

A Study on Work Life Balance of Private Bank Employees in Tirupur City

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ABSTRACT:

Work-life balance pertains to one's capacity to effectively deal with the demands of both professional and personal life and find fulfilment in both arenas. In the recent past, work-life balance has attracted greater focus due to the fact that work and personal life demands tend to conflict with one another, posing difficulties to employees, most especially within the private sector. This research specifically investigates the work-life balance of private sector bank employees in Tirupur District. The study attempts to assess the status of work-life balance among these employees, determining the factors contributing to their inability to achieve a healthy work-personal life balance. The research indicates that a considerable percentage, 47.19% of the employees, experience challenges in maintaining work-life balance, which may contribute to stress and job dissatisfaction. The analysis also examines the impact of socio-economic and job-related factors (gender, age, marital status, earnings, and work experience) on work-life balance based on the Chi-Square test. But the findings of this study report that there is no statistically significant association between these variables and employees' capacity for attaining balanced life. According to the findings, this study recommends pragmatic recommendations for improving work-life balance, such as flexible working times, conducive work policies, and better job roles. Besides, suggestions for further research are also given, highlighting the necessity of more in-depth study in organizational culture, the contribution of technology towards work flexibility, and the consequences of work-induced stress.

KEYWORDS: Work-Life Balance, Private Sector Banks, Employee Satisfaction, Socio-Economic Factors, Job Stress, Work Flexibility.

INTRODUCTION

The banking sector continues to be among the most crucial segments in India, pushing the economy and innovation forward. With the advent of digital banking, fintech, and the entire shift in the financial landscape, public sector banks as well as private sector banks have been forced to keep pace with the evolving customer needs and technology transitions. The employees in this industry, both male and female, are an important part of the success of these companies. The industry has had numerous challenges over the years, with the welfare of employees and work-life balance becoming more critical in today's situation (Uma Devi, M & Sudhakar, D, 2014; Mohamed Uwais Fathima Rifadha, 2015). Work-life balance (WLB), or the balance between work requirements and personal life, has become increasingly significant in recent years, especially as events across the globe, e.g., the COVID-19 pandemic, have radically altered workplace patterns. With the rise of remote work, flexible schedules, and hybrid work arrangements, conventional boundaries between work and personal life have been transformed and blurred, giving rise to new stressors and challenges for employees (Rajesh K. Yadav & Nishant Dabhade, 2014). Since organizations are working to balance both the technological innovations and changing employee requirements, the private banking industry has increasingly come to appreciate the need to develop workplaces that foster professional development as well as well-being. Yet,

working long hours, having high job demands, and the need for constant connectivity are still testing employees' efforts in achieving a healthy balance between their work and family lives (Sobia Shujat & Farooq E Azam Cheema, 2011). In the highly competitive employment market today, especially in the banking and finance industry, having a balanced work-life situation is not only necessary for the satisfaction of their work but also for retaining workers. It has been established in studies that work-life conflicts have a direct relationship with reduced job satisfaction and higher turnover rates, which have a significant impact on organizational performance and development (Sugandha, 2014). To address such issues, numerous private sector banks are now giving emphasis to work-life balance programs aimed at enhancing employees' welfare, improving job satisfaction, and developing longer-term employee commitment (Jenifer Smith & Dianne Gardner, 2007). With the changing nature of workplace culture in the post-pandemic world, the term "Love them or Lose them" (Toyaz Shekhar, 2016) is becoming increasingly more important. Never has it been as important to focus on employee happiness and wellbeing as it is today. Against this backdrop, the work-life balance of private sector bank employees in Tirupur District assumes a priority area for research. This study seeks to examine how these employees are coping with demands from their professional and personal lives in 2025, considering the evolving nature of the industry and the changing nature of expectations from the workforce. The results of this research will be able to offer insights that can guide the banking industry to implement more efficient strategies in enhancing employee satisfaction, retention, and organizational performance as a whole.

