



INTERNATIONAL JOURNAL OF ADVANCE RESEARCH, IDEAS AND INNOVATIONS IN TECHNOLOGY

ISSN: 2454-132X

Impact Factor: 6.078

(Volume 9, Issue 1 - V9I1-1159)

Available online at: <https://www.ijariit.com>

Work-life balance of employees and its impacts on employee performance at Navdurga MA furniture

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ABSTRACT

The focus of research by HRM specialists and corporate managing teams is shifting more and more toward work-life balance. It involves juggling other obligations, such as spending time with family, following passion/hobbies along with work, participating in leisure activities, and pursuing further education, with paid work. study. Earlier Simply offering good training or job stability helps companies draw in and keep talent. But in the twenty-first century, a lot of workers consider a company's "work life balance policy" while choosing a job. Since it is easier to locate a new work than a spouse or family, the employee conclusions are pretty logical. The purpose of this research is to examine how well people in an organisation combine their professional and personallives.

Keywords: Work-life balance, Working Hours, Workload.

1. INTRODUCTION

Consider whether you live to work or work to live. Work and home are said to be the two most important domains in a working person's life (or family). Employees can balance their personal and professional lives with the help of the "work-life balance" strategy. By allocating time for family, health, holidays, etc., employees are encouraged to prioritise their time and maintain a healthy balance. In addition to Developing a career, taking vacations for work, etc. Work-life balance refers to the intersection of personal and professional life. Interface. A few examples of the many personal factors that could interact with employment are families, hobbies, and health. According to a survey, the work-life interface has been more open recently, especially for employees who have access to technology. Work-life balance is the balance of one's personal and professional lives. Work-life balance is a state in which conflicts between work and personal life are minimised by having good policies, encouraging management, and other variables. Positive relationships in private life and provisions at work. According to some sources, job satisfaction and productivity among employees are related.

2. OBJECTIVE OF THE STUDY

- To Know the demographic details of the respondents
- To study the existing system of Work-Life Balance of Employees in a Organization
- To find out the factor influencing work-life balance of employees
- To gain an insight in to current work time policies and practices, as well as work life balance issues in Navdurga Ma Furniture
- To find out effectiveness of work life balance of employees in Navdurga Ma Furniture
- To analyst the benefits of Work life balance.
- To suggest suitable strategies to improve the level of Work life balances

3. SCOPE OF STUDY

- The study focuses on finding out the factors affecting the work-life balance of employees. It identifies the extent to which the employees are able to balance the personal, social and organizational work life.
- The study identified the various measures that are to be followed by the organization to improve the work-life of the

4. LITERATURE REVIEW

Lockwood, 2003

According to a 2003 study, employees frequently think about work while they're not working and have an increased tendency to get distracted when around friends and family. Difficulty engaging in nonwork activities in a meaningful way. Spheres Researchers have noted that those who balance their career and personal lives predict that a significant concern in the future will be eldercare. Upcoming years Programs that promote work-life balance have the ability to considerably raise employee morale, lower absenteeism, and preserve organizational expertise, especially in hard times. Considering the current global economy, in order to cut costs, businesses must: To comprehend and promote the critical concerns of work-life balance, human resource professionals work-life balance initiatives. regardless of the workers' families the call to service their needs comes from family and/or friends.

(Michael White, Stephen Hill, Patrick McGovern, Colin Mills and Deborah Smeaton., June 2003.)

The analyses were created to examine assumptions regarding the contribution of individual circumstances, job hours, and workplace behaviour's to negative 190 American Journal of Industrial Relations work-to-home overflow According to the findings, the number of real hours worked between 1992 and 2000, the main influence changed little and was negatively However, there are significant disparities between male and female employees when it comes to the impact of certain workplace practices on spillover.

