



## PARAMETERS CONTRIBUTING TO A WORK-LIFE BALANCE AMONG PHARMACEUTICAL SECTOR EMPLOYEES

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### ABSTRACT

Work life balance is a burning issue for discussion among researchers. Several researches are available on work-life balance from employer-employee prospective with an emphasis on employee and their work and life-based issue. Current development due to industrialisation and its impact is highlighted in the literature. The review of literature exhibits several researches conducted by the scholars on the work life balance from employer-employee prospective. For conducted the study, data was gathered from 300 respondent. The one sample t-test and correlation were used in SPSS version 16.0 used to analysis the collected data and it was founded that the work load and long working hour is acting as hurdle in maintain the work life equation. As result of which they are quitting their job, suffering from depression, stress.

**KEYWORDS:** Work Life Balance, Flex time, Work load.

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### INTRODUCTION

Work and individual life were once viewed as two separate needs. But due to changing scenario due to globalisation has led to increased work load and work pressure. Keeping up the balance between work and personal life has drawn a serious concern for employees as well as organisations. The beginning of the term Work-Life Balance occurred in mid-80's. Recently, the term work family balance has replaced the Phrase work life balance (Hudson,2005). his semantic shift emerges from an acknowledgment that childcare is in no

way, shape or form the main significant non-work obligation and the issue can be applies to any non-paid exercises or responsibilities furthermore to an assorted scope of workers such ladies, man, guardians and non-guardians, singles and couples. In ongoing years, the expression "balance between fun and serious activities" has supplanted what used to be known as "work-family balance".

## LITERATURE REVIEW

Nagaraju and Ragasudha studied the demographic profile of women employees working in service sector and the factors affecting their work life balance. The sample size of the data was 300 employees and convenience sampling was used. The study was descriptive in nature and the mode of data collection was questionnaire along with interviews. For analysis of the data was chi-square test was used to find out various factors affecting the work life balance of the employees. The author suggested that organizations should provide flexible working hours and working from home options to the employees; the employees should be allowed to make their work schedules; and maternity and paternity leaves should be provided to the employees. Further, social gathering programs, fun activities at work were suggested as the options to reduce the pressure in the work place. Tanushree studied focusing on employee work life balance: a study of the gas authority of India. The purpose of the study was to analyse the information regarding the work-life and to find out the effect of the work life imbalance on the personal life of the employees. The sample size of the study was 100 employees working in Delhi corporate office. Data was collected from primary and secondary source. It was founded that the work life balance of the employee was high; majority of the employees were satisfied with the various provision provided by the organization related to work life balance. Appiah et.al studied "work life balance as a tool for stress management in selected banking institutions". The main focus of the researchers was to study the various provision related to work life and its relation with the stress. The design of the study is descriptive in nature. The sample size of the study is 100 respondents, out of which 50 are male and rest are women employees working banks in Ghana. It was founded that most of the employees agreed that performance of the employees can be

enhanced by the work life balance policies and the study revealed that the female respondent have greater need of the work-life policies than the male respondent. Lavanya and Thangavel studied work-life balance practices and demographic influence: an empirical approach". The aim of the study was to identify the impact of demographic factors on the work-life balance. The design of the research was descriptive in nature and the sample size was 273 respondents of the top IT companies. The data was analysed by factor analysis and multiple regressions. The paper presented that the organization should provide flex time as one of the work-life balance policies; the profile of the employees should be studied by Human resource manager before implementing work-life balance programs. Kumar studied "work life balance as source of dissatisfaction and withdrawal attitude". The purpose of the study is to present the views of female employees to the issue related with work life balance; link between work-life balance and withdrawal attitudes. The research design was exploratory in nature. It was emerged that majority of the women were dissatisfied with the job ; the main reason behind turnover; non genuine sick absence was work life balance ;due to stress the employee were not able to perform well. The author suggested that female employee should be provided with provision such as flex-time, working from home etc. Further, it was suggested that the training and development program should be design according to the demographical profile of the employees.

## OBJECTIVES

1. To analyse the extent of balance between the work and personal life of employees of selected organisation in pharmaceutical sector.
2. To study the various provisions offered by organisation to their employee for maintaining their work life balance.

