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A Study on Impact on Quality of Work Life Balance Towards Employee Satisfaction In Wrkpod Industry

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ABSTRACT
Employees, as well as their motivations, needs and ambitions, are increasingly present in the business context experienced today. How organization's select that the environment they live in is positive and stable, so that their employees feel part of the organisation, and that it cares about them and how they want them. It is increasingly important to enhance the feeling of commitment to the organisation and professional satisfaction. It is up to the organizations to allow their employees to achieve a balance between the most important roles in human, professional and personal life. Based on a sample of 245 workers, our findings indicate that the organizational environment positively affects or compromises the organisation and job satisfaction. However, we have not seen any impact on the balance between professional and personal life. The fact that there is a positive and significant relationship between organizational commitment and job satisfaction was also validated. However, no significant relationship between organizational commitment and the balance between professional and personal life were found. It was also found that organizational commitment mediates the relation between the organisational environment and job satisfaction, but not the relation between organizational commitment and the balance between professional and personal.

Keywords: Job satisfaction , Organisation growth , Balance life , employee satisfaction.

I. INTRODUCTION

Work-life balance refers to the level of prioritisation between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home.

The ideal work-life balance is open to discussion. Freethinker Paul Krassner said that anthropologists often define happiness as having little or no differentiation between an individual's professional and personal lives.

Work-life balance is a topical issue due to the increased amount of technology that removes the importance of physical location in defining the work-life balance. Previously it was difficult or impossible to take work home and so there was a clear line between professional and personal.

The increase in mobile technology, cloud-based software and the proliferation of the internet has made it much easier for employees to be 'permanently' at work, blurring the distinction between professional and personal. Some commentators argue that smart phones and 'always- on' access to the workplace have replaced the authoritarian control of managers.

Stress is a common feature of a poor work-life balance. In the information economy mental stress has been identified as a significant economic and health problem, causing by a perceived need of employees to do more in less time.

A key issue in the work-life balance debate is where responsibility lies for ensuring employees have a good work-life balance. The general feeling is that employers have a responsibility to the health of their employees; apart from the moral responsibility, stressed-out employees are less productive and more likely to make errors.

MANAGING WORK LIFE BALANCE

A valuable quality of leadership is the ability to balance work and life. They make it clear that this is an aspect they value in others, too. Individuals establish a pattern for their personal life whether it's being home for dinner four nights a week, attending choir practice, or being a part of their kids' school activities. Whether through unpaid leave or flexible scheduling, they provide people with the opportunity to lead productive personal lives. Consequently, elevated trust levels are inspired throughout the members of the organization. Michele, managing partner

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of a San Francisco law firm, clearly values and appreciates her quality family time. She is honest about her desire to attend her children's soccer and softball games and her need for personal time as well. "These are just too important for me to miss," she says. Michele doesn't set a double standard. What rules apply for her also apply to the other lawyers and employees in her firm. Consequently, the value of family increases as people are encouraged to participate in family functions and enabled to lend assistance to family in need. Based on Michele's strong personal values, it is part of the culture. And she would have it no other way. The executive director of a nonprofit agency, David, possesses a true love for travel and ecotourism. When vacationing, he often takes his family to places of isolation and relaxation where his work life cannot interfere. Often, he stays away for several days at a time. He understands the significance and importance of this time in his life. He recognizes the need to hone his focus and renew his ambitions. His team of managers supports David's travels "off the grid" because they are aware that they possess the same freedoms.

BENEFITS OF WORK LIFE BALANCE

There are several advantage of work life balance. Some of them are discussed below:

- Work life balance increases the motivation of employees and helps them perform better at job
- It helps people to relieve their stress as they can spend leisure time with their near and dear ones
- Companies can maximise productivity from an employee who is rejuvenated and refreshed as compared to a over worked employee Healthy lifestyles can be maintained by having a work life balance. This includes a good diet, regular exercises etc
- Employees who are highly motivated can help the business grow as they are more attached to their job and careers

NEED OF THE STUDY

- This study focuses on the importance of the material handling system and storage in the company to optimize the movement of goods and materials around manufacturing andstorage facilities.
- It also examines that a well designed material handling system can improve customer service,lower costs and reduces the risk of accidents and damage.
- This study also focuses on the storage space of the company and also the extent to which people value, enjoy and believe in what they do.

SIGNIFICANCE OF THE STUDY

- Decrease absenteeism and increase turnover,
- Less number of accidents,
- Improved labour relations,Employee personification,
- Positive employee attitudes toward their work and the company,
- Increased productivity and intrinsic motivation,
- Enhanced organizational effectiveness and competitive advantage, and
- Employees gain a high sense of control over their work.

STATEMENT OF PROBLEM

- The research in general refers to any problem that has been arisen and is difficult to solve in which the researcher experiences the context of finding a solution for the problem that has been arisen.
- In this sense, employer plays the important role,
- The research is based on the employee balance, how to approach both the work life culture and personal life culture.

