



## “WORK LIFE BALANCE AND EMPLOYEE WELL BEING AT JK TYRE INDUSTRIES LIMITED, MYSURU”

**Dr.Ashok Kumar R S, Associate Professor, Dept of MBA, GSSSIETW, Mysuru, India**

**Ms.Varsha N, MBA Student, Dept of MBA, GSSSIETW, Mysuru, India**

### *Abstract:*

*The focus of the study is to identify the factors influencing Employee well-being and to measure strength of these various factors such as 8 Pillars of Well-being are Emotional, Spiritual, Intellectual, Physical, Environmental, Financial, Professional/ Occupational, Social. The responses were collected by distributing questionnaire which are framed based on variables selected. The responses were collected and that was analyzed by SPSS software for statistical data and is interpreted. In this study we analyzed that what factors influence the dependent variable work life balance.*

*Index Terms: Work life balance, Emotional Well Being, Physical Well Being*

### **1.0: Introduction**

Work life balance is the balance between paid work and life outside the work. In today's world work life balance is required for all working individuals irrespective of the gender and irrespective of the work they perform. From past decades, work life balance is focused because of its effect on employer and employee of any organization.

Work life balance should be healthy, this healthy balance comes into picture when there is proper support provided by both the organization and the family. Balance between work and personal life is at most essential for employees and also is very much needed for the employer, because the poor balance amongst their employee's profession and family life causes absenteeism, employee turnover, reduction in job satisfaction, reduction in productivity and various other aspects.

Employees will have perfect work life balance, if the employees get a supportive spouse and there are arrangements to take care of their dependents in personal life and when it comes to organization the employees should have a good working environment, flexible work shifts, supportive supervisor, leave policy. The HR department should give major concentration on work life balance, if not it may adversely affect on their organization productivity.

Employees will not be bored to come to work if the organization provides them leave to attend their personal life problems, which provides flexible work shifts, child care arrangements at the work place, assistance to take care of their dependents and also training in case of imbalance in their work life.

## 2.0: LITERATURE REVIEW

**Olena D. Glavinska and Maryna S. V. Didenko (2020)** The article examines the relationship between professional self-realization and the psychological well-being of caregivers. Correlation and comparison analysis in several specialised professional groupings The study included 465 volunteers with 3 to 40 years of work experience: teachers, doctors, medical staff, and psychologists from public and private organisations.

Data was gathered using a variety of standardised self-reports. The study's findings illustrate the structure of well-being as well as the characteristics of self-realization in various professional groups We demonstrated that professional self-realization plays an important role in the development of two individual components of psychological well-being: self-acceptance and competence. However, high ratings for professional self-realization may be connected with burnout and a desire to leave the job in some situations.

**Kimberly Jean Morse (2019)** The goal of this study was to determine whether and to what extent factors related to work-life balance and financial well-being predict the level of life satisfaction among working individuals in the United States who use social media. The Satisfaction with Life Scale assessed life satisfaction, the Work Family Conflict Scale assessed work-life balance as interference with family and interference with work, the Perceived Stress Scale assessed stress, and demographics assessed financial well-being. A voluntary sampling strategy was used to collect data from the target population of about 12,000 working people, with a final sample size of 120.

**Zayed University and Gdańsk University of Technology (2019)** The purpose of this research is to determine the impact of work-life balance on the psychological well-being of hospital personnel in the United Arab Emirates. They used a structural equation model to investigate the effects of psychological competence, psychological autonomy, and psychological relatedness on psychological well-being and work-life balance. The findings of this study show that psychological autonomy has a positive impact on psychological well-being and work life balance, while psychological competency has a positive impact on psychological well-being and psychological relatedness has a negative impact on psychological well-being and work life balance. The general result is that work-life balance has a good impact on psychological well-being.

