

## WORK LIFE BALANCE IN ROAD TRANSPORT CORPORATION

With reference to TSRTC Hanamkonda

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### Abstract:

*Individuals are typically artisans or homegrown. Any character usually spends the majority of his useful time during the day on pleasant artwork, and this is an important aspect of his reality. His effectiveness is dependent on factors that are currently not the most truthful about his personal life. The artwork-life strength carries the responsibility of achieving a balance between professional-best artwork and remarkable video games, reducing erosion between legitimate and homegrown or private lifestyles. The balance between extreme and enjoyable sports improves quickly, and as a result, labor efficiency rises. It improves pleasure in every master's private existence. This will discuss specific aspects of balancing work and life.*

*Having burn-out and stressed employees are of no use to the organization and the key to make an organization successful lies in the satisfaction, commitment and deliberate involvement of the employees. For this purpose many companies have begun to introduce work-life balance programs in order to help the employees efficiently deal with their work professional and personal lives*

Keywords: Work Life Balance, Organization

### Introduction: Human Resource Management:

Controlling an organization's human or artistic resources is known as human treasure asset management. In addition to leading authoritative administration and a way of life while ensuring compliance with business and strict painting regulations, it is in charge of the attraction, selection, instruction, evaluation, and promotion of representatives. valuable human manual in many corporations, the executives are fresh out of the box with new association training that is speedily converting the workforce. According to this theory, representatives contribute more to the evaluation of basic boss assets and must be sorted. As a result, many corporations cling to this theory subtly, making it an important part of their venture strategy.

## **Nature And Challenges of Human Resource Management:**

To satisfy everyone's needs, human resource management involves bringing together a large number of organizations and people. It takes skillful management to hire, train, and protect them. It helps target the clueless by introduction of controlling verbal change in the mind through research, monetary elements, and human technology. It includes directing skills like planning, learning, coordinating, and controlling, as well as social association and gathering artistic creations.

### **Meaning:**

Executives have the authority to recruit, pick, educate, and develop people from large corporate gatherings thanks to a management function called "human precious assets." Humans are superb assets and executives are concerned with the people factor in the workplace. The board's attributes and requirements are applied to the product in HRM. Acquiring, creating, maintaining, and compensating faculty within the business venture requires certain skills and ideas. Faculty-related decisions should be carefully considered by a large team of employees who want to be consistent with cutting-edge decisions regarding high-quality human assets.

### **The extent of HRM:**

HRM could be present in very good amounts. Awesome gift-day years have seen an increase in the volume of HR attributes due to research in behavioural sciences, new developments in adapting to measurements of force, and advancements in the tutoring problem. In particular, the exercises covered are human resource planning, assignment assessment and design, enlistment and selection, corporation and location, training and development, popularly speaking, execution assessment and project improvement, labourer and government reimbursement, idea and verbal exchange, authorities' assistance, health and health, commercial enterprise circle of relatives, etc. for encouragement.

The scope of HR capabilities has been studied in recent years thanks to social science research, emerging trends in dealing with potential worker groups, and developments in the field of preparation. The Indian Institute of Representative Manipulation has explicitly stated the extent of HRM because of the workforce factors, government assistance variables, and business undertaking people, as well as the circle of family people issue.

## **Objectives of Study**

Assuring the arrangement of additives and learning to manage pressure on a partnership are crucial aspects of HRM has four specific goals.

1. Social objectives
2. Goals for the business
3. Specific goals
4. Functionally relevant

## **Work-Life Balance**

### **Definition:**

The world of balance, where a person's endeavours and lifestyle goals are met, is the one to which adjusting artwork and presence s. Soundness at work does not imply the same security. It is frequently unsatisfying and unreasonable to try to schedule an equal number of hours for each of our exceptional artworks and exclusive video games. At some point in that past tenet, a man's or woman's canvas presence balance will cross frequently regularly. The ideal balance for a person can be unique when they are single, unique when they get married, unique when they have children, and unique when they start the part-time job as opposed to simultaneously.

### **Importance of the Study:**

In recent years, fine art's presence and stability have become buzzwords for adjusting walking time and extra electricity, especially around Christmas. As more and more women with children free themselves from the stress of the workforce and as families grow larger and more heterogeneous, work-life balance approaches are becoming increasingly important in India. The current conditions of globalization and the evolving conception of work have given rise to this desire. They look into converting this into being achieved at the courses that are being managed equally under pressure, with longer elevated operating hours, keeping in mind the general public transportation district, which has a huge restriction almost about the increase.

