



“A COMPREHENSIVE STUDY ON WORK LIFE BALANCE AT VON ROLL Pvt Ltd. BANGALAORE”

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ABSTRACT:

Von Roll Holding AG, one of the oldest industrial businesses in Switzerland with a lineage dating back to 1803, has established itself as a prominent player in the energy and electricity generation sector. Through endeavours to create a positive and conducive work atmosphere, ensuring that its employees can efficiently manage their professional responsibilities while also enjoying quality time with their families and pursuing personal interests. Von Roll understands that a healthy work-life balance is essential for maintaining a motivated and productive workforce. By valuing the physical and emotional well-being of its employees, the company strives to enhance job satisfaction, foster loyalty, and encourage long-term commitment among its workforce. Through this approach, Von Roll Holding AG not only upholds its historic legacy of excellence in the energy industry but also demonstrates a modern and forward-thinking approach towards its employees' overall happiness and fulfilment. Von Roll also invests in employee development and growth opportunities, recognizing that a fulfilled and engaged workforce is crucial to maintaining a healthy work-life balance. The company offers training programs, workshops, and mentorship initiatives to empower employees with the necessary skills and knowledge for career advancement. By nurturing talent from within, Von Roll encourages a sense of loyalty and belonging among its employees, further contributing to a positive.

Keywords: work life balance, professional life, von roll, job satisfaction, management.

INTRODUCTION

The phrase “work-life balance” was first used in 1986, but usage varies over time and across languages. Even when work-life activities were available in the beginning, such in 1930, and no one knew about them. Early in the Second World War, Mr.W.K. Kellogg Company introduced several flexible shifts for its workers to replace

the regular working hours. These new shifts improved productivity and morale among the workforce in addition to maximizing performance, a balanced employee is additionally equipped to resolve a number of challenging social problems. In difficult economic times, life at work activities will not only boost employee morale, reduce absenteeism, and avoid the loss of critical information from the institution, but they can also decrease expenses while having a favourable effect on the business's overall success. The value of a worker's life at work and makes an effort to offer some remedies to the current global crisis, which calls for more stability in the business world. It also discusses the variables that affect work-life balance and suggests ways for workers and managers to react to the issue in order to achieve the best outcomes and levels of happiness in their lives.

A Swiss business with roots in the early 19th century is The Von Roll Holding AG. It began as an iron-producing factory and is now focused on creating, transmitting, and distributing products for the energy industry.

- The Company “Elsenwerke der Handesgesellschaft” was established by the Gebruder Durholz & Co. in Solothurn, Switzerland, in 1803; this is where Von Roll's history began. Ludwig von Roll & Cie, owners of numerous iron production plants, purchased this enterprise in 1810. Franz Peter Leo Ludwig Freiherr Von Roll von Emmenholz founded the "Von Roll Corporation" in the year 1823.
- The segments "Von Roll Insulation" and "Von Roll Composites" comprise the operational activities of Von Roll Holding AG and its subsidiaries.
- The insulation industry provides electrical insulation for transformers, high- and lowvoltage motors, generators, and other uses. "Von Roll Composites" manufactures composite materials as well as components for various industrial machinery. The Von Roll Holding AG has been a SIX Swiss Exchange listed company since 1987.
- With 14 offices across 11 nations, Von Roll serves clients in more than 80 different nations. Von Roll has two locations in India. Bangalore and Bhopal each have one. Both are sales outlets in along with having producing facilities.

LITERATURE REVIEW:

1) Yadav and Sharma, (2021), Work Life Balance and Job Satisfaction. Job satisfaction is the driving force behind task completion and employees' choice to stay. Workplace satisfaction is increased by positive employee attitudes. WLB and job satisfaction are positively correlated.

2) Yadav and Sharma, (2021), Work-Life Balance and A Network of Support. Positively forecasted by the head of institutions, managers, and coworkers Work-life harmony. Positive impact of family-supportive organization policy Work-life harmony.

