A Study on Employees Worklife Balance in Tablets India (Chennai) Limited

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Abstract
This research aims at analyzing the work life balancing among employees.This study also finds several factors that influencing work life balance.The basic purpose of work life balance is developed working conditions that are excellent for people as well as production.The basic objective of a work life balance is life program are improved working conditions and greater organizational.Employee work life balance is an important concept that has been receiving considerable attention from academicians, researchers and practicing HR managers, in its essence, work life balance comprises important elements such as the need or content, search and choice of strategies, goal- oriented behavior, social comparison of rewards, reinforcement and performance satisfaction.

KEY WORDS: work life balance,employeeperspective,organizational effectiveness, Relationship between employee and employer,work life.

I.   INTRODUCTION

INTRODUCTION
1.1   INTRODUCTION ABOUT THE STUDY:

RESEARCH:

Systematic and objective investigation of a subject or problem in order to discover relevant information. According to Redman and Marry

define Research is a "Research is a careful and systematized effort of gaining new knowledge".

Proposed research work
Aim: This research aims at analyzing the Work life balance among employees in Tablets (India) limited. This study also finds several factors that influencing Work life balance. The basic purpose of Work life balance is to develop Working conditions that are excellent for people as well as production. The basic objective of a Work life balance is life program are improved working conditions (mainly from an employee perspective) and greater organizational effectiveness (mainly from an employer's perspective).
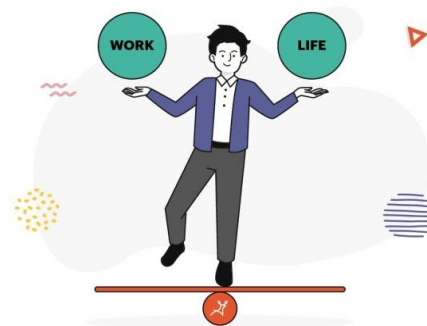
Work life balance:

The term Work life balance denotes all the organizational inputs which aim at employee's satisfaction and enhancing organizational effectiveness. Work life balance programs are another way in which organizations recognize their responsibility to develop jobs and working conditions that are excellent for people as well as for economic health of the organizations. The elements in a typical Work life balance program include open communication, equitable reward system, a concern for employee job security and satisfying careers and participation decision making. Many early Work life balance efforts focus on job enrichment. In addition to improving the work system, Work life balance programs usually emphasize development of employee skills, the reduction of occupational stress and the development more cooperative labor-management relations.

Work Life:

Work Life does not merely mean the facilities provided to the employees during office hours. But it comprises of all the conclusive feelings, which reside in the mind of the employee while he works in the organization.

Work life balance:

Work life balance means a person's life and work. It covers a person's feelings about every dimension of work including economic rewards and benefits, security, working conditions organizational and interpersonal relations and its intrinsic meaning in person's life. Therefore, Work life balance is a concern not only improves life at work, but also life outside work.

According to Stephen Robbins define Work life balance" is a process by which an organizational respond to employee needs by developing mechanism to allow them to share fully in making that design that lives at work".

Factors influencing Work life balance:

1) Job satisfaction
2) Career growth opportunities
3) Personal and career growth opportunities
4) Work life balance
5) Organization commitment

Job Satisfaction:

Job satisfaction is the favorable or unfavorable attitude with which employees view their work. As this motivation, it is affected by the environment. Job satisfaction is impacted by job design. Jobs that are rich in positive behavioral elements such as autonomy, variety, task identity, task significance, and feedback contribute employee's satisfaction. Likewise, orientation is important because the employee's acceptance by the work group contributes to satisfaction. In sort, each element of the environmental system, can add to, or detract from, job satisfaction.

Career growth opportunities:

Opportunity for promotions is limited in case of all categories either due to of employee's educational barriers or due to limited openings at the higher level. Work life Balance provides future opportunity for continued growth and security by expanding ones' capabilities, knowledge and qualification.

Personal and career growth opportunity:

An organization should provide employees with opportunity for personal/professional development and growth and to prepare them to accept the responsibilities at higher level. The purpose of career planning as part of an employee development program is not only to help employees feel like their industry is investing in them but also help people manage the many aspects of their lives.

Work life Balance:

Organization should provide the relaxation time for employees and offer tips to balance their personal and professional lives. They should not strain employees' personal and social life by forcing on them by demanding long working hours, overtime work, business travel, and un-timing transfers. By the globalization the modern employees are experiencing distress. To meet the challenges posed by present standards, organizations must focus their attention in bringing a balance between work life and personal life. The underlying assumption is that work life balance will ultimately ensure Work life Balance.

Today an employee desires work to be more meaningful and challenging because quality is the acid test. A quality of work life gives an opportunity for attaining a deep sense of fulfillment. Employees seek a supportive work environment that will enable them to balance work with personal interests. Work life Balance provides more humanized work environment. It attempts to serve higher order needs of workers as well as their basic needs. Work life Balance indicates that the work should not have excessively negative conditions. It should not put workers under undue stress. It should not damage or degrade their humanness. It should not be threatening or unduly dangerous.

Organizational Commitment:

Commitment is an attitude reflecting an employees' loyalty to the organization members their concern for the organization and its continued success and well-being. Organizational commitment is determined by a number of factors, including personal factors (age, tenure in the organization, disposition, internal or external control attributions); organizational factors (job design, and the leadership style of one's supervisor); non-organizational factors (availability of alternatives), all these things affect subsequent commitment.

Major conceptual categories of Work life balance:
1)   Adequate and fair compensation
2)   Safe and healthy working conditions
3)   Immediate opportunity to use develop human capacities
4)   Opportunity for continued growth and security
5)   Social integration in the work organization.
6)   Constitutionalism in the work organization.
7)   Work and total life space.

Strategies to improveWork life balance:
1)   Job enrichment and job redesign.
2)   Autonomous work redesign.
3)   Opportunity for growth.
4)   Administrative or organizational justice.
5)   Job security.
6)   Suggestion system.
7)   Flexibility in work schedules
8)   Employee participation.

Functions of Work life balance:
1)   Work life balance concerned with overall climate of works situation.
2)   Work life balance life programs are desirable for both human and performance need.
3)   It acts as best motivates factor for better working.
4)   It includes work environment and social integration.

5)   Work life Balance leads to the favorable and favorable quality of family and life satisfaction. Work life balance seeks to employees the higher skills.

1.2 COMPANY PROFILE:

TABLETS (INDIA) Limited:

History

Tablets India is the Flagship Company of the closely held JHAVER GROUP and is fully managed by a team of highly accomplished professionals across various functions in the organization. The Company operates through five Business Divisions namely,

Since its inception in 1938, Tablets India has strived to accomplish its vision of providing "Quality healthcare for all". An all-encompassing corporate culture which is built on a common set of values, enables the company to conduct business and fulfill its responsibility to the society at large. At Tablets India, employees are encouraged to work with ownership and pinnacle their capabilities to the optimum.

Tablets (India) Limited was one of the early pharma ventures in India and was founded in 1938 by Mr. Sri Krishna Jhaver. He ventured into the Healthcare and Pharmaceutical industry with the acquisition of a British owned Oakley & Bowden Company with its base in Chennai, India. This company was principally established to cater to the healthcare needs of Colonial British and was renamed as Tablets (India) Limited. Today 'Tablets (India) Limited' works towards universal healthcare through unique and well documented products in Pharmaceuticals and Nutraceuticals and is recognized as a pioneer in Amino Acids and Probiotics therapy.

RESEARCH & DEVELOPMENT:

R&D Centre is well designed, cGMP compliant with modern infrastructure to develop, innovate, transfer technology of multi range of dosage forms, encompassing, multi-unit capsules, conventional tablets, chew tabs, ODTs, sachets, dry syrups, sugar free syrups, mouth dissolving powders, small and large volume parenterally. Our R &D is recognized by Ministry of Science and Technology, Government of India, since 1987.

Our Research & Development plays a very important role in our success journey as it is the R&D function that provides a platform for creativity and innovation. Our R&D works with a clear foresight about future problems that need solutions. It involves researching our market and our customer needs and developing new and innovative products and services to fit these needs. Continuous Research and development is crucial to leverage changing technology and business needs drives new product development and/or innovation and a separate and focused R&D centre supports this objective.

A team of qualified scientists with leading edge skills and capabilities carry out formulation research and development, Scale up, Validation, Stability Testing, technology transfer, analytical research & development. Our R&D has successfully developed, multi particulate dosage forms, ODTs – Novel Delivery for probiotics, innovative CAP-in-CAP delivery systems, first time SACHET-IN-SACHET technology to single dosage form of various incompatible actives, MD powder formulations, innovative stability enhancing packaging development

VISION
This vision has enabled the company to collaborate with leading global pharma companies for unique concepts and innovative newer formulations to promote good health for the needy at affordable costs.
MISSION
Tablets India takes immense pride that it has spearheaded the creation of various therapeutic segments in the areas of amino acids, probiotics and GI lavage preparations, where the company holds leadership positions in India.

PRODUCT PROFILE

Pharma

Being a flagship division of TIL, Pharma Division

Vibranz

markets branded formulations in the domestic market through a well-trained field force of around 600 personnel

A specialty Division of TIL which was launched in the year 2008, Vibranz is highly focused on marketing specific and unique products that are market leaders

Launched in 2012 in Tamil Nadu, Tabzen is the

TabZen

youngest Division of TIL, and has a vision "Health

tilcare

for all" that reaches out to the rural market, the life-line of India. Healthcare scenario in India is undergoing a profound change. From the days of being a public / charity funded activity, Healthcare has become an industry by itself

TIL Biosciences, a Division of Tablets (India) Ltd, is an Animal Health Division which comprises Aquaculture and Pet Care range of products.

BODYFUELZ®
Pioneers in Sports and Performance Nutrition

BODYFUELZ is one of India's pioneering efforts in Sports and Performance Nutrition. Our Performance Nutrition products are based on the revolutionary concept.

1.3 INDUSTRY PROFIL

Pharmaceutical manufacturing is the process of industrial-scale synthesis of pharmaceutical drugs as part of the pharmaceutical industry. The process of drug manufacturing can be broken down into a series of unit operations, such as milling, granulation, coating, tablet pressing, and others.

INTRODUCTION

Pharmaceutical manufacturing process involves processes requiring high costs. The research and testing work that needs to be done to deliver a new drug to patients takes 10–15 years on average and requires a budget of over 800 million dollars. As the drug must be manufactured on a large scale, safely, and in accordance with appropriate specifications, its development may fail after its discovery. Consequently, only 20% of the drugs involved in clinical trials are approved by the authorities.

The legislations have almost frozen the processes used in pharma manufacturing overtime. Even after the receipt of drugs' permits/certificates, even a small change in the method of manufacturing of medicines requires examination and approval of authority, resulting in time and paperwork. This prevents update by companies that are worried about production delays and thus a heavy financial burden for them.

The Food and Drug Administration (FDA) is at the forefront of work in the field of "Quality by Design (QbD)," which implements regulatory intelligence to modernize the understanding and control of pharma manufacturing processes. In terms of authority and industry relations, it has been thought that until recently these regulatory processes and requirements have hindered the development and

innovations in manufacturing. Developments in the registration field will not only ensure better quality, but also will make it possible to reduce development and manufacturing costs. Research areas supported by the FDA include: continuous processing in which materials constantly enter and exit equipment and reduce overall production time and cost; rather than just the use of test products, use of process analytical technology (PAT) to monitor and control the manufacturing processes, and use of new statistical approaches to determine the changes in the process or product quality. With the introduction of current Good Manufacturing Practices (cGMP) applications in 2002 and the publication of the PAT Guide by the FDA in 2004, the pharmaceutical industry has begun to modernize. In this guide, while we focus more on PAT, we have also examined several principles of the QbD approach.1

It is important to understand the fundamental differences between the European Medicines Agency (EMA) and the FDA in the United States, because it has led to a different approach to design and quality management. EMA, unlike the FDA, continues its existence with the national competent authority (CA) over 40 of the European Union/European Economic Area (EU/EEA) and forms an integrated network of institutions. The centralized procedure for marketing permits continues to exist together with the national level (national procedures, decentralized procedures, mutual recognition procedures) marketing authorization procedures specific to member states. EMA coordinates current scientific resources within Member States and provides an interface between all parties and works toward harmonization with the regulatory and technical requirements of the EU.

Within the framework of the EMA studies, new reports were created by the EMA-PAT team, such as the weighted report on how PAT could result in real-time release and play a pioneering role in QbD. EMA has identified its focal point as PAT for the first time and deals with design by quality through participation in ICH (The International Conference on Harmonizations of Technical Requirements for Registration of Pharmaceuticals for Human Use) activities

HISTORY OF THE INDUSTRY

Prior to the late nineteenth century, the U.S. pharmaceutical industry barely resembled its current structure. Simple chemical compounds such as iodine chlo-rate, along with plant extracts such as quinine, constituted the prime ingredients of available remedies. However, these drugs lacked specific scientific formulas. Thus, a doctor's order for a medication might not yield the product intended. To offset this problem, doctors often dispensed medicines in addition to prescribing them. But they did not have a monopoly on medical advice or drug selection for patients. Given the uneven quality of medical care before the twentieth century, patients often chose to dose themselves with "patent" medicines or to describe symptoms to the druggist, who would offer his own remedy for purchase. Some traditional treatments, like digitalis, remain part of the pharmacological arsenal.

Companies in this industry manufacture and process pharmaceutical products. Major companies include Bristol Myers Squibb, Eli Lilly, Johnson & Johnson, Merck, and Pfizer (all based in the US), as well as AstraZeneca and GlaxoSmithKline (both based in the UK), Bayer (Germany), Novartis and Roche (both based in Switzerland), and Sanofi (France).

Annual worldwide revenue from pharmaceutical manufacturing is about $1 trillion and is expected to reach $1.1 trillion by 2024, according to a 2020 forecast from market intelligence firm IQVIA. Worldwide spending on medicines is increasing due to economic growth in developing nations and the rising cost of specialty drugs. Ireland, Germany, and Switzerland are the largest importers of pharmaceuticals, but manufacturers are targeting emerging economies for growth.

The US pharmaceutical manufacturing industry includes about 2,400 establishments (single-location companies and units of multi-location companies) with combined annual revenue of about $210 billion.

COMPETITIVE LANDSCAPE:

Pharmaceutical manufacturers compete to discover and commercialize ever-more effective medicines. Companies focus on the most profitable markets, where demand for treatment is high. Key areas of development include cardiovascular, cancer, and diabetes medications, as increases in the number of elderly and obese patient's fuel disease growth in these categories. Companies may also focus on rare disease categories, where available treatments are limited or nonexistent and opportunities exist for expedited approvals and profitable pricing

1.4 STATEMENT OF THE PROBLEM:

The Work life balance creates the high productivity and performance**.** Work life balance is to satisfy both the organizational objectives and employee needs. It helps the employees to feel secure.The aim of this study is to analyze the Work life balance among Employees in Tablets (India) Limited, Chennai.

1.5 LIMITATIONS OF THE STUDY

1) Most of the respondents were reluctant to answer the question.
2) The attitude of the employees may change from time to time.
3) The workers hesitate to disclosing the true facts in order to secure their job.
4) The respondent was busy. So, there was no sufficient co-operation from them.
5) Due to time constraints the survey has been restricted to a sample size of 150.

1.6 OBJECTIVES OF THE STUDY:

● To study the Work life balance among the employees in Tablets (India) Limited.

● To analyze the factors that influencing the Work life balance.

● To analyze the measures adopted by the organization to improve the Work life balance.

● To suggests suitable measures to improve the Work life balance among employees in Tablets (India) Limited.

1.7 SCOPE OF THE STUDY:

● It helps to understand the work life balance in the organization.

● It helps to understand the factors influencing the work life balance.

● It helps to improving the work life balance lives.

● It helps to understand the measures adopted by the organization to improve the work life balance.

● It helps to understand industrial labor relations.

1.8 PERIOD OF THE STUDY:

The study is conducted for the period of December to may.

1.9 AREA OF THE STUDY:

The area of the study is conducted by Tablets (India) Limited, Chennai.

1.10 CHAPTERIZATION:

CHAPTER I consists of Introduction about the study, Industry Profile, Company Profile, Statement of the Problem, Objectives of the Study, Significance of the Study, Scope of the Study, Period of the study, Area of the Study, Limitations and Chaptalization.

**CHAPTER II** deals with Review of Literature, Introduction, Reviews, and Conclusion.

CHAPTER III consists of Research Methodology, Introduction, and Descriptive of research Design, Methods and instrument of data gathering, Sources of data, Types of sampling procedures, Population size and Sample size, Sample unit, Statistical tool that are used.

CHAPTER IV presents Data analysis and Interpretation of data.

CHAPTER V consists of Findings, Recommendations, Conclusions, End notes, Bibliography.

II.   REVIEW OF LITERATURE
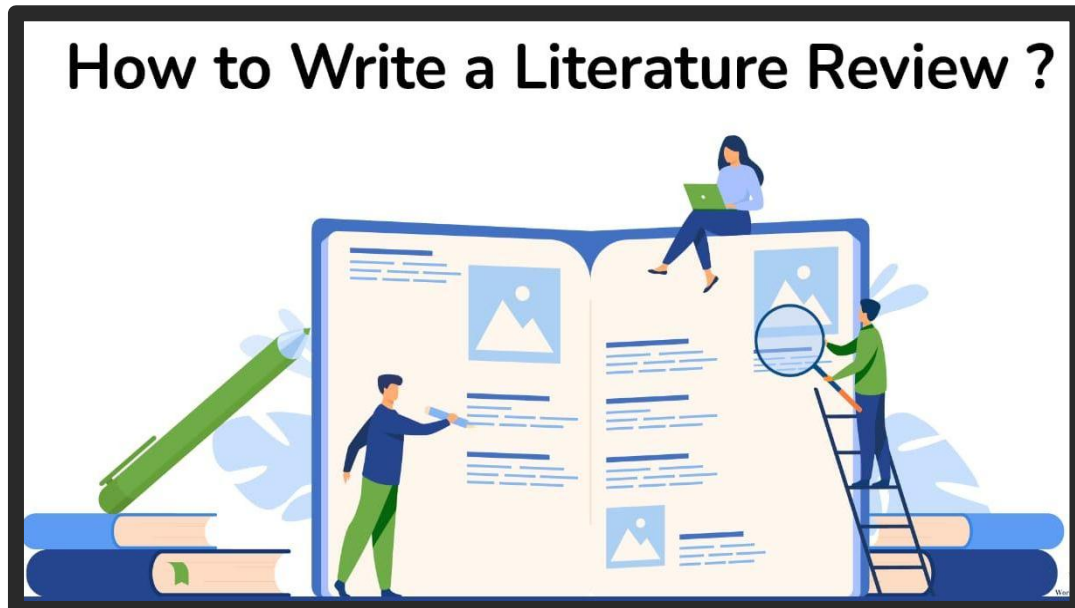
REVIEW OF LITERATURE
2.1 INTRODUCTION:

Review of related literature is an important step in undertaking research. It helps in clarifying and defining the problem, stating objectives, formulating hypotheses, selecting appropriate design and methodology of research as well as interpreting the results in the light of the research work already undertaken. In this chapter, an endeavor has been made to provide an overview of various aspects of this study through the review of existing literature. The sources referred include various journals, books, doctoral theses, working papers, reports, magazines related to human resource, internet sites, newspapers etc.

2.2 REVIEWS:

Yeo and Jessica (2011) opined that when there is transparency between employees and employer, there exist a sense of openness and trust between them and then high quality of work life can be achieved. They also opined that moral and ethical values would be followed when the employees are treated equally without any business are in turn enforced by polices and regulations of the organizations.

Ansari (2011) found that employees to stay decisions to stay or leave an organization are to a large extent influenced by their own evaluations and perceptions of the HR practices implemented by the organizations, with the most important being training and career development, promotion opportunities, remuneration, recognition and quality of work life.

Hill (2010) found that providing flexible work arrangement like proper work ambience; friendly administrative facilities, giving liberty to work from home, etc. and accommodating flexible work timings play a very important role in helping employees to maintain their working life. Allowing employees to change their working shifts with their fellow colleagues, which in turn allows them to be at work at their comfortable times and this allows them to give personal life adequately.

Lokanadha Reddy. Mohan Reddy. P (2010) said many factors determined the meaning of work life balance, one which is work environment, Work life balance consists of opportunities for active involvement in group arrangements or problems solving that are of mutual benefit to employees, based on labor organizations.

Lazar et.al. (2010) highlight the quality relationship between paid work responsibilities and unpaid responsibilities and show how work life balances initiatives and practices affect the performance of the employees but also their families. The concept of work life balance is associated with lack of engagement, absenteeism, turnover rates, low productivity, poor retention levels which may compromise the availability and use of this productivity.

Jorjatki (2010) explain the following parameters for Work life balance. This includes fair and adequate compensation pay benefits rights, observance of safety and health factors, opportunity to continue growth and security. Acceptance work organization, work life and social dependence on society and individual life.

Hausknechtet.al. (2009) acknowledgedthat work life initiates typically involve alternative work hours and are often established with goal of reducing tensions between competing work and non-work demands.

BiswajeetPattanayak (2006), Work Life Balance denotes all the organizational input which aims at the employee's satisfaction and enhancing organization objectives.

Dessler (2005) individual with higher levels of organization commitment have a sense of belonging and identification with the organization that increase their desire to pursue the organization goal and activities and their willingness to remain a part of the organizations.

J.L.cotton (2005) Employee involvement defined it as a participative process that uses the entire capacity of employees and is designed to encourage increased commitment to the organization in success. The underlying their autonomy and control over lives and more satisfied with their jobs.

Allen and Mayer (2004) in the study they distinguish between three forms of organizations commitment,

1) Affective Commitment:
Affective commitment refers to employee's identification or strong emotional attachment and involvement in the organization.

2) Continuous commitment:
Continuous commitment cost refers to an awareness of the costs associated with leaving the organization.

3) Normative Commitment:
Normative commitment reflects an obligation to continue with the organization.

Whiteetal. (2003) pointed that it is the interface of work into non-work areas that has been found to be more prevalent and stress full. The British model talks about full time male earned and part-time female career stated that pressures and men to work longer hours are more than their counterparts.

