



A Study on Work Life Balance at Techvolt Software Private Limited, Coimbatore

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ABSTRACT

In today's companies, there is a growing readiness that people won't give up their life only because they work. The two most important aspects of an employed single person's life are still their job and their personal life. Work-life balance is increasingly being studied by HRM professionals and business management teams. Effective time management involves striking a balance between paid job and other pursuits including spending time with family, participating in leisure activities, and pursuing further education. Earlier businesses relied only on good training or job security to draw in and keep candidates. However, many workers in the twenty-first century consider "Work life balance policies" to be a crucial consideration when choosing the company. Employee inferences that it is simpler to get a new work than a spouse or family are pretty logical. Work-life balance issues are becoming more prevalent today. Achieving personal, professional, and organizational goals all depend on maintaining a healthy balance between work and personal life. Maintaining a proper balance between one's work and personal lives is crucial since imbalances have a detrimental effect on both the former and the latter. An individual may efficiently manage various duties at work and at home when they are in a condition of well-being. The purpose of this essay is to first comprehend the idea of work-life balance, along with the significance and problems it poses for different professions, and then to determine how it affects the physical, occupational, emotional, social, spiritual, and environmental well-being of employees, among other aspects. Achieving a better work-life balance benefits both individuals and employers because it increases motivation at work, which boosts productivity and, in turn, produces a staff that feels appreciated. In this project, we argue that in order to truly get the best out of the company's employees without leaving them dissatisfied, exhausted, or unfulfilled, it is essential for helping them achieve a

work-life balance to become a fundamental part of HR policy and practice.

Keywords: *Work life balance, Professional and Personal, Workforce*

1.1. INTRODUCTION

Work-life balance refers to the equilibrium between an individual's professional and personal life. It is the ability to manage and prioritize different aspects of one's life to achieve fulfillment and well-being. Achieving work-life balance is important for maintaining physical and mental health, reducing stress, and increasing productivity and job satisfaction.

In today's fast-paced world, many individuals struggle to balance their work commitments with their personal lives, resulting in burnout, stress, and reduced job satisfaction. Achieving work-life balance requires individuals to set boundaries, prioritize their time, and take care of themselves both physically and mentally.

Organizations also play a critical role in promoting work-life balance among their employees. Employers can provide flexible working arrangements, such as telecommuting, job sharing, and flexible schedules. They can also encourage employees to take time off for personal reasons and provide wellness programs to help employees manage stress and maintain their physical and mental health.

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.

1.2. OBJECTIVES OF THE STUDY

- To study the work life practices of employees
- To measure the various components of work life balance
- To find out the satisfaction of employees towards the Company policy on work life balance
- To find out the satisfaction level of employees towards the work life balance practices at Techvolt software private limited

1.3. LITERATURE REVIEW

R Balaji⁷ (2014), Work life balance of women in IT sectors is gaining the domain place in highly discussed topics. Family-work conflict and work-family conflict is more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. Variables such as the size of family, the age of children, the work hours and the level of social support impact the experience of Work family conflict and Family work conflict. It is also significant to note the success level gained by women in career and family in spite of all the stress they undergo at work place. It is also important to consider the consequences these variables have on psychological distress and wellbeing of the working women. Aim: To study various factors which could lead to a in depth knowledge about work life balance and stress undergone by women employees.

Tahani H Alqahtani¹⁵ (2020), Work-life balance is a term used to describe the balance between an individual's professional and personal life. A healthy work-life balance assumes great significance for working women particularly in the current context in which both, the family and the workplace have posed several challenges and problems for women. In this literature review, several studies related to the subject

have revealed that women usually face role conflict more than men. Work-family conflict occurs when an individual experiences incompatible demands between family and work roles, causing participation in both roles to become more difficult. This imbalance creates conflict at the work-life interface. Many family-friendly organizations feel the need for work-life balance which includes recruitment and retention of valuable work force, reduced employee stress, job satisfaction, reduced absenteeism, health benefits, and better life balance, by applying some interventions in the area of working hours which have been successful in improving work-life balance, such as, flexible working hours.

