

A STUDY ON WORK LIFE BALANCE AMOUNG EMPLOYEES AT S.K.S MOTORS (P) LTD, SALEM

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Abstract

Work-life balance, in its broadest sense, is defined as a satisfactory level of involvement or 'fit' between the multiple roles in a person's life. Work-life balance is generally associated with equilibrium, or maintaining an overall sense of harmony in life. The study of work-life balance involves the examination of people's ability to manage simultaneously the multi-faceted demands of life. As people change their lives their responsibilities and needs are also constantly change. The reasons for people need to achieve a better balance between their work and personal lives also change. Therefore, in an effort to retain employees, it is increasingly important for organizations to recognize this balance. It is important for the employees also to maintain a healthy balance between work and their private lives so that both they and the company benefit in the long term. Therefore this study is aimed to solve the above problem and to achieve the objectives that to determine the employees' work-life balance in S.K.S Automobiles, Salem and to know the effect of work on their personal life and effect of personal life on their work and also to know the effect of company's support in helping the employees to maintain the work-life balance. For conducting an investigation, the researcher has done survey among the employees of S.K.S Automobiles, Salem and used the tool of Chi-square to analyze the impact of some relevant variables on other variables. Based on the above study the researcher identified that there are some considerable effect of work on their personal life and effect of personal life on their work of employees and the organization should be flexible on working hours, payment systems and welfare measures and so on.

Key Words: Work life balance, Cho-square, personal life, organization, healthy balance.

1.0 Introduction:

Work life balance has a two point approach. One point is what the employer does for the employee in the form of flexible work arrangements and benefits the other prong is what the employee does for him / her, and this is often overlooked. The equilibrium between the amount

of time and effort somebody devotes to work and given to other aspects of life. Work-life balance is the subject of widespread public debate on how to allow employees more control over their working arrangements in order to better accommodate other aspects of their lives, while still benefiting their organizations. However four quadrants of work life balance must be included such as work, family, friends and self. The key to work-life-balance is time management and realistic expectations, self-identity and assertiveness. In addition relaxation and anxiety management techniques can be extremely beneficial.

2.0 Statement of the Problem:

In recent years the role of work has changed throughout the world due to economic conditions and social demands. Originally, work was a matter of necessity or survival. It has now evolved and the composition of the workforce has changed. It is also important for the employees also to maintain a healthy balance between work and their private lives so that both they and the company benefit in the long term. So, the present study has taken the above problem and is to short out with an investigation among the employees of S.K.S Automobiles (P).Ltd, Salem.

3.0 Objectives of the Study:

- The main objective is to determine the employees' work-life balance in S.K.S Automobiles, Salem.
- To know the effect of work on their personal life and effect of personal life on their work.

4.0 Review of literature:

According to steward D. Friedman in his title "work life balance a zero-sum game" Most companies view work and personal life as competing priorities in a zero-sum game in which a gain in one area means a loss in the other. From this traditional perspective, managers decide how their employees work and personal lives should intersect and often view work-life programs as just social welfare.

According to Diana Woodward in her title "work life balance strategies" The "work-life balance" literature is mainly concerned with the provision and up-take of flexible employment patterns. The purpose of this qualitative study of managers and employees is coping strategies for reconciling work with their other roles and responsibilities.

5.0 Company Profile:

SKS automobiles are the authorized dealers of M & M LTD., in Salem. It was started on 22nd august 2005. It is the division of SKS hospital Indian pvt ltd. The founder of the company is S.K SENGODA GOUNDER. The chairman is Mrs.VASANTHA VISWANATHAN. The managing director and executive director of the company is Mr. SURESH KUMARAN and

Mr.PRADEEP KUMARAN. It has branches in Namakkal, Dharmapuri and Krishnagiri. The main business of SKS is 3s-service, sales and spares. It has five main departments' namely sales department, service department, HR department and accounts department. It recently received 11 awards from M&M and 2 awards from Mahindra Navistar for various achievements.

