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A STUDY ON WORKLIFE BALANCE AT ISPATIAL TECHNO SOLUTIONS –HYDERABAD

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ABSTRACT

Work and life remain the two most principal areas in the life of a used single individual. There is a developing readiness in today's workplaces that employees don't surrender their lives just because they work. With the increasing differences of family structures spoke to in today's workforce, especially with the creating standard of twofold profession families, the imperativeness of managing an employee's work-life balance have expanded prominently in recent years. Managements understand that the possibility 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 achieve a work-life balance should transform into an essential bit of HR policy and system if it is to truly get the best from the association's kin without forsaking them unsatisfied, exhausted and unfulfilled.

KEYWORDS-Work quality.HR Policy, work life Balance

INTRODUCTION

When an individual keeps up a balance between his personal and professional life, the situation is called Work-Life Balance. This expression holds worth very much since it is imperative to have a balance between personal and professional life. Work-life balance is at the cutting edge of the world of work. The balance among personal and professional life differs from person to person and the organization where he or she is working. When an individual doesn't keep up a balance and works a lot in the organizational setting, this may cause him some medical, psychological and behavioral outcomes, thus, their productivity will likewise beneath. Studies have indicated that work-life stress is harmful to employees.

Late sitting and working an excess of can cause an imbalance in a person's personal and professional life; nonetheless, there are a few strategies to deal with the work-life stress for example time management, task management, relaxation, adaptable working hours, working from home and exercise, and so forth. Work-life balance improves a person's health, job satisfaction, responsibility, inclusion and diminishes absenteeism and presenteeism (condition of physical nearness however not profitable). Regardless of the betterment in the improvement of maintaining work-life balance, there is still more to be finished.

One significant factor is how much work-life balance is common material over the whole hierarchy of the organization. Those lower down the organizational hierarchy is a few times not qualified for certain benefits or uniformed about important company arrangements. Work-life balance can help

SCOPE OF THE STUDY

The study covers the different various aspects of employee work-life Balance and estimated an increase in productivity accountability, commitment better teamwork and communication and coordination made better morale, more positive organizational stress.

OBJECTIVES OF THE STUDY

1. To find out work-life balance of employees in ispatial tech solutions.
2. To increase an understanding of current work time policies and practices, as well as work-life balance issues.



3. To know the effectiveness of the work-life balance of employees in ispatial tech solutions.

RESEARCH METHODOLOGY

Research methodology is the process of collection of information and obtaining solutions for a specific collected data. Data has been classified into two types based on the source and type of collection.

1. Primary Data
2. Secondary Data

Primary Data

Primary data is the data which is collected for the first time by through different means of collection. There are different types of collection of primary data. They are

- Survey Method
- Questionnaire Method
- Personal Interview Method
- Focus Group Method
- Delphi Technique
- Email Survey Method, etc.

Secondary Data

Secondary Data is the data which is already collected by someone or which already existed on various sources. Secondary data collected from different sources. Those are

- Textbooks
- Journals
- Websites,
- Newspapers...etc.

For my study it is mostly depends upon the primary data.

Research Tools

A survey has been conducted to get the significant data from the employees. This survey includes different questions based upon their work experience, working hours, personal life, balance between the work and life and satisfaction from both the ends. The questionnaire includes different forms of questions such as

- Open-ended questions
- Closed ended questions
- Multiple choice questions.

SAMPLING

The Total samples taken for the research study are 100 and it includes HR executives, HR professionals, trainers and employees from different departments.

Sampling Technique

Random sampling has been used to have a better productivity from the questionnaire given to every individual.

STATISTICAL TOOLS

All opinions collected and obtain the results from that with the help of different statistical tools. They are

- 1) Bar graphs
- 2) Pie charts
- 3) Chi-square test.

HYPOTHESIS

H0- There is no relation between Work and life of an employee.

H1- There is a relation between Work and life of an employee.



REVIEW OF LITERATURE

Mesmer-Magnus & Viswesvaran (2006). In his study he stated that, it was found that family support will help to manage work-life balance. The support from Superiors, flexibility of working hours, co-worker's behavior, maternity leaves etc. motivates the employee and makes them to reduce the dark side of work life balance. This contributed significantly to work life conflicts.

Kulkarni and Kulkarni (2012). In his study he stated that, he shared his opinion that successful employees are recognized for their works and they feel positive for their work life balance. Challenging work and career development are the key ingredients to employees and employer for a successful business strategy.

Parida (2012). In her study she stated about the importance of employees to recognize the work life balance with the help of analyzing the family, other responsibilities and interests. In order to retain employees. The company should recognize the one individual work life balance and schedule the work and craft the work culture according to them.