### **The Study's Targets Are:**

1. To comprehend TSRTC-Hanamkonda Depot's nice art-life balance policies and procedures. to comprehend the contemporary circumstances of the artwork, particularly the long stretches of jogging and walking by the guides (both male and female) in Hanamkonda Depot.

2. To observe how the program are handling their character and way of life.
3. To keep their family members, close as a valuable resource in the direction of their endeavour.

**What the Study Covered:**

The current perspectives are a scaled-down affirmation inspection designed to look into the hard work and life balance of the TSRTC-Hanamkonda Depot's guides. Guides are investigated using the skill of lifestyle inconveniences in craftsmanship. the circle of strong work environment factors, practices, representatives, and

**Importance of the Study:**

Work-life balance is taken into account for the test because it is one of the artistic issues affecting the effectiveness of representatives in project business. The public transportation is consideration for the test because it is a location where employees (both male and female) are encouraged to have excessive levels of stress and increased and unavoidable jogging hours due to poor lifestyle dependability. Given that Hanamkonda is a populated, developed city with a university and train courses, the observation made at the terminal there interrupters to use public transportation and to expect to see a high quality of respondents.

**Assessment Methodology:** With the aid of primary and auxiliary statistics, the severe work-life balance test at TSRTC's Hanamkonda station is conducted.

**A Source of Data:**

The statement unquestionably rests on both primary and optional facts.

**Basic measurements:**

Through a properly administered poll distributed among respondents to the design and worker interviews with them, crucial data is gathered. To generate crucial statistics for the check, staff members spoke with the officials.

**Alternative Statistics:**

Optional realities are occasionally modified and compiled from various sources. Consistency and appropriate realities are thus desired. encounters respectable obstacles such as poverty and a lack of significant insights.

The agency's reliable measurements are used to compile the non-obligatory records.

**Sample size and design:**

From Hanamkonda Depot, 50 examples are purposefully tested in the facility to create an effective, legitimate example of male and young female courses.

**Online TSRTC Telangana Bus Ticket Booking:**

At the seating location, we can electronically book tickets. Our Telangana government also offers RTC ticket booking services with programming for Android devices. All measurements are simply listed here. By making a significant entry in straightforward tasks, anyone can currently digitally book tickets. The majority of the only administrations are accessible in Famous Towns in Telangana, and Karimnagar Bus Tickets Booking from Hyderabad, in Telangana, Nizamabad, Manchirla, Jagithyal, and Adilabad, in total, covers all regions with the aid of delivery courses. Our contributions to Telangana and many other states are also adjusted similarly Maharashtra and Karnataka are currently accessible to everyone via shipping. At a real entrance, you only need to virtually book tickets. Provided Administrations.

**The TSRTC bus ticket website:**

Simple Procedures for Online Ticket Booking

1. Visit the official TSRTC transport portal. In
2. Select a Designation from the Home Page and go to Details.
3. Select your departure and arrival dates (the go-back date is optional).
4. Choosing "Check Availability." The situation is now resolved.

When it's available right now, purchase tickets and complete the transaction. A TSRTC bus. Money is borrowed through the Net Banking Service in payment modes, which is a great online payment method. Visas and debit cards also appear automatically when booking tickets. State Bank of Hyderabad, Nationalised State Bank of India, Union Banks, Andhra Financial Partnership, ICICI Banks, and HDFC all have a presence in the area with Visa cards.

**RTC Bus Booking Online:**

- Name in full
- Birthdate
- Any official identification (card, voter card, driver's license, passport, or ration card)
- State and City
- Number portable
- Address

Telangana bus booking e-tickets are being discontinued.

Simply sign up with your email address and check your tickets online before clicking Cancel on the Telangana RTC official portal to cancel TSRTC booking e-tickets.

Considering You Cancelled Your Tickets, the Entire Amount Will Be Credited to Your Appropriate Bank.

**Data Analysis and Interpretations:****TABLE-1**

1. Think about how policies for work-life management help increase the productivity of the organization.

Respondents	No. of Respondents	% of Respondents
Never	30	60%
Seldom	6	12%
Sometimes	8	16%
Often	2	4%
Always	4	8%
<b>Total</b>	<b>50</b>	<b>100%</b>

2) The organization takes the initiative to manage the work life of its employees.

Respondents	No. of Respondents	% of Respondents
Never	2	4%
Seldom	10	20%
Sometimes	30	60%
Often	3	6%
Always	5	10%
<b>Total</b>	<b>50</b>	<b>100%</b>

3) WLB should be partly individual and partly employer responsibility

Respondents	No. of Respondents	% of Respondents
Not a Priority	5	10%
Low	5	10%
Medium	25	50%
High	5	10%
Essential	10	20%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-4**

4) Rate the leave policy of the organization.

