

## A study on work-life balance of employees in stronglass tough, Coimbatore

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### Abstract:

The concept of work-life balance has emerged as a critical factor influencing employee satisfaction, productivity, and organizational success in the modern workplace. This study explores the work-life balance of employees at Stronglass Tough, aiming to assess how effectively the company supports its workforce in managing professional and personal responsibilities. Using a structured questionnaire, data was collected from employees across various departments and analyzed to identify key trends, challenges, and perceptions related to work-life balance. The findings highlight areas where employees experience imbalance, such as extended work hours, limited flexibility, and stress management issues. The study also reveals positive practices adopted by the company, including supportive management and occasional flexibility in work schedules.

**Keywords:** Work-Life Balance, Employee Well-being, Organizational Culture, Job Satisfaction, Workplace Flexibility, Employee Productivity

### Introduction of the study :

In the contemporary corporate landscape, the concept of work-life balance has evolved into a pivotal element in enhancing the overall productivity, well-being, and job satisfaction of employees. With the rise of technological advancements, longer working hours, and increased job pressures, achieving an optimal balance between work and personal life has become increasingly challenging. In this context, organizations are being urged to adopt policies and practices that not only foster professional growth but also prioritize the well-being and personal lives of their employees. This delicate balance, when effectively managed, contributes to a more engaged, motivated, and healthier workforce, which in turn drives the long-term success of the organization.

### OBJECTIVE OF THE STUDY:

1. To assess the current state of work life balance among employees in Stronglass tough
2. To identify the factors influencing work-life balance among employees in stronglass tough
3. To evaluate the impact of work life balance on employee well-being and job satisfaction
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### STATEMENT OF THE PROBLEM

At Strongglass Tough, rapid growth and increasing work demands have created challenges in maintaining a healthy work-life balance for employees. The company's fast-paced environment, long working hours, and high expectations can lead to stress, burnout, and lower job satisfaction. However, limited research exists on how these factors affect employees and their ability to balance personal and professional commitments. This study aims to investigate the current work-life balance situation at Strongglass Tough, identify key challenges employees face, and assess the effectiveness of existing policies, ultimately offering recommendations to improve employee well-being and productivity.

### SCOPE OF THE STUDY

This study focuses on assessing the work-life balance of employees at *Strongglass Tough*, exploring how the company's policies and work environment impact employees' ability to balance their professional and personal lives. Data will be

gathered through surveys, interviews, and organizational reviews, primarily focusing on full-time employees. The study will also compare the company's practices with industry standards to identify areas for improvement. It will not address external societal factors or include temporary/contract workers. The goal is to provide actionable recommendations to enhance employee well-being, satisfaction, and productivity within the company.

#### **RESEARCH METHODOLOGY SOURCES OF DATA**

**Primary data :**Collected through structured questionnaires targeting employees from various departments, supplemented by interviews for deeper insights.

**Secondary data:** Sourced from company records, industry reports, research articles, and relevant literature.

#### **AREA OF THE STUDY**

This study covers Coimbatore city.

#### **SAMPLE SIZE**

Sample size used for the study was 120 respondents.

#### **SAMPLING METHOD**

A stratified random sampling technique will be used to ensure a diverse and representative sample of employees from different roles and departments.

#### **TOOLS USED FOR THE ANALYSIS**

The statistical tools used for the analysis of the study are

- Percentage analysis
- Chi square analysis
- Correlation

#### **RESEARCH GAP**

While work-life balance has been extensively studied in various industries, there remains a significant gap in research specifically focusing on the glass manufacturing sector, particularly in companies like *Strongglass Tough*. Most studies have concentrated on larger corporate environments or industries such as technology, healthcare, and finance, where flexible working hours and remote work options are more common. However, in manufacturing companies with physically demanding and time-sensitive production schedules, the challenges of achieving work-life balance are less explored. Additionally, limited research exists on the effectiveness of work-life balance policies in smaller or medium-sized manufacturing firms.

#### **LIMITATIONS OF THE STUDY**

1. The study may focus on specific industries, making it difficult to generalize findings across all sectors. Different work environments may influence engagement and motivation differently.
2. Data on engagement and motivation relies on employee self-reporting, which may be influenced by personal bias, mood, or external factors.

