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A study on work life balance with special reference to Tumkur city

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Abstract
Work-life balance refers to the harmonious integration of one's professional and personal responsibilities, a concept that has become increasingly significant in today's world of rapid technological progress and blurred lines between work and home life. Achieving a healthy work-life balance is vital not only for individual well-being but also for organizational success, as it fosters greater productivity, job satisfaction, and mental health. This essay delves into the multifaceted nature of work-life balance, exploring its definition, significance, and the impact it has on both employees and employers. It highlights various organizational strategies-such as flexible work schedules, remote work options, and wellness programs-that support employees in achieving a balanced lifestyle. Additionally, it discusses personal strategies for managing work and life demands, emphasizing the importance of self-care, setting boundaries, and effective time management. Ultimately, the conclusion underscores the need for ongoing communication and adaptable policies to cultivate work environments where work-life balance is not only supported but actively promoted.

Keywords: Work-life balance, Professional and personal responsibilities, Technological progress

Introductions
In today's rapidly evolving and interconnected world, work-life balance has become a significant concern for both employees and employers. The lines between professional duties and personal life are increasingly blurred by technological advancements, leaving individuals struggling to meet work demands while preserving a healthy, fulfilling personal life. Achieving balance is about more than time management; it involves addressing broader aspects of well-being, including physical health, mental clarity, and emotional stability.
Work-life balance is not just a trendy term; it is essential for a sustainable and productive life. Achieving this balance has been linked to increased job satisfaction, higher productivity, and lower stress levels. On the other hand, failing to maintain balance can lead to burnout, health problems, and a decline in overall quality of life.
This publication explores the complex nature of work-life balance, examining its definitions, importance, and strategies that individuals and organizations can adopt to achieve it. We analyze how organizational culture, management practices, and technological advancements affect work-life balance. Additionally, we provide real-life examples and case studies of companies that have successfully implemented balance-promoting policies, offering a blueprint for others.
Today's workforce seeks more than just financial compensation; it craves purpose, fulfillment, and harmony between work and personal life. As we navigate the complexities of the 21st century, work-life balance remains a crucial factor for fostering a healthy, happy, and productive society. This publication aims to illuminate this critical topic, providing insights and practical advice to help individuals and organizations achieve a harmonious balance in their professional and personal lives.

Literature Review
1. **D. Abirami, Dr. Suresh (2020)** [3]**:** Work-life balance and job satisfaction: a comparative study among government and private school teachers. The study demonstrates that work-family conflict adversely affects work-life balance for teachers in both public and private schools. It identifies work-life balance, work-family conflict, and workplace stress as major factors influencing job satisfaction, with a particular

emphasis on private schools. To boost teacher commitment in private schools, improving job satisfaction is essential, which underscores the importance of reducing workplace stress. The findings emphasize the need for effective strategies to manage work-family conflicts and alleviate job stress to enhance job satisfaction among private school teachers

2. **Dr. M. Kumaraswamy, Smt. Ashwini. S (2015) [9]:** The impact of work-life balance (WLB) on productivity, job satisfaction, stress, and employee turnover is gaining increasing recognition. Effective WLB enhances both physical and mental well-being, leading to better customer service and organizational performance. Modern family dynamics, such as nuclear and single-parent households, combined with technological and financial pressures, complicate achieving this balance. Organizations face the challenge of boosting productivity while maintaining employee morale. As work and home boundaries become less distinct, it is crucial to focus on employee well-being, especially for women, to support their ability to manage both work and personal responsibilities effectively.
3. **H. Mary Vinora Mercy (2019):** A study on work life balance among married women in banks with reference to madurai city. The study indicates that married working women generally enjoy a positive personal life but face stress from childcare responsibilities and work pressure. High stress levels can lead to health issues such as obesity, blood pressure problems, and headaches. To manage stress, women often engage in activities like watching TV, exercising, and meditating. The study highlights that work-life balance is affected by negative attitudes from peers and superiors and by meetings outside of regular work hours, but support from spouses and family is crucial for boosting productivity and organizational success.3
4. **Mohd Abdul Nayeem & Manas Ranjan Tripathy (2012) [10]:** The study conduced on the teachers of Technical Institutions. The study hypothesis impact of work life balance with their job satisfaction, more exhausted means job satisfaction is low, more turnover for the low satisfaction all this regarding the teachers perception based result. The aim of the study is factors influencing for job satisfaction, impact on the work life balance, turnover rate. The teachers get exhausted is effecting the productivity, the assessing work for men and women are different but both have same level of burnout, job related issues. but men workers are more exhausted due to extra work others then handling of the regular classes
5. **Dr. Jabez Ravirakula (2012):** Quality of work life balance a study in good leaps solutions private limited. Personnel manage a balanced dual life, though there is a minor discrepancy in their satisfaction with the organization. Effective work-life balance initiatives enhance employee well-being, bolster company branding, and foster a positive workplace culture, benefiting both employers and employees. Employees experience reduced stress, greater enjoyment, and increased productivity, while employers gain from improved diversity support and positive branding. The HR division plays a crucial role in integrating and promoting these initiatives within the company

