

A STUDY ON WORK LIFE BALANCE WITH REFERENCE TO DAWN SOLUTIONS PRIVATE LIMITED

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ABSTRACT

Employee Work Life Balance (WLB) is a major driver in the organization that helps to achieve higher productivity. It is a healthy blend of both employee's work life and personal life. There are many factors influencing work-life balance of an employee in the organization. The researchers have identified some factors along with demographic variables to study and understand the work life balance.

Work life balance is one of the key factors for the employees to achieve success. Organizations have devised various plans, policies, programs to help their employees to achieve the balance between their work commitments and family responsibilities. Certain policies are statutory while others are voluntarily implemented.

The effectiveness of them depends on the extent of usage to the employees to achieve work life balance. The present paper intended to study the managerial level employees work life balance in Dawn solutions private limited. The data was collected from 150 respondents of Dawn solutions. The hypothesis are tested by adopting statistical techniques like rank correlation, chi-square, ANOVA.

The project report analyses work life balance about effectively managing the juggling act between paid work and the activities that are important to us including spending time with family, taking part in sport and recreation, volunteering or undertaking further study.

Keyword: Work life balance, descriptive design, recreational activities .

1. INTRODUCTION

Work life balance means balancing the personal and professional life. When the employee have problem in their personal life it may affect the work. A balanced life is one where we spread our energy and effort- emotional, intellectual, imaginative, spiritual and physical. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity.

1.1 IMPORTANCE OF WORK LIFE BALANCE

It refers to an employee's ability to maintain a healthy balance between their work roles, their personal responsibilities and family life. Companies are increasingly recognizing to achieve this balance as more staff are experiencing conflict between their work and personal roles. Some organizations are also implementing wellness programs, which include offering stress reduction and time management workshops, helping to connect employees with physicians, mental health counselors.

1.3 NEED FOR THE STUDY

The aim of the study was to know the work life balance at dawn solutions private limited. The following needs have proposed me to choose the project on work life balance. The work life balance is an important tool for effective performance of the employee. Work life balance helps to understand about how the stress in personal life affect the professional life of the employee. Work life balance helps the researcher to know in what ways the stress will affect the work and family.

The study helps to get a complete picture of the work life balance of the employees. It is also useful for the organization to view their present practices & help them to make the required changes for the future.

1.4 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

A study on work life balance with reference to dawn solution private limited.

SECONDARY OBJECTIVE

- To identify the factors affecting work life balance of the employees.
- To evaluate the existing system of work life balance of an employees in dawn solution.
- To study the level of stress between work & personal life.
- To suggest suitable measures to improve work life balance.

1.5 SCOPE OF THE STUDY

The study is to identify the various measures that are to be followed by the organization to improve the work life of the employees and provide a motivational environment in which the employees are highly satisfied. It identifies the extent to which the employees are able to balance the personal, social & organizational work life. The study of work life balance explains the exact position of performance of employees.

The study has to analyze the work life balance with reference to dawn solutions private limited. The research method conducted as descriptive research design with the primary data collected through questionnaire. The findings of the research are highly important for the organization to design & execute work life balance program in an efficient manner.

1.6 LIMITATIONS OF THE STUDY

- The study is completed by considering only opinion of 150employees.
- The information provided by the respondents may be biased.
- Without prior appointments employees sometimes feel disturbed at work.

2. DATA ANALYSIS AND INTERPRETATION

Analysis and Interpretation is an important part of any kind of inter data analysis the researcher can begin to identify relationship between various data that will help to understand more about the respondents and guide towards better decisions. The tools for this study are chi-Square, Rank correlation, ANOVA, Percentage analysis.

