

A STUDY ON WORK- LIFE BALANCE AND IT'S INFLUENCE OF EMPLOYEES IN MARUTHI ELECTRODES (P) LTD AT BENGALURU

HR. LAVANYA

MBA DEPARTMENT

NARAYANA ENGINEERING COLLEGE

EXECUTIVE SUMMARY

The project entitled "A study on the work-life balance of the employees at Maruthi electrodes (P) Ltd" is to identify and evaluate the quality of work life of the workers of Maruthi electrodes (P) Ltd. It also tries to study various factors that lead to quality of work life of a worker. In this era of globalization human resource is considered as the most important asset of an organization. As more and more companies have started to realize that a happy employee is a productive employee, they have started to look for ways to improve the work environment. So the study covers the satisfaction level of employees. Various factors like the working conditions, financial incentives, labor relations, hours of work job security, training effectiveness etc., were considered to get an overall opinion so as to assess the quality of work life of a worker. As Maruthi electrodes (P) Ltd is a manufacturing company it has to follow adequate safety measures. Through this study it is checked whether the company provides adequate safety measures to the employees or not. As in every study data collection is an important aspect without which an original study is not possible. To conduct this study primary and secondary data are collected. The primary data were selected through standardized questionnaire circulated among the workers. The sample size chosen was 100. The secondary data was collected through company's records and various websites. For analyzing the data statistical methods were used. Tables were prepared with the collected data. On the basis of analysis many findings are drawn. It is found that the quality of work life of a worker in Maruthi electrodes (P) Ltd is an average one and many aspects need to be changed. By analyzing the findings drawn from the study, certain suggestions and recommendations are made.

REVIEW OF LITERATURE

Felsteadetal (2002) defined the work life balance (WLB) as those steps which increase the coordination between the work and non-work aspects of an employee's lives.

Greenhaus & Beutell (1985) has defined work-life conflict as a form of dual role conflict where the professional role conflicts with the personal demands of life.

Clark (2001) was also of the same opinion that balances in work and life can be achieved by minimizing the role conflict.

Kirchmeyer (2000) offered the view that work life balance can be achieved by fulfilling and satisfying various aspects of life.

Swami (2007) was of the view that creating balance between one's official responsibilities and responsibilities outside the work place can be a well-accepted definition of work life balance. **Clarkeetal. (2004)** argued that work life balance is achieving harmony in life by maintaining equilibrium between the time devoted by a person to his work and personal activities. **Voydanoff (2005)** offered a view that work life balance can be achieved when the work and family resources are enough to meet the needs of both the domain and leads to effective participation in both the roles.

Greenhausetal. (2003) has identified two important components of work-family balance which are time balance, involvement balance, and satisfaction balance.

Frome (2003) forwarded a very simple and comprehensive explanation to work - family balance where it was stated that lower inter - role conflict and higher inter - role facilitation leads to work family balance.

Marcheseetal (2002) opined that work-life conflict or lack of balance in work life balance has negative impact on both the employees as well as organizations performance.

A study by **Kinman (2001)** was of the view that work life conflict results in top Psychological distress and job dissatisfaction.

Glass &Estes (1997) found in their study that imbalance or conflict between paid work and family responsibilities results in to lower employee productivity. Conflict in work and family balance has various consequences for organizations and employees.

RESEARCH METHODOLOGY

Research is a careful investigation or enquiry especially through search for new facts in any branch of knowledge. According to Redman and Moray, “Research is a systematized effort to gain new knowledge”.

Research Methods

The source for collecting the data is from both

- Primary Data
- Secondary Data

Primary Data

The Primary data are these which are collected afresh and for first time, and thus happen to be original in character. The methods used for collected primary data was questionnaire Method.

Secondary Data

The Secondary data are those which are collected from secondary sources such as company past data and company websites.

SAMPLE SIZE

- The sample size of the survey is taken as 100 respondents.

