

A STUDY ON WORK LIFE BALANCE OF EMPLOYEE AT BRAKES INDIA PVT. LTD., CHENNAI”

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ABSTRACT

The study entitled as “A study on worklife balance of employee at Brakes India Pvt. Ltd., Chennai”. The main objective of the study is to analyze the worklife balance of employees in Brakes India. The study proposes to use primary data and secondary data. The type of research design used is descriptive research design. The primary data will be collected with the help of structured questionnaires method. The secondary sources of data will be collected through journals, magazines, etc.

The collected data will be analyzed using various statistical tools like chi-square and weighted average method. The sampling technique used by the researcher is simple random techniques. Based on the data analysis, the researcher aims at arriving a conclusion and will impart suitable measures to overcome the problem of the main objective.

The structured question consists of both open and closed-ended and also multiple choice questions. From the findings, it is suggested that many of the respondents are satisfied with Brakes India Pvt ltd., and its work -life balance of employees. So the company has to take necessary steps for further improvements than the past and more concentration on the induction programmers to the new employees in the organization.

KEYWORDS: *Hypothesis and Its Operational Implications*

INTRODUCTION

Work-Life Balance does no longer mean an identical stability. Trying to agenda an equal variety of hours for every of numerous paintings and private activities is typically unrewarding and unrealistic. Life is dynamic and not static. Each individual’s paintings-existence balance will range over the years, frequently on a day by day basis. The proper stability for everyone these days will likely be extraordinary from the day after today. The right balances range while one is single and could be different whilst one marries or has an accomplice or if they have kids. When one starts a new profession as opposed to when one is nearing retirement brings changes in paintings-existence balance there's no best, one-size suits all, the balance that one ought to be striving for.

Work-Family Expansion refers back to the belief that: simultaneously accomplishing more than one work and own family roles are beneficial for the bodily and intellectual dating fitness of people. The great of the jobs, as opposed to the number of roles occupied or the amount of time spent in a particular position, decide the degree to which individuals revel in the wonderful outcomes of participating in multiple roles.

OBJECTIVES

- To perceive the personal pleasure level toward paintings and private lifestyles.
- To explore the elements affecting paintings like balance.
- To discover the centers provided by the employer to the employees for balancing paintings-existence.

NEED OF THE STUDY

- To realize approximately paintings life stability is crucial for enhancing the moral amongst employee in the organization.
- To realize whether paintings life balance is required for the growing their work efficiency,
- Responsibility, enhancing courting each at the job and stale the job.
- To recognize whether work lifestyles stability makes better crew work and excellent communicate among
- Worker and reduce strain to the worker in the organization work.
- To recognize whether paintings lifestyles stability can assist via clearing the thoughts, which in turn allows the worker to perceive their goals which might be the most crucial, is define success using those Objectives.
- To realize how work lifestyles balance will boom in work flexible and element time operating styles.

SCOPE OF THE STUDY

- To study about what the employee feels approximately work existence balance, whether an employee is a privy to work-life stability.
- To examine how the worker is balancing the work in the corporation and personal existence.
- To analyze what are the power is supplying to the employee for balancing work-existence.
- To take a look at about paintings efficiency is increasing through the work-lifestyles balance.

RESEARCH DESIGN

Definition

A studies design is the association of conditions for series and analysis of statistics in a manner that targets to mix relevance to the research cause with the economic system in a method. It is the design which incorporates a definition of what the researcher will do from writing the hypothesis and its operational implications to the very last analysis of records.

RESEARCH TYPE

Descriptive Research

Descriptive Research studies are particularly concerned with the description of the feature of a selected individual (or) a collection. Studies concerned with particular predictions with a narration of facts and traits concerning man or woman, Organization (or) scenario are all examples of descriptive studies research. This study consists of surveys and fact-

locating enquires of the different type. The primary motive of descriptive research is the description of the situation, as it exists as a gift.

DATA COLLECTION

Primary Data

- Survey
- Obtained via commentary (or) direct communication with respondents (or) via questionnaire interview technique.

Secondary Data

- It is amassed from internal records of the Organisation and manuals.

Questionnaire Design

The questionnaire is the coronary heart of the survey operation and media of conversation between the investigator and the respondent. This is a systems questionnaire, which has been framed for accomplishing the survey. The questionnaire turned into provided with exactly the identical wording and in the identical order to the entire respondents. The questions within the questionnaire are near ended.

Sampling Technique

A complete enumeration of all gadgets within the population is called a census inquiry or census survey. In such survey, all objects are blanketed, no detail of threat is left and highest accuracy is obtained. As this study on Effectiveness of Safety Measures in manufacturing branch of the system keeps the department at Brakes India private restricted, Chennai whole employees of gadget save are taken as samples random sampling method is – adapted to the examine.

Sample Size

It refers back to the range of elements to be blanketed within the look at. Sample length is complex and includes several qualitative and quantitative issues. The sample length of the look at is one hundred twenty.

Statistical Tool

Statistical tool represents a critical a part of studies analysis. Hence, any analysis of statistics compiled should be subjected to relevant evaluation so that significant conclusions will be arrived at. The statistical tools implemented in this venture are,

- Percentage Method
- Weighted Average Method
- Chi-square Method

Percentage Method

In this approach, the frequency of diverse important! Factors are tabulated and the proportion for every cost with respect to the discovered out. They are offered pictorially by a manner of graphs as a way to have higher information. Percentage of Respondents = (No of Respondents/Total) x 100

Weighted Average Method

In the case of concerning rating scale & ranking the weighted common ranking approach used. In this approach, the net rankings for each attribute are calculated and analysis can be carried out as the premise of the internet score in Percentage received the formula is given.

