
A STUDY ON WORK LIFE-BALANCE OF EMPLOYEE JYOTI

HYDROTECH PRIVATE LTD.

Khushboo Pandey*1, Dr. Anuradha Pathak*2

*1Students, T.Y.B.B.A., BVPIIM, Bardoli, Gujarat, India.

*2Associated Professor, B.V. Patel Institute Of Management, Uka Tarsadia University,
Bardoli, Gujarat, India.

ABSTRACT

The present study has been conducted to study. The factor effecting Work -Life Balance of employees. The present study reveals that employees while working in organization face work-life issues. Many factors affect Work- Life Balance. However, when positive and constructive steps are taken by the organization, and with the efforts of employees themselves, these issues can be mitigated to a great extent.

I. INTRODUCTION

The company, under study, is considered as the leading Water Treatment Solution Provider with a focus on safeguarding public health and ensuring a clean & high quality water supply, protecting the natural environment, conserving water resources and improving the productivity of each Unit with latest global technology at a competitive price. Experience since a long, we came on conclusion that water treatment is not stereo style treatment; rather it requires individual unique treatment therefore first we do detail treatability of the effluent and accordingly we suggest the scheme for treatment. We also conduct pilot scale study for more assurance towards success.

The Company as an ace Water Treatment Provider Jyoti Hydrotech Pvt. Ltd. is well supported by the wealth of wide experience in this field and achievements along with advanced equipment and superb skills of the engineering staff. Our state-of-the-art analytical laboratories provide chemical testing, ecological toxicity testing and regulatory compliance services to environmental authorities and business clients located around the country. During entire phase of plant operation from pre-commissioning to whole life of plant. The Company vision is to maintain and expand our leading position in the water treatment industry and to become a leading integrated global water treatment solution provider. The Company Aimed to Deliver Eco -Friendly and Cost - Effective Water Treatment Solution. Aims at providing environmentally and economically sustainable water and waste water treatment solution.

To company intend to capitalize on our competitive strength to expand our current market position and to benefit from the anticipated growth in India's water and waste water treatment industry as well as growth in international markets.

Title :- Study of Work- Life balance of employees in Jyoti HydroTech

Meaning of Work -Life balance of Employees

Work-life balance is a concept including proper prioritizing between "work" and "lifestyle". Related, though broader, terms include "lifestyle calm balance" and "lifestyle choices".

Definition of Work -Life of Employees

Work Life Balance is defined as a means of flexible working or flexible leave available to employees. These arrangements may be in addition to statutory entitlements and are generally granted to the employee to accommodate their needs outside of the workplace.

Characteristics of Work -Life balance of Employees

1. Work life balance is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc. along with making a career, business travel etc.
2. Factors affecting work-life balance of Employees

3. Positive Personal Factors
4. Studies show that those who have regular schedules, healthy habits, hobbies, as well as high self-confidence and ambition are likely to have better work-life balance.
5. Negative Personal Factors
6. People from lower socioeconomic strata typically have poor work-life balance. Those with low self-esteem, poor social skills and depression also have similar imbalance.

II. LITERATURE REVIEW

Friedman and Greenhaus, (2014) had researched on the topic The work life balance is really difficult to be managed, especially in the presence of infants who need special care with a lack of cooperation from many employers, a large number of studies conducted on woman's samples from the Middle East and related to the balance between work and home indicated that **37% of employers** support working women to achieve balance between work and home, indicating that **63% of employers have no desire to cooperate with working women's**, thus increasing the difficulties and challenges of achieving balance between work and home life.

Carlson and Kacmar (2000) had researched on the topic **Found that work centrality did** make a difference to the way work-family conflict was experienced. It was found that when work was highly central to the individual, antecedents from the family domain had a significant impact on family interference with work and when family was valued more, the work domain 42 antecedents had a greater impact on work interference with family. Hyman et al. (2003) examined the evidence for extensions of work into household and family life in two growing employment sectors: call centers and software development. Sample consisted of 1131 respondents. Extensions were identified as tangible, such as unpaid overtime, or intangible, such as exhaustion and stress. The study found that organizational pressures combined with lack of work centrality result in work intruding into non-work areas of employee lives, though intrusions manifest themselves in different ways according to the type of work, levels of the worker autonomy and organizational support.

