

# A Research on Work Life Balance of Employees Aruneshwara Hi-Tech in in Thiruvanamalai



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**ABSTRACT---** *Work Life balance of an Employee is very important for any Organisation. Proper balance of Work and Life will automatically lead to higher yield. This Work Life Balance is a sensitive issue and there are many factors which ultimately lead to proper balance of Professional Work and Personal Life. These factors can be segregated as Demographic and Psychographic. The challenge is to find out the extent of impact of these two variables on the Work Life balance of an Employee and meet him at the point of his need. The below study is an analysis of the Work Life Balance of Employees working in Aruneshwara Hi-Tech in Thiruvannamalai.*

## I. INTRODUCTION

VST Tillers & Tractors Limited (VTTL), is a company formed on account of a JV between VST group and Mitsubishi Heavy Industries in 1967. VTTL derives its major income from manufacturing and marketing two agricultural aid equipments i.e. Power tillers and Tractors. It also trades in reapers, rice transplanters and other spare components. Company is a market leader in the power tiller segment across country deriving major income from the agriculture activities in South India and is a fast growing company in the sub-30 HP tractor segment.

## RESEARCH METHODOLOGY

### OBJECTIVES OF THE STUDY

#### PRIMARY OBJECTIVES

#### TO STUDY ON WORK LIFE BALANCE OF EMPLOYEES IN ARUNESHWARA HI-TECH

#### SECONDARY OBJECTIVES

- To study how the impact of Family influences the Stress generated through Work.
- To study if Employees are able to manage Timefor personal and Professional Commitment.
- To study if length of Working Hours has a bearing on Professional Productivity
- To study if employee health reflects the output
- To study about Prioritisation of Employee

## RESEARCH DESIGN

Descriptive Research Design is followed in this article.

## II. METHODS OF DATA COLLECTION

### Primary Sources

1. Data are collected through personal interviews and discussion with HR Executive.
2. Data are collected through personal interviews and discussion with Material Planning- Deputy Manager.

### Secondary Sources

1. Data are collected from the company's website.
2. Books and journals pertaining to the topic.

## SAMPLING METHOD

### Simple Random sampling

Random sampling being adopted in this study.

### Systematic sampling:

## SAMPLE SIZE:

The sample size 112 respondents.

## STATISTICAL TOOLS USED

This research has used the following statistical tools

- Simple Percentage Analysis
- Frequency Analysis

## LIMITATIONS OF STUDY

- The sample size is limited so I cannot provide all employees opinion
- Do not have an extensive experience in primary data collection
- Take some time to understand the company and employees attitude in organisation environment

## DATA ANALYSIS AND INTERPRETATION

TABLE 1: MORE THAN 6 DAYS IN A WEEK

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
ALWAYS	30	24.7
OFTEN	5	4.1

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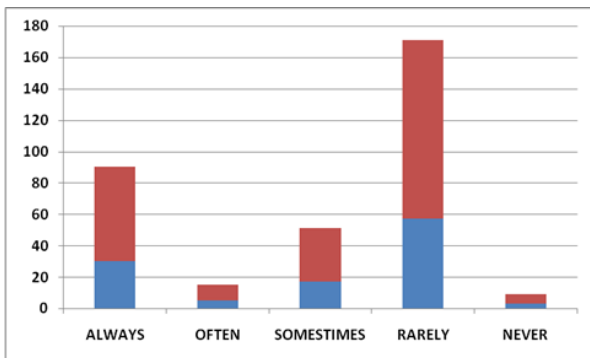
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SOMETIMES	17	14.04
RARELY	57	47.10
NEVER	3	2.47
<b>TOTAL</b>	<b>112</b>	<b>100</b>

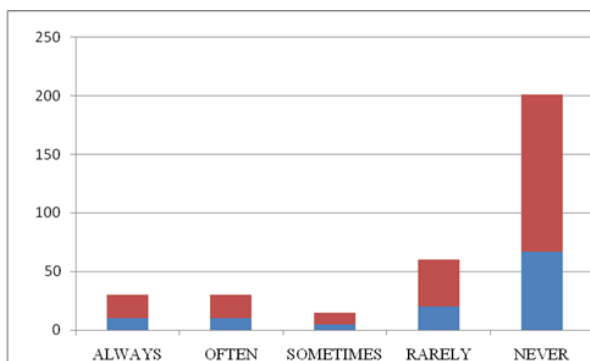


**III. INTERPRETATION:**

In this table 1 shows more than 6days employees working so rarely is highest because most of the employees finish their work with the working days.

**TABLE 2: MORE THAN 12 HRS WORKING IN A DAY**

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
ALWAYS	10	8.26
OFTEN	10	24.2
SOMETIMES	5	8.26
RARELY	20	16.5
NEVER	67	55.3
<b>TOTAL</b>	<b>112</b>	<b>224</b>

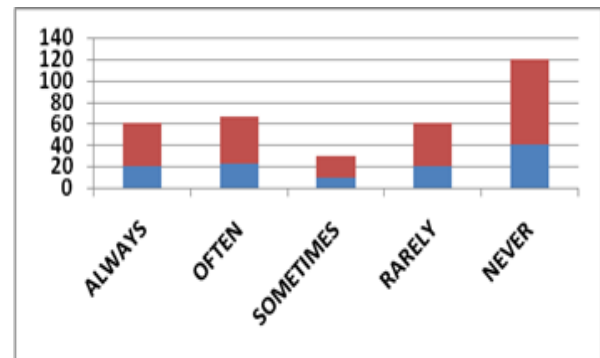


**INTERPRETATION:**

In this table 2 shows more than 12hrs employees not working more so rarely is highest because most of the employees finish their work with the working time..

**TABLE NO 3: EMPLOYEE FEEL NOT ABLE TO BALANCE THEIR WORKLIFE**

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
ALWAYS	20	16.5
OFTEN	22	18.1
SOMETIMES	10	8.26
RARELY	20	16.5
NEVER	40	33.0
<b>TOTAL</b>	<b>112</b>	<b>100</b>

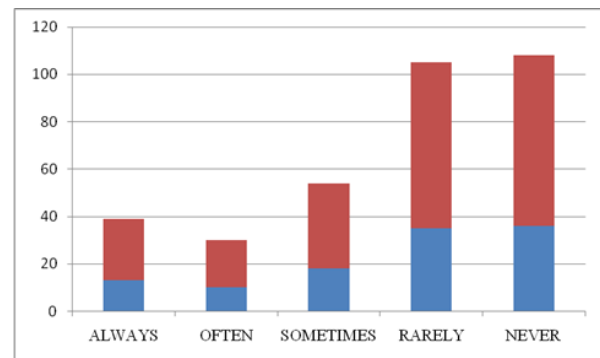


**IV. INTERPRETATION & RESULTS**

In this table shows employees can able their work life balance because in this company running with all the flexible times so employees are not feel they cannot able to balance their worklife

**TABLE NO 4 EMPLOYEE THINK OR WORRY ABOUT WORK (WHEN YOU ARE NOT ACTUALLY AT WORK)**

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
ALWAYS	13	15.7
OFTEN	10	8.26
SOMETIMES	18	14.8
RARELY	35	28.9
NEVER	36	29.7
<b>TOTAL</b>	<b>112</b>	<b>100</b>

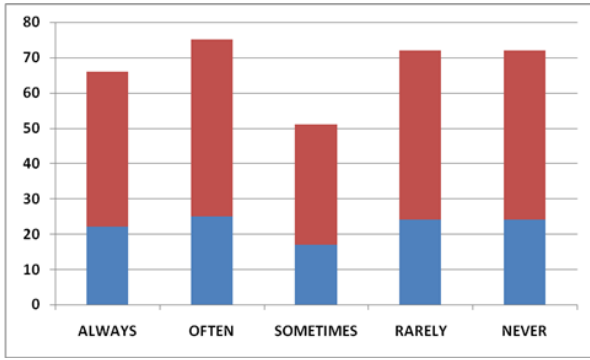


**INTERPRETATION:**

Most of the employees are worrying about their work rare time because when they have depressed or pressure work .

**TABLE NO 5 EMPLOYEE WORK IN SHIFTS**

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
ALWAYS	22	18.1
OFTEN	25	20.66
SOMETIMES	17	14.04
RARELY	24	19.8
NEVER	24	19.8
<b>TOTAL</b>	<b>112</b>	<b>100</b>

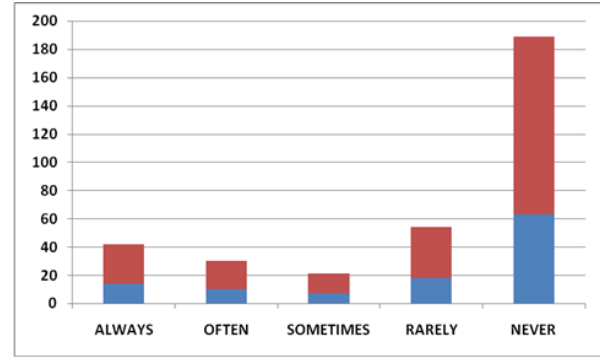


**INTERPRETATION:**

Some employees working shift based some employees rarely working shift based 19.8% equally.

**TABLE NO 6 UNABLE TO SPEND TIME WITH YOUR FAMILY**

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
ALWAYS	17	14.04
OFTEN	22	18.1
SOMETIMES	5	4.1
RARELY	28	23.0
NEVER	40	33.0
<b>TOTAL</b>	<b>112</b>	<b>100</b>

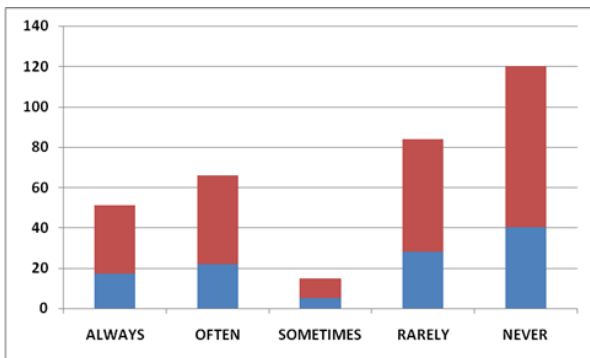


**INTERPRETATION:**

Employees are not tired because of work employees choose never option 52.0%.

**TABLE NO 8 COMPANY FOLLOW A SEPARATE POLICY FOR WORK-LIFE BALANCE**

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
ALWAYS	8	6.6
OFTEN	12	9.9
SOMETIMES	35	28.9
RARELY	35	28.9
NEVER	22	18.1
<b>TOTAL</b>	<b>112</b>	<b>100</b>

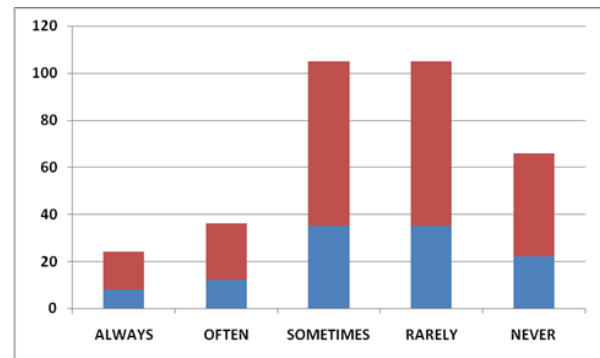


**INTERPRETATION:**

Most of the Employees are able to spend with family because the company give time to do work alternatively

**TABLE NO 7 EVER FEEL TIRED OR DEPRESSED BECAUSE OF WORK**

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
ALWAYS	14	11.57
OFTEN	10	8.26
SOMETIMES	7	5.7
RARELY	18	14.8
NEVER	63	52.0
<b>TOTAL</b>	<b>112</b>	<b>100</b>

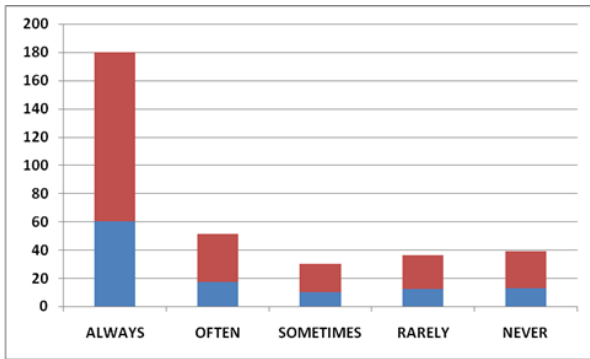


**INTERPRETATION:**

This company follow policy sometime is high 28.9% rarely is equal of 28.9% always is very low 6.6%.

**TABLE NO 9 IF EMPLOYEES HAVE GOOD WORK-LIFE BALANCE THE ORGANIZATION WILL BE MORE EFFECTIVE AND SUCCESSFUL**

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
ALWAYS	60	49.5
OFTEN	17	14.0
SOMETIMES	10	8.26
RARELY	12	9.91
NEVER	13	10.74
<b>TOTAL</b>	<b>112</b>	<b>100</b>



### INTERPRETATION:

The employees agree good work-life balance the organization will be more effective and successful because the always option is highest 49.5% the lowest is sometimes 8.26%.

### V. FINDINGS

- More than 6 days in a week is 1st table shows rarely is highest
- More than 12hrs employees not working more so rarely is highest because most of the employees finish their work with the working time.
- Employees can able their work life balance because in this company running with all the flexible times
- Most of the employees are worrying about their work rare time because when they have depressed or pressure work
- Some employees working shift based some employees rarely working shift based 19.8% equally.
- Most of the Employees are able to spend with family because the company give time to do work alternatively.
- This company follow policy sometime is high 28.9% rarely is equal of 28.9% always is very low 6.6%.

### VI. SUGGESTIONS

- Protecting employees from long hours of work and Maintain the working days condition
- Expand the facilities for Childcare Centres at workplaces
- I suggest to develop the health check -up department to employees atleast conduct yearly health check-up
- Company takes care of the employees working in night shift concentrate on all employees

### VII. CONCLUSION

Personal and Professional Life balance is very important to maintain peace in life. This study is important because it helps to maintain harmony between two constructs of life which leads to high productivity. Nowadays, Organisations are waking up to the truth that Work Life balance is very important and spills over all aspects of Organisational and Personal Life. From this study, it is understood that employees working at Aruneshwara are well aware about the implications and the need of Work Life Balance.

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### BOOKS:

- Do Less, Get More – by Shaa Wasmund
- The One Minute Manager Balances Work and Life by **Ken Blanchard**
- **MICHAEL R. LOSEY, SPHR, CAE**, is President of MikeLosey.com, as well as a former president of the Society for Human Resource Management and of the World Federation of Personnel Management Associations
- **SUSAN MEISINGER, Esq., SPHR**, is President and CEO of the Society for Human Resource Management, current Secretary General of the World Federation of Personnel Management Associations, and former Deputy Undersecretary of the U.S. Department of Labor.
- **DAVE ULRICH, PhD**, professor at the University of Michigan and renowned expert in management education, is the author of twelve books, including Why the Bottom Line Isn't!, also from Wiley.