



## WORK LIFE BALANCE OF EMPLOYEES WITH REFERENCE TO SIFLON DRUGS

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### ABSTRACT

Work-life programs play an important role in the present day context. They have the potential to significantly improve employee morale, reduce absenteeism, and retain organizational knowledge particularly during difficult economic situations and offer a win-win situation for employers and employees. This article focuses on the factors influencing work life balance as the major part and the satisfaction levels of employees as the minor part.. For the present study a questionnaire is used and the statistical tools like chi-square test and factor analysis have been used to comprise the various factor into definite groups. The study revealed the various factors that are influencing the work-life balance and suggested measures to overcome work-life balance.

**KEYWORDS:** Work /life programs, various factors related to work/ life balance, work balance, life balance, Quality of life.

### INTRODUCTION

“Work-life balance is about people having a measure of control over when, where and how they 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 definition and associated principles have been developed to provide a common framework within which individual agencies can develop their own policies. They alert current and prospective public servants to the reasonable expectations and they can have their

work environment. A lack of synchronization between domestic life and work life causes great personal and financial hardship, both to the individual and to the company. Work-life balance is about helping staff to maintain healthy, rewarding lifestyles that will in turn lead to improvements in productivity and performance. Strategies to achieve balance will differ between organizations, partly depending on their function, the types of work roles they offer, and their workforce profile.



## NEED OF THE STUDY

To understand the need of work-life balance, one first needs to understand about work-life imbalance, as with the understanding of the origin, causes and effects of this imbalance. Then balancing act becomes easier. The corporate world of today is exceedingly demanding work life balance and varies from organization to organization. The consequences of imbalance in work-life leads to long working hours, carrying work to home and lesser amount of time spent for personal and family commitments. This implication of growing pressure of work front has a negative impact on both the professional and personal fronts of an employee.

## STATEMENT OF THE PROBLEM

A person who is a workaholic and does not enjoy his family life cannot be termed as a successful person. When an individual in his life encounters such imbalance then peace and harmony of the individual's life will be completely vanished and there is an adverse effect of it on the work life too. To avoid such situation one should always try to avoid this imbalance in their life. The transition from work life imbalance to work life balance has fruitful benefits to an organization and also for its employees. Therefore, organizational level, balanced nature of work enables increase in productivity and efficiency of employees. Employees will become more creative and they drive more satisfaction from work. Better teamwork and communication offer a conducive working environment. This creates enjoyable atmosphere at work and increased passion for work.

## REVIEW OF LITERATURE

**A G V. Narayanan and R. Lakshmi Narayanan(2012)** focussed on the work-life balance of software professionals working in IT sector and said that Work-life balance is one among the various human resource concepts in the contemporary business environment. Organizations are also giving utmost importance to work-life balance to get the best out of their employees. Concentration on life over work or work over life will not yield anticipated return to both the employee and employer.

## **Graham S. Lowe and The Graham Lowe Group Inc.(2005)**

concluded that long-term exposure of workers to excessive work hours, evening and rotating shift schedules, and high levels of work-to family interference elevates their risk of mental and physical health problems.

**Haruko Noguchi(2009)** evaluated the effects of work-life balance measures and workplace flexibility on a female worker's choice and timing of being reinstated into the labor market after the first childbirth.

## **Helen de Cieri, Barbara Holmes, Jacqui Abbott and Trisha Pettit (2002)**

reported the findings of three surveys conducted from 1997 to 2000 of organizations in Australia and identified the range and usage of work/life balance strategies and the barriers to those strategies.

## **Judy de villiers and Elize kotze(2003)**

suggests that employees 'work-life balance should improve by nurturing individual balance-enabling skills as well as developing organizational balance-supportive capabilities. It was found that work-life balance is a personal issue that varies across time and situations and the underlying conflict experienced pertains to role overload and role interference.

## **Rana Zehra Masood and Seema Mahlawat**

Identified the impact of various demographic factors on the critical factors of Work-life Balance. Sample size(300) of the research consisted of from different levels in the organization. Workplace flexibility, Reduction of working time, Leave and benefits, dependent care initiatives & Work-life stress management reflect the importance of nurturing a supportive culture in terms of embracing Work-Life Balance.

## **Ms. Ruchi Sao (2012)**

said that Work, Family, Friends/community and self are four quadrants in life. To give proper and timely attention to each can creates a feeling of satisfaction in oneself Effective work life balance is a valuable marketing method of not only attracting employees but also retaining them for a long time.

## **U.W.M.R. Sampath kappagoda (2012)**

worked on 200 non managerial employees in public banks and 200 non managerial employees in private

banks. The results of the study indicated that the level of job satisfaction, organizational commitment, job involvement, task performance and contextual performance of non-managerial employees in private banks are higher than the non-managerial employees in public banks.