SAMPLING METHOD

- Random Sampling Method

STATISTICAL TOOL

- Percentage Method

PERCENTAGE METHOD FORMULA:

$$PERCENTAGE = \frac{NO.OF RESPONDENTS}{TOTAL NO.OF RESPONDENTS} * 100$$

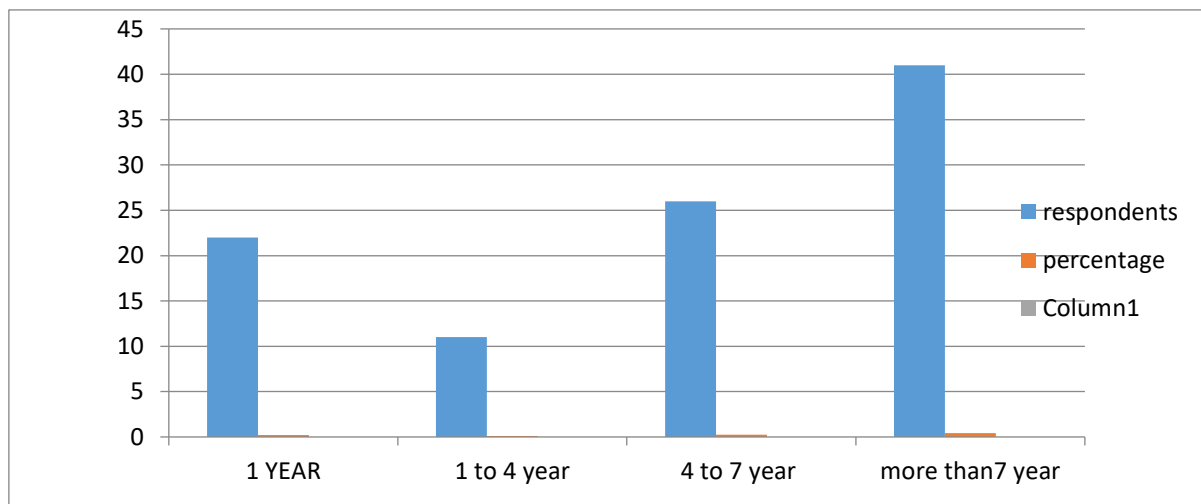
DATA ANALYSIS & INTERPRETATION

1. WORKING YEARS IN ORGANIZATION

TABLE: 5.1 Distribution of Sample respondents with respect to opinion on Working years in organization

ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE
Less than 1 year	22	22%
1 to 4 years	11	11%
4 to 7 years	26	26%
More than 7 years	41	41%
TOTAL	100	100%

GRAPH: 5.1 Graphical representation of Distribution of Sample respondents with respect to opinion on Working years in organization



INTERPRETATION

From the above table and graph 5.1 reveals that out of 100 sample respondents the majority 22% of the people have worked less than a year. About 11% of the employees have worked more than 1 year but less than 4 years, 26% of them are having experience for more than 4 but not exceeding 7 years, and 41% of the

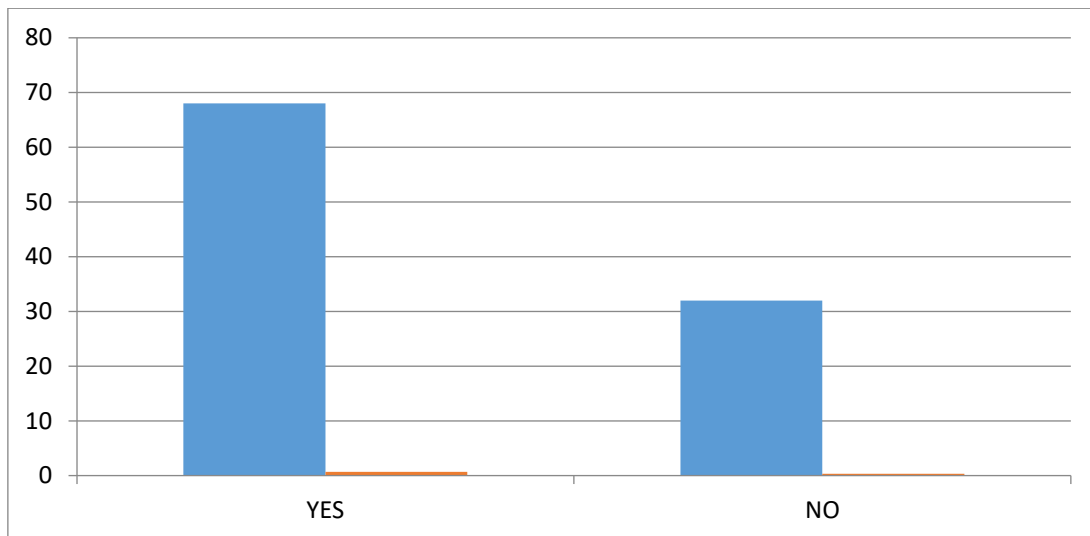
work force is with the company for more than 7 years. Therefore, this shows company maintains a good relationship with its employees.