DATA ANALYSIS

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

Table 1: Number of working days in a week

Attributes	No of Respondents	Percentage
Less than 5 days	0	0
5 days	65	65
6 days	18	18
7 days	17	17
Total	100	100

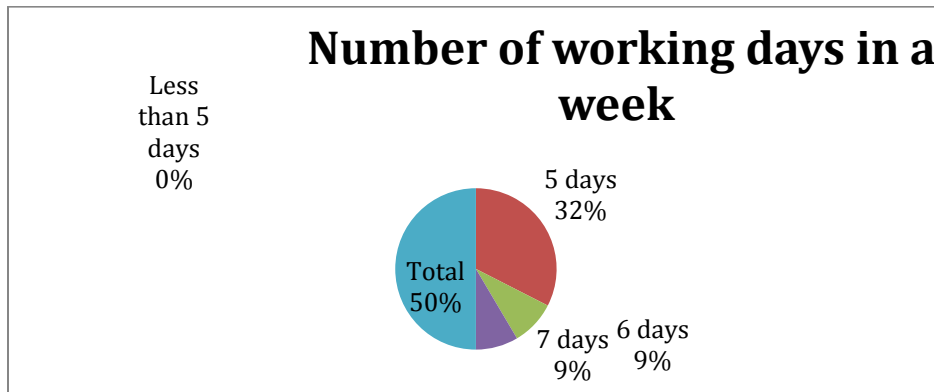


Chart 1: Graphical presentation of Number of working days in a week.

Interpretation:

From the above analysis we can see that no one is working less than 5 days in a week, most of the people are working for 5 days that comprises 65% of the total employees i.e., 65 members. Some are working more than usual weekdays and that comprises 35% of the employees.

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

Table 2: Employees balance between work-life

Attributes	No of Respondents	Percentage
Yes	80	80
No	20	20
Total	100	100

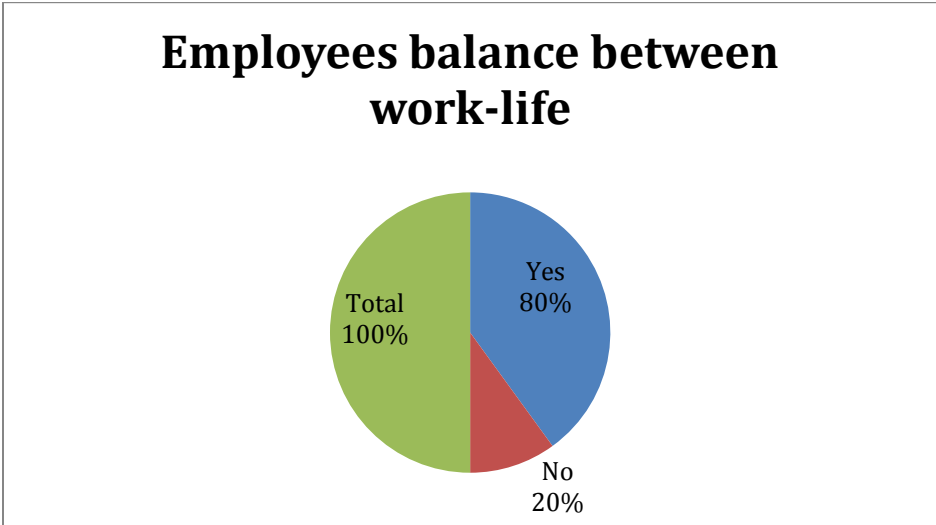


Chart 2: Graphical presentation of employees between work - life

Interpretation:

From the above analysis we can see that most of the people said their opinion that they are balancing their work and life. 80 persons from 100 people said that they have work-life balance and 20 employees are not balancing their work-life effectively.

