

# A Study on Work Life Balance at Rane TRW Steering Systems Private Limited.

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## ABSTRACT

Employee Work Life Balance (WLB) is a major factor to increase employee performance as well as organizational performance. Employee performance is very important for any organization to achieve competitive advantage. Trw Steering Systems Private Limited is not reaching expected performance level and it is clear to have performance gap. The main objective of this study is to find the A Study On Work Life Balance At Rane Trw Steering Systems Private Limited. The research study explores the Impact of Work-Life Balance on employee performance. Employee assistance programs, Technology advancement, working environment and workplace stress are selected independent variables and employee performance is the dependent variable. Seventy four employees were selected from Trw Steering Systems Private Limited to conduct this research. The required primary data were collected through a structured Likert scale questionnaire, open ended question, close ended questions and the researcher used correlation analysis and regression analysis in order to test the hypotheses. The researcher used mix methodology for this research and data are collected through questionnaires and structured interviews. In qualitative method mainly interviews, focus groups etc. are used. Open ended questions in questionnaires will be used to collect qualitative data. In Quantitative Method researcher used to create a correlation between the variables identified previously. ANOVA test would be used in order to test the hypothesis. Correlation and linear regression analysis was used to test the hypothesis further. Analyzing the validity of the constructed hypothesis will be done using SPSS software. In conclusion, it was found that Employee Assistant Programs, Technology Advancement, Working Environment and Workplace Stress positively impact on employee performance. In simply researcher found that there

is a relationship between work-life balance and employee performance.

**Key Words:** Work Life Balance, Working Environment, Technology Advancement, Employee Assistance Programs, Employee Performance.

## I. INTRODUCTION

Work-life balance is a concept including proper prioritizing between “work” (career and ambition) and “lifestyle” (Health, pleasure, leisure, family and spiritual development/ meditation). Work life balance is a choice an individual has to make. However, it is the organization that needs to take an initiative to help the employees. Today, an employee is not looking at their employer just for a job, also to a care for their work life balance and their well- being. If a company addresses these needs, in addition to providing better career opportunities, they can be very successful in providing job satisfaction to the employees. Companies are adopting new means to ensure that their employees get enough time to enjoy their personal life and spend time with family. Hence, arise need to study this topic.

### 1. Statement of the Problem

A Research problem is the situation that causes the researcher to feel confused and apprehensive. This research problem is based on work-life balance. Based on this research it is ensured that a good work life will be facilitated for the employees working in the organization. Thus employees can be retained by providing favorable and healthy environment which makes the organization effective in all areas.

### 1. OBJECTIVES OF THE STUDY

#### 2. Primary objective:

- To study the Work Life Balance at Rane TRW Steering Systems Private Limited, Viralimalai.

**Secondary Objective:**

The study approaches the problem from the view point both the employees and the employers to attain the work life balance in the Rane TRW steering systems private limited. The main objective of the study is to know how the employees are balancing their work and life by which they attain the work life balance.

- To identify the factors relating to the work life balance.
- To assess the personal profiles of the employees of TRW Steering Systems Private Limited.
- To analyze the effectiveness of work life balance.
- To analyze the relationship between work life balance and rest of other variables among employees.

**RESEARCH DESIGN:**

Research design is the decision regarding what, where, when, how much, by what means concerning an inquiry or a research study constitute a research design. It can be defined as the arrangement of conditions for collection and analysis of data in a manner that aims to combine the relevance to the research purpose to the economy procedure.

**3. RESEARCH HYPOTHESIS:**

- There is no positive relation between experience and balancing the work life of the employees.
- There is no association with work life policy to retain employees and effectiveness of work life balance.

**4. SOURCE OF DATA:**

To determine the appropriate data for research mainly two kinds of data was collected namely primary & secondary data as explained below.

Primary data - Questionnaire

Secondary data - Text Books Articles, Websites

**5. POPULATION**

Population refers to the total number of employees at Rane TRW Steering Systems Private Limited which is said to be finite and the population of the study is 500 employees.

**SAMPLING**

A Simple Random using random method procedure associated with sampling size proportional to population was adopted in choosing

the sample. All the employees were considered for being chosen through random method.

**6. STATISTICAL TOOLS & TECHNIQUES USED FOR DATA ANALYSIS:**

The data collected were analyzed using appropriate statistical tools. The suggestions were drawn based upon the findings.

**II. REVIEW OF LITERATURE:**

**Rumi & Arushi (2011)** Work life balance is about employees having a control on their activities which they perform at various times and at different places. This balance is achieved when an organization accepts it as basic right of an employee to have satisfied life both in the organization and outside the organization this would result in benefits to the individual, organization and society as a whole.

