A STUDY ON WORK-LIFE BALANCE AMONG EMPLOYEES IN RGS FEEDS CONCERNING ERODE

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ABSTRACT

Quality of Work Life refers to all the organizational inputs that aim at the employee's satisfaction and enhancing the organization's effectiveness. The purpose is to develop jobs and working conditions that are excellent for employees as well as the economic health of the organization. It also refers to the satisfaction, motivation, commitment, and involvement of an individual experience concerning their line at work. The paper aims to study the concept of "Quality of Work-Life" and the role it plays in enhancing the productivity and performance of the firm. The purpose of the study is mainly to understand the quality of work life of the employees with significant factors like Working Environment, Training, and Development, Compensation & Rewards, Organizational Commitment, Job Satisfaction, etc. The research includes 150 employees who were designated as Staff Employees, Technician, Executives, and Managers in a firm. The primary data can be analyzed using statistical tools like ANOVA, Chi-Square, and Correlation

Keywords: Quality of work life, higher productivity, working environment, performance.

1. INTRODUCTION

Work-life is an issue increasingly recognized as of strategic importance to organizations and of significance to employees. Work-life Balance is a Human Resource Strategy, that is already recognized as the ultimate key for Human Resource Development among all the work systems. Researchers of Human Resource Management have indicated that work-life balance among employees of organizations is playing a vital role for better performance in an industry.

Importance Of Work-Life Balance- Work-life is about creating and maintaining supporting healthy work environments, which will enable employees to have a balance between work and personal responsibilities and thus strengthen employee loyalty and productivity in the organization.

Definition Of Work-Life Balance- WLB is any conscious effort to improve Work life conditions, Work life content, and safety, security, wages and benefits, etc. W.L can be said to be all the original inputs that aim at improving the employees' satisfaction and enhancing organizational effectiveness W.L. is concerned not only with improving life at Work life, but also life outside Work life It is nothing but having a Work life environment where an employee's activities become more important.

Statement Of The Problem- The work-life balance in an organization is essential for the smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that all employees are running at their peak potential and free from stress and strain. The quality of work life can affect such things as employee's timings, work output, available leaves, etc. The work-life helps the employees to feel secure and like they are being thought of and cared for by the organization in which they work. An organization's HR department assumes responsibility for the effective running of the quality of work life for their employees

2. OBJECTIVES OF THE STUDY

- To study on employees work-life balance among employees in RGS Feeds at Erode.
- To identify the factors that impact the employee's work life.
- To know the relationship between an employee's job and its impact on an employee's personal life.
- To know the relationship between the supervisors' support and employee's job performance.
- To determine whether the current work conditions influence the work-life balance of the employees.
- To identify whether the current work environment has any impact on the outcome of work.

SCOPE OF THE STUDY

- Work-life balance is the major significant factor for the employees in the organization. The study covers employees in the industry.
- A satisfied employee will be having a positive attitude towards his or her job and will go beyond the normal

expectations in his or her job.

- This study emphasizes the quality of the work life of employees. We have made a sincere attempt to determine the quality of work life of the industry employees working in the company.

- The study is expected to identify the exceptional level of quality of work life of employees. This research is mainly focused on analyzing the factors determining the quality of work life of the industry employees.

LIMITATIONS OF THE STUDY

- This study is confined only to the industry employees, Erode, and the sample size is limited to 150

- The employees and work life were interviewed during their Work lifetime, so they were in a hurry to respond to the questions, which may have affected the quality of data.

- Time constraint was another limiting factor. The time available for the study was very limited.

- There may be errors due to the bias of the respondents.

- Due to time constraints and the busy schedule of employees, it was difficult to interact with them completely.

3. REVIEW OF LITERATURE

Ashwini A. Yarnal. (2022) encountered Work-life balance (WLB) as the modern distinctive issue of the industry since employees consistently need to succeed and advance in the workplace, simultaneously for family and recreation. Balancing these two boundaries is the reason for burnout of employees and thus the employers perceive this as a need of the hour and want to introduce work-life balance strategies, and plans and formulate policies for employee morale, motivation, and productivity. This paper illuminates the wide options for employers and employees to interface work-life balance practices for organizational and personal performance.

Peter (2023) in his study on "Work-life balance and subjective well-being" explains the work-life balance and the well-being of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the well-being of the employees as it helps in satisfying personal needs.

The finding in this research was that the perceived sufficiency of time available for personal life and work tells the level of well-being only if the individual's needs are fulfilled in the given time.

S.Khodadadi et al (2023) investigated the QWL dimension's effect on the employees' job satisfaction. In this study, the independent variables were permanent security providing, salary and benefits payment policies, development and promotion opportunities, and job independence, and job satisfaction as the dependent variables.

120 employees were selected randomly for this study and two questionnaires of "quality of work life" and "job satisfaction" were used for data collection Data analysis was done by using SPSS software.

