

**Work life Balance Towards Job Satisfaction**  
**(With Special Reference to Glaso Plast, Coimbatore)**

**PAVITHRA.J**

**(REG NO.15PBM010)**

**A Major Project Submitted to**  
**Avinashilingam Institute for Home Science and Higher Education for women**  
**Coimbatore- 641 043**

**In Partial fulfilment of the requirements for the degree of**  
**Masters in Business Administration**  
**(IT Organisation Administration)**

**April 2017**

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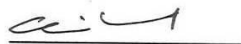
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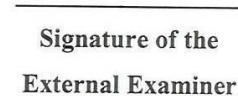
**CERTIFIED AS BONAFIDE RESEARCH WORK**



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**GLAXO**

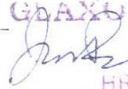
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TOWHOMSOEVER IT MAY CONCERN

This is to certify that Ms. PAVITHRA J, doing MBA (IT) Organization Administration of AVINASHILINGAM SCHOOL OF MANAGEMENT TECHNOLOGY, Coimbatore has completed her project entitled "WORK LIFE BALANCE TOWARDS JOB SATISFACTION" in our esteemed concern from time period 26<sup>th</sup> December 2016 to 20th February 2017.

The Performance and conduct during the training was excellent

FOR GLAXO  
  
HR Manager

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## CONTENTS

<b>CHAPTER NO</b>	<b>PARTICULARS</b>	<b>PAGE NO</b>
	<b>LIST OF TABLES</b>	
	<b>LIST OF CHARTS</b>	
<b>I</b>	<b>INTRODUCTION</b> 1.1 Plastic Industry 1.2 Glaso Plast 1.3 Work life Balance and Job satisfaction 1.4 Objectives 1.5 Scope 1.6 Limitations	 1 3 7 18 18 19
<b>II</b>	<b>REVIEW OF LITERATURE</b>	20
<b>III</b>	<b>RESEARCH METODOLOGY</b>	26
<b>IV</b>	<b>ANLYSIS AND INTERPRETATION</b>	31
<b>V</b>	<b>SUMMARY</b> 5.1 Findings 5.2 Suggestions 5.3 Conclusion	 65 68 69
	<b>BIBILOGRAPHY</b>	70
	<b>ANNEXURE</b>	73

## LIST OF TABLES

<b>TABLE NO</b>	<b>PARTICULARS</b>	<b>PAGE NO</b>
4.1	Age	32
4.2	Years of marriage	33
4.3	Type of family	34
4.4	Educational Qualification	35
4.5	Size of the family	36
4.6	Total household income	37
4.7	MSV For Work Interference with Personal Life	38
4.8	MSV For Personal Life Interference with Work	40
4.9	MSV For Work/Personal Life Enhancement	42
4.10	MSV For level of acceptance on work life balance	44
4.11	MSV For Job Satisfaction	46
4.12	MSV For Attributes of Job Satisfaction	48
4.13	ANOVA between Age and Work-Life Balance Factors	50

4.14	ANOVA between Years of marriage and Work-Life Balance Factors	53
4.15	ANOVA family and dimensions used for work life balance factors	56
4.16	ANOVA between Educational Qualification and Work-Life Balance Factors	58
4.17	Relationship between Work life balance factors and Job satisfaction	61
4.18	Regression model-Work life balance Factors on Job Satisfaction.	63
5.1.1	Demographics	65
5.1.2	Mean score	65
5.1.3	ANOVA	67
5.1.4	Correlation	67
5.1.5	Regression	67

## LIST OF CHARTS

<b>TABLE NO</b>	<b>PARTICULARS</b>	<b>PAGE NO</b>
	<b>Demographic Profile</b>	
4.1	Age	32
4.2	Years of marriage	33
4.3	Type of family	34
4.4	Educational Qualification	35
4.5	Size of the family	36
4.6	Total household income	37
4.7	MSV For Work Interference with Personal Life	39
4.8	MSV For Personal Life Interference with Work	41
4.9	MSV For Work/Personal Life Enhancement	43
4.10	MSV For level of acceptance on work life balance	45
4.11	MSV For Job Satisfaction	47
4.12	MSV For Attributes of Job Satisfaction	49

## **SYNOPSIS**

This report is the outcome of the “WORKLIFE BALANCE TOWARDS JOB SATISFACTION” in Glaso Past. The main objective of the study is to analyze the factors that influence Work-Life Balance towards job satisfaction and its Outcomes is to analyze the Work-Life Balance among the Employees across their Demographic Characteristics.

This study focuses on understanding the work-life balance of the employees towards Job satisfaction. This study was carried out for a period of eight weeks. A sample size of 116 is collected through the questionnaire from each employee individually. The work-life balance is segmented into Work Interference with Personal Life, Personal Life Interference with Work and Work/Personal Life Enhancements.

The research results are drawn from Percentage analysis, Mean score value, ANOVA, Correlation and Regression method for analysis and interpretation have been made. Based on the findings, the researcher has some suggestion which can be implemented to the benefit of the employees.

This study helps in finding the association of the demographic factors with Work-Life balance and Job satisfaction and it is found to be significant. The ANOVA helps in showing that there is significant relationship between work-life factors across age, monthly income, years of marriage and educational qualification. It also shows that there is a significant relationship between job related factors across monthly income and years of marriage.

The study determines that there is a positive correlation between, Work Interference with Personal Life and Personal Life Interference with Work and a positive correlation between Job factors, Work Interference with Personal Life, Personal Life Interference with Work and Work/Personal Life Enhancements.

The Regression shows that there is a significant relationship between work life balance factors and Job satisfaction .

The researcher has suggested the effective measures have to be taken with work and personal life to enrich the satisfaction of employees towards the company.

# **CHAPTER -I**

## **INTRODUCTION**

This chapter includes the introduction to study on Work life balance among the employees of Glaso Plast. This is categorized into

1.1 Plastic Industry

1.2 Glaso Plast

1.3 Work Life Balance and Job satisfaction

1.4 Objectives

1.5 Scope

1.6 Limitations

### **1.1 PLASTIC INDUSTRY**

After more than a decade of growth, which outpaced all other manufacturing sectors, there has been a significant contraction in plastic's production and employment. Since 2005, the plastics sector has experienced a steady decline in exports, from a high of \$9.6 billion in 2005 to \$8.8 billion by 2007. In addition, according to the Annual Survey of Manufacturing and Logging there has been a decline in the number of plastics employees and establishments during the past Six years.

The plastics industry is predominately populated by small and medium-size firms; over 85% of establishments in the plastics sector have fewer than 168 employees. The plastics sector workforce also has characteristics that make it unique to the overall Canadian labour market. The majority (51.2%) of plastics sector workers are between the ages of 25 and 44 years, there is also a high proportion of plastics workers who speak a non-official language as their mother tongue (33.5%), who do not have a high school diploma (22.6%), and who have no post-secondary training (57.0%).

Customers of the plastics industry tend to fall into three major groups: packaging, building materials and automotive. The reliance on these customer bases can consign the plastics sector to a more vulnerable position: as both construction and automotive

manufacturing witnessed reductions in demand for products with the economic downturn. While the recession's impact on the construction sector is likely to be temporary (it is anticipated that the construction sector will return to pre-recession levels of growth), its impact on the automotive sector appears to be more long term and will likely constrain demand for plastics products in the short to medium-term.

The plastics industry as a whole has also received negative publicity related to the perceived impact plastics have on the environment. Several initiatives have gained credence, both in Canada and abroad, as the use of plastic bags in retail stores has been reduced or banned. While many other stores still use bags, their use is discouraged by a surcharge. The Canadian Plastics Industry Association has responded to criticisms through the creation of a standing committee, the Environment and Plastics Industry Council, to provide information and education about the impact that plastics have on the environment and steps being taken to reduce that impact.

### **Needs of Work life balance in Plastic industry**

Increasingly, work-life balance is being viewed as an important issue by many employees and organizations today. In today's world, where every individual has to balance conflicting responsibilities and commitments, work-life balance has emerged as a predominant issue in the workplace. In fact, the frustrating search for work life balance is a frequent topic of conversation among men and women alike. Work-life imbalance usually arises out of a lack of adequate time and/or support to manage work commitments as well as personal and family responsibilities.

Work-life balance, which is considered as a state of well being to handle multiple responsibilities, has become a critical factor for bringing individual and organizational success. Work-life balance is best achieved when an individual's right to a fulfilled life, both inside and outside paid work, is accepted and respected as the norm, to the mutual benefit of the individual, business, and society. In fact, work life balance brings greater effectiveness to all aspects of life. Employees work better when they find adequate time out of their work schedule, for family and personal interests. From the employee's viewpoint, work-life balance is an effective resolution of the dilemma of managing work obligations and personal or family responsibilities. From the employer's viewpoint, work-life balance poses the challenge of creating an organizational culture supportive of the family needs of the employees so that the employees can focus better on their jobs while at work.

## 1.2 COMPANY PROFILE

The company was started in Coimbatore in 2008. Starting business with printing of newspapers, the company diversified into polymer processing in 2008 to grasp the opportunities presented by the high growth polymer and plastic industry. Glaxo has since established itself as a producer of high quality disposable plastic containers. The company is headquartered at Coimbatore and its manufacturing facility is also located at Coimbatore. The company is managed by a multi-disciplinary team of professionals who are dedicated to production of quality products and highest standards of customer service.

### 1.2.1 PRODUCTS

#### Thermoformed Polypropylene (Pp) Transparent Tumblers



- 63 mm diameter, 180 ml volume, 1.08 gm to 4.0 gm weight, plain / ribbed surface, tapered round section
- 69 mm diameter, 200 ml volume, 1.35 gm to 5.0 gm weight, plain / ribbed surface, tapered round section
- 75 mm diameter, 225 ml volume, 1.90 gm to 5.5 gm weight, plain surface, tapered round or hexagonal section
- 80 mm diameter, 250 ml volume, 2.10 gm to 6.0 gm weight, plain surface, tapered round or hexagonal section

Sections and surface texture can be varied at cost. Prices are not proportional to weights. Prices would depend on order quantity, customer's selection of specification and raw material prices

Usage: Disposable tumbler for packaged drinking water and soft drinks with option of top sealing at user's end. Packed product can be heated in micro oven and stored in refrigerator / freezer

## **Transparent Containers**

Thermoformed Polypropylene (Pp) Transparent Containers



- 125 mm diameter, 250 ml volume, 6.7 gm weight, plain surface, tapered round section
- 125 mm diameter, 500 ml volume, 9.7 gm weight, plain surface, tapered round section
- 125 mm diameter, 1000 ml volume, 16.0 gm weight, plain surface, tapered round section
- 190 mm X 145 mm, 300 ml volume, 12.0 gm weight, ribbed surface, tapered rectangular section
- 190 mm X 145 mm, 500 ml volume, 14.0 gm weight, ribbed surface, tapered rectangular section
- 190 mm X 145 mm, 1000 ml volume, 16.0 gm weight, ribbed surface, tapered rectangular section
- 190 mm X 145 mm, 1250 ml volume, 18.0 gm weight, ribbed surface, tapered rectangular section

Sections can be varied at cost. Opaque options with addition of food grade master batch are possible at cost. Prices are not proportional to weights. Prices would depend on order quantity, customer's selection of specification and raw material prices

Usage: Rigid container for packing, storing and selling edible items in dry, soft and fluid forms with option of top sealing at user's end. Packed product can be heated in micro oven and stored in refrigerator / freezer.

### **PRINTED POLYPROPYLENE (PP) ROUND CUPS, TUMBLERS & CONTAINERS**



- 63 mm diameter, up to 180 ml volume, 1.08 gm to 4.0 gm weight, plain surface, tapered round section of cups and tumblers dry offset printed up to 4 color with UV curing
- 69 mm diameter, up to 200 ml volume, 1.35 gm to 5.0 gm weight, plain surface, tapered round section of cups and tumblers dry offset printed up to 4 color with UV curing
- 75 mm diameter, up to 225 ml volume, 1.90 gm to 5.5 gm weight, plain surface, tapered round section of cups and tumblers dry offset printed up to 4 color with UV curing
- 80 mm diameter, up to 250 ml volume, 2.10 gm to 6.0 gm weight, plain surface, tapered round section of cups and tumblers dry offset printed up to 4 color with UV curing
- 125 mm diameter, 250 ml volume, 6.7 gm weight, plain surface, tapered round section of container dry offset printed up to 4 color with UV curing
- 125 mm diameter, 500 ml volume, 9.7 gm weight, plain surface, tapered round section of container dry offset printed up to 4 color with UV curing

- 125 mm diameter, 1000 ml volume, 16.0 gm weight, plain surface, tapered round section of container dry offset printed up to 4 color with UV curing

Prices are not proportional to weights. Prices would depend on order quantity, customer's selection of specification and raw material prices. Print design and block making would be at cost

**Usage:** Disposable tumbler for printed packaged drinking water, soft drinks, ice cream, curd and printed round containers for packing, storing and selling edible items in dry, soft and fluid forms with option of top sealing at user's end. Packed product can be heated in micro oven and stored in refrigerator / freezer

### 1.2.2 MANPOWER:-

Glaxo is running with strong manpower in total. Every section of STG has sufficient manpower to ensure its smooth running of production in every shift. Total manpower & section-wise manpower of some sections of Glaxo those are related with R&D work is given below.

### TOTAL MANPOWER:-

UNIT	MANPOWER
Glaxo Production	123
Glaxo Quality and assistance	30
Glaxo transportation	23
Administration & Human resource	15
Accounts	2
Security	5

### 1.2.3 OBJECTIVES

1. Raise awareness of work-life balance
2. Identifying the adequate planning in company

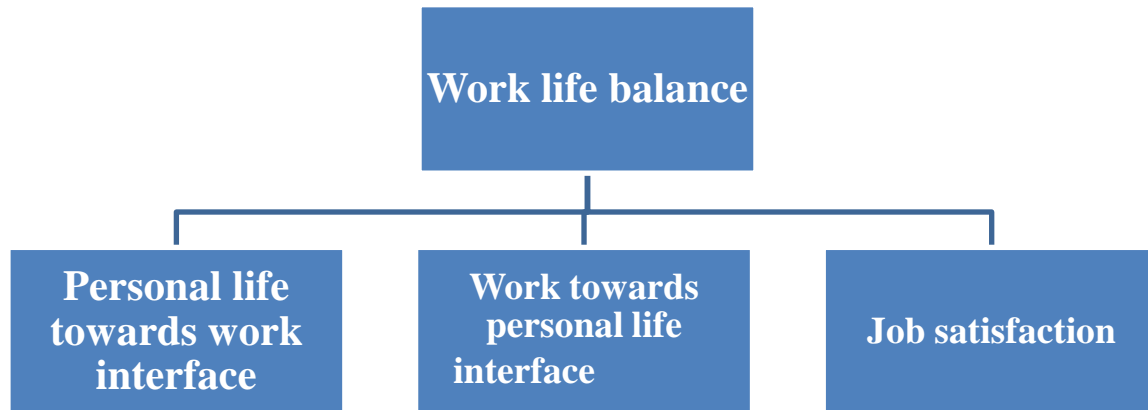
### **1.3 WORK LIFE BALANCE AND JOB SATISFACTION**

Work-Life Balance is a broad concept. The term simply means maintaining a balance between the professional and personal life and not sacrificing either of them. Life includes giving them to family members, pleasure, leisure time and spiritual development. The concept of work life balance has stemmed from the fact that an individual's work life and personal life may put forth conflicting demands on one another and the demands from both the domains are equally important. Work-life balance refers to maintaining the balance between responsibilities at work and at home. Work life balance is one of the most challenging issues being faced by the women employees in the 21st century because of the type of roles they play at home and the spillover of personal life over work life.

