AN EMPIRICAL STUDY ON WORK-LIFE BALANCE OF 
EMPLOYEES WITH SPECIAL REFERENCE TO 
INDIA DYING MILLS LIMITED, ERODE 

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ABSTRACT

In modern industrialized world and in the changing work environment, employees have to face new challenges, problems, wide-ranging responsibilities, greater productivity and competitiveness at work place. These create stress and pressure, bringing imbalance in lives of employees.

Globalization and modern technologies like information technology, scientific research, and stress and monotony at work place continues leads to problem for employer and employee. In general employees of working and non-working time impact their work life balance. The changing demographics of workforce are prompting many individuals to work harder at balancing work responsibilities, family needs and personal life demands.

Key words: Organization, Employee, Work place, Work life balance.

Introduction

In the 21st century the work life balance is the one of the major issues of modern corporate and employee. Many corporate recognize that work life balance issue and offer employees a range of maintain better work life balance. It is helping employees and employer more effectively to manage their work and non work time for organization effectiveness.

Work life balance is an important contributor to social outcomes, improving opportunities to adequately parent or provide care for others and fulfill cultural/community responsibilities and reducing indirect discrimination as well as enhancing personal well-being also economic outcomes efficient use of skills and talent, enhanced productivity and firm profitability. Work life balance also relies on provision of adequate and accessible services and community supports.

Work life balance is about the interaction between paid work and other activities, including unpaid work in family responsibilities work at home, child care and the friend’s career and personal development of the employees.

Work life balance is about people having a measure of control over when, where and how they work. It is achieved when an individuals’ right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society. Work life balance is a balance the individual employee organization responsibilities and family and social responsibilities.
Need for the study

The present study makes an attempt to access and analyze the level of employees work life and family life balance among the employees working in India Dyeing pvt ltd. This study on “A study on work-life balance of employees in India Dyeing pvt ltd, will help to identify the important factors that influence the work life and the family life balance of the employees, such as personal details, job related details, the attitude of the employees on balancing work and family life and other various other attributes were found, with the view to identify the area which need important. The study would help the management to understand the employee’s level of work and family balance. It is used as a diagnostic instrument pre assessing employee problem and enables the nabagenebt it take necessary steps it solve it.

Objectives of the study

- To understand about the socio demographic character of the respondents.
- To find out work-life balance of employees in dying mills.
- To understand the factors affecting work-life balance and suggest measures for improving work-life balance of employees.

Scope of the study

The present study makes an attempt to access and analyze the level of employees work life balance among the employees working in India dyeing pvt ltd. This study creates awareness of work life balance policies and perceived importance from the point of software professionals. And further the prevalence and practices of Work life balance policies in the following areas like stress management, counseling etc...

Limitation of the study

- The study is based on the employee’s attitude and opinions in which the attitude may change.
- The result of the study depends upon the information given by the employees which may be biased.
- The data provided by the workers are not accurate due to fear of the top management of the state of mind while filling the questionnaire.
- Detailed explanation has to be given to the employees regarding the questionnaire and so it was time consuming one.

Literature review

Frike, (1997), Reviews the subject of the humanization of work, considering especially it impact on the aspects of the conditions of work which matters more that the technical aspects. In his analysis there is another distinction between static position for improvement in work life policy and dynamic management of human resources.

Kodz,J, (2001), Studied on work life balance – a survey of local authorities. A common theme runs through all the survey results – that is, the presence of a written policy is important in encouraging the use of, and perhaps reassuring staff that they can take advantage of flexible working practices. Working from house is not, generally, a common arrangement in local authorities and this could be a reflection of lack of formal policy on this practice.
Nick Bloom, et al., (2002), Conducted study on “Management work life balance practices”. In the study, they find evidence for hybrid view between these two polar extremes. Using originally collected data in WLB measures and management practices in US. First find the positive association between overall management quality and work-life balance. That is, better managed firms provide a better WLB for their employees.