Research methodology

This study employed both primary and secondary data collection methods. A survey was conducted using a Google Form, with a questionnaire specifically designed to align with the study's objectives.

Research instrument

Chart and table are used to analysis and interpretate from the data collection opinion.

The data is limited to Tumkur city only. The is sample size is 50 employees.

Analysis

Table 1: Table showing Age

Age	Respondents (%)
Below 25	58
25-35	21
36-46	11
46-55	7
55 & above	3

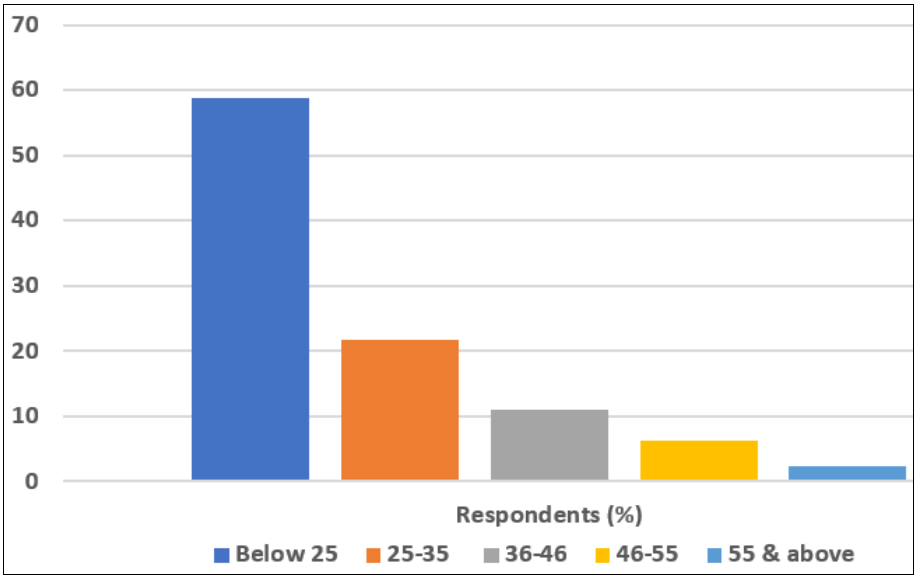

Fig 1: Showing Age

The above table shows that 58% of respondents are belongs to age group of below 25 years, 21% of respondents are belongs to age group 25-35 years, 11% of respondents are belong to age group of 36-46 years.

Table 2: Table showing gender

Gender	Respondents (%)
Male	54
Female	46

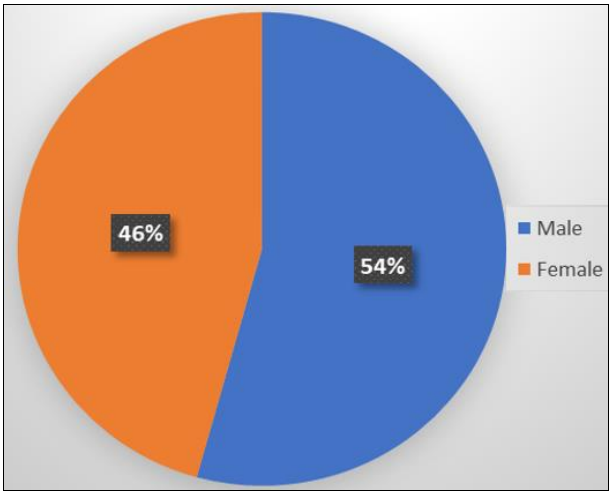

Fig 2: Showing gender

The table shows 54% are of male respondents, 46% of female respondent.

