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## TO ANALYSE PERCEPTION OF EMPLOYEES ON WORK LIFE BALANCE STRATEGIES OF RELIG STAFFING.

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**Abstract:** This Abstract Work life balance aims to study the extent of being able to achieve a satisfactory level of happiness in executing the responsibilities of two domains i.e., work and personal lives. Every profession experiences the challenge of achieving the right balance between the work and life. The intensity of balance varies from profession to profession and also on the industry type. In this paper, we have examined the key factors which has an influence on the work life balance of employees. Literature reviews were analyzed and key factors both from personal and work environment were identified. Factors from personal lives like demography, dependents, children, home responsibilities, leisure, societal expectations, health etc. have an influence on work life balance. Work factors like environment, boss, peers, culture, working hours, time management, multiple roles, policies etc have an definite influence on the achievement of work life balance of doctors.

**Keywords:** Index Terms- Work Life Balance, Family, Time Management, Work-Life Conflict, Stress

### Introduction of Work Life Balance

Work life balance is the most widely researched topic from many decades due to the importance it has gained in the lives of the employees. But this topic keeps changing its influence in varying contexts of time, geographical conditions, business industry type and many other reasons which may unique to a particular organization and also in the business environment. Every company has varying factors that influence the work life balance of employees depending on the industry type and business environment. In this research paper, an effort is made to know the factors which are responsible for supporting or disturbing the work life balance of doctors working in hospitals. We are aware that in Indian context, still we face the mismatch of few numbers of doctors to the population prevailing in our country. In many estimates it is very clear that only one doctor exists for 10000 people in many geographical locations except major cities of India. Health issues are increasing year on year due to various reasons, hence the services of employee's fraternity are playing a key

role in maintenance in our society. Work life balance determines the extent to which employees are happy and satisfied in their work commitments and also executing their responsibilities of professional life. This paper concentrates on different factors which may be internal to the organisation or external from the working atmosphere which influences the work life balance of employees.

## Relig Staffing

The name RELIG is an abbreviation for Religion. A complete staffing firm with resource optimization skills to help reduce costs, improve process efficiencies, and increase profitability for our clients. Relig Staffing is an initiative by the group of people who have years of experience in the staffing industry.

For us staffing is our religion and we follow our religion with utmost dedication. our clients are GODs for us and we do not compromise in serving them. We don't compromise on the quality of our deliverables.

We are not just another staffing company who matches candidates resumes with their clients' requirements rather we are a company who is in the market to change lives of people and create peace and happiness. And we can go to any extent to serve our clients.

Our work commitment and dedication have garnered us with a long-term relationship with some of the leading names in the industry. At Relig Staffing, we invest time in understanding the unique elements that create an organization, and further tailor the screening and recruiting processes that suit our client's requirements.

## Literature Review

Sr. No.	Researcher (Year)	Study Title	Place	Perception of study
1.	R Baral and S Bhargava (2011)	HR interventions for Work Life balance quotes that work life balance	India	the organizations must implement Work life balance policies and incorporate the organizational culture that ensures employee commitment and productivity
2.	Mohammad niaz (2008)	Work life balance practices	Turkey	WLB is the important determinant of the intrinsic extrinsic, aspects of job satisfaction
3.	Sarah Holly and Alwine Mohnen (2012)	Impact of working hours	India	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.
4.	Shalini and Bhawna (2012)	Quality of work life balance.	Wiley	to attract and retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work.
5.	Hyman and Summers (2004)	current practices over work-life balance innovativeness.	Europe	there is no evidence of reduction in working hours, tangible and intangible work intrusions into domestic life.

## Research Methodology

Objective of the study:-

- To study work life schedule of selected companies of Vadodara.
- To identify the factors that impact the employees work life balance in Selected companies in Vadodara.
- To study the existing Work-Life Balance policies in organizations.

### **DATA COLLECTION**

Data can be collected by 2 methods.