**Madeeha Malik and Zeeshan Haider (2019)** The purpose of this study was to assess how perceived emotional intelligence among healthcare workers in Pakistan's twin cities relates to work-life balance and job satisfaction. The NHS emotional intelligence test and the impact of work life balance elements on job satisfaction questionnaire were given to a conveniently chosen sample of 283 prescribers, 214 nurses, and 215 pharmacists. Healthcare practitioners with emotional intelligence were more satisfied with their work and were better at balancing their work and personal lives. Physicians were better at managing work-life balance than all the other healthcare professionals in Pakistan, but pharmacists had superior social skills and higher levels of motivation.

**Adnan Bataineh, K. (2019)** Finding a link between work-life balance, employee performance, and workplace happiness was the study's primary goal. 289 replies to the questionnaire employed in this study's data collection totaled. Multiple regressions were used to evaluate the hypothesis. Employee performance served as the dependent variable in this study, while work-life balance and workplace satisfaction served as the independent factors. Finally, this study proved that the independent variable affects the dependent variable

**Hossain, G. M., Hossen, M., Rahman, M., & Hasan, M. (2019)** The factors affecting female employees' ability to maintain a healthy work-life balance. 370 samples total were used in this study. Work-life balance was the dependent variable in this study, and the independent factors were coworker support, workload, and job engagement. The relationship between work load, job engagement, and coworker support was examined using the structural equating model (SEM). The study's ultimate finding was that work load and coworker support are both positively correlated with work-life balance, along with job engagement.

**Akram, F., Abrar-ul-Haq, M., & Surjit, V. (2018)** have explored the work life balance among dual career working couples. Around 180 responses were collected for the study. The independent variables used by researcher are work overload, stress, quality of life and career progression and dependent variable is work life balance. The research revealed that independent variable affects dependent variable. And the study also revealed that work load does not affect dual working couple. Further the investigation confessed work life balance is more in female when compared to male.

**Abioro, M. A., Oladejo, D. A., & Ashogbon, F. O. (2018)** have conducted a study in Nigerian University to analyze the impact of work life balance practices on employee productivity. Stratified sampling technique was utilized to collect the sample. And around 341 samples were collected. The data was collected using structured questionnaire. Descriptive statistics and inferential statistics were utilized to analyze the data. The result of this research indicated that work life balance has impact on employee productivity.

**Groner, E. S. (2018)** has examined the reaction referring to organization culture on work life balance. The researcher conducted this study by conducting interviews, surveys and observations. 34 people were interviewed by the researcher to carry out that study. The study finally revealed that there was no significant relationship between organization work culture and work life balance and also study revealed that strong work life will be there because of supervisor and not because of leadership style.

**Nizam, I., & Kam, C. (2018)** have conducted a research on work life balance in event industry. The elements such as leave policies, reward scheme, work arrangements, working hours on work life balance was examined in this investigation. The data was collected from 303 respondents using random sampling method. The analysis finally concluded that the above mentioned elements has greater influence on work life balance.

**Wong, P. Y., Bandar, N. F. A., & Sali, J. (2017)** measured the impact of various workplace factors on work life balance among the employees selected service sector. The sample size used for this study was 98 and they were randomly selected. The research was conducted using quantitative research method. In this research flexible work arrangements, supervisor support and co –worker support were made use as independent variables and work life balance as dependent variable. Finally research showed that there was a positive relationship between independent variable and dependent variable.

**Mohamed, A. A., & BedelKhalif, H. (2017)** have analysed the factors affecting work life balance among lecturers of university Somalia. The response was collected from 95 lecturers and descriptive statistics was utilized for this research. The variables such as working condition, career, job satisfaction and general well being were used for this investigation. The researcher finally concluded that quality of work life was influenced by elements such as job satisfaction, general well being, career and working conditions.

**Mokana, M. K. (2016)** has conducted a research to analyze the elements influencing work life balance. The elements encountered in this study were environmental, individual, and organizational. The individual factors such as job engagement, individual's spiritual and emotional intelligence were utilized. The workload and organizational support were utilized as organizational factors. The environmental factor used in this study was technological advancement. The study revealed that work life balance was positively influenced by job engagement, organizational support, and emotional intelligence. And then work life balance was negatively influenced by technological advancement and work load. But emotional intelligence has no association on work life balance.

