



A STUDY ON WORK-LIFE BALANCE OF EMPLOYEES AT APPLE PAINTS, HUBLI

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ABSTRACT: *Work-life balance is considered to be important for both, business practice and academic research. The literature shows that work-life balance is a central issue affecting wellbeing, as family and work are the most important elements of everyone's life. Any competing demands of work and family life cause conflict and negatively affect the wellbeing of workers. This study focused on assessing the impact of work-life balance determined by work- family conflict and family work conflict on the wellbeing of individuals employed in the private sector in India. Wellbeing was measured by levels of family satisfaction, work satisfaction and psychological distress. Quantitative research methods were used for the study, and a sample population was chosen amongst participants who were single and in a relationship, female and male, with and without children, by using a convenient sampling method. Findings of the study revealed that while work interference with personal life and personal life interference with work had a negative relationship with job satisfaction, work and personal life enhancement had a positive relationship with job satisfaction. Thus, we can safely conclude that work and personal life needs to be integrated and balanced by organizations through work-life balance initiatives.*

Keywords – Work life balance, wellbeing, personal life, professional life etc

1. INTRODUCTION

Work life is the balance between the personal and professional life. It is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc. along with making a career, business travel etc. It is an important concept in the world of business as it helps to motivate the employees and increases their loyalty towards the company. The pressure of increasingly demanding work culture in India is perhaps the biggest and most pressing challenge to the mental health of employees. The effect of increased working hours is having an adverse effect



on the lifestyle of huge number of people, which damages their mental wellbeing. Stressful job conditions and work-life imbalance are pieces of a more complex puzzle. While not definite, it can be suggested that employer actions to address workload distribution could provide employees who experience work-life conflict with a better balance

Work-life balance and stress go hand in hand. What seems to matter in this regard is the importance workers place on balance between their lives and the effectiveness of work place policies and practices in supporting them to achieve the goal. Work life balance has always been a concern of those interested in the quality of working life and its relation to broader quality of life. The concept of work life has been abstracted from the job satisfaction level of an employee, which is an extrinsic factor of job satisfaction. It aimed to provide quality of life for an employee at the same time retaining the productivity levels of an employee at the workplace. The balance work life score provides an organization with a productive and innovative employee, whereas disparity in the work life balance tends to develop depressed and dissatisfied staff

2. OBJECTIVES OF THE STUDY:-

1. To study and understand the work life balance of employees at Apple Paints, Hubli.
2. To study the level of stress among employees of Apple Paints.
3. To study the impact of variables and its effects on work-life balance.
4. To study the existing Work-Life Balance policies in organizations.

3. RESEARCH METHODOLOGY:-

Methodology relates to plan of study, which includes Data collection, types of Questionnaire, Processing of data and finally interpretation of data. Basically, the data is collected from Secondary as well as Primary Sources. Secondary data is collected from books, magazines, records etc. Primary data is collected in the form of Survey done through questionnaire. As the research methodology depends on the type of survey to be conducted, the kind of products or services the company offers the selection of methodology done to suit needs for Apple Paints. The whole report and analysis depends on the methodology of the research so it has to be carefully selected and carried out to get the best results.



4. RESEARCH INSTRUMENT

For this study, the structured survey-questionnaire instrument was used to achieve the main objective of the study. The questionnaire was designed after referring to extensive literature available on same as related topic. A self-administered questionnaire was distributed to the employees of Apple Paints. The questionnaire included 21 questions of open-ended, close- end type of questions. The research instrument is divided into three categories of Personal Information, Work related Information & Information on Work-Life Balance.

4.1. SAMPLING

Sampling refers to the way that observations are selected from a population to be in the sample for a sample survey. The target population is 50 employees at Apple Paints.

4.2. RESEARCH DESIGN

A Non-Probability Convenience sampling was used in this research.

4.3. DATA ANALYSIS -: SPSS

4.4. PLAN OF ANALYSIS

The data collected will be processed by using tools such as SPSS. The data will be systematically entered into SPSS and the interpretation will be based on percentage analysis. Bar chart and pie charts will be plotted and the interpretation will be dependent on the tables and charts obtained.

5. DATA ANALYSIS & INTERPRETATION

5.1. AGE

Table 1 - Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-30	10	20.0	20.0	20.0
	30-40	23	46.0	46.0	66.0
	40-50	10	20.0	20.0	86.0
	Above 50 years	7	14.0	14.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation- :46% of employees fall under the age group of 30-40 years. 20% employees are under 40-50 years. 20% employees are under 25-30 years and only 14% employees are above 50 years.



