A STUDY ON EMPLOYEES WORK LIFE BALANCE AT CRIMSUN ORGANICS PRIVATE LIMITED KUDIKADU CUDDALORE TAMIL NADU

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Abstract:

Work-life balance is a concept that supports the efforts of employees to divide their time and energy between work and the other important aspects of their lives. The purpose of the study is to find out Employees Work Life Balance at Crimsun Organics Private Limited Kudikadu Cuddalore Tamil Nadu. a study was over a period of 3 weeks from 26-02-2024 to 17-03-2024. Primary and secondary data were used for the study. The total sample for the study is 30. The type of sample design used for the study is simple random sampling. The primary and secondary data were used for the study as primary data was collected through questionnaire and secondary data was collected from books, articles and journals. The gathered information was critically analyzed by using Correlation like percentage analysis and correlation to arrive at a meaningful conclusion. From the study by using Correlation, it was found that there is no significant relationship between Work Life Balance and Employee Absenteeism.

Keywords: Work Environment, Supportive Workplace Culture, Time Management Skill, Employees Absenteeism.

I. Introduction

According to Franklin (2010), these skilled workers were among the first in the world to achieve an 8-hour working day. The nineteenth-century movement for a 40-hour working week recognized the rights of humans for lives that included work, recreation, family, and recuperation and effectively pre-empted and sculpted the shape of the modern concept of work–life balance. Initially a simple formula in an era when the workforce was predominantly male, the concept has remained difficult to define and operationalize. (Kalliath and Brough 2008a). This could largely be due to paradigms suggesting that balance was about portions of time and the domains of work, home, and social life were separate entities.

II. Literature Review

Kofodimos (1993): Work life balance is "a satisfying, healthy and productive life that includes work, play and love". Pittman (1994): Work life balance is "achieving satisfying experience in all life domains". Marks and MacDermid (1996);Role balance is "the tendency to become fully engaged in the performance of every role in one's total role system, to approach every typical role and role partner with an attitude of attentiveness and care. Put differently, it is the practice of that even handed alertness known sometimes as mindfulness". Stewart Friedman (1999): Defined work-life balance as "the ability to manage the demands of work and personal life so that neither suffers unnecessarily."(Kirchmeyer 2000): Living a balanced life is "achieving satisfying experiences in all life domains, and to do so requires personal resources such as energy, time and commitment to be well distributed across domains". Robert W. Drago (2003): Defined work-life balance as "the degree to which an individual is able to simultaneously balance the demands of work (career and ambition) and life (health, pleasure, leisure, family, and spiritual development). " Kossek, E. E., & Lambert, S. J. (2005): They defined it as "an individual's perceptions of the relationship between the demands of his or her job and the resources he or she has to meet those demands."Jeffrey Greenhaus and Gary Powell (2006): They defined it as "the extent to which individuals are equally engaged in - and equally satisfied with - their work roles and their roles outside of work. "These definitions give a sense of the evolving understanding of work-life balance over the years. Robert Drago and David Costanza (2009): "Work-life balance is the ability to experience a sense of control and to stay productive and competitive at work while maintaining a happy, healthy home life with sufficient leisure."

Nigel Marsh (2010): "Work-life balance is not about juggling work and family; it's about making time for the things that matter most". Diane Fassel (2011): "Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity.

"Mary Ellen Guffey and Dana Loewy (2012): "Work-life balance refers to the ability to manage work and personal commitments effectively, without one dominating the other. "Gail Kinman and Sue Wray (2013): They defined it as "the extent to which an individual is able to achieve a healthy balance between the demands of work and personal life. "These definitions highlight the multidimensional nature of work-life balance, encompassing aspects such as stress, satisfaction, engagement, and balance between work and personal life. Stewart D. Friedman (2014): Friedman described work-life balance as "the process of managing the intersection of work and life effectively and satisfyingly."Francesco Giubilini - 2017: Defined work-life balance as "the harmony between the various domains of life work, family, personal so that no single domain dominates at the expense of the others."

Cary L. Cooper and James Campbell Quick (2017): In their book "The Handbook of Stress and Health: A Guide to Research and Practice," they defined work-life balance as "the satisfactory level of involvement or 'fit' between the multiple roles in a person's life, including work, family, social life, and leisure pursuits. "These definitions reflect the evolving understanding and importance of achieving balance between work and personal life. Benjamin H. Gottlieb and Andrew K. Morfopoulos (2021): They define work-life balance as "A state where an individual effectively juggles the demands of their professional life with their personal life in a manner that allows them to thrive in both domains."

