

Project Dissertation Report on

A Study on Work-Life Balance

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Certificate

This is to certify that **Satyam Verma,2K21/DMBA/112** has submitted the Major Research Project Report titled A Study on Work-life balance in partial fulfillment of the requirements for the award of the degree of Master of Business Administration (MBA) from Delhi School of Management ,Delhi Technological University,New Delhi during the academic year 2022-23.

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Declaration

I Satyam Verma, a Student of Delhi School of Management, declare that the project entitled “Study on the work-life balance “ is my work conducted under the supervision of Yashdeep Singh as partial fulfillment of the dissertation project for the course of MBA submitted to Delhi School of Management, DTU, Delhi. I further declare that to the best of my knowledge, the project does not contain any part of any work which has been submitted for any other project either in this university or in any other without proper citation.

SATYAM VERMA
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Acknowledgment

I would like to express my profound gratitude to Mrs.Archana Singh, HOD of the department, and Mrs. Archana Singh of the university for their contributions to the completion of my project titled a study on Work-life Balance.

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I would like to acknowledge that this project was completed entirely by me and not by someone else.

Yours Sincerely
Satyam Verma
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Executive Summary

Work life balance is defined as the balance that an individual maintains between the work and personal life of the individual. Work-life balance is very important in the fast-changing world because an employee will be able to work properly if they are provided with the necessary rest they require. Data also stated that the company like Google provide them with the necessary rest, gym, and food when required by them. It is the two-way relationship that exists between employer and employee. An employee works for the organization So it is the moral duty of the Employer to look after the need of the employee. The amount of value addition done by the employee will automatically increase when the employee is happy with the job. So the concept of work-life has the advantage for both the employee as well as the employer.

This research paper revolves around the concept of Work life. What is work-life, the significance of the Work-life balance? The positive attitude of the employee that is satisfied with the job can be seen in the behavior of the employee. When the happy employee return from Work, he/she treats the family with a happy face, whereas when the dissatisfied employee return from the job he/she treats the family with anger or a sad face. A motivated employee will provide the company with a good return in terms of the achievement of the organization's goals. Work-life balance has an impact on both the physical health as well as on the mental health of the employee. Work-life balance help in increasing the control as well as the increase in the autonomy of the employee as a result when they are provided with greater responsibility they can fulfill it.

However, the negative impact of excessive work pressure can also be seen in the negative attitude of the personnel. Improper work-life balance can lead to problems such as burnout as well as exhaustion. Ultimately leading to the low performance of the employee. If you are dissatisfied with your job then it will ultimately impact the relationship as well as the individual start doing a socially unacceptable thing. Every relationship comes with responsibility attached to it, so with the job, an individual needs to fulfill the responsibility that is attached to it. But when they are in a situation of excess stress, the individual is not able to maintain healthy relationships with others. There are many factors that influence the work-life balance such as the job load that some jobs are required to perform. Jobs that have a fixed time become more hectic.

People feel more stressed when they are required to perform the job on a fixed time base. However, the job that provides the employees with flexible time become relatively less hectic. As the employee can adjust according to their job according to the time that suits their time of work. It can also be observed that in an organization that provides good organizational culture, employees can work effectively and efficiently. Organizational support is also very important so the employee feel happy towards their job. However not all employees feel stressed with their work, some individuals can manage their personal life and professional life very well. It has also been observed that people that have more family responsibilities are not able to handle their personal life and professional life. People that have more hobbies are happy so they enjoy their work as well as their personal life. It is important that people have some hobbies so that they are able to enjoy their life .

People that set their personal boundaries are able to manage their work much better than our people . Some people are work lover they value work over the relationship so they are able to manage the work properly . However there are certain various strategies by which work life balance can be achieved such as setting the boundaries beyond which you will not work in any circumstances . In this life ,there will always be some stress will be present in every walk of life ,So it is the individual responsibilities to handle the personal life as well as the professional life . They are certain activities for self care that the individual should always give prioritizes over the work in case when the employee is feeling stressed because of the work .

Self care activities include yoga ,gym, moreover the employee should also focus on the diet as the diet also impact the mood of the employee . Self care activities also include activities such as talking to the

people that are nice in nature ,and talking with them helps you gain energy .In the corporate world every one is busy in the doing their job .No one is there to talk with you so it become really problematic to fresh your mind .However time management is also the skills that most of the people lacked .Those people how are able to manage their time properly does not face the problem of stress .Pressure will be their in every walk of life but stress is the self created problem .When all of the work of the individual is completed they will not feel stressed because of the work .Flexible work arrangement can be solution to some extend .Employee assistance program can also be solution for making employee more satisfied .As employee works for the organization so it the moral duty of the employer to provide employee with all the necessary things that are required by them .

Abstract

This research paper focus on the importance of Work life balance in the corporate world. Work-life balance is a crucial aspect of modern life, especially in today's fast-paced and demanding work environment. The increasing pressure in corporate life can lead to excessive pressure on the individual leading to burnout and affecting the overall health of the human. This paper highlights the consequences of work-life imbalance, including reduced job satisfaction, increased turnover, and harmful effects on the mental and physical health of the individual. A work-life balance is the intersection of work and personal life. Data has been collected through the Google form from people working in different sectors such as IT, FMCG, Automobiles, and Education. Some data has also been collected from Websites .Personal interview has also been done to get extra knowledge about this topic. Various questions such as do profession influence the work life, can screen time be the possible reason for the work-life balance, and how stressed employee impacts the organization's performance.

Furthermore, an impact has been made to identify the strategies for achieving the work-life balance. Impact of work stress on individual behavior. Do individual beliefs also impact the work-life balance? What can be done to maintain the work-life balance? The role of the Employer in maintaining the work-life balance is taken into consideration. By recognizing the significance of work-life balance and adopting proactive measures to promote it, individuals and organizations can create a healthier, more productive, and more fulfilling work environment that benefits everyone involved. What all are strategies through which work life balance can be maintained is also highlighted in this research paper .

Keywords: Work-life balance, Stress management, Impact on organizational performance .organizational culture ,leadership

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Chapter-1 Introduction

A study on the role of the work-life balance in determining the overall performance of the employee is taken into the consideration. Nam (2014) states “Work-life balance is an individual’s relative perception of the relationship between work and private life” (p. 1017). In today’s fast-paced and competitive world, achieving a healthy work-life balance has become an important concern for many individuals. What are the various measures through which work-life balance can be increased are also considered in this. Work-life balance is a very subjective term different individuals have different meanings regarding the term work-life balance. People might be willing to devote more time to work because of the overtime payment that is made available to them. Research on recovery suggests that people experience a depletion of their emotional and energy resources every workday while striving to meet demands, and these resources are often replenished daily via leisure activities, respite, and sleep (Barnes et al. 2012, Sonnentag 2001). Individual motivation to work can be another reason why people feel stressed at their workplace.

Motivation can be both internal motivation and external motivation. Internal motivation lies inside the individual, no one can change the internal motivation of the individual. Can working from home be the solution for the problems such as work-life balance? On the personal level, hybrid mode can provide a solution to the problem of long working hours as at least the traveling of the individual is saved to a considerable extent. Which phase of life is the individual also influence the individual behavior, whether the person is much aged or not. whether the person is able to make many friends in the workplace. Physical appearance can also be the reason, why the individual is not able to make many friends at the workplace. Research on work-life balance has gained traction in recent years as an organization and individuals recognize the significance of creating a healthy and supportive work environment that promotes well-being. The all over impact of the stressed employee can be seen in the performance of the individual. Dissatisfaction among the employee ultimately adds to the organization's cost only. Ways through which employees can be

made more satisfied are having the stress buster activities on Friday.



