

## A STUDY ON QUALITY OF WORKLIFE BALANCE AMONG EMPLOYEES

Ms. R. Mahalakshmi<sup>1</sup>, Dr. D.Chithra<sup>2</sup>

1. II MBA Student, Panimalar Engineering College.

2. Assistant Professor, Department of Master of Business Administration, Panimalar Engineering College.

### ABSTRACT

In today's fast-paced and competitive work environment, achieving a balance between work responsibilities and personal life has become increasingly crucial for both employees and organizations. This study aims to investigate the quality of work-life balance among employees within an organization and its impact on job satisfaction, productivity, and overall well-being. The research will employ both qualitative and quantitative methods to gather data, including surveys, interviews, and observations. By analyzing factors such as workload, flexibility in work arrangements, support from supervisors, and personal life satisfaction, the study seeks to identify strategies for enhancing work-life balance and promoting a healthier and more fulfilling work environment. The findings of this research are expected to provide valuable insights for organization leaders, HR professionals, and policymakers seeking to improve the well-being and performance of employees in the modern workplace. Quantitative data was collected using the non-probability, self administered questionnaire that consisted of influencing factors are identified and also using non parametric test (U test, correlation, H test.) analysis tools suitable interpretation was found it make positive change.

### Keyword:

Worklife balance personal life work responsibilities development programs culture wellbeing high quality, productivity, opportunities, organizational dimension climate diversity sense commitments.

### INTRODUCTION:

Quality of work life is a critical aspect of organizational success and employee satisfaction, encompassing factors such as job satisfaction, work-life balance, organizational culture, and opportunities for growth and development. It is essential for employers to create a positive work environment that fosters employee engagement, retention, and performance. A high quality of work life leads to increased job satisfaction, lower turnover rates, and higher performance levels. Employers who prioritize this create a positive work environment where employees feel valued, supported, and empowered to thrive both personally and professionally.

Investing in initiatives that enhance the quality of work life not only benefits employees but also contributes to the success and sustainability of the organization as a whole. Studies have shown a positive correlation between a high quality of work life and various outcomes, such as employee engagement, job satisfaction, organizational commitment, and productivity.

Investing in initiatives to enhance the quality of work life can yield tangible benefits for organizations, such as reduced turnover rates, lower absenteeism, higher levels of employee retention, and enhanced employer branding. In today's competitive labor market, organizations that prioritize employee well-being gain a distinct competitive advantage by becoming employers of choice and fostering a positive reputation in the industry.

Dimensions of quality of work life include job design and task characteristics, work-life balance, and flexible work arrangements. By prioritizing these aspects, organizations can create a more engaged and resilient workforce that can navigate challenges such as change management, crises, and disruptions.

Fair compensation packages, organizational culture, career development opportunities, and a conducive work environment are essential for attracting and retaining talent. A positive organizational climate, characterized by trust, respect, open communication, and diversity, fosters a sense of belonging and psychological safety among employees. Investing in training, mentoring, and coaching programs shows commitment to long-term success and professional fulfillment. The physical work environment, including safety, cleanliness, comfort, and ergonomics, influences employee health, wellbeing, and productivity. Prioritizing workload management, promoting work-life balance, and providing support systems can help employees cope with stressors effectively. Positive relationships with colleagues, supervisors, and mentors contribute to emotional well-being and a supportive work culture. To enhance work life quality, organizations can implement strategies such as employee engagement surveys, flexible work arrangements, training and development programs, wellness initiatives, recognition and rewards, leadership development, diversity and inclusion efforts, and open communication and transparency.

## **NEED OF THE STUDY**

Satisfied and engaged employees often lead to better customer service, as they are more likely to provide excellent support and positive interactions with clients. A positive work environment and

satisfied employees are conducive to fostering creativity and innovation, which are essential for an organization's growth and adaptability. Employee satisfaction and well-being can have a direct impact on healthcare costs, as content and healthy employees may experience lower rates of stress related illnesses and absenteeism. Happy employees contribute to a positive corporate image, enhancing the organization's branding and reputation in the industry, which can attract customers, partners, and investors. Ensuring employee satisfaction aligns with legal and ethical standards, reducing the risk of legal issues related to workplace dissatisfaction, such as harassment or discrimination claims. Identifying factors contributing to job satisfaction helps in creating strategies to retain valuable employees, reducing turnover and associated recruitment costs.

## **OBJECTIVES OF THE STUDY**

1. To Analyze whether the personal life of employees suffer because of work.
2. To examine job makes personal life difficult.
3. To find out whether the employees are happy with the amount of time for non – work activities.
4. To understand the Employees mood in work and personal life.

## **SCOPE OF THE STUDY**

Evaluate employees' contentment with their roles, responsibilities, and the overall work environment to gauge job satisfaction levels. Investigate how well employees manage their professional and personal lives, examining factors such as workload, flexible scheduling, and support for work-life balance. Explore the impact of organizational culture on employee satisfaction, including factors like communication, teamwork, and opportunities for career growth. Assess the influence of wellness initiatives, such as fitness programs or mental health support, on employees' overall satisfaction and work-life balance. Analyze the role of technology and remote work policies in employee satisfaction, especially in today's evolving work landscape. Assess the effectiveness of tools and policies supporting remote or flexible work arrangements.

## **RESEARCH METHODOLOGY**

This chapter discusses research methodology, including design, population and sample size, data collection, source of data, statistical tools, method of data analysis, and reliability and validity of

the instrument. The study aims to determine the effect of HR practices on employees' perceived performance. The optimal sample size is 140 employees at various levels.

## LITERATURE REVIEW

**Radha Yadav (2023):** The study validates a formative assessment model of quality of work-life (QoWL) in an Indian context using cross-sectional data and a self-administered questionnaire. It analyzed 841 respondents from IT/ITES, BFSI, CPG, and manufacturing sectors. The model uses a two-stage approach, measuring QoWL with seven formative indicators and a single item.

**Sasi kumar GM(2023) :** This paper investigates Work-Life Balance practices and expectations in a four-factory building in Sal comp Chennai. It identifies gaps in availability and expectations, suggesting the need for customized WLBP. The study assesses Authentic Leadership, Coworker support, and Family support as independent variables and Work Satisfaction as a dependent variable.

**Ibrahim Kabir, (2023) ;** decent work environment is a crucial concept for promoting worklife balance. Using quantitative analysis with Partial Least Square\_ Structural Equation Model, we examined whether four dimensions of a decent work environment, such as employment, social dialogue, social security, and workers' rights, affect work-life balance of employees in the banking sector of hostile environments. We selected a sample of 379 employees across the four strongest and valuable banking brands in Nigeria. The findings show that three dimensions of a decent work environment, such as employment, social dialogue, and workers' rights, adversely affect work-life balance.

**V.Pavithra (2022) :** After Industrial Revolution, the importance of human factor reduced because of the vast mechanization. Various problems like job dissatisfaction, boredom, absenteeism, lack of commitment etc came up. It is nothing but having a work environment where employee activities become more important. This means implementing procedures or policies that make the work less routine and more rewarding for the employee. These procedures or policies include autonomy, recognition, belongingness, development and external rewards. Through Q.W.L, people involved get a sense of satisfaction in their work. Work then becomes not a burden but a means by which the abilities of a person can find expression. QWL is just humanizing the work. scenarios. This paper is basically analyzing about work culture and personal life in the manufacturing sectors

**N Ramya (2022) :** The quality of work life balance is one of the key factors for the employees to achieve success. Work life balance means attaining an equilibrium between the work life and the personal life of the employees. There are many factors which influences the work life such as job satisfaction, motivation, stress, job security etc. The organisation can also help the employees to

achieve work life balance. The main objective of the study is to assess the quality of work life among employees. The study used both the primary data and secondary data for analysis. The findings of the study were derived from the data examination and conclusion were provided based on the data examination.

