

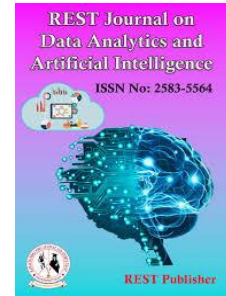
REST Journal on Data Analytics and Artificial Intelligence

Vol: 2(2), June 2024

REST Publisher; ISSN: 2583-5564

Website: <https://restpublisher.com/journals/jdaai/>

DOI: <https://doi.org/10.46632/jdaai/3/2/3>



A Study on Impact of Work Life Balance with Reference to Hyundai Motors

*Gunaganti Pavani Goud, Nanda Kishore

Aristotle PG College, Hyderabad, Telangana, India.

*Corresponding Author Email: drkiransoni77@gmail.com

Abstract: A 'work life' balance refers to an employee's ability to maintain a healthy balance between their work roles, their personal responsibilities, and family life. Another factor which is contributing greatly to the difficulty in achieving a work life balance is the changing landscape in how and where employees are expected to work. The study with the prime objectives of ascertaining the employees towards the Work Life balance program, which are required to perform their jobs effectively. In Hyundai Motors Limited. The studies include managers and employees.

Key words: work life banace, employee's ability, personal responsilibities

1. INTRODUCTION

Employees at the grass root level experience a sense of frustration because of low level of wages, poor working conditions, unfavorable terms of employment, inhumanity treatment by their superiors and the like whereas managerial personnel feel frustrated because of alienation over their conditions of employment, interpersonal conflicts, role conflicts, job pressures, lack of freedom in work, absence of challenging work etc., Job discontent and job pressures have their substantial effect on employees' health in the form of reduction in general happiness, increase in smoking, drinking, putting on excess body weight, etc. frustration might also be due to absence of recognition, tedious work, unsound relations with work overload, monotony, fatigue, time pressures, lack of stability and security, etc., In view of the contemporary managerial problems, the present day employees are much concerned about high wages, better benefits, challenging jobs etc.,

2. REVIEW OF LITERATURE

Article:1 Title: well-balanced families? A gendered analysis of work-life balance policies and work family practices. Author: S.b. Burnett, c.j. Gatrell Abstract: The paper considers the impact of work-life balance policies on the work and family practices of professional, dual-earner parents with dependent children, by assessing the extent to which "well-balanced families" have been resultantly facilitated. It poses two research questions: the first centres on how far work-life balance policies have better enabled working parents to manage their commitments to employers and children, whilst the second focuses on how far parental and employer responses to work-life balance policies may be gendered. The ultimate aim is to (re)-articulate the importance of gender in the work-life balance agenda. Objectives Of The Study: To study about the work life balance of the employees in Lakshmi Hyundai. To study about their working hours. To study about the support from other employees in the organization. To study about their working environment. To study the relationship between work life balance and demographic variables To study the relationship between job related variables i"e" job demands, autonomy,. Job involvement, .ob time, .ob stress, .ob security and demographic variables among employees of banking and insurance sector Methodology of the Study: Research Method: The researcher has adopted case study method for the study. Sources of data collection: The researcher has collected data from two sources viz., primary and secondary sources

Data collection methods: the researcher has constructed questionnaire with 25 questions to collect primary data. The researcher has collected secondary data from books, journals, company websites etc. Primary data : the first approach requires the team to conduct a focus group prior to the design and implementation of a survey, while the second approach employs a contrary approach (survey prior to the focus group). The first approach allows the team to analyze the qualitative opinions of employees prior to subsequently customizing the survey based on those opinions. Secondary data: the second method allows the team to better understand the correlations obtained from the survey. Understanding the trade-off between the two strategies vis-à-vis obtaining and analyzing qualitative and quantitative data will eventually help design better work-life benefits for specific job categories sampling method: the researcher has adopted simple random sampling method for the study. Sample size: the sample size is 100. Surveys and focus groups are two tools that can be used in a complementary mode to understand employee satisfaction. This paper presents the details from a research effort that intends to use both these tools to systematically investigate issues pertaining to the work-life balance of employees.. Copyright limitations of the study the study is based on employees' self-evaluation. So there is a possibility of change in the attitude in relation of the original attitude. The study is restricted to the employees of one company and so the results may not be generalized for all employees in all sectors. Due to time constraint the sample size is limited to 100. Data Anlaysia And Interpretation: What is the percentage of gender of employee ?

