

“A Study of Work Life Balance with respect to Automobile Industry in Pune Region”

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Abstract:

Work-life balance is a broad concept including proper categorizing between "work" (career and ambition) on the one hand and "life" (Health, pleasure, leisure, family and spiritual development) on the other. Related, though broader, terms include "lifestyle balance" and "life balance". A work life balance means the proper balance between work and the personal life of an employees. There are many situations, life experiences, and “things” that can have a positive or a negative impact on level of work and life balance. There are a number of work-related improvements to everyone can make to ensure a work life balance.

People often forget to place some importance on the personal life side, too. Just because they have their work life properly in place, it doesn't mean they can't make some improvements in their personal life that will assist their work life and get the balance they're looking for. Strengthening in either their work or personal life can have a great and positive impact on the other side as well.

Introduction of the study:

“Work-life balance is meaningful achievement and enjoyment in everyday life.”

By definition work life balance is about people having measure of control over when, where and how they work. There is a view that work-life balance only in the framework of what the company does for the individual. However, work-life balance is a two-pronged approach. The other prong of work-life balance, which many

individuals overlook, relates to what individuals do for themselves. The key of work life balance could also be speculated as achievement with enjoyment. If an individual gives his or her best at work place but not really enjoying the same then happiness and satisfaction can never be achieved. Achievement can be viewed as motive of life while enjoyment is the fuel that drives that motive.

Statement of the Problem:

There are various reasons for disparity and conflicts in the life of an employee. That reasons are career ambitions, pressure to cope up with family or work etc. occurs in individual's life. The speed of advancement of information technology, the increasing competition in the talent supply market has led to creating pressures and expectations to perform more and better every time. Also, many a times, many people find it difficult to say "NO" to others especially their superiors. They usually end up over encumbering themselves with work. The increasing responsibilities can also create stress in personal & professional life. That's why management is facing the problem of low performance, and sometimes employee turnover. To retain the talented human resource is one of the major problems faced by organization. The organization which understands the need of employees and satisfies them is able to retain employees. That's why, under the title of “A Study of Work Life Balance” in Automobile Industry in Pune, the researcher has to find out the work life balance of employees which will help in retaining the

employees within the organization. Also management has given the entitled topic for the study know about the work life balance this study has shown that there are some significant generational differences in both behavior and perceptions related to work life balance.

Scope of the Study:

This study focusses on Work life cycle of employees with respect to Automobile Industry in Pune region. The study includes collection of feedback of employees on present Work life & analysis of the same with the help of analytical tools such as tables & graphs. Researcher's focus is on deriving recommendations to the, Work life Balance if any, based on analysis & interpretation of the collected data to eliminate the problems faced by management. The researcher has been taken around 50 days to complete the survey in the organization. The organization operates the different departments such as operations, maintenance, materials, purchase, QC, account, personnel & HRD etc. Thus, researcher got opportunity to study about these departments of the organization. The researcher has been contacted with 100 employees. Research is carried out for Automobile Industry in Pune region.

Importance of the Study:

This study will help to understand the work life cycle of employees working in organization so by identifying such a job factor will help to balance the work life & personal life of employees. Researchers had given the suggestions to improve the work life balance of employees whenever necessary.

Today's workers are striving against one another to gain or win something and also have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly

parent care and this puts stress on individuals, families and the communities in which they reside. Work-life conflict is a far-reaching problem that impacts workers, their employers and communities.

Limitations of the Study:

Limitations came across while conducting the research by the researcher are enlisted as

1. – Few employees were working on field hence it was not possible to interview them.
2. – Some employees having biased attitude while responding to the questions.

Objectives of the Study:

The objectives set for present study are as follows:

1. - To study work life cycle of employees.
2. - To identify job factors that affect work life balance of employees.
3. - To give suggestions to improve work life balance of employees, if necessary.

Research Methodology:

The research work is carried out in whole organization in every department. Project survey considered with recording, analyzing, interpreting and opinion of the employees at all level of employees. The survey method is basically related with personal interview, group interview, individual opinion, questionnaires.

Data Required:

1. The data related to human resource policies applied by the organization is required.
2. The data related to response of the employees working in the organization is required.

Data Sources:

To fulfill the objectives, the researcher got different types of primary data and secondary data.

Primary Data:

Primary data consists of responses of the employees about their work & family life cycle. The primary data have been collected

through: questionnaire, discussion with employees.

Secondary Data:

Secondary data is collected through: books, internet, and company documents.

Instruments used for data collection:

For collection of primary data, researcher has prepared questionnaire for the employees. **Sampling Design**

Sample Size

Sample size is determined on the Population of Company as well as nature of Population, nature of proposed Classes, nature of study and type of Sampling. The Population is divided into 5 Homogeneous groups or strata according to designation of the employee and Sample is drawn from each stratum. The Sample size of this project is about 100 respondents. Sample size is calculated in the 'Stratified Simple Random Sampling' Method.

