

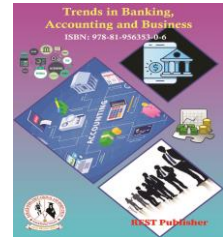


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# **A Study on Work Life Balance of Employees Depends Upon Shift Timings at Trans Repower Engineering Service India Pvt. Ltd**

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**Abstract:** *Work-life balance is the term used to describe the balance that an individual need 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 the 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 smart phones, email, video-chat, and other technological innovations has made it possible to work without having a typical "9 to 5 workday". The study is quantitative in nature. The research design used is descriptive in nature. The data collection instrument is primary data collected through questionnaires. Convenience sampling method has been used to gather the primary data from 125 employees from trans repower engineering services India pvt. Ltd. The statistical tools used for data analyzing is percentage Analysis, Oneway ANOVA, Chi-Square test with the use of SPSS. It faces many problems like shifts, being humanitarian, working hours' stress arising out of this entire factor etc. A study on Work life balance of employees depends upon shift timing in Trans Repower India Pvt. Ltd is essential to look into the existing pattern exhibited by the employees.*

**Keywords:** *Work life balance, technological innovation, humanitarian.*

## **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 smart phones, email, video-chat, and other technological innovations has made it possible to work without having a typical "9 to 5 work day". Most employees identify not only with the organization, but also other facets of their life (family, children, religion, etc.). Sometimes these identities align and sometimes they do not. When identities are in conflict, the sense of a healthy work-life balance may be affected. Organization members must perform identity work so that they align themselves with the area in which they are performing to avoid conflict and any stress as a result.

## **2. OBJECTIVES OF THE STUDY**

### **Primary objective:**

To study the shift timings and work life balance of employees in Trans Repower India Pvt.Ltd .

### **Secondary objectives:**

To study the employees attitude towards work shift time in Trans Repower India Pvt.Ltd .

To identify the management of stress arising out of work by employees on shifts.

To examine the provision given by the organization to maintain work life balance.

To provide suitable suggestions to improve the work life balance among the employees in Trans Repower India Pvt.Ltd .

**Scope of the study:**

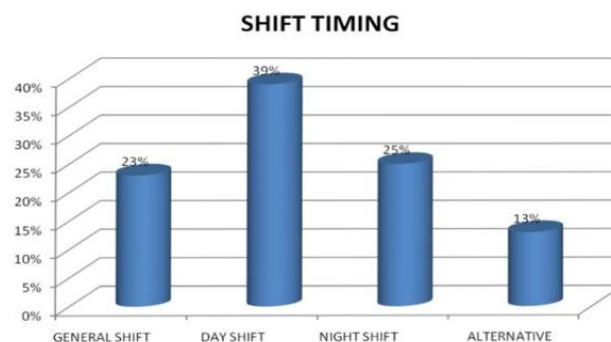
The current study on work life balances will be focused more on shift timing work environment and its related factor. A further study can be done WLB with focus on family as a remain factor lack of time spent towards family, stress arising out of personal and family problems etc.

**3. LITERATURE REVIEW**

Janet Smithson and Elizabeth H.Stokoe (2005) examines current debates about gender equality, work – life balance and flexible working. They argue that the location of work – life balance & flexibility debates within a gender neutral context can in practice result in maintaining or encouraging gendered practices within organization. Implications of this for organizations. For policy making & for feminist researchers are discussed in the study. Tracey warren (2004) write about of part – time employment in the balancing of women’s employment & family lives generated an immense literature. She concluded that since the work – life system is multy - & not just two dimensional, it is important to examine how all life domains interrelate with each other. In this way, they would be in a better position to begin to assess all benefits & disadvantage associated with working part time & with other work life balancing strategies. John Macinnes (2005) reveals that work – life balance policies aimed at reducing working hours are often assured to be of particular interest to workers with family responsibilities such as young children. Women workers hours already reflect family commitments to some extent, while families with young children may need the income levels that only substantial working hours bring, conversely workers without family commitments may have more capacity to swap income or career progression for increased leisure time. Helen De Cieri, Barbara Holmes, Jacqui Abbott & Trisha Pettit (2005) write about the effective management of work / life balance (WLB) is an issue increasingly recognized as of strategic importance to organizations & of significance to employees in Australia. They explore the range & usage of work life balance strategies in Australian organizations & identify the barriers to those strategies. It is evident from their study while over the years; there remain substantial challenges for the update & management of work life balance strategies. Dundas (2008) argues that work-life balance is about effectively managing the juggling act between paid work and all other activities that are important to people such as family, community activities, voluntary work, personal development and leisure and recreation.