3) Thilagavathy, S. and Geetha, S.N. (2020), Evolution and Conceptualization of Work Life Balance. Work-life balance (WLB) literature examines work-life balance literature, creates a framework for morphological analysis (MA), and identifies research gaps to suggest places for more investigation. The 201 publications that were published in 96 journals during a three-decade period, from 1991 to 2019, formed the basis for the development of the MA framework.

4) Jones et al., (2019), Work Life Balance and Burnout. Work weariness (burnout) has a big impact on work-life balance. Burnout is a negative psychological state brought on by work stress. Occupational burnout is a result of increased work and non-work obligations, which also has a detrimental impact on work-life balance and employee wellbeing.

5) Haar et al., (2019), Work Life Balance and Family Demands. The majority of an employee's time is spent travelling to and from work or attending to personal or family obligations. Without domestic support, a dual-career spouse in a nuclear family finds it challenging to combine work and life. In a combined household, elder care is challenging. Family obligations so adversely predict WLB

RESEARCH GAP:

1. Individual factor: Demography and life at work harmony

- The results of the literature review indicate that there hasn't been any study conducted on how employee experience and training affect their WLB.
- Based to a review of the literature, no studies have looked into the relationship between income and WLB.
- There hasn't been any research done on how domestic help affects WLB.
- The US, UK, Europe, and Australia are examples of industrialized countries where a significant amount of the study has been conducted. However, research articles from emerging and underdeveloped countries are incredibly scarce.
- The service industries like firefighters, transportation services like drivers, railway workers, pilots and air hostesses, the energy supply department, or the unorganized sectors are activity in WLB.

2. Work-life balance and individual's ability:

- There aren't many research on people's capacity to balance work and life, according to an assessment of the pertinent literature. The person's abilities and WLB policies considerably improved WLB. Individual techniques are what really need research, not workplace procedures.
- The continuous need for experimental, intervention-based approaches in work-family studies was addressed by Kiburz et al. in their 2017 study. There haven't been many experiments on WLB that have gone too far.

3. Organizational factor:

- The impacts of the WLB policies after they were implemented were the subject of very few researches.
- Investigations are needed into organizational culture, psychological climate, and application of WLB policy.
- Exploring how organizational climates affect the many components that predict WLB is necessary.

4. Social factor:

- There hasn't been much research done on how socioeconomic variables affect WLB.

- The influence on culture, on society, including societal ideas, societal conventions, and societal value systems—on WLB is also not studied.

STATEMENT OF THE PROBLEM:

A Comprehensive Study on Work Life Balance at Von Roll Pvt Ltd. Bangalore.

OBJECTIVES:

- To identify the elements that affect employees' work-life balance.
- To understand how to achieve a balance between one's personal and professional lives.
- To examine the existing system of Work-Life Balance of Employees at Von Roll Pvt Ltd.
- To be aware of the challenges they face and the kind of coping technique they employ trying to achieve work-family balance

Research methodology:

The research methodology chosen for this project is descriptive in nature and Cross sectional design for the description. A sample design is a clear strategy for selecting a sample from a certain population. The approach the researcher would take in selecting a sample from the population is referred to. The "Non-profitability sampling" is the foundation of my research. Because of the project's schedule and budget constraints, I employed judgmental and convenient sample for non-profitable sampling.

Hypothesis:

Null Hypothesis (H0): The gender gap in worker happiness with their work-life equilibrium may not be that large at Von Roll Pvt Ltd., Bangalore.

Alternative Hypothesis (H1): At Von Roll Pvt Ltd., Bangalore, employees' levels of satisfaction with their work-life balance have a strong relationship with their gender.

