

Work life Balance of Employees in Private Sector: A Comparative study of Hero and TVS

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ABSTRACT: This research is made on the issue of Work Life Balance of Employees in the Private Sector : A Comparative Study of a Hero And TVS. In this highly competitive globalized environment, there is a lot of job pressure on the individual which leads to distracting the work life of the employee in each and every sector. Work life balance is a word which is used for showing the idea that we need time for our professional as well as personal life like : family, friends, personal interests, etc. Work life balance is something which is having a major impact on the overall productivity of an organization. Almost half of the workforce of India is suffering from some of the forms of stress due to their work related issues or personal issues at home. Due to which there is a bad impact on their work or personal life vice versa. If the employees are satisfied with the working environment then they will serve more to their work and that will definitely help in achieving the organizational goals and higher customer satisfaction. And we all know that it is not only the workload which creates the pressure but there are a lot of other factors which contribute towards the increased imbalance in the work life balance , which are identified as conflicting job expectations, poor team work, bad coordination between the employees, poor working environment, low pay, etc.

KEYWORDS: Work life balance, Job satisfaction, Private sector, Hero, TVS.

I. INTRODUCTION:

The present chapter is the introductory part of the research which provides a brief overview of the Indian private sector and work-life balance position with a special focus on Hero and TVS.

Work-life balance has consistently been a worry of those inspired by the nature of working life and its connection to the more extensive personal satisfaction. (NOOR 2011) The term 'work-life balance' is greatly challenged in itself. Attempting

to explain its significance prompts a further issue: 'what establishes 'great' work-life balance? This part will sum up a portion of the issues encompassing both of these issues, prior to giving various frameworks that

have been created from various alternate points of view. The part of work has changed all through the world because of financial conditions and social requests. Initially, work involved need and endurance. Consistently, the part of work has advanced and the arrangement of the workforce has changed. Changes in the social, political and financial texture of social orders have impacted and keep on affecting both the idea of business and its relationship to life outside of work. Today, work actually is a need however it ought to be a wellspring of individual fulfillment too. One of the vehicles to help give fulfillment of individual and expert objectives is work-life advantages and projects. The private area workers furnished a wide range of contemporary advancements, financial apparatuses, and procedures to deal with every one of the intricacies. They have an exceptionally evolved hierarchical construction and are expertly overseen. In this way, they have developed quicker and further since the previous few years.

Work-Life Balance: A Conceptual Background The changes in the economic and social environment of society have influenced the nature of employment throughout the world. Work-Life Balance (WLB) is an emerging concept in human resource management in the context of modern organizations. The general perception of the top management of the service sector is women are better qualified, hard and more committed toward the achievement of goals. They are more diligent towards their duty and chances for the occurrence of corruption and fraudulent activities are nil or very less. WLB does not mean an equal balance between personal life and work life instead it refers to an individual's ability to balance and maintain an equilibrium state of work and work commitments

and responsibilities. Work life balance is generally referred to as an equilibrium between the amount of time and effort allocated to work and personal activities for maintaining an overall sense of harmony in life. (Emmanuel et al, 2014).

Work-life balance is one of the arising issues in the climate of Indian Employment. In the past, men were the providers' ladies dealing with a wide range of family works. These days, monetary responsibilities, normal practices have caused ladies to go into paid business. The male, just as female, are having two areas in their lifetime. They are hierarchical work and an individual life space. The two spaces are similarly significant and they are interrelated and furthermore related. Every space requires the obligations and duties to be satisfied. Men play out a lesser measure of life exercises than ladies and consequently adjusting of two spaces is more huge for ladies than men. (Brough and Kelling, 2002; Hochschild, 1997; Skit more and Ahmad, 2003).

The term 'work-life balance' is most often used to portray the harmony between duties at work and obligations outside paid work; having a work-life balance implies that this balance is in the correct situation for the individual concerned. There is no one size-fits-all definition for work-life balance. (O'Kelly, 2002).