II. REVIEW OF LITERATURE

Rosana Oktaviani (2022);E-ISSN : 2961-8428

This is the most important variable in HR practice. Job satisfaction deals with the extent to which employees are satisfied or dissatisfied with their jobs, which is a result of several factors that motivate them. The purpose of this study is to delve into the variable of job satisfaction. To achieve this goal, the researchers used a systematic review between 2017 and 2022 using the PRISMA method and bibliometrics analysis techniques using the journals Science Direct and Emerald. The screening results of the PRISMA method yielded 30 (thirty) articles by 95 (ninety-five) authors. The results of this study, based on the 30 (thirty) articles collected, showed that there are (four) categories that explain several variables related to job satisfaction, including management, salary, organisational commitment and job stress.

Thilagavathy S., Geetha S.N (2021); E-ISSN: 0973-1954

This study aims to systematically review the existing literature and develop an understanding of

work-life balance (WLB) and its relationship with other forms of work-related behavior and unearth research gaps to recommend future research possibilities and priorities.

Neha Poddar(2020);E-ISSN : 1567-214x

The main objective of this study is to assess the continuous improvement of the ability of women managers to deal with the key issues and challenges of managing career and family life. The researcher reviews previous research and the research done for it. The study collected data from secondary sources such as scientific journals, books, journals, peer-reviewed journals, etc. This study found that a number of different variables influence role. Women face different challenges in balancing career and family responsibilities. These variables are most important in determining the main challenges that women managers face and their dual roles of balancing career and family responsibilities.

Prem Knowles. S(2020); E-ISSN : 0377-9254

Many studies conclude that in most private organisations, employees fail to balance their work and personal lives. Rapid lifestyle changes force women to also seek and work. Such changes have a great impact on family life. Work-life balance is a major challenge among professionals. The purpose of the study is to compile the latest research on work-life balance to investigate the influencing factors of WLB and to help researchers analyse new aspects affecting work-life balance. Most of the, female trainees (dermatologists) decided not to have a child due to greater responsibilities. Stress caused by routine and workload directly affects mental health. Correct Time planning and pre-planning of daily work definitely helps to effectively balance work and daily life. People with self-management skills move in balance with a good standard of living. It should be noted that the service sector provides, work-life balance measures compared to, in the manufacturing sector. For subsistence entrepreneurs, reliable employees play a crucial role in work-life balance.

Maryam Haider(2019);E-ISSN : 2348-2869

Work-life balance (WLB) has become a common phenomenon and is gaining attention today. However, it is necessary to study the factors that influence the "work" and "life" balance and then the result. Therefore, the purpose of this study is to map the factors and results of work-life balance. The study is based on a literature review. There is a need to carry out a quantitative approach to make the research more useful and applicable.

Abhishek Pathak(2019); E-ISSN : 2347-2693

The profitability and productivity of the organisation depends on the performance and commitment of the employees. Each employee has a personal and professional life; it is very difficult to distinguish between the two. If an organisation wants better productivity and more employee engagement, they need to be engaged and satisfied. This can be achieved by an individual having a fulfilling life internally and externally and in their work, and is accepted and respected for the mutual benefit of the individual and the organisation.

III. RESEARCH METHODOLOGY

Research methodology is a systematically solve the research problems. It includes the overall research design, the sampling procedure, data collection method and analysis procedure.

SAMPLING DESIGN

The research is done through a questionnaire (Google form – online mode) to obtain the required data from the respondents. The data collected through questionnaire were transferred to the table from which various table are prepared for future analyze. The present study is descriptive research design it includes survey of different kinds its major purpose is description of the state of affairs exists all present.

SAMPLING METHOD

It refers to the technique or procedure to the researcher would adopt in selecting some sampling unit from which inference about the population are drawn. The sampling method adopted for this study is well-structured Questionnaire.

SOURCES OF DATA

Both primary and secondary data is used for the study.

Primary data

The firsthand information, which is being collected through online mode – Google form by the researcher, is called primary data. In this study, the primary data was collected through structured questionnaire.

Secondary data

Secondary were collected from the books, leading journals, newspapers and magazines, textbooks, related to study and from the internet sources have been referred for this purpose.

Sample size and population

The intended population of this research study is

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based on the employee working with Wrkpod industry . Total population of employee in Wrkpod industry is 245. In the study, samples of 149 respondents are selected from the Blue force logistics using convenient sampling method.

Period of the study

The field survey has been carried out during the period from January 2023 to April 2023 to collect primary data.

DATA ANALYSIS

The data collected from the primary source were arranged sequentially and tabulated in the systematic order in the master table.

TOOLS USED FOR ANALYSIS

Data collected through questionnaire. For analysis and interpretation of the data simple statistical tools like Percentage Analysis, Weighted Average Ranking Method and Chi-Square Analysis was used.

