An study on work life balance of with special reference to S.D.K milk trading, Erode

Dr.V.Manimegalai[1], S.Krishnaraj[2]

[1]Prof/MBA, Nandha Engineering College (Autonomous), Erode
[2]II MBA, Nandha Engineering College (Autonomous), Erode

ABSTRACT

Having work life balance is the most inspiring issue faced by employees and employers now days. Work is essential part of ordinary life, as it is our living or job or business. On a regular we spent twelve hours daily life and it is the one third of our entire life. The success of any group is highly depending on how it attracts recruits, motivates, and retains its workforce. Today's organization needs to be extra flexible so that they are well-appointed to mature their workforce and enjoy their promise. The varying nature at workplace joined with changes in socio-cultural level has led to imbalance in the work and personal lives of staffs all over. Growing demand, rising consciousness among females, increasing pressure level, increasing family levels etc., have made it difficult for people to cope with their work and family lives. With collective stress levels and demands at the office, attrition rate in organization is increasing. This study donates to the accepting of work life balance in a significant area in attire industry, that is, among staffs of group.

INTRODUCTION

Work-life balance has now become Centre of attention for almost all companies, political institutions, research institutions, families, individuals and trade unions at both national and international level. Work life balance is an important topic in human resource management that means to combine work and life in a way, that both are achievable. Work life balance is generally related to role overload, time management, time pressure, job satisfaction, job stress, organizational commitment, life satisfaction, turnover, welfare, social security, working time, flexibility, family, richness, in-service, relocation, consumption, demographic changes, leisure time and so on. In this paper, work means paid work i.e. a person earns money by providing his/her services to the organization. Together work family balance and work life balance is similar thing. Moreover, work life conflict and work family conflict are used interchangeably.

STATEMENT OF THE PROBLEM

Work life balance is important for organization and employees. Stress can be caused by both work related factors and home or family related factors and many employees experience difficulties juggling their work responsibilities with their home responsibilities which lead to leave an organization. These departures may be difficult to prevent. However, another key reason in particular with employees to leave their job is to find a better work life balance. A change to the family situation tends most often to impact upon employees and results in increasing difficulty in managing a balance between work and family responsibilities.

OBJECTIVES OF THE STUDY

- To identify the demographic profile of the respondents
- To identify the major factors influencing the work life balance.

Author for correspondence:
MBA, Nandha Engineering College (Autonomous), Erode.

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SCOPE OF THE STUDY

- This study will create an overall awareness among the employees about how to manage the work life balance.
- This study will be helpful for analysing the problems faced by the employees in work life balance

LIMITATIONS OF THE STUDY

- This study will create an overall awareness among the employees about how to manage the work life balance.
- Many employees neglected to respond to the survey in their busy schedule.

LITERATURE REVIEW

Mohammad niaz (2008) in his research titled "Work life balance practices and gender gap in job satisfaction" examines the role of the work life balance practices by explaining the paradox of the contented women worker". In his research he finds out that woman reports higher levels of job satisfaction than that of men. The main finding is that WLB is the important determinant of the intrinsic extrinsic, aspects of job satisfaction [1].

Rebbecca (2009) quotes in "Work life balance-Men and Women" that women and men have a different perception generally on balance the work and life. She tells that women devote more time on her family and the men spend more time pursuing his personal interests. She also quotes that balance is not only about dividing the time spent on work and personal life, but also establishing harmony that reflects on the individuals priorities [2].

Peter (2009) in his study on "Work life balance and subjective well-being" explains about the work life balance and the well-being of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the well-being of the employees as it helps in satisfying personal needs. The finding in this research was that the perceived sufficiency of time available for personal life and works tells the level of well-being only if the individual's needs are fulfilled in the given time [3].

RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The Methodology may include Publication Research, Interviews, Surveys, and Other Research Techniques and could include both Historical and Present Information.

RESEARCH DESIGN

- Research Design refers to the overall strategy that we choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring that we will effectively address the Research Problem.
- It constitutes the blueprint for the Collection, Measurement, and Analysis of Data.

TYPES OF RESEARCH

The research type used in this Study is Descriptive, which is used to describe the characteristics of a population or phenomenon being studied.

SAMPLE DESIGN

- Sampling is the process of selecting a sufficient number of elements from the population.
- A Sample Design is a definite plan for obtaining a sample from the sampling frame.
- It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

SAMPLING METHOD

Probability sampling

Probability Sampling is a sampling technique in which sample from a larger population are chosen using a method based on the theory of probability. For a participant to be considered as a probability sample, he/she must be selected using a random selection.

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Simple random sampling

This sampling method is as easy as assigning numbers to the individuals (sample) and then randomly choosing from those numbers through an automated process. Finally, the numbers that are chosen are the members that are included in the sample

DATA COLLECTION

Data Collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research question, test hypotheses and evaluate outcomes.

Primary Data Source

- A Primary Data Source provides direct or first-hand evidence about an object, person or work of art. It includes Historical & Legal Documents, Eyewitness Accounts, Results of Experiments, Statistical Data, Audio, and Video Recordings, E-mail, etc.
- Using a Questionnaire, which is a set of printed or written questions with a choice of answers, devised for the purpose of a survey or statistical study, we collected the data.