Fig .1

Data has been collected from numerous sources such as Primary data i.e through Google form from the people working in various industries such as the IT industry, and FMCG Industry. Do the people that are more exposed to the screen more prone to burnout. Has technological advancement be the reason for the increase in the work life balance or decrease in the work life balance .What are the consequences of the stress on the individual behavior .Is stress important for the effective performance of the employees .What all can be done to improve the performance of the employees .How can employees productivity be improved .The importance of the concept of work life balance has come into the picture because of the changing environment .The environment has been changing at the fast phase so the business needs to be run at the double fast phase ,so the employees needs to work by devoting full energy to their work .So employees

needs to look after their health because of the increase in the work pressure .Therefore ,work life balance has gained importance in the recent times .Work life balance also depends on the which phase of the life you are ,married people needs more time after the work whereas the unmarried people needs less time after work .It is the duty of the employer to provide the employees with the healthy work environment .If the employer provides healthy work environment the ultimate benefit lies with the employer only as the motivated employees provides better return compared with the unmotivated employees . However there are recent tips that can help you to build the work life balance that are as follows

- Say “no” when required
- Have regular breaks
- In lunch break try to take off from the screen
- Flexibility in work can be the solution to the problem
- Follow health habits
- Practice self-compassion.

The data is collected from sources such as the Google form that has been circulated among the people of the various age group as well as for different professions. Some data has also been collected form the websites , moreover some data has also been collected from the personal interview methods .

The importance of the work life cannot be neglected in this dynamic world .So this research will focus on

- The importance of the work life balance
- Is work life really there or it is such a myth
- What are the ways in which work life can be achieved
- What all can be done by the employer to increase the work life balance in the employees life
- Benefits of work life balance
- Consequences of excess pressure on the employee.

1.1 Background

A personal observation has been made during the time of my internship how stressed employees in the IT based company .And how they are impacting their health because of it .The healthy employee will be able to add more value to the organization by various ways such as being regular to the office meeting all the deadlines timely. However the term stress is also very subjective term ,different individual have different perception about the stress . A individual may get stressed by working 6 hours a day whereas some individual does not get stressed out by working 13 hours a days .Factors that can be attributed to the job related stress are -

- Demands
- Control
- Support
- Relationship
- Role
- Change

A telephone interview was concluded in which following answers were received from the employees

- They are not able to adjust with the demand of their job
- They are not able to control the way they do their work
- They were not provided enough information about the job roles and responsibility
- They have the relationship break down .
- They don't completely understand their role and responsibilities
- They are not involved when a business is undergoing change

Improper communication among the team member can create lot of problems such as delay in the work submission .Proper training should be given to the individual as the individual joins the organization .So that the conflict among the employees can be avoided .Regular fun activities should be organized among the employees so that team building is done among the employees .Work -life balance can improve the employee performance to the considerable certain .Motivated employee provides good results to the organization compared to the employees that is less motivated .The concept of the work life balance has come into the picture because of the increase in the work pressure in the work place .People needs to maintain the equilibrium between the two sides of the work and life ,then only he/she will be able to achieve the organizational goal effectively .

Antecedents of work-life balance: This research area focuses on identifying the factors that influence an individual's ability to balance work and personal life, such as work-related factors (e.g., work hours, workload, job flexibility), personal factors (e.g., gender, age, personality), and contextual factors (e.g., organizational culture, social norms).**Consequences of work-life balance:** This research area explores the outcomes and effects of work-life balance on various aspects of individuals' lives, including physical and mental health, job satisfaction, family relationships, well-being, and performance in both work and personal domains.

Mechanisms of work-life balance: This research area seeks to understand the underlying mechanisms and processes through which work-life balance operates, such as cognitive processes, emotional processes, coping strategies, and social support.



Figure 2

Strategies and interventions for work-life balance: This research area focuses on identifying and evaluating the strategies and interventions that individuals and organizations might use to enhance work-life balance, such as flexible work arrangements, time management techniques, and organizational policies and practices.

The concept of work life is not new that have come under the knowledge of the professional .There was the law regarding the amount of time spent at the work dates back to manufacturing law of the late 1800s when the work hours of women and children were restricted. By 1938,the Fair Labor Standards Act established a 44-hour work week ,although professionals such as doctors were assumed to be perennially “on call”.

The ideal work life balance cannot be possible because it is very subjective term it differs from individual to individual. However , there are certain tips to increase the work life balance .But more happy life can be lived if the employee choice the job that is of his/her choice of interest .If you are satisfied with your job then you will find ways to recreation activities whereas if are not satisfied with job it will start having the impact on the overall behaviour of the employee .Although there are ways in which stress management can be done but to be more productive employees needs to choice the profession of their choice .With increase in the responsibility of the individual towards their family as well as the increase in the responsibility of the individual in the job can also be problem .It the duty of the employer as well as the employee to show the mutual relationship with each other regarding the work life balance .Employee works hard for the company so the company must also provide the employee with the benefits such as the flexible working time and other benefits that can help the employee to deal with situation of excess stress.

Importance of Work-life balance

- Maintaining a healthy work-life balance is not only necessary for health as well as relationship but also increase productivity as well as the performance of the employee.
- Companies also face the issue of retaining the qualified or the star performer of the company as the knowledge and experience level of the employee increase there is more chance of the employee leaving the

organisation .So providing the employee with the good working environment can help in the company to retain the qualified personal .

- Work-life balance helps in increasing health scale of the individual ,in the other words we can say that lesser health problem such as depression.
- Engagement is a term that is very unique , increasing the engagement level of the individual is the biggest challenge for the company.Engagement can also be increased by the way of work life balance .
- Decrease in the number of work burnout .
- Career Advancement , a happy person will able to achieve more grow as compared with the preson that is dissatifeid from the life .

Is work life balance a myth ?

According to website hubgets.com “Work life is not the myth “ It all depends on the individual how effective he /she manages the time that has been provided to him.However, there are situation where your company might be pushing you to work over time .It all depends on the individual wheather the individual wants to remain in the company or he/she have the courage to leave the organization .

1.2 Problem Statement

It has been observed in the corporate world that people are required to work 12-14 hours a day .The ultimate result of working overtime and ignoring health ultimately result in the mental health problem especially in the IT-based company as they are more exposed to the screen time .For instance ,consider the example of the Big 4 accounting firm .Number of people switching their job because of excess of work pressure is quite more compared to the people that are less exposed to the work pressure .So data has been collected from various sources such as Primary source i.e google form and secondary source such as the website .There are certain quality that the individual should have to become the star performer in the organization.The problem statement covered in this research paper is as follows- What is the importance of Work -Life balance ,How people ignore it in the daily routine during the tough times .How the work life balance influence the social behaviour of the individual .