Stephen P. Robbins (2003) job satisfaction refers to a collection of feelings that an individual hold toward his or her job, A person with a high level of job satisfaction holds positive feeling toward the job a person who is dissatisfied with her job holds negative feelings about the job.

Ellis (2002) said poor working conditions, resident aggression, work load, inability to deliver quality of care preferred, imbalance of work and family, shift work, lack of involvement in decision making, lack of recognition, poor relationship, with supervisor, peer, role conflict, lack of opportunity, to learn new skills are major barriers in the improvement of employees Work Life Balance.

Sirgy (2001) suggested that the key factors in work life balance are needed satisfaction based on supervisory ancillary programs and organization commitment. They defined work life balance as satisfaction of these key needs through resources, activities and outcomes stemming from participation in the workplace. Maslow's needs were seen as relevant in underpinning in the model, covering health and safety, economic and family, social, esteem, actualization, knowledge, and aesthetics although the relevance of non-work aspects play down, as attention, knowledge, and aesthetics as attention is focused on work life balance.

Datta (2001) A human value approach says that in a deeper sense Work Life Balance of individuals in their working organizations, commercial, educational, cultural, religious, philanthropic or whatever they are modern society in organizations. Individual spend much of their lives in organizations. Hence, the importance of quality of work life is unquestionable.

Michel Armstrong (2001) there is eight important factors of work life balance.
1) Communication
2) career development
3) growth
4) organizational commitment
5) Emotional supervisory support
6) Flexible work
7) Family response culture
8) employee motivation
9) organizational support

Batra, G.S and Dangwal, R.S (2000) defined there are two ways of viewing Work Life Balance. One way equates Work Life Balance with a set of objective organizational condition and practices (job enrichment, democratic supervision, employee involvement and safe working condition). The second way equates Work Life Balance with employee's perception that they are safe, relatively well satisfied and are able to grow and develop as human beings. This way relates Work Life Balance to the degree to which the full range of human need is met.

Herzberg et.al., (2000) used hygiene factor and motivate factor to distinguish between the separate causes of job satisfaction and job dissatisfaction. It has been suggested that motivator factors are intrinsic to the job that is job content, the work itself, responsibility, and advancement. The hygiene factors include aspects of the job environment such as interpersonal relationship, salary, working conditions, and security on these later, the most common cause of job dissatisfaction can be company policy and administration, which achievement can be greatest source of extreme satisfaction. It is understood that the satisfaction in workplace can be attained only with a good environment.

Blake E. Ashforth (2000) Work Life Balance "Philosophy of management that enhances the dignity of all workers introduces changes in an organizations culture and improve the physical and emotional well-being of employees providing opportunity for growth and development.

III.   RESEARCH METHODOLOGY

RESEARCH METHODOLOGY

3.1   INTRODUCTION:
The process used to collect information and data for the purpose of making business decisions. The methodology may include publication research, interviews, surveys and other research techniques and could include both present and historical information.

3.2   Research Design:
Research design is the arrangement of conditions for collection and analysis of data in a systematic manner. Descriptive Research Design is used in this research. The type of the research used for the study is descriptive in nature. It is based on the data collected through a structured questionnaire from the respondents. Descriptive research helps to provide the answer to question of who, what, when, where, and how associated with a particular research problem.

3.3   Methods and instrument of data gathering:
The data is collected through a questionnaire from the respondents. The instrument we used in the study in the questionnaire survey. This survey contains the structured question format that which included a various types of questions concerning the different aspects of subjects for the study.

Likert scale is a method of ascribing quantitative value to qualitative data, to make it amenable to statistical analysis. Likert scales usually have five potential choices (strongly agree, agree, neutral,

disagree and strongly disagree). Likert scale is used to frame the questionnaire.

3.4   Sources of Data:
1)   Primary data
2)   Secondary data

Primary data:
Primary data were collected from the employees through well-structured questionnaire method.

Secondary data:
Secondary data is also been collected from various sources such websites, books, journals.
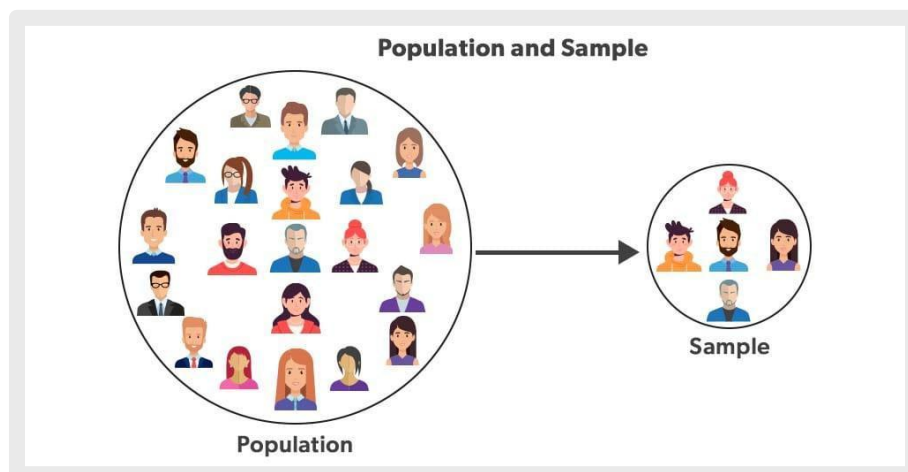
3.6   Population Size:

There are about 675 employees working in the organization

3.7   Sample Size:

Population size   : 675
The sample size has taken 150 respondents as sample is based on the availability of population and this research used simple random sampling method.

3.5   Types of sampling procedures:
Sampling is a process of learning about the population on the basis of sample drawn from it. Convenience sampling method is used to choosing the sample size. Convenience sampling method is a non-probability sampling technique where subjects are selected because of their convenient accessibility and proximity to the researcher.

3.8   Sample unit:
The sampling unit is TABLETS (INDIA) LIMITED, CHENNAI.
3.9   Tools for analysis:
The data collected were analyzed with appropriate techniques. The techniques used for analysis are:
1)   Percentage analysis
2)   Chi-square test
3)   Correlation analysis

I) PERCENTAGE ANALYSIS

The percentage analysis is used to calculate the percent of the favorable and unfavorable responses.
        Percentage = (No. of responses / Total No. of respondents) x 100

II) CHI-SQUARE TEST:

The chi-square test is used to test the statistical significance of the observed association in cross tabulation. It assists in determining whether a systematic association exists between two variables. The null hypothesis Ho is that there is no relationship between the two variables. Using the existing column and row totals the expected frequency is calculated. The expected cell frequency is calculated by

$$\mathbf{Fe} = (NrNe)/N$$

Where

Nr	=Total number of rows
Ne	=Total number of columns
N	=Total sample size

An important characteristic of the chi-square is the Degrees of freedom. It is equal to
Number of rows less one and number of columns less one.

$$\mathbf{DF} = \mathbf{(R-1)\ (C-1)}$$

Where

DF	=Degree of freedom
R	=Number of rows
C	=Number of columns

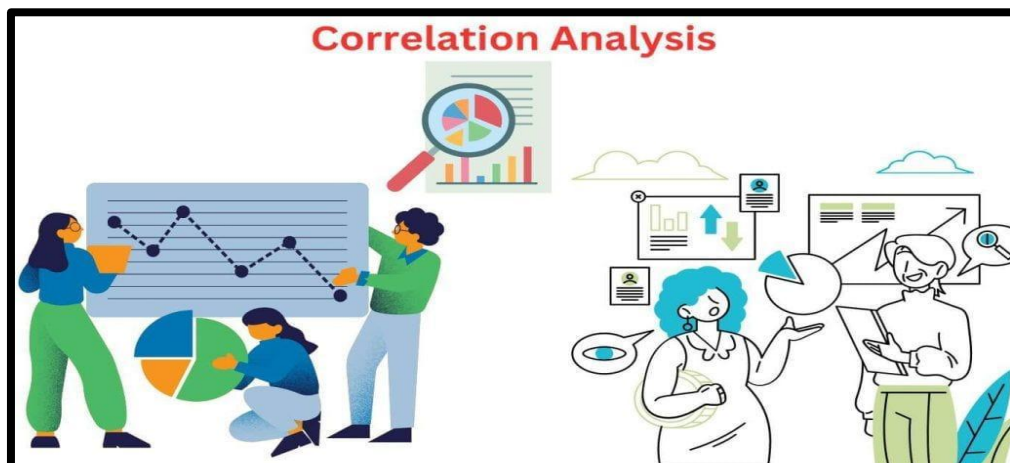**Chi-square test** $= \sum \dfrac{(O-E)^2}{E}$

Where

O- Observed frequencies
E –Expected frequencies
For the entire chi-square test the table value has been taken at 5% level of significance.

CORRELATON ANALYSIS:

Correlation analysis deals with the association between two or more variables. It does not tell anything about cause-and-effect relationship. Correlation is classified into two types as,
A)   Positive correlation
B)   Negative correlation

$$\mathbf{r} = \mathbf{n\ (\sum x\ y) - (\sum x)\ (\sum y)}$$

$$\diagdown \quad [n\textstyle\sum x2 - (\sum x)\,2]\,[n\sum y2 - (\sum y)\,2]$$

Correlation value shall always lie between +1 and -1. When r=1, it shows there is positive correlation between the variables. When r=0, shows there is negative correlation between the variables

IV.   ANALYSIS AND INTERPRETATION OF DATA
ANALYSIS AND INTERPRETATION OF DATA

TABLE 4.1 GENDER OF THE RESPONDENTS

SL .NO	Gender	No of respondents	Percentage
1	Male	21	14
2	Female	129	86
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 14 % of respondents are male and 86 % of respondents are female.
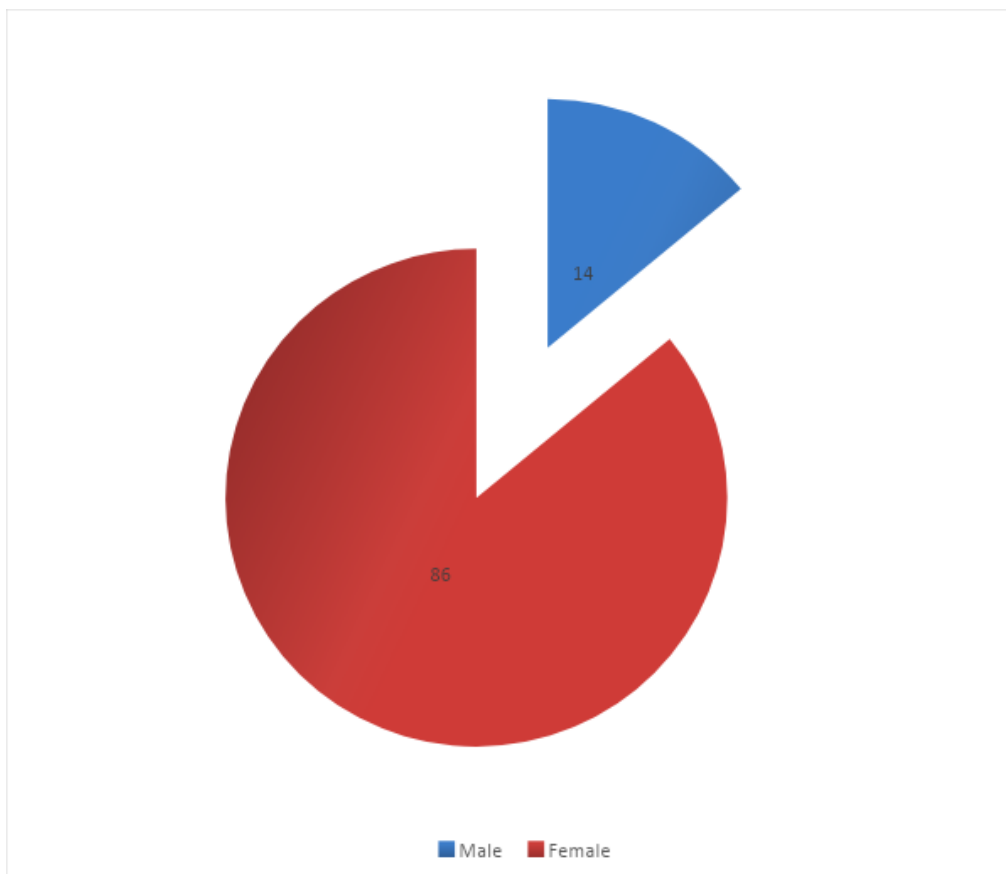**CHART 4.1 GENDER OF THE RESPONDENTS**

TABLE 4.2 AGE OF THE RESPONDENTS

SL.NO	Age	No of respondents	Percentage
1	Below 20 years	57	38
2	20-30 years	60	40
3	30-40 years	23	15.3
4	Above 40 years	10	6.7
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 15.3 % of respondents are in the age group of below 20 years, 40 % of respondents are in the age group of 20-30-years, 15.3 % of the respondents are in the age group of 30-40 years of age group and 6.7 % of respondents are in the age group of above 40 years.
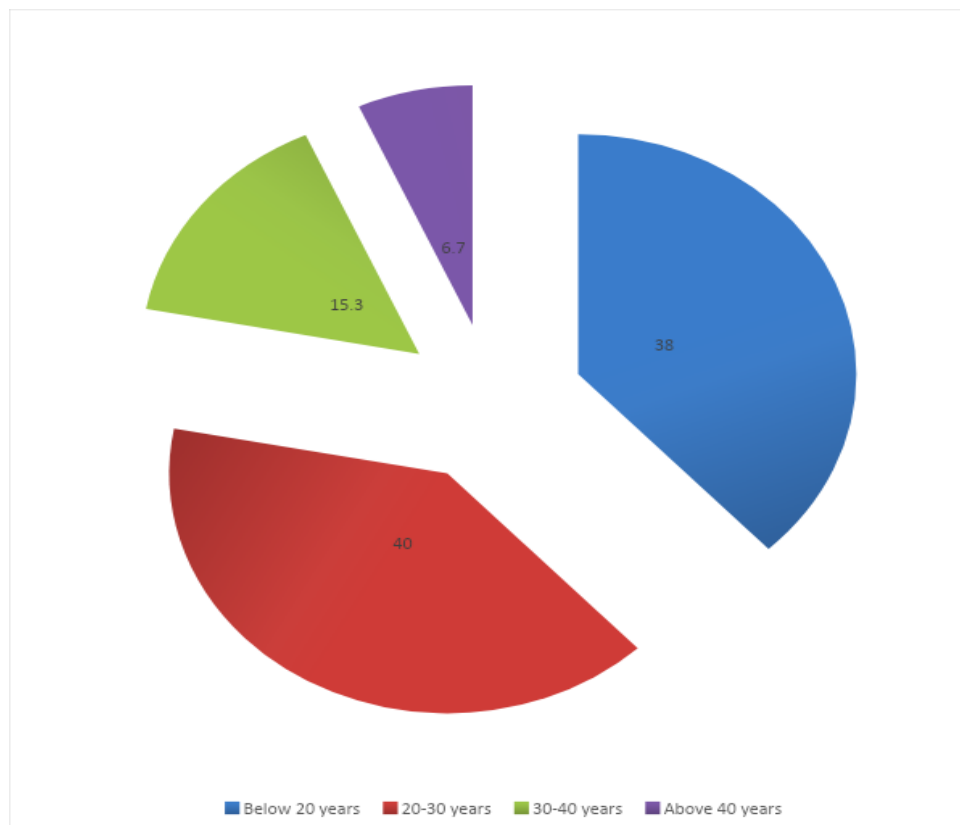
CHART 4.2 AGE OF THE RESPONDENTS

TABLE 4.3 THE EDUCATION QUALIFICATION OF THE RESPONDENTS

SL .NO	Education Qualification	No of respondents	Percentage
1	Below SSLC	24	16
2	SSLC	63	42
3	HSS	43	28.7
4	UG	14	9.3
5	PG	6	4
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 16 % of respondents are belong to the education qualification of below SSLC, 42 % of respondents are belong to the education qualification of SSLC, 28.7% of respondents are belong to the education qualification of HSS, 9.3 % of respondents in the group of UG and 4 % of respondents are belong to the education qualification of PG.

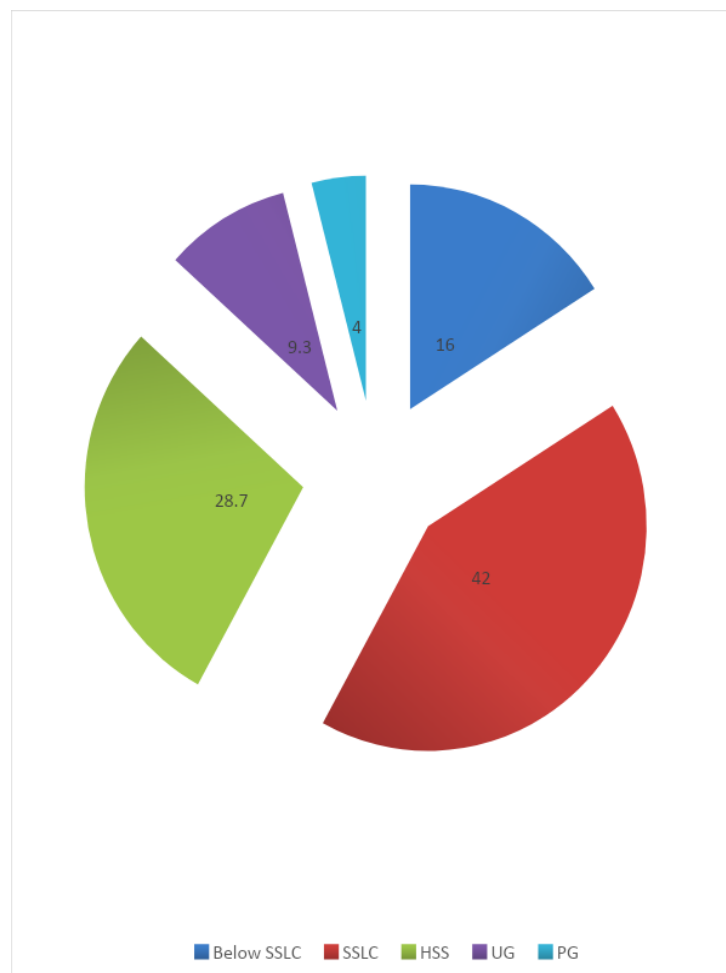**CHART 4.3 THE EDUCATION QUALIFICATION OF THE RESPONDENTS**

TABLE 4.4 THE MARITAL STATUS OF THE RESPONDENTS

SL.NO	Marital Status	No of respondents	Percentage
1	Married	68	45.3
2	Unmarried	82	54.7
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that 54.7 % of respondents are Unmarried and 45.3 % of respondents are married.

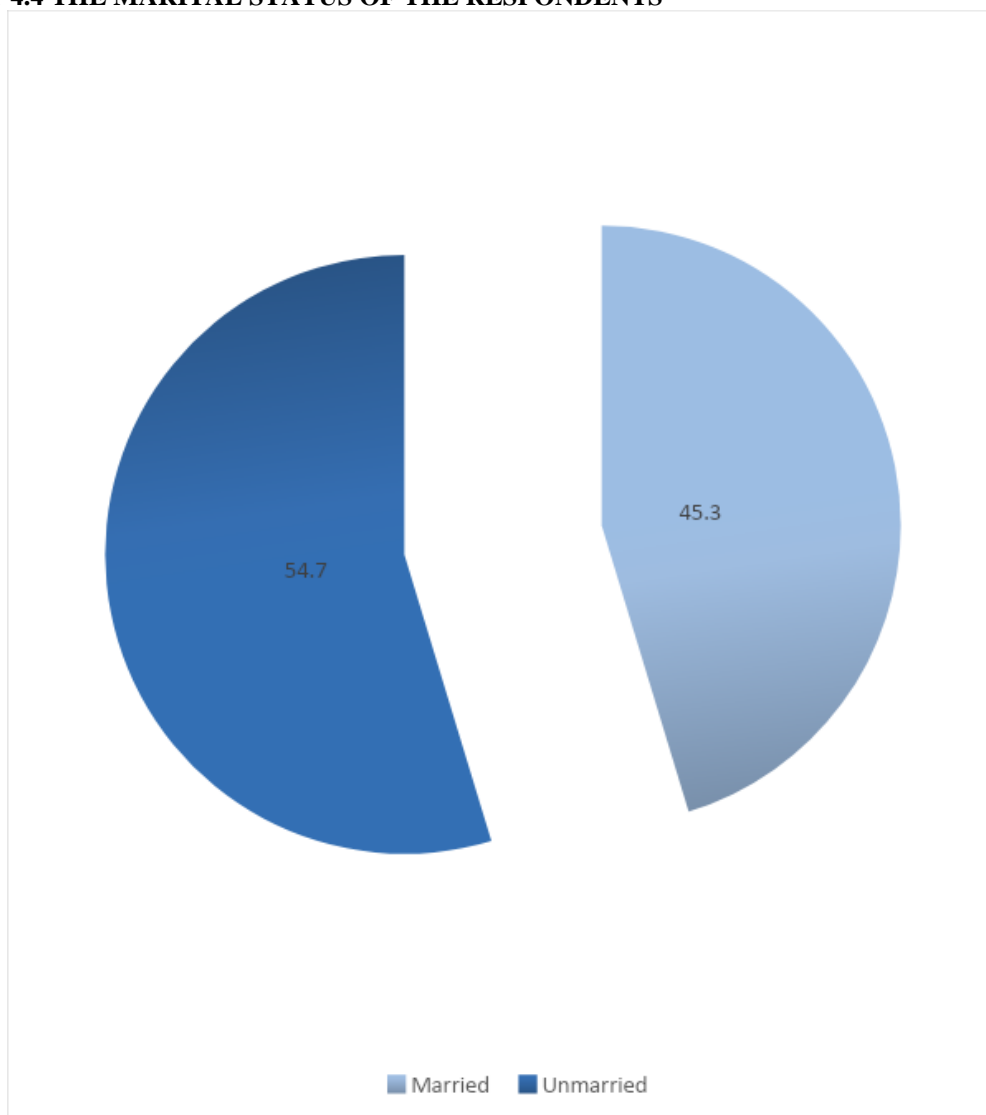### CHART 4.4 THE MARITAL STATUS OF THE RESPONDENTS

TABLE 4.5 THE WORKING ENVIRONMENT AMONG EMPLOYEES IS PARTICIPATIVE

SL .NO	The Working environment among employees is participative.	No of respondents	Percentage
1	Strongly agree	30	20
2	Agree	61	40.7
3	Neutral	48	32
4	Disagree	9	6
5	Strongly Disagree	2	1.3
Total		150	100

 Source: primary data

Interpretation

From the above table it is shows that 20 % of respondents are strongly agreed with the Working environment among employees is participative, 40 % of respondents is agreed with the Working environment among employees is participative**,** 32 % of respondents are neither agreed or disagreed, 6 % of respondents are disagreed with theWorking environment amongemployees is participativeand 1.3 % of people are strongly disagreed with theWorking environment among employees is participative.

