

Reviewed document: **jmcms-2009033 - A STYDY ON WORK AND SOCIAL LIFE (Sivajee Vavilapalli) 13-7-2020.docx**
 Processing date: **29.7.2020 9:43 CEST**

A total of 81 sentences were analysed. As a result **60** sentences (74.1%) were found in other documents.

These sentences are highlighted in the text by using different color shades according to the amount of similarity. The darker the highlighting color, the more words were found in another document. You may click the highlighted sentences in order to get further details about found reference documents. Learn [more about this report](#) and [how to evaluate it](#).

The following graphic shows the distribution of found sentences within the checked document. The colored parts of the overview bar indicate those parts of the document in which sentences were found in other documents. The left boundary of the bar corresponds to the beginning of the document and the right boundary to the end of the document accordingly. By clicking into the overview bar you are directed to the corresponding position in the document.



Reference documents

The following list contains titles and addresses of documents in which similar sentences were found. With a click on the number of found sentences („x Sentences”) the corresponding sentences are highlighted in the document as well as in the navigation bar by a colored border and you are directed to the first position of the corresponding sentences in the document. Another click on „x Sentences” resets the highlighting.

58 Sentences were found in a text with the title: „**16233-18177-1-SM.pdf - 13579**”, located at:
<http://www.informaticsjournals.com/index.php/bims/article/download/16233/13579>

23 Sentences were found in a text with the title: „**E0906041215.pdf**”, located at:
[http://ijbmi.org/papers/Vol\(9\)6/Series-4/E0906041215.pdf](http://ijbmi.org/papers/Vol(9)6/Series-4/E0906041215.pdf)

18 Sentences were found in a text with the title: „**Paper Title (use style: paper title)**”, located at:
<http://www.ijstr.org/final-print/feb2020/Work-life-Balance-Among-Migrant-Employees-In-Chennai-City.pdf>

12 Sentences were found in a text with the title: „**JETIRY006057.pdf**”, located at:
<http://www.jetir.org/papers/JETIRY006057.pdf>

10 Sentences were found in a text with the title: „**27. Format. Hum - A Study on Work Life Balance With ...**”, located at:
<https://www.scribd.com/document/420331716/27-Format-Hum-A-Study-on-Work-Life-Balance-With-Special-Reference>

9 Sentences were found in a text with the title: „**13-july-2140.pdf**”, located at:
<http://ijaema.com/gallery/13-july-2140.pdf>

8 Sentences were found in a text with the title: „**Review of Literature | Work-Life Balance | Employee ...**”, located at:
<https://www.scribd.com/document/430909054/Review-of-Literature>

6 Sentences were found in a text with the title: „**INFLUENCE OF EDUCATION AND DESIGNATION ON WORK-LIFE BALANCE OF EMPLOYEES IN ELECTRONIC INDUSTRY IN CHENNAI AND BANGALORE by Dr. B.Vimala , Dr. S.Mohan Kumar,**”, located at:
[http://www.ajmse.leena-luna.co.jp/AJMSEPDFs/Vol.8\(4\)/AJMSE2019\(8.4-11\).pdf](http://www.ajmse.leena-luna.co.jp/AJMSEPDFs/Vol.8(4)/AJMSE2019(8.4-11).pdf)

5 Sentences were found in a text with the title: „**JETIRZ006053.pdf**”, located at:
<http://www.jetir.org/papers/JETIRZ006053.pdf>

5 Sentences were found in a text with the title: „**prj-s231.pdf**”, located at:
<https://www.pramanaresearch.org/gallery/prj-s231.pdf>

5 Sentences were found in a text with the title: „**Dr. Abhinica Sahu**”, located at:
<https://archives.tpsindia.org/index.php/sign/article/download/5904/5706>

4 Sentences were found in a text with the title: „**pdf/84028.pdf - down_84028.php**”, located at:
http://www.ijssr.org/down_84028.php

