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CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	A STUDY ON STRESS AMONG WOMEN NURSES IN SELECT HOSPITALS IN VELLORE CITY <i>A. KALAI SELVI & Dr. N. RAJALINGAM</i>	1
2.	AN EMPIRICAL STUDY ON NON-PERFORMING ASSETS (NPA) <i>Dr. PRAGYA PRASHANT GUPTA</i>	3
3.	IMPACT OF SOCIAL MEDIA ON YOUTH <i>RAJNI</i>	10
4.	A STUDY ON CONSUMER BEHAVIOUR TOWARDS ONLINE SHOPPING IN AGRA <i>ANKITA AGARWAL, SADHANA TOMAR & TWINKLE GOYAL</i>	12
5.	LABOUR WORK-LIFE BALANCE AND JOB SATISFACTION AT AUTOMOBILE COMPANY, BARDOLI <i>MAHIMAKUMARI PATEL & NIMISHA JARIWALA</i>	14
	REQUEST FOR FEEDBACK & DISCLAIMER	19

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LABOUR WORK-LIFE BALANCE AND JOB SATISFACTION AT AUTOMOBILE COMPANY, BARDOLI

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ABSTRACT

Work-life balance refers to the level of prioritization between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home. The primary objective is to determine the factors that affect the labours in balancing their work-life and examines how the factors of balancing work-life affect the job satisfaction level of labours. The study reveals that a proper work-life balance leads positive organizational outcomes and would improve quality of life. Research design used is descriptive in nature. The data collection instrument is a primary data that collected through questionnaire. In the research 60 respondents were taken on the basis of random sampling. Majority of workers are satisfied through the working hour, travelling facility, working environment, and etc. From the study the company has to focus on the allocation of work. It should delegate the workload properly which would help in maintaining work-life balance and would increase the efficiency of company.

KEYWORDS

work-life balance, job satisfaction.

JEL CODES

J24, J28, J29.

INTRODUCTION**MEANING**

Work-life balance refers to the level of prioritization between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home.

The changing of the work environment has exercised huge pressure on working person as they need to deal with virtually two full time jobs – one at the office and the other at home.

INTRODUCTION

Work life balance is used to describe the balance between an individual's personal life and professional life. It has become an issue due to the increase of technology.

Earlier it was difficult or impossible to take work at home and so there was a clear cut line between professional and personal.

Stress is a common feature of a poor work-life balance. Apart from the moral responsibility, stressed-out working staffs are less productive and more likely to make errors.

Workers stress can result in lower productivity at work, health problems and absenteeism and etc.

A good work-life balance can enable Labours to feel more in control of their working life and lead to:

- 1) Increase in productivity
- 2) Lower absenteeism
- 3) Greater loyalty, commitment and motivation
- 4) Meet seasonal peaks and troughs in your business
- 5) Boost your competitiveness

REVIEW OF LITERATURE

Vishwa Nath Maurya, Chandra K. Jaggi, Bijay Singh, Charanjeet Singh Arneja, Avadhesh Kumar Maurya, Diwinder Kaur Arora. (2015), A study on Empirical analysis of work life balance policies and its impact on employee's job satisfaction and performance. The main objective of the study was to examine the work life balance policies lead to attaining equilibrium between professional work and other activities; does it reduce friction between official and domestic life. Data were collected through questionnaire with the sample size of 60 respondents. The influence of work life balance policies on employee's job satisfaction in the Indian banking sector has been successfully determined and specifically the flexibility policies, welfare policies, job design options and their leave provisions have been assessed.

Dr. Pallavi Mehta and Neera Kundnani. (2015), The study aims on work-life balance as an on-going effort of juggling with various roles in life in a balanced way. The objective was to bring an insight into various forces surrounding work-life balance that hinders its equilibrium and solutions to overcome this disequilibrium and also to bring an insight into hidden issues of work-life balance. The data taken was secondary data. The outcome is work-life balance issue is persisting because of various reasons like work culture inadequate HR policies and practices job insecurity, low compensations and many more.