6.0 Research methodology:

6.1 Research design:

The research design is the conceptual structure within which research is conducted. This study was based mainly on primary data. The primary data was collected from the employees in S.K.S Automobiles in Salem city with the help of questionnaire. The secondary data was collected from the books, professionals those who work in S.K.S Automobiles.

6.2 Sample size:

The sample size for this study is 100 samples.

6.3 Sampling design:

Here probability sampling design is used. Sampling method is stratified random sample.

6.4 Data collection method

Both primary and secondary data has been used for the study

6.5 Tools of the study

Chi-square test is used for analyze the variables

7.0 DATA ANALYSIS AND INTERPRETATION

7.1 Marital status of the Respondents:

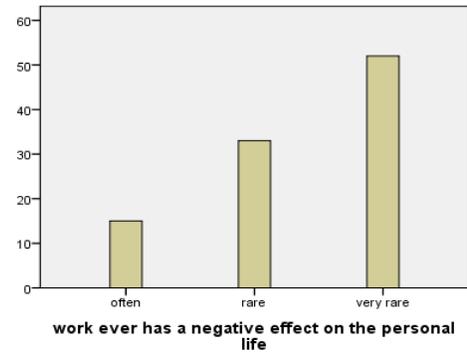
Marital Status	Frequency	Percent
Single	52	52.0
Married	43	43.0
Others	5	5.0
Total	100	100.0



Interpretation: The above table shows the marital status of the respondents.52% is unmarried respondents, 43% are married respondents and 5% belongs to other category.

7.2 Work ever has a negative effect on the personal life:

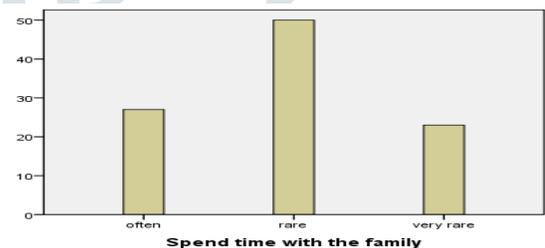
Effect	Frequency	Percent
Often	15	15.0
Rare	33	33.0
Very Rare	52	52.0
Total	100	100.0



Interpretation: The above table shows that 15% of the respondents often feel that work affects the personal life, 33% feel it affects rarely, 52% say it affects very rarely.

7.3 Spend time with the family:

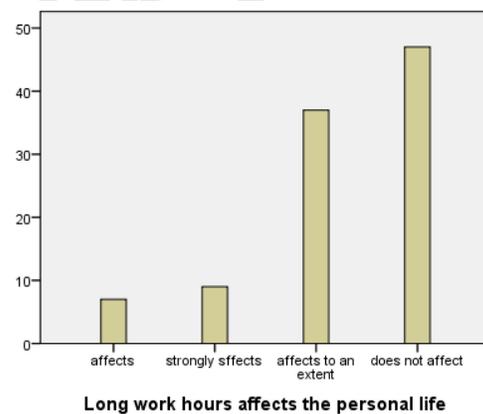
Scaling	Frequency	Percent
Often	28	28
Rare	46	46
Very Rare	26	26
Total	100	100.0



Interpretation: The above table shows that 28% of the respondents often spend time with their family, 46% rarely and 26% very rarely spend time with their family.

7.4 Long work hours affect the personal life:

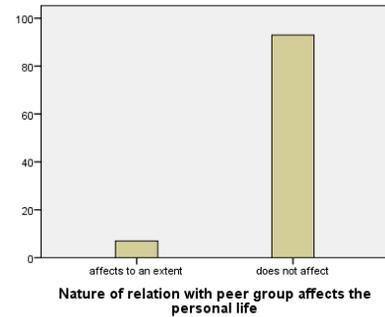
Factors	Frequency	Percent
Affects	7	7.0
Strongly affects	9	9.0
Affects to an extent	37	37.0
Does not affect	47	47.0
Total	100	100.0



Interpretation: The above table shows that 7% of the respondents' long work hours affect their personal life, 9% strongly affects, 37% affects to an extent and 47% of the respondents' long work hours doesn't affect their personal life.