TABLE 1.

GENDER	NO.OF RESPONDENTS
Male	44
Female	56
Total	100

Interpretation: From the above table graph it is found that female employees are more than the male employees. What is the Martial status of the employees ?

TABLE 2.

MARITAL STATUS	NO OF RESPONDENTS
Married	72
Unmarried	28
Total	100

Interpretation: From the above table we understand that married employees are more than the unmarried employees What is the percentage of employee having children?

TABLE 3.

CHILDREN	NO OF RESPONDENTS	PERCENTAGE
Yes	64	64
No	28	28
Not applicable	8	8
Total	100	100

Interpretation: From the above table It is reveal of that 64% of the employees have children, 28% of the employees don't have children and for 8% of the employees it's not applicable.

What is the percentage of employees flexible starting time?

TABLE 4.

FLEXIGLE STARTING TIME	NO OF RESPONDENTS	PERCENTAGE
Agree	40	40
Strongly agree	18	18
Neutral	15	15
Disagree	14	14
Strongly Disagree	13	13
Total	100	100

Interpretation: From the above table, 18% of employees Strongly Agree and 40% of the employees Agree that their starting time is flexible. 13% of the employees Strongly Disagree and 14% of the employees Disagree that starting time is not flexible. The difference in the opinion clearly reveals that majority of the employees agree that they have flexible starting time What is the flexible finishing time of the employees?

TABLE 5.

FLEXIBLE FINISHING TIME	NO OF RESPONDENTS	PERCENTAGE
Agree	40	40
Strongly agree	20	20
Neutral	14	14
Disagree	16	16
Strongly Disagree	10	10
Total	100	100

Interpretation: From the above table, 20% of employees Strongly Agree and 40% of the employees Agree that finishing time is flexible. 10% of the employees Strongly Disagree and 16% of the employees Disagree that finishing time is not flexible. The difference in the opinion clearly reveals that majority of the employees agree that they have flexible finishing What is the flexible working hours daily of the employees?

TABLE 6.

FLEXIBLE HOURS	NO OF RESPONDENTS	PERCENTAGE
Agree	42	42
Strongly agree	18	18
Neutral	18	18
Disagree	12	12
Strongly Disagree	10	10
Total	100	100

Interpretation: From the above table, 18% of employees Strongly Agree and 42% of the employees Agree that they have flexible working hours. 10% of the employees Strongly Disagree and 12% of the employees Disagree that working hours is not flexible. The difference in the opinion clearly reveals that majority of the employees agree that they have flexible working hours What is the percentage of time off for family emergencies of the employees?

TABLE- 7

TABLE 7.

TIME OFF FOR FAMILY EMERGENCIES	NO OF RESPONDENTS	PERCENTAGE
Agree	14	14
Strongly agree	56	56
Neutral	13	13
Disagree	10	10
Strongly Disagree	7	7
Total	100	100

Interpretation: From the above table, 56% of employees Strongly Agree and 14% of the employees Agree that there is time for family emergencies. 7% of the employees Strongly Disagree and 10% of the employees Disagree that there is no time for family emergencies. The difference in the opinion clearly reveals that majority of the employees strongly agree that they have time for family emergencies What is the percentage of reduced working hours of the employees?

TABLE 8.

REDUCEDWORKING HOURS	NO OF RESPONDENTS	OF PERCENTAGE
Agree	44	44
Strongly agree	20	20
Neutral	16	16
Disagree	12	12
Strongly Disagree	8	8
Total	100	100

Interpretation: From the above table, 20% of employees Strongly Agree and 44% of the employees Agree that they have reduced working hours. 8% of the employees Strongly Disagree and 12% of the employees Disagree that they do not have reduced working hours. The difference in the opinion clearly reveals that majority of the employees agree that they have reduced working hours. What is the percentage of time off in holidays of the employees?