STATEMENT OF THE PROBLEM

The culture of work in banks has changed dramatically over the last ten years, spurred on by technological change, changing customer expectations, and altering organizational priorities. Such changes affect not only the professional conduct of bank employees but also their capacity to reconcile the competing demands of work and family life. The growing demand for workers to perform at enhanced levels of performance standards, usually driven by advances in information technology, automation, and electronic banking, has resulted in an environment that is more demanding. Consequently, workers are experiencing increased difficulties in striking a balance between work and personal life. Work and personal life, historically complementary, are now increasingly hard to balance with the long working hours, increased job pressure, and the compulsion to be available round the clock, particularly in a post-pandemic scenario where remote work and hybrid work paradigms have become a way of life. These new ways of working have created new patterns of stress and exhaustion, so work-life balance has become an urgent issue. The lines getting blurred between personal and professional time, facilitated by the rise of technology and the necessity of 24/7 availability, end up causing employees to find it difficult to separate work from home life. Additionally, the nature of the banking industry being competitive, with the necessity for fast, good-quality services, has only compounded the workload, hence causing employees to put in extended working hours. Specifically, workers in private sector banks, including those in Tirupur District, experience these pressures on a daily basis. The impacts of these pressures can directly affect employees' productivity, job satisfaction, and mental health, which are all essential for the effective performance of the organization. One of the important elements in work-life balance is the management of time between work and personal life. As soon as employees feel that they cannot effectively control this balance, it can be detrimental to their work-life satisfaction and performance as a whole (Sathya Dev, S & John Mano Raj, S, 2017). Another key issue is that the emphasis on accomplishment and gratification in one's professional and personal life has become a top priority. For workers, especially women, the fact that one can attain career success and a happy personal life represents a positive work-life balance (Narayana, M.S & Neelima, J, 2017). Nevertheless, it has been much more challenging to attain this equilibrium as work pressures continue unabated. In this regard, work-life balance has come to be a pressing concern to both employees and employers in the banking industry. It is generally found to be connected with employee productivity, mental well-being, and general job satisfaction (Muhammed Shadab & Kashif Arif, 2016). It is imperative to know the problems associated with employees' work-life balance, particularly in the private sector banks operating in Tirupur District. This research aims to explore the work-life balance status of these employees in 2025, including the

factors that could either impact their capability to balance work and private life and present practical recommendations that can fuel employee welfare as well as organizational efficiency.

REVIEW OF LITERATURE

Work-life balance (WLB) has been an important issue to employees in diverse businesses, including banking. One of the earlier ones came up in 2012 or 2013 as work patterns began to dramatically change most notably with technology, remote work, and then in-office flexibility becomes that much more challenging. Review of literature the review of literature included key studies on work-live balance, particularly that of banks, hence more closely observed the private sector employees, and with reference to Tirupur District.

Work and Personal Life Balance and its Effect on Job Satisfaction and Performance: Many researchers have pointed out work-life balance practices with positive effects on employee satisfaction, productivity and performance. Sobia Shujat et al (2011) have found that, although the history of work-life balance does not always reflect the present situation, flexible working arrangements and work-life balance programs have displaced job satisfaction, decreasing overall job satisfaction and levels of stress and increasing organizational effectiveness. Ideal factors for dissatisfaction, burnout and frequent job changes in staff include work pressure, long working hours and bad work and life balance.

Gender Differences in Work-Life Balance: Gender differences in work-life balance still remain, particularly among banking professionals, where women workers usually encounter more difficulties resulting from conflicting demands from both their business and family lives. Lalita Kumari (2012) noticed a gender difference in job satisfaction among public sector banks, where women employees found it more difficult to balance their work and family responsibilities. This gap holds up even in private sector banks because gender roles still affect employee experiences in terms of work-family conflict.