5.2. GENDER:

Table 2 Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	26	52.0	52.0	52.0
	Female	24	48.0	48.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation: 52% of employees are male employees and 48% employees are female employees working in Apple paints.

5.3. MARITAL STATUS:

Table 3 Marital status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	34	68.0	68.0	68.0
	Un Married	16	32.0	32.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation: 68% of the employees are married and the rest 32% are unmarried

5.4. WHAT IS YOUR EXPERIENCE IN APPLE PAINTS?

Table 4 Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-2 years	8	16.0	16.0	16.0
	2-5 years	19	38.0	38.0	54.0
	5-10 years	23	46.0	46.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation: 46% of employees are the ones who have more than five years of experience. 38% are experienced with 2-5 years of experience and 16% employees are having less than two years of experience .From the data we can analyze that most of the employees have good experience which means that the employees are driven and are passionate about their work

5.5. HOW MANY HOURS IN A DAY DO YOU NORMALLY WORK?



Table 5 - Working hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7-8 hours	14	28.0	28.0	28.0
	8-9 hours	34	68.0	68.0	96.0
	9-10 hours	1	2.0	2.0	98.0
	10-12 hours	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation: 68% of employees are the ones who work 8-9 hours, 28% who work for 7-8 hours, 2% who work for 9-10 hours, 2% who work for 10-12 hours.

5.6. HOW DO YOU FEEL ABOUT THE AMOUNT OF TIME YOU SPEND AT WORK?

Table 6 - Amount of time you spend at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly dissatisfied	5	10.0	10.0	10.0
	Dissatisfied	13	26.0	26.0	36.0
	Neither Satisfied nor Dissatisfied	15	30.0	30.0	66.0
	Satisfied	16	32.0	32.0	98.0
	Highly satisfied	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation: 2% of the employees are highly satisfied with the amount of time they spend at work and 32% of the employees are satisfied with the amount of time they spend at work. 30% of the employees are neither satisfied nor dissatisfied with the amount of time they spend at work and 26% and 2% of the employees are not truly satisfied with the amount of time they spend at work. So most of the employees (30%) are satisfied with the amount of time they spend at work

5.7. HOW MANY HOURS A DAY DO YOU SPEND TRAVELING TO WORK?

Table 7 - Hours spend traveling to work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than half an	16	32.0	32.0	32.0



	hour				
	Nearly one hour	18	36.0	36.0	68.0
	Nearly two hour	10	20.0	20.0	88.0
	More than two hours	6	12.0	12.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation: 36% of the employees spend nearly one hour traveling to work. 32% of the employees spend less than half an hour travelling to work, 20% of the employees spend two hours travelling to work and only 12% of the employees spend more than two hours travelling to work.

5.8. HOW OFTEN DO YOU THINK OR WORRY ABOUT WORK (WHEN YOU ARE NOT ACTUALLY AT WORK OR TRAVELING TO WORK)?

Table 8 - Worry about work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never think about	2	4.0	4.0	4.0
	Sometimes	23	46.0	46.0	50.0
	Always	7	14.0	14.0	64.0
	Often	18	36.0	36.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation:46% of the employees sometimes worry about work when they are actually not at work.36% of the employees often worry about work, 14%of the employees always worry about the work and only 4% of the employees do not worry about the work. Hence from the graph we can see that most of the employees worry only sometimes.

5.9. DO YOU FEEL THAT SOMETIMES THERE IS HIGH PRESSURE OF WORK IN THE ORGANIZATION OR IT IS EVENLY DISTRIBUTED?

Table 9 - Pressure of work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Disagree	10	20.0	20.0	20.0
	Neither agree nor disagree	20	40.0	40.0	60.0
	Agree	14	28.0	28.0	88.0



	Strongly agree	6	12.0	12.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation: 12% of the employees strongly agree that there is high pressure of work in the organization. 40% of the employees neither agree nor disagree that there is high pressure of work in the organization. 28% of the employees agree that there is high pressure of work in the organization. 20% of the employees disagree that there is high pressure of work in the organization. So 46% of the employees neither agree nor disagree of pressure of work in the organization.

