



A STUDY ON QUALITY OF WORK LIFE BALANCE AT GRINDWELL NORTON LTD, RENIGUNTA

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Abstract:

The quality of work-life balance at Grindwell Norton Pvt Ltd is influenced by various factors, including organizational climate and culture, employee well-being, and initiatives and policies related to work-life balance. Through fostering a positive organizational climate and culture that values employee well-being, Grindwell Norton Pvt Ltd has demonstrated a commitment to enhancing the work-life balance of its employees. The company's initiatives and policies, such as flexible work arrangements, employee assistance programs, and wellness initiatives, contribute to creating a supportive environment where employees can effectively manage their work and personal responsibilities. Overall, Grindwell Norton Pvt Ltd's focus on promoting work-life balance reflects its dedication to nurturing a productive and engaged workforce.

Keywords: work-life balance, organizational climate, employee wellbeing.

INTRODUCTION :

The quality of work life (QWL) involves acknowledging the importance of creating a conducive and enriching environment within the work place. It emphasizes the holistic well-being of employees, recognizing that their satisfaction, engagement , and overall experiences profoundly impact organizational success. By prioritizing QWL, employers aim to foster a culture that values employee welfare , promotes work-life balance , encourages professional development, and fosters positive relationships between management and staff. Ultimately, a focus on QWL contributes to higher morale, increased productivity , improved employee retention, and enhanced organizational performance.

DEFINITION:

Quality of work life (QWL) can be defined as the level of satisfaction , well- being , and overall experience that an individual has in their work environment . it encompasses various factors including job satisfaction, work-life balance, organizational culture , physical and mental health , career development opportunities , interpersonal relationship , and the overall working conditions .QWL emphasizes creating a supportive and fulfilling work environment that promotes employee happiness, productivity , and retention.

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REVIEW OF LITERATURE:

- **Jhonson and Marcrum (2019)**. Their study also revealed that increased dissatisfaction was found among managers of government agencies as compared to managers of business and industries.
- **Balakrishnan (2019)** examined the relational importance of physical, social, financial, security, achievement, responsibility, recognition, and growth factors of industrial employees. Results indicated that financial and physical factors were very important as compared to other factors. Workers were found to be above physical and safety needs and were somewhere between social and ego needs.
- **Braun (2021)** presented a paper at annual meeting of rural sociological society in which he propounded some important suggestions regarding Quality of Work Life programs and industrial justice. According to him currently, Quality of Work Life programmers exists only to increase physical productivity, never to decrease it for the benefit of increased workers happiness. To properly judge true productivity based on industrial justice, there must be a great societal and worker's voice on how productivity is defined. Small benefits to the company at great cost to worker's and to society at large are to be avoided. Such costs include speed up discrimination, reduction in work 80 freedom through increased.

Need for the Study

Quality of work life IS ESSENTIAL because it directly impacts employee's well-being , job satisfaction, productivity, and organizational success. Productivity, and organizational success. Understanding factors like job security, work-life balance, interpersonal relationships , and opportunities for growth can help organizations create a healthier and more productive work environment . additionally, research in this area can inform policymakers and managers on how to implement strategies that enhance employees' quality of work life , leading to better overall outcomes for both individuals and organizational

Scope of the study

- The scope my study is confined to all the employees of different categories/ levels namely manager, executive's, associate's and indifferent operating units all over the south zone.
- Quality of work life is the quality of relationship between employees and total working environment
- Adequate and fair compensation .

OBJECTIVES OF STUDY

- Identifying the Factors Influencing Quality of Work Life in grind well Norton pvt, ltd.
- Analyzing the impact of Organizational Climate and Culture in grindwell Norton pvt, ltd.
- Assess the influence of work-related factors on Employee Health and Well-being in grindwell Norton pvt, ltd.
- Examine the effectiveness of work-life balance initiatives and policies Work-Life Balance Practices in grindwell Norton pvt, ltd.