Work-life balance and Quality of Work Life (QWL): The connection between work-life balance and quality of work life (QWL) has been studied and research findings show that a favourable balance improves employees' experiences of well-being and job satisfaction. Zulkarnain Amin (2013) suggested that organizational climate, pay, respect, and family life balance contribute to overall quality of work life. People who attend to family life balance have higher quality of work life overall, which will have a positive influence on performance in work life.

Work-Life Balance as a Strategy for Retention and Performance Improvement: There is a considerable body of literature demonstrating that work-life balance can serve as a strategic tool for retaining employees and improving performance. Parminder Walia (2014) declared that organizations with work-life balance strategies in place were much more successful at retaining talent, lowering employee recruitment costs, and developing a more motivated and committed work-force. Not only do such initiatives lead to employee happiness and satisfaction, they also benefit the employer.

Organizational Practices Affecting Work-Life Balance: Work-life balance is not just an individual responsibility, but a significant part of what organizations do through their policies and practices. For instance, Poonam Sharma and Purshottam Dayal (2015), found that employee-centered policies such as flexible working time, mental health support, work with challenge, and social group activities can substantially improve employee ability to balance work and personal life. It can also suggest that organizations who actively support employees' balancing work and life thrive organizationally by having productive and engaged employees.

Job Satisfaction, Work-Life Conflict, and Stress at Different Levels: Work-life conflict, stress, and job satisfaction varies across different levels of employees in an organization. Lakmini V.K. Jayatilake & Adikaram, D.S.R (2016) found that top-level management employees were negatively correlated to family-to-work interference and job satisfaction, while stress and work-life conflict for middle-level employees decreased job satisfaction. Employees at lower levels were positively correlated to job autonomy and job satisfaction, while work-life balance served a significant purpose to relieve work stress.

Work-life balance as a career development factor for women: Work-life balance for female employees is a growing factor in career development. In her research, Sana Hafiz (2017) stated that when women are able to balance their family and professional goals, their overall work performance is greatly increased, and in the banking industry, if women are given the right tools to help balance family and work responsibilities, this could lead to better career advancement opportunities and greater job satisfaction.

Technology and Work-Life Balance: With the ever-increasing role of digital banking and remote working in the financial services sector, employees in private sector banks face unique challenges in terms of experiencing work-life balance. The ability of employees to connect to the office through mobile banking apps, email, and virtual meetings allows work hours to encroach on employee's personal time. In the context of this point, Thevanes, N. and Mangaleswaran, T (2018) found that work-life balance programs such as flexible working hours and remote-work options lead to better employee performance where employees are able to manage when they work.

Post-Pandemic Work-Life Balance Trends: The COVID-19 pandemic changed the relationship that employees have had with work and personal life in many cases permanently. Remote work arose, and most organizations have adopted a flexible working model. During the post-pandemic period, work-life balance strategies, like hybrid working and support for mental health, gained considerable momentum. Research suggests that employees in private sector banks in Tirupur District exhibited increased tendencies toward seeking jobs with flexible work hours, work-from-home opportunities, and policies that support mental well-being.

SCOPE OF THE STUDY

The purpose of this study is to explore the work-life balance of the employees working in the private sector banks in Tirupur District, Tamil Nadu. The study's main aim is to examine the degree of conflict that employees face when balancing their professional responsibilities against personal and family commitments. In this study, several factors will be outlined as drawn from the literature on work-life balance, such as work pressure, long working hours, job-induced stress, etc. Employees' management of their personal lives and relationships with their work responsibilities, the comprehensive range of employees from private sector banks in the context of the population sphere in Tirupur District will also be examined. There is a great number of private sector banks in Tirupur District, each with many branches across diverse taluks. Each bank will provide a diverse workforce of employees spanning the range of employment from entry-level positions to the management level. By 2025, several banks in the area will continue to operate offering many banking services to both urban and rural clientele.