3 Sentences were found in a text with the title: „**-ISSN(O) 2395 4396 A STUDY ON WORK LIFE BALANCE WITH ...**”, located at:
http://www.ijariie.com/AdminUploadPdf/A_study_on_work_life_balance_with_reference_to_DAWN_Solution_private_limited_ijariie10144.pdf

3 Sentences were found in a text with the title: „**200-november-2902.pdf**”, located at:
<http://ijaema.com/gallery/200-november-2902.pdf>

3 Sentences were found in a text with the title: „**A Study of Work Life Balance in Woman | Work-Life Balance ...**”, located at:
<https://www.scribd.com/document/460242647/A-Study-of-Work-Life-Balance-in-Woman>

2 Sentences were found in a text with the title: „**A Study on Work Life Balance of the Employees at Bosch Ltd ...**”, located at:
<http://www.informaticsjournals.com/index.php/bims/article/view/16233>

► In 43 further documents exactly one sentence was found. (click to toggle view)

Subsequent the examined text extract:

A STYDY ON WORK AND SOCIAL LIFE BALANCE OF THE EMPLOYEES IN MANUFACTURING INDUSTRY, VISAKHAPATNAM

Abstract

Work and social life balance is one among the key factors for the workers to realize success. Organizations have devised various plans, policies, programs to assist their employees to realize the balance between their work commitments and family responsibilities. Certain policies are statutory while others are voluntarily implemented. The effectiveness of them depends on the extent of usage to the workers to realize Family life balance. this paper intended to review the managerial level employees work and social life balance in the manufacturing industry, Visakhapatnam. The study collected the info from 60 respondents. Tested hypothesis by adopting statistical techniques like regression, ANOVA. The study found that employment responsibilities

negatively impact the private life of employees. The factors like overtime, travelling to figure, meetings and training after the working hours impact the work and social life balance of the workers.

Key words: factors, Family life balance, job performance, flexible working hours

Abstract
Introduction
Literature Review
Methodology
Results
Discussion
Conclusion
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INTRODUCTION

Work and social life balance is the interaction between the work and the other activities that includes family, community, leisure and personal development. It is about the right or the balanced combination of the individual's participation in the work and other aspects of their life and this combination doesn't remain the same it can be changed over the time.

work and social life balance is where the tensions between the Family life and personal life is minimized by having a proper policies, systems, supportive management and provisions at work place and a good relations in personal life. Performance and the job satisfaction of the employees are said to be affected by the Family life balance. work and social life balance of the employees helps in reducing the stress level at work and increases the job satisfaction.

Companies have realized the importance of the work and social life balance with respect to the productivity and the creativity of the employees. Employers offer a different programs such as flexible hours, shifts, team outing, day care centers, health care centers, etc. to motivate the employees to work efficiently. Employees feel motivated and become loyal and committed towards the organization as it puts an extra effort to provide a healthy balance between work and life.

Organizations face many challenges in implementing the policies on work and social life balance as employees today are not just look out for a job but they also want the organization to take of their well being. Therefore organizations are adopting for new policies where employees can give time to enjoy and spend time with their family. The present research paper aims to study the work life balance of managerial level employees of manufacturing industry in Visakhapatnam.

LITERATURE REVIEW

Mohammad Niaz (2008) in his research titled "Work life balance practices and gender gap in job satisfaction" examines the role of the work life balance practices by explaining the paradox of the contented women worker". In his research he finds out that woman reports higher levels of job satisfaction than that of men. The main finding is that WLB is the important determinant of the intrinsic extrinsic, aspects of job satisfaction.

Rebecca (2009) quotes in "Work life balance- Men and Women" that women and men have a different perception generally on balance the work and life. She tells that women devote more time on her family and the men spend more time pursuing his personal interests. She also quotes that balance is not only about dividing the time spent on work and personal life, but also establishing harmony that reflects on the individual's priorities.

Peter (2009) in his study on "Work life balance and subjective well being" explains about the work life balance and the well being of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the well being of the employees as it helps in satisfying personal needs. The finding in this research was that the perceived sufficiency of time available for personal life and works tells the level of well being only if the individual's needs are fulfilled in the given time.

