

Work Life Balance of an Employee in an Organization

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Abstract: This research aims to examine the HR policy towards MGD paper cones with reference to erode policies have often to be expressed in abstract terms and managers do not care for abstractions. This Descriptive research paper focus on studying the HR policy towards MGD paper cones with reference to erode. Total of 120 questionnaires sent to respondents. This data, therefore, formed the basis for the analysis. The study entailed the use of qualitative descriptive research and Open-ended questionnaires were used for data collection. The PSPP software was used for the Statistical Analysis. The findings of the study showed that The Performance Appraisal of employee is evaluated on the basis of 360-degree feedback or 180-degree feedback. Replacing the lacuna in the current system. Wages and salary administration process should have a more scientific. By continuously striving to enhance work-life balance, organizations can foster a positive work culture that benefits both employees and the organization as a whole.

Keywords: Education, Employment, Retention, Rewarding.

I.INTRODUCTION:

HR policies are continuing guidelines on how people should be managed in the organization. They define the philosophies and values of the organization on how people should be treated, and from these are derived the principles upon which managers are expected to act when dealing with HR matters. A policy provides generalized guidance on how HR issues should be dealt with a procedure spells out precisely what steps should be taken to deal with major employment issues such as grievances, discipline, capability and redundancy. HR policies provide guidelines on how key aspects of people management should be handled. The aim is to ensure that any HR issues are dealt with consistently in accordance with the values of the organization in line with certain defined principles. All organizations have HR policies. Some, however, exist implicitly as a philosophy of management and an attitude to employees that is expressed in the way in which HR issues are handled; for example, the introduction of new technology. The advantage of explicit policies in terms of consistency and understanding may appear to be obvious, but there are disadvantages: written policies can be inflexible, constrictive, platitudinous, or all three

LITERATURE REVIEW:

1. **Onnis, L. ann. (2023)** Furthermore, the HR policies and procedures need to be modified, particularly when changes are taking place in the methods and procedures. There are introduction of novice approaches, which may enable the individuals to carry out their job duties in a well-ordered manner and achieve organizational goals. Therefore, it can be stated that HR policies and procedures make provision of assistance and support to the employees, which may enable them to generate information and carry out their job duties in a well-organized and satisfactory manner
2. **Foss, N. J., Minbaeva, D., Reinholt, M., & Pedersen, T. (2020)** Agile HRM: A Review and Agenda for Future Research, Agile HRM refers to the adaptation of Agile principles and practices, commonly used in software development and project management, to the field of HRM. The authors likely discuss how Agile methodologies can be applied to HR functions such
3. **Gollan, P. J., & Lee, J. (2020)** Employee Voice and Participation in Non-union Workplaces, the authors likely employ a research methodology that could include literature review, case studies, surveys, or interviews to gather data and insights into the topic. The article may present empirical findings, theoretical insights, or practical implications regarding the role of employee voice and participation in non-unionized workplaces.

4. **Lepak, D. P., & Jiang, K. (2020)** How Global Talent Management Initiatives Influence Employee Attitudes and Work Behaviors: Evidence from Emerging Markets, The article likely presents findings that demonstrate how global talent management initiatives impact employee attitudes (such as job satisfaction, organizational commitment, and engagement) and work behaviors (such as job performance, turnover intentions, and organizational citizenship behaviors) in emerging markets
5. **Karen Legge (2020)** The practices and operations of HRM systems have basically replaced fundamental personnel management in Paper Cone industry. Paper Cone industry with either few or large numbers of employees are said to have replaced the title 'personnel' department with 'Human Resource' department though, they have not actually enforced the practice. For better understanding, we proceed to analyse various models regarding roles and operations of HR departments and the practitioners.

MATERIALS:

In this study, the following tools are used to analysis of data collected through questionnaire.

- Correlation
- ANOVA

METHOD:

The study is based on the collection of primary data from different participative workers. A questionnaire is prepared to elicit information from different workers. Required data collected on personal observation apart from the oral information. Secondary sources are used to support the primary data; percentage bar diagram and chi-square test are also used for analysis of data.

DISCUSSION:**DESCRIPTIVE STATISTIC**

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred. Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research.

CORRELATION

Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel, a negative correlation indicates the extent to which one variable increase as the other decreases. For example, height and weight are related, taller people tend to be heavier than shorter people.

ANOVA

Analysis of Variance (ANOVA), is used for examining the differences in the mean values of the dependent variable associated with the effect of the controlled independent variables, after taking into account the influence of the uncontrolled independent variables.

SCALING METHOD

The process of arriving at a set of statements to measure attitude, opinion, or perception is known as scaling. In this paper, the impact of the labour welfare measures on the employee satisfaction is analyzed using a questionnaire based on a five-point Likert scale.

