

# **A Study On Work Life Balance Of Private Sector Employees In Chennai**

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**Abstract:**The main aim of this study is to analyze the work life balance of Private Sector executives in Chennai city. Presently most of the families are dual career. All the employees both men and women are facing so many problems like child care, elder care, household activities etc it will lead stress. They are spending more time in their office so the pressures of job will affect the personal life and work life of the executives, due to the work pressure and family tension they are not able to complete the household chores. The personal and financial problem can lead to absenteeism of work, and lack of concentration at work place. So both men and women employee need self motivation, flexi time, extra pay for over time and child care facilities. It will help the employee to motivate themselves and maintain work life balance. Human resource department seeks options to improve employee morale and retain them with valuable knowledge.

**Key words:** Private Sector executives, family, work, child care, elder care, self motivation.

## **1. INTRODUCTION**

Work life balance is nothing but it is the equal balance between work and personal life it refers to maintaining the balance between work and home it also refers to flexible working arrangements between work responsibilities and personal responsibilities. Work-life balance is a daily effort to make time for family, friends, self-care, demands of the workplace and other personal activities. Work life balance does not mean an equal balance it means the capacity to schedule the hours of professional and personal life it help to lead a healthy and peaceful life. Work-life balance problems are changed attention in personal lives, family morals and work life. Family friendly benefits, work life schemes and work family background can helpful the employee to maintain the work-life balance. In Chennai city most of the families are dual career these types of families are not able to achieve and maintain work life balance due to increasing pressure. When an executive achieves a successful work life balance they have job satisfaction and they succeed in their career.

## **2. LITERATURE REVIEW**

**K. Agha, F. T. Azmi, and A. Irfan**(2017) According to them work-related thoughts and worrying aspects affect the overall performance of the teachers as well as the overall performance of the organization. Work-life balance policies like flexibility, family-friendly benefits and work-life programmes are helpful to balance their work and family.

**Jagruti Sandeep Patil** (2017) he concluded that to achieve WLB, every woman should set the goal and

excel both in career and family. Planning, organizing and setting limits can be used at home and work to maintain WLB. Organizations adopt human resource strategies and policies to overcome the issues of the work life balance of women.

**Mrs.G.Kanthisree, Dr. M.Sarada Devi** (2013) She is suggested that the management take necessary steps to overcome their inhibition and motivate them to enhance their personality and performance by providing stress reducing activities like rest rooms for relaxation, social meetings, workers participation, refreshment, recreational facilities, regular breaks, superior and sub-ordinate relations childcare and eldercare, periodical counseling for healthy and productive environment.

**S. Lakshmi Narayanan, A.Savarimuthu**(2015) they stated that work family conflict associated with decreased employee job satisfaction increased staff turnover and absenteeism, lower performance and increased job stress levels and intention to leave the organization. The IT companies has to address the issue of work family in a more holistic manner, examining both the immediate and long term consequences for employees as well as the organization.

## **3. WORK LIFE BALANCE**

In the mechanical life work-life balance is most important for all employees, proper planning will help the employee to maintain WLB. Work life balance has important consequences for employee attitudes towards their organizations as well as for the lives of employees. Work-life balance is a concept including the proper prioritization between

career, ambition and lifestyle. The expression "work-life balance" was first used in the United Kingdom in the late 1970s to describe the balance between an individual's work and personal life. In the United States, this phrase was first used in 1986. Work life balance does not mean an equal balance it means the capacity to schedule the hours of professional and personal life it lead a healthy and peaceful life. In this fast growing and competitive world, employment opportunity is increased so the organizations need to create a friendly atmosphere so that employees can balance their professional and personal life.

#### **4. 4.1 PRIVATE SECTOR EXECUTIVES**

Now a day's most of the families are dual career so they need to maintain work life balance. Whenever they are going to job they are facing lot of problems they spend more time in work place so they need work life policy for their healthy professional and personal life. If the employer has a positive work life balance the employee can be productive and give best to their organization. Most of the organization have more facilities like, Transport, Canteen, Day care and they provide information about work-life balance policies and special leave arrangement such as Annual leave, public holiday, Career Break, Health care centre, career growth, Insurance plans, Rest rooms and other schemes like maternity leave, marriage leave, sick leave and other medical benefits these schemes can help the employees to work peacefully and maintain WLB.

##### ***4.2 Family Involvement***

Family involvement allows the acquisition and improvement of skills, knowledge, behaviors and it can help the individual be a better worker. Personal life means taking care of family, children, parents, health and spending the leisure time effectively.