**RESEARCH METHODOLOGY**  
**OBJECTIVES OF THE STUDY**

- ✧ To analyze the factors influencing work life balance of employees at Siflon drugs.
- ✧ To study the level of satisfaction and dissatisfaction with respect to work life balance of employees in Siflon drugs.

**RESEARCH DESIGN:** Descriptive study.

**SAMPLE DESIGN:** Stratified random sampling.

**SAMPLING TECHNIQUE/METHOD:**

convenient sampling technique.

**QUESTIONNAIRE:** Questionnaire.

**SAMPLE UNIT:**

Company name: SIFLON DRUGS

Location : ANANTAPUR

**SAMPLING SIZE:** The sample size for the present study is 130.

**LIMITATIONS**

1. Busy schedule of employees is one of the major constraints for collecting the information.
2. The individual perspective appears to be different.

**1. FACTOR ANALYSIS**

Table-1, KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.631
Bartlett's Test of Sphericity	Approx. Chi-Square	743.182
	df	378
	Sig.	.000

The K.M.O value of 0.631 indicates that the condition is "good" for further tests to be carried out

Table-2, Bartlett test: Communalities		
	Initial	Extraction
flexible working hours	1.000	.425
flexible leave arrangements	1.000	.361
flexible working time	1.000	.110
work shifting	1.000	.303
job sharing	1.000	.345
early starting nature of work	1.000	.392
work on flexible holidays	1.000	.331
health care facilities	1.000	.368
attitude of boss	1.000	.381
pressure in travelling from home to work	1.000	.179
overtime compulsions	1.000	.469
routene meetings	1.000	.299
family commitment	1.000	.201
free time to attend functions	1.000	.293
spending time with friends	1.000	.286
Reaching home on time	1.000	.279
circumstances for further studies	1.000	.176
heavy work load	1.000	.029
community and religious activity	1.000	.272
additional responsibilities	1.000	.191
free time in weekend	1.000	.349
iam satisfied with my job	1.000	.352
iam satisfied with my life	1.000	.235
i dont feel stress	1.000	.364
i never spoiled my work	1.000	.329
i never failed in family care	1.000	.147
attitude is good at work place	1.000	.356
attitude is good at life	1.000	.245

Extraction Method: Principal Component Analysis.

**Table-8, Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.034	14.408	14.408	4.034	14.408	14.408	3.627	12.955	12.955
2	2.141	7.647	22.055	2.141	7.647	22.055	2.345	8.374	21.329
3	1.891	6.754	28.809	1.891	6.754	28.809	2.094	7.480	28.809
4	1.740	6.213	35.022						
5	1.554	5.551	40.573						
6	1.496	5.341	45.914						
7	1.342	4.793	50.707						
8	1.279	4.569	55.276						
9	1.095	3.912	59.188						
10	1.024	3.658	62.846						
11	.992	3.544	66.390						
12	.865	3.090	69.479						
13	.839	2.997	72.477						
14	.804	2.871	75.348						
15	.758	2.707	78.055						
16	.669	2.389	80.444						
17	.637	2.275	82.719						
18	.591	2.112	84.831						
19	.567	2.024	86.855						
20	.540	1.928	88.783						
21	.507	1.810	90.593						
22	.499	1.784	92.377						
23	.462	1.650	94.027						
24	.415	1.481	95.507						
25	.390	1.395	96.902						
26	.337	1.205	98.107						
27	.283	1.011	99.118						
28	.247	.882	100.000						

*Extraction Method: Principal Component Analysis.*

SPSS has extracted 3 factors based on Kaiser’s criterion of retaining factors with eigenvalues greater than 1. Kaiser’s criterion is accurate when there are less than 30 variables and

the communalities after extraction are greater than 0.6. For these data, there are 3 variables and the mean communality is 0.28 so extracting three factors are warranted.

