

## AN EMPIRICAL STUDY ON WORK LIFE BALANCE AMONG WOMEN EMPLOYEES OF SENTHELKUMARAN PAPER PACKAGING COMPANY

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**Abstract**—In Today's Modern Life, everybody busy with their works. Especially women are playing different roles. While playing different roles they are facing problems in the society. The major problem is to balance professional life along with personal life. This has resulted in development of work life balance which has gained significance especially with regard to Women employees Today, Work-life balance is one of the most challenging issues being faced by the women employees in the 21st century. This problem is more for women employees because of the type of roles they play at home and the spill over of personal life over work life and vice-versa. Work life balance for women employees is highly desirable, if there is no job satisfaction & consistency in life, it can create a dilemma to them. Work life balance requires attaining equilibrium between professional work and personal work, so that it reduces friction between professional life & domestic life. The ultimate performance of any organization depends on the performance of its employees, which in turn depends on numerous factors including personal and professional or both. Present study is Based on the contemporary issue of work-life balance of working women.

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### INTRODUCTION

Work-life balance allows women to maintain both professional and personal life efficiently while imbalance work-life hampers both private and professional life. An imbalanced work-life can hamper one's mental peace and leads to depression which causes several psychological problems. Quality of work life refers to the level of happiness or dissatisfaction with one's career. Those who enjoy their careers are said to have a high quality of work life, while those who are unhappy or whose needs are otherwise unfilled are said to have a low quality of work life.

Quality of work life is a general statement that overall areas of employee's thoughts about all parts, or cooperate with financial motivations and welfares, well-being, security, work environment, and key importance in a humans life. It is a process by which an organization endeavour's to realize the imaginative capability of its human by including them in choices influencing their work lives. Its objectives are not just outward concentrating of the enhancement of results and performance.

### SIGNIFICANCE OF THE STUDY

To understand and evaluate the existing work environment of female employees at one of the University in Oman. The outcomes of the study may be beneficial for policy makers and university administrators for modifying existing work environment to be more effective for the benefit of the employees of the University. It is also significant for female faculties to understand the existing environment at work as well as at home and the required measures to improve their work life balance.

### STATEMENT OF THE PROBLEM

Work life balance among women employee in an organization is essential for the smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that Female employees are running at their peak potential and free from stress and strain. The Work life balance among women employee can affect such things as employees timing, his or her work output, his or her available leaves, etc.

Work life balance among women employee helps the employees to feel secure and like they are being thought of and cared for by the organization in which they work. An organization's HR department assumes responsibility for the effective running of the Work life balance among women employee for their employees. This being the real fact and since there was absenteeism and lack of job satisfaction among the workers in Erode district, the investigator has made an attempt in this regard and has undertaken the current study to analyse the Work life balance among women employee among workers with special reference to SKA Paper industry at Namakkal district –It offer suitable suggestions for the organization to take necessary steps to improve the Work life balance among women employee among its Female Workers.

### **OBJECTIVES OF THE STUDY**

- To analyse the demographic factors of the respondents in the study area.
- To identify about how working women balance their work and family.
- To find out the hindrances faced by working women in their career development.
- To measure the level of satisfaction as perceived by the women respondent employees on the varied determinants of work life balance.
- To identify the major factors that influences the work life balance among women teachers in the study area

### **SCOPE OF THE STUDY**

Work is an integral part of our everyday life, be it our livelihood or career or business. On an average we spend around twelve hours daily in the work place, that is one third of our entire life; it does influence the overall quality of our life. It should yield job satisfaction, give peace of mind, a fulfilment of having done a task, as it is expected, without any flaw and having spent the time fruitfully, constructively and purposefully. Even if it is a small step towards our lifetime goal, at the end of the day it gives satisfaction and eagerness to look forward for the next day. A happy and a healthy employee will give better turnover, make good decisions and positively contribute to the organizational goal. An assured good Work life balance among women employee will not only attract young and new talent but also retain the existing experienced talent. This being the virtual fact, the current study on Work life balance among women employee among workers with special reference to SKA Paper industry in Namakkal district –It, is expected to prove extremely useful for the organization to improve the Work life balance among women employee among its workers with the help of the recommendations given by the investigator.

