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# A Study on Employees Work Life Balance in L&T Infotech

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**ABSTRACT:** Work life balance is now playing an important role in deciding the job-related performance of employees in any sector. It is about effective managing the balance between paid work and other activities like spending time with family, taking part in Sports and recreation, undertaking further study. Earlier companies attract the candidate by just providing effective training for Job security. But many employees in 21st century see "work life balance policies" as a critical factor for selecting the companies.

This paper aims to study the level of work life balance among employees in LTI and explore how it is affecting the work-related activities of the employees at LTI. A structured questionnaire distributed among 111 respondents through questionnaire. Tools used were simple percentage ranking method and chi-square test. The purpose of this paper is to present the result of a survey on the Work life balance of employees towards the various levels of satisfied categories will be applied for the firm.

## I. INTRODUCTION

Work life and personal life are two separate priorities. But as time passes due to globalization and gradual increase in work pressures, maintaining work-life balance has attracted the attention of the organizations and employees as well. The employees who spend long working hours or for the entire day are facing many challenges in balancing their personal lives with the demands of their profession.

The origin of the term Work-Life Balance took place in early 80's, because of gradual increase in the count of working women employees having children in tender age-groups dependent on them.

Work-Life balance means an effective management between the work and the personal or social responsibilities which an individual is expected to perform in the firm. Work life can influence organizational productivity and the well-being of the employees in different ways. Given below are some of the impact of work life balance issues:

**1) Impact on the Profitability and Growth:** Excessive pressure of achieving the profitability and growth targets builds stress, hampers the overall productivity of the employees, and disturbs their balance of work-life.

**2) Employee's work Engagement and Quality of customer service:** An imbalance in the work and life front will adversely affect the complete engagement of the employees at work and hamper the quality of services delivered to the customers. The other side, the quality of service must be reliable and consistent, if the employees perceive that their efforts or their presence is valued by the management and the organization is committed to both personal and professional success of their employees.

**3) Talent Acquisition strategy and the Challenges related to it:** There is an increase in the composition of the baby boomers and relatively a young pool of working professionals, have increased their expectations for a favourable work life culture. Apart from work responsibilities need to attend to the personal/social responsibilities of their life. Research reveals that to achieve a reduction in the rate of absenteeism by almost 50% by introducing flexi-work options and employee welfare policies.

### Benefits of Healthy Work Life Balance

By knowing the importance of maintaining a healthy work-life balance, employees will get motivated to take the necessary steps for achieving the balance. Work-Life balance is advantageous for the employees and organization as well. A balance between the work and personal life, helps in improving the employee productivity, morale, and health condition. In fact, work-life balance should be a priority for all of us. An imbalance in any of the front will make the life difficult and pose several hazards or challenges in terms of health, happiness, and emotional stability.

### The benefits of work-life balance are given below

- **Fulfilment:** People who maintain a balance between work and personal life experience a sense of fulfilment in their life.



- **Health:** A balanced work-life will help in reducing health related complications and there is a risk of various diseases of heart, hyper-tension, stress, or life-style related ailments.
- **Improved Productivity:** Greater work-life balance will improve the employee productivity and performance at work.
- **Strengthen Relationship:** Work-life balance facilitates combination of professional and personal relationship. Conflicts can be when there is a balance between both.

## II. STATEMENT OF THE PROBLEM

Nowadays, work life balance has become an increasingly invasive concern to both employers and employees. Work life balance which primarily deals with an employee's ability to properly prioritize between work and his or her lifestyle, social life, health, and family etc, is generally linked with employee productivity. Though it is personal, organizations are to provide a supportive environment and resources for the individuals to be able to pursue a balance in their lives and work.

## III. OBJECTIVES OF THE STUDY

- 1.To study the work life balance of employees in LTI.
- 2.To identify the factors which influence the work life balance of employees in LTI.
- 3.To rank the problems faced by the employees in balancing work life in LTI.
- 4.To suggest suitable measures for balancing work life balance of employees in LTI.

## IV. SCOPE OF THE STUDY

- 1.This study identifies that it helps people to relieve their stress as they can spend leisure time with their near and dear ones.
- 2.Companies can improve productivity from their employees who is enthusiastic and refreshed as compared to an over worked employee.
- 3.Healthy lifestyles helps to maintain a work life balance. That includes good diet, regular exercises, etc.

## V. LIMITATIONS OF THE STUDY

- 1.Many respondents neglected to respond to the survey in their busy schedule.
- 2.Many respondents found it difficult to rank the problems faced by the employees, because they are equally facing all the problems.

