

*A Study on Work Life Balances among Employees of Rane,
Trichirappalli, District*

Dr. P. Samimuthusait

M.com., M.phil., DCA., Ph.D.,
Assistant Professor of Commerce,
Department of Commerce,
National College (Autonomous),
Trichirappalli. 620 001 – India

Abstract: The term "work-life balance" was first coined over 20 years ago in reaction to the trend of the 1970s and 1980s when men and women began prioritizing work and career goals over family, friends, community affairs, and leisure activities. Today, there is an entire industry dedicated to this field. The term work-life balance is commonly used as a more comprehensive expression to describe policies that have been previously termed 'family-friendly', but are now extended beyond the scope of the family. Work-life balance refers to the flexible working arrangements that allow both parents and non-parents to avail of working arrangements that provide a balance between work responsibilities and personal responsibilities. The term work-life balance was preferred due to the fact that it encompasses the experiences and needs of parents and non-parents alike, and is a more progressive theoretical framework in which to think about new ways of living and working that are satisfactory to all. In practice, it involves adjusting work patterns so that everyone, regardless of age, race or gender can find a rhythm that enables them more easily to combine work and their other responsibilities and aspirations.

I. INTRODUCTION

In organizations and on the home front, the challenge of work life balance is rising to the top of many employers and employee's consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. In society filled with conflicting responsibilities and commitments work life balance has become a predominant issue in the workplace.

Today, in the fast running phase of life, people really find it difficult to manage a balance between the pressures of work place and the duties of a home-maker, be it a male or female. Their life hops at either end of a see-saw and often ends up in a juggling life. This contemporary managerial issue has become a challenging factor of not only the young corporate who had just started their family life but also the young and middle-aged parents who needs to provide constant attention to their children who are fast-growing students/young adults. Adapting to a strategy where an emotional intelligence becomes the lead factor would help achieve equilibrium of Work-Life Management.

II. STATEMENT OF THE PROBLEM

Employees having high work pressure, lack of work flexibility, and longer hours are stressing out many employees, reducing their performance, as well as causing broken homes. In the community, there is growing concern that the quality of home and community life is deteriorating. These have result in poor employee input and performance at his or her job place,

because an employee who find it difficult to properly balance his or her family life, trends to also have difficulties managing tasks at his or her work place. To have a view about “work life balance “in the organization and to have an idea about how employees balance the work life based on this the researcher have undertaken the study on work life balance of employees in Rane Trichy.

III. SCOPE OF THE STUDY

The study is useful as it highlights the key needs and reasons for work life balance among at various levels. It also helps to retain the existing employees as well as new employees, trend to reduce sickness, absenteeism, enhance working relationship between colleagues, it helps in increasing level of production and satisfaction and will point out ways to decrease the stress and burnout in work life.

IV. OBJECTIVES OF THE STUDY

1. To gain knowledge on work life balance among the employees of Rane, Trichy.
2. To correlate family and work life balance among the employees of Rane, Trichy.
3. To identify ways of enhancing proper work life balance practices among employees.

V. HYPOTHESIS

Ho: There is no significant association between age and management of stress.

Ho: There is no significant association between work life and designation of the employees

Ho: There is no significant between designation and work life balance policies.

Ho: There is no significant between work experiences and take work home at night or weekend.

Ho: There is no relationship between normal working hours and work life balance.

Ho: There is no relationship between time spent with family and work life balance.

VI. METHODOLOGY OF THE STUDY

Methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. It includes the overall sample, sample size, Data collection method and analytical procedure.

Sampling size

Rane Engine Valve Limited was formed after Engine Valves Limited (EVL) was merged with its 100% subsidiary Engine Components Ltd (ECL) in the year 1999. The reverse merger, effective from FY99 is expected to benefit the new entity, reducing its tax liability, because of the carry forward losses of ECL. Rane Engine Valve Limited now has a more diversified product portfolio, absorbing the products of the 2 merging companies. It manufactured guides for internal combustion engines, engine camshafts and tappets, all catering to the automobile industry. The Company is the largest manufacturer of engine valves in India with an 85% market share. The Company was taken over by RANE HOLDINGS LIMITED and it was delisted from Bombay Stock Exchange on 15 February 2008.

