

## EMPLOYEES PERCEPTION ON WORK-LIFE BALANCE IN KARNATAKA CO-OPERATIVE MILK PRODUCERS' FEDERATION LTD (KMF), BANGALORE

Rajkumar<sup>1</sup>, Prof. K. Gunashekar<sup>2</sup>, Dr. Mohammed Arif Pasha<sup>3</sup>

<sup>1</sup>Final Year MBA Student, PG Department of Commerce and Management Studies, Brindavan College, Bengaluru

<sup>2</sup>Assistant Professor, PG Department of Commerce and Management Studies, Brindavan College, Bengaluru

<sup>3</sup>Principipl, Brindavan College, Bengaluru

Email: <sup>1</sup>rajkumar.ab17@gmail.com, <sup>2</sup>kgunashekar@brindavancollege.com, <sup>3</sup>arifpasha75@gmail.com

---

**Abstract**—Work plays a significant part in all our lives. Our earnings ensure that the lights stay on, there's food on the table and the rainy-day pot is full. Maintaining a healthy work-life balance is not only important for health and relationships, but it can also improve your employee's productivity, and ultimately performance. The objective of the study is to analyse the impression of delegates on various Quality of work Life Balance (QWL) exercises, improve the way of life of workers and increment positive attitude and sincere relationship among representatives. It helps react to changing market conditions more effectively and meet customer demands leads to more committed and positive attitude in your staff. reduce staff turnover and minimise recruitment costs become recognised as a business that people want to work for and therefore helping you attract top talent. By encouraging your people to look after themselves and find balance, you will significantly limit health problems and absences. This will ensure your organisation is more efficient during business hours and people want to be part of the business and culture. According to Seashore, A., (2002)" The idea of working life is considered in association with feasibility in maintain sources of income, three specific perspectives of supervisors, workers and the system is considered for evaluating such ampleness". In this way, the term Quality of Work life relies upon the possibility that improvement in human satisfaction prompts better execution and improves the Quality of Work life. As demonstrated by the maker the examination of man at work is introduced to perilous missteps if it does not lay on the examination of work itself, on the standard of solidarity of its couple of edges and their equivalent relationship. The respondents are satisfied by the idea of work life as it has improved consistently. They should complement on giving each opportunity so people can create with the affiliation. Corporate obligation of progressing cleaned aptitude should in like manner be a bit of the association's way of thinking. At every office, creation line or shop quality and splendour should be mentioned and got. The association should try to draw out a firm working environment where the delegates can smooth out the best utilization of their aptitudes and limits.

**Keywords**—Burn-out, Health, Quality of Work Life, Remuneration, Stress.

---

### INTRODUCTION

The four significant determinants of QWL, for example dynamic position, development and improvement, acknowledgment and thankfulness, and special roads were missing, and the instructors might want a situation that incorporated these determinants (Chandar et al,1993). Importance of occupation, positive thinking on authoritative change and self-governance are fundamentally identified with Job Satisfaction of representatives in a Private Higher Learning Institution. The examination directed in Tiruchirappalli city limit universities uncovers that there is a critical relationship between nature of work life of educators and workplace of instructors (Saad et al, 2008).

An examination on the college workers uncovered that there is a positive connection between work fulfilment and QWL measurements. QWL altogether contributes towards expanding the activity fulfilment or disappointment relying on the representative's negative or positive view of QWL measurements (Ganguly R, 2010). Employees demonstrated positive occupation fulfilment and would keep on remaining in a similar activity just on the off chance that they have open door for development and advancement alongside hierarchical eminence, monetary variables. Toward this path the significant reason for disgruntlement was headway opportunity, authoritative glory, and money related components. So, the school organization must give due weightage to these components as respondents have considered these variables liable for

holding them in their current employments (Shariq abbas, 2010). On the off chance that the QWL of educators is underneath normal, at that point its resultant effect will be on instructing and research work and these are the reason for the advancement of any public. QWL and Quality of life has a noteworthy relationship in educating condition. Research completed in scholarly area shows that QWL of school instructors is in low level (Bharati and Kumar, 2011).