R Baral and S Bhargava (2011) in their research titled "HR interventions for Work life balance" quotes that work life balance is the concern for both research scholars and the business leaders in the view of technological, demographic and organisational changes related to it. They have explained about the challenges that the HR managers face while effectively implementing the policy in their organisation. They suggest that the organisations must implement Work life balance policies and incorporate the organisational culture that ensures employee commitment and productivity.

Sarah Holly and Alwine Mohnen (2012) in their study titled "Impact of working hours on Work Life balance" their main objective was to examine the influence of the working hours of the employees on their satisfaction on the job. They explain that the overall number of the employees wants to reduce their working hours is influenced

mainly by the overtime compensation. Their study result shows that generally the long working hours do not lead to the dissatisfaction among the employees, but long working hours have a positive effect on the employee's life and job satisfaction and the desire to reduce the long working hours have a negative impact on the job satisfaction of the employees.

STATEMENT OF THE PROBLEM

Management and employees in every organization try to achieve the goals of the organization. Employees need knowledge, skills, job satisfaction, supervisor and peer support to execute the responsibilities effectively. In present times the business environment demands efficiency and hence organizations go extra mile to achieve the benchmark performance. Since employees need to concentrate on their work and family responsibilities, many a times either one of them will overtake the another one leading to imbalance in family life and work. Hence the present study analyzed the employees work life balance practices their relevance in manufacturing industry, Visakhapatnam.

OBJECTIVES OF THE STUDY

- To identify the factors that impact the employees work life balance.
- To know the relationship between employee's job and its impact on employee's personal life.
- To know the relationship between the supervisors' support and employee's job performance.

HYPOTHESIS OF THE STUDY

H0: – There is no relationship between the employee's job and its impact on employee's social life.

H1: - There is a relationship between the employee's job and its impact on employee's social life.

RESEARCH METHODOLOGY

The study adopted the descriptive type of research approach for analyzing the work life balance of employees in manufacturing industry, Visakhapatnam. Simple Random sampling technique is used to get the response from the employees. The study sampling unit targeted was managerial level employees.

The sample size was 60. Structured questionnaire was designed to collect the primary data from the employees. Secondary data was collected from different company's official websites, internet, journals and text books. Statistical techniques such as multiple regression analysis, ANOVA and percentage analysis are used to analyze the data.

DATA ANALYSIS

TABLE: 1 Number of working hours in a day.

Particulars	Number of Respondents	Percentage
8 hours	18	30
8.5 hours	6	10
9 hours	31	51.7
>10 hours	5	8.3
Total	60	100

(Source: Primary Data)

From the above table we can observe that 18 respondents work for 8 hours, 6 respondents work for 8.5 hours, 31 respondents work for 9 hours and 5 respondents work for more than 10 hours a day in manufacturing industry, Visakhapatnam.

Graph-1

TABLE: 2 The time you spend at work daily.

Particulars	Number of Respondents	Percentage

Very Unhappy	1	1.6
Unhappy	1	1.6
Indifferent	10	16.7
Happy	44	73.3
Very Happy	4	6.7
Total	60	100

.(Source: Primary Data)

From the above table we can observe that 1 respondent is very unhappy about the time sent at work daily, 1 respondent is unhappy about the time spent at work daily, 10 respondents feel indifferent about the time spent at work daily, 44 respondents feel happy about the time spent at work daily and 4 respondents feel very happy about the time spent at work daily.

GRAPH: 2

TABLE: 3 The industry has a policy on Work-Life Balance

Particulars	Number of Respondents	Percentage
Yes	36	60
No	11	18.3
Don't Know	13	21.7
Total	60	100

(Source: Primary Data)

From the above table we can observe that 36 respondents say that their organization has a policy on work life balance, 11 respondents say that their organization does not have a policy on work life balance and 13 of the respondents don't know whether their organization has a policy on work life balance.

TABLE: 4 The flexible working hours provided by the company due to current work life management policy.

