A Study on Work Life Balance Need and Necessity as an HR Initiative In Imarque Solution Pvt Ltd Pondicherry

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ABSTRACT

Work life balance is at the forefront of the world of work. Kaizen, the Japanese philosophy for continuous improvement, along with the role of information technology (IT) helps and guides the management people, to get the maximum output with the help of available resources.

There is a developing readiness in today's workplaces that employees don't surrender their lives only on the grounds that they work. Work and life remain the two most paramount areas in the life of a utilized single person. Nonetheless, the test of adjusting work and non-work requests is one of today's focal attentiveness toward both people and organizations. With the developing differences of family structures spoke to in today's workforce, especially with the developing standard of double profession families, the imperativeness of dealing with an employee's work-life balance have expanded notably in the course of recent years. Managements understand that the nature of an employee's close to home and family life effects work quality and that there are solid business motivations to advertise work and non-work coordination. In this project, we battle that helping employees to accomplish a work-life balance ought to turn into a basic piece of HR policy and procedure in the event that it is to genuinely get the best from the organization's kin without abandoning them unsatisfied, worn out and unfulfilled.

Keywords: Introduction of HRM, Work Life Balance, Need, Important,

HR Initiative, Suggestion, Conclusion

INTRODUCTION OF HRM & WLB

The HR (Human Resources) department is a group who is responsible for managing the employee life cycle (i.e., recruiting, hiring, on boarding, training, and firing employees) and administering employee benefits. An example of human resources is the department you would speak with to get more information about employee benefits. A department, in a company or institution, responsible for personnel records, company benefits, hiring and training of employees, etc.; personnel department.

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The balance between personal and professional life vary from person to person and the organization where he or she is working. When an individual does not maintain a balance and works too much in the organizational setting, this may cause him some medical, psychological and behavioral consequences; as a result his or her productivity will also be low. Studies have shown that work life stress is harmful to the employees. Late sitting and working too much can cause imbalance in an individual's personal and professional life; however there are some techniques to manage the work life stress e.g. time management, task management, relaxation, flexible working hours, working from home and exercise etc. Work life balance improves individual's health, job satisfaction, commitment, involvement and reduces absenteeism and presenters (state of physical presence but not productive). Despite of the progress in the betterment of maintaining work life balance, there is still more to be done.

OBJECTIVES OF THE STUDY

The objectives of the project report are as follows:

- To find out reasons for work life balance of employees in iMarque Solutions Services Pvt Ltd Pondicherry
- To gain an insight in to current work time policies and practices, as well as work life balance issues in iMarque Solutions Services Pvt Ltd Pondicherry
- To find out effectiveness of work life balance of employees in iMarque Solutions Services Pvt Ltd Pondicherry
- To find out how to improve work life balance of employees in iMarque Solutions Services Pvt Ltd Pondicherry

SCOPE OF THE STUDY

The study covers the various aspects in employee work life Balance and measured increase in productivity accountability, commitment better team work and communication improved morale, less negative organizational stress.

PROBLEM STATEMENT

Lack of work flexibility, high work pressure and longer working hours are stressing out many BPO industry workers, reducing their job performance and productivity as well as causing broken homes. In the community, there is growing concern that the quality of home and work life is deteriorating. These have resulted to poor employee input and performance at their job place, because an employee, who finds it difficult to properly balance his or her family life, tends to also have difficulties managing tasks at his or her workplace, therefore resulting in poor employee performance. Moreover, there is a view, widely promoted by some management professionals but not strongly supported by sound empirical evidence, that workers are less willing to display unlimited commitment to the organization. One reason offered for this is the changing nature of the psychological contract at work; turbulence in organizations has made it less feasible to offer secure progressive careers and therefore to justify why workers should be committed.

REVIEW OF LITERATURE

The Resource drain theory refers to the transfer of limited resources (time, energy, money, attention) from one domain to another which consequently reduces the available resources in the original domain (Morris and Madsen, 2007). The consequence of resource drain brings about inter-role conflict. The Inter-role conflict theory refers to what happens when meeting the demands in one domain makes it difficult to meet the demands in the other domain (Greenhuas and Beutell, 1985). It is also useful to point out that though inter-role conflict can occur both when work roles interfere with non-work roles and vice versa, the focus of this paper is on the former relationship, as it considers work-life balance in the context of the impact of work on non-work.

Thus, we could define work-life balance as ―satisfaction and good functioning at work and at home with a minimum of role conflict‖ (Clark, 2000: 751). It could also be seen as an experience of satisfaction in all of one's life domains, which requires personal energy, time and commitment resources (Kirchmeyer, 2000).