- Primary Data:
- Secondary Data

**PRIMARY DATA:** When secondary data is not sufficient for the purpose the first hand data i.e. Primary Data is to be collected. Following are the instruments of primary data are given as follows:

- \* Observation
- \* Personal Interview
- \* Telephone Interview
- \* Questionnaire

I have collected Primary Data through **Structured Questionnaire**.

**SECONDARY DATA:** This data has been collected through Websites, Project Reports, and etc.

### **SAMPLING PLAN**

- **Sample Unit**
  - Relig Staffing Employee.
- **Sample Size**
  - 55 Employees.
- **Sampling Methods**
  - Non- probability sampling: 1) Judgmental Method    2) Convenience Method

**The sampling procedure carried out in this project was Convenience Method.**

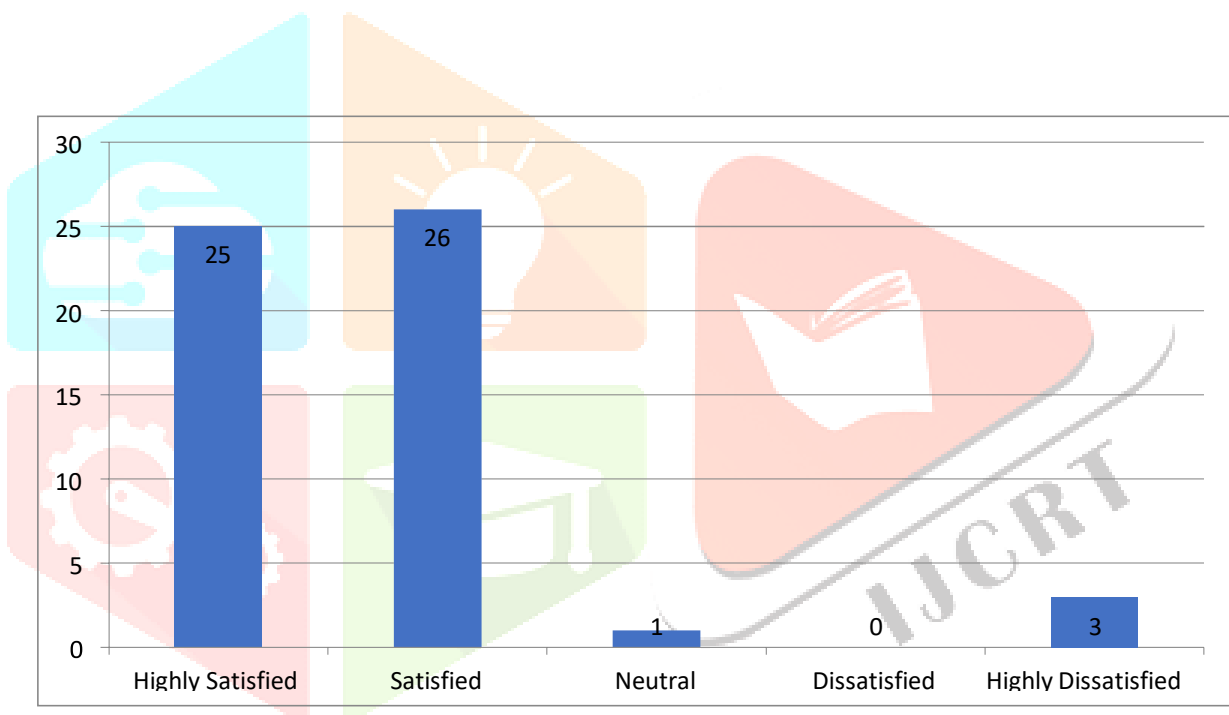
**FIELD AREA:** - Employees working in Relig Staffing.

### **Limitation of Study**

- The project was conducted in limited time duration.
- The study is limited to Relig Staffing employees only.
- The responses of the questionnaire are as per the limited understanding of the respondents.
- The size of sample was limited because of limited time factor.
- The analysis and conclusions are as per our limited understanding of the concern subject.
- Conclusions made are highly debatable.
- Generally, the respondents were busy in their work and were often found less interested in responding rightly.