2. SHOWING THE SATISFACTION OF WORKING HOURS

TABLE: 5.2 Distribution of Sample respondents with respect to opinion on showing the satisfaction of working hours

ATTRIBUTES	NO OF RESPONDENTS	PERCENTAGE
Yes	68	67%
No	32	33%
TOTAL	100	100%

GRAPH: 5.2 Graphical representation of Distribution of Sample respondents with respect to opinion on showing the satisfaction of working hours



INTERPRETATION

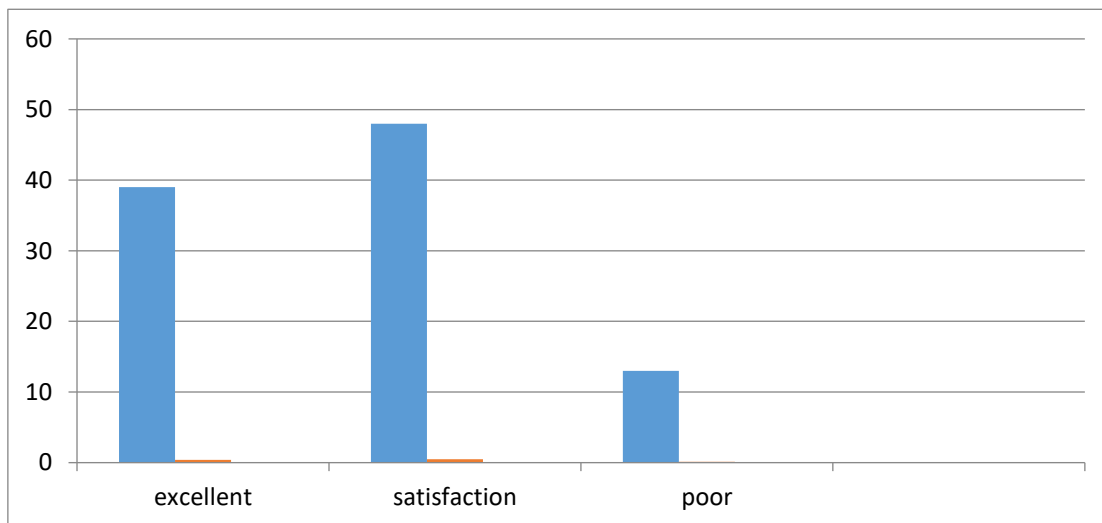
From the above table and graph 5.2 reveals that out of 100 sample respondents the majority 67% of the work force is satisfied with the working hours. On the other hand, 33% of them in the company are not satisfied; this shows that the employees are comfortable with working hours. Therefore, the majority 67% of the respondents are work force is satisfied with the working hours in the organization.

3. SHOWING THE RATING OF SALARY

TABLE: 5.3 Distribution of Sample respondents with respect to opinion on showing the rating of salary

ATTRIBUTES	NO. OF RESPONDENTS	PERCENTAGE
Excellent	39	39%
Satisfactory	48	48%
Poor	13	13%
TOTAL	100	100%

GRAPH: 5.3 Graphical representation of Distribution of Sample respondents with respect to opinion on showing the rating of salary



INTERPRETATION

From the above table and graph 5.3 reveals that out of 100 sample respondents the majority 48% of the total employees feel that their salary is satisfied, 39% of them feel that they are excellent with their salary and 13% of the employees feel that the remuneration given to them is poor. Therefore, the majority 48% of the respondents are the total employees feel that their salary is satisfied. Therefore, It shows that the company provides its employees with fair salary.

SUGGESTIONS

- Organization can create recreational activities for their employees.
- Maruthi Electrodes does not organize any kind of holiday camps. Therefore, employees should be motivated to work by arranging camps which can uplift the working conditions and build good communication, team spirit among employees.
- Organization should offer flexible working hours to their employees, so they can introduce employee choice when it comes to the start and end times of their working day.

CONCLUSION

The family and work life are both important to employees in any sector and if these two are not maintained properly it creates stress. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. This project is designed to provide a complete analysis of work life balance of its employees. It is an attempt to analyze the employee perception about their work life in the Organization, the study findings show that most employees are satisfied with their employment and benefits at Maruthi, and also indicating great appreciation for their colleagues as well. All this leads to show that the employees are satisfied with the quality of work life.

BIBLIOGRAPHY

- MANAGING WORK LIFE BALANCE: A guide for HR in achieving organizational and individual change, by David clutter buck, CIPD Publishing, 2003.
- A HAND BOOK ON WORK LIFE BALANCE, by Dr. c. Swarnalatha, lulu.com, 2017