**Saleem, A., & Abbasi, A. S. (2015)** have investigated the impact of work and personal traits on work life balance. The samples used for this study was 300, it was collected using probability sampling and the samples was collected from 31 different textile industry. The study finally gave knowledge that personal and work traits has influence on work life balance.

**R K Pradhan and L K Jena (2014)** The organization's current focus is on achieving work-life balance in their corporate culture while protecting the professional's individual spiritual competence. The writers of this research have attempted to examine the empirical association between workplace spirituality and work-life balance among executives and employees of manufacturing Public Sector Undertaking firms in Eastern India. 206 employees and executives have been chosen as the sample for this pilot study using purposive random sampling. Regardless of demographic profile, the researchers discovered a marginally significant correlation between spiritual competencies and work- life balance. According to the findings, it would be best to revitalise both parts simultaneously in order to create a behavioural intervention that works well in an organisational setting.

**Azeem, S. M., & Akhtar, N. (2014)** in their research, poured light about impact on organization commitment by factors such as perceived work life balance and job satisfaction. The variables such as perceived family interfering with work, perceived work interfering with family, perceived work life balance and perceived job satisfaction were used as independent variable and perceived organization commitment as dependent variable.

The responses used for this study was 275. The results of this study finally disclosed that there is association amid job satisfaction, work life balance and organization commitment.

**Rama Devi, V., & Nagini, A. (2014)** have analyzed the impact on job satisfaction by elements such as burnout and work life balance. The researcher has used 103 samples to carry out this study. The result of the study finally concluded that there was a positive connection amid job satisfaction and work life balance. And burnout had negative connection with job satisfaction.

**Dr. R. Prabhakara Raya (2013)** Working women's positions have shifted globally as a result of societal pressures and economic realities. As a result, working women are under great pressure to have a career that is as robust as that of their male counterparts while also maintaining an active personal life. Working women are feeling the burden of growing work expectations, which means less time for themselves. In today's information age, stress is generated on both the personal and professional fronts as a result of increasing personal responsibilities and technological improvements such as enhanced mobile phones, notepads, and so on that keep work and personal life intertwined. This has an impact on a person's physical, emotional, and social well-being.

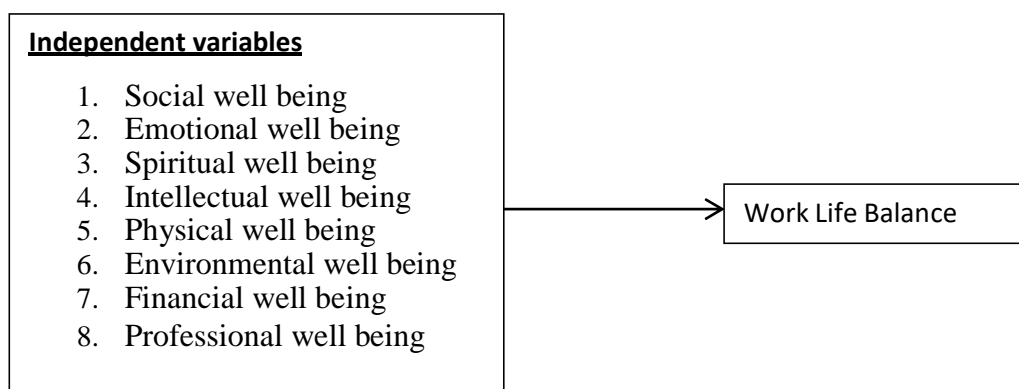
**Fatima, N., & Sahibzada, S. A. (2012)** have conducted a research to explore the factors which causes work life imbalance with reference to private and public universities. The research exhibited there was positive connection amid elements such as colleague support, job resources, partner support and work life balance. And negative connection exist amid unfair criticism and work life balance. This paper has also explained the effect of variables such as colleague support, elder dependency, partner support and children responsibilities on work life balance among male and female university teachers.