G Balamurugan and M Sreeleka¹⁶ (2020), Work life balance of women employees plays the major role because they have to manage their personal life for their good quality of life. The employee's satisfaction is based on the employee to be happy and deliver the level best. Even in the Worst scenario the employee is very loyal to their organization because of the employee Satisfaction. The quality of life is based on the professional life of each and every women employee who are coming forward to support to their family. The problem of the women employee's face is health condition, Pregnancy discrimination, Sexual harassment, no equal pay, etc. This paper says that how the women employees are balanced and Satisfied in IT sector and the factors that affect the work life balance of women employees are working hours, Job satisfaction, working condition, etc. and find out the women employee job satisfaction were analyzed by using statistical method that is Chi-square and Correlation test.

1.4 RESEARCH METHODOLOGY

SAMPLE SIZE: The sample size is the number of respondents or persons selected from a population to gather data or a sample for the research. There were 80 participants in the study's population, making up a total of 66 responses.

SAMPLING TECHNIQUE: Sampling is the process of selecting the sufficient number of elements from the population (the items selected technically are called as Sampling). Here this study adopted the technique of Non probability Sampling of Simple random method.

1.5 DATA COLLECTION METHOD

Primary Data

Data which is collected for the first time is called Primary Data. Well Structured Questionnaires has been prepared for collection of primary data. Most of the questions are consist of multiple choices. The



structured Questionnaire method was undertaken. Proper care was taken to frame the Questionnaire in such a manner it should be easily understood in view of educational level of the employees.

Secondary Data

The term "secondary data" refers to information that has already undergone statistical analysis after being gathered by another party. This information was gathered from the business's files, as well as journals,

reports, publications, etc.

1.6 TOOLS OF ANALYSIS

- Percentage Analysis
- Chi-square test
- ANOVA
- Independent t- test

1.7 INTERPRETATION AND ANALYSIS DEMOGRAPHIC PROFILE OF EMPLOYEES

VARIABLE		NO. OF RESPONDENTS	PERCENTAGE (%)
Gender	Male	31	46.97
	Female	35	53.03
Age	18 to 25	46	69.70
	26 to 35	20	30.30
Educational Qualification	Diploma	7	10.61
	Graduation	39	59.09
	Post-graduation	20	30.30
Marital Status	Married	9	13.64
	Unmarried	57	86.36
Monthly Income	Less than Rs 10,000	6	9.09
	Rs 10,001 to 15,000	6	9.09
	Rs 15,001 to 20,000	26	39.39
	Rs 20,001 to 30,000	22	33.33
	above Rs30, 000	6	9.09
Working Experience	Less than 1 year	37	56.06
	2 to 5 years	27	40.91
	6 to 10 years	2	3.03
Monthly Family Income	Less than Rs 10,000	6	9.09
	Rs 10,001 to 15,000	6	9.09
	Rs 15,001 to 20,000	26	39.39
	Rs 20,001 to 30,000	22	33.33
	above Rs30, 000	6	9.09

Source: Primary Data

INTERPRETATION

The respondents in this survey, 53.03% were Female, 69.70% between 18 to 25 years old 59.09% were Graduates, 86.36% were unmarried, 39.39% were getting above 15,000 to 20,000 of Monthly income, 56.06% were between less than 1 years of Experience, 39.39% were getting Monthly Family Income.

1.8 HYPOTHESIS

❖ CHI- SQUARE TEST

- **Null Hypothesis (H₀):** There is no relationship between experience and how many hours in a day do you normally work.
- **Alternative Hypothesis (H₁):** There is a relationship between experience and how many hours in a day do you normally work.

Experience And Hours Per Day

	Value	df	Asymptotic Significance (2-sided)



Pearson Chi-Square	13.205 ^a	6	.040
Likelihood Ratio	12.867	6	.045
Linear-by-Linear Association	2.194	1	.139
N of Valid Cases	66		

RESULT

As per 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.

