

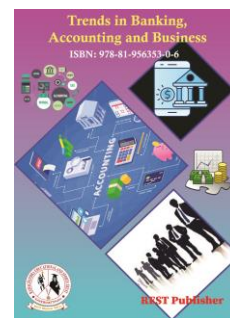


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A Study on Work Life Balance on Kems Shakti Precision Castings Private Limited, Hosur

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Abstract: Work life balance is one of the key factors for the employees to achieve success. Organisations have devised various plans, policies, programs to help their employees to achieve the balance between their work commitments and family responsibilities. Certain policies are statutory while others are voluntarily implemented. The effectiveness of them depends on the extent of usage to the employees to achieve work life balance. The study the managerial level employees work life balance in **KEMS**. The study collected the data from 60 respondents. Tested hypothesis by adopting statistical techniques like regression, ANOVA. The study found that work responsibilities negatively impact the personal life of employees. The factors like overtime, travelling to work, meetings and training after the working hour's impact the work life balance of the employees.

Key Words: factors, personal life, job performance, flexible working hours.

1. INTRODUCTION

Work-life balance is the term used to describe the balance that an individual needs between times allocated for work and other aspects of life. Areas of life other than work-life can be, but not limited to personal interests, family and social or leisure activities. The term 'Work-Life Balance' is recent in origin, as it was first used in UK and US in the late 1970s and 1980s, respectively. More recently the term has drawn on some confusion; this is in part due to recent technological changes and advances that have made work and work objectives possible to be completed on a 24-hour cycle. The use of smartphones, email, video-chat, and other technological innovations has made it possible to work without having a typical "9 to 5 work day". There are several theories that seek to explain the relationship between work and family. However, these theories have not been integrated into a comprehensive theory that can serve as a guide to research on work-family issues.

Review:

1. Goyal K.A, Agrawal A (2015) in the paper titled " Issues and challenges of Work life balance in banking industry of India" explained that Work life balance policies and programs are an investment in an organisation for improving productivity, reducing absenteeism, achieving improved customer services, better health, flexible working as well as satisfied and motivated workforce especially in banking industry.
2. Singh S. (2013) mentioned Role stress theory in his paper Titled "Work- Life Balance: A Literature Review" wherein the negative side of the work- family interaction has been put under the spotlight. Recently, the emphasis has shifted towards the investigation of the positive interaction between work and family role as well as roles outside work and family lives, and scholars have started to deliberate on the essence of work- life balance.
3. Jang (2008), studied "The relationship between work-life balance resources and the well- being of working parents" which aimed to study how working parents cope with work- life demands. The study used 27 working parents with either ill or disabled children in New Jersey. It was mixed research with both qualitative and quantitative results.

2. RESEARCH METHODOLOGY

Research methodology refers to the process and techniques used to conduct systematic investigation and inquiry into a particular topic or problem. It involves identifying research questions or hypotheses, selecting appropriate research design and methods, collecting, and analyzing data, and drawing conclusions based on findings. Effective research

methodology involves rigorous planning, attention to detail, and a commitment to objectivity and accuracy. It is essential for producing reliable and valid results that can be used to advance knowledge in a particular field. Research methodology in work-life balance involves designing a systematic and structured approach to investigate the relationship between work and personal life of individuals. It involves identifying research questions, selecting appropriate research design, and data collection methods to obtain accurate and reliable data. Some common research methods used in work-life balance research include surveys, interviews, focus groups, and case studies. Researchers also use statistical analysis and data visualization tools to analyse and present their findings.

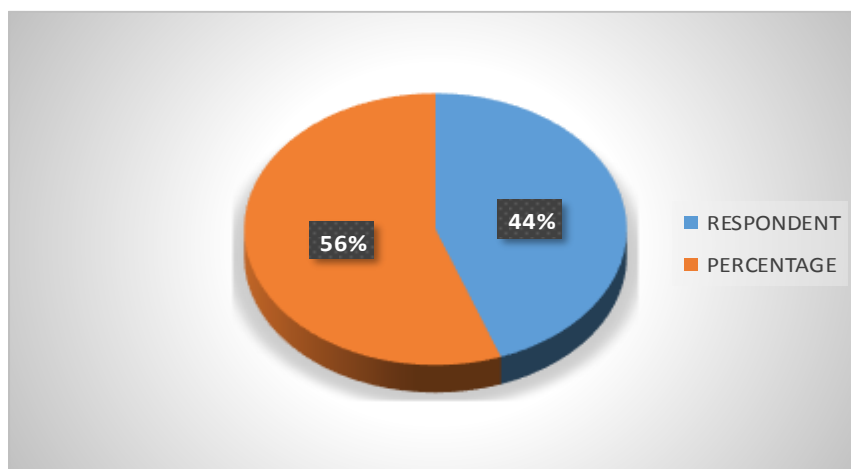
3.DATA ANALYSIS

Gender of The Employee

PERCENTAGE	RESPONDENT	PERCENTAGE
Female	27	33.75%
Male	53	66.25%
Total	80	100%

This above table shows employee’s gender

This above pie chart shows gender of employees.



