



**A STUDY ON WORK LIFE BALANCE OF EMPLOYEES AT SILVER ARROW PVT LTD,
CHENNAI.**

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ABSTRACT :-

In this fast moving 21st century, employees face many difficulties to balance work and their life. A ‘work life’ balance refers to an employee’s ability to maintain a healthy balance between their work roles, their personal responsibilities, and family life. Companies are increasingly recognizing the importance of helping their employees to achieve this balance as more staff are experiencing conflict between their work and personal roles. People find it difficult to cop up with responsibilities like child care & family commitment in personal life when work responsibilities like conflict between people increases and cause stress in them. In this paper a study has been designed to analyze work life balance of Silver Arrow employees. In this article we provide useful tips and advice to take in order to maintain a work-life balance.



Content :-

The term work life balance (Work Life Balance) was coined in 1986 in response to the growing concerns by individuals and organizations alike that work can impinge upon the quality of family life and vice-versa, thus giving rise to the concepts of “family- work conflict” (FWC) and “work-family conflict” (WFC). The former is also referred to as work interferes with family” (WIF) while the latter is also known as “family interferes with work” (FIW). In other words, from the scarcity or zero-sum perspective, time devoted to work is constructed as time taken away from one’s family life.

Achieving a work-life balance is the new ideal for employees, because an imbalanced life results in stress and fatigue, loss of control and even strained relationships. You may feel exhausted and resentful, and there seems to be so much to do, yet so little time to attend to every single task on your 'to-do' list.

Why a good work-life balance matters

Organisations need to realise that the concept of work-life balance is not simply a mission statement on the corporate brochure. There may be a need to reengineer work processes to accommodate both work and personal demands. As an employee, you need to understand the impact an imbalanced lifestyle could have on you and your career.

Restoring the balance

If you try to do more than one task at the same time, you may make errors and overload yourself. Long periods of continual multi-tasking often lead to stress, and can damage your physical and emotional health over time.

Learn to prioritise

Instead of trying to do everything at once and jumping back and forth from one task to another, learn to prioritise and work on the more important tasks first, spreading the rest of the work



over a manageable timeline. Start off by making full use of the leave that you have. Taking time off helps you recharge so you are prepared for further challenges at work.

Step out for lunch

Lunchtime is the perfect opportunity to get a break from work, yet many people end up working during their lunch hour. When you do that, you also miss out on a chance to socialise and relax. The more you feel time-squeezed and weighed down by work, the more you should step away from your desk and enjoy the company of your friends and colleagues. This may be hard to do at first, but you should soon feel the benefits.

Leave work on time

There may be days when you have to work late or are asked to do overtime, but try not to get into the habit of staying late for the sake of it. Don't feel that you won't be taken seriously if you leave work on time. Try and prioritise your tasks so you don't have to rush to get them finished before you leave.

As an employee, you need to understand the impact an imbalanced lifestyle could have on you and your career

Maintaining that balance

It may not be easy to achieve a work-life balance these days, as people are constantly pushed to work faster to cope with an increasing workload. Do not be discouraged however; there are little steps that can be taken to keep your life on the right track. An increasing number of employers are recognizing that an imbalanced lifestyle can ultimately affect their employees' job satisfaction level, productivity and work performance, and that isn't a good outcome for anyone.



A survey has been done in Silver arrow Pvt Ltd ,Chennai .

CORRELATION

		WORK OVERTIME EVEN ON HOLIDAYS	TIME ABLE TO SPEND WITH YOUR FAMILY MEMBERS
WORK OVERTIME EVEN ON HOLIDAYS	Pearson Correlation	1	.036
	Sig. (2-tailed)		.759
	Sum of Squares and Cross-products	83.421	3.684
	Covariance	1.112	.049
	N	76	76
TIME ABLE TO SPEND WITH YOUR FAMILY MEMBERS	Pearson Correlation	.036	1
	Sig. (2-tailed)	.759	
	Sum of Squares and Cross-products	3.684	126.737
	Covariance	.049	1.690
	N	76	76

From above table, it can be inferred that the correlation r value is in positive and below to 1. So it is a positive relationship. (i.e.) H1 (Alternate Hypotheses) is true. Therefore there is a relationship between over time of work even on holidays and time spends with family members.

CHI – SQUARE TESTS

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.596 ^a	4	.072
Likelihood Ratio	8.835	4	.065
Linear-by-Linear Association	8.026	1	.005
N of Valid Cases	76		



	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.596 ^a	4	.072
Likelihood Ratio	8.835	4	.065
Linear-by-Linear Association	8.026	1	.005

R = 0.072 (Positive)

From above table, it can be inferred that the chi-square r value is in positive. So it is a positive relationship. (i.e.) H1 (Alternate Hypotheses) is true. Therefore there is an association between gender and salary increment.

SUMMARY OF FINDINGS

- The total respondents in the study expressed their ability to balance their work in their organization are Male (40) and Female (36). The percent of male employees is higher than the female employees in the organization.
- There is more number of employees and its according departments. So there is an hierarchy of issue's handling with employees and superiors
- According to the respondents survey there is nuclear family (43) is higher than the joint family (33).
- So that prioritization of work and career among these family structure are different to one another.
- When analyzing marital status survey unmarried employees (21) are higher than the married employees (53).
- So handling family and work life balance is different to one another.
- Employees facing work life balance issue's because of low level of wages, poor working conditions, and not favorable terms of employment.



- And like whereas managerial workforce feel frustrated because of unfriendliness over their conditions of employment, role conflicts, interpersonal conflicts, lack of freedom in work, job pressures etc.
- All respondents are given with 5 categories in the questionnaire like career, leave policy, team work, compensation / salary / benefits / recognition, health, family/ friends in order to betterment of analyzing their work life balance effectively.
- The answers are mostly framed in Likert five point scales.

CONCLUSIONS

The family and work life are both important to employees in any sector and if these two are not maintained properly it creates stress and strain. It is concluded from the perception of the sample respondents expressed positively or confident enough to balance their routine work. The over all, performance of an organization depends completely on the performance of its people, in spite of the organization's size, purpose or other characteristics.

Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. There is now mounting evidence-linking work-life imbalance to reduced health and wellbeing among individuals and families. It is not surprising then that there is increasing interest among organizational stakeholders (e.g. CEOs, HR managers) for introducing work-life balance policies in their organizations.

Work-life balance policies are most likely to be successfully mainstreamed in organizations which have a clear understanding of their business rationale and which respect the importance of work-life balance for all employees.



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