Table 3: Table showing children for the respondents

Children	Respondents (%)
Yes	24
No	76

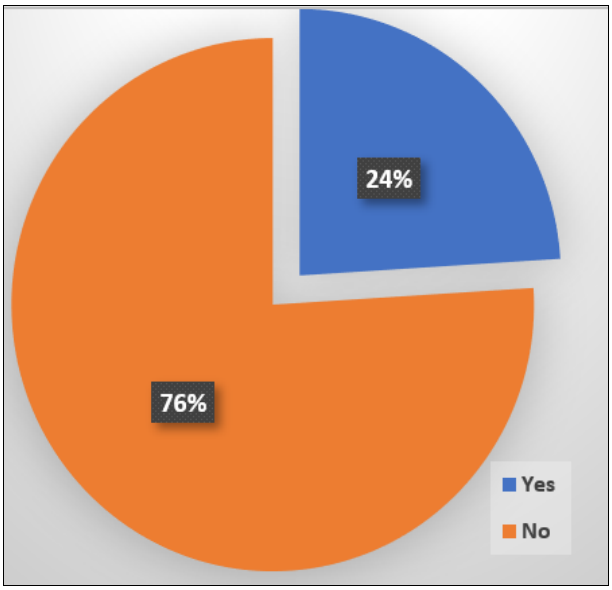

Fig 3: Showing children for the respondents

The table showing 76% of respondents said no, 24% of respondents with respect to the respondents having childrens.

Table 4: Table showing marital status

Marital status	Respondents (%)
Married	24
Unmarried	73
Widowed	3
Divorces	0

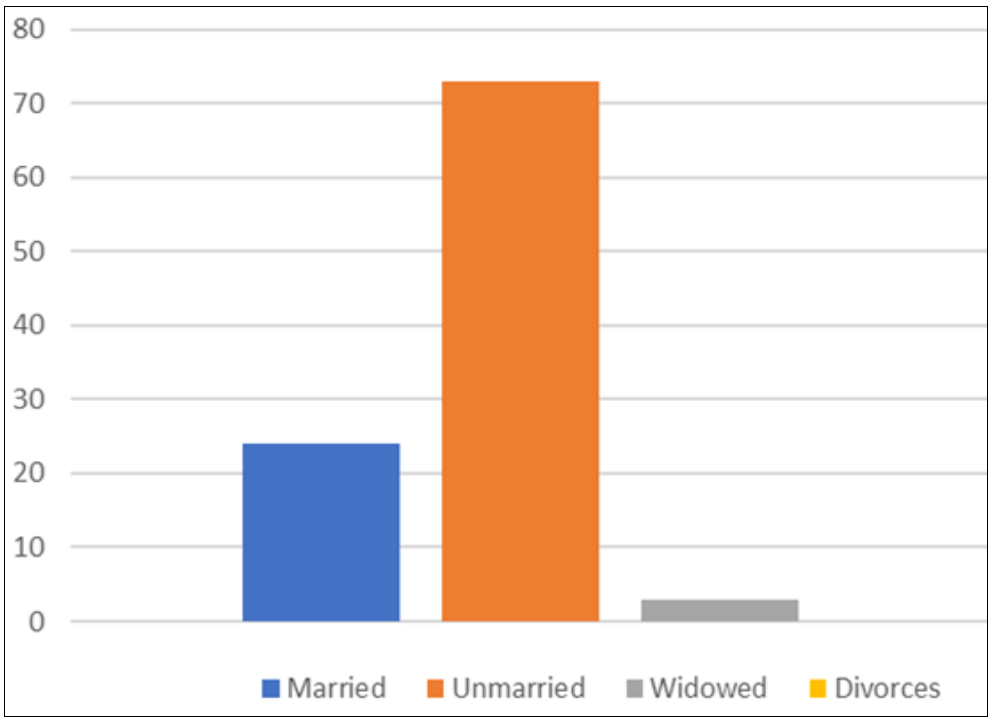

Fig 4: Showing marital status

The table showing 73% of respondents are unmarried, 24% of respondents are married, 3% of respondents are widowed, with respect to marital status

