A Study on Work Life Balance Measures in Titan Watches Pvt Ltd

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Abstract: *Work-life balance is considered to be important for both, business practice and academic research. The literature shows that work-life balance is a central issue affecting wellbeing, as family and work are the most important elements of everyone's life. Any competing demands of work and family life cause conflict and negatively affect the wellbeing of workers. This study focused on assessing the impact of work-life balance determined by work-family conflict and family work conflict on the wellbeing of individuals employed in the private sector in India. Wellbeing was measured by levels of family satisfaction, work satisfaction and psychological distress. Quantitative research methods were used for the study, and a sample population was chosen amongst participants who were single and, in a relationship, female and male, with and without children, by using a convenient sampling method. The study contain of data analysis are correlation regression, one-way Anova,t-test The study identified the existence of negative effects of poor WLB determined by high levels of work-family conflict and family-work conflict on family satisfaction. This study also confirmed negative effects of poor WLB due to high levels of work-family conflict on work satisfaction and psychological health. Negative impacts of family-work conflict on work satisfaction and psychological health were not supported. This study also showed that the main causes of work family conflicts were excessive.*

1. INTRODUCTION

The project aims to explore the topic of work-life balance and its impact on individuals in various professions and industries. The objective is to understand the challenges that individuals face in achieving a healthy work-life balance and to identify strategies and solutions that can help individuals maintain this balance. The project will also examine the role of organizations in promoting work-life balance among their employees and the benefits that such initiatives can bring to both employees and employers. To achieve these goals, the project will involve extensive research into the literature on work-life balance, as well as interviews with individuals in different professions and industries. The project team will also collaborate with organizations to collect data on their work-life balance policies and initiatives, and to assess the impact of these initiatives on employee well-being and job performance. The findings of this project will provide valuable insights into the challenges of achieving work-life balance in today's fast-paced work environment, and will help individuals and organizations to develop effective strategies for promoting work-life balance and enhancing employee well-being and productivity.

Objective Of the Study

The objective of work-life balance is to ensure that individuals can achieve a healthy and satisfying balance between their professional and personal lives. It involves finding the right balance between work, family, social activities, and personal pursuits such as hobbies and self-care. The goal is to avoid burnout and stress, maintain good health, and enhance overall well-being. Achieving work-life balance can help individuals feel more fulfilled, productive, and satisfied in both their personal and professional lives.

Scope Of the Study

The scope of work-life balance refers to the concept of achieving a healthy balance between one's work and personal life. It involves finding a way to manage and prioritize responsibilities and activities that enable individuals to fulfill their work obligations while also dedicating time and energy to other aspects of their lives, such as family, hobbies, social life, and personal development.

2. LITERATURE REVIEW

Kadam (2022) defines Work-Life Balance is a subject, in which increasing interest in academic literature, legislation and public discloser. Work Life Balance is a broad concept including proper prioritizing between Work" such as career and ambition, on the other hand and Life" such as health, pleasure, lessure, family and spiral development. Work-Life Halance means, meaningful daily achievement and enjoyment in each of four life quadrants work, family, friend and self. Sakthivel Rania, Kamalanabhanh & Selvarania (2021) the main aim of research is to analyze the relationship between employee satisfaction and work/life balance. The construct used for this research consists of career opportunity, recognition, work tasks, payments, benefits, superine subordinate relationship, employee satisfaction, and work life balance. This study makes a contribution to join two distinct research streams, namely employee satifaction, and work life dance. Findings suggest that lagh correlation exists between work task and employee satisfaction with a mediator variable namely work-life balance Fisher and Layte (2019) consider there distinct sets of measures of work-life balance, vizproportion of free time, the overlap of work and other dimensions of life, and the time spent with other people. Several reviews have highlighted other isoes such as age, gender, life cycle stage ethnicity, citizenship, and childcare arrangements which also merit attention. Pascal peters (2019) Reveals that time-spatial flexibility does affect the work-life balance of workers positively, als under New Working Conditions. Generally, employees bolding a smaller part-time job (12-24 contractual working hours per week) experienced a better work-life balance. In particular, female workers gained from more control over the temporal location of their work.