Work-life balance is about finding the right balance between one's work and one's life (i.e. life outside work) and about feeling comfortable with both work and non-work commitments. Many people find it difficult to manage their time in a way that is healthy for their work as well as for their personal life (Vlems, 2005).

Buzzanell et al, (2005) notes that the WLB literature typically portrays role conflicts for white, married, professional and managerial women, with little reference to the many other demographics represented in the modern organisation. Shorthose (2004) and Wise and Bond (2003) go so far as to state that the WLB discipline is essentially flawed, as it is ‗one-dimensional‘, assumes a unitary perspective, and that its underlying management has been one of maintaining status-quo rather than supporting the development.

RESEARCH METHODOLOGY

Research design: Research is an art of scientific investigation. Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deduction and reaching conclusions and at last carefully testing the conclusion to determine whether they formulating hypothesis.

Data collection:

Collection of the data is of primary importance in the research process. Data which is collected for the purpose of research helps in proper analysis which is helpful to conduct research effectively. The data source, which is very important in the collection of data, is primary data and secondary data. Both primary and secondary data are taken into consideration for the study of work life balance.

Primary Data

Interview with HR executives and other employees

Secondary Data

Journal papers

Financial statements from the company

Related online information

Other relevant books

Sampling:

Sample will be HR executives, HR professionals and trainers in the company having knowledge in all HR roles and responsibilities. The total samples taken for the study are 100.

Sampling Technique:

Random sampling can be used to select the individual units for better productivity of the questionnaire.

LIMITATIONS OF THE STUDY

The time stipulated for the project is very short.

Relevant papers and documents were not available sufficiently

DATA ANALYSIS& INTERPRETATION

1. How many days in a week do you normally work?

ATTRIBUTES	NO.OF RESPONDENTS	PERCENTAGE
LESS THEN 5 DAYS	0	0
5 DAYS	0	0
6 DAYS	90	90
7 DAYS	10	10
TOTAL	100	100

How many days in a week do you normally work?

NO.OF RESPONDENTS
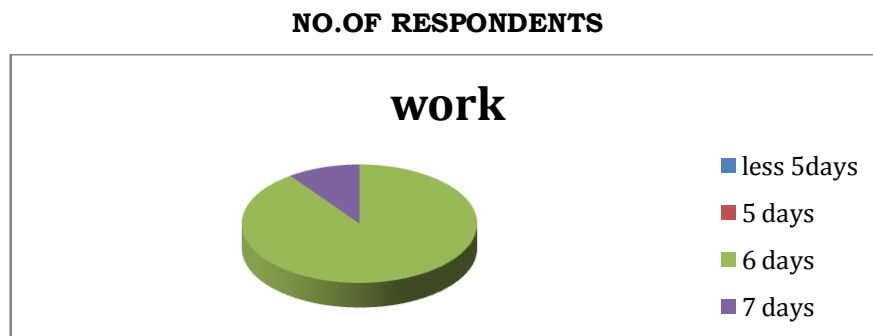
Interpretation:

90% of the employees are working 6 day in a week.

10% of employees are working 7 days in a week.

From the above analysis we can know that most of the employees are working 6 days in a week and 10% of employees are 7 days a week. And they need some rest, at least 2 Saturdays in a month to spend with their families.

2. How many hours in a day do you normally work

S.NO	ATTRIBUTES	NO.OF RESPONDENTS	PERCENTAGE
1	7-8 HOURS	15	15
2	8-9 HOURS	45	45
3	9-10 HOURS	25	25
4	10-12 HOURS	15	15
5	MORE THEN 12 HOURS	0	0
	TOTAL	100	100

**NORMAL WORK NO.OF RESPONDENTS**
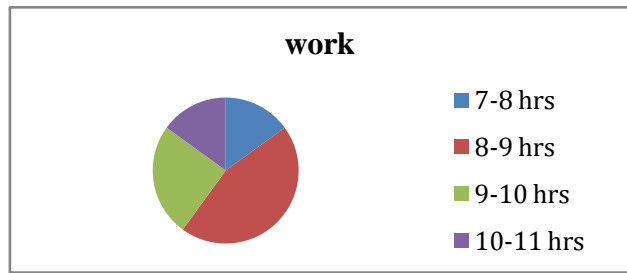
Interpretation:

- 15% of employees are working 7-8 hours per day.

- 45% of employees are working 8-9 hours per day.

