



A Study of Normality Distribution of The Well-Being and Balance of Work and Work Personal Life among employees in Foundry Units in Kolhapur District, Maharashtra

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Abstract : *The advancement and growth of a nation, both economically and socially, are reliant on the quality and potential of its human capital. Many businesses in the 21st century have recognized that their distinctive capabilities rely not on specific products or technologies but rather on their employees' skills, expertise, and knowledge. Arthur Lewis pointed out that "There is an unlimited variation in progress between countries with nearly equivalent possessions. Therefore it is necessary to look for changes in human behavior." While countries may possess the same level of natural resources, international aid, and technology, their development largely depends on the availability of effective human resources and their dedication to the country's growth. Human resources, not technical, economic, or social issues, cause the majority of difficulties in any organization. When individuals perform according to their abilities and drive the company forward with enthusiasm and dedication, it can lead to success. In actuality, all groups have access to similar resources, including equipment, supplies, land, cash, and buildings, among other things. What distinguishes one organization from another is its approach and mindset. An organization is essentially a group of individuals who use physical, financial, and human resources to achieve long-term goals. Therefore, any organization requires remarkable efforts from its members. It has been observed that when there is a difficulty at work or in the home, the individual becomes psychologically disturbed, which can affect their professional as well as personal life. The well-being and balance of work output can be impacted if there are concerns regarding work- personal life balance.*

Keywords : *the well-being, the well-being and balance of work, work- personal life balance, organizational outcomes, achieve long term goals.*

I. INTRODUCTION :

A. Introduction to the Well-Being and Balance of Work (WBL) :

The concept of well-being and balance of work refers to the efforts aimed at establishing criteria for the value of life. It covers an extensive array of subjects and is deemed as a comprehensive method for living and approaching life. The quality of life of an individual is influenced by several factors, including the work environment, worker performance and behavior, and their knowledge of the current work environment.

The term “the well-being and balance of work” was first introduced in a single research publication, and it has since been an area of active research. The term has been defined and interpreted in various ways by different authors. WBL is focused on meeting the needs of employees by designing the work environment in a way that enhances their happiness and productivity. It has a significant impact on individuals' overall well-being of life, and high-quality work can improve people's lives, while low-quality work can have the opposite effect. As such, the quality of an individual's work life is deemed as both an objective and a means of achieving that objective.

The well-being and balance of work WBL pertains to an equitable distribution of time and energy among work, personal, and family domains. This encompasses various factors such as working hours, overtime work, and work at non-standard hours, business travel, relocations, leaves, among other things. should not adversely affect an individual's family and social life. WBL is also defined as a person's level of satisfaction with their job, which can positively impact their personal life through their work and work environment. Attaining a high the well-being and balance of work WBL is possible by providing opportunities for career development, equal chances for progression, and the necessary resources for the job. The level of contentment an individual derives from their job is a crucial determinant of their personal work life quality. While the quality criteria for work life may vary among individuals, those with good well-being and balance of work WBL typically value earn enough money to live comfortably, find their work engaging and fulfilling, and derive personal satisfaction from their job. Conversely, individuals who are unhappy or dissatisfied with their jobs tend to have a low the well-being and balance of work WBL.

The concept of the well-being and balance of work (WBL) has been the subject of research and

discussion for many years, and its definition varies depending on the author. According to some, WBL encompasses more than just job satisfaction, including various aspects of employee well-being. However, the definition of a high-quality work environment may vary from person to person, as everyone has different criteria for what constitutes a satisfying job. To fully understand an individual's overall satisfaction with life, their satisfaction with specific aspects of life should be studied. WBL is a holistic approach that takes into account the impact of work on individuals, as well as the performance of the organization. It involves participation in problem-solving and decision-making, which can enhance employee satisfaction and organizational effectiveness. While it can be challenging to define, WBL is a widely recognized concept that has various meanings for different people and groups.