There are very clear hits of the body language that states that the person is losing the interest in the Job that needs to be prevented . There will be little focus on the how HR can increase the Employee satisfactions at the work place .Employee will add value to the organization only when he/she is happy from the life . Pressure needs to be there only the employees so that they work effectively and efficiency but stress need not be there on the employees .There is very little difference between the two terms stress and pressure .Stress is created internally whereas the pressure is created externally .For instance ,a employee might be under the pressure to complete the live project within the required time frame because of the tight deadlines but if he/she keeps on delegating/procrastinating the tasks regularly then he/she one day will defiantly come under the stress.

The Problem Statement that is broadly stated are as follows

- Excess work load pressure on the employee in the corporate leading to the health consequences
- Lack of work life balance in the corporate job
- Can work life balance be possible
- Mental health issue in corporate job

1.3 Objective of Study

This study mainly focus on the how stressed are the employees of the company are they have lost their work life balance ,they are busy in completing the deadline of the project .Many of the employee switch their job because of the overload on their head about the job roles .If any employee feels stressed during the Job ,we cannot remove the job roles and responsibility of the employee but certain measures can be taken to make the employee happy and motivate toward their work .The problem of long working hour has also been observed in the corporate job ,Resulting in the health issue of the employees.This study focus on whether there is difference between the work life balance of different employees in different profession .Is the corporate job really hectic or people just create the fake about the corporate jobs .Data has been collected from various sources such as google form and websites. This study will also focus on how work life balance can be created among the employees. The target for this study will be that how can be the work life be achieved among the employees .Is it really important for the employee to have the work life balance .Reasons why the concepts of work life has come into the picture .Reasons why the employees are lacking the work life balance in their life .

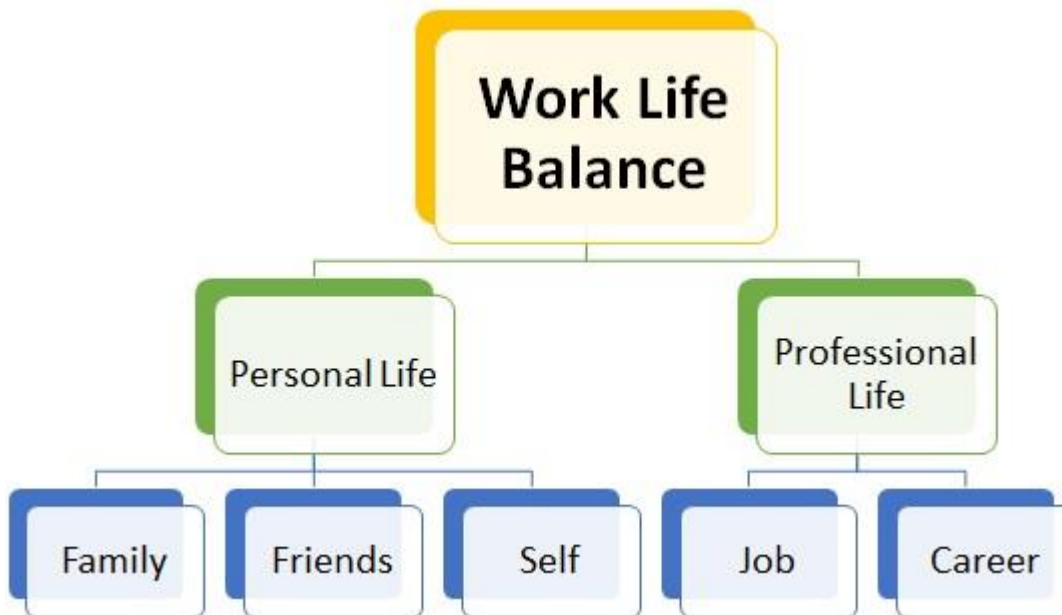


Figure 3

What all the factors that leads to the stress at the work place .What are the consequences of the stress. What are the ways in which stress can be handled .Is it the moral duty of the employer to provide the employee with the healthy work environment. Overall, the objective of studying work-life balance is to gain a proper understanding of how individuals manage the demands of work and personal life, the factors that influence work-life balance, the consequences of work-life imbalance, and the strategies for achieving a healthy work-life balance. The findings from such research can help inform individuals, organizations, policymakers, and other stakeholders on how to create supportive environments that foster work-life balance and promote overall well-being.

1.4 Scope of Study

Work life balance refers to the skills to manage the demands of work and personal life , in order to maintain physical ,emotional ,and mental health ,and overall well being . It involves getting a balance between the time, energy ,and attention given to work and the time ,energy ,and attention given to personal life activities such as family , hobbies ,and self care .Achieving the work life balance can be challenging ,as the demands of work and personal life can often conflict with one another .However there are several strategies that can help individual find balance ,such as making proper boundaries between work and personal life ,prioritizing self care activities such as exercise and relaxation ,and practicing effective time management.

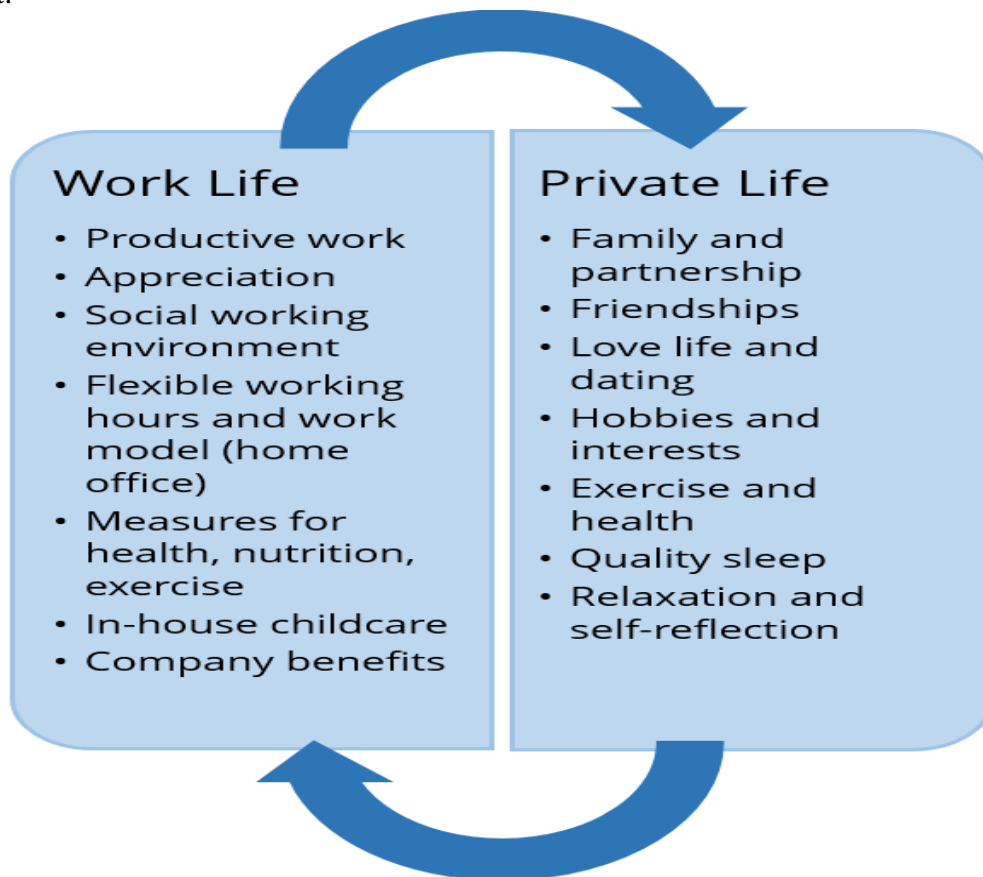


Figure 4

Employer can help in achieving the work life balance by giving the option of flexible timely ,Self Care leave can be provided to the employee so that the employee receives the required amount of rest that is required by it. Good amount of work life balance can help in achieving increased productivity ,job satisfaction as well as the overall well being of the employee.Work life balance is the concept that is lacking in the corporate jobs .Employees devotes 12-13 hours of their day to the company .So it the duty of the employer to provide the employee with various benefits such as healthy work culture ,flexible working conditions ,etc This research basically focus on the impact of work life balance ,moreover on the importance of the work life balance in the personal life .Data has been collected from many sources such as google form moreover from the open sources such as websites as well as the personal interview has been done .