(Osaro Rawlings, Omole Lyayi, Festus Lyayi, July, 2012)

The finding of this research says that the Programs that promote work-life balance benefit both firms and employees. While the employee may consider work-life balance as the issue of juggling work commitments with non-work responsibilities, from the employer's perspective, work-life balance includes the difficulty of fostering a culture of support at work so that people may concentrate on their while at work, jobs. Regardless of how it is seen, the existence of efficient Work-life balance initiatives in an organization will benefit both the employee and the employer. Work-life activities enhance the business's reputation as a desirable employer, encourage support forefforts promoting diversity and corporate citizenship. For the employee, there is less stress, more happiness, motivation, and productivity, as well as a likelihood of successfully achieving both personal and professional goals. The Therefore, a crucial responsibility of HR is to comprehend the important concerns surrounding work-life balance. balance, include it into the organization's HR policy, and promote work-life balance initiatives.

(Direnzo, Marco S., Jeffrey H. Greenhaus, and Christy H. Weer., 2015)

This study's objectives were to evaluate the link between PCO and work-life balance and look into the mechanism underlying it. We discovered that, thanks to improved career planning, the consolidation of social and personal networks, and improved perceptions of employability and psychological capital Furthermore, PCO was adopting a whole-life view was favourably related, strengthening the connection. a balance between work-life harmony and employability for individuals and their companies, the study's findings have a number of practical ramifications that will help people attain a healthy PCO and a better work-life balance. First, because PCO is connected to the purchase of resources like 34 The importance of career capital and employability should be understood by employees. adopting a self-directed, values- based career management strategy. While PCO can be It is cultivated during the course of a person's career through self-reflection

5. PROBLEM STATEMENT

Many workers in the business are stressed out due to a lack of workplace flexibility, intense work pressure, and longer workdays. This leads to decreased job performance and productivity as well as broken homes. There is rising anxiety in the neighbourhood that the standard of living at home and at work is declining. These have led to bad employee input and performance at their place of employment since a worker who finds it difficult to manage tasks at work will likely also find it difficult to manage his or her family life, which will lead to poor employee performance. A perspective that is extensively espoused by certain management experts but is not well backed by reliable empirical data holds that employees are less inclined to show unrestricted devotion to the company. One justification

given for this is the Changes in organisational volatility have made it more difficult to provide stable, advancing careers to employees, which makes it harder to make the case for their loyalty.

6. RESEARCH METHODOLOGY

RESEARCH DESIGN: - Here, for this research we have used Quantitative Approach. Experimental, designs allow us to test cause-and-effect relationships. **SOURCES OF DATA** For this research we have used, Primary data and Secondary data.

- Primary Data are being collected by conducting questionnaire.

- Secondary data is collected from journals, online platform, research paper and the company records for the purpose of the study.

DATA COLLECTION METHOD- The questionnaire filled by enumerators Google Form **POPULATION** The number of 100 people we choose to include in our sample will vary depending on a variety of variables, including the population's size, variability, and research approach.

SAMPLING METHOD- • Probability sampling: Since every member of the population has a chance of being chosen, probability sampling refers to the methodology we used in our research. Mostly quantitative research uses it. Probability sampling techniques are the best option if you wish to generate findings that are inclusive of the entire population.

DATA COLLECTION INSTRUMENT: - • Questionnaire and survey • Document reviews • Online platform.

7. THE FINDINGS AND DISCUSSION

Personal/ demographic Information of Respondents

The distribution of the respondents' demographics is shown in the table below; 38% of respondents were female, whereas 62% of respondents were men. According to the data gathered, there are more men working in the industry. The demographic profile also reveals that 94% of the workforce in this sector is under the age of 30. Level were generally ordinary, and more of the interviewees are married 57% were 43% are single.

Table 1: Personal/ Demographic Profile of Respondents.

