

## Enhancing Employee Well-Being: A Study on Work Life Balance At Manitham Engineering Service

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### ABSTRACT

The study examines work-life balance among employees at Manitham Engineering Services, Chennai. Work-life balance is crucial in modern workplaces as technology blurs the lines between professional and personal life, leading to stress and burnout. A well-balanced work-life dynamic enhances employee well-being, productivity, and job satisfaction, benefiting both individuals and organizations. This research, based on the primary data, analyzed a sample of 105 responses over a month. Findings indicate that excessive workload, personal life neglect, and burnout are major challenges, while flexible work arrangements and paid time off positively impact productivity and mental health. To improve work-life balance, the study suggests implementing flexible policies, providing mental health support, promoting self-care, and fostering a supportive work culture through awareness programs and family-friendly policies.

**Keywords:** Work-life Balance, Employee Well-Being, Burnout, Job Satisfaction, Flexible Work Arrangements, Mental Health, Organizational Support, Self-Care Practices.

### INTRODUCTION

Manitham Engineering Services (formerly known as Manitham Steel Detailers) is a Steel Detailing firm based in Chennai, started by Mr. S. Nandakumar, in the year 2004. The Company has written a new era in the field of Structural Steel Detailing with well-experienced Project Managers, Team leaders, Checkers, Modellers & well-trained Detailers to provide world-class quality services. During the past years they have successfully carried out over 1200 projects ranging from 10 to 10,000 tons of Heavy Structures like Large complexes, Stadiums, Multi-structures, Conveyors, Hospitals, Schools and warehouses etc. by providing Structural Steel Detailing services with top-class excellence in Infrastructure, Education, Hospital, Power and Utility Industries. They provide complete drafting and detailing services in 3D environment of all types of steel structures including hip and valley, industrial, stairs and miscellaneous. They use Tekla Structures and AutoCAD but customize the drawings as per specific need of marking schemes/ presentation. (Sheet size, layering, text style, etc.) AISC codes, standards prescribed in America (LRFD, ASD, OSHA) are followed by them as per design requirement.

Work-life balance refers to the equilibrium between a person's professional responsibilities and personal life, ensuring that neither aspect overwhelms or undermines the other. It involves managing work demands in a way that allows for fulfilling personal interests, maintaining relationships and ensuring overall well-being. Achieving work-life balance means setting boundaries to separate work time from personal time, which helps prevent burnout and stress. It also includes prioritizing activities that promote health, such as regular exercise, sufficient rest, and engaging in hobbies. Effective work-life balance requires proactive planning and flexibility, enabling individuals to meet their professional goals while also enjoying quality time with family and friends, pursuing personal interests, and maintaining a healthy lifestyle. Ultimately, it aims to create a

sustainable and satisfying blend of work and personal life, contributing to a more fulfilling and productive life overall.

The Need for the Study shows that in today's fast-paced and demanding professional environments has become a critical area of focus, especially in engineering and technical service sectors like Manitham Engineering Services, Chennai. With growing workloads, tight deadlines, and the pressure to deliver high-quality outcomes, employees often struggle to balance their professional responsibilities with personal well-being. This imbalance can lead to stress, burnout, reduced job satisfaction, and decreased productivity. Organizations that prioritize work-life balance not only enhance employee morale but also improve retention, creativity, and overall performance. At Manitham Engineering Services, there is a rising need to understand how work-life balance affects employee satisfaction, efficiency, and long-term commitment. This study seeks to explore the current challenges employees face in maintaining work-life balance and to identify practices that can support a healthier, more sustainable working environment. The insights derived from this research will help in designing better policies, encouraging flexibility, and fostering a positive workplace culture that values both professional achievement and personal well-being.

### **Benefits of a Healthy Work-Life Balance:**

Achieving a healthy work-life balance is essential for overall well-being and productivity, especially in today's constantly connected world, where work and personal commitments can easily become overwhelming. Maintaining this balance offers numerous benefits, including improved physical and mental health, increased productivity, reduced stress, stronger relationships, and greater job satisfaction.

### **Positive Factors Influencing Work-Life Balance:**

Positive factors influencing work-life balance play a crucial role in enhancing employee well-being and productivity. Adaptable work schedules allow individuals to manage personal and professional responsibilities with greater ease. An encouraging workplace culture fosters support and mutual respect, creating a healthy environment. Efficient time management policies ensure tasks are completed effectively without overburdening employees. Promoting work-life harmony helps maintain equilibrium between career and personal life. Independence in work roles boosts confidence and job satisfaction. Additionally, focusing on physical and mental wellness reduces stress and burnout. Growth and advancement opportunities further motivate employees, contributing to a more balanced and fulfilling work life.

