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A Study on Work Life Balances at Minda Corporation Limited at Hosur

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Abstract: *This study is based on the topic “Work life balance”. Work-life balance is the management and priority level between the personal and professional life of a person. A perfect and good work life-balance as defined by Paul Krassner suggests that when there is no differentiation or hassle between the personal and professional lives of an individual. The study identifies the different aspects and factors that affect work life balance in relation to its definition. There is also a detailed discussion of the three main factors that influence the work/life balance, namely time management, job stress, and job satisfaction. More journal articles and research papers are reviewed for the themes and methodology section of the study. The major implications connected with the work life balance is suggested and recommended at the end followed by the conclusion of the overall findings, discussion and practical implications.*

Keywords: *Time management, Prioritization, Boundaries, Flexibility, Wellness, Self-care, Health, Family, Leisure.*

1. INTRODUCTION

The research is on the basis of “A STUDY ON WORK LIFE BALANCES AT MINDA CORPORATION LIMITED”. Due to changes in technology and to meet various demands of the employees and to withstand the place in the Global market the company has to focus on employee’s happiness and satisfaction on major areas like job security, job satisfaction, medical facilities, canteen facilities, etc. Work-life balance refers to an equilibrium state, where one effectively balances work or career demands and those of their personal life. An individual who lacks a work-life balance has more work and home obligations, works longer hours, and lacks personal time. Work-life balance defines how well a person prioritizes personal and career demands, and how much work is present in one’s home. It is best to create a schedule that creates a balance between your work and personal life. The ideal work -life balance is open to discussion. Freethinker Paul Krassner said that anthropologists often define happiness as having little or no differentiation between an individual’s professional and personal lives.

2. OBJECTIVES OF STUDY

The major objective of the study is to find out the ways so that the employees are able to balance their personal and work life in Minda Corporation Limited, Hosur. To study the extent to which various factors like hours worked, work involvement and family responsibilities, affect employee’s work-life balance. To study how the nature of family structure influences work related stress. To know that employees position in the firm affect their balance between dual life. To know that long working hour affect individual efficiency. To know that is there health is affecting due to work.

3. SCOPE OF THE STUDY

The study focuses on finding out the factors affecting the work life balance of employees in Minda Corporation Limited, Hosur. It identifies the extent to which the employees are able to balance the personal, social and

organizational work life. The study identified the various measures that are to be followed by the organization to improve the work life of the employees and provide a motivational environment in which the employees are highly satisfied.

4. LITERATURE REVIEW

Joanna Hughes, Nikos Bozionelos (2015) is to explore the views of male workers in a male dominated occupation on issues that pertain to work-life balance. It emerged that work-life imbalance was not only a source of concern, but also that it was the major source of dissatisfaction for participants. Furthermore, participants made a clear connection between problems with work life balance and withdrawal behaviors, including turnover and non-genuine sick absence

Yadav (2013) has found that respondents reported average level of work life balance and are generally happy with their working arrangements. The findings of the study reveal that balancing care and work affects career progression. Manager's act as barriers to members achieving appropriate work-life balance and considered WLB is an important determinant of intrinsic aspects of job satisfaction. Most of the employees enjoy the job and feel comfortable at their work place. According to studies; it has been found that it is important for employees to maintain a healthy balance between work and their private lives.

S. Padma (2013) has highlighted the role of family support in balancing personal and work life and found that the present study shows that the support from family members will play a significant role in balancing Personal and Professional lives. Employees who have adult children can easily balance than those with younger age kids. Similarly, employees who need to take care of elder parent's/in-law's health responsibility have lesser work life balance than their counterparts. The study concluded that lower balance may lead to higher absenteeism, lower job satisfaction and sometimes may turn to higher employee attrition. Organizations with cooperative work culture may help them to bring a suitable balance in their professional and personal life.

5. RESEARCH METHODOLOGY

Research is defined as the objective and formal process of systematically obtaining, analyzing and interpreting data for actionable decision-making. Research comprises of "defining and redefining problems; formulating hypothesis or suggested solutions; collecting, organizing and evaluating data; making deductions and reaching conclusions; and at last, carefully testing the conclusion to determine whether they fit the formulating hypothesis. "Research is a systematic inquiry to describe, explain, predict, and control the observed phenomenon. It involves inductive and deductive methods."

6. DATA ANALYSIS

Age of respondents:

The table shows that the Age-wise classification of the Respondents.