OBJECTIVES OF THE STUDY

- To study the socio-economic and employment-related characteristics of private sector bank employees in Tirupur District.
- To study the lifestyle patterns of employees of private sector banks, namely how work impacts personal life.
- To study the work styles of employees and how work stress, long hours of work can impact the overall work-life balance of private sector bank employees.
- To study the work-life balance of private sector bank employees in Tirupur District and what factors impact it.
- To study the relationship between work-life balance and selected socio-economic and employment variables (eg: age, gender, education, job title, family form, and income).
- To make recommendations that can be implemented to improve the work-life balance of employees of private sector banks in Tirupur District.

Hypotheses of the Study

H₀₁: There is no significant correlation between the socio-economic variables (gender, age, religion, marital status, ethnicity, family type, educational qualification, and monthly income) and the work-life balance of private sector bank employees in Tirupur District.

H₀₂: There is no association between the employment-related factors (e.g., current job designation, years of experience, and contract of employment) and the work-life balance of workers employed in private sector banks in Tirupur District.

Design of the Census Study

The study includes 64 branches of 11 private-sector commercial banks in Tirupur District. Data was collected from employees working in all these 64 branches in the district. The banks included in the study are Axis Bank, CSBL Bank, City Union Bank, Federal Bank, HDFC Bank, ICICI Bank, Karur Vysya Bank, Lakshmi Vilas Bank, South Indian Bank, Tamilnad Mercantile Bank, and IndusInd Bank. There are, in total, 496 employees working in private sector banks in Tirupur District. The researcher gathered data from all 496 employees using a questionnaire. This census-type study helped to ensure that every single employee from each branch had given the required data for the research.

TOOLS USED FOR DATA ANALYSIS:

To analyze and interpret the data, the researcher employed the following methods:

- **Percentage Analysis:** This method was used to calculate and present the relative proportions of various responses or characteristics within the data.
- **Descriptive Statistics:** Descriptive techniques were applied to summarize and describe the key features of the collected data, providing an overview of central tendencies, dispersion, and patterns.
- **Chi-Square Test:** The Chi-Square test was utilized to determine the statistical significance of the observed relationships between categorical variables in the study.

RESULTS AND DISCUSSION:

Socio-Economic and Employment Profile of the Respondents:

The study has brought up few noteworthy trends in the socio-economic and employment characteristics of respondents in Tirupur District. An overwhelming majority of 70.77% of the employees were male, 40.73% aged between 28 and 38 years. Almost 78.43% of the employees economically preferred Hindus. Most responders were married, i.e., 62.70%, and 73.95% of their spouses were into employment, mostly irritably-dependent in the private sector-63.48%. Slightly more than half of the employees, i.e., 54.64%, were migrants, reflecting the place's status as an employment hub. The family structure points out that 60.69% preferred nuclear families, thereby a smaller arrangement of a household. On the education front, 50.81% of the employees had earned an undergraduate degree, while 37.70% were earning a monthly salary ranging from Rs.20,000 to Rs.40,000. Job-wise, 59.48% of the employees were clerks while 29.84% had from 6 to 9 years of experience in the banking sector. Most, i.e., 78.63%, of them were in permanent employment, working 10-12 hrs per day with 44.35% capacity.

Life Style of Employees of Private Sector Banks:

Table 1 shows the opinion of employees about the life style.