**Data Analysis:****1. My family is the most significant factor to my happiness.**

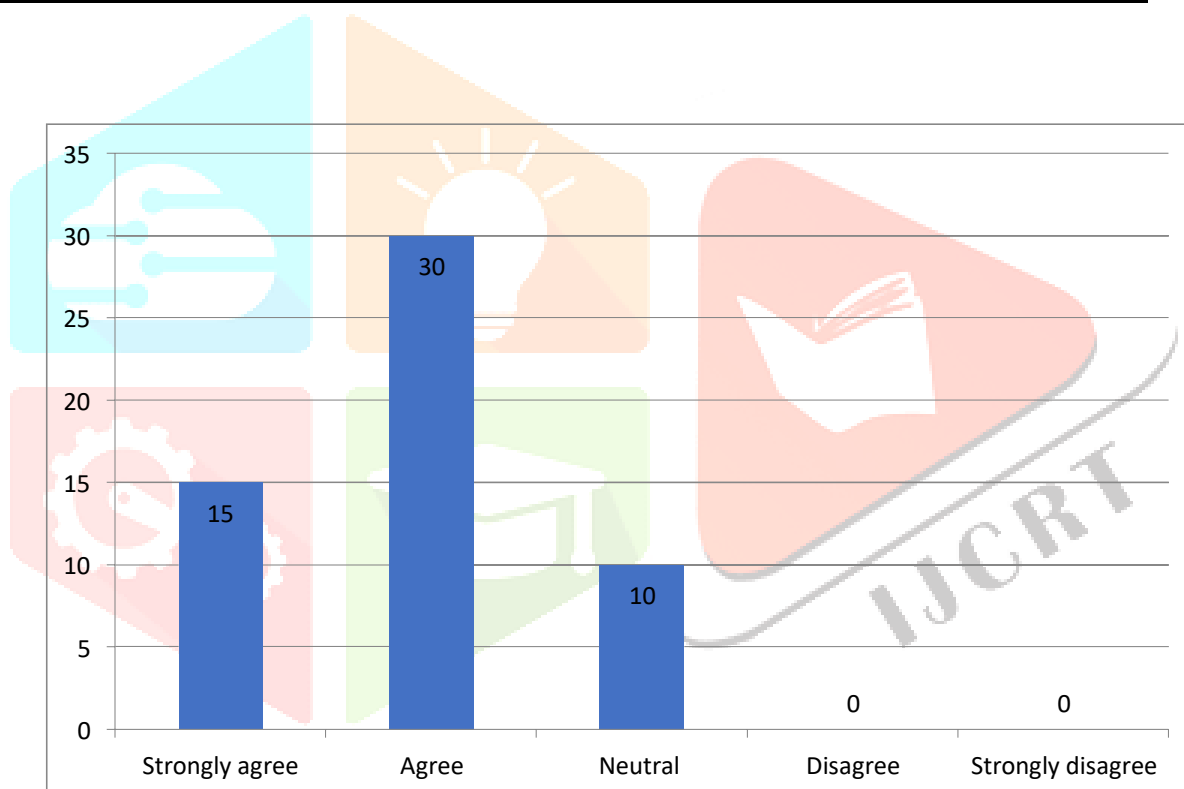
Opinion	No. of Respondents	Percentage
Strongly agree	25	45.5%
Agree	26	47.3%
Neutral	1	1.8%
Disagree	0	0%
Strongly disagree	3	5.5%
<b>Total</b>	<b>55</b>	<b>100%</b>



- In the graph, 52% of the candidates were agreed with the needs given by the trainer.
- 26% of the training was neutral about the structure of the content.
- 12% of candidate strongly agreed with the logical reasoning f the trainer.
- 8% of strongly disagreed and was not comfortable with the content of trainer.
- Only 2% of the candidate disagreed with structure.