- 25% of employees are 9-10 hours.

- 15% of employees are 10-12 hours.

From the above analysis we can know that the maximum no of employees are working more than 8 hours to reach their targets in time by setting goals and also working more effectively and efficiently to increase the company standards in quality.

3. Do you generally feel you are able to balance your work-life?

S.NO	ATTRIBUTES	NO.OF RESPONDENTS	PERCENTAGE
1	YES	74	74
2	NO	26	26
	TOTAL	100	100

Do you generally feel you are able to balance your work-life?
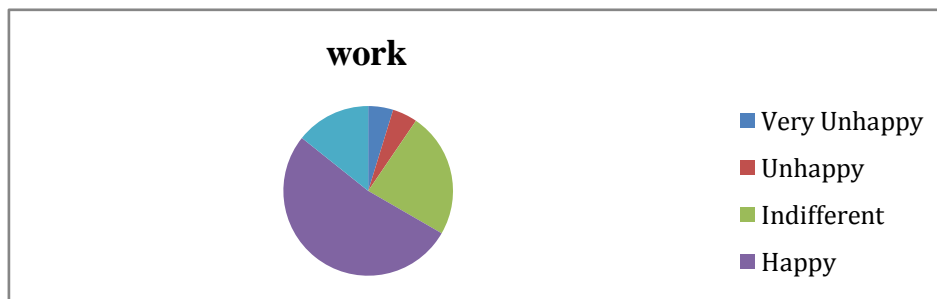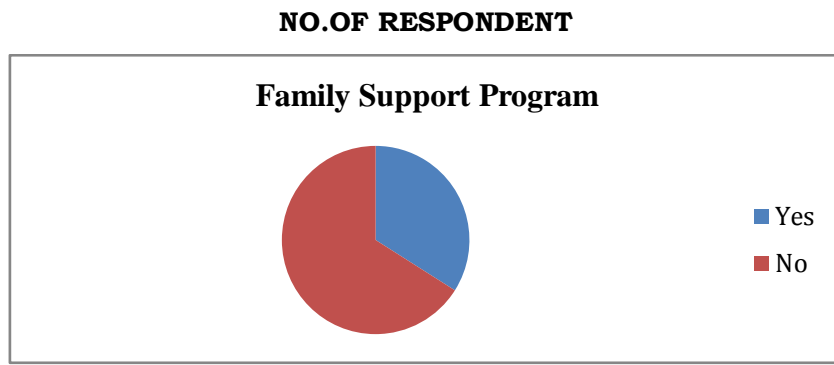

Interpretation:

- 37% of employees are saying yes, 3% of employees are saying no.

- From the above analysis we can know that maximum no of employees are having the good work life balance, and 13 percent of employees are saying no.

4. How do you feel about the amount of the time you spend at work?

| S.NO	ATTRIBUTES	NO.OF RESPONDENTS	PERCENTAGE
1	VERY UNHAPPY	5	5
2	UNHAPPY	5	5
3	INDIFFERENT	25	25
4	HAPPY	55	55
5	VERY HAPPY	10	10
	TOTAL	100	100

NO.OF RESPONDENT

Interpretation:

- 5% employees feel very unhappy.
- 5% employees feel unhappy.
- 25% employees feel indifferent
- 55% employees feel happy
- 10% employees feel very happy

From the above analysis we know that half of the employees are happy with the time they are spending in office and 25% of employees are indifferent and rest of them is unhappy.

5. How do manage if stress arising from your work.

| S.NO	ATTRIBUTES	NO.OF RESPONDENTS	PERCENTAGE
1	YOGA	10	10
2	READING BOOKS	10	10
3	ENTERTAINMENT	80	80
	TOTAL	100	100

NO.OF RESPONDENTS
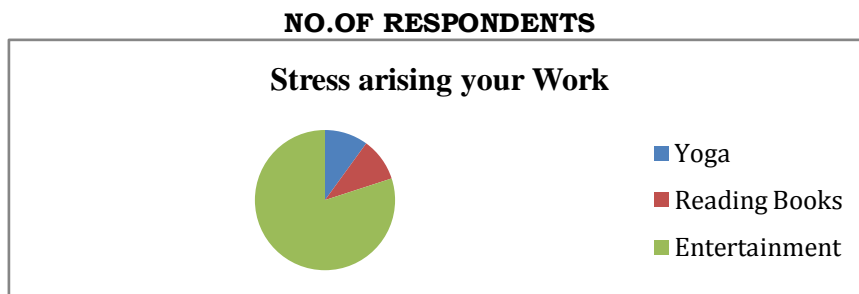
Interpretation: 80% of employees are in to entertainment. 10% are doing Yoga. 10% are Reading books. From the above analysis, we can know that 80 Percent of employees are in to different entertainment programs to take out there stress and rest of them are doing Yoga and reading books.