Table 1: Life Style Employees of Private Sector Banks

S.No	Factors	Always	Frequently	Sometimes	Rarely	Never	Total
1.	Time to read books/ Newspaper	83 (16.73)	66 (13.31)	181 (36.49)	133 (26.81)	33 (6.65)	496 100.00
2.	Time to watch TV	67 (13.51)	98 (19.76)	130 (26.21)	150 (30.24)	51 (10.28)	496 100.00
3.	Time to play sports	32 (6.45)	17 (3.43)	99 (19.96)	248 (50.00)	100 (20.16)	496 100.00
4.	Breakfast in the morning without hurry	98 (19.76)	100 (20.16)	164 (33.06)	34 (6.85)	100 (20.16)	496 100.00
5.	Manage myself for my needs	50 (10.08)	84 (16.94)	163 (32.86)	149 (30.04)	50 (10.08)	496 100.00
6.	Interested in gardening	67 (13.51)	49 (9.88)	118 (23.79)	164 (33.06)	98 (19.76)	496 100.00
7.	Have regular contact with the relatives and family members	82 (16.53)	110 (22.18)	127 (25.60)	83 (16.73)	94 (18.95)	496 100.00
8.	Week end shopping and outing with family	50 (10.08)	81 (16.33)	182 (36.69)	133 (26.81)	50 (10.08)	496 100.00
9.	Taking care of aged parents	49 (9.88)	50 (10.08)	192 (38.71)	165 (33.27)	40 (8.06)	496 100.00
10.	No tension to take leave	50 (10.08)	50 (10.08)	181 (36.49)	190 (38.31)	25 (5.04)	496 100.00
11.	Birthday celebration for family members	84 (16.94)	33 (6.65)	132 (26.61)	215 (43.35)	32 (6.45)	496 100.00
12.	Spend time for go to temple with family	17 (3.43)	82 (16.53)	216 (43.55)	132 (26.61)	49 (9.88)	496 100.00
13.	Celebrate the social function	17 (3.43)	82 (16.53)	215 (43.35)	148 (29.84)	34 (6.85)	496 100.00
14.	Spend time with neighbors	21 (4.23)	28 (5.65)	17 (3.43)	232 (46.77)	198 (39.92)	496 100.00
15.	Involve yourself in social activities	17 (3.43)	51 (10.28)	131 (26.41)	230 (46.37)	67 (13.51)	496 100.00
16.	Have good friends in my living place	84 (16.94)	97 (19.56)	116 (23.39)	165 (33.27)	34 (6.85)	496 100.00
17.	Spend time for Exercise and yoga	17 (3.43)	17 (3.43)	82 (16.53)	183 (36.90)	197 (39.72)	496 100.00
18.	Correct time taken for breakfast, lunch and dinner	50 (10.08)	82 (16.53)	132 (26.61)	50 (10.08)	182 (36.69)	496 100.00
19.	Relax for a Minimum 2 hours per day	17 (3.43)	16 (3.23)	98 (19.76)	182 (36.69)	183 (36.90)	496 100.00
20.	Take sleep of minimum 8 hours per day	32 (6.45)	83 (16.73)	117 (23.59)	148 (29.84)	116 (23.39)	496 100.00
21.	Adequate health awareness	16 (3.23)	98 (19.76)	183 (36.90)	116 (23.39)	83 (16.73)	496 100.00
22.	Want to do the work during illness	50 (10.08)	17 (3.43)	131 (26.41)	181 (36.49)	117 (23.59)	496 100.00

Source: Primary data

Note: Figures in bracket represents percentage to the row total

From the data in Table 1, it can be observed that the majority of respondents indicated that they sometimes agreed with the statements numbered 1, 4, 5, 7, 8, 9, 12, 13, and 21. On the other hand, most respondents felt that they rarely agreed with the statements numbered 2, 3, 6, 10, 11, 14, 15, 16, 20, and 22. Additionally, 39.72% of respondents reported that they never spent time on exercise or yoga, while 36.69% indicated that they never followed the correct timings for meals such as breakfast, lunch, and dinner. Moreover, 36.90% of respondents admitted that they never took a minimum of two hours daily to relax.

Opinion on the Work Style of Employees in Private Sector Banks:

The researcher gathered insights into the work style of employees in private sector banks. To assess this, a scoring system was used where 5 points were awarded for "Always," 4 points for "Often," 3 points for "Sometimes," 2 points for "Rarely," and 1 point for "Never." The detailed findings are presented in Table 2.