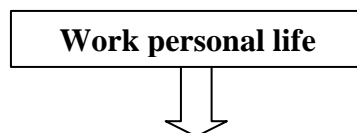
The personal outcomes of the well-being and balance of work, such as better work performance and more satisfying work experiences, are emphasized by researchers. The definition of quality of work life can vary between different working populations, making it challenging to develop an accepted definition. Therefore, the authors suggest that organizational members should be involved in defining the well-being and balance of work in their own language and context. Although the nature and conditions of work can differ widely, there are fundamental similarities, such as people depending on employment for their livelihood, and work being perceived as challenging or demanding. The well-being and balance of work can be defined as an environment that promotes work performance, protects the physical and mental health of employees, and limits stress factors to ensure high employee motivation, interest, and satisfaction. A high degree of employee engagement and satisfaction is linked to a high quality of working life. One strategy to detect bad work environments is to focus on the behavioral consequences of psychologically harmful occupations, such as turnover, absenteeism, substance abuse, mental illness, stress-related physical illness, and alcoholism. However, this strategy has limitations because it only identifies dissatisfaction after harm has occurred. Physical work environment measures can be used to detect bad situations earlier, but they may not account for individual differences.

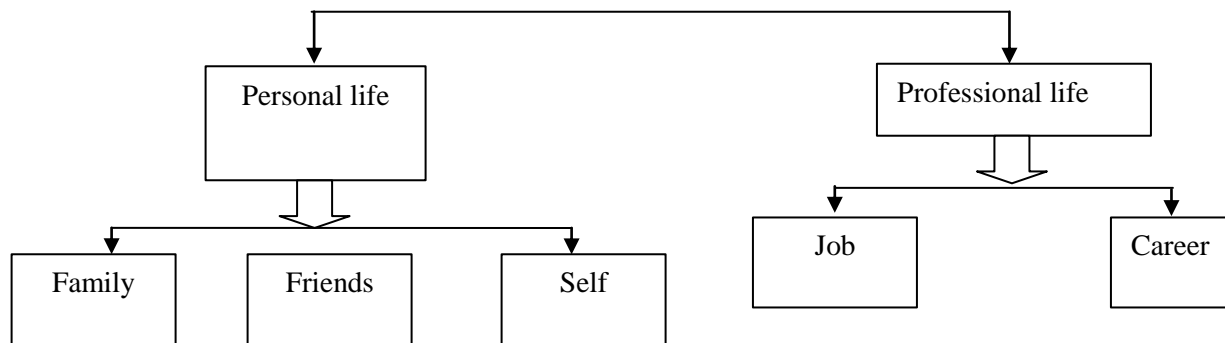
The well-being and balance of work is an important concept in organizational behavior, representing the total human experience in the workplace. It involves a unique perspective on people, their jobs, and the organizations they work for, adding a human perspective to the technical and financial facets of work. The relationship between workers and their environment is what makes up the quality of work life, which aims to create a humane work environment where people cooperate and

achieve common goals, emphasizing human dignity and development. The compatibility of people and the organization is central to the well-being and balance of work. The well-being and balance of work (WBL) is the degree of fulfillment, enthusiasm, engagement, and loyalty that employees feel towards their work. It is generally believed that there is a favorable correlation between work life quality and productivity. The well-being and balance of work is measured through individual responses to the work environment, such as perceptions of control, satisfaction, participation, commitment, and work-life balance, as well as attempts to personalize well-being in relation to one's job and organization. Skrovan (1980) defines the well-being and balance of work as a procedure wherein all members of an organization are actively engaged in establishing the organizational climate, practices, and outcomes, aiming to achieve increased organizational effectiveness and improved performance through a value-based process. Employee quality of life at work is a concept that involves incorporating human factors into the technical and economic aspects of the work environment. The nature of the interface between employees and their work environment significantly influences their work life quality. A favorable well-being and balance of work can be fostered by life is characterized by feelings of security, equitable pay and rewards, freedom from bureaucratic and supervisory coercion, meaningful and interesting work, opportunities for different activities and challenges, control over one's self, work and workplace, the ability to make decisions and take responsibility, recognition for contributions, knowledge of feedback and implications, and opportunities for learning and growth, as well as social support. Conversely, a negative quality of work life can lead to absenteeism, poor performance, low morale, and even sabotage in some cases.