QWL programs give chance to development and improvement by encouraging preparing to the workers which subsequently expands work fulfilment. QWL is worried about making workplace which is favourable and amicable.

There is a huge connection between work fulfilment, self-improvement, and group viability even in the scholarly division (R.Jayan, 2012). QWL has direct holding on for efficiency, as improved QWL will eventually prompt higher profitability and occupation fulfilment (Alireza et al, 2012). QWL of academicians, especially in the Private Technical Institute, is not in a superior condition. Factors, for example, pay and wages biasness between same qualified representatives, headway open door for development is low, compensation and professional stability issues are gravely influencing the relationship with organization and academicians, disappointment in regards to leave adaptability and so on are answerable for low QWL of respondents (Vishwakarma et al,2013). A high QWL is required for the development of both the representatives and the organizations.

Jain Bindu and Swami Yashik (2014) in their examination revealed that QWL in Indian scholarly division is of low level. An arranged change in the workplace is required to improve QWL in scholastic division. Preparing, overhaul of work, workshops for information upgrade and self-awareness, significant investment in dynamic, adjustment in advancement conspire and so on, are a portion of the courses through which we can improve QWL. Improved QWL is valuable for both the representative and foundation so it is the shared duty of the two. QWL of instructors at scholarly segment is beneath fulfilment and required consideration and execution of successful measures to progress it. The significant issues with respect to QWL in scholastic segment are: I. Roads for development and advancement not agreeable. ii. Limited time angles are not agreeable. iii. Instructor's investment in dynamic is underneath fulfilment. iv. Employer stability is there yet Job fulfilment is absent. v. Employment inclusion is deficient. Arrangements:

- i. The level and number of assignments with respect to workforce ought to be expanded and it ought to be same at school and college level.
- ii. There must be straightforwardness and conclusive job of instructors in dynamic groups of foundation since educators are the part package the organization, yet additionally the significant instrument in the execution of various strategies, rules, and guidelines.
- iii. Self-governance of the foundation ought to be kept up regarding its different measurements, for example, enrolment, choice, encircling of general polices, rules guideline and so forth iv. Normal direction/supplemental classes, workshops, course, discussion and so forth ought to be composed for educators up degree on current patterns, techniques, procedures, instructional method of training. v. "Character appraisal test" for determination of new workforce ought to be thoroughly directed. vi. The organization ought to sort out wellbeing related software engineers for educators to give them better QWL.

Dr. Saklani (2003) has chosen thirteen dimensions for analysing the concept of QWL viz.,

1. Sufficient and reasonable pay
2. Incidental advantages and government assistance measures,
3. Employer stability,
4. Protected and solid physical condition,
5. Outstanding burden,
6. Chance to utilize and create human limit,
7. Open door for proceeded with development,
8. Human relations,
9. Cooperation in dynamic,
10. Prize and punishment framework.

11. Value, equity and complaint dealing with,
12. Work and all out-life space, and
13. Picture of association in the public.

Researchers used different components to measure the Quality of Work Life of employees in their study.

Nanjundeswaraswamy & Sandhya (2016) have examined various papers and have proposed a new set of QWL components to measure the degree of QWL of employees in the changed scenario. According to them, by considering the available literature based on the frequency of usage of the components by different researcher and changed situation in labour market, eighteen components are most predominant components that address the QWL of employees.

### **SIGNIFICANCE & IMPORTANCE OF THE STUDY**

Work plays a significant part in all our lives. Our earnings ensure that the lights stay on, there's food on the table and the rainy-day pot is full.

Maintaining a healthy work-life balance is not only important for health and relationships, but it can also improve your employee's productivity, and ultimately performance. Put simply, if your people do not view work as a chore, then they will work harder, make fewer mistakes and are more likely to become advocates for your brand.