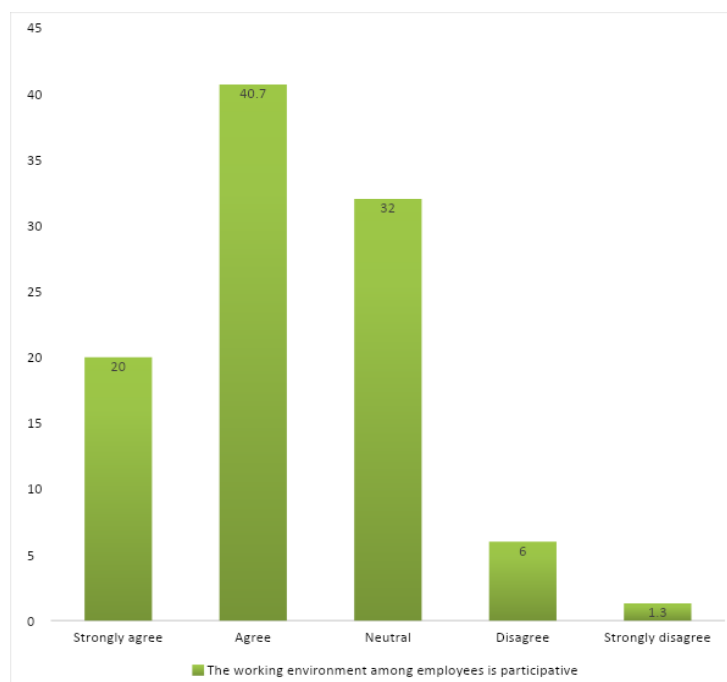**CHART 4.5 THE WORKING ENVIRONMENT AMONG EMPLOYEES IS PARTICIPATIVE.**

TABLE 4.6 THE ORGANIZATION ATMOSPHERE IS BASED ON TRUST

SL.NO	The organization atmosphere is based on trust	No of respondents	Percentage
1	Strongly agree	24	16
2	Agree	62	41.3
3	Neutral	45	30
4	Disagree	13	8.7
5	Strongly Disagree	6	4
	Total	150	100

Source: primary data

Interpretation
From the above table it is shows that 16 % of respondents are strongly agreed with the organization atmosphere is based on trust, 41.3 % of respondents are agreed with the organization atmosphere is based on trust, 30 % of respondents are neither agree or disagree with the organization atmosphere is based on trust and 8.7 % of respondents are disagreed and 4 % of respondents are strongly disagreed with the organization atmosphere is based on trust.

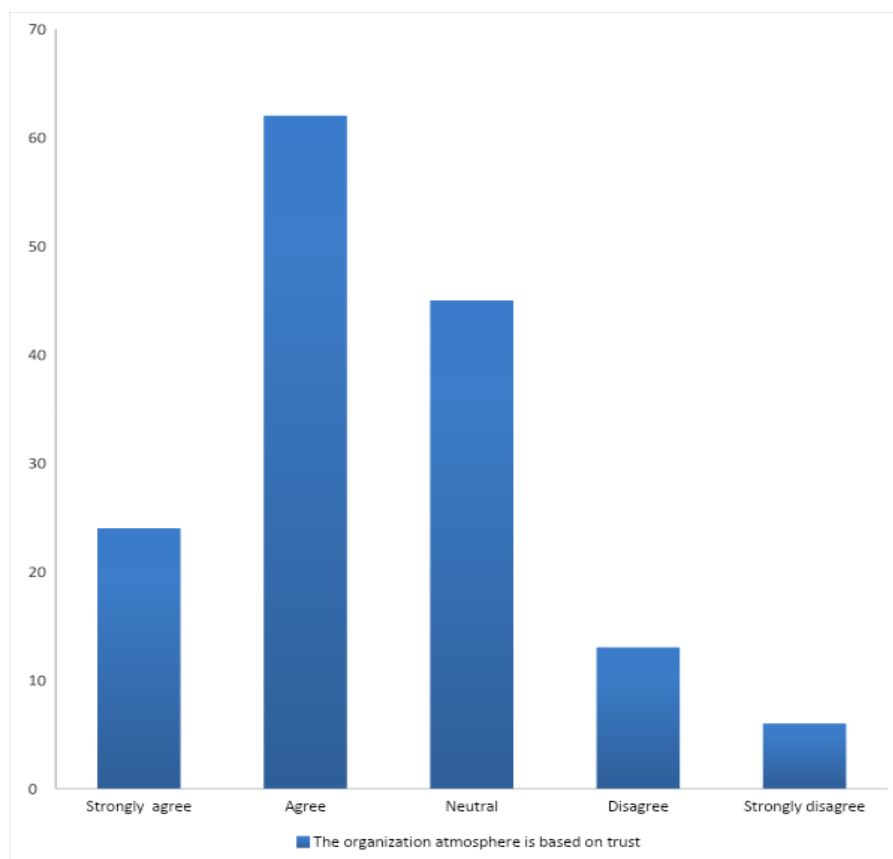**CHART 4.6 THE ORGANIZATION ATMOSPHERE IS BASED ON TRUST**

TABLE 4.7 THE EMPLOYEE SHARE EXPERIENCE TO HELP EACH OTHER

SL.NO	The employee share experience to help each other	No of respondents	Percentage
1	Strongly agree	19	12.7
2	Agree	52	34.7
3	Neutral	55	36.7
4	Disagree	19	12.7
5	Strongly Disagree	5	3.3
	Total	150	100

Source: primary data

Interpretation

From the above table it is shows that 12.7% % of the respondents are strongly agree with the employee share experience to help each other, 34.7% of % of the respondents are agreed with the employee share experience to help each other, 36.7 % of respondents are neither agreed are disagreed with the employee share experience to help each other, 12.7 % of respondents are disagreed and 3.3 % of respondents are strongly disagree with the employee share experience to help each other.
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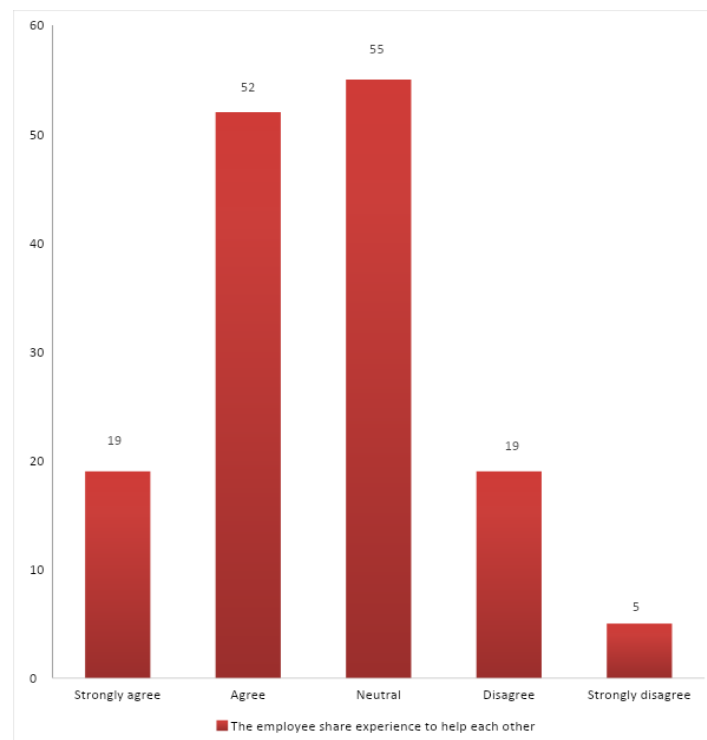**CHART 4.7 THE EMPLOYEE SHARE EXPERIENCE TO HELP EACH OTHER**

TABLE 4.8 THE FRIENDLY RELATIONSHIP AMONG EMPLOYEE

SL.NO	The friendly relationship among employee	No of respondents	Percentage
1	Strongly agree	18	12
2	Agree	69	46
3	Neutral	43	28.7
4	Disagree	16	10.6
5	Strongly Disagree	4	2.7
	Total	150	100

Source: primary data

Interpretation
From the above table it is shows that 12 % of respondents are strongly agreed with the friendly relationship among employee, 46 % of respondents are agreed with the friendly relationship among employee, 28.7 % of respondents are neither agreed nor disagreed with the friendly relationship among employee, 10.6 % of respondents are disagreed and 2.7 %s of respondents is strongly disagreed with the friendly relationship among employee.

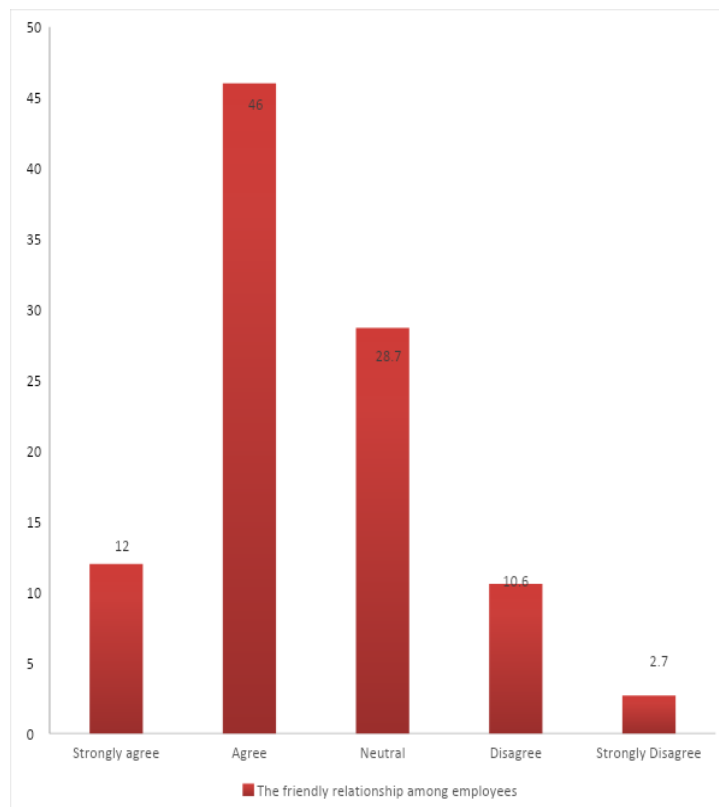**CHART 4.8 THE FRIENDLY RELATIONSHIP AMONG EMPLOYEE**

TABLE 4.9 THE EMPLOYEE EQUALITY AT WORKPLACE

SL.NO	The employee equality at workplace	No of respondents	Percentage
1	Strongly agree	15	10
2	Agree	62	41.3
3	Neutral	51	34
4	Disagree	16	10.7
5	Strongly Disagree	6	4
	Total	150	100

Source: primary data

Interpretation
From the above table it is shows that the 10 % of respondents are strongly agreed with the employee equality at workplace, 41.3 % of respondents are agreed with the employee equality at workplace, 34 % of respondents are neither agreed nor disagreed with the employee equality at workplace and 4 % of respondents are strongly disagreed with the employee equality at workplace.

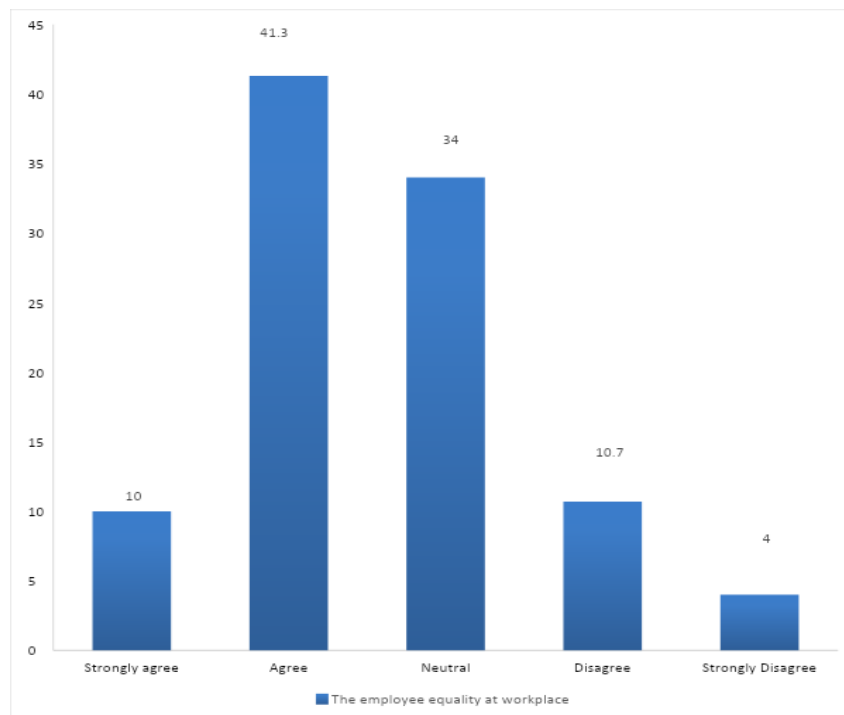**CHART 4.9 THE EMPLOYEE EQUALITY AT WORKPLACE**

TABLE 4.10 THE INFRASTRUCTURE IS GOOD IN TABLETS (INDIA)

SL.NO	The infrastructure is good in Super Gauze Tex	No of respondents	Percentage
1	Yes	105	70
2	No	45	30
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 70 % of respondents are yes with the infrastructure is good in Super Gauze Tax and 30 % of respondents are No with the infrastructure is good in Tablets (India)

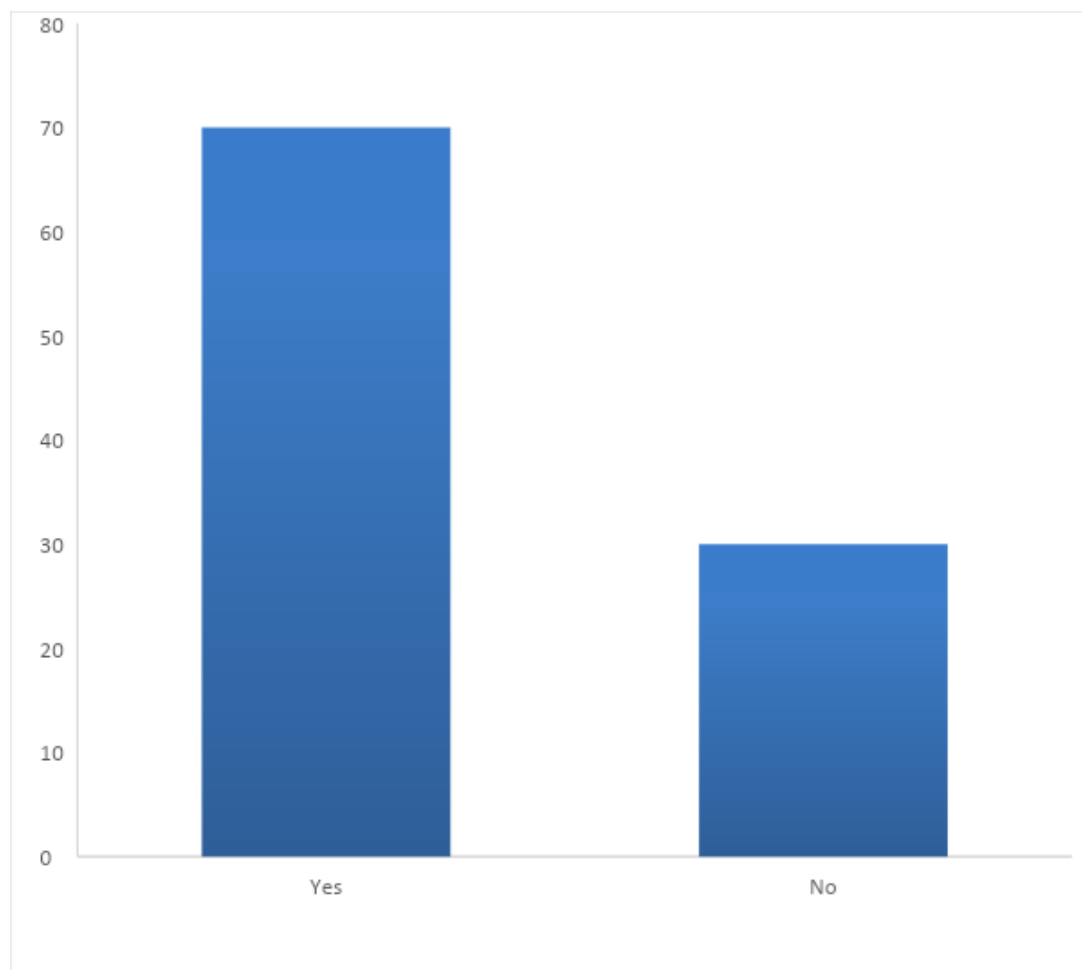**CHART 4.10 THE INFRASTRUCTURE IS GOOD IN TABLETS (INDIA)**

TABLE 4.11.1 WORKING CONDITIONS

SL.NO	Working Conditions	No of respondents	Percentage
1	Strongly agree	53	35.3
2	Agree	45	30
3	Neutral	36	24
4	Disagree	10	6.7
5	Strongly disagree	7	4.7
Total		150	100

Source: primary data inference

Interpretation
From the above table it is shows that the 35.3 % of respondents are strongly agree with the working conditions, 30 % of respondents are agree with the working conditions, 24 % of respondents are neither agree nor disagree with the working conditions, 6.7% of respondents are disagree with the working conditions and 4.7% of respondents are strongly disagree with the working conditions.
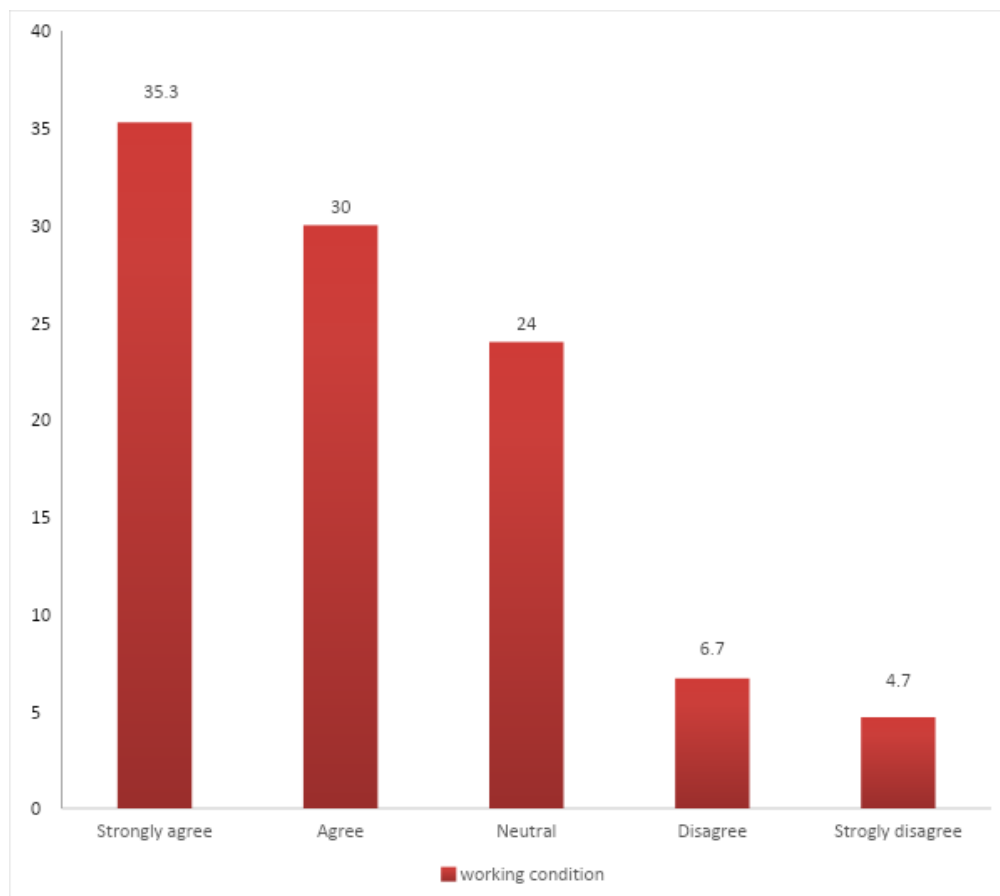
CHART 4.11.1 WORKING CONDITIONS

TABLE 4.11.2 COMPANY POLICY

SL.NO	Company policy	No of respondents	Percentage
1	Strongly agree	15	10
2	Agree	72	48
3	Neutral	7	4.7
4	Disagree	51	34
5	Strongly disagree	5	3.3
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that the 10% of respondents are strongly agree with the company policy,48% of respondents are agreeing with the company policy,4.7% of respondents are neither agree nor disagree with the company policy,34% of respondents are disagreeing with the company policy and 3.3% of respondents are strongly disagree with the company policy.
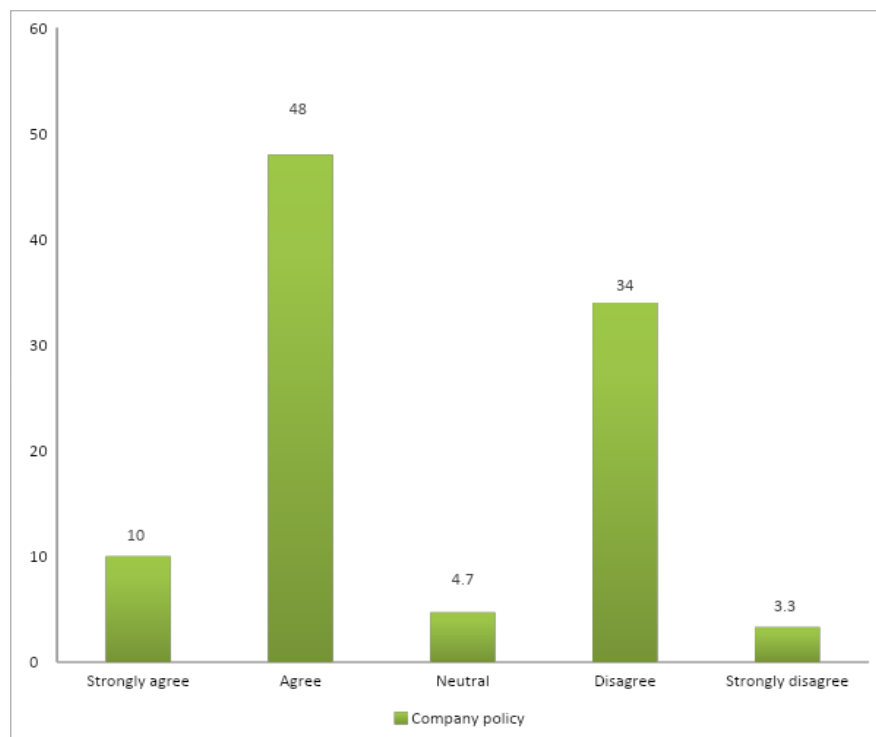
CHART 4.11.2 COMPANY POLICY