❖ INDEPENDENT t-Test

- **Null Hypothesis(H₀):** There is no significant difference between the Gender and satisfaction towards work life balance practices
- **Alternative Hypothesis (H₁):** There is a significant difference between the Gender and satisfaction towards work life balance practices

Gender And Work Life Balance Practices

	Gender	N	Mean	Std. Deviation	F	Sig.
Flexible working hours	Male	31	2.42	0.807	6.365	.014
	Female	35	2.14	0.55		
Holidays/ paid time off	Male	31	2.58	0.923	7.241	.009
	Female	35	2.29	0.572		
Job Sharing	Male	31	2.74	0.729	3.454	.068
	Female	35	2.83	0.568		
Career Break	Male	31	3	0.894	0.158	.693
	Female	35	3.17	0.822		
Counselling Services	Male	31	3.32	1.077	3.416	.069
	Female	35	3.57	0.815		
Health Program	Male	31	2.65	1.112	5.654	0.020
	Female	35	2.29	0.789		
Family Support Program	Male	31	2.84	1.098		



	Female	35	2.74	0.95	0.715	.401
Paid Paternity Leave	Male	31	3.03	1.016		
	Female	35	3	0.594	6.921	.011

RESULT

As per the above table, it is interpreted that, the p value of flexible working hours, holiday/ paid time off and health program is less than 0.05, we reject the null hypothesis at 5% level of significance. So, there is a significant difference between the gender and satisfaction towards work life balance practices.

And, the p values of all level of work life balance practices are more than 0.05, we accept the null hypothesis at 5% level of significance. So, there is no significant difference between the gender and satisfaction towards work life balance practices

❖ ANOVA

- **Null Hypothesis (Ho):** There is no significant difference the experience and satisfaction towards work life balance practices
- **Alternative Hypothesis (H1):** There is a relationship between the experience and satisfaction towards work life balance practices

Experience And Satisfaction Towards Work Life Balance Practices

		Sum of Squares	Df	Mean Square	F	Sig.
Flexible working hours	Between Groups	2.248	2	1.124	2.455	.094
	Within Groups	28.843	63	.458		
	Total	31.091	65			
Holidays/ paid time off	Between Groups	3.151	2	1.575	2.838	.066
	Within Groups	34.970	63	.555		
	Total	38.121	65			
Job Sharing	Between Groups	.576	2	.288	.686	.507
	Within Groups	26.454	63	.420		
	Total	27.030	65			
Career Break	Between Groups	.035	2	.018	.023	.977
	Within Groups	47.419	63	.753		
	Total	47.455	65			
Counselling Services	Between Groups	2.486	2	1.243	1.402	.254
	Within Groups	55.877	63	.887		
	Total	58.364	65			
Health Program	Between Groups	.102	2	.051	.053	.948
	Within Groups	60.262	63	.957		
	Total	60.364	65			
Family Support Program	Between Groups	.188	2	.094	.089	.915
	Within Groups	66.842	63	1.061		
	Total	67.030	65			
Paid Paternity Leave	Between Groups	2.086	2	1.043	1.607	.209
	Within Groups	40.898	63	.649		
	Total	42.985	65			



RESULT

According to the above table, it is interpreted that, the p value of the all the variables from the work life balance practices are more than 0.05, we accept the null hypothesis at 5% level of significance. So, there is no significant difference the experience and satisfaction towards work life balance practices.

1.9 FINDINGS

- There is a relationship between experience and how many hours in a day do you normally work.
- There is no significant difference between the gender and satisfaction towards work life balance practices
- There is no significant difference the experience and satisfaction towards work life balance practice.

1.10 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.
- 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.
- Free health checkups, health insurance & exercise facilities are the initiative not only expected by the employees but they are also the initiatives which will be the critical influencing factors for employees in making choice of employment.
- Employers can only facilitate work life balance with many schemes that can attract employees and satisfy their needs but it is employees, who have to plan, prioritize and schedule their work and life obligations.

1.11 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 of 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. Therefore, it is equally important for employees to express their expectations and needs, since otherwise they cannot expect management or the institutions to resolve matters for them on their own initiative.

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