**Ferguson, M., Carlson, D., Zivnuska, S., & Whitten, D. (2012)** have conducted a study to analyse the impact on work life balance by support from both work and home. In this study researcher has collected data from 270 employees and their partners. The study revealed that social support from both work and home balances work life and that would lead to satisfaction.

From literature review, the factors influencing work life balance were identified and they are as follows: 8 Pillars of Well-being

1. **Emotional** — Being aware of your feeling, coping with stress and enjoying life.
2. **Spiritual** — Understanding your sense of purpose.
3. **Intellectual** — Recognizing creative abilities.
4. **Physical** — Physical activity, healthy diet, and sufficient sleep.
5. **Environmental** — Spend time in relaxing, energizing places that promote well being.
6. **Financial** – Contentment with present and upcoming financial circumstances.
7. **Professional/Occupational** – Contentment and enlightenment gained from the work.
8. **Social** — A strong network of relationships and a sense of belonging.

### 3.0: CONCEPTUAL FRAMEWORK



#### 4.0:PROBLEM STATEMENT

One of the main issues that all organizations are facing is work-life balance. Long working hours, a heavy workload, tension at work, and several other variables can all contribute to an imbalance. A healthy balance between a person's personal and professional lives is called work-life balance. The primary concern of the entire organization is work-life balance. The 8 Pillars of Well-being, which include emotional, spiritual, intellectual, physical, environmental, financial, professional/occupational, and social well-being, were identified from the literature study as having an impact on work- life balance. Understanding how these factors connect to the work-life balance of the employees at JK Tyre, Mysuru, is the main goal of this study.

#### 5.0:NEED FOR THE STUDY

The study is conducted in manufacturing sector called JK Tyre, Mysuru, because the employees are facing work life imbalance even though their nature of employment is repetitive. Focus of this study is on work life balance among the employees and how it will help the management to fulfill the work-related needs of employees in the industry along with the following aspects:

- It helps in to understand various factors affecting the work life balance.
- It helps in redesigning the HR strategies followed by company to improve the work life balance of employees of JK Tyre.
- It also helps to motivate the employees for better performance.

#### 6.0:OBJECTIVES

1. To determine the key factors of employee well-being and work life balance.
2. To analyze the relationship of 8 pillars of well-being on work life balance.

#### 7.0:SCOPE OF THE STUDY

The research is restricted to employees of JK Tyre, Mysuru and will help the management to know the impact of various factor influence on work life balance. This study is expected to give a basic knowledge for the policy makers of the organization while redesigning the HR policies. The study is limited to cover 60 respondents of the organization. The similar study can be replicated with a large sample size to increase the generalizability and significance of the findings.

#### 8.0:RESEARCH METHODOLOGY

- **Research design**  
The researcher has used cross- sectional descriptive research design and it gives detailed sketch of the population being studied.
- **Sample design**  
Probability sampling is used to collect the samples as it uses random sampling technique to create sample.
- **Sampling techniques**  
Simple random sampling technique is used to collect the samples inside JK Tyre, Mysuru that allows researcher to attain conclusion about the entire population.
- **Sample size**  
From the respondents of JK Tyre Employees. Among this only Valid responses will be considered for data analysis. Out of the Total population data could be collected from 60 persons.
- **Data Collection Method**  
In this study, the data is stored by 2 sources which are secondary and primary data.

- **Primary Data**

A systematic questionnaire will help to collect the primary data. The data will be collected using a personally administered questionnaire because this is the most efficient way to gather a complete response from respondents in a less period and to

clarify any doubts that respondents may have on any issue. This questionnaire includes structured or closed-ended questions with a rating scale or Likert scale to provide replies for employees of the organization.

Statistical procedures such as percentage study, correlation, reliability test, and multiple regression analysis were used to examine the data acquired through the questionnaire.

