

Employees Work-Life Balance: A Case Study of Vimkar Contracts Works LLP, Puducherry

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ABSTRACT

This study was conducted at vimkar contracts works LLP, Puducherry. To analyze employees work-life balance. This study is to understand how employees manage work and personal life and how it affects job satisfaction and performance. Data was collected through structured questionnaires and analyzed using statistical tools such as percentage analysis, Chi-square test, Correlation and Weighted averages. This findings show employees how to face problems like stress, lack of flexibility, and then working hours etc. The study conclude that proper workload management, flexible work arrangements and employee welfare helps to measures work-life balance and organizational productivity.

Keywords: Work-life Balance, Job Satisfaction, Employee performance and work stress.

INTRODUCTION

Work-life balance to the ability of employees to manage their work responsibilities along with their personal life. A good work-life balance helps employees reduce stress, stay motivated and perform better at work. In the competitive work environment, employees often face long working hours, pressure and limited personal time. Which can affect their health and job satisfaction. In organizations that support from work-life balance through flexible work schedules and employee welfare programs can improve employee performance and productivity. This study focus on the Work- life balance at vimkar contracts works LLP, Puducherry.

OBJECTIVES OF THE STUDY

The Primary Objective is to study of Employees Work-life balance at Vimkar contracts works LLP, Puducherry. Secondary objective include:

1. To identify job related factors that contribute to low employee productivity.
2. To analyze the key factors influencing employees work-life balance and their impact on mental health and their impact on mental well-being.
3. To assess the major challenges faced by employees in balancing professional and personal responsibilities.
4. To suggest work-life balance measure and enhance well-being within the organization.

NEED OF THE STUDY

Employees today experience high work pressure and deadlines. Which often their personal and family life and maintaining a proper work-life balance is important for reducing stress. In this study helps to understand the challenges faced by employee manage work and personal responsibilities then it also support management developing better work place policies. Its overall contributes to improved productivity and organizational growth.

REVIEW OF LITERATURE

Pratibha verma (2022) That examines role of organizational culture and work-life balance in shaping employee branding in higher educational institutions in India. This study suggest that effective work-life

practices and supportive organizational culture can enhance employee satisfaction and strengthen institutional brand image.

Mann Chande (2024) Indian companies face a paradox where traditional culture values emphasizing family with modern. Workplace demands for long hours and high productivity. In a conflict affects employees well-being and productivity and In the hr departments struggles to balance these dynamics.

B.B Pandey (2016) This study focus on work-life balance as a strategic hr practices adopted by Indian organizations. Due to increased workforce participation and employees face work-life conflicts. Its overall concludes that successful implementation of work-life balance policies requires organizational support and proper resource allocation.

RESEARCH METHODOLOGY

Research Design: The study adopts a descriptive research design to examine how Employees Work-life balance at vimkar contracts works LLP.

Data collection Method: Collected through surveys from 135 employees using a questionnaire containing 18 closed-ended questions.

Secondary Data: Extracted from books, research papers.

Sampling Technique: Sampling Method: Simple random sampling, Sample Size: 135 employees from Vimkar contracts works LLP, Puducherry.

TOOLS USED FOR DATA ANALYSIS

Percentage Analysis: Used to interpret employees demographics and their usage.

Chi-square test: To examine the association between Years of Experience and Maintaining work-life balance among employees.

Correlation: In the test was used to relationship between balancing personal and professional responsibilities and work- life demand.

DEFINITION OF EMPLOYEES WORK-LIFE BALANCE

“Work-life balance means creating a healthy balance between work commitments and personal life to reduce stress and increase overall well-being”

FACTORS INFLEUNCING WORK-LIFE BALANCE

In the factors include company culture, Management style, workload and the availability of flexible work arrangements.

Employees reviews to suggest that while some teams have a good work-life balance and others face challenges due to high workload and potentially less supportive reporting managers.

POSITIVE FACTORS

Company culture: Some reviews highlight a good work culture and a supportive environment.

NEGATIVE FACTORS

Reporting managers: A common concern in reviews is that reporting managers and senior leadership can be a hurdle to career growth and work-life balance.

BENEFITS OF WORK-LIFE BALANCE

Attracts new employees

Build diversity in skills and personnel Reduce sickness and absenteeism

Encourage employees to show more initiative and teamwork

Decrease stress and burnout

CHALLENGES FOR EMPLOYEES WORK-LIFE BALANCE

Long working hours: Extent shifts, overtime or staying beyond office hours reduce personal and family time.

Career Advancement Concern: Employees may avoid taking leave or flexible options to thinking it could affect promotions and recognitions.

Job insecurity: Fear of layoffs or being replaced may push employees to over work and ignore their health and family.

DATA ANALYSIS AND DATA INTERPRETATION

Pie chart

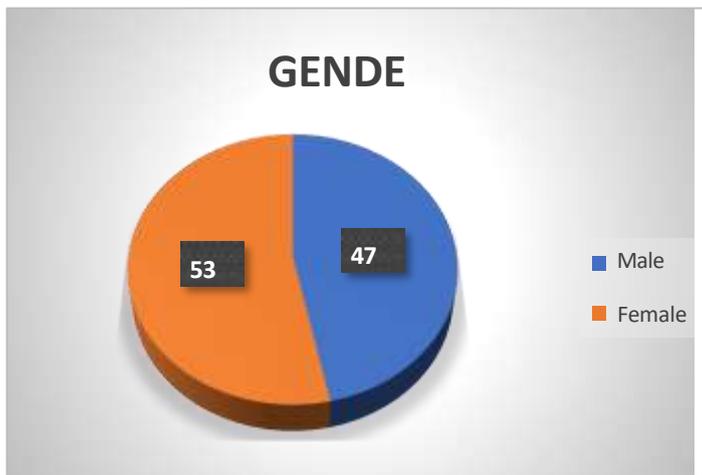


Figure:1 Pie Chart of Gender of the respondents

Chi-Square

	Value	Df	Asymp
Pearson Chi-Square	506.250	16	.000
Likelihood Ratio	410.287	16	.000
Linear-by-Linear Association	132.102	1	.000
N of Valid Cases	135		

Work-life Balance of the respondents
 5 cells (20.0%) have expected count less than 5.
 The minimum expected count is 4.62

INTERPRETATION

From the above table, it is found that the significance value is 0.000 which is less than 0.05, hence null hypothesis is rejected. Thus, there is an association between Experience and Maintaining work-life balance.

RESULT

There is a significant difference relationship between Experience and Maintaining work-life balance.

FINDINGS

1. The majority of respondents 20% have 4 to 5 years of experience of the company.
2. In the majority of respondents 24% of respondents always feel exhausted due to work-life demands.
3. It is found that 22% of respondents agree that balancing personal and professional responsibilities is important for maintaining mental health.

SUGGESTION

1. In the special attention should be given to experienced employees through counselling and career development programs to improve an attention.
2. In the organization should reduce employee workload and work pressure to minimize exhausted and improve work-life balance.
3. Flexible working hours and support policies should be introduced to help employees maintain better health.

CONCLUSION

The study highlights Employees work-life balance at Vimkar contracts Works LLP, Nallur, a unit of Godrej Consumer Products Limited GCPL The main aim is to understand how employees manage their duties while maintaining personal well-being and Employees face challenges like heavy workload. The company supports work-life balance through flexible hours, leave policies,

and wellness programs.

RECOMMENDATIONS

The organization should introduce flexible working hours and clear work boundaries to help employees maintain a healthy work-life balance.

In the regular employee well-being programs and counselling support should be implemented to improve employees mental health and job satisfaction.

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