



STUDY ON WORK LIFE BALANCE

¹POLASA VAANI and ²Dr., P. DEEPAK GOUD

¹PG Scholar, ²Associate Professor,

^{1,2}Department of Management, Teegala Krishna Reddy Engineering College (UGC-Autonomous),

Hyderabad,

Telangana, India

ABSTRACT: This study delves into the dynamics of work-life balance within the context of Reliance Trends, a leading tech company renowned for its innovative solutions and dynamic work culture. In the contemporary corporate landscape, achieving equilibrium between professional commitments and personal life has emerged as a critical concern for both employees and employers. This abstract presents an overview of the research methodology, key findings, and implications.

The research adopts a mixed-method approach, combining quantitative surveys and qualitative interviews with employees across various departments and hierarchical levels within Reliance Trends. Through this comprehensive approach, the study aims to capture diverse perspectives on work-life balance and identify factors influencing its attainment within the organization.

INTRODUCTION

Quality of Work Life is the existence of a certain set of organizational conditions or practices. This definition frequently argues that a high quality of work life exists when democratic management practices are used, employee's jobs are enriched, employees are treated with dignity and safe working conditions exist.

Quality of Work Life is the degree to which individuals are able to satisfy their important personal needs while employed by the firm. Companies interested in enhancing employees Quality of Work Life generally try to instill in employees the feelings of security, equity, pride, internal democracy, ownership, autonomy, responsibility and flexibility.

Quality of work life is necessary for an organization to attract and to retain skilled and talented employees. It is a progressive indicator relating to the sustainability of business concern. An organization provides a better QWL than it develops the healthy working environment as well as satisfied employees. High Quality of work life can give a result in better organizational performance, effectiveness innovativeness etc. It states the individual employee's freedom to design his job functions to meet his personal needs and interest.

Quality of work life is the corroboration between the employees and their organization. It improves the family



life as well as work life of the individual.

DEFINITION:

Richard and J. Loy define Quality of Work Life means *“the degree to much the members of the working organization are able to satisfy important personnel needs through their experience in the organization.”*

Quality of work life is the quality of relationship between employees and total work environment, concern for the impact of work on individuals as well as on organizational effectiveness and the idea of participation in organizational problem solving and decision making. The success of every organization is highly dependent on the utilization of organizational goals. To achieve organizational goal, individual goals have to be satisfied, in that Quality of work- life directly contributes to the utilization, development and achievement of organization and human resource goals. The research model for this study was based on the factors affecting Quality of work- life and the relationships between QWL and satisfaction of the employees in the Private Limited Companies. For different industries, organizations and individuals there exist different set of factors, which influence the quality of work life and in turn motivate or demotivate the employees. A study of these factors is of extreme importance since a direct relationship between quality of work life and motivation, and motivation and productivity is known to exist. Further, an in depth comprehension of these factors can also help in reducing the ever escalating levels of conflict and subsequently attrition in the workplace.

OBJECTIVE OF THE STUDY

- The aim of the study is to find out the quality of balance of the employees
- The objective also covers the employee’s feedback to the company to help them to maintain the balance work life

NEED OF THE STUDY

The need to study about the quality of work life balance is very important in today’s scenario as there has been continuous retention in any off the sectors. Also the long term relationship of the employee and the employer is not in line which also has an impact in the personal life of the individuals. I have considered this study as important as the need to balance both work and personal life is considered as a challenging factor these days. It can be implemented in a rightway only if the individual is able to balance both the life which could be done by support from management to some extent.

SCOPE OF THE STUDY



- The Scope of the study covers employees of all the departments in order to understand their point of view with respect to Quality of Work Life.
- This is being an IT sector will guide me to understand the measures easily with a reasonable number of employees in the organization.

SOURCES OF DATA

Primary data collection is necessary when a researcher cannot find the data needed in secondary sources. Three basic means of obtaining primary data are observation, surveys, and experiments. The choice will be influenced by the nature of the problem and by the availability of time. For this research study Questionnaire was the Primary Data source which is applied.

TOOLS FOR DATA COLLECTION

Survey method is employed to collect the data from the respondents and the data are collected with the help of questionnaires. Questionnaire is administered for the respondents. Questionnaire is a standardized form for collecting information to elicit data from the respondents. A questionnaire consists of a set of questions presented to a respondent for his or her answers. The questionnaire prepared in this study was mainly aimed at personal interview, multi-choice questions, and also checklists.

