

WORK LIFE BALANCE AMONG ADMINISTRATIVE EMPLOYEES IN ABC MOTORS CHENNAI

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Abstract

Work-Life Balance (WLB) is an important aspect of human resource management that has become a top priority for employees. The study's goal is to find out what factors influence work-life balance and the link between work-life balance and job satisfaction. The purpose of this study is to look into the "Work-Life Balance" of administrative employees of ABC Motor Company in Chennai. 420 employees were polled through census survey in the Administration division, and responses were analysed using chi square analysis, regression analysis, and weighted average methods. The majority of employees agree that the organisation supports them in almost every way. The factors impacting work life balance are work stress, company support, family support which leads to job satisfaction. From the study it is identified the factors which impact the most were company support and family support which has the significant relationship with job satisfaction and the factor which has no impact was work stress which has no significant relationship with job satisfaction. Job satisfaction is extremely important for an organization's efficiency and success. "Employment satisfaction" is defined as "any psychological, environmental, or physiological combination that causes an individual to confidently state that he is content with his job".

Keywords:

Job Satisfaction, Company Support, Work-Life Balance, Stress at Work

1. INTRODUCTION

Work-life balance is important in determining how employees feel about their jobs and about life in general. Employee's performance is influenced by a variety of factors, one of which is work-life balance. Employees who have a balanced life and career typically do better than those who do not. Balancing a career with a personal or family life can be difficult, and it has a significant impact on job satisfaction. Work and family are two of the most significant components of a person's life. Many scholars have focused their attention on the line between work and family life because of changes in the workplace and workforce demographics [20]. Work-life balance is becoming increasingly important to both employees and businesses. Employees need it to balance work and personal obligations, while firms need it to increase production and cut expenses [1]. WLB is driven by changes in the labour force's demographic distribution, technological progress, and modern society's 24/7 opening hour culture [7]. While there is no universally accepted definition of work-life balance, some common elements have emerged, such as employees striking a reasonable balance between their work and personal lives, and employers implementing a variety of focused work-life initiatives that improve company performance while avoiding significant cost increases for employers.

In the realm of organisational behaviour, job satisfaction is one of the most explored and essential concerns. A happy employee has a positive attitude and contributes to desirable work

values, increased efficiency, and production. Lower absenteeism and employee turnover are linked to job satisfaction. There is evidence that higher levels of satisfaction are linked to higher levels of productivity [16]. As a result, the progressive organisation measures the satisfaction index on a regular basis to take corrective action. Work-life balance facilitates job happiness, but employee burnout hinders it. A healthy balance between family and work leads to greater job satisfaction, which lowers costs and improves employee performance. Employee burnout has a negative relationship with job satisfaction because it has a negative impact on employee wellbeing, resulting in lower workplace involvement, undesired work behaviour, and a cynical attitude, all of which lead to poor employee performance. Gender concerns are becoming increasingly important. Organizational sensitivity to gender issues can have a positive impact on employee satisfaction. The impact of work-life balance and burnout on job satisfaction among IT and ITES personnel is investigated in this research. It also investigates the consequences.

Almost all employees struggle to balance work and family duties on a daily basis, resulting in significant levels of job-related stress. Job stress is one of the most common causes of work-related conflicts among European Union employees, as well as one of the most serious workplace difficulties (Bell, A. S et al 2012). Employees who have less tension between their work and personal lives, however, apply favourable behaviours from their personal lives to their professional lives.

2. REVIEW OF LITERATURE

It is examined the impact of work-life balance on job satisfaction of ABC Company in Srilanka [3]. The ABC Company's employees have a work-life balance and job satisfaction relationship. This inquiry involved a total of 360 people. Controlling work hours allows individuals to establish a balance between personal and professional responsibilities, resulting in improved health and WLB. Shift work, weekend work, and overtime all have an impact on work-life balance. Controlling work hours allows individuals to establish a balance between personal and professional responsibilities, resulting in improved health and WLB [6].

In [20] looked into the relationship between work-life balance, job stress, and job satisfaction among university professors and found that job stress and job satisfaction have no association, but work-life balance has a relatively favourable relationship with job satisfaction. A study is conducted in the Indian IT industry; there is a considerable mediating influence between work-life balance and employee retention [14]. They claim that better human resource management methods, together with a high-supportive work culture marked by work time and work-life flexibility, help employees achieve greater work-life balance and productivity. Between Work-Life Balance Practices

and HR concerns including recruiting, retention, turnover, commitment, satisfaction, and productivity, corporate culture plays a significant role.

It is investigated three Nigerian sectors - banking, education, and electricity to study the work life balance practises and hurdles in implementing work life balance programmes [21]. They advised that different industries provide a choice of flexible work schedules to assist employees be more efficient and effective. It is [16] determined the impact of work-life balance on job satisfaction among IT and ITES employees. Researchers discovered that the two are positively associated, and organisations should assist employees in managing work-life balance in order to boost productivity and morale. It is explained the importance of work and family lives, as well as how they affect stress levels and job satisfaction. They believed that work-life balance is a key issue, and employee commitment is generally higher in organisations that have work-life balance policies. They suggested that a workplace culture that supports work-family balance, as well as management support for employees, is essential for employee commitment [17].