Secondary Data Source

- The data that was originally collected for other research is called Secondary Data Sources.
- We Referred Articles, Journals & Magazines as mentioned in the Bibliography.

Size of the sample

- Sample Size Determination is the act of choosing the number of observations or replicates to include in a statistical sample. The sample size is an important feature of any empirical study in which the goal is to make inferences about a population from a sample.
- The Sample size is 110.

TOOLS USED

The Tools used in the Study includes,

Simple percentage analysis

Simple Percentage Analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data.

Formula

$$\text{Percentage Analysis} = \frac{\text{Number of Respondents}}{\text{Total number of Respondents}} \times 100$$

Chi- square test

A Chi-Squared Test is a statistical hypothesis test where the sampling distribution of the test statistic is a chi-squared distribution when the Null Hypothesis is true. It is used to determine whether is a significant difference between the expected frequencies and the observed frequencies in one or more categories. The purpose of the test is to evaluate how likely it is that the Null Hypothesis is true, given the observations.

Formula

$$\chi_c^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Where, O_i – Observed frequency
E_i – Expected frequency

Henry Garrett ranking method

Garrett ranking technique to find out the most significant factor which influences the respondent; Garrett ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula.

Percent position = 100 (Rij – 0.5) Nj

Where, Rij = Rank given for the ith variable by j^{th} respondents

Nj = Number of variables ranked by j^{th} respondents

Table No 1: Demographic profile of the respondents

Details of respondents		No of respondents	percentage
AGE	Below 25 years	11	10
	25-30 years	33	30
	30-35 years	46	42
	Above 35 years	20	18
	TOTAL	110	100
GENDER	Male	91	83
	Female	19	17
	TOTAL	110	100
EDUCATION QUALIFICATION	SSLC	47	43
	HSC	25	23
	UG	18	16
	PG	20	18
	OTHERS	0	0
	TOTAL	110	100
MARITAL STATUS	Married	68	62
	Unmarried	42	38
	TOTAL	110	100
WORK EXPERIENCE	Below 3 years	67	61
	3-5 years	30	27
	5-8 years	7	6
	Above 8 years	6	6
	TOTAL	110	100
MONTHLY INCOME	BELOW Rs.10000	31	28
	Rs.10000 -20000	35	31
	RS.20000- 30000	26	24
	ABOVE 30000	18	16
	TOTAL	110	100

INTERPRETATION

From this survey, we can find that 10% of respondents fall under age group of below 25 years, 30% of respondents fall under age group of 25-30 years, 42% of respondents fall under age group of 30-35 years and 18% of respondents fall under age group of above 35 years.83% of respondents fall under gender of male, 17% of respondents fall under gender of female. 43% of respondents fall under education qualification of SSLC, 23% of respondents fall under education qualification of HSC, 16% of respondents fall under education qualification of UG,18% of respondents fall under education qualification of PG. 62% of respondents fall under marital status of married. 38% of respondents fall under marital status of unmarried.61% of respondents fall under work experience of BELOW 3 YEARS, 27.3% respondents fall under work experience of 3-5 YEARS,6% respondents fall under work experience of 5-8 YEARS, 6% respondents fall under work experience of ABOVE 8 YEARS, 28% of respondents fall under below Rs.10,000 monthly income, 31% of respondents fall under Rs.10,000-20,000 monthly income, 24% of respondents fall under Rs.20,000-30,000 monthly income, 16% of respondents fall under above 30,000 monthly income.

Chi-square test

Grade and factors influencing childrens performance.

Null hypothesis(H0)

There is no significant relationship between gender and factors influencing hours of work.

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Alternative hypothesis(H1)

There is significant relationship between gender and factors influencing hours of work.

Table No 2: Relationship between gender and hours of work

Test Statistics

	Gender of the respondents	Hours of working in a day
Chi-Square	47.127a	28.509a
Df	1	1
Asymp. Sig.	.000	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 55.0.

INTERPRETATION

From this study, calculated value is greater than the table and the null hypothesis is rejected and the alternative hypothesis is accepted.

FINDINGS

1. 42% of respondents fall under age group of 30-35 years
2. 81% of respondents fall under gender of male
3. In chi-square there is a significance relationship between gender and hours of work.

SUGGESTIONS

1. The organization may provide extra vacation to their employees
2. The organization may provide flexible working hours to their employees
3. The management may get suggestion from their employees about work life balance
4. The employees want to provide their feedback about their difficulties in work life balance

CONCLUSION

Work life balance is element of the universal well-being. The senior work-life imbalance, the lower are life pleasure, happiness, subjective health and moving well-being. It will cost some money, but in the long run, the company will benefit from this. If properly introduce and implemented then work life balance programs can be win-win state of affairs for employee, family and organization. Flexible working arrangements are important but it should be catered according to employees' needs, resources, time and demands to get more improved results. Work life balance is connected with quality of life and is not only a good issue – it is productivity and economic issue, a workplace issue and a social issue.

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