6. Does your organization provide you Exercise facilities?

| S.NO	ATTRIBUTES	NO.OF RESPONDENTS	PERCENTAGE
1	YES	4	25
2	NO	5	31.25
3	YES BUT NO TIME	7	43.75
	TOTAL	16	100

NO.OF RESPONDENTS
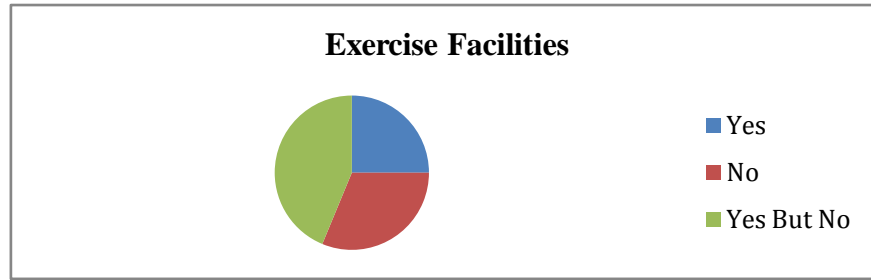
Interpretation:

25% of employees are saying "YES". 44% of employees are YES but no time 31% of employees is saying NO. From the above analysis we can know that there is a facility provided by company but there is no time for them to go.

7. Does your organization provide you Relocation facilities and choices?

S.NO	ATTRIBUTES	NO.OF RESPONDENTS	PERCENTAGE
1	YES	4	14
2	NO	10	36
	TOTAL	14	50

NO.OF RESPONDENTS
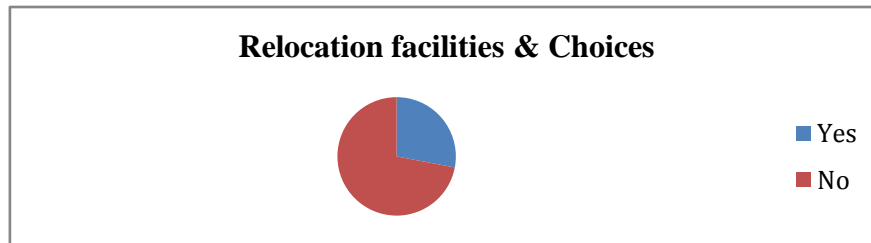
FINDINGS, SUUGESTIONS AND CONCLUSION

FINDINGS: From the table 1&2, it is inferred that weekly most of the employees are working more than regular timings. From the table 3, it shows that employee work life balance in iMarque Solutions Pvt Ltd Pondicherry is good, with the policies and procedures. From the table 4, the working environment is very good and the employees are not feeling stress in office with that they are not feeling it's again Monday. From table 5, most of the employees are going for entertainment programs. From table 6, most of the employees are not aware of welfare programs. From table 7, the response goes from HR department is very quick.

SUGGESTIONS: As a result of the data analysis and interpretation, here are some suggestions to improve the Employee work life balance at iMarque Solutions Pvt Ltd Pondicherry. The effective employee work-life balance has better organizational commitment which leads to better production output and minimum employee turnover. Continue with the environment and sanitation hygiene facilities as the employees are very much satisfied with them. Quality of food in the canteen of the company must be improved so that it will satisfy the Employee tastes.

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CONCLUSION

From the study it is clear that employee work life balance in iMarque Solutions Pvt Ltd Pondicherry is good, But there is a small gap from employee satisfaction to company. Work-life balance programmed offer a win-win situation for employers and employees. While the employee may perceive work-life balance as the dilemma of managing work obligations and non-work responsibilities, work-life balance from the employer's point of view encompasses the challenge of creating a supportive company culture where employees can focus on their jobs while at work. In whichever way it is viewed, the existence of effective work-life balance programmed in an organization will do both the employee and employer good. For the employer, work-life initiatives create positive employer branding, promote being an employer of choice, foster organizational citizenship, and support diversity initiatives. For the employee, there is lesser stress, increased happiness, motivation, and productivity, and a better chance of reaching both personal and career goals satisfactorily. The key role of HR therefore, is to understand the critical issues of work-life balance, integrate it into the organization's HR policy, and champion work-life balance programmed.

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