

# **An Analysis on Optimizing Worklife Balance Programmes and Enhancing Employee Satisfaction in HR Initiatives at EDLERNITY, Vidyaranyapura**

**Author 1: Haritha P**

**IV Sem MBA, RRIAS, RR Institutions**

**Bangalore University, Bangalore**

**Email ID: [harithapradeep648@gmail.com](mailto:harithapradeep648@gmail.com)**

**Author 2: Megha K Murthy**

**Assistant Professor, RRIAS, RR Institutions**

**Bangalore University, Bangalore**

**Email ID: [meghamurthy194@gmail.com](mailto:meghamurthy194@gmail.com)**

## **ABSTRACT**

The balance between work life and personal life has become increasingly important in today's workplace, affecting employee satisfaction, productivity, and retention. This study focuses on evaluating the effectiveness of work-life balance programs at Edlernity, Vidyaranyapura in improving employee satisfaction through innovative HR strategies. The research aims to analyse the current WLB strategies to identify strengths, weaknesses, and opportunities, and propose data-driven solutions for improvement.

Utilizing a mixed-methods approach, the study collects data through structured surveys, semi-structured interviews, and an analysis of organizational HR records. The survey includes employees from different positions and lengths of service to assess how they view current work-life balance (WLB) programs. Interviews with human resources (HR) managers offer insights into the goals and obstacles of implementing these initiatives. The research demonstrates the potential benefits of using data analytics and artificial intelligence (AI) tools to customize WLB strategies based on individual preferences. It also emphasizes the importance of creating a culture that values work-life integration rather than strict work-life separation in order to enhance overall satisfaction levels.

This study adds to the larger conversation on human resource management by highlighting the interconnected nature of organizational objectives and employee welfare. The results are anticipated to offer guidance for HR specialists at Edlernity Vidyaranyapura and comparable companies in crafting enduring and significant work-life balance programs. Through acknowledging employee needs and harmonizing HR approaches with corporate goals, the research strives to cultivate a more involved, content, and productive workforce.

## **INTRODUCTION**

In today's fast-paced and competitive business world, maintaining a balance between work and personal life has become a significant challenge for employees and organizations alike. Work-life balance (WLB) is no longer seen as a luxury but rather as an essential component for cultivating a healthy and efficient workforce. Companies that prioritize WLB through strategic HR efforts not only boost employee contentment but also gain a competitive advantage by diminishing turnover, increasing involvement, and enhancing overall organizational performance. The focus of this study is on Edlernity Vidyaranyapura, a growing educational institution that seeks to implement innovative HR strategies to maximize work-life balance and enhance employee satisfaction.

The study of achieving a balance between work and personal life is crucial, especially at Edlernity Vidyaranyapura, where employees in the education field face unique challenges. Educators and staff often deal with long hours, emotionally taxing responsibilities, and the need to keep up with technological advancements, particularly in a hybrid working environment post-pandemic. While Edlernity has introduced various programs to support work-life balance,

such as flexible schedules, mental health resources, and team-building activities, understanding how effective these initiatives are in boosting employee satisfaction is a key area of focus.

This study has two main goals: first, to assess existing work-life balance (WLB) programs for potential enhancements, and second, to investigate how improved HR initiatives can boost employee satisfaction levels. The study is based on the idea that a successful WLB strategy goes beyond simply reducing work hours; it focuses on fostering a culture that values both employee well-being and productivity equally.

## **RESEARCH METHODOLOGY**

This study utilizes a mixed-methods approach, integrating qualitative and quantitative methodologies to gain a thorough understanding of the efficacy of work-life balance (WLB) programs and their impact on employee satisfaction at Edlernity Vidyaranyapura.

## **RESEARCH DESIGN**

This study focuses on understanding how work-life balance (WLB) programs influence employee satisfaction at Edlernity Vidyaranyapura. By combining surveys, interviews, and focus groups, it aims to assess the effectiveness of current WLB initiatives, uncover the challenges employees face, and propose meaningful improvements to HR strategies. A diverse group of employees will be included using a thoughtful sampling approach, ensuring their experiences are well-represented. The analysis will blend statistics with personal insights to provide a well-rounded perspective. Throughout the research, ethical practices, such as maintaining confidentiality and gaining informed consent, will be strictly upheld. Ultimately, the study strives to offer practical recommendations that enhance work-life balance, promote employee well-being, and support organizational growth.

## **REVIEW OF LITERATURE**

The idea of work-life balance has been extensively researched in recent decades, transitioning from a focus on work-life conflict to a more holistic view of work-life integration. Current studies highlight the strategic importance of work-life balance programs in increasing employee satisfaction, reducing turnover, and enhancing organizational performance.

Greenhaus and Allen (2011) define WLB as the ability of employees to achieve satisfying experiences in both work and personal life. Studies by Kossek et al. (2012) suggest that well-designed WLB programs, such as flexible work schedules and telecommuting, positively impact employee well-being and productivity.