Working people including dual career couples require availability of time at different points in different stages of their career to meet different personal and social needs. Resultantly, working people struggle to strike balance between working hours and personal obligations. Consequences of good Work-Life Balance benefit the organization in a variety of ways as improved performance, increased productivity, augmented employees satisfaction and happiness, sound well-being, enhanced organizational image, improved employee retention, reduced cost, reduced stress and improved quality of life and so on.

Work-Life Balance does not mean an equal balance. It means the capacity to schedule the hours of professional and personal life so as to lead a healthy and peaceful life. It is not a new concept. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life. When a woman achieves a successful work-life balance, she has job satisfaction and becomes highly committed and productive and succeeds in her career. But, in certain cases the women is not able to succeed due to incapability in balancing her work and personal life. She is unable to set her priorities. As a result she withdraws from her work due to simple reasons like taking care of her children, aged in laws/parents, and other family pressures.

### 1.3.1 CONCEPTUAL FRAME WORK



### 1.3.2 IMPORTANCE OF WORK-LIFE BALANCE

Employers to work out schemes that would not only attract and retain the employees for a longer period but also make them highly productive. Organizations have many such facilities like, Transport, Canteen, Day care centre's, Postal/saving schemes, Flexi-working hours, part-time working, provide the information about work-life balance policies and special leave arrangement such as Annual leave & public holiday leave, Career Break leave, Leave for elective representative, Leave to attend as witness at court in your organization, Health care centers, rewards & recognition, career growth, Insurance plans, Job rotation, Incentives, Performance related pays, Rest rooms and other government schemes like maternity, marriage, sick leave benefit, & medical benefits. And other Work life balance options like Staff counseling, Organizational psychology unit, Workplace Health Promotion, Social clubs, Pre-retirement club, Women's network, Breast feeding support groups etc.

#### **Problems at workplace**

Working conditions, Number of days of work, balance all the needs with income, long working hours, worry about work, stress arising from work, feel pressured by many work demands, sexual harassment, travel and satisfy their boss attitudes.

## **Problems at home**

Marital relationship, a hindrance to carry out the responsibilities, Domestic responsibilities, suspicion from family members, Husbands attitude and non co-operations, Attitude of family members, Quality time with family. Women sacrifices are often made in the area of home and family.

## **Supportive strategies**

Most of the employees require multiple supports and strategies they use to assist them achieve a healthy work-life balance. The use of time management strategies and the presence of social support from family, friends and neighbors are possible supports in enabling them to manage the demands of their various roles.

## **Social support**

Social support can be bifurcated into two facets such as organizational support and family related support. Work related social support comes from the organizational members, such as peers and supervisors, where an employee works, whereas personal social support comes from spouse, parents, children, extended family or friends. Social support is believed to have a positive impact on the working roles performed by women at work places by enhancing job satisfaction and creating balance, thereby eliminating work-family conflicts. It is one of the important resources for working women to manage their work and family domains. It helps to balance their work and family roles in a positive way by sharing the thoughts and the problems arising out of work and personal affairs

## **Family support**

Family support policies are expected to play a crucial role, not only in enabling people to have the number of children they want, thereby contributing to demographic renewal, but also in combating child poverty. Family policy is multifaceted and involves a range of objectives. These include combating child and family poverty and promoting child development and well-being by helping households to have the number of children they desire at the time of their choice. The role of family policies is to create a context where these different primary objectives are compatible, although relative priorities may vary across countries.

### **Husband's attitude and co-operation**

The relationship between wife and husband should be lovable, affectionate, friendly, cordial and smooth. Women expect social support from spouse and family members. 60% of the men whose wives work outside the home sometimes takes on household responsibilities and chores. The relationship between wife and husband should be like fish and water. But, due to the imbalance their relationship changes to fish and fisherman. Sometimes due to inadequate time, long working hours, stress and ego feelings, the employees stay rigid to share their problems and ideas. Thus, they loose co-operation from the husband and experience imbalance.

### **Parent's support**

Working parents (especially those with young children) are likely to have an acute need for working arrangements that allow them to strike a balance between the demands of their jobs and their parental responsibilities. The right balance between work and the rest of our lives varies from person to person and the policies and practices an employer can introduce will depend very much upon the organizational setting in which employees work. The Government's campaign encourages employers to adopt working practices which are consistent with business goals at the same time as improving their employees' work-life balance. The support of the women's parents is a significant source of career support.

### **Children support**

The children have a clear task to be done, such as help to cooking, setting the table for dinner, finishing homework and taking care of pets, etc., with these help from children women able to cope up with their dual responsibilities.

### **Friends and neighbors support**

Friends and neighbors also playing an active role in supporting the working women by way of taking care of children, old age and also for financial support

### **1.3.3 Positive Work-Life Balance**

To achieve a positive work-Life Balance, women should be pro-active and plan her professional and personal schedules well in advance so that both are equally balanced and the end result is satisfactory. These schemes help the women employees to work peacefully without any family, children tension so that they able to give their best at work.

#### **The two legs of the work-life strategy**

Until recently, most organizations have taken a one-sided “systems” approach to their work-life efforts. Their focus has been on adopting organization policies, benefits, and procedures to solve the work-life-balance problem.

#### **The Left Leg of Your Work-Life Strategy--Implementation Opportunities**

The systems approach is the left leg of the ladder. If your organization is like most, you have already built a fairly solid left leg. You have health insurance, vacation time, various benefits, and possibly EAP or education programs or flexible work policies.

1. Keep in mind that anything you recommend and implement must be consistent with the business objectives of your organization. Here are ten options for the systems leg of your strategy.
2. Reinforce through better communications what you are already doing. Most companies’ work-life benefits, procedures, and policies are isolated from each other. Pull them together and publicize them as your work-life package. At a minimum, post them on your Web site as a package.
3. Internal Friday-afternoon meetings. With full support from management, this policy alone can bring very quick and positive results. Give a half day off on Fridays if the individual has put in the incremental hours earlier in the week and assuming that no outside customer meetings are scheduled.
4. Endorse working from home one day per week.
5. Offer subsidies for off-site exercise.
6. Create and support athletic teams. Consider underwriting part of the expense.
7. Provide one or two days off with pay for approved community involvement.
8. Create and encourage an annual or quarterly “bring your family to work” day.
9. Establish a “disconnect from work” vacation--no cell phones or laptops.

10. Create a more accommodating “on- and off-ramp” policy for those who leave the firm, especially if it is to spend time with family. When they show interest in coming back, make it easy for them to get back on where they left.

### **The Right Leg of Your Work-Life Ladder--Individual Differences**

The right leg is essential because the best work-life balance is different for everyone. The best work-life balance for you is different from that for co-worker , or your boss or your neighbor. For some, working long hours creates value and balance in their lives. For others, it is not a routine they can productively or enjoyably maintain.

#### **Work life benefits**

- Flex-time
- Telecommuting
- Child care
- Elder care
- Leave (e.g. paternity, etc.)
- Job-sharing
- Employee Assistance Programs
- In-house store/services
- Gym subsidies
- Concierge services
- Vacation
- Work hours

Work life balance programs were an added bonus to attract and retain quality employees. Today, the work-life benefits have switched from company cars, significant bonuses, and other perks to employee fitness centers and dry-cleaning services.

#### **Parental leave**

Parental leave is a right for parents to take time off work to look after a young child or make arrangements for the child’s welfare. Parents can use it to spend more time with children and strike a better balance between their work and family commitments. This right is

also open to staff who adopt children. Staff member is eligible only after one year's continuous service.

Staff can take from one to six months of leave all at once or month-by-month after having a child and up until the child's 5th birthday, or within five years of adoption. Prior approval by hierarchy is required. Parental leave is a right and cannot be refused but may be postponed by up to six months in agreement with the directorate. Staffs receive half their salary for the first month and a fixed allocation for subsequent months.

### **Part time work**

Staff wishing to work part-time may benefit from this policy if their directorate gives its approval, or they may apply for a part-time vacant post. They may work 20 or 30 hours on a daily, weekly, monthly or yearly basis. They need approval by the hierarchy. Authorization to work part-time must be requested at least every two years.

### **Family leave**

Staff may take leave for the serious illness or incapacity of immediate family on the provision of a medical certificate. Immediate family defined as spouse, registered non-marital partner, parent or child. Every staff member has a right to Family Leave, which cannot be refused or postponed.

### **Tele working**

Individual staff members may be authorized to carry out part of their activities from home on a regular basis over time. Either the staff member or the industry may propose teleworking, and it can be accepted or refused by the other party. Staff members do not have an automatic right to telework. Staff may work from home for a maximum of 2 days per week. Need prior approval by hierarchy.

### **Unpaid leave**

The industry recognizes that staffs may at some point wish to take a break from their career to address other priorities. The authorization may be for personal or professional reasons. Staffs remain bound by the EIB Regulations throughout their leave and must obtain the prior permission of the Bank if they wish to take up professional activities during their

leave. The Director of HR is responsible for authorizing or refusing Unpaid Leave requests. Reintegration into staff member's post for leave of six months or less.

### **Flex time**

Staff may take up to a maximum of 4 half days a month (which can be taken any day during the working week without being able to use 2 half days on the same day) providing the normal functioning of work is assured.

### **1.3.4 JOB SATISFACTION:**

Job satisfaction is one of the important factors which have drawn attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine job satisfaction and the way it influences productivity in the organization. Though there is no conclusive evidence that job satisfaction affects productivity directly because productivity depends on so many variables, it is still a prime concern for managers.

### **INDIVIDUAL FACTORS:**

Individuals have certain expectations from their jobs. If these expectations are met from the jobs, they feel satisfied. These expectations are based on an individual's level of education, age, and other factors.

**1. Level of Education:** Level of education of an individual is a factor which determines the degree of job satisfaction. For example several studies have found negative correlation between the level of education, particularly higher level of education, and job satisfaction. The possible reason for this phenomenon may be that highly educated persons have very high expectations from their jobs which remain unsatisfied. In their case, Peter's principle which suggests that every individual tries to reach his level of incompetence, applies more quickly.

**2. Age:** individuals experience different degree of job satisfaction at different stages of their life. Job satisfaction is high at the initial stage, gets gradually reduced, starts rising up to certain stage, and finally dips to a low degree. He may have some unrealistic assumptions about what they are going to derive from their work.

**3. Other Factors:** besides the above two factors, there are other individual factors which affect job satisfaction. If an individual does not have favorable social and family life, he may

not feel happy at the work place. Similarly other personal problems associated with him may affect his level of job satisfaction.

### **1.3.5 NATURE OF JOB:**

Nature of job determines job satisfaction which is in the form of occupation level and job content.

**1. Occupational level:** Higher level jobs provide more satisfaction as compared to lower levels. This happens because high level jobs carry prestige and status in the society which itself becomes source of satisfaction for the job holders. For example, professionals derive more satisfaction as compared to salaried people; factory workers are least satisfied.

**2. Job content:** job content refers to the intrinsic value of the job which depends on the requirement of skills for performing it, and the degree of responsibility and growth it offers. A higher content of these factors provides higher satisfaction.

### **Situational variables:**

Situational variables related to a job satisfaction lie in organizational context-formal and informal. As we shall see in the next part of text, formal organization is created by the management and informal organization emerges out of the interaction of individuals in the organization. Some of the important factors which affect job satisfaction are given below.

**1. Working conditions:** working conditions, particularly physical work environment, like conditions of workplace and associated facilities for performing the job determine job satisfaction.

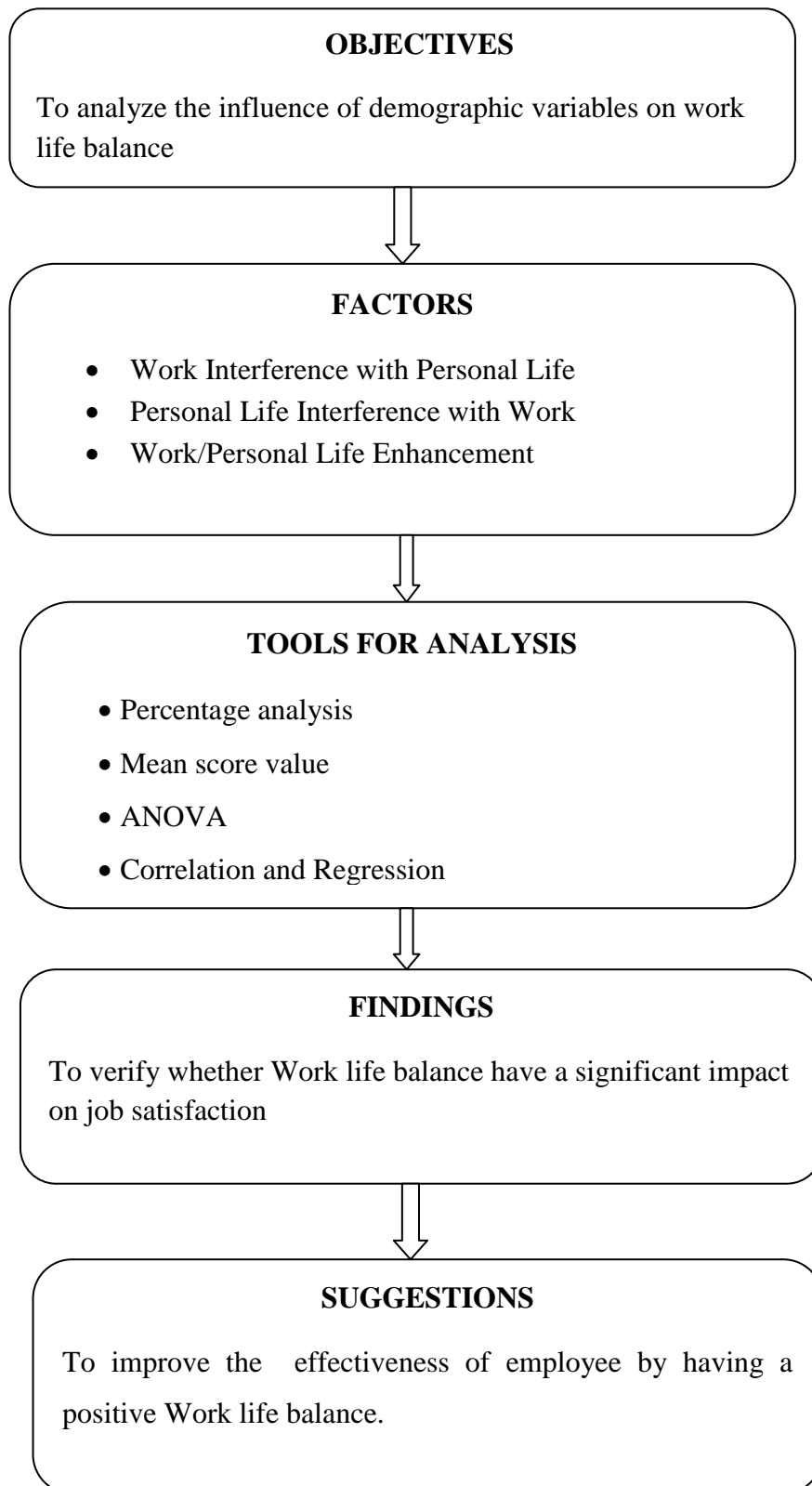
**2. Supervision:** In employee-oriented supervision, there is more concern for people which is perceived favorably by them and provides them more satisfaction. In job-oriented supervision, there is more emphasis on the performance of the job and people become secondary. This situation decreases job satisfaction.

