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Employee Work Cycle Study In Organization To Increase The Utilization Of Time In The Industries To Increase The Overall Profit

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Abstract: Cycle Time is the speedometer of engineering. You can develop more quickly, outperform your competition, and keep top talent by measuring and optimizing Cycle Time. Cycle Time even has consequences outside of engineering; it's a crucial sign of corporate success. When the manufacturing sector is attempting to increase productivity, cost containment, and customer response, cycle time is one of the important aspects that needs to be optimized as much as feasible. This methodical study discusses cycle time reduction for increased productivity in the industrial sector. Cycle time should be prioritized in industries due to the necessity of balancing man, machine, materials, procedures, and management. It should be acknowledged that reducing cycle time is a difficult endeavor. The practice of increasing productivity takes into account a variety of variables to cut down on wasteful time as much as possible. Lean manufacturing tools, the value stream method, method-time measurements, just-in-time inventory control, motion studies, process studies, VAT plant classification, total productive maintenance, improved MRP (material requirements planning)-based production planning, theory of constraints, linear programming, and other simulation-related techniques are among the appropriate implementation strategies.

1 INTRODUCTION TIME STUDY

Low-cost labour, efficient production, and the availability of a professional education system that increases the amount of technically skilled human capital per year are the main draws. Companies or organizations must cut the cycle time for each process conducted in order to boost the quick response in fulfilling customers' orders. It should be observed that if output improves, there is unquestionably an increase in productivity. The long cycle time is one of the problems that is harming the performance of the manufacturing industries, especially the industries which are not among the world's classic manufacturing industries.

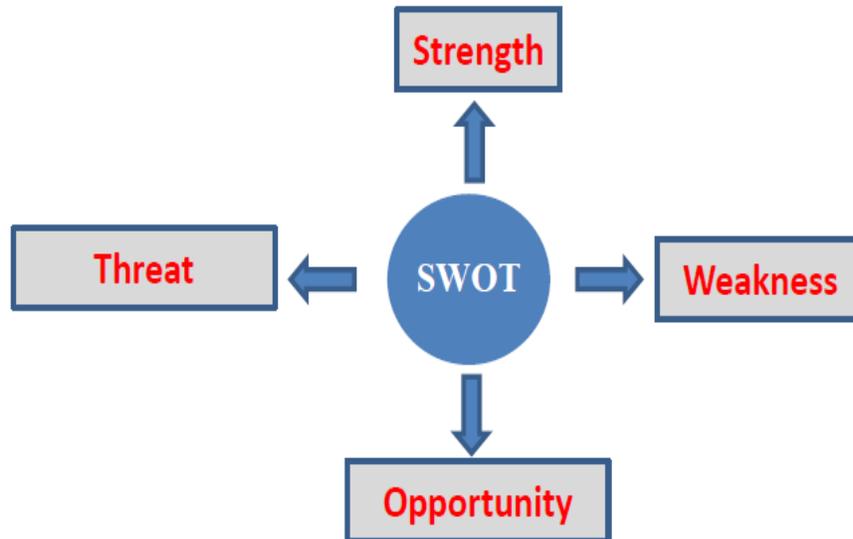
PRODUCT & SERVICE :

The company has made investments in top-notch machinery and technology to help with product delivery, cost control, and quality control. Thanks to our technology's connections to some of the biggest global manufacturers, we are able to offer our customers the most cutting-edge technology at prices comparable to those in the company has made investments in top-notch machinery and technology to help with product delivery, cost control, and quality control. Thanks to our technology's connections to some of the biggest global manufacturers, we are able to offer our customers the most cutting-edge technology at prices comparable to those in India.

SERVICE PROFILE:

Profile-based social networking services: These services are mainly organised around people's profile pages, which are simply collections of information on a single person, including a photograph and hints about their hobbies and preferences. Myspace, Facebook, and Bebo are all excellent examples of profile-based systems. Clients create their spaces in a variety of methods, and they frequently add to one another's spaces by leaving content, implanting material, or creating linkages to outside material via message dividers, remarking, or assessment tools. Customers frequently add external content (called gadgets) to their accounts to update them or as a way to include information from other web services and social networking platforms.

SWOT Analysis



Strength

- 1.High-skilled workers with advanced training are engaged in a variety of divisions, and high-tech facilities are used to address issues.
- 2.Worldwide, high-quality customer service.
- 3.Deep technical understanding and application of new modern technology; shelter for many other units, such as a sugar plant and a water treatment plant, belonging to the same company.

Weakness

- 1.The younger group received less incentive.
2. The price of the raw resources that manufacturers utilize

OPPORTUNITIES :

- 1.Possibility to boost workforce productivity by making contract workers employees of the business.
- 2.Possibility for the business to grow or establish a supporting unit.
- 3.Promotion within the organization for competent and effective personnel.
- 4.An environment at work where workers are valued and rewarded for their efforts.

