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ijmrset@gmail.com



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A Study on Employees Worklife Balance in Four Brothers Apparels Private Limited

Dr. J. Tamilarasu, V.Sandhiya

Assistant Professor, Department of Management Studies, Nandha Engineering College (Autonomous), Erode,
Tamilnadu, India

Second MBA, Department of Management Studies, Nandha Engineering College (Autonomous), Erode,
Tamilnadu, India

ABSTRACT: Work-life balance is about the interaction between paid work and other activities including unpaid work in families and the community, personal development. Work- life balance is about creating a productive work culture where the potential for tensions between work and other parts of people’s lives is minimized .Work- life balance for anyone person is having the ‘right’ combination of participation in paid work (defined by hours and working conditions), and other aspects of their lives. This combination will not retain fixed, but may change over time .The research study conducted is descriptive in nature and the sample size used for this study is 1 150. Both primary and secondary data are collected to meet the requirements. For collecting the data, a structured questionnaire method is used as an instrument. The questionnaire is based on multiple choices, open ended and close ended questions. The study is mainly based on the primary data the required primary data are collected through the structured questionnaire from the 150 sample respondents who were selected through the simple random sampling method. In this study Simple Percentage Method ,Weighted Average, Correlation, Anova , Chi-square Test, and is used to interpret the data collected. And this study reveals that few areas work-life is not balanced properly are identified and relevant suggestions are given to improve the job satisfaction and family commitments provided to the employees.

I. INTRODUCTION

Healthy work-life balance refers to maintaining a harmonious relationship between your work and personal life. It involves consciously managing your time and energy to meet both professional and personal commitments while prioritizing self-care and well-being.

This chapter is not intended as a complete guide to implementing work-life balance policies, and indeed, many trusts will already have one so as part of the Improving Working Lives program. Instead, it is intended to give a brief overview of the subject and introduce readers to the business case for introducing a work-life balance policy, together with providing best practice tips for doing so. It also provides links to other organizations that are able to provide further advice and guidance on implementation.

work-life balance:

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, the phrase was first used in 1986. Work-life balance is typically defined as the amount of time you spend doing your job versus the amount of time you spend doing what’s important to you outside of work, whether that is with loved ones or pursuing personal interests and hobbies. Employees have many methods, such as emails, computers, and cell phones, which enable them to accomplish their work beyond the physical boundaries of their office. Work-life balance has been described in many different ways, including being judged by one prominent commentator as a complete homer on the grounds that work is, for most of us, actually a very important part of life.

When the Improving Working Lives (IWL) initiative was being developed by the Department of Health, it was based on the premise that employees should be able to choose how much of their life they wanted to spend at work and how much on other things that were of importance to them, such as family and recreation.

Importance of work life balance:

Just like in our diets, to stay healthy and energized for the long haul, people need variety. When it comes to work-life balance, people need to engage in a variety of activities and rest. We tend to fall into the trap of believing that we can



be productive all the time, or that an eight-hour day at work equates to eight hours of output. However, that is hard, if not impossible, for many individuals to achieve. Plus, overworking has negative consequences for both employees and employers.

Workaholics and those who struggle to practice self-care find themselves at higher risk for burn out, fatigue, and stress-related health issues. Poor work-life balance can also leave employees working more hours but being less productive.

Improving your work-life balance means making an effort to find the best way to spend your time so you thrive at the office and at home.

When creating a schedule that works for you, think about the best way to achieve balance at work and in your personal life. Chance you said that work-life balance is less about dividing the hours in your day evenly between work and personal life and more about having the flexibility to get things done in your professional life while still having time and energy to enjoy your personal life. There may be some days where you work longer hours so you have time later in the week to enjoy other activities.

Work Life Balance Benefits as:

- Attracts new employees
- Helps to retain staff
- Builds diversity in skills and personnel
- Improves morals
- Reduces sickness and absenteeism
- Enhances working relationships between colleagues
- Encourages employees to show more initiative and teamwork
- Decrease stress and burn out

STATEMENT OF THE PROBLEM:

- Work life balance is an important factor for the persons working in the organization.
- Now-a-days peoples working for a long time so they can get stress related problems and cannot spend time with their family members properly.
- Work life balance supports equality and presence and participation in the workplace of a diversity of employees in the organization.
- Lack of work flexibility, high work pressure and longer working hours are stressing out many workers, reducing their job performance and productivity as well as broken homes.
- Work life imbalance can add to the level of stress and increase the risk of various health hazards or life style diseases.

OBJECTIVES OF THE STUDY:

- To assess the effectiveness of the employees in achieving their work life balance.
- To evaluate the effectiveness of existing policy , programs and resources.
- To identify there as on causing stress due to improve work life balance.

SCOPE OF THE STUDY:

- This study find way for managing the work and life of the employees.
- It helps the employees to know whether they have a balance in work and life.
- This study will tell them how to specified the time to have a balanced work life in future.
- This study also describes the lifelong balance practices that can be offered by its employees at Four brothers apparels Pvt Ltd, komarapalayam.

This study covers the various aspects in Employees Work Life balance and used to measure increased productivity, commitment and better team work, communication which improves morale and reduces stress



II. LITERATURE REVIEW

Mohanty A., Kesari L. (2016) in the paper titled "**Work-Life Balance Challenges for Indian Employees: Socio-Cultural Implications and Strategies**" – conducted interviews with some of the Indian HR managers working in manufacturing, IT and Telecom sectors in India. They have said that the MNC's have come up with initiatives to offer provisions such as flexi-time ,paid paternity leave, childcare facilities and tools such as video conferencing to reduce commuting to office. At the same time no formal initiatives have been taken to improve WL B.