## MANN WHITNEY

### U TEST – GENDER

**H0:** There is no significant difference between mean ranks of men and women with dimension of work environments, non-work activities, employee mood in work.

**H1:** There is significant difference between mean ranks of men and women with dimension of work environments, non-work activities, employee mood in work.

Ranks				
	gender	N	Mean Rank	Sum of Ranks
workenvironment	1	64	70.58	4517.00
	2	76	70.43	5353.00
	Total	140		
nonworkactivities	1	64	68.98	4414.50
	2	76	71.78	5455.50
	Total	140		
employeesmoodi nwork	1	64	66.73	4271.00
	2	76	73.67	5599.00
	Total	140		

Test Statistics <sup>a</sup>			
	worken vironm ent	nonwor kactiviti es	employ eesmo dinwor k
Mann-Whitney U	2427.00	2334.50	2191.00
Wilcoxon W	5353.00	4414.50	4271.00

Z		-0.021	-0.409	-1.011
Asymp. (2-tailed)	Sig.	.983	.683	.312

a. Grouping Variable: gender

There are no statistically significant differences in the distributions of these variables based on gender.

### SUMMARY OF FINDINGS

The study reveals that 54.28% of employees are male and struggle with maintaining a healthy work-life balance. Most employees are satisfied with the overall sense of well-being in the workplace, while 27.15% believe the organization promotes mental and emotional well-being. Most employees agree with the idea that work can easily balance work and personal life, while 38.58% are satisfied with overall well-being. However, 35% disagree with the level of personal fulfillment in their current job. Most employees feel supported by colleagues and managers, and 37.78% believe the balance between work and non-work activities is satisfactory.

### SUGGESTION

To improve employee satisfaction and well-being, consider promoting gender diversity in surveys, addressing work-life balance struggles, analyzing job demands on personal life, fostering a supportive work environment, enhancing professional development opportunities, and enhancing social integration. Address neutral responses and consider adjustments to workload or policies to support better work-life integration.

### CONCLUSION

The study on quality of work-life balance among employees in the organization highlights several key findings. Overall, it is evident that achieving a healthy work-life balance is crucial for employee satisfaction, productivity, and well-being. Employees who perceive a better work-life balance tend to exhibit higher job satisfaction, lower stress levels, and increased commitment to their organization. This, in turn, can lead to higher retention rates and greater overall organizational success. However, challenges still exist in maintaining a satisfactory work-life balance, particularly due to factors such as workload, long working hours, and limited flexibility in work arrangements. To address these challenges and improve the quality of work-life balance for employees, organizations should consider implementing policies and initiatives that promote flexible work schedules, encourage a supportive and inclusive work culture, and provide resources

for stress management and work-life balance education. Ultimately, prioritizing the well-being of employees by fostering a positive worklife balance not only benefits individuals but also contributes to the overall success and sustainability of the organization.

## REFERENCE:

Chooran, B. S., & Azadehdle, M. R. (2015). Quality of Work Life and Its Role in Job Satisfaction of Organizational Managers:(The Case of Managers in Alborz Insurance Company's Branches). *Cumhuriyet Science Journal*, 36(3), 258-266.

Chang, E. (1999). Career commitment as a complex moderator of organizational commitment and turnover intention. *Human relations*, 52(10), 1257-1278.

Çetinkanat, A. C., & Kösterelioglu, M. A. (2016). Relationship between Quality of

Work Life and Work Alienation: Research on Teachers. *Universal Journal of Educational Research*, 4(8), 1778-1786.

Creswell, J. W. (2003). Chapter One: A Framework For design. In J. W. Creswell, *Qualitative, Quantitative, and mixed methods approaches: Second Edition* (pp. 3-26). London: Sage Publications, Inc.

Kang, L. S., & Deepak. (2014). Work-family conflict & quality of work life among veterinary doctors. *THE INDIAN JOURNAL OF INDUSTRIAL RELATIONS*, 707- 721