3. How do manage if stress arising from your work?

Table 3: Managing of stress arising from work

S.NO	ATTRIBUTES	RESPONDENTS	PERCENTAGE
1	ENTERTAINMENT	77	77
2	YOGA	15	15
3	READING BOOKS	8	8
	TOTAL	100	100

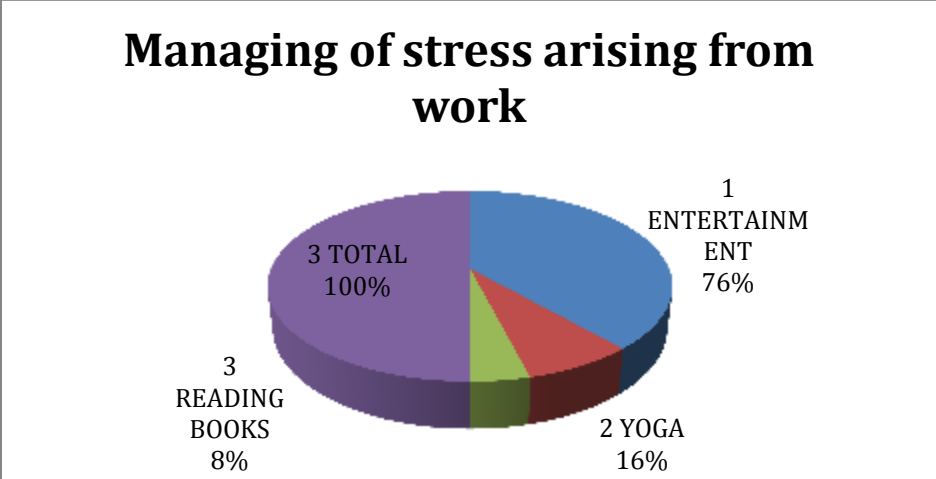


Chart 3: Graphical presentation of stress relieving techniques by employees at work

Interpretation:

From the above analysis we can see that people who feel stress while in job they do several stress relieving activities like entertainment, yoga, reading books. Most of the respondents selected entertainment as their stress relieving option and some people do yoga and less people read books to get the rid of stress.



4. Does your company have a separate policy for work-life balance?

Table 4: Company have a separate policy for work – life balance

S.NO	ATTRIBUTES	RESPONDENTS	PERCENTAGE
1	YES	24	24
2	NO	25	25
3	NOT AWARE	51	51
	TOTAL	100	100

Company have a separate policy for work – life balance

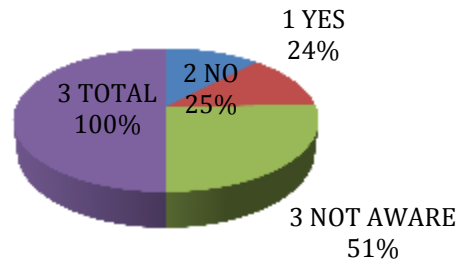


Chart 4: Graphical presentation of separate life policy on work–life in the company

Interpretation: From the above analysis we can see that most of the employees don't know that company have a separate policy on work-life balance and only 24 % people aware of the policy.

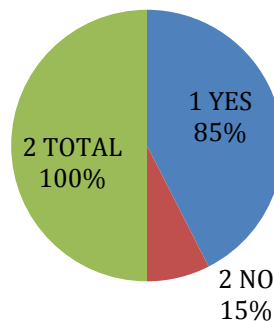
5. Does your organization provide you counselling service for employees?

Table 5: Table showing Counselling services for employee in company

S.NO	ATTRIBUTES	RESPONDENTS	PERCENTAGE
1	YES	85	85
2	NO	15	15
	TOTAL	100	100

Chart 5: Graphical presentation of counselling services by company to employees.

Counselling services for employee in company





Interpretation:

From the above analysis we can see from survey most people said that company is providing counselling services and only 16 people don't know about that services.

FINDINGS

1. From the study I came to know that weekly most of the employees are working more than regular timings.
2. From the questionnaire it shows that employee work life balance in **Ispatial** is good, with the policies and procedures.
3. Employees showed their opinion towards the working environment is very good and the employees aren't feeling stress in office
4. From table 5, I observed that most of the employees are going for entertainment programs
5. Everyone in the company stated that there will be no separate work life balance in any company but have to balance the employees work-life with company policies and procedures.

SUGGESTIONS

1. As the policies for work life balance should be customized to individual needs.
2. Since, most of the employees are not aware of welfare programs I suggested HR manager to make an awareness program and detailed explanation regarding their benefits should be discussed in team meetings.
3. Employee work-life balance will affect the work quality so the organization should give reasonable shift timings according to individual preferences by asking them and this will lead to better production output.
4. For employees' company should provide sanitation hygiene facilities as this will satisfy employees with.
5. Quality of food in the canteen of the company should be at hygiene level and Food coupons should be provided by company based on performance so that it will satisfy the employee.

CONCLUSION

From the study it is clear that employee work life balance in ispatial is good, but there are some problems from employee satisfaction to company. Work-life balance programs plays a win-win situation for both employers and employees. When it comes to employee, he will think about work obligations and non-work responsibilities but for employer the major thing comes with the work quality and employee behavior towards work. Now a days most of the companies are modifying their policies and procedures according to employee and working situations. Employer support will create positive employer branding, lesser stress, increased happiness, motivation, Productivity. The Key role of HR is to understand the issues of work-life balance, integrate that to organization's policy and manage the work-life balance of employees by personal analysis regularly.

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