Chapter -2 Literature Review

Work-life balance refers to the equilibrium that individuals strive to maintain between their work and personal life. Achieving this balance is becoming increasingly difficult for many people as they try to balance the demands of their career with family, social, and personal responsibilities. This literature review aims to provide an overview of the existing research paper on work life balance ,including its conceptualization ,measurement, antecedents ,consequences ,and strategies for promoting work life balance in the workplace. The following literature review provides an overview of the current research on work-life balance, including its definition, factors that influence it, and its impact on employees. Data has been collected from various research paper like P Delecta - International journal of current research, 2011 - academia.edu Research paper ,Perspectives on the study of work-life balance

DE Guest - Social Science Information, 2002 - journals.sagepub.com, Work/life balance

T Kalliath, P Brough - Journal of management & organization, 2008 - cambridge.org, Work-life balance: An integrative review

MJ Sirgy, DJ Lee - Applied Research in Quality of Life, 2018 - Springer

.Data has also been collected from google form as well as from the websites then proper analysis is done with the help of the Excel ,such as the descriptive statistics in which the mean ,median ,mode ,skewness is considered .The various factors that influences the work life balance is also taken into the consideration such as the relationship with the superior ,do profession influences the work life balance ,flexible working hours ,etc

Chapter -3 Research Methodology

The Data has been collected from various sources such as google form that is circulated among the people of age group of 20-27 .Data has been collected from the people working in different industry .The Research Design followed in this research is the descriptive research design .Descriptive research design is a type of research design that aims to obtain information that describe the phenomenon,situation. The options in each question is either multiple choice or Likert Scale Rating type. This research is primarily undertake because of the observation that people in job are required to 12-13 hours a day leading to health consequences .Research is done with the help of the google form .Interview with some of the professional has also taken place .Secondary data has also been collected from various sources such as Websites that provides the information regarding what are the factors that influences the work life balance .

Sources of Data/Data Collection

Data has been collected form various sources Tools for Data Collection

Primary data has been collected with the help of the google form.Google form were circulated among the people of different age group as well as from different professions .Google form has been provided to people working in the Corporate jobs .

Sampling has been done through probability method .As the google form link has been upload on the LinkedIn in which every individual have the equal chance of filling the form.

Sampling is also done with the convenience method in which form are give to the people that are known .

Questions such as -

- Do work environment influence the work life balance
- Can flexible working hour be the solution for the stress management at the work place
- Do you think that use of advance technology can be useful for the time min .
- How many hours you are required to work in the day .

Secondary data referred from various articles, journals, research studies available online, newspapers etc.Some data is also collected from the personal interview method .Then data analysis is done through excel in which Descriptive Statistic is done .Some analysis has also be done with the help of SPSS .Conclusion such as Work-Life balance is very important in the human life can be made .What all are the factor that impact the work life balance .It can be concluded that Work life is the subjective term and no ideal work life can be possible .

3.1 Data Analysis

The majority of the information used in this study is quantitative .Data has been collected from the Google form .Google form have been circulated among the people that are working in the company as well in different profession to get the quality data from various sources.Some data has also been collected from websites .A lot of research paper have gone through to get better understanding about the work life balance .Likert scale is the method that is used for collecting the data ,then data analysis is done through excel .

Our data may be analysed using a five-point Likert scale (1=Strongly Disagree, 2=Disagree, 3=Uncertain / Not relevant, 4=Agree, and 5=Strongly Agree). A rating system that is frequently used in surveys and survey research is the Likert scale. In the provided google form three questions are analysed with the help of likert scale.There are various type of question that asked from the people such as Do work environment influence the Work life balance ,Can flexible working hour be the solution for work life balance ,What is the people suggestion regarding the thought that advance technology can help in reducing the work life balance among the people .Public suggestion regarding what can be the solution for the work life balance is also asked from the people .However no solution regarding the work life balance can be indefinite as it is the subjective term ,Different individual have different perspective about their life .Data Analysis has been done through the Excel in which various Statistics such as Mean ,Median ,Mode are identified .

Most of the person feels that Work life is the important thing.As it is the know fact that people work for the Salary .But apart from Salary there are certain other needs that the individual wants to fulfil such as status in the society ,personal goals

A	B
<i>Do work environment influence the work life balance ?</i>	
Mean	2.52
Standard Error	0.202514802
Median	2
Mode	1
Standard Deviation	1.431995896
Sample Variance	2.050612245
Kurtosis	-1.080213699
Skewness	0.522841031
Range	4
Minimum	1
Maximum	5
Sum	126
Count	50

A data has been collected from people working in the Corporate .

Mean is around 2.52 which means that people are neutral regarding the thing that whether work environment influences the work life balance or not .Means this factor have the normal impact on the work life balance

Standard deviation is around 1.43 which means that values are dispersion around the mean .

Can flexible working hours be the solution for the stress management at the work place ?	
2 Mean	2.428571429 M
2 Standard Error	0.18210784 S
2 Median	2 M
1 Mode	2 M
5 Standard Deviation	1.274754878 S
5 Sample Variance	1.625 S
9 Kurtosis	-0.947314836 K
1 Skewness	0.512277171 S
4 Range	4 R
1 Minimum	1 M
5 Maximum	5 M
5 Sum	119 S
9 Count	49 C

Most of people marked 2 on this question which mean that people says that to some extent there is influence of the flexible working hour as the people can do their work when they are felling good .
So flexible working time cannot be the solution to the this problem .

Do you think that use of advance technology can be useful for the time min.	
9 Mean	2.64 M
4 Standard Error	0.189003833 S
2 Median	2 M
2 Mode	2 M
8 Standard Deviation	1.336458922 S
5 Sample Variance	1.786122449 S
6 Kurtosis	-1.00324379 K
1 Skewness	0.381646481 S
4 Range	4 R
1 Minimum	1 M
5 Maximum	5 M
9 Sum	132 S
9 Count	50 C

Use of advance technology can be solution for reducing the time spend on unwanted activities .Hence providing the employee with advance technology can be solution for the work life balance as the employee can spend the left out time with their friend or relative .

	Q	II
	<i>Positive relation with the superiors can be the reason for the work life balance ?</i>	
4 Mean		2.7
3 Standard Error		0.202534955
2 Median		3
2 Mode		1
2 Standard Deviation		1.432138404
9 Sample Variance		2.051020408
9 Kurtosis		-1.279676562
1 Skewness		0.208434787
4 Range		4
1 Minimum		1
5 Maximum		5
2 Sum		135
0 Count		50

Although work life balance can be key factor that influences the employee behaviour but relaxing at the work place be more beneficial to the people as when employee enjoy their work they are more satisfied with their job as well as from their life .