**4. RESEARCH METHODOLOGY**

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. The research design is the conceptual structure within which research is conducted. It constitutes the blueprint for the collection, measurement and analysis of data.

**5. DATA ANALYSIS****FIGURE 1****Tools used for interpretations:**

Statistical tools are used for interpreting the results.

- Percentage method
- one-way anova classification
- Chi-square test
- Karl Pearson’s correlation

**Tools used in the analysis:**

Questionnaire is used for eliciting the Information from respondents.

- **PERCENTAGE ANALYSIS**

Percentage refers to a special kind of ratio in marketing comparison between two or more data to describe Relationships. Percentage can be used to compare the relative terms. The distribution of two or more series of data.

$$\text{PERCENTAGE} = \frac{\text{NUMBER OF RESPONDENTS}}{\text{TOTAL RESPONDENT}} \times 100$$

**TABLE 1.** Gender wise respondent’s details

GENDER	NUMBER OF RESPONDENTS	PERCENTAGE
MALE	0	0
FEMALE	125	100%
TOTAL	125	100%

**Inference:** From the above table it is concluded that all of the respondents are female. Most of the respondents are female.

- **CHI-SQUARE ANALYSIS**

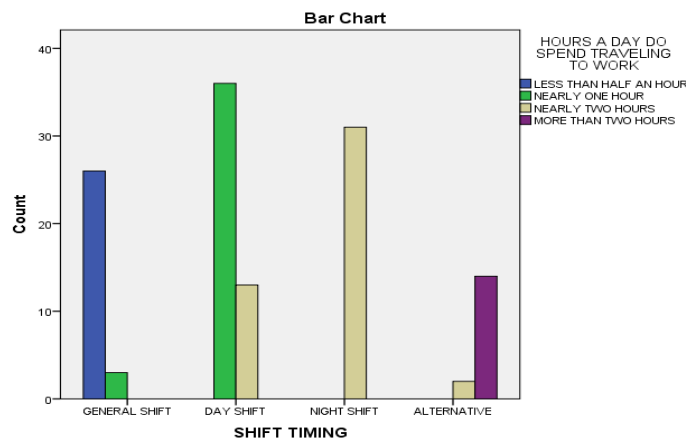
Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

**Null hypothesis (Ho):**

- There is no relationship between the shift timing and the hours a day do spend traveling to work.

**Alternate hypothesis (H1):**

- There is a relationship between the shift timing and the hours a day do spend traveling to work.



**FIGURE 2**

**INFERENCE:**

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between the shift timing and the hours a day do spend traveling to work.

- **ONE WAY ANOVA**

In statistics, one-way analysis of variance (abbreviated one-way ANOVA) is a technique used to compare means of two or more samples (using the F distribution). This technique can be used only for numerical data.