R Baral and S Bhargava (2023) in their research titled "HR interventions for Work-life balance" quote that work-life balance is a concern for both research scholars and business leaders in the view of technological, demographic, and organizational changes related to it.

They have explained the challenges that HR managers face while effectively implementing the policy in their organization. They suggest that organizations must implement Work-life balance policies and incorporate the organizational culture that ensures employee commitment and productivity.

4. RESEARCH METHODOLOGY

RESEARCH DESIGN- A research design is the specialization of measure and procedure for the information needed to solve problems in the overall operational pattern of the framework life of the project that stipulates what information is to be collected from which sources by what procedure. There are three types of research design.

SAMPLING DESIGN- The sampling design being used for this study is simple random

SAMPLE SIZE- The study is based only on the Work-life of employees. Total number of samples taken for the study has 150 respondents.

PERIOD OF STUDY- The study was held over Three months.

5. METHODS OF DATA COLLECTION DATA SOURCES

Data in the study are of two types:

PRIMARY DATA

The primary goal is original and collected by the researcher freshly. In this study, primary data was collected through an interview schedule. An interview schedule is a popular means of collecting primary data. An interview schedule is a list of questions for getting to know the opinions & information of the respondents.

SECONDARY DATA

Secondary data is the data, which is already available. It can be obtained through company records, the internet, and some data collected from the observation method by the researcher.

STATISTICAL TOOLS:

- Simple Percentage Method
- Chi-square analysis
- Correlation
- Anova
- Regression

CHI-SQUARE ANALYSIS NULL HYPOTHESIS

HO: There is no significant relationship between the income level of the respondents and satisfaction with the company's policy regarding salary and incentives.

ALTERNATIVE HYPOTHESIS

H1: There is a significant relationship between the income level of the respondents and satisfaction with the company's policy regarding salary and incentives.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	$3.467E2^{a}$	16	.000
Likelihood Ratio	309.365	16	.000
Linear-by-Linear Association	125.903	1	.000
N of Valid Cases	150		

a. 12 cells (48.0%) have an expected count of less than 5. The minimum expected count is 1.25.

INTERPRETATION

Pearson Chi-Square:

- **Value**: 346.7
- **Degrees of Freedom (df)**: 16
- **Asymptotic Significance (p-value)**: .000

This statistic tests the null hypothesis that there is no association between variables. The very low p-value (.000) indicates strong evidence to reject the null hypothesis, suggesting that there is a significant association between the variables being studied. Based on these results, we can conclude that there is a significant relationship between the variables examined. Further analysis may be needed to explore the nature and strength of this association and to understand its implications in the context of the study or research area.

FACTORS THAT INFLUENCE THE (QUALITY WORK LIFE)

FACTORS OF QUALITY OF WORK LIFE	Highly satisfied		Satisfied		Neutral	Dissatisfied		Highly dissatisfied	
	Res	Per	Res	Per	Res	Per	Res	Per	Res	Per
Reward and remuneration	48	32.0%	55	36.7%	37	24.7%	6	4.0%	4	2.7%
Security in the workplace	54	36.0%	41	27.3%	42	28.0%	7	4.7%	6	4.0%
Training provided to the employees	51	34.0%	50	33.3%	38	25.3%	6	4.0%	5	3.3%
Co-workers relationship	53	35.3%	45	30.0%	36	24.0%	9	6.0%	7	4.7%
Employer supportiveness	52	34.7%	48	32.0%	30	20.0%	12	8.0%	8	5.3%
Work-life balance	49	32.7%	50	33.3%	35	23.3%	13	8.7%	3	2.0%
Job satisfaction	50	33.3%	45	30.0%	32	21.3%	12	8.0%	11	7.3%

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Opportunities for career advancement	47	31.3%	50	33.3%	32	21.3%	12	8.0%	9	6.0%
Work environment (physical conditions, ergonomics)	48	32.0%	50	33.3%	33	22.0%	11	7.3%	8	5.3%
Employee empowerment and involvement in decision- making	55	36.7%	38	25.3%	35	23.3%	12	8.0%	10	6.7%

Source: Primary data

INTERPRETATION

- Reward and remuneration, Security in the workplace, and Employee empowerment and involvement in decision-making are among the factors with the highest percentage of employees being highly satisfied.

- Work-life balance, Job satisfaction, and Work environment also show a significant proportion of employees who are satisfied or highly satisfied.