Descriptives

[DataSet1]

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Doworkenvironmentinfluen cetheworklifebalance	50	1	5	2.52	1.432
Canflexibleworkinghoursbe thesolutionforthestressma nage	49	1	5	2.43	1.275
Doyouthinkthatuseofadvan cetechnologycanbeusefulfo rth	50	1	5	2.64	1.336
Positiverelegationwiththesup eriorscanbethereasonforth ew	50	1	5	2.70	1.432
Howmanyhoursareyourequ iredtoworkinday	49	7	13	8.71	1.732
Valid N (listwise)	48				

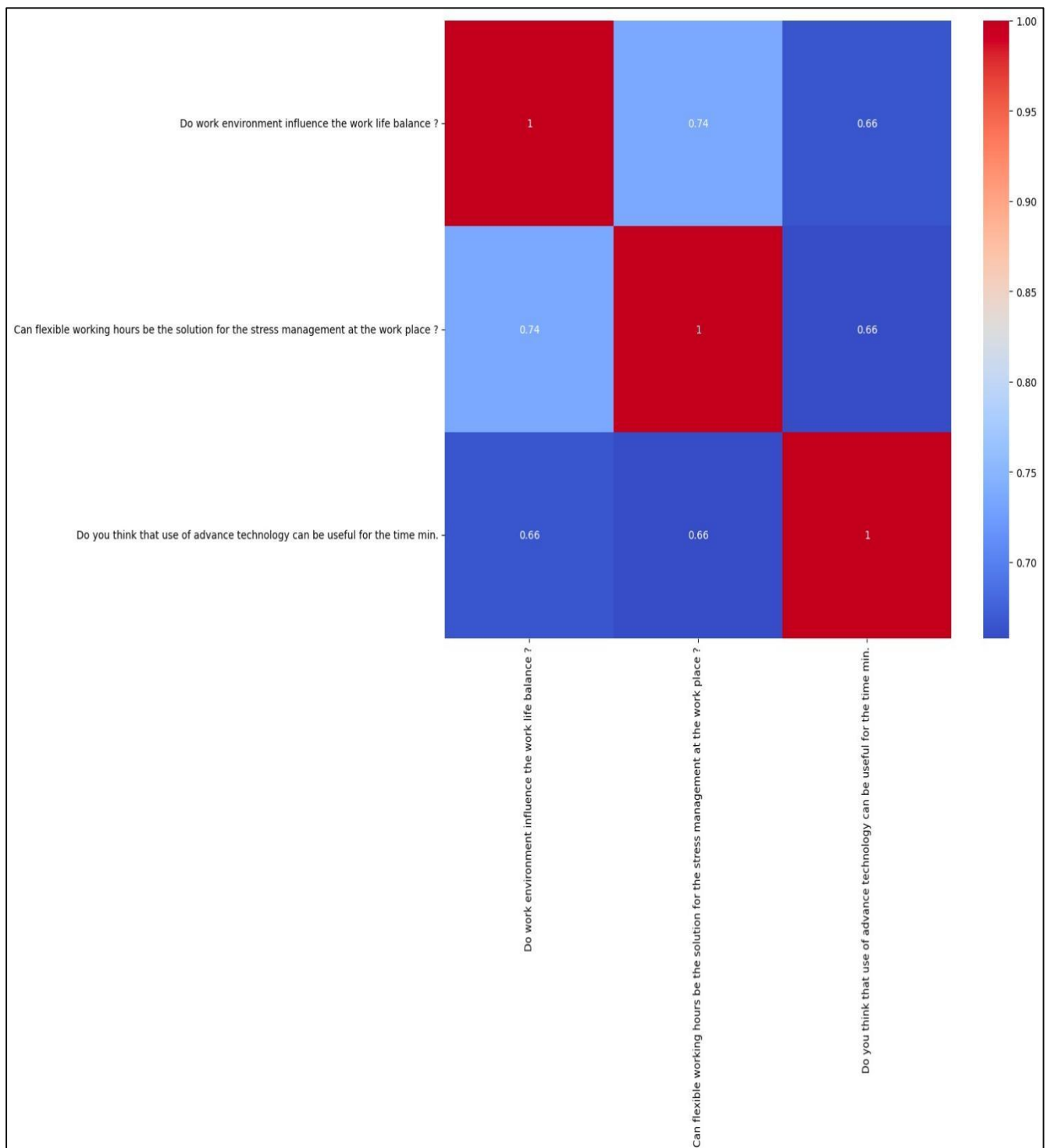
H0: There is no relationship between the age and the factor that influence the work life balance

H1 : There exist significant relationship between the age and the factor that influence the work life balance

Oneway

		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Doworkenvironmentinfluen cetheworklifebalance	Between Groups	24.054	20	1.203	.442	.969
	Within Groups	76.150	28	2.720		
	Total	100.204	48			
Canflexibleworkinghoursbe thesolutionforthestressma nage	Between Groups	24.840	20	1.242	.633	.852
	Within Groups	52.972	27	1.962		
	Total	77.812	47			
Doyouthinkthatuseofadvan cetechnologycanbeusefulfo rth	Between Groups	29.669	20	1.483	.723	.771
	Within Groups	57.433	28	2.051		
	Total	87.102	48			
Positiverelegationwiththesup eriorscanbethereasonforth ew	Between Groups	28.817	20	1.441	.567	.904
	Within Groups	71.183	28	2.542		
	Total	100.000	48			
Howmanyhoursareyourequ iredtoworkinday	Between Groups	52.929	19	2.786	.861	.626
	Within Groups	90.550	28	3.234		
	Total	143.479	47			

As it can be seen from the p-value which is more than 0.05 ,therefore we fail to reject the null hypothesis .We retain the null hypothesis ,Therefore we can say that there is no relationship between the factor that influences the work life balance and the age .There is statistical evidence that the associated population means are significantly different.



This is a correlation matrix or correlogram showing the pairwise correlations between three variables:

"Do work environment influence the work life balance?"

"Can flexible working hours be the solution for the stress management at the work place?"

"Do you think that use of advance technology can be useful for the time management?"

The diagonal entries show the correlation of each variable with itself, which is always 1. The off-diagonal entries show the correlations between each pair of variables.

The values in the matrix indicate the strength and direction of the correlation between the variables. A value of 1.0 indicates a perfect positive correlation, meaning that the two variables move in perfect lockstep in the same direction. A value of -1.0 indicates a perfect negative correlation, meaning that the two variables move in perfect lockstep in opposite directions. A value of 0 indicates no correlation between the variables.

