

QUALITY OF WORKLIFE BALANCE A STUDY IN GOOD LEAPS SOLUTIONS PRIVATE LIMITED

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ABSTRACT

The study conducted on the research topic “A Study on Work Life Balance of Employees of Good Leaps Solutions Private Limited. Work life balance is an important aspect of a healthy work environment. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace. By creating a work environment that prioritizes work life balances, employees can save money and maintain a healthier, more productive work force. Work-life balance is about effectively managing the juggling act between paid work and the other activities that are important to people. It's not about saying that work is wrong or bad, but that work shouldn't completely crowd out the other things that matter to people like time with family, participation in community activities, voluntary work, personal development, leisure and recreation.

Key Words: Work-Life, People, Community, Development, burnouts, etc.

INTRODUCTION OF THE STUDY

Most recently, there has been a shift in the workplace as a result of advances in technology. Employees have many methods, such as emails, computers, and cell phones, which enable them to accomplish their work beyond the physical boundaries of their office. Researchers have found that employees who consider their work roles to be an important component of their identities will be more likely to apply these communication technologies to work while in the in on-work domain. Work life balance is the stability characterized by the balancing of an individual's work with environment and personal resources such as family, community, employer, profession, geography information, economics, personality or values. Many authors believe that parents being affected by work-life conflict will either reduce the number of hours one works where other authors suggest that a parent may runaway from family life or work more hours at a workplace. This implies that each individual views work-life conflict differently. Employee assistance professionals say there are many causes for this situation ranging from personal ambition and the pressure of family obligations to the accelerating pace of technology. According to a recent study for the Centre for Work-Life Policy, 1.7 million people consider their jobs and their work hours excessive because of globalization.

REVIEW OF LITERATURE

- 1. Susi.S (2010)** Work life balance is directly related to employee satisfaction. This concept has initiated the need of understanding of important issues like employee retention, quality workforce, job satisfaction and improved work family equation. Also Work life balance needs to be promoted at workplace to be included as a vital part of work culture. Supportive work culture increases employee loyalty and commitment towards the organization.
- 2. Holly S. and Mohnen A. (2012) "Impact of working hours on work-life balance"** connected working hours and satisfaction with desirable work-life balance. This balance is specific to each person and relates to satisfaction with a job and all other parts in life, especially family life and free time. Therefore, a good work- life balance results in high satisfaction. Their results show diverse perceptions and influences of job conditions on employees.
- 3. Shalini and Bhawna (2012)** reported in their study, "Quality of work life balance" is being used by the organizations as a strategic tool to attract and retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work.
- 4. Felicity Asiedu-Appiah, (2013)** in his work explained the importance of work life balance in improving employee performance professionally and personally both although need of balanced work and life differs gender wise since role and responsibilities of male and females are different at work and non-work front.
- 5. Goyal K.A, Agrawal A (2015)** explained that Work life balance policies and programs are an investment in an organisation for improving productivity, reducing absenteeism, achieving improved customer services, better health, flexible working as well as satisfied and motivated workforce especially in banking industry.

6. **Murthy M. and Shastri S. (2015)** observed various issues in Work Life Balance of Parents in the paper titled "A Qualitative Study on Work Life Balance of Employees working in private sector", like parenting issues: Need more time for children, Showing work frustration on children.
7. **Isaacs (2016)** explained work-life balance in terms of control. If a person he is able to control his work then it is assumed that he has control over his personal life and professional life. He also suggested in order improving your quality life.
8. **Pandita and Singhal (2017)** investigated the relationship between employee engagement in IT sector with work life balance. It was found that engaging employees in fast changing environment is difficult without providing them work-life balance in terms of flexible timing, leave policy, compensation etc. Thus, the role of HR has increased to engage its employees strategically in this changing business paradigm to compete and sustain in market.
9. **Alegre and Pasamar (2018)** gave a new approach and benefits of work life balance which focuses on innovativeness i.e., use of technology in performing task both at work and personal life. It also suggested that organizations should provide its employees with motivation, engagement and connecting creativity at workplace.

STATEMENT OF PROBLEMS

- ✦ Work life balance is an important part of a healthy work environment maintaining work life balance will help to reduce the stress and help to work peacefully in the work place. No one can have everything and do everything at the same time. And maintaining healthy work life balance helps to increase the employee's productivity and performance. Through the work life balance employees will plot some personal time and manage their short term and long term goals for their career development.
- ✦ Through work life balance there will be a time to measure for health, nutrition, exercise and take care of their personal issues and time to take care of in – house work and spend time with children. Employees will also enjoy the company benefits. Be realistic don't take too much upon yourself, maintain a balance in a balanced in a balanced way, figure out what the employee want to do. It will reduce the absenteeism and lower commitment.