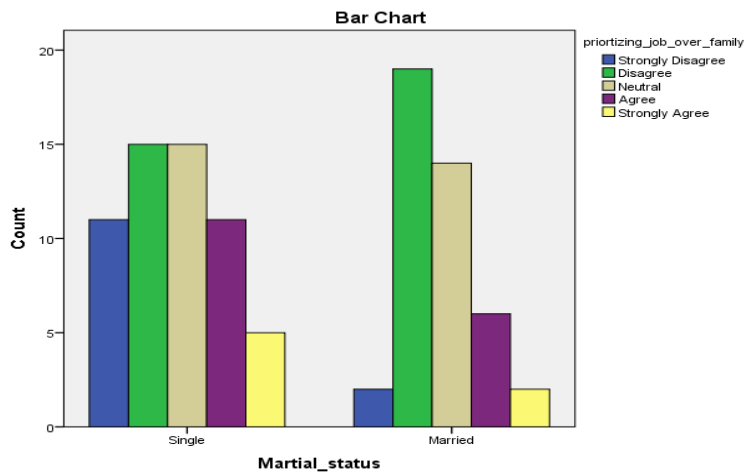
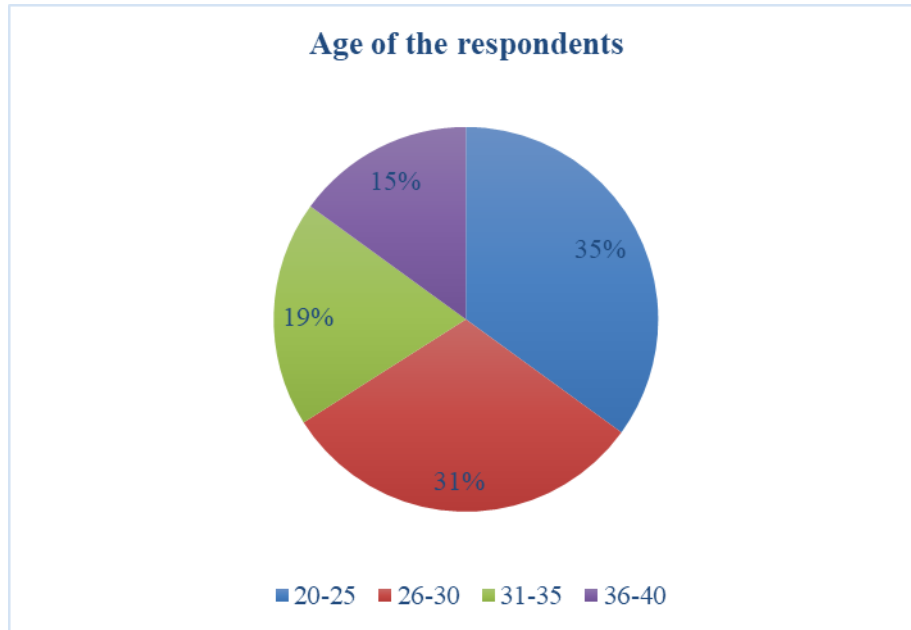
AGE	No of Respondents	Percentage
20 – 25	35	35 %
26 – 30	31	31 %
31 – 35	19	19 %
36 – 40	15	15 %
TOTAL	100	100%

Inference:

From the above table 35 % of the respondents belong to the age of 20 – 25 and 15% of the people belongs to the age of 36 – 40 and rest of respondents belong to the 31% to the age of 26 – 30 and 19% to the age of 31 – 35

CHI-SQUARE TEST			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.683 ^a	4	.104
Likelihood Ratio	8.220	4	.084
Linear-by-Linear Association	.009	1	.923
N of Valid Cases	100		

a.2 cells (20.0%) have expected count less than 5. The minimum expected count is 3.01.



7. FINDINGS

1. 35% of the people are at the age of 20 – 25 as the labour of SPARK MINDA Company
2. It is inferred that 57% of the people are unmarried in the working organisation
3. It is that 31% of the labours are experienced in 6months to 1year in the company
4. About 31% of the employees are agreeing that they are satisfied in the job.
5. 1% of the not satisfied in the salary and 41% of the employees are satisfied in salary.

6. Nearly 50% of the employees agreed that they are happy with the family.
7. 8% of the people are not happy with their family.
8. About 40% of the employees are satisfied in their role.

8. SUGGESTIONS

It is recommended for the management to develop a way for the individual employee to maintain balance with their professional and personal life by looking into their individual needs as an employee. Since the employees are satisfied with work life balance so the management should take initiative to integrated employees with their professional and personal life with the best use of technology. Since the age groups of employees has more impact on various factors, the balance model can be applied based on the age groups. A healthy relationship between employers and employees creates a more human context for integrating work into the fullness of life, resulting in less stressed employees benefiting their employers, families, and communities.

9. CONCLUSION

To conclude the project “**A study on Work-Life Balance**” in **Minda Corporation Limited**, it is found that perception of respondents from one person to the other. The researcher concludes that Spark Minda has already performed well, in order to know about the how the workers balancing the work and life together simultaneously, it has to provide well performance in future also. Meanwhile, it has some obstacles in the way of providing facilities to the employees. The student researcher is full of hope that this project study would be useful to the organization.

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