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## WORKKLIFE BALANCE OF EMPLOYEES OF WORKING IN EXPORT COMPANIES IN COIMBATORE

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### ABSTRACT

The employee, consequences can have a negative impact on “work and life satisfaction, on well-being, mental health, physical health and on individual performance in organizations,” as identified. For employers, the costs to the business of failing to improve work-life balance include: poor performance, absenteeism and sick leave; and higher staff turnover, recruitment and training costs. The inverse is true of individual and employers who are able to achieve balance. The present study deals with analyzing the Work life balance of Export companies. The main objective is to understand To determine the factors that causes stress to employee, to analyze the factors that would create a work-life balance among employees, to create a good environment for the employees to work in. The statistical tools used for analysis are chi-square test. The mathematical tool used is percentage analysis. From the analysis it is found that there is no significant relationship between age of the respondents and stress at work place, there is no significant relationship between Gender of the respondents and stress at work place, there is no significant relationship between department and stress at work place, there is no significant relationship between work experience and stress at work place. The main percentage analysis deals with among the employees are spend 1 hour spend to do work, the majority of respondents belongs to stress at work place, the majority respondents belongs to not having work life policy, the majority of respondents are affected by disease

**Keywords:** Work life balance, Export companies and Mental health

### INTRODUCTION

In organizations and on the home front, the challenge of work/life balance is rising to the top of many employers' and employees' consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends.

Human resource professionals with an historical perspective, data and possible solutions for organizations and employees a like to work/life balance. Three factors global competition, personal lives/family values, and an aging workforce present challenges that exacerbate work/life balance. Offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work/life initiatives to gain a competitive advantage in the marketplace.

The demand for work-life-balance solutions by employees and managers is expanding at an unprecedented rate. As a result, work-life balance is an increasingly hot topic in boardrooms and government halls today. Over the coming decade it will be one of the most important issues that executives and human resource professionals will be expected to manage

#### **Growth and profit impact.**

Accelerated on and off-the-job stresses and expectations are adversely affecting top and bottom-line growth, unnecessarily driving down productivity. A well-implemented work-life strategy greatly reduces both the real and perceived overwork and out-of-balance pressures that hamper productivity, producing a dramatic positive return on investment.

#### **Full Engagement and Customer Service.**

A workforce that is out of balance, unnecessarily stressed, or disgruntled greatly reduces full engagement with external and internal customers. Conversely, commitment to the organization's objectives and clients' needs rises in direct proportion to the perception that the organization is committed to both the work and life success of each individual.

#### **Competitive Advantage for Talent.**

Demanding baby boomers and even more, the smaller pool of younger workers--have increased their expectations of a positive work-life culture. Employees expect their employers to recognize that in addition to having a job, they have a life. This is reflected by the fact that work-life balance issues with the boss or the company are the number-one reason that individuals quit their jobs.

### **STATEMENT OF THE PROBLEM**

Work life balance is about people having a measure of control over the work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. This motivated the researcher to undertake the research.

### **OBJECTIVE OF THE STUDY**

- To determine the factors that causes stress to employee.
- To analyze the factors that would create a work-life balance among employees.
- To create a good environment for the employees to work in.

### **SCOPE OF THE STUDY**

The study is based on the work life balance at Export companies. The time frame of the study is limited to 6 weeks. The study is undertaken to identify various causes for stress level and imbalance work life at work.

### **RESEARCH METHODOLOGY**

#### **Type of research:**

The type of research design undertaken is Descriptive Research. Descriptive research includes surveys and fact-findings enquiries of different kinds. The major purpose of descriptive research is description of state of affairs, as it exists at present.

#### **Data collection method:**

The main sources through which data is collected are:

#### **Primary data:**

The Primary data was collected through a structured questionnaire from the employees.

#### **Secondary data:**

Secondary data was collected from magazines, journals, books and websites.

#### **Sample design:**

Sample Design is method of selecting the samples. To collect primary data from 147 samples were selected among the employee in export companies. The stratified random sampling method of sampling was applied to select the sample respondents

**Tools for analysis:** The Data collected was analyzed using simple percentage analysis, Chi Square.

**LIMITATIONS OF THE STUDY**

- Opinion of employees may be biased at time.
- Respondents would have hidden some facts due to the fear of management.

