

# A STUDY ON WORK-LIFE BALANCE IN NLC EMPLOYEES (NEYVELI)

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## ABSTRACT

Work life balance is one of the most important aspect of employees in any organisation in the world. Organizations have to devised separate policies, safety programmes to help their employees and family. The policies will allow the employee to spend their time with family after work. The similar problem exist in India. Hence, a research on current status of work life balance at Neyveli Lignite Corporation limited of Tamil Nadu. A sample size of 70 was taken from a construction unit who takes care of employee's housing. The hypothesis was analysed by chi-square test. The results revealed there is a positive relationship between employee and work life balance.

**Key Words:** work life balance, working hours, job satisfactions, family and policies, Neyveli.

### 1.INTRODUCTION:

Work life balance is a choice of an individual. However, it is the organization that provide 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 well being. Work-life balance is a concept including proper prioritizing between “work” (career and ambition) and “lifestyle” (Health, pleasure, leisure, family and spiritual development/meditation). The research was undertaken by the researcher to study the Work-Life Balance of Neyveli Lignite Corporation limited (NLC) Employees.

### 2.REVIEW OF LITERATURE:

**Ramy and Susmitha (2018)**, identified that the quality of work life balance in PMIST. 70 samples were selected through Simple Random sampling technique. The author analyzed the data using statistical tools like Analysis of Variance (ANOVA) and Simple Percentage analysis. The result shows that the satisfaction level of the teacher is moderately good, and the best work-life balance practice is identified as planning the work and marriage and maternity leave practices.

**HarvinderSoni, Yashwant Singh Rawal (2014)**, aimed to understand quality of work life of hotel employees and measured their satisfaction level . Chi-square test and ‘z’ test are the tools used for this research. This research is conducted in Udaipur. The total sample size taken for this research is 120. The result shows that quality of work life has significant impact on employee satisfaction in non-chain hotels.

**LubnaRiz (2013)**,explained the study on effectiveness of workforce in the banking sector in Pakistan where the aim was to find out whether the employees are able to practice a sense of control. The sample size taken for this research is 100. Chi-square test tool is used for this research. This paper implies that current work-life balance practices in the banking sector of the country need to be addressed.

**VigneshShankar (2014)**,investigated and determined the quality of work life and motivation of employees and their effects on organizational operations in export industries. The sample size taken for this research is 50. Chi-square test tool is used for this research. The result shows that work environment, job analysis, satisfaction and motivation are the four major which dominates all other factors and helps the employees for their better performance in the organization.

**Delina, PrabhakaraRaya (2013)**, attempted to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life. A sample size of 180 married working women was selected using convenient sampling. This research was conducted in Pondicherry. The analysis of the research used descriptive statistics. The results also indicate that the work-life balance of individuals affect their quality of life.

### 3. RESEARCH METHODOLOGY

#### 3.1 OBJECTIVE

- To analyze the job satisfaction Level of NLC at Neyveli.
- To know that long working hour affect individual efficiency.

#### 3.2 RESEARCH DESIGN

- Total population - 85
- Sampling size - 70  
(According to RAO software)
- Sampling technique - Simple  
random sampling
- Area of research - The  
research is based on the survey of NLC in  
Neyveli Town

### 4. DATA ANALYSIS

- Dependent Variable - work life balance
- Independent Variable - working hours, Time to spend, Separate policy, holiday & paid time, Maternity & paternity facilities.
- Primary data - collected from NLC in Neyveli
- Secondary data - The source of secondary data newspaper, journals.

#### 3.3 HYPOTHESIS

**H<sub>0</sub>:** There is no relationship between the employees and work life balance.

**H<sub>1</sub>:** There is relationship between the employees and work life balance.

**TABLE: 4.1 CHI-SQUARE TABLE**

	YES	NO	TOTAL
MALE	40	7	47
FEMALE	21	2	23
TOTAL	61	9	70

O	E	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
40	40.96	-0.96	0.92	0.023
7	6.04	0.96	0.92	0.153
21	20.04	0.96	0.92	0.05
2	2.96	-0.96	0.92	0.31
				$\chi^2=0.54$

The table value of  $\chi^2$  for 5 degree of freedom at 5 per cent level of significance is 0.54. Comparing calculated and table of  $\chi^2$  we find that calculated value is less than the table value is 3.84. Hence reject the null hypothesis and accept alternate hypothesis.

## 5.CONCLUSION:

The researcher found that employee were not affected between work and family life. However, organization should provide programme like employee participation & safety programme. The programme will enhance the employee morale & well being which will strengthen the attitude towards work and personal life of employees.

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