

A Study on the Work Life Balance of Employees at a private Animal driven products Industry, Salem

¹Ms. C. Umarani, ²Dr.G.Jayashree

¹Assistant Professor, Department of Management Studies, Sona College of
Technology, Salem-05

²Assistant professor, Fahad Bin Sultan University, Tabuk, Kingdom of Saudi
Arabia

ABSTRACT:

This study deals about finding the balance between the work life and Family life of Animal driven products Industry Sector Employees. The study used Animal driven products as the work pressure there will be 24*7 and rotation basis. The Sample size taken were 50. Work-Life Balance is highly critical as to maintain a perfect balance between Family life and work life. The study thrives to analyze a balance by identifying the key factors impacting the work-life balance of Employees. The study used research tools like correlation, Regression and Chi-square using SPSS. The Findings reveals that employees working in that particular Animal driven products sectors are happy with their work-life balance and wants the organization to continue the same. As there were no association or relationship between any negative factors of work life and Personal life. Thus revealing that the employees were satisfied with their personal and Professional life.

KEYWORDS: Work Life Balance, Dairy Sector, Human Resources.

Introduction

Work-Life Balance is generally very essential for a perfectly balanced work and Personal life irrespective of the industry/sector. As the growing world is at a very higher phase, people find it very difficult to adjust between personal and professional life. There are several factors that influence Work-Life Balance and each factor should be given equal importance, so that the ultimate goal can be achieved. The Researcher have taken Animal driven products industry for the study as this sector works for 24*7 and it involves more dedication and time compared to other work as slight mistake in this, will lead to major problem. So, this ultimately ends in less concentration on family life. There are various factors that affect or influence the Work-Life balance of the employees. Some of them are Job Satisfaction, Salary, Personal Life Happiness, Employee-Employer Relationship, Peer culture, Rewards and Recognition. This study deals in identifying the impact of one factor on the other factor.

Objectives of the study:

1. To Study the profile of Employees working in Private Animal driven products industry, Salem
2. To Identify the factors influencing Work Life Balance
3. To find the association between the profile of employees and their views on the factors influencing Work Life Balance
4. To examine the impact of one factor on the other factor

Review of Literature:

Conor Hogan, Jim kinsells, Marcoin Beecher, Bernadette o'Brien (2023) [1], in their study stresses that more focus on efficiently and productivity, flexibility, and standardisation can have the positive effect on sustainability Dr.Bhadrappa Haralayya (2021)[2], in the study tried to apply theoretical

knowledge to practical application and found the workers satisfied with the administrations. Karthikeyan.S, John Britto.M (2021) [3], in his study addresses about the issues on worker's recognition, appreciation, stress, worker's personal development, etc... Thilagavathy S, Geetha S.N (2021) [4], This study aims to systematically review the existing literature and develop an understanding of work-life balance (WLB) and its relationship with other forms of work-related behavior and unearth research gaps to recommend future research possibilities and priorities. Hana Silaban, Meily Margaretha (2021) [5], This research aimed to explore the effect of work-life balance on job satisfaction and employee retention of the millennial generation employees in the city of Bandung, Indo. Dr.K.Siva Nageswara Rao, Ms.Shaik Maseeha (2019) [6] states that poor work-Life Balance will lead to work life conflict and issues in personal life. They Emphasizes on the importance and depth of Work-Life Balance Dr.K.Veenalatha (2019) [7], in her paper stated that Employees don't know to how to balance when they have more work and less free hours and vice-versa. This study has resulted in the understanding that job have direct impact on personal life. Leah Nduta Mwathi, Dr. Joyce Nzulwa (Ph.D) (2019) [8], The study recommended that the institutions should continue providing a culture that supports employees' families. Job sharing culture should be maintained to allow work life balance for the employees. The institutions should effectively implement such policies that govern employees work schedules. The working policy should have provisions to enable employees to take time away from work and control over workload. Neelima Gokhroo Dr. Bhawani Shankar Sharma (2019) [9], Employees of an organization are able to divide their personal and professional life in a harmonious manner. The management of an organization needs to understand that developing and implementing policies under work-life balance, is a necessity in today's scenario in order to increase productivity, enhancing education standards as well as talent retention. Anita Acharya, Dr. G. Padmavathy (2018) [10], This study identified the organizational related variables, which are more important to enhance the job satisfaction of employees

Research Methodology:

The Sample size of the study is 50 because of the time constraint and the employees were busy with the production process. A Structured Questionnaire using 5 point Likert Scale was used. Simple Random Sampling were used.

1.5 Tools used for the study:

Correlation: It is used to analyse and understand the association between 2 variables

Linear Regression: It is used in the study to analyse the relationship between two variables (one Independent and One dependent variable)

Chi-Square: It is used to compare the expected result with the observed result

1.5 Research Questions:

What is the effect of Family-work conflict on marital status (Marital status Vs Putting off things at home at home) and how it impacts the work-life?

Whether there are any associations between demographic variables and dimensions of Work-Life Balance?

Questionnaire

Demographic Questions SDA-Strongly Disagree, DA-Disagree, N-Neutral, A-Agree, SA- Strongly Agree						
S.No	Questions	Option 1	Option 2	Option 3	Option 4	Option 5
1	Gender	Male	Female			
2	Age	18-25	26-35	36-45	46-55	56-65
3	Marital Status	Single	Married	Separated Divorced	/ Widowed	
4	Do you have children	Yes	No			

5	If yes, how many children?					
6	If yes, what are the ages of all your children?					
Availability of work-life balance benefits at your workplace						
Using the 1-4 scale please indicate your agreement with each item by ticking the appropriate circle						
7	Flexitime – Eg., Part-time, rotational shift, night/day shifts	Available	Not Available	Needed	Not Needed	
8	Compressed work week – eg., working approx. 40 hours in fewer than 5 days	Available	Not Available	Needed	Not Needed	
9	Paid maternity leave/paternity leave	Available	Not Available	Needed	Not Needed	
Family-Work Conflict						
Using the 1-5 scale please indicate your agreement with each item by ticking the appropriate circle (1-SDA- Strongly Disagree, 2-DA- Disagree, 3-N-						
10	The demands of my family or spouse/partner interfere with work-related activities	SDA	DA	N	A	SA
11	I have to put off doing things at work because of demands on my time at home	SDA	DA	N	A	SA
12	Things I want to do at work don't get done because of the demands of my family or spouse/partner	SDA	DA	N	A	SA
13	My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime	SDA	DA	N	A	SA
14	Family-related strain interferes with my ability to perform job-related duties	SDA	DA	N	A	SA
Work Family Conflict						
15	The demands of my work interfere with my home and family life	SDA	DA	N	A	SA
16	The Amount of time my job takes up makes it difficult to fulfil my family responsibilities	SDA	DA	N	A	SA
17	Things I want to do at home do not get done because of the demands my job puts on me	SDA	DA	N	A	SA
18	My job produces strain that makes it difficult to fulfil family duties	SDA	DA	N	A	SA
19	Due to work-related duties, I have to make changes to my plans for family activities	SDA	DA	N	A	SA
Family Satisfaction						
20	In most ways my family-life is close to my ideal	SDA	DA	N	A	SA
21	The conditions of my family-life are excellent	SDA	DA	N	A	SA

22	I am satisfied with my family life	SDA	DA	N	A	SA
23	So far, I have got the important things I want in my family-life	SDA	DA	N	A	SA
24	If I could live my family-life over, I would change almost nothing	SDA	DA	N	A	SA
Work Satisfaction						
25	Generally speaking, I am very happy with my work	SDA	DA	N	A	SA
26	I frequently think of leaving this job	SDA	DA	N	A	SA
27	I am generally satisfied with the kind of work I do in my job	SDA	DA	N	A	SA
Psychological Health						
Using the 1-4 scale please indicate your agreement with each item by ticking the appropriate circle						
28	I have been able to concentrate on what I'm doing	SDA	DA	N	A	SA
29	I have Lost much sleep due to over worry	SDA	DA	N	A	SA
30	I feel like I'm being healthy during tasks	SDA	DA	N	A	SA
31	I feel capable of making decisions about things	SDA	DA	N	A	SA
32	I feel stressful quite often now	SDA	DA	N	A	SA
33	I feel that I couldn't overcome difficulties	SDA	DA	N	A	SA
34	I have been able to enjoy normal day-to-day activities	SDA	DA	N	A	SA
35	I have been able to face the problems	SDA	DA	N	A	SA
36	I am feeling unhappy or depressed recently	SDA	DA	N	A	SA
37	I'm feeling less confident recently	SDA	DA	N	A	SA
38	I have been about myself as a worthless person	SDA	DA	N	A	SA
39	I have been feeling reasonably happy recently	SDA	DA	N	A	SA

1.6 Analysis:**Correlations**

		Marital status	Put off thigs at Home
Marital status	Pearson Correlation	1	-0.009
	Sig. (2-tailed)		0.949
	N	50	50
Put off thigs at Home	Pearson Correlation	-0.009	1
	Sig. (2-tailed)	0.949	
	N	50	50

Table 1.6.1: Correlation between Marital Status and Putting off things at home**Interpretation:****Correlations**

		Satisfaction with family life	Flexible time
Satisfaction with family life	Pearson Correlation	1	- 0.129
	Sig. (2-tailed)		0.371
	N	50	50
Flexible time	Pearson Correlation	-0.129	1
	Sig. (2-tailed)	0.371	
	N	50	50

Table 1.6.2: Correlation Between Satisfaction with family life and flexible time

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.370	0.489		4.848	0.000
1 Responsibility delay at work	-0.043	0.123	-0.051	-0.354	0.725

Dependent Variable: Marital status

Table 1.6.3: Regression analysis between Responsibility delay at work and marital status

Hypothesis:

H0: There is no significant relationship between Marital status and responsibility delay at work

H1: There is significant relationship between Marital status and responsibility delay at work

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.806	0.272		6.642	0.000
1 Interference of Family	-0.081	0.073	-0.157	-1.102	0.276

Dependent Variable: Count of Children

Table 1.6.4: Regression analysis between Count of Children and Interference of Family

Hypothesis:

H0: There is no significant relationship between count of children and Interference of family

H1: There is significant relationship between count of children and Interference of family

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.157 ^a	4	0.885
Likelihood Ratio	1.173	4	0.882
Linear-by-Linear Association	0.114	1	0.735

N of Valid Cases	50		
a. 3 cells (33.3%) have expected count less than 5. The minimum expected count is .72.			

Table 1.6.5: Chi-square analysis between Concentration in work and satisfaction with family life Interpretations:

In table 1.6.1 When analysing the association of Marital status with Putting off things at home, there is a negative correlation between both the variables. According to Table 1.6.2, There is negative correlation between Satisfaction with family life and flexible time. As discussed in the table 1.6.3, the significance is above 0.05, there is no significant relationship between Marital Status and Responsibility delay at work and thus, Null hypothesis is accepted. In the table 1.6.4, As the significance is 0.276 which is below 0.05, thus null hypothesis is accepted and there is no significant relationship between count of children and Interference of Family. As the pearson co-efficient in table 1.6.5 is more than 0.05, there is no significance between the observed and Expected value of Concentration in work and satisfaction with family life

Research Discussions:

There is no association between Marital status and Putting off things at home. There is negative association between Satisfaction with family life and flexible time. The relationship between the dependant variable - Marital status and Independent variable - responsibility delay at work is not significant. The Significance of the relationship between count of children and Interference of family is more than 0.05, hence null hypothesis is accepted. The Chi-square value is more than 0.05, for the observation between count of concentration in work and satisfaction with family life. This study reveals about the relationship between personal and professional life Balance and it was found that the employees of this particular dairy sector was happy with the balance between the work and personal life

Suggestions:

As Karthikeyan.S, John Britto.M (2021) [3] suggests worker's recognitions importance, same way the workers in this company also getting recognized to retain in the same company. As per Dr.K.Siva Nageswara Rao, Ms.Shaik Maseeha (2019) [6], it is very true that a company employees has to have a balanced work-life and personal life or it may lead to work life conflict. As Leah Nduta Mwathi, Dr. Joyce Nzulwa (PhD) (2019) [8], the company has to properly provide with the culture to support employees family to keep them motivated.

Managerial Implications:

It can be applied in Industries which care about the Employee benefit so that they treat employee to have a peaceful life and that in case make the employees loyal towards the company. As any Employee with a balanced work life and personal life will lead to increase in overall productivity of the organization. Thus the organization must check for the satisfaction level of the employee either through survey, observation or by any means.

Limitations of the study:

It was limited only to 50 samples because of the time constraint

It was taken only in One Private Animal driven products and that too only in Salem district

Conclusion:

The work-life balance itself is very tough to handle as a mild change in the balance will lead to collapse of both the lives (professional and personal). This study tries to identify whether the employees are good at maintaining a balance between Working and personal life. That too in a Animal driven products, having 24*7 necessity of being conscious of the work done will definitely have an impact on personal life. Hence, this study tries to identify the factors affecting the balance and suggests what all can be done to avoid the situation to have a balanced professional and personal life.

References:

1. Conor Hogan, Jim kinsells, Marcoin Beecher, Bernadette o'Brien (2023) [1], The Impact of Work Organization on the work life of people on pasture-based dairy farms, The International Journal of Animal biosciences, 1-12
2. Thilagavathy S, Geetha S.N (2021) [4], Work-Life Balance – a systematic review, Vilakshan-XIMB Journal of Management
3. Karthikeyan.S, John Britto.M (2021) [3], Quality of work life among the Employees of Diary Industries, International Journal of Progressive Research in Science and Engineering, Vol 2, Issue 3, 62-65
4. Hana Silaban, Meily Margaretha (2021) [5], The Impact Work-Life Balance towards Job satisfaction and Employee Retention: Study of Millennial Employees in Bandung City, Indonesia, International Journal of Innovation and Economic Development, Volume 7, Issue 3, 18-26
5. Dr.Bhadrappa Haralayya (2021) [2], Work Life Balance of Employees at Karanja Industries Pvt Ltd, Bidar, Iconic Research and Engineering Journals, Volume 4 Issue 12, 243-254
6. Dr.K.Siva Nageswara Rao, Ms.Shaik Maseeha (2019) [6], A STUDY ON “WORK LIFE BALANCE” OF EMPLOYEES, International Journal of Innovative Studies in Sociology and Humanities, Volume: 4 Issue: 6, 120-124
7. Neelima Gokhroo Dr. Bhawani Shankar Sharma (2019) [9], Work Life Balance of Employees: Theoretical Conceptual Framework, International Journal of Education, Modern Management, Applied Science & Social Science, Vol 1, Issue 2, 118-128
8. Dr.K.Veenalatha (2019) [7], A STUDY ON WORK LIFE BALANCE OF THE EMPLOYEES IN THE FIELD OF EDUCATION, Journal of Emerging Technologies and Innovative Research, Volume 6, Issue 2, 317-325
9. Leah Nduta Mwathi, Dr.Joyce nzulwa (Ph.D) (2019)[8], Determinants of Work Life Balance in Public Universities in Kenya: A Case of MOI University, The Strategic Journal of Business & Change Management, Vol 6, issue 2, 1829-1842
10. Anita Acharya, Dr. G. Padmavathy (2018) [10], Work Life Balance and Job Satisfaction: A study from Private Banks of Nepal, International Journal of Advance Research and Development, Volume 3, Issue 12, 33-37