## VI. REVIEW OF LITERATURE

1. Pravin Bhende, Y. V. Reddy (2020) says that the purpose is to unearth the dimensions of quality of work life and work-life balance and to find out the impact of the quality of work life. The output indicates that the productivity dimension of a work-life balance was influenced by all dimensions of quality of work life except grievance redress. This will help managers to ensure employee productivity and skill deployment by enhancing the quality of work life and for employee welfare and organizational output.
2. Deivasigamani, J, Dr. Shankar.G (2014) study on work-life balance in the IT sector seems to be needed in this recent time, taking into consideration regarding the workload of the employees, thus a necessary environment to balance work and personal interests. A study on work-life balance of employees was conducted in IT organizations in Chennai in general and the objective of the study is to find out the causes of disproportionate work-life balance, the benefits for the individual and the organizations in enabling a proper balance between work and life.
3. D.M.A.K. Divisekara (2019) believes that Employee Work Life Balance (WLB) is a major factor to increase employee performance as well as organizational performance. Employee performance is very important for any organization to achieve competitive advantage. The research explores the impact of work life balance on employee's performance. Employee assistance programs, Technology advancement, working environment and workplace stress are selected independent variables and employee performance is the dependent variable.
4. Hussein Isse Hassan Abdirahman, Iliyasu Shiyabade Najeemdeen (2018) examines that, the relationship between work-life balance, satisfaction of job and organizational commitment on employee performance among administrative staff in Northern region universities in Malaysia. However, it concludes that for effective employee performance to be





enhanced, the level of motivation needs to be improved. This would determine the sustainability or otherwise of organizational goals either private or public sectors.

5. David E. Guest (2002) reviews that, the aspects of contemporary theory and research on work-life balance. It starts from exploring work-life balance and policy in some countries and after outlining traditional perspectives examines the concept of balance and its implications for the study of the relation between work and the rest of life.

## VIII. RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The Methodology may include Publication Research, Interviews, Surveys and Other Research Techniques and could include both Historical and Present Information.

### RESEARCH DESIGN

Research Design analyse the overall strategy that to choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring that will effectively address the Research Problem.

It constitutes the blueprint for the Collection, Measurement and Analysis of Data.

### TYPES OF RESEARCH

The Research Type used in this Study is Descriptive, which is used to describe characteristics of a population or phenomenon being studied.

### SAMPLE DESIGN

Sampling is a process of selecting enough elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

### SAMPLING METHOD

#### PROBABILITY SAMPLING

Probability sampling is one of the sampling techniques where the samples are gathered in a whole process that gives all the individuals in the population equal chances of being selected.

#### SIMPLE RANDOM SAMPLING

The Sampling Method used in this study is Simple random Sampling.

In simple random sampling every respondent has equal probability of being selected.

In this method the subset of population is achieved through chance but without any logic.

### DATA COLLECTION

Data Collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research question, test hypotheses and evaluate outcomes.

#### Primary Data Source

A Primary Data Source provides direct or first-hand evidence about an object, person, or work of art. It includes Historical & Legal Documents, Eyewitness Accounts, Results of Experiments, Statistical Data, Audio and Video Recordings, etc.

Using Questionnaire, which is a set of printed or written questions with a choice of answers, devised for the purpose of a survey or statistical study, We Collected the Data.

#### Secondary Data Source

The data that was originally collected for other research are called Secondary Data Sources.

I Referred Articles, Journals & Magazines as mentioned in the Bibliography.

### SIZE OF THE SAMPLE

The Sample size is 111.

### TOOLS USED

The Tools used in the Study includes

#### 1) RANKING METHOD



Ranking is a method of numbering of attributes from highest total score to lowest total score

**2)CHI –SQUARE TEST METHOD**

The chi –square method is the application of testing the significant difference between observed and expected values.

$$\text{Chi –square test } (X^2) = \sum \frac{(O_i - E_i)^2}{E_i}$$

To find  $E_i$

$$\text{Row Total X Column Total}$$

$$\text{Expected frequency} = \frac{\text{Grand Total}}{\text{Grand Total}}$$

Whereas,

$O_i$  = Observed Frequency

$E_i$  = Expected Frequency

**Degree of freedom**

$$\text{Degree of freedom} = (R - 1) \times (C - 1)$$

Whereas,

R = Number of rows

C = Number of columns

**VIII. DATA ANALYSIS AND INTERPRETATION**

**TABLE NO:8.1 RANK THE PROBLEMS FACED BY THE EMPLOYEES IN BALANCING WORK LIFE BALANCE**

S. NO	PROBLEMS	MEAN SCORE	TOTAL SCORE	RANK
01	LONG WORKING HOURS	61.80	6860	I
02	WORK FROM HOME	57.33	6364	II
03	LEAVE/ TIME OFF BENEFITS	52.81	5862	III
04	HIGH STRESS LEVEL	50.64	5622	IV
05	UNSUPPORTIVE RELATIONSHIPS	45.11	5008	V
06	MEETINGS/ TIMINGS AFTER OFFICE HOURS	41.81	4642	VI
07	OVER WORK LOAD	40.46	4492	VII

**INTERPRETAION:**

From this study it is evident that Long working hours ranked no:1 with total score of 6860, Work from home ranked no:2 with total score of 6364, Leave/time off benefits ranked no:3 with total score of 5862, High stress level problem ranked no:4 with total score of 5622, Unsupportive relationship issue ranked no:5 with total score of 5008, Meetings/ timings after office hours ranked no:6 with total score of 4642 and Over work load issue ranked no:7 with total score of 4492.