Shane Moran. (2016), What Impact has work-life balance on employee's job satisfaction in the retail sector in Ireland? The objective of the study was to discover the impact of work-life balance on job satisfaction on employees who work in the retail sector in Ireland. A specific population sample was chosen amongst participants who are working in Ireland's leading children's toy retailer. 100 surveys were distributed with 50 male and 50 female participants completing and returning the surveys. The result of work-life balance is greatly associated with job satisfaction for employees based on the participant's responses; this study can confirm that there is a relationship between work-life balance practices and the wellbeing of employees.

George Sheppard. (2016), The study is on work-life balance programs to improve employee performance. The objective of the study was to explore the work-life balance programs that non-profit school leaders utilize to improve employee performance at a charter school organization. Data were collected through semi structured interviews from a purposeful sample of 10 managers and 10 non-managerial employees working at a charter school organization in Harlem, New York. The result of the study was four out of the five work-life balance programs implemented by the charter school leaders were associated with improving employee performance.

K. Agha, F. T. Azmi, and A. Irfan. (2017), The study was conducted on work-life balance and job satisfaction focusing on higher education teachers in Oman. The main focus of the study was to measure work-life balance, teaching and job satisfaction of teachers in the higher education institutions in the Sultanate of Oman

and to explore the relationship between work-life balance, teaching satisfaction and job satisfaction. Around 625 respondents were selected and data was collected through questionnaire. In organizations where employees perceive that work-life balance policies like flexibility, family-friendly benefits, work-life programmes and initiatives exist, it shows that employers are interested in the benefit and well-being of their employees.

IMPORTANCE OF THE STUDY

The work-life balance helps the labour to balance their professional as well as their personal life. A healthy work-life balance would improve workers productivity and performance. Focusing on work-life balance would help getting job satisfaction and would boost retention rates.

PROBLEM STATEMENT

In the organisation, if workers are unable to manage personal and professional life then it leads to create stress which decrease employees’ productivity. Therefore, employees can’t cope up with the organisational requirements.

OBJECTIVES OF THE STUDY

1. To determine the factors that affects the labours in balancing their work-life.
2. To examine how the factors of balancing work-life affects the job satisfaction level of labours.

RESEARCH METHODOLOGY

1. RESEARCH DESIGN

The research design used in this project is “Descriptive Research Design”

2. SAMPLE SIZE

The sample size taken is 60.

3. SOURCE OF DATA COLLECTION

Primary data – obtained through questionnaire.

RESULT AND DISCUSSION

WORKING HOUR DETAILS

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

TABLE 1

Normal working days in a week	Percent
Less than 5 days	0%
5-6 days	100%
Daily	0%

The above graph represents that each labour 100% works for 5-6 days in a week. So, it can be said that a labour normally works for 6 days and gets one day as a holiday. There are no labours working less than or more than 6 days.

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

TABLE 2

Normal working hours in a day	Percent
6 or less than 6 hours	0%
8-10 hours	100%
10-12 hours	0%
More than 12 hours	0%

The above graph represents that each labour 100% works for 8 – 10 hours in a day. There are no labours working less than or more than 8 – 10 hours.

3. How many hours do you spend travelling to work?

TABLE 3

Travelling Time	Percent
Less than an hour	2%
Nearly an hour	50%
Nearly two hours	22%
More than two hours	20%

The above graph represents that 2% of labours take less than an hour for travelling, 50% of labours take nearly an hour for travelling, 22% of labours take nearly two hours for travelling, 20 % of labours take more than 2 hours for travelling and the 7% didn’t mention about travelling. So we can conclude that the most number of labours takes nearly an hour for travelling.

LIFE DETAILS

TABLE 4: ARE YOU MARRIED?

Married	Percent
Yes	37%
No	62%

The above graph represents that 37% of labours are married and the 62% of labours are unmarried and 1% have not mentioned about marriage status. So we can conclude that majority of labours working in the company are unmarried.

TABLE 5: IN WHICH TYPE OF FAMILY DO YOU BELONG?

Family Type	Percent
Small family	42%
Joint family	20%
Lives alone at home	3%

The above graph represents that 42% of labours belongs to small family, 20% of labours belongs to joint family, 3% of labours lives alone at home and about 35% labours have not mentioned about family type as per the questionnaire format. So we can conclude that higher amount of labours belongs to the small family type.

