

A Study of Work Life Balance: Challenges and Analysis

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ABSTRACT

Work-life Balance is best viewed as a state of human life that leads to achievement of satisfaction in professional and personal life. Schedule inflexibility, work stressors working hours, poor job performance and emotional exhaustion are negatively related to Work-life Balance. Enhanced Work-life Balance of employees builds job satisfaction and leads to organizational commitment. Family-life Balance, work of an employee and organizational factors have direct link towards well-being of employees. The identified models of Work-life Balance are Working Hours, Career Progression, Emotional Exhaustion, Work Commitment and Job Satisfaction. The organizations need to identify the different factors that affect Work-life Balance of employees and need provide the Work-life Balance strategies that reduce work-family conflict

Keywords: Work life balance, job satisfaction, working hours, work stressors, personal life, professional life.

I. INTRODUCTION

Work-life balance may be a technique which helps representatives of an association to regulate their own and expert lives. Work life balance urges representatives to isolate their time on the premise on needs and keep up a parity by dedicating time to family, well-being, get-away and so on alongside making a vocation, business travel and so on. It is a significant idea in the realm of business as it assists with rousing the representatives and expands their dedication towards the organization.

We did research on work life balance in a manufacturing company name BANCO PRODUCT INDIA. Work-life Balance has become an ever increasing concern for both employers and employees. This is due to the ever increasing challenges of competition that requires the modern

businesses to undergo frequent changes. In such scenario, managing these frequent changes of competition holds the key for success. Work-life Balance (WLB) involves juggling workplace stress with the daily pressures of family, friends, and self. It is better regulation of multiple responsibilities at personal and professional life. The effective workplace support provided to employees helps them to maintain Work-life Balance. Balanced employees tend to feel more motivated and less stressed out at work, which thereby increases the organizational productivity and builds a sustainable workforce. Organizations that support the Work-life Balance of employees have now become more attractive choice for employees. Clark (2000) has defined Work-life Balance as “The state of less role conflict with better satisfaction and good functioning at work and home”.

Work-life Balance programmes were reported to be in existence from 1930’s. In 1930’s, the W.K. Kellogg Company has implemented the four shifts of six-hour to take over the traditional daily three hour shifts. This new shift has brought a transformation by increased employee morale and effectiveness. The term Work-life Balance (WLB) was formally coined for the first time in 1970’s, to state the balance between one’s work and personal life. In 1980’s many companies have started to offer child care programs and employee assistance programs (EAP). The 1990’s was the major era during which the Work-life Balance programs had a better identification as a vital topic for women. The first gesture of these programs started primarily to support women and children through Work-life solutions. Vast research in this decade viewed that job preferences are based on their own Work-life issues. Despite of many policies implemented in the 1990’s, they failed due to lack of better impact on real life challenges faced by the employees. The eyeball view towards Work-life Balance programs by all Work-life professionals

started after the failure of Worklife Balance programs implemented by human resource departments in the first years of the 21st century.

It's the late stages of the Industrial Revolution and people are overworked. In the United Kingdom, it's common for the average worker to work 14-16 hours a day, 6 days a week. These long hours had social and health costs, especially for young children who were also working. Labor reformers drew attention to this until the United Kingdom agreed to fewer hours for women and children.

Around the same time, the US begins tracking the hours worked by its workers and discovers that, on average, its workers performed more than 100 hours a week. These hours worked posed serious health and safety risks for the entire country. On October 24, 1940, after decades of worker movements, the US officially amends the Fair Labor Standards Act and adopts the 40- hour work week. This was the first move in giving workers back more time.

II. METHODOLOGY

Research Methodology

The usage of several methods and techniques is very important for making a remarkable research study. Therefore, there are different types of techniques for collecting proper and accurate data and analysis of the data. For this project different types of techniques for collecting more and more data about the research topic have been used. There are generally two types of techniques for collecting the data such as primary technique for collecting the data and secondary technique for collecting data. Primary Data: Data that has been generated by the researcher himself/herself, surveys, interviews, experiments, specially designed for understanding and solving the research problem at hand. Apart from that, the secondary technique is equally important for any research study and helps to collect proper and accurate data. Furthermore, the secondary technique of collecting data is based on the primary techniques of collecting data.

Source of Data

On the other hand, there are a lot of resources for these techniques of collecting data. This project has adopted the secondary technique for collecting data about A Study Of Work Life Balance : Challenges and Analysis. Primary data collection methods and online survey(Google form) method for the completion of the study and 62 participants have participated in the online survey process have also been used. Therefore the

secondary technique and the resources of the secondary technique of data collecting are books, newspapers, government records, magazines, public records, articles, journals and other published sources have also been utilised for this project. Furthermore, the sources of secondary techniques of collecting data are very effective and efficient to collect appropriate data about the research topic.

Data collected methods

Therefore the secondary technique and the resources of the secondary technique of data collecting are books, newspapers, government records, magazines, public records, articles, journals and other published sources have also been utilised for this project. Furthermore, the sources of secondary techniques of collecting data are very effective and efficient to collect appropriate data about the research topic. In addition to that, the project has adopted proper techniques for analysing the collected data. Basically, there are two types of techniques for analysing the collected data such as qualitative technique for analysing data and quantitative technique for analysing the data. Both of the techniques are impactful and efficient for analysing the collected data properly. Furthermore, the quantitative technique is used for analysing the data that are collected by using the secondary technique. Along with that, the qualitative technique is used for analysing the data that are collected by using the secondary techniques. As the secondary technique for collecting data has been used, therefore the researcher had to use the qualitative technique for analysing the data. Thus, the data that are collected, are analysed below by using the qualitative technique in this particular research study.