THREATS:

- 1.Global and market competitors frequently change.
- 2.Direct foreign investment in to the domestic industry.
- 3.Changes in the technology.

Humans are thought of being sociable animals who need time for their families, societies, and personal desires. Most employees work more than nine hours a day today, with the remainder of the day being spent with family and businesses. The exceptional of time spent with loved ones, friends, or alone oneself could help employees refocus, unwind, and perform better at work.

He may also notice an imbalance in his work life if the staff is unable to achieve harmony between those. Worker experiences stress as a result of an unbalanced work environment, which may negatively affect his overall performance at his place of employment. The company has shown enough initiative to assist its employees in finding.

BALANCE IN WORK LIFE:

Work-life balance is the blending of work and non-work activities in a way that enables people to carry out their duties happily and contentedly. Work-life balance is a result of staff members of an institution being intelligent enough to achieve important personal goals with their knowledge of the business.

Leave Policies

We've established our own family-friendly leave policies so you may support the staff. There are undoubtedly 15 paid leaves available within the company. The company offers its workers professional leave, leave for religious or cultural holidays, and

Other rules

The possibility of paid paternity, maternity and parenting leaves are furnished in the organization. Six month maternity depart benefit is furnished to the women employees. Lactation centres, relaxation rooms are provided to the girls personnel.

Different Policies in the organization;

1. Counseling service for personnel.
2. Travelling allowance are given to the personnel.
3. Honest and well timed charge of wages.
4. Job protection has been furnished to the personnel.

REASON FOR WORK EXISTENCE IMBALANCE:

- Reluctance to adapt The discrepancy in work life will have several causes, one of which is resistance to collaboration between employees and management.
- Comparisons between coworkers Employees become more depressed as a result of evaluations from the top management among their peers, which leads to an imbalance in their work and personal lives.
- Local prejudices The imbalance of work lifestyles will increase as a result of discrimination at the workplace based on area or geographic region.
- Extended operating times Long work hours result in decreased worker effectiveness at the workplace, which compromises work-life balance.

II Literature survey:

Basman Dalayeen :He discussed a great work existence in his piece, "Quality of work life among the staff of Cairo Amman Bank." According to him, the QWL approach alters the structural microclimate by civilizing task, allowing individuals to form affiliations, and changing the structural and administrative station system. Building work values inside the organization is important since it ensures improved performance and increased activity enjoyment.

Pooja Ainapuret: The various elements were examined in their work, "Paintings Life Balance Regulations Practices and its Effect on the Organizational Performance." With regard to leave associations, parenting and pregnancy policies, flexible work associations, and other topics, agencies are now developing important regulations and applications. Workers who are successful enough to achieve work-life balance feel happy and experience a fulfilling existence. Definitely, a successful mingling of work and non-work sides could turn out to be a win-win situation for employees and the company.

Smitasingh, Disused discusses the effects of the work rife imbalance in India in her paper "Measuring work existence stability in India." She claimed that the primary cause of a person's wide range of conflicting behaviours is stress at work. The imbalance in work and personal lives has had a negative impact on people's health and well-being. She also claims that a person's employment has a significant impact on their job satisfaction and performance.

III. PROBLEMS DEFINATION

Industries nowadays are more aware of the need for a healthy work-life balance. Work-life balance has become more of a challenge for both private-sector and public-sector personnel. One of the major factors affecting employee performance is WLB. Additionally, it has an impact on the attitudes and behaviours of employees within the organization. This study seeks to understand the issues affecting the employees' ability to maintain a stable work environment. The examination is intended to identify the organization's work-life balance programmes, lifestyle practices, and their impact on employees' retention and production.

OBJECTIVES

To learn more about balancing work and life

- To determine how employees will have more family time
- To evaluate how work-life balance affects productivity growth.
- To determine whether an employee can manage their job and personal lives.

THE NESSECITY OF THE STUDY

The rules for working life should be well thought out in order to guarantee that every employee is performing their duties to the best of their abilities. The performance of the work environment as a whole as well as worker safety are seriously threatened by stability in adequate work existence. Employees who have a good work-life balance feel safe in their roles and are less impacted by work-related stress. As an alternate method of managing staff, it might be considered.

Methodology

The information was collected from the primary and the secondary sources for organization to fulfill the objectives.

PRIMARY SOURCE

- Talk with account managers and the heads of other departments.
- By reviewing the activity of the industry individually.

SECONDARY SOURCES

- Annual Statements
- Newspapers, Magazines
- The Journal
- Websites
- Financial management text-books

STUDY LIMITATIONS

Only one company is the subject of this investigation.