Benefits of Work-Life Balance:

- The people or Employees who are good in keeping balance between work- life and personal life experience full contentment in their life.
- People who have balanced work-life balance have less chances of health related issues like heart, hyper-tension etc.
- People who have greater work life balance had improved performance at work.

LIMITATIONS OF WORK LIFE BALANCE

- Decrease in productivity
- Increase in Employee turnover
- Increase in employee absenteeism
- Increase in employee overtime
- Increase in Stress and pressure
- Lack of communication

II. REVIEW OF LITERATURE:

Sager et al (2012), talked about various factors that are liable for worker fulfilment like association advancement, Job security, Work task, Policies of pay and advantage and openings and so forth The Study presumed that an association ought to create techniques that reinforce the workplace and increment the worker confidence and

representative fulfilment to upgrade worker execution and efficiency, which eventually brings about high benefits, consumer loyalty just as client maintenance. It additionally proposed the different ways by which one can improve worker fulfilment

McMillan and Morris (2011), assessed balance among fun and genuine stuff with a contraption where they obliged assembles like time touchy family check with work, time delicate work impedance with family, and in addition for strain based and direct based obstacle. The examination revealed that the work family battle is maybe the most generous gauge that can be used for work family inspects.

Carmel (2013), inspected in his investigation the degree of which ranking directors with high enthusiastic knowledge, utilized in open area associations create uplifting mentalities, conduct and results. The aftereffects of the examination showed ranking directors who had high enthusiastic knowledge were bound to viably control work-family struggle than the individuals who have low passionate insight.

Agarwal (2012), in his examination presumes that harmony between serious and fun times activities sway a representative's close to home and expert presentation. It expects to build up representatives' disposition towards harmony between serious and fun times activities and that manager's help and the consideration of harmony between serious and fun times strategies are fundamental for representatives to accomplish a harmony between their work and life.

Kumari and Devi (2013), in their investigation surveyed number of studies tending to various viewpoints like a calculated system of equilibrium between fun and serious stuff, an equilibrium between fun and serious stuff of ladies representatives, components of harmony between serious and fun times, the effect of segment factors on equilibrium between fun and serious stuff, the connection between equilibrium between fun and serious stuff and stress, a connection between equilibrium between fun and serious stuff and occupation fulfilments, non-attendance, authoritative responsibility, turnover, and hierarchical strategies tending to harmony between serious and fun times.

III. RESEARCH METHODOLOGY:-

In accordance with the title of the Research Paper it's projected to produce an awfully general data concerning Study of Work life balance of Employees in the Private sector : A Comparative

study of TVS & Hero. Both the organizations are in the automobile sector.

While the foremost half of the information are collected through the survey technique i.e. Questionnaire and secondary data are collected from varied printed materials, newspapers, magazines, booklets, Internet, etc.

This chapter presents the small print concerning the character of knowledge collected, organisation, analysis and presentation.

OBJECTIVES OF STUDY

- To form analytical study and interpretation of Work life balance within the Employees of TVS & Hero.
- To check some special aspects of Employees.
- To check the necessity and importance of the Employees of TVS & Hero.
- To understand the broader perspective of employees and up to date trends in TVS & Hero.
- To form the review of the steps taken by TVS & Hero for rising employee welfare.

TYPE OF RESEARCH: This research is a mixture of quantitative and qualitative descriptive research. Descriptive Research is used to describe the data which has been collected. Data collected through the survey was quantitatively analysed. The questionnaire for this study was designed using Google forms tool. After completion of data collection, an Excel format file was downloaded from the Google Docs website.

METHODOLOGY / PROCEDURE: This research paper on the work life balance of the employees of TVS and Hero has utilised each primary similarly as secondary knowledge.

PRIMARY DATA: The first knowledge has been collected for this purpose on the premise of a field survey. A questionnaire was prepared for this purpose with the help of google docs., and google forms. Questionnaires were picked for this research paper since they are a dependable and fast strategy to gather data from various respondents in a proficient and ideal way. This study was no special case and questionnaires were a fast and successful route for us to arrive at numerous respondents inside half a month. An overall inconvenience of the questionnaires anyway is their fixed and severe arrangement, which takes out the opportunities for additional inside and abstract observation.