When we are stressed and over-worked, we run the risk of jeopardizing more than just our social lives – our physical and mental health is in danger too.

By encouraging your people to look after themselves and find balance, you will significantly limit health problems and absences. This will ensure your organisation is more efficient during business hours and people want to be part of the business and culture.

By helping your people to find the perfect balance between work and home, you will increase their engagement levels. Having an engaged workforce will lead to your people going 'the extra mile' for you and becoming loyal advocates for your brand and product. Burnouts occur when we feel overwhelmed and unable to meet constant demands. The negative effects of a burnout can affect every aspect of our lives.

The inability to separate work from home will massively increase the chances of burnout, so it is important to encourage team to take time off and "leave work at work."

### **NEED FOR THE STUDY**

Lower levels of absence, sickness and stress increase competitiveness and productivity, boost staff morale and improve customer. It helps react to changing market conditions more effectively and meet customer demands leads to more committed and positive attitude in your staff. reduce staff turnover and minimise recruitment costs become recognised as a business that people want to work for and therefore helping you attract top talent.

Increased productivity, less instances of sickness and absenteeism a happier, less stressed workforce staff feeling valued and that their personal and/or family life is important, improvements in employee mental health and well-being more engaged staff, greater employee loyalty, commitment and motivation staff less likely to leave.

Employees are focused, intellectually debilitated, truly powerless, uncontrolled non-appearance to work, low quality of workmanship bringing about creation wastages and quality objections, last item dismissals, disharmony, quarrelling, liquor and tobacco misuse and a forceful and profane conduct with respect to the representatives..

Increased productivity, less instances of sickness and absenteeism a happier, less stressed workforce staff feeling valued and that their personal and/or family life is important, improvements in employee mental health and well-being more engaged staff, greater employee loyalty, commitment and motivation staff less likely to leave.

Employees are focused, intellectually debilitated, truly powerless, uncontrolled non-appearance to work, low quality of workmanship bringing about creation wastages and quality objections, last item dismissals, disharmony, quarrelling, liquor and tobacco misuse and a forceful and profane conduct with respect to the representatives..

### **OBJECTIVES OF THE STUDY**

- 1) To analyze the impression of delegates on various Quality of work Life Balance (QWL) exercises
- 2) To improve the way of life of workers

- 3) To increment positive attitude and sincere relationship among representatives

#### **HYPOTHESES (IF ANY)**

**H<sub>0</sub>** - Quality of Work-Life Balance of Employees contributes for better organization performance

**H<sub>1</sub>** - Quality of Work-Life Balance of Employees may not contribute for better organization performance

#### **SCOPE OF THE STUDY**

It urges us to perceive the distinctive piece of work which helped in improving the idea of work life of the agents in the affiliation. It moreover arranged new Human resource frameworks for the association and to perceive delegates' needs and tendencies.

#### **LIMITATIONS OF THE STUDY**

- 1) The collection of primary data is very difficult to get
- 2) The companies may not fully reveal all the information

Quantitative Data Analysis carried out through statistical Tools viz., graphs, averages, tables, percentage, pie charts.

#### **RESEARCH METHODOLOGY**

**Analytical and Descriptive Research**, in which the researcher uses factors or information already available and analysis it to make a critical evaluation of the material. On the other hand, Descriptive research determines and reports the way things are. It is not merely collection of data, but it is more than that, it involves measurement, classification, analysis, comparison, and interpretation.

##### **Sampling**

Sensible and Descriptive Research, in which the expert uses factors or information viably available and assessment it to make a fundamental evaluation of the material. On the other hand, Descriptive examination chooses and reports the situation. It is not only grouping of data, yet it is more than that, it incorporates estimation, game plan, assessment, connection, and interpretation. Explaining research answers to the examinations leads on shopping repeat, brand unmistakable quality of things and organizations, buying behavior and customer tendencies, etc.

