



A study of Work-Life balance of the Employees working in Schmitten Rajhans Nutriments Pvt. Ltd.

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Abstract: Work-Life Balance (WLB) has gained lot of importance in today's working. Work life balance is chronic issue faced by the corporate employees. Some supportive and flexible work arrangements like work from home, job sharing, video conferencing or some such techniques can be used to allow employees fulfill their family responsibilities. Satisfied employees contribute positively in the growth of the organization.

Key Words: Work-Life Balance, income level, employee's satisfaction, incentive, stress.

Introduction

The topic of Work-Life Balance (WLB) has gained lot of importance in today's world. We all are busy in our life and maintaining work life balance is a tough. Many researchers have come with different explanation on this topic by which we have gained much insight in to the subject. There are many definitions of Work-Life Balance (WLB) as the amount of research performed on the subject matter is extensive. Pillinger (2001): "The flexible working arrangements that allow the employees to avail of working arrangements that provide a balance between work responsibilities and personal responsibilities." Some supportive and flexible work arrangements like work from home, job sharing, video conferencing or some such techniques can be used to allow employees fulfill their family responsibilities. Also employees can be allowed to work in the convenient time slots in some critical situations.

Objectives

1. To study the overall response of the employees with respect to their work-life balance
2. To make age wise analysis of employees on work-life balance variables
3. To make income wise analysis of employees on work-life balance variables
4. To make experience wise analysis of employees on work-life balance variables

Company Profile

Schmittens Rajhans Nutriments Pvt. Ltd was incorporated in 2011 by Mr.Jayesh Desai and subsequently started its commercial production in June 2014. It belongs to one of the leading groups of Surat namely, Rajhans group. The products are marketed through different channel partners that include 16 branch offices selling to their distributors and retailers. The registered office as well as the manufacturing facility (the chocolate factory) are located at Surat District of Gujarat State (India) and have its presence all over India with its registered branch offices.

Research Methodology

Method: Primary source is used for data collection. Non parametric test like Kruskal Wallis test is used to find out the significant difference in the responses on various parameters of work-life balance for demographic factors like age, experience and monthly income.

Sample Size: Hundred sample size is selected which includes employees working in registered office of Surat to study the work-life balance issue of the employees. Employees from all departments are selected. The sample is representative of Marketing, Finance, HR, back office administration and production in-charge.

Cronbach's Alpha	No. of items
0.721	05

INTERPRETATION

The scale statistics indicate that the data set has a mean of 70.47 and a standard deviation of 1.591. The variance, which measures the spread of the data around the mean, is 23.441. The data set contains 10 items.

The reliability statistics show that the Cronbach's alpha coefficient, a measure of internal consistency, is 0.721. This indicates that the scales are reliable, as the recommended minimum value for Cronbach's alpha is 0.7.

Table no. 1

Variable	Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
1	As I have to devote more time to my professional work, I often fail to fulfill my family responsibilities.	13	30	6	29	22	100
2	Too much responsibilities at work increases work related pressure.	22	12	5	30	31	100
3	I suffer from work-related stress which manifests as physical ailments such as headaches, insomnia, depression, etc.	9	21	12	42	16	100
4	Excessive work does not allow me to leave in time in the evening.	13	23	11	38	15	100
5	Management does not set fair and realistic boundaries of jobs for the employees.	3	24	19	29	25	100

Non parametric Kruskal Wallis test is applied to analyze the age wise response of employees for work-life balance.

Table no. 2

Factor	Age	N	Mean Rank	Associated Significant	Remark
As I have to devote more time to my professional work, I often fail to fulfill my family responsibilities.	Below30	17	40.26	0.324	Accepted
	31-40	24	36.58		
	41-50	29	31.81		
Too much responsibilities at work increases work related pressure.	Below30	17	38.91	0.462	Accepted
	31-40	24	37.00		
	41-50	29	32.26		
I suffer from work-related stress which manifests as physical ailments such as headaches, insomnia, depression, etc.	Below30	17	31.00	0.044	Rejected
	31-40	24	34.19		
	41-50	29	39.53		
Excessive work does not allow me to leave in time in the evening.	Below30	17	36.85	0.029	Rejected
	31-40	24	39.54		
	41-50	29	31.36		
Management does not set fair and realistic boundaries of jobs for the employees.	Below30	17	37.21	0.906	Accepted
	31-40	24	34.58		
	41-50	29	35.26		

INTERPRETATION

H₀: There is no significant difference in the perception of employees among different age groups regarding the devotion of more time to professional life to unable to fulfill personal responsibilities.