SECONDARY DATA:In order to conduct the analysis the utilization of vital contributions within

the subject through journals, magazines, survey materials, periodicals, reports, booklets, newspapers published were thought of.

INSTRUMENT DESIGN:

Questionnaires:

For the purpose of this study of the work life balance of TVS & Hero, we use questionnaires.

The questionnaire consisted of 2 sections and 19 questions in total. The first section of the questionnaire Consisted of questions like Name of the Company, Designation / Role, Monthly Income/Salary, Experience/Year of Services, Marital Status, etc.

In the second section of the questionnaire , there were core questions related to study, addressing the main objective of the study.

DATA COLLECTION:The data collection strategies utilized in this research paper in the form of questionnaire.In any case, the size of the example got will rely upon the type of research.In this investigation, the essayist will convey 400 polls to the representatives of TVS and HERO in the Delhi NCR locale.

METHOD OF DATA ANALYSIS: Due to the small no. of respondents and the diverse design and answer sets of the questions, and the qualitative research approach of the study , the analysis of the questionnaire results took place with the help of SPSS software.

The results of the questionnaires are presented in the form of charts and tables.

ETHICAL CONSIDERATION: There were a few sorts of moral issues, which the analyst needed to think about for this project. The main one was connected with the informed consent regarding the members. The entirety of the members (the two administrators and workers) were informed ahead of time about the motivations behind this project, and gave their informed consent to take an interest recorded as a hard copy. Their identities just as the names of the associations they have a place with has been kept in strict confidentiality.

PROBLEMS & LIMITATIONS: There were a few issues and difficulties which we faced while Conducting the research. The main test was finding an adequate number of members. The creation of the initial information base of both organizations took a long time, and commonly our requests were turned down, in light of the fact that the organizations rarely permit the chance for outside research. Subsequently access to the members and acquiring

consent for the research was a significant test. Furthermore we were bound by time and cost, which decided the decision of more effective technique, like the questionnaire, rather than more time consuming methods like group discussion and interviews. As far as the procedure Spicked, there are a few restrictions which should be mentioned. The first is the way that because of small samples, the information gathered and the findings made can't

be extrapolated on a more extensive scale. At the end of the day, the generalizability of the outcomes is problematic.

IV. DATA INTERPRETATION: MEAN

Table 2.1 INDEPENDENT VARIABLE – Name of the company

Month/Year	Region									
	South India	North India	West India	East India	North East India	South East India	Central India	North West India	South West India	Other
10/2020	12	21	20	25	22	11	12	25	41	12
11/2020	12	21	20	25	22	11	12	25	41	12
12/2020	12	21	20	25	22	11	12	25	41	12
01/2021	12	21	20	25	22	11	12	25	41	12
02/2021	12	21	20	25	22	11	12	25	41	12
03/2021	12	21	20	25	22	11	12	25	41	12
04/2021	12	21	20	25	22	11	12	25	41	12
05/2021	12	21	20	25	22	11	12	25	41	12
06/2021	12	21	20	25	22	11	12	25	41	12

Table 2.1 Result of ANOVA across the monthly income salary of employees

Statement	Between Groups	Within Groups	Total	ANOVA	
				F	Sig.
I do find it difficult to take leave at the time of social emergencies	307	38	345	7.972	.007
I do find enough time to spend with my family and friends	4399	38	4437	115.728	<.001
I am not able to afford my household requirements	386	38	424	9.632	.004
I need to live as usual as life as normal	1099	38	1137	28.658	<.001
I need professional assistance and resources, without affecting my family life	606	38	644	15.632	.001
I meet the expectations of my colleagues and subordinates	348	38	386	8.789	.005
I can handle high level tasks/ assignments of my duties	691	38	729	18.182	<.001
I enjoy the privileges/ benefits offered by the organization	631	38	669	16.816	<.001
I am satisfied with the job structure and reward that I get during the employees of the organization	467	38	505	11.763	.001
I feel satisfied with the relationship and cooperation	327	38	365	8.105	.007
Work life balance picture demonstrated by the organization meets my job needs	691	38	729	18.182	<.001
My responsibility increases my work load	276	38	314	6.737	.012

