

## **A STUDY ON WORKLIFE BALANCE OF WORKERS AT PARAMBARIYAM FARMER PRODUCER COMPANY LIMITED, NAMAKKAL**

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**Abstract**—*Work-life balance is a complex issue that has attracted a lot of attention in today's culture. This abstract explores its dynamics. New emphasis on striking balance has resulted from the way that work environments and technology have changed the old lines separating work and home life. Insights into the difficulties, solutions, and consequences of preserving a healthy work-life balance are provided by this analysis, which summarises the literature. The viewpoints of work and life integration are reviewed in the first section together with the historical background and societal changes that have affected them. This study looks at how expectations and demands are made of people in both personal and professional domains as a result of globalisation, technology, and shifting demographics. The difficulties people encounter in attaining a work-life balance are covered in detail in the second part. We talk about the effects of factors like long work hours, remote work, and blurred boundaries on mental health, general life satisfaction, and well-being. In order to promote a better work-life balance, individuals and organization's can use the tactics and activities highlighted in the third section. The potential benefits of mindfulness exercises, flexible work schedules, and encouraging work environments are investigated as ways to lessen the negative impacts of an unbalanced lifestyle. The wider effects of work-life balance on societal well-being, employee retention, and organisational effectiveness are examined in the fourth section. It looks into the relationship between work-life balancing priorities' overall success, productivity, and employee satisfaction. To sum up, this abstract supports a comprehensive strategy for work-life balance that takes into account the connections between one's personal and professional spheres. It highlights how crucial it is to take proactive steps at the individual and organisational levels in order to establish a setting that supports modern workers' well-being, contentment, and capacity for sustained product*

**Keywords:** *Work-life balance, Culture, Work Environment, Shifting Demographics, Employee Retention.*

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### **INTRODUCTION**

There was a time when priorities were seen as distinct for work and personal life. However, organizations and employees alike are becoming more aware of the need to maintain work- life balance as a result of globalisation and mounting work-related stress. The issue for workers who spend a significant portion of their workdays at work, or who occasionally put in long hours, is striking a balance between their personal and professional obligations.

Employee demand for preserving a work-life balance has increased beyond recognition, and management has also realised its significance given the current circumstances . Work-life balance will be a prominent topic of discussion in boardrooms in the future, and management and HR professionals will have to deal with this issue on a daily basis. The phrase "work-life balance" describes how to effectively manage or strike a balance between paid job and one's expected personal or societal commitments. Employee well-being and organisational productivity can be impacted by work life in a variety of ways.

The presence of a certain set of organisational policies or procedures is known as quality of work life. This definition typically makes the case that the use of democratic management techniques, enriching work environments, treating employees with dignity, and providing safe working conditions all contribute to high quality work-life experiences.

## **NEED OF THE STUDY**

The aim of the study was to know the work life balance at Parambariyam Farmer Producer Company Limited. The following needs have proposed me to choose the project on work life balance.

The work life balance is an important tool for effective performance of the employee. Work life balance helps to understand about how the stress in personal life affect the professional life of the employee.

## **SCOPE OF THE STUDY**

The study's scope includes all department employees in order to comprehend their perspectives on the quality of work life

Having an manufacturing sector would make it easier for me to understand the measures when there are a reasonable amount of personnel in the company.

This will offer me with an examination of the current environment for preserving a balance in my quality of work-life balance.

The scope will give me the employees' viewpoints regarding the management and vice versa.

## **OBJECTIVES OF THE STUDY**

### **PRIMARY OBJECTIVES**

- ❖ A study on work life balance with reference to Parambariyam Farmer Producer Company Limited

### **SECONDARY OBJECTIVES**

- ❖ To identify the measures of balancing employee work with life
- ❖ To study the level of stress between work & personal life.
- ❖ To suggest suitable measures to improve work life balance.
- ❖ To study about how the representative helps in balancing both work and family To understand about Job sharing

## **LIMITATIONS OF THE STUDY**

- Only the domestic market is the focus of this study.
- We have not studied the international recruitment process here.
- Sample size is limited due to the limited period allocated for the survey
- The analysis is completely based on the information provided by the employees and hence could be biased.
- Taking appointment of the respondents became a little difficult.
- The geographical area of this study is confined to the opinions expressed by the respondents of Namakkal
- A few respondents might have furnished the required information from their momentary memory hence the collected data might be subject to bias.

## **RESEARCH METHODOLOGY**

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the customer's opinion based on product. In this study, the research methodology is framed for the purpose of identifying the perception of investors towards mutual fund investment.

## DATA REQUIREMENT

- **Primary data**

The present study is based on the primary data which was collected using the questionnaire method using google forms.

- **Secondary data**

Secondary data has been collected mainly from internet, reports, publications, records and websites.

## RESEARCH DESIGN

The entire process involved in research methodology is called research design. Research design is a plan of study made by a researcher before undertaking his/her research work. In this study the researcher has adopted descriptive research design to investigate and study the given problem.

## SAMPLING TECHNIQUE

For the study the sample, study participants are employees present in the Parambariyam farmer producer company limited. They were selected and interviewed for present study. The methodology for selecting respondents for this study through convenience sampling method.

## SAMPLE SIZE

In this study 117 employees from Parambariyam farmer producer company limited.

## SAMPLE LOCATION

The research was conducted in Namakkal.

## TOOLS FOR ANALYSIS

In this study, the hypotheses were made and then analyses with the help of statistical techniques of Chi-Square and Anova test for relationship using IBM SPSS software.

Both hypotheses were tested with 95 percent confidence level i.e., at 5 percent significant levels.

## DATA ANALYSIS AND INTERPRETATION

### HYPOTHESIS – 1

**H0-** There is no significant association between the respondents and the educational qualifications of the respondents.

**H1-** There is a significant association between the age of the respondents and the educational qualifications of the respondents.

### CHI- SQUARE - 1

**EDUCATION \* AGE Crosstabulation**

		AGE				Total
		20-30	31-40	41-50	51-60	
EDUCATION	Primary level	3	13	5	0	21
	Secondary level	9	32	12	6	59
	UG	3	14	6	1	24
	PG	5	4	4	0	13
Total		20	63	27	7	117

**Chi-Square Tests**

Value		df	Asymptotic Significance (2-sided)
Pearson Chi-Square	10.076a	9	.344
Likelihood Ratio	11.144	9	.266
Linear-by-Linear Association	.321	1	.571
N of Valid Cases	117		

a. 9 cells (56.3%) have expected count less than

**Inference**

Since p value is 0.344 is greater than 0.05. We reject alternative hypothesis and accept null hypothesis so there is no significant difference between age and Nature of your employment.

**FINDINGS**

- 47.9% of the respondents are in the category of male.
- 55.6% of the respondents are in the age category of 31-40 years.
- 53% of the respondents are secondary school
- 51.3% of the respondents are full time employee
- 46.4% of the respondent's occupation in the category Rs.15000-Rs.25000
- 54.7% of the respondents are in 1-3 years
- 52.1% respondents are 5 Days
- 52.1% respondents are 8-9 hours
- 48.7% of the respondents are preferred to agree
- 36.8% of the employees are financial independence
- 77.8% of respondents are yes
- 47% say flexible ending time
- The respondents says strongly agree is 33.3% and agree is 33.3%,
- 43.6% get telephone for personal use
- 41.9% of respondents get job sharing
- That who agree is 35.9%
- The respondents who agree is 39.3%
- 47% of the respondents get bonus
- The respondents who agree is 50.4%
- The respondents who agree is 53%
- The respondents who agree good.
- The respondents who agree is 50.4%

**SUGGESTIONS**

- The analysis indicates that a few areas, such as the leave policy and shift timings, still require improvement.
- By identifying these factors, the standard work routine would be improved, assisting the staff in managing their professional and personal lives more effectively.
- In the long term, this will assist them in managing the harmony between work and personal life. Additionally, the analysis reveals that the enjoyable aspects of the workplace still require improvement.
- A small portion of respondents have consented to enjoyable activities, which are determined by the team leaders and the team's task allocation.

- I would advise that the workers' working environment alter if management offers more assistance than what is now provided in terms of balancing work and life and leave policies.

## **CONCLUSION**

This gives an overview of the research and survey conducted on the subject of work-life balance quality. The company's investigation and poll regarding management assistance led to the conclusion that was reached.

All things considered, the management offers strong support, and there are individual opinions regarding a few issues where disagreement may arise.

As previously mentioned, there would be a noticeable improvement and the staff would be kept on board if the management extended their assistance.

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