

Randall. S. Hansen says that how much of your work invading your personal life and how much of your personal life is affected by the stress of trying to balance all the responsibilities in your life is termed as work life balance.

MEANING AND DEFINITION

This chapter reviews the multiple definitions of work-life balance, including definitions focused on the equity of time spent in the work and non-work domains, satisfaction with performance/time spent in each domain, and the salience of each role for an individual.

There is a general consensus that a preferred definition should focus on work-life rather than work-family, in order to include non-family responsibilities and demands, such as study or travel commitments. The chapter also discusses the common antecedents and consequences of work-life balance arising from both work and non-work domains. These include work demands and resources, family demands and resources, and personality antecedents including evidence associating psychological capital constructs with work-life balance. Finally, this chapter considers the future directions for work-life balance research, focusing on technological advancements (e.g., Fitbits) and individual levels of mindfulness and resilience

2. REVIEW OF LITERATURE

ARTICLE: 1

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Title: The role of work life balance for organizational commitment

Author: Inge Hutagalung, Mochamad Soelton

Source: Management Science Letters 10 (2020) 3693–3700

Abstract:

This study aims to examine and analyze the influence of work-life balance and emotional intelligence on turnover intention with organizational commitment as an intervening variable. The research method used in this research is descriptive method. The population of this study is employees in a computer spare parts distribution company with a sample of 60 respondents. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tool 3.2.8. The results show that work-life balance had a positive and significant effect on organizational commitment. Emotional intelligence had a positive and significant effect on organizational commitment. Work-life balance had a negative and significant effect on turnover intention. Emotional intelligence had a positive and significant effect on turnover intention and finally, organizational commitment has a negative and significant effect on turnover intention.

ARTICLE: 2

Title: Relationship between Work-life Balance and Employee Commitment among professionals in Nigeria: A study on radio Journalists in Kano

Author: Salihu Sule Khalid, Abubakar Tijjani Ibrahim

Source: International Journal of Business and Tehnopreneurship

Abstract:

This study aims to investigate the relationship between work-life balance and employee commitment among journalists in Nigeria. It also seeks to determine the influence of demographic factors on employee commitment among the respondents. The participants of the study are journalists working with 13 public and private radio stations operating in Kano State, Nigeria. The data was collected using a seven-point Likert-scale questionnaire administered on a sample of 169 respondents. The respondents were drawn from a total of 396 journalists in the radio stations. Descriptive and Inferential statistics were used to analyze the data obtained. Correlation analysis result indicated a strong positive correlation between work-life balance and employee commitment among journalists in Kano, Nigeria while Mann-Whitney test and Kruskal-Wallis test revealed no significant difference in employee commitment of journalists based on gender and age. The result exposes the worthiness of initiating and employing work-life balance programs by employers in Nigeria as balanced work-life among the respondents translates into an increase in their employee commitment level. The researchers suggest that future studies should investigate work-life balance initiatives that are appealing to workers in Nigeria. They should also expand the study population by carrying out the study at zonal or national level incorporating journalists from other variants of the profession.

ARTICLE: 3

Title: International Journal of Business and Tehnopreneurship

Author: Joseph Olawale Odeleye (BA, ASM, CFA)

Source: Abeokuta Ogun State Nigeria

Abstract:

Increased imbalance between work life balance of employees is an alarming issue now-a-day. Therefore, objective of this study is to investigate the effects of work life balance and employee commitment with a special reference to selected commercial banks in AbeokutaOgun State. A structured questionnaire was used to gather data from the sample of fifty-eight (58), Taro Yamene's formula was applied to determine the sample size which was selected from the total population. The desired sample size was selected by the use of convenience sampling techniques. The main research instrument used is questionnaire they were administered personally with severe questions relating to the research objectives. Both independent and dependent variables are measure on Likert Scale rating. The Likert Scale assessment criteria are ranked on a 4-point scale. Statistical Package for Social Science (SPSS, version 23.0) program was used to analyze the data. Demographic data was produced by using frequency and percentage tables. The hypotheses were tested using Analysis of Variance (ANOVA) and Multiple Regression analysis. This study certainly answers the question regarding the impact of work life balance on employee commitment. Having discovered that work life balance has effect on employee commitment, it was recommended that employee should maximize to balance work and other responsibilities with their family members and also find time to take care of their health as well as participating in sports and recreations.

SEARCH GAP:

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maximize to balance work and other responsibilities with their family members and also find time to take care of their health as well as participating in sports and recreations.

OBJECTIVES:

- ❖ To study about the work life balance of the company.
- ❖ To study how the nature of family structure influences work related stress.
- ❖ To know that employees position in the firm affect their balance between dual life.
- ❖ To know that employees are willing to take advantage of flexible schedule.
- ❖ To know if individuals are able to attend their family as well as office gathering.
- ❖ To know that long working hour affect individual efficiency.

