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Manuscript ID:
MGT-2023-11016230

Volume: 11

Issue: 1

Month: July

Year: 2023

P-ISSN: 2321-4643

E-ISSN: 2581-9402

Received: 18.04.2023

Accepted: 22.06.2023

Published: 01.07.2023

Citation:

Alex, O.J., and Jaspreet Kaur.
“A Study on the Work Life
Balance of the Employees.”
*Shanlax International Journal
of Management*, vol. 11,
no. 1, 2023, pp. 61–65.

DOI:

[https://doi.org/10.34293/
management.v11i1.6230](https://doi.org/10.34293/management.v11i1.6230)



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A Study on the Work Life Balance of the Employees

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Abstract

The purpose of this study is to explore the concept of the work-life balance and its implications for employees, employers, and society as a whole. The study will look into how well people can balance their personal and professional life, and the factors that influence their ability to do so. Additionally, this study will look at how work-life balance affects happiness at work, employee well-being, and overall productivity. Through a combination of quantitative and qualitative methods, the research will provide insights into the current state of work-life balance practices in various industries and offer recommendations for improving work-life balance for employees. The study will contribute to the ongoing discussion on work-life balance and its importance in creating a sustainable and healthy workforce.

Keywords: Work Life Balance, Employees, Organisations, HR, Modern Day Life.

Introduction

Work-life balance is a crucial aspect of modern-day life that helps individuals maintain a sustainable and healthy lifestyle. The increasing demands of work and personal responsibilities have made it important to achieve a balance between the two. This project aims to study the work-life balance of employees in various industries and organizations.

The primary objective of this study is to investigate the elements that affect work-life balance and the strategies employed by employees to attain it. We will analyse how work-life balance affects employee well-being, job satisfaction, productivity, and organizational performance.

To achieve our goals, we will conduct surveys and interviews with employees from different industries and organizations. We will gather data on their understanding of the topic, work schedules, workload, personal responsibilities, and the strategies they use to balance their work and personal lives. We will also review existing literature on work-life balance to gain a comprehensive.

Maintaining a healthy work-life balance means juggling the demands of one's family, friends, and one's own needs. Finding a good balance between your personal and professional life has become a hot topic in Indian society.

A healthy work-life balance necessitates flexible working hours. There is a split between work and personal life as stress levels rise. The effects of this imbalance might include difficulties in relationships as well as problems with physical and mental health. Also, it lessens efficiency and production at work.

A company needs productive employees in order to succeed. This is where work-life balance is important; if an employee has a steady work-life balance, they will be quite pleased at work. Hence, production increases.

Even if working more hours and staying up late every night may seem to enhance productivity, the work will almost surely be of lower quality

In summary, achieving work-life balance is crucial for employees' physical and mental health, job satisfaction, and overall well-being. By creating a healthy work culture and taking personal steps to manage their workload, employees can improve their work-life balance, leading to improved job performance and organizational outcomes.

Research Gap

This study focuses on work life balance of the employees. One potential research gap in a study on work-life balance is the limited understanding of how work-life balance practices and policies differ across various industries and occupations. While there has been some research on work-life balance in certain sectors, such as healthcare or technology, there may be less known about other fields or job types. Additionally, there may be a need to further explore the impact of cultural and social factors on work-life balance, as these can vary greatly depending on location and demographics. Another research gap could be the need for more longitudinal studies to assess the effectiveness of work-life balance interventions over time and to determine if they lead to sustained improvements in employee well-being and organizational outcomes.

Methodology

The following sources provided the information and data:

- Primary data : The primary data information is collected through interviews with the organizations and Filling of questionnaire
- Secondary data: Periodicals, newspapers and online resources, website, and company profile are where the secondary data used here can be found.

Review of Literature

Murphy & Doherty (2011) contend that because perceptions of work-life balance vary by individual, it is impossible to measure it in an absolute sense. Long hours and presentism are accepted as "part of the job" when someone accepts a role at a higher

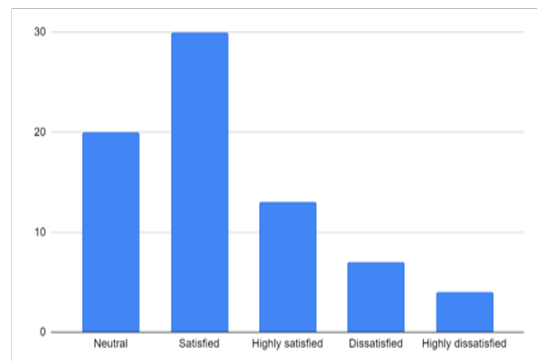
level. However, modern technology has helped a little bit with this by allowing top managers to be available rather of forcing them to be present at work.

Reconceptualization, according to Eikhofet et al. (2007), is important to evaluate both the work-life balance and the interaction between work and life. This suggests that present work-life balance regulations are narrow-minded in their approach to meeting the needs and aspirations of employees.

The ability to manage work and personal obligations is crucial for employee happiness, claim Jawaharani (2011) and Rania.Set.al (2011). This includes the capacity to recruit and retain qualified personnel, reduced employee stress and absenteeism, providing health advantages, and have a better work-life balance.