Table 5: Table showing employment types

Employment type	Respondents (%)
Full time	70
Part time	30

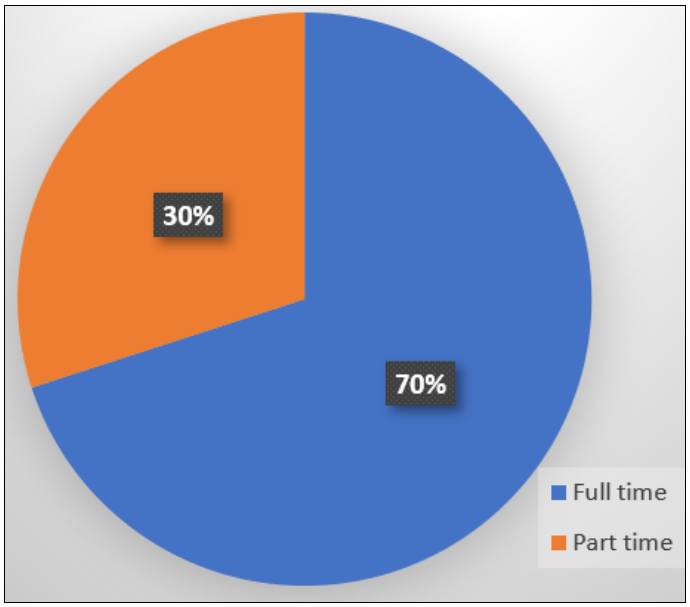

Fig 5: Showing employment types

The table showing 70% of respondents are full time, 30% of respondents are part time with respect to employment type.

Table 6: Table showing hours of working (As whole week)

Working hours	Respondents (%)
Less than 20 hours	39
20 hours – 40 hours	35
41 hours – 50 hours	20
More than 50 hours	6

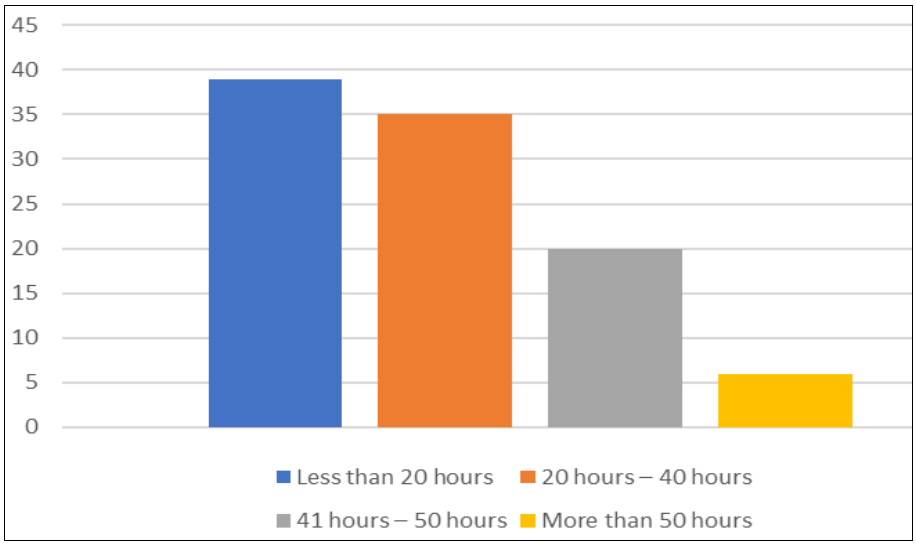

Fig 6: Showing hours of working (As whole week)

The table showing 39% of respondents are less than 20 hours of work, 35% of respondents are 20 hours – 40 hours, 20% of respondents are working 41 hours – 50 hours, 6% of respondents are said more than 50 hours with respect to hours of working as per whole week.

While many people manage their work hours effectively, those working significantly over 40 hours may face challenges in maintaining balance, which could impact their overall well-being and personal satisfaction.