### **Negative Factors influencing work-Life Balance:**

Negative factors influencing work-life balance can significantly impact employee health, satisfaction, and overall productivity. Excessive workload and extended working hours often lead to burnout and reduced personal time. Limited flexibility in work arrangements restricts employees from managing personal responsibilities effectively. An unhelpful workplace culture lacking support and empathy adds to stress and dissatisfaction. Ineffective time management practices contribute to missed deadlines and increased pressure. Digital overload, including constant connectivity, blurs boundaries between work and personal life. Personal and family obligations may become overwhelming without proper support. Additionally, economic strains force individuals to overwork, further disrupting the balance between work and life.

## **REVIEW OF LITERATURE**

1. Thilagavathy, S., & Geetha, S. N. (2021) A systematic review compiling evidence across regions and industries, this work identifies recurring stressors like workload and poor management as barriers to WLB. The authors also highlight best practices like flexible work hours and mental health support,

recommending more intersectional research in future.

2. Brough, P., Timms, C., Chan, X. W., Hawkes, A., & Rasmussen, L. (2022) This chapter offers a foundational overview of the concept of work-life balance, its historical development, causes of imbalance, and its implications for occupational health. It integrates theoretical frameworks and empirical data to propose multi-level interventions that target systemic organizational issues, rather than just individual behaviors.
3. Bulger, C. (2024) As an encyclopedia entry, Bulger delivers a concise yet comprehensive summary of work-life balance as a sociological and psychological construct. It outlines major influences such as globalization, remote work, and shifting gender roles. This entry serves as a valuable primer for newcomers to the WLB discourse.
4. Casper, W. J., Hyde, S. A., Smith, S. G., Amirkamali, F., & Wayne, J. H. (2024) This research critically assesses how effective work-life balance policies are in real-world settings. The authors argue that merely having policies is not enough; the key lies in inclusive and adaptive implementation. They emphasize that understanding diverse employee needs leads to more meaningful and equitable policy outcomes.
5. Lorentzon, J. I., Fotoh, L. E., & Mugwira, T. (2024) Focusing on remote auditing, this study captures auditors' perceptions of work-life balance in virtual work settings. While remote work offers flexibility, it also creates new challenges such as digital fatigue and lack of boundaries. The authors propose strategic solutions to leverage the benefits of remote work while mitigating its drawbacks.
6. Adah, A., Aghimien, D. O., & Oshodi, O. (2025) This study presents both a bibliometric and narrative review of work-life balance (WLB) issues in the construction sector, a field typically marked by high-pressure environments, hazardous working conditions, and long hours. The authors underscore the considerable strain placed on employees' personal lives due to the demanding nature of the industry. They advocate for better policies and management practices to mitigate occupational stress and foster a healthier work-life balance among construction professionals.
7. Ali, R., Naz, A., & Azhar, M. (2025) Focusing on women professionals in India, particularly in male-dominated sectors, this systematic review explores how work-life balance influences career motivation. The study highlights cultural, societal, and workplace barriers women face while balancing personal and professional lives. The authors call for more inclusive workplace policies, mentorship, and structural flexibility to empower women in their careers.
8. Awasthi, S., & Anand, I. (2025) In this book chapter, the authors examine the relationship between sustainability and work-life balance in the context of green management. They argue that sustainable work practices not only benefit the environment but also enhance employee morale and satisfaction. This integrative approach encourages eco-conscious organizational behavior alongside fostering better work-life harmony.
9. Begum, G. T. (2025) This study connects emotional intelligence with work-life balance as essential tools for achieving Sustainable Development Goals (SDGs), particularly gender equality and mental health. The research finds that emotionally intelligent leadership can build more inclusive and empathetic workplaces, which are vital for enhancing both productivity and personal well-being.
10. Dorta-Afonso, D., Cuéllar-Molina, D., Rodríguez-Robaina, C., & De Saá-Pérez, P. (2025) Applying the conservation of resources theory, this study examines how servant leadership and high-performance work systems (HPWS) influence work-life balance in the hotel industry. The findings suggest that supportive leadership significantly boosts job satisfaction, reduces turnover, and strengthens employees' ability to manage professional and personal responsibilities.
11. Fayaz, I., & Gulzar, F. (2025) This paper investigates the role of personal traits such as grit and self-efficacy, along with family support, in enhancing work-life balance. It concludes that intrinsic motivation,

when supported by a positive home environment, can lead to greater resilience and satisfaction across work and life domains.