#### **Review of literature:**

1. **Ghosh, P., & Singh, S. (2021).** *Flexible Work Arrangements and Employee Work-Life Balance in Manufacturing Sectors*. This study explores the role of flexible work arrangements in improving work-life balance for employees in manufacturing sectors. It found that flexible work hours significantly reduce work-related stress and improve employees' personal life satisfaction, which is essential in high-demand environments like manufacturing.

2. **Kumar, S., & Srivastava, R. (2022).** *Work-Life Balance Challenges in Manufacturing Industries: A Focus on Employee Well-Being.* This study examined the challenges employees face in manufacturing industries regarding work-life balance. The authors highlighted that rigid work schedules and long working hours contribute to work-life conflict. They recommend the introduction of policies for flexible hours and wellness programs in demanding sectors like glass manufacturing.

3. **Bhat, S., & Sharma, R. (2020).** *Organizational Support for Work-Life Balance and Employee Job Satisfaction.* This research focused on organizational support for work-life balance in manufacturing companies. It found that employees who received adequate support, such as flexibility and time-off options, experienced lower burnout levels and higher job satisfaction.

## **KEY FACTORS AFFECTING WORK-LIFE BALANCE IN STRONGLASS TOUGH**

Achieving a healthy work-life balance is essential for employee satisfaction, productivity, and overall organizational success. At Stronglass Tough, various factors influence how well employees can manage their professional responsibilities alongside personal commitments. Identifying these key factors can help the company implement strategies to foster a supportive and efficient work environment.

### **1. Workload and Job Demands**

One of the primary factors affecting work-life balance is the intensity of workload and job responsibilities. In the glass manufacturing industry, employees are often required to meet strict deadlines, maintain high-quality standards, and adhere to safety regulations. These demands can lead to extended working hours and increased stress levels, making it challenging to balance personal and professional lives. If workloads are not managed effectively, employees may experience burnout, reduced productivity, and job dissatisfaction.

### **2. Work Schedules and Shift Timings**

The nature of operations at Stronglass Tough requires employees to work in different shifts, including night shifts and rotating schedules. While these schedules ensure smooth production, they can disrupt employees' sleep patterns, family time, and social life. Irregular or unpredictable work hours often make it difficult for employees to engage in personal activities, impacting their mental and physical well-being. Providing structured and predictable schedules can improve work-life balance and job satisfaction.

## **DATA ANALYSIS AND INTERPRETATION**

### **SIMPLE PERCENTAGE ANALYSIS**

#### **AGE OF THE RESPONDANTS**

Age	Frequency	Percent
18 - 25 years	30	25.0
26 - 35 years	22	18.3
35 - 45 years	36	30.0

50 years and above	32	26.7
<b>Total</b>	<b>120</b>	<b>100.0</b>

( Source: Primary Data)

#### INTERPRETATION

The above table represents that 25.0% of the respondents are in the Age group of 18 - 25 Years, 18.3% of the respondents are in the Age group of 26 - 35 of Years, 30.0% the respondents are in the Age group of 35 - 45 years 26.7% of the respondents are in the Age group of Above 50 Years.

#### GENDER OF THE RESPONDANTS

Gender	Frequency	Percent
Female	24	20.0
Male	96	80.0
<b>Total</b>	<b>120</b>	<b>100.0</b>

(Source: Primary Data)

#### INTREPRETATION

The above table represents the gender of 120 respondents, 80.0% are male, and 20.0%are female.

#### INCOME LEVEL(PM) OF THE RESPONDENTS

Income Level	Frequency	Percent
₹15,001 - ₹25,000	61	50.8
₹25,001 - ₹35,000	10	8.3
₹40,000 and Above	4	3.3
Below ₹15,000	45	37.5
<b>Total</b>	<b>120</b>	<b>100.0</b>

(Source: Primary Data)

**INTREPRETATION**

The above table represents the monthly income distribution, 50.8% of the respondents earn between ₹15,001- ₹25,000 , 8.3% of respondents earn between the range ₹25,001 - ₹35,000, 3.3% falls between the range ₹40,000 and Above, 37.5% earn below ₹15,000.

