

A Project Report on Work-Life Balance with reference to Rayalaseema Thermal Power Plant (RTPP)

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Abstract:

Work-life balance entails attaining equilibrium between professional work and other activities, so that it reduces friction between official and domestic /personal life.

Work-life balance is considered to be important for both, business practice and academic research. The literature shows that work-life balance is a central issue affecting wellbeing, as family and work are the most important elements of everyone's life. Any competing demands of work and family life cause conflict and negatively affect the wellbeing of workers. This study focused on assessing the impact of work-life balance determined by work-family conflict and family work conflict on the wellbeing of individuals employed in the private sector in India. Wellbeing was measured by levels of family satisfaction, work satisfaction and psychological distress.

Key word's: Employee work-life balance, WLB, thermal power corporation

INTRODUCTION:

WORK-LIFE BALANCE:

The term "WORK-LIFE BALANCE (WLB)" was coined in 1986, although its usage in everyday language was being made for a number of years. Interestingly, work/life programs existed as early as the 1930s.

The policies and procedures established by an organization with the goal to enable employees to efficiently do their jobs and at the same time provide flexibility to handle personal concerns or problems at their family front. In fact; dual-wage-earning families in general are working longer hours. A balance work and life is supposed to exist when there is a proper functioning at work and at home with a minimum of role conflict.

Therefore, the incompatibility between the demands from the work and non-work domain give rise to conflict and consequently, people experience a lack of WLB. There is confirmation of the fact that people entering the workforce today are laying emphasis on the importance of WLB more than their predecessors. In spite of this, the extent to which this balance is being achieved is far less than what is desired.

In fact, researches bring to mind that graduates are being drawn into situations where they have to work for progressively longer hours and so experience an increasingly unsatisfactory balance between home life and work-life.

REVIEW OF LITERATURE:

Singh S. (2013) mentioned Role stress theory in his paper Titled "Work- Life Balance: A Literature Review" wherein the negative side of the work- family interaction has been put under the spotlight. Recently, the emphasis has shifted towards the investigation of the positive interaction between work and family role as well as roles outside work and family lives, and scholars have started to deliberate on the essence of work- life balance.

Jang (2008), studied "The relationship between work-life balance resources and the well-being of working parents" which aimed to study how working parents cope with work- life demands. The study used 27 working parents with either ill or disabled children in New Jersey. It was mixed research with both qualitative and quantitative results. The result talks about the effect of formal and informal workplace support in enhancing the wellbeing of employees with the children in general and those with a chronically ill or disabled child in particular.

Murthy M. and Shastri S. (2015) observed various issues in Work Life Balance of Parents in the paper titled "A Qualitative Study on Work Life Balance of Employees working in private sector", like parenting issues: Need more time for children, Showing work frustration on children. Marital issues: Need more time of spouse, not able to give time to spouse. Role conflict/ Role guilt: Doubtful about how good they are in the roles that they play at home..... as a mother or as a daughter in law.

Kumaraswamy M., Ashwini S. (2015) in paper titled "Challenges in WLB of Married working Women" studied that it is important for employees to maintain a healthy balance between work and their private lives. Generally, those employees who have better work-life balance contribute more towards the success of the organization. The organization can render better service to the customers by having productive and efficient employees. Family sphere changes that have impacted the work life balance of individuals in today's context include nuclear families, single parent households, and dual earning parents, parents working at different locations and increasing household work.

Shalini and Bhawna (2012) reported in their study, "Quality of work life balance" is being used by the organizations as a strategic tool 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.

Santosh R. S., Jain R. (2016) in their paper "Study of Effect of Commuting & Working Hours On Work Life Balance of Working Fathers in Mumbai" proved that Long working hours and long Commuting hours are seriously affecting the Work Life Balance of working fathers in metro Cities. There is need to research and investigate further on this subject in order to improve lives And productivity of working men in metro cities of India

Kumari T. (2011) in the paper titled "Impact of Stress on Work-life Balance of Women Employees with reference to BPO and Education sectors in Bangalore" analyzed the impact of Work life balance of women employees in Education and BPO sectors conclusion is drawn that Stress level between the women employees is different in different sectors. Though there is Difference in their professions based on the work and life balance we can say that stress level in The work environment might be different but they say that at home their stress level is equal. As Per the results, stress level impact is different in both the sectors.