Wesley And Muthuswamy (2005) In a study had researched on the topic **of 230 teachers in an engineering college in coimbatore**, india, found that work to family conflict was more prevalent than family to work conflict, thus indicating that permeability of work into family was more than permeability of family into work. **kinnunen and mauno (2007)** collected data from a sample of 501 employees working in four organizations, i.e., municipal and social healthcare, manufacturing for exports, a bank and a supermarket. the results indicated that interference from work to family was more prevalent than interference from family to work among both sexes. However, there were no gender differences in experiencing either work to family or family to work conflict. The findings of the studies reported above suggest that wok to family conflict is more frequent than family to work conflict.

Rajesh Ranjan Dr. T. Prasad (2013) had researched on the topic The railway driver is exposed to a demanding psychosocial work environment, which includes solitary work, limited opportunities for social contact and a heavy responsibility for operating the train (in terms of both safety and adhering to the timetable). Railway drivers struggle to fulfill work and family responsibilities. This struggle is due to long hours, irregular and inflexible work schedules, and heavy workloads. Thus, work-family conflict can be a common work stressor for railway drivers.

Yadav et.al (2013) had researched on the topic found that respondents reported average level of work life balance and are generally happy with their working arrangements. The findings of the study reveal that balancing care and work affects career progression. Manager's act as barriers to members achieving appropriate work-life balance and considered WLB is an important determinant of intrinsic aspects of job satisfaction. Most of the employees enjoy the job and feel comfortable at their work place. According to studies; it has been found that it is important for employees to maintain a healthy balance between work and their private lives.

Padma et.al (2013) had researched on the topic highlighted the role of family support in balancing personal and work life and found that the present study show that the support from family members will play a significant role in balancing Personal and Professional lives. Employees who have adult children can easily

balance than those with younger age kids. Similarly employees who need to take care of elder parents/in-laws health responsibility have lesser work life balance than their counterparts. The study concluded that lower balance may lead to higher absenteeism, lower job satisfaction and sometimes may turn to higher employee attrition. Organizations with cooperative work culture may help them to bring a suitable balance in their professional and personal life.

V. Madhusudhan et.al (2013) had researched on the topic identified the factors responsible for work life balance and extracted that dependents, time flexibility, role clarity, co-worker support, family culture, working hours and head support are responsible for work life balance. Management has to concentrate on time flexibility, role clarity, co-worker support, working hours and head support for managing work life balance.

The study of Ajith. et al (2013) had researched on the topic on work-life balance for role prioritization of IT employees showed that the employees were able to fulfill their professional and personal commitments at the same time, because of better work-life balance policies. The relationship between work-life balance policies and role prioritization was significant. The study was conducted on variables like travelling time, depression, temper, work etc., to know the relation between work-life balance and stress management.

Santhi and Sundar (2012) had researched on the topic in their study of work-life balance of women employees in IT21 industry analyzed that programs implemented by IT firms of Chennai satisfy different categories of employees differently. Data were collected from 350 women employees working in various IT companies. The study measured the satisfaction levels of the respondents across various work-life balancing parameter. 55% of the employees were highly satisfied with the current work-life initiatives.

Chawla and Sondhi (2011) had researched on the topic in their survey conducted among teachers and BPO women professionals revealed that job autonomy and organizational commitment are in positive relation with work-life balance. The study indicated that the more proactive schools/BPO companies which value the contribution of a committed and contributing human resource will need to provide more autonomy to sustain their employee's work-life balance. While work load and work family conflict indicated negative relation with work-life balance.

III. RESEARCH METHODOLOGY

The research methodology chapter presents, the need of study, objectives, scope of the study, hypothesis, sampling, sources and instruments of data collection as well as the limitation of the study has been presented systematically.

A work-life balance therefore largely depends on the individual's quality of work and work satisfaction. Here, the employer is particularly in demand. Most employees need a sense of appreciation both for themselves and their work in order to positively identify with the workplace.

Objectives of the Study

- To study the relationship between work-life balance and various demographic variables.
- To study the factors influencing of work-life balance on the family life of the employees.
- To study the existing Work-Life Balance policies in organizations.

