



# A study on Work life balance of employees in manufacturing sector in India

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## **Abstract:**

Employee Work Life Balance could be a major issue to extend worker performance moreover as structure performance. worker performance is incredibly necessary for any organization to attain competitive advantage. Work life balance could be a term want to describe the balance between associate individual's personal life and career. A healthy work-life balance assumes nice significance for workers/ employees within the current context within which each, the family and therefore the geographic point have posed many challenges and issues for them. If company isn't reaching expected performance level and it's clear to possess performance gap. the most objective of this study is to search out the connection between work-life balance on worker performance. The analysis study explores the Impact of Work-Life Balance on worker performance. worker help programs, Technology advancement, operating surroundings and geographic point stress square measure elite independent variables and worker performance is that the variable. The analysis methodology employed in this analysis is descriptive. each primary and secondary knowledge is employed for the analysis.

## **Key Words:**

Work-life balance, work environment, technological advancements, employee support programs, employee performance.

## **Introduction**

The term work-life balance (WLB) is becoming more and more common in public discussion. It's a commonly used term in businesses, especially large ones, and is often referred to as the core of corporate benefits. However, academic knowledge of the WLB concept is not as robust and extensive as the

widespread use of the term suggests. Researchers argue that the theoretical development of WLB has not kept up with the popularity of the concept. Among the many issues raised in recent critical reviews, the present study focuses on the limited attention given to today's workforce heterogeneity in the WLB literature. Previous studies assumed that WLB primarily affected working parents. This became apparent when it was found that the majority of studies on WLB actually considered families only in the "living" part of the balance sheet. So, they focused on work-family balance (WFB).

## **Literature review**

### **Jain (2013)**

A comparative study of work-life balance among CAs, physicians, and teachers found that working conditions, time management and family support, and role expectations were the factors most influencing professional work-life balance. I understand. Researchers also found that work-life imbalance impacts professionals' job satisfaction. Findings show that there are differences in work-life balance among CAs, doctors, and teachers, and these differences are also found in family and professional status.

### **V.Madhusudhan (2013)**

We identified the factors that contribute to work-life balance, and extracted dependencies, time flexibility, role clarity, peer support, family culture, working hours, and head support as causes of work-life balance. Management should focus on time flexibility, role clarity, employee support, working hours and supervisor support to manage work-life balance.

### **G. Kanthi (2013)**

We found that many respondents indicated that they are positive or confident enough to go about their daily tasks smoothly/comfortably. Some respondents said they were unable to balance work due to the economy, family issues, inefficiency and lack of commitment. Studies show that it affects employees in the form of long working hours, forced overtime, stress-related work fixation, inflexible working hours, overtime, turnover, frustration, low morale and low motivation. It has been shown that other factors that give to both work and life imbalance. Happy, healthy 1. employees secure more sales, make better decisions, and contribute positively to company goals

### **Pandu. (2013)**

We analysed the work-life balance of women working in IT and ITES based on demographic information, workload, work environment, work attitudes, family, and absenteeism. Sectoral regression analysis showed that feelings about work, family, and absenteeism were the strongest factors in workers' sense of balance. However, no significant association was found between work environment and work-life balance.

### **Madipelli (2013)**

Her research into the factors that cause work-life imbalance in school teachers found that most teachers are stressed from too many jobs demands, working conditions and long working hours. The multiple roles women play at work and at home reflect boredom, frustration and stress, leading to work-life imbalance. Marriage relationships, attitudes, husband and family cooperation are powerful influencing factors that create imbalances among working women.

### **V.Varatharaj (2012)**

We found that work-life balance includes balancing professional work with other activities to reduce friction between official duties and family life. Researchers found that the majority of respondents felt comfortable at work, regardless of minor personal and workplace stimuli. Work-life balance increases efficiency and increases employee productivity. You will be happier at work and in your personal life.

## **RESEARCH METHODOLOGY**

### **1. Research Design**

We found that work-life balance includes balancing professional work with other activities to reduce friction between official duties and family life.

Researchers found that the majority of respondents felt comfortable at work, regardless of minor personal and workplace stimuli. Work-life balance increases efficiency and increases employee productivity. You will be happier at work and in your personal life.

**2. Data Collection and Analysis**

Data can be collected both primary and secondary. Primary research is field research that obtains direct data. Researchers received higher responses when collecting primary data. Secondary research is the collection of data using existing theories or data from other researchers or secondary sources. Most research questions are answered using a combination of secondary and primary data.