TABLE 6: BEING AN EMPLOYED MAN/WOMAN WHO TAKES CARE OF YOUR FAMILY WHILE YOU ARE AT WORK?

Looking after Family	Percent
Spouse	28%
Servant(s)	27%
Care taker	0%

The above graph represents that about 28% spouse of labours take care of the family, 27% servants of labours takes care of the family, 0% care takers take care of the family of labours and about 45% labours have not answered about the question as per the questionnaire format. As according to the questionnaire format and as per marriage percentage we can conclude that higher amount of labours family are taken cared by the servants.

TABLE 7: DO YOU HAVE ANY CHILDREN?

Children	Percent
Yes	27%
No	15%

The above graph represents that 27% of labours have children and the 15% of labours do not have children and 58% have not answered about the question. So here, as according to questionnaire format we conclude it as majority of labours do not have children but as per the answers given by the married labour higher number of labours do have children.

TABLE 8: WHILE YOU ARE AT WORK WHO TAKES CARE OF YOUR CHILDREN?

Looking after Children	Percent
Spouse	20%
Parents	3%
In-laws	3%
Others	0%

The above graph represents that about 20% labours spouse takes care of their children, 3% labours family takes care of the children, 3% labours in-laws takes care of the children 0% by others and about 74% labours have not answered about the question as per the questionnaire format. As according to questionnaire format and above answer we conclude it as higher amount of labours children are taken cared by spouse.

TABLE 9: WORK ENVIRONMENT DETAILS

Sr. No	Parameters	Highly Agree	Agree	Neutral	Disagree	Highly Disagree
1	Work environment of the company is satisfactory.	38%	55%	7%	-	-
2	The pay rates given are satisfactory.	50%	45%	5%	-	-
3	Working hours of company are satisfactory.	35%	53%	12%	-	-
4	The break hours allocated is satisfactory.	35%	55%	10%	-	-
5	Company provide all the tools required to do the job making it convenient.	2%	23%	65%	10%	-
6	Get freedom to express your views relating to the job.	22%	48%	23%	7%	-
7	Company helps the working staff when facing difficulties.	15%	57%	28%	-	-
8	Technology and Machinery adopted by company helps to finish work smoothly.	-	8%	62%	30%	-
9	Gets appreciation and rewards if the desired work/targets are accomplished.	17%	57%	27%	-	-
10	The company provides good health benefits.	12%	60%	28%	-	-
11	Work is distributed evenly among the members.	7%	60%	32%	2%	-
12	There is a good communication channel in the company.	8%	50%	40%	2%	-
13	Company and colleagues act as support system when facing personal issues.	32%	58%	10%	-	-
14	The family members/in-laws supports to work in the company.	42%	57%	2%	-	-
15	The work-life balance does help me in maintaining my personal life.	20%	-	59%	20%	-

DEMOGRAPHIC DETAILS

TABLE 10: GENDER

Gender	Percent
Male	85%
Female	15%

The above graph represents that 85% labours are male and 15% labours are female. So we can conclude that the most number of labours are male.

TABLE 11: AGE

Age	Percent
21-30	37%
31-40	53%
41-50	10%
Above 50	0%

The above graph represents that 37% labours are having age between 21 and 30, 53% labours are having age between 31 and 40, 10% labours are having age between 41 and 50, 0% of labours are having age above 50 years. So we can conclude that the maximum number of labours is aged between 31-40 years.

TABLE 12: HOW LONG HAVE YOU BEEN WORKING FOR COMPANY

Working Period	Percent
Less than 3 months	2%
3 months – 1 year	67%
1 year – 5 years	18%
Above 5 years	13%

The above graph represents that 2% labours have been working in the company for less than 3 months, 67% labours have been working in the company for 3 months-1 year, 18% labours have been working in the company for 1-5 years, and 13% of labours have been working in the company for above 5 years. So we can conclude that the maximum numbers of labours that have been working in the company lies between 3 months – 1 year.

FINDINGS

1. From the above research analysis, it was found that the labours are highly satisfied to work and are able to maintain their work-life balance.
2. When any worker if facing any personal or professional problem, the peers and company help them to get through it.
3. The company allows the workers to provide their views and opinions regarding any situation which makes the relation strong with the company.
4. The company give the workers holiday for any occasion or emergency so that they can be with their family.