Net Score = (Weighted total fro column x No. Of Respondents)/Total Weight

Chi-Square Test

χ^2 - It is a statistical degree used within the context of sampling evaluation for comparing a variance to a theoretical variance. At a non-parametric take a look at, it is able to be used to decide if categorical statistics indicates dependency or the two classifications are Independent. It can also be used to make the contrast between the theoretical populace and actual statistics whilst classes are used. It is defined as.

$$\chi^2 = \sum (O_i - E_i)^2 / E_i$$

Where

O=Observed frequency

E_i=Expected frequency

χ^2 is continually high-quality

The predicted fee for the contingency tabulated as follows

$$E = ((\text{Row Total} * \text{Column Total}) / \text{Grand Total})$$

The sum of the found and predicted frequencies is usually O_i.E. (O_i-E_j) = zero

The χ^2 test depends on set determined and expected values and on the stages of freedom. The χ^2 distribution is the restricting approximation of multinational destined.

Chi-Square Test

Aim

To test the significant difference between marital status and satisfied with my weekend shopping and outing with my family.

Null Hypothesis (H₀): There is no significant relationship between marital status and weekend shopping and outing with family.

Alternative Hypothesis (H₁): There is a significant relationship between marital status and weekend shopping and out with family.

Table 1

S. No	Marital Status	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
1	Single	10	20	45	1	9	85
2	Married	9	9	10	1	6	35
	Total	19	29	55	2	15	120

Table 2

Observed Frequency (O)	Expected Frequency (E)	O-E	(O-E) ²	(O-E) ² /E
10	13.45	-3.45	11.90	0.88
20	20.54	-0.54	0.29	0.01
45	38.95	6.05	36.60	0.93
1	1.41	-0.41	0.16	0.11
9	10.62	-1.62	2.62	0.24
9	5.54	3.46	11.97	2.16
9	8.45	0.55	0.30	0.03
10	16.04	-6.04	36.48	2.27
1	0.58	0.42	0.17	0.29
6	4.37	1.63	2.65	0.60
			Total	7.52

Therefore the calculated value $\chi^2 = 2.028$

Degree of freedom – (r-1)*(c-1)

= (2-1)*(5-1)

= 4

The tabulated value of χ^2 (4, 5 percent) = 9.488

Inference

Since the tabulated value of χ^2 is higher than the calculated value of χ^2 . We accept the null hypothesis at 5 percent level of significance. Hence there is a significant relationship between marital status and weekend shopping an outing with my family.

Cross Tabulation of Respondents Based On Balancing Work Life And Flexible Starting Time

Table 3

Flexible Timing ↓ / Balancing Work Life →	YES %	NO%	Total
Highly Satisfied	30	12	42
Satisfied	27	7	34
Neither Satisfied Nor dissatisfied	26	14	40
Dissatisfied	2	2	4
Highly dissatisfied	0	0	0
Total	85	35	120

Interpretation

From the above table, it reveals that 30 percent of the respondents are highly satisfied in balancing their work life and in flexible starting time. 12 percent of the respondents are unable to balance their work life and inflexible starting time. 27 percent of the respondents are satisfied in balancing their work life and in flexible starting time. 7 percent of the respondents are unable to balance their work life and in flexible starting time. 2 percent of the respondent is dissatisfied in balancing their work life and in flexible starting time. 2 percent of the respondents are unable to balance their work life in flexible starting time.

SUGGESTIONS

From the analysis and interpretation made and the finding listed out the following suggestion have been given by the researcher.

- Factors influencing worklife balance of employees.
- Many employees would prefer to reduce working days, this is because the employee is working 6 days in a week and do not find time for personal development.
- Time management is one of the best solutions to reduce the imbalance between work and family commitment. A company could conduct time management training.
- Employee's satisfaction level work and personal life.
- The company can have recreation activities like entertainment, This will refresh their minds.
- Respondents are dissatisfied towards the safety provisions, therefore keen attention should be given to it.
- Exploring the problems of worklife balance.
- Family members can be allowed to participate in the celebration at the workplace this will increase the time spent with the company.
- Medical facility to the family should be improved as the reduces stress.

LIMITATIONS

The following limitations restricted the study conducted by the by the researcher.

- Due to time constraint, the sample size was reduced to 120
- The opinion of the respondents may be biased
- The respondents are busy in the work
- The employees are busy with their work.
- Judgment is made only based on the questionnaire.

CONCLUSIONS

Work and personal life are the two sides of the same coin. It refers to those factors which strike a balance between work, family, and self. In my study of worklife balance in **Brakes India Private Limited, Chennai**, many workers are satisfied with their current job and family life. But the practice like target fixing, hours of work, stress etc.... cause them imbalanced. From my analysis, I conclude that the respondents in the survey do not find enough time to spend with family, so an organization can allow family members to participate in special occasions and the respondents do not spend enough time for recreation activities. But this could be attributed only to their individual and personal choice, the organization cannot intimate this, in spite they can provide some facility for them.

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