7.5 Nature of relation with peer group affects the personal life:

Factors	Frequency	Percent
Affects to an extent	7	7.0
Does not affect	93	93.0
Total	100	100.0



Interpretation: The above table shows that 7% of the respondents' nature of relation with the peer group affects their personal life to an extent and 93% doesn't affect their personal life.

8.0 CHI-SQUARE TESTS**8.1 Cross tabulation: Number of working hours and time spent with family:**

H0: Time spent with family is independent of number of working hours

H1: Time spent with family is dependent of number of working hours

	Number of working hours	spend time with the family			Total
		Often	Rare	very rare	
40-50	Count	14	16	8	38
	Expected Count	10.6	17.5	9.9	38.0
50-60	Count	12	26	10	48
	Expected Count	13.4	22.1	12.5	48.0
60-70	Count	2	4	8	14
	Expected Count	3.9	6.4	3.6	14.0
Total	Count	28	46	26	100
	Expected Count	28.0	46.0	26.0	100.0

P-value for chi-square test=0.041

Interpretation: From the above analysis it is clear that time spent with family is dependent of number of working hours.

8.2 Cross tabulation: Number of working hours and tiredness/depression at work:

Ho: Tiredness or depression is not because of working hours

H1: Tiredness or depression is because of working hours

Number of working hours		Tired or depressed at work			Total
		Often	Rare	Very Rare	
40-50	Count	7	18	13	38.0
	Expected Count	8.0	16.0	14.1	38.0
50-60	Count	11	14	23	48.0
	Expected Count	10.1	20.2	17.8	48.0
60-70	Count	3	10	1	14.0
	Expected Count	2.9	5.9	5.2	14.0
Total	Count	21	42	37	100.0
	Expected Count	21.0	42.0	37.0	100.0

P-value for chi-square test=0.037

Interpretation: The above analysis shows that tiredness or depression of the respondents is because of working hours.

8.3 Cross tabulation: Tiredness/depression at work and avail leave:

Ho: Employees avail leave doesn't depend on tiredness/depression at work

H1: Employees Avail leave depends on tiredness/depression at work

Tiredness/depression at work		Avail leave due to work stress				Total
		Very often	Often	Rare	Very Rare	
often	Count	3	2	12	4	21.0
	Expected Count	.8	1.3	8.2	10.7	21.0
rare	Count	1	2	14	25	42.0
	Expected Count	1.7	2.5	16.4	21.4	42.0
very rare	Count	0	2	13	22	37.0
	Expected Count	1.5	2.2	14.4	18.9	37.0
Total	Count	4	6	39	51	100.0
	Expected Count	4.0	6.0	39.0	51.0	100.0

P-value for chi-square test=0.017

Interpretation: The above analysis shows that availing of leave depends on tiredness/depression at work.

8.4 Cross tabulation: Flexibility in work arrangement and time spent with family:

Ho: Flexibility in work arrangement do not influence the time spent with family

H1: Flexibility in work arrangement influences the time spent with family

Time spent with family		Preference for Flexibility in work arrangements			Total
		Flexible timings	working from occasionally	compressed work hours	
Often	Count	20	1	6	27.0
	Expected Count	18.9	1.1	7.0	27.0
Rare	Count	37	1	12	50.0
	Expected Count	35.0	2.0	13.0	50.0
very rare	Count	13	2	8	23.0
	Expected Count	16.1	.9	6.0	23.0
Total	Count	70	4	26	100.0
	Expected Count	70.0	4.0	26.0	100.0

P-value for chi-square test=0.485

Interpretation: From the above analysis it is identified that flexibility in work arrangement do influence the time spent with family.

9.0 Suggestions:

- ❖ Work sharing between the employees may be increased thereby employees tiredness can be reduced.
- ❖ Number of working hours may be reduced especially in service department.
- ❖ More recreational programs are to be followed where employees will feel refreshed and will be highly satisfied with the company.
- ❖ Number of casual leave may be increased to two and a half days where employees can meet their personal obligations.

10.0 References:

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