5. Improper work-life balance creates disturbance in life of labours and they are not able to concentrate in work or enjoy with family. So, company provide them with different facilities by which they can relax themselves.
6. The company conducts recreational activities to get their mind refreshed and maintain the balance of work-life because improper work-life balance brings change in behaviour of a person.

SUGGESTIONS

1. The married people are more stressful than others as they have to do household at home after work so organization need to adopt some strategies to lighten the work burden of them.
2. Company should allocate the team task to the workers to have better coordination and to help them learn new and different techniques from each other and would also help delegating the work equally.
3. Provide workers with new and different facilities by which they get encouraged and motivated to work.
4. Provide the workers with reward for their extra effort and good job. Appreciate their talent and hard work.

CONCLUSION

The study can be concluded as an attempt made to determine the factors affecting work-life balance was worth as in the study by using different data collection method we found out different aspects that were being hindrance in the work-life balance of the workers at the company.

The study shows that an improper work-life balance brings change in the behaviour of person and also affects his health as the stress increases. To have a good work-life balance, reduce and delegate the work and responsibility among the workers equally by which you can achieve positive outcome and workers can have quality of life.

LIMITATION

The study was carried out with its own limitations in terms of time and resources. The findings of the study are based on the information supplied by the respondents, which might have their own limitations.

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ANNEXURE

QUESTIONNAIRE ON LABOUR WORK-LIFE BALANCE AND JOB SATISFACTION

Dear Respondent,

I am Mahima Patel, student of TYBBA – Human Resource (HR). As a part of my project I would like to gather some information from you which will help me in the study of project. The information provided by you will be kept confidential and will be used for academic purpose. Please give your assessment of your work-life balance.

A. Working Hour Details:

1. How many days do you work normally in a week?
 Less than 5 days 5-6 days Daily
2. How many hours do you work normally in a day?
 6 or less than 6 hours 8 – 10 hours 10 -12 hours More than 12 hours
3. How many hours do you spend travelling to work?
 Less than an hour Nearly an hour Nearly two hours More than two hours

B. Life Details:

1. Are you married?
 Yes No
[Attempt the following question if you have specified yes in above question]
2. In which type of family do you belong?
 Small Family Joint Family Lives alone at home
[Attempt the following questions if you have chosen first two options in above question]
3. Being an employed man/woman who takes care of your family while you are at work?
 Spouse Servant(s) Care taker

4. Do you have any children?

Yes No

If yes, than how many? _____

[Attempt the following question if you have specified yes in above question]

5. While you are at work who takes care of your children?

Spouse Parents

In laws Others

C. WORK ENVIRONMENT DETAILS

Select only one option for each of the statement which is appropriate according to you for the organization below:

HS – Highly Agree A – Agree N – Neutral D – Disagree HA - Highly Disagree

TABLE 13

Sr. No	Statements	HA	A	N	D	HD
1	Work environment of the company is satisfactory.					
2	The pay rates given are satisfactory.					
3	Working hours of company are satisfactory.					
4	The break hours allocated are satisfactory.					
5	Company provide all the tools required to do the job making it convenient.					
6	Get freedom to express your views relating to the job.					
7	Company helps the working staff when facing difficulties.					
8	Technology and Machinery adopted by company helps to finish work smoothly.					
9	Gets appreciation and rewards if the desired work/targets are accomplished.					
10	The company provides good health benefits.					
11	Work is distributed evenly among the members.					
12	There is a good communication channel in the company.					
13	Company and colleagues act as support system when facing personal issues.					
14	The family members/in-laws supports to work in the company.					
15	The work-life balance does help me in maintaining my personal life.					

D. DEMOGRAPHIC DETAILS

I. Name: _____

II. Gender:

- Male
- Female

III. Age:

- 21 – 30
- 31 – 40
- 41 – 50
- Above 50

IV. How long have you been working for company?

- Less than 3 months
- 3 months – 1 year
- 1 year – 5 years
- Above 5 years

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With sincere regards

Thanking you profoundly

Academically yours

Sd/-

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