WORK LIFE BALANCE OF EMPLOYEES AT ACCENTURE

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ABSTRACT

Work life balance is an interaction among work and personal of one's life were considered to be two separate priorities. But with the changing time due to increase in globalization and ever increasing work pressures, maintaining work life balance has attracted the attention of the organization and employees as well. The present study is empherical in nature that addresses on individuals faces lot of challenges and issues due to extending working hour and organization polices. It is an The major objectives of study focuses on understanding the work life balance helps in reducing the stress level at work and increases the job satisfaction, examine the challenges on work from home among the respondents. the study test on Hypothesis to determine the relationship between the gender and shift timing of, to compare job position and stress level, association between marital status and anxious about work and correlation between factors influence and work life balance of the respondents. The study applies statistical analysis to verify the outcomes of work life balance. The present study adopts disproportionate stratified sampling method, primary data has been gathered through structured questionnaire and it is found that more number of male employees working at organization and dedicated to work. It is identified that the employees working in Accenture were satisfied by their Work Life Balance.

KEY WORDS: Work Life Balance, Job Satisfaction, Factor Influence, Hypothesis, Stress Level, Stratified Sampling

I.INTRODUCTION

Work life balance is the study of an effective management between the work and personal life of an individual due to change in time and globalization that has increases work pressure where it leads to imbalance of their personal life. Work life balance has become a pre dominant issue in the workplace where every organizations faces this challenge for the better improvements of work life balance where in this study we learnt how an employees can seek positive improvement towards their work life balance.

II. STATEMENT OF PROBLEM

 In order to balance work life balance of employees there should be commitment towards work where this leads to effective process of management in professional life and personal life where every employees does not have an accurate work life balance but the employees are finding out various method for managing work and personallife.

III. OBJECTIVES OF THE STUDY

1. To examine the challenges on work from home among the respondents

2. To find the relationship between the gender and shift timing of the respondents

3. To test hypothesis on job position and stress level among the employees of Accenture.

IV. SCOPE OF THE STUDY

The scope of the study encompasses that work and life are the most important priority of any person. It has seen that the problems, arises when there is an imbalance between work life. If work life is not balanced it can increases job dissatisfied affect family relation, stress related disease and also productivity of the firm. The study can help the organization in workers' work-life balance and there by emphasises on their overall performance and productivity.

V. REVIEW OF LITERATURE

K Heran Darwin (2021), in their article "Work Life Balance "published in EMBO Reports have analyzed academic research, there is no ideal formula for balancing work and life. To achieve fulfillment in life and career, everyone must establish their own perfect balance. Here the author has used ANOVA and chi square has their main tool to satisfy the hypothesis of association between the work pressure and balancing it create a future career opportunity with in the organization.

Manju Abuja (2021),"Work–Life Balance: An Overview" published in the book Navigating Work and Life Boundaries, Insights for Distributed Knowledge Professionals In their study article, the author analyses how "work" has become so vital to people's survival that it encroaches on other elements of their lives. Much of this invasion is due to work being considered as virtue in and of itself, the ongoing development of new technology that have blurred work and life borders, and a general tendency of workers taking on more tasks. Here, the research employed secondary data using correlation and descriptive methods.

Gokhul Kalyanasundaram (2016), " Work Life Balance" researched on the impact of Human Resource policies on employee performance in Business Process Outsourcing sector with reference to Chennai . Every individual is born to live, which requires money, according to the author. Those who don't inherit assets, don't have a recurring source of income, or are prepared to take risks settle down for work, choosing a skilled, semi-skilled, or unskilled profession based on their degree, experience, and accessible opportunities. The author employed secondary sources and descriptive methods.

VI. HYPOTHESIS FOR THE STUDY

H_0: There is no significant relationship between the gender and shift timing of respondents. H_1: There is a significant relationship between the gender and shift timing of respondents. H_0: There is no significant association between job position and stress level of respondents H_1: There is a significant association between job position and stress level of respondents.

VII. RESEARCH DESIGN

The present study is an empirical in nature. The major purpose of the study is to understand various challenges and issues of Accenture. Employees in handling their Work Life Balance. And also helps to identify their satisfaction level of the employees from both the companies.

VIII. DATA TYPE

Primary Data Primary data based on survey questionnaire through Structured and posted open-ended questions to respondents. The data has been collected from the employees of Accenture.

Secondary Data Secondary data collected through online using Google form posted among the respondentsfor their responses and secondary data has been collected from research article, case studies, books, online search engine.

IX. Sampling Method The present study adopts disproportionate stratified sampling method, a probability sampling techniques. The study involves team member, team lead, manager, senior manager for responses.

X. Sampling Size The study defines 330 employees as sample out of which only 135 respondents could returntheir responses. Hence 135 is the sample size.

XI. Stastical tools and techniques The statistical software Statistical Package for Social Science (SPSS) has been used to analyse collected data. Statistical techniques applied for the study includes as follows,

- Chi-square Analysis

- Correlation Analysis

- One-way ANOVA

1. HYPOTHESIS 1:

Alternative Hypothesis (H1): There is a significant relationship between the gender and shift timing at workplace

Correlations			
GENDER VERSUS SHIFT TIMING		GENDER	SHIFT TIMING
	Pearson Correlation	1	.062
	Sig. (2-tailed)	-	.540
	N	100	100
	Pearson Correlation	.062	1
	Sig. (2-tailed)	.540	-
	N	100	100

Interpretation: From the above output from SPSS, the study reveals that the relationship between shift timing and respective gender of the respondents. It shows that the p-value is 0.540 at 5% (i.e., 0.05) level of significance (α). The pearson correlation conducted on two-tailed test shows as 0.062, that is positively correlated. Here, p-value is greater than level of significance i.e., 0.540 > 0.05. Therefore, null hypothesis is accepted and alternative hypothesis is rejected.

JOB POSITION VERSUS STRESS LEVEL

XII. Hypothesis 2:

Alternative Hypothesis (H1): There is a statistically significant difference between jobpositionand stress

level of the respondents.

Analysis Of Variance (ANOVA)					
JOB POSITION Vs STRESS LEVEL					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.121	2	1.060		
Within Groups	84.519	97	.871		
Total	86.640	99			

Interpretation: From the above output the job position and stress level of the respondents has been tested using analysis of variance (ANOVA) it shows that p value as 0.301 at level of significance (α) at 5% i.e (0.05). Here, p-value is greater than the level of significance

,therefore, Null hypothesis is accepted and alternative is rejected . this, there is no significance difference between job position and stress level of the respondents

XII. FINDINGS

- The study observed that 64% are male and 36% are female respondents.
- 88% of the respondents working at Accenture are unmarried.
- It is states that 73% of the respondents are team member in the organization.
- It is depicts that 25% of the respondents agree that they won't get flexible working hour.
- 26% of the respondents feel worried about work when they are at home.

XIII. CONCLUSION

This study was helpful to know the theoretical and practical aspect of the work life balance.in companies like Accenture Today's workers and organizations are increasingly concerned with finding a good work-life balance there is growing research that links a work-life balance imbalance to decreased assistance and wellness for people and families. Therefore, it is not unexpected that more employees are becoming interested in implementing work-life rules. In the study can observe that employees face stress during their work and employees are satisfied by balanced work-life.

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