It is studied the alternative work arrangements in the public sector to see if they are an effective strategy for reducing work-life conflict [13]. They discovered that reduced work weeks give people more true flexibility in balancing work and family obligations. They argue that immediate supervisor and senior management support for flexible work arrangements is critical. The surveyed a total of 501 employees from four firms, including municipal and social healthcare, manufacturing for export, a bank, and a supermarket [3]. Meddling from work to family was more common than meddling from work to family across both sexes, according to the findings [4]-[7]. However, there were no gender differences in conflict between work and family. It is conducted a research on work-life balance among university employees [10]. They came to the conclusion that university employees are dissatisfied due to severe workloads. As a result, colleges should establish techniques to help professors manage professional and personal obligations in order to gain a competitive advantage.

The studied influential factors of marketing professionals working in two-wheeler automobile industry in Coimbatore [2]. It has found that having more experiences leads more work-life balance. Researcher concluded that demographic factors like age, salary, educational qualification, experience, type of family and spouse working have impact on work life balance and work-related factors like target-oriented work, working hours, extended benefits, means of transportation facility also have influence on level of work life balance of marketing professionals [8]-[10]. In [11] studied factors affecting work life balance which is a negative sign for the employees to have a proper balance. Even though research on positive outcomes of work life balance is scanty, still it gains a considerable attention among employees in order to have a right balance. It is pertinent to add to this fact, employees' physical health and well-being is dependent on the balance they have between work and personal life. Therefore, work life balance is found to be a forecaster to find the antecedents of this construct.

The author [15] suggests that employees' troubles, whether at home or at work, will have a direct detrimental impact on their work performance. Employee conflict can also be caused by job stress. Marries women are more likely to have a healthy

relationship with their husband; failing to do so has a psychological impact on women. Employees are motivated to advance in their careers by their positive family relationships. The author [18] conducted a study to analyse the relationship between the work life balance and job satisfaction. Comparatively, women are more exhausted because of the long working hours. There is a great relation between working hours and WLB. Women like to choose part-time jobs to take care of their children and family. In self-employed category, the level of relationship between working hours and WLB is low, because of the chance of work to prioritize according to the necessity. Poor work-life balance leads to absenteeism and health issues. In Europe, the satisfaction level between working hours and work-life balance is quietly good, but certain differences are found by means of gender and age.

The author [12] suggested alternatives to the phrase of work life balance, by including work-life integration and work-life mosaic. These alternates have tried to remove the contrast between work and life, by favouring the integration. It is evident that, work-life balance is not a standard or static term, but is evolving rapidly in order to be relevant for a greater number of people. The term balance has been criticised as some believe that it conceive an ideal of equality between work and life which is not appropriate for a significant number of people. As such, maintaining a balance in the traditional sense was an impractical notion as in many cases it was neither possible nor desired. Long working hours disrupt work-life balance in top managers, yet flexible working hours allow them to address the situation [19]. In this instance, these individuals can assign these responsibilities to their spouse. However, it is not possible for all spouses to do so. Similarly, when both the wife and the husband work, it is more difficult to manage because neither is willing to compromise their professional obligations. This leads to additional ego clashes and, finally, separation [9].

3. OBJECTIVES OF THE STUDY

- To analyse the factors impacting work life balance.
- To analyse and identify relationship between work life balance and job satisfaction.

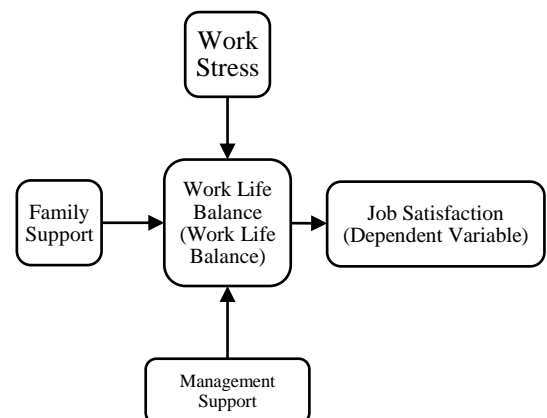


Fig.1. Conceptual Framework

4. SAMPLING DESIGN

The structured questionnaire was used to determine the factors influencing the Work life balance. The research design is

descriptive in nature. The study is based on primary data, with secondary data gathered from company websites and research papers published in reputable journals and publications. The data was obtained using the census survey among 420 administrative employees. Tools and techniques, such as Percentage analysis, Average ranking analysis, Chi-square and Regression analysis were used to calculate and analyse data.

5. DATA ANALYSIS

The responses from respondents are methodically processed and presented in the form of tables under several headings. They were also constructed in such a way that a thorough analysis could be performed in order to give appropriate interpretations. The data was analysed by using percentage analysis, average ranking analysis, chi square analysis and regression analysis for the goal of obtaining information.