- **Secondary Data**

External and internal sources of research data will be used in this investigation. External secondary data is information available outside of the organization that comes from a single primary source, the library. The researcher will gather information from a library, an internet journal, papers, and other online publications for this study.

## 9.0: RESEARCH HYPOTHESIS

**H1** : Work-life balance and **Social well-being** are significantly correlated.

**H2** : Work-life balance and **Emotional well-being** are significantly correlated.

**H3** : Work-life balance and **Spiritual well-being** are significantly correlated.

**H4** : Work-life balance and **Intellectual well-being** are significantly correlated

**H5** : Work-life balance and **Physical well-being** are significantly correlated.

**H6** : Work-life balance and **Environmental well-being** are significantly correlated.

**H7** : Work-life balance and **Financial well-being** are significantly correlated.

**H8** : Work-life balance and **Professional well-being** are significantly correlated.

## 10.0: LIMITATIONS OF THE STUDY

1. The study period is only 6 weeks long, making it impossible to conduct a thorough research project. The number of replies was thus limited to 60.
2. The accuracy of result dependence upon how honestly the respondents have answered.
3. Because the scope of this study was limited to a single Mysuru unit, it is impossible to extrapolate its findings to the other JK Tyre units.

## 11.0: ANALYSIS AND INTERPRETATION OF DATA:

Employee's opinions are identified as sample respondents by using questionnaires. In the duration of 6 weeks of Primary data collection for study was forwarded by a structured questionnaire holding 35 questions distributed to 60 employees of JK Tyre, Mysuru. The employee opinions on **Work Life Balance aligned to Employee Well Being at JK Tyre Mysore** were assessed using a Likert scale with a 5-point rating ranging from Strongly Agree to Strongly Disagree. The data collected was examined using statistical tools and graphical tools and techniques. Tables were included to organize and arrange the data collected in such a way which make sense to a reader. Tables, graphs and pictures were used for presentation. Percentage method was used to draw conclusion on collected data. For testing the formulated Hypothesis statistical tools called coefficient correlation and regression analysis of various ANOVA were used. Statistical software known as the statistical-package-for-social-science SPSS version was used to create all data analyses. The study focuses on the presentation and analysis of demographic data, employee perceptions of variable factors, including social, emotional, spiritual, intellectual, physical, environmental, financial, and professional factors, and draws its final conclusion by testing the hypothesis and its interpretations.

## 11.1: STATISTICAL DATA USED TO ANALYZE AND INTERPRET DATA RELIABILITY TEST

Reliability tests examine the degree to which study findings can be repeated when the research is repeated using the same research approach.

The accuracy of the scale used for data collection is examined using a reliability test. To determine the reliability of the questionnaire, Cronbach's alpha index was determined. In this project, 35 items were taken into account for the study, and the reliability results are displayed in the following table.

### Reliability Statistics

**Table 1.0:**

#### Reliability statistics on Overall Dependent and Independent variables

Cronbach's Alpha	N of Items
.901	35

### Correlation

The correlation table explains the correlation between Work life balance and Social well-being, Emotional well-being, Spiritual well-being, Intellectual well-being, Physical well-being, Environmental well-being, Financial well-being, Professional well-being of employees working in JK Tyre.

**Table 2.0:**

		SoW	EW	SW	IW	PW	EnW	FW	PfW	WLB
SoW	Pearson's r	1								
	p-value									
EW	Pearson's r	0.630**	1							
	p-value	<.001								
SW	Pearson's r	0.665**	0.749**	1						
	p-value	<.001	<.001							
IW	Pearson's r	0.513**	0.570**	0.617**	1					
	p-value	<.001	<.001	<.001						
PW	Pearson's r	0.657**	0.630**	0.662**	0.730**	1				
	p-value	<.001	<.001	<.001	<.001					
EnW	Pearson's r	0.703**	0.489**	0.712**	0.543**	0.607**	1			
	p-value	<.001	<.001	<.001	<.001	<.001				
FW	Pearson's r	0.572**	0.706**	0.629**	0.528**	0.752**	0.740**	1		
	p-value	<.001	<.001	<.001	<.001	<.001	<.001			
PfW	Pearson's r	0.626**	0.701**	0.667**	0.787**	0.689**	0.500**	0.735**	1	
	p-value	<.001	<.001	<.001	<.001	<.001	<.001	<.001		
WLB	Pearson's r	0.529**	0.735**	0.611**	0.703**	0.757**	0.647**	0.711**	0.797**	1
	p-value	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
Note : *p <.05, **p <.01										