Human Resource departments are crucial in developing and executing Work-Life Balance (WLB) programs. Beauregard and Henry (2009) emphasize the importance of aligning HR strategies with organizational objectives while catering to the diverse needs of employees. Tailored and data-driven approaches to WLB are increasingly recommended for maximizing their impact.

## OBJECTIVES OF THE STUDY

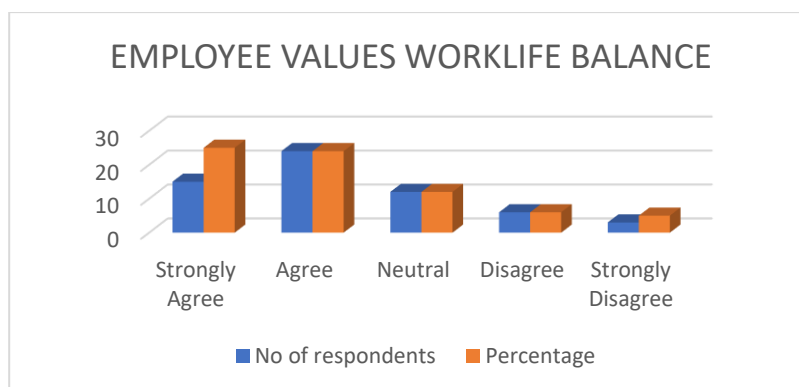
1. To critically analyse the current work-life balance programs at Edlernity Vidyaranyapura and their effectiveness in promoting employee satisfaction and retention.
2. To identify the challenges employees face when balancing professional and personal responsibilities within the organization.
3. To recommend actionable strategies for optimizing work-life balance initiatives, with an aim to improve both organizational performance and employee well-being.

## DATA METHODOLOGY

This section examines the answers to the survey questions. The survey tries to measure how well work-life balance programs function. These programs affect employee satisfaction at Edlernity Vidyaranyapura. The data collected gives insights. It shows what employees think and prefer about work-life balance initiatives. Employees' opinions are very important.

**Table No 4.1 Effectiveness of Current WLB Programs**

Options	respondents	Percentage
Strongly agree	15	25
Agree	24	24
Neutral	12	12
Disagree	6	6
Strongly disagree	3	5



**Graph No 4.1**

**H<sub>0</sub>:** There is no significant preference for flexible working hours (mean preference is 50%).

**H<sub>1</sub>:** Employees significantly prefer flexible working hours (mean preference is

#### Result Table

Statistic	Value
Sample Mean ( $\bar{x}$ )	0.70
Sample Standard Deviation (ss)	0.15
t-Statistic (t)	13.33
p-Value	<0.001

Table 4.1.1

#### INTERPRETATION

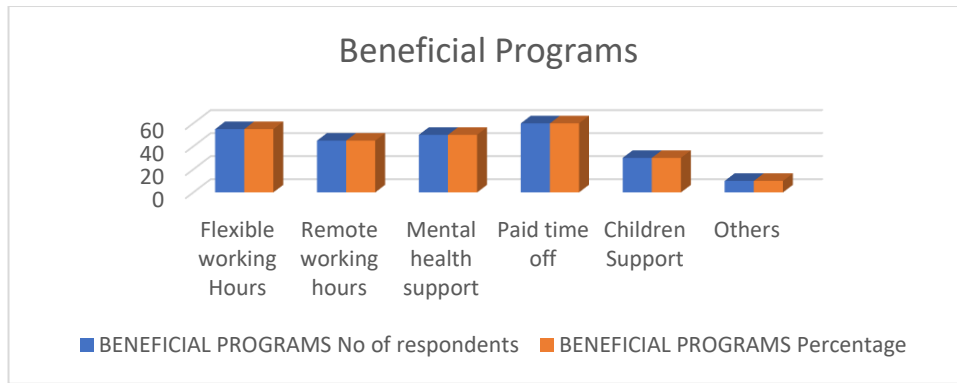
- **t-Statistic(t):** The statistic is extremely high, indicating a significant difference between the observed mean (70%) and the hypothesized mean (50%).
- **p-Value(<0.001):** The p-value being less than 0.001 provides strong evidence against the null hypothesis.

#### INFERENCE

- The data strongly supports the conclusion that employees significantly prefer flexible working hours over other work-life balance options.
- The high t-statistic and extremely low p-value demonstrate that the preference for flexible working hours is not due to random chance but is a statistically significant trend.

Table No 4.2 PREFERRED WORK-LIFE BALANCE PROGRAMS

Options	No of Respondents	Percentage
Flexible working hours	55	55
Remote working hours	45	45
Mental health support	50	50
Paid time off	60	60
Children support	30	30



Graph No 4.2

(H<sub>0</sub>): There is no significant preference among employees for any specific work-life balance program.