Terence Hograth, (2002), Conducted a study on work life balance. In this study work-life balance might be feasibly rolled out across the economy as a whole to the benefit of everyone; business employees, and the economy, overall. There is a strong hint in the evidence that the limitation imposed by the nature of production or service process on the achievement of work life balance is sometimes over stated by employers and employee.

Hartly Dean, (2003), Conducted a study on work life balance. This paper reports finding from a study, based on in-depth interviews with 42 economically active parents from worker. Participants supported the idea of work life balance, but many found it difficult to achieve. The clearest finding was that participants tended to be fundamentally disempowered – by the unpredictability of the labour market, the dominance of a ‘business case’ rationale, their lack of confidence in childcare provision and a lack of belief in their employment and benefit rights.

Charles necktie, et al., (2003), Studied continuity and change in work life balance. This study explores the ways in which the work life balance choices made by working couples differ in different generations; the studies provide evidence of generational change in work life balance and increasing occupational differentiation between working partners. Our findings support the contention that processes of individualization are more apparent amongst younger than older generations and that because of changes external to the family, there is more negotiation and pragmatism amongst younger generations about work life choices.

Higgene, et al., (2006), Studied on employee experience of work life balance. The studied focuses on the employee organizational problems, problems at the individual or family level. In the study found that employees faced various different challenges in working and non working time – e.g. heavy workloads, inequity in access to work life balance policies, stress living arrangements, responsibilities of family.

Ken Roberts, (2007), conducted a study on work life balance findings suggest that working time has not lengthened and complaints about time pressure are unrelated to hours actually worked. The sources of the wide spread dissatisfaction with current work schedules will lie in a combination of other trends – increased labour market participation by employee, the spread of new information and communication technologies, free time increasing more slowly than spending power and aspirations and relatively long hours becoming most common among employees in higher status job.

B.B. Briggs, (2008), Studied working spouses’ fine with their work life balance. This survey highlights the bitter-sweet implications of two careers. The stress on marriages and childcare is often perceived to blunt the economic upside. The continued difficulties for women looking to re-enter the work force after a child break and the high unwillingness to move cities to follow their spouses’ careers are the challenges for women spouses in the Indian work place.
Research Methodology

For the current study, the responses were collected from the employees of India dying mills private limited, Erode. Research design constitutes the blue print for the collection, measurement and analysis of data. The research design is a conceptual frame work within which the research is conducted.

Universe

All the permanent employees of India Dyeing Mills private limited are the universe for this study.

Sample size and design

Researcher conducted pretest with population and identified and took 100 respondents as samples to conduct the study. In this study the researcher adopted disproportionate stratified random sampling.

Pretest

Pre test is conducted before selecting the area of the study based on the objective of the investigation. In order to evaluate the effectiveness of the questionnaire method, since it does not brought any operational difficulty towards the achievement of objective of the study; the questionnaire method was accepted for the final data collection.

Data Collection

The researcher has used both primary and secondary data collected through the respondents and from other sources respectively. The source of primary data is the filled structure questionnaire from the employees of India Dyeing mills private limited, using questionnaire. The source for secondary data are those which have already been passed through statistical process like company records, various magazine, journals etc.,

Statistical tools

The statistical methods, which are used for the research, are Simple Percentage analysis, and Chi – square analysis

Chi – square analysis

Chi-square test is an important test among the several tests of significance developed by statisticians. Chi – square, the chi – square value is often used to judge the significance of population variance.

Chi-square test

In order to test the null hypothesis and make decision whether to accept or reject the same, chi – square test is carried out for the study.

Degrees of freedom: r-1 * c-1, level of significance: 0.05.

Expected frequency for a cell (E): Row total * Column total of the cell / Total
Formula for calculating the chi-square value, Time spend with family members Vs normal work

Association between the times spends with family members and normal works

Null Hypothesis (H0): There is no significant difference between the time spends with family members and normal work.

Alternative Hypothesis (H1): There is significant difference between the time spends with family members and normal work.

