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# A Study on Work Life Balance of Employees in Omni active Health Technogy Ltd, Hosur

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**Abstract:** Work Life Balance is an organization concept that empowers employees to split time and energy between work and other important areas of their life successfully. Work life balance refers to maintaining a harmonious relationship between your work and personal life. It involves consciously managing your time and energy to meet both professional and personal commitments while prioritizing self-care and well-being. Work life balance is achieving satisfying experience in all life domains and to do so require personal resources such as energy, time and commitment. Work life balance is achieved when there is little conflict between individual work and personal roles. Work life balance is considered to be the degree of autonomy that people have over the demands of various roles and their ability to meet the demands. It is important that employees have a good work life balance. Not only does it improve their mental health, but it benefits the business too. Employees with a good work life balance are more efficient, productivity and motivated. The study of Work life balance in Omni Active Health Technology ltd, Hosur. The study founds their job performance and personal life of employees

**Key words:** Performance, Psychological Factors, Quality of Work, Emotions Management

## 1. INTRODUCTION

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. Wok Life balance from the Employees viewpoint the dilemma of managing work obligation and personal/family responsibility. Research suggest that improving the balance between our working lives and our lives outside work can bring real benefits for employees. It also shows different in work life balance of male and female. 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 "all- in-one" solution exists.

## 2. OBJECTIVES OF THE STUDY

The aim of the study is to find out the quality of work life balance of the employees. To create a healthy and supportive environment where individuals can thrive both professionally and personally, leading to increased satisfaction, productivity and overall well-being. 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 find out the various suitable measures to improve the work life balance of an employee.

## 3. SCOPE OF THE STUDY

The goal of this paper is to determinate the employees professional and personal life at Omni Active Health Technology Ltd at Hosur. It involves the conscious changes in human mind to set a balance between their personal and professional life. It determines the amount to which employees can stability their personal, social, and professional lives. The study indicated the many actions that the firm should do to improve the employees work lives and provide a motivating environment in which they are highly satisfied.

#### 4. LITERATURE REVIEW

Balaji (2017) Child care responsibilities continue to be a barrier for working women, and they have an impact on parent’s employment prospects, particularly mothers with younger kids (Wattiseta1,2013). Women without kid were far more committed to their employment than women with children, despite younger children outperformed older kid. Work-related pressures were clearly greater than family-related stress people (Balaji,2014). Women employees see WLB policies as an organization's support for their family lives, and they help to build a WLB-friendly workplace culture, which leads to affective commitment.

Chandra (2017) The Western European and Anglo-Saxon countries have done the best job of studying and observing various facets of WLB, followed by the Eastern European countries. Researchers from different countries have gradually recognized the necessity of studying the work-family areas. Asian countries have just recently begun to pay attention to the work-life balance.

Manju Nair (2017) Work-life balance is a popular topic these days, and it has been researched in every business. Employee morale, individual work satisfaction, and employee absenteeism can all be improved by addressing this issue and adopting supportive programs.

Knowledge preservation may aid organizations in challenging economic times in today's competitive and global market, which can be performed through improved work life procedures and some work-friendly surroundings. According to the findings, while work-life balance is being emphasized and prioritized at the moment, the results have yet to be observed at the implementation level.

#### 5. RESEARCH METHODOLOGY

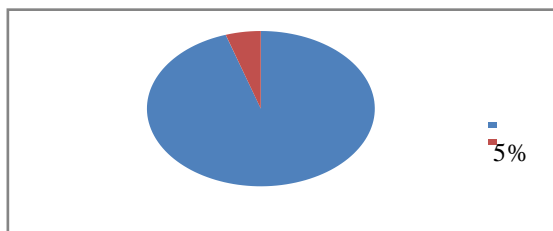
Research is a methodical investigation that includes gathering data, documenting information, and then evaluating and interpreting that data/information using processes shaped by particular specialist occupation and academic aspects. A methodology is a plan of action for a research that specifies in detail how data is collected, evaluated, and presented so that meaningful information can be obtained. Research technique is a systematic approach to solving research problems. It can be considered of as a branch of science concerned with how scientific research is conducted. The general research design, sampling procedure, data gathering method, and analytic procedure are all included.

#### 6. DATA ANALYSIS AND INTERPRETATION

**Gender of the Employees:**

Sl. No.	Gender	No Of Respondents	Percentage (%)
1	Male	95	95%
2	Female	5	5%
	total	100	100%

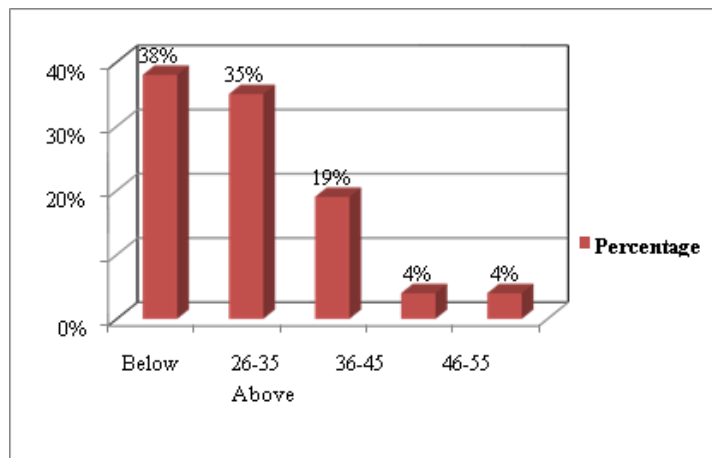
**Data analysis:**



**Interpretation:** The above table shows that 95% of respondents are male and 5% of the respondents are female. Thus the majority of the respondents are male 95%.

**Age of the Employees:**

Sl. No	Age group	No Of Respondents	Percentage (%)
1	Below 25	38	38%
2	26-35	35	35%
3	36-45	19	19%
4	46-55	4	4%
5	Above 55	4	4%
	Total	100	100%



**Interpretation:** The above table shows that 38% of respondents are in the age group of below 25 years, 35% of the respondents are in the age group of 26-35 years, 19% of the respondents are in the age group of 36-45 years and 4% of the respondents are in the age group of 46-55 years and 4% of the respondents are in the age group of above 55 years. Thus the majority of the respondents are in the age group of below 25 years.

**7. FINDINGS**

95% majority of the respondents are male. 38% majority of the respondents are in the age group of below 25 years. 47% majority of the respondents have Rs.10, 001-20,000 as their income level. 39% majority of the respondents have completed PG degree. 41% of the respondents have 0-3 years' experience. 83% majority of the respondents are strongly agreeing towards the family support gives the strength to manage work and family. 49% majority of the respondents are agreeing towards the proper time allocation for different activities help to maintain work life balance. 35% majority of the respondents are neutral towards the suitable child care arrangement help to handle work and personal life smooth. 27% majority of the respondents are agreeing towards the personal health issues affect work life balance. 26% majority of the respondents are strongly agreeing towards the self-confident have impact on work life balance. 31% majority of the respondents are strongly agreeing towards the presence of social functions have impact on work life balance. 67% majority of the respondents are strongly agreeing towards the proper facilities helps employees to maintain work life balance. 52% majority of the respondents are agreeing towards the flexible working hours to manage work and family.

**8. SUGGESTIONS**

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 counselling 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. Depressed employees must be identified and take care them properly. Suggestions must be provided to get away from depression. Long working hours must not be provided to the employees. They should work only in their shifts. If the company needs to avail the employees above 8 hours, they should pay overtime allowances. Proper work life balance policy must be framed and implemented in the company. The company should take care of employees work load to balance the work life. Organization should consider every individual is unique and precious and should give time for their own personal needs. Increment should be given to the employees for balancing their work life. The organization should increase work life balance programs to reduce family work conflict.

## 9. CONCLUSION

Work-life balance is a broad concept including proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, 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 OMNIACTIVE HEALTH TECHNOLOGY 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 work load has been kept reasonable, by sharing the duties and responsibilities among the employees. Employees are comfortable at work place. 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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