



## A STUDY ON WORK LIFE BALANCE OF EMPLOYEES AT WELKINZ , CHENNAI

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**Article History:** Received: 12.02.2023

Revised: 02.04.2023

Accepted: 19.05.2023

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### Abstract

The project entitled “A Study on Work Life Balance of Employees at Welkinz , Chennai”. The main objective is to study the work-life balance of employees at Welkinz Organization . The study is also aimed at identifying the barriers to the design and implementation of work life balance policies and strategies, both from perception of management as well as from the perception of employees. The secondary objectives are to identify the nature of work life balance among employees, find out the causes positive work-life balance. To study about the working hours of the employees. The need of this study is to motivate employees to improve their work life balance and quality of life. The project gives emphasis on use of quality circles by companies which helps in solving many quality and people related problems. Company can have a separate policy for enhancing the work life balance. It will be better if the work life balance policy in the organization is customized to individual needs.

**Keywords:** Work life balance, Work life balance policies, Working hours.

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**DOI: 10.31838/ecb/2023.12.s2.291**

## 1. INTRODUCTION

Work life balance has emerged as an important concept in today's organization. It is a combination of three words which will defines the life of individuals working in an organization that when you are at a office be engaged in your work and when you are at your home be at home. i.e. to maintain the balance between work and personal life is called Work life balance. It is also called as the work life integration, work life coordination, work life reconciliation, Work life Masonic. "Work the term includes the career and the ambition of Individual while the life style includes health, pleasure, leisure and family.

Work life balance came in to the focus due to emerging technology as companies uses the computer, email and mobile phones which empower employees to make office work even beyond the physical boundaries of the office, so this affect employees personal life as even at the home they are busy in attending and completing the office assignment which create less focus on the family and hamper personal life which results into work life conflict of employees. If work life balance not maintained properly, this can result into stress which directly affects employee's health if an employee works into stressful environment he will burnout.

Work life balance is directly related with job satisfaction if the employees are not satisfied with the organizational policies related to wok life balance it will directly affect the organization in retaining and attracting efficient employees, as the success of an organization depends on the quality of employees which result in high productivity.

Enrichment programmes are a step ahead of work life balance but if provided by the company act as a support of organization towards employees. It act to improve and enrich the life of employees, if we see only few companies provides the enrich programmes but there is a need as the employees are not able to find a time to spend with their family group.

### NEED FOR THE STUDY

1. Understand what good quality work life means to employees and how it affects the companies.
2. It helps to understand how good working conditions help employees to work more efficiently.
3. To motivate employees to improve their work life balance and quality of life.
4. The project gives emphasis on use of quality circles by companies which helps in solving many quality and people related problems.

### SCOPE OF THE STUDY

The present study is confined to work life balance of employees. The employees who have been working in

this organizations were considered for the purpose of the study. The study is expected to identify how an employee should keep a proper balance between their personal life and professional life.

### OBJECTIVES OF THE STUDY

#### PRIMARY OBJECTIVES

- The main objective is to study the work - life balance of employees at Welkinz.

#### SECONDARY OBJECTIVES

- To find out whether employees are able to balance their work life.
- To study about the working hours of the employees.
- To find out whether employees gets tired or depressed because of work.
- To measure the level of satisfaction of employees towards work life balance.
- To Know the Initiatives taken By Organization to Manage Work Life
- To measure the overall job satisfaction toward the job in the organization

## 2. REVIEW OF LITERATURE

[1] **Singh S. (2013)** mentioned Role stress theory in his paper Titled "Work- Life Balance: A Literature Review" wherein the negative side of the work- family interaction has been put under the spotlight. Recently, the emphasis has shifted towards the investigation of the positive interaction between work and family role as well as roles outside work and family lives, and scholars have started to deliberate on the essence of work- life balance.

[2] **Kumari L. (2012)** in her study "Employees Perception on Work Life Balance and its relation with job satisfaction in Indian Public Sector Banks" emphasized that each of the Work life balance factors on its own is a salient predictor of job satisfaction and there is a significant gap between male and female respondents with the job satisfaction with reference to various factors of Work life balance. The result of the study had practical significance for human resource managers of especially banks to improve staff commitments and productivity.