Criteria	Category	Percentage (%)
Gender	Male	62%
	Female	38%
Age Group	20 – 25	85 (84.2%)
	25 – 30	10 (9.9%)
	30 – 40	3 (3%)
	More then - 40	3 (3%)
Marital Status	Single	43%
	Married	57%

Table 2: Findings Results

Findings	Accepted Or Rejected
1) There is a relationship between the employee's job and its impact on employee's personal life.	Accepted
2) Work-life balance (WLB) approach is positively associated with employees' performance in the organization	Accepted
3) Working Hours has a significant impact on work-life balance (WLB) of employees in company	Accepted
4) Workload has a significant impact on work-life balance(WLB) among employees	Accepted

Discussion

1) There is a relationship between the employee's job and its impact on employee's personal life. "Accepted"

The roles that employees play in their lives often conflict with one another. Conflict between many roles has a detrimental impact on both workplace and life satisfaction and results in stress-related symptoms including work withdrawal. The lifestyles of employees may benefit from having many roles. Researchers are starting to examine the advantages of playing many roles, including the improvement of one's job and personal lives. Role boundaries and both good and negative impacts have also been the subject of research. This point has been accepted based on the findings of my investigation.

2) Work-life balance approach is positively associated with employees' performance in the organization. "Accepted"

1. Maintaining a healthy work-life balance boosts employee motivation and improves job performance.
2. Because they may relax and spend time with loved ones, it relieves stress for those who use it.
3. As opposed to an individual who is overworked, businesses might get more output from a refreshed and revived person.
4. By striking a work-life balance, healthy lifestyles can be sustained. This includes a wholesome diet, consistent exercise, etc.
5. Highly motivated staff members are more committed to their jobs and professions, which can help the company thrive.

Work-life balance is now a priority for many businesses and individuals. Work from home options, flexible work schedules, and extensive vacation and career leave are a few examples of how this is taking place. Sabbatical leaves are now also available. My research's findings indicate that a work-life balance approach is positively correlated with employees' performance in the workplace, and I embrace this conclusion.

3) Working Hours has a significant impact on work-life balance (WLB) of employees in company. "Accepted"

According to this research, flexible work schedules have a big impact on how well individuals combine their personal and professional lives. Work-life balance is significantly impacted by working hours, according to a number of earlier studies. Long working hours and unpredictable schedules were discovered in studies on work-life balance in businesses. The industry's standard working hours led to poor work-life balance and a high turnover rate. The findings confirmed that irregular working

schedules, irregular lunch times, extended workdays, and conflicting responsibilities have an impact on WLB. Another prevalent cause in prolonged working hours that has spilled over into work life balance is the present use of cell phones, which integrates the workplace after work hours with the intention of increasing productivity but also has detrimental effects on it.

4) Workload has a significant impact on work-life balance (WLB) among employees. "Accepted"

Employees were unable to achieve the ideal work-life balance due to a heavy workload and the need to work longer hours. This study also discovered that the employees' ability to balance work and personal obligations is significantly impacted by their workload. Numerous jobs and heavy workloads caused the staff to feel worried and under pressure, according to study conducted in the field. The findings showed that staff were usually under-resourced, emotionally worn out, and under time pressure. Work-life balance is affected by deadlines and spillover workload from the office. Employees will look for work if they are subjected to too much pressure and unreasonable deadlines. Findings from numerous other researches also demonstrate the important effects on employees in any field.

8. CONCLUSION

The research's findings lead to some significant inferences. Workload and hours worked are important factors in determining how well people are able to combine their professional and personal lives. Working hours and workload both negatively or somewhat neutrally effect productivity (41% and 49%, respectively). In order to ensure that employees have a healthy work environment, these 2 factors increased workloads, demanding work schedules, and longer hours are anticipated to have a negative impact on employee morale, which might have a ripple effect across the country, leading to more attrition and declining productivity. Because people are motivated by money and an increase in employees' salary enables them to spend money on, employees' work-life balance is significantly influenced by reward schemes. But if the workload and working hours are increased without a corresponding increase in compensation, it could result in conflicts between interests in one's professional and personal life. In reality, when job responsibilities are greater, employees may turn to using rewards for those family members who are neglected in terms of their time and attention. For instance, if a worker was unable to accompany a child to the park on a Saturday because of work obligations, they may purchase the kid a gift or a meal in their place.

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