##### ***4.3 Work Involvement***

Work involvement yields a positive emotional state or attitude that help individuals be better family members. Professional life means the aim to grow and earn respect in the organization, society and development in educational, economical and social standards. It has improved to a great extent and balancing their lifestyle.

#### **5. STATEMENT OF THE PROBLEM**

Work life balance is very important for every organization for its smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that all employees free from their stress and strain. Work Life imbalance

of employee is lead to stress, depression, lower mental health, family conflicts and job dissatisfaction, also it will affect the productivity of the organization.

#### **6. OBJECTIVES OF THE STUDY**

- To measure the work life balance of Private Sector executives.
- To find out the level of job satisfaction.
- To find out the factors that influences the work life balance.
- To analyze the measures adopted by the management to improve the WLB.

#### **7. FRAMEWORK OF ANALYSIS**

The general plan of analysis ranges from simple descriptive statistics. The extent and variation of opinion of the employees are measured through the scale and constructed on the basis of the scores of components. The factor-wise analysis was made. The respondents were grouped according to these factors and accordingly their mean and range of awareness scores for each factor group were calculated.

#### **8. METHODOLOGY**

This study consists of primary as well as secondary data. The primary data has been collected from Private Sector executives in Chennai city. A well-structured questionnaire was used to collect the primary data from the respondents. The respondents were given multiple choices to select their particular answers.

The sampling method is used for collecting the data from the executives. The information was collected from 50 employees by selected companies. A master table was prepared with all information with the help of the collected data, classification tables were prepared and the data taken for analysis.

**9. RESULTS AND DISCUSSION**

**Table 1: Respondents on the basis of Age**

Sl. No	Age	Frequency	Percentage
1.	21-30	14	28
2.	31-40	22	44
3.	41-50	9	18
4.	>50	5	10
	<b>Total</b>	<b>50</b>	<b>100</b>

The table 1 shows age wise distribution of the sample respondents. 28% of the respondents are 21-30 age groups, 44% of the respondents are 31- 40 age group, 18% of the respondents are 41-50 age group, 10% of

the respondents are above 50 age group. It is found that majority of the respondents are 31-40 age groups.

**Table 2: Respondents on the basis of Gender**

Sl. No	Gender	Frequency	Percentage
1.	Male	28	56
2.	Female	22	44
	<b>Total</b>	<b>50</b>	<b>100</b>

The table 2 shows gender wise distribution of the sample respondents. 56% of the respondents are male, 44% of the respondents are female. It is

observed that most of the respondents are male employee.

**Table 3: Respondents on the basis of Qualification**

Sl. No	Qualification	Frequency	Percentage
1.	Graduate	21	42
2.	Post Graduate	23	46
3.	Others	6	12
	<b>Total</b>	<b>50</b>	<b>100</b>

The table 3 shows qualification wise distribution of the sample respondents. 42% of the respondents are graduate, 46% of the respondents are Post Graduate.

It is found that most of the respondents are Post graduate.

**Table 4: Respondents on the basis of Work Experience**

Sl. No	Work Experience	Frequency	Percentage
1.	0- 3 years	7	14
2.	3- 5 years	10	20
3.	5- 10 years	15	30
4.	Above 10 years	18	36
	<b>Total</b>	<b>50</b>	<b>100</b>

The table 4 shows experience wise distribution of the sample respondents. 14% of the respondents are 0 – 3 years experience, 20% of the respondents belong to 3 – 5years experience, 30% of the respondents belong

to 5 – 10 years experience and 36% of the respondents are above 10 years experience. It is observed that most of the respondents are belonging to above 10 years experience.

**Table 5: Respondents on the basis of unable to spend enough time with family**

Sl. No	Time spend with family	Frequency	Percentage
1.	Always	1	2
2.	Often	8	16
3.	Some times	31	62
4.	Rarely	5	10
5.	Never	5	10
	Total	50	100

The table 5 shows respondents based on not able to spend enough time with their family. 62% of the respondents sometimes feel they are not able to spend enough time with their family. It is

observed that more than half of the respondents are feel they are not able to spend enough time with their family.

**Table 6: Respondents on the basis of support for balance their work**

Sl. No	Support	Frequency	Percentage
1.	Spouse	23	46
2.	Friends	13	26
3.	Other Family members	7	14
4.	Paid and unpaid leave	-	-
5.	Others	7	14
	Total	50	100

The table 6 shows respondents based on Support for balance between work and non-work activities. According to this survey 46% of the respondents are getting help from their spouse for their non work

activities. It is observed that most of the respondent's spouses are helping their house hold and other activities.