12. Rahmani, E., &Embi, Z. C. (2025) This research introduces a mobile application designed to support work-life integration through scheduling, reminders, and motivational content. It represents an innovative intersection of technology and behavioral science, aimed at empowering users to take control of their time and energy more effectively.

13. Zahoor, Q., Sair, S. A., &Sabir, S. A. (2025) This study analyzes the mediating role of work-life balance between supervisory support and innovation. It concludes that a balanced work environment enhances employee engagement and creative output, which are crucial for organizational competitiveness and innovation.

## OBJECTIVES OF THE STUDY

To analyse the strategies used by the employees to get work-life balance, to know the measures taken by the company to improve employees work-life balance and also to rank the factors lead unhealthy work-life balance at Manitham Engineering Service, Chennai.

## RESEARCH DESIGN

A research design is a plan that specifies the objectives of the study, methods to be adopted in the data collection, tools in the data analysis. "A research design is an arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to research purpose. This research is analytical in nature.

This study adopts a descriptive research design to explore work-life balance among employees at Manitham Engineering Services, Chennai. A quantitative approach was used, with primary data collected through a structured questionnaire distributed to a sample of 105 employees over a period of one month. The questionnaire covered aspects such as strategies adopted by employees, company measures supporting work-life balance, and key factors causing imbalance. Simple Random sampling was employed to ensure broad participation across departments. Data analysis involved descriptive statistics and ranking techniques to identify major stressors and assess the effectiveness of organizational support for maintaining work-life balance.

## DATA ANALYSIS AND INTERPRETATION

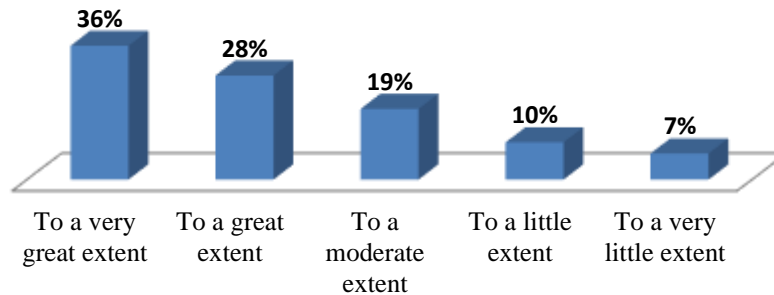
### I.DEMOGRAPHY FACTORS

The study reveals a gender disparity, with 59% of respondents being male and 41% female. The largest age group comprises 28% of respondents aged 36–40. In terms of education, 36% hold a postgraduate qualification, making it the most common level of education. Additionally, 33% of respondents have up to two years of work experience, representing the largest segment in terms of professional tenure.

## II. STRATEGIES USED TO GET WLB

### 1. Setting Boundaries

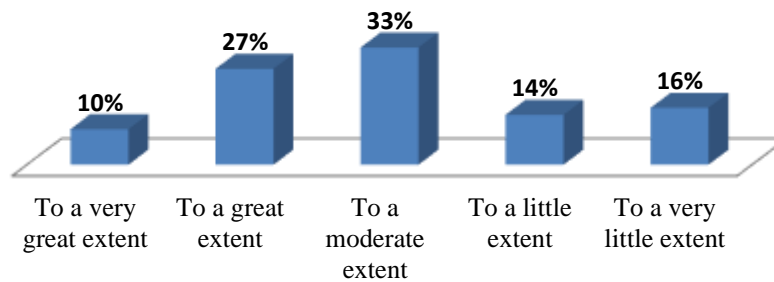
Fig.1 Setting Boundaries



Majority of the respondents (64%) collectively responded as they are setting boundaries to a very great extent and to a great extent to get the work life balance.

### 2. Delegating Tasks

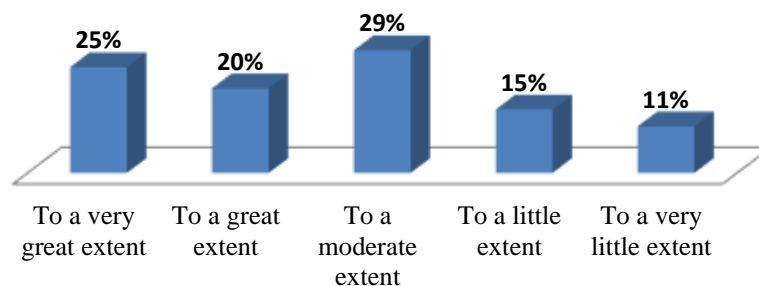
Fig.2 Delegating Tasks



Majority of the respondents (60%) collectively responded as they are delegating tasks to a great extent and to a moderate extent to get the work life balance.