TABLE 9.

TIME OFF IN HOLIDAYS	NO OF RESPONDENTS	PERCENTAGE
Agree	53	53
Strongly agree	20	20
Neutral	14	14
Disagree	9	9
Strongly Disagree	4	4
Total	100	100

Interpretation: From the above table, 20% of employees Strongly Agree and 53% of the employees Agree that they are satisfied with time off in holidays. 4% of the employees Strongly Disagree and 9% of the employees Disagree that they are not satisfied. The difference in the opinion clearly reveals that majority of the employees agree that they are satisfied with time off in holidays. What is the percentage of compressed working hours of the employees?

TABLE 10.

COMPRESSED WORKING HOURS	NO OF RESPONDENTS	PERCENTAGE
Agree	46	46
Strongly agree	14	14
Neutral	16	16
Disagree	13	13
Strongly Disagree	11	11
Total	100	100

Interpretation: From the above table, 14% of employees Strongly Agree and 46% of the employees Agree that they have compressed working hours. 11% of the employees Strongly Disagree and 13% of the employees Disagree that they have no compressed working hours. The difference in the opinion clearly reveals that majority of the employees agree that they have compressed working hours. What is the percentage of the support from of managers /supervisors among employees?

TABLE 11.

SUPPORT FROM MANAGERS/SUPREVISORS	NO OF RESPONDENTS	PERCENTAGE
Agree	44	44
Strongly agree	20	20
Neutral	13	13
Disagree	13	13
Strongly Disagree	10	10
Total	100	100

Interpretation: From the above table, 20% of employees Strongly Agree and 44% of the employees Agree that they have support from managers. 10% of the employees Strongly Disagree and 13% of the employees Disagree that they do not have support. The difference in the opinion clearly reveals that majority of the employees agree that they have support from manager. What is he percentage of support from colleagues?

TABLE 12.

SUPPORT FROM COLLEAGUES	NO OF RESPONDENTS	PERCENTAGE
Agree	43	43
Strongly agree	17	17
Neutral	19	19
Disagree	13	13
Strongly Disagree	8	8

Total	100	100
-------	-----	-----

Interpretation: From the above table, 17% of employees Strongly Agree and 43% of the employees Agree that they have support from colleagues. 8% of the employees Strongly Disagree and 13% of the employees Disagree that they don't have support. The difference in the opinion clearly reveals that majority of the employees agree that they have support from colleagues. What is the support from team members?

TABLE 13.

SUPPORT FROM	NO OF RESPONDENTS	PERCENTAGE
TEAM MEMBERS		
Agree	37	37
Strongly agree	23	23
Neutral	16	16
Disagree	14	14
Strongly Disagree	10	10
Total	100	100

Interpretation: From the above table, 23% of employees Strongly Agree and 37% of the employees Agree that they have support from team members. 10% of the employees Strongly Disagree and 14% of the employees Disagree that they don't have support. The difference in the opinion clearly reveals that majority of the employees agree that they have support from team members. What is the percentage of encouragement to use paid leave of employees?

TABLE 14.

ENCOURAGEMENT	NO OF	PERCENTAGE
TO USE PAID LEAVE	RESPONDENTS	
Agree	44	44
Strongly agree	18	18
Neutral	16	16
Disagree	12	12
Strongly Disagree	10	10
Total	100	100

Interpretation: From the above table, 18% of employees Strongly Agree and 44% of the employees Agree that they have encouragement to use paid leave. 10% of the employees Strongly Disagree and 12% of the employees Disagree that they don't have encouragement. The difference in the opinion clearly reveals that majority of the employees agree that they have encouragement to use paid leave. What is the percentage of seeking other men using work?

TABLE 15.