[3] **Shalini and Bhawna (2012)** reported in their study, "Quality of work life balance" is being used by the organizations as a strategic tool to attract and retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work

[4] **Lazar I. (2010)** in paper titled "The Role of Work Life Balance Practices in Order to Improve Organizational Performance", showcased that everyone benefits from good practice in work- life balance. For instance: business through easier recruitment, improved retention, and easier service delivery, as the labor market grows more skilled and

experienced people are available to work; parents and careers, who can spend quality time at home as well as providing financial support through work; people with disabilities, through improved access to work; and the workforce generally where they are better able to balance their work with other aspects of their lives.

[5] **Bhatnagar S., Sanadhya P. (2015)** in paper titled "An analysis of Work-life balance among the Male and Female IT professionals in Pune (Maharashtra)" reference not done founded that there is no significant difference in work life imbalance across genders. The data analysis showed that the level of pressure of work and the impacts of work life balance were almost similar for both male and female employees. Negative impacts on the family lives of employees due to the pressure of work was statistically similar for both the genders, although the impacts seem to be even more visible in case of female employees.

### 3. RESEARCH DESIGN

Research refers to a search for knowledge. The research design followed for the study is descriptive sort of research. It is typically concerned with determining the frequency with which something occurs or how two variables vary together. Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group. The sample size was 163 using sampling technique, under non probability sampling, convenience sampling is used for this study. Data was collected through primary sources as questionnaires. We use statistical tools to obtain accurate result. The following statistical tools are Chi- square, Correlation, One Sample T-Test, One Way Anova.

### 4. RESULTS AND DISCUSSION

**TABLE No 1 :Gender Of The Respondents**

GENDER	NO OF RESPONDENTS	PERCENTAGE
Male	97	59.5
Female	66	40.5
Total	163	100

(Source: Primary Data)

The above diagram shows that the 59.5% of respondents are Male and 40.5% of respondents are Female. Therefore, the majority of the employees are male are working in Welkinz.

**TABLE No 2 : AGE OF THE RESPONDENTS**

AGE	NO OF RESPONDENTS	PERCENTAGE
18-25	123	75.5
25-30	36	22.1
Above 30	4	2.5
Total	163	100

(Source: Primary Data)

The above diagram shows that the 75.5% of respondents belong to 18-25 years. 22.1% of respondents belong to 25-30 years. 2.5% of respondents belong to Above 30 years. Therefore, the majority of the employees are between age of 18-25 in Welkinz.

#### CHI - SQUARE TEST

**Null Hypothesis (H<sub>0</sub>):** There is no significant association between Gender and Satisfaction Level of Current Work Life Balance at welkinz.

**Alternative Hypothesis (H<sub>1</sub>):** There is significant association between Gender and Satisfaction Level of Current Work Life Balance at welkinz

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.347 <sup>a</sup>	4	.254
Likelihood Ratio	5.552	4	.235
N of Valid Cases	163		

a. 2 cells (20.0%) have expected count less than 5. The minimum expected count is 2.02.

Since the calculated p value is  $(0.254) > (0.05)$ . The null hypothesis is accepted and the alternative hypothesis is rejected. Hence there is no significant association between Gender and Satisfaction Level of Current Work Life Balance at welkinz.

#### CORRELATION TEST

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between No Of Hours Employees Work In

A Day and Feeling Tired or Depressed Because Of Work.

**Alternative Hypothesis (H<sub>1</sub>):** There is significant difference between No Of Hours Employees Work In A Day and Feeling Tired or Depressed Because Of Work.

TABLE No 3 : CORRELATION TEST

Correlations			
		No of Hours Employees Work In A Day	Depressed Because Of Work
No of Hours Employees Work In A Day	Pearson Correlation	1	.277**
	Sig. (2-tailed)		.000
	N	163	163
Depressed Because Of Work	Pearson Correlation	.277**	1
	Sig. (2-tailed)	.000	
	N	163	163

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

#### ONE-SAMPLE T-TEST

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between Employee's Ability to Balance The Work Life and The Initiatives Taken By Organization To Manage Work Life.

**Alternative Hypothesis (H<sub>1</sub>):** There is significant difference between Employee's Ability to Balance The Work Life and The Initiatives Taken By Organization To Manage Work Life.

