

A STUDY ON WORK LIFE BALANCE OF THE EMPLOYEES TOWARDS METRO FRABIC KARUR

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Abstract— *In today's fast-paced and demanding work environments, achieving a healthy work-life balance has become crucial for both employees and organizations. This study investigates the work-life balance of employees at Metro Fabrics, a leading textile company, with a focus on its Karur location. The research aims to understand the factors influencing work-life balance, identify challenges faced by employees, and explore strategies for improving work-life harmony within the organization. The study adopts a mixed-methods approach, combining surveys and interviews to gather comprehensive data. Surveys are distributed among employees to collect quantitative information regarding their perceptions of work-life balance, while in-depth interviews with a subset of participants provide qualitative insights into their experiences and perspectives. Key variables such as workload, job flexibility, family responsibilities, organizational support, and personal well-being are analyzed to assess their impact on work-life balance. Ultimately, by understanding and addressing the challenges associated with work-life balance, Metro Fabrics can enhance employee satisfaction, productivity, and overall organizational effectiveness. This study contributes to the growing body of literature on work-life balance and offers practical implications for fostering employee well-being in the textile industry, particularly in the context of Karur.*

INTRODUCTION

Work-life balance is the amount of time you spend doing your job versus the time you spend with your friends and family and pursuing your interests.

However, the term has been scrutinized recently because it suggests that our work and personal lives exist in separate, adversarial spheres, constantly fighting for our time. We might

Inadvertently reinforce unhealthy concepts about how to view our work or personal life, such as feeling guilty when we forgo one responsibility for another.

In response, some have begun advocating instead for the term work-life integration or the synergistic blending of our personal and professional responsibilities. From this perspective, work is one of the numerous aspects of our lives which needs to be considered alongside other important concerns, such as our home and family lives, community, and personal well-being. Supporters argue that each feeds one another and is necessary for us to thrive.

Rather than resembling a scale with two competing sides, work-life integration more resembles a Venn diagram of overlapping interests.

Whatever term you prefer, the reality is that both describe our fundamental attempt to manage our various responsibilities and goals. While work-life integration might give you a more holistic framework for managing your responsibilities, work-life balance might emphasize a much-needed sense of division for those who find work creeping into their personal lives, particularly with the rise of smart phones. Sometimes, you may find it helpful to switch between the two as needed.

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OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

To analyze how far the employees of METRO FABRICS AT KARUR are able to maintain balance between their work life and personal life.

SECONDARY OBJECTIVES:

To analyses the factors contributing to work life balance of the employees.

To identify factors hindering work-life balance.

To assess current work-life balance among employees.

To evaluate effectiveness of existing initiatives.

To propose measures that should be taken to improve work life balance

LITERATURE REVIEW

Work-Life Balance and Job Satisfaction as Predictors of Job Performance among Bankers: A Cross-Sectional Study (IJIP, January-March 2024). This study, conducted in Bangladesh, explores how work-life balance and job satisfaction influence employee performance within the banking sector. It uses a survey method to collect data from bank employees and analyses the relationships between these factors.

The Impact of Remote Work on Work-Life Balance during the COVID-19 Pandemic: A Systematic Review (Journal of Business & Economics Research, 2022). This review examines research on the impact of remote work arrangements on work-life balance, particularly during the COVID-19 pandemic. It analyses findings from various studies to understand both the potential benefits and challenges associated with remote work.

Gender and Work-Life Balance in a Post-Pandemic World: A Critical Review (Journal of Management Inquiry, 2021). This review explores how the COVID-19 pandemic has impacted gender differences in work-life balance. It analyses research on topics like childcare responsibilities, flexible work arrangements, and the potential for a lasting shift in work culture.

Work-life balance: a systematic literature review and bibliometric analysis (Scopus database, 2020) This extensive review utilizes the Scopus database to analyses trends in work- life balance research. It employs bibliometric techniques to identify the most studied topics, prolific authors, and impactful journals within this field.

A Systematic Literature Review of Work-Life Balance Using ADO Model (Journal of Organizational Change Management, 2019). This review proposes a conceptual model (Activity- Demand-Outcome) to understand work-life balance. It analyses existing literature to explore how personal, household, and organizational factors influence individuals' ability to achieve balance.

Work-life balance-a systematic review (Emerald Insight, 2018). This review, published before the significant rise of remote work, analyses research on work-life balance from 1990 to 2019. It examines different perspectives on the concept, the factors influencing it, and potential strategies for achieving balance

Work-Life Balance and Its Impact on Employee Well-Being and Engagement: A Critical Review of the Literature (Journal of Human Resource Management, 2017). This review examines the connection between work-life balance, employee well-being, and engagement. It analyses research on how achieving balance can positively impact employee health, satisfaction, and productivity.

The Changing Nature of Work-Life Balance: A Review and Conceptual Framework (Journal of Management, 2016). This review explores the evolving concept of work-life balance. It analyses how factors like technology, globalization, and changing demographics have impacted employee expectations and organizational practices related to balance.

RESEARCH METHODOLOGY

According to industrial research institute in research methodology, research always tries to search the given question systematically in our own way and find out all the answers till conclusion. For finding or exploring research questions, a researcher faces lot of problems that can be effectively resolved with using correct research methodology.

RESEARCH DESIGN

Descriptive research design

The study is purely descriptive research as it sought to identify work life balance based on the employee's responses. Descriptive research is involving data in order to answer research questions concerning the current status of the study.

SOURCE OF DATA COLLECTION

Non probability sampling technique has been used within which convenience sampling has been used to collect the data.

Primary data:

Primary data was collected through Google form survey.

Secondary data:

Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

SUGGESTIONS

The organization can give flexible working hours to their employees in the organization and hence they can get relaxed for their next day.

Fun at work can be encouraged to keep the employees relaxed at work.

The gender has no way relation with the stress but still facilities and other compensation can be provided to the female workers.

Organization should conduct stress relieving programs like yoga and meditation for the employees regularly in order to reduce the stress level.

Sessions on time management, work planning can be provided to employees by their managers.

By creating a friendly circumstance within the organization, the employees would enjoy working with their colleagues not considering the age or gender.

Work can be shared among team mates in order to complete the tasks on or before time. This will not be a burden for an individual employee.

Employees should be satisfied by providing their appraisal/bonus/incentives on time which will make them happy at work in turn they will lead their life happily.

CONCLUSION

In conclusion, addressing the findings from the study on work-life balance among Metro Fabrics employees in Karur necessitates a proactive approach towards implementing tailored support programs, flexible work arrangements, stress management initiatives, and enhanced communication channels. By prioritizing these measures, Metro Fabrics can foster a workplace environment that promotes employee well-being, satisfaction, and productivity, ultimately contributing to organizational success and sustainability. Ongoing monitoring and evaluation will be essential to ensure the effectiveness of these initiatives and maintain a positive work culture centered around work-life balance.

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