**Null hypothesis (Ho):**

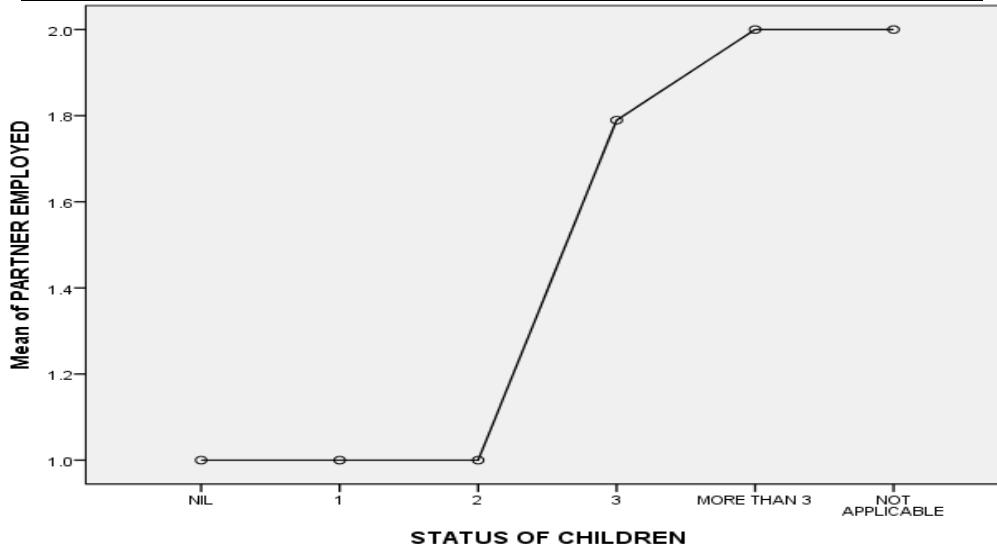
There is no significance difference between the partner employed and the status of children.

**Alternate hypothesis (H1):**

There is a significance difference between the partner employed and the status of children.

**TABLE 2.**

Source of Variation	Sum of Squares	DF	Mean Square	F-Statistics
Between Columns	SSC	c-1	MSC=SSC/c-1	Fc=MSE/MSC
Between Rows	SSR	r-1	MSR=SSR/r-1	
Residual (Error)	SSE	N-c-r+1	MSE= SSE/ N-c-r+1	FR=MSR / MSE
Errors	SST	N-1		



**FIGURE 3**

**Inference:** The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the partner employed and the status of children.

**CORRELATION**

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

$$r = \frac{N\sum XY - \sum X\sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

**KARL PEARSON'S CORRELATION**

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

**Null hypothesis (H0):** There is positive relationship between the spend time for physical exercise and the preferring workouts.

**Alternate hypothesis (H1):** There is negative relationship between the spend time for physical exercise and the preferring workouts.

**TABLE 3. Correlation**

		SPEND TIME FOR PHYSICAL EXERCISE	PREFERING WORKOUTS
SPEND TIME FOR PHYSICAL EXERCISE	Pearson Correlation	1	.896**
	Sig. (2-tailed)		0
	N	125	125
PREFERING WORKOUTS	Pearson Correlation	.896**	1
	Sig. (2-tailed)	0	
	N	125	125

\*\* . Correlation is significant at the 0.01 level (2-tailed).

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r = .896$$

**INFERENCE:** Since r is positive, there is positive relationship between the spend time for physical exercise and the preferring workouts.

## 6. FINDINGS

1. All the respondents are female.
2. Most of the respondents are below 30 years.
3. Most of the respondents are 0-5 years.
4. All the respondents are married women only.
5. Most of the respondents are employed.
6. Most of the respondents gave the answer with 2 children.
7. Most of the respondents say that they spend time with their children by less than 2 hours in a day.
8. Most of the respondents say that they are in the day night.
9. Most of the respondents spend nearly 2 hours to travel for a work.
10. Most of the respondents feel very happy for the amount of time in spending at work.
11. Most of the respondents hinder their work and family commitments in their shift work.
12. Most of the respondents rarely worries about their work.
13. Most of the respondents often missing the family or friends commitments.

## 7. SUGGESTIONS

The organization should try to increase the man power in the all departments equally. Better carrier development opportunities should be given to the employees for their improvement. Working style of the employees should be appreciated. Organization should give training to the employees to be working as a team. The organization should provide some provisions to the employees to manage their stress and give the training to employee to reduce stress. The organization should try to give general shifts to married wome

## 6. CONCLUSION

The study is carried out to determine the level of employee work life balance among women employees in Trans Repower India Pvt.Ltd . Even though company is providing with sufficient facilities to the employee's to reduce the stress and extent. The company may provide some more facilities like library, canteen facilities, Medical care facilities, training programs and welfare actives which would reduce stress and enhances the employees to work more efficiently and effectively for achieving the organizational objectives. This Study can be implemented in any Business Entity to identify its strengths, Limitations and the Shortfalls of the Human Resource System and It's activities.

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