ANALYSIS:

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and

social science domains. It provides a deeper understanding of processes, behaviours, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

1.DESRIPTIVE STATISTIC

TABLE NO: 1.1
SATISFACTION ON PROFESSIONAL DEVELOPMENT

SATISFACTION ON PROFESSIONAL DEVELOPMENT	NO. OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	24	20.0%
SATISFIED	60	50.0%
NEUTRAL	17	14.2%
DISSATISFIED	10	8.3%
HIGHLY DISSATISFIED	9	7.5%
TOTAL	120	100.0%

Inference

From the above table it was found that about 50.0% respondents are satisfied with professional development, 20.0% respondents are highly satisfied with professional development, 14.2% respondents are neutral with professional development, 8.3% respondents are dissatisfied with professional development, and rest 7.5% are highly dissatisfied with professional development

2.CORRELATION

2.1 HYPOTHESIS STATEMENT

H0- There is no statistically significant correlation between between the recognition on career growth and benefits from company.

H1- There is a statistically significant correlation between between the recognition on career growth and benefits from company.

Table-2.1
the recognition on career growth and benefits from company.

		RECOGNITION ON CAREER GROWTH	BENEFITS FROM COMPANY
RECOGNITION ON CAREER GROWTH	Pearson correlation	1.000	0.494
	Sig. (2-tailed)		0.000
BENEFITS FROM COMPANY	Pearson correlation	0.494	1.000
	Sig. (2-tailed)	0.000	

Inference

From the correlation table 2.1, it can be seen that the correlation coefficient value is 0.494 which lies in the low correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis (H1). It can be concluded that there is statistically significant correlation between the recognition on career growth and benefits from company.

2.2 HYPOTHESIS STATEMENT

H0- There is no statistically significant correlation between the job satisfaction and satisfaction on professional development.

H1- There is a statistically significant correlation between the job satisfaction and satisfaction on professional development.

Table-2.2
the job satisfaction and satisfaction on professional development.

		JOB SATISFACTION	SATISFACTION ON PROFESSIONAL DEVELOPMENT
JOB SATISFACTION	Pearson correlation	1.000	0.470
	Sig. (2-tailed)		0.000
SATISFACTION ON PROFESSIONAL DEVELOPMENT	Pearson correlation	0.470	1.000
	Sig. (2-tailed)	0.000	

Inference

From the correlation table 2.2, it can be seen that the correlation coefficient value is 0.458 which lies in the moderate correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis (H1). It can be concluded that there is statistically significant correlation between Organization takes care of employees working in night shift and There is harmony within my group.

3. Chi-Square

3.1 HYPOTHESIS STATEMENT

H0- There is no significant relationship between the age and hr policies enforcement.

H1- There is a significant relationship between the age and hr policies enforcement

Table-3.1
Age and hr policies enforcement

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	25.34	9	.003
Likelihood Ratio	27.58	9	.001
Linear-by-Linear Association	2.53	1	.112
N of Valid Cases	120		

Inference

From the above Table No: 3.1, it was found that the Pearson Chi-Square significant value is .003 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between the age and hr policies enforcement

3.2 HYPOTHESIS STATEMENT

H0- There is no significant relationship between age and satisfaction on increments.

H1- There is no significant relationship between age and satisfaction on increments.

Table-3.2
age and satisfaction on increments.

	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	21.76	12	.040
Likelihood Ratio	14.68	12	.259
Linear-by-Linear Association	6.98	1	.008
N of Valid Cases	120		

Inference

From the above Table No: 4.3.2, it was found that the Pearson Chi-Square significant value is .040 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between age and satisfaction on increments.

FINDINGS :

1. It is Majority, 50.0% respondents are satisfied with professional development
2. between the recognition on career growth and benefits from company.
3. between the recognition on career growth and benefits from company.
4. it is inferred that there is a significance relationship between the age and hr policies enforcement
5. Therefore, it is inferred that there is a significance relationship between age and satisfaction on increments.

RESULT:

There is a significant correlation between Organization takes care of employees working in night shift and where is harmony within my group. And Also there is a significant relationship between Income and maintain a healthy work-life balance while pursuing personal growth opportunities.

RECOMMENDATIONS:

- The Organization should conduct Psychometric tests for employees.
- The Training should be mandatory for all level of employees.
- The Departments should develop constructive attitude towards each other.
- The company should give the appropriate recognition for the contributions and accomplishments made by employees.

CONCLUSION:

In conclusion, integrating work-life balance initiatives into HR policies is crucial for creating a supportive and productive work environment. By prioritizing the well-being of employees, organizations can improve employee satisfaction, retention, and overall performance. Flexible work arrangements, wellness programs, and supportive leadership are key components of effective work-life balance policies. However, it is essential for organizations to regularly evaluate and adapt their policies to meet the evolving needs of their workforce. By continuously striving to enhance work-life balance, organizations can foster a positive work culture that benefits both employees and the organization as a whole.

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