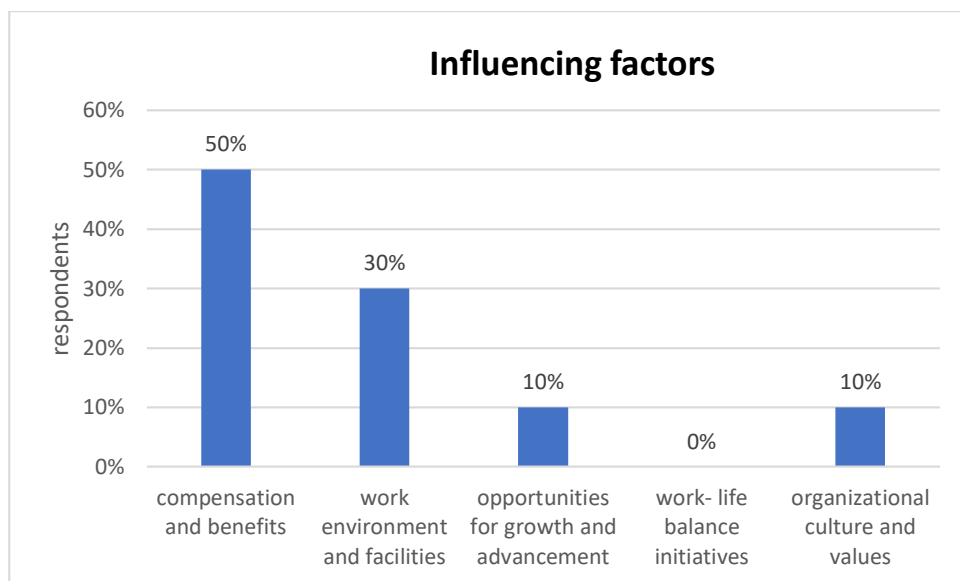
RESEARCH METHODOLOGY

- Data collection: Primary & secondary
- Type of research: Descriptive research
- Research instrument: Questionnaire
- Sample size: 100
- Sample method: Simple random sampling method
- Statistical tool: Percentage & graphical analysis like bar charts

DATA ANALYSIS & INTERPRITATION

1. Factors do you believe have the most significant influence on your quality of work life

Category	respondents	Percentage%
Compensation and benefits	50	50
Work environment and facilities	30	30
Opportunities for growth and advancement	10	10
Work-life balance initiatives	0	0
Organizational culture and values	10	10
Total	100	100

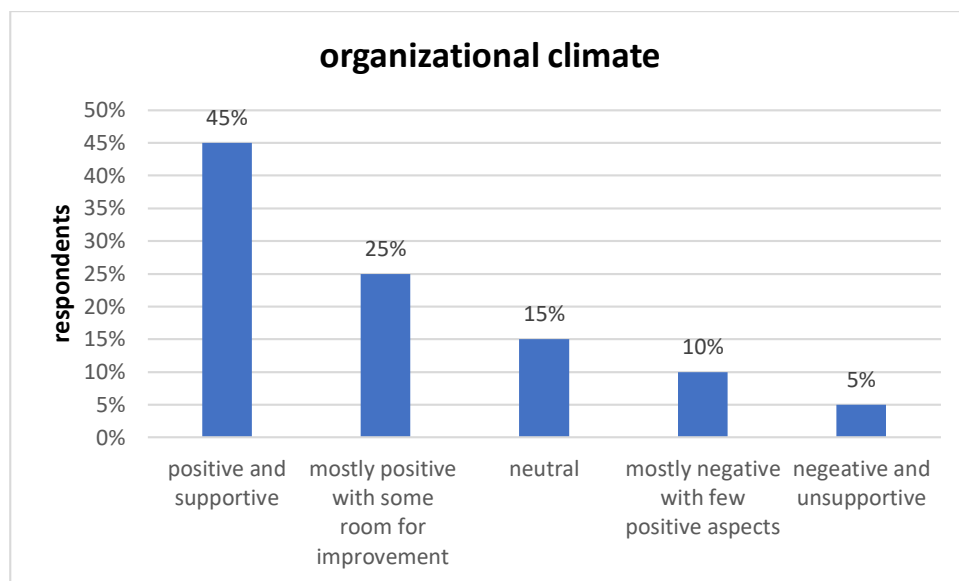


Interpretation:

From the above table 3 shows that 50% of employees are influenced by the compensation and benefits with grindwell norton ltd and 30% of employees are influenced by work environment and facilities and 10% employees are influenced by opportunities for growth and advancement and 10% employees organizational culture and values in grind well norton LTD

2. organizational climate at Grindwell Norton Pvt Ltd

Category	Respondents	Percentage%
Positive and supportive	45	45
Mostly positive with some improvement	25	25
Neutral	15	15
Mostly negeative with few positive aspects	10	10
Negative and unsupportive	5	5
Total	100	100

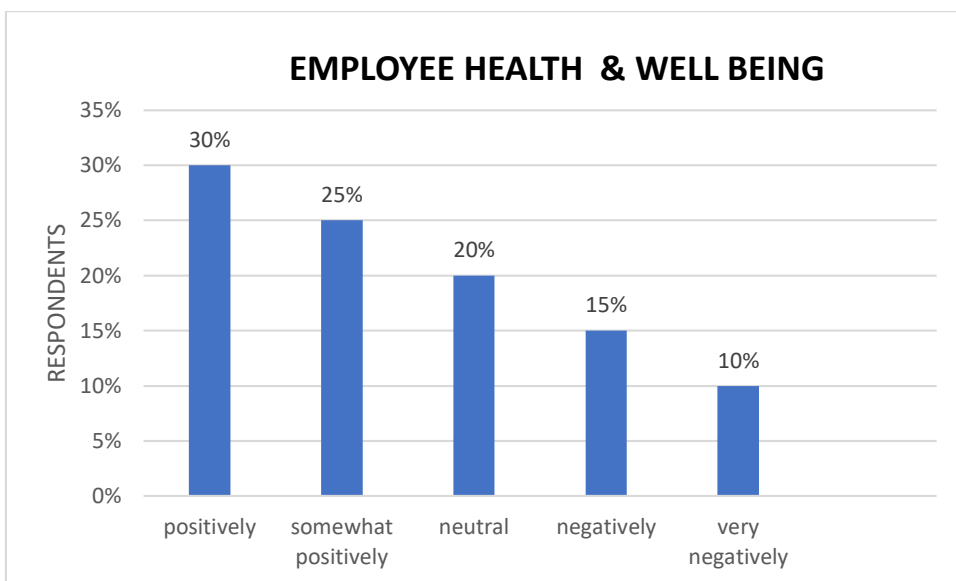


Interpretation:

From the above table 5 shows that 45% of employees are very positive and supportive with grindwell norton ltd, 25% of employees are mostly positive with some improvement and 15% employees are neutral 10% of employees are mostly negative with few positive aspects and 5% employees that negative and unsupportive in grind well norton LTD

3. employee health and well-being in grind well norton pvt ltd

category	Respondents	Percentage%
Positively	30	30
Somewhat positively	25	25
Neutral	20	20
negatively	15	15
Very negatively	10	10
Total	100	100

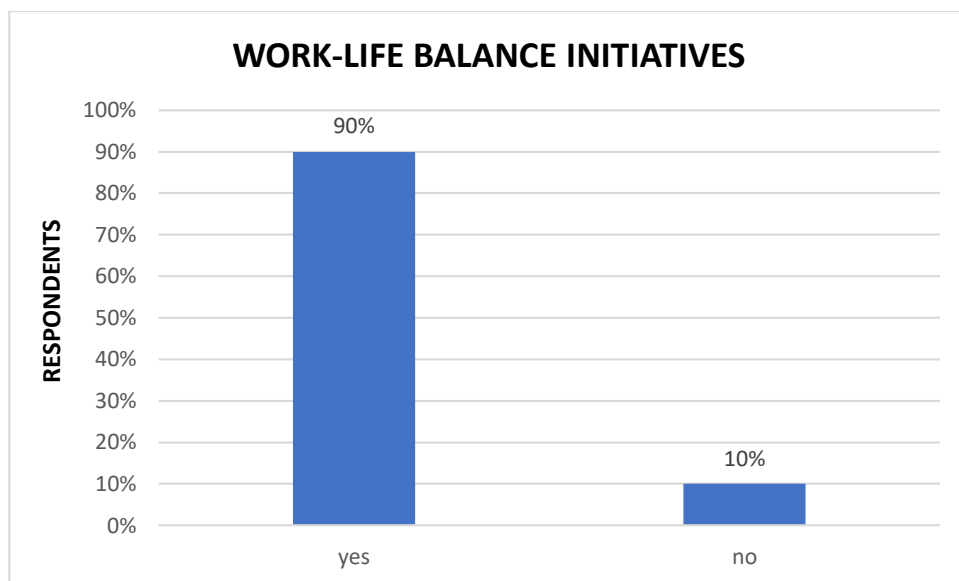


Interpretation:

From the above table 15 shows that 30% of employees are felt positively with grindwell norton ltd and 25% of employees are felt somewhat positively and 20% employees are felt that neutral 15% of employees are felt negatively 10% employees are felt that very negatively in grind well norton LTD

4. work-life balance initiatives offered by Grindwell Norton Pvt Ltd

Category	Respondents	PERCENTAGE%
YES	90	90
NO	10	10
TOTAL	100	100



Interpretation:

From the above table 16 shows that 90% of employees are agreed with grindwell norton ltd and 10% of employees are not agreed in grind well norton LTD

LIMITATIONS OF THE STUDY

- In the convenience sampling method of primary data collection, there remains the possibility of the bias.
- Opinion of employee may be affected by personal bias.
- The survey is made only on the basis of a sample size of 100 only.
- The respondent are very busy, they are not ready to answer all questions in the questionnaire.

Findings:

1. 50% of employees are getting compensation and benefits at grindwell norton pvt ltd .
2. 45% of employees are positive and supportive organizational climate at grind well norton ltd.
3. 30% of employees are positively influence employee health and well-being.
4. 90% of employees are utilized work-life balance initiatives in Grindwell Norton Pvt Ltd

SUGGESTIONS :

1. Addressing the work-life balance needs of the 50% of employees who strongly support management can enhance overall productivity and morale.
2. 45% of employees are positively and supportive organizational climate at culture.
3. Continuing to prioritize and expand work-life balance initiatives at Grindwell Norton Pvt Ltd can capitalize on the high utilization rate among 90% of employees, fostering greater satisfaction and productivity.
4. 30% of employees are positively influence employee health and well- being at grind well norton ltd.

CONCLUSION :

The quality of work-life balance at Grindwell Norton Pvt Ltd is influenced by various factors, including organizational climate and culture, employee well-being, and initiatives and policies related to work-life balance. Through fostering a positive organizational climate and culture that values employee well-being, Grindwell Norton Pvt Ltd has demonstrated a commitment to enhancing the work-life balance of its employees. The company's initiatives and policies, such as flexible work arrangements, employee assistance programs, and wellness initiatives, contribute to creating a supportive environment where employees can effectively manage their work and personal responsibilities. Overall, Grindwell Norton Pvt Ltd's focus on promoting work-life balance reflects its dedication to nurturing a productive and engaged workforce.

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