- ➢ Percentage Analysis
- ➢ Chi-square Analysis

ANALYSIS AND INTERPRETATION

1. PERCENTAGE ANALYSIS

DEMOGRAPHIC PROFILE		NO. OF RESPONDENTS	PERCENTAGE
gender	**Female**	**59**	**39.5**
	male	**90**	**60.4**
age	**18 - 25**	**61**	**40.9**
	26 - 40	**78**	**52.3**
	40 and above	**10**	**7**
Educational qualification	**Diploma**	**23**	**15.4**
	Graduation	**109**	**73.1**
	PG	**17**	**11.4**
Working experience	**Less than 1 yr**	**39**	**26**
	2 - 4 yr	**80**	**53.7**
	5 - 8 yr	**23**	**15.4**
	Above 9 yr	**7**	**4.7**
Able to balance your work life	**Yes**	**132**	**88.6**
	No	**17**	**11.4**
Control of temper in work place	**Yes**	**113**	**75.9**
	No	**36**	**24**

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Good career prospects to the employee	**Yes**	**123**	**82.6**
	No	**26**	**17.4**
Priority over job than family	**Yes**	**105**	**70.5**
	No	**44**	**29.6**

INTERPRETATION

The respondents in this survey, 60.4 % were male , 39.5 % were female. 40. 9% of the people between the age of 18- 25, 52.3 % of the people between the age of 26-40 , 7% of the people above 40. 15% were diploma, 73 % were graduation, 11% were PG. 26 % were less than 1 year of experience. 53% were between 2 - 4 years of experience, 15% were between 5- 8 years of experience, 4% were above 9 years of experience. 88.6% were able to balance their work life, 11.4% were not able to balance their work life. 75.9 % were in control of temper in work place. 24% were not in control of temper in work place. 82.6 % were said yes for good career prospects to the employee, 17.4 % were said no for good career prospects to the employee. 70.5% were said yes for priority over job than family, 29.6 % were said no for priority over job than family.

2. CHI SQUARE TEST

Gender and Satisfaction of Currently Used Equipments

Null hypothesis (Ho): There is no significant relationship between gender and satisfaction of currently used equipments.

Alternative Hypotheses (H1): There is a significant relationship between gender and their level of satisfaction of currently used equipments.

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	152.823[a]	8	.000
Likelihood Ratio	15.097	8	.057
N of Valid Cases	149		
a. 9 cells (60.0%) have expected count less than 5. The minimum expected count is .01.			

INTERPRETATION

a. α=0.05, p= 0.00

Since p=0.00 <0.05, We reject the null hypothesis

From the above table, it is interpreted that, the p value of the normally working hours in a day is less than 0.05, we reject the null hypothesis at 5% level of significance. So, there is a relationship between experience and how many hours in a day do you normally work.

IV. FINDINGS

The respondents in this survey, 60.4 % were male , 40. 9% of the people between the age of 18- 25, 52.3 % of the people between the age of 26-40 . 15% were diploma, 73 % were graduation, 11% were PG. 26 % were less than 1 year of experience. 53% were between 2 - 4 years of experience, 15% were between 5- 8 years of experience. 88.6% were able to balance their work life, 11.4% were not able to balance their work life. 75.9 % were in control of temper in work place. 24% were not in control of temper in work place. 82.6 % were said yes for good career prospects to the employee, 17.4 % were said no for good career prospects to the employee. 70.5% were said yes for priority over job than family.

V. SUGGESTIONS

The study reveals that there is no consultation or dialogue in the organization when it comes to provision of any family support programs across the

institutes. Hence, it is advised to the management that a coordinating committee with the representatives of management and employees should be constituted which itself is a great initiative from employee‘s point of view. The committee can give broad guidelines to the management in creating a family friendly and work support environment in their respective departments which can also become a platform for employees to voice their concerns about work-life issues. Need to create counselling services in their respective organisations by appointing full time counsellors who can help employees in balancing their mental and physical rhythm Sabbaticals & Part-time work arrangements need to be promoted in organisation as Education is gender unbiased sector.

VI. CONCLUSION

The growing diversity of family structures represented in the workforce, including dual earner couples, single parents, blended families, employees with elder care responsibilities and the increasing number or people choosing to live alone, has heightened the relevance of balancing work and life roles for a substantial segment of employed men and women. These societal developments have greatly increased the complexities of the interface between work and life roles especially in case of educational institutions. Institutions should consider child supervision to be better regulated than employees do. At the same time, employee’s expectations of balance in this area are high. It should therefore be pointed out to employers that more attention could be devoted to this area. Apart from this, flexible working time is also an area which requires particular attention from management. The incorporation of Work-Life Balance strategies into annual planning of educational institutions can, in fact, have positive impact on employee‘s well-being.

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