**ANALYSIS AND INTERPRETATION**

Demographic variables	Particulars	Respondents	Percentage
Age	Below 25	86	58.1
	25-35	49	33.1
	36-45	12	8.1
	Above 45	1	0.7
	Total	148	100
Gender	Male	100	67.6
	Female	48	32.4
	Total	148	100
Department of the employee	Stitching	62	41.9
	Packing	46	31.1
	Cutting	40	27
	Total	148	100
Work Experience of employee	Below 5	96	64.9
	05--10	48	32.4
	10--15	4	2.7
	Total	148	100

58.1% of the respondents belong to the age group of below 25 years, 33.1% of the respondents belong to the age group 25-35 and 8.1% of the respondents belong to the age group 36-45 and .7% of the respondents belongs to above 45years. 67.6% of the respondents are male and 32.4% of the respondents are female. 41.9% of the respondents are stitching 31.1% of the respondents are belongs to packing department and 27% of the respondents are cutting department. 64.9% of the respondents are below 5 years work experience 32.4% of the respondents are 5-10 years work experience and 2.7% of the respondents are 11-15 years work experience.

**Hours' work in a day**

	Respondents	Percentage
7--8	82	55.4
8--9	66	44.6
Total	148	100

From the table 55.4% of the respondents are belongs to 7-8 hours working in a day 44.6% of the respondents are 8-9 hours working in a day

**Traveling to work**

	Respondents	Percentage
<30mins	56	37.8
1 hour	85	57.4
2 hour	6	4.1
>2	1	0.7
Total	148	100

The table says 37.8% of the respondents are 30 minutes spending to traveling to do work 57.4% of the respondents are 1 hour spend to traveling to do work and 4.1% of the respondents are 2 hours spending to traveling to do work and 0.7% of the respondents are above 2 hours spending to traveling to do work

#### Feel of work

	Respondents	Percentage
Very unhappy	8	5.4
Un happy	96	64.9
Neutral	29	19.6
Happy	15	10.1
Total	148	100

The table says 64.9% of the respondents are unhappy 19.6% of the respondents are neutral then 10.1% of the respondents are happy and 5.4% of the respondents are very unhappy

#### Work provision

	Respondents	Percentage
Telephone for personal	56	37.8
Counseling services for employee	53	35.8
Health program	22	14.9
Family support program	16	10.8
Exercise facilities	1	0.7
Total	148	100

From the table 37.8% of the respondents are using telephone for personal 35.8% of the respondents are counseling services for employee and 14.9% of the respondents are health program 10.8% of the respondents are family support program 0.7% of the respondents are exercise facilities

#### Marriage Details

	Respondents	Percent
Yes	103	69.6
No	45	30.4
Total	148	100

The table says 69.6% of the respondents are married and 30.4% of the respondents are unmarried

#### Partner Employed

	Respondents	Percentage
Yes	87	58.8
No	61	41.2
Total	148	100

From the table says 58.8% of the respondents are partner employed and 41.2% of the respondents are not partner employed

#### Children Details

	Respondents	Percentage
Yes	103	69.6
No	45	30.4
Total	148	100

From the table says 69.6% of the respondents having children and 30.4% of the respondents not having children

**Care Children**

	Frequency	Percent
Parents	103	69.6
No children	45	30.4
Total	148	100

From the above table it can be inferred that 69.6% of the respondents belong to the parents and 30.4% of the respondents not having children.

**Spend With Children**

	Respondents	Percentage
Less than 2	76	51.4
2--3	16	10.8
3--4	11	7.4
No children	45	30.4
Total	148	100

From the above table it can be inferred that 51.4% of the respondents belong to less than 2 hours spend with children and 10.8% of the respondents belong to 2-3 hours spend with children and 7.4% of the respondents belongs to 3-4 hours spend with children and 30.4% of the respondents not having children.

**Take care of old age people**

	Respondents	Percentage
Old age people	72	48.6
Dependent adults	55	37.2
Adults with disabilities	15	10.1
Children with disabilities	6	4.1
Total	148	100

From the above table it can be inferred that 48.6% of the respondents belong to the old age people 37.2% of the respondents belong to the dependent adults and 10.1% of the respondents belong to the adults with disabilities 4.1% of the respondents are children with disabilities

**Spend with them**

	Respondents	Percentage
Less than 2	84	56.8
2--3	64	43.2
Total	148	100

From the table says 56.8% of the respondents are less than 2 hours spend with them 43.2% of the respondents are 2-3 hours spend with them

**Hinder**

	Respondents	Percentage
Long working hours	100	67.6
Compulsory overtime	44	29.7
Shift work	1	0.7
Training/meeting after office hours	3	2
Total	148	100

From the above table it can be inferred that 67.6% of the respondents belong to the long working hours 29.7% of the respondents belong to the compulsory overtime and 2.0% of the respondents belong to the training/meeting after office hours and 0.7% of the respondents belongs to shift work