Time spends with family members Vs normal work

<table>
<thead>
<tr>
<th>Normal Work</th>
<th>Days</th>
<th>Strongly Agree</th>
<th>Neutral</th>
<th>Strongly Disagree</th>
<th>Total</th>
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<tr>
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<td>35</td>
<td>10</td>
<td>5</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>3-4</td>
<td>11</td>
<td>5</td>
<td>4</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>5-6</td>
<td>8</td>
<td>3</td>
<td>4</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>All the day</td>
<td>6</td>
<td>2</td>
<td>7</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td></td>
<td>60</td>
<td>20</td>
<td></td>
<td>100</td>
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Calculating Chi – square value

<table>
<thead>
<tr>
<th>O</th>
<th>E</th>
<th>O-E</th>
<th>(O-E)^2</th>
<th>(O-E)^2/E</th>
</tr>
</thead>
<tbody>
<tr>
<td>35</td>
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<td>5</td>
<td>25</td>
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<tr>
<td>11</td>
<td>12</td>
<td>-1</td>
<td>1</td>
<td>0.08</td>
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<tr>
<td>8</td>
<td>9</td>
<td>-1</td>
<td>1</td>
<td>0.11</td>
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<tr>
<td>6</td>
<td>9</td>
<td>-3</td>
<td>9</td>
<td>1</td>
</tr>
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<td>10</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>0.25</td>
</tr>
<tr>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>3</td>
<td>-1</td>
<td>1</td>
<td>0.33</td>
</tr>
<tr>
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<td>10</td>
<td>-5</td>
<td>25</td>
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<tr>
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<td>0</td>
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<tr>
<td>4</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>0.33</td>
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<tr>
<td>7</td>
<td>3</td>
<td>4</td>
<td>16</td>
<td>5.33</td>
</tr>
</tbody>
</table>

Calculating tabulate value

Tabulated value: (c-1) * (r-1) = 3*2 = 6

Chi-square degrees of freedom @ 5% level is 12.59

Hence calculated value < Tabulated value

Therefore Null Hypothesis is accepted, so there is no relationship between the time to spend with family and normal work.
Findings

- Based on my research 98% of male respondents are working in dying mills, because the job nature was more compatible to male rather than female.
- Greater part of the respondents work 8 – 9 hours in a day (25%).
- Exactly half of the respondents (50%) are spending between one and half hours in travelling to work place.
- Main stream of the respondents are saying that they are thinking about work while travelling to / from work (64%).
- Three fourth of the respondent’s spouses are not employed. Exactly 40% of the respondents are saying that they are not finding sufficient time to relax.
- Majority 30% of respondents are saying that they are missing their family/ friends because of work pressure. Some part of the respondents are going to yoga / meditation for managing stress (37%) and followed by 30% of the respondents who are hearing music for managing stress.
- Most of the respondents are saying that they are not provided with annual master health checkup (68%) A Large number of the respondents are saying that long working hours is hindering them to balance their work and family life commitments (60 %). And also 30% of respondents are saying that they are having refreshments drinks/snacks more than 3 times in a day.

Conclusion

Work life and family life are inter connected and interdependent. Spending more time in office, dealing with clients and the pressures of job can interfere and affect the both personal and family life, sometimes making it impossible to even to compete the household chores. On the other hand, personal life can also be demanding if you have a kid or ageing parents, financial problem or even problems in the life of a dear relative. Problem in work life balance can lead to absenteeism, creating stress and lack of concentration to work which will leads to bad social life and vice versa..

By analyzing the overall data with regard to work life balance, we could observe that some of the respondents are not able to find a balance between their personal life and professional life. For instance in the field reality we could infer that most of them are not satisfied with their roles, responsibility and performance at home and office which ultimately lead to work life imbalance. Indeed they have to make tough choices even when their work and personal life is getting into role conflict in a sociological sense, on the other hand, we observe that in certain cases of respondents, we could also perceive that there is work life balance, it is due to the fact that the cooperation nature of the company with regards to facilities, liberty, encouragement and relaxation to the employees and family’s accommodative nature. For instance, the roles and responsibilities are very clear at home and office which resulted into work life balance to the employees as far as our field reality is concern. The result concludes that organization facilities employee to provide work life balance between work life and personal life through various mean such as work timings, counseling, yoga class and recreational facilities.
References:


