

## **A Study on Work Life Balance of Employees at IITM Group Of Institution Murthal, Sonipat**

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**Abstract:** Life of an employee’s contains two main parts i.e. Personal life and professional life. It is the basic demand of the time of the employees to manage them and give them equal priorities. WLB is the term used for the idea that you need time for the both work and other aspects of life, whether those are profession related or personal interest. It is the relationship between work and other commitments in one’s life and their impact on one another. A balance life is one where we spread our energy and efforts- emotional intellectual, imaginative and physical between key areas of importance. Today, more facilities are provided to workers so that they easily manage their life. Work life balance occurs when individuals with a finite amount of mental, physical and emotional recourses allocate those recourses in a way that corresponds to their personal and professional goals. Hence, every employee can benefit from more effective resource allocation. While maintaining WLB employees have to face various obstacles and they have to cope up with them for innovative and prosperous future. Employees have to maintain decorum in their life styles by avoiding wasteful activities, creating a work leisure plan and suitable management of relaxation time. An employee must have enthusiasm to handle the balance between them. So as to diminishes the gap between the personal and professional life. They must have proper planning and ideas regarding them. It is also the basic liabilities of the organization to deal with them.

**Keywords - Commitments, Personal Life, WLB, Ideas, Emotional Resources.**

### **INTRODUCTION**

Work life balance means the balance of the employee’s personal i.e. family, leisure, community and professional life. It becomes a major part and carries an important in one’s life so as to smooth running of their work and personal life. Work life balance is not only the keen responsibility of the employee but also the organization for their employees so as to improve the efficiency, productivity and motivating their employees to better growth and development. An organization can arrange various activities like tour, friendly environment, crèches etc. so as to remove or maintain stress of the employees. It is more beneficial for organization for the long run participation of the employees in their organization and to satisfy them from their jobs. Various problems could be faced by an employer or employees to manage work life balance in their organization related to grievance handling irregularity and indiscipline etc. Policies must be made to keep them in their minds and to solve the problem.

The research Paper aim to study the work life balance of employees of IITM Group of institution Murthal, Sonapat.

### **LITERATURE REVIEW**

**Mitja Gorenak, Anjas Popovic (2014):-** “Quality of work life Balance” classified the work life activities are two categories work & private life. The objective of the study is to find out the workplace violence. It is very important to everyone to balance work and private life as much as possible modern piece of work is often affected by workplace violence, mostly verbal, psychological and in some cases also physical violence. Data that are using in this paper was gathered in a wider survey this paper have established that workplace violence effects work life balance of employees, results of the survey also

confirm what was already suggested before by some authors that workplace violence even though it is psychological can have effects on health of employees. As per the study it is observed that Workplace violence effects work life balance of employees. The authors recommend enlargement of sample with increased focus on effect of workplace violence on physical and mental health.

**Fapohunda, Tinuke. M. (2014):-**This study was conducted that “work life balance on employee’s productivity”. The main purpose of this paper studies is that the result of work life balance on employee productivity and Nigerian workers handle the inauspicious working situations and coordinate their work and family lives. Work life balance is an important determinant for workers in attaining a thriving career. Hence it is a crucial for employees to maintain study stability between work and their private lives. The concept of work life balance is based on the idea that paid work and private life should be seen less opposite priorities and more as corresponding essential for a full life.

Work life balance involves successfully managing the deal between paid work and other essential activities –spending time with family .Enhancing work life balance between work and personal lives results in genuine paybacks both for employers and employees. Work life imbalance has organization outcomes like elevated rates of absenteeism and turnover, decreased productivity etc. where the right balance is established and maintained, both the employee and employer gains. For this there is enhancing happiness, superior dealing with management, and successful communication and lower level of stress.

**J. Sudha. Dr. P. Karthikeyan (2014):-**The objective of the study is to find out the “work life balance of women employees”. The most of women are coming forward to work in order to support their family. The biggest challenge for women is how to balance the demands of family and career. This study identifies the various aspects such as career advancement, work stress, work family conflict and family work conflict, child care in context with work life balance and its practices. Some of the strategies and skills at work such as planning, organizing and setting limits can be used at home and work place for accomplishing a satisfying and fulfilling well balanced life both professionally and personally.

Women employee should care the family both physically and financially to satisfy the family needs. Also work for the accomplishment of organizational objectives and individual up liftman to satisfy the career needs. Organization should be adopting HR strategies and policies to overcome the issues of work life balance of women in the current business environment. To achieve work life balance, every woman should set the goal and excel both in career and family.

**Mrs. K. Anitha (2014):-**“WLB of an employee’s” an important area of human resource management which is receiving increasing attention from policy makers, organizations, management, employees and their representatives globally. It is a factor which has the potential to affect important workplace issues such as employee turnover, stress, job satisfaction and productivity. The pressures of the work on personal life can lead to stress. Employees are the pillars of the organization. It is important for employees to maintain a healthy balance between work and their private lives. Generally those employees who have better work life balance contribute more towards the success of the organization. The organization can render better service to the customers by having productive and efficient employees.

**Ms. Nidhi Aggarwal (2015):-**The objective of the study is to find out the “Stress among working women”. The working atmosphere of SBI (from the point of view of work life balance), to know the initiative taken by the organization for the effective work life balance and the effect of work life balance on women of SBI. Work life balance is a condition of equilibrium in which the demand of both professional and personal life is equal. The purpose of the study is to find out the working atmosphere of the public sector banks especially for women employees and what is the opinion of women about the ideas and policies of banks and effects of those ideas on their lives. The focus of research is on working women in banks with special reference of SBI.

According to various studies; it has been found that such situation affects person’s health both physiologically and psychologically. It is very important for employees maintain a healthy balance between work and their private lives. This study has concluded that there work life balance of employees will be an important input in designing appropriate policies for employees.

**By: Sein & Chen, 2015:-**Work family research has long been guided by the role stress through, wherein the negative side of work life family interaction has been put under the spot light. Recently, the emphasis has shifted towards the investigation of the positive interaction between work and family roles as well as roles outside work and family lives.

**Dr. O. M. Ashtankar (2016):-**The study has conclude that the work life balance of the working women in Ramtek area is out of control and is need of attention women faces the problems of work life balance almost in every way in their daily life. It is found that work life balance problem is widely prevalent among the working women of this area. Further it is concluded that the as experience of working women increases their job stress level comes down or the skill ensuring WLB enhance as the experience of job increases.

**Atasi Mohanty, Lalatendu Kesari Jena (2016):-**Work life balance is concept has got considerable attention and as a campaign has been practiced in various organizations in the form of policy and strategy. It is observed that in some organizations provide a bundle of policies and programs such as alternative work arrangements; leave policies, and childcare centers at workplace in the name of work life balance.

Work life balance practices are seen as employee friendly and socially desirable strategies of a progressive establishment, so such kind of practices should be considered at par with other strategic HR inventions at future workplace. Now more empirical research inputs are required to formulate and implement effective HR strategies for better adaption and work life balance of Indian professionals in their respective job set-ups.

**Tapasya Julka, Urvika Mathur (2017):-**The basic purpose of the study work life balance among women employees. The objective of the study is to find out the equal balance between the career & family. This study also aims to through some light on the effect of work life balance their work and working women. This paper reviews the existing literature on work life balance of women employees with an identification of various characteristics towards the achievements of work life balance. To achieve work life balance every women should set the goal and excel both in career and family. Organizations need to adopt human resource strategies and policies to overcome the issue of work life balance of women in the current business environment.

## **OBJECTIVE OF THE STUDY**

- To enhance the efficiency of workers.
- To know about the job satisfaction of the employees in their organization.
- To find out the obstacles in work life balance in an organization.
- To maintain decorum and discipline and increase productivity in an organization.

## **RESEARCH METHODOLOGY**

The study adopted the descriptive type of research approach for analyzing the work life balance of employees in IITM. Simple random sampling technique is used to get the response from the employees. The sample size was 50. Structured questionnaire was designed to collect the primary data from the employees. Secondary data was collected from college official website, internet, journals and text books.

**Data Analysis**

Responses	No. of Respondents	% of Respondents
Less than 5 days	15	30
5 days	25	50
6 days	10	20
<b>Total</b>	<b>50</b>	

Table: 1 Number of working days in a week

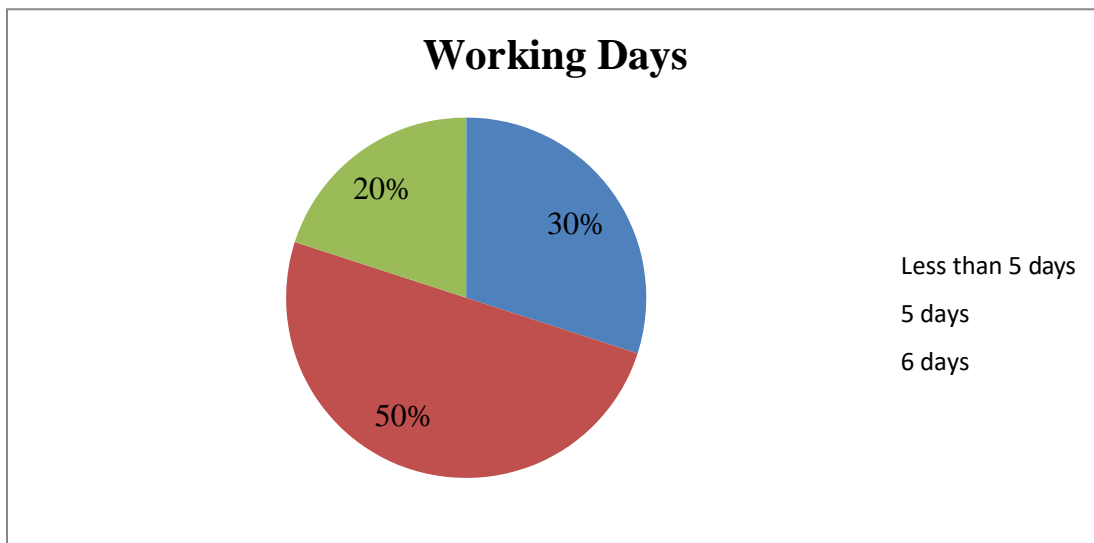


Figure: 1

From the above data we can observe that 30% respondents work less than 5 days, 50% respondents work for 5 days and 20% respondents work for more than 5 days at IITM.

Responses	No. of Respondents	% of Respondents
Less than half hour	5	10
Nearly one hour	15	30
Nearly two hour	30	60
<b>Total</b>	<b>50</b>	

Table: 2 Time Spend for Travelling

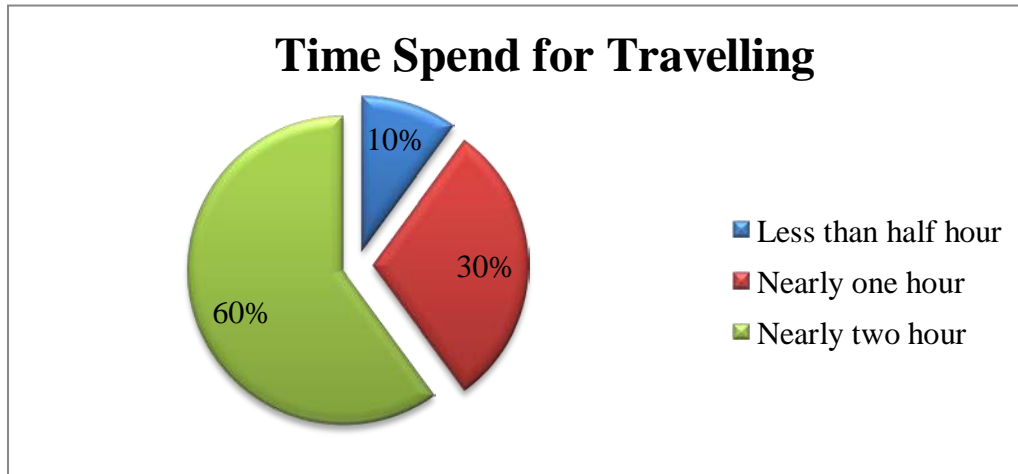


Figure: 2

Above the data shows that most of the employees spent nearly two hour in a day travelling whereas very few employees spent less than half hours in a day travelling.

Responses	No. of Respondents	% of Respondents
Yoga	5	10
Meditation	10	20
Entertainment	35	70
<b>Total</b>	<b>50</b>	

Table: 3 - Stress Management

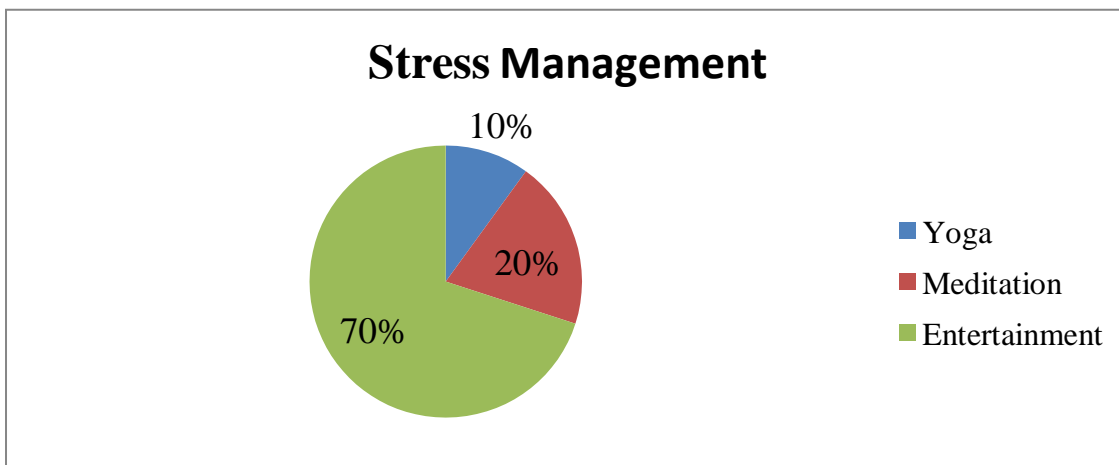


Figure: 3

From the above data we can observe that 70% of employees use entertainment, very few respondents use yoga and meditations for managing their stress.

Responses	No. of Respondents	% of Respondents
Yes	30	60
No	20	40
<b>Total</b>	<b>50</b>	

Table 4:-Working Under a Flexible Schedule

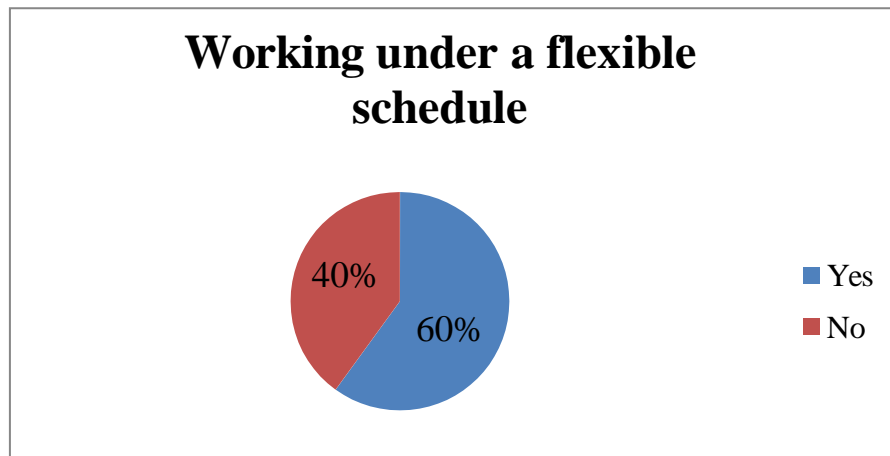


Figure: 4

From the above chart we can observe that 60% numbers of employees in the organization are working under a flexible schedule and remaining employees are not working under a flexible schedule.

Responses	No. of Respondents	% of Respondents
Strongly agree	10	20
Agree	28	56
Disagree	7	14
Strongly disagree	5	10
<b>Total</b>	<b>50</b>	

Table 5:-Policy customized to individual needs

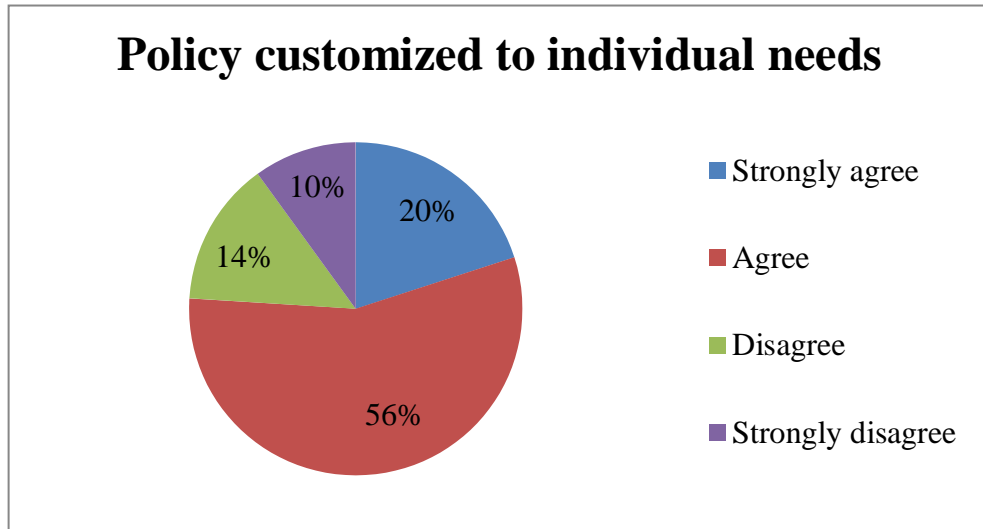


Figure 5

From the above data we can observe that most of employees (56%) are agree that work life balance policy of the organization is customized to the individual needs.

Responses	No. of Respondents	% of Respondents
Yes	20	40
No	30	60
<b>Total</b>	<b>50</b>	

Table 6:- You are able to balance your work life

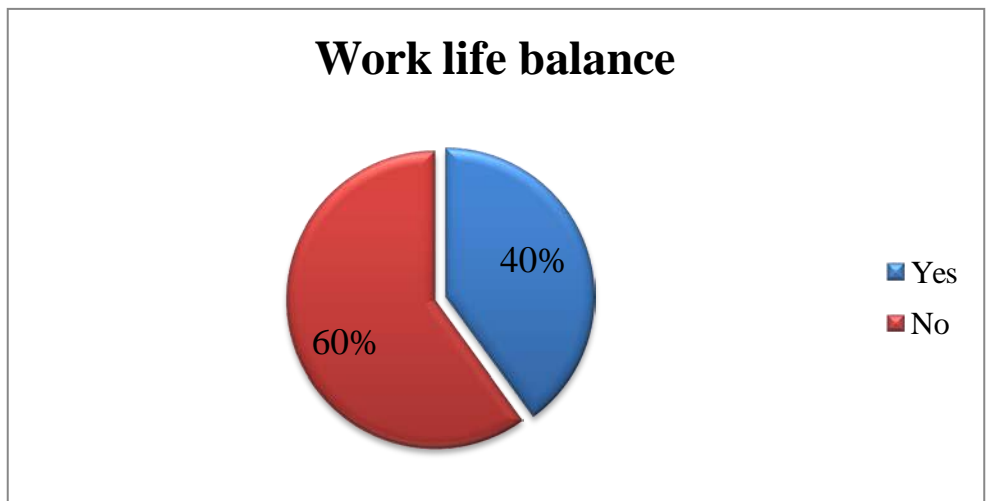


Figure 6.

From the above table we observe that 40% employees are able to balance their work life but 60% employees feel they are not able to balance their work life due to continue working.

## **FINDINGS OF THE STUDY**

During the research I found that the organization should adopt many strategies for balancing the work and life of the employees.

- The study is discovering that employees of the organization manage the stress of work through entertainment.
- The majority of the respondent said that they spend nearly two hour in a day for travelling.
- It is observed from the research, employees are working under a flexible schedule but flexible schedule is not available to all employees.
- It has been found that work life balance policy should be customized to the individual needs of the employees.
- It has been found from the research that many employees had good feeling of balance between their work life and home life. Whereas some employees were not confident to balance their work and home life.
- The majority of employees in the organization are not satisfied with their work life.

## **RECOMMENDATION**

There are some of the recommendations regarding the overall work life balance of employees in the organization which help the organization to improve their level of satisfaction among employees. The following of the recommendations are:-

- Management should maintain flexible time to increase the satisfaction level of the employees.
- Organization and employees both have an effective time and stress management so that everyone should maintain the work life balance.
- Organization should provide provisions related to working hours, so that employees maintain the balance between work life and personal life.
- Management should inculcate the belongingness among employees and arrange stress reducing activities like get together, cultural or recreational programs as and when required.

## **CONCLUSION**

The respondent has inability to express balance their work life due to some economic, family problems, inefficiency and lack of commitment. The organization must take necessary steps to overcome their inhibition and motivate them to enhance their personality and performance by providing stress reducing activities and periodical counseling for healthy and productive environment.

In this study, there have to be conscious efforts taken by employer to counter barriers to work life balance. Also, the employee has to ensure that there is effective stress management. Work life balance can be ensured there are conscious efforts taken by both, the employer and the employee.

Work life balance policy in the organization mostly customized to the individual needs. Employees in this organization feel a slightly stress for the work. Organization provides a flexible schedule for the efficient working to the employees. Most of employees are satisfied with working hours of the organization.

Thus, managing and organizing both work and life of employees systematically and strategically in the organization have led to enhanced productivity in the long run. Organization must provide programs to employees for their balance between work and life.



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