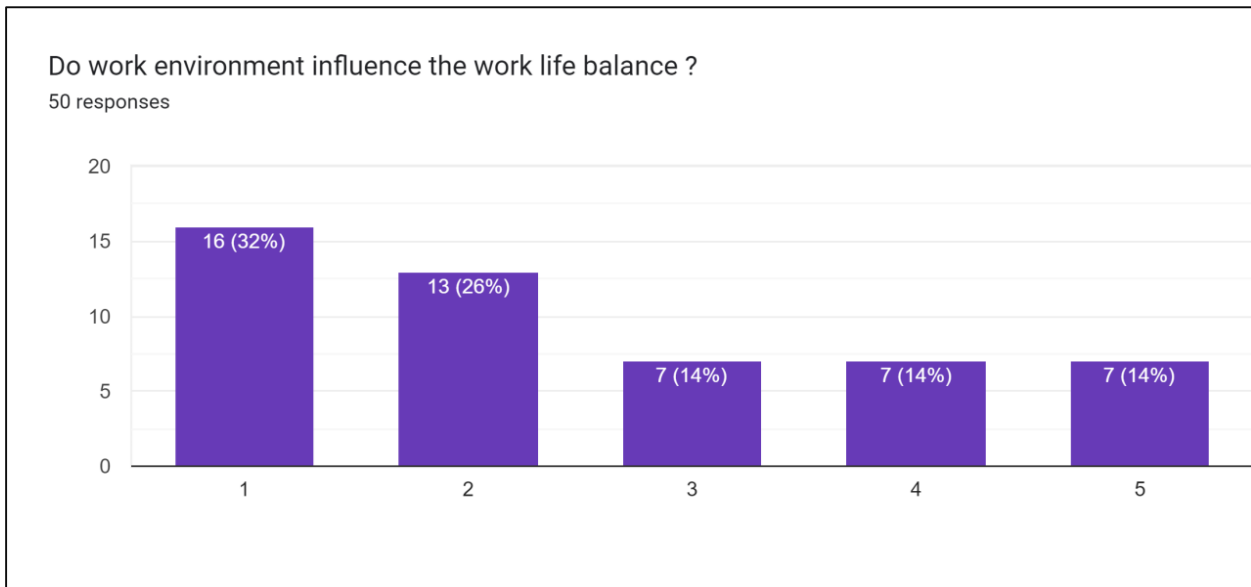
From the matrix, we can see that:

"Do work environment influence the work life balance?" has a moderate positive correlation with "Can flexible working hours be the solution for the stress management at the work place?" (0.74) and "Do you think that use of advance technology can be useful for the time management?" (0.66).

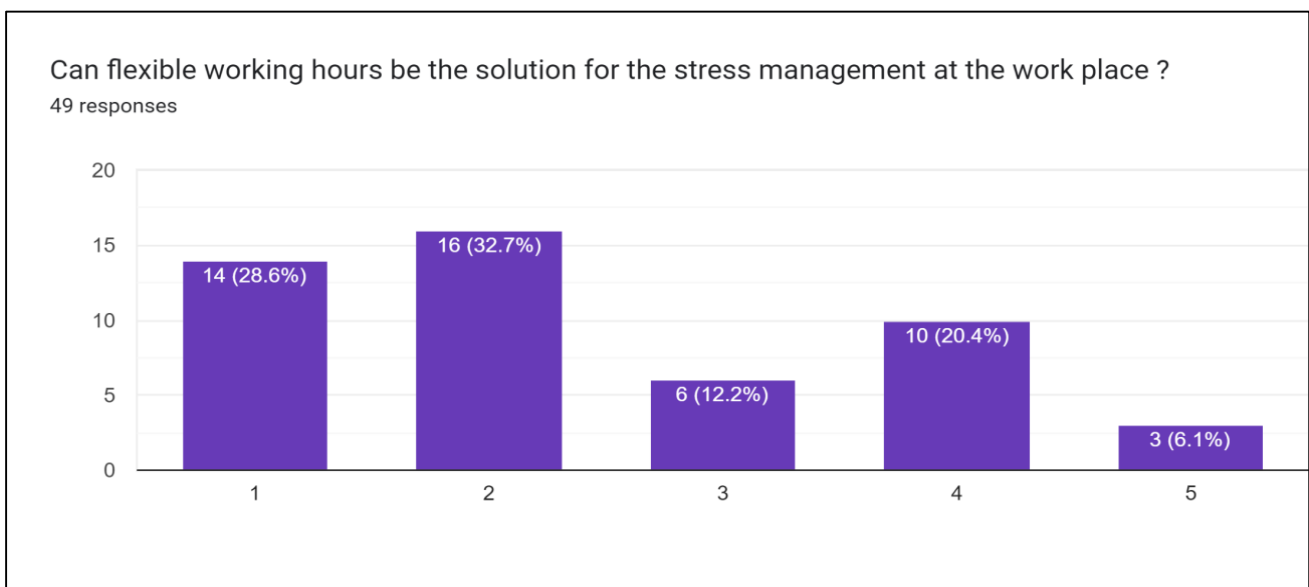
"Can flexible working hours be the solution for the stress management at the work place?" has a moderate positive correlation with "Do work environment influence the work life balance?" (0.74) and "Do you think that use of advance technology can be useful for the time management?" (0.66).

"Do you think that use of advance technology can be useful for the time management?" has a moderate positive correlation with "Do work environment influence the work life balance?" (0.66) and "Can flexible working hours be the solution for the stress management at the work place?" (0.66).

Overall, the matrix suggests that these variables are moderately positively correlated with each other, indicating that work environment, flexible working hours, and technology may all play a role in work-life balance, stress management, and time management in the workplace.



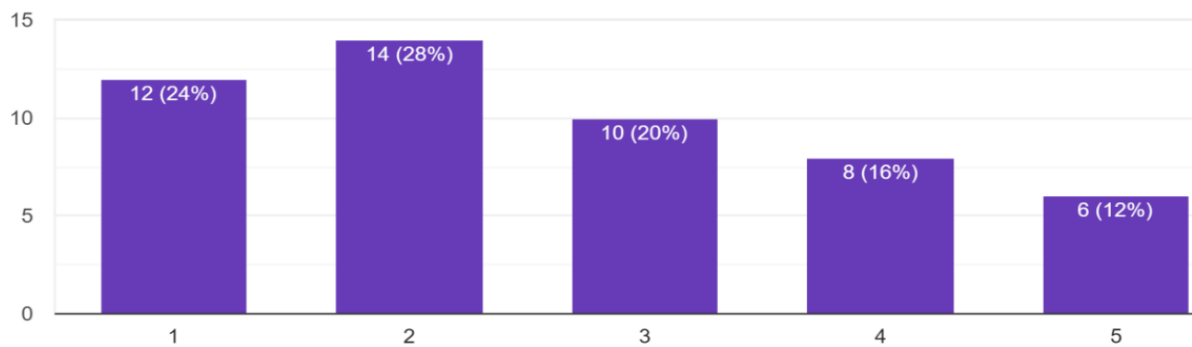
Most of the people disagree with this statement means they feels that work environment does not play an important role in determining the work life balance .



- This question received normal responses which means that flexible working hour can be the solution to some extend but it does not provide guarantee regarding the fact that work life will be there if flexible working hour is provided to the employee.

Do you think that use of advance technology can be useful for the time min.