LIMITATION OF THE STUDY

- Only the domestic market is the focus of this study.
- We have not studied the international recruitment process here.
- Sample size is limited due to the limited period allocated for the survey
- The analysis is completely based on the information provided by the employees and hence could be biased.
- Taking appointment of the respondents

QUESTIONNAIRE DESIGN

The questionnaire for the research study is to be structured in which different types of questions like open ended and close ended are covered. The questions will be designed as an opinion, multiple choices. A closed-ended question is one where the respondent is given a range of answers and has to make a choice of one or more.

The questions in the questionnaire were arranged in a sequential manner grouped under the different factors of study. The instruments used in the study are research instruments which are the instruments which are used for gathering or collecting information. The instruments used in the study are,



1. Direct questions
2. Close end questions
3. Dichotomous questions
4. Multiple choice questions

REVIEW OF LITERATURE

The Quality of work life is based on performance. QWL has positive relations with performance and developing human capabilities and constitutionalism in the work organization. The department chairpersons in the Esfahan medical university are in the high level concerning quality of work life dimension (Behzad Shabhazi and Sadegh Shokrzad 2011).

The quality of work life affects the satisfaction level of employees. There is a high level of satisfaction among the employees regarding the quality of work life in the organization where adequate income and fair compensation, safe and healthy working conditions, constitutionalism in work organization and Social relevance of work exist. These factors are positively correlated with the quality of work life (Dr. Meenakshi Gupta, Parul Sharama 2011).

The objective of the study is to compare the quality of work life perceptions of blue collar employees with white collar employees in a large scale marble firm. The results showed that there was a significant relation between dimensions of quality of work life. It indicates that positive emotions are the key factors for organizational performance and commitment. Quality of work life facilitates employees to manage their personal life. This study indicates that the human resources specialists in marble firms should improve each factor that affects the quality of work life, especially with blue collar employees (Selahattin Kanten and Omer Sadullah 2012).

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RESEARCH METHODOLOGY

Sampling is a procedure to draw conclusions about significant group of Respondents by studying a small sample of the total population. A sample is a section of the population selected to present the population as a whole. Ideally the sample should be representative so that the researcher can make accurate estimate of the thoughts and behaviors of the large populations.

COMPANY PROFILE

Reliance is India's largest and most profitable private sector company. Our motto "Growth is Life" aptly captures the ever-evolving spirit of Reliance. In just over four decades, we have emerged as one of India's most valuable,



stakeholder-centric organisations, building valuable assets for India and innovating for a better future for all Indians.

Reliance Retail is the retail initiative of Reliance Industries Limited and is central to the group's consumer facing businesses. Reliance Retail has been at the forefront of bringing about Retail revolution in India.

Mukesh Ambani is a member of The Foundation Board of the World Economic Forum. He is an elected Foreign Member of the prestigious United States National Academy of Engineering. He is a member of the Global Advisory Council of Bank of America. He is also a member of the International Advisory Council of The Brookings Institution.

Board of Directors



Mukesh Ambani
Mukesh D. Ambani

Chairman & Managing Director, RIL



Isha M. Ambani

Non-Executive Director



Akash M. Ambani

Non-Executive Director



Anant M. Ambani

AWARDS & RECOGNITIONS



Financial Year

2020-2021



Financial Year

2019-2020



Financial Year

2019-2020



Financial Year

2018-2019



DATA ANALYSIS AND INTERPRETATION

4.1 Data analysis and interpretation

Question: Age Group

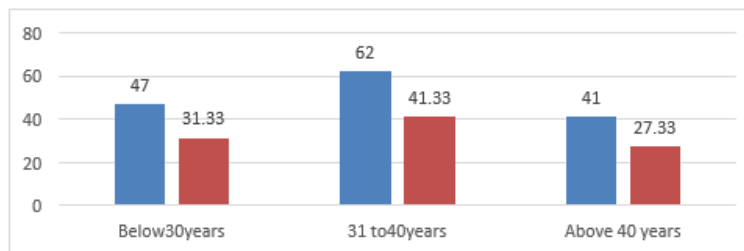
Table: 4.1.1

Table showing the age group of the employees working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Below 30 years	47	31.33
2	31 to 40 years	62	41.33
3	Above 40 years	41	27.33
	Total	150	100

Chart: 4.1.1

Chart showing the age group of the employees working in organization



INTERPRETATION:

From the table 4.1.1, it is observed that 41.33% of the population of the employees are 31 to 40 years. 31.33% of the population of employees are below 30 years and remaining 27.33% of the employees are above 40 years of age.