Murthy M. and Shastri S. (2015) observed various issues in Work Life Balance of Parents in the paper titled "**A Qualitative Study on Work Life Balance of Employees working in private sector**", like parenting issues: Need more time for children, Showing work frustration on children. Marital issues: Need more time of spouse, not able to give time to spouse. Role conflict/ Role guilt: Doubtful about how good they are in the roles that they play at home... e.g. as a mother or as a daughter in law.

Singh S. (2013) mentioned Role stress theory in his paper Titled "**Work- Life Balance: A Literature Review**" where in the negative side of the work-family interaction has been put under the spotlight. Recently, the emphasis has shifted towards the investigation of the positive interaction between work and family role as well as roles outside work and family lives, and scholars have started to deliberate on the essence of work-life balance.

III. RESEARCH METHODOLOGY:

Research methodology is way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically.

RESEARCH DESIGN:

Research design is the frame work of research methods and techniques chosen by a researcher to conduct a study .The design allows researchers to sharpen the research methods suitable for the subject matter and set up their studies for success. Research design is a blueprint of a scientific study. It includes research methodologies, tools, and techniques to conduct the research.

TYPES OF RESEARCH:

Here in order to meet the research objectives, descriptive research design is used:

DESCRIPTIVE RESEARCH:

Descriptive research questions. Descriptive research questions simply aim to describe the variables you are measuring. When we use the word describe , we mean that these research questions aim to quantify the variables you are interested in. Descriptive research includes survey and fact findings enquirers of different kinds. The major purpose of descriptive research is description of state of affairs as it exists at present.

METHODS OF DATA COLLECTION

1. Primary data
2. Secondary data

Primary Data:

Primary data collection is the process of gathering data directly from a first-hand source. In other words, it's data that's collected by the organization that expects to use it. Methods include surveys, interviews, observation, and focus groups.

Secondary Data:

It means that the information is already available, and someone analyses it. The secondary data includes magazines, newspapers ,books ,journals ,etc. It may be either published data or unpublished data. Published data are available in various resources including.

SAMPLE DESIGN:

Sample Element : Four Brothers Apparels Private Limited, Komarapalayam

Sample Unit: Top Level , Middle level and Lower-level Employees

Sample Size: 150 Employees

Sample Area : Employees of Four Brothers Apparels Private Limited , Namakkal division.



Sampling Technique: Simple Random Sampling method was employed under Probability sampling technique.

SIMPLE RANDOM SAMPLING:

It is completely random method of selecting subjects. These can include assigning numbers to all subjects and then us in garandom number by generating from apply in grandom number table.

STATISTICAL TOOL USED FOR DATA ANALYSIS:

The term statistics refers to a measure value be as used upon a sample data. The various statistical techniques used are,

1. Simple percentage analysis
2. Anova
3. Chi-square Analysis

ANOVA

ANOVA FOR EXPERIENCE AND WORK PRESSURE IN THE ORGANISATION

NULL HYPOTHESIS:

Ho: There is no significant relationship between experience and work pressure in the organisation

ALTERNATIVE HYPOTHESIS:

H1: There is significant relationship between experience and work pressure in the organisation

ANOVA:

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	22.211	4	5.553	3.025	.020
Within Groups	266.162	145	1.836		
Total	288.373	149			

INTERPRETATION:

From the analysis it is found that calculated F value is 3.025. The P value 0.020 is lesser than 0.05. Hence, alternative hypothesis (H1) is rejected and null hypothesis (H0) is accepted. So, there is a Significance Relationship between experience and work pressure in the organisation. The results are significant at 5% level.

CHI_SQUARE

GENDER AND THE POLICIES, PRACTICES AND PROGRAMS OFFERED BY THE COMPANY

NULL HYPOTHESIS

Ho- there is no significant relationship between gender and the policies, practices and programs offered by the company

ALTERNATIVE HYPOTHESIS:

H1- there is significant relationship between gender and the policies, practices and programs offered by the company



Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * About the policies, practices and programs offered by the company.	150	100.0%	0	0.0%	150	100.0%

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2sided)
Pearson Chi-Square	3.362 ^a	9	.948
Likelihood Ratio	3.760	9	.926
N of Valid Cases	150		

a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is .03.

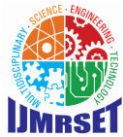
Gender about the policies, practices and programs offered by the company.

		Dissatisfied	Highly satisfied	Neither Satisfied Nor Dissatisfied	Satisfied	Total
Gender:	Female	1	9	5	31	46
	Female	1	5	5	40	51
	Male	0	0	0	1	1
	Male	2	10	5	35	52
		4	24	15	107	150

Source: Primary Data

INTERPRETATION:

It is found from the above analysis that the calculated chi-square value is lesser than the table value. So, null hypothesis is rejected. Hence, there is no significant relationship between the gender of the respondents and the policies, practices and programs offered by the company.



IV. CONCLUSION

The present study reflects that the employee-driven solutions for balancing work-life, will help organization to design and implement work-life balance policies. It will help to reduce overtime, stress, and workloads on the work front and increase flexibility and family and leisure time on domestic front. Organizations have to take the challenge of WLB seriously, as it affects their professional success and personal well-being. Welfare of employees and their satisfaction should be the topmost priority of the organizations. In past few years, personal and family lives have become critical values for the individuals. Employees are not willing to ignore their family and personal life, for the sake of work. Overtime, workforce has begun to change the working time and willing to spend every hour as working to learn and to manage the complexities of modern living, so that the personal and professional life can be balanced. The present study also supports, the notion that work life balance has a very strong impact on the family of the employees. Consequently, people are looking for options that allow for both a personal and professional life, which may seek ways to have a balance between the two. It was also revealed from the study that compensation factors such as salary and monetary benefits have a strong influence on the work life balance.

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