SEEKING OTHER MEN	NO OF	PERCENTAGE
USING	RESPONDENTS	
WORK		
Agree	44	44
Strongly Agree	24	24
Neutral	14	14
Disagree	8	8
Strongly disagree	10	10
Total	100	100

Interpretation: From the above table, 24% of employees Strongly Agree and 44% of the employees Agree that they satisfy seeking other men to work. 10% of the employees Strongly Disagree and 8% of the employees Disagree that they don't satisfy seeking other men to work. The difference in the opinion clearly reveals that majority of the employees agree that they satisfy seeking other men to work. What the percentage of allowed overtime work with extra mpay among employees?

TABLE 16.

WORKING FROM	NO	OF	PERCENTAGE
--------------	----	----	------------

	RESPONDENTS	
HOME		
Agree	38	38
Strongly agree	22	22
Neutral	16	16
Disagree	14	14
Strongly disagree	10	10
Total	100	100

Interpretation: From the above table, 22% of employees Strongly Agree and 38% of the employees Agree that allowed overtime work with extra pay. 10% of the employees Strongly Disagree and 14% of the employees Disagree that they allowed overtime work with extra pay. The difference in the opinion clearly reveals that majority of the employees agree that they allowed overtime work with extra pay. What is the percentage of the company pay double wages if you work in paid holiday?

TABLE 17.

TECHNOLOGY SUCH	NO OF RESPONDENTS	PERCENTAGE
AS LAPTOPS AND		
MOBILES		
Agree	60	60
Strongly agree	22	22
Neutral	10	10
Disagree	8	8
Strongly disagree	-	-
Total	100	100

Interpretation: From the above table, 22% of employees Strongly Agree and 60% of the employees Agree that the company pay double wages if you work in paid holiday. 8% of the employees Disagree that the company pay double wages if you work in paid holiday. The difference in the opinion clearly reveals that majority of the employees agree that the company pay double wages if you work in paid holiday. What is the percentage of the company permit to allow any specialized men in a particular field to work, if you are not able to do it?

TABLE 18.

CHILDREN INTO	NO OF	PERCENTAGE
WORK ON	RESPONDENTS	
OCCASIONS		
Agree	44	44
Strongly agree	19	19
Neutral	17	17
Disagree	10	10
Strongly disagree	8	8
Total	100	100

Interpretation: From the above table, 19% of employees Strongly Agree and 44% of the employees Agree that the company permit to allow any specialized men in a particular field to work, if you are not able to do it. 8% of the employees Strongly Disagree and 10% of the employees Disagree that the company permit to allow any specialized men in a particular field to work, if you are not able to do it. The difference in the opinion clearly reveals that majority of the employees agree that the company permit to allow any specialized men in a particular field to work, if you are not able to do it. 19. What is the percentage of the company gives job rotation for you?

TABLE 19.

LONG WORKING	NO OF	PERCENTAGE
HOURS	RESPONDENTS	
Agree	36	36

Strongly agree	8	8
Neutral	28	28
Disagree	24	24
Strongly disagree	4	4
Total	100	100

Interpretation: From the above table, 8% of employees strongly agree and 36% of the employees agree that the company gives job rotation. 4% of the employees strongly disagree and 24% of the employees disagree that the company gives job rotation. The difference in the opinion clearly reveals that majority of the employees disagree that the company gives job rotation. 20. What is the percentage of compulsory over time of employees?

TABLE 20.

COMPULSORY OVER TIME	NO OF RESPONDENTS	PERCENTAGE
Agree	30	30
Strongly agree	4	4
Neutral	12	12
Disagree	46	46
Strongly disagree	8	8
Total	100	100

Interpretation: From the above table, 4% of employees Strongly Agree and 30% of the employees Agree towards compulsory over time. 8% of the employees Strongly Disagree and 46% of the employees Disagree towards compulsory over time. The difference in the opinion clearly reveals that majority of the employees disagree towards compulsory over time. 21. What is the percentage of week ended work of the employees?

TABLE 21.