TABLE 4.11.3 COMPANY OBJECTIVES

SL.NO	Company objectives	No of respondents	Percentage
1	Strongly agree	32	21.3
2	Agree	21	14
3	Neutral	47	31.3
4	Disagree	43	28.7
5	Strongly disagree	7	4.7
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that the 21.3% of respondents are strongly agree with the company objectives, 14% of respondents are agree with the company objectives, 31.3% of respondents are neither agree nor disagree with the company objectives, 28.7 % of respondents are disagree with the company objectives and 4.7% of respondents are strongly disagree with the company objectives.
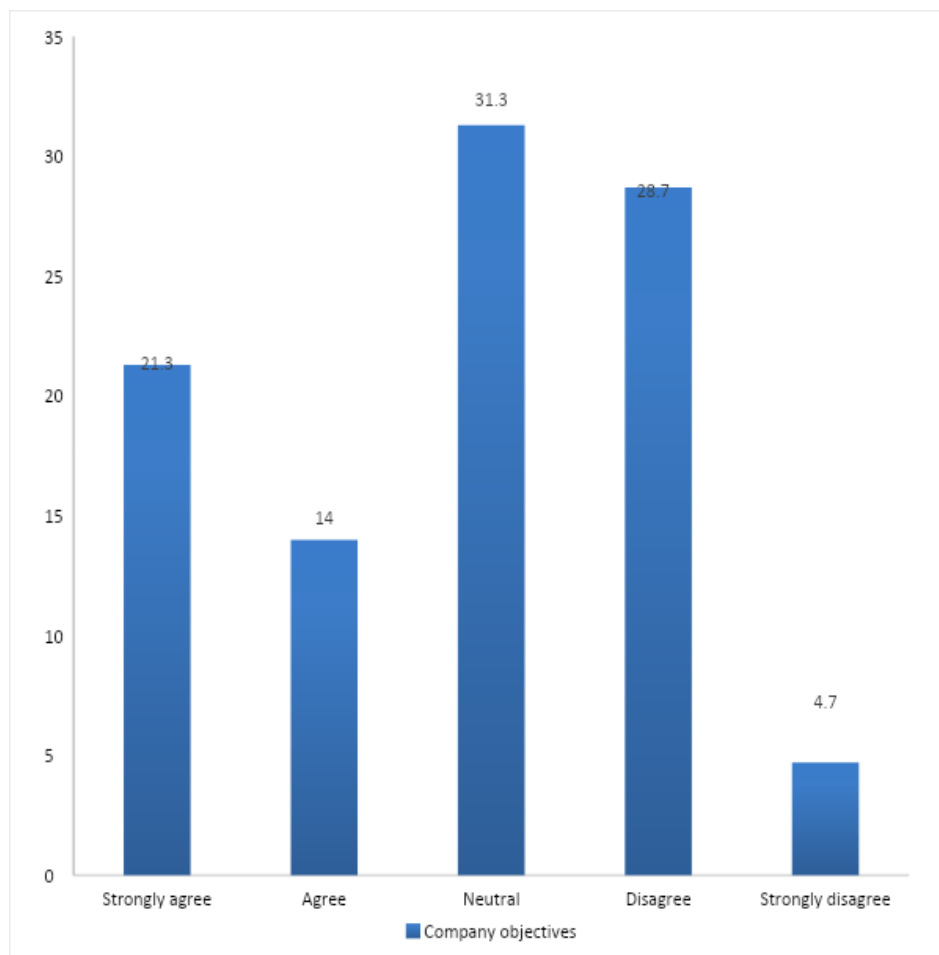
CHART 4.11.3 COMPANY OBJECTIVES

TABLE 4.11.4 EMPLOYEE INVOLVEMENT

SL.NO	Employee involvement	No of respondents	Percentage
1	Strongly agree	27	18
2	Agree	16	10.7
3	Neutral	47	31.3
4	Disagree	15	16
5	Strongly disagree	55	36.7
Total		150	100

Source: primary data

 Interpretation
From the above table it is shows that 18% of respondents are strongly agree with the employee involvement, 10.7% of respondents are agree with the employee involvement, 31.3% of respondents are neither agree nor disagree with the employee involvement, 16% of respondents are disagree with the employee involvement and 36.7% of respondents are strongly disagree with the employee involvement.

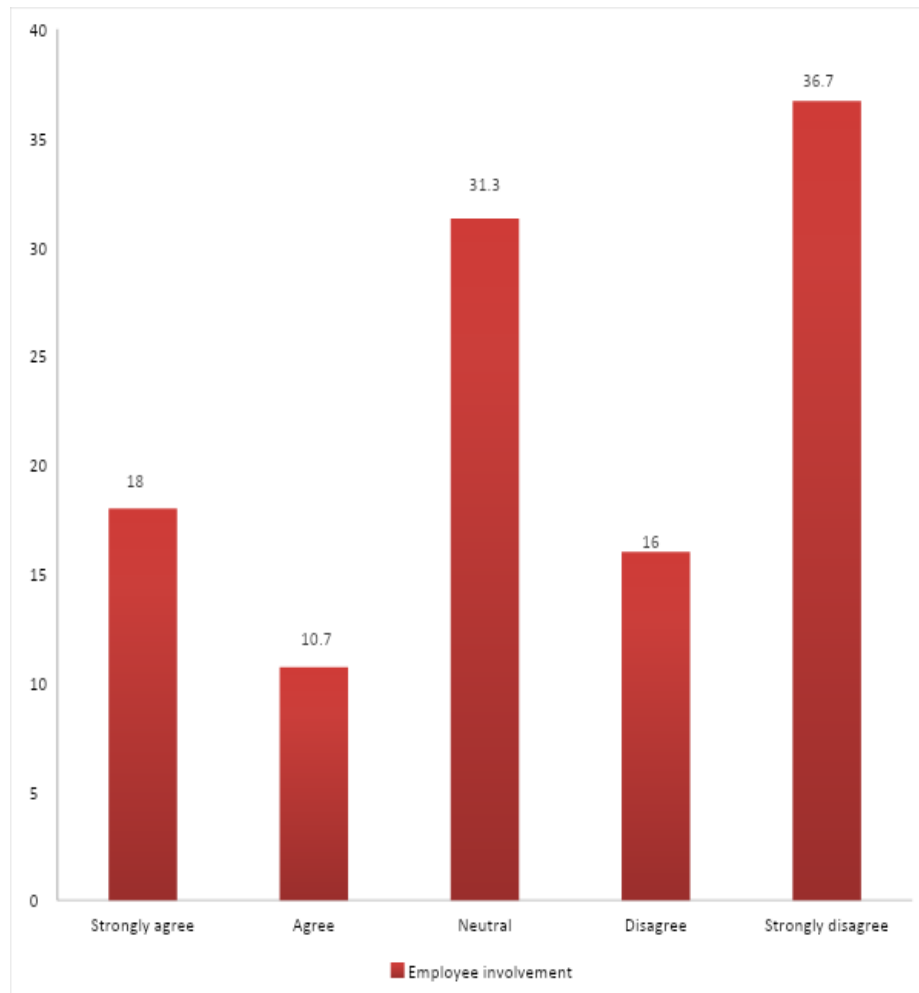**CHART 4.11.4 EMPLOYEE INVOLVEMENT**

TABLE 4.11.5 ORGANIZATION CLIMATE

SL.NO	Organization climate	No of respondents	Percentage
1	Strongly agree	35	23.3
2	Agree	14	9.3
3	Neutral	63	42
4	Disagree	28	18.7
5	Strongly disagree	9	6
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that 123.3% of respondents are strongly agree with the Organization climate, 9.3% of respondents are agree with the organization climate, 42% of respondents are neither agree nor disagree with the organization climate, 18.7% of respondents are disagree with the organization climate and 6% of respondents are strongly disagree with the organization climate.

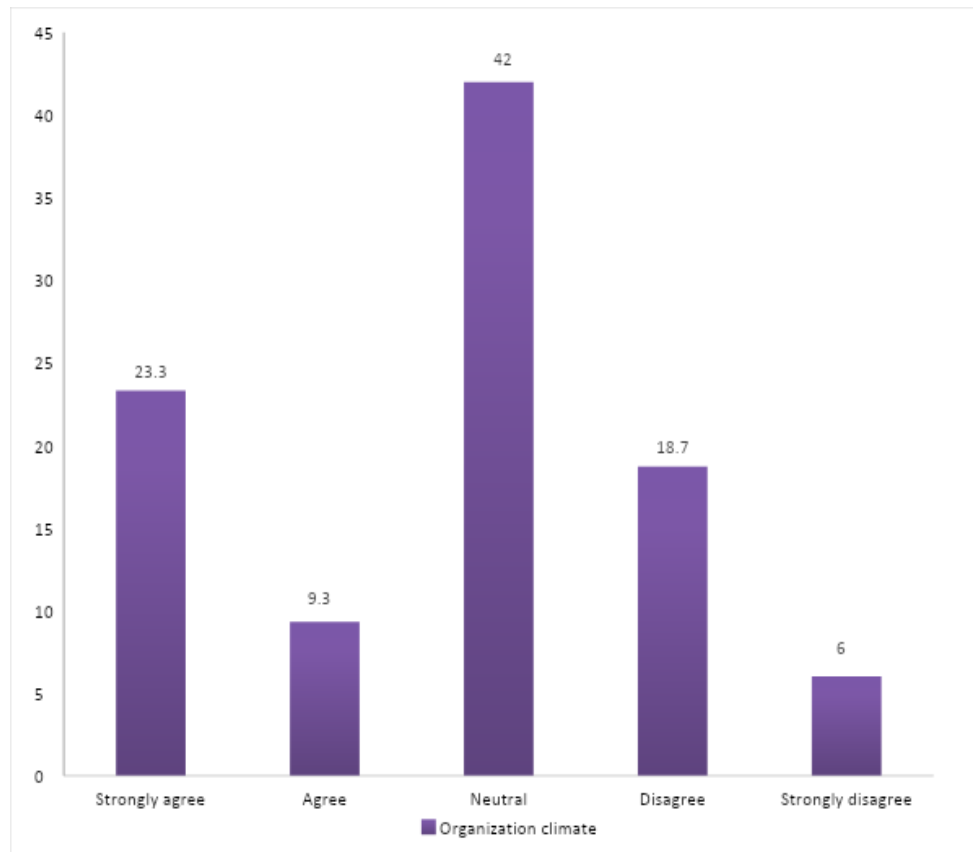**CHART 4.11.5 ORGANIZATION CLIMATE**

TABLE 4.11.6 ORGANIZATION CULTURE

SL .NO	Organization culture	No of respondents	Percentage
1	Strongly agree	19	12.7
2	Agree	40	26.7
3	Neutral	4	2.7
4	Disagree	36	24
5	Strongly disagree	51	34
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 12.7% of respondents are strongly agree with the Organization culture, 26.7% of respondents are agree with the organization culture, 2.7% of respondents are neither agree nor disagree with the organization culture, 24% of respondents are disagree with the organization culture and 34% of respondents are strongly disagree with the organization culture.

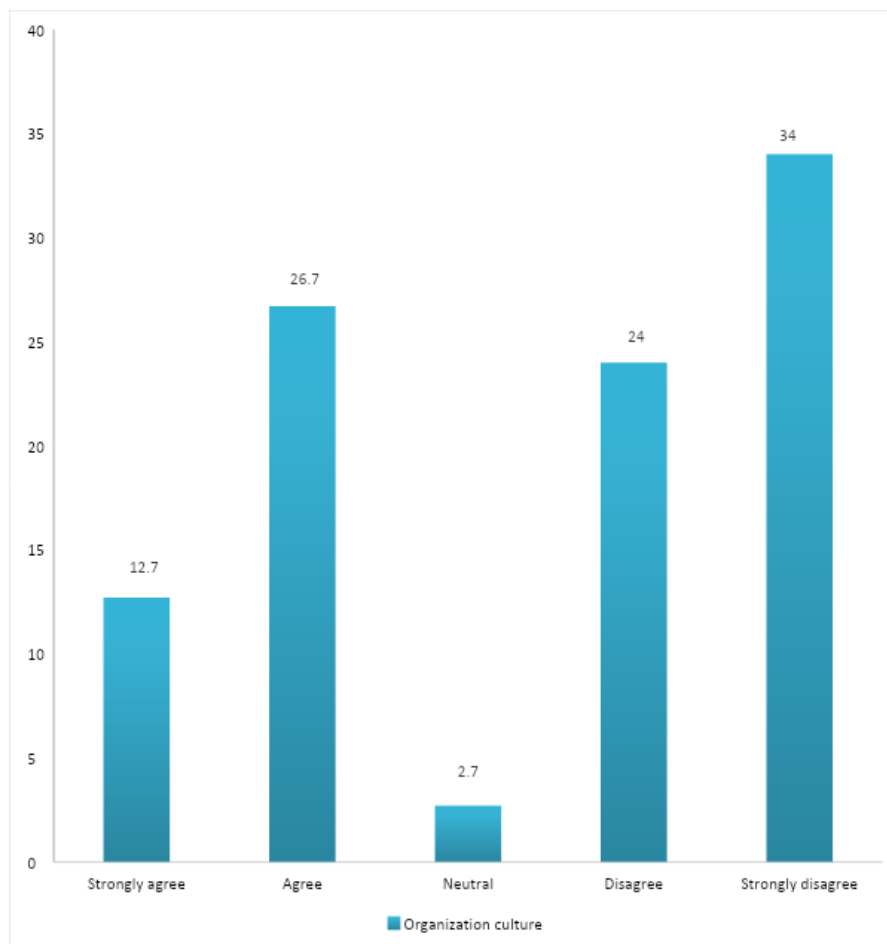**CHART 4.11.6 ORGANIZATION CULTURE**

TABLE 4.11.7 WAGE POLICY

SL.NO	Wage policy	No of respondents	Percentage
1	Strongly agree	47	31.3
2	Agree	12	8
3	Neutral	52	34.7
4	Disagree	31	20.7
5	Strongly disagree	8	5.3
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that 31.3% of respondents are strongly agree with the wage policy, 8% of respondents are agree with the wage policy, 34.7% of respondents are neither agree nor disagree with the wage policy, 20.7% of respondents are disagree with the wage policy and 5.3% of respondents are strongly disagree with the wage policy.
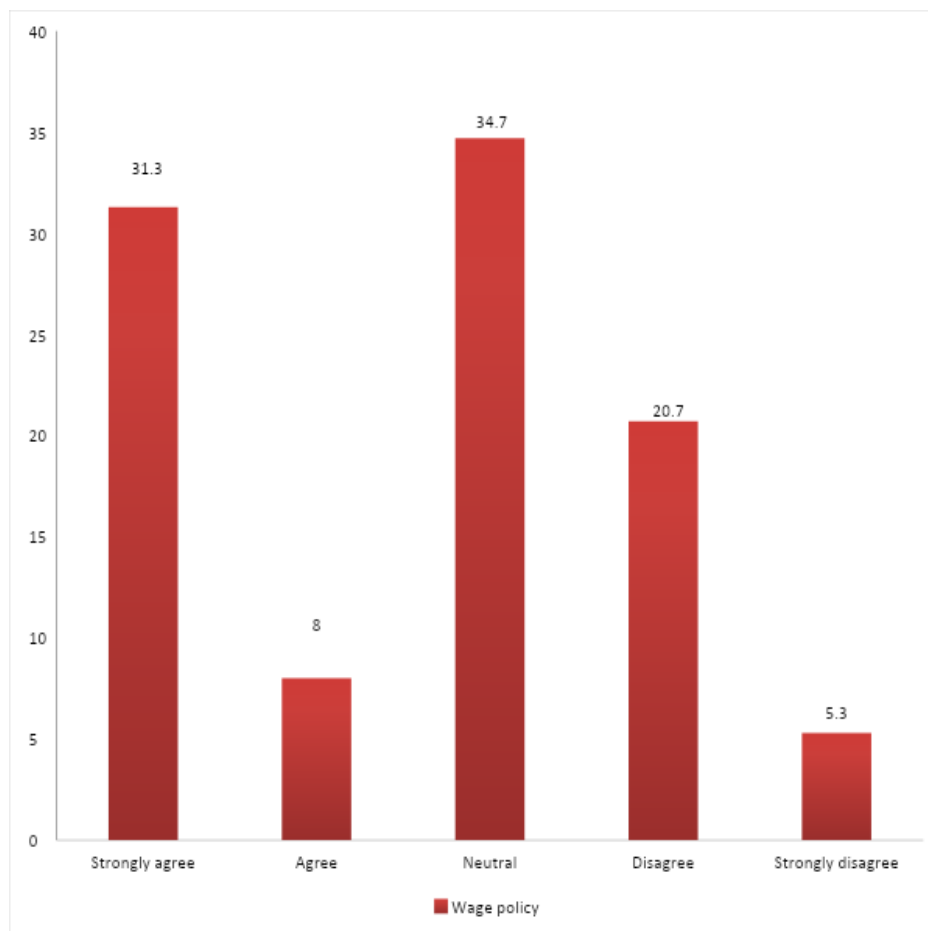
CHART 4.11.7 WAGE POLICY

TABLE 4.11.8 PROMOTION POLICY

SL.NO	Promotion policy	No of respondents	Percentage
1	Strongly agree	50	33.3
2	Agree	29	19.3
3	Neutral	10	6.7
4	Disagree	38	25.3
5	Strongly disagree	23	15.3
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 33.3% of respondents are strongly agree with the promotion policy, 19.3% of respondents are agree with the promotion policy, 6.7% of respondents are neither agree nor disagree with the promotion policy, 25.3% of respondents are disagree with the promotion policy and 15.3% of respondents are strongly disagree with the Promotion policy.
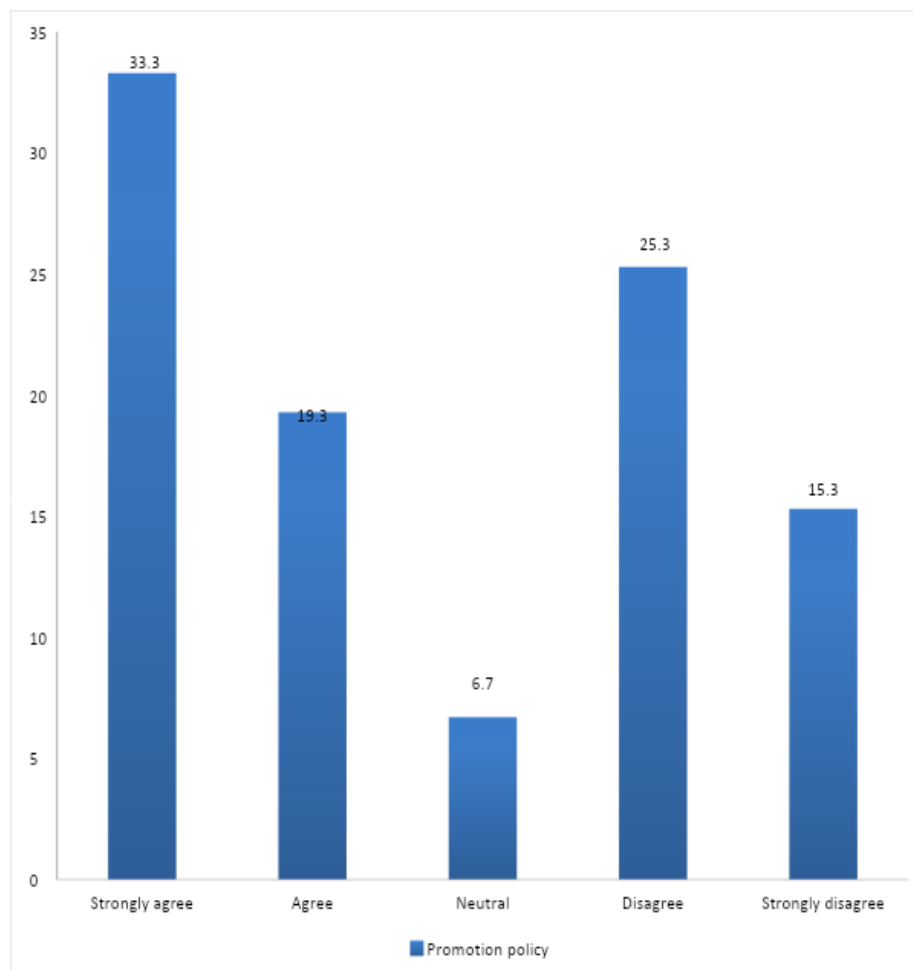
CHART 4.11.8 PROMOTION POLICY

TABLE 4.11.9 CARER GROWTH OPPORTUNITY

SL.NO	Career growth opportunity	No of respondents	Percentage
1	Strongly agree	42	28
2	Agree	16	10.7
3	Neutral	58	38.7
4	Disagree	27	18
5	Strongly disagree	7	4.7
	Total	150	100

Source: primary data

Interpretation
From the above table it is shows that 28% of respondents are strongly agree with the Career growth opportunity, 10.7% of respondents are agree with the Career growth opportunity, 38.7% of respondents are neither agree nor disagree with the Career growth opportunity, 18% of respondents are disagree with the Career growth opportunity and 4.7% of respondents are strongly disagree with the Career growth opportunity.