Sampling Method:

Probability Sampling; Stratified Simple Random Sampling.

The respondents in the Sample contacted through Discussion with the help of Questionnaire. The respondents are selected randomly from some groups and then questionnaires are distributed to them to fill it completely and collected for analysis.

Data Analysis & Data Presentation:

The researcher used various analytical tools to simplify the data such as tables, graphs and percentage analysis.

Research Tools Used For Analysis:

The researcher used below mentioned tools to simplify & analyze the collected data:

1. Tables: to tabulate the collected data.

2. Graphs: Pie charts are used for data analysis.

3. Simple percentage technique is used.

Homogeneous groups or strata: 05 strata according to designation.

Sr. No	Group / Stratum (Designation)	No. of employee	Number of Respondents (30%)
1	Senior Manager	42	12
2	Manager	90	27
3	Executive	92	28
4	Supervisor	90	27
5	Junior Staff	20	06
	Total	334	100

After the analysis of data has been done, the researcher found some major findings. On the basis of these findings researcher has given some suggestions to the management of the organization.

Major Findings:

- Maximum number of respondents is spending less than half an hour to reach at work.
- Higher number of respondent works in general shifts while 10 % respondent works in night shifts & 32% respondents works in alternative shifts.
- Maximum number respondents in the organization spend 3 to 4 hours in a day with their children while 32% respondents spending less than 2 hours with their children's.

- Higher number of respondents meet children's teacher about their progress once in a six months, while only 9% employees meet once in a week.
- Higher number of respondents in the organization is not able to balance their work life, while 36% respondents are able to balance their work life.
- Higher number of respondents shows Satisfaction while working in the company, while 10% employees are not satisfied while working in company & 30% employees gave Neutral response
- Maximum number of respondents in the organization always misses out quality time with their family or friends due to work load. Whereas 25% respondents sometimes miss out their quality time due to pressure of work.
- Maximum number of respondents in the organization always feels stressful due to the work load. While only 3% employees never feel stressful due to workload & 22% respondents sometimes feels stressful due to work load.
- Maximum number of respondents in the organization suffering from frequent headache while 15 % suffering from hypertension, 25 % suffering from diabetes & only 11% employees not suffering from any stress related diseases.
- Higher number of respondents using music for relaxation while 25% using yoga, 20% using meditation & 12 % employees using other methods for relaxation like family picnics & friends get together party's etc.
- Higher number of Respondents feels that flexible timing & stress management program helps them to balance work life while 10% respondents feels holidays/paid time offs, 20% feels job sharing, 9% feels Time-off for family events helps them to balance work life & 3% respondents feels other factors like leave plans & giving time for hobbies helps them to balance work life.
- Higher number of respondents says that organization encourage the involvement of their family members in work achievement reward functions while 14% respondents thinks that sometimes organization involve their family member in work achievement reward functions.
 - Maximum number of employees thinks that support from colleagues at work is helping them to balance work life while 4% thinks working from home, 3% Technology like laptop & cell phones helping them to balance work life & 6% respondents thinks that other factors like counseling program for employees, transportation facility helping them to balance work life.
- Higher number of respondents having more responsibility towards work rather than family while 42% respondents having responsibility to some extent & only 9% respondents not feeling that they having more responsibility towards work rather that family.
- Higher number of respondents aware about work life balance policy of organization while 33% respondents not aware about work life balance policy of organization due to inadequate communication.

- Maximum number of respondents getting support from supervisor while 31% respondent's not getting support from supervisor, 12% respondents getting support to some extent & 31% respondents not getting support from supervisor
- Higher number of respondent's shows satisfaction towards job responsibilities given them while 27% respondents not show satisfaction & 35% respondent's shows satisfaction to some extent towards job responsibilities given them.
- Higher number of respondents having opinion that their job demands long working hours while 24% respondents job demands long working hours to some extent & only 21% respondent's think that their job not demands long working hours..
- Higher number of respondent's think that conflicts at work impact on their personal life while 16% respondents thinks sometimes conflict impact on personal life & only 9 % respondent's not think that conflicts at work impact on their personal life.

Suggestions:

1. For Employees:

- Employee can make a list of priorities for home & a list for work means employees must do important things first & should not forget to include some 'personal time' for their own hobbies or activities.
- Employee can spend time with their family by participating in family functions.
- For reducing stress employee must improve time managements because some of employees spend time on unnecessary

things such as, chatting with colleagues or attending personal calls during work time.

2. For Company:

- Management must offer alternative work arrangements or flexible work schedule such as compressed work week, working from home, job sharing, this may allow individuals to schedule their work time around family commitments.
- For reducing conflicts at work, management should recognize causes of conflicts such as fixation of wages or salary, unfair trade practices, lack of human relation skill on the part of supervisor & other manager, Inadequate welfare facilities, etc.

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