## Interpretation of correlation

- Work-life balance and social well-being have a moderate positive linear association, according to the correlation data ( $r=.529$ ,  $p=.000$ ).
- Work-life balance and emotional well-being have a strong positive linear association, according to the correlation data ( $r=.735$ ,  $p=.000$ ).
- Work-life balance and spiritual well-being have a moderate positive linear association, according to the correlation data ( $r=.611$ ,  $p=.000$ ).
- Work-life balance and intellectual well-being have a strong positive linear association, according to the correlation data ( $r=.703$ ,  $p=.000$ ).
- Work-life balance and physical well-being have a strong positive linear association, according to the correlation data ( $r=.757$ ,  $p=.000$ ).
- Work-life balance and environmental well-being have a moderate positive linear association, according to the correlation data ( $r=.647$ ,  $p=.000$ ).
- Work-life balance and financial well-being have a strong positive linear association, according to the correlation data ( $r=.711$ ,  $p=.000$ ).
- Work-life balance and professional well-being have a strong positive linear association, according to the correlation data ( $r=.797$ ,  $p=.000$ ).

## Regression

To verify the claim, the average of the items in the constructs was employed in the multiple regression analysis of the variables. It's an essential statistical test for figuring out how the dependent and independent variables are related. In addition to making predictions, it is used to determine how well the independent variable characterizes the dependent variable and to determine if fluctuations in the independent variable can explain variations in the dependent variable.

When standardized co-efficient (beta) are significant, the hypothesis is deemed to be correct; hence, the p value must be less than 0.05 at a 95 percent confidence level. The multiple regression models demonstrated that independent variables such as work overload, role conflict, peer group, psychological aspects, remuneration, and reward may forecast occupational stress, which in turn could forecast organizational commitment.

The results of the multiple regression analysis, which was used to test the hypotheses, are displayed in the tables below.



**Table 3.0: Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.822 <sup>a</sup>	.765	.709	2.02135
a. Predictors: (Constant), SoW,EW,SW,IW,PW,EW,FW,PfW				

The model summary from the following table reveals that R square is 0.765 adjusted R square= 0.709. This indicates that 76.5 percent of the equation can be explained by the factors used to determine the work-life balance.

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	931.613	8	168.381	30.289	.000 <sup>b</sup>
	Residual	262.138	51	5.086		
	Total	1193.751	59			

a. Dependent Variable: WLB

b. Predictors: (Constant), SoW,EW,SW,IW,PW,EW,FW,PfW

Given the significant value of 0.000 < 0.05 and the existence of a linear relationship between the dependent and independent variables, the ANOVA results from the above table demonstrate the significance of the regression model.

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	-.982	2.052		-.394	.620
SoW	.071	.622	.055	.586	.678
EW	.402	.109	.310	4.086	.002
SW	.420	.085	.404	0.765	.613
IW	.304	.195	.392	2.582	.006
PW	.270	.096	.319	3.234	.031
EnW	.029	.118	.026	.289	.723
FW	.030	.092	.030	.327	.000
PfW	.332	.103	.274	3.215	.012
a. Dependent Variable: WLB					

- The significance level is  $.678 > 0.05$ . This shows that there is no link between social well-being and work-life balance.
- The significance level is set at  $0.002 < 0.05$ . This demonstrates that there is a considerable association between emotional well-being and work-life balance.