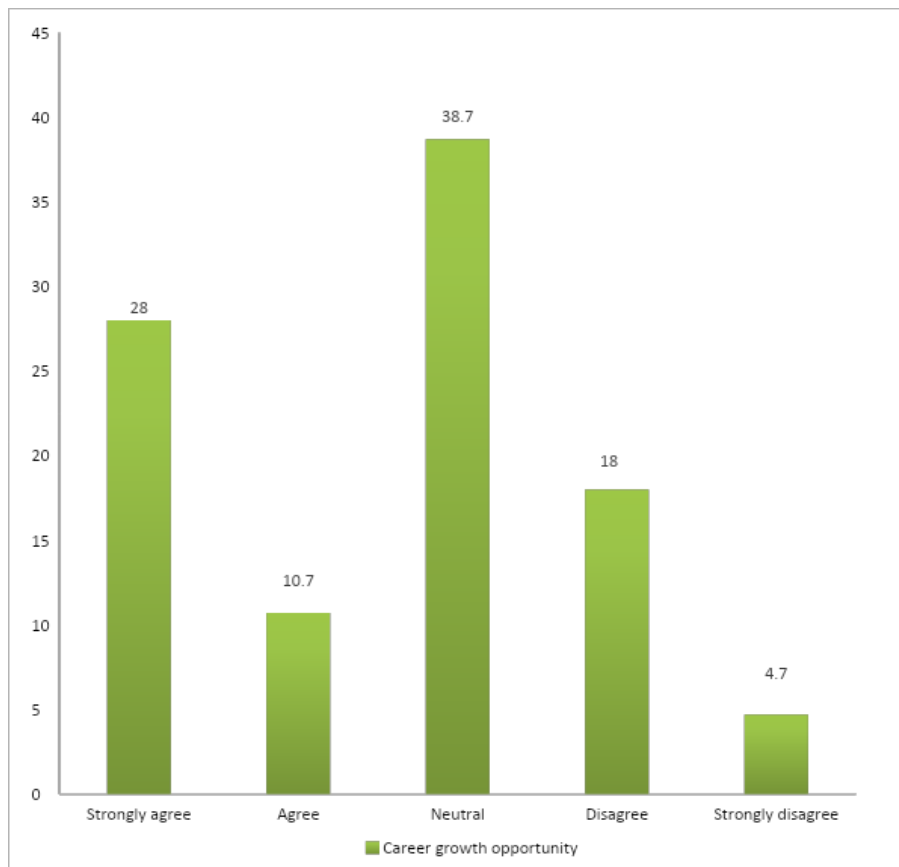**CHART 4.11.9 CARER GROWTH OPPORTUNITY**

TABLE 4.11.10 WELFARE MEASURES

SL.NO	Welfare measures	No of respondents	Percentage
1	Strongly agree	18	12
2	Agree	49	32.7
3	Neutral	8	5.3
4	Disagree	15	10
5	Strongly disagree	60	40
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 12% of respondents are strongly agree with the Welfare measures, 32.7% of respondents are agree with the Welfare measures, 5.3% of respondents are neither agree nor disagree with the Welfare measures, 10% of respondents are disagree with the Welfare measures and 40% of respondents are strongly disagree with the Welfare measures.
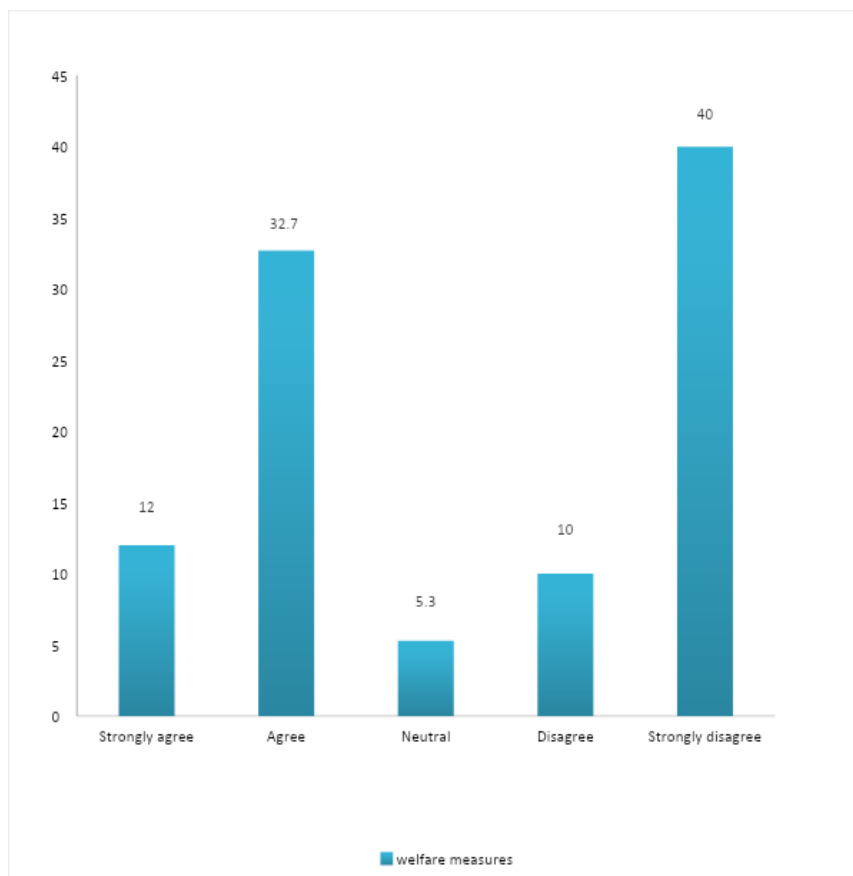
CHART 4.11.10 WELFARE MEASURES

TABLE 4.11.11 HEALTH   MEASURES

SL.NO	Health measures	No of respondents	Percentage
1	Strongly agree	39	26
2	Agree	28	18.7
3	Neutral	48	32
4	Disagree	14	9.3
5	Strongly disagree	21	14
	Total	150	100

Source: primary data

Interpretation
From the above table it is shows that 26% of respondents are strongly agree with the health measures, 18.7% of respondents are agree with the health measures, 32% of respondents are neither agree nor disagree with the health measures, 9.3% of respondents are disagree with the health measures and 14% of respondents are strongly disagree with the health measures.
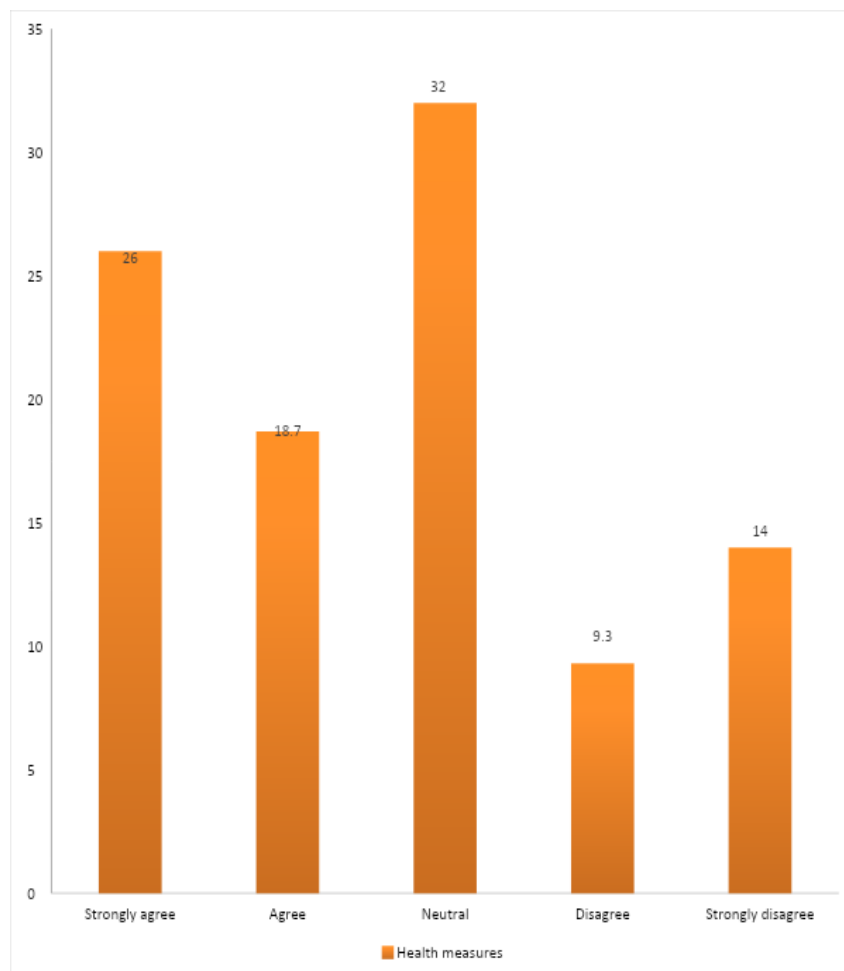
CHART 4.11.11 HEALTH   MEASURES

TABLE 4.11.12 SAFETY MEASURES

SL.NO	Safety measures	No of respondents	Percentage
1	Strongly agree	47	31.3
2	Agree	12	8
3	Neutral	54	36
4	Disagree	29	19.3
5	Strongly disagree	8	5.3
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that 31.3% of respondents are strongly agree with the Safety measures, 8% of respondents are agree with the Safety measures, 36% of respondents are neither agree nor disagree with the Safety measures, 19.3% of respondents are disagree with the Safety measures and 5.3% of respondents are strongly disagree with the Safety measures.
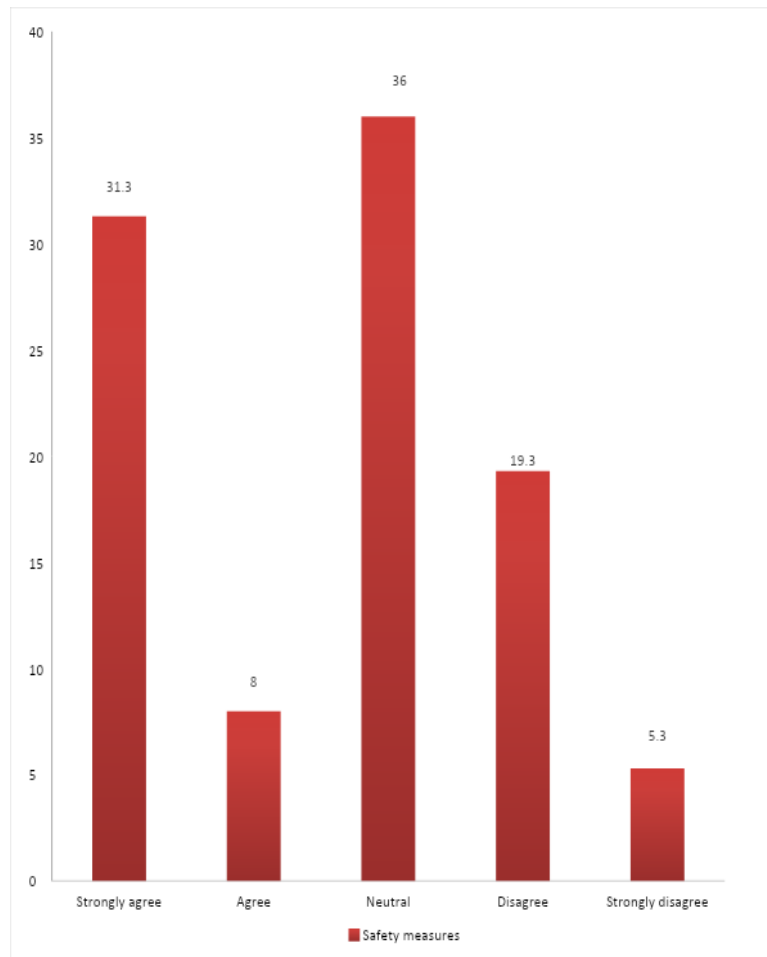
CHART 4.11.12 SAFETY MEASURES

TABLE 4.11.13 INTERNAL RELATIONSHIP

SL.NO	Internal relationship	No of respondents	Percentage
1	Strongly agree	21	14
2	Agree	16	10.7
3	Neutral	48	32
4	Disagree	56	37.3
5	Strongly disagree	9	6
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that 14% of respondents are strongly agree with the internal relationship, 10.7% of respondents are agree with the internal relationship, 32% of respondents are neither agree nor disagree with the internal relationship, 37.3% of respondents are disagree with the internal relationship and 6% of respondents are strongly disagree with the internal relationship.

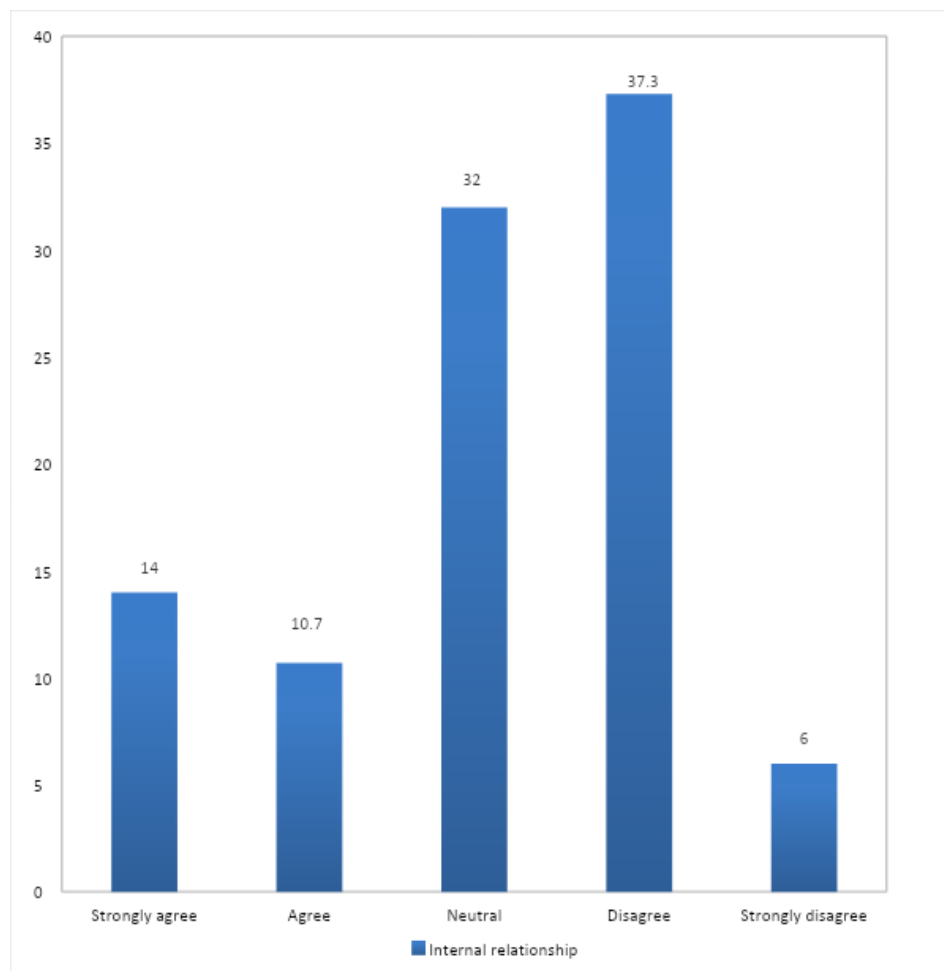**CHART 4.11.13 INTERNAL RELATIONSHIP**

TABLE 4.11.14 WORK LIFE BALANCE

SL .NO	Work life balance	No of respondents	Percentage
1	Strongly agree	11	7.3
2	Agree	40	26.7
3	Neutral	45	30
4	Disagree	26	17.3
5	Strongly disagree	28	18.7
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that 7.3% of respondents are strongly agree with the Work life balance, 26.7% of respondents are agree with the Work life balance, 30% of respondents are neither agree nor disagree with the Work life balance, 17.3% of respondents are disagree with the Work life balance and 18.7% of respondents are strongly disagree with the Work life balance.
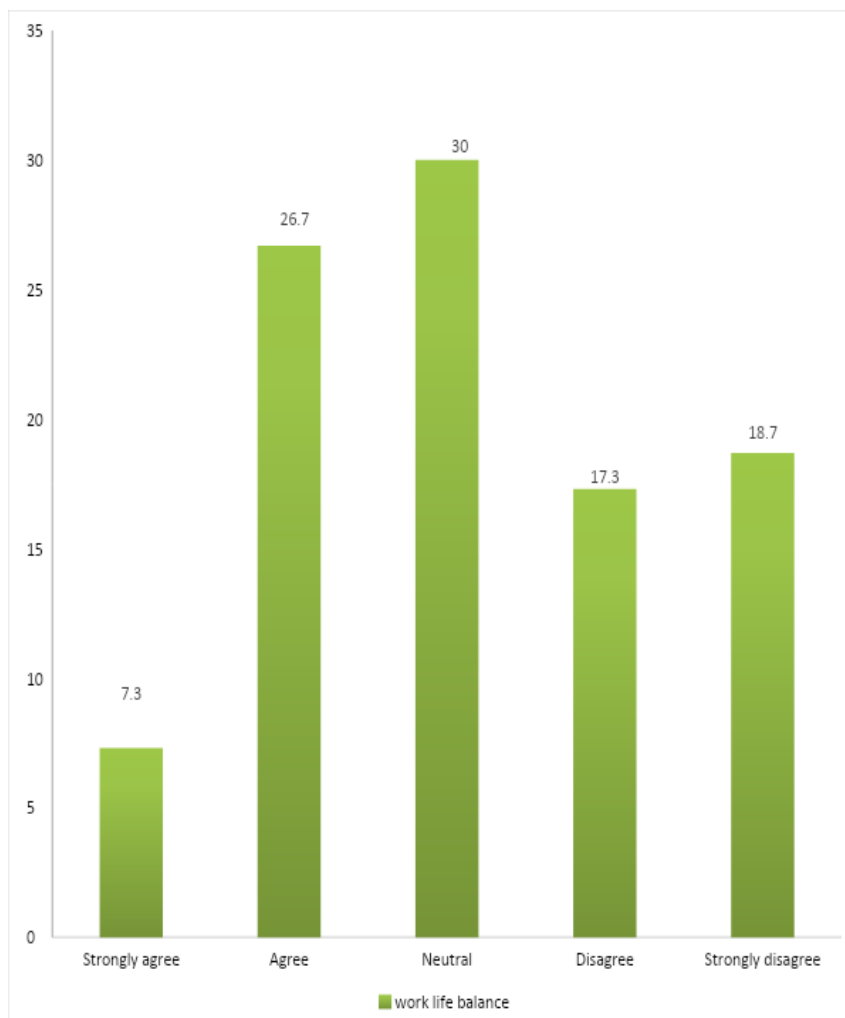
CHART 4.11.14 WORK LIFE BALANCE

TABLE 4.12 THE FACTORS MOST INFLUENCING THE WORK LIFE BALANCE

SL.NO	The factors most influencing the Work life balance	No of respondents	Percentage
1	Job security	26	17.3
2	Infrastructure	26	17.3
3	Safety and welfare measures	22	14.7
4	Industrial relation	21	14
5	All	55	36.7
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 17.3 % of respondents are influencing job security with the factors most influencing the Work life balance, 17.3 % of respondents are influencing infrastructure with the factors most influencing the Work life balance , 14.7 % of respondents are influencing safety and welfare measures with the factors most influencing the Work life balance,14 % of respondents are influencing industrial relation with the factors most influencing the Work life balance and 36.7 % of respondents are influencing all the above with the factors most influencing the Work life balance.

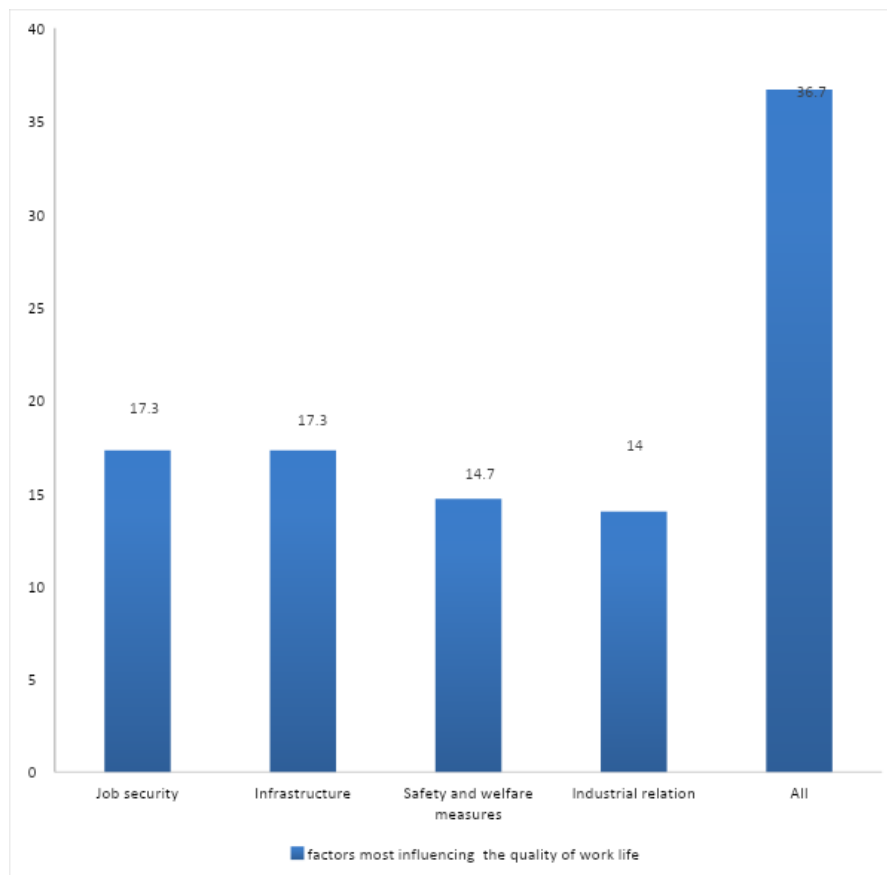**CHART 4.12 THE FACTORS MOST INFLUENCING THE WORK LIFE BALANCE**

TABLE 4.13 THE SATISFIED WITH YOUR CURRENT WORKING ENVIRONMENT

SL .NO	The satisfied with your current working environment	No of respondents	Percentage
1	Highly Satisfied	28	18.7
2	Satisfied	23	15.3
3	Moderate	24	16
4	Dissatisfied	16	10.7
5	Highly Dissatisfied	59	39.3
	Total	150	100

Source: primary data

Interpretation
From the above table it is shows that 18.7 % of respondents are highly satisfied with the current working environment, 15.3 % of respondents are satisfied with the current working environment. 16 % of respondents are neither satisfied nor dissatisfied with the current working environment, 10.7 % of respondents are dissatisfied with the current working environment and 39.3 % of respondents are highly dissatisfied with the current working environment.