**CHART NO:8.1 RANK THE PROBLEMS FACED BY THE EMPLOYEES IN BALANCING WORK LIFE BALANCE**



**CHI SQUARE TEST:**

**TABLE NO:8.2 OBSERVED VALUES**

ANNUAL INCOME/ WORKING YEARS	BELOW 5 YEARS C1	5 – 10 YEARS C2	10 – 15 YEARS C3	ABOVE 15 YEARS C4	TOTAL
BELOW 5 LAKHS R1	16	2	0	0	18
5 – 10 LAKHS R2	17	21	7	3	48
10 – 15 LAKHS R3	2	18	14	0	34
ABOVE 15 YEARS R4	0	1	9	1	11
<b>TOTAL</b>	<b>35</b>	<b>42</b>	<b>30</b>	<b>4</b>	<b>111</b>

**NULL HYPOTHESIS**

HO: There is no significance relationship between Annual income and working years.

**ALTERNATIVE HYPOTHESIS**

H1: There is a significance relationship between Annual income and working years.

**TABLE NO:8.3 CALCULATION OF CHI SQUARE**

PARTICULARS	OBSERVED VALUES (O)	EXPECTED VALUES (E)	(O-E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
R1C1	16	5.67	10.33	106.70	18.81
R1C2	2	6.81	- 4.81	23.13	3.39
R1C3	0	4.86	- 4.86	23.61	4.86
R1C4	0	0.64	- 0.64	0.40	0.64
R2C1	17	15.13	1.87	3.49	0.23
R2C2	21	18.16	2.84	8.06	0.44
R2C3	7	12.97	- 5.97	35.64	2.74
R2C4	3	1.72	1.28	1.63	0.95
R3C1	2	10.72	- 8.72	76.03	7.09
R3C2	18	12.86	5.14	26.41	2.05
R3C3	14	9.18	4.82	23.23	2.53
R3C4	0	1.22	- 1.22	1.48	1.22
R4C1	0	3.46	- 3.46	11.97	3.45
R4C2	1	4.16	- 3.16	9.98	2.40
R4C3	9	2.97	6.03	36.36	12.24
R4C4	1	0.39	0.61	0.37	0.95
<b>CALCULATED</b>					<b>X<sup>2</sup>=63.99</b>



$$\text{Chi square}(x^2) = \frac{(O - E)^2}{E}$$

$$\begin{aligned} \text{Degree of freedom } (v) &= (R-1) (C-1) \\ &= (4-1) (4-1) \\ &= 9 \end{aligned}$$

Level of Significance = 5%

Table value (TV) = 16.916

Calculated value (CV) = 63.99

CV > TV = H1 is Accepted

## RESULT

Since the calculated value is more than the table value. So, we accept the alternate hypothesis. There is relationship between Annual income and working years.

### 1. FINDINGS

- 1.Long working hours ranked no:1 with total score of 6860.
2. Work from home issue ranked no:2 with total score of 6364.
3. Leave/time off benefits ranked no:3 with total score of 5862.
- 4.High stress level problem ranked no:4 with total score of 5622.
- 5.Unsupportive relationship issue ranked no:5 with total score of 5008.
- 6.Meeting timings after working hours ranked no:6 with total score of 4642.
- 7.Over workload issue ranked no:7 with total score of 4492.
- 8.Alternate Hypothesis is accepted and there is relationship between Annual income and working experience of the employees.

### 2. SUGGESTIONS

- 1.Maintain a regular prescheduled working hours.
- 2.Supporting flexible working hours which will help to deviate from the distractions and can work focused. Taking break in between work helps in dealing with stress.
- 3.Maintain a healthy lifestyle plays major role in an employee's quest to achieve a healthy work-life balance.
- 4.Employee assistance program will help in Achieving the right balance between work and personal life.
- 5.Hybrid workspace system is the best for both working at home and in an office.

## IX.CONCLUSION

Promoting and practising a healthy work life balance is good for people as well as business. Worklife balance programs have an impact on employees in terms of recruitment, retention/turnover, commitment & satisfaction, absenteeism, productivity, and accident rates. From the research there are many employees could not balance their work and life and that gives them mental problems like depression and that results in quitting the job. Work life balance policies to be successfully mainstreamed in organizations which have a clear understanding of their business rationale, and which respects the importance of work life balance.

Evidence suggests that improvements in people management practice, especially work time and work Location flexibility and the development of supportive managers contribute to increased work life balance. Finally, self-management is important, people need to control their own behaviour and expectations regarding work life balance.

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