III. Objectives of the study

1. To identify the most influencing factor of employees work-life balance at Crimsun Organics private limited.

2. To find the relationship between employee's work life balance and employees absenteeism.

IV. Hypothesis of the study

H0: There is no significant relationship between employee's work life balance and employees absenteeism.

H1: There is a significant relationship between employee's work life balance and employees absenteeism.

V. Research Methodology

Researcher adopted the descriptive research design. Descriptive research aims at describing the characteristics of a population in various aspects. The researcher conducted the study to identify the phenomenon affecting work life balance and employees absenteeism. The data collected from the respondents were first edited and coded. The statistical analysis of data was done through computer application using IBM SPSS Statistics 20. The importance of the data analysis was to test the hypothesis using the statistical tool correlation.

VI. Analysis and Interpretation

Chart 1 showing the most influencing factor of Work Life Balance
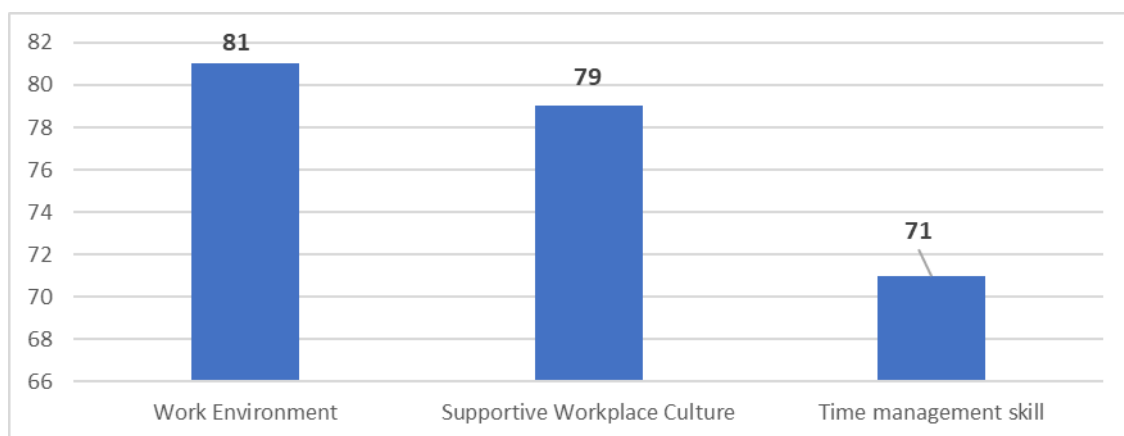
Inference

From the above chart it was identified that most influencing factor of Work Life Balance is Work Environment.

Table 1:Correlation

		Work Life Balance	Employees Absenteeism
Work Life Balance	Pearson Correlation	1	.306*
	Sig. (2-tailed)		.100
	N	30	30
Employees Absenteeism	Pearson Correlation	.306*	1
	Sig. (2-tailed)	.100	
	N	30	30

Inference

From the table it was found that the correlation value r = .306 and p =.100. Hence, we accept the null hypothesis and reject the alternative hypothesis. Hence there is no significant relationship between work life balance and employees absenteeism.

VII. Discussion

The employees work life balance has better organization commitment which leads to minimum employees turnover. Unofficial hours should not be used as official hours. this will be then utilized by employees for spending time with their family. It is suggested to the management to make the women employees feel comfortable and they should be treated in a respectful way. The firm should try to keep employees out of stress by decreasing their work load for the better productivity. The organization should provide a friendly environment for the employees and that can enhance the low performing employees to the highest potential of performance which lead to work life balance. The organization should give the promotion, increment and other incentive otherwise it will affect the productivity of employees. The company should help the employees to maintain a healthy work life balance by reducing their workload.

VIII. Conclusion

Achieving a healthy work-life balance is essential for employee well-being and productivity. Companies that prioritize work-life balance not only foster happier and more motivated employees but also benefit from increased retention rates and overall company success. In conclusion, fostering a supportive work environment that values work-life balance is crucial for both employees and organizations to thrive. This research study was conducted to know the Employees Work Life Balance at Crimsun Organic Private Limited. By using Correlation it was found that there is a significant relationship between employee's work life balance and employees absenteeism.

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