OBJECTIVES FOR THE STUDY

- ✦ To find out the factors influencing Work life balance of employees.
- ✦ To identify the measures adopted by the organization to cope up with the stress level among the respondent.
- ✦ To study the work life balance of the employees of Good Leaps Solutions Private Limited
- ✦ To analysis of the employees help in reducing the stress level at **work** and increases the **job** satisfaction.
- ✦ To find out that the companies have realized the importance of the **work life balance** with respect to the productivity and the creativity of the employees.

RESEARCH METHODOLOGY

Searching it again and again means Re-search. Research is defined as human activity based on intellectual application in the investigation of matter. The primary purpose for applied research is discovering, interpreting, and the development of methods and systems for the advancement of human knowledge on a wide variety of scientific matters of our world and the universe. Research can use the scientific method, but need not do so. Research is an art of scientific investigation. It is regarded as a systematic effort to gain new knowledge. The dictionary meaning of research is "a careful investigation or enquiry especially through search for new facts in any branch of knowledge".

MEANING OF RESEARCH METHODOLOGY

A research cannot be conducted abruptly. Research has to produce systematically an already planned direction with the help of number of steps in sequence. To make the research systematized, the researcher has to adopt certain methods. The methods adopted by the researcher for completing the project are called research

methodology. Research methodology is a way to systematically solve the research problem. The research methodology in the present study deals with research design, data collection methods, sampling methods, analysis and interpretation.

RESEARCH DESIGN

A research design is the arrangements of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

- ✚ A well-structured questionnaire is framed. Findings are made and necessary suggestions and recommendations are given.
- ✚ Data is collected from the employees in good leaps solutions

DATA COLLECTION

SOURCES OF DATA COLLECTION:

The study was based on primary and secondary data. Primary data was collected through a questionnaire and secondary data was collected through company records and pamphlets of the company.

PRIMARY DATA:

The primary data is defined as the data, which is collected for the first time and fresh in nature. The primary data were collected from the software employees with the help of a structured questionnaire. The questionnaire was tested with 100 employees and utmost care was taken to avoid errors in data collection.

SECONDARY DATA

The secondary data are those which have already collected by someone else and have been passed through statistical process. The secondary data are related to the working conditions of the Information technology sector were collected from the books, internet websites, journals etc. were used as a source of secondary data. The advantages of secondary data collection method are:

- It saves time that would otherwise be spent collecting data.
- Provides a larger database than what would be possible to collect on one's own.

RESEARCH TOOL

A structured questionnaire has been prepared to get the relevant information from the respondents. The questionnaire consists of variety of questions presented to the respondents. The various types of questions used in this are:

- Open ended questions
- Close ended questions
- Multiple choice questions

SAMPLING

Sampling is that of statistical practice concerned with the selection of individual observations intended to yield some knowledge about a population of concern, especially for the purpose of statistical interference. Each observation measures one or more properties (weight, location, etc.) of an observable entity enumerated to distinguish objects or individual.

SAMPLE SIZE

- The sample size chosen for this study is 100.

SAMPLING TYPE

The sampling type used in this study is convenient sampling method. Convenient sampling is one of the types of non- probability sampling. In probability sampling, each element in the population has a known nonzero chance of being selected through the use of a random selection procedure.

STATISTICAL TOOLS USED

- Percentage analysis
- Chi square
- Weighted average

CHI-SQUARE TEST

The chi-square test is one the simplest and widely used in non-parametric tests in statistical work. The chi-square was used by Karl Pearson. Chi-square is applicable to a very large number of problems in practice. The quantity chi-square describes the magnitude of the discrepancy between theory and observation. The formula for chi-square test is given as,

$$\chi^2_c = \sum \frac{(O_i - E_i)^2}{E_i}$$

Where,

χ^2 = the test statistics that asymptotically approaches x distribution

$O_i =$

an

1. Marital status

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Marital status * work life balance	101	100.0%	0	0.0%	101	100.0%

observed frequency

E_i = an expected frequency

WEIGHTED AVERAGE

A weighted moving average with appropriate weight is, generally, used when the moving averages are strongly affected by extreme values.

