

A comprehensive study on work life balance at Insplore TLS Consultants Pvt. Ltd.

¹Sumad Nikita ²Prof. Krina Anadkat

Student of Darshan Institute of Management, Darshan University, Rajkot, India.

Assistant professor, Darshan Institute of Management, Darshan University, Rajkot, India.

E-Mail: ¹sumalnikita066@gmail.com, ²krina.anadkat@darshan.ac.in

ABSTRACT

This study is about employees work life balance at INSPLORE TLS company ltd Delhi. This study majors aim to employees work life balance. And aware about how many employees balance work life balance employees for that purpose questionnaires were different problem and questionnaires design by different collect primary data form employees of the company. Here researcher was taken main objective employees to identify the factors the employee work life balance. To know the relationship between employees' job and its impact on employee's personal life. To know the relationship between the supervisor's support and employee job performance. after testing Anova single factor and conclude that most of employees not balance work life.

INTRODUCTION

Indian working time of any organization by the act of 1948. Every day not more than work time in 9 hours. Work life balance means a person 50% time spend your work and 50% time spend your family so proper balance create of life balance Work life balance person your work and family, health, friends and personal interest to time spend so that proper balance in life. Its proper balance in life professional and personal life so person achieve a goal and personal relationship.

RESERCH PROBLEM

Management and employees in every organization try to achieve goals of the organization. Employees need knowledge, skills, job satisfaction, supervisor and peer support to execute the responsibilities effectively.

Since employees need to concentrate on their work and family responsibilities, many a times either one of them will overtake the another one leading to imbalance in family life and work.

LITERATURE REVIEW

A Nancy R. Lockwood (June 2003), says that in there study a best environment of work place here employees are satisfied. Sometime more work employee not more time spend their family so arise conflict. Employees give a leave a function and other cases so that employees work effective. Employee are satisfied her work so absenteeism less and proper work.

Dr. K. Siva Nageswara Rao, and MS. Shilk Maseeha (June 2009), in their research if employees work over time so employee Felt stressful and burden of work life so employee give best culture and environment. Employees give time for enjoy your personal life. Employees maximum facility to work place. Research through to know women is better that man work life balance.

A VaSumathi (2018), studied that woman more responsibility a work and family balance. women working stress most affect current days nuclear family. Women conflict work and child responsibility. Flexible working hours on women work and working women travelling issue and safety and squirty on work best culture. Women do not able to success a family support.

Prof. Ashok Kumar R.S and Dr. T.P Renuka – Murthy, says that this study aimed to Employees personal life and professional life create balance. Employee motivation toward the work. Work culture healthy environment employee loyal toward the organization satisfied employees personal needs. A proper work life balance so reduces a stress level.

Alma McCarthy, Colette Darcy, Geraldine Gardy (2009), conduct the study many workers a search for part time job because not propre balance in work and life balance. Manager attitude always positive toward your organization and employees so good relation create and achieve your goal and success. If managers and employee an implement a policy automatic work life balance to be done.

MS. Sarit Sumbit Parida (2016), in his study says that a work life balance poor work so stress create. Now day women are working so more responsibility increase. Many types of benefits of employees a working women factory act related benefit maternity benefit women employee. Employee priority children so give time family. Employee give more benefits and best culture so absenteeism less.

Michael white, Stephen Hill, Patrick Mc Govern, colin Mills and Deborah Smeaton (june-2003), examine that young employee do not like to overtime work. Employee age most of affect in work life balance. Employee give a family and friendly culture in work life balance and automatic high performance and archive

goal. If there is employee satisfied work high performance in work. Now a days couple earn money more affect work life balance.

Flora F.T. Ching, Thomas A. Britch, Ho Kwong Kwan (2009), had research if the organization follow HR policy so work easy and effectively done. If employee less than working employees so that face the problem overtime work and stress create employee. Many times, high demand of working employees.

Prof. Loan Lazar and Patricia ratiu (2010), says that in there research now a days more and more nuclear family so responsibility increase. Effect on demography and economics factors less commitment on work and less productivity so that weak work life balance. If manager supportive and coworkers supportive and friendly and family culture so automatic work life balance. Many employees' student prefers part time job so development and skillful.

Delecta, p. (January 2011), says that had research to personal life and work life balance conflicts. If employees satisfied work minimum conflict create. Employees personal life family expectation for examples vacation enjoy give organization employees leave.so easy to balance work life.

Gregory, A and Milner, SE (2009), conduct the study a formal and informal route of power. If poor work life balances many times affect employees not interest in work. Employees women dual responsibility child care and family and work. Working hours flexible almost important. Management team best relationship requirement toward employees.

Alexandra Beauregada and Lesley C. Henry (2009), says that employee job related tanning and give knowledge and supportive staff so that crate balance and some proper work balance. More productivity in their work. Know about employee's family structure. What is employee priority in life family and work life balance.