**Niharika & Supriya (2010)** Organizational efforts at providing a supportive work environment are appreciated as they go a long way towards enhancing work-life balance.

**Lobel (1991)** defined work family conflict as a condition that arises when participation in other role.

**Clark (2001)** Work – life balance has been defined as satisfaction and good functioning at work and at home with minimum role conflict, and also as the degree to which an individual is able to simultaneously balance the temporal, emotional and behavioral demands of both paid and family responsibilities.

**SOCIO-ECONOMIC PROFILE**

**GENDER OF THE EMPLOYEES**

S.No	Gender	No. of Respondents	Percentage (%)
1.	Male	45	90
2.	Female	5	10
<b>Total</b>		<b>50</b>	<b>100</b>

**Findings:** Table 4.1 shows that 90% of the respondents are gender of the employees are male, 10% are Female. **Inference:** 90% of the respondents are genders of the employees are male.

**AGES OF THE EMPLOYEES**

S.no	Age (in years)	No. of Respondents	Percentage (%)
1.	Below 25	9	18
2.	25-35	20	40
3.	35-45	15	30
4.	Above 45	6	12
<b>Total</b>		<b>50</b>	<b>100</b>

**Findings:** Table 4.3 shows that 40% of the respondents are 25-35 age, 30% are 35-45 age, 18% are below 25, 12% above 45. **Inference:** 40% of the respondents are 25-35 Ages.

**EDUCATIONAL QUALIFICATION OF THE EMPLOYEES**

S.No	Educational Qualification	No. of Respondents	Percentage (%)
1.	10th	2	4
2.	12th	3	6
3.	DEGREE	25	50
4.	DIPLOMA	20	40
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.4 shows that 50% of the respondents are degree educational qualification of the employees, 40% are Diploma, 6% are 12th standard, and 4% are 10th standard. **Inference:** 50% of the respondents are degree educational qualification of the employees.

**WORK EXPERIENCE OF THE EMPLOYEES**

EXPERIENCE	No. of Respondents	Percentage (%)
5-10 YEARS	29	58
11-15 YEARS	9	18
16-20 YEARS	5	10
21-25 YEARS	4	8
ABOVE 25	3	6
<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.5 shows that 58% of the respondents are 5-10 years, 18% are 11-15 years, 10% are 16-20 years, 8% are 21-25 years, 6% are above 25 years. **Inference:** 58% of the respondents are 5-10 years.

**EMPLOYEES SATISFIED WITH THE WORKING HOURS OF THE ORGANIZATION**

S.N	OPTION	NO OF RESPONDENTS	PERCENTAGE (%)
1	SA	25	50
2	A	22	44
3	N	3	6
4	SDA	0	0
5	DA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table shows that 50% of the respondents are Strongly Agree that Employees satisfied with the working hours of the Organization, 44% are Agree, 6% are Neutral. **Inference:** 50% of the respondents are Strongly Agreed that Employees satisfied with the working hours of the Organization.

**EFFECTIVENESS OF WORK LIFE BALANCE ABILITY OF EMPLOYEES TO BALANCE WORK LIFE**

S.N	OPTION	NO OF RESPONDENTS	PERCENTAGE (%)
1	SA	25	50
2	A	23	46
3	N	2	4
4	SDA	0	0
5	DA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.7 shows that 50% of the respondents are Strongly Agree that ability of employees to balance Work Life, 46% are Agree, 4% are Neutral. **Inference:** 50% of the respondents are Strongly Agreed that ability of employees to balance Work Life.

**BALANCING WORK LIFE IN THE ORGANIZATION**

S.N	OPTION	NO OF RESPONDENTS	PERCENTAGE (%)
1	SA	40	80
2	A	8	16
3	N	2	4
4	SDA	0	0
5	DA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.9 shows that 80% of the respondents are Strongly Agree that balancing work life in the organization, 16% are Agree, 4% are Neutral. **Inference:** 80% of the respondents are Strongly Agreed that balancing work life in the organization.

**KARL PEARSON'S CORRELATION COEFFICIENT**

**H<sub>0</sub>:** There is no positive relation between experience and balancing the work life of the employees

**H<sub>1</sub>:** There is positive relation between experience and balancing the work life of the employees

**X**= experience of the employees

**Y**= balancing the work life of the employees

X	Y	x <sup>2</sup>	y <sup>2</sup>	ΣXY
29	40	225	160	1160
9	8	16	64	72
5	1	16	1	5
4	1	81	1	4
3	0	0	0	0
<b>ΣX= 50</b>	<b>ΣY= 50</b>	<b>ΣX<sup>2</sup>=338</b>	<b>ΣY<sup>2</sup>=226</b>	<b>ΣXY=1241</b>

**Conclusion**

Hence the correlation coefficient **r = 0.6881** is identified that the experience and balancing the work life of the employees There is no strong positive correlation.