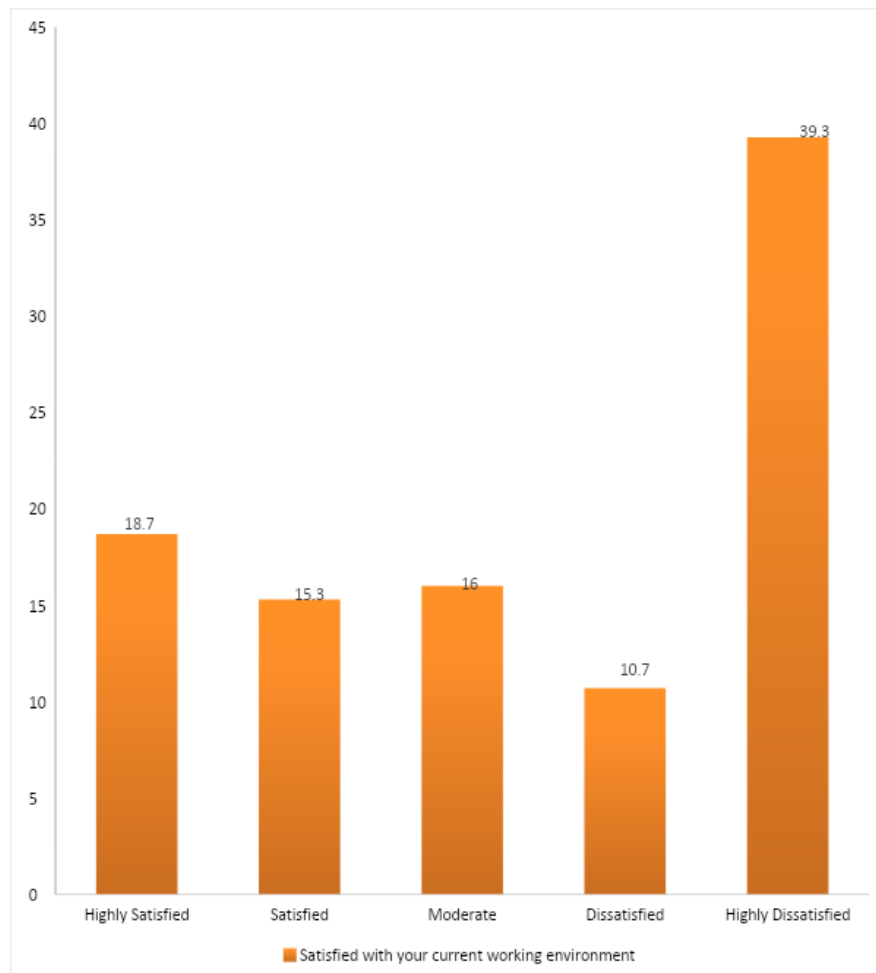**CHART 4.13 THE SATISFIED WITH YOUR CURRENT WORKING ENVIRONMENT**

TABLE 4.14 TO FEELS SECURE IN YOUR JOB

SL .NO	To feels secure in your job.	No of respondents	Percentage
1	Strongly agree	17	11.3
2	Agree	11	7.3
3	Neutral	50	33.3
4	Disagree	23	15.3
5	Strongly Disagree	49	32.7
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 11.3 % of respondents are strongly agreed with to feels secure in your job, 7.3 % of respondents are agreed with to feels secure in your job, 33.3 % of respondents are neither agreed nor disagreed with to feels secure in your job, 15.3 % of respondents are disagreed and 32.7 % of respondents are strongly disagreed with to feels secure in your job.

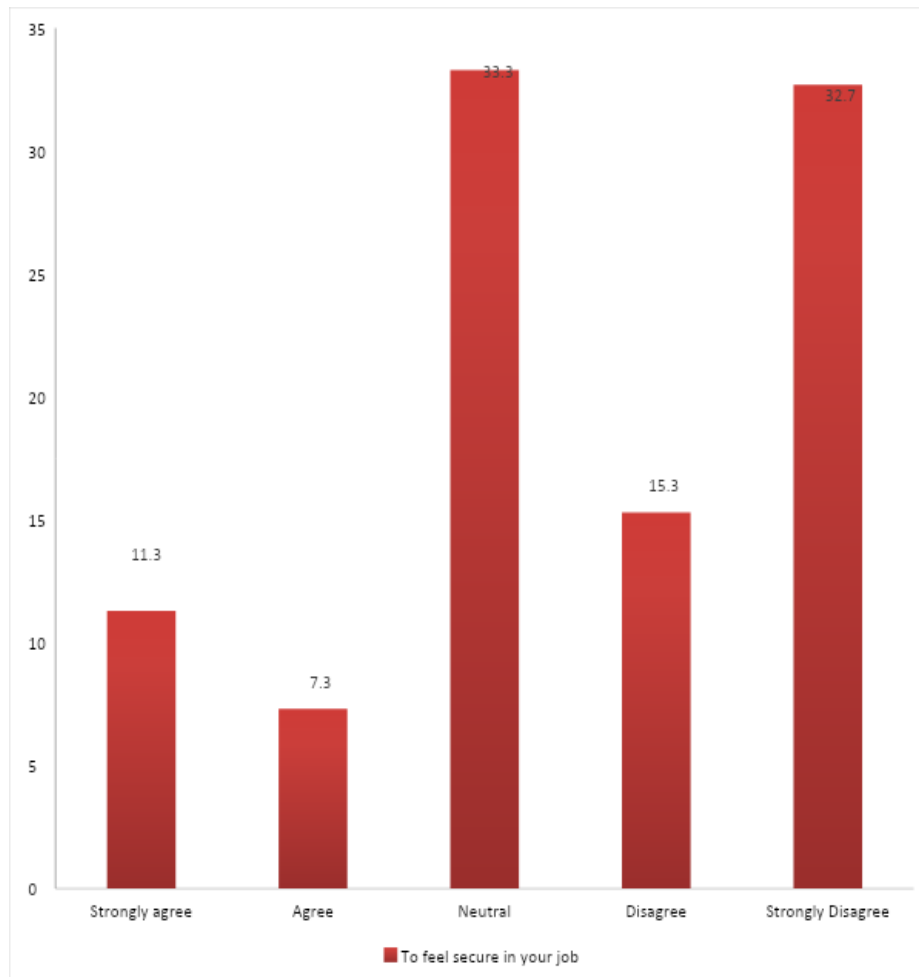**CHART 4.14 TO FEELS SECURE IN YOUR JOB.**

TABLE 4.15 CAREER DEVELOPMENT OPPORTUNITIES IN YOUR ORGANIZATION

SL .NO	The career development opportunities in your organization.	No of respondents	Percentage
1	Highly Satisfied	25	16.7
2	Satisfied	17	11.3
3	Moderate	30	20
4	Dissatisfied	59	39.3
5	Highly Dissatisfied	19	12.7
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 16.7 % of respondents are highly satisfied with the career development opportunities in your organization, 11.3 % of respondents are satisfied with the career development opportunities in your organization, 20 % of respondents are neither satisfied nor dissatisfied with the career development opportunities in your organization, 39.3 % of respondents are dissatisfied with the career development opportunities in your organization and 12.7 % of respondents are highly dissatisfied with the career development opportunities in your organization.

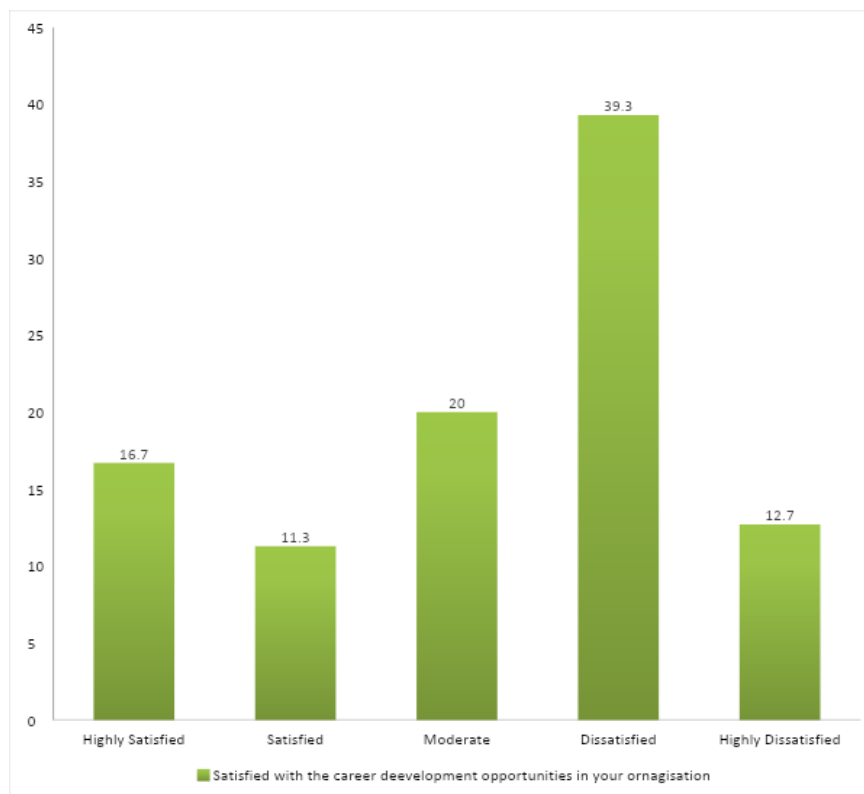**CHART 4.15 CAREER DEVELOPMENT OPPORTUNITIES IN YOUR ORGANIZATION**

TABLE 4.16 ORGANIZATION PROVIDES ADEQUATE FACILITY AND FLEXIBILITY TO YOU AND YOUR FAMILY

SL.NO	The organization provides adequate facility and flexibility to you and your family.	No of respondents	Percentage
1	Strongly agree	30	20
2	Agree	11	7.3
3	Neutral	60	40
4	Disagree	43	28.7
5	Strongly Disagree	6	4
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that 20 % of respondents are strongly agreed with the organization provides adequate facility and flexibility to you and your family, 7.3 % of respondents are agreed with the organization provides adequate facility and flexibility to you and your family, 40 % of respondents are neither agreed nor disagreed with the organization provides adequate facility and flexibility to you and your family, 28.7 % of respondents are disagreed with the organization provides adequate facility and flexibility to you and your family and 4 % of respondents are strongly disagreed with the organization provides adequate facility and flexibility to you and your family.

CHART 4.16 ORGANIZATION PROVIDES ADEQUATE FACILITY AND FLEXIBILITY TO YOU AND YOUR FAMILY
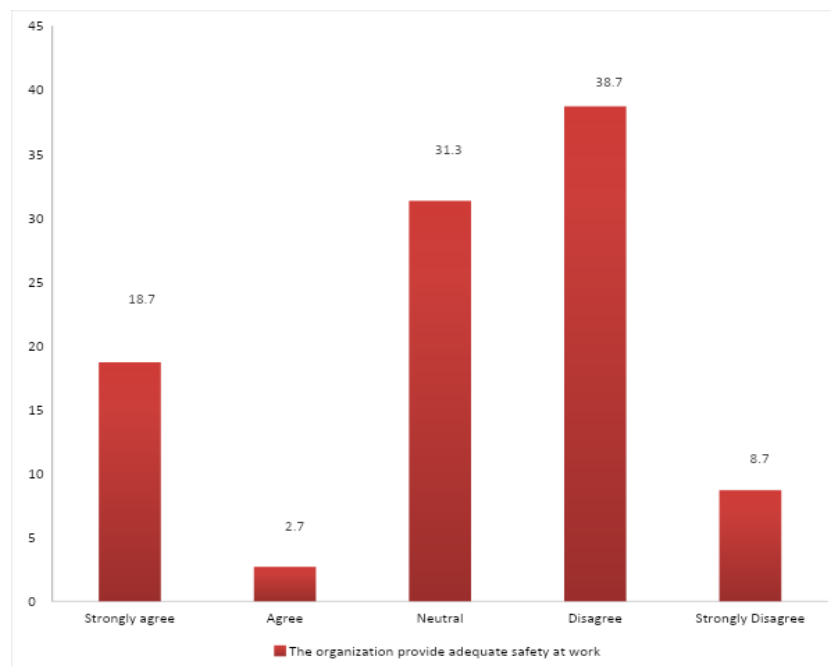
TABLE 4.17 THE ORGANIZATION PROVIDE OPPORTUNITIES FOR PROMATION

SL NO	The organization provide opportunities for promotion	No of respondents	Percentage
1	Strongly agree	12	8
2	Agree	36	24
3	Neutral	51	34
4	Disagree	15	10
5	Strongly Disagree	36	24
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that the 8 % of respondents are strongly agreed with the organization provide opportunities for promotion, 24 % of respondents are agreed with the organization provide opportunities for promotion, 34 % of respondents are neither agreed nor disagreed with the organization provide opportunities for promotion, 10 % of respondents are disagreed with the organization provide opportunities for promotion and 24 %s of respondents are strongly disagreed with the organization provide opportunities for promotion.

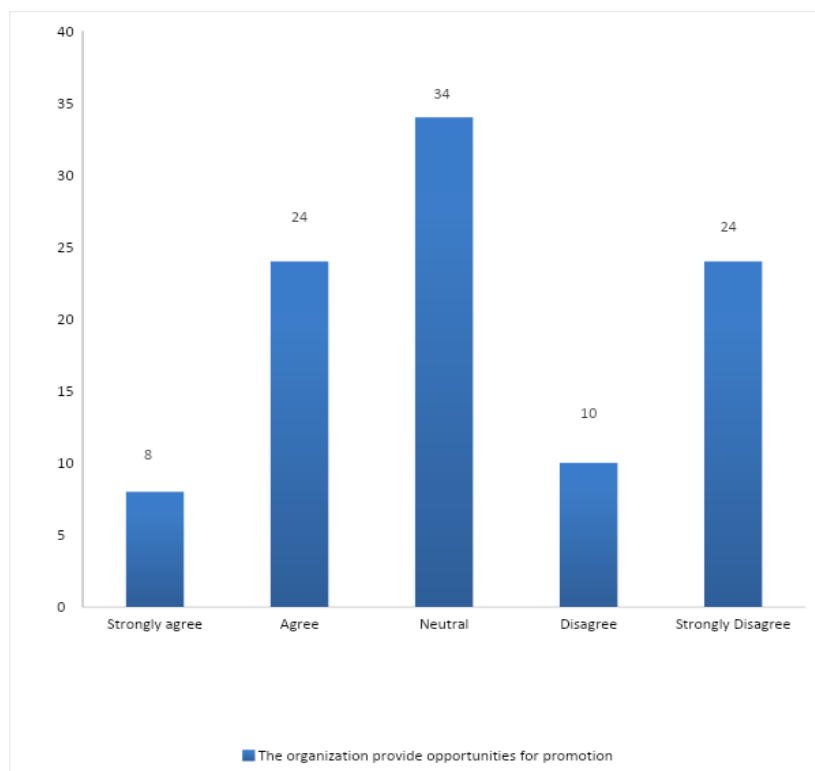**CHART 4.17 THE ORGANIZATION PROVIDE OPPORTUNITIES FOR PROMATION**

TABLE 4.18 THE ORGANIZATION PROVIDES ENOUGH HIGH QUALITIES TOOL TO DO THE JOB

SL .NO	The organization provides enough high qualities tool to do the job.	No of respondents	Percentage
1	Strongly agree	26	17.3
2	Agree	10	6.7
3	Neutral	48	32
4	Disagree	53	35.3
5	Strongly Disagree	13	8.7
Total		150	100

Source: Primary data

Interpretation
From the above table it is shows that the 17.3% respondents are strongly agreed with the organization provides enough high qualities tool to do the job, 6.7 % of respondents are agreed with the organization provides enough high qualities tool to do the job, 32 % of respondents are neither agreed nor disagreed with the organization provides enough high qualities tool to do the job, 35.3 % of respondents are disagreed with the organization provides enough high qualities tool to do the job and 8.7 % of respondents are strongly disagreed the organization provides enough high qualities tool to do the job.

CHART 4.18 THE ORGANIZATION PROVIDES ENOUGH HIGH QUALITIES TOOL TO DO THE JOB
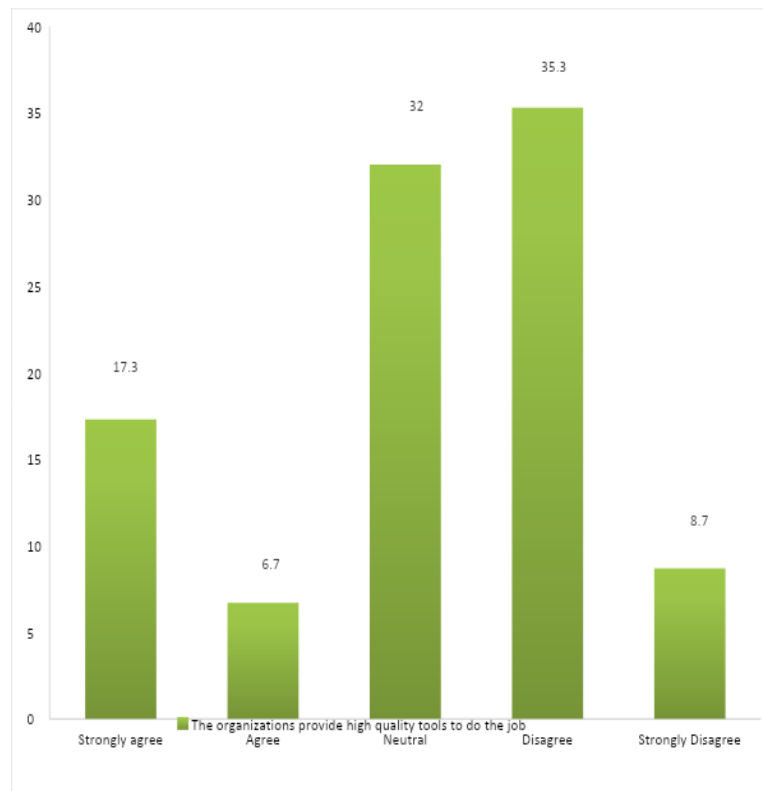
TABLE 4.19 THE ORGANIZATIONS FRINGE BENIFIT

SL .NO	The organizations fringe benefit	No of respondents	Percentage
1	Excellent	34	22.7
2	Very good	17	11.3
3	Good	33	22
4	Poor	9	6
5	Very poor	57	38
Total		150	100

Source: primary data

Interpretation
From the above table it is shows that the 22.7 % of respondents are excellent with the organizations fringe benefit, 11.3 % of respondents are very good with the organizations fringe benefit, 22 % of respondents are good with the organizations fringe benefit, 6 % of respondents are poor with the organizations fringe benefit and 38 % of respondents are very poor with the organizations fringe benefit.

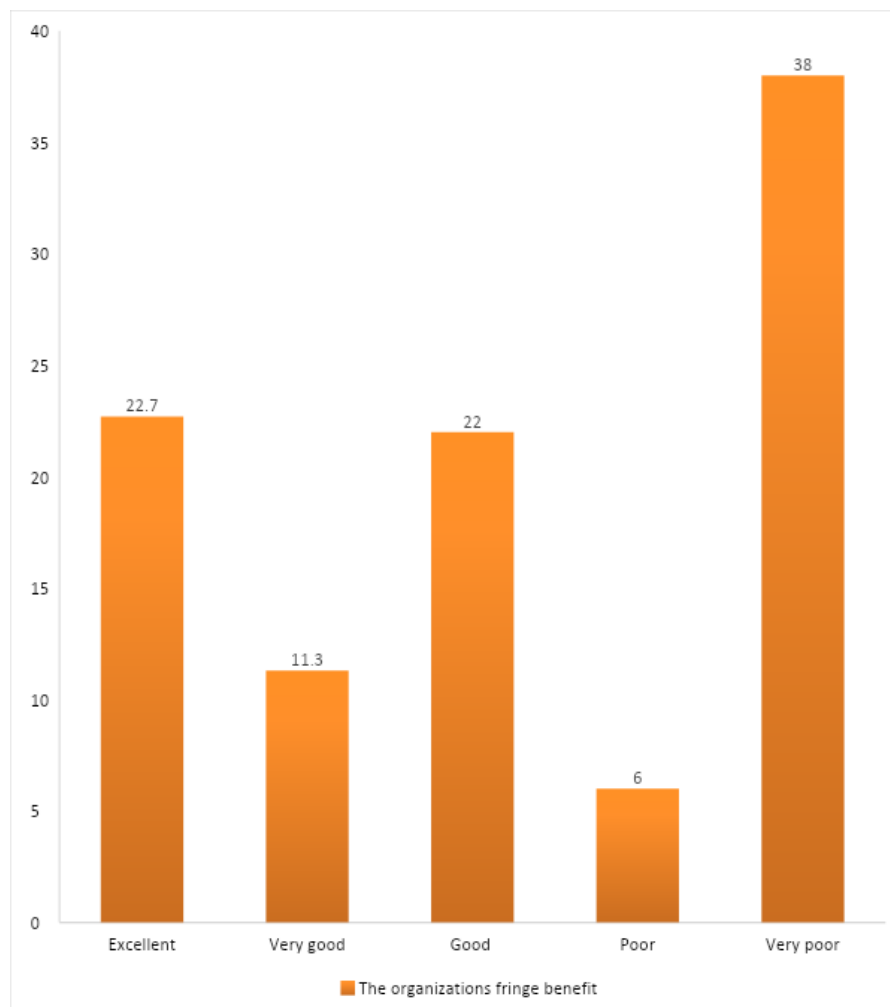**CHART 4.19   THE ORGANIZATIONS FRINGE BENEFIT**

TABLE 4.20 THE QUALITY OF WORK LIFE IN THE ORGANIZATION

SL.NO	The quality of work life in the organization.	No of respondents	Percentage
1	Excellent	21	21
2	Very good	13	13
3	Good	5	5
4	Poor	51	51
5	Very poor	60	60
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that the 21 % of respondents are excellent with the quality of work life in the organization, 13 % of respondents are very good with the quality of work life in the organization, 5 % of respondents are good with the quality of work life in the organization, 51 % of respondents are poor with the quality of work life in the organization and 60 % of respondents choosing very poor.