**3. Equitable Rewards:** The type of linkage that is provided between job performance and rewards determines the degree of job satisfaction. If the reward is perceived to be based on the job performance and equitable, it offers higher satisfaction

**4. Opportunity for Promotion:** It is true that individuals seek satisfaction in their jobs in the context of job nature and work environment but they also attach importance to the opportunities for promotion that these jobs offer. If the present job offers opportunity of promotion in future, it provides more satisfaction.

**5. Work Group:** Individuals work in group either created formally or they develop on their own to seek emotional satisfaction at the workplace. To the extent, such groups are cohesive; the degree of satisfaction is high. If the group satisfaction out of their interpersonal interaction and workplace becomes satisfying leading to job satisfaction.

### 1.3.6 PROJECT FRAMEWORK



## **1.4 OBJECTIVES**

**The main objectives of the present investigation are:**

1. To assess the level of work life balance of the respondents towards job satisfaction.
2. To analyze the influence of demographic variables on work life balance of the respondents.
3. To suggest suitable measures to enhance work life balance of the respondents.

## **1.5 SCOPE**

In research the scope of the study refers to the parameters in which the study will be operating in. In which it reminds the researcher, that the method of investigation should be centered on trying to solve the problem within the provided scope. The scope of this survey would include.

- ✓ Helping researcher to analyze the demographic factors affecting the work life balance towards job satisfaction
- ✓ This study helps to find out the level of work life balance.
- ✓ This study helps to identify the level of Job satisfaction in the organization regarding the factors that contributes work life balance.

The study is helpful to the organization to conduct further research topic and gives an idea about the prevailing working conditions and how to balance their work life. The organization can identify the effects of work life on the success of the organization and guides the company to take better decision in order to balance their work life of the employee.

## **1.6 LIMITATION**

- ✓ The present study examines it from identified and selected dimension only.
- ✓ It was difficult to collect the information within a short duration of time.
- ✓ This study is applicable only for Glaxo Plast
- ✓ This study is purely based on the opinion of the employees.

## CHAPTER-II

### REVIEW OF LITERATURE

The review of literature helps the researcher to gain background knowledge of the topic. A literature review is a body of text that aims to review the critical points of current knowledge and or methodology approaches on a particular topic. Review of related literature is an important step in understand research. It helps in clarifying and defining the problem, stating objective, formulating hypothesis, selecting appropriate design and methodology of research as well as interpreting the result in the light of the research work already undertaken. In this chapter, an Endeavour has been made to provide an overview of various aspects to this study through the review of existing literature. The sources referred include various journals, books, doctoral thesis. Working papers, reports, magazines related to human resources, internet, sites etc. This chapter is categorized into three sub category.

2.1 Reviews on Demographic factors and Work-Life Balance

2.2 Reviews based on Work life balance towards personal life

2.3 Reviews according to Job satisfaction and Work life balance

#### **2.1 Reviews on Demographic factors and Work-Life Balance**

Demographic changes, including an ageing population and smaller family structures, will increase the likelihood of your employees requesting flexible working arrangements (**Bimaldeep Kaur, 2014**) focusing on challenges people in corporate jobs face towards maintaining the work life balance and what is the most pragmatic approach to achieve this balance.

Work-Life Balance is defined as “satisfaction and good functioning at work and at home with a minimum of role conflict” (**Clark,2000**). Work-Life Balance is defined as “the absence of unacceptable level of conflicts between work and non-work demands. (**Greenbatt, 2002**)

Based on the respondent sample of 144 IT employees, it was found that gender has no impact on work-life balance index (**Uma Warriar, 2013**). Marital status of an employee has an

impact in lowering the Work-Life Balance index while unmarried employees show better Work-Life Balance index. Age and managerial levels were found to have a strong influence in the Work-Life Balance index scores.

Most countries in the developed world have put in place family friendly work practices (**Moen and Yu 2000; Dougherty and West 2000**), the same is yet to be seen in good measure in India. With the increase in number of dual career couples, it is but natural that such practices must be adopted here too, as they would go long way towards improving productivity and enhancing quality work and family life. Flex time, home working, child care facilities and the option to work part time are facilities that need to be introduced.

Women employees need to improve on personal front to balance their work and life especially they need to improve their time management skills (**Rashmi Bharti and Dr.Uma Warriar, 2015**). Imbalance in work and life sometimes becomes very natural and varies during different levels of management which can be overcome by setting priorities and planning.

**According to Harris & Pringle (2007)** a number of academics have suggested alternatives to the phrase, including work-life integration and work-life mosaic. These alternatives have tried to remove the contrast between work and life, favouring the integration. Therefore, it is evident that, work-life balance is not a static term, but one which is evolving rapidly in order to be relevant for a greater number of people.

**Dr.L.Ranjit (2013)** in his study titled “A study on parental investment in child among the working parents” identified that a moderate level of parental investment was found among the respondents. It is also concluded that demographic variables namely gender and years of marriage do influence the level of parental investment of the respondents.

Sanghamitra **Buddhapriya (2009)** in his research titled “Work-Family Challenges and Their Impact on Career Decisions: A Study of Indian Women Professionals” The research reveals the expectations of the women professionals in terms of the support that organizations can provide to help them in achieving better work-life balance and advance in their career.

**Tyler J. Ochsner (2012)** in his research titled “The Impact of Dual-Career Marriage on Role Conflict and Marital Satisfaction” explored that the influence of a dual-career

marriage on role conflict and marital satisfaction. The investigator proposed eight research questions regarding role conflict and marital satisfaction, and their respective relationships with the number and age of children in the family; educational level; and economic status in dual-career marriages. The discussion and conclusion provide possible explanations, theoretical frameworks, limitations, and future research in response to these findings.

## **2.2 Reviews based on Work life balance towards personal life**

**Rashmi Bharti (2015)** The objective is to examine the effect of marital status on work life balance of women employees at the middle management level and to find out the effect of age on work-life balance for women employees. The conclusion is that Women employees need to improve on personal front to balance their work and life especially they need to improve their time management skills. Imbalance in work and life sometimes becomes very natural and varies during different levels of management which can be overcome by setting priorities and planning.

**Dr. Smita Singh (2014)** in this research study titled “Measuring Work-life Balance in India” revealed about reliable and valid scale to measure the work/life balance among the working professionals in north India. The data collected from a sample of 114 service sector professionals, on analysis, resulted in a 24-item scale with Cronbach alpha value 0.908 and the reliability of subscales ranging from 0.968 to 0.798. The validated instrument comprises of four dimensions operationalised as Work Spillover in Personal Life, Personal Life Spillover in Work, Work/Life Behavioural Enhancers and Work/Life Behavioural Constrainers.

The term work-life balance includes a number of aspects such as (1) how long people work; (2) when people work; and (3) where people work (**Glynn et al., 2002**). This gets reflected in the range of flexible work policies and procedures, such as part-time working, temporary working, working from home and tele-working, flexi-time and flexible working hours, compressed working weeks, annualized hours and career breaks (**Maxwell and McDougall, 2004**).

In this study the author says that balancing work and personal life is not easy, and employees often have difficulty integrating these domains. According to **Campbell (2001)**

and Mayberry (2006) Until the 1970s, the domains of work and family were regarded as separate areas of concern. In the literature the balance or interaction between these two domains (i.e. work and personal life) various terms are used to describe this relationship, where some of the more recent terms include work-family interaction, work-family conflict, workfamily interference, work-life integration and work-nonwork interference

**Dr. Ajay Kumar Singh (2011)** The main objective is to review and critique published literature which explores the issues of work-life balance, work family conflict and subjective well being. And to explore the link between Work life balance with Subjective well being. The conclusion is that Lack of work life balance can lead to reduced Organizational Citizenship Behaviors and increased Intentions to leave which can reduce stability and lower the morale in an Organization.

**G.Delina (2013)** in her study analysed the scenario in which working women have tremendous pressure to develop a career as robust as their male counterparts while sustaining active engagement in personal life. The ever-increasing work pressure is taking a toll on the working women leaving them with less time for themselves. The increasing responsibilities on the personal front with the technological blessings like advanced mobile phones, notepads, etc. that keeps work life integrated with personal life also creates stress on personal and professional fronts in this knowledge age.

The researcher says that the various factors affecting the work-life balance of married working women have been examined in this study. The tool used for the study is the manual on work-life balance of The Industrial Society (now the Work Foundation) by **Daniels and McCarraher(1994)**. Data were subjected to descriptive statistics and it was found that the problems faced by the working women of Pondicherry in terms of work-life balance are quite high. The results also indicate that the work-life balance of individuals affect their quality of life.

**Niharika doble (2010)** The aim of the study is to address work-life balance across genders. Both men and women reported experiencing work life imbalance. The study indicates that work life balance issues here are quite similar to those in the West. While most countries in the developed world have put in place family friendly work practices (Moen and Yu 2000; Dougherty and West 2000), the same is yet to be seen in good measure in India.

With the increase in number of dual career couples, it is but natural that such practices must be adopted here too, as they would go long way towards improving productivity and enhancing quality work and family life. Flex time, home working, child care facilities and the option to work part time are facilities that need to be introduced. Building a supportive work environment is yet another important initiative to be addressed.

### **2.3 Reviews according to Job satisfaction and Work life balance**

**Spector, P.E. (1997)** Job satisfaction or employee satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision.

**(Sakthivel Rania, 2011)** Found that recognition was linked with work/life balance, which leads to employee satisfaction and the effects of recognition for the employee contribution are reflected in their satisfaction. Work task and work life are positive related. Pay is related to mediating factor of work/life balance which ends up in employee satisfaction. Benefits are highly correlated to work life balance. Better benefits programs leads to employee satisfaction.

**Rashed Saad Al Sumaiti (2011)** in his study showed that Work Life Balance (WLB) is significantly and positively correlated with job satisfaction. In addition, tele work and an open office environment have a positive correlation with job satisfaction. The importance of providing good WLB arrangements within an organisation is highlighted in the recommendations to improve employees' satisfaction, enhance their performance, and collaboration and hence increase productivity.

Work life imbalance has negative results for effective functioning of organization **(Raj.R, 2013)**. Job satisfaction is a reward that an employee aimed as a result of productive activity apart from his income. So organization should consider this variable to satisfy employees to retain their best workers **(Noraani Mustapha, 2013)**. Employee's satisfaction towards organizational policies leads to greater organizational productivity as a result of employee performance.

**A. Rashida banu (2014)** The objective is generation and description of items relevant to target study and to design and evaluate an instrument to measure the work life balance of IT professionals in Chennai, which will be used to construct dimensionality. The conclusion is that Work-life balance of an individual employee when viewed collectively for the total workforce of an organization results into a colossal impact on the qualitative and quantitative organizational performance.

**(Shagufta Sarwar, 2013)** There is positive relationship between rewards and employees job satisfaction. Organization gain high productivity when their workers are satisfied with organizational policies and practices. Organizational commitment is comprised of three dimension affective, continuance, and normative commitment. Affective commitment determines employee's intention to leave or stay in the organization. Research results found that some factor such as gender, attainment, job satisfaction and work ethics affect the employee organizational commitment (R. Alaba Adenguga, 2013).

**(Yutaka Ueda, 2012)** Conclude that work life balance programs have different effects for male and female employees. Male employees are satisfied with all the three measures such as job, work life balance program and employer. But female employees have a significant relationship only with employer satisfaction. Work life balance programs have greater effects for Employees of higher income as compared to lower income.

**(Bhatnagar)** Conclude that organizations always give importance to productivity and as result stress increased. And stress effect both personal and work life. Work life balance provides balanced relationship between personal and work life. Result of researches show that there is direct relationship between job satisfaction and productivity. Nonfinancial rewards often have more impact than finance rewards in attaining job satisfaction.

Review of literature is an important step in undertaking research. These reviews helped the researcher to clarifying various aspects like defining the problem, Stating the objectives and selecting the appropriate design and methodology and to get a clear nature of the study.

## **CHAPTER – III**

### **RESEARCH METHODOLOGY**

Research design is a framework for conducting research project. It specifies the details of the procedures necessary for obtaining the information needed to structure and solve the research problems. The current research can be identified as analytical research, which includes analyzing the problem definition. In fact research is an art of scientific investigation. This research helps to measure the work life balance of the employee towards job satisfaction.

#### **3.1 Research design**

Descriptive research design is used for this study. It describes descriptive the state of affairs as it exists at present, descriptive research includes surveys and fact- finding inquires of different kind. Through questionnaire this research is done.

#### **3.2 Source of data**

The primary data was collected for this study. The primary data was collected from employees, through structured questionnaire, Secondary data are collected from the company's manuals, websites, journals, and from library.

#### **3.3 Sample design**

Simple random sampling was used to select the random samples from the total population.

#### **Sample Size**

The **sample size** is an important feature of any research in which the goal is to make inferences about a population from a **sample**. 116 respondents were taken for the collection of data.

#### **Scaling technique**

scaling techniques used in the survey ,for understanding the relation and importance of work life balance towards job satisfaction and the respondents are elucidated by asking them to indicate their level of argument on a given five point like scale with values ranking from "1"(strongly disagree) to "5" (strongly agree).

### **3.4 Statistical tools used**

- Percentage analysis
- Mean score value

#### **1. Percentage analysis**

Percentage refers to a special kind of ratio. Percentage are used in making comparison between two or more series of data. Percentage are used to describe relationships. Percentage can also be used to compare the relative terms, the distribution of two or more series of data.

#### **2. Mean score value**

The satisfaction question in the survey or other question where they are asked to rate something on a scale, they can convert this into useful mean values by analyzing the responses using a score. It can then have a column that summarizes the satisfaction value of all the data.

$$\text{Score value} = \text{No. of Respondents} * \text{Score}$$

$$\text{Mean Score Value} = \text{Score value} / \text{No. of Respondents}$$

#### **3. Analytical tools**

##### **ANOVA**

Analysis of variance is the name given to a collection of statistical method used to analyze the impact of one or more nominal variables a independent variables on a quantitative variable as the dependent variable.

One-way ANOVA examines equality of population means for a quantitative outcome and a single categorical explanatory variable with any number of levels.

#### 4. Correlation Analysis

Karl Pearson's coefficient is the most widely used method of measuring the degree of relationship between two variables. This coefficient assumes the following.

That there is a linear relationship between two variables;

- That the two variables are casually related which means that one of the variables is independent and the other one is dependent and
- A large number of independent causes are operating in both variables so as to produce a normal distribution.
- This tool is used to find the relationship between the Work-Life Balance factors and Job Satisfaction

#### 5. Regression

Regression Analysis generates an equation to describe the statistical relationship between one or more predictor variable and the response variable.