Anja Abendroth and Laura Den Dulk (2011), examine that employee family support and emotional support so that easy work life balance can happen. Employees conflict between family and work satisfaction. House wife paid work and work life balance different her family support more requirement. A family support easily complete work and satisfaction employee toward the work.

Shobha sundaresan (2014), says that work life balance does not mean an equal balance in personal life and professional life. Working women not achieve top management because her first priority het child and family. Women many roles in life sister, mother, daughter and so on its hard to balance that.

Mas- Machaca, M.: Berbegal-Mirabent, J.: Alegre (2016), in their study satisfaction work on life balance conflict. Employee positive attitude and pride so satisfied work. Employee positive attitude toward the work. Employee reliability and durability in work so satisfied work place and life balance.

RESEARCH OBJECTIVES:

- To identify the factors the employee work life balance.
- To know the relationship between employees' job and its impact on employee's personal life.
- To know the relationship between the supervisor's support and employee job performance.

SCOPE OF THE STUDY:

- In this study the stress between the family and job to handle the situation.
- In this study all the work life balance practices and how implement work life balance business strategy.

RESEARCH PLAN:

Future research investigation the effects of work-life practices would do well to amount each practice separately and explore its impact on the both work-to-life conflict and life-to-work conflict. There are a number of areas of work-life balance where the research should be conducted.

- More details conceptual research should be conduct on the nature of work life balance.
- Mediators and moderators of the connection among work-life practices, work-life conflict and organization performance should also be examined in greater details.
- It seems that work-life balance is a western phenomenon. There is lack of awareness and research in the field of work-life balance in developing countries.
- There is a need of more research to examine the relation between work-life balance and different antecedents.

RESEARCH METHODOLOGY:

The proposed study will be founded on a mix of subjective and quantitative information. Proposed studies will elucidate researcher with straightforward irregular likelihood testing method. Researcher might think about rates as engaging measurable instruments while Anova single factors inferential factual apparatus.

RESEARCH DESIGN:

A quantitative for the analysis of primary data is used to examine the effect on employees work life balance detail collection 50 responds respond are chosen INSPLORE TLS company Delhi employees.

SAMPLE SIZE:

The number of respondents used to present study as follow – total 50 employees of the INSPLORE TLS PVT.LTD.

FORMULATION OF HYPOTHESIS:

There is H1 = Alternative, H0 = Null hypothesis

H1 is accept there is relationship between the employee job and its impact on employee's personal life.

DATA ANALYSIS AND INTERPRETATION:

A data collection need to primary data researcher study for environment work culture.in present study on questionnaire. Balance in work life five-point scale was rating respondent of section A) Strongly satisfied, B) Satisfied, C) Neutral, D) Dis satisfied, E) strongly dissatisfied. Second table points A) Always, B) Very often, C) Sometimes, D) rarely, E) Never.

Statistical analysis:

Out of 40 questionnaire 40 respondent were used research analysis in respondent and apply Anova single factor test.

Table No 1: Rating of current job

Rating of current job	SS	S	N	DS	SD
Salary/wages	16	14	6	4	0
Location on work place	3	17	18	1	1
Holidays	11	9	13	5	2
Interest in job	13	8	11	7	1
Career development prospect	10	12	10	4	4
Flexible working hours	6	9	11	11	3

Leave arrangement	4	9	14	5	8
Training opportunities	8	15	11	5	1
Job security	10	10	13	6	1
Friendly people	15	12	9	4	0

Table 1 shows the response of employees work life balance salary/wages more than employees are strongly satisfied. Location of work place more than neutral of employees. Holidays more than employees are neutral. Interest in job more employee strongly satisfied. Career development prospect more employees satisfied. Flexible working hours through very less employees are strongly dissatisfied. Leave arrangement more employees are neutral. training opportunity more employees satisfied. Job security more employees are neutral. Friendly people more employees strongly satisfied.

Table No 2: balance on work life

	A	%	V	%	S	%	R	%	N	%
Working 8 hours in day	8	20%	15	37.5%	13	32.5%	2	5%	2	5%
Not able to balance work life	5	12.5%	11	27.5%	14	35%	4	10%	6	15%
Work 6 day in a week	14	35%	6	15%	8	20%	8	20%	4	10%
Warry about work	6	15%	10	25%	11	27.5%	8	20%	5	12.5%
Get enough time for your family	15	37.5%	10	25%	7	17.5%	6	15%	2	5%
Feel tried and depressed	9	22.5%	7	17.5%	8	20%	8	20%	8	20%

Table 2: shows the respondent of sample factors affect in work life and personal life. Employees working hours in a day more then 8 hours very often. Employees not able to work life balance sometimes. Always work 6 days in a week. Sometimes employees worry about work. Always employees give enough time for your family. Employees are always feel about work tried and depressed.