**Table-4, Rotated Component Matrix<sup>a</sup>**

	Component		
	1	2	3
<b>flexible working hours</b>	<b>.431</b>	.355	.335
<b>flexible leave arrangements</b>	-.103	-.007	<b>.592</b>
<b>flexible working time</b>	.119	<b>.290</b>	.108
<b>work shifting</b>	-.322	<b>.416</b>	.163
<b>job sharing</b>	-.472	<b>.312</b>	-.157
<b>early starting nature of work</b>	.107	<b>.617</b>	-.010
<b>work on flexible holidays</b>	<b>.517</b>	-.251	-.022
<b>health care facilities</b>	<b>.410</b>	-.431	-.119
<b>attitude of boss</b>	-.438	<b>-.009</b>	-.436
<b>pressure in travelling from home to work</b>	.048	<b>.388</b>	-.162
<b>overtime compulsions</b>	-.684	-.029	<b>.018</b>
<b>routene meetings</b>	<b>.538</b>	-.085	.046
<b>family commitment</b>	-.341	<b>.262</b>	-.126
<b>free time to attend functions</b>	<b>.477</b>	-.086	-.242
<b>spending time with friends</b>	<b>.474</b>	.148	.199
<b>Reaching home on time</b>	-.222	<b>.465</b>	-.117
<b>circumstances for further studies</b>	.087	.002	<b>.410</b>
<b>heavy work load</b>	-.016	-.007	<b>.171</b>
<b>community and religious activity</b>	<b>-.045</b>	-.061	-.516
<b>additional responsibilities</b>	-.069	<b>.316</b>	.295
<b>free time in weekend</b>	<b>.397</b>	-.434	-.049
<b>iam satisfied with my job</b>	-.152	<b>.533</b>	-.209
<b>iam satisfied with my life</b>	<b>.457</b>	-.120	.105
<b>i dont feel stress</b>	<b>.588</b>	.065	-.116
<b>i never spoiled my work</b>	-.130	<b>.287</b>	-.479
<b>i never failed in family care</b>	.198	-.164	<b>.285</b>
<b>attitude is good at work place</b>	-.380	-.076	<b>.455</b>
<b>attitude is good at life</b>	-.352	<b>-.229</b>	-.263

Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

Three factors have been extracted, based on my criterion that only factors with eigenvalues of 1 or more should be extracted. Cumulative percentage of variance explained column extracted three factors together account for 28.2% of the total variance.

Extraction: Looking at the pattern matrix and using loading greater than 0.4 as recommended by Stevens, we see the following

**pattern:-**

**Table- 5Component differentiation**

Component 1	Component 2	Component 3
Flexible working hours	Flexible working time	Flexible leave arrangements
Work on flexible holidays	Work shifting	Overtime compulsions
Health care facilities	Job sharing	Circumstances for further studies
Routine meetings	Early starting nature of work	Heavy work load
Free time to attend functions and others activities	Attitude of boss	I never failed in family care
Spending time with friends	Pressure in travelling from home to work	Attitude is good at work place
Community and religious activity	Family commitments	
Free time in weekend	Reaching home on time	
Iam satisfied with my life	Additional responsibilities	
I don't feel stress	I'm satisfied with my job	
	I never spoiled my work	
	Attitude is good in life	

Thus I conclude that:

Component 1 leads to: work on flexible holidays (0.517)

Component 2 leads to: reaching home on time (0.465)

Component 3 leads to: flexible leave arrangements (0.592)

**Interpretation:-**

By this factor analysis, it is clear that the above three components have maximum importance to increase the satisfaction level of the employees. Therefore, the above three factor/component have significant effect in the satisfaction level of employees and each of the factor related to

work life balance is inversely proportional to the satisfaction level. So, emphasizing on the above factor leads to improvement in the satisfaction level of employees.

**2. CHI-SQUARE**

**Statements:**

1.  $H_0 =$  The nature of the work is not starting at early.
2.  $H_0 =$  The organization is giving flexibility at work place.
3.  $H_0 =$  The Over time is not compulsion at work place.

Statements	Chi-square calculated Value	df	Asymp. Sig. (2-sided)	Chi-square Table Value	Opinion
1	39.326 <sup>a</sup>	16	0.001	26.30	$H_0$ is rejected
2	35.829 <sup>a</sup>	16	0.003	26.30	$H_0$ is rejected
3	26.943 <sup>a</sup>	16	0.042	26.30	$H_0$ is rejected

From the above table it is inferred that null hypothesis for the above statements is rejected. As the calculated value is greater than the table value at 0.05 significance level. Majority of the employees are feeling that most of the work is starting at early than the time specified, organisation is not providing flexibility at work place and overtime is compulsion at work place. With this employees are unable to have a better balance of work related role and the family related role.

**CONCLUSION**

Work - life balance is an emerging phenomenon in the context of modern day organization. After the study it is observed that most of the employees are facing the problems related to the transportation & health care facilities. So the organization should provide better facilities based on the availability and management has to provide flexible holidays to the employees for balancing their family and also conduct some religious activities to motivate them towards the achievement of organizational goals in a short span of time. Most of the employees are satisfied in life and also with their jobs and all the employees' behavior or attitude is good at work place and good in life. So concentration on life over work or work over life will not yield anticipated return to both the employee and employer.

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