Linear regression is used when we want to predict the value of dependent variable based on the value of an independent variable.

$$Y = a + bX$$

- Y is the value of the dependent variable(y), what is being predicted or explained.
- A or Alpha, a constant; equals the value of Y then the value of X=0
- B or beta, the coefficient of X; the slope of the regression line; how much Y changes for each one-unit change in X
- X is the value of the Independent variable (X), What is predicting or explaining the value of Y

### 3.5 PATTERN OF ANALYSIS

<b>Demographic Factors</b>	<b>Tools Applied</b>
Age	<b>PERCENTAGE ANALYSIS</b>
Years of Marriage	
Type of family	
Educational Qualification	
Family size	
House hold income	
<b>Job factors</b>	
Work Interference with Personal Life	
Personal Life Interference with Work	
Work/Personal Life Enhancement	
Work-Life Balance	
Job satisfaction	
Attributes of job satisfaction	

### 3.5.1 Hypothesis Selected and the statistical tools used:

<b>Hypothesis</b>	<b>Tools Applied</b>
H0: There is no significant difference between age and dimensions used for Work life balance	<b>ANOVA</b>
H1: There is no significant difference between experience and dimensions used for Work life balance	
H2: There is no significant difference between type of family and dimensions used for Work life balance	
H3: There is no significant difference between educational level and dimensions used for Work life balance	
H4: There is no significant relationship between the Work-Life Balance factor and Job Satisfaction.	<b>Correlation</b>
H5: There is no significant difference between Personal life interference with work , Work interference with personal life and Job Satisfaction.	<b>Regression</b>

## **CHAPTER -IV**

### **ANALYSIS AND INTERPRETATION**

Analysis means the computation of certain indices or measures along with searching for patterns of relationship that exists the data groups. Analysis, particularly in case of survey or experimental data, involves estimating the values of unknown parameters of the population.

Interpretation refers to the task of drawing inferences from the collected facts after analytical and experimental study. It is essential for the simple reason that the usefulness and the utility of research purely lies in proper interpretation.

The data after collected has been processed and analyzed in accordance with the outline laid down for the purpose at the time of developing the research plan. This is essential for a study and for ensuring that we have all the relevant data for making comparisons and analysis.

The data collected in Glaso Plast, Coimbatore is analyzed and interpreted in order to measure the Work life balance towards Job Satisfaction.

The analysis is based on the following tools:

- Percentage analysis
- Mean score value
- ANOVA
- Correlation
- Regression

## PERCENTAGE ANALYSIS

The frequency and the percentage analysis of the demographic variables such as Age, Years of Marriage, Educational Qualification, Size of the family, and House hold Income are determined in this section.

### 4.1 AGE

Analysis of personal data reveals with age which is an important factor, as age increase the knowledge and experience. The table 4.1 shows the different age respondents.

**Table 4.1**

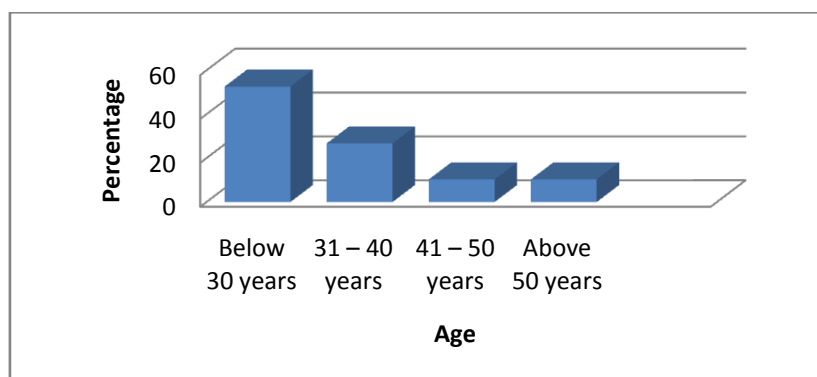
#### Age

S.No	Age	No of respondents	Percentage (%)
1	Below 30 years	61	52.6
2	31 – 40 years	31	26.7
2	41 – 50 years	12	10.3
4	Above 50 years	12	10.3
	<b>Total</b>	<b>116</b>	<b>100</b>

It shows that the major number of respondents belong to the category of below 30 years where they would have just started to build a family and thus leading to a situation where they face a lot of work-life conflicts.

**Chart 4.1**

#### Age



## 4.2 YEARS OF MARRIAGE

As the years of marriage increases there is more understanding between the partners and they help each other and manage the Work Life in a balanced manner.

### Years of Marriage

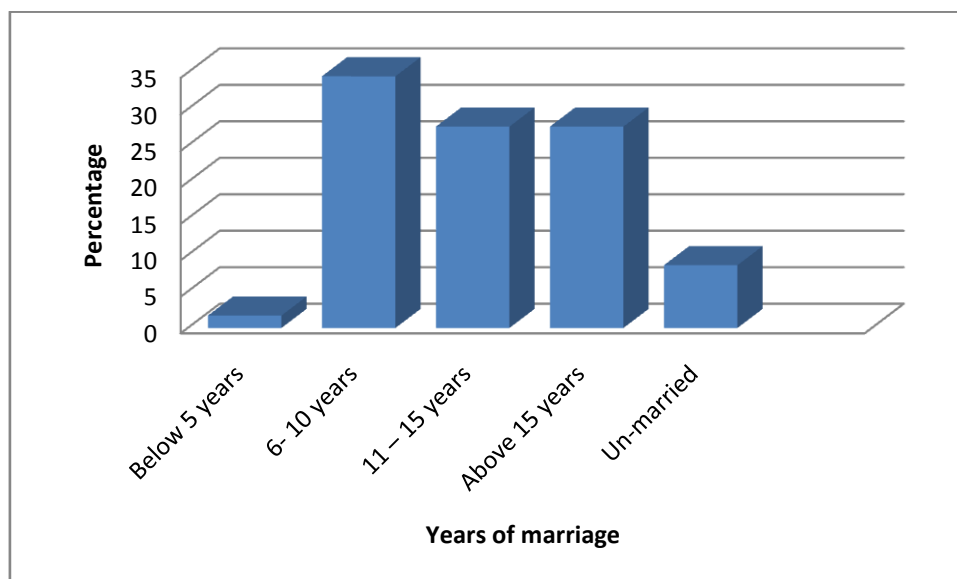
Table 4.2

S.No	Years	No of respondents	Percentage (%)
1	Below 5 years	2	1.7
2	6 – 10 years	40	34.5
2	11 – 15 years	32	27.6
4	Above 15 years	32	27.6
5	Un-married	10	8.6
	<b>Total</b>	<b>116</b>	<b>100</b>

The table depicts that the major respondents belong to the category of 6-10 years resulting that there are large number married employees. The unmarried employees tend to have a better Work-Life Balance than the married employees.

Chart 4.2

### Years of Marriage



### 4.3 TYPE OF FAMILY

Type of family also plays a major role in determining the responsibility in a joint family and it may result in distress whereas in a nuclear family there will be comparatively less responsibility.

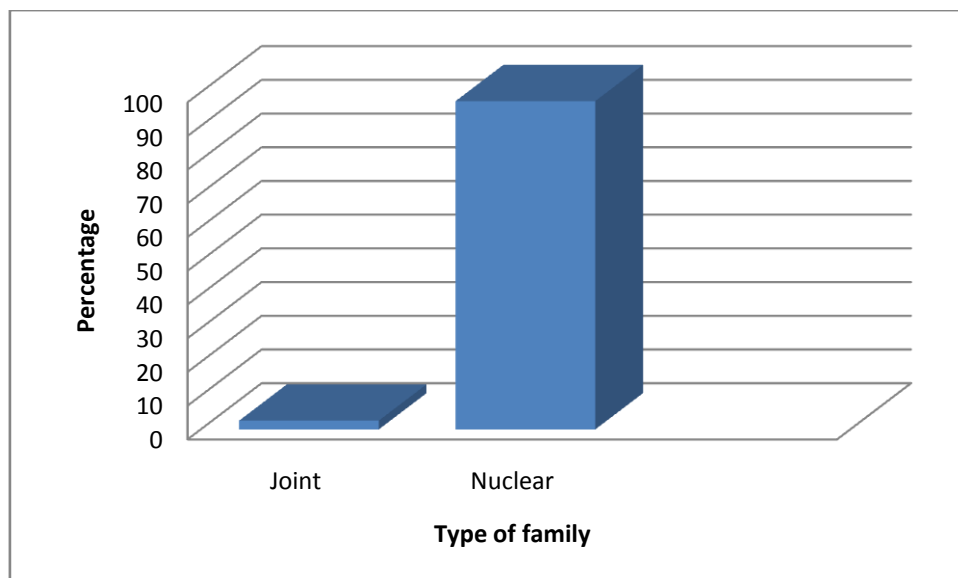
**Table 4.3**

<b>S.No</b>	<b>Family Type</b>	<b>No of respondents</b>	<b>Percentage (%)</b>
1	Joint	3	2.6
2	Nuclear	113	97.4
	<b>Total</b>	<b>116</b>	<b>100.0</b>

It depicts that most of the respondents are from nuclear family. It shows that the person who are taken for the survey are nuclear family who will experience more challenges

**Chart 4.3**

**Type of the Family**



#### 4.4 EDUCATIONAL QUALIFICATION

A well-educated employee will know how to balance the Work and Life . Work life is the ability of an employee to influence what happens in their work environment.

**Table 4.4**

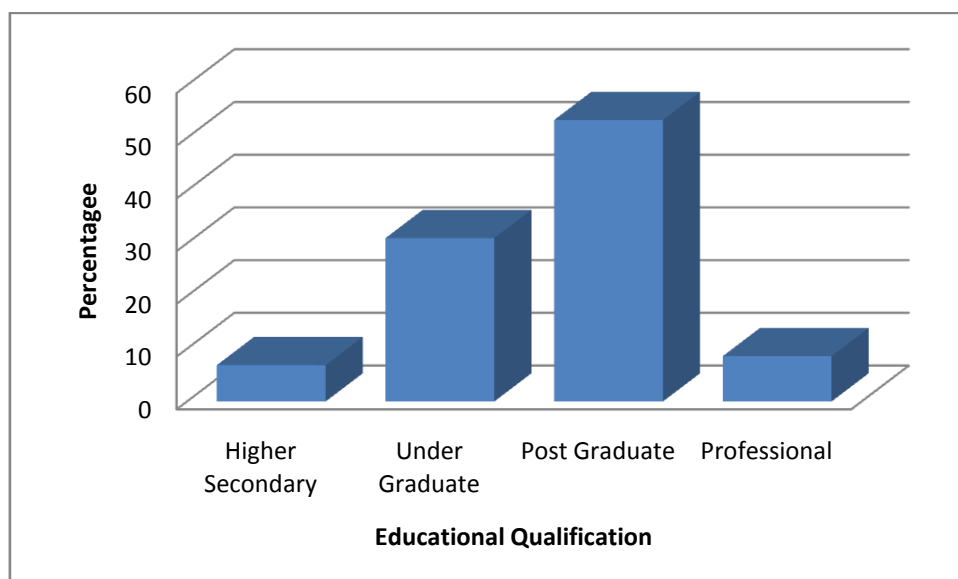
**Educational Qualification**

S.No	Years	No of respondents	Percentage (%)
1	Higher Secondary	8	6.9
2	Under Graduate	36	31.0
2	Post Graduate	62	53.4
4	Professional	10	8.6
	<b>Total</b>	<b>116</b>	<b>100</b>

It shows that the majority of the respondents have completed their Post-Graduation which results a Work-Life Balance of employees who are having better knowledge on managing Work-Life in an effective way.

**Chart 4.4**

**Educational Qualification**



#### 4.5 FAMILY SIZE

Family size of respondents is consisted because to identify the level of balancing life. The table 4.5 shows the level balancing of the respondents.

**Table 4.5**

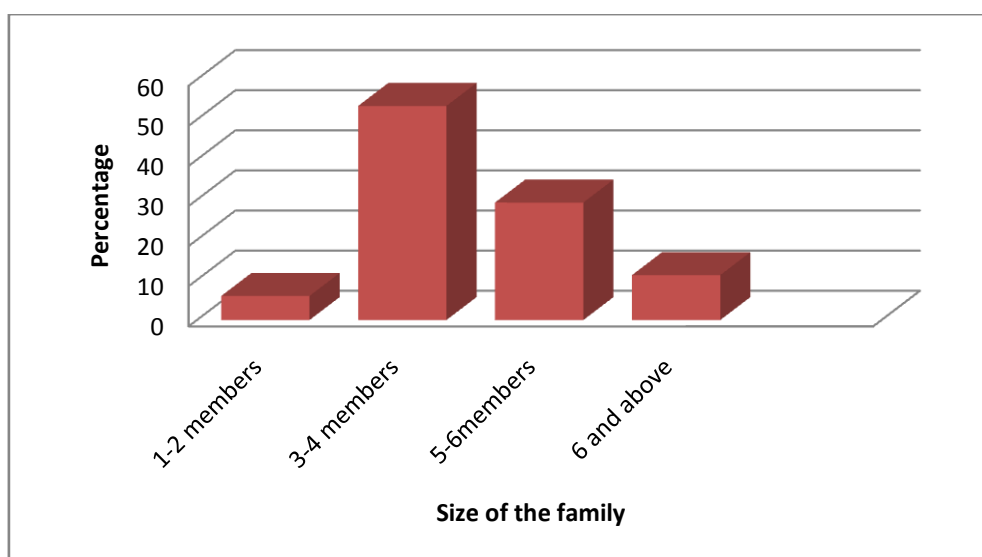
#### **SIZE OF THE FAMILY**

<b>S.No</b>	<b>Family Size</b>	<b>No of respondents</b>	<b>Percentage (%)</b>
1	1-2 members	7	6.0
2	3-4 members	62	53.4
2	5-6members	34	29.3
4	6 and above	13	11.2
	<b>Total</b>	<b>116</b>	<b>100</b>

It shows that most of the families have 3-4 members in their family. As family has a greater impact towards work life balance the size of family was taken for the study.

**Chart 4.5**

#### **Size of the family**



#### 4.6 TOTAL HOUSE HOLD INCOME

Monthly income plays a vital role in deciding the work life balance of the individual. When the income is more the employees will have a better Work-Life Balance.

**Table 4.6**

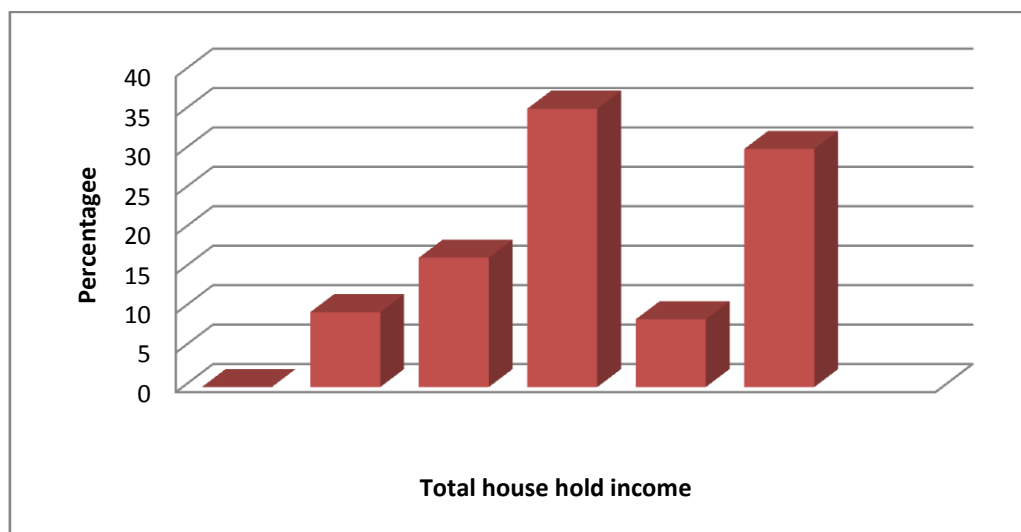
##### House hold income

S.No	Income (In Rs)	No of respondents	Percentage (%)
1	<10,000	11	9.5
2	10,001-20,000	19	16.4
2	20,001-30,000	41	35.3
4	30,001-40,000	10	8.6
5	40000 and above	35	30.2
	<b>Total</b>	<b>116</b>	<b>100</b>

It depicts that most of the respondents are earning from Rs.20001 to 30000, determining that the monthly income is significant with the Work-Life Balance. When the employees get more pay they are able to have a better balance between Work and Life.