Table 2: Work Style of Employees in Private Sector Banks

No	Factors	ys	n	etimes	ly	r	Total
1.	Plan the work plan well in advance	85 (17.14)	116 (23.39)	211 (42.54)	67 (13.51)	17 (3.43)	496 100.00
2.	Complete the work in time	67 (13.51)	182 (36.69)	114 (22.98)	100 (20.16)	33 (6.65)	496 100.00
3.	Good relationship with colleagues	98 (19.76)	149 (30.04)	116 (23.39)	117 (23.59)	16 (3.23)	496 100.00
4.	Encouraged to take own decisions	34 (6.85)	65 (13.10)	215 (43.35)	66 (13.31)	116 (23.39)	496 100.00
5.	Subordinate helps for completion of work	51 (10.28)	98 (19.76)	198 (39.92)	82 (16.53)	67 (13.51)	496 100.00
6.	Have friends at work place	83 (16.73)	198 (39.92)	50 (10.08)	98 (19.76)	67 (13.51)	496 100.00
7.	Feel better with salary	134 (27.02)	98 (19.76)	99 (19.96)	83 (16.73)	82 (16.53)	496 100.00
8.	Devote necessary time to work	83 (16.73)	132 (26.61)	115 (23.19)	66 (13.31)	100 (20.16)	496 100.00
9.	Reach office at time	163 (32.86)	166 (33.47)	83 (16.73)	67 (13.51)	17 (3.43)	496 100.00
10.	Take the decision rationally	49 (9.88)	84 (16.94)	231 (46.57)	66 (13.31)	66 (13.31)	496 100.00
11.	Devote time to equip yourself	34 (6.85)	115 (23.19)	181 (36.49)	83 (16.73)	83 (16.73)	496 100.00
12.	Attend training and development programmes	134 (27.02)	33 (6.65)	133 (26.81)	115 (23.19)	81 (16.33)	496 100.00
13.	Doing the work error free	34 (6.85)	182 (36.69)	198 (39.92)	49 (9.88)	33 (6.65)	496 100.00
14.	Treat the subordinate fairly	116 (23.39)	166 (33.47)	165 (33.27)	32 (6.45)	17 (3.43)	496 100.00
15.	Have presence of mind in work	133 (26.81)	131 (26.41)	198 (39.92)	17 (3.43)	17 (3.43)	496 100.00
16.	Have innovation and creativity in work	116 (23.39)	165 (33.27)	165 (33.27)	33 (6.65)	17 (3.43)	496 100.00
17.	Motivate colleagues to work	50 (10.08)	100 (20.16)	148 (29.84)	165 (33.27)	33 (6.65)	496 100.00

Source: Primary data

Note: Figures in bracket represents percentage to the row total

According to Table 2, 27.02% of respondents stated that they always feel better with their salary and always attend training and development programs. Most respondents indicated that they often agreed with the statements numbered 2, 3, 6, 8, 9, 14, and 16. Additionally, the majority of respondents chose sometimes for the statements numbered 1, 4, 5, 10, 11, 13, 15, and 16. Furthermore, 33.27% of respondents reported that they rarely motivate their colleagues to work.

Identification of Work Life Balance:

The work-life balance of 496 employees in private sector banks in Tirupur District is shown in Table 3. The calculation is based on a 5-point scale for each statement, with a total possible score of 15 (5 + 4 + 3 + 2 + 1) and an average score of 3 (15/5). The total score for 22 lifestyle-related statements is 66 (3 x 22), while the total for 17 work-related statements is 51 (3 x 17). Employees who score 66 or above in lifestyle-related statements

are categorized as "maintaining" their lifestyle, while those scoring below 66 fall into the "not maintaining" category. Similarly, those who score 51 or above for work-related statements are considered to "maintain" their work style, while those with scores below 51 are categorized as "not maintaining" their work style.

Table 3: Work Life Balance

Work Life Balance		Work Style		Total
		Not Balance	Balance	
Life Style	Not Maintain	133 (26.81%)	234 (47.19%)	367 (74.00%)
	Maintain	0 (0.00%)	129 (26.00%)	129 (26.00%)
Total		133 (26.81%)	363 (73.19%)	496 (100.00%)

Source: Computed Primary data

Note: Figures in brackets are percentage to total

According to Table 3, of the 496 employees in private sector banks in Tirupur District, 133 (26.81%) have managed to maintain their lifestyle but have not balanced their work style. Among the 363 employees who participated in the study, 234 (47.19%) have not been able to maintain their lifestyle but have managed to balance their work style. Meanwhile, the remaining 129 employees (26.00%) have successfully maintained both their lifestyle and work style.

