

Employees Work Life Balance

Mr. Thoufic Askar U¹, Mr. Arun A²

¹Dept of Management Studies

²Assistant Professor, Dept of Management Studies

^{1,2}IFET College of Engineering, IFET Road, Gangarampalayam/ Villupuram-605 108

Abstract- *This study investigates the concept of work-life balance and its impact on employees in modern workplaces. As the boundary between work and personal life becomes increasingly blurred due to advancements in technology and changing work dynamics, achieving a balance that promotes well-being and productivity is essential. This research reviews existing literature and presents empirical findings to explore the determinants and outcomes of work-life balance. Key factors such as flexible work arrangements, organizational support, job demands, and personal responsibilities are examined. The results indicate that a positive work-life balance is strongly associated with higher job satisfaction, reduced stress levels, and improved overall well-being. The study also identifies effective strategies that organizations can implement to support employees in achieving this balance, including the adoption of flexible scheduling, the provision of mental health resources, and the fostering of a supportive workplace culture. These insights provide valuable guidance for employers aiming to enhance employee satisfaction and organizational performance through better work-life balance practices.*

Keywords- work-life balance, employee well-being, job satisfaction, flexible work arrangements, organizational support, stress reduction, workplace culture.

I. INTRODUCTION

Work-life balance is a concept that involves the appropriate prioritization between work (career and ambition) and lifestyle (health, pleasure, leisure, family, and spiritual development/meditation). It is essential for maintaining overall well-being and ensuring that work demands do not overshadow personal life. Historically, the concept of work-life balance emerged in the late 20th century, influenced by changes in the workforce, including the increase of dual-income households and the rising awareness of the negative effects of work-related stress. The industrial revolution, followed by technological advancements, significantly altered the nature of work, blurring the lines between professional and personal life.

II. REVIEW OF LITERATURE

Emily Johnson,(2020)

This comprehensive review examines the current state of research on work-life balance, focusing on recent trends and developments. It explores various theoretical frameworks, measurement tools, and intervention strategies aimed at promoting work-life balance among employees. The review also discusses the impact of work-life balance on individual well-being, job satisfaction, and organizational outcomes, highlighting the importance of creating supportive work environments that accommodate employees' personal and professional responsibilities.

Michael Smith, (2021)

This meta-analysis synthesizes empirical studies examining the relationship between work-life balance, stress, and burnout. Findings reveal a significant negative correlation between poor work-life balance and both stress and burnout levels among employees. The study also identifies potential moderators, such as job characteristics, individual differences, and organizational support, that influence the strength of this relationship. Implications for organizational interventions and stress management initiatives are discussed.

Sarah William,(2022)

Utilizing longitudinal data, this study examines the long-term effects of work-life balance on employees' psychological well-being. Results indicate a bidirectional relationship, whereby higher levels of work-life balance are associated with greater psychological well-being over time, and vice versa. The study also explores potential mediators and moderators of this relationship, shedding light on

III. RESEARCH METHODOLOGY

DATA SOURCES

The study basically uses

- Primary data

- Secondary data

PRIMARY DATA

Primary Data is collected from first-hand experience and is not used in the past. The data gathered by primary data collection methods are highly accurate and specific to the research’s motive. Primary data collection methods can be divided into two categories: [quantitative methods](#) and [qualitative methods](#)

SECONDARY DATA

Secondary data is data collected by someone other than the actual user. It means that the information is already available, and someone analyses it. The secondary data includes magazines, newspapers, books, journals, etc. It may be either published data or unpublished data.

Statistical Tools

The statistics tools commonly used for analysis of collected data are:

1. Percentage Analysis
2. Chi Square
3. Correlation

Percentage Analysis

percentage analysis is a valuable tool in research for summarizing, interpreting, and communicating findings in a way that is accessible and informative to both researchers and stakeholders.

Chi-square Analysis

Chi-square analysis, or chi-square test, is a statistical method used to determine whether there is a significant association between categorical variables. It's particularly useful when you have categorical data.

Correlation Analysis

Correlation is a statistical measure that describes the extent to which two variables change together

IV. OBJECTIVES OF THE STUDY

- To establish and maintain a healthy equilibrium between professional responsibilities and personal well-being, enhancing overall quality of life and productivity.

- To study the relationship between work life balance and rest of other variables among employees of healthcare

Scope of the study

- This study covers the various aspects of employees work life balance.

Need of the study

- This study helps to understand the importance and challenges in balancing personal life

Limitation of the study

- Participants' perspectives may impact their responses, resulting in biased or erroneous data.
- Findings may not be applicable to diverse contexts, settings, or populations.

V. ANALYSIS AND INTERPRETATIONS

Do you feel like you have enough time for personal activities outside of work?

Particulars	Frequency	Percent
No	54	35.1
Yes	99	64.3
Total	154	100.0

Table No.1.1 you have enough time for personal activities outside of work

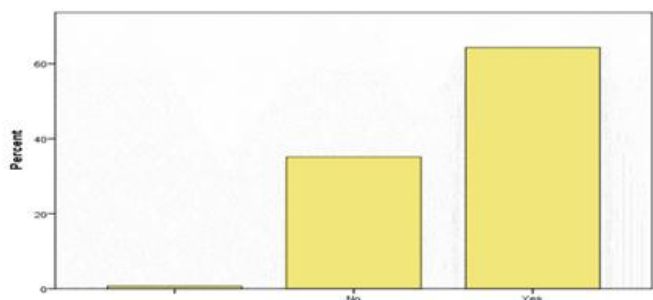


Fig no. 1.1 you have enough time for personal activities outside of work

INFERENCE

From the above table, it is inferred that 35.1% of the respondents are given No to you have enough time for personal activities outside of work and 64.3% of the respondents are given yes.