3. RESEARCH METHODOLOGY

Need For the Study

Work life balance covers various aspects under the organizational behaviour. Thus the work life balance should be broad in its scope. It should evaluate the attitude of employees towards the personal policies. The research will be helpful in understanding the current position of the respective company and provide some strategies to extent the employee satisfaction based on the internal facilities of the company.

This research can be further used to evaluate the facilities provided by the management towards the employees.

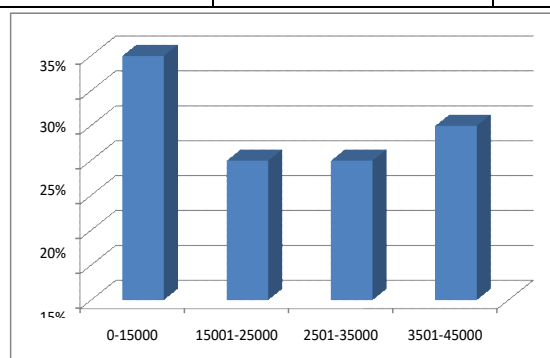
Scope Of the Study:

The study with the prime objectives of ascertaining the employees towards the Work Life balance program, which are required to perform their jobs effectively In Amazon. The studies include managers and employees.

DATA ANALYSIS & INTERPRETATION:

The Income (Salary)

Income(salary)	No of respondents	%
0-15000	35	35%
15001-25000	20	20%
2501-35000	20	20%
3501-45000	25	25%
Total	100	100%

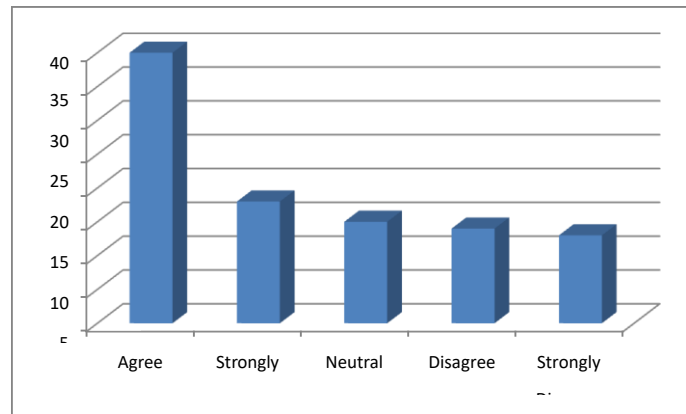


Interpretation:

The table showing the majority of the employees will get the 0-15000 Income (salary) and 25% of the employees get the 3501-45000 and 20% of the respondents get the 2501-35000.

Flexible Starting Time

Flexible Starting Time	No of respondents	%
Agree	40	40
Strongly agree	18	18
Neutral	15	15
Disagree	14	14
Strongly Disagree	13	13

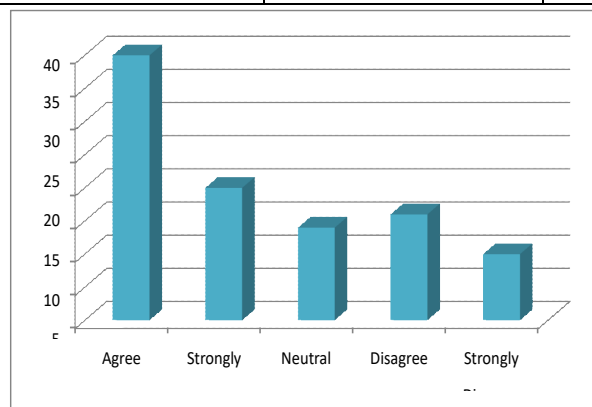


Interpretation:

From the above table, 18% of employees Strongly Agree and 40% of the employees Agree that their starting time is flexible. 13% of the employees Strongly Disagree and 14% of the employees Disagree that starting time is not flexible. The difference in the opinion clearly reveals that majority of the employees agree that they have flexible starting time.

Flexible Finishing Time

Flexible Starting Time	No of respondents	%
Agree	40	40
Strongly agree	20	20
Neutral	14	14
Disagree	16	16
Strongly Disagree	10	10



Interpretation:

From the above table, 20% of employees Strongly Agree and 40% of the employees Agree that finishing time is flexible. 10% of the employees Strongly Disagree and 16% of the employees Disagree that finishing time is not flexible. The difference in the opinion clearly reveals that majority of the employees agree that they have flexible finishing time.

4. CONCLUSION

Amazon India Limited provides its employees with a good organizational culture and working conditions. This has led the employees to feel that they are a part of the family and they look upon the company as their own.

The employees have high working arrangements, flexible working hours; they also have a good support from their managers and their team members. The involvement and commitment of the employees to the company is very high.

The key word is balance. You need to find the right balance that works for you. Celebrate your successes and don't dwell on your failures.

5. REFERENCES

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