

A STUDY ON WORKLIFE BALANCE AMONG EMPLOYEE ON SUBAM FOOD PRODUCT IN MELUR, MADURAI

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ABSTRACT

There seems to be more pressure to be successful than ever before. While doing the job of two or three people at work, we're expected to be exemplary parents and have a fulfilling personal life in which we rear perfect children, enjoy our hobbies, volunteer in the community and take superb care of our bodies, spirits, and minds. While the quest for balance is a wonderful goal, it's just not a realistic goal for most folks. Instead, it has become one more "to-do" on an ever-expanding, guilt-inducing list. There are times when we need to work more than usual and other times when we can take more time off. Sometimes we can focus more intently on our hobbies and passions; at other times different priorities take precedence. There may be times when we take really good care of ourselves, and other times when that slips a bit; times where we devote a lot of attention to our family, and other times when there is less energy and daily time to focus on them. The aim of balance is to live a well-rounded life, to renew and refresh your creative energies on a regular basis so you can achieve your highest potential. We achieve life balance when we have enough time to pursue both work and personal interests that we love. However, when you feel as if one side of your life is using up too much of your energy, you can become stressed, your productivity can fall, and your personal relationships can become strained. The present paper highlights the risks associated with work life imbalance, benefits of healthy work life balance and the strategies that can be employed to maintain a perfect work life balance.

Key words: work-life balance, work -life balance strategies

INTRODUCTION

Work-life balance (WLB) is an issue increasingly recognized as of strategic importance to organizations and of significance to employees. Work-life Balance is Human Resource Strategy, which is already recognized as the ultimate key for Human Resource Development among all the work systems. Researchers of Human Resource Management have indicated that work-life balance among employees of organizations is playing a vital role for better performance in an industry. It is widely accepted that better work place is closely associated with the development of career strategy which in turn would enhance individual's job satisfaction. This research attempts to study the Work-life balance of employees working from home.

Work life balance is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. Work life balance is about dividing the hours in your day evenly between work and personal. The term work life balance was first used in the United Kingdom in the late 1970's to describe the balance between an individual's work and personal life. The concept of work life balance has undergone major change in current pandemic situation. Balancing work life and personal life is overwhelming for any working class professionals.

It is important to draw a distinction between work and personal life. Employees who are constantly fed up with the job deals with stress and burnout. The person doesn't have time to relax and recharge their performance suffers. It important person to take time off from the work instead of working longer hours. A proper schedule is to be maintained for their work, family, and friends so that the mental stress decreases. The individual is running out for doing their best from adding additional task to his brain and not handling the situation. Once the time of work is over the person need to learn to walk away from laptop and not answering the call. In this busy world, because of work pressure no one will close to their loved once and not available for the friend and family. They also suffer from illness and medical disorders from prolonged stress such as heart diseases and diabetes.

Work Life Balance Benefits:

Employee in company already availing the benefits of the work life practices without guilt or regret effectively managing multiple tasks as well as responsibilities at home and work, Earning an income and managing the personal life. As a part of supportive work place that values and trusts staff.

IMPORTANCE OF WORK LIFE BALANCE

Work life balance is about creating and maintaining supporting healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity in the organization.

According to a major Canadian study conducted by Lowe, One in four employees experience high levels of conflict between work and family interference and care giver strain. If role overload is included then close to 60 percentage of employees surveyed experience work family conflict. The higher levels of work to family conflict reported by managers or professionals often are a function of their longer work hours. Other reasons include job security, support from ones supervisor, support from co-workers, work demands or overload, work role conflict, work role ambiguity, job dissatisfaction and extensive use of communication technology that blurs the boundaries between home and work. Work life balance is the primary concern to those who wish to live a balanced life.

All the employees face the challenge of finding the right work-life balance. The ability of employees to deal with successful combining of work, family responsibilities and personal life is crucial for both employers and family members of employees. Work-life balance not only means an even distribution of time between work and private life, but rather flexibility in being able to work in the professional field, while maintaining the time and energy to spend on personal life.

According to scientific and practical research, one of the tools for work-life balance is remote working, but it must be borne in mind that the COVID-19 emergency situation for employees who have minor children changed the everyday life of private life, responsibilities, and timing. Considering that the emergency situation has encouraged the use of remote working, which has the tendency to increase, it is essential to facilitate/ensure work-life balance for employees, regardless of employment type and form of working hours.

Work life balance refers to the level of happiness or dissatisfaction with one's career. Those who enjoy their careers are said to have a high Work life balance, while those who are unhappy or whose needs are otherwise unfilled are said to have a low Work life balance. Work life has been differentiated from the broader concept of quality of life. To some degree, this may be overly simplistic, as Elizur and Shye, (1990) concluded that Work life performance is affected by quality of life as well as Work life

balance. However, it will be argued here that the specific attention to Work life -related aspects of quality of life is valid.

This consideration of Work life balance as the greater context for various factors in the Work life place, such as job satisfaction and stress, may offer opportunity for more cost- effective interventions in the Work life place. The effective targeting of stress reduction, for example, may otherwise prove a hopeless task for employers pressured to take action to meet governmental requirements. Work life balance A multi-faceted concept It means having a Work-environment where an employee's activities become more important by implementing procedures or policies that make the Work less routine and more rewarding for the employee. There exists a relationship between W.L and productivity.