The police force is a large disciplined force drawn from the community and dedicated to serving and operating in this environment. When society is functioning well, police officers tend to be overlooked, but when problems arise, they are the first to be criticized. According to Skolnick (1994), officers develop distinct traits as a result of the inherent danger and power dynamics, as well as the continuous need to appear effective. The combination of suspicion and the reality that the police are in charge of most situations they are involved in can lead to social isolation among officers.

B. Introduction to Work personal life balance (WPLB) :





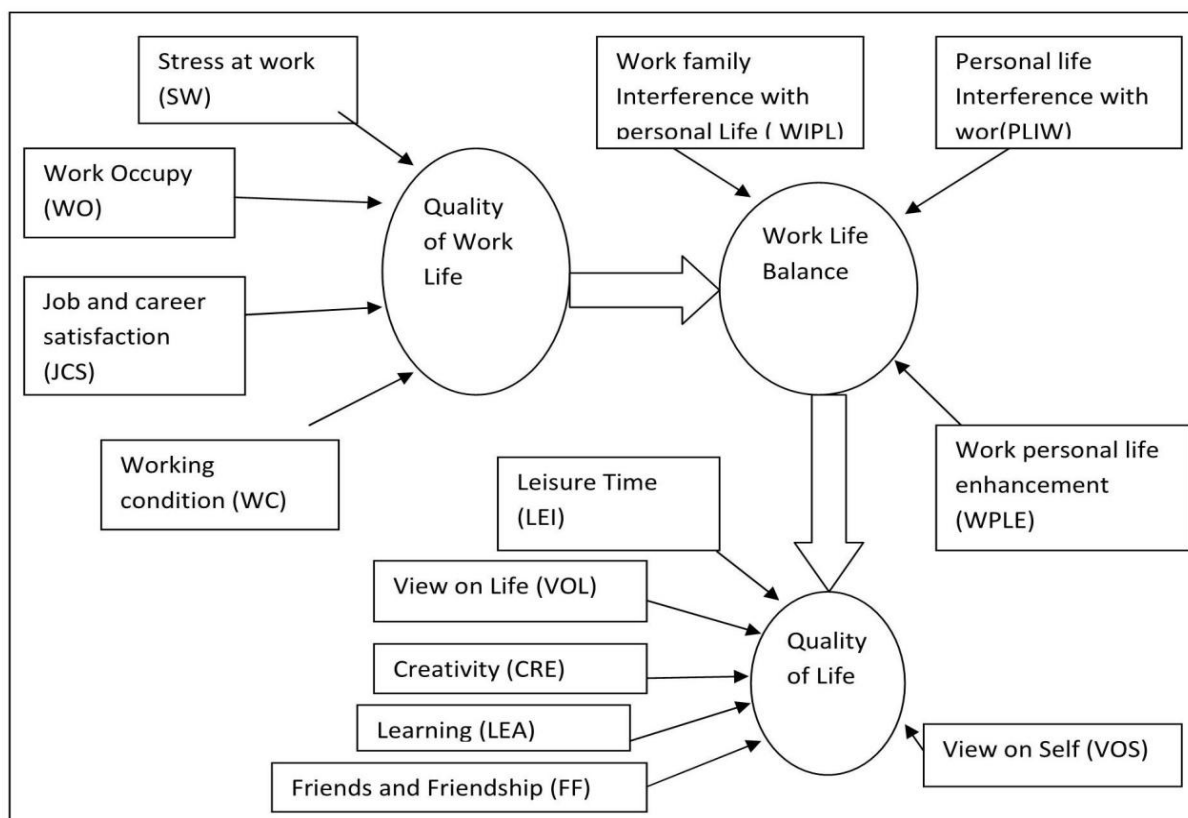
(Figure 1 source: Developed for this study)

Achieving a good work-life balance is crucial for employee satisfaction and overall well-being, as it allows them to feel fulfilled both inside and outside of work without conflicting personal and professional obligations. Byrne (2005) found that employees who achieve this balance report higher Promoting job satisfaction, life satisfaction, and lower stress levels can help enhance the well-being and balance of work. and depression. Promoting work-life balance can also have positive effects for employers, such as attracting new workers and reducing absenteeism. However, the effects of work-life balance on firm performance are mixed. While having family-friendly work policies does not necessarily hinder profitability, it does not guarantee an increase in earnings either. It is clear that overworking oneself can have negative consequences on achieving performance objectives and enjoying life. Ultimately, both employees and organizations benefit from having a good balance between work and personal life.