**EMPLOYEES OPINION ON WORK LIFE MANAGEMENT POLICY HELPS IN RETAINING ITS EMPLOYEES**

S.N	OPTION	NO OF RESPONDENTS	PERCENTAGE (%)
1	SA	37	74
2	A	10	20
3	N	3	6
4	SDA	0	0
5	DA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.10 shows that 74% of the respondents are Strongly Agree employee's opinion on work life management policy helps in retaining its employees, 20% are Agree, 6% are Neutral. **Inference:** 74% of the respondents are Strongly Agreed employee's opinion on work life management policy helps in retaining its employees.

**EFFECTIVENESS OF GOOD WORK –LIFE BALANCE IN THE ORGANIZATION MORE EFFECTIVE AND SUCCESSFUL**

S.N	OPTION	NO OF RESPONDENTS	PERCENTAGE (%)
1	SA	40	80
2	A	8	16
3	N	2	4
4	SDA	0	0
5	DA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.12 shows that 80% of the respondents are Strongly Agree that effectiveness of good work –life balance in the organization more effective and successful, 16% are Agree, 4% are Neutral.

**Inference:** 80% of the respondents are Strongly Agreed that effectiveness of good work –life balance in the organization more effective and successful.

**T TEST**

**H<sub>0</sub>:** There is no association with work life policy to retain employees and effectiveness of work life balance

**H<sub>1</sub>:** There is association with work life policy to retain employees and effectiveness of work life balance.

**X:** work life policy helps in retaining employees

**Y:** effectiveness of work life balance

X	Y	D=X-Y	D <sup>2</sup> =(X-Y) <sup>2</sup>
37	40	-3	9
10	8	2	4
3	2	1	1
0	0	0	0
0	0	0	0
		<b>ΣD=0</b>	<b>ΣD<sup>2</sup>=14</b>

$$t = \frac{(\sum D)/N}{\sqrt{\frac{\sum D^2 - \frac{(\sum D)^2}{N}}{(N-1)(N)}}$$

$$= 0/5$$

$$\sqrt{14 - 0/ (5-1)*5}$$

$$= 0$$

Calculated value= 0

Tabulated value= 2.78 T.V>C.V

H<sub>0</sub> is accepted

**Conclusion:** The Calculated Value of T- Test is much lesser the Table Value. Hence the Null Hypothesis is accepted and there is no relation between work life policy to retain employees and effectiveness of work life balance.

**INITIATIVES YOUR ORGANIZATION HAS TAKEN FOR MANAGING WORK LIFE FACTORS RELATING TO THE WORK LIFE BALANCE**  
**EMPLOYEES OPINION ON GETTING ENOUGH TIME FOR AFTER WORKING HOURS**

S.N O	OPTION S	NO OF RESPONDENTS	PERCENTAGE (%)
1	SA	38	76
2	A	10	20
3	N	2	4
4	SDA	0	0
5	DA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.15 shows that 76% of the respondents are Strongly Agree that employees opinion on getting enough time for after working hours, 20% of the respondents are Agree, 4% of the respondents are Neutral. **Inference:** 76% of the respondents are Strongly Agreed that employee’s opinion on getting enough time for after working hours.

**WORRYING ABOUT WORK AFTER WORKING HOURS**

S.N O	OPTION S	NO OF RESPONDENTS	PERCENTAGE (%)
1	SA	35	70
2	A	13	26
3	N	2	4
4	SDA	0	0
5	DA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.16 shows that 70% of the respondents are Strongly Agree that worrying about work after working hours, 20% of the respondents are Agree, 4% of the respondents are Neutral. **Inference:** 70% of the respondents are Strongly Agreed that worrying about work after working hours.

**WORK PRESSURE IN THE ORGANIZATION**

S.N O	OPTION S	NO OF RESPONDENTS	PERCENTAGE (%)
1	HP	0	0
2	ED	49	98
3	N	1	2
4	NOA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.17 shows that 98% of the respondents are Strongly Agree that work pressure in the organization, 2% of the respondents are Neutral. **Inference:** 98% of the respondents are Strongly Agreed that work pressure in the organization.

