

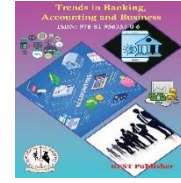


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A Study on Functional Areas of Exide Industries Pvt Ltd

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Abstract: The main focus of the study is to measure the level of EMPLOYEE WORK LIFE BALANCE, AT EXIDE INDUSTRIES LIMITED HOSUR. This project emphasis the importance of work life balance among the work force in achieving gains in human performance and productivity. Primary data collection was done through structured questionnaires. Secondary data was collected from company records and internet. Research design is used in this study was descriptive research stud. CHI-SQUARE analysis and PERCENTAGE METHOD was followed. Conclusions were drawn based on the analysis of data collected from the employees in various grades. Statistical tools are applied are sampling percentage and ANOVA. Recommendations were provided for enhancing the quality of the processes and personal policies of the organization. The steps for improving work life balance in the organization are identified. The level of individual and group work is identified in the organization. This project provides detailed information about EMPLOYEE WORK LIFE BALANCE, Where does it reside and what does it do. parker can implement job enrichment, job enhancement and self-development training methods to improve employee work life balance.

Key words: satisfaction, work life, health, performance, Questionnaires.

1. INTRODUCTION

Work-Life Balance: Work-life balance is essential. People's capacity to juggle paid job and other significant activities in their lives is referred to as multitasking. It's not that work is bad or wrong; it's just that it shouldn't take priority over other important things in people's lives, such as spending time with family, volunteering, personal growth, leisure, and enjoyment. The 'correct' balance is a highly individual topic that will change over time for each person. For some, the issue isn't so much a lack of work as it is a lack of ability to find new work or get a job. No such thing as a "all-in-one" solution exists. A balanced life is one in which we devote our intellectual, intellectual, imaginative, emotional, spiritual, and physical energy and effort to the areas of our lives that are most important to us. The vitality of the whole may be jeopardized if one or more sections, or anchor points, are neglected.

Objectives Of The Study

Primary objective

The chief purpose of the research is to decide how employees at EXIDE INDUSTRIES Pvt Ltd, Hosur, can balance their individual and professional lives.

Secondary Objectives

- The reason of this study is to look at the relationship between work-life balance and an employee's demographic parameters.
- To know the personal variables affecting the employee in work environment.
- To investigate the elements that influence an employee's work-life balance at EXIDE INDUSTRIES pvt.ltd
- To find out the various suitable measures to improve the work life balance of an employee.

2. REVIEW OF LITERATURE

Research is a logical and systematic search for new and useful information on a particular topic. It is an investigation of finding solutions to scientific and social problems through objective and systematic analysis. It is a search for knowledge, that is, a discovery of hidden truths. Here knowledge means information about matters. The information might be collected from different sources like experience, human beings, books, journals, nature, etc. A research can lead to new contributions to the existing knowledge. Only through research is it possible to make progress in a field. Research is indeed civilization and determines the economic, social and political development of a nation. The results of scientific research very often force a change in the philosophical view of problems which extend far beyond the restricted domain of science itself. Research is not confined to science and technology only. There are vast areas of research in other disciplines such as languages, literature,

history and sociology. Whatever might be the subject, research has to be an active, diligent and systematic process of inquiry in order to discover, interpret or revise facts, events, behaviors and theories. Applying the outcome of research for the refinement of knowledge in other subjects, or in enhancing the quality of human life also becomes a kind of research and development.

Personetal. (2015) Workplace issues such as work force, longer working hours, nuisance, and so on can be addressed through a variety of HR interventions and employee engagement strategies such as flexi-time, job alternation, job enlargement, family get-togethers, for children school funds, and child care centres, among others, which will inspire employees and make them commit to their jobs and give their all.

Doble and Supriya (2015) employees appreciate the organization's efforts to provide a friendly work environment that promotes work-life balance, according to 2. Two types of supportive work environments are evaluated for this purpose: Support from the supervisor / manager, as well as members of the team / department and coworkers. Work-life conflict can be reduced by creating a friendly workplace. Many of the respondents (60 percent male and 71 percent female) acknowledge that they receive assistance from their coworkers. 54 percent of men and 63 percent of women acknowledge their supervision help. The Chi square test shows that aiding work environment has a gender-neutral effect, implying that a friendly work environment benefits both men and women in conditions of work-life balance.

Satinder Singh (2015) spite of the fact that it has never showed the way most people live, the separation of work and family life has persisted since the business Revolution and is still substantially intact today, according to a Ford Foundation study. Work-family conflicts have been addressed in the business world through a variety of programmes and procedures that handle specific family requirements but do not alter the underlying concept that an employee's work and home lives are separate and contradictory. Work-family research has long been supported by the role stress hypothesis, which emphasizes the unenthusiastic elements of work-family interactions. Experts have begun to dispute the idea of work-life balance as recent research has turned its focus to the successful integration of work and family duties, as well as roles exterior of work and family lives.

Gupta and Charu (2016) Researchers in the IT industry studied the collision of Work-Life Balance on work satisfaction. To acquire information from 100 workers, the convenience sampling technique was utilized. A self-prepared questionnaire was distributed. According to the Chi-square survey, work-life balance and burnout have an impact on job satisfaction among IT professionals.