H1: There is a significant difference in the perception of employees among different age groups regarding the devotion of more time to professional life to unable to fulfill personal responsibilities.

Result: The null hypothesis is accepted as the p-value is 0.324 which is greater than the significance level of 0.05.

H0: There is no significant difference in the perception of employees among different age groups regarding too much responsibility at work increases the work pressure.

H1: There is a significant difference in the perception of employees among different age groups regarding too much responsibility at work increases the work pressure.

Result: The null hypothesis is accepted as the p-value is 0.462 which is greater than the significance level of 0.05.

H0: There is no significant difference in the perception of employees among different age groups regarding sufferings from work related stress which manifests in physical ailments such as insomnia, headaches, depression, etc.

H1: There is a significant difference in the perception of employees among different age groups regarding sufferings from work related stress which manifests in physical ailments such as insomnia, headaches, depression, etc.

Result: The null hypothesis is rejected as the p-value is 0.044, which is less than the significance level of 0.05.

H0: There is no significant difference in the perception of employees among different age groups regarding excessive work does not allow leaving early in the evening.

H1: There is a significant difference in the perception of employees among different age groups regarding excessive work does not allow leaving early in the evening.

Result: The null hypothesis is rejected as the p-value is 0.029, which is less than the significance Level of 0.05.

H0: There is no significant difference in the perception of employees among different age groups regarding fair and realistic boundaries set by management for the employees.

H1: There is a significant difference in the perception of employees among different age groups regarding fair and realistic boundaries set by management for the employees.

Result: The null hypothesis is accepted as the p-value is 0.088 which is greater than the significance level of 0.05.

H0: There is no significant difference in the perception of employees among different age groups regarding fair and realistic boundaries set by management for the employees.

H1: There is a significant difference in the perception of employees among different age groups regarding fair and realistic boundaries set by management for the employees.

Result: The null hypothesis is accepted as the p-value is 0.906, which is greater than the significance level of 0.05.

Non parametric Kruskal Wallis test is applied to analyze the monthly salary wise response of employees for work-life balance.

Table no. 3

Factor	Monthly salary (Rs.)	N	Mean Rank	Associated Significant	Remark
As I have to devote more time to my professional work, I often fail to fulfill my family responsibilities.	less than 20,000	5	40.70	0.283	Accepted
	20,000-30,000	15	36.73		
	30,000-40,000	42	33.43		
	Above 40,000	8	34.56		
Too much responsibilities at work increases work related pressure.	less than 20,000	5	34.50	0.467	Accepted
	20,000-30,000	15	41.17		
	30,000-40,000	42	34.98		
	Above 40,000	8	28.25		
I suffer from work-related stress which manifests as physical ailments such as headaches, insomnia, depression, etc.	less than 20,000	5	40.40	0.443	Accepted
	20,000-30,000	15	38.07		
	30,000-40,000	42	35.86		
	Above 40,000	8	25.75		
Excessive work does not allow me to leave in time in the evening.	less than 20,000	5	30.70	0.076	Accepted
	20,000-30,000	15	39.03		
	30,000-40,000	42	37.85		
	Above 40,000	8	19.56		
Management does not set fair and realistic boundaries of jobs for the employees.	less than 20,000	5	37.10	0.006	Rejected
	20,000-30,000	15	27.83		
	30,000-40,000	42	26.17		
	Above 40,000	8	28.50		

INTERPRETATION

H0: There is no significant difference in the perception of employees among different income groups regarding the devotion of more time to professional life to unable to fulfill personal responsibilities.

H1: There is a significant difference in the perception of employees among different income groups regarding the devotion of more time to professional life to unable to fulfill personal responsibilities.

Result: The associated p-value is 0.283, which is greater than the significance level of 0.05, indicating that we fail to reject null hypothesis.

H0: There is no significant difference in the perception of employees among different income groups regarding too much responsibility at work increases the work pressure.

H1: There is a significant difference in the perception of employees among different income groups regarding too much responsibility at work increases the work pressure.

Result: The associated p-value is 0.467, which is greater than the significance level of 0.05, indicating that we accept null hypothesis.

H0: There is no significant difference in the perception of employees among different income groups regarding sufferings from work related stress which manifests in physical ailments such as insomnia, headaches, depression, etc.

H1: There is a significant difference in the perception of employees among different income groups regarding sufferings from work related stress which manifests in physical ailments such as insomnia, headaches, depression, etc.

Result: The associated p-value is 0.443, which is greater than the significance level of 0.05, indicating that we accept the null hypothesis.