Are you able to disconnect from work during your personal time?

Particulars	Frequency	Percent
No	51	33.1
Yes	102	66.2
Total	154	100.0

Table No.1.2 disconnect from work during your personal time

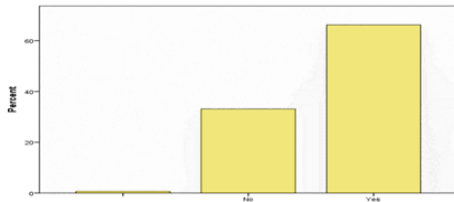


Fig no.1.2 disconnect from work during your personal time

INFERENCE

From the above table, it is inferred that 33.1% of the respondents are given No to disconnect from work during your personal time and 66.2% of the respondents are given yes.

Are you able to take regular breaks during the workday to recharge?

Particulars	Frequency	Percent
No	53	34.4
Yes	99	64.3
Total	154	100.0

Table No.1.3 Able to take regular breaks during the workday to recharge

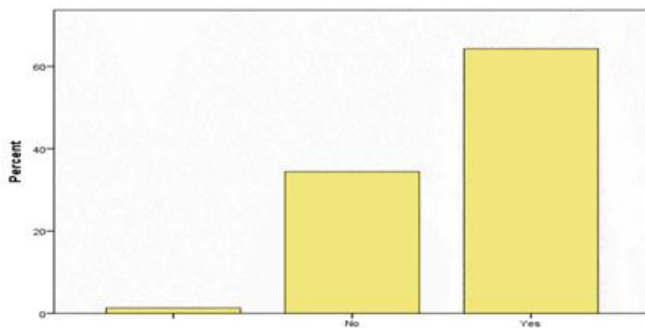


Fig no. 1.3 Able to take regular breaks during the workday to recharge

INFERENCE:

From the above table, it is inferred that 34.4% of the respondents are given No to able to take regular breaks during the workday to recharge and 64.3% of the respondents are given yes.

Chi- Square Test

Hypothesis

Null Hypothesis:

H0: There is no association between good balance between your work life and personal life and current work life balance.

Alternative Hypothesis:

H1: There is an association between good balance between your work life and personal life and current work life balance.

	Case					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Good balance between your work life and personal life and current work life balance	154	100	0	0	154	100

Table No. 1.4 – Summary of the chi-square

	Value	DF	Asymptotic.Sig. (2-Tailed)
Pearson Chi-square	2.858	2	.239
Likelihood Ratio	2.999	2	.223
No Of Valid Cases	154		

Table No.1.4 – Test Statistics

Inference

From the above table 4.39, the significant value is $p=.239$ which is less than 0.05 So, alternative hypothesis is accepted, it reveals that there is significant association between good balance between your work life and personal life and current work life balance.

Correlation Analysis

Hypothesis

Null Hypothesis:

H0: There is no association between disconnect from work during your personal time and support your company offers for family responsibilities.

Alternative Hypothesis:

H1: There is an association between disconnect from work during your personal time and support your company offers for family responsibilities.

VI. SUGGESTIONS

- The Management need to support the employees for their career and development.
- The company can arrange the trip for mind relaxing for employees to overcome the stress in their work life and personal life.
- Recognize the employee for their hard work and contribution.
- Prioritizing clear boundaries between work and personal time is essential.
- Striving for a harmonious integration of work responsibilities and personal fulfillment ultimately leads to a more satisfying and productive life.
- Engaging in hobbies and activities that bring joy and relaxation is crucial for mental health.

VII. CONCLUSION

Maintaining a healthy work-life balance promotes general well-being and productivity. It entails properly allocating time and energy between professional obligations and personal life. Setting clear limits, prioritizing chores, practicing self-care, and harnessing technology to increase productivity are all important techniques. Organizations play an important role in creating a supportive atmosphere, providing flexible work arrangements, and supporting employee health programs. Finally, a well-balanced work-life dynamic improves job satisfaction, decreases stress, and results in a more rewarding and sustainable lifestyle.

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		Are you able to disconnect from work during your personal time?	Are you satisfied with the support your company offers for family responsibilities?
Are you able to disconnect from work during your personal time?	Pearson correlation	1	.112
	Sig(2-tailed)		.165
	N	154	154
Are you satisfied with the support your company offers for family responsibilities ?	Pearson correlation	.112	1
	Sig (2-tailed)	.165	
	N	154	154

Table No.1.5- Test Statistics

Inference

From the above table, it is inferred that $r=.112$ (r value lies between -1 to $=1$), hence it is clear positive correlation relationship between disconnect from work during your personal time and support your company offers for family responsibilities .so, $H1$ is accepted. There is significant association between disconnect from work during your personal time and support your company offers for family responsibilities.