**3. Sampling**

Sampling techniques provide several methods that can be used to reduce the amount of data that needs to be collected by considering only data from a subset rather than all possible cases or items. Sampling techniques facilitate reducing the amount of data that needs to be collected from the aggregated population by considering the collection of data from subgroups. Many researchers, such as Henry (1990), argue that using samples improves overall accuracy over census.

**4. Sample**

Among this population a sample of 50 employees is estimated to be selected for this project. Clerical staff including crew members and Hostesses at manufacturing sector will be selected. In this process the gender or their age will be considered as a parameter.

**5. Sampling Technique**

In this study, the simple random sampling method is adopted as the sampling method. This is the most efficient and makes all items in the population equally likely to be included in the sample.

**6. Limitations of the Study**

- The main limitation of the study was the lack of time end of the study.
- The employees hesitate to give some information due to the fear that losing the relationship with the company.
- Since the respondents were employees and the study was conducted mainly during the working hours, employees could not respond properly.

**DATA ANALYSIS AND INTERPRETATION**

**1. Showing table age of employee**

Particles	No. of Employee	Percentage of Employee
18-25 age	35	70
25-45 age	10	20
45 + age	5	10
Total	50	100

From, the above table, it is found that 70 percent of employees age are below under to 18-25 and 20 percent of employees age are below under to 25-45 only 10 percent of employees age are above 45+.

Percentage of Age



Showing table location of employee

Particles	No. of Employee	Percentage of Employee
Vadodara	20	40
Bharuch	20	40
Other	10	20
Total	50	100

From, the above table, it is found that 40 percent of employees are work in Vadodara and 40 percent of employees are work in Bharuch. and 20 percent of employees are work in other location.

Showing table age of employee

Particles	No. of Employee	Percentage of Employee
Male	30	60
Female	20	40
Prefer to not say	0	00
Total	50	100

From, the above table, it is found that 60 percent of employees are male and 40 percent of employees are Female.

Percentage of location



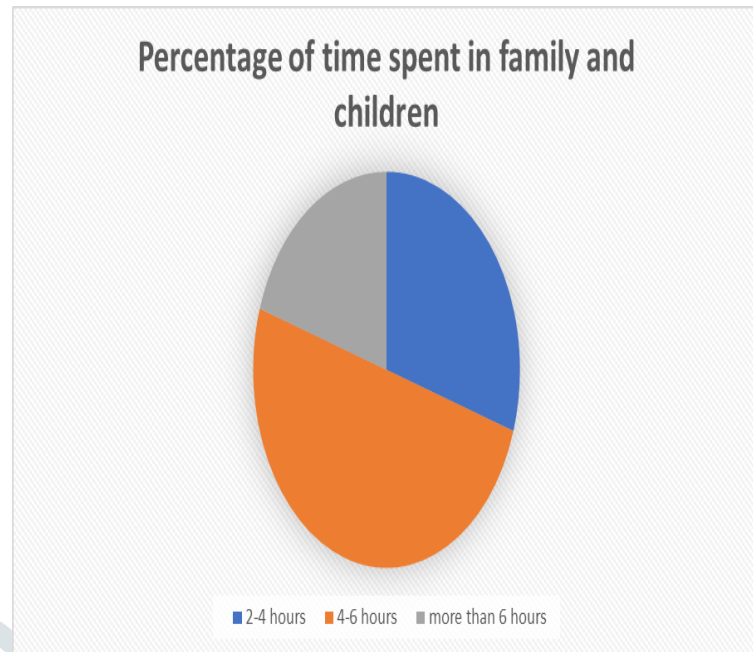
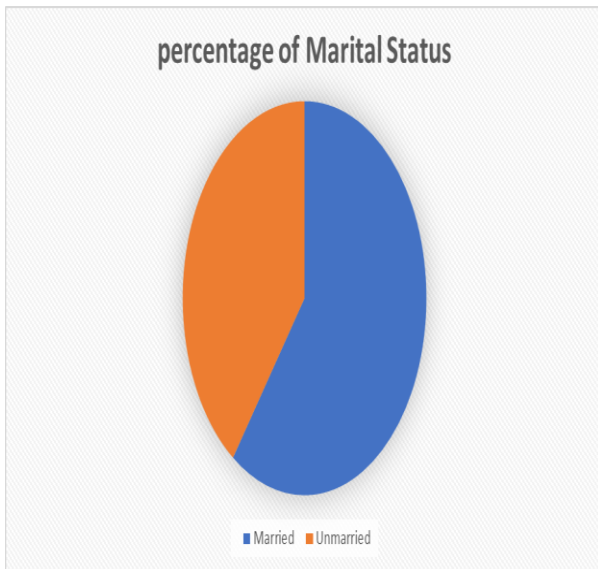
Showing table Marital Status of employee

Particles	No. of Employee	Percentage of Employee
Married	30	60
Unmarried	20	40
Total	50	100

From, the above table, it is found that 60 percent of employees are married and 40 percent of employees are Unmarried.