**Chart 4.6**

##### House hold income



## MEAN SCORE VALUE

The mean score value of the job related factors and work-life balance factors are calculated. The factors are Work-Interference with Personal Life, Personal Life Interference with Work and Work/Personal Life Enhancement, level of acceptance for Work-Life Balance, Job Satisfaction and Attributes of Job Satisfaction.

### 4.7 MSV For Work Interference with Personal Life

It is the intersection of work with personal life. There are many aspects of one's work that can intersect with one's personal life.

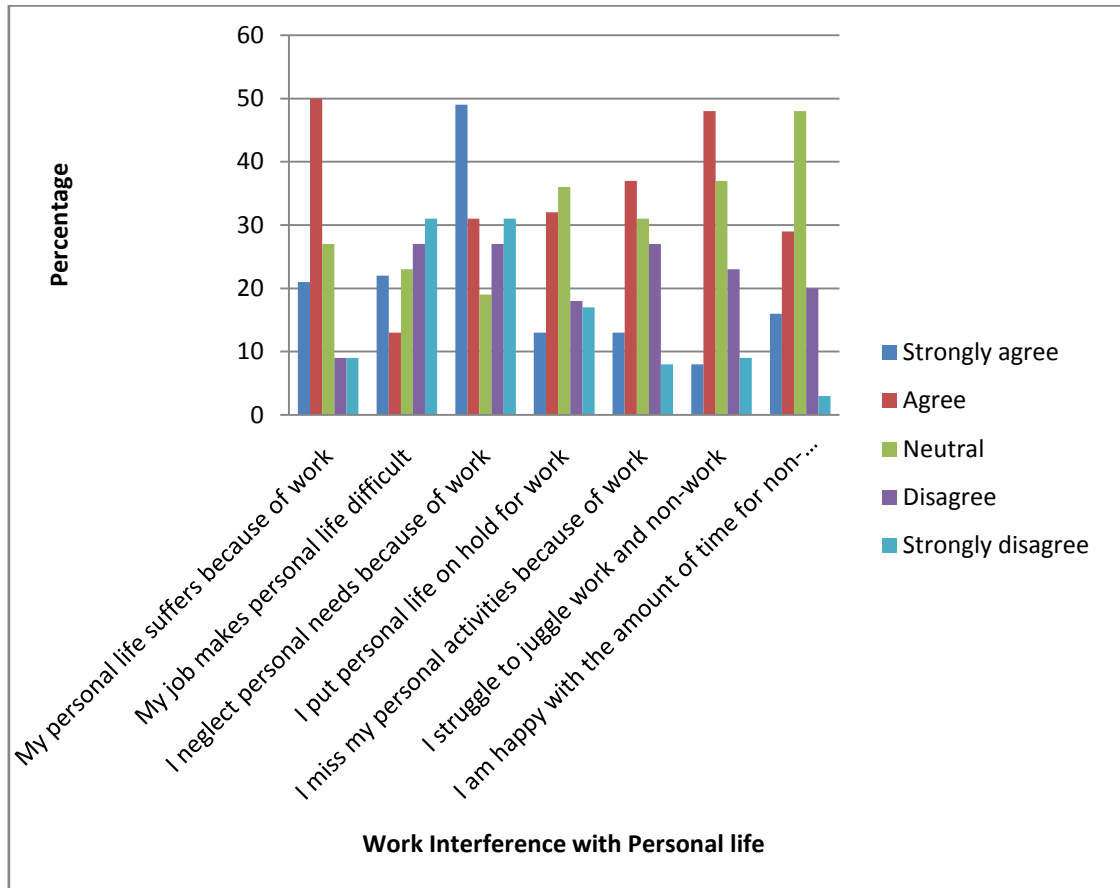
**Table 4.7 Work Interference with Personal Life (WIPL)**

<b>S.no</b>	<b>Particulars</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>MSV</b>
<u>1</u>	My personal life suffers because of work	21	50	27	9	9	2.44
<u>2</u>	My job makes personal life difficult	22	13	23	27	31	3.38
3	I neglect personal needs because of work	49	31	19	27	31	3.03
4	I put personal life on hold for work	13	32	36	18	17	2.61
5	I miss my personal activities because of work	13	37	31	27	8	2.95
6	I struggle to juggle work and non-work	8	48	37	23	9	2.83
7	I am happy with the amount of time for non-work activities	16	29	48	20	3	2.65

It reveals that their personal life suffers because of work, they put personal life on hold for work, they miss their personal activities because of work, they struggle to juggle work and non-work, they are happy with the amount of time for non-work activities, , long working hours, and taking work home most evenings, high work pressure which affects the personal life and causes distress with the family. The employee will find difficulty in having a balance between his/her Work and Life and measures should be taken to have a better Work-Life Balance.

Chart 4.7

Work Interference with Personal Life (WIPL)



#### 4.8 Personal Life Interference with Work

It is the intersection of personal life with work. The various factors of personal life that intersect with work which reduces the work efficiency and effectiveness are emotional imbalance, family pressure, financial problems, societal problems, marital relationship, domestic responsibilities and gender attitude.

**Table 4.8 Personal Life Interference with Work (PLIW)**

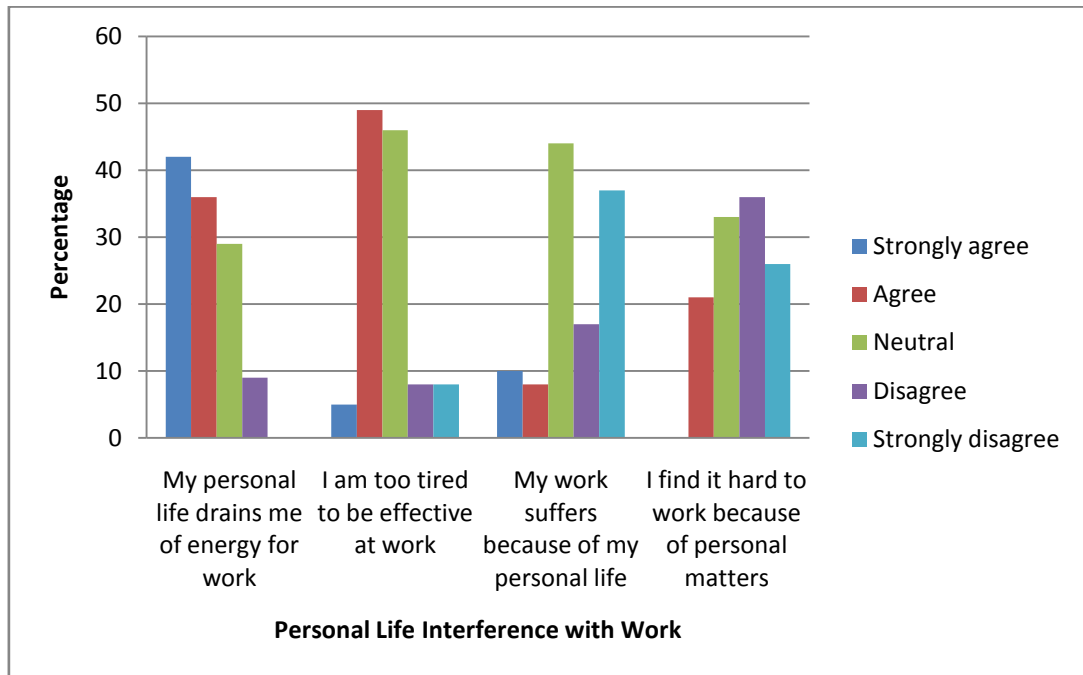
S.no	Particulars	1	2	3	4	5	MSV
1	My personal life drains me of energy for work	42	36	29	9	0	2.70
2	I am too tired to be effective at work	5	49	46	8	8	2.97
3	My work suffers because of my personal life	10	8	44	17	37	2.92
4	I find it hard to work because of personal matters	0	21	33	36	26	2.58

It is understood from the table that the Personal Life Interference with Work is moderate as evidently shown by the Mean Score Value. Personal Life Interference with Work (PLIW) is the intersection of personal life with work. It shows that the mean value for level of acceptance towards energy for work, level of acceptance towards effectiveness at work, level of acceptance towards suffering because of personal life and level of acceptance towards find it hard to work because of personal matters are less than 3 which shows that remedy measures has to be taken by the company on the factors.

If there is greater interference of Personal Life with Work, the company will find difficulty in achieving its targets. The company needs to concentrate on reducing this by providing periodic counselling and family counselling.

**Chart 4.8**

**Personal Life Interference with Work (PLIW)**



#### 4.9 Work/Personal Life Enhancement

It is a positive balance of work and personal life. Schedule flexibility provided employees with the opportunity to minimize work-family conflict, as well as to promote work-family enrichment and improve functioning and performance at work and home.

**Table 4.9 Work/Personal Life Enhancement**

S.no	Particulars	1	2	3	4	5	MSV
1	My personal life gives me energy for my job	0	55	31	19	11	2.95
2	My job gives me energy to pursue personal activities	17	48	24	18	9	2.88
3	I am at better mood at work because of my personal life	0	42	36	29	9	2.60
4	I am at better mood because of my job	0	42	35	30	9	3.04

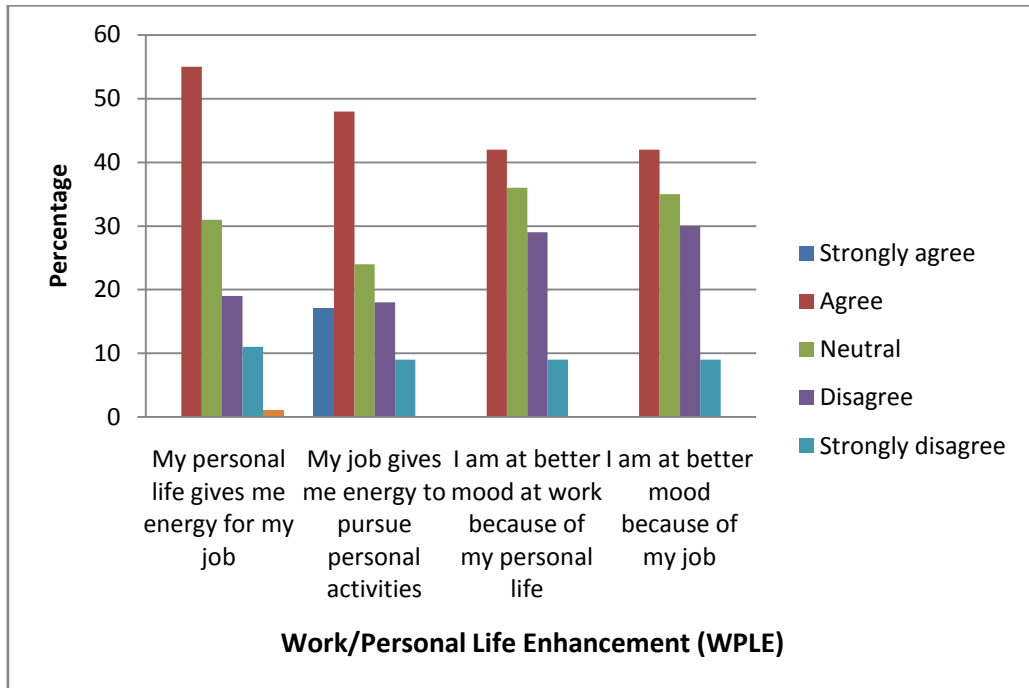
It is understood from the table that the Work/Personal Life Enhancement is high for the factors such as having a better mood because of Work and Life as evidently shown by the Mean Score Value. It shows that the factors level of acceptance towards better mood because of their job is greater than 3 which reveals that each busy day can be treated as a day well-spent, employees can derive satisfaction out of the same.

This determines that employees are having a better mood but they feel less energetic and this should be improved by having a better working environment and balancing between the Job related factors.

It shows that the factors level of acceptance towards better mood because of their job is greater than 3 which reveals that each busy day can be treated as a day well-spent, employees can derive satisfaction out of the same.

Chart 4.9

Work/Personal Life Enhancement (WPLE)



#### 4.10 MSV for Work-Life Balance

Work-life balance refers to maintaining the balance between responsibilities at work and at home. The company will face difficulties with the employee efficiency and hence it can improve by providing a better working environment and giving sufficient time for their personal life.