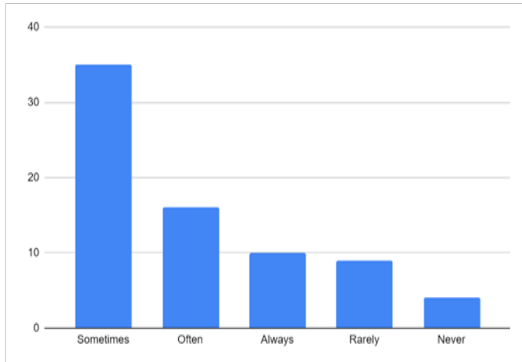
Results and Discussion

Leave policy of the company



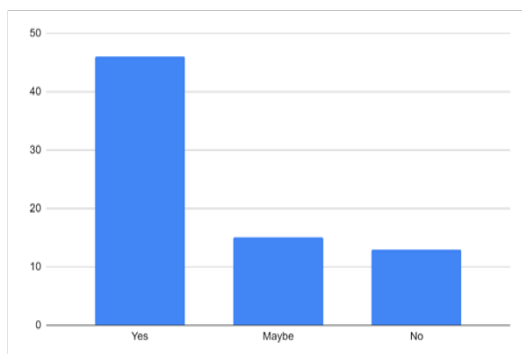
Overall, the company's leave policy seems to have a generally positive perception among the employees, as the majority of them are satisfied or highly satisfied. However, the company should pay attention to the concerns of those who are dissatisfied or highly dissatisfied and work towards addressing their issues. Additionally, the neutral respondents could provide valuable feedback that the company can use to improve its leave policy.

To choose between work and personal obligation



The majority of respondents (47.3%) feel that they occasionally have to choose between work and personal duties, as seen by the graph above. This indicates that finding a healthy work-life balance may be difficult for many employees. The fact that 13.5% of respondents—and 21.6%—believe they frequently have to choose between work and personal duties raises serious concerns. Employee stress, burnout, and unhappiness could result from this. It may be advantageous for companies to think about strategies to help their staff members achieve a better work-life balance, such as giving flexible scheduling options, stress management tools, and promoting regular breaks and time off.

Work life balance



The graph indicates that, despite the fact that many people are able to strike a healthy balance between their personal and professional lives, there are still many obstacles that people must overcome. This demonstrates the necessity for businesses to

give work-life initiatives top priority and assist staff in striking a healthy balance between their personal and professional lives.

According to the study’s findings, a variety of factors, such as workplace culture and environment, human resources regulations, job fears, compensation schemes, and more, contribute to the persistence of the work-life balance issue. Employees struggle mightily to maintain a work-life balance, which negatively affects their performance at both work and home. Employees who want to achieve a healthy work-life balance should set goals and succeed in both their professional and family lives.

This study explores how individuals in a business manage their professional and personal lives. The study uses a questionnaire to gather information from employees on various aspects of their work-life balance. The questionnaire includes questions on the length of time the employees have been with the organization, their satisfaction with working hours, time spent with family, their thoughts on how much time they spend at work, maternity and paternity leave policies, availability of in-house doctor facilities, fatigue and depression due to work, the organization’s efforts in managing work-life balance, physical activity and exercise, and the employees’ perceptions of choosing between work and personal obligations.

The results show that a significant percentage of employees have been with the organization for 0-5 years, and most of them are satisfied with the working hours. A considerable number of employees reported spending time with family often or always, and most are satisfied with the amount of time they spend at work. The majority of employees reported that the organization provides maternity and paternity leave. Some workers, though, believe they don’t have enough time to spend with their families after work, and some feel tired or depressed due to work pressure.

Most employees feel that they can balance their work-life, and they are satisfied with the leave policies of the organization. Additionally, a sizable portion of workers concurred that if workers had a healthy work-life balance, the business would be more productive and successful. In order to manage work-life balance, the organization also plans picnics

and summer camps, but a significant percentage of employees reported that they do not have enough time for physical activity and exercise.

Finally, some employees feel like they have to choose between work and personal obligations, and the organization could improve by addressing this concern. Overall, the study highlights that the organization's efforts in managing work-life balance are satisfactory, however some aspects should be strengthened to guarantee that workers enjoy a healthy work-life balance.

A few recommendations for improving work-life balance:

- The company's work-life balance policy should be personalized for each employee.
- Schedule some downtime with your family and for yourself

Integration and balancing of work and personal life are an ongoing, fluid process. You'll constantly learn and adapt as your interests and situations change. Let's enjoy ourselves! Never forget to periodically review your priorities to see what has altered. If your goals and how you use your time and energy are still in alignment, you should conduct an evaluation.

Once your priorities and boundaries have been set, it is crucial to manage your job and leisure time effectively. Making your employment more efficient and taking enough breaks are two of the best ways to improve your work-life balance. It might seem simpler said than done to increase productivity at work. You can increase your productivity at work and open up time for other commitments and personal interests by using simple ideas and techniques. Setting objectives for the current project is one strategy.

Conclusion

The results of this study show that a variety of elements, such as workplace culture and environment, HR regulations, job insecurity, compensation plans, and other factors, contribute to the persistence of the work-life balance issue. The stress that employees face while juggling work and family obligations has an impact on their performance both at work and at home. Employees should set objectives and excel in both their careers and their families in order to achieve a decent work-life balance. The employee,

the business they work for, their family, friends, and the society in which they all live must all put in work to make it happen. In recent years, people have made their personal and family lives key priorities. Workers are unwilling to sacrifice their personal and family lives in order to advance their careers. The workforce has begun to alter working hours in order to preserve a balance between personal and professional lives, and they are prepared to spend every hour learning about and navigating the complexity of modern life.

The results show that employee-driven work-life balance solutions will help organizations create and put into practice work-life policies. It will help to reduce workloads, stress, and overtime at work, while increasing flexibility, family time, and leisure time at home. The WLB issue must be taken seriously by organizations since it has an impact on both their professional and personal success. Businesses should put a lot of emphasis on the satisfaction and general well-being of their workers.

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