Table 7: Table showing work from home option

Work from home	Respondents (%)
Yes	72
No	28

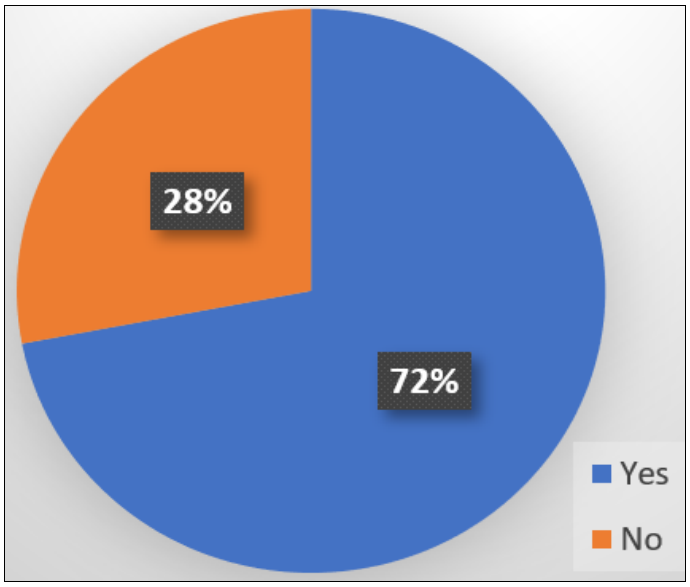

Fig 7: Showing work from home option

The table showing 72% of respondents are said yes, 28% of respondents are no with respect to work from home option.

Table 8: Table showing strategies used to balance your work life balance

Strategies	Respondents (%)
Make Schedule and prioritising work	32
Working remotely	21
Taking regular interval of break	8
Support from family or friends help	26
Involve in physical exercise	6
Meditation	7

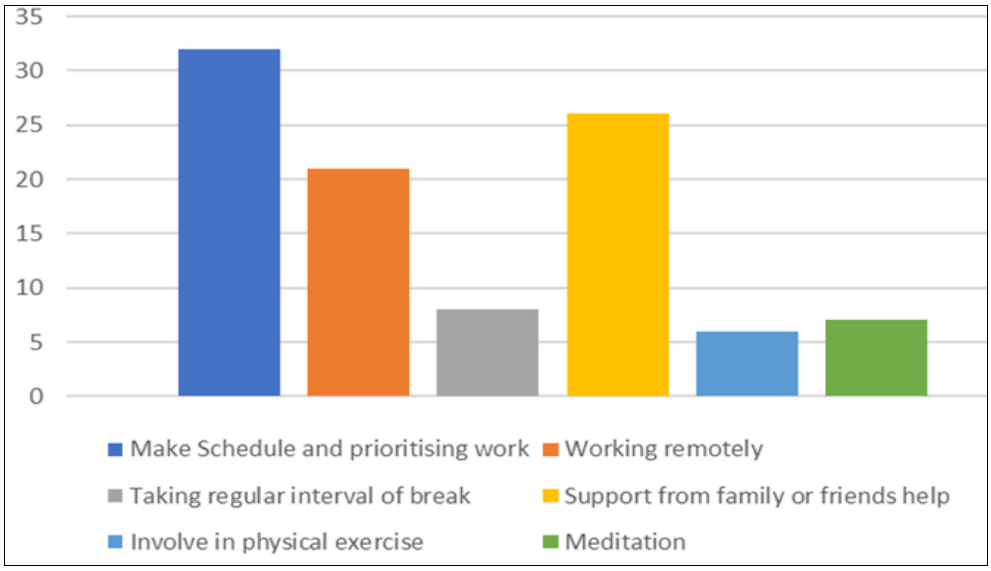

Fig 8: Showing strategies used to balance your work life balance

The table showing 32% of respondents are said make schedule and prioritising work, 26% of respondents are said support from family or friends help, 21% of respondents are said working remotely, 8% of respondents are said taking regular interval of break, 7% of respondents are said mediation, 6% of respondents are said involve in physical exercise.