- The significance level is  $.613 > 0.05$ . This shows that there is no link between spiritual well-being and work-life balance.
- The significance level is set at  $0.006 < 0.05$ . This demonstrates that there is a considerable association between intellectual well-being and work-life balance.
- The significance level is set at  $0.031 < 0.05$ . This demonstrates that there is a considerable association between physical well-being and work-life balance.
- The significance level is  $.723 > 0.05$ . This shows that there is no link between environmental well-being and work-life balance.
- The significance level is set at  $0.000 < 0.05$ . This demonstrates that there is a considerable association between financial well-being and work-life balance.
- The significance level is set at  $0.012 < 0.05$ . This demonstrates that there is a considerable association between professional well-being and work-life balance.

**Table 4.0: Hypothesis Test**

SL. NO.	Research Hypothesis	Results
1.	Work life balance and social well-being have a strong link.	Rejected
2.	Work life balance and emotional well-being have a strong link	Accepted
3.	Work life balance and spiritual well-being have a strong link	Rejected
4.	Work life balance and intellectual well-being have a strong link	Accepted
5.	Work life balance and physical well-being have a strong link	Accepted
6.	Work life balance and environmental well-being have a strong link	Rejected
7.	Work life balance and financial well-being have a strong link	Accepted
8.	Work life balance and professional well-being have a strong link	Accepted

**12.0:FINDINGS:**

- A literature review is used to identify the important elements of employee well-being and work-life balance. The essential aspects of social, emotional, spiritual, intellectual, physical, professional, financial, and environmental well-being that can affect employee well-being.
- Employee wellness and work-life balance under high job pressure and family demands are examined, and their relationships with one another are understood.
- The analysis of the eight pillars of well-being was done, and the findings indicate that there is a high connection between the work-life balance and the eight pillars of well-being.
- Work life balance and emotional, physical and financial well-being have a strong correlation.
- Intellectual and Professional well-being have a strong correlation with work life balance.
- Work life balance and social, spiritual and environmental well-being have a moderate correlation.
- Emotional, intellectual and physical well-being has a strong link with work life balance.
- Professional and financial well-being has a strong link with work life balance.
- JK Tyre employees believe they have a strong balance between their demanding work schedules and their family obligations based on the results.
- The majority of JK Tyre staff members say that they get strong support from their coworkers and that they have a good balance between their personal and professional lives.

### 13.0:SUGGESTIONS/RECOMMENDATIONS:

- Some employees have work load which prevents them from balancing work and personal life. So, organization should make sure that whether their employees are managing both job and family by conducting surveys.
- Organization should provide child care facilities at work place or assistance to take care of their children and also they should provide assistance to take of their dependents.
- The employees should be counseled every month to know about their difficulties faced in balancing work life.
- The organization should encourage physical activities in the work place, which improves the physical health of employees and intern reduces the burnout and work place and improves productivity.
- The organization should provide paid leaves for employees to go for a vacation if they are facing imbalance in their work life.
- Organization should take initiative to educated employees about healthy work life balance by providing seminars.
- Organization should set up a club for social activities which improves employee engagement.
- Be upfront and honest with your employees and urge them to do the same.
- Uphold excellent work ethics so that employees are motivated and respectful towards the company.
- Innovation is one of the great ways to encourage workers/employees.
- Provide constructive feedback not criticism.

### 14.0: CONCLUSION:

Work life balance is really important, which is very much needed by both employee and employer. If the employee of any organization has proper work life balance, he/ she will have a great interest in their job as a result the productivity increases and in turn increases the organization profit. The current research is conducted towards studying elements affecting work life balance. The study is conducted to analyze the level of the employee's well-being in JK Tyre, Mysuru.

A highly dedicated employee would identify with the organization's aims and values, as well as their personal life to have a deeper desire to achieve work life balance. Highly devoted employees want to stay involved with the company and help it achieve its goals, so they are less likely to leave. A dedicated employee will be more enthusiastic about his job and more driven to put in the necessary time and effort to complete the responsibilities.

The working environment has become more competitive as development levels have increased. In order to remain in this competitive market, a company's personnel must be extremely dedicated.

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