A STUDY ON THE WORK LIFE BALANCE OF EMPLOYEES IN IT AND MANUFACTURING COMPANIES WITH SPECIAL REFERENCE TO SARAVANAMPATTI AT COIMBATORE DISTRICT

[1]Mr. S. Ajith Kumar
[1] Assistant Professor, Department of Management Studies,
Sri Kaliswari College (Autonomous), Sivakasi

[2]Dr. P.K.Balamurugan
[2]Vice Principal & Head, Department of Management Studies,
Sri Kaliswari College (Autonomous), Sivakasi.

Abstract

Work-life balance is about effectively managing the juggling act between paid work and the other activities that are important to people like time with family, participation in community activities, voluntary work, personal development, leisure and recreation. The present study was conducted with the objective to understand the existing work life balance among the employees in information technology and manufacturing companies. The sample for the study consisted of 112 employees who are currently working in these companies on the basis of simple random sampling method. The finding of the study reveals that there is a significant difference in years of experience and the balance of work life and family life. The study discloses that the employees working in IT and manufacturing companies can lead a good work life balance.
Keywords: Work Life Balance, IT Employees, Personal Life, Work Culture

Introduction

Work life balance is about adjusting working patterns to allow employees to combine work with their other responsibilities such as caring for children or elderly relatives. Introducing appropriate employment practices to help employees achieve a better work/life balance brings tangible benefits to your business. It can enable employees to feel more in control of their working life and lead to increased productivity, lower absenteeism and a happier, less stressed workforce. Certain employees have the right to request flexible working. Demographic changes, including an ageing population and smaller family structures, will increase the likelihood of your employees requesting flexible working arrangements. This examines how to promote good work/life balance in your workplace and highlights some of the benefits for your business.

Need of the study

Employees work around the clock. The very nature of the job brings with it many psychological, social and physical problems. Striking a balance between work and life could be an important task for the employees. So by analyzing the dimension that influences the work life balance, the present work life balance of employees could be understood.

Objectives of the study
Primary Objective

- To understand the existing Work life Balance among the employees in IT and Manufacturing companies in Saravanampatti at Coimbatore District

Secondary Objectives

- To find out the working environment and the impact of change in their Work Life Balance.
- To understand the roles performed by the employees both in their work and personal life.

Scope of the study
This study emphasis in the following scope:

➢ This study is helpful to the organization for conducting further research.
➢ It is helpful to identify the employees' present level of work life balance.
➢ This study is helpful to the institution to realize the initiative that they should take in order to ensure that their employees strike a balance between Work and Personal Life.
➢ The outcome of the study may be useful to the company to study the work life balance.

Review of Literature

Hsieh et al. (2005) and Fuß et al. (2008) studied the variables of marital status and age. Hsieh et al. (2005) investigated the perspective of Taiwan hotel managers regarding work-personal life balance and its relationship to various demographic variables, such as gender and marital status, and did not find any significant differences between male and female managers, nor there any significant differences between married and unmarried male/female managers.

Fuß et al. (2008) found that socio-demographic factor of age group was a significant predictor of work interference in family. The younger was the participant, the higher was the perceived work interference in family.

Drew and Murtagh (2005) examined the experience and attitude of female and male senior managers towards work life balance. The study was undertaken in a major Irish organization, for which work life balance was a strategic corporate objective. The finding of the study was that greatest obstacle to achieving work life balance was the "long hours" culture, in which availing oneself of flexible options (e.g. flextime/working from home) is incompatible with holding a senior management post. Many of senior men could delegate family/caring activities to their wives, which was not possible for majority of women in senior positions. Hence men sought work life balance to resolve, commuting/work time issues. Both men and women in senior management recognized that their own careers would be seriously jeopardized by taking up work life balance arrangements.

Osterman (1995) explained variation across firms in the implementation of work/family programmes by examining how these are related to the employment strategy of organizations. The data was collected from an original survey of American private sector establishments and its labour force. The survey collected data on the presence or absence of a variety of work/family programmes, as well as on a broad range of characteristics of the establishment and its labour force. It was found that organizations whose core employees were professional or technical workers were significantly more likely to provide work/family programmes than the organizations with service workers or blue collar employees. The results also showed that the firms that wanted to implement high performance or high commitment work systems were more likely to adopt work/family programmes.