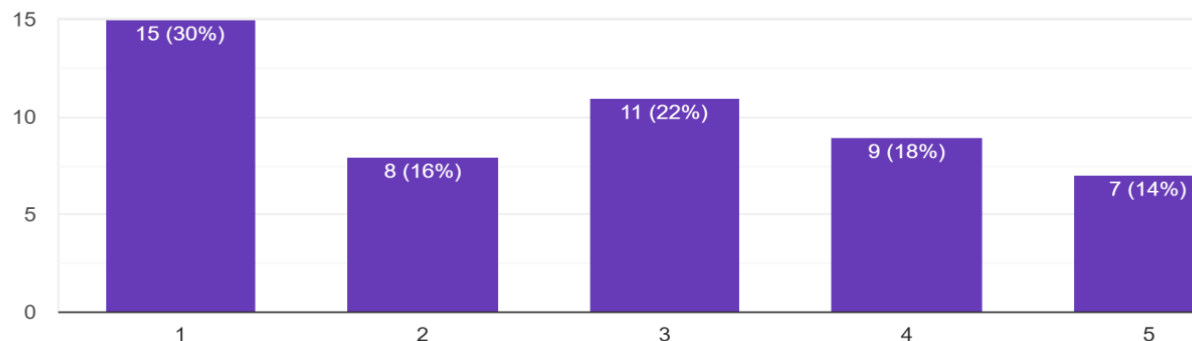
50 responses



- We live in the fast changing world ,where technology keeps on changing .There are various tools that are available now a days .Technology has helped in reducing the human efforts to many extent .So a question was asked whether the technology can the solution to reduce the work load in the corporate life .And moderate response was received which means that technology can also be not the solution for the work life balance .

Positive relation with the superiors can be the reason for the work life balance ?

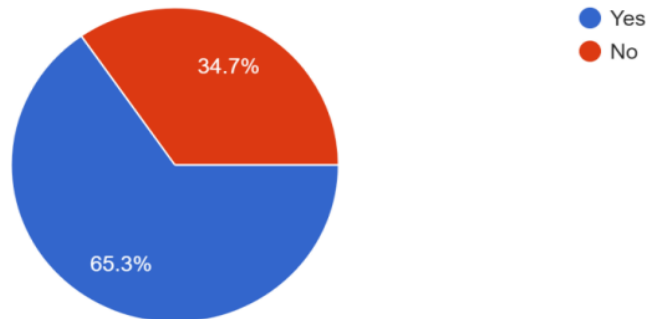
50 responses



- Around 22 % of the people agrees that positive relation can influence the work life balance .As positive relation with the superior provides motivation to the employees .So the motivated employee is able to achieve the organizational goals effectively and efficiently.So positive relation with the superior can help in achieving the satisfied life .

Do you think that if higher salary is provided to you, you would be ready to work for longer period of time ?

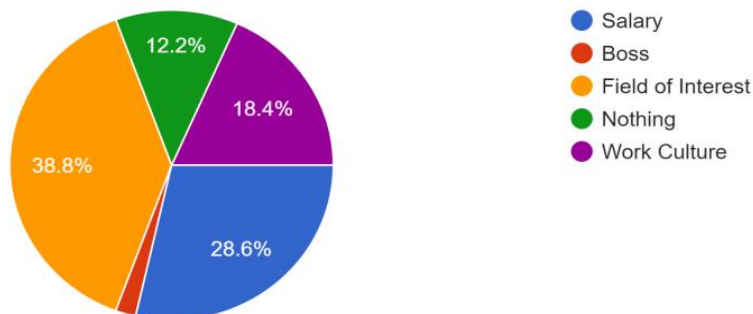
49 responses



- This graph shows that most of the people are ready to work overtime if they are provided with extra amount of Salary. This clearly shows that people prefer work over the leisure time and then they say that they are feeling stressed because of the work.

What do you like about your job ?

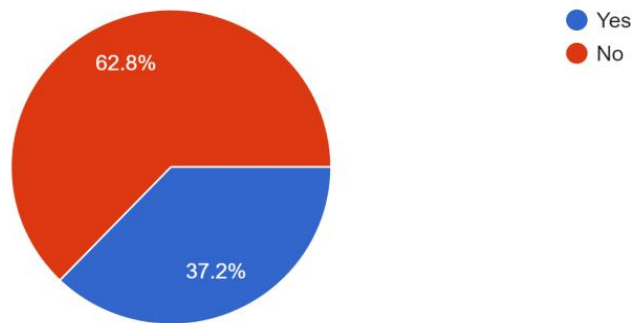
49 responses



- It has been observed that most of the people like their job because it is of their field of interest. Those people who work in those jobs that are in the field of interest are less likely to shift their job. There is also some amount of correlation observed between the profession in which you are working and the work life balance that the individual feels is there in his/her life.

Do you want to change your job ?

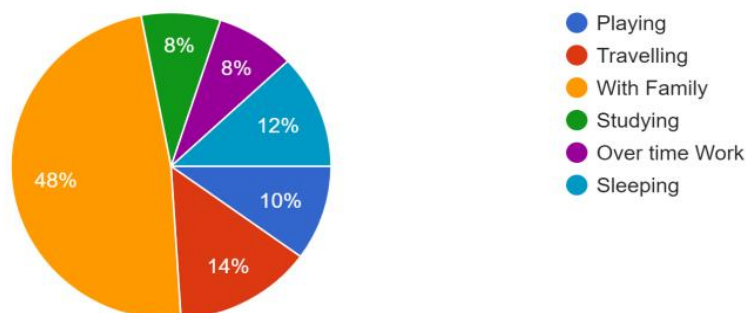
43 responses



- Most of the people does not want to change their job ,although they are dissatisfied from their job .Although 37.2 % of the individual wants to change their job because they are experiencing low amount of work life balance in their life .i.e why work life balance is important in the individual life .

How do you spend your weak end ?

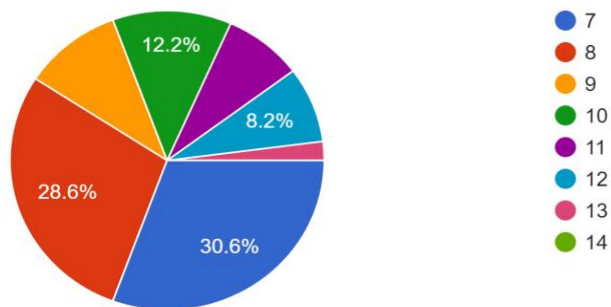
50 responses



- In this graph we can see that around 48 % of the people spend their time with the family on the weekend .And around 14 % of people spend their time by the way of travelling although travelling is very good sources of refreshment .But travelling requires some with whom you can spend your time as well as it require money so some individual lacks both the things money as well as the partner with whom they can travel .

How many hours are you required to work in day ?

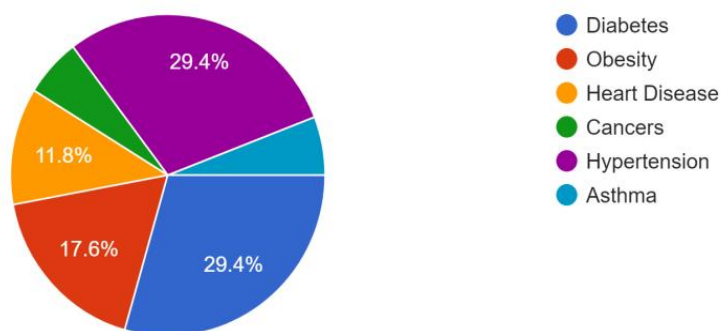
49 responses



- Most of the people work around 12 hours in the day, around 30.6% of the population works around the 12 hours in the day. Now a day working 12 hours in the day is considered to be normal.

Do you have any health issue ?