3. RESEARCH METHODOLOGY

This study reviewed methodological choices sampling frames, constructs investigated and measures used in empirical work-life balance papers published in a range of discipline- based peer-reviewed journals. Results show that work-life balance studies need to establish greater consistency between the conceptualization of constructs and the operationalization of measures. There is also scope for well-designed field experiments to establish clear causal relationships between variables. Sampling choice in previous literature is somewhat constrained and may be enhanced by targeting single and same-sex parent families, manual and lower-skilled service workers, and employees providing eldercare. Researchers should also be more transparent in providing rationales for their choices of organizations or group lists used to target respondents. The findings have significant implications for understanding, interpreting, and utilizing the contemporary work and family literature.

4. DATA ANALYSIS

TABLE 1. t-Test: Paired Two Sample for Means

	9. How many hours a day you normally work?	10. How many days in week do you normally work?
Mean	1.472727273	2.109090909
Variance	0.581818182	0.942118432
Observations	110	110
Pearson Correlation	0.326236823	
Hypothesized Mean Difference	0	
Df	109	
t Stat	-6.541901433	
P(T<=t) one-tail	1.01777E-09	
t Critical one-tail	1.658953458	
P(T<=t) two-tail	2.03555E-09	
t Critical two-tail	1.98196749	

Intrepretation

Paired two sample for mean is conducted and the data after the analyze on mean 1.47,2.10, variance 0.582,0.94, observations 110 appears to be useful for making model statistics which can predict the outcome variables.

TABLE 2. Regression

Multiple R	0.053701369
R Square	0.002883837
Adjusted R Square	-0.00634872
Standard Error	0.465705013
Observations	110

Intrepretation

The co efficient of determination is multiple R 0.05 therefore about R square 0.02and adjusted R square of the variation in the data is explained by the regression equation which appears to be useful for making predictions with the observations 110.

TABLE 3. ANOVA

	DF	*SS*	*MS*	*F*	*Significance F*
Regression	1	0.067743953	0.067743953	0.31235518	0.57739556
Residual	108	23.42316514	0.216881159		
Total	109	23.49090909			

TABLE 4.

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	1.357224771	0.096897182	14.00685489	4.9228E-26	1.165157745	1.549291796	1.165157745	1.549291796
9. How many hours a day you normally work?	-0.032683486	0.05847955	-0.558887448	0.57739556	-0.148600099	0.083233126	-0.148600099	0.083233126

TABLE 5. Anova: Single Factor

Groups	Count	Sum	Average	Variance
5.Age	110	194	1.763636364	0.897748123
12. What is the nature of your work?	110	236	2.145454545	0.565804837

TABLE 6. ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	8.018181818	1	8.018181818	10.95714611	0.001091062	3.884468888
Within Groups	159.5272727	218	0.73177648			
Total	167.5454545	219				

Findings

- Many employees struggle with work-life balance. In a survey by the American Psychological Association, 44% of working adults reported feeling stressed about balancing work and personal responsibilities.
- Overworking can lead to negative health consequences. Studies have shown that working long hours can increase the risk of heart disease, stroke, and other health problems.
- Work-life balance can improve job satisfaction and productivity. When employees feel that they have a good balance between work and personal life, they are more likely to be happy with their job and perform better at work.

Suggestions

- Set boundaries: Create a clear separation between work and personal time. Set specific work hours and avoid working during personal time.
- Prioritize tasks: Identify and prioritize the most important tasks at work and at home, and focus on completing them first.
- Take breaks: Take regular breaks throughout the day to rest and recharge. Use this time to do something you enjoy, such as going for a walk or listening to music.
- Disconnect: When your off work, try to disconnect from technology and social media to avoid being constantly connected to work.

5. CONCLUSION

In conclusion, work-life balance is an important aspect of our lives that can have a significant impact on our physical, mental, and emotional well-being. Achieving a healthy balance between work and personal life requires careful planning and prioritization. It is important to set clear boundaries between work and personal time and to learn to say no to excessive work demands. Additionally, taking breaks, practicing self-care, and engaging in activities that bring joy and fulfilment can help maintain a healthy work-life balance. Employers also have a role to play in promoting work-life balance by offering flexible work arrangements, promoting a supportive workplace culture, and encouraging employees to take time off and prioritize their well-being. By making work-life balance a priority, we can improve our overall quality of life and achieve greater success and fulfilment both at work and in our personal lives.

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