In today's society, there is a high demand for hard work due to changing circumstances that require employees to keep up with new skills and knowledge. However, balancing work and family life has become increasingly challenging. To achieve work-life balance, it's crucial to prioritize and allocate enough time for both aspects. It's important to examine how people can deal with job-related issues without affecting their personal lives and vice versa. Women, in particular, face competing responsibilities and commitments, making work-life balance a significant workplace issue. This has become more pertinent due to various factors such as global competitiveness, renewed emphasis on personal life and family values, and workforce management. Studies suggest that human resource professionals need to find innovative ways to give their organizations a competitive edge in the market while offering a win-win solution in terms of work-life balance activities.

Balancing work and personal life is a complex issue that varies from person to person, making it difficult for organizations to address it. The traditional view of a family with a breadwinning husband and a homemaking wife affects family decisions, while organizational pressure impacts job-related decisions. Several researchers have investigated the motivations and drivers that lead recent college graduates to job satisfaction and balance between work and personal life. According to their studies, fair and competitive compensation, opportunities for personal growth, job enjoyment, and the organization's support for employees to challenge their working ways are the factors that most affect worker commitment. Work functions have transformed globally due to changing economic and social conditions, altering the definition of "work" and the composition of the workforce.

Achieving work-life balance is crucial for employees to find personal fulfillment and achieve professional goals. Work-life programs and benefits are implemented differently in the US and European Union (EU) due to varying views on their aims. To understand why these programs exist, we need to define work-life balance. It's not just what the employer does for the employee, but also what individuals do for themselves. Jim Bird, CEO of Work personal life balance, says that achieving work-life balance is critical to success and satisfaction. Work-life training and programs are effective in helping employees achieve this balance. Workplace success and contentment are crucial aspects of work-life balance that organizations should strive to promote.



(Figure 2 Source: Development for this study)

C. Introduction to Quality of Life(QOL):

The term "quality of life" refers to an individual's level of satisfaction with their life. Several factors contribute to this measure. At a minimum, a person must have their basic needs met, such as good health, adequate food, and housing, to have a decent quality of life. Beyond these basic needs, personal traits, aspirations, and level of fulfillment play a significant role in determining one's quality of life. People who consider their essential needs and desires to be met and feel satisfied with their lives are considered to have a good quality of life. In contrast, individuals who experience persistent difficulties or limitations in fulfilling their basic needs and desires due to physical, mental, or financial constraints have a low quality of life. For instance, those who are terminally ill or unable to engage in activities they enjoy due to their condition are said to have a low quality of life.

II. RESEARCH GAP :

The capacity of an organization to attract and retain valuable employees is significantly impacted by the existence of a positive work life quality. Many prior studies have extensively investigated different elements of work personal-life balance, work life quality, and employee quality of life. For instance, Jongwoo Kim (2018) examined the impact of shift work on workers' health, while Yoshikoyamaguchi, Takahiro Inoue, Hiroko Harada, and Miyakooike investigated the shortage of nurses in the country and found that job control, family variables, and work interference were associated with nurses' intention to quit. In another study, Jose Ruizalba, Annabella Sores, Maria Vallespenaran, and Jose Luis Gonzalez Porras (2016) explored the link between work personal -life balance, job satisfaction, and employee commitment, while Ma Li, Yin Jie, and Lin investigated work and life orientation and work-personal life interference of employees in China.