$$\bar{x} = \frac{\sum_{i=1}^n w_i x_i}{\sum_{i=1}^n w_i}$$

DATA ANALYSIS AND INTERPRETATION

CHI SQUARE ANALYSIS

ANALYSIS BETWEEN THE GENDER AND LONG WORKING HOURS AFFECT THEIR EFFICIENCY

2. Long working hours

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
gender * long working hours	101	100.0%	0	0.0%	101	100.0%

gender * long working hours Cross tabulation

Count		Long working hours				Total
			Most of the time	Rare	Sometimes	
gender	Female	1	0	0	0	1
	Male	0	6	13	45	64
Total		1	10	20	70	101

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)

Pearson Chi-Square	101.081 ^a	6	.000
Likelihood Ratio	11.300	6	.080
N of Valid Cases	101		

a. 7 cells (58.3%) have expected count less than 5. The minimum expected count is .01.

The calculated value is lesser than table value. H0 is rejected there is no significant difference between gender and long working hours.

Marital status * work life balance Cross tabulation

Count

		Work life balance				Total
		Dissatisfied	Highly dissatisfied	Highly satisfied	Satisfied	
Marital status	Married	1	0	0	0	1
		0	9	3	8	22
	Unmarried	0	31	17	12	18
Total		1	40	20	20	101

H0 is rejected there is no significant difference between marital status and work life balance.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	107.092 ^a	8	.000
Likelihood Ratio	17.117	8	.029
N of Valid Cases	101		

a. 10 cells (66.7%) have expected count less than 5. The minimum expected count is .01.

3. Age

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
age * strategies for stress management	101	100.0%	0	0.0%	101	100.0%

age * strategies for stress management Cross tabulation

Count

	Strategies for stress management					Total
	Exercise	Listening to music	Meditation	Strategies for stress management	Take a walk	

	0	0	1	0	0	1
31-40	2	5	0	0	2	9
41-50	1	2	1	0	3	7
Above 50	0	0	1	0	0	1
Below 30	31	8	34	1	9	83
Total	34	15	37	1	14	101

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	27.490 ^a	16	.036
Likelihood Ratio	26.323	16	.050
N of Valid Cases	101		

- a. 21 cells (84.0%) have expected count less than 5. The minimum expected count is .01.

H1 is accepted there is a significant difference between age and strategies of stress management.

WEIGHTED AVERAGE**TABLE NAME: Strategies for stress management**

S.NO	PARTICULARS	WI	XI	WI*XI
1	Exercise	4	34	136
2	Meditation	3	37	111
3	Talk a walk	2	14	28
4	Listening to music	1	15	15
	TOTAL		100	290

$$\begin{aligned}\text{Weighted Average Method} &= \sum Wi/N \\ &= 290/100 \\ &= 2.9\end{aligned}$$

Interpretation

From the above table it is inferred that the employees use for stress strategies are exercise is the first preferable of the list.

TABLE NAME: Satisfied with work life balance

S.NO	PARTICULARS	WI	XI	WI*XI
1	Highly satisfied	4	40	160
2	Satisfied	3	20	60
3	Highly dissatisfied	2	20	40
4	Dissatisfied	1	20	20
	TOTAL		100	220

$$\begin{aligned}\text{Weighted Average Method} &= \sum Wi/N \\ &= 220/100 \\ &= 2.2\end{aligned}$$

Interpretation

From the about table it is inferred that the employees are highly satisfied with the work life balance.

CONCLUSION

From the study of work life balance towards employees in GOOD LEAPS SOLUTIONS PVT LTD have balanced their dual life. But there is small gap from employee's satisfaction to ward company. Work-life

balance programmes offer a win-win situation for employers and employees. While the employee may perceive work-life balance as the dilemma of managing work obligations and non-work responsibilities, work-life balance from the employer's point of view encompasses the challenge of creating a supportive company culture where employees can focus on their jobs while at work. In whichever way it is viewed, the existence of effective work-life balance programmes in an organisation will do both the employee and employer good.

For the employer, work-life initiatives create positive employer branding, promote being an employer of choice, foster organizational citizenship, and support diversity initiatives. For the employee, there is lesser stress, increased happiness, motivation, and productivity, and a better chance of reaching both personal and career goals satisfactorily. The key role of HR therefore, is to understand the critical issues of work-life balance, integrate it into the organization's HR policy, and champion work-life balance programmes.

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