RESEARCH DESIGN

Descriptive Research

Sample Size

100

DATA COLLECTION

Primary data

The researchers from first hand sources , using method like survey and questionnaire.

Secondary Data

- Data are collected from the company's website.
- Online data and sources pertaining to the topic.

Tools for Analysis: Tabular analysis with the help of 5 Likert scale and frequency, Mean, Standard deviation , Chi Square etc.

Testing Of Hypothesis

Hypotheses:

H1: Demographic variables have significant relationship with work-life balance.

H2: Various factors under study have significant impact on work-life balance of employees.

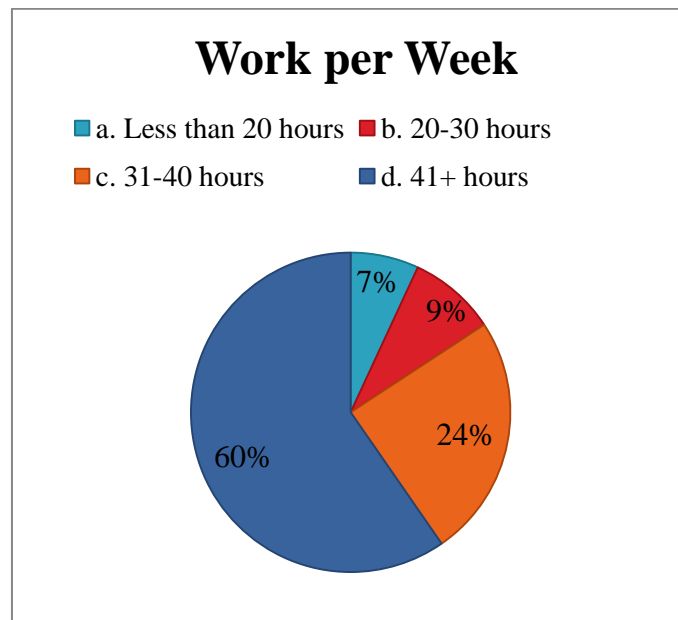
IV. ANALYSIS OF DATA

Demographic Variables

Table: Demographic Distribution

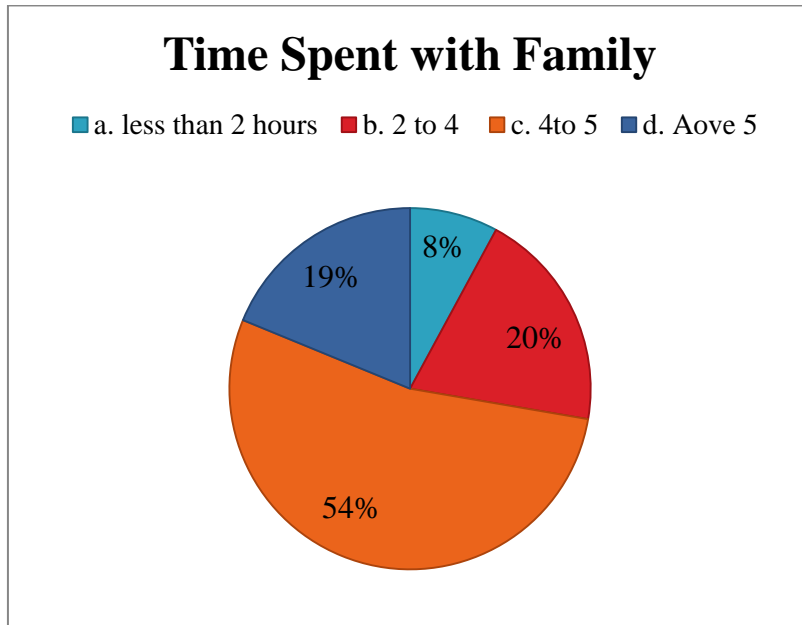
Variables	Frequency (N=100)	Percentage
Gender		
Male	37.15	74.3%
Female	12.85	25.7%
Age		
20-25	10.9	21.8%
25-30	3.95	7.9%
30-35	6.95	13.9%
35-40	13.35	26.7%
40-45	8.4	16.8%
45-50	4.45	8.9%
Above 50	2	4.0%
Experience		
2-5 Years	10.9	21.8%
5-10 Years	3.0	6.0%
10-15 Years	17.35	34.7%
15-20 Years	15.35	30.7%
More than 20 years	3.45	6.9%
Marital Status		
Married	16	32%
Unmarried	34	68%