#### Prefer work

	Respondents	Percentage
Residence	73	49.3
Gym	46	31.1
Walking	10	6.8
All the above	19	12.8
Total	148	100

From the above table it can be inferred that 49.3% of the respondents belong to Residents 31.1% of the respondents belong to gym and 12.8% of the respondents belong to all the above and 6.8% of the respondents belongs to walking

#### Family commitments

	Respondents	Percentage
Support from colleagues at work	34	23
Support from family members	71	48
Being able to bring children to work on occasion	43	29.1
Total	148	100

From the above table it can be inferred that 48% of the respondents belong to support from family members 29.1% of the respondents belong to being able to bring children to work on occasion and 23% of the respondents belong to support from colleagues at work.

#### Manage stress

	Respondents	Percentage
Yoga	22	14.9
Meditation	58	39.2
Entertainment	65	43.9
None	3	2
Total	148	100

From the table says 43.9% of the respondents belongs to entertainment and 39.2% of the respondents belongs to meditation and 14.9% of the respondent belongs to yoga and 2.0% of the respondents belongs to none.

#### AGE AND STRESS AT WORK PLACE

##### Chi-square test

H<sub>10</sub> : There is no significant difference between Age and stress at work place

Particulars	Significant Value	Result
Relation between Age and Stress at work place	0.119	Accept

As the p value is 0.119. So there is no significant relationship between age and stress at work place.

##### Gender and stress at workplace

H<sub>10</sub>: There is no significant difference between Gender and Stress at work place.

Particulars	Significance Value	Result
Relation between Gender and stress at work place	0.088	Accept

As the p value is 0.088. So there is no significance relationship between Gender and stress at work place.

### DEPARTMENT AND STRESS AT WORKPLACE

H1o: There is no significant difference between Department and Stress at work place

Particulars	Significance value	Result
Relationship between Department and Stress at work place	0.812	Accept

As the p value is 0.812. So there is no significance relationship between Department and Stress at work place.

### Work experience and stress at workplace

H1o: There is no significant Relationship between Work Experience and Stress at Work place

Particulars	Significant value	Result
Relationship between work experience and stress at work place	.569	Accept

As the p value is .569. So there is no Significant Relationship between Work Experience and Stress at Work place.

### FINDINGS

- Majority (58.1%) of the respondents are belongs to the age group of below 25 years
- Majority (67.6%) of the respondents are MALE
- Mostly (41.9%) of the respondents are stitching department
- Majority (64.9%) of the respondents are below 5 years work experience
- Majority (55.4%) of the respondents are belongs to 7-8 hours working in a day
- Majority (57.4%) of the respondents spend 1 hour spend to do work
- Majority (64.9%) of the respondents are unhappy
- Mostly (37.8%) of the respondents are using telephone for personal
- Mostly (58.8%) of the respondents are partner employed
- Mostly (69.6%) of the respondents having children
- Mostly (69.6%) of the respondents belong to their parents for care children
- Mostly (51.4%) of the respondents belong to less than 2 hours spend with children
- Mostly (48.6%) of the respondents are take care the old age people
- Majority (56.8%) of the respondents are less than 2 hours spend with old age people
- Majority (67.6%) of the respondents belong to the long working hours
- Mostly (49.3%) of the respondents belong to Residents to prefer work
- Mostly (48%) of the respondents belong to support from family members
- Mostly (43.9%) of the respondents belongs to entertainment for manage their stress
- Majority (100%) of the respondents belongs to stress at work place
- Majority (100%) of the respondents are affected by diseases
- Majority (100%) of the respondents belongs to not having work life policy
- Majority (52.7%) of the respondents are agree to individual need
- Mostly (33.1%) of the respondents are rarely to worry work



## RECOMMENDATION

- It is recommended to provide a better transport facility to the employees as most of the employees spend 1 hour for transport. A better transport facility can reduce the travelling time which can be utilized for production purpose
- It is recommended to arrange a family tour for the employees as most of the employees use entertainment for reducing their stress. Arranging a family tour to the employees can reduce the stress and helps to increase interpersonal relationship among them.
- It is recommended to provide a work life policy to the employees of the organization as most of the employees are without policies, which will benefit them after their retirement or sudden accident during their work
- It is recommended to provide a health life policy to the employees as most of the employees are affected by disease which will be beneficial to their medical expenses.

## CONCLUSION

The main percentage analysis deals with among the employees are spend 1 hour spend to do work, the majority of respondents belongs to stress at work place, the majority respondents belongs to not having work life policy, the majority of respondents are affected by disease.

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