### 3. Taking Vacations

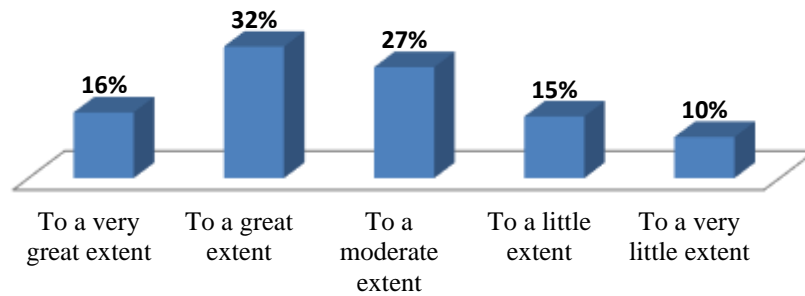
Fig.3 Taking Vacations



Nearly half of the respondents (45%) collectively responded as they are taking vacations to a very great extent and to a great extent to get the work life balance.

#### 4. Seeking Professional Help

Fig.4 Seeking Professional Help

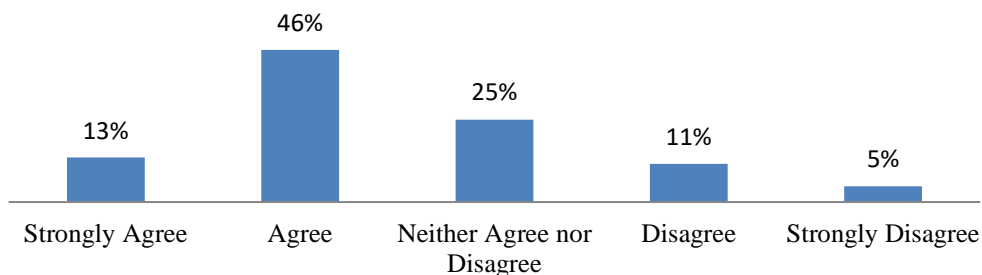


Majority of the respondents (59%) collectively responded as they are seeking professional help to a great extent and to a moderate extent to get the work life balance.

### III.MEASURES TAKEN BY THE COMPANY TO IMPROVE WLB

#### 1. Offers Flexible Work Arrangements

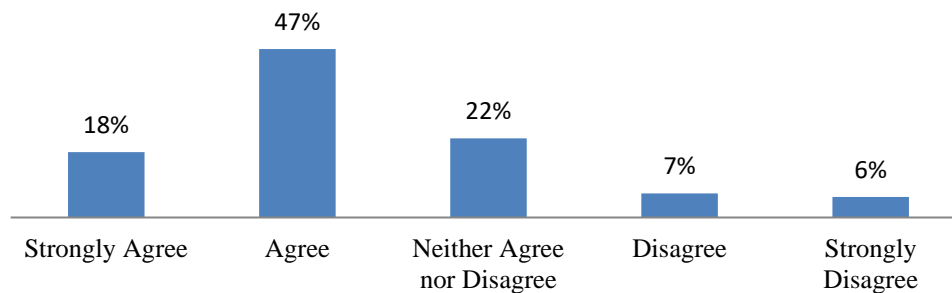
Fig.5 Offers Flexible Work Arrangements



Nearly half of the respondents (46%) agreed that the company offers flexible work arrangements to the employees to balance their work life.

#### 2. Allows Career Breaks

Fig.6 Allows Carrer Breaks

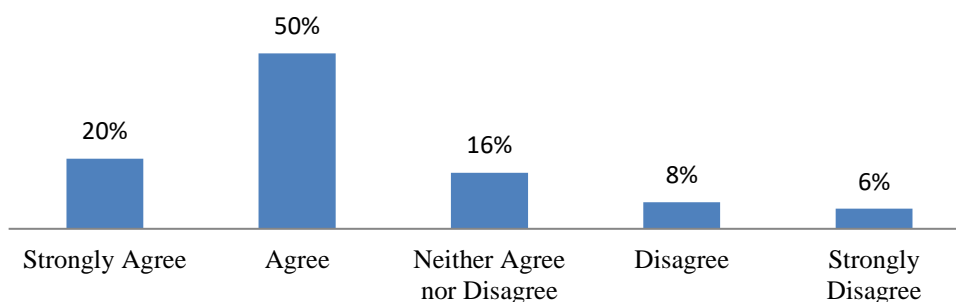


Nearly half of the respondents (47%) agreed that the company allows career breaks to the employees to balance their work life.