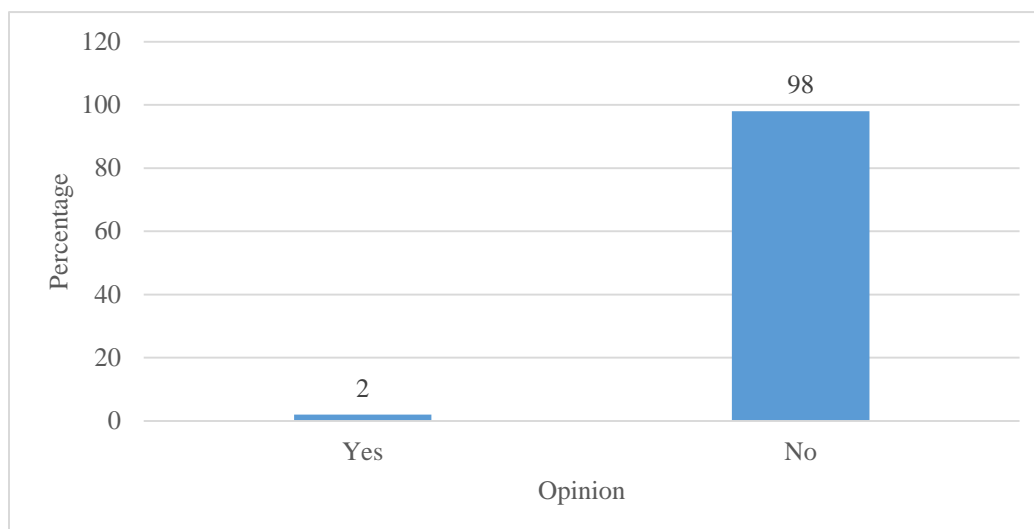
Table no.2.6: Table showing respondents opinion about the feeling of respondents in work life balance

S.No	Opinion	No. of respondents	Percentage of the respondents
1.	Yes	3	2%
2.	No	147	98%
	Total	150	100%

Interpretation:

From the above table, it is inferred that 98% of the respondents feels that they can't balance the work life and the personal life and remaining 2% of the respondents feels that they can balance the work life and the personal life.

Chart no.2.6 (a) Chart showing respondents opinion about the feeling of respondents in work life balance



3. ONE WAY ANOVA

Null Hypothesis: There is no difference between additional work provisions and time spend at work of the respondents.

Alternative Hypothesis: There is significant difference between additional work provisions and time spend at work of the respondents.

Table no: 2.27 Table showing anova analysis between the additional work provisions and time spend at work of the respondents

ANOVA					
Additional work provisions					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	305.867	4	76.467	248.193	.000
Within Groups	44.673	145	.308		
Total	350.540	149			

RESULT:

The difference between the two variables of the significant value must be less than 0.05. Therefore H_0 is accepted. Hence there is a difference between additional work provisions and time spend at work of the respondents.

4. SUGGESTIONS

Based on the data collected through the questionnaire and interaction with the employees of Dawn solutions private limited the following suggestions are made for considerations

- Allocation of time in order to decrease the work life balance.
- The company may provide better counselling for services, transport and exercise facilities for employees than before.
- The company should have proper health checkup that shows the company have interest on employee's health.
- The company should give weekly holidays and more personal leaves for employees to spend their time with their family.

- Better shifts system, encouragement and self-development practices will encourage the employees to work better.
- The company should take stress controlling activities like recreational activities.

5. CONCLUSION

This project title is “**A Study on work life balance**” It can be said that work life balance is a very important issue in the human resource management field and is has a vital impact on the productivity and growth of both the organization and the employees. This survey includes 150 respondents in “**Dawn solutions private limited**” using closed ended questionnaire. Work life is all about a measure controlling on when, where and how they work. Communication of organization policies can be strengthened to make work and personal life of employees highly balanced.

Therefore it is suggested that the management of selected organizations to plan and take necessary steps to overcome their inhibition and motivate them to enhance their personality and performance by providing stress reducing activities like social meetings, workers participation, refreshment as and when necessary, recreational facilities, regular breaks, superior and sub-ordinate relations, periodical counseling for healthy and productive environment.

6. BOOK REFERRED:

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