Difference in the opinions of different people to different dimensions across monthly income salary identified with the help of hypotheses. The statistical tool used for measuring these differences was one way ANOVA. Results clearly showed that there did not exist any significant difference in the responses of people to

different dimensions across their income as the value is >.05.

HYPOTHESIS Dimensions of Work life balance of employees in private sector variables One way ANOVA was applied to test the existence of significant difference among the organizational

variables with those of study variables. The organizational variables ‘nature of life balance by employee’. On the other hand, there are two variables which are: 1. Independent 2. Dependent Hypotheses of work life balance of employees across private sector company TVS & HERO variable Hypotheses were framed to analyse the presence of significant difference among companies and how they live and balance it variables and study variables. These hypotheses are as follows and their status and interpretation are discussed in the subsequent section

H01: There is no significant difference in the value of I do find difficult to take leave at time of social Emergencies

H02: There is no significant difference in the value of. I do not find enough time to spend with my family and friends

H03: There is no significant difference in the value o.I am not able to attend my household requirements.

H04: There is no significant difference in the value of. I wish to live as ideal a life as planned.

H05: There is no significant difference in the value of. I meet prescribed deadlines and schedules, without affecting my home life.

H06: There is no significant difference in the value of I comfortably fulfil the basic requirements of my family.

H07: There is no significant difference in the value of I enjoy the privileges I am offered by the organization

H08: There is no significant difference in the value of I am satisfied with the fair treatment and respect that I get among the employees of the organization

H09: There is no significant difference in the value of I meet the expectations of my colleagues and workmates

H10: There is no significant difference in the value of I feel satisfied with my relationship and workplace.

H11: There is no significant difference in the value of Work life balance policies implemented by the organization to make my job easier.

H12: There is no significant difference in the value of My responsibility increases my workload.

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
I do find it difficult to take leave at the time of social Emergencies	40	1.90	.818	.128
I do not find enough time to spend with my family and friends	40	2.33	1.071	.169
I am not able to attend my household requirements	40	1.88	.822	.130
I wish to live as ideal a life as planned.	40	4.05	.876	.138
I meet prescribed deadlines and schedules, without affecting my home life.	40	4.00	.716	.113
I meet the expectations of my colleagues and workmates	40	4.18	.712	.113
My responsibility increases my work load.	40	4.43	.594	.094
Work life balance policies implemented by the organization make my job easier.	40	4.28	.599	.095
I feel satisfied with my relationship and workplace.	40	4.25	.588	.093
I am satisfied with the fair treatment and respect that I get among the employees of the organization	40	4.33	.604	.110
I enjoy the privileges I am offered by the organization	40	4.03	.605	.104
I comfortably fulfil the basic requirements of my family	40	4.28	.718	.113

Difference in the opinions of different people to different dimensions across all the dependent value are identified with the help of hypotheses. The statistical tool used for measuring these differences was one sample T- TEST . Results clearly showed that there did not exist any

significant difference in the responses of people when we taking T-Test value is 0 is CI IS 0.9.

Regression

Table 2.1 Result of Regression across the dependent variable I do find it difficult to take leave at the time of social emergencies.