Work life balance simply speaking; through W.L the people involved get a sense of satisfaction in their Work life. Work life then becomes not a burden but a means by which the abilities of a person can find expression Q.W.L is just humanizing the Work life W.L = the sum total of physical (Work life conditions), psychological and economic factors which affect the job.

DEFINITION OF WORK LIFE

W.L is any conscious effort for improving Work life ing conditions, Work life content, and its safety, security, wages and benefits, etc. W.L can be said to be all the original inputs which aim at improving the employees' satisfaction and enhancing organizational effectiveness W.L is a concern not only to improve life at Work life , but also life outside Work life It is nothing but having a Work life environment where an employee's activities become more important. This means implementing procedures or policies that make the Work life less routine and more rewarding for the employee. These procedures or policies include autonomy, recognition, belongingness, development and external rewards.

WL is —The degree to which members of a Work life organization are able to satisfy important personnel needs through their experience in the organizationl. by J Richard and J Loy, Richard E Walton, states a much broader concept of WL proposing eight conceptual categories viz. adequate and fair compensation, safe and healthy Work life conditions, opportunity to use and develop human capacities, future opportunity for continued growth and security, social integration in the Work life place, social relevance of Work life , balanced role of Work life in the total life space and Constitutionalism in the Work life Organization etc. it is rare to find Work life -life situations that satisfy all eight criteria. We can view these eight features as goals to aim for.

The safe Work life environment provides the basis for the person to enjoy Work life. The Work life should not pose a health hazard for the person. The employer and employee, aware of their risks and rights, could achieve a lot in their mutually beneficial dialogue. The Work life time has been established by the state according to legislation which is a 40- hour Work life week in Estonia. The standard limits on overtime, time of vacation and taking of free days before national holidays have been separately stipulated. The differences regarding the Work life time have been established for the persons less than 18 years of age, pregnant women, breast-feeding mothers and the person raising the disabled child.

The appropriate salary is agreed upon by the employee and the employer. The Government of the Republic establishes each year the rate of minimum salary; the employer should not pay less than that to the employee. Work life represents such a role in life which has been designated to it by the person himself. On the one hand Work life is an earning of one's living for the family, on the other hand it could be a self-realization providing enjoyment and satisfaction.

Definition

Work life is defined as the level of enjoyment in a person's life. In general, it is based on many factors. At a minimum, a person's basic needs must be met for them to have a high quality of life---they must be generally healthy, have enough to eat and have a place to live. Once a person's basic needs are met, that person's quality of life is largely determined by their own personality, their desires and their level of personal fulfillment.

STATEMENT OF THE PROBLEM

In these days work life effort in an industry setting is not easy because of the unique administrative structure and inherent complexities of food industry employees. Work life directly affects organization's ability to serve its employees. Efforts towards work life measurement help in the efficient and effective allocation of resources to enhance productivity and stability of the workforce. By measuring the quality of work life, it increases positive attitudes of the employees towards the food industry and enhances organization effectiveness and competitive advantage. Henceforth this study has been undertaken by the researcher to explore the factors influencing the quality of work life.

OBJECTIVES OF THE STUDY

- To study the association between demographic variables and work life in food industry
- To examine the association between work life and outcome variable viz., Productivity
- To understand the difference between demographic variables and Independent factors of quality of work life
- To describe the relationship between independent factors and quality of work life.
- To study the relationship between work life balance and performance of employees.
- To study the relationship between work life balance and employees intention to leave their organization.

NEED OF THE STUDY

Work life balance in an organization is essential for the smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that all employees are running at their peak potential and free from stress and strain. The work life can affect such things as employee's timings, work output, available leaves, etc. The work life helps the employees to feel secure and like they are being thought of and cared for by the organization in which they work. An organization's HR department assumes responsibility for the effective running of the quality of work life for their employees

SCOPE OF THE STUDY

Work Life is the major significant factors for the employees in the organization. A satisfied employee will be having a positive attitude towards employee's job and would go beyond the normal expectation in employee job. This study emphasizes on the Quality of work life of food industry employees in Madurai. We have made a sincere attempt to determine the work life of food industry employees working in the food industry. The study is expected to identify the exceptional level of work life of employee in Madurai. This research is mainly focused on analysing the factors determining the work life of food industry employees.

HYPOTHESIS OF THE STUDY

NULL HYPOTHESIS

HO: There is No significance relationship between educational qualification of the respondents and training opportunities improving the quality of work.

ALTERNATIVE HYPOTHESIS

H1: There is a significance relationship between educational qualification of the respondents and training opportunities improving the quality of work.

RESEARCH DESIGN

A research design is the specialization of measure and procedure for the information needed to solve problems in the overall operational pattern of frame Work life of the project that stipulates what information is to be collected from which sources by what procedure. There are three types of research design.