From Table.1 it has been found that majority of the employees age are 31-40 years (49%), 92.6 % are male, 93.6% of the employees are married and 100% employees agreed that they can able to balance their work life. 51% of the employees are Graduate engineers/Management trainee and 44% of the employees feel very happy about their work time in company.

While observing the results of the chi square test shown in the Table.2, the asymptotic significance is lesser than 0.05 ($p < 0.05$), the null hypothesis is rejected that there is a significant relationship between the two variables. Hence it is inferred that decisions relating to Job/work, apply skill and abilities at work and get a sense of accomplishment and satisfaction from job has significant association with the designation.

It is identified that there is a significant relationship between the independent variable (Job satisfaction) and the dependent variable (family support and company support). There is no relationship between work stress and job satisfaction. In this analysis the regression results are:

$$Y = 0.085x_1 \text{ (Company support)} + 0.047x_1 \text{ (Company support)} + 0.070x_1 \text{ (Company support)} + 0.103x_1 \text{ (Family support)} + 0.088x_2 \text{ (Family support)} = 0.047x_2 \text{ (Family support)}$$

where, x_1 = Company support, x_2 = Family support and Y = Job satisfaction

There is a significant relationship between the independent variable (Company support and Family support) and the dependent variable (Job satisfaction). Therefore, the employees are satisfied with company support and family support (Table.3).

Table.1. Demographic detail of the respondents

Demography	Characteristics	Frequency	Percentage
Age	Below 30 years	31	7.4
	31-40 years	206	49.0
	Above 40 years	183	43.6
Gender	Male	389	92.6
	Female	31	7.4
	Married	393	93.6
Marital status	Unmarried	27	6.4
Ability to balance work life	Yes	420	100
Designation	Sr. Manager and above	7	1.7
	Manager ~ Sr. Executive	72	17.1
	Sr. Officer ~ BA/TA	73	17.4
	GET/MT	214	51.0
	Assistant manager	36	8.6
	Trainee	18	4.3
Feel about work time	Very happy	187	44.5
	Happy	144	34.3
	Neutral	89	21.2

Table.2. Association between the Designation and Job Satisfaction

Sl. No.	Factors	Asymptotic significance	Null hypothesis
1	I can apply my skill and abilities at my work	0.000	Rejected
2	My superior involves me in decisions relating to my Job/work	0.001	Rejected
3	I get a sense of accomplishment and satisfaction from my job	0.000	Rejected

Table.3. Relationship between Job Satisfaction with Company Support and Family Support

Factors	B	Std. Error	Beta	t	Sig.
(Constant)	1.91	0.289		6.650	0.000
Company provides medical facilities (Company support)	0.085	0.025	0.154	3.366	0.001
Have the opportunity to talk about problems with my higher officials (Company support)	0.047	0.025	0.092	1.916	0.056
Company is providing welfare programs (Company support)	0.070	0.025	0.138	2.796	0.005
Family problems distract me from work (Family support)	0.103	0.034	0.143	3.069	0.002
Company provides leave to spent time with my family (Family support)	0.088	0.023	0.184	3.870	0.000
Family helps to manage work pressure (Family support)	0.047	0.024	0.094	1.968	0.050

Table.4. Average ranking analysis

Work stress	Average	Rank
I have good interpersonal relationship with my colleagues	4.49	1
I feel upset when I miss my family because of work pressure	4.14	2
I do not have enough time to complete the work given	2.32	3
I feel that I am working for long hours in the company	1.80	4
Company support	Average	Rank
My top management considers our opinion to make improvements	4.80	1
My company provides medical facilities	4.26	2
My company is providing welfare programs.	4.17	3
I have the opportunity to talk about problems with my higher officials.	4.09	4
Family support	Average	Rank
I spent time with my family to relieve work stress	4.78	1
My family problems distract me from work	3.92	2
Family helps to manage work pressure	3.86	3
I get emotional support from my family	3.70	4
Job satisfaction	Average	Rank
I can apply my skill and abilities at my work	4.78	1
My superior involves me in decisions relating to my Job/work	3.97	2
I feel there is adequate opportunity for me to move a better job within our company	3.84	3
I can express my opinions without worrying about negative consequences	3.74	4
I get a sense of accomplishment and satisfaction from my job	3.72	5

It is inferred from Table.4, that among work stress factor, good interpersonal relationship has the highest weightage and in company support, top management consider the opinion of the employees has the highest weightage and in family support, spending time with family to relieve work stress has the highest weightage and in Job satisfaction, could able to apply the skills and ability at work has the highest weightage.

6. CONCLUSION

A research study is done on the “Work life balance among Administrative employees in Hyundai motors Chennai”. The survey is conducted among 420 employees. In overall, most of the employees can able to balance work life. Since the responses of the employees are positive and the data are collected through the questionnaire, analysis was done and the results are found out.

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