Table 2.1

Descriptive Statistics

	Mean	Std. Deviation	N
I do find it difficult to take leave at the time of social Emergencies.	1.90	.810	40
Structure of Family:	2.60	.496	40
Experience/Year of Services:	2.20	.405	40
Name of the Company:	2.50	.506	40

Table 2.2

		Correlations			
		I do find it difficult to take leave at the time of social Emergencies.	Structure of Family	Experience/Year of Services	Name of the Company
Pearson Correlation	I do find it difficult to take leave at the time of social Emergencies.	1.000	.029	-.094	-.063
	Structure of Family:	.029	1.000	-.102	-.260
	Experience/Year of Services:	-.094	-.102	1.000	-.250
	Name of the Company:	-.063	-.260	-.250	1.000
Sig. (2-tailed)	I do find it difficult to take leave at the time of social Emergencies.		.438	.381	.391
	Structure of Family:	.438		.287	.000
	Experience/Year of Services:	.381	.287		.000
	Name of the Company:	.391	.000	.000	
N	I do find it difficult to take leave at the time of social Emergencies.	40	40	40	40
	Structure of Family:	40	40	40	40
	Experience/Year of Services:	40	40	40	40
	Name of the Company:	40	40	40	40
		40	40	40	40

Table 2.3

Model Summary^a

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.103 ^a	.011	-.072	.839

a. Predictors: (Constant), Name of the Company, Structure of Family, Experience/Year of Services.

b. Dependent Variable: I do find it difficult to take leave at the time of social Emergencies.

Table 2.4

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Name of the Company, Structure of Family, Experience/Year of Services. ^b		Enter

a. Dependent Variable: I do find it difficult to take leave at the time of social Emergencies.

b. All requested variables entered.

Table 2.5

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.274	3	.091	.130	.942 ^b
	Residual	25.326	36	.703		
Total		25.600	39			

a. Dependent Variable: I do find it difficult to take leave at the time of social Emergencies.

b. Predictors: (Constant), Name of the Company, Structure of Family, Experience/Year of Services.

Table 2.6

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
1 (Constant)	2.354	1.176		1.998	.053	-.036	4.743
Structure of Family	.026	.272	.017	.103	.918	-.524	.530
Experience/Year of Services	-.163	.344	-.081	-.473	.638	-.881	.535
Name of the Company	-.067	.274	-.042	-.246	.807	-.623	.488

a. Dependent Variable: I do find it difficult to take leave at the time of social Emergencies.

Table2.7

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.72	1.98	1.90	.084	40
Residual	-.978	2.090	.000	.806	40
Std. Predicted Value	-2.158	.925	.000	1.000	40
Std. Residual	-1.165	2.492	.000	.981	40

a. Dependent Variable: I do find it difficult to take leave at the time of social Emergencies.

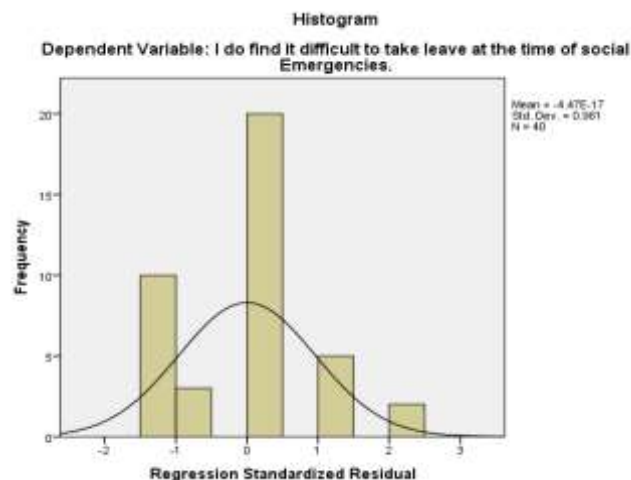


Figure2.1

IV. CONCLUSIONS:

Work life Balance programs can possibly fundamentally improve worker spirit, reduce absenteeism, and hold organizational information, especially during difficult financial conditions. Work-Life Balance is a vital issue in this field which fundamentally affects employees profitability and execution. The aftereffects of this study give an outline of the significance of carrying out work-life balances for representatives and the organization. Hence, the consequences of this paper can be utilized as a kind of perspective by the organization

as a technique to expand the degree of work-life balance of representatives which eventually builds responsibility and execution improvement of representatives and associations.

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