Solace testing (in any case called availability assessing) is a specific kind of non-probability inspecting technique that relies upon data combination from people who are supportively open to participate in study.

##### **Devices for Data Collection:**

The precision of combination data will be of more important tremendousness for making right and considerable induction for the assessment. The sources would be assembled into two:

1. Primary data
2. Secondary data

##### **Primary Data**

The primary data will be accumulated through a survey. Open-completed, closed completed and Yes or No requests will be used in drafting the review. There will be moreover various variables, for instance, singular tendency about the things, their satisfaction levels, etc., will be in like manner included. Meeting controlled shut end delivers will be given to the division chiefs of the association to assemble the information about thing and publicizing methods completed and a view of the information will be proceeded.

##### **Secondary Data**

Noteworthy wellsprings of discretionary data will be expelled from various journals, magazines, locales, etc.

##### **Population:**

Respondents/customers of retails in Bangalore

Test Size. 100 Respondents (customers)

Data would be accumulated by using convenience sampling

**Data Analysis**

Surveys, observations, focus social events and gatherings are among presumably the most used methods.

A data examination plan is a quick and dirty recommendation that structures an endeavor work, communicates the goals of the endeavor, recognizes the necessary data sources, and portrays the way of thinking of coordinating the assessment.

Emotional data will be amassed through affiliation and discussions with the authorities working. Some noteworthy information will be collected through couple of unstructured gatherings of Executive Annual reports and various magazines appropriated and will be used for social occasion the vital information. Direct Observation and Interview Method communicating the goals of the endeavor, perceives the necessary data sources, and portrays the way of thinking of driving the examination. Thusly, a comparable will be organized, changed over into Bar and Pie Charts to data mine and separate the real factors of the investigation.

Quantitative Data Analysis will be brought out through quantifiable Tools and will be according to the accompanying: -

- 1) Graphs
- 2) Average and rate
- 3) Tables and
- 4) Statistical strategies and

**DATA ANALYSIS & INTERPRETATION**

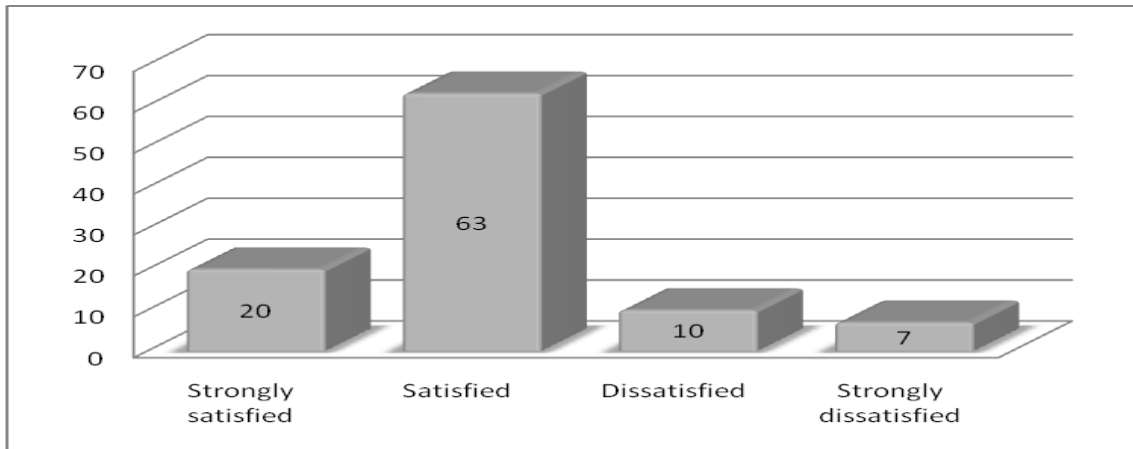
**OPINION OF THE RESPONDENT REGARDING THEIR PHYSICAL HEALTH**

The following analysis depicts the opinion of the respondents regarding their physical health in the past month.