Doble N., Supriya M. V. (2010) in the paper titled "Gender Differences in the Perception of Work-life Balance" brings out with East West comparison. The study indicates that work-life Balance issues here are quite similar to those in the West. With the increase in number of dual Career couples in India, it is but natural that family friendly work practices must be adopted here As they would go a long way towards improving productivity and enhancing quality of work And family life. Flex time, home working, child care facilities and the option to work part time Are facilities that need to be introduced

Nayeem A., Tripathy M (2012) in the paper titled "Work-Life Balance among Teachers of Technical Institutions" mentioned that teaching is reported to have positive and negative Experiences about work- life. This paper has examined the relationship of job satisfaction with Work- life Balance (WLB), turnover intentions and burnout levels of teachers. One of the key Findings of this paper is that WLB is a major contributor toward Job satisfaction and male

Teachers feel more burnout compared to female teachers

Kannan P., Suma U (2015) in the paper titled “Managing Stress among Co operative Bank Employees in Palakkad district” says that about 80% of the respondents believed that they face High level of stress, which may be due to both professional and personal reasons. Stress in Banking sector is mostly due to excess of work pressure and work-life imbalance the Organization should support and encourage taking up roles that help them to balance work and Family.

Satuluri P., Reddy S. (2013) in the paper titled “Effects of Stress on Work-Life Balance—A Study on Female Police Personnel” highlighted the imbalances in Female Police Constables of Andhra Pradesh and to find the impact of demographics of the respondents on their stress. The Results revealed that there was a positive correlation between stress and work-life balance, and Stress was the predictor of work-life balance.

Goyal K.A, Agrawal A (2015) in the paper titled “ Issues and challenges of Work life Balance in banking industry of India” explained that Work life balance policies and programs are An investment in an organization for improving productivity, reducing absenteeism, achieving Improved customer services, better health, flexible working as well as satisfied and motivated Workforce especially in banking industry.

NEEDS OF WORK-LIFE BALANCE:

- ❖ work life balance is important for all over well-being and quality life.
- ❖ Poor work life balance can lead to negative health outcomes such as stress, burnout and mental health issue.
- ❖ Improved work-life balance can lead to increased job satisfaction and productivity.
- ❖ Work-life balance is becoming increasingly important in today's workforce, with more employees seeking flexibility and work life balance as a priority in their job search.
- ❖ Multiple roles performed by individuals call for better integration between work and non-work issues.
- ❖ Understanding the factor the contribute to work-life balance can help organizations
- ❖ Develop effective policies and practice to support employees in achieving work-life Balance.

Objectives:

- To identify the “Measures of balance employee with life” .
- To know the “Excessive workload of the employee”.
- To know the “Study about the impact of high level of stress in work”.
- To study the “level of Stress between work and personal life”.
- To study the “Relationship between family related variables (children’s, wife and husband)”.

RESEARCH METHODOLOGY:

Research: is an art of scientific investigation. Research comprises defining and redefining Problems, formulating hypothesis or suggested solutions, collecting, organizing and Evaluating data, making deduction and reaching conclusions and at last carefully testing The conclusion to determine whether they formulating hypothesis.

Methodology: The Study is about the work life balance in an Organization. It deals with The title of the study, need of the study, objectives & Scope of study.

Title of the Study: The study is titled as "WORK LIFE BALANCE" at ‘thermal power plant’, Proddatur.

Data sources: Questionnaire

Data is collected from primary and secondary sources:

Collection of the data is of primary importance in the research process. Data which is collected for the purpose of research helps in proper analysis which is helpful to conduct research effectively. The data source, which is very important in the collection of data, is primary data and secondary data.

Primary Data: This consists of original information gathered for specific purpose. The normal procedure is by interacting with the people individually and/ or in a group, to get the required data.

Secondary Data: This consists of the information that already exists somewhere, either in some Annual Records or Magazines etc, having been collected for other purpose. Here

the researcher has both primary as well as secondary data.

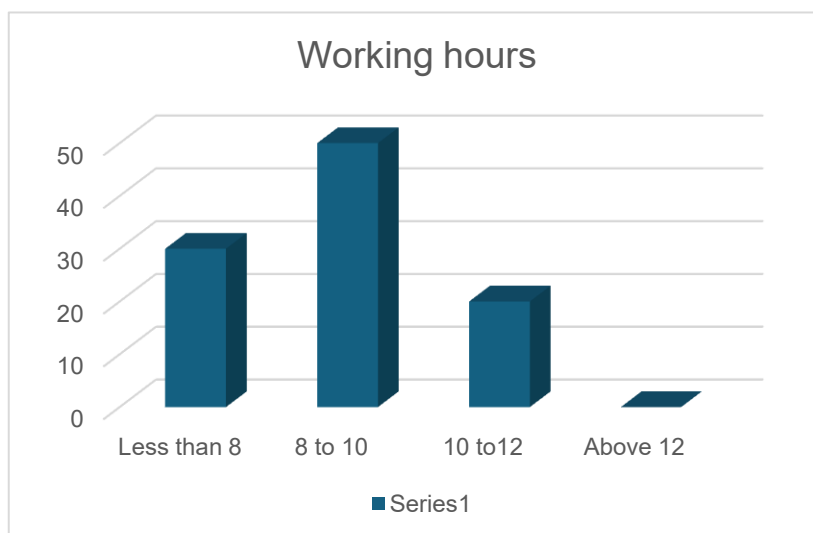
BENEFITS OF MAINTAINING WORK-LIFE BALANCE:

- Maintaining mental health
- Improving physical health
- Minimizing work-related stress
- Being more present in the moment
- Increasing productivity and engagement at work
- Becoming a well-rounded individual
- Becoming more successful

ANALYSIS OF DATA:

1. Normal Working Hour per Day

Less than 8	30
8 to 10	50
10 to12	20
Above 12	0



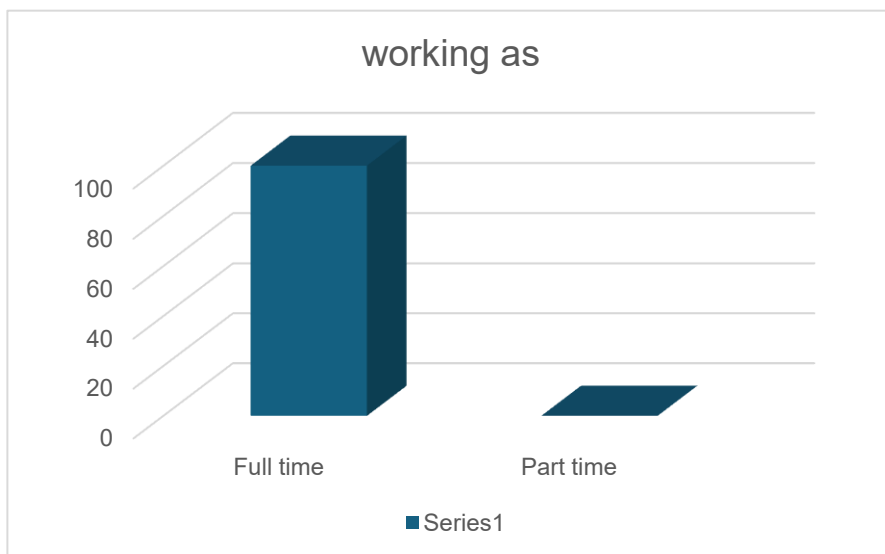
Interpretation:

Form the surveyed data it is clear that 50 employees are working from 8-10 hr daily. Even 30 employees from surveyed data are working for less than 8hrs per day. Du to

privatization working hour is major factor which affect flexibility of employees.

2. Currently working as

Full time	100
Part time	0



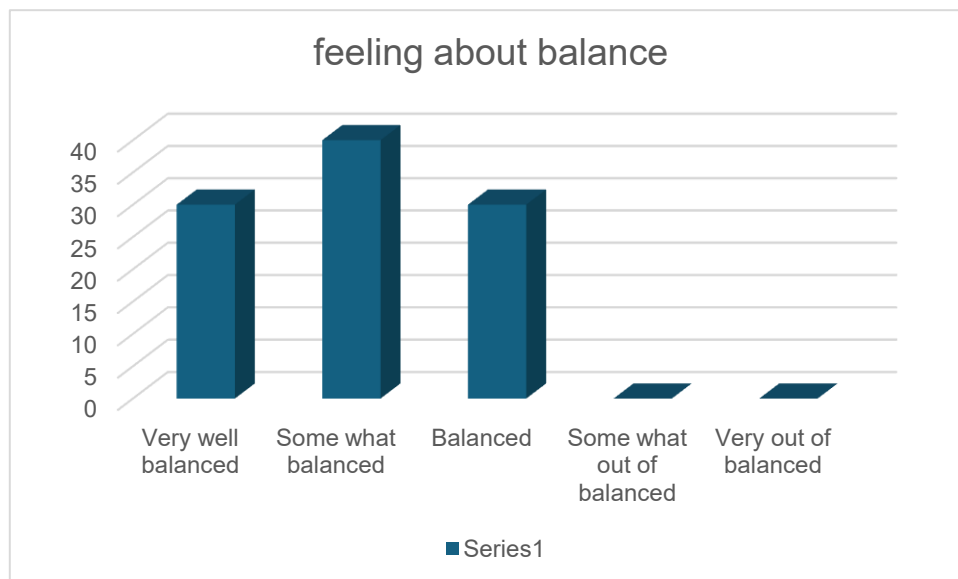
Interpretation:

Form the surveyed data it is clear that 100 employees are working as full time employees.

Usually employees prefer to do work as full time rather than part time.

3. Response of employees about the level of balance between work life and home life?

Very well balanced	30
Some what balanced	40
Balanced	30
Some what out of balanced	0
Very out of balanced	0



Interpretation:

Form the surveyed data it is clear that 40 employees feel that their work life and home life is Somewhat balanced. Even 30 employees from surveyed data feel that their work life and Home Life is very well balanced & balanced. Max no of employees says that they can Balance their dual life at certain heights

Conclusion:

The family and work life are both important to employees in any sector and if these two are not maintained properly it creates stress and strain and results into various diseases. This study is found important because it tries to know how the work life and family life interface results into stress.

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