Percentage of Gender





**Showing table spend time with your children or family of employee**

Particles	No. of Employee	Percentage of Employee
2-4 hours	15	30
4-6 hours	25	50
More than 6 hours	10	20
Total	50	100

From, the above table, it is found that 30 percent of employees are spent time with family and children are 2-4 hours and 50 percent of employees are spent time with family and children are 4-6 hours and 20 percent of employees are spent time with family and children are more than 6 hours.

**Sowing table Current Position of employee**

Particles	No. of Employee	Percentage of Employee
Less than 1 year	15	20
1 -3 years	10	30
4-7 years	5	10
8-10 years	5	10
More than 10 years	15	30
Total	50	100

From, the above table, it is found that 20 percent of employees are stable the position in less 1 year and 30 percent of employees are stable the position in 1-3 year and 10 percent of employees stable the position in 4-7 year and 10 percent of employees stable the position in 8 – 10 year and 30 percent of employees stable the position in more than 10 years.

Percentage of position



**Showing table ever feel tired or depressed because of work of employee**

Particles	No. of Employee	Percentage of Employee
Naver	10	30
Sometime	25	50
Rarely	15	20
Total	50	100

From, the above table, it is found that 30 percent of employees are Naver feel tired or depressed of work and 50 percent of employees are feel sometime tired or depressed and 20 percent of employees are rarely felt tired or depressed.

**Showing table alternative Schedule of employee**

Particles	No. of Employee	Percentage of Employee
Yes	25	50
No	25	50
Total	50	100

From, the above table, it is found that 50 percent of employees are given to alternative schedule and 50 percent of employees are not given to alternative schedule.

Percentage of feel tired and depressed



**Showing table miss the family function due to work of employee**

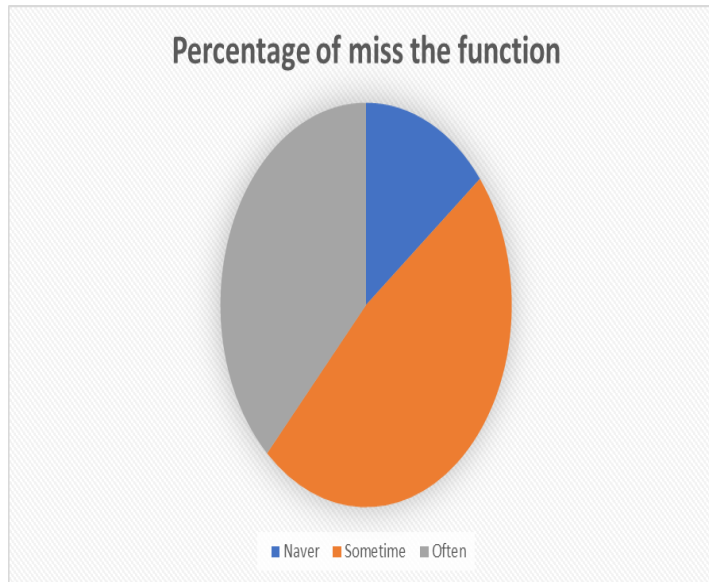
Particles	No. of Employee	Percentage of Employee
Naver	5	10
Sometime	25	50
Often	20	40
Total	50	100

From, the above table, it is found that 10 percent of employees are Naver miss the family function and 50 percent of employees are miss the family function sometime.

Percentage of alternative schedule



percent of employees are sometime miss the family function and 20 percent of employees are often miss the family function.



Showing table, the reach, the organization form your home of employee

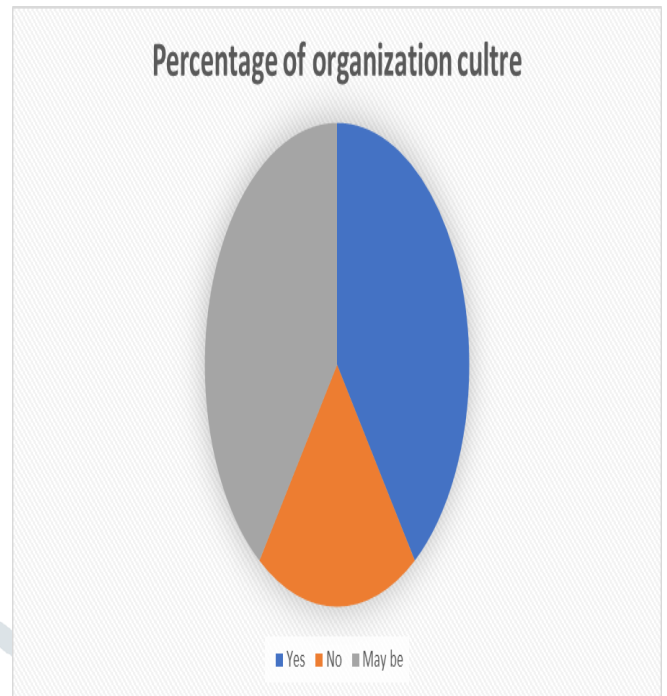
Showing table hours, a day you normally work in an organization of employee