**EMPLOYMENT STATUS OF THE RESPONDENTS**

Employment status	Frequency	Percent
Cashier	8	6.7
Manager	5	4.2
Supervisor	7	5.8
Worker	100	83.3
<b>Total</b>	<b>120</b>	<b>100.0</b>

(Source: Primary Data)

**INTERPRETATION**

The above table represents 39.2% make decisions only for major issues, while 35.8% actively include everyone in the decision-making process. A smaller portion 8.3% make decisions without input, and 16.7% depend on the situation.

**WORK-LIFE BALANCE DEPENDENT UPON INDIVIDUAL PERCEPTION**

work-life balance dependent upon individual perception	Frequency	Percent
Agree	19	15.8
Disagree	23	19.2
Neutral	31	25.8
Strongly Agree	28	23.3
Strongly Disagree	19	15.8
<b>Total</b>	<b>120</b>	<b>100.0</b>

(Source: Primary Data)

## INTERPRETATION

The above table represents 15.8% agrees work-life balance is dependent upon individual perception, 19.2% disagrees, 25.8% respondents stays neutral, 23.3% strongly agrees, while 15.8% strongly disagrees.

## FAMILY RESPONSIBILITIES INTERFERE WITH WORK

Responsibilities interfere work	Frequency	Percent
Agree	21	17.5
Disagree	28	23.3
Neutral	20	16.7
Strongly Agree	22	18.3
Strongly Disagree	29	24.2
<b>Total</b>	<b>120</b>	<b>100.0</b>

(Source: Primary Data)

## INTREPRETATION

The above table represents 17.5% agrees that family responsibilities interfere with work due to work, 23.3% disagrees, 16.7% respondents stays neutral, 18.3% strongly agrees, while 24.2% strongly disagrees.

## CHI-SQUARE

### AGE AND WORK-LIFE BALANCE PERCEPTION AT STRONGLASS TOUGH.

#### Null Hypothesis (H<sub>0</sub>)

There is no significant relationship between Age of the respondents and work-life balance perception at stronglass tough.

#### Alternative Hypothesis (H<sub>1</sub>)

There is a significant relationship between Age of the respondents and work-life balance perception.

Age	WORK-LIFE BALANCE PERCEPTION					
	Agree	Disagree	Neutral	Strongly Agree	Strongly Disagree	Total
18 – 25	2	4	10	9	5	30
26 - 35	4	6	5	5	2	22
35 - 45	8	6	8	9	5	36

50 and Above	5	7	8	5	7	32
<b>Total</b>	<b>19</b>	<b>23</b>	<b>31</b>	<b>28</b>	<b>19</b>	<b>120</b>

(Source: Primary data)

### CHI SQUARE TEST

Calculated value	Table value	Degree of freedom	Level of significance	Results
18.12	31.41	20	0.05	Accepted

### INTERPRETATION

The table deals with the calculated value of  $X^2$  (**18.12**) is less than the table value (**31.41**) so the null hypothesis is accepted. Hence it can be concluded that there is no significant relationship between Age of the respondents and work-life balance perception of stronglass tough.

### CORRELATION

#### AGE AND FAMILY RESPONSIBILITIES INTERFERING WITH WORK

	PEARSON CORRELATION	SIGNIFICANCE (2-TAILED)
INTERPRETATION	0.044	0.637

(Source: Primary Data)

### INTERPRETATION

The derived correlation result is -0.062 in Karl Pearson correlation with level of significance (2-tailed) is 0.498. It can be concluded that there is Very weak Negative correlation between Age of the respondents and Leaders Ability to inspire and Motivate at work.

### SUGGESTIONS

- Introduce flexible working hours or hybrid work models to reduce stress and improve productivity.
- Implement wellness initiatives such as fitness programs, mental health support, or relaxation zones to promote a healthier work environment.

### CONCLUSION

A positive work-life balance is essential for maintaining employee productivity, satisfaction, and overall well-being. Stronglass Tough can enhance its work environment by implementing flexible work schedules, wellness programs, and career growth opportunities. These initiatives will not only reduce stress but also improve employee engagement and retention. Additionally, ensuring fair workload distribution and realistic deadlines can help prevent burnout, leading to a more motivated workforce.

## REFERENCE

1. Ghosh, P., & Singh, S. (2021). Flexible work arrangements and employee work-life balance in manufacturing sectors. *International Journal of Human Resource Management*, 32(4), 568-585.
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