Particulars	Number of Respondents	Percentage
Very Unhappy	1	1.7
Unhappy	2	3.3
Indifferent	34	56.6
Happy	22	36.7
Very Happy	1	1.7
Total	60	100

(Source: Primary Data)

From the above table we can observe that 1 respondent is very unhappy, 2 respondents are unhappy, 34 respondents feel indifferent, 22 respondents are happy and 1 respondent feel very happy about the flexible working hours provided by the company due to its current work life policy

TABLE: 5 The quality time with your family is missed because of work pressure.

Particulars	Number of Respondents	Percentage
Never	3	5
Rarely	11	18.3
Sometimes	40	66.7
Often	5	8.3
Always	1	1.7
Total	60	100

(Source: Primary Data)

From the above table we can observe that 3 respondents never feel that the quality time

with family is missed because of work pressure, 11 respondents rarely feel that the quality time with family is missed because of work pressure, 40 respondents feel that they sometimes miss the quality time with family because of work pressure, 5 respondents often feel that the quality time with family is missed because of work pressure and 1 respondent always feel that the quality time with family is missed because of work pressure.

TABLE: 5 The organisation will be more effective and successful if employees have a good work life balance.

Particulars	Number of Respondents	Percentage
Strongly Disagree	0	0
Disagree	0	0
Neither Agree nor Disagree	1	1.7
Agree	44	73.3
Strongly Agree	15	25
Total	60	100

(Source: Primary Data)

From the above table we can observe that 1 respondent neither agree nor disagree, 44 respondents agree and 15 respondents strongly agree that the organisation will be more effective and successful if the employees have a good work life balance.

Hypothesis Testing

H0 – There is no relationship between the employee's job and its impact on employee's social life.

H1 - There is a relationship between the employee's job and its impact on employee's social life.

Model Summary

Inference: Since, $r = 0.541$, there is a strong relationship between the predictor and the dependent variable under the study.

Since significant value is 0.001, which is less than the standard value of 0.05, we reject H_0 and conclude that Quality time with family is missed, demands of work, overtime and meetings after office hours are the good predictors of the work is having a negative effect on personal life.

FINDINGS

The major finding of this study is that the work is having a negative effect on the life of the employees and the overtime working, demands of the work, quality time of the employees is missed with their family because of work and the meetings conducted after the office hours.

From the test conducted we came to know that the employee's job has an impact on their personal life.

Majority of the employees agree that they get support and help from their immediate supervisor or the manager.

From this study we can infer that the factors like overtime, travelling to work, meetings and training after the working hours impact the work life balance of the employees.

Majority of the employees feel that the flexible finishing time in the organization helps them to balance their work life effectively.

Majority of the employees at industry feel that the policy on work life balance provided by the organization is indifferent.

Most of the employees agree that the organization gives an opportunity for the employee's family members to participate in the company's celebrations or other activity which is a good sign as the employees feel good about the organization as well as their family members which helps in building good relationships.

It is seen from the analysis that majority of the employees feel happy about the time they spend at the workplace daily.

SUGGESTIONS

From the analysis of the reports through questionnaire survey it is seen that the organisation have realised the need for work life balance of employees and offers the policy and programs that concentrates on the growth of the employees and that is family friendly.

Since, balancing of work and family roles is one of the key issues in the coming years, the organisation should improvise and innovate the ways to cater the employees having diverse needs and these should be the integral to core business but not the optional.

There should be utmost care taken in taking decisions in adopting and implementing the policies as it impacts both employee and the organisation.

There must be proper communication made to the employees regarding the company's policies and must be encouraged.

There must be a proper and a flexible time that has to be adopted so that employees doesn't feel stressed about the overtime working and they can spend a quality time with their family and they can even make time to finish their family duties and commitments.

CONCLUSION

It can be said that Work Life Balance is a very important issue in the Human Resource Management field and it has a vital impact on the productivity and growth of both the organisation and the employee. Work life is all about a measure about controlling on when, where and how they work. Many factors are acting as supporting elements for employees to achieve balance between work and personal life. While certain elements like employees participation in framing the policies and taking key decisions, effective communication of organizations policies can be strengthened to make work and personal life of employees highly balanced.

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