Particles	No. of Employee	Percentage of Employee
5-6 hours	10	30
7-8 hours	10	30
More than 8 hours	30	40
Total	50	100

From, the above table, it is found that 30 percent of employees are work in 5-6 hours in the organization and 30 percent of employees are work in 7-8 hours in the organization and 40 percent of employees are work in more than 8 hours in the organization.

Particles	No. of Employee	Percentage of Employee
Less the 1 hour	30	60
1-2 hours	10	20
More than 2 hours	10	20
Total	50	100

From, the above table, it is found that 60 percent of employees are reach the organization from your home and 20 percent of employees are reach the organization form your home and 20 percent of employees are reach the organization for more than 2 hours.



**Showing table prefer to organization culture**

Particles	No. of Employee	Percentage of Employee
Yes	20	40
No	10	20
May be	20	40
Total	50	100

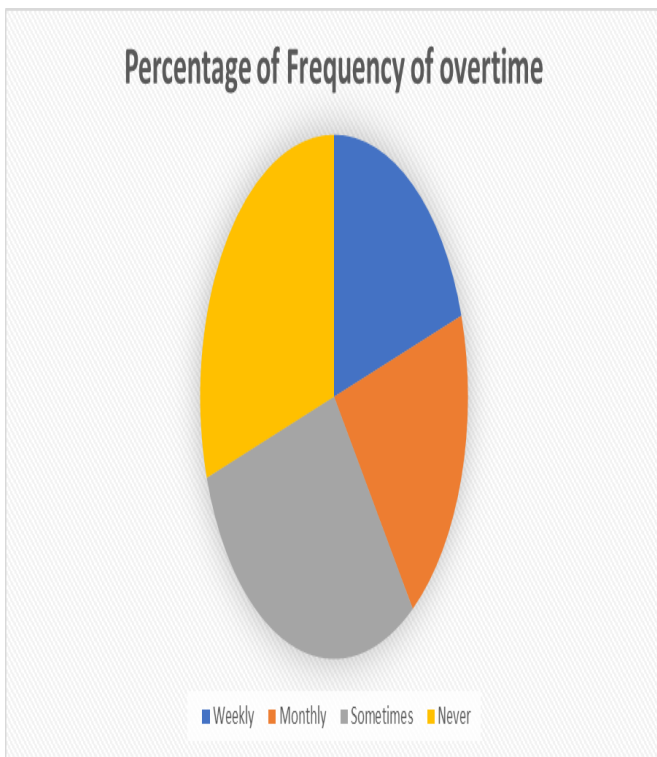
From, the above table, it is found that 40 percent of employees are prefer to organization culture and 20 percent of employees are prefer to organization culture and 40 percent of employees are prefer to organization culture.

**Showing table Frequency of overtime of employee**

Particles	No. of Employee	Percentage of Employee
Weekly	10	20
Monthly	10	20
Sometimes	15	30
Never	15	30
Total	50	100

From, the above table, it is found that 20 percent of employees are spent to weekly frequency of overtime and 20 percent of employees are spent monthly frequency of overtime and 30 percent of employees are spent sometimes frequency of overtime and 30 percent of employees are spent never frequency of overtime.