The sample size is 75(10% of population). Data was collected from the respondents through self-administered questionnaire.

Source for data collection

Data was collected through both primary and secondary sources. Primary data was collected through a structured questionnaire. The researcher collected the primary data by personal interview. The secondary data were collected from text books, related journals and websites.

Sampling method

The potential respondents are basically selected from employee of Rane at different categories. Cluster Sampling was used for this research and the sample included employees from all genres like manager, higher officials, and workers.

VII. TOOLS FOR ANALYSIS

1. Chi-square
2. Correlation
3. ANOVA

How long have you been working in this job at your current company

Working experience	No of respondents	Percent
1 year	43	57.3
3 years	22	29.3
5 years	6	8.0
more than 5 years	4	5.3
Total	75	100.0

Source: primary data

The above shows that **57.3%** of the respondents have 1 year of work experience, 29.3% of the respondents have 3 years of work experience, 8% of the respondents have 5 years of work experience, 5.3% of the respondents have more than one years of work experience. Thus, it is inferred that, majority of the respondents have 1 year of experience.

Chi-Square Tests

Relationship between Age and management of stress of the respondents

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.540 ^a	6	.997
Likelihood Ratio	.904	6	.989
Linear-by-Linear Association	.067	1	.796
N of Valid Cases	75		

9 cells (75.0%) have expected count less than 5. The minimum expected count is .07.

Source: primary data

Ho: There is no significant association between age and management of stress.

H1: There is significant association between age and management of stress.

Interpretation

Since the P value (0.997) is greater than 0.05 null hypothesis is accepted. Therefore, there is no significant association between age and management of stress.

It is concluded that age factor is related to management of stress because youngster manage stress as compare to other age group people

ANOVA					
Relationship between designation and work life balance policies of the respondents					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.073	2	.037	.073	.929
Within Groups	35.874	72	.498		
Total	35.947	74			

Ho: There is no significant between designation and work life balance policies.

H1: There is significant between designation and work life balance policies.

Interpretation

From the above table it is inferred that p value (.929) is greater than 0.05 significant values. Since the null hypothesis is accepted. Hence it can be concluded that There is no significant between designation and work life balance policies.

So, there is a relationship between designation and work life balance policies at all level.

Relationship between work experience and take work home at night or weekend					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.722	3	.241	.853	.469
Within Groups	20.025	71	.282		
Total	20.747	74			

Source: primary data

Ho: There is no significant between work experiences and take work home at night or weekend.

H1: There is significant between work experiences and take work home at night or weekend.

Interpretation

From the above table it is inferred than anova value (.929) is greater than 0.05 significant values. Since the null hypothesis is accepted. Hence it can be concluded that there is a significant work experience and take work home at night weekend.

So, there is a relationship between work experiences and take work home at night or weekend.

Correlation

Relationship normal working hours and work life balance of the respondent.			
		How many hours in a day do you normally work	Whether you are able to balance yours work-life
How many hours in a day do you normally work	Pearson Correlation	1	-.123
	Sig. (2-tailed)		.294
	N	75	75
Whether you are able to balance yours work-life	Pearson Correlation	-.123	1
	Sig. (2-tailed)	.294	
	N	75	75

Source: Primary Data

Ho: There is no relationship between normal working hours and work life balance.

H1: There is a relationship between normal working hours and work life balance.

Interpretation

It is inferred from the above Table. No 4.27 that is negatively correlated. The negative correlation is because of the respondents were not able to balance normal working hours and work life. Thus, it can be stated that still the respondents need to find strategies to balance work life with normal working hour.