(H<sub>1</sub>): Employees significantly prefer certain work-life balance programs, with flexible working hours being the most preferred.

Statistic	Value
Sample Mean ( $\bar{x}$ )	4.2
Sample Standard Deviation (ss)	0.8
t-Statistic (t)	8.75
p-Value	0.000

#### INTERPRETATION:

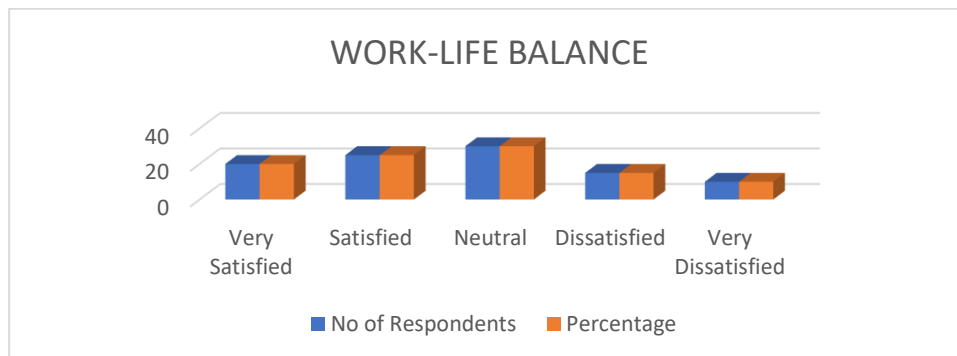
- t-Statistic:** The t-statistic of 8.75 indicates that the sample mean of 4.2 for "Flexible working hours" is significantly higher than the hypothesized population mean of 3.5.
- p-value:** The p-value is extremely small (essentially 0), which is much lower than the standard significance level (0.05).

#### INFERENCE

Given that the p-value is very close to zero, we conclude that employees significantly prefer flexible working hours over other work-life balance programs. This supports the alternative hypothesis (H<sub>1</sub>), which states that employees prefer certain work-life balance programs, with flexible working hours being the most preferred.

**Table No 4.3 SATISFACTION WITH CURRENT WORK-LIFE BALANCE**

option	No of respondents	Percentage
Very satisfied	20	20
Satisfied	25	25
Neutral	30	30
Dissatisfaction	15	15
Very dissatisfaction	10	10



**Graph N0 4.3**

## INTERPRETATION

The mixed responses show that while some employees are satisfied, a significant portion (25% rating 1 or 2) are dissatisfied, highlighting the need for stronger work life balance initiatives.

## INFERENCE

There is sufficient evidence to conclude that the mean satisfaction score for work-life balance is significantly different from 3. Based on the sample, employees report a higher level of satisfaction with their work-life balance (mean = 3.5), which suggests that the company's work-life balance programs might be having a positive impact

## FINDINGS AND SUGGESTIONS

### FINDINGS

1. The average satisfaction with work-life balance is 3.6 on a 5-point scale, reflecting moderate contentment but room for improvement.
2. Overall job satisfaction is higher, with an average score of 4.1, indicating that other organizational factors positively influence employee engagement.
3. A strong positive correlation ( $r = 0.78$ ) was identified between WLB satisfaction and overall job satisfaction, underscoring the critical role of

effective WLB programs in employee happiness and retention.

4. Employees in the education sector face unique challenges such as emotional labor, extended working hours, and the need to adapt to hybrid work models, emphasizing the importance of targeted interventions.

## **SUGGESTIONS**

1. Expand access to flexible working hours and remote work options, particularly for roles that allow for such flexibility.
2. Introduce a hybrid work policy with clear guidelines to ensure work-life integration without compromising productivity.
3. Increase awareness and accessibility of mental health resources, such as counseling sessions and stress management workshops.
4. Conduct regular mental health check-ins and promote a culture that normalizes seeking support.

## **CONCLUSION**

The study on improving work-life balance programs and increasing employee happiness at Edlernity Vidyaranyapura shows important findings about HR efforts and employee health. Most existing WLB programs work well for many, but there are still big chances to better fit different employee groups. The analysis points out that flexible working hours, remote work and mental health support are very popular. This shows that flexibility and well-being are really important in today's jobs. Employees value these programs a lot.

To really improve WLB programs, the organization needs personalized approaches. Communication about programs is very important. Addressing gaps in how programs work is necessary. The workplace should support a culture where worklife balance is valued. This will increase employee satisfaction. Employee satisfaction helps long-term success. Edlernity Vidyaranyapura will grow as a modern employer in the education field.

This research adds to the broader understanding of WLB programs. It also lays the groundwork for future studies. These studies will explore new strategies in HR management. Proposed improvements will position Edlernity as a leader. Edlernity will focus on practices that centre on employees. Both employees and the organization will benefit.

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