INFERENCE:

Majority of the respondents are in the age category of 31 to 40 years.

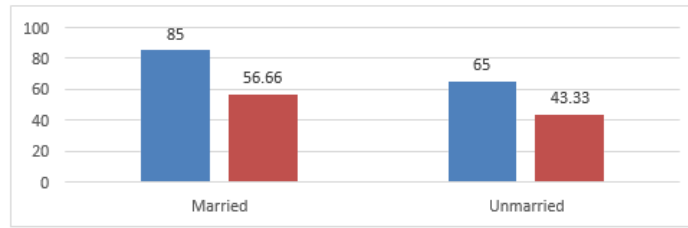
Question: Marital Status Table: 4.1.2

Table showing the marital status of the employees working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Married	85	56.66
2	Unmarried	65	43.33
	Total	150	100

Chart: 4.1.2

Chart showing the marital status of the employees working in organization



INTERPRETATION:

From the table 4.1.2, it is observed that 56.66% of the employees are married and remaining 43.3% of the employees are unmarried.

INFERENCE:

Majority (56.66%) of the respondents are married.

Question: If married, is your spouse employed?

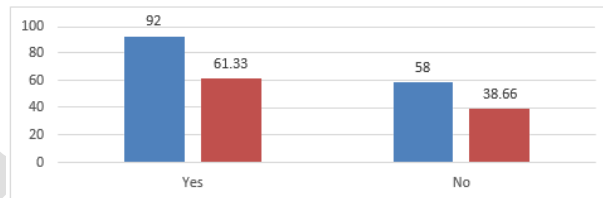
Table: 4.1.3

Table showing the spouse employment of the employees working in organization

S.No	Particulars	No of Respondent	Percentage of Respondent
1	Yes	92	61.33
2	No	58	38.66
	Total	150	100

Chart: 4.1.3

Chart showing the spouse employment of the employees working in organization



INTERPRETATION:

From the table 4.1.3, it is observed that 61.33% of the employees spouse are employed and remaining 38.66% of the employees spouse are not employed.

INFERENCE:



Majority (61.33%) of the employees spouse are employed.

Summary of findings

1. Around 41.33% of the population of the employees are 31 to 40 years. 31.33% of the population of employees are below 30 years and remaining 27.33% of the employees are above 40 years of age.
2. It is observed that 56.66% of the employees are married and remaining 43.3% of the employees are unmarried.
3. It is observed that 61.33% of the employees spouse are employed and remaining 38.66% of the employees spouse are not employed.
4. It is observed that 39.3% of the employees are not having the children. Around 26.6% of the employees are having two children and remaining 33.99% of the employees are having one and more than two children.
5. It is observed that 36% of the children between 5-10 years of age group. Around 24% of the children between 10-15. Around 16.6% of the children below 2 years of age group and the remaining 15.33% are 2-5 and above 15 of age group.

SUGGESTION AND RECOMMENDATION

From the study, can see that still needs few areas to be improved like leave policy and shift timings. By figuring out the aspect for these, then there would be an improvement in the normal work procedure which will help the employees for a better management between the work and life. This in run will help them to manage the balance between qualities of work life. Also from the analysis can see that fun part of the environment still needs to be increased and there is a few percentage that has agreed to fun activity which is became of difference team leaders and work allotment of the team. I would recommend that if the management provides extra support from the current procedure in terms of balancing of work life, leave policy there would be a change in the working atmosphere of the employees.

CONCLUSION

This presents the summary of the study and survey done in relation to the Quality of Work life balance. The conclusion is drawn from the study and survey done in the company in regards to the support from the management. Overall, there is a good support provided from management and there are individual perceptions for few questions for disagreeing to it. As suggested above if there is a extended support received from the management there would be a definite progress and the employees would be retained.



REFERENCE

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3. Kothari C.R,-Research Methodology, New Delhi, Vikas Publishing House,1967

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