## NEED OF THE STUDY

Due to globalisation the competition level is increased and this increased competition level has led to increased working load of the employee. For proving the capability and ability, employee have to devote more time at work. Organisation to sustain their business, are pressurising their employee to increase their performance. For improving their performance, they are working after job also. This is affecting employee's personal life; many separations case is there because work life imbalance. Organisation are not realising this will impact the productivity as well efficiency of the employees and in turn will affect the overall performance of organisation.

## SCOPE OF THE STUDY

The scope of study was limited to the employee working in the pharmaceutical sector in the Baddi region, Himachal Pradesh. For this the employee of three organizations was surveyed i.e., Cipla, Ranbaxy and Glen mark ltd.

## HYPOTHESES OF THE STUDY

**H1-** There is an imbalance between the work- life of pharmaceutical employees.

**H2-** Employees have negative attitude towards the provisions offered by the organizations to maintain work life balance.

## RESEARCH METHODOLOGY

For conducting this research, the research design used in the study was be Descriptive. As this research presented the current situation about how employees balance their work and life in pharmaceutical sector. Data was collected from both primary and secondary source. Questionnaire were distributed among the 300 respondents for collecting the primary data. Cipla, Glen mark, Ranbaxy in Baddi, Himachal Pradesh.

## DATA ANALYSIS

**H1: There is an in the imbalance between work and personal life of pharmaceutical employees.**

To test the hypothesis, one-sample t-test was used in SPSS version 16.0. The hypothesis was supported at 0.05 percentage of the significance. Table 1 shows the result of t -test, which represents that there is an imbalance in the work life of the pharmaceutical employees, as the sampled employees are not able to give proper attention to their personal life and therefore are unable to give their best towards their work also.

TABLE 1. Results of t test (One Sample)

	Mea n	Standard Deviation	t	df	Sig. (2-tailed)
LongWorking Hours.	4.47	.563	14.365	299	.000
Time spent with family & friends has come down.	4.26	.510	8.833	299	.000
Unable to give proper attention to personal life.	4.47	.563	14.365	299	.000

Unable to give best at work.	3.68	1.234	-4.537	299	.000
Overall Satisfaction Level.	3.83	1.083	-2.771	299	.000
Overall work life imbalance.	4.0256	.45485	-37.106	299	.000

## H2- Employees' perceptions about efficient work life management policies of organization are positively related to work life balance.

To test the above hypotheses, correlation analysis was used. Table 2. Shows the result of hypothesis testing. Efficient management policy and work-life balance were significantly and positively correlated. This implies that employees' perceptions

about efficient work life management policies of organization are positively related to work life balance. However, the relationship between the two constructs was found to be weak (.134). This also suggests that management's effort toward offering efficient work life management policies can help in creating positive attitude among pharmaceutical employees.

TABLE 2. Results of Correlation

		Efficient mgt. policy	Work life balance
Efficient mgt. policy	Pearson Correlation	1	.134*
	Sig. (2-tailed)		.021
	N	300	300
Work life balance	Pearson Correlation	.134*	1
	Sig. (2-tailed)	.021	
	N	300	300

## CONCLUSION

After the depth study of work life balance of the employees in pharmaceutical sector, the present study found that maximum of the them are not able to maintain balance between their work as well life in pharmaceutical sector and leave was the main provision that was provided to them under the separate work-life policy of the organizations. Employees feel stressed and

exhausted due to excessive work-related pressure at the work place and majority of the them are unable to spend time with their family and friends. Most of them are not getting time for their hobbies as they are juggling between their work and family. Most of the employees believed that with the good work life management policies, the organization would be able to retain its efficient work force. However, the

employees suggested that work life balance policy in the organization should be customized to individual need. To conclude, if employees have good work-life balance the organization will be more effective and successful. If proper work-life policies are provided to the employees they would feel more motivated toward work, will be stress-free and work with their full potential. So, organizations should treat their employees as human beings rather than a mere factor of the productivity. Thus, considering the significance of employees for attaining efficiency, organizations should create family-friendly environment at workplace and recognize that effective practices to promote work-life balance will benefit the organizations as well.

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