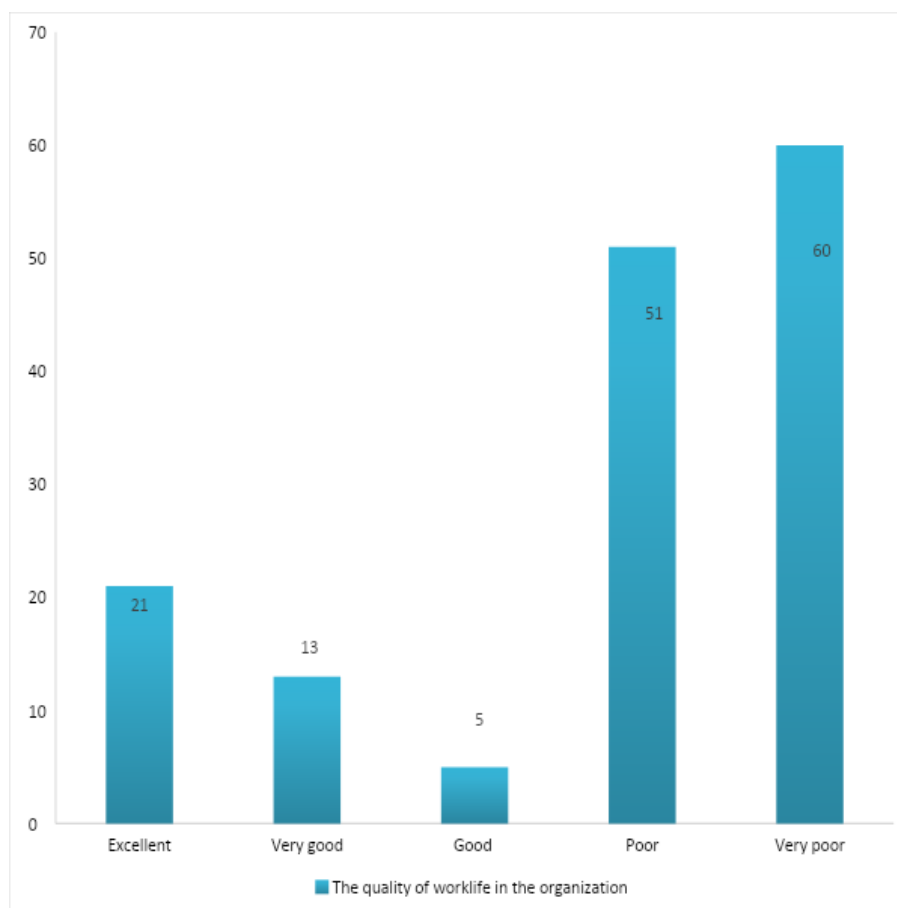### CHART 4.20 THE QUALITY OF WORK LIFE IN THE ORGANIZATION

TABLE 4.21 THE ORGANIZATION ABLE TO APPLY YOUR OWN IDEAS IN YOUR WORK

SL NO	The organization able to apply your own ideas in your work	No of respondents	Percentage
1	Strongly agree	45	13
2	Agree	28	18.7
3	Neutral	13	8.7
4	Disagree	55	36.7
5	Strongly Disagree	9	6
	Total	150	100

Source: primary data

Interpretation

From the above table it is shows that 30 %s of respondents are strongly agreed with the organization able to apply your own ideas in your work, 18.7 %s of respondents are agreed with the organization able to apply your own ideas in your work, 8.7 %s of respondents are neither agreed nor disagreed with the organization able to apply your own ideas in your work, 36.7 %s of respondents are disagreed with the organization able to apply your own ideas in your work and 6 %s of respondents is strongly disagreed.

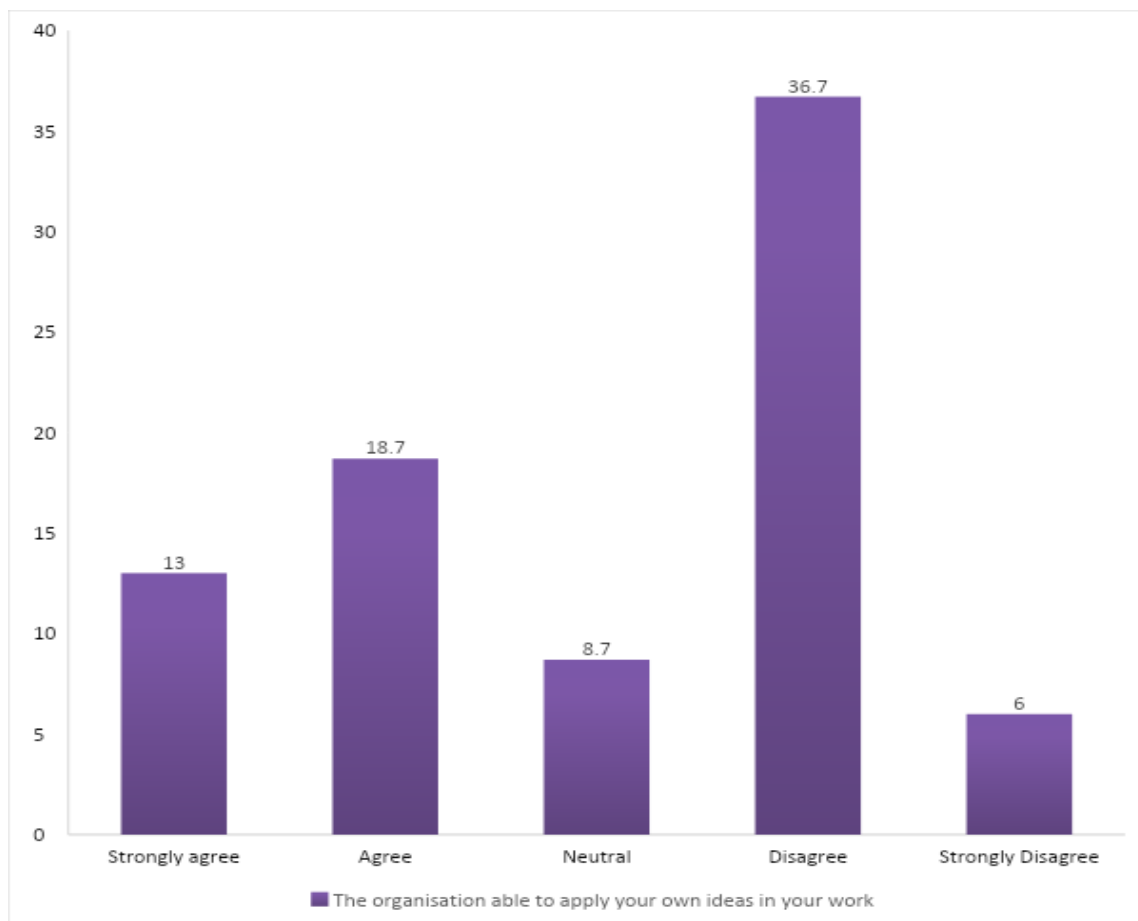**CHART 4.21 THE ORGANIZATION ABLE TO APPLY YOUR OWN IDEAS IN YOUR WORK**

TABLE 4.22 THE CURRENT WORKPLACE YOUR ORGANIZATION PROVIDE OPPORTUNITIES FOR RECEIVING TRAINING TO IMPROVE YOUR SKILLS

SL .NO	The current workplace your organization provide opportunities for receiving training to improve your skills.	No of respondents	Percentage
1	Strongly agree	10	6.7
2	Agree	28	18.7
3	Neutral	53	35.3
4	Disagree	27	18
5	Strongly Disagree	32	21.3
	Total	150	100

Source: primary data

Interpretation
From the above table it is shows that 6.7 % of respondents are strongly agreed with the current workplace your organizations provide opportunities for receiving training to improve your skills, 18.7 % of respondents are agreed with the current workplace your organization provide opportunities for receiving training to improve your skills, 35.3 % of respondents are neither agreed nor disagreed with the current workplace your organization provide opportunities for receiving training to improve your skills and 18 % of respondents are disagreed, 21.3 % of respondents are strongly disagreed with the current workplace your organization provide opportunities for receiving training to improve your skills.

CHART 4.22 THE CURRENT WORKPLACE YOUR ORGANIZATION PROVIDE OPPORTUNITIES FOR RECEIVING TRAINING TO IMPROVE YOUR SKILLS
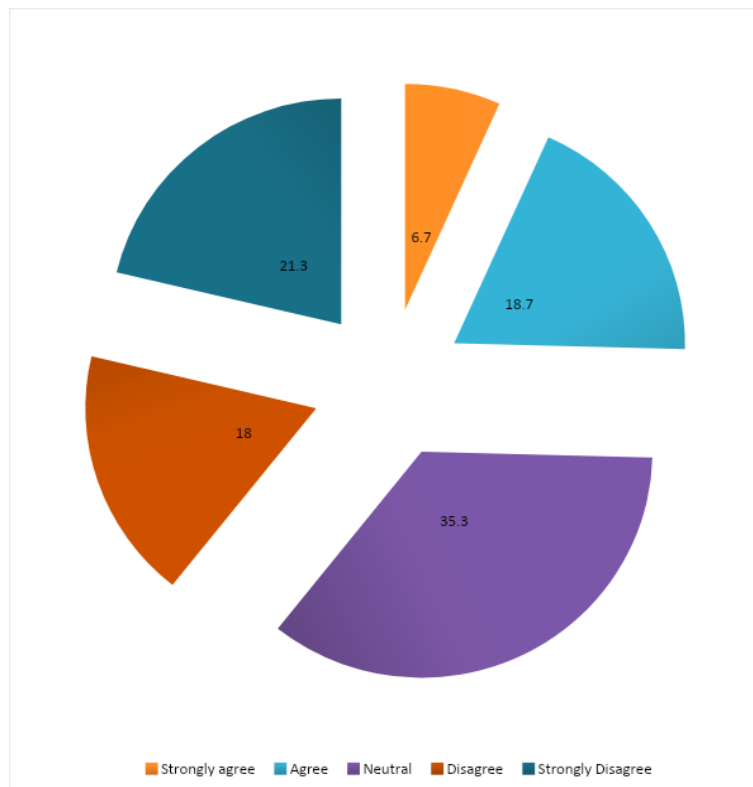
TABLE 4.23 THE ORGANIZATION PROVIDE SAFETY AT WORK

SL .NO	The organizations provide safety at work.	No of respondents	Percentage
1	Strongly agree	28	18.7
2	Agree	4	2.7
3	Neutral	47	31.3
4	Disagree	58	38.7
5	Strongly Disagree	13	8.7
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that the 18.7 % of respondents are strongly agreed with the organizations provide safety at work, 2.7 %s of respondents are agreed with the organizations provide safety at work, 31.3 % of respondents are neither agreed nor disagreed with the organizations provide safety at work, 38.7 % of respondents are disagreed with the organizations provide safety at work and 8.7 %s of respondents are strongly disagreed with the organizations provide safety at work.

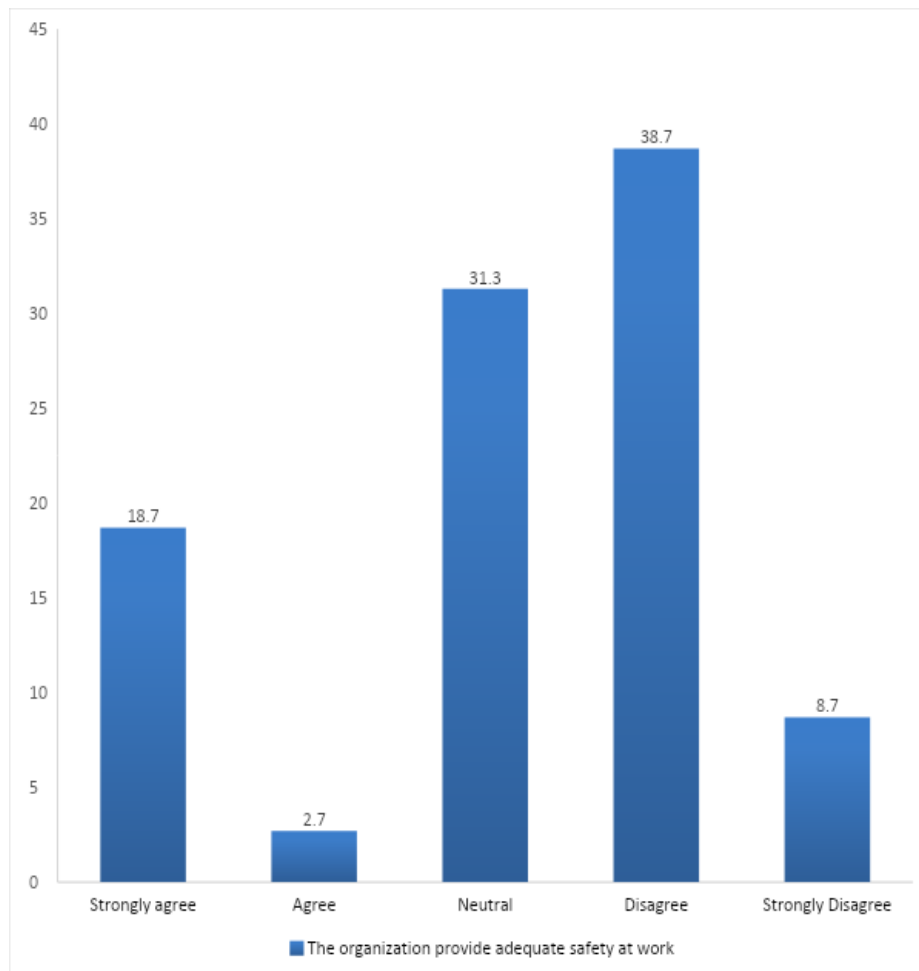**CHART 4.23 THE ORGANIZATION PROVIDE SAFETY AT WORK.**

CHART 4.23 THE ORGANIZATION PROVIDE SAFETY AT WORK.

TABLE 4.24 .1 WELFARE FUND

SL.NO	Welfare fund	No of respondents	Percentage
1	Excellent	8	5.3
2	Very good	11	7.3
3	Good	50	33.3
4	Poor	41	27.3
5	Very poor	40	26.7
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that the 5.3% of respondents are excellent with welfare fund, 7.3% of respondents are very good with welfare fund, 33.3% of respondents are good with welfare fund, 27.3% of respondents are poor with welfare fund and 26.7% of respondents are very poor with welfare fund.
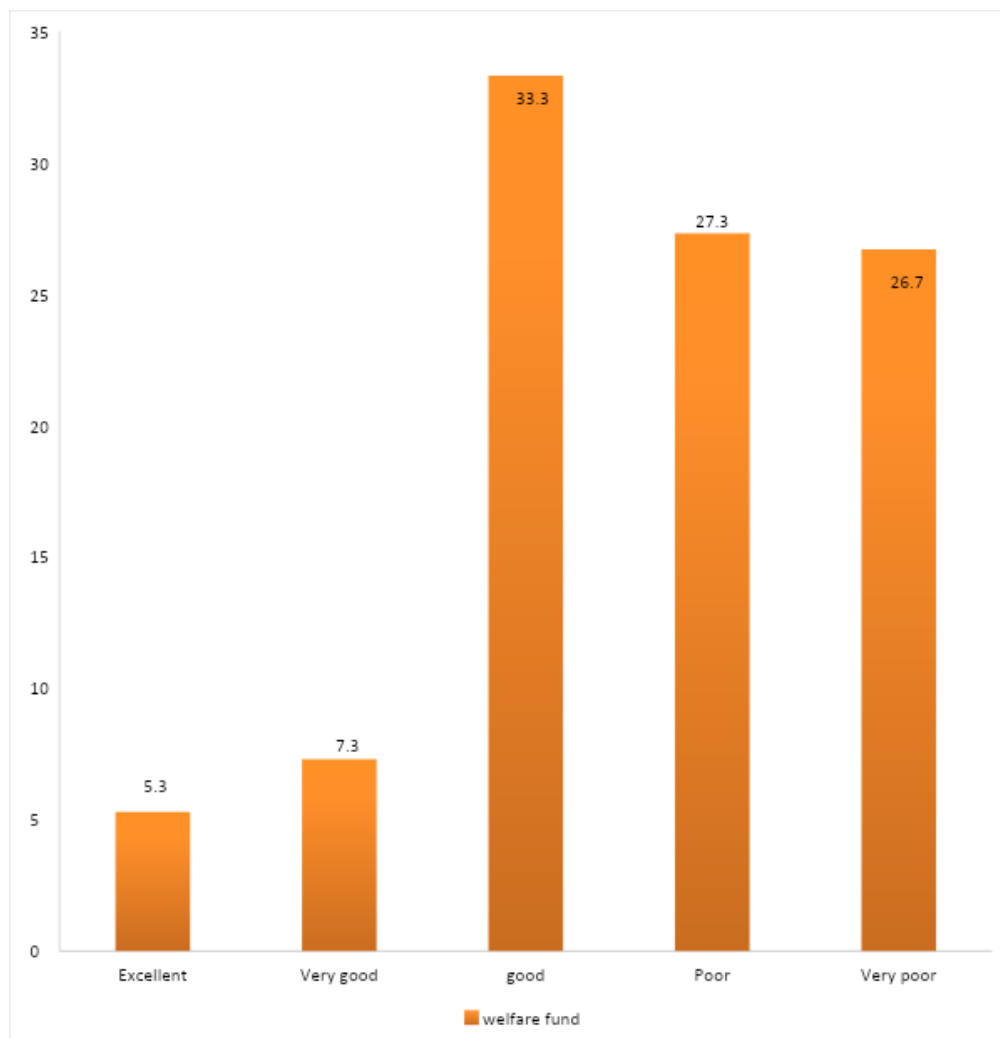
CHART 24.1 WELFARE FUND

TABLE 4.24.2 HOUSING LOAN

SL .NO	Housing loan	No of respondents	Percentage
1	Excellent	37	24.7
2	Very good	7	4.7
3	Good	35	23.3
4	Poor	57	38
5	Very poor	14	9.3
Total		150	100

Source: primary data

Interpretation:
From the above table it is shows that the 24.7% of respondents are excellent with housing loan, 4.7% of respondents are very good with housing loan, 23.3% of respondents are good with welfare fund, 38% of respondents are poor with housing loan and 9.3% of respondents are very poor with housing loan.
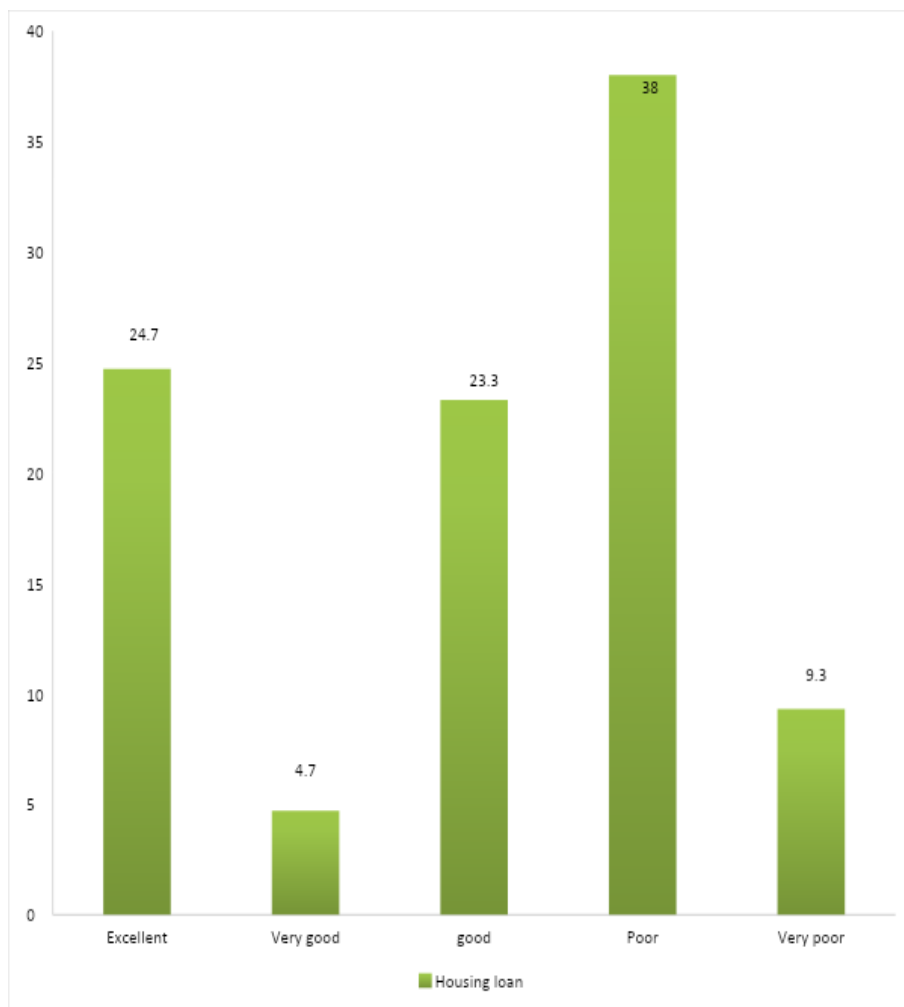
CHART 4.24.2 HOUSING LOAN