Limitations:

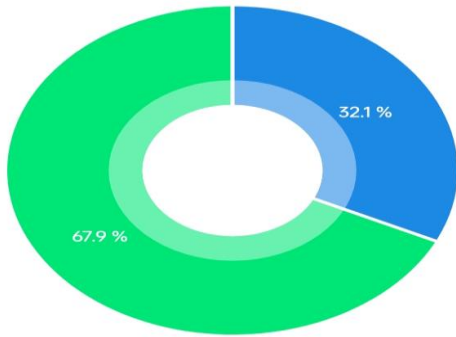
- Some employees were reluctant to fill the questionnaire.
- As due to Covid-19 great deal of staff members operate from home, so their responses may vary from the situation when they were working in office

DATA ANALYSIS: Applying methods for examining data in attempt to make educated decisions is known as data interpretation. Data interpretation defines the meaning of the information that was collected and analysed in accordance with the importance and ramifications. Diagrams with bars, line graphs, columnar representations, and other similar types of displays can all be used to exhibit the collection.

Table 1.0: Distribution of respondents on the basis of gender

Gender	Male	Female
Responses	36	17
Percentage	67.9%	32.1%

Female - 17
Male - 36

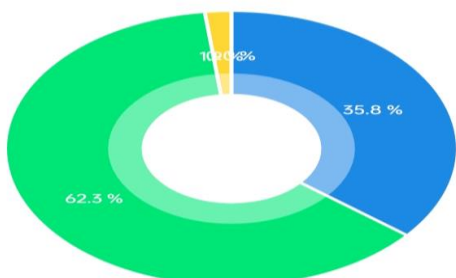


INTERPRETATION: According to the responses, 36 employees, or 67.9% of the 53 respondents, are male and 17, or 32.1%, are female.

Table 1.1: Respondent distribution based on the status of marriage

Marital status	Single	Married	Divorced
Responses	19	33	1
Percentage	35.8%	62.3%	1.9%

Single - 19
Married - 33
Divorced - 1
Widow - 0



INTERPRETATION: As can be seen from the pie chart above, 35.8% of those surveyed identify as single, 62.3% identify as married, and 1.19% identify as divorced.

Table 1.2: Contributions were divided according to the number of working hours each week.

Number of Employees	Working hours per week
8	Less than 20 hours
15	20-40 hours
30	41- 60 hours
0	More than 60 hours

less than 20 hours - 8
20-40 hours - 15
41-60 hours - 30
More than 60 hours - 0



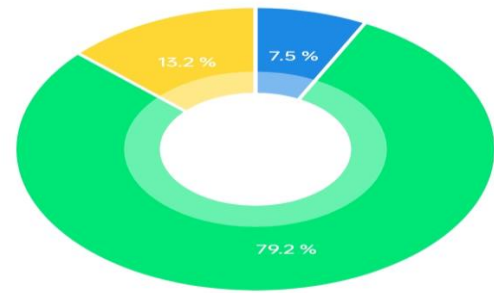
INTERPRETATION: The pie chart shows that, of those surveyed, 15.1% work less of twenty hours per week, 28.3% work between 20 and 60 hours per week, and 56.6% work more than 60 hours.

Table 1.3: Division of participants based on the number of overtime workers

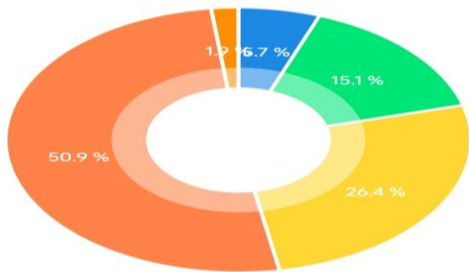
Options	Responses	Percentage
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Daily	5.66	3
Weekly	15.09	8
Monthly	26.42	14
Rarely	50.94	27
Never	1.89	1

■ Yes - 4
■ No - 42
■ Maybe - 7



■ Daily - 3
■ Weekly - 8
■ Monthly - 14
■ Rarely - 27
■ Never - 1



INTERPRETATION: Based to the aforementioned data, 7.55 percent of participants claim that stress at work is affecting their personal lives, while 79.25 percent of respondents claim that stress at work has no impact on their personal lives and 13.21% claim that stress may have a possible impact.

INTERPRETATION: According to the aforementioned data, 1.89% of those polled claim they have never worked overtime, 50.94% say they sometimes work overtime, 26.42% say they do so once a month, 15.09% say they do so once a week, and 5.66% say they do so every day.