(Maxwell, 2005) Work-life balance is not just about working fewer hours, it has become more multi-faceted to include: how long people work (flexibility in the number of hours worked), when people work 17 (flexibility in the arrangement of hours), where people work (flexibility in the place of work), developing people through training so that they can manage the balance better, providing backup support and breaks from work.

(Martel, 2002) Within the literature there have been many tactics explored that individuals use to manage work life stress, such as flexibility, social support and access to resources. The role of the supervisor is an important one in expanding these tactics. Supervisors are in daily contact with employees and are in a position to manage, coach and mentor, conveying the culture, spirit, and pride of their organizations.

Research Methodology

Research methodology is the systematic way to solve the research problem. It gives an idea about various steps adopted by the researchers in a systematic manner with an objective to determine various manners.

Research Design

The present study is descriptive in nature. The researchers concentrate the work life balance of IT and manufacturing employees who engaged in morning shifts.

Data Collection

To fulfill the objectives, the researchers have used both primary and secondary data. To collect the primary data, the researchers used Interview Schedule with Likert's 5 - Point Scale from Highly Satisfied to Highly Dissatisfied. A pilot study was conducted with 10 employees for making the Interview Schedule a well structured one. The secondary data are collected from Journals, Magazines, Internet and Books.

Sample Population and Size

The sample working population in IT and manufacturing companies is about 2000 employees who are engaged themselves in morning shift. Among them the researchers have

contacted 200 employees with a well structured Interview Schedule, out of which 112 respondents' response was taken for the study.

Sampling Technique

The sampling technique used by the researchers for this study is Simple Random Sampling because the researchers focused only the employees who engaged themselves in morning shifts only.

Tools for Analysis

To analyze the primary data the researcher used Percentage analysis and Chi-square Test for testing the variables.

Hypothesis

1. The satisfaction level with respect to working hours and shifts does not depend upon nature of organisation.
2. There is no significant difference between the years of experience and the Balance of work and family life.
3. There is no significant difference between the marital status and the work involvement and commitment.
4. There is no significant difference in opinion about my organisation values and actively seeking alternative for the organisation.
5. There is no significant difference in opinion about the working environment and balance in work and family life.

Analysis and Interpretations
Table 1: Family Friend policies

S. No	Question	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
1	I am satisfied with my working days in a week	32	58	14	6	2	112
2	I am satisfied with my working hours	20	54	20	12	4	112
3	How do you feel about the amount of time you spend travelling to work?	20	38	36	12	6	112
4	I am able to balance my work and family life	12	56	28	14	2	112

5	I am able to spend quality time with family	12	38	32	26	4	112
6	I am satisfied with separate policy for work-life balance.	10	46	48	6	2	112
7	Work environment is convenient for me to work.	34	58	16	4	0	112
8	I am provided safety precautions and welfare facilities.	24	60	20	6	2	112

Interpretation

From the above table it is depicted that the 52% of the respondents are satisfied with their working hours in a week, 50 % of the respondents are satisfied with their working hours of the organization, 34% of the respondents are satisfied with the amount of time spent traveling to work, 50 % of the respondents are satisfied that they are able to balance their family and work life, 34% of the respondents are spending their quality time with their family, 43% of the respondents are neither satisfied nor dissatisfied with the separate policy for work -life balance, 52% of the respondents feel that the work environment is convenient for them to work. 54 % of the respondents are satisfied with the safety precautions and welfare facilities that were provided by the organization.

Table 2: Job Satisfaction

S.No	Question	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
1	I love my profession.	44	50	14	4	0	112
2	I am satisfied with my pay.	20	46	32	14	0	112
3	I am able to receive support and guidance from colleagues.	24	54	26	16	0	112
4	I maintain good relationship with colleagues.	38	58	14	2	0	112
5	I have good involvement and commitment in work.	30	64	12	6	0	112

6	I am confident of my abilities to succeed my job.	32	68	10	2	0	112
7	My work gives me a sense of personal accomplishment.	24	50	30	16	0	112
8	I engage myself in extracurricular activities.	26	34	40	10	2	112
9	I get a good night sleep without worrying about my work.	18	48	26	16	4	112

Interpretation

From the above table it is clear that the 45 % of the respondents love their professions, 41% of the respondents are satisfied with their pay given by the organization, 48% of the respondents are satisfied by the support and guidance received from their colleagues, 52% of the respondents are satisfied with relationship maintain with their colleagues, 57% of the respondents are satisfied with their involvement and commitment towards their job, 61% of the respondents are confident of their abilities to succeed in their job, 45 % of the respondents are satisfied with their work gave a sense of personal accomplishment, 36% of the respondents are neither satisfied nor dissatisfied with their engagement themselves in extracurricular activities, 43 % of the respondents are satisfied with getting good night sleep without worrying about their work.