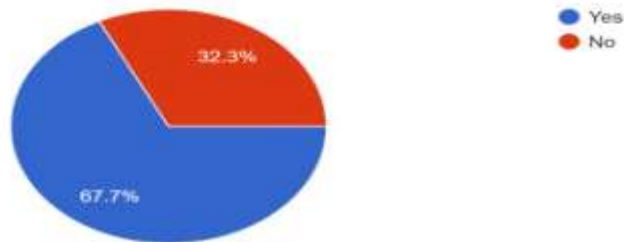
III. MODELING AND ANALYSIS



In the above bar graph we came to know that there were employees whose age between 21 to 52. But there are very less people whose age is 21 and 52 in the total 62 participants of the online survey. The majority of the people are in between 23 to 40 years old.

There are 3.2% people who are 23 years old and mostly there are 24 years old employees the percentage is 11%. After this there are people who are 34 years old and their percentage is 9.7%. By this we analyze that in this industry there is very

Are you married
62 responses



The above pie chart shows that the ratio of married and unmarried employees who took part in our survey.

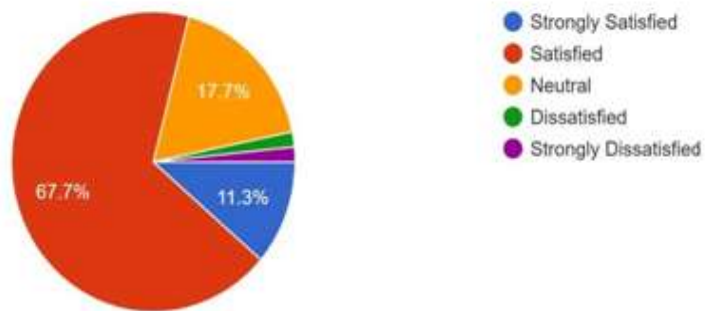
less amount of freshers and also the senior employees. There are more people who are married and less are unmarried. In the below pie chart we are able to find the percentage of the people who are married. So by the analysis we find that there are 67.7% people who are married and 32.3% of people who are unmarried.

IV. RESULTS AND DISCUSSION

So in the above we found that 32.3% of employees are unmarried and 67.7% of employees are married. Hence the ratio of married employees is more as compared to unmarried employees.

Q.1:-Are you satisfied with your current working hours?

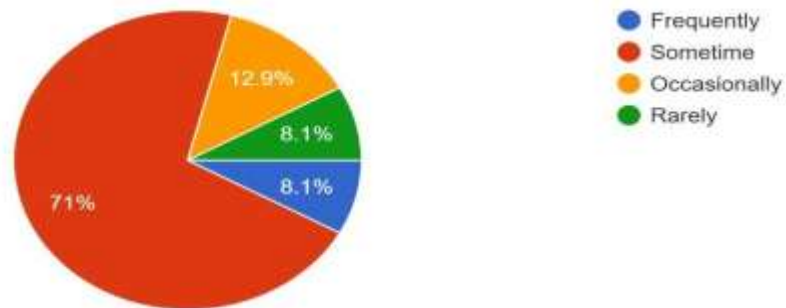
62 responses



In the above pie chart it is showing that there were 67.7% people who are satisfied with their current working hours. 17.7% people are neutral, 11.3% are strongly satisfied, and the rest are dissatisfied and strongly dissatisfied.

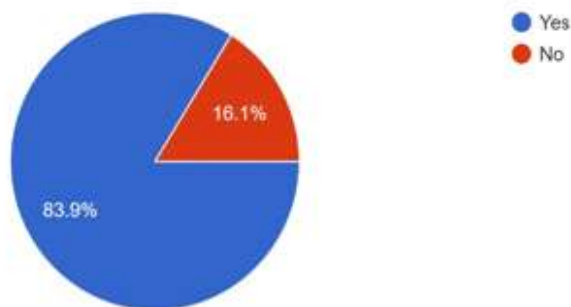
Q.2:-Do you work for long hour or overtime ?

62 responses



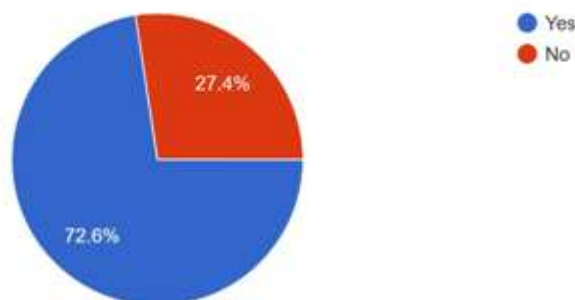
Q.3:-Are you able to balance your work and personal life?

62 responses



Q.4:- Do you get benefit from doing overtime or extra work ?

62 responses



V. CONCLUSION

Work-life Balance is best viewed as a state of human life that leads to achievement of satisfaction in professional and personal life. Schedule inflexibility, work stressors working hours, poor job performance and emotional exhaustion are negatively related to Work-life Balance. Enhanced Work life Balance of employees builds job satisfaction and leads to organizational commitment. Family-life Balance, work of an employee and organizational factors

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