**Table 7: Respondents based on Priority of work or family**

Sl. No	Priority	Frequency	Percentage
1.	Work	16	32
2.	Family	26	52
3.	Both	8	16
	Total	50	100

The table 7 shows respondents based on priority given to work or family. 32% of the respondents are giving priority to work. 52% of the respondents are giving priority to family, only 16% of the

respondents are giving priority to both work and family. It is concluded that most of the respondents are giving preference to family.

**Table 8: Respondents based on satisfaction of their jobs**

Sl. No	Job satisfaction	Frequency	Percentage
1.	Yes	43	86
2.	No	7	14
	Total	50	100

The table 8 Shows the respondents based on the satisfaction with their job. 86% of the respondents are satisfied with their jobs, 14% of the respondents are

not satisfied with their current job. It is concluded that most of the respondents are satisfied with their jobs.

**Table 9: Respondents based on facilities given by organization**

Sl. No	Particulars	SA		A		DA		SDA	
		No	%	No	%	No	%	No	%
1.	Flexible working hours	3	6	30	60	14	28	3	6
2.	Job sharing	3	6	37	74	10	20	-	-
3.	Counseling Services	1	2	35	70	11	22	3	6
4.	Family support programmes	5	10	23	46	19	38	3	6

The table 9 shows the respondents based on the facilities given by the organization. According to this most of the companies are giving more facilities

giving their employees like flexible working hours, job sharing, counseling service and family support programmes.

**One-Sample Statistics**

	N	Mean	Std. Deviation	Std. Error Mean
SA	4	3.00	1.633	.816
A	4	31.25	6.238	3.119
DA	4	13.50	4.041	2.021

**One-Sample Test**

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
SA	3.674	3	.035	3.000	.40	5.60
A	10.019	3	.002	31.250	21.32	41.18
DA	6.681	3	.007	13.500	7.07	19.93

**Table 10: Respondents based on problem facing in their Organization**

Sl. No	Problem	Frequency	Percentage
1.	Yes	5	10
2.	No	45	90
	Total	50	100

The table 10 shows the respondents based on problem facing in their organization. 90% of the respondents have not any other problems in their

organization, only 10% of the respondents are facing problems in their organization. It is concluded that

most of the company employee have not any other problems.

#### **10. FINDINGS**

Work life balance is essential and most important for both men and women employees for reduce stress and fulfilling their life. Employees are playing multiple roles for their work and family so it will create stress. Time management, preplan of work, self motivation, self confident will help to the employee for their stress free job and minimize the family stress and work tension. This study also revealed that companies should introduce flexible work strategies, better working conditions and leave facilities which will help to overcoming stress for the men and women employees.

#### **11. SUGGESTIONS**

##### *a. Organization*

The management should create peace full working environment and make the employee to understand their nature of work and the difficulties. If the management give extra work after working time to the employee they should give overtime allowance for extra hours, normal office timings (maximum 8 hours), welfare programme for employee and family, arrange traditional programme at least monthly once, medical allowance, group insurance, periodical tour, orientation programme, motivational programme, family supportive programme, counseling, friendly relationship with employee it will create smooth atmosphere for both management and employee. Encourage employee for their work, trust the employee and motivate for their work. Conduct training programme, entertainment programme, motivational programme, and encourage work from home option, give necessary leave and create comfortable working condition.

##### *b. Employee*

Employee should give priority to their family than their work it will helpful to maintain balance between personal life and professional life, they should know the importance of their family and their work it will helpful to improve their job satisfaction. Men and women employee understand the family members feelings and create peaceful life. The employee should follow timings, create team work, create a new thought, set goals, smart work, be active at all the times, listening and well planned in work, happy mind, preplan to work, spend time with family, confident and punctual that will help the employee to manage work and home. Employee should give priority themselves for doing all the works. After working hours spend time with family members it will help to reduce stress.

#### **12. CONCLUSION**

Working people should takes care the family both physically and financially to satisfy the family needs. When they are going to job they face lot of problems in their working place, travel time as well as their family. Management should adopt human resources strategies and policies to overcome the issues of the employee in their life as well as work place. Many companies are aware of the WLB and taken necessary steps to improve their HR strategies and generate good atmosphere for their employees. Every employee should set the goal and excel both in career and family it would help them to achieve their work life balance. Planning, organizing can be used at home and work place for accomplishing a satisfying well balanced life both professionally and personally. Improving work life balance brings benefits for both employers and employees.

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