

# **An Analytical Study on the Impact of Work-Life Balance on Stress Among Employees in Agri-Based Organizations: A Case Study of VNR Seeds Pvt. Ltd.**

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## **Abstract (Rephrased)**

In the evolving professional landscape, maintaining a healthy work-life balance has become a critical element in organizational health. While sectors such as IT and finance have received ample attention, agri-based companies remain underexplored. This study investigates how work-life equilibrium influences stress levels among employees at VNR Seeds Pvt. Ltd. Using quantitative data from a sample of 100 employees, the research identifies key stressors including extended work hours, limited flexibility, and inadequate support systems. The study demonstrates that these factors significantly affect employee morale, productivity, and retention. It concludes with strategic recommendations aimed at improving well-being through better organizational policies.

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## **Introduction (Rephrased)**

In the context of today's competitive business environment, the concept of work-life balance has transitioned from a personal pursuit to a strategic concern for organizations. While industries such as technology and finance are often scrutinized for intense workloads, agricultural enterprises have not received equal attention, despite the complex challenges faced by their employees.

Agri-based companies like VNR Seeds Pvt. Ltd., engaged in seed production, research, and rural outreach, operate within unpredictable and season-driven frameworks. Employees often endure extended hours, field assignments, and tight deadlines aligned with agricultural cycles, making it difficult to maintain personal time and mental well-being.

This research focuses on evaluating the influence of work-life balance on employee stress in agri-based firms, with particular emphasis on four dimensions: workload, flexibility, organizational support, and stress symptoms. The study seeks to draw empirical correlations through employee surveys across varied roles.

By illuminating these overlooked challenges, the research contributes both to academic discourse and practical management strategies. Enhancing work-life balance is not just an ethical obligation but a critical factor in ensuring productivity, innovation, and employee retention in the agri-business sector.

## Company Profile: VNR Seeds Pvt. Ltd. (*Rephrased*)

VNR Seeds Pvt. Ltd., headquartered in Raipur, Chhattisgarh, is a prominent player in India's agricultural sector. Since its inception in 2005, the company has been committed to enhancing the productivity and livelihoods of Indian farmers by supplying high-quality hybrid seeds and offering innovative agricultural solutions. Known for its strong research orientation, VNR Seeds has contributed significantly to sustainable farming and food security in India.

The company was founded by Dr. Narayan Chawda, a pioneer in seed development and popularly referred to as "Krishi Pandit." His deep understanding of farmer challenges shaped the company's mission to develop robust seed varieties that adapt to varied agro-climatic conditions. His son, Mr. Vimal Chawda, currently the Managing Director, continues to lead with a vision rooted in research, farmer support, and rural empowerment.

### Vision and Mission

VNR Seeds envisions an empowered farming community through scientific innovation and experiential learning. Its mission is to deliver profitable, high-yielding seeds while remaining firmly aligned with farmer interests.

### Core Values

- **Integrity** – Operating with transparency and ethical standards.
  - **Perseverance** – Commitment to agricultural advancement despite challenges.
  - **Knowledge Sharing** – Promoting continuous learning and collaboration.
  - **Innovation** – Embracing research and technology to tackle modern farming issues.
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## Literature Review (*Rephrased*)

### 1. Work-Life Balance in Agri-Based Enterprises

Work-life balance is a major concern in sectors involving unpredictable work patterns, such as agriculture. Employees often deal with time-sensitive responsibilities, logistical complexities, and rural deployments, which can intrude into personal life and elevate stress levels. As noted by Greenhaus & Allen (2011), such intrusions are likely to reduce job satisfaction and increase burnout.

### 2. Employee Stress and Its Organizational Consequences

According to Leka et al. (2004), occupational stress negatively affects productivity and leads to issues like increased absenteeism and attrition. Within agri-businesses, employees experience stress due to erratic field conditions, deadlines tied to seasonal cycles, and inconsistent support systems. These factors impair not only mental health but also workplace harmony.

### 3. Role of Organizational Support and Flexibility

Numerous studies, including those by Kossek & Ozeki (1998), emphasize that job flexibility and supportive leadership significantly mitigate workplace stress. Initiatives such as flexible scheduling, realistic target-setting, and wellness programs have been linked to better employee morale and performance.

### 4. The Indian Agri-Corporate Context

Indian agri-corporates like VNR Seeds face a dual challenge: meeting commercial targets while working in rural settings with infrastructural limitations. Employees in such settings often experience communication gaps, high travel frequency, and limited downtime. While these companies are expanding rapidly, HR practices concerning work-life balance remain underdeveloped in comparison to other industries.

### 5. Gap in Literature and Study Relevance

Although VNR Seeds is recognized for its innovation and farmer engagement, there is a lack of empirical research on employee well-being within the organization. This study addresses that gap by providing data-driven insights into how work dynamics impact employee stress, helping shape future HR and organizational policies.

## Research Methodology (*Rephrased*)

### 1. Introduction

This research aims to explore the relationship between work-life balance and employee stress within agri-based companies, using VNR Seeds Pvt. Ltd. as a case study. The methodology is designed to gather empirical data that can inform both academic inquiry and organizational practices.

### 2. Problem Statement

As VNR Seeds expands rapidly, its employees—especially in sales, research, and operations—face increased demands, field travel, and long hours. These conditions have raised concerns about employee stress, burnout, and declining retention. The core research problem is to determine how effectively current organizational policies support work-life balance and what impact they have on stress and job satisfaction.

### 3. Research Design

The study follows a **descriptive-correlational design**. It seeks to describe current employee experiences and determine correlations between workload, flexibility, organizational support, stress levels, and employee retention.

## 4. Approach and Data Sources

- **Quantitative Methodology:** A structured questionnaire was used to collect measurable data from employees.
- **Primary Data:** Survey responses from employees at VNR Seeds Pvt. Ltd.
- **Secondary Data:** Journals, research articles, and company HR documentation were consulted for context.

## 5. Population and Sample

- **Target Population:** Employees across different functions, including sales, R&D, administration, and field teams.
- **Sample Size:** 100 employees were selected.
- **Sampling Technique:** Simple random sampling was used to ensure unbiased data collection across various roles and departments.

## 6. Research Instrument

Responses were rated using a **5-point Likert scale** from “Strongly Disagree” to “Strongly Agree.”

## 7. Tools for Data Analysis

Data were processed using:

- Descriptive statistics (mean, percentage)
- Correlation analysis
- Visual representations (charts, graphs)
- Analytical tools (MS Excel and Python for data visualization and pattern recognition)

## 8. Ethical Considerations

- Participation was voluntary and anonymous.
- Data were collected strictly for academic purposes.
- No personal or sensitive data were disclosed or stored.

## 9. Scope and Limitations

The study is limited to VNR Seeds’ employees, especially those in Chhattisgarh and surrounding regions. While insights may apply to other agri-based firms, findings are most relevant within the organizational and cultural context of VNR Seeds.

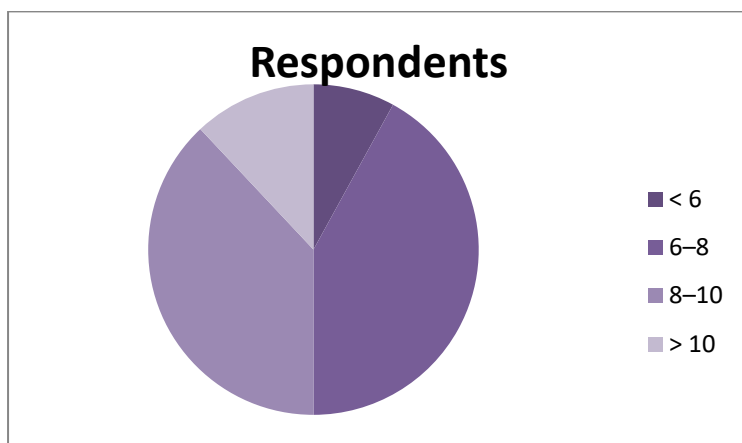
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## Data Analysis and Interpretation (*Rephrased*)

### Overview

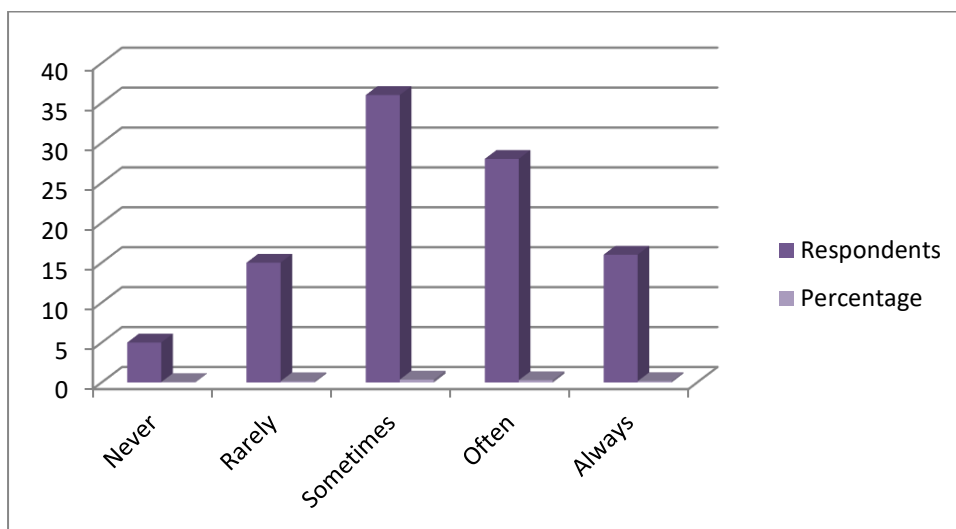
The survey responses from 100 employees were analyzed to explore the relationship between work-life balance practices and stress levels. Key areas examined included daily working hours, workload perception, availability of flexible work policies, stress frequency, and employee satisfaction.

#### ◆ Q1: Average Daily Work Hours



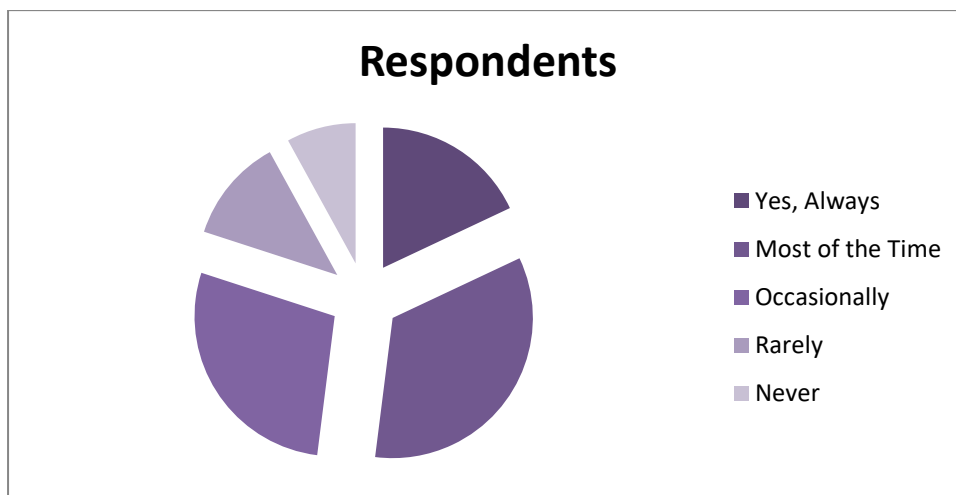
**Interpretation:** While 42% work standard hours, 50% exceed 8 hours a day, which indicates extended work durations—a known contributor to job stress.

#### ◆ Q2: Work Interfering with Personal Life



**Interpretation:** 44% (Often + Always) experience frequent conflict between work and personal life, indicating poor work-life integration.

### ◆ Q3: Is Your Workload Manageable?



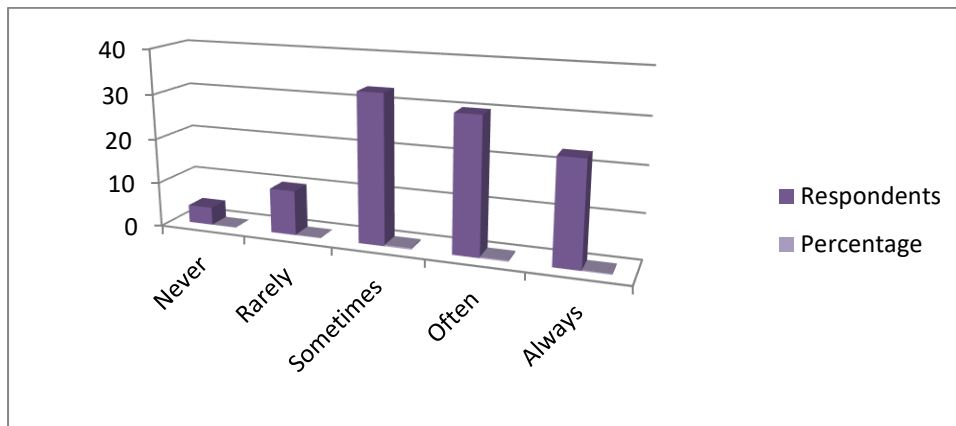
**Interpretation:** Nearly half (48%) struggle to manage their workload, which correlates with rising stress levels.

### ◆ Q4: Does Your Organization Support Flexibility?

- Yes: 41%
- No: 59%

**Interpretation:** The majority lack flexible work arrangements—an essential factor in mitigating stress.

### ◆ Q5: Frequency of Work-Related Stress



**Interpretation:** Over half (53%) regularly experience stress at work, underscoring the urgency of intervention.

### 🔍 Correlation Insights (Summarized)

- **Work hours & stress:** Positive correlation ( $\sim 0.55$ )
- **Work-life interference & intent to quit:** Strong positive correlation ( $\sim 0.61$ )
- **Balance satisfaction & stress:** Strong negative correlation ( $\sim -0.58$ )
- **Balance satisfaction & retention:** Negative correlation ( $\sim -0.52$ )

### Key Findings (*Rephrased*)

Based on data analysis, the study identified the following significant findings:

#### 1. Workload and Stress

- A moderate to strong correlation exists between extended working hours and elevated stress levels.
- Approximately 50% of the employees reported working beyond 8 hours daily.
- Nearly half of the respondents (48%) experienced stress frequently due to workload pressure.

#### 2. Work-Life Balance Satisfaction

- Only 40% of participants expressed satisfaction with their current work-life balance.
- A notable 63% reported insufficient time for personal or family obligations.
- Dissatisfaction with balance was strongly associated with both increased stress and greater intent to resign.

#### 3. Organizational Flexibility and Support

- 59% of respondents felt that flexible work options were not available in their workplace.
- Lack of flexibility correlated with lower satisfaction and higher stress levels.

- Employees with flexible work arrangements showed improved engagement and lower turnover tendencies.

#### **4. Retention and Turnover Risk**

- 45% of employees admitted to contemplating leaving their job due to stress or imbalance.
- A strong link was found between frequent work-life conflict and a desire to quit, posing a risk to organizational retention.

#### **5. Productivity Impact**

- 78% of employees believed their performance would improve if they had better work-life balance.
  - This highlights a direct connection between employee well-being and organizational efficiency.
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### **Recommendations (*Rephrased*)**

To mitigate employee stress and foster a healthier work environment, the following strategies are proposed:

#### **1. Introduce Flexible Work Models**

- Implement shift rotations, hybrid work models, or adjustable start times to accommodate personal obligations.

#### **2. Workload Rationalization**

- Conduct periodic reviews of team workloads.
- Allocate additional manpower or redistribute responsibilities in overloaded departments.

#### **3. Wellness and Stress-Relief Programs**

- Launch regular mental wellness initiatives, including access to counseling, stress management workshops, and physical wellness activities.

#### **4. Leadership Training**

- Train supervisors to identify early signs of burnout.
- Foster leadership behaviors rooted in empathy, open communication, and accountability.

#### **5. Retention Monitoring**

- Use feedback tools to monitor employee morale and track intent to leave.
  - Embed work-life balance indicators in HR evaluation metrics and strategic planning.
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### **Conclusion (*Rephrased*)**

This research explored the intersection between work-life balance and employee stress in agri-based enterprises, with a focus on VNR Seeds Pvt. Ltd. The study confirmed that long working hours, rigid work schedules, and insufficient personal time significantly contribute to increased stress and dissatisfaction among employees.

Furthermore, the analysis revealed that these stressors have a ripple effect on employee retention and productivity. Organizations that foster flexibility and invest in employee well-being tend to benefit from more committed, engaged, and efficient workforces.

For VNR Seeds and similar agri-based firms, this study emphasizes the urgency of shifting from traditional, output-focused models to people-centric workplace strategies. Enhancing work-life balance is not merely a human resource concern—it is a vital business decision that influences long-term sustainability, innovation, and growth.

By implementing the recommendations derived from this research, companies can create an environment where employees thrive—both professionally and personally.

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