Geeta C. conducted a study on A study on the well-being and balance work life of female employees working in public sector banks in Tirunelveli district found a substantial correlation between job satisfaction and work life quality among women in the public sector. Several research studies have been conducted to measure the well-being work life and work personal-life balance of employees in the industrial sector. These studies have focused mainly on health and safety concerns, as well as work personal-life balance, the well-being work life, and quality of life. The interconnection between these three concepts has been investigated, but no research has been conducted on the interrelationship between quality of work life, work-life balance, and quality of life of employees in foundry industries in Kolhapur district. The current study aims to fill this gap in research.

IV. DATA ANALYSIS AND INTERPRETATION :

There are two main types of hypothesis-testing techniques: The statistical analysis included both parametric and nonparametric tests. Parametric tests assume that the variables under investigation are measured at an interval scale or higher, while nonparametric tests assume that the variables are measured at a nominal or ordinal scale. Before using parametric tests, it is crucial to verify that the data follow a normal distribution, which is why it's important to conduct normality checks. (Malhotra, 2015).

Table No: 1 :

Normality of Distribution: The Well-Being and Balance of Work (WBL)

The Values of Skewness and Kurtosis of the Variables

Constructs/ Variables	N	Skewness		Kurtosis		Skewness Z Score	Kurtosis Z Score
	Statistic	Statistic	Std. Error	Statistic	Std. Error		
(SW) - Stress at Work	360	0.288	0.129	-0.827	0.256	2.240	-3.222
(WO)- Work Occupy	360	-0.416	0.129	0.756	0.256	-3.237	2.948
(JCS)- Job and career Satisfaction	360	-0.399	0.129	0.729	0.256	-3.103	2.843
(WC) - Work Condition	360	-0.412	0.129	0.789	0.256	-3.205	3.077

Table No: 2 :

Normality of Distribution: Work personal life balance (WPLB)

The Values of Skewness and Kurtosis of the Variables

Constructs/ Variables	N	Skewness		Kurtosis		Skewness Z Score	Kurtosis Z Score
	Statistic	Statistic	Std. Error	Statistic	Std. Error		
(WIPL)-Work Interference in Personal Life	360	0.412	0.128	0.691	0.256	3.203	2.690
(PLIW)-Personal Life Interference in Work Life	360	0.324	0.128	0.832	0.256	2.531	3.244
(WPLE)- Work Personal Life Enhancement	360	0.432	0.128	0.756	0.256	3.189	2.948

In the initial phase of data analysis, the normality of four the Well-Being and Balance Work (WBL) variables and three Work personal life balance (WPLB) variables was assessed. This is a crucial step as most parametric tests require the data to be normally distributed (Malhotra, 2015). A distribution that is skewed, either positively or negatively, is a common deviation from normality. The distribution may also become too flat or excessively peaked, causing issues (Manning, 2007).

To check if a distribution significantly deviates from normality, the skew value is multiplied by the standard error of the skew to obtain a Z score. If the sample size is less than 300, a computed value of 2.58 or less is considered significant skewness. For sample sizes greater than 300, a computed value of 3.29 or less is considered substantial skewness. In this study, normality was examined for four variables of the Well-Being and Balance Work (WBL) and three variables of Work personal life balance (WPLB) to ensure that parametric tests such as Two statistical techniques that can be utilized are One-way ANOVA and Multiple Linear Regression. The sample size in this case is 360, and the Z score falls within the range of an absolute value of 3.29, indicating that the data is normally distributed.

IV. CONCLUSION :

Quality of work life (WBL) is a broad concept that encompasses various factors beyond just job design. It includes several related concepts that have been studied extensively, but there is still no comprehensive way to measure WBL and its associated concepts such as quality of life (QOL) and work personal-life balance (WPLB). Recently, there has been a growing interest in exploring the relationships between WBL, QOL, and WPLB, with studies conducted worldwide. While WBL has mainly been studied at the micro level, the related concepts are often discussed at the macro level, leading to a gap between the matching of macro and micro parameters. This study aims to investigate the link between WBL, WPLB, and QOL among employees working in a foundry unit, as well as to assess their opinions on the current state of work life quality in the foundry units.

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