WEEKEND WORK	NO OF RESPONDENTS	PERCENTAGE
Agree	20	20
Strongly agree	14	14
Neutral	19	19
Disagree	41	41
Strongly disagree	6	6
Total	100	100

Interpretation: From the above table, 14% of employees Strongly Agree and 20% of the employees Agree towards weekend work. 6% of the employees Strongly Disagree and 41% of the employees Disagree towards weekend work. The difference in the opinion clearly reveals that majority of the employees disagree towards weekend work. 22. What is the percentage of time of work of employees?

TABLE 22.

TIMING OF WORK	NO OF RESPONDENTS	PERCENTAGE
Agree	52	52
Strongly agree	16	16
Neutral	22	22
Disagree	8	8
Strongly disagree	2	2
Total	100	100

Interpretation: From the above table, 16% of employees Strongly Agree and 52% of the employees Agree timings of work. 2% of the employees Strongly Disagree and 8% of the employees Disagree towards timings of work. The difference in the opinion clearly reveals that majority of the employees agree towards timings of work. 23. What is the percentage of employees who are able to balance their work and family life?

TABLE 23.

ABLE TO WORK AND BALANCE	NO OF RESPONDENT	PERCENTAGE

	S	
FAMILY LIFE		
Agree	60	60
Strongly agree	16	16
Neutral	13	13
Disagree	8	8
Strongly disagree	3	3
Total	100	100

Interpretation: From the above table, 16% of employees Strongly Agree and 60% of the employees Agree that they can able to manage their work and family life. 3% of the employees Strongly Disagree and 8% of the employees Disagree towards it. The difference in the opinion clearly reveals that majority of the employees agree that they can manage their work and family life.

Findings: Majority of the respondents are female. Majority of the respondents are married. Majority of the respondents have children. Majority of the respondents agree that they have flexible starting time. Majority of the respondents agree that they have flexible finishing time. Majority (of the respondents agree that they flexible working hours. of the respondents strongly agree that they have for family emergencies. Majority of the respondents agree that they have reduced working hours. Majority of the respondents agree that they have a time off in holidays. Majority of the respondents agree that they have compressed working hours. Majority of the respondents agree that they have support form managers. Majority of the respondents agree that they have support from colleagues. Majority of the respondents agree that they have support from team members. Majority of the respondents agree that they have encouragement to use paid leave. Majority of the respondents agree that they are satisfied with seeking other men at work. Majority of the respondents agree that they satisfy working from home. Majority of the respondents agrees that technology such as laptops and mobiles are useful for their work. Majority of the respondents agree that they are able to bring their children into work on occasions. Majority of the respondents agree that they have long working hours. Majority of the respondents disagree that they don't have compulsory over time. Majority of the respondents disagree that they don't have weekend work. Majority of the respondents agree that they have convenient work timings Majority of the respondents agree that they can balance their work and family life. **Suggestions:** The management can give some recreation facilities to the employees. The management can give flexble working hours for the employees. Staff should be trained in stress management techniques clearly define & implement the new grading scheme. Train managers on how to create positive atmosphere in the workplace; and on how to empathize with employees. Allow for job sharing or even compressed work week.

3. CONCLUSION

Hyundai Motors Limited provides its employees with a good organizational culture and working conditions. This has led the employees to feel that they are a part of the family and they look upon the company as their own. The employees have satisfactory working conditions, flexible working hours; they also have a good support from their managers and their team members. The involvement and commitment of the employees to the company is very high. However some employees are finding it difficult to manage stress and balance work and family lives. Hence, the organization should train employees in stress management and work-life balance.

REFERENCES

- [1]. 1. Kothari.C.R., [2001] "Research Methodology Methods & Techniques", 2nd Edition, Vishwa Prakasham.
- [2]. 2. Ashwathapa.K., "Human Resource Management" [Third Edition], Tata Mc Graww Hill Publication Company ltd.,
- [3]. 3. Prasa. L.M., [2001] "Human Resource Management", Sultan Chand & Sons, Reprint 1998.
- [4]. 4. Tripathy.P.C., [2001] "Human Resource Development" Sultan Chand & Sons, New Delhi.