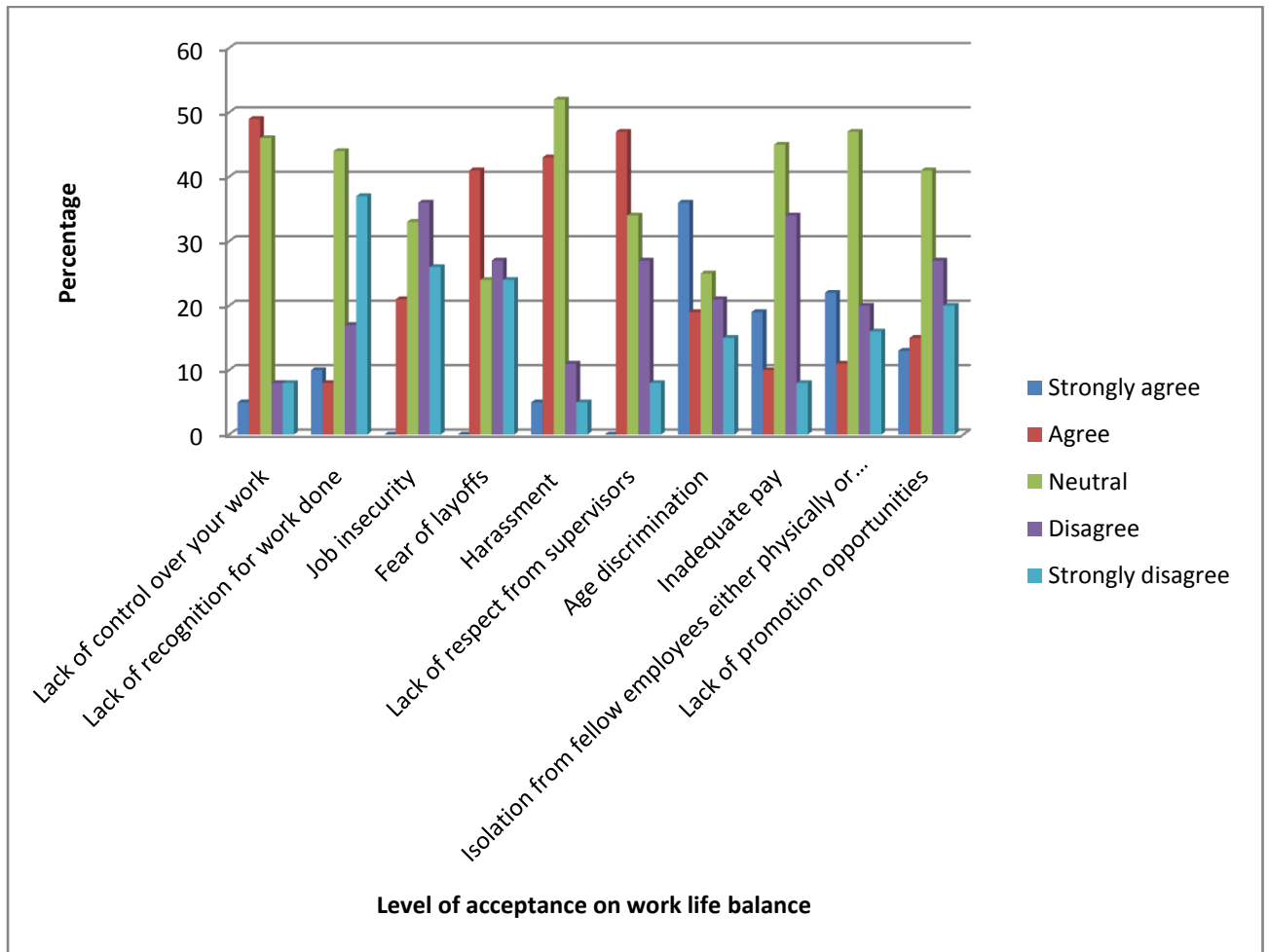
**Table 4.10 MSV for Work-Life Balance**

S.no	Particulars	1	2	3	4	5	MSV
1	Working long hours	5	49	46	8	8	3.04
2	Not having tie for relaxation with their partner	10	8	44	17	37	2.70
3	Working at home most evenings	0	21	33	36	26	3.54
4	Working late at weekends to deal with paperwork without interruptions	0	41	24	27	24	3.58
5	Relaxing and forgetting about work issues	5	43	52	11	5	3.29
6	Effect of work stress on their health	0	47	34	27	8	2.72
7	Partner is suffering because of the pressure and long hours of my work	36	19	25	21	15	2.97
8	Family are missing out their input	19	10	45	34	8	2.66
9	Finding time for hobbies	22	11	47	20	16	3.02
10	Willingness to reduce their working hours and stress levels	13	15	41	27	20	2.97

It shows that the factors level of acceptance towards not having tie for relaxation with their partner, level of acceptance towards effect of work stress on their health, level of acceptance towards partner is suffering because of the pressure and long hours of my work, level of acceptance towards family are missing out their input and level of acceptance towards willingness to reduce their working hours and stress levels are less than 3. It reveals that remedy measures has to be taken by the company on this issues.

Chart 4.10

level of acceptance on work life balance



#### 4.11 MSV for Job satisfaction

Job Satisfaction is the ability of an employee to influence what happens in their work environment. The Mean Score Value of Job satisfaction is depicted in the following table

**Table 4.11 MSV for Job satisfaction**

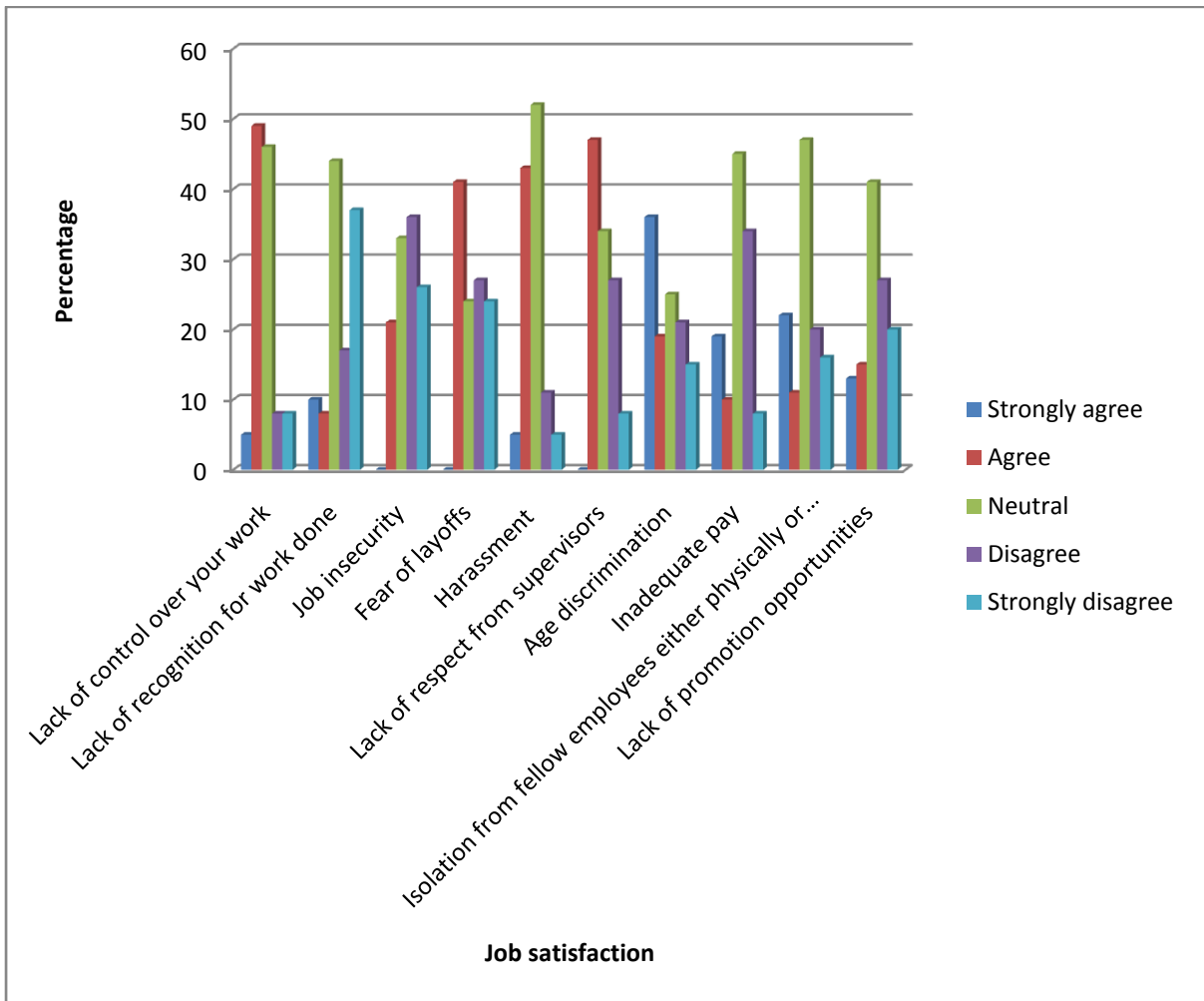
S.no	Particulars	1	2	3	4	5	MSV
1	lack of control over their work	3	11	16	17	19	3.22
2	Recognition for work done	12	10	36	29	29	3.33
3	Job insecurity	3	11	66	16	20	3.46
4	Fear of layoffs	24	13	30	42	7	3.34
5	Harassment	20	12	40	20	24	2.96
6	Lack of respect from supervisors	28	17	47	24	0	3.14
7	Age discrimination	23	4	50	35	4	2.58
8	Inadequate pay	17	5	42	37	15	2.94
9	Isolation from fellow employees either physically or psychologically	19	5	39	41	8	3.24
10	Lack of promotion opportunities	8	23	24	37	24	4.57

It is understood that the Job Satisfaction is the ability of an employee to influence what happens in their work environment. The employees feel that there is less autonomy and lack of control over their work resulting in a poor Work-Life Balance.

It shows that the mean value for the factors level of acceptance towards harassment, level of acceptance towards inadequate pay are less than 3 and remedy measures has to be taken on this issues.

Chart 4.11

Job satisfaction



#### 4.12 Attributes of Job Satisfaction

Attributes of Job Satisfaction is the ability of an employee to influence what happens in their work environment. The Mean Score Value of Job satisfaction is depicted in the following table

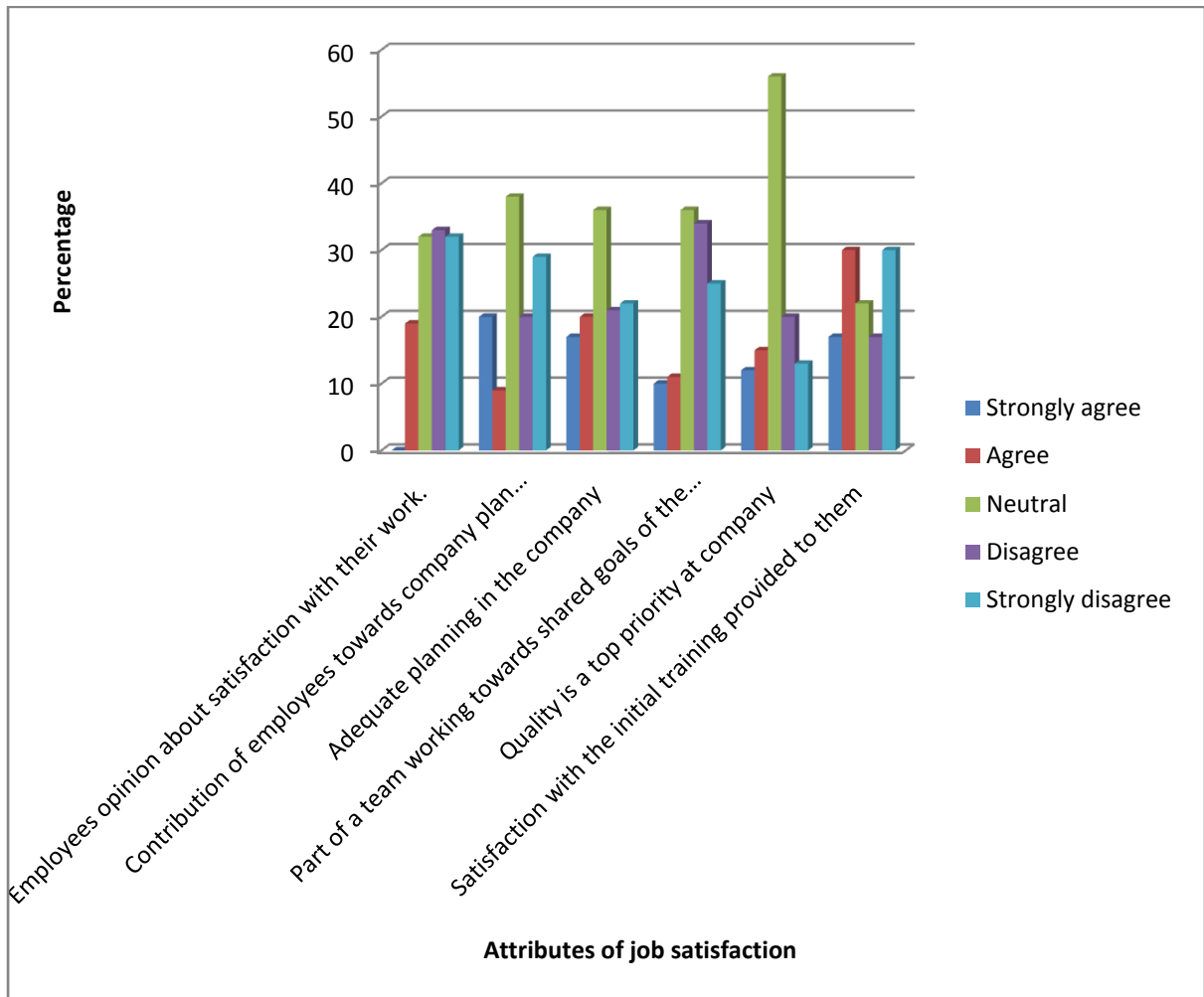
**Table 4.12 Attributes of Job Satisfaction**

S.no	Particulars	1	2	3	4	5	MSV
1	Employees opinion about satisfaction with their work.	0	19	32	33	32	3.40
2	Contribution of employees towards company plan and mission	20	9	38	20	29	3.67
3	Adequate planning in the company	17	20	36	21	22	3.25
4	Part of a team working towards shared goals of the organization	10	11	36	34	25	3.09
5	Quality is a top priority at company	12	15	56	20	13	3.46
6	The initial training provided to them	17	30	22	17	30	3.06

It shows that the mean value for the factors level of acceptance towards employees opinion about satisfaction with their work, level of acceptance towards contribution of employees towards company plan and mission, level of acceptance towards adequate planning in the company , level of acceptance towards part of a team working towards shared goals of the organization , level of acceptance towards quality is a top priority at company and level of acceptance towards satisfaction with the initial training provided to them are greater than and remedy measures has to be taken on this.

Chart 4.12

Attributes of job satisfaction



## ONE WAY ANOVA

One way analysis of variance (ANOVA) is used to determine whether there are any significant difference between the means of two or more independent groups.

### Significant difference of Work-life balance factors and Job Satisfaction

Focuses on finding the difference between the work-life balance factors, job satisfaction across the demographic factors. The demographic factors play a major role in managing the Work-Life Balance.

#### 4.13 AGE AND DIMENSIONS USED FOR WORK LIFE BALANCE FACTORS

Analysis of personal data reveals with age which is an important factor, as age increase the knowledge and experience. Age and dimensions used for work life balance factors is focused on finding the significant difference between age and Work interference with personal life , Personal life interference with work , Work personal life enhancement, Level of acceptance on work life balance and Job satisfaction.

H<sub>0</sub>1: There is no significant relationship between age and work life balance Factors

**Table 4.13 ANOVA between Age and Work-Life Balance Factors**

Work life Balance factors	Age	N	Mean	Std. Deviation	F	Sig	Result
Work interference with personal life	Below 30 years	61	2.5821	.57411	6.012	0.001	Reject
	31 – 40 years	31	2.9723	.88362			
	41 – 50 years	12	3.0858	.68218			
	Above 50 years	12	<b>3.3342</b>	.47950			
	Total	116	2.8163	.71649			

Personal life interference with work	Below 30 years	61	2.7008	.66743	2.039	0.113	Accept
	31 – 40 years	31	2.7661	.61215			
	41 – 50 years	12	<b>3.1042</b>	.63477			
	Above 50 years	12	3.0417	.46262			
	Total	116	2.7953	.64065			
Work personal life enhancement	Below 30 years	61	2.7295	.65875	3.744	0.013	Reject
	31 – 40 years	31	2.8629	.55842			
	41 – 50 years	12	3.1042	.69461			
	Above 50 years	12	<b>3.3542</b>	.73437			
	Total	116	2.8685	.66795			
Level of acceptance on work life balance	Below 30 years	61	2.9164	.57942	3.916	0.011	Reject
	31 – 40 years	31	3.1194	.51473			
	41 – 50 years	12	3.3583	.55671			
	Above 50 years	12	<b>3.3667</b>	.47354			
	Total	116	3.0629	.57127			
Job satisfaction	Below 30 years	61	3.0836	.71465	.793	0.500	Accept
	31 – 40 years	31	3.0419	.43572			

	41 – 50 years	12	<b>3.3333</b>	.66652			
	Above 50 years	12	3.2333	.62134			
	Total	116	3.1138	.63546			
Attributes of job satisfaction	Below 30 years	61	3.2408	.84389	1.472	0.226	Reject
	31 – 40 years	31	3.2952	.50959			
	41 – 50 years	12	3.3742	1.02470			
	Above 50 years	12	<b>3.7492</b>	.67924			
	Total	116	3.3217	.77903			

At 95% confidence level \*-Significant

It shows that the age and work interference with personal life were the level of significance is at 0.001 which is lesser than 0.05. It shows that there is a significant relationship between age and work interference with personal life. Age and personal life interference with work the level of significance is at 0.113 which is greater than 0.05. It shows that there is no significant relationship between age and personal life interference with work.