2. My job positively contributes to my overall happiness

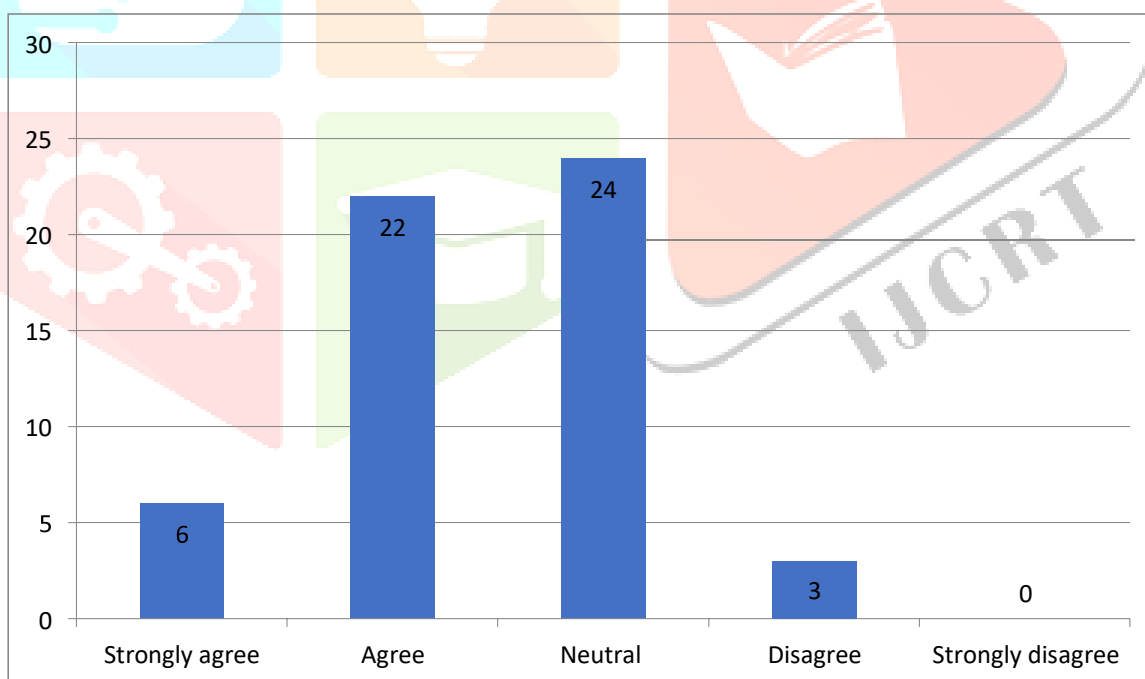
Opinion	No. of Respondents	Percentage
Strongly agree	15	27.3%
Agree	30	54.5%
Neutral	10	18.2%
Disagree	0	0%
Strongly disagree	0	0%
Total	55	100%



- ✓ In the pie chart, 18% candidates feel that the subject matter was according to the training.
- ✓ 16% of the candidates disagree with the area of the subject.
- ✓ 24% of candidates are confused, so their opinions are neutral.
- ✓ 32% have the strongly agreed with the subject matter.
- ✓ And only 10% candidates disagreed with the content of the training.

### 3. I prioritize my job over my personal and family life.

Opinion	No. of Respondents	Percentage
Strongly agree	6	10.9%
Agree	22	40%
Neutral	24	43.6%
Disagree	3	5.5%
Strongly disagree	0	0%
<b>Total</b>	<b>55</b>	<b>100%</b>



- ✓ In the graph, only 6% of candidate think trainer was prepared about the knowledge and information.
- ✓ 28% disagreed with the resources, information and knowledge provided by the trainer.
- ✓ 26% of the knowledge given by the trainer was neutral.
- ✓ 40% of the candidate strongly disagreed with the preparation of trainer.

**Finding:**

- (17) 30.9% are strongly agreeing and (36) 65.5% are agree on satisfied by the time they spend with their family.
- employees are highly agreed and agree respectively on that they are able to balance their workload
- It has been found that (22)40% often, (12)21.81% rarely and (12)21.81% sometimes employees job makes them tired.

**Suggestion:**

- survey it is seen that the organization have realized 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.
- 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
- It has a vital impact on the productivity and growth of both the organization and the employee.
- Work life is all about a measure about controlling on when, where and how they work. Many factors such as 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

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