Table 3: Work Culture

S. No	Question	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
1	Our organization is good at fulfilling their mission.	22	64	18	6	2	112
2	My organization's culture follows the company's mission.	26	60	16	8	2	112
3	My organization's culture is developed by top management.	34	40	24	14	0	112
4	I feel that my organization values my opinion.	28	42	34	6	2	112

5	My organization shares information with others.	18	38	42	14	0	112
6	I feel driven to make a difference in my workplace	16	52	40	4	0	112
7	My organization will promote from within before looking for employees externally.	16	56	26	14	0	112

Interpretation

From the above table it is understood that 57% of the respondents are satisfied with their mission that was fulfilled by their organization, 54% of the respondents says that their organization's culture follows their company's mission, 36 % of the respondents are satisfied with the organization's culture was developed by their top management, 38% of the respondents feel satisfied with the organization values their opinion, 46% of the respondents feel driven to make difference in their workplace, 50 % of the respondents feel satisfied with their organization will promote from within before looking for employees externally.

Hypothesis Testing
Hypothesis 1:
H_0: The satisfaction level with respect to working hours and shifts does not depend upon nature of organisation.

Variables	Calculated Value	Table Value	Degrees of Freedom	Level of Significance	Ho: Rejected / Accepted
Satisfaction level regarding working hours and shifts with nature of Organisation	1.96	9.488	4	0.05	Accepted

The null hypothesis is accepted at 5% level of Significance. Hence, it is concluded that, there is no significant relationship between the satisfaction level with respect to working hours and shifts and the nature of organisation.

Hypothesis 2:

H_0: There is no significant difference between the years of experience and the Balance of work and family life.

Variables	Calculated Value	Table Value	Degrees of Freedom	Level of Significance	Ho: Rejected / Accepted
Years of Experience and Balance of work and family life	30.9	21.026	12	0.05	Rejected

The null hypothesis is rejected at 5% level of Significance. Hence, it is concluded that, there is significant relationship between the years of experience and the Balance of work and family life.

Hypothesis 3:

H_0: There is no significant difference between the marital status and the work involvement and commitment.

Variables	Calculated Value	Table Value	Degrees of Freedom	Level of Significance	Ho: Rejected / Accepted
Marital Status and Work involvement and commitment	9.91	7.815	3	0.05	Rejected

The null hypothesis is rejected at 5% level of Significance. Hence, it is concluded that, there is significant relationship between the marital status and the work involvement and commitment.

Hypothesis 4:

H_0: There is no difference in opinion about my organisation values and actively seeking alternative for the organisation

Variables	Calculated Value	Table Value	Degrees of Freedom	Level of Significance	Ho: Rejected / Accepted
Opinion about organizational values and seeking alternative for the organisation	1.35	9.488	4	0.05	Accepted

The null hypothesis is accepted at 5% level of Significance. Hence, it is concluded that, no difference in opinion about my organisation values and actively seeking alternative for the organisation.

Hypothesis 5:

H_0: There is no difference in opinion about the working environment and balance in work and family life.

Variables	Calculated Value	Table Value	Degrees of Freedom	Level of Significance	Ho: Rejected / Accepted
Working Environment and Balance in Work and Family life	12.3	21.026	12	0.05	Accepted

The null hypothesis is accepted at 5% level of Significance. Hence, it is concluded that, no difference in opinion about the working environment and balance in work and family life.

Summary of the Findings
Demographic Profile

It is clear from the analysis that 68% of the respondents belong to Male gender, 64% of the respondents belong to the age group of 15 to 24 years, 68% of the respondents are belonging to the IT companies, 84 % of the respondents are unmarried, 50% of the respondents have 1 to 5 years of experience, 31.25% of the respondents are earning monthly income of Rs. 10,001 to Rs. 15,000.