**EMPLOYEES OPINION ON FLEXIBLE WORKING HOURS PROVIDED BY THE COMPANY**

S.N O	OPTION S	NO OF RESPOND ENTS	PERCENTAG E (%)
1	SA	40	80
2	A	8	16
3	N	2	4
4	SDA	0	0
5	DA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.18 shows that 80% of the respondents are Strongly Agree that employees opinion on flexible working hours provided by the company, 16% are Agree, 4% are Neutral.  
**Inference:** 80% of the respondents are Strongly Agreed that employee’s opinion on flexible working hours provided by the company.

**LEAVE POLICY OF THE COMPANY**

S.N O	OPTION S	NO OF RESPOND ENTS	PERCENTAG E (%)
1	SA	48	96
2	A	2	4
3	N	0	0
4	SDA	0	0
5	DA	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.19 shows that 96% of the respondents are Strongly Agree that leave policy of the company, 4% are Agree. **Inference:** 96% of the respondents are Strongly Agreed that leave policy of the company.

**DOCTOR FACILITY IN THE COMPANY**

S.N O	OPTION S	NO OF RESPOND ENTS	PERCENTAG E (%)
1	Yes	50	100
2	No	0	0
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.20 shows that 100% of the respondents are yes that Medical Facility in the company.  
**Inference:** 100% of the respondents are yes that Medical Facility in the company.

**PATERNITY TO THE EMPLOYEES**

S.N O	OPTION S	NO OF RESPOND ENTS	PERCENTAG E (%)
1	Yes	2	4
2	No	48	96
	<b>Total</b>	<b>50</b>	<b>100</b>

**Findings:** Table 4.21 shows that 96% of the respondents are No that paternity to the Employees,4% are yes. **Inference:** 96% of the respondents are No that paternity to the Employees.

**1. FINDINGS FORM DATA ANALAYSIS**

- 90% of the respondents are genders of the employees are male.
- 40% of the respondents are 25-35 Ages.
- 50% of the respondents are degree educational qualification of the employees.
- 58% of the respondents are 5-10 years.
- 50% of the respondents are Strongly Agreed that Employees satisfied with the working hours of the Organization.
- 50% of the respondents are Strongly Agreed that ability of employees to balance Work Life.
- 60% of the respondents are Strongly Agreed that Employee’s opinion on work life management helps to increase productivity of the organization.
- 80% of the respondents are Strongly Agreed that balancing work life in the organization.
- 74% of the respondents are Strongly Agreed employee’s opinion on work life management policy helps in retaining its employees.

- 76% of the respondents are Strongly Agreed that career prospects in the company.
- 80% of the respondents are Strongly Agreed that effectiveness of good work –life balance in the organization more effective and successful.
- 96% of the respondents are Strongly Agreed that employee’s opinion on work-life balance in the company.
- 90% of the respondents are Strongly Agreed that initiatives your organization has taken for managing work life.
- 76% of the respondents are Strongly Agreed that employee’s opinion on getting enough time for after working hours.
- 70% of the respondents are Strongly Agreed that worrying about work after working hours.
- 98% of the respondents are Strongly Agreed that work pressure in the organization.
- 80% of the respondents are Strongly Agreed that employee’s opinion on flexible working hours provided by the company.
- 96% of the respondents are Strongly Agreed that leave policy of the company.
- 100% of the respondents are yes that Doctor Facility in the company.
- 96% of the respondents are No that paternity to the Employees.

#### 1. **Suggestions:**

From the findings it is inferred that overall opinion of the respondents towards the Work- Life Balance at Rane TRW Steering Systems Private Limited is good. They have Strongly Agreed towards the leave policy, medical facilities and work life balance in the company.

- The organization should identify the skills and capabilities of the employees and place them in the respective field, so that the employee’s satisfaction level would improve.
- The organization should work towards bringing an interrelationship between a person’s work life and personal needs of life.
- The employees should find joy in rendering services to their co-workers.

### **III. CONCLUSION:**

The work life programs in an organization provide flexibility and support that help individuals to navigate through the increasing complexities of modern life. It is up to the employer and the employee to work together to facilitate the acculturation of work life balance in to the

organization. Working longer hours does not necessarily contribute to decreased job security, but does contribute to decreased work life balance. Organizations to retain its employees should integrate work life initiatives in core business strategies and human resources systems. Organization providing work life programs to address the problem of attrition, organizations should continuously redesign its work processes by changing the organizational culture there by creating integrated solutions for family, work, and community. Healthy work Environment is one in which the individual needs are fulfilled and the employees have commitment towards the organization. Most of the factors the respondents are Strongly Agreed. Certain suggestions were given by the researcher to develop the work life balance.

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