It shows the Age and work personal life enhancement the level of significance is at 0.013 which is lesser than 0.05. It shows that there is a significant relationship between age and work personal life enhancement. Age and level of acceptance on work life balance the level of significance is at 0.011 which is lesser than 0.05. It shows that there is a significant relationship between age and level of acceptance on work life balance.

It can be interpreted age and job satisfaction the level of significance is at 0.500 which is greater than 0.05. It shows that there is no significant relationship between age and job satisfaction. Age and attributes of job satisfaction the level of significance is at 0.226 which is greater than 0.05. It shows that there is no significant relationship between age and attributes of job satisfaction.

#### 4.14 YEARS OF MARRIAGE AND DIMENSIONS USED FOR WORK LIFE BALANCE FACTORS

As the years of marriage increases there is more understanding between the partners and they help each other and manage the Work Life in a balanced manner. Years of marriage and dimensions used for work life balance factors is focused on finding the significant difference between age and Work interference with personal life , Personal life interference with work , Work personal life enhancement, Level of acceptance on work life balance and Job satisfaction.

H<sub>0</sub>2: There is no significant relationship between years of marriage and work life balance Factors

**Table 4.14 ANOVA between years of marriage and Work-Life Balance Factors**

Work-Life Balance Factors	Years	N	Mean	Std. Deviation	F	Sig
Work interference with personal life	Below 5 years	2	<b>3.8600</b>	.00000	26.818	0.000
	6- 10 years	40	2.4750	.60769		
	11 – 15 years	32	3.5681	.43333		
	16-20 years	32	2.4663	.42798		
	Above 20 years	10	2.6870	.67669		
	Total	116	2.8163	.71649		
Personal life interference with work	Below 5 years	2	3.2500	.00000	20.621	0.000
	6- 10 years	40	2.6750	.45007		
	11 – 15 years	32	<b>3.4219</b>	.27996		
	16-20 years	32	2.3594	.61217		
	Above 20 years	10	2.5750	.75508		

	Total	116	2.7953	.64065		
Work personal life enhancement	Below 5 years	2	2.7500	.00000	7.737	0.000
	6- 10 years	40	2.6875	.40727		
	11 – 15 years	32	<b>3.3672</b>	.75931		
	16-20 years	32	2.7031	.67033		
	Above 20 years	10	2.5500	.45338		
	Total	116	2.8685	.66795		
Level of acceptance on work life balance	Below 5 years	2	3.2000	.00000	7.337	0.000
	6- 10 years	40	2.9450	.43439		
	11 – 15 years	32	<b>3.4750</b>	.39431		
	16-20 years	32	2.8563	.65547		
	Above 20 years	10	2.8500	.68191		
	Total	116	3.0629	.57127		
Job satisfaction	Below 5 years	2	2.8000	.00000	1.487	0.211
	6- 10 years	40	3.1950	.61725		
	11 – 15 years	32	<b>3.2563</b>	.47447		
	16-20 years	32	2.9563	.74398		
	Above 20 years	10	2.9000	.75130		
	Total	116	3.1138	.63546		
Attributes of job satisfaction	Below 5 years	2	2.6700	.00000	5.592	0.000
	6- 10 years	40	3.1290	.88587		
	11 – 15 years	32	<b>3.8263</b>	.50435		

	16-20 years	32	3.1422	.60339		
	Above 20 years	10	3.1830	.96088		
	Total	116	3.3217	.77903		

At 95% confidence level \*- Significant

It is understood that the Years of marriage and work interference with personal life were the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between Years of marriage and work interference with personal life. It reveals that the respondents having Years of marriage below 5 years have highest impact towards work interference with personal life (3.86) and there is no need of taking action towards the factor as the respondents are satisfied towards work interference with personal life as a whole.

It shows that the Years of marriage and personal life interference with work the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between Years of marriage and personal life interference with work. It explores that the respondents who are having Years of marriage from 11-15 years have higher impact towards personal life interference with work. It shows that the respondents have a negative perception towards personal life interference with work and the company has to take remedy measures to enhance the personal life interference with work.

It is understood that the Years of marriage and work personal life enhancement the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between Years of marriage and work personal life enhancement. It is interpreted that experience and level of acceptance on work life balance the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between experience and level of acceptance on work life balance

It is understood that the experience and job satisfaction the level of significance is at 0.211 which is greater than 0.05. It shows that there is no significant relationship between experience and job satisfaction. Experience and attributes of job satisfaction the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between experience and attributes of job satisfaction.

#### 4.15 FAMILY AND DIMENSIONS USED FOR WORK LIFE BALANCE FACTORS

Type of family also plays a major role in determining the responsibility in a joint family and it may result in distress whereas in a nuclear family there will be comparatively less responsibility. Family and dimensions used for work life balance factors is focused on finding the significant difference between age and Work interference with personal life , Personal life interference with work , Work personal life enhancement, Level of acceptance on work life balance and Job satisfaction.

H<sub>0</sub>3: There is no significant relationship between family and work life balance Factors

**Table 4.15 ANOVA between Family and Work-Life Balance Factors**

Work-Life Balance Factors	Family	N	Mean	Std. Deviation	F	Sig	Result
Work interference with personal life	Joint	3	<b>2.8600</b>	.00000	.011	.915	Reject
	Nuclear	113	2.8151	.72599			
	Total	116	2.8163	.71649			
Personal life interference with work	Joint	3	<b>3.2500</b>	.00000	1.559	.214	Reject
	Nuclear	113	2.7832	.64478			
	Total	116	2.7953	.64065			
Work personal life enhancement	Joint	3	<b>3.2500</b>	.00000	1.004	.318	Reject
	Nuclear	113	2.8584	.67387			
	Total	116	2.8685	.66795			
Level of acceptance on work life balance	Joint	3	2.8000	.00000	.650	.422	Reject
	Nuclear	113	<b>3.0699</b>	.57723			
	Total	116	3.0629	.57127			
Job	Joint	3	3.0000	.00000	.098	.755	Reject

satisfaction	Nuclear	113	<b>3.1168</b>	.64364			
	Total	116	3.1138	.63546			
Attributes of job satisfaction	Joint	3	<b>3.3300</b>	.00000	.000	.985	Reject
	Nuclear	113	3.3215	.78939			
	Total	116	3.3217	.77903			

At 95% confidence level \*-Significant

It shows that the type of family and work interference with personal life were the level of significance is at 0.915 which is greater than 0.05, and there is no significant relationship between type of family and work interference with personal life. The type of family and personal life interference with work the level of significance is at 0.214 which is greater than 0.05, and there is no significant relationship between type of family and personal life interference with work.

It is interpreted that the type of family and work personal life enhancement the level of significance is at 0.318 which is greater than 0.05, and there is no significant relationship between type of family and work personal life enhancement. The type of family and level of acceptance on work life balance the level of significance is at 0.422 which is greater than 0.05. It shows that there is no significant relationship between type of family and level of acceptance on work life balance.

It shows that the type of family and job satisfaction the level of significance is at 0.755 which is greater than 0.05. It shows that there is no significant relationship between type of family and job satisfaction. The type of family and attributes of job satisfaction the level of significance is at 0.985 which is greater than 0.05. It shows that there is no significant relationship between type of family and attributes of job satisfaction.

#### 4.16 EDUCATION AND DIMENSIONS USED FOR WORK LIFE BALANCE FACTORS

A well-educated employee will know how to balance the Work and Life . Education and dimensions used for work life balance factors is focused on finding the significant difference between age and Work interference with personal life , Personal life interference with work , Work personal life enhancement, Level of acceptance on work life balance and Job satisfaction.

H<sub>0</sub>4: There is no significant relationship between education and work life balance Factors

**Table 4.16 ANOVA between Education and Work-Life Balance Factors**

		N	Mean	Std. Deviation	F	Sig	Result
Work interference with personal life	Higher Secondary	8	2.5000	.38486	9.885	0.000	Reject
	Under Graduate	36	<b>3.2747</b>	.60796			
	Post Graduate	62	2.6758	.73221			
	Professional	10	2.2900	.00000			
	Total	116	2.8163	.71649			
Personal life interference with work	Higher Secondary	8	2.2500	.53452	7.912	0.000	Reject
	Under Graduate	36	<b>3.1597</b>	.51114			
	Post Graduate	62	2.6815	.67321			
	Professional	10	2.6250	.13176			
	Total	116	2.7953	.64065			
Work personal life	Higher Secondary	8	2.7500	.26726	7.691	0.000	Reject

enhancement	Under Graduate	36	<b>3.1597</b>	.77264			
	Post Graduate	62	2.8347	.58664			
	Professional	10	2.1250	.13176			
	Total	116	2.8685	.66795			
Level of acceptance on work life balance	Higher Secondary	8	2.6000	.10690	6.788	0.000	Reject
	Under Graduate	36	<b>3.1639</b>	.43303			
	Post Graduate	62	3.1548	.64036			
	Professional	10	2.5000	.10541			
	Total	116	3.0629	.57127			
Job satisfaction	Higher Secondary	8	2.7000	.21381	5.025	0.003	Reject
	Under Graduate	36	2.8833	.44753			
	Post Graduate	62	<b>3.3032</b>	.72428			
	Professional	10	3.1000	.42164			
	Total	116	3.1138	.63546			
Attributes of job satisfaction	Higher Secondary	8	2.9150	.09087	2.649	0.052	Accept
	Under Graduate	36	3.2081	.89538			
	Post Graduate	62	<b>3.4921</b>	.77935			
	Professional	10	3.0000	.00000			
	Total	116	3.3217	.77903			

At 95% confidence level \*-Significant

It is understood that the educational level and work interference with personal life were the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between educational level and work interference with personal life. It reveals that the respondents with UG degree have highest impact towards work interference with personal life (3.27) and there is no need of taking action towards the factor as the respondents are satisfied towards work interference with personal life as a whole.

Educational level and personal life interference with work the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between educational level and personal life interference with work. It explores that the respondents with UG degree have higher impact towards personal life interference with work (3.15). It shows that the respondents have a negative perception towards personal life interference with work and the company has to take remedial measures to enhance the personal life interference with work.

It is interpreted that the educational level and work personal life enhancement the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between educational level and work personal life enhancement. It reveals that the respondents with UG degree have highest impact towards work personal life enhancement (3.16) and it is mandatory to action towards the factor as the respondents feel that there is no work/personal life enhancement.

It is understood that the educational level and level of acceptance on work life balance the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between educational level and level of acceptance on work life balance. It reveals that the respondents with UG degree have highest impact towards level of acceptance on work life balance (3.16) and it is mandatory to action towards the factor as the respondents feel negative towards work life balance.

It shows the educational level and job satisfaction

the level of significance is at 0.003 which is lesser than 0.05. It shows that there is a significant relationship between educational level and job satisfaction. Respondents feel negative towards work life balance. Educational level and attributes of job satisfaction the level of significance is at 0.000 which is lesser than 0.05. It shows that there is a significant relationship between educational level and attributes of job satisfaction. It reveals that the

respondents with PG degree have highest impact towards attributes of job satisfaction (3.49) and it is mandatory to action towards the factors.

## CORRELATION

The relationship between the work-life balance factors and the Job Satisfaction are calculated using the correlation techniques.

### 4.17 Correlation between Work life balance factors and Job satisfaction

It is the most widely used method of measuring the degree of relationship between variables. This helps to measure the relationship between Work life balance and Job satisfaction.

H<sub>0</sub>5: There is no significant relationship between the Work-Life Balance factor and Job Satisfaction.

**Table 4.17 Relationship between Work life balance factors and Job satisfaction**

		<b>Work interference with personal life</b>	<b>Personal life interference with work</b>	<b>Work personal life enhancement</b>	<b>Level of acceptance on work life balance</b>	<b>Job satisfaction</b>	<b>Attributes for job satisfaction</b>
<b>Work interference with personal life</b>	Pearson Correlation	1	.506**	.621**	.692**	.249**	.493**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	116	116	116	116	116	116
<b>Personal life interference with work</b>	Pearson Correlation	.506**	1	.410**	.613**	.529**	.321**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	116	116	116	116	116	116
<b>Work personal life enhancement</b>	Pearson Correlation	.621**	.410**	1	.727**	.241**	.443**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	116	116	116	116	116	116
<b>Level of acceptance on work life balance</b>	Pearson Correlation	.692**	.613**	.727**	1	.707**	.601**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	116	116	116	116	116	116

<b>Job satisfaction</b>	Pearson Correlation	.249**	.529**	.241**	.707**	1	.420**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	116	116	116	116	116	116
<b>Attributes for job satisfaction</b>	Pearson Correlation	.493**	.321**	.443**	.601**	.420**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	116	116	116	116	116	116

\*\* . Correlation is significant at the 0.01 level (2tailed).

It shows the the linear relationship between the variables. The above table depicts the interrelationship between Work life balance factors and Job Satisfaction . It is found that there is significant positive relationship between Work interference with personal life, Personal life interference with work, Work personal life enhancement, Level of acceptance on work life balance, Job satisfaction and Attributes for job satisfaction

- From the above table there is a positive relationship between Work Interference with Personal Life and Job Satisfaction, with the r value .249 and is significant at 0.01 level.
- There is a positive relationship between Personal Life Interference with Work and attributes of Job Satisfaction with the r value .529 and is significant at 0.01 level.
- From the above table, there is a positive relationship between Work Interference with Personal Life and Job satisfaction with the r value .493 and is significant at 0.01 level.
- There is a positive relationship between Personal Life Interference with Work and Attributes of Job Satisfaction with the r value .321 and is significant at 0.01 level.
- There is a positive relationship between Work/Personal Life Enhancement and Job Satisfaction with the r value .443 and is significant at 0.01 level.

## REGRESSION ANALYSIS

Regression analysis is used for the study which shows that the factors Personal life interference with work, Work interference with personal life, Work personal life enhancement is been compared with job satisfaction.

### Regression analysis relating to Work life balance Factors on Job Satisfaction

To identify the influence of Work life balance Factors on Job Satisfaction multiple regression modeling is used. In the multiple regression analysis, Job Satisfaction is used as Dependent variable and Work-Life Balance variables as Independent variable. R<sup>2</sup> is also called the coefficient of determination.

H<sub>0</sub>6: There is no significant relationship between Work life balance Factors and Job Satisfaction

**Table 4.18 Work life balance factors (Personal life interference with work , Work interference with personal life , Work personal life enhancement)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.531 <sup>a</sup>	.282	.263	.54560

a. Predictors: (Constant), Work personal life enhancement, Personal life interference with work , Work interference with personal life.