TABLE No 4: ONE-SAMPLE T-TEST

One-Sample Test						
	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Employee's Ability to Balance The Work Life	50.729	162	.000	1.080	1.04	1.12
The Initiatives Taken By Organization To Manage Work Life	61.635	162	.000	2.877	2.79	2.97

Since the calculated p value  $(0.000) < (0.05)$ . The alternative hypothesis is accepted and the null hypothesis is rejected. Hence there is significant difference between Employee's Ability to Balance The Work Life and The Initiatives Taken By Organization To Manage Work Life.

#### ONE WAY ANOVA

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference between Level of Income and Satisfaction Level Toward the Job.

**Alternative Hypothesis (H<sub>1</sub>):** There is significant difference between Level of Income and Satisfaction Level Toward the Job.

**TABLE 4.2.4 ONE WAY ANOVA**

ANOVA					
Income					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	8.240	4	2.060	1.409	.233
Within Groups	230.987	158	1.462		
Total	239.227	162			

Since the calculated p value (0.233) > (0.05). The null hypothesis is accepted and the alternative hypothesis is rejected. Hence there is no significant difference between between Level of Income and Satisfaction Level Toward the Job.

### FINDINGS

- 59.5% of respondents are Male
- 75.5% of respondents belong to 18-25 years
- 89.6% of respondents are Post Graduate.
- 39.9% of respondents are 1-2 Years Experienced.
- 46.6% of the respondents gets monthly income 20000-25000.
- 43.6% of respondents are Very Satisfied with their Work Schedule.
- 54% of respondents works 6 days in a week.
- 56.4% of respondents works 7-8 Hours in a Day.
- 52.1% of respondents Travels Nearly two hour.
- 92% of respondents are able to balance their work life.
- 46.6% of respondents are Strongly Agree that Work Schedule Allows them To Spend Time With their Family And Friends.
- 62% of respondents Rarely think about work when they are not at work.
- 50.9% of respondents Rarely Feel tired or depressed because of work.
- 58.9% of respondents are Aware about the company's Policy for work life balance of employees in Welkinz.
- 65% of respondents are given Flexible hours in general.
- 71.8% of respondents Sometimes Work for long hours.
- 59.5% of respondents says that Support from colleagues at work allows to manage the work life.
- 58.3% of respondents are Strongly Agree that Balancing work & personal life is difficult in starting stage of career.
- 94.5% of respondents accept that Good Work Life Balance the Organization Will Be More Effective and Successful.
- 42.3% of respondents says that Friends support them to balance their work life.

- 71.2% of respondents Gives Priority to Both Work and Family.
- 62% of respondents are Highly Satisfied with their Job in Welkinz.

### SUGGESTIONS

- Some of the workers work overtime in the firm this should be changed by redistributing their work to other employees so that the work is shared and they can complete their work during the office time itself.
- When works are distributed among the employee it will decrease s the longer working hours of the employees. Longer working hours will affect the productivity of the employees therefore longer working hours should be decreased which will increase the productivity of the employees resulting in the profit of the firm.
- The firm should provide an accommodation to their employees who are coming from faraway places which takes up to two hours for travel, this time can be utilised for the work if they are provided with nearby residence.

### LIMITATION

- Sample size is limited due to the limited period allocated for the survey
- The analysis is completely based on the information provided by the employees and hence could be biased.
- Geographical area is restricted only to Chennai region
- Employees felt that the questionnaire was too big.

### 5. CONCLUSION

A research study is done on the "Work life balance of employees at Welkinz Chennai". The survey is conducted among 163 employees. In overall, most of the employees can able to balance work life. Most of employees are Very Satisfied with their Work Schedule. Most of employees say that Support from colleagues at work allows to manage the work life. Most of Employees are Highly Satisfied toward the

job in Welkinz. Most of employees accept that Good Work Life Balance the Organization will Be More Effective And Successful. Overall, there is a good support provided from management. Since the responses of the employees are positive and the data are collected through the questionnaire, analysis was done and the results are found out.

The company should maintain its current policies and working strategies regarding the work life balance to keep on motivating and retaining the employees. Proper work life balance among the employees can not only increase their productivity, but also helps the organisation achieve its objectives easily. Improving work life balance brings benefits for both employers and employees.

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