



## IMPACT OF WORK-LIFE BALANCE ON PERFORMANCE OF EMPLOYEES IN THE ARKEMA PEROXIDES INDIA LTD – CUDDALORE

Dr. I. Savarimuthu,\*\* A. Jareena Begum\*\*

\*PG & Research Department of commerce, St. Joseph's college of Arts And Science (Autonomous), Cuddalore .

\*\*Research Scholar, PG & Research Department of Commerce, St. Joseph's College of Arts and Science (Autonomous), Cuddalore .

### Abstract

Work life balance is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc along with making a career, business travel and to study the work-life balance in the context of employment relations and to analyze the importance of work-life balance for employers and employees. The employee's doing a lot of overtime and talking a lot of time off deal with emergencies involving children or dependent.

**Key Words:** Work Life Balance, Performance of Employees.

### Introduction

Work life balance is a method which helps employees of an organization to balance their personal and professional lives. Work life balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc along with making a career, business travel etc. It is an important concept in the world of business as it helps to motivate the employees and increases their loyalty towards the company. Working on a job for a company and making a career can be an extremely time consuming duty for any employee. Employees are busy at their offices throughout the day and sometimes even on weekends. This gives them very little time to interact with their family. Because of high pressure of work, often family members get neglected. Also, stressful jobs cause the health of employees to deteriorate. This is where work life balance comes into the picture. Work life balance concept allows an employee to maintain a fine balance in the time he or she gives to work as well as to personal matters. By having a good balance, people can have quality of work. This helps to increase productivity at workplace as the employee is relaxed about his personal commitments. It also allows the employee to give quality time with family to spend vacations, leisure time, work on his/her health etc. Hence work life balance is extremely important for employees and increases their motivation of work for the company.

### Steps to improve work life balance

There are specific guidelines to how an individual can maintain a proper work life balance, some of which are:

- 1. Creating a work leisure plan:** Where an individual has to schedule his tasks, and divide time appropriately so that he has allocated appropriate time to his work and his career development goals and at the same time allotted time for leisure and personal development.
- 2. Leaving out activities that waste time and energy:** Individual should judiciously avoid wasteful activities which demand large time and energy and in return not produce output for either the work life or the leisure life
- 3. Outsourcing work:** Delegate or outsource time consuming work to other individuals
- 4. Set enough time for relaxation:** Relaxation provides better work life balance, and tends to improve productivity on the professional or the work front along with providing ample scope to develop the life part of the balance.
- 5. Prioritizing work:** Often employees do not give priority to work and end up doing a lot of work at the last minute. Better planning can help employees save unnecessary time delays, which can be utilized by employees for personal work.

### Objectives of the Study

- To study the work-life balance in the context of employment relations.
- To analyze the importance of work-life balance for employers and employees.
- To know the satisfaction level of employees towards work-life balance.



### Statement of Problem

- ❖ The Employer as to might find it hard to judge whether you are supporting your employee's need to balance their commitments at work with those at home.
- ❖ The employees doing a lot of overtime and talking a lot of time off deal with emergencies involving children or dependent
- ❖ The employees high level of staff turnover and there also high rate of absenteeism or staff sickness

### Hypotheses

There is a no significant relationship between Working hours and employee job satisfaction.

### Research Methodology

**Sources of Data:** **Primary data** collected through questionnaires administered to a sample of 125 respondents, the questionnaire was pre- designed. **Secondary data** used for the study are inclusive of the data collected internet, magazines, journals, and Books.

**Sample design:** A Survey was conducted from ARKEMA PEROXIDES INDIA PVT.LTD to analyzing the impact of work life balance on performances of employees. Using **Random Sampling** the samples were selected for the study.

**Sample Size:** The sample size of this study i.e., selected from sampling unit. The sample size is 125 respondents.

### Review of Literature

**Wickremer (2009):** definition of the perfect work-life balance scenario is “doing the job you love, working with people you get along with, and not working crazy hours .Your values and where you want to go in life, Decisions to take you into that direction and work impacts the greater good and other people.

**Amy Errett (2010):** Serial entrepreneur and former venture capitalist Errettdoesn't believe that work-life balance exists when you're an entrepreneur. “When you start a company and it's something that you're passionate about and it requires every attention, it's unrealistic to think I'm going to have work-life balance.“I work all the time. I'm on 24/7, but it's a choice I've made. I have a great home life, a great partner. I don't have 'this is my day off' mentality.”