H0: There is no significant difference in the perception of employees among different income groups regarding excessive work does not allow leaving early in the evening.

H1: There is a significant difference in the perception of employees among different income groups regarding excessive work does not allow leaving early in the evening.

Result: The associated p-value is 0.076, which is greater than the significance level of 0.05, indicating that we accept the null hypothesis.

H0: There is no significant difference in the perception of employees among different income groups regarding fair and realistic boundaries set by management for the employees.

H1: There is a significant difference in the perception of employees among different income groups regarding fair and realistic boundaries set by management for the employees.

Result: The associated p-value 0.006, which is less than the significance level of 0.05, indicating that we reject the null hypothesis.

Non parametric Kruskal Wallis test is applied to analyze the work experience wise response of employees for work-life balance.

Table no.4

Factor	Work Experience (in Years)	N	Mean Rank	Associated Significant	Remark
As I have to devote more time to my professional work, I often fail to fulfill my family responsibilities.	lessthan1	5	41.00	0.366	Accepted
	1-10	36	37.71		
	11-20	29	31.81		
Too much responsibilities at work increases work related pressure.	lessthan1	5	29.50	0.425	Accepted
	1-10	36	38.25		
	11-20	29	33.12		
I suffer from work-related stress which manifests as physical ailments such as headaches, insomnia, depression, etc.	lessthan1	5	40.40	0.0431	Rejected
	1-10	36	36.88		
	11-20	29	32.95		
Excessive work does not allow me to leave in time in the evening.	lessthan1	5	30.70	0.054	Accepted
	1-10	36	40.92		
	11-20	29	29.60		
Management does not set fair and realistic boundaries of jobs for the employees.	lessthan1	5	29.50	0.639	Accepted
	1-10	36	37.22		
	11-20	29	34.40		

H0: There is no significant difference in the perception of employees among different work experience groups regarding the devotion of more time to professional life to unable to fulfill personal responsibilities.

H1: There is a significant difference in the perception of employees among different work experience groups regarding the devotion of more time to professional life to unable to fulfill personal responsibilities.

Result: The associated p-value is 0.366, which is greater than the significance level of 0.05, indicating that we accept the null hypothesis.

H0: There is no significant difference in the perception of employees among different work experience groups regarding too much responsibility at work increases the work pressure.

H1: There is a significant difference in the perception of employees among different work experience groups regarding too much responsibility at work increases the work pressure.

Result: The associated p-value is 0.425, which is greater than the significance level of 0.05, indicating that we accept the null hypothesis.

H0: There is no significant difference in the perception of employees among different work experience groups regarding sufferings from work related stress which manifests in physical ailments such as insomnia, headaches, depression, etc.

H1: There is a significant difference in the perception of employees among different work experience groups regarding sufferings from work related stress which manifests in physical ailments such as insomnia, headaches, depression, etc.

Result: The associated p-value is 0.0431, which is less than the significance level of 0.05, indicating that we reject null hypothesis.

H0: There is no significant difference in the perception of employees among different work experience groups regarding excessive work does not allow leaving early in the evening.

H1: There is a significant difference in the perception of employees among different work experience groups regarding excessive work does not allow leaving early in the evening.

Result: The associated p-value is 0.054, which is greater than the significance level of 0.05, indicating that we accept the null hypothesis.

H0: There is no significant difference in the perception of employees among different income groups regarding fair and realistic boundaries set by management for the employees.

H1: There is a significant difference in the perception of employees among different income groups regarding fair and realistic boundaries set by management for the employees.

Result: The associated p-value is 0.639, which is greater than the significance level of 0.05, indicating that we accept the null hypothesis.

Findings and Suggestions

- Income level is significantly related to employees' satisfaction with their leisure time, and ability to enjoy special occasions.
 - Work related ailments are observed more in the 41-50 years of age group employees.
 - Management does not set fair and realistic boundaries for employees as indicated by low income group.
 - Employers may consider offering incentives or benefits that can improve employees' ability to enjoy their leisure time, spend quality time with family, and take care of themselves, especially for those with lower incomes.
- Less than 1 year of experience employees are suffering from physical ailment like stress, insomnia, headache, depression etc. compared to their counterparts. Thus it is evident that with the gain in work experience, an employee learns to cope up with work related stress.

Conclusion

Work life balance is chronic issue faced by the corporate employees irrespective of their pay, age or experience. It is faced by all. Management should address this issue as it affects the health and well-being of the employees. Satisfied employees contribute positively in the growth of the organization.

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