### **LIMITATIONS OF THE STUDY**

- This study confined only Paper industries employees, Namakkal and sample size is limited to 120.
- The Female employees and workers were interviewed during the course of their working time, so they were in a hurry to respond to the questions, which may have affected the quality of data.
- Time constraint was another limiting factor. The time available for the study was very much limited.

### **REVIEW OF LITERATURE**

According to G Nasl Saraji, and H Dargahi (2020), survey QWL is a comprehensive, department wide program designated to improve employee satisfaction, strengthening workplace learning and helping employees had better manage change and transition by conducting descriptive and analytical study they showed that the majority of employees were dissatisfied with occupational health and safety, intermediate and senior managers , their income, balance between the time they spent working and with family and also indicated that their work was not interesting and satisfying.

Gardon (2020), Both employers and employees now better appreciate the importance of the Quality of work life in an organization. Quality of work life is important to organizational performance (Grayson, 1973). Quality of work life is an important factor that affects motivation at work (Ghosh, 1992). Quality of work life programmes has two objectives: to enhance the productivity and the satisfaction of employees. Quality of work life is the quality of the content of relationship between employees and their total working environment with human dimensions added to the usual technical and economic ones.

Glazier (2021) thinks that quality of work life implies job security, good working conditions, adequate and fair compensation, more even than equal employment opportunity all together. Various other studies conducted on quality of work life include employment conditions, employment security, income adequacy, profit sharing, equity and other rewards, employee autonomy, employee commitment, social interaction, self- esteem, self- expression, democracy, employee satisfaction, employee involvement, advancement, relations with supervisors and peers and job enrichment.

Katzell et. Al (2021), viewed quality of work life more broadly as an individual's evaluation of the outcome of the work relationship. They observed that a employee may be said to enjoy a high quality of working life when he has positive feelings towards his job and its future prospects, is motivated to stay on the job and performs well and feels his working life fits well with his private life to afford him a balance between the two in terms of his personal values. Walton (2003) suggested eight major conceptual areas for understanding quality of work life. These were adequate and fair compensation, safe and healthy working conditions, development of human competencies, growth and security, social integration, and total life space and social reliance.

Runcie (2022), remarked that should an employee have positive perception of the quality of worklife in the company, he would further probably strive to further improve the working conditions, increase production and quality products. The experiences of a fair number of organizations indicate that a number of specific roles and structures and the support systems, must be in place and functioning effectively in order that the quality of work life programmes remain viable grow, involve, permeate the organizational culture and produce long term success and benefits. The cross nation experiences amply demonstrate that improvement in quality of work life has definite potential and scope in improving productivity and overall organizational effectiveness as also reducing grievances, turnover and absenteeism and industrial accidents.

Delamotte and Walker (2022), indicated that the number of emphasis have been made in the humanization of work including: the need to protect the worker from hazards to health and safety, the wage work bargain, the protection of workers from hazards of illness and unemployment.

Seyed Mehdi Hosseini (2023) argues that career satisfaction, career achievement and career balance are not only the significant variables to achieve good quality of work life but quality of work life (QWL) or the quality of work system as one of the most interesting methods creating motivation and is a major way to have job enrichment which has its roots in staff and managers' attitude to motivation category that is more attention to fair pay, growth opportunities and continuing promotion improves staff's performance which in turn increases QWL of employees.

Raduan Che Rose (2023), says QWL programs will benefit both faculty and management, By mutually solving work-related problems, building cooperation, improving work environments, restructuring tasks carefully and fairly managing human resource outcomes and payoffs . The result indicates that three exogenous variables are significant: career satisfaction, career achievement and career balance in QWL. However from the literature we can summarize that QWL may be is viewed as a wide ranging concept, which includes satisfaction towards work, participative management and improve work environment.