RESEARCH METHODOLOGY

A research methodology is an outline of how a given piece of research is carried out. It defines the techniques or procedures that are used to identify and analyse information regarding a specific research topic. To fulfil any task, it is necessary to follow a systematic method. Research methodology is the main aspect of research studies. The methodology follow by research is detailed here.

Meaning of Research

Research may be very broadly defined as systematic gathering of data and information and its analysis for dairy industry of knowledge in any subject. Research attempts to find answer intellectual and practical questions through application of systematic methods

SAMPLING DESIGN

The sampling design being used for this study is simple random; the sample size selected was 150 employees.

SAMPLE SIZE

The study based only on the Work life of employee. Total number of sample taken for the study is 120 respondents.

Primary data

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through interview schedule.

An interview schedule is a popular means of collecting primary data. A interview schedule is a list of question for getting to know the opinion & information from the respondents.

Secondary data

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

HISTORY OF THE COMPANY:

Established in 2016, Subam Food Products embarked on a journey to serve its community with top-notch soft drinks. What started with just two machinery units has now blossomed into a reputable name in the soft drink industry.

Subam Food Products has been able to grow and innovate due to their commitment to quality and the trust of their customers. They have introduced flavors and packaging to cater to different tastes.

Over the year, our commitment to quality and the trust of our customer have enabled us to grow and innovate, introducing flavors and packaging that caters to diverse tastes. Each milestone we have achieved is a testament to the hard work and dedication of our team and the unwavering support of our loyal customer.

PRODUCT:

“Quenching thirsts with quality since 2016. Dive into a world of refreshing beverages crafted with passion and precision. Your next sip of refreshment is just a click away.”

Explore our unique soft drink varieties, available in convenient 50 ml, 80ml, 120 ml and 200 ml pouches. Ready To Drink Sharbat, Mango Juice Cola Pouch, Lemon Refreshing Energy Drink, Grape JUICE Cola, Strawberry Juice, Litchi Juice, Mango Juice, Orange Juice, Apple Juice.

CHI-SQUARE TEST

It is one of the simplest and widely used non parametric test in statistical work. The quantity chi-square describe the magnitude of the discrepancy between theory and observation.

Which is defined as,

O_i = Observed frequency, E_i = Expected frequency

In general the expected frequency for any can be calculated from the following equations

$$E = \frac{RT \times CT}{N}$$

E = Expected frequency, CT = Column total, RT = Row total, N = Total number of observations

The calculated value of chi-square is compared with the table value of chi-square given degree of freedom of a certain specified level of satisfaction. If at the stated level the calculated value of X^2 is more than the table value of X^2 the difference between theory and observation is considered to be significant otherwise it is insignificant.

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Frequencies

[DataSet0]

Statistics

	Your company have separate policy for work life balance	Opinion regarding the health program offered by the company
N Valid	120	120

Statistics

		Your company have separate policy for work life balance	Opinion regarding the health program offered by the company
N	Valid	120	120
	Missing	0	0

Frequency Table

Your company have separate policy for work life balance

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	52	43.3	43.3	43.3
No	27	22.5	22.5	65.8
Not aware	41	34.2	34.2	100.0
Total	120	100.0	100.0	

Opinion regarding the health program offered by the company

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly agree	27	22.5	22.5	22.5
Agree	20	16.7	16.7	39.2
Neutral	23	19.2	19.2	58.3
Disagree	25	20.8	20.8	79.2
Strongly disagree	25	20.8	20.8	100.0
Total	120	100.0	100.0	

CORRELATION

There are several different correlation techniques. The survey systems optional statistics module includes the most common type, called the person or product moment correlation. The module also includes a variation on this type called partial correlation. The latter is useful when you want to look at the relationship between two variables while removing the effect of none or two other variables. Like all statistical techniques, correlation is only appropriate for certain kinds of data. Correlation works for quantifiable data which numbers are meaningful, usually quantities of some sort. It cannot be used for purely categorical data, such as gender, brands purchased, or favourite colour.

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

Correlations

[DataSet0]

Correlations

	Separate policy for work life balance	Health program offered by the company
Separate policy for work life balance	1	.918**
Sig. (2-tailed)		.000
N	120	120
Health program offered by the company	.918**	1
Sig. (2-tailed)	.000	
N	120	120

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

SUGGESTION

- The company can provide regular medical check-up for improving the medical facilities.
- The company can provide effective training for efficient performance of employees.
- Provide substantial freedom, independence and discretion to employees in scheduling their work.
- Team culture, peer relations also influence the quality of work life of the employees. So there should be good relationship between employees.
- Future research should explore the linkage between the quality of work life and

quality of life.

- The outcome or quality of work life alone may be viewed in future research work.
- The relationship between the work family conflict and quality of life may be examined in future research studies. Since the ultimate aim of the WLB is attaining company performance.

CONCLUSION

The study was done to determine the quality of employees work life balance among employees working in the subam food industry. The study findings revealed that there was a moderate ~~qu~~ of employees work life reported among employees in the industry. The work environment of the employees was given least importance and they were compelled to manage with limited resources. Even though the employees in the private sector reported lesser work load, they were more dissatisfied with salary and financial benefits. The salary in the private sector was significantly lower. And they should improve their welfare facility of the company

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