### 3. Creates Conducive Work Environment

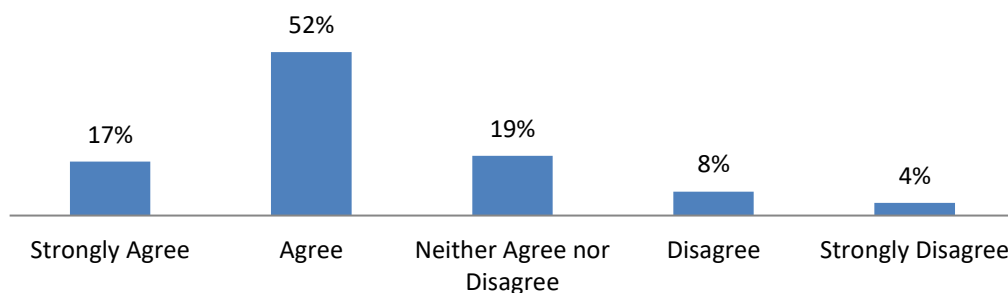
Fig.7 Creates Conducive Work Environment



Half of the respondents (50%) agreed that the company creates conducive work environment to the employees to balance their work life.

### 4. Provides WLB Awareness

Fig.8 Promotes WLB Awareness



More than a half of the respondents (52%) agreed that the company promotes awareness to the employees on work life balance.

## IV.RANKING THE FACTORS INFLUENCING WORK-LIFE BALANCE:

(Analysis based on the Weighted Average Method)

Table.1 Factors influencing WLB

Weight (W)	5	4	3	2	1	-	-
Factors (X)	Highly Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Highly Dissatisfied	$\Sigma WX$	Rank
Flexible Work Arrangements (X1)	22	54	15	6	8	391	1
Effective Time Management (X2)	21	51	23	5	5	291	5
Job Autonomy (X3)	15	46	33	6	5	375	3

Health and Well-being (X4)	23	46	21	9	6	386	2
Career Development Opportunities (X5)	15	48	26	10	6	371	4

### INFERENCE:

Regarding the factors influencing the work life balance of employees in the organization, except the factor 'Effective Time Management', all the other factors namely Flexible Work Arrangements, Job Autonomy, Health And Well-Being and Career Development Opportunities are highly influencing.

### FINDINGS

The study on work-life balance at Manitham Engineering Services reveals that employees actively adopt various strategies to maintain balance. A significant 64% of respondents reported setting boundaries to a great or very great extent, indicating awareness of work-life separation. Task delegation (60%) and taking vacations (45%) also emerged as common practices. Additionally, 59% of respondents reported seeking professional help to manage stress and improve balance. On the organizational side, nearly half of the respondents acknowledged support in the form of flexible work arrangements (46%) and career breaks (47%). Furthermore, 50% recognized a conducive work environment and 52% appreciated the company's promotion of work-life balance awareness. Among the influencing factors, Flexible Work Arrangements, Job Autonomy, Health and Well-Being, and Career Development Opportunities were reported as highly impactful, whereas Effective Time Management was less significant. These findings highlight both employee efforts and organizational initiatives in maintaining a healthy work-life balance.

### SUGGESTIONS

To strengthen work-life balance at **Manitham Engineering Services**, the organization may expand its existing flexible work arrangements by introducing hybrid and staggered work hours tailored to departmental needs. Encouraging the use of paid time off through internal campaigns and leadership modelling can reduce burnout. Structured training on time management and stress handling, customized for engineering professionals, should be conducted regularly. The company can also establish an in-house employee wellness program that includes access to counselling and health check-ups. Promoting a boundary-respecting culture by clearly defining work and personal time expectations will further help employees manage responsibilities more effectively.

### CONCLUSION

The study clearly demonstrates that employees at Manitham Engineering Services are proactive in managing their work-life balance through strategies like setting boundaries, task delegation, and seeking professional help. The organization also plays a vital role by offering flexible work options, career breaks, and creating a supportive work culture. However, there is scope to further enhance balance through better time management practices and mental wellness support. While most factors such as job autonomy, health and well-being, and career development significantly impact work-life balance, the relatively lower influence of time management suggests a potential area for improvement. Organizations should focus on structured awareness programs,



leadership training, and stress management initiatives to empower employees. By aligning employee efforts with robust organizational measures, companies can foster a balanced and productive workforce, leading to improved job satisfaction, reduced burnout, and overall organizational growth.

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