**TABLE 1: OPINION OF THE RESPONDENT REGARDING THEIR PHYSICAL HEALTH**

<i>Options</i>	<i>Respondents</i>	<i>Percentage</i>
Strongly satisfied	6	20
Satisfied	19	63
Dissatisfied	3	10
Strongly dissatisfied	2	7
Total	30	100

**FIGURE 1: OPINION OF THE RESPONDENT REGARDING THEIR PHYSICAL HEALTH IN THE PAST MONTH**



*Employees Perception on Work-Life Balance in Karnataka Co-Operative Milk Producers' Federation Ltd (KMF), Bangalore*

The above analysis reveals that 63 % of the respondent are satisfied by their physical health in the past month, whereas 10% of the respondent are not satisfied by the health at the work place.

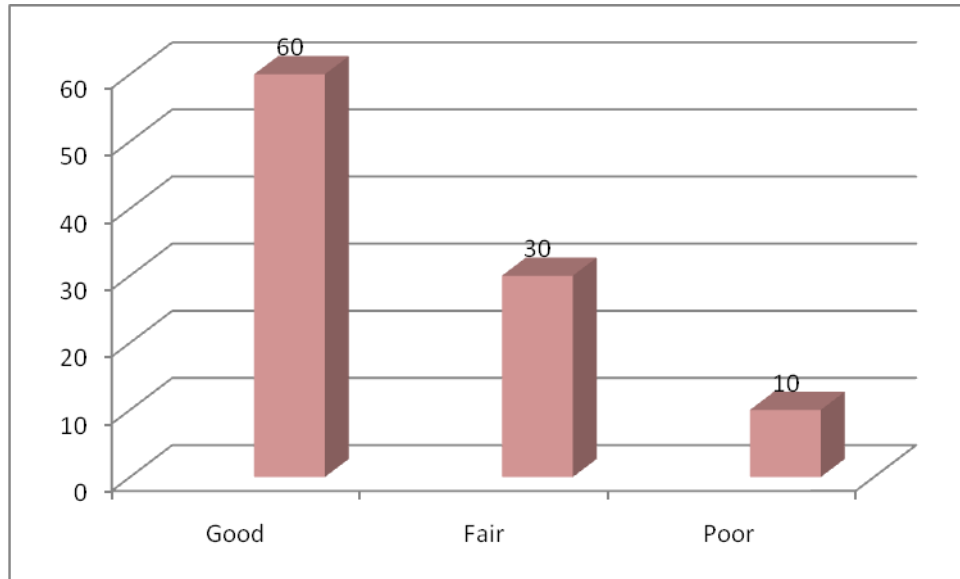
**OPINION OF THE RESPONDENT WHETHER THERE IS OPPORTUNITY FOR SELF-DEVELOPMENT**

The following analysis depicts the Opinion of the respondent whether there is opportunity for self-development

**TABLE 2: OPINION OF THE RESPONDENT WHETHER THERE IS OPPORTUNITY FOR SELF-DEVELOPMENT**

<i>Options</i>	<i>Respondents</i>	<i>Percentage</i>
Good	18	60
Fair	9	30
Poor	3	10
Total	30	100

**FIGURE 2: OPINION OF THE RESPONDENT WHETHER THERE IS OPPORTUNITY FOR SELF-DEVELOPMENT**



The above analysis reveals that 60% of the respondent have the opportunity for self development ,whereas 30% of the respondent have fair opportunity for their self development.

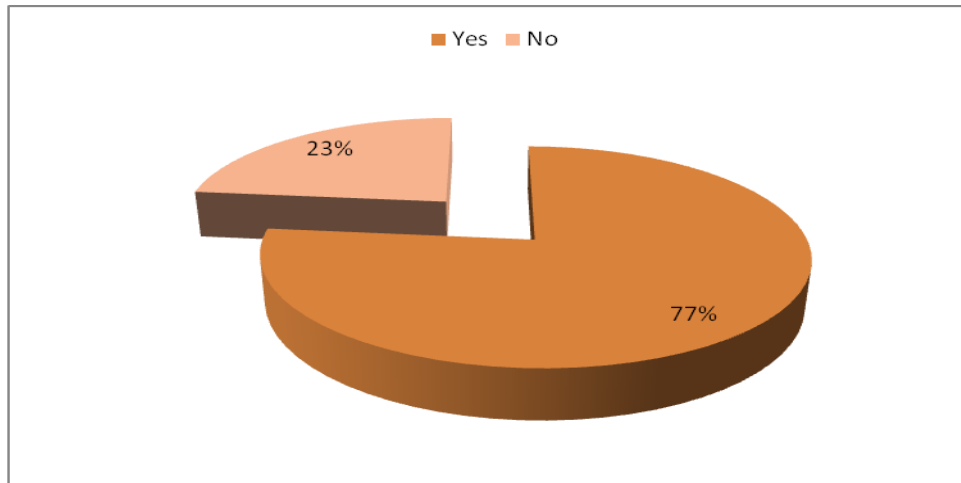
**OPINION OF THE RESPONDENTS TOWARDS THEIR HEALTH AT THE WORK PLACE**

The following analysis depicts the opinion of the respondents towards their health at the work place

**TABLE 3: OPINION OF THE RESPONDENT TOWARDS SAFETY AND HEALTHY WORKING CONDITION**

<i>Options</i>	<i>Respondents</i>	<i>Percentage</i>
Yes	23	77
No	7	23
Total	30	100

**FIGURE 3: OPINION OF THE RESPONDENT TOWARDS SAFETY AND HEALTHY WORKING CONDITION**



The above analysis, 77% of the respondents reveals that there is adequate safety and health measure taken at the work place.

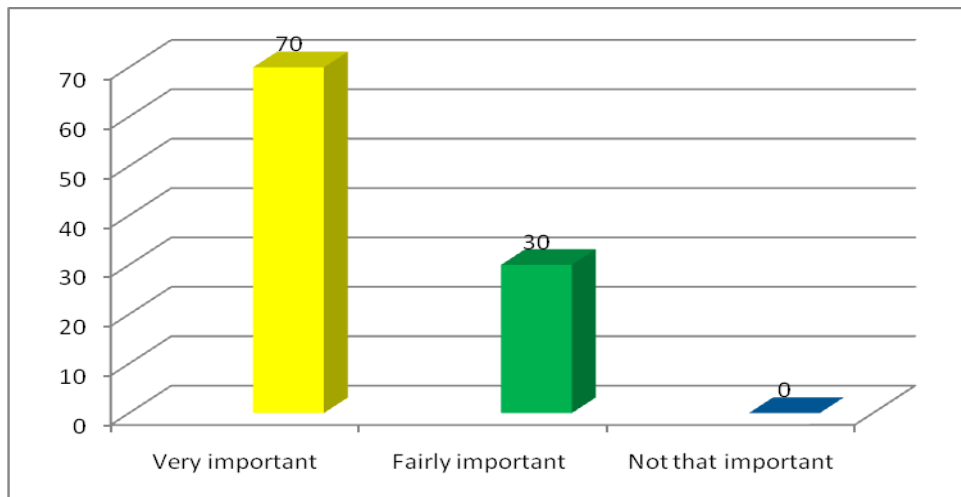
**Opinion of the respondent regarding the importance to advance to a better position at work place**

The following analysis depicts the opinion of the respondent regarding the importance to advance to a better position at work place.

**TABLE 4: OPINION OF THE RESPONDENT REGARDING THE IMPORTANCE TO ADVANCE TO A BETTER POSITION AT WORK PLACE**

<i>Options</i>	<i>Respondents</i>	<i>Percentage</i>
Very important	21	70
Fairly important	9	30
Not that important	0	0
Total	30	100

**FIGURE 4: OPINION OF THE RESPONDENT REGARDING THE IMPORTANCE TO ADVANCE TO A BETTER POSITION AT WORK PLACE**



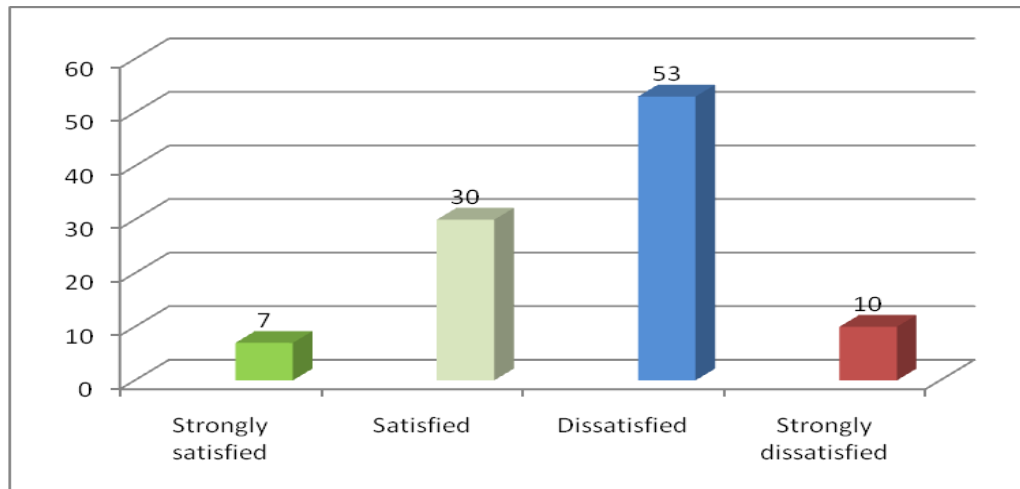
*Employees Perception on Work-Life Balance in Karnataka Co-Operative Milk Producers' Federation Ltd (KMF), Bangalore*

The above analysis reveals it is very important for 70% of the respondent to advance to a better position in the work place, whereas 30% of the respondent say that it is fairly important.

**TABLE 5: OPINION OF THE RESPONDENT WHETHER THE COMPENSATION GIVEN TO THEM SATISFY THEIR FINANCIAL NEEDS.**

<i>Options</i>	<i>Respondents</i>	<i>Percentage</i>
Strongly satisfied	2	7
Satisfied	9	30
Dissatisfied	16	53
Strongly dissatisfied	3	10
Total	30	100

**CHART 5: OPINION OF THE RESPONDENT WHETHER THE COMPENSATION GIVEN TO THEM SATISFY THEIR FINANCIAL NEEDS.**



The following analysis reveals that 53% of the respondent are dissatisfied by the compensation given to them , whereas 30% of the respondent are satisfied by the compensation given to them.

**Findings of the Study:**

- Respondents are now and then permitted to change their beginning time and completing time to work.
- Respondent agreed that it is required to work extra hours in the essential occupation
- Respondents revealed that they have to work for 1-2 hours consistently past their work schedule.
- The respondents are unassumingly satisfied by the working hours checked and they are decently satisfied the working hours.
- The respondents are fulfilled by their physical prosperity.
- The respondent has extraordinary prosperity at the workplace.
- Respondents reveal that there is acceptable security and prosperity measure expected at the work position.
- It is evident that the respondents agree that they can use their inclination and limits at
- work and they think about the work they accomplish in the workplace.



- Hence, it is obvious that, aware of the work they accomplish in the workplace has
- Positive association with use of inclination and limits at fill in as the prime objective in the affiliation.
- It is evident that the respondents are treated with yielding at work and occupation requires adjusting new things at work.
- Hence, clearly, drew nearer with regard at work had high positive relationship with business requires adjusting new things at work.
- It is certain that the respondents have their state at work, and they get approval at work.
- Hence, clearly, state at work had high positive association with tolerating approval for the work.
- The respondent is satisfied by the arrangement provided for them to improve their capacity.
- Respondent has the open entryway for personal development.
- Respondent have incredible progress opportunity at work spot.
- Respondent reveals it is basic to advance to a prevalent situation in the workplace.
- The respondents are satisfied to work in the unending work gathering.
- The respondents for all intents and purposes constantly work in the social affair.
- Most of the respondents have fixed essential compensation notwithstanding commission.
- Respondent are disillusioned by the compensation given to them.
- The respondent feels that there is no authentic assessment system at the workplace.
- It is obvious that the respondent agreed that portion by result system is being
- Utilized grinding away and there is sensible compensation in compensation to Different partners.
- Hence, plainly, portion by result structure is being utilized busy working has high positive
- Association with sensible compensation in pay to other teammate as the ideal objective in the affiliation.
- The respondents are somewhat satisfied by their movement.

#### **SUGGESTIONS & RECOMMENDATION OF THE STUDY**

- Take movement for prosperity measures to convince the experts and to improve the idea of work life in KMF
- Better correspondence direct results in gathering of the new musings and creative strategies.
- The affiliation needs to seek after convincing agents' assurance system which would provoke better execution in the affiliation and improve the idea of work life in the association.
- In solicitation to grasp change and be prepared for using the inventive limits of the individual the system should allow everyone to check out the work plan structure that are required to perform.
- The disclosures of the current examination suggest for the better idea of the work life which would provoke motivation & satisfaction of agents and would incite an unrivalled demonstration in the affiliation.
- The getting ready & development of the agent will help the delegates with upgrading their fitness & quality which will improve the idea of work life in the association.
- The workers need to fill in as a gathering & conflict with regret towards ought to be avoided and better working condition to be gotten to have adjustment in workplace.
- The work social occasion of the affiliation needs to go about as an instrument in giving individual satisfaction to the agents.
- Right channel should be changed in accordance with for better correspondence to improve the idea of work life.

## **CONCLUSION**

The respondents are satisfied by the idea of work life as it has improved consistently. Be that as it may, they need to take extra thought towards the delegates by giving them appealing compensation, which would be a driving variable for them to perform at the workplace.

They should complement on giving each opportunity so people can create with the affiliation. Corporate obligation of progressing cleaned aptitude should in like manner be a bit of the association's way of thinking. At every office, creation line or shop quality and splendour should be mentioned and got. The association should try to draw out a firm working environment where the delegates can smooth out the best utilization of their aptitudes and limits.

## **BIBLIOGRAPHY**

- [1] Seashore Walton (2006): "QWL & work-related variable", American Journal of Applied Sciences, Vol: 3, No: 12: 2151-2159
- [2] M.J. Sirgy, (2007): (QWL) Measure, Journal of Applied research in Quality Life, Vol: 2, No: 4, pp: 273-287, A., (2002): "QW: in ABC", Journal of Psychology, Vol: 1, No: 4, pp: 20-24 <https://blog.vantagecircle.com/quality-of-work-life-qwl/>
- [3] [https://shodhganga.inflibnet.ac.in/bitstream/10603/71421/8/08\\_chapter%201.pdf](https://shodhganga.inflibnet.ac.in/bitstream/10603/71421/8/08_chapter%201.pdf)
- [4] <http://indianresearchjournals.com/pdf/IJMFSMR/2012/October/12.pdf>
- [5] Quality of Work Life Article Shared by Kotresh P
- [6] A Study on Quality of Work Life: Key Elements & It's Implications - Shefali Srivastava, Rooma Kanpur Assistant Professor, (Axis Colleges).

\*\*\*\*\*