Effective time management through prioritizing and scheduling tasks reduces last-minute stress and prevents excessive overtime. This clarity helps individuals balance work with personal, family, and recreational activities

Table 9: Table showing satisfaction rate of work life balance

Rating	Respondents (%)
Highly satisfied	17
Satisfied	37
Neutral	39
Dissatisfied	5
Highly dissatisfied	2

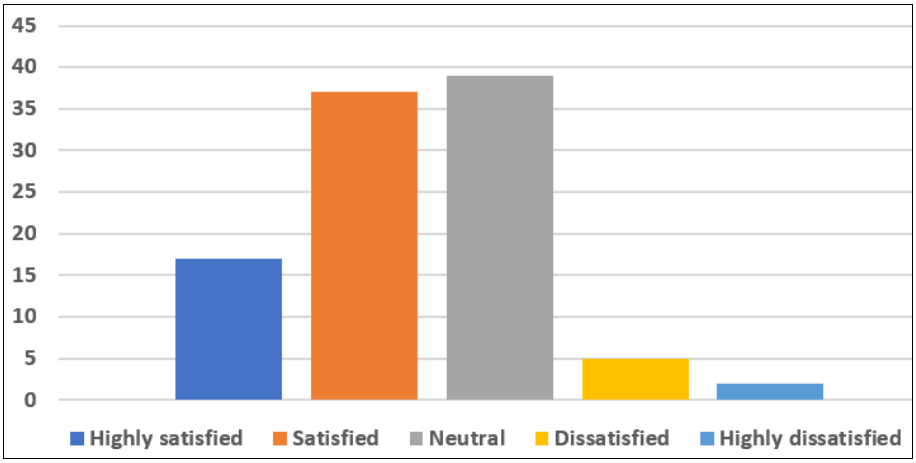

Fig 9: Showing satisfaction rate of work life balance

The table showing 39% of respondents are said neutral, 37% of respondents are said satisfied, 17% of respondents are said highly satisfied, 5% of respondents are said dissatisfied, 2% of respondents are said highly dissatisfied, with respect to work life balance. While these individuals generally manage a decent work-life balance, they might occasionally face challenges or stress. They likely employ some effective strategies but may benefit from additional adjustments to further enhance their work-life balance.

Table 10: Table showing does the feeling of your job is affecting your bonding

Affecting	Respondents (%)
Never	41
Moderately	52
Extremely	5
Significant	2

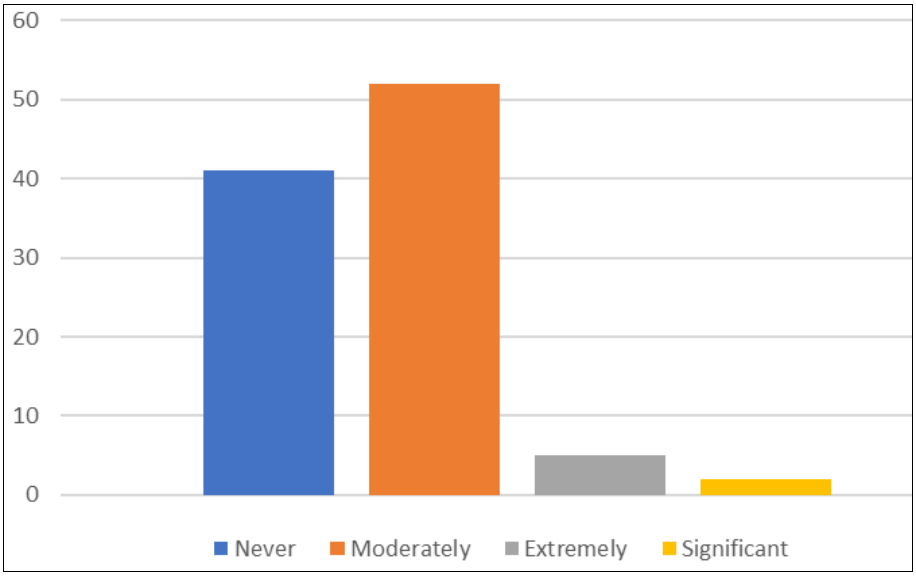

Fig 10: Showing does the feeling of your job is affecting your bonding

The table showing 52% of respondents are said moderately, 41% of respondents are said never, 5% of respondents are said extremely, 2% of respondents are said significant with respect to feeling of your job is affecting your bonding. Some effect on them, with the majority experiencing moderate impacts. This indicates that work-life balance plays a significant role in shaping daily life and overall well-being for many individuals.