5.10. DO YOU EVER FEEL EXHAUSTED BECAUSE OF WORK?

Table 10 – Exhausted because of work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	6	12.0	12.0	12.0
	Rarely	12	24.0	24.0	36.0
	Sometimes	11	22.0	22.0	58.0
	Always	4	8.0	8.0	66.0
	Often	17	34.0	34.0	100.0
	Total	50	100.0	100.0	

Source – Primary Data

Interpretation: 12% of the employees never feel exhausted of work.34% of the employees never feel exhausted of work. 8% of the employees never feel exhausted of work. 22% of the employees never feel exhausted of work.24% of the employees never feel exhausted of work. So majority of the employees feel exhausted because of work

5.11. HOW DO YOU MANAGE STRESS ARISING FROM YOUR WORK?

Table 11 - Manage stress

	Frequency	Percent	Valid Percent	Cumulative Percent
Yoga	22	44.0	44.0	44.0
Sports	5	10.0	10.0	54.0
Dance	11	22.0	22.0	76.0
Music	12	24.0	24.0	100.0
Total	50	100.0	100.0	

Source – Primary Data



Interpretation: 24% of the employees listen to music to reduce their stress from the work. 44% of the employees do yoga to reduce stress from the work. 22% of the employees enjoy dancing and feel relieved from stress and only 10% of the employees participate in sports. Hence 44% of the employees do yoga and meditation to manage from stress.

6 FINDINGS:

6.1. EXPERIENCE

The 46% of employees who have the most experience (> 5 years are in the top most positions), below them are 38% of the employees with 2-5 years of experience .16% with 0- 2 years of experience. As we have seen from the statistics most of the employees have more than five years“ experience and are headed by more experienced and capable team leaders. Experience plays a major role in the industry because it is always evolving and changing, and because of this the experience of the team leaders and managers help them in facing contingencies effectively.

6.2. WORKING HOURS:

At Apple Paints importance is given to the quality of work and not on quantity of work. On an average 68% of the employees work for an average of 8-9 hours and 28% work for 7-8 hours. Employees are encouraged to work effectively and efficiently rather than slogging the whole day at the office. Apple Paints also provides flexi timings The company is not rigid about check-in and check-out times, as long as the allotted work gets done the employees can check-in and check-out at their convince.

6.3. AMOUNT OF TIME SPENT AT WORK:

2% of the employees are highly satisfied with the amount of time they spend at work and 30% employees are satisfied with the amount of time they spend at work. 30% of the Employees are neither satisfied nor dissatisfied with work. 26% of the employees are not Satisfied with the amount of time they spend at work.

6.4. WORRY ABOUT WORK

The employees stated that 4% never worry about work when they are not actually at work place. This shows that few of the employees are stress free. 46% said that they worry sometimes. 14% worry always and the rest 36% worry often .This is for completion of work and because they are committed to work and want to be on time for delivery. .



6.5. PRESSURE OF WORK:

40% of the employees have said that they are under pressure to complete the work within deadlines and 40% of the employees say that the work is evenly distributed. The rest 20% of the employees neither agree nor disagree means they also sometimes feel pressure of work.

6.6. EXHAUSTION:

The employees at Apple Paints are working on machines and hence there is exhaustion by physical work. 12% of employees are the ones who have said that they are never exhausted at work. 66% are exhausted rarely and sometimes respectively and 34 % are exhausted often. Hence the employees feel exhausted because of the physical work.

6.7. STRESS MANAGEMENT BYSELF:

44% of employees use yoga and meditation for stress management, 10% use sports, 22% use dance. All these increase the comfort levels of the employees and relaxed mind tends to work faster and better.

7. SUGGESTIONS

1. The organization should take necessary steps and improve the interpersonal relations among the employees as they have stated that the negative attitude of peers and supervisors is becoming a hindrance in maintaining good work life balance; hence the organization can take steps to check the interpersonal relations.
2. Music and Yoga is a big part of stress management, hence the suggestion would be playing soothing music in the cafeteria to uplift the mood and relax the mind.
3. The organization should create better working environment, they must provide tea breaks, conduct games to employees as employees are exhausted because of work so, Apple Paints should take measures to reduce the exhaustion of work of employees.
4. The organization should conduct cultural events and team outings more often as employees have said that there is high work pressure, hence measures can be taken to reduce stress and work pressure of employees

8. CONCLUSION

I would like to conclude this report by saying that overall the employees at Apple Paints is happy with work life balance. The employees are able to manage their work life and personal life and are satisfied with the job. Whereas few of the employees are not so satisfied with work



life balance. Hence the necessary measures should be taken and improve work life balance of employees.

The incorporation of work life balance strategies into annual planning of organization can in fact have positive impact on employee's wellbeing. It is equally important for employees to express their expectations and needs, since otherwise they cannot expect organization to resolve matters for them on their own initiative.

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