Showing table are feel able to balance your life of employee

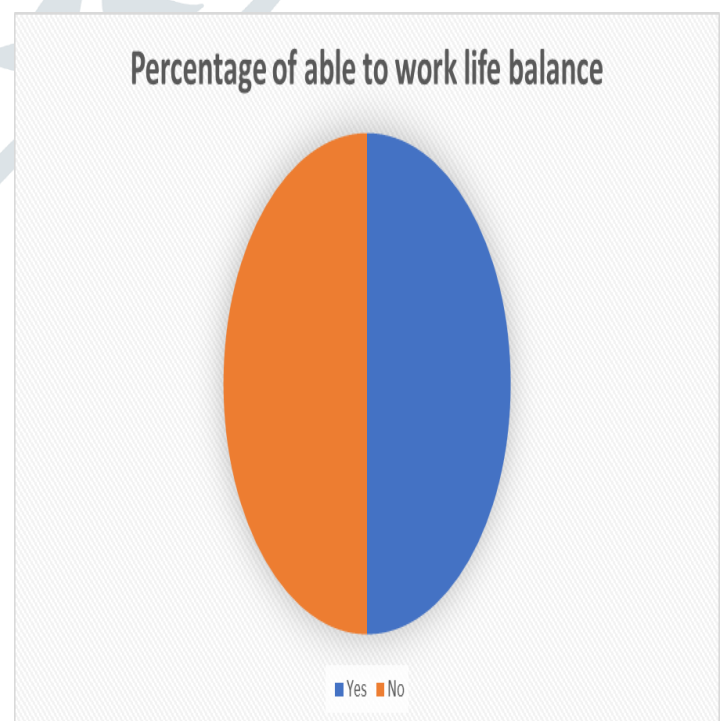
Particles	No. of Employee	Percentage of Employee
Yes	25	50
No	25	50
Total	50	100

Showing table able to decide to time your hobbies of employee

Particles	No. of Employee	Percentage of Employee
Yes	25	50
No	15	30
Sometime	10	20
Total	50	100

From, the above table, it is found that 50 percent of employees are able to balance our life and 50 percent of employees are do not able to balance our life.

From, the above table, it is found that 50 percent of employees are able to decide to time your hobbies and 30 percent of employees are able to decide to time your hobbies and 20 percent of employees are able to decide to time your hobbies.



## **FINDINGS:**

The main findings of the study are based on analysis and interpretation of data obtained from the respondents, by the way of questionnaire and observation of the researcher during the course of study. The following are findings of the study:

- There is a harmonious relation between the informal work group and with other staff members in this organization. Witnessed during lunch break session during my management project period most of the workers were sitting together irrespective of their departments and they were having a good time by cracking jokes, sharing experience etc.
- The company focuses on experienced young people in the 25–35-year-old group, and those over 40 are company executives. Companies do not recommend working between the ages of 20 and 25 due to lack of work experience.
- Majority of the employees working in manufacturing sector are male employees and most of the employees are married.
- Nobody in the firm work less than 6 hours and more than 10 hours.
- Majority of the workers are working for the office hours and some of them work over time.
- Around half of the employees are coming from nearby places which take less than One hour to travel nobody is coming from faraway places and the rest of the workers take one to three hours to reach the firm.
- Almost all the employees are of the opinion that they miss their family functions due to work but contrast to this 8% of the employees says that they never miss their family functions due to work.
- The majority of employees are unable to spend enough time with their families because of work.
- Half of the employees are saying that their family members are sometimes involved in the functions conducted by/for employees and on the other hand 45% of the employees does not support this and nobody completely agree that the firm always encourage family members to participate in company functions.
- While more than half of employees agree that their company provides counseling facilities, the remaining employees believe that company-provided counseling is not good and therefore do not want their company to provide counseling. I do not agree that.
- The firm does not provide flexible working hours but some of the respondents are of the opinion that the firm provides flexible working hours.
- Not everybody in the firm is satisfied with the maternity/paternity leave that the firm is providing so they are against the opinion that the firm is providing maternity/paternity leave.
- Majority of the workers are not satisfied with the leave policy of the firm and nobody is highly satisfied with the leave policy of the firm.
- Around 20% of the employees never work overtime rest all the employees work overtime in the firm.
- 40% of the employees strongly agree that longer working hours can adversely affect the productivity but contrast to this nobody among the respondents strongly disagree to the statement.
- Majority of the respondents agree that they experience work pressure when not working or while travelling to work but some of the respondents never experienced it.
- Many of the company's employees suffer from stress-related illnesses.
- 60% of the respondents says that they have good career prospects in the firm and the rest are opposing the statement.

## **CONCLUSION**

This project study helped researchers study the practical side along with the theoretical side. A survey conducted

shows that the company does not believe in putting pressure on its employees. The company does not follow tight schedules and strict work guidelines. Through vacation programs, benefits packages, flexible working hours and other benefits, companies encourage and motivate employees and make it easier for them to work effectively without pressure. However, we may consider supplementing this with job sharing, job rotation, etc. Working from home is not possible, especially for supervisors, as work hours are shift based and require technical staff. Companies must maintain current policies and work strategies related to work-life balance in order to keep and keep their employees motivated. A good work-life balance among employees not only improves productivity, but also helps an organization easily achieve its goals.

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