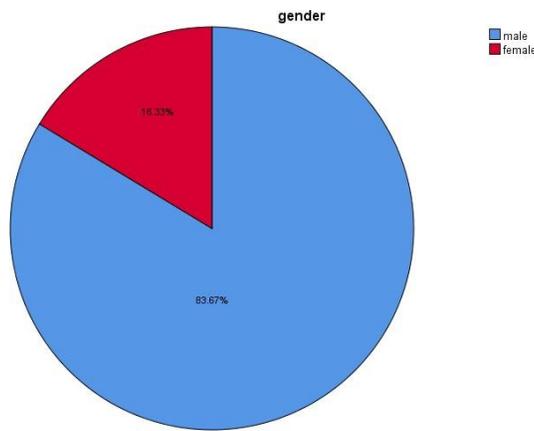
Some respondents took a while to complete and return the survey.

- Since employee expectations and perceptions change frequently, employee comments may or may not be real.
- This finding cannot be applied to other firms.
- Some of the respondents don't differ much from one another.

IV. RESULT AND DISCUSSION

INTERPRETATION OF DATA

		gender			Cumulative
		Frequency	Percent	Valid Percent	Percent
Valid	male	36	72.0	78.7	83.7
	female	9	16.0	16.3	100.0
	Total	45	98.0	100.0	
Total		45	98.0		

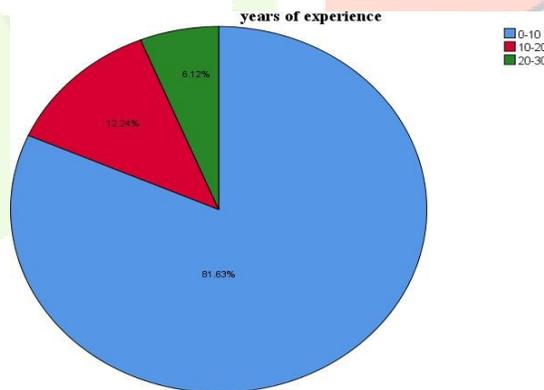


The aforementioned table demonstrates that there are more male employees than female employees in the firm, with the ratio being 83.67% for men and 16.33% for women.

Analysis from experience

Number of Year of experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-10	36	80.0	81.6	81.6
	10-20	5	12.0	12.2	93.9
	20-30	4	6.0	6.1	100.0
	Total	45	98.0	100.0	
Total		45	98.0		

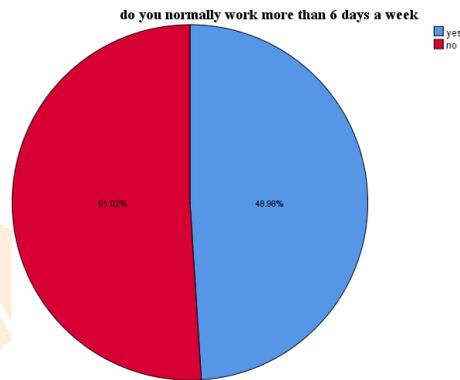


The afore mentioned table reveals that the majority of employees in the company are between the ages of 0 and 10, or 81.63%, while some are between the ages of 10 and 20, or 12.24%, and very few are between the ages of 20 and 30, or 6.12%

Analysis from working days

Do you work more than 6 days a week

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	20	48.0	49.0	49.0
	no	22	50.0	51.0	100.0
	Total	42	98.0	100.0	
Total		42	98.0		

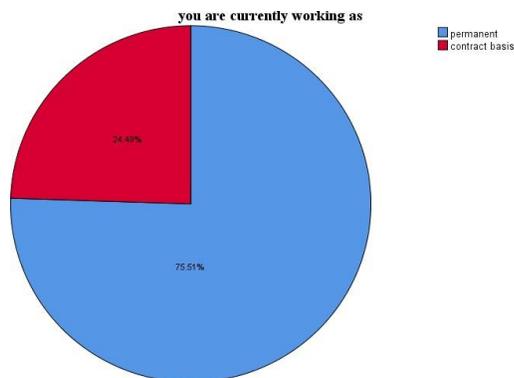


The afore mentioned table demonstrates that, in times of emergency, the majority of employees (49%) work more than six days each week. whereas 51% of the workforce works fewer than six days a week.

Analysis from current working condition

You are currently working as

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	permanent	31	74.0	75.5	75.5
	contract basis	15	24.0	24.5	100.0
	Total	46	98.0	100.0	
Total		46	98.0		



The preceding table reveals that only a small percentage of employees (24.49%) are employed on a contract basis, whereas the majority (75.51%) of employees are employed on a permanent basis

V.CONCLUSION

According to the study's findings, balancing work and personal obligations will improve employee performance. In this study, the effect of work-life balance on employees' performance at Industries was investigated. The management has been offering their staff effective work-life programmes. The majority of respondents appear to be at ease in the survey to continue doing their regular jobs without discomfort. The study found that work-life balance initiatives had an impact on employees' performance.

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