Dimensions of Work Life Balance

The findings of three dimensions of work life balance of the study are presented below:

Family Friendly Policies

It is depicted that, 52% of the respondents are satisfied with their working hours in a week, 50 % of the respondents are satisfied with their working hours of the organization, 34% of the respondents are satisfied with the amount of time spend traveling to work, 50 % of the respondents are satisfied that they can be able to balance their family and work life, 34% of the respondents are spending their quality time with their family. 43% of the respondents are neither satisfied nor dissatisfied with the separate policy for work life balance, 52% of the respondents feel that the work environment is convenient for them to work, 54 % of the respondents are satisfied with the safety precautions and welfare facilities that were provided by the organization.

Job Satisfaction

It is revealed that, 45 % of the respondents love their professions, 41% of the respondents are satisfied with their pay given by the organization, 48% of the respondents

are satisfied by the support and guidance received from their colleagues, 52% of the respondents are satisfied with relationship maintain with their colleagues, 57% of the respondents are satisfied with their involvement and commitment towards their job, 61% of the respondents are confident of their abilities to succeed in their job, 45 % of the respondents are satisfied with their work gave a sense of personal accomplishment, 36% of the respondents are neither satisfied nor dissatisfied with their engagement themselves in extracurricular activities, 43 % of the respondents are satisfied with getting good night sleep without worrying about their work.

Work culture

It is disclosed that, 57% of the respondents are satisfied with their mission that was fulfilled by their organization, 54% of the respondents say that their organization's culture follows their company's mission, 36 % of the respondents are satisfied with the organization's culture was developed by their top management, 38% of the respondents feel satisfied with the organization values their opinion, 46% of the respondents are feeling driven to make difference in their workplace, 50 % of the respondents feel satisfied with their organization will promote from within before looking for employees externally.

Hypothesis

From the analysis it is clearly understood that, there is no significant relationship between the satisfaction level with respect to working hours and shifts and the nature of organization, There is a significant relationship between the years of experience and the balance of work and family life, There is a significant relationship between the marital status and the work involvement and commitment, There is no significant relationship between in opinion about my organization values and actively seeking alternative for the organization, There is no significant relationship between in opinion about the working environment and balance in work and family life.

Suggestions
- The organization should find key personal influencing factors and work towards it for a better Work life Balance.
- The organization should implement few Technology transfer programs which help them to work efficiently and see the organization from different angle. They can also provide a better balance in personal life.
- The company can also take additional care of their Work life Balance by providing considerably good welfare measures particularly transportation facilities and other working conditions in the company.
- Employees require more encouragement from the colleagues since many of them are not satisfied with the support and guidance given by the colleagues. So that Employees will have involvement and commitment in work and they will be

confident of abilities to succeed their job and their work will give a sense of personal accomplishment.

- Employees should engage themselves in extracurricular activities to remove their stress in the work.
- Employees should maintain a clean and neat work place and follow safety precautions and Rules and Regulations for their good health.

Conclusion

The study reveals that the Employees of IT and Manufacturing sectors have reasonable a Good Work life Balance. Emphasis is given to the employees at various levels the improvement of the Work life Balance can be easily monitored since the organization can see the vast change in optimization, utilization, productivity improvement. Employees need to relate the Process and Project which helps in resolving their work and personal life through the desired level can be achieved for each year. Thus the Company holds a good asset –"The Employees Force" – which will tend hands to drive the company to reach its many more heights.

References

1. Kothari C.R. "Research Methodology" New Age International Prakasan Publishers, Seventh edition, 2006.
2. Drew, E., & Murtagh, E.M. (2005). Work/life balance: Senior management champions or laggards? *Women in Management Review, 20(4),* 262-278.
3. Fuß, I., Nübling, M., Hasselhorn, H.M., Schwappach, D., & Rieger, M.A. (2008). Working conditions and work family conflict in German hospital physicians: psychosocial and organizational predictors and consequences. *BMC Public Health, 8,* 353.
4. Hsieh, Y., Pearson, T., Chang, H., & Uen, J. (2005). Spillover between work and personal life balance for lodging managers. *Journal of Human Resources in Hospitality and Tourism, 3(2),* 61-83.
5. Martel, L. (2002). The principles of high performance- And how to apply them. Journal of Organizational Excellence, 21 (4), 49-59.
6. Maxwell, G. (2005). Checks and balances: The role of managers in work-life balance policies and practices. Journal of Retailing and Consumer Services, 12, 179-189.
7. Osterman, P. (1995). Work/family program and the employment relationship. *Administrative Science Quarterly, 40,* 681-700.