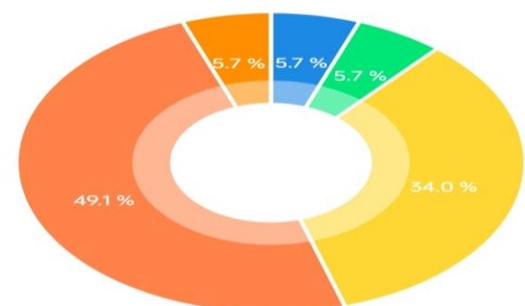
Table 1.5: Distribution of respondents on the basis destress

Table 1.4: Distribution of respondents on the basis stress affecting personal life

Options	Responses	Percent (%)
Yes	4	7.55
No	42	79.25
Maybe	7	13.21

Options	Responses	Percentage (%)
Daily	3	5.66
Weekly	3	5.66
Monthly	18	33.96
Rarely	26	49.06
Never	3	5.66

■ Daily - 3
■ Weekly - 3
■ Monthly - 18
■ Rarely - 26
■ Never - 3

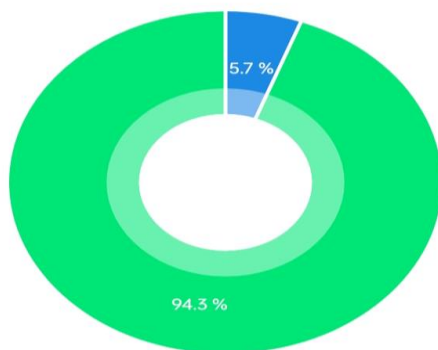


INTERPRETATION: According to the preceding graph, 49.06% of respondents report that they de-stress only occasionally, while 33.96% report that they do so once a week, once a month, and once a day. This means that 5.66% of respondents never de-stress, 5.66% report doing so, and 5.66% report doing so daily.

Table 1.6: Distribution of respondents on the basis leaving job

Options	Responses	Percentage (%)
Yes	3	5.66
No	50	94.34

■ Yes - 3
■ No - 50



INTERPRETATION: It can be concluded that, 5.7% of the respondents have thought of leaving their job in past 1 year and 94.3 % of them are not willing to leave their job.

FINDINGS:

According to the master sheet that is annexed, the general satisfaction level of the manufacturing staff at Von roll Pvt Ltd., Bangalore is neutral. Employees weren't happy or unhappy, either.

- When asked if they had enough time to spend with their family and friends, the majority of employees responded in a neutral manner.
- Among the three criteria of family, pay, and job, it was discovered that family had the most contribution to happiness. In contrast, it was revealed that both the employee's job and compensation had a neutral effect on their level of happiness.
- Average workers agreed that they dedicate neutral time to their employment and work, while the question of whether they forgo sleep for work had a neutral response.
- Another question concerned how much spare time the employees have to engage in their interests and pastimes. The majority of staff members were neither in favor of nor against having sufficient time to what they liked to do based on the average response, which was neutral.
- The most common answer to a question "What do you do to de-stress?" were gaming and social media, followed by mobile gaming, and the least popular answers were smoking, binge eating, listening to music, swimming, travelling, and driving.

SUGGESTIONS:

- This study has revealed that the work-life balance of employees at Von Roll Pvt Ltd., Bangalore, turns out to be neutral, despite the fact that numerous other studies had found it to be favourable.
- The Von Roll workplace also hosts workplace outings, entertaining competitions, and cricket for its employees. The employer should host more gatherings so that the employee feels more at home and knowledgeable about the company.

CONCLUSION:

The study's findings show that Von Roll Pvt Ltd., Bangalore employees are not particularly satisfied about their work-life balance. In the previous year, over a third of workers had thought about leaving their jobs. Nearly half of those polled stated that the stress they felt at work had no impact on their personal lives. Only 1/7 of those polled admitted that stress at work had an impact on their personal lives. The level of employee satisfaction with their work-life balance is also significantly correlated with gender, it was found through hypothesis testing.

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