3. RESEARCH METHODOLOGY

Research Design	Exploratory Research Design
Data Collection method	Primary Data Secondary Data
Data Collection Tools	Questionnaire method
Questionnaire Design	Direct questions Close end questions Dichotomous questions Multiple choice questions
Sampling Design	Convenience Sampling
Sample Size	100 Respondents
Tools used for Analysis	Percentage method Chi-Square method ANOVA

4. DATA ANALYSIS AND INTERPRETATION

TABLE 1. Gender of the respondents

GENDER			
		No. of Respondents	Percentage
Gender	Female	5%	5%
	Male	95%	95%%
	Total	100	100%

Interpretation: Thus the above tabulation shows that, 49.0% of the respondents are Female and 51.0% of the respondents are Male.

TABLE 2. Level of employees of the respondents

LEVEL OF EMPLOYEES

		No. of Respondents	Percentage
Level of Employees	Top level Employee	25	25%
	Mid level Employee	30%	30%
	Lower level Employee	45%	45%
	Total	100	100%

Interpretation: Thus the above tabulation shows that, 21.0% of the respondents are belongs to Top Level Employees, 25.0% of the respondents are belongs to Mid Level Employees and 30.0% of the respondents are belongs to Lower Level Employees.

CHI-SQUARE ANALYSIS

RELATION BETWEEN AGE OF THE RESPONDENTS AND PROPER FACILITIES HELPS EMPLOYEES TO MAINTAIN WORK LIFE BALANCE

Null hypothesis (H₀₁):

There is no significant relationship between age of the respondents and Proper facilities helps employees to maintain work life balance.

Alternative hypothesis (H₁₁):

There is some significant relationship between age of the respondents and Proper facilities helps employees to maintain work life balance.

Level of significance at 5%.

Expected frequency.

$$\text{Expected frequency (E)} = \frac{\text{Row Total} * \text{Column Total}}{\text{Grand Total}}$$

TABLE 3. Observed frequency.

AGE	Proper facilities help employees to maintain work life balance					Total
	Strongly agree	Agree	Neutral	Strongly disagree	Disagree	
Below 25	23	10	2	1	2	38
26-35	25	6	2	1	1	35
36-45	15	2	1	0	1	19
46-55	2	2	0	0	0	4
Above 55	2	2	0	0	0	4
Total	67	22	5	5	4	100
8.36	1.90	1.90	1.52	38.00		
7.70	1.75	1.75	1.40	35.00		
4.18	0.95	0.95	0.76	19.00		
0.88	0.20	0.20	0.16	4.00		
0.88	0.20	0.20	0.16	4.00		
22.00	5.00	5.00	4.00	100.00		

Analysis By Chi-Square

O	E	(O-E)	(O-E) ²	(O-E) ² /E
23	8.36	14.64	214.33	25.64
10	1.90	8.10	65.61	34.53
2	1.90	0.10	0.01	0.01
1	1.52	-0.52	0.27	0.18
2	38.00	-36.00	1296.00	34.11
25	7.70	17.30	299.29	38.87
6	1.75	4.25	18.06	10.32
2	1.75	0.25	0.06	0.04
1	1.40	-0.40	0.16	0.11
1	35.00	-34.00	1156.00	33.03
15	4.18	10.82	117.07	28.01
2	0.95	1.05	1.10	1.16
1	0.95	0.05	0.00	0.00
0	0.76	-0.76	0.58	0.76
1	19.00	-18.00	324.00	17.05
2	0.88	1.12	1.25	1.43
2	0.20	1.80	3.24	16.20
0	0.20	-0.20	0.04	0.20
0	0.16	-0.16	0.03	0.16
0	4.00	-4.00	16.00	4.00
2	0.88	1.12	1.25	1.43
2	0.20	1.80	3.24	16.20
0	0.20	-0.20	0.04	0.20
0	0.16	-0.16	0.03	0.16
0	4.00	-4.00	16.00	4.00
100	136.00			267.78

Calculated Value = 267.78

Table value

Degrees of freedom = (r-1) (c-1)
= (5-1) (5-1)
= 4*4 = 16

Level of significance of 16 at 5% = 32.188

Tabulated Value = 32.188

Comparison

As calculated value (267.78) is greater than tabulated value (32.188), NH_0 is rejected and NH_1 is accepted.

RESULT:

It is clear from the above table that alternative hypothesis is accepted and there is

SUGGESTIONS OF STUDY

- The employees must be satisfied in their job. Then only the productivity will be increased and they can perform peacefully.
- Employees must be provided the shift job as per their wishes and their convenience.
- Crèches may be arranged in the workplace for their employees. This would make them uninterrupted and peaceful job.
- Public holidays and leave for local festivals must be provided to the employees in order to mentally relax them. This would reduce absenteeism in the company.
- Employees may be provided counseling those who are suffered from not managing the work life properly.
- Awareness must be created by the company regarding work life balance to the employees. Experts and experienced senior cadre officers must provide suggestions and speech on work life balance.
- Employees must be engaged often to other activities such as mentally relax them like dance, yoga and music.

5. CONCLUSION

Work-life balance is a broad concept including proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other. Work life balance is important and it should be improved in all the organizations. If it is not improved it leads to poor performance, absenteeism and sick leave. This study is mainly aimed at designing a work life balance for EXIDE Pvt Ltd, Hosur by analyzing work and family problems faced by the employees and also overall satisfaction level of the employees. It has been found that the organization is showing keen interest in career life of the employees and workload has been kept reasonable, by sharing the duties and responsibilities among the employees. Employees are comfortable at workplace. The employees are giving an equal quantum of importance to both family and work. From this study, it was found that most of the employees are able to balance their work life and personal life.

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