TESTING OF HYPOTHESIS

Anova: Single Factor						
SUMMARY						
<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>		
Strongly Satisfied	10	96	9.6	19.37778		
Satisfied	10	115	11.5	9.166667		
Neutral	10	116	11.6	10.26667		
Dissatisfied	10	52	5.2	6.622222		
Strongly Dissatisfied	10	21	2.1	5.877778		
ANOVA						
<i>Source of Variation</i>	<i>SS</i>	<i>Df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	704.2	4	176.05	17.15515	1.3E-08	2.578739
Within Groups	461.8	45	10.26222			
Total	1166	49				

Interpretation: - Alternative hypothesis (H1) is accepted and null hypothesis (H0) is rejected because the p - value is less then significant value there is significant relationship between the employees work life balance.

FINDINGS

As a researcher I have finding the all employees of INSPLORE TLS CONSULTANCY PVT.LTD are not proper work life balance

SUGGESTION

From the analysis of the reports through questionnaire survey it is seen that the organisation has realised the need for work life balance of employees and offers the policy and programs that essences on the growth of the employees and that is family friendly. Since, balancing of work and family roles is one of the key issues

in the coming years, the organisation should improvise and innovate the ways to cater the employees having diverse needs and these should be the vital to core business but not the optional. There should be utmost care taken in taking decisions in adopting and implementing the policies as it impacts both employee and the organisation. There must be proper communication made to the employees regarding the company's policies and must be encouraged. There must be a proper and a flexible time that has to be adopted so that employees doesn't feel stressed about the overtime working and they can spend a quality time with their family and they can even make time to finish their family duties and commitment.

CONCLUSION

It can be said that Work Life Balance is a very important issue in the Human Resource Management field and it has a vital impact on the productivity and growth of both the organisation and the employee. Work life is all about a measure about controlling on when, where and how they work. Many factors are acting as supporting elements for employees to achieve balance between work and personal life. While certain elements like employee's participation in framing the policies and taking key decisions, effective communication of organizations policies can be strengthened to make work and personal life of employees highly balanced.

REFERENCES

- Lockwood, N. R. (2003). Work/life balance. *Challenges and Solutions, SHRM Research, USA*, 2(10).
- Michael white, S. H. (2003). High performnace management practices, working hours and Work -life balance. *Industrial relation*, 21.
- vasumathi, A. (2018). Work life balance of women employees : a literature review. *Services and operation management* , 47.
- Chaitra, R., Kumar, A., & Murthy, R. (2016). A study on work life balance of the employees at bosch ltd, bangalore. *International Journal of Social Research*, 12(3), 61-68.
- McCarthy, A., Darcy, C., & Grady, G. (2010). Work-life balance policy and practice: Understanding line manager attitudes and behaviors. *Human Resource Management Review*, 20(2), 158-167.
- Parida, S. S. (2016). Work life balance practices in India. *IJARIE*, 2 (6), 325, 330.
- White, M., Hill, S., McGovern, P., Mills, C., & Smeaton, D. (2003). 'High-performance' management practices, working hours and work-life balance. *British journal of industrial Relations*, 41(2), 175-195.
- Chiang, F. F., Birtch, T. A., & Kwan, H. K. (2010). The moderating roles of job control and work-life balance practices on employee stress in the hotel and catering industry. *International Journal of Hospitality Management*, 29(1), 25-32.

Lazar, I., Osoian, C., & Ratiu, P. I. (2010). The role of work-life balance practices in order to improve organizational performance.

Delecta, P. (2011). Work life balance. *International journal of current research*, 3(4), 186-189.

Gregory, A., & Milner, S. E. (2009). Work-life balance: a matter of choice?. *gender, Work and Organization*, 16(1), 1-13.

Beauregard, T. A., & Henry, L. C. (2009). Making the link between work-life balance practices and organizational performance. *Human resource management review*, 19(1), 9-22.

Abendroth, A. K., & Den Dulk, L. (2011). Support for the work-life balance in Europe: The impact of state, workplace and family support on work-life balance satisfaction. *Work, employment and society*, 25(2), 234-256.

Sundaresan, S. (2014). Work-life balance–implications for working women. *OIDA International Journal of Sustainable Development*, 7(7), 93-102.

Mas-Machuca, M., Berbegal-Mirabent, J., & Alegre, I. (2016). Work-life balance and its relationship with organizational pride and job satisfaction. *Journal of managerial psychology*.

<https://www.insploreconsultants.com/>

<https://www.mbaskool.com/business-concepts/human-resources-hr-terms/7045-work-life-balance.html>

<https://www.flexjobs.com/employer-blog/work-life-balance-in-india-often-misnomer/>