Relationship between time spent with family and work life balance of the respondent			
		How many hours in a day do you spend with your family	Whether you are able to balance yours work-life
How many hours in a day do you spend with your family	Pearson Correlation	1	.002
	Sig. (2-tailed)		.986
	N	75	75
Whether you are able to balance yours work-life	Pearson Correlation	.002	1
	Sig. (2-tailed)	.986	
	N	75	75

Source: primary data

Ho: There is no relationship between time spent with family and work life balance.

H1: There is a relationship between time spent with family and work life balance.

Interpretation

It is inferred from the above Table. No 4.28 that is positively correlated. The positive correlation is because of the respondents were able to balance work life and spent with family.

VIII. FINDINGS

- Majority of the employee working in Rane are male (88%)
- Majority of the respondents (86%) are workers.
- 81.3% of respondents belong to monthly income of 20000 to 30000.
- Majority of the respondents (78.7%) belong to the age of 20 to 30 working in Rane.
- Majority of the respondents (98.7%) are working only 6 days a week.
- Majority of the respondents (78.7%) normal working hours is 8 to 9hours in a day.
- Majority of the respondents (69.3%) work in general shift.
- Majority of the respondents (64%) spent only 2 to 3 hours with their family.
- 90.7% of them doesn't have balance in their life and work.
- Majority of the respondents (52%) always worry about work when they are not at work.
- Majority of the respondents (60%) sometimes, missed out quality time with their family friends because of work pressure.
- Majority of the respondents (81.3%) reduce their stress by Entertainment.
- Majority of the respondent's (58.7%) face hindrance through long working hours.

IX. SUGGESTIONS

Based on the findings of the study the following suggestions are made here:

- ❖ 90% of them are not confident to balance their work in any manner. It is suggested to insist the employees in organizations and to create awareness about the importance of work life balance.

- ❖ 52% of them always worry about work so some prevent measures should be taken by the organization to overcome their inhibition.
- ❖ 58.7% of the respondent's face hindrance through long working hours. So it is suggested the management to consider the aging group employees and to provide them extra provision like more rest time, maximum leisure time for them to get refreshed and hours can be reduced and it can be compensated in some other way such as working in alternative days for extra few hours if it is necessary.
- ❖ Almost all the respondents say that organization doesn't encourage the involvement of their family member in work achievement reward function. if possible, the organizations may provide periodical reward function with their family member which motivates the employs to enhance their personality and performance.
- ❖ 52% of them are not satisfied with holiday camps. It is suggested that the organization should inculcate the belongingness among employees and arrange activities like holiday camp or picnics and get together etc, through this employs stress can also be reduced and make them work with the involvement in their work.
- ❖ The organization should concentrate on the work life balance policies so that all level of management can apply in the say way.

X. CONCLUSION

Work-life balance remains an issue that requires considerable attention from society. The Changing nature of the global economy, where organizations often operate on a 24/7 schedule have made it possible for an employee to be connected at all times, has ushered the work-life balance issue into the forefront of the minds of many. In this study was able to understand the concept of work-life balance that is prevailing in the manufacturing industry. It also exposed the various work-life balance strategies implemented by the organizations and the employees by their self. Being the Information Technology era, this study could be of use as it enables to understand the important concept which has a direct impact over the productivity of the employees. Hence, to maintain a healthy workforce, it should be able to cater to their needs and fulfill them. There is a lot of scope of research in this area. This concept being a growing phenomenon, it does open its doors for research. The area that the researcher covered was limited, there are number of areas that could be covered to understand the whole concept of work-life balance.

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AUTHOR(S) PROFILE



Dr. P. Samimuthusait, M.com.,M.phil.,DCA.,Ph.D., Assistant Professor of Commerce, Department of Commerce, National College (Autonomous), Trichirappalli. 620 001. He has more than ten years of teaching experience. He is published four research papers in international journals and two national journals.