Table 11: Table showing workload description

Describe	Respondent (%)
Light	30
Heavy	26
Moderate	41
Overload	3

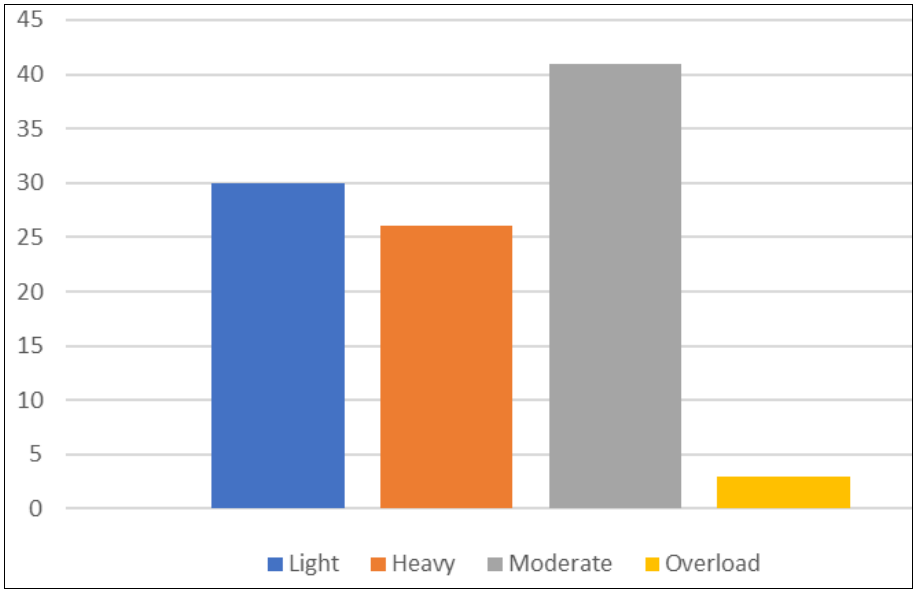

Fig 11: Showing workload description

The table showing 41% of respondents are said moderate, 30% of respondents are said light, 26% of respondents are said heavy, 3% of respondents are said overload with respect to workload describe. Many people handle their work demands in a way that supports a generally balanced work-life experience. However, those with heavier workloads may experience higher stress and reduced personal time, potentially impacting their well-being negatively.

Table 12: Table showing carry your work to home

Carry your work	Respondents (%)
Never	30
Occasionally	30
Sometimes	32
Often	6
Always	2

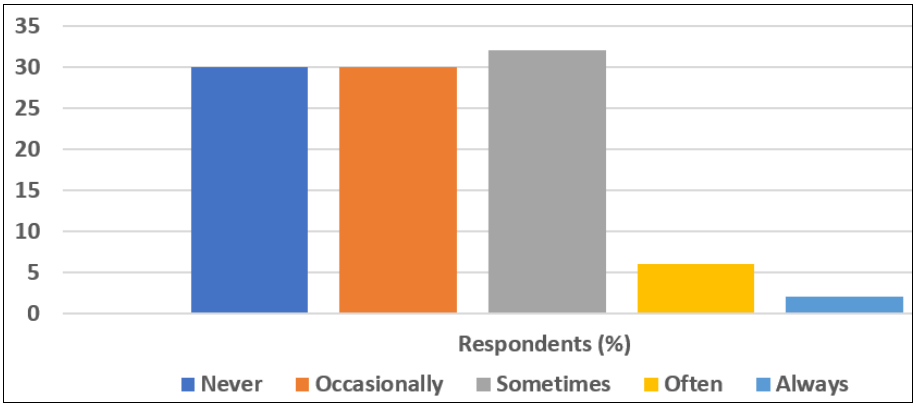

Fig 12: Showing carry your work to home

The table showing 32% of respondent are said sometimes, 30% of respondents are said never and occasionally, 6% of respondents are said often, 2% of respondents are said always with respect to carry your work to home. Maintaining a clear boundary between work and personal life can be challenging. Developing strategies to manage work more effectively during office hours and establishing clearer boundaries can enhance work-life balance and minimize the need to extend work into personal time.

The table showing 