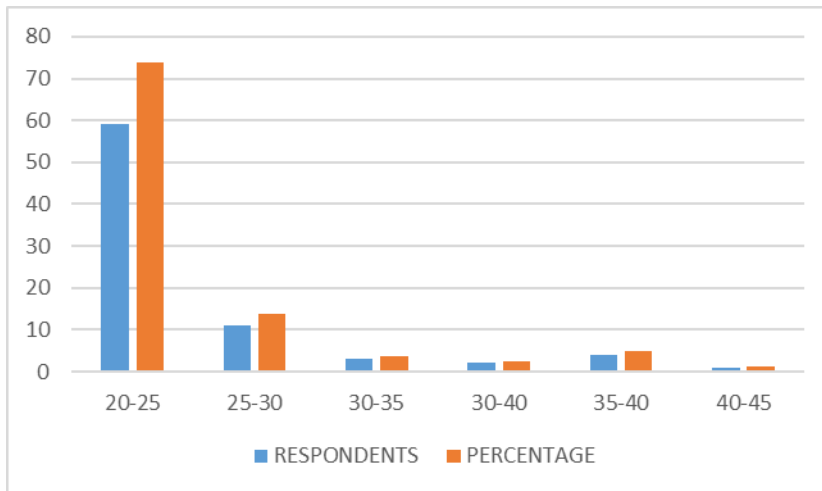
Interpretation

The above pie chart depicts that 66.25% of the respondents are Male and 33.75% of the respondents are Female. Thus the majority of the respondents are Male.

Age of The Employees

PARTICULAR	RESPONDENTS	PERCENTAGE
20-25	59	73.75%
25-30	11	13.75%
30-35	3	3.75%
30-40	2	2.5%
35-40	4	5%
40-45	1	1.25%
Total	80	100%

The above table shows age of the employees



Interpretation

The above pie chart depicts that 73.75% respondents are 20-25 years old, 13.75% respondents are 25-30 years old and 3.75% years old and 2.5% respondents are 30-40 years old and 5% respondents are 35-40 and 1.25% respondents are 40-45 years old.

Thus the majority of the respondents are 20-25 years old.

Regression

Regression analysis is a statistical method used to examine the relationship between one dependent variable (usually denoted as "y") and one or more independent variables (usually denoted as "x"). The simplest form of regression analysis is simple linear regression, which involves fitting a straight line to the data points. The formula for simple linear regression is:

$$y = \beta_0 + \beta_1x + \epsilon$$

SUMMARY OUTPUT	
Regression Statistics	
Multiple R	0.007174541
R Square	5.1474E-05
Adjusted R Square	-0.014440534

	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>
Regression	1	0.000883	0.000883	0.003552	0.952648288
Residual	69	17.15405	0.248609		
Total	70	17.15493			

Findings

Finding a good work-life balance in a company can be challenging, but there are some steps you can take to achieve it:

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	1.402222994	0.120087	11.67672	5.33E-18	1.162655899	1.64179	1.162656	1.64179
My salary is the most Significant factor to my Happiness.	0.003299757	0.055367	0.059598	0.952648	-0.107154665	0.113754	-0.10715	0.113754

1. Set boundaries: Clearly define your work hours and stick to them as much as possible. Avoid checking emails or taking work calls during your non-work hours.
2. Prioritize tasks: Focus on the most important tasks first, and try not to over-commit yourself to too many tasks at once.
3. Take breaks: Take regular breaks throughout the day to recharge your energy and avoid burnout. This could include taking a walk, stretching, or simply stepping away from your desk for a few minutes.
4. Communicate with your manager: If you feel overwhelmed or need support, don't hesitate to communicate with your manager. Let them know what you need to maintain a healthy work-life balance.
5. Find support: Seek support from colleagues or join employee resource groups or clubs to connect with others who share similar interests.

Suggestions

1. Set boundaries: Set clear boundaries between work and personal life, such as scheduling specific work hours and unplugging from work during non-work hours.
2. Prioritize self-care: Prioritize self-care activities such as exercise, meditation, or spending time with loved ones. These activities can help you recharge and maintain a healthy work-life balance.
3. Practice time management: Use time management techniques such as creating to-do lists, prioritizing tasks, and setting deadlines to help you manage your workload and avoid burnout.
4. Learn to say "no": It's important to know your limits and learn to say "no" when necessary. Overcommitting yourself can lead to stress and overwhelm, which can negatively impact your work and personal life.

5. CONCLUSION

work-life balance is an essential aspect of leading a fulfilling life. Achieving a balance between work and personal life can improve overall well-being and lead to greater happiness and productivity. It is important to prioritize self-care, set boundaries, practice time management, learn to say "no," communicate with managers, and take advantage of company resources to achieve a better work-life balance. Remember, it is a continuous process that requires effort and adjustment. By prioritizing work-life balance, we can lead happier, healthier, and more fulfilling lives.

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