**Monif Clarke (2011):** “My secret to having work-life balance is to schedule in my fun. At the beginning of the week, I have a reminder that says 'schedule fun.' I have to give myself those incentives to stay balanced, “When I first started Monif Clarke., there was no balance and I got sick, often felt drained, demoralized, and just wanted to quit. It showed me that I had to make some chan. “I also enjoy praying, and meditating. I actually think it has made me even more effective than I was when I was working 20-hour days in the beginning.

**Kristy Woodson Harvey (2012):** I think balance is amazing, and, when I'm in that zone of feeling totally balanced, it's fantastic. But I can get a little crazed about making all of my “balance” items a part of my to-do list, which, of course, is the total opposite of what I'm trying to achieve.

**Dorie Clark (2013):** I think it's unrealistic to max out in every area of your life simultaneously, there's just not time for everything. But if you're able to prioritize certain elements of your life during certain periods, you can make everything work over time.

**Jenna Blum (2014):**The women can put so much pressure on themselves to do it all and do it 1000%, and I sometimes think those categories are mutually exclusive. I admire my friends whose philosophy has become, “My best at this moment is good enough.” There are no right choices; there are the choices we make.

**Annabel Monaghan(2016):** A part of me would like to take things to the next level, to dive fully into my work, but I don't because I want to feel in balance. I want to exercise, I want to pick my kids up from school, and I even (in some sick way) want to make dinner.



### Data Analysis and Interpretation

**Ho:** There is a no significant relationship between Working hours and employee job satisfaction.

Working hours/ job satisfaction	Highly Satisfied	Satisfied	Neutral	Dis Satisfied	Highly Dis Satisfied	Total
Less than 6 Hours	18	22	12	0	0	52
More than 9 Hours	14	18	13	0	0	45
Above 12 Hours	16	12	0	0	0	28
<b>Total</b>	48	52	25	0	0	<b>125</b>

### Chi Square test

$$\chi^2 = \frac{(O - E)^2}{E}$$

Degree of freedom = (r-1) (c-1) = (3-1) (5-1) = (2) (4) = 8

Level of Significant = 5%

Table value = 21.9550

Calculated value = 30.27

### Inference

The table value is 21.9550 and the calculated value is 30.27. The table is less than the calculated value so null hypothesis is accepted. Therefore the result is there no significant relationship between the working hours of the respondents and the job satisfaction of work life balance.

### Findings

- 78% of the respondents strongly agreed with the statement that it is important to them to achieve a balance between paid work and personal life.
- 59% of the respondents are strongly agreed with the statement that work-life balance enables people to work better.
- 84% of the respondents agree that bringing balance is a joint responsibility of employer and employee.
- 89% of the respondents that their managers' style supports work-life balance at least some of the time.
- 32% of the respondents' flexible working is preferable to the employees and the most common reason given for that is to suit overall needs.
- 48% of the respondents working arrangements most often cited as being of interest to those who would like more flexibility are flextime.
- 29% of respondents are most common reasons given for wanting more flexible working are to suit overall needs.
- 62% of respondents of special leave only maternity leave and compassionate leave.
- 52% of respondents are sometimes missing out any quality time with your family or your friends because of pressure of work.
- 68% of respondents yourself are rarely unable to spend enough time with your family.
- 42% of the respondents yourself are often unable to spend enough time with your family.

### Suggestion

Suggest that, Arkema Peroxides India LTD, The appropriate policies and initiatives need to be promoted widely and regularly by departments and agencies to encourage awareness and knowledge of available options for accessing work-life balance strategies and the keeping in consideration the varying work-life balance requirements an individual may have



relative to their individual life stage and circumstances. The work-life balance is seen to include 'quality of work life', or provision of quality jobs without undue stress, and that this is reflected in job design and work organization. The Arkemaperoxides India LTD on the whole and senior management should promote positive work life balance. The managers can encourage team dialogue on how to align work-life balance needs and team workload requirements.

### **Conclusion**

To conclude, this impact of work life balance of employees has provided some clear indications of staff general views on work life balance. It has also identified a number of areas where improvements could be made and policies supporting flexible working arrangements could be further developed. Employees expect that Arkema peroxides India PVT .LTD should be empathetic towards employees' needs by providing Work life balance approach. It can influence employees' choice in terms of employment. From organization point of view, it makes good business sense to support Work life balance approach not just to recruit & retain employees but also because employees' feel that Work life balance approach enables them to work better.

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