### ANOVA<sup>b</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	13.097	3	4.366	14.666	.000 <sup>a</sup>
	Residual	33.341	112	.298		
	Total	46.438	115			

a. Predictors: (Constant), Work personal life enhancement , Personal life interference with work , Work interference with personal life

b. Dependent Variable: Job satisfaction

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.618	.269		6.012	.000
	Work interference with personal life	-.051	.097	-.058	-.528	.599
	Personal life interference with work	.530	.093	.534	5.695	.000
	Work personal life enhancement	.055	.098	.058	.563	.574

a. Dependent Variable: Job satisfaction

The Multiple regression model indicated that the explanatory variables under study Work personal life enhancement, Personal life interference with work , and Work interference with personal life, have significantly contributing to Job Satisfaction The coefficient of determination  $R^2$  value showed that these variables put together explained the variations of Job Satisfaction to the extent of 28%.

The ANOVA shows that the regression model explaining a statistically significant proportion of the variance. Here, significance is 0.000 which is lesser than 0.05. It shows that there is a significant relationship between Job Satisfaction and work life factors

## CHAPTER –V

### SUMMARY

#### 5.1 Findings

On the basis of analysis of the data collected for the study Work life balance towards Job Satisfaction at Glaso Plast, Coimbatore. The following findings are made from the standards.

##### 5.1.1 DEMOGRAPHICS

Factors	Result
Age	Majority of the respondents are below 30 years.
Years of Marriage	34% of the respondents are got married between 6-10 years.
Type of family	97% of the respondents are in a nuclear family.
Educational Qualification	53% of the respondents are post graduates.
Size of the family	53% of the families have 3-4 members.
Total house hold income	35% of the respondents are earning from Rs.20001 to 30000.

##### 5.1.2 MEAN SCORE

Factors	Interpretation
Work Interference with Personal Life	The mean value that their personal life suffers because of work
Personal Life Interference with Work	The mean value for energy for work, effectiveness at work, suffering because of personal life
Work/Personal Life Enhancement	The factors better mood because of their job is greater which reveals that each busy day can be treated as a day well-spent.
Level of acceptance on work life balance	It reveals that the family are missing out their input and willingness to reduce their working hours and stress
Job satisfaction	The factors harassment, inadequate pay are less than 3 and remedy measures has to be taken on this issues.
Attributes of job satisfaction	Initial training provided to them are less

### 5.1.3 ANOVA

Hypothesis (Ho)	Results
H1: There is no significant difference between age and dimensions used for Work life balance	Significant
H2: There is no significant difference between Years of marriage and dimensions used for Work life balance	Significant
H3: There is no significant difference between type of family and dimensions used for Work life balance	Significant
H4: There is no significant difference between educational level and dimensions used for Work life balance	Significant

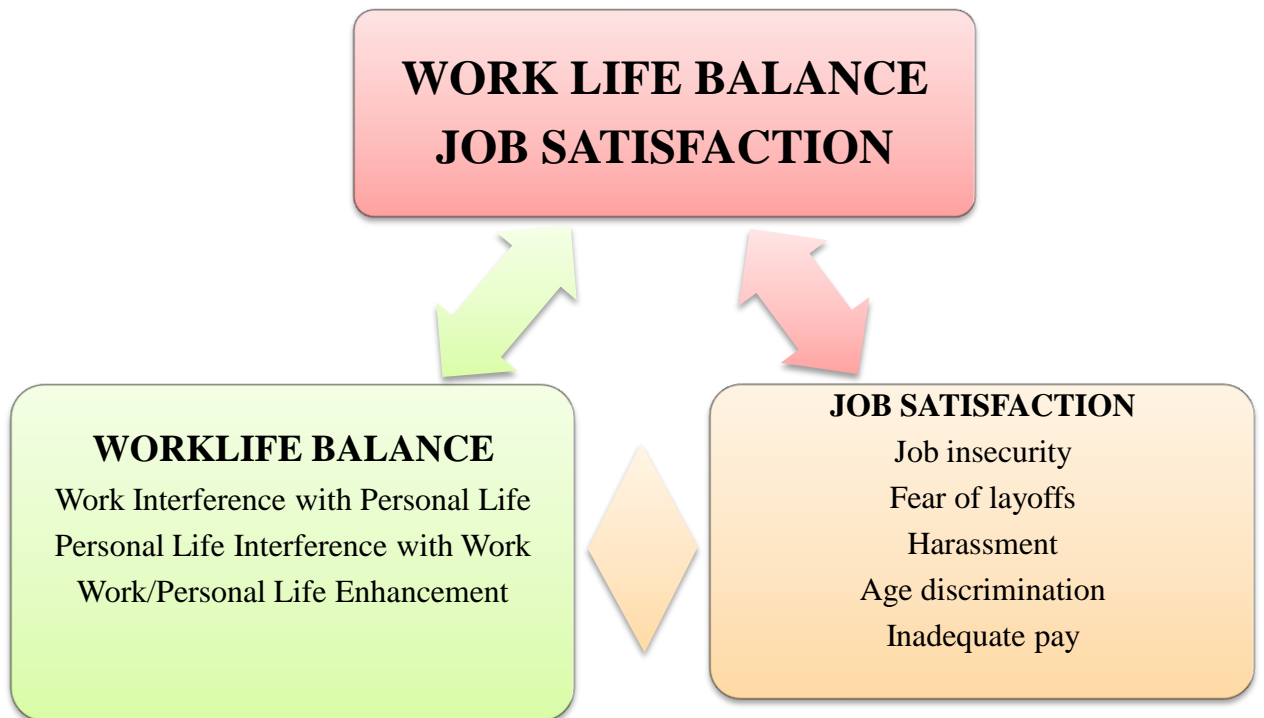
### 5.1.4 CORRELATION

Factors	Interpretation
There is no significant relationship between the Work-Life Balance factor and Job Satisfaction.	There is a positive relationship between Work life balance factor and job satisfaction

### 5.1.5 REGRESSION ANALYSIS

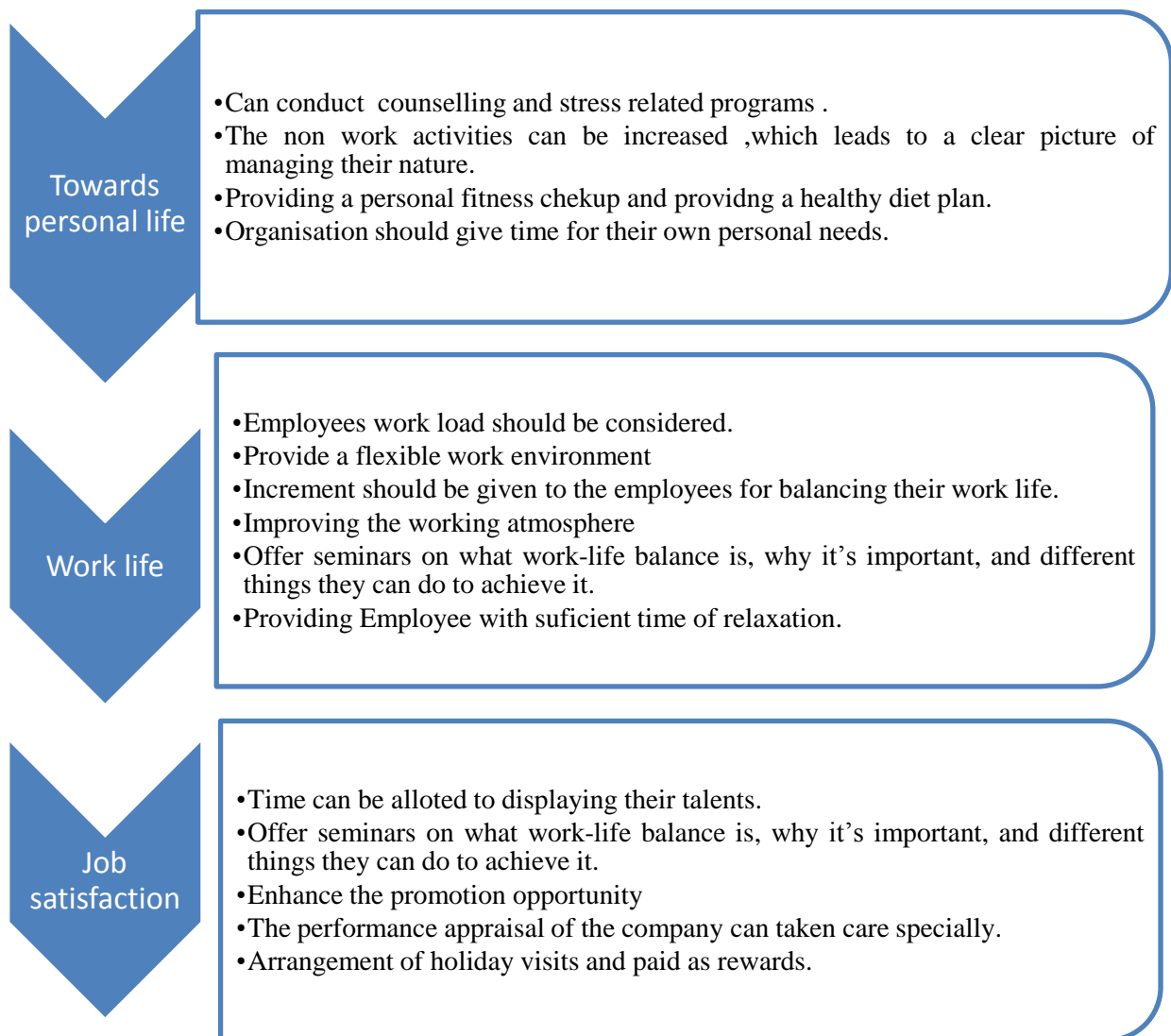
Factors	Result
There is no significant difference between Work life balance Factors and Job Satisfaction	Significant

### 5.1.6 Consolidated View of Findings



## 5.2 SUGGESTIONS

This shows the hierarchy of work life balance towards job satisfaction. It shows that effective measures has to be taken with work and personal life to enrich the satisfaction of employees towards the company.



### 5.3 CONCLUSION

This project “Work life balance towards Job Satisfaction” at Glaso Plast, Coimbatore done as apart of curriculum aims at company exposure and knowledge. The main objective of the study is to analyze the factors that influence Work-Life Balance and its Outcomes is to analyze the Work-Life Balance among the Employees across their Demographic Characteristics.

The result revealed that organizations should focus on the work-life balance because only if the employees are actively participating in the roles without much stress, they can give their fullest potential to increase the efficiency. When there is a proper combination of the job related factors along with the work-life balance factors a better environment is prevailed which increases the effectiveness of the work-force.

Based on the mean score it shows that the factors personal life suffers because of work, and non-work, value for energy for work, better mood because of their job, working hours and stress, harassment, inadequate pay and employees opinion about satisfaction with their work can be taken for decision making process to enrich the work life balance of the employees.

The ANOVA shows that there is a significant relationship between age and Work interference with personal life, Work personal life enhancement, Level of acceptance on work life balance, experience and Work interference with personal life, Personal life interference with work, work personal life enhancement, level of acceptance on work life balance and attributes of job satisfaction.

The correlation result implies that there was a positive correlation between work life factors. The coefficient of determination  $R^2$  value showed that these variables put together explained the variations of Job Satisfaction to the extent of 28%. The Regression shows that there is a significant relationship between Work-Life Balance factors and a significant relationship between work life and Job satisfaction

Employees with a positive work-life balance can help the organization to achieve its mission and generate high results. Work-life balance should be strictly taken into consideration in the process of providing a better environment for the work-force.

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## Questionnaire

### Work life Balance towards Job Satisfaction

Dear Respondents,

I am a student of MBA IT Organization Administration of Avinashilingam School of Management Technology. I would like you to fill the following Questionnaire in order to help me with the study regarding Work Life Balance towards Job Satisfaction. Please co-operate and fill up the questionnaire which is meant only for the academic purpose and will be kept confidential. Thank you for sparing your valuable time.

#### DEMOGRAPHICS

Name (optional): \_\_\_\_\_

##### 1.Age:

- 18- 30 years
- 31 – 40 years
- 41 – 50 years
- Above 50 years

##### 2.Years of Marriage:

- Below 5 years
- 6- 10 years
- 11 – 15 years
- Above 15 years
- Un-married

##### 3.Type of family:

- Joint
- Nuclear

**4. Educational Qualification:**

- Higher Secondary
- Under Graduate
- Post Graduate
- Professional

**5. Size of the family**

- 1-2 members
- 3-4 members
- 5-6 members
- 6 and above

**6. Total household income:**

- 10,000-20,000
- 20,000-30,000
- 30,000-40,000
- 40,000-50,000
- 50,000 and above

To identify the factors that affects the quality of life in terms of career and family

**Work Interference with Personal Life (WIPL)**

**1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly disagree**

S.no	Particulars	1	2	3	4	5
1	My personal life suffers because of work					
2	My job makes personal life difficult					
3	I neglect personal needs because of work					
4	I put personal life on hold for work					
5	I miss my personal activities because of work					
6	I struggle to juggle work and non-work					
7	I am happy with the amount of time for non-work activities					

### Personal Life Interference with Work (PLIW)

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly disagree

S.no	Particulars	1	2	3	4	5
1	My personal life drains me of energy for work					
2	I am too tired to be effective at work					
3	My work suffers because of my personal life					
4	I find it hard to work because of personal matters					

### Work/Personal Life Enhancement (WPLE)

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly disagree

S.no	Particulars	1	2	3	4	5
1	My personal life gives me energy for my job					
2	My job gives me energy to pursue personal activities					
3	I am at better mood at work because of my personal life					
4	I am at better mood because of my job					

To discuss employees comfort in work-life balance issues with superiors.

**Define your level of acceptance on work life balance based on the following statements**

**1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly disagree**

S.no	Particulars	1	2	3	4	5
1.	At the moment, because the job demands it, I usually work long hours					
2.	There isn't much time to socialise/relax with my partner/see family in the week					
3.	I have to take work home most evenings					
4.	I often work late or at weekends to deal with paperwork without interruptions					
5.	Relaxing and forgetting about work issues is hard to do					
6.	I worry about the effect of work stress on my health					
7.	My relationship with my partner is suffering because of the pressure or long hours of my work					
8.	My family are missing out on my input, either because I don't see enough of them/am too tired					
9.	Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult					
10.	I would like to reduce my working hours and stress levels, but feel I have no control over the current situation					

**Jobsatisfaction**

**1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly disagree**

S.no	Particulars	1	2	3	4	5
1.	Lack of control over your work					

2.	Lack of recognition for work done					
3.	Job insecurity					
4.	Fear of layoffs					
5.	Harassment					
6.	Lack of respect from supervisors					
7.	Age discrimination					
8.	Inadequate pay					
9.	Isolation from fellow employees either physically or psychologically					
10.	Lack of promotion opportunities					

### Attributes

1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly disagree

S.no	Particulars	1	2	3	4	5
1.	Employees opinion about satisfaction with their work.					
2.	Contribution of employees towards company plan and mission					
3.	Whether there is adequate planning in the company					
4.	Employees feel part of a team working towards shared goals of the organization					
5.	Employees opinion about quality is a top priority at company					
6.	Employees are satisfied with the initial training provided to them					