Application of Chi-Square Test:

Association Between Socio-Economic and Employment Variables and Work-Life Balance of Employees in Private Sector Banks

To examine the relationship between socio-economic and employment factors and their impact on work-life balance, the researcher formulated the null hypothesis: "There is no significant relationship between socio-economic and employment variables such as gender, age, religion, marital status, ethnicity, family structure, educational qualification, monthly income, job position, years of experience, and type of appointment, and the work-life balance of employees in private sector banks in Tirupur District." To test this hypothesis, Pearson's Chi-square test was applied, and the results are presented in Table 4.

Table 4: Results of Chi-Square Test: Socio Economic and Employment Variables and Work Life Balance

S.No	Socio Economic and Employment Variables	Pearson Chi-Square Test Value	Results
1	Gender	0.101	Not Significant
2	Age	0.804	Not Significant
3	Religion	0.980	Not Significant
4	Marital Status	0.846	Not Significant
5	Ethnicity	0.761	Not Significant
6	Nature of Family	0.491	Not Significant
7	Educational Qualification	0.210	Not Significant
8	Monthly Income	0.210	Not Significant
9	Present Position	0.175	Not Significant
10	Years of Working	0.565	Not Significant
11	Nature of Appointment	0.131	Not Significant

Source: Computed Data

Table 4 presents the results of the Chi-square test. The p-values for socio-economic and employment variables, such as gender, age, religion, marital status, ethnicity, family structure, educational qualification, monthly income, job position, years of experience, and type of appointment, were found to be not significant at the 5% level. As a result, the null hypothesis concerning these variables is accepted. This indicates that there is no significant relationship between these socio-economic and employment factors and the work-life balance of employees in private sector banks in Tirupur District.

Suggestions of the Study:

Based on the findings, the following suggestions are made to improve the work-life balance of employees in private sector banks in Tirupur District:

Health and Wellness Programs: The study found that 39.72% of respondents never make time for exercise and yoga, 36.90% never relax for at least two hours per day, and 36.69% don't adhere to proper meal timings. To address these issues, it is suggested that private sector banks organize health and stress management programs. These initiatives would not only benefit employees physically and mentally but also help them manage their time and work more efficiently without delays.

Encouraging Peer Motivation: The study revealed that 33.27% of employees rarely motivate their colleagues. To enhance teamwork and overall morale, it is recommended that banks encourage employees to motivate and support each other during work. This culture of peer motivation can foster a positive and productive atmosphere, making work more enjoyable for everyone.

Establishing Counseling and Welfare Programs: The study indicated that many employees struggle to maintain a balance between their work and personal lives. Therefore, it is suggested that private sector banks establish dedicated counseling departments to address both professional and personal issues employees may face. These departments would support employees in balancing work-life challenges. Additionally, banks should focus on creating a positive work culture and introduce welfare programs to further support their staff. These steps could help employees maintain a healthier work-life balance in the long run.

CONCLUSION:

Getting the right balance between professional and personal life is vital to reducing clashes of work and home life. The general performance of the organization, which in turn, would be improved by its employees, depends on various other factors like job satisfaction and considerations about personal life. This study is on the work-life balance of employees in private sector banks situated in Tirupur District. Results are in support of most employees maintaining a satisfactory work-life balance. Work-life balance is very important when it comes to self-fulfillment and achievement in life. The better employees are at handling their work-life balance, the better they are at remaining healthy and slightly more satisfied with their jobs. The researcher has suggested some constructive measures for enhancing the work-life balance of employees in private sector banks in the district for the greater good of both the employees and the organization.

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