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Poor	0	0%
Fair	10	20%
Good	32	64%
Very Good	8	16%
Excellent	0	0%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-5**

5) Take Leave every month to attend to personal responsibilities.

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Never	0	0%
Seldom	6	12%
Sometimes	22	44%
Often	2	4%
Always	20	40%
<b>Total</b>	<b>50</b>	<b>100%</b>



**TABLE-6**

6. Organisations conduct EAP (Employee Assistance Program) as an initiative for Work-life Balance.

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% Of Respondents</b>
Never	3	6%
Seldom	9	18%
Sometimes	25	50%
Often	8	16%
Always	5	10%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-7**

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Never	5	10%
Rarely	12	24%
Occasionally	15	30%
Sometimes		
Almost Every Time	16	32%
Every Time	2	4%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-8**

8) After Working hours, get enough time for family.

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Never	7	14%
Rarely	10	20%
Occasionally	30	60%
Sometimes		
Almost Every Time	3	6%
Every Time	0	0%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-9**

9) Work life balance enables one to do work

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Not at all	5	10%
Not rarely	7	14%
Undecided	3	6%
Some What	25	50%
Very Much	10	20%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-10**

10. Superior’s style of work supports balancing work and life.

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Never	0	0%
Seldom	0	0%
Occasionally	/6	12%
Sometimes		
Almost Every Time	12	24%
Every Time	32	64%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-11**

11) Stay for extended hours in the workplace.

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Extremely unlikely	11	22%
Unlikely	22	44%
Neutral	10	20%
Likely	6	12%
Extremely likely	1	2%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-12**

12) Working hours are never fixed and certain.

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Fully agree	0	0%
Agree Neither agree nor discharge	10	20%
Disagree	35	70%
Fully disagree	5	10%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-13**

13) Organization allows taking decisions at the workplace.

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Never	17	34%
Seldom	0	0%
Sometimes	15	30%
Often	8	16%
Always	10	20%
<b>Total</b>	<b>50</b>	<b>100%</b>

**Table 14**

14) **Work patterns like flexi-time, job sharing, and swift swap have been practiced in organizations.**

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Never	0	0%
Seldom	10	20%
Sometimes	30	60%
Often	10	20%
Always	0	0%
<b>Total</b>	<b>50</b>	<b>100%</b>

**TABLE-15**

15) **Generally, feel able to balance work and family life.**

<b>Respondents</b>	<b>No. of Respondents</b>	<b>% of Respondents</b>
Never	3	6%
Rarely	10	20%
Occasionally / Sometimes	15	30%
Almost Every Time	20	40%
Every Time	2	4%
<b>Total</b>	<b>50</b>	<b>100%</b>

## Conclusions :

1. Examine the TSRTC employees' work-presence reliability.

has provided insight into the craftsmanship approaches of life soundness methods, policies, and practices that may be done with the help of a team of employees and managers to improve personand authoritative adequacy.

2. After evaluating the results, I conclude that humans need to increase the prominence of worksof art in society.

Agencies that paint lifestyles require the attention of the HR branch.

3. The HR department's working game plans can help balance work and family responsibilities, but they also have drawbacks that should be considered before implementing them.

4. While the utilization of the team of workers and assistance from all levels and among people must be improved to improve suggestions, the motivational practices provided by the venture partnership are fulfilled.

5. I assumed that the use of high-quality art presence strength drills within the TSRTC is effectiveas of right now based on the examination of difficulty additives in WLB.

## Findings:

1. it is determined in this examination that the business rules and pressure for the work-life balance of the faculty are incredibly lenient and should be made good.

2. It is agreed that the school's excessive operating style has a significant impact on work-life balance.

3. It has been noted that even though the team of employees' walking hours is set and excellent, they are required to stay for longer periods at the managerial attention for omitted and arbitraryreasons.

4. The students expressed concern about how their health is being impacted by the non-save-you-notoriety class's sitting posture.

**The following factors are suggested as a boost:**

1. The HR department needs to pay attention to and enhance interest in the organization's or artistic council's methods of ensuring existence and soundness within the organization.
2. The HR branch wants to focus on differentiating and improving walking plans, particularly for part-time or fewer great art hours and compressed running weeks or months.
3. The HR division must encourage current officials' assistance practices in exceptional areas that include family-friendly practices, wellness practices, and wellness care practices.
4. The HR department can work to improve its ability to complete tasks correctly while benefiting from inspiring procedures.
5. The HR office is required to perform administrative tasks.

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