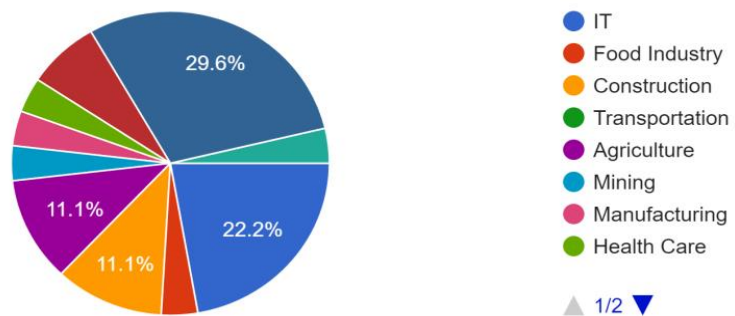
17 responses



- Health also plays an important role in determining whether you are satisfied from your job or not. In these data collection 29.4% of the population have the asthma which means that they will not be able to work in the place that has less amount of oxygen. And it is clearly observed from the data 29.4% of the population have hypertension, which means that they can not work in the screen time for long.

In which industry do you work ?

27 responses



- The role of industry in determining the amount of work life balance is much less compared to other factors which affects the work life balance .The industry such as the IT in which around 29.4 % of the population works ,are likely to experience less work life balance because there screen time is much more compared to other professional such as teacher .

3.2 Interpretation

Data has been collected from various sources such as google form has been circulated among people of the age group as well as from the people different background. Some interpretation that can be made from this is as follows

- Most people agree that work-life balance plays an important role in individual life .
- Those who work in the job that is of the field of the interest of the individual are more likely to be satisfied from their job compared with the individual that works in the job that is not of their interest .
- Time management is the skill that the individual needs to have ,to achieve the objective effectively and efficiently .
- There are various factors that influences the work life balance such as
- How do you spend your week end those who spend the weekend end with their family are more satisfied with there job
- Work-life is the very subjective term it differs from individual to individual.
- There are several factors that impact the work life balance such as work environment in which the employees works ,Can flexible working hour be the solution for work life balance ,Do you think that advance technology can be the solution for time min. and many more .
- There is no correlation among the gender and the work life balance that the individual enjoys in their life .
- There are various solution to make the work life balance works in the real time such as set the limit on the amount of work that you will do ,focus on your health as well as exercise .
- Work-life balance is of advantage to both the employee as well as to the employer as the employee enjoys the satisfied life ,and employer is able to retain the employee for longer period of time .
- A one way anove is also applied to check whether there exist a significant relationship between the age and the factor that influences the work life balance .So we can say that factor that influence the work life balance and age are two independent group .

Chapter 4- Limitation of the Study

Like every Study ,this research too has its limitation and can operate within its parameters ,further this research is very narrow and is limited with few data points .

Following are some of the limitation

- Fewer survey respondents ,which has narrowed the scope of the research ,and few data factors
- Some people fills the google form without giving proper attention to the question letting to poor data collection
- Work life balance is the theoretical topic so data analysis is not possible to the fullest extend
- Work life balance is the imaginary term so no proper solution regarding the work life balance is possible .

Chapter-5 Conclusion:

Work-life balance is a complex issue that affects individuals and organizations alike. Factors that influence work-life balance include the nature of the work, workplace culture, individual factors, and family and social support. Achieving work-life balance is important because it has significant implications for employee well-being, job satisfaction, and organizational commitment. We reviewed much of evidence on major antecedents of work life balance .Employers can take steps to support work-life balance, such as implementing flexible work arrangements and promoting a supportive workplace culture.As we all know that human is the social Animal so Social Activities should be given equal importance .Importance of Social Activities can not be underestimated .



A data has been collected from various sources such as google form ,people working in professions such as teacher ,doctor ,and many more .It can also be said that their existence of negative effect of poor work life balance due to high level of work conflict on work satisfaction and psychological health .Factors that affects the work life balance are relationship with the superior,Whether the job is of your interest or not .Personal values also plays an important role in determining the work life balance of the individual .Most of the employees agrees that they needs work life balance in their life and work life balance is lacking in their life .The various solution that are identified for the work life balance are as follows

- i) Set the boundaries within which you will work .
- ii) Giving importance to self care .
- iii) Do proper time management .

However it can said there is no idea work life balance possible because there is high amount of possibility that the work you chose is not of your interest .As a result you feel stressed .More than 50 % of the population wants to change their job because they do not like the organization culture ,or because of lack of work life balance .Those people who are working in the job such as doctor, CA have good work life balance .Whereas the people working in the IT sector are required to devote more time to their job so they experience less amount of work life balance .About 50 % of the population agrees that perfect time management can help you manage the job related stress .Around 50% of the population spend their week end with family .It is also observed that the people those who spend their week end with their family and

take proper rest and care is able to perform better as compared to other people .Only 14 % of the population spend time by travelling and travelling is good source of refreshment .But travelling requires money and not everyone is able to spend money.32.7 % of the population agrees that flexible timing can be the solution for work life balance but most the people disagree with this statement .It is the duty of Human Resource Department that it designs the policies that are in the well fare of the employees .Work life balance program have the potential to improve the individual motivation ,reduce absenteeism ,and retain organizational knowledge,particularly during difficult economic times .Data that has been collected from the websites also states that Work life balance differs from country to country .As different country have different culture in terms of culture dimension such as individualism vs collectivism ,long term orientation vs short term orientation .In the culture such as US people prefers to enjoy their life to full so they are likely to enjoy their life to full . Finally we tried to build the relationship between the two concept of work life balance and life satisfactions of the people .A little observation has also been made in the change of the behaviour of the individual because of the increase of the pressure on the employee.

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Annexure

Google form

Work-life balance

Form description

Name

Short answer text

Age

Short answer text

Gender

☐ Male

☐ Female

Do work environment influence the work life balance ?

	1	2	3	4	5	
Strong Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagreed

Can flexible working hours be the solution for the stress management at the work place ?

	1	2	3	4	5	
Strong Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagreed

Do you think that use of advance technology can be useful for the time min.

	1	2	3	4	5	
Strong Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagreed

...

Positive relation with the superiors can be the reason for the work life balance ?

	1	2	3	4	5	
Strong Agree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Disagreed

What according to you can be the solution for the work life balance ?

Short answer text

.....

Do you think that if higher salary is provided to you ,you would be ready to work for longer period of time ?

☐ Yes

☐ No

...

What you like about the your job ?

☐ Salary

☐ Boss

☐ Field of Interest

☐ Nothing

☐ Work Culture

How do you spend your weak end ?

☐ Playing

☐ Travelling

☐ With Family

☐ Studying

☐ Over time Work

☐ Sleeping

Do you think work life balance is important ?

☐ Yes

☐ No

How many hours are you required to work in day ?

- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10
- ☐ 11
- ☐ 12
- ☐ 13
- ☐ 14

Do you have any health issue ?

- ☐ Diabetes
- ☐ Obesity
- ☐ Heart Disease
- ☐ Cancers
- ☐ Hypertension
- ☐ Asthma

For how many years have been working ?

Short answer text

Do you want to change your job ?

- ☐ Yes
- ☐ No

...

In which profession do you currently working ?

Short answer text

In which industry do you work ?

- ☐ IT
- ☐ Food Industry
- ☐ Construction
- ☐ Transportation
- ☐ Agriculture
- ☐ Mining
- ☐ Manufacturing
- ☐ Health Care
- ☐ Electronics
- ☐ Financial Services
- ☐ -
- ☐ Hospitality Industry
- ☐ Automotive Industry