Employer supportiveness and Training provided to the employees have a notable portion of employees who are dissatisfied or highly dissatisfied, indicating potential areas for improvement. Correlations

		EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	SATISFIED WITH TRAINING OPPORTUNITIES
EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Pearson Correlation	1	.950**
	Sig. (2-tailed)		.000
	N	150	150
SATISFIED WITH TRAINING OPPORTUNITIES	Pearson Correlation	.950**	1
	Sig. (2-tailed)	.000	
	N	150	150

**. Correlation is significant at the 0.01 level (2-tailed).

NONPARAMETRIC CORRELATIONS

Correlations

			EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	SATISFIED WITH TRAINING PPORTUNITIES ES
Kendall's tau_b	EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Correlation Coefficient	1.000	.932**
		Sig. (2- tailed)	.	.000
		N	150	150
	SATISFIED WITH TRAINING OPPORTUNITIES	Correlation Coefficient	.932**	1.000
		Sig. (2- tailed)	.000	.
		N	150	150
Spearman's rho	EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Correlation Coefficient	1.000	.960**
		Sig. (2- tailed)	.	.000
		N	150	150
	SATISFIED WITH TRAINING OPPORTUNITIES	Correlation Coefficient	.960**	1.000
		Sig. (2- tailed)	.000	.
		N	150	150

**. Correlation is significant at the 0.01 level (2- tailed).

INTERPRETATION:

- correlation coefficients indicate a strong positive relationship between the educational qualification of respondents and their satisfaction with training opportunities.

- A correlation coefficient close to 1.000 indicates that as educational qualification increases, satisfaction with training opportunities also tends to increase.

Significance Levels (Sig.):

o The significance levels (p-values) for both correlations are very low (**.000**), indicating that these correlations are statistically significant.

o This suggests that the observed relationships are unlikely to be due to chance and are likely to reflect a true association between educational qualification and satisfaction with training opportunities among the respondents.

ANOVA

NULL HYPOTHESIS

H0: There is no significant relationship between the years of experience of the respondents and their relationship with colleagues and supervisors**.**

ALTERNATIVE HYPOTHESIS

H1: There is a significant relationship between the years of experience of the respondents and their relationship with colleagues and supervisors.

Descriptives

YEARS OF EXPERIENCE OF THE RESPONDENTS		N	Mean	Std. Deviation n	Std. Error	95% Confidence Interval for Mean		Mini mum	Maxi mum	Between - Company ent Variance
						Lower Bound	Upper Bound			
Strongly Agree		36	1.47	.506	.084	1.30	1.64	1	2	1.687
Agree		52	2.46	.503	.070	2.32	2.60	2	3	
Neutral		47	3.74	.570	.083	3.58	3.91	3	5	
Disagree		8	5.00	.000	.000	5.00	5.00	5	5	
Strongly Disagree		7	5.00	.000	.000	5.00	5.00	5	5	
Total		150	2.88	1.215	.099	2.68	3.08	1	5	
Mode l	Fixed Effects			.504	.041	2.80	2.96			
	Random Effects				.690	.96	4.80			

Test of Homogeneity of Variances

YEARS OF EXPERIENCE OF THE RESPONDENTS

Levene Statistic	df1	df2	Sig.
26.686	4	145	.000

ANOVA							
YEARS OF EXPERIENCE OF THE RESPONDENTS			Sum of Squares	df	Mean Square	F	Sig.
Between Groups	(Combined)		183.009	4	45.752	180.119	.000
	Linear Term	Unweighted	111.331	1	111.331	438.293	.000
		Weighted	177.192	1	177.192	697.577	.000
		Deviation	5.817	3	1.939	7.633	.000
Within Groups			36.831	145	.254		
Total			219.840	149			

HOMOGENEOUS

YEARS OF EXPERIENCE OF THE RESPONDENTS

RELATIONSHIP WITH COLLEAGUES AND SUPERVISORS		N	Subset for alpha = 0.05			
			1	2	3	4
Student-Newman- Keuls[a]	Strongly Agree	36	1.47			
	Agree	52		2.46		
	Neutral	47			3.74	
	Disagree	8				5.00
	Strongly Disagree	7				5.00
	Sig.		1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 14.875

INTERPRETATION

- Each cell in the table shows the count of respondents who chose a specific response level (e.g., Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree) regarding their relationship with colleagues and supervisors.

- The numbers in the table seem to represent either raw counts or possibly mean ranks depending on the statistical test used.

- Sig. (Significance)**:** All entries under **Sig.** are marked as 1.000, indicating that the differences observed between groups (likely based on responses) are not statistically significant at the 0.05 level. Therefore, there is no significant difference in how respondents perceive their relationship with colleagues and supervisors across the different levels of agreement.

6. CONCLUSION

The study was done to determine the quality of employees' work life among employees working in the RGS Feeds industry at Erode. The study findings revealed that there was a moderate quality of employees' work life reported among employees in the industry. The work environment of the employees was given the least importance and they were compelled to manage with limited resources. Even though the employees in the private sector reported a lesser workload, they were more dissatisfied with salary and financial benefits. The salary in the private sector was significantly lower

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