TABLE 4.24.3 MEDICALWELFARE

SL.NO	Medical welfare	No of respondents	Percentage
1	Excellent	51	34
2	Very good	47	31.3
3	Good	12	8
4	Poor	21	1.3
5	Very poor	19	12.7
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that the 34% of respondents are excellent with medical welfare, 31.3% of respondents are very good with medical welfare, 8% of respondents are good with medical welfare, 1.3% of respondents are poor with medical welfare and 12.7% of respondents are very poor with medical welfare.
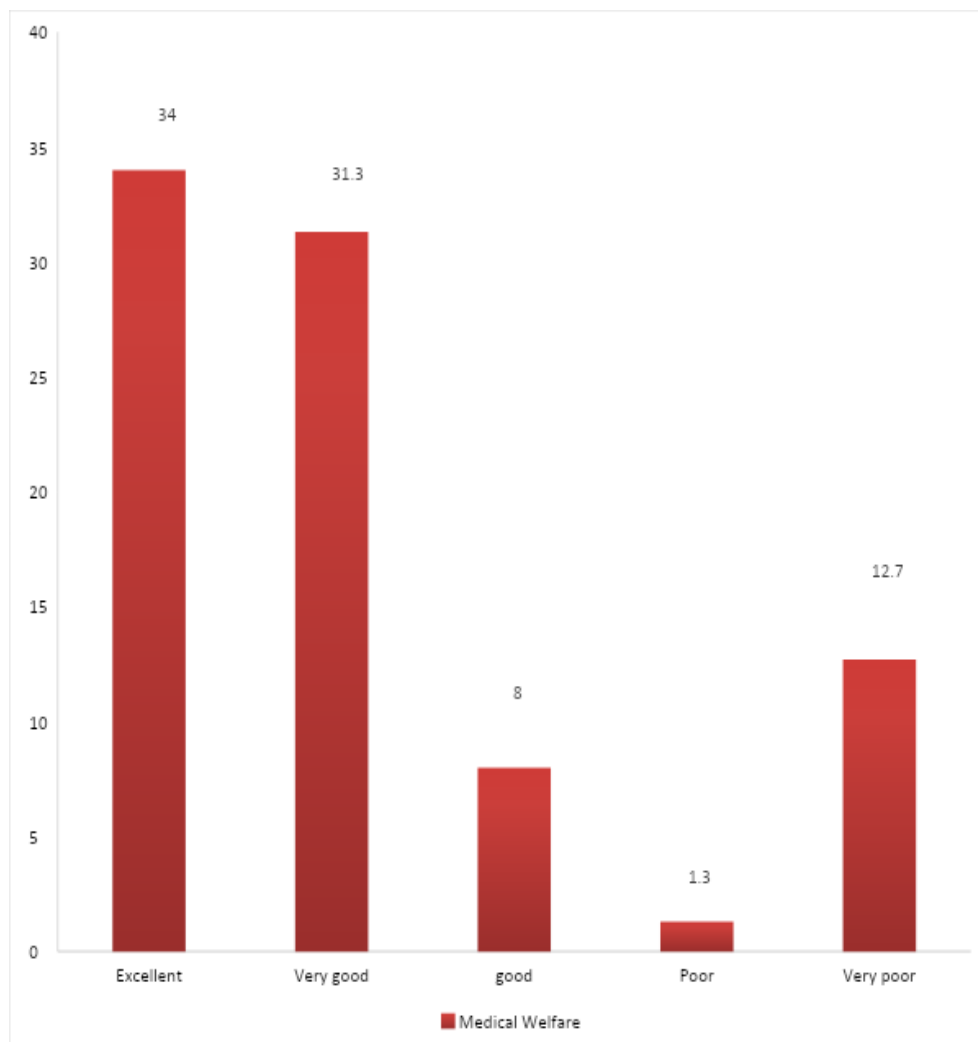
CHART 4.24.3 MEDICAL WELFARE

TABLE 4.24.4 TRAVEL FUND

SL .NO	Travel fund	No of respondents	Percentage
1	Excellent	18	12
2	Very good	24	16
3	Good	13	8.7
4	Poor	54	36
5	Very poor	41	27.3
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that the 12% of respondents are excellent with travel fund, 16% of respondents are very good with travel fund, 8.7% of respondents are good with travel fund, 36% of respondents are poor with travel fund and 27.3% of respondents are very poor with travel fund.
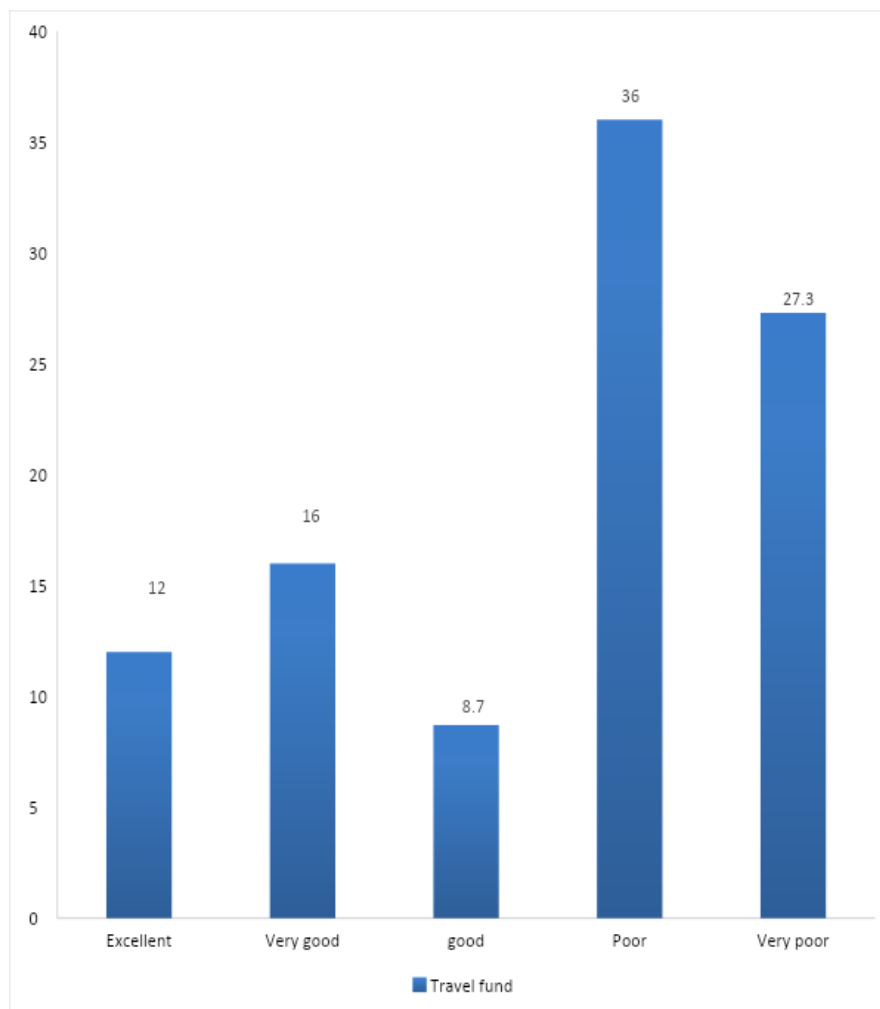
CHART 4.24.4 TRAVEL FUND

TABLE 4.24.5 EDUCATION LOAN

SL .NO	Education loan	No of respondents	Percentage
1	Excellent	45	30
2	Very good	12	8
3	Good	39	26
4	Poor	20	13.3
5	Very poor	34	22.7
Total		150	100

Source: primary data

Interpretation

From the above table it is shows that the 30% of respondents are excellent witheducation loan, 8% of respondents are very good with education loan, 26% of respondents are good with education loan, 13.3% of respondents are poor with education loan and 22.7% of respondents are very poor with education loan.

CHART 4.24.5 EDUCATION LOAN
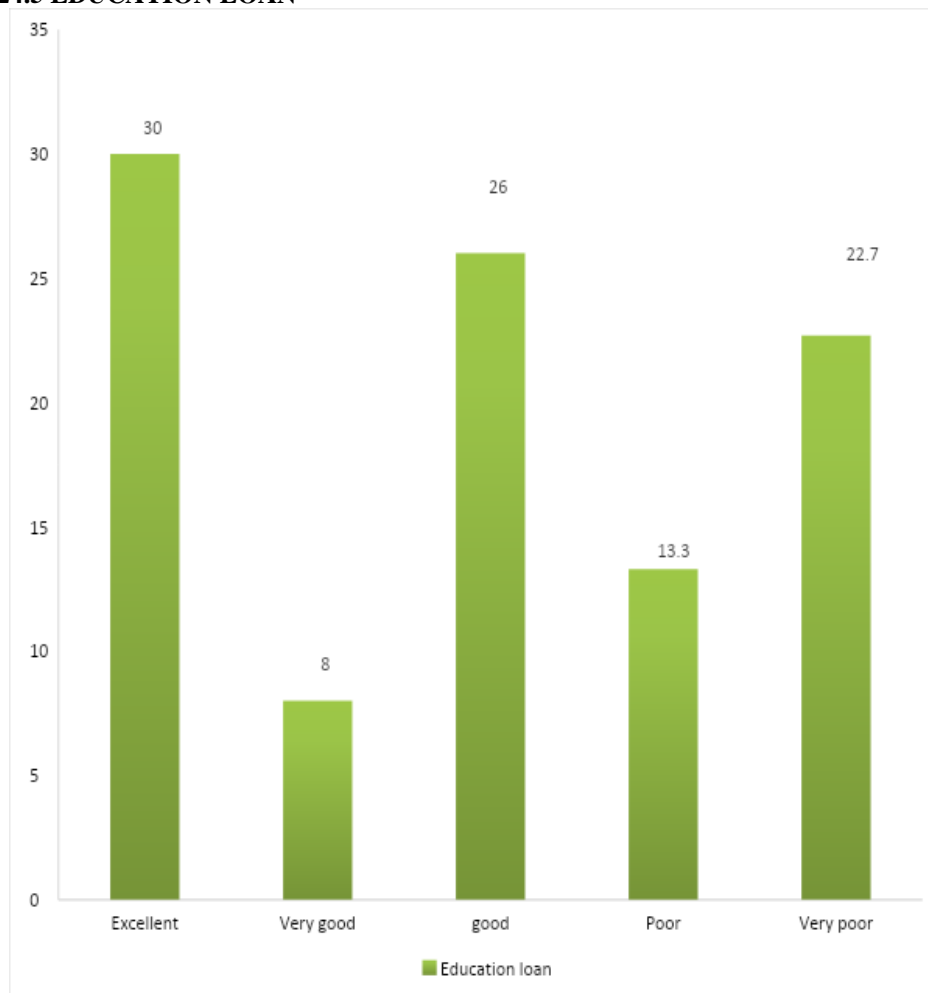
4.25 CHI-SQUARE:
AIM:
　　　　The chi-square test is used to analyze the relationship between the marital status and organization provides adequate facilities and flexibility to you and your family life.

Ho:　　There is no significant relationship between the marital status and organization provides adequate facilities and flexibility to you and your family life.

H1:　　There issignificant relationship between the marital status and organization provides adequate facilities and flexibility to you and your family life.

Table 4.25 Relationship between the marital status and organization provide adequate facilities and flexibility to you and your family life.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Marital status * **organization provide adequate facility to you and your family**	150	100.0%	0	.0%	150	100.0%

Chi-square:

Chi-square	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	90.078[a]	2	.000**
Likelihood Ratio	124.059	2	.000**
Linear-by-Linear Association	89.118	1	.000**
N of Valid Cases	150		

Degree of freedom=(r-1) (c-1)
Level of significance= 5%
Significant value=0.5
Calculated significant value=0.000
　　　　　　　　　0.000<0.5
Hence null hypotheses Ho is rejected.

Interpretation
From the above table it is shows that calculate significant value is lesser than table value, the null hypotheses is rejected and the alternative hypotheses H1 is accepted. Hence there is significant relationship between the marital status and the organization provide adequate facilities and flexible for you and your family life.
4.26 Correlation:
Aim:

Correlation means to identify the relationship between the two variables. A positive correlation means to which those variables increase or decrease in parallel.

Relationship between the Age and Career growth opportunities

H0: There is no significant relationship between the Age and Career growth opportunities.

H1: There is significant relationship between the Age and Career growth opportunities.

Descriptive Statistics

	Mean	Std. Deviation	N
Age	1.90	.892	150
Career growth opportunities	1.84	.769t	150

Correlations

|		age	Career growth opportunities
Age	Pearson Correlation	1	.956**
	Sig. (2-tailed)		.000
	N	150	150
Career growth opportunities	Pearson Correlation	.956**	1
	Sig. (2-tailed)	.000	
	N	150	150

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

Interpretation
From the above table it is shows that, the significant value is 0.000, the correlated analysis can be done. All the values in the table have positive value. Hence, it is positively correlated. While the 0.000 correlation indicates low correlation.

V.   FINDINGS, SUGGESTIONS AND CONCLUSIONS
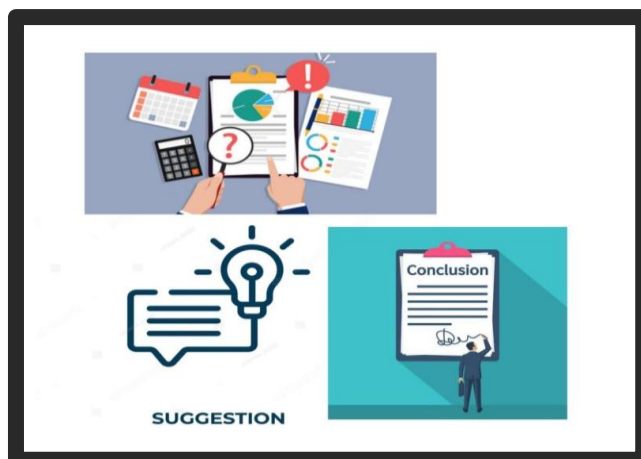
FINDINGS, SUGGESTIONS AND CONCLUSIONS

Findings:

5.1 Summary of Findings:

● 14 percentage of the respondents are male and 86 percentage of the respondents are female.

● 40 percentage of the respondents are belonging to the age group of 20-30 years and 6.7 percentage of the respondents are above 40 years.

● 42 percentage of the respondents have studied SSLC and 4 percentage of the respondents have studied PG.

● 45.3 percentage of the respondents are married and 82 percentage of respondents are Unmarried.

● 40 percentage of the respondents are agreed the working environment among employees is participative and 1.3 percentage of the respondents are strongly disagreed.

● 41.3 percentage of the respondents are agreed the organization atmosphere is based on trust and 4 percentage the respondents are strongly disagreed.

● 34.7 percentage of the respondents are agreed the employee share experience to help each other and 3.3 percentage of respondents are strongly disagreed.

● 46 percentage of the respondents are felt agree with friendly relationship among employees and 2.7 percentage of respondents are strongly disagreed.

● 41.3 percentage of the respondents are felt agreed the employee equality at work place and 4 percentage of the respondents are strongly disagreed.

● 70 percentage of the respondents are felt yes in the infrastructure is good and 30 percentage of the respondents are felt no.

● 35.3 percentage of the respondents are strongly agreed with working condition and 4.7 percentage of respondents are strongly disagreed.

● 48 percentage of the respondents are strongly agreed with the company policy and 3.3 percentage of the respondents are strongly disagreed.

● 31.3 percentage of the respondents are neither agreed nor disagreed in company objectives and 4.7 percentage of respondents are disagreed.

● 36.7 percentage of the respondents are strongly disagreed in employee involvement and 10 percentage of the respondents are disagreed.

● 42 percentage of the respondents are neither agreed nor disagreed in organization climate and 6 percentage of the respondents are strongly disagreed.

● 34 percentage of the respondents are strongly disagreed in organizational culture and 2.7 percentage of the respondents are neither agreed nor disagreed.

● 34.7 percentage of respondents are neither agreed nor disagreed in wage policy and 5.3 percentage of respondents are strongly disagreed.

● 33.3 percentage of respondents are strongly disagreed in promotion policy and 6.7 percentage of the respondents are neither agreed nor disagreed.

● 38.7 percentage of the respondents are neither agreed nor disagreed in career growth and 4.7 percentage of the respondents are strongly disagreed.

● 40 percentage of the respondents are strongly disagreed in welfare measures and 5.3 percentage of respondents are neither agreed nor disagreed.

● 32 percentage of respondents are neither agreed nor disagreed in health measures and 9.3 percentage of respondents are disagreed.

● 36 percentage of respondents are respondents are neither agreed nor disagreed in safety measures and 5.3 percentage of the respondents are strongly disagreed.

● 37.3 percentage of the respondents are disagreed in internal relationship and 6 percentage of the respondents are strongly disagreed.

● 30 percentage of the respondents are neither agreed nor disagreed in work life balance and 7.3 percentage of respondents are strongly agreed.

● 55 percentage of the respondents are felt all the factors are influencing the Work life balance.

● 39.7 percentage of the respondents are felt highly dissatisfied in current working environment and 10.7 percentage of the respondents are dissatisfied.

● 32.7 percentage of the respondents are felt strongly disagreed in secure of job and 7.3 percentage of the respondents are agreed.

● 39.3 percentage of the respondents are dissatisfied in career development opportunities and 11.3 percentage of the respondents are satisfied.

● 40 percentage of the respondents are neither agreed nor disagreed in adequate facilities and flexible in family life and 4 percentage of the respondents are strongly disagreed.

● 34 percentage of the respondents are neither agreed nor disagreed in provide opportunity for promotion and 8 percentage of the respondents are strongly agreed.

● 35.3 percentage of the respondents are felt disagreed in high qualities to do the job and 6.7 percentage of the respondents are agreed.

● 38 percentage of the respondents are felt very poor in fringe benefits and 6 percentage of the respondents are felt poor.

● 40 percentage of the respondents are felt very poor in quality of work life and 3.3 percentage of the respondents are felt well.

● 36.7 percentage of the respondents are disagreed the organization apply own ideas in the work and 6 percentage of the respondents are strongly disagreed.

● 35.3 percentage of the respondents are neither agreed nor disagreed in provide opportunity to receiving training and 6.7 percentage of the respondents are strongly disagreed.

● 38.7 percentage of the respondents are disagreed in safety at work and 2.7 percentage of the respondents are agreed.

● 33.3 percentage of the respondents are felt well in welfare fund and 5.3 percentage of respondents are felt excellent.

● 38 percentage of the respondents are felt poor in housing loan and 4.7 percentage of the respondents are felt well.

● 34 percentage of the respondents are felt excellent in medical welfare and 8 percentage of the respondents are felt well.

● 36 percentage of the respondents are felt poor in travel fund and 8.7 percentage of the respondents are felt well.

● 30 percentage of respondents are felt excellent in education loan and 8 percentage of respondents are felt very well.

● There is significant relationship between the marital status and the organization provide adequate facilities and flexible for you and your family life.

● From the above table it is inferred that, the significant value is 0.000, the correlated analysis can be done. All the values in the table have positive value. Hence, it is positively correlated between age and career growth opportunity.

● From the weighted average analysis, it is inferred that working conditions is ranked first and the least rank responses of factor is organizational culture.

5.2 SUGGESTIONS OF THE STUDY:

● It is recommended to that the organization may improve the working conditions. Thus the employees give more efficient to doing their work.

● It is recommended to that the organization may provide job security to the employees who worked in the organization for the long period of life.

● Employees suggestions can be considered by the organization may improve the work life balance. It is also the employees have more efficiently to do their work.

● It is recommended to that the organization may provide extra safety and welfare measures to the employees doing their workplace.

● It is recommended to that the organization may make good relationship between their employees and it also decrease the conflict between the employees.

● It recommended to that the organization may provide the extra fringe benefits to the employees and it also to encourage the employees to doing their work with more interested.

● It is recommended that the organization may arrange for special and separate from noise and disturbance and which is quiet and peaceful working environment.

● It is recommended to that the organization may provide opportunity for promotion and it lead to employees induce to do their work with effectively.

● It is recommended to that the organization may accept the employees own ideas and also apply the ideas in the work. It is also boost up for employees.

5.3 CONCLUSIONS OF THE STUDY:
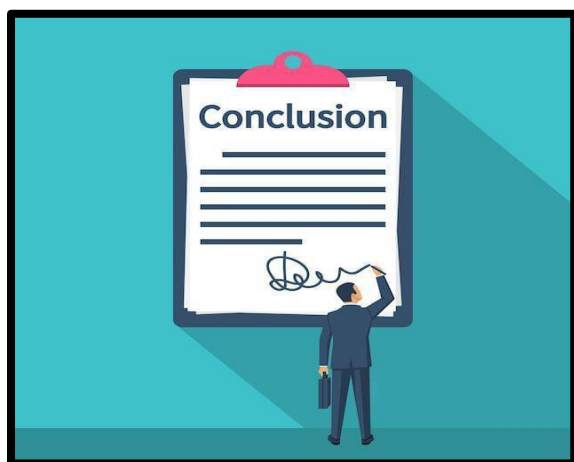
Employee work life balance is an important concept that has been receiving considerable attention from academicians, researchers and practicing HR managers, in its essence, work life balance comprises important elements such as the need or content, search and choice of strategies, goal-oriented behavior, social comparison of rewards, reinforcement and performance satisfaction. The predicted talent shortage resulting from the upcoming retirement, the scarcity talent with relevant work skills for todays jobs the changing values about work and highcost turnover. It is found from the study that the work life balance among employees at Tablets (India) Pvt. ltd is good. The researcher has concluded that even though the work life balance is high in the firm, there is still some scope for the organization to take efforts which could increase the work life balance.

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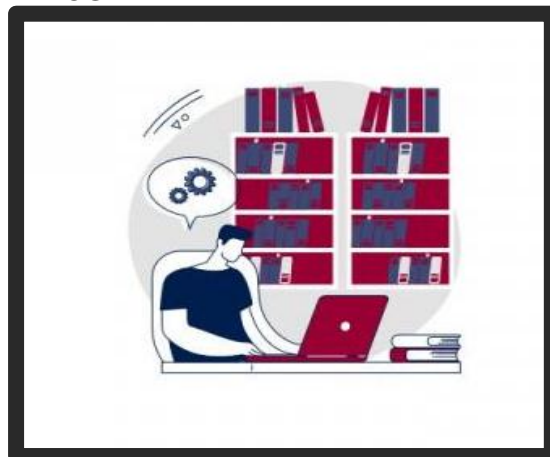
BIBLOGRAPHY
Meaning:

[1]. A Bibliography is a list of books and other source material that you have used in preparing a research paper. sometimes these lists will include works that you consulted but did not cite specifically In your assignment.
[2]. REFERENCES:
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