Working Hours Per Week



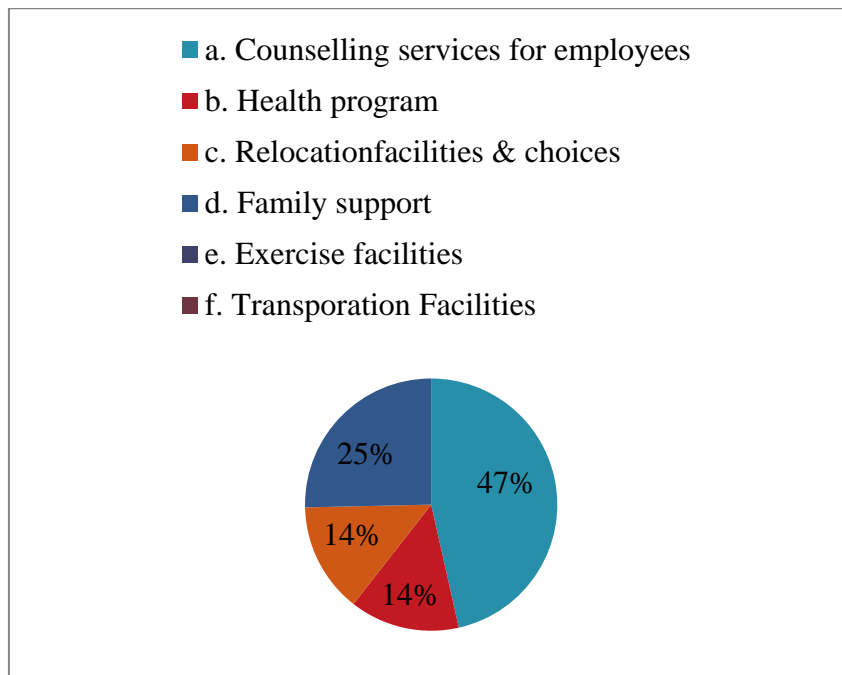
Interpretation:- This figure shows that 85 employees have the pressure of work-life conflicts these employees are basically related to the field job and operational/ functional job where as the 15 employees said that they have not pressure of completing work targets.

Time Spent with Family



Interpretation :-This figure show that 4 to 5 hour hours and days spend with family and 20% respondent also spend hours with their family.19% employees spend time with above 5 hours and less than 2 hours give the respond 8%. With spend hours with their family.

Additional Work Provisions Provided by the Company



This figure shows that maximum 47 employees give response of counseling services for employees and 25 employees give response of family support and 14 employees give response health program facilities to the employees and 10 employees give Relocation facilities & choices given the responded toward the employees.

Reliability Test

Case Processing Summary			
		N	%
Cases	Valid	98	98.0
	Excluded	2	2.0
	Total	100	100.0

Reliability Analysis: An analysis was conducted for checking the reliability of the questionnaire and the results were obtained. The Cronbach’s alpha (a measure of reliability) was calculated for the questionnaire. This coefficient (0.698for 10items) indicates reliability as it meets the minimum acceptable level of 0.6 (Hair et al., 2009).

Descriptive Statistics

Statement	N	Minimum	Maximum	Mean	Std. Deviation	kurtosis	Skewness
Frequency of worry about the work in a week	100	1	5	3.67	1.035	1.554	-1.471
Frequency of feeling of getting tired or depressed because of work in a week	100	1	5	3.95	1.149	-110	-960
Frequency of missing out any quality time with family or your friends due to work pressure in a week	100	1	5	4.01	1.202	086	-1.053
Frequency of work-life conflicts reflecting negatively on employee’s productivity	100	1	5	4.27	3.146	71.676	7.745

Interpretation: The above table shows that factor or variable affects most work-life balance of employees. That show that is good environment in organization.

Sources: various questionnaire from respondents. Frequency of worry about the work in a week mean is 3.67 and Standard deviation is1.035 and kurtosis1.554 and Skewness strong mean is Frequency of work-life conflicts reflecting negatively on employee’s productivity 4.27 and Std. Deviation3.146 and kurtosis 71.676 and Skewness is 7.745

Test Statistics					
	Designation	Gender	Marital status	Age	Experience
Chi-Square	7.120 ^a	43.560 ^b	17.64	34.540	14.300 ^d
Df	3	1	1	6	4
Asymp. Sig.	.068	.000	.000	.000	.006

Cross Tabulation

Experience VS Worry of work

Experience VS Frequency of Worry of Work Cross tabulation							
Count							
		Frequency of Worry of Work					Total
		Never	Often	Rarely	Sometimes	Always	
Experience	2-5 years	0	0	2	10	3	15
	5-10	3	2	2	10	3	20
	10-15	4	4	1	22	3	34
	15-20	0	1	1	16	1	19
	more than 20	1	0	0	10	1	12

INTERPRETATION:- In this table show that is Experience VS Frequency of Worry of Work Cross tabulation. There are various level of experience in employee are there 2-5 years and more than 20 years experience that said that 2-5 years employees 2% Rarely worry of work and 10% employees sometimes worry of work and 3% employee are always worry about their work.

T-Test Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
Working hours per week	Male	83	3.40	.883	.097
	Female	17	2.53	1.328	.322
Members facing work-life conflict	Male	83	1.10	.297	.033
	Female	16	1.38	.500	.125
Time spent with family	Male	83	2.92	.768	.084
	Female	16	2.56	.964	.241
Suffering from Any stress related problems	Male	83	3.19	1.292	.142
	Female	16	3.38	1.025	.256
Manage stress arising from your work	Male	83	3.31	1.258	.138
	Female	16	3.19	1.109	.277
A company have a separate policy for managing work-life conflicts	Male	83	1.31	.679	.075
	Female	17	1.53	.800	.194
Frequency of Worry about your work	Male	83	3.67	1.013	.111
	Female	17	3.65	1.169	.284
Feel tired or depressed because of work	Male	83	4.08	1.171	.129
	Female	16	3.56	1.315	.329
Frequently working hours affects your task efficiency	Male	83	4.05	1.136	.125
	Female	16	3.44	1.153	.288

Frequently work-life conflicts reflect negatively on your productivity	Male	83	4.42	3.386	.372
	Female	16	3.44	1.315	.329
Any pressure work in organization affect your relationship with your family member	Male	83	3.90	1.185	.130
	Female	16	3.50	1.095	.274
Difficulty to cope-up with your work-life conflict	Male	83	4.11	1.148	.126
	Female	16	3.25	1.528	.382
Salary wage	Male	83	1.46	1.063	.117
	Female	16	2.00	1.317	.329
Compensation	Male	83	3.96	.968	.106
	Female	16	3.63	1.258	.315
Welfare facilities	Male	83	2.48	1.434	.157
	Female	16	2.63	1.408	.352
Working environment	Male	83	2.41	1.506	.165
	Female	16	2.31	1.580	.395
Work overload	Male	83	2.14	1.398	.153
	Female	16	2.81	1.223	.306
Greviance handling system	Male	83	3.95	1.081	.119
	Female	16	4.38	.885	.221
Management Support	Male	83	4.24	.932	.102
	Female	16	3.81	1.515	.379
Motivation	Male	83	4.33	1.001	.110
	Female	16	3.69	1.493	.373

Interpretation: In this Table Show that there are respondent is Male and Female and N is present 83 Male and 16 female higher values of the T-test value also called t- score, indicate that a large difference exists between the two sample sets. The smaller the t-test ,the more similarity exists between the two sample sets. A large t- score indicates that the groups are different. A small t-score indicates that the groups are similar.

V. FINDINGS

- In this present study majority of the respondents (78 percent) extend their work timings.
- More than half of the respondents (54 percent) have constant pressure at work due to heavy work load. A large number of respondents (70 percent) never take office work voluntarily to home.
- More than 54 percent of respondents are allocating time and effort to manage their work and spend time on activities of their choice or on personal and family commitments.
- Majority of respondents (96 percent) feel satisfied at their work as a result of effective work life balance.
- A quite a few 22 percent take up personal initiative.
- There are 76 percent of the respondents admit that work-life balance initiatives by the organizations helps in retaining the employees.

VI. CONCLUSION

Work-life balance remains an issue that requires considerable attention from society. The changing nature of the global economy, where organizations often operate on a 24/7 schedule and technological advances have

made it possible for an employee to be connected at all times, has ushered the work-life balance issue into the forefront of the minds of many. In this times, has ushered the work-life balance issue into the forefront of the minds of many. In this study was able to understand the concept of work-life balance that is prevailing in an Information Technology industry. It also exposed the various work-life balance strategies implemented by various organizations and the employees by their self. Being the Information Technology era, this study could be of use as it enables to understand the important concept which has a direct impact over the productivity of the employees. Hence, to maintain a healthy workforce, it should be able to cater to their needs and fulfill them. There is a lot of scope of research in this area. This concept being a growing phenomenon, The area that the researcher covered was limited, there are number of areas that could be covered to understand the whole concept of work-life balance.

VII. RECOMMENDATION

- Efforts should be made to make organizational climate more friendly and supportive. Work Remotely and Conduct Daily Stand Up Meetings employees do not leave the organization.
- Job security should be assured to employees so that labour turnover can be reduced. Monetary benefits should be increased in order to motivate staff to perform better. Training should be provided at regular intervals so that productivity does not get adversely and Trust Employees.

VIII. REFERENCES

- [1] Friedman, S. D., & Greenhaus, J. H. (2000). *Work and family: Allies or enemies? What happens when business professionals confront life choices.* Oxford: Oxford University Press.
- [2] Carlson, D. S., Kacmar, K. M., & Williams, L. J. (2000). Construction and initial validation of a multidimensional measure of work-family conflict. *Journal of Vocational Behavior*, 56, 249-276.
- [3] Wesley, R, & Muthuswamy, PR, "Family-friendly Hr interventions: A pathway for engineering college teachers to mitigate work-life conflict and its undesirable, "Staff and Educational Development International 8(1)67-81,2004.
- [4] www.iosrjournals.org 39| Page Work-Life of Indian Railway's Drivers (Loco-Pilots) Rajesh Ranjan1, Dr. T. Prasad2
- [5] Yadav, R. K., & Dabhade, N. (2013). Work Life Balance And Job Satisfaction Among The Working Women Of Banking And Education Sector – A Comparative Study. *International Journal of Advancement in Education and Social*, 1(2), 17-30.
- [6] Padma, M. S. (2013). Role of Family Support in Balancing Personal and Work-Life of Women Employees. *IJCEM International Journal of Computational Engineering & Management*, Vol. 16 Issue 3, May 2013, pp 93-97, ISSN: 2230-7893.
- [7] Ajith, M. &Patil, V. S. (2013). An Empirical Study on Work Life Balance for Role Prioritization of IT Employees. *RVIM Journal of Management Research*, 5(1): 31-40 2. Albertsen, K., Rafnsdóttir,
- [8] Madhusudhan, V. G. & Nagaraju, K. (2013). Work Life Balance of Teaching Management and Business Studies, Volume 3, Number 8, pp. 891-896.
- [9] Santhi,T and K.Sundar (2012), " A Study on the Work Life Balance of Women Employees in Information Technology Industry", *Zenith International Journal of Business Economics and Management Research*, 2(1):82-96.
- [10] Chawla, D. &Sondhi, N. (2011). Assessing Work-Life Balance among Indian Women Professionals. *The Indian Journal of Industrial Relations*, 47(2): 341-351.
- [11] Names of Cites Referred:
- [12] www.jyotihydrotech.com
- [13] http://research.gate.com
- [14] www. Google scholar
- [15] https://workfamily.sas.upenn.edu/files/imported/timelnes/other/RSessy.pdf
- [16] NHRD Network Journal-Work –Life-Balance
- [17] www.academia.com
- [18] www.Inter-nation management.com