## **RESEARCH METHODOLOGY**

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic. The project work entitled —A study on Quality of work-life balance among women employees towards Senthilkumaran agencies Ltd at Namakkall

### **Research Design**

The research design refers to the overall strategy that you choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring you will effectively address the research problem; it constitutes the blueprint for the collection, measurement, and analysis of data.

### **Sample Design**

The design for this study is descriptive research design. This design was chosen as it describes accurately the characteristics of a particular system as well as the views held by individuals about the system

**Population**

The aggregate elementary units in the survey are referred to as the population. Here it covers the 150 customers Senthilkumaran agencies Ltd at Namakkal.

**Sampling Method**

Sampling method utilized was convenience sampling was adopted.

**Method of the data collection**

A descriptive research was undertaken to the study of the problem. The study is descriptive in nature. Descriptive research is those which are concerned with describing the characteristics of a particular individual of a group. The descriptive research describes the demographic the characteristic of the respondents and is typical concern with determining frequency with something occurs how the variables vary together.

**SOURCES OF DATA**

**Primary Data**

It was collected through questionnaire further this data, are processed and tabulated using graphs the tables where analysed and the finding has been drawn accordingly.

**Secondary Data**

Secondary data refers to data that is collected by someone other than the primary user. Common sources of secondary data for social science include censuses, information collected by government departments, organizational records and data that was originally collected for other research purposes.

**TOOLS AND TECHNIQUES**

1. Simple percentage analysis
2. Chi square analysis
3. Correlation analysis

**DATA ANALYSIS AND INTERPRETATION**

**CHI-SQUARE TEST**

**NULL HYPOTHESIS**

H<sub>0</sub>: There is no significance relationship between Monthly income and Job allows you toproductive in all situations.

**ALTERNATIVE HYPOTHESIS**

H<sub>1</sub>: There is a significance relationship between Monthly income and Job allows you toproductive in all situations.

<b>Monthly income * Job allows you to productive in all situations Cross tabulation</b>							
		Job allows you to productive in all situations					Total
		Strongly agree	Agree	Disagree	Strongly disagree	Neutral	
Monthly income	Below 7,000	37	1	0	0	0	38
	Rs 7,0001 - Rs 10,000	0	29	1	0	0	30
	Rs 10,001 - Rs 15,000	0	0	18	8	0	26
	Rs 15,001 - Rs 20,000	0	0	0	2	16	18
	Above Rs 20,000	0	0	0	0	8	8

Total	37	30	19	10	24	120
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Chi-Square Tests			
	Value	df	Asymp. Sig.(2-sided)
Pearson Chi-Square	3.313E2 <sup>a</sup>	16	.000
Likelihood Ratio	304.559	16	.000
N of Valid Cases	120		

a. 14 cells (56.0%) have expected count less than 5. The minimum expected count is .67.

**RESULT**

Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significant difference between Monthly income and Job allows you to productive in all situations.

**CORRELATIONS**

The table shows that the relationship between experience and monthly income.

Correlations			
		Experience	Monthlyincome
Experience	Pearson Correlation	1	.995**
	Sig. (2-tailed)		.000
	N	120	120
Monthly income	Pearson Correlation	.995**	1
	Sig. (2-tailed)	.000	
	N	120	120

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

**Nonparametric Correlations**

Correlations				
			Experience	Monthly income
Kendall's tau_b	Experience	Correlation Coefficient	1.000	.992**
		Sig. (2-tailed)		.000
		N	120	120
	Monthly income	Correlation Coefficient	.992**	1.000
		Sig. (2-tailed)	.000	
		N	120	120
Spearman's rho	Experience	Correlation Coefficient	1.000	.995**
		Sig. (2-tailed)		.000

		N	120	120
	Monthly income	Correlation Coefficient	.995**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120

\*\* . Correlation is significant at the 0.01 level (2-tailed). Pearson Correlation Value: **0.000RESULT**

This is a positive correlation. There are relationships between experience and monthly income.

### **FINDINGS**

- Majority 28.3% of the respondent's age are less than 20 years.
- Majority 75% of the respondents are married.
- Majority 39.2% of the respondent's qualification is diploma.
- Majority 37.5% of the respondents designation are non critical (sweeper, helper).
- Majority 30.8% of the respondents experience are less than 5 years.
- Majority 31.7% of the respondent's income is below Rs 7,000.
- Majority 29.2% of the respondents are highly satisfied in balance work life.
- Majority 33.3% of the respondents are very happy in spend work life balance.
- Majority 34.2% of the respondents are refreshment during working hours in once a day.
- Majority 32.5% of the respondents are strongly agreed in work life balance policy.
- Majority 31.7% of the respondents are agree in firm allows you to use your skills abilities to maximum level.
- Majority 40.8% of the respondents are interesting in job.
- Majority 30.8% of the respondents are strongly agree in job allows you to productive in all situations.
- Majority 30% of the respondents are highly satisfied in present job.
- Majority 33.3% of the respondents are agree in firm provide opportunity to develop your skill.
- Majority 34.2% of the respondents are highly satisfied in working hours.
- Majority 35% of the respondents are highly satisfied in more flexible working hours.
- Majority 33.3% of the respondents are highly satisfied in job sharing.
- Majority 32.5% of the respondents are satisfied in leave or time adjustment.
- Majority 31.7% of the respondents are highly satisfied in good working condition.
- Majority 34.2% of the respondents are highly satisfied employee good relationship.
- Majority 25.8% of the respondents are rarely worried about work.
- Majority 30.8% of the respondents are never feeling tired or depressed in work.
- Majority 30% of the women employee never missed family or friends.
- Majority 35.8% of the respondents are hypertension factor causes more stress.
- Majority 37.5% of the respondents are satisfied in drinking water facility.

- Majority 35.8% of the respondents are highly satisfied in rest room facility.
- Majority 36.7% of the respondents are highly satisfied in canteen facility.
- Majority 37.5% of the respondents are highly satisfied in medical facility.
- Majority 36.7% of the respondents are satisfied in compensation facility.
- Majority 33.3% of the respondents are satisfied in monetary or non-monetary facility.
- Majority 33.3% of the respondents are support system factor influence women employee working firm.

### **SUGGESSTIONS**

- The compensation package must be improved further
- It should be given opportunities to develop their career
- Organization should give proper instruction to complete the job effectively
- There must be improvement in rewarding and awarding policies.
- It must be introducing of promotion policy at operation level.
- It needs to provide high motivation from the top management of the company.
- There must be mutual relationship with co-workers
- It needs to provide special training from the company to their job during work period.
- The company should discuss with the women employees in taking any important decision that makes them to involve in their work fully.
- Work pressure given to employees should be at the normal.

### **CONCLUSION**

In every organization, Human Resource is the vital resource which could raise the productivity, goodwill and quality of standards of the company. The main purpose of work life balance of women employees is to boost them up to do their work effectively and efficiently. It is the employer's responsibility to provide the good environment to the employees, which could not affect them physically and mentally.

A magnificent building is strong if a foundation is strong, so also company performance depends upon the contribution made by its employees with an esteemed and well established name, and it is widely found obstacle such as with commitment and determination of the Senthilkumaran Agencies can successfully overcome this obstacle to attain success.

This research highlights some of the small gaps in employee's satisfaction towards the Senthilkumaran Agencies Industry. The company aims to promote the peaceful industrial relations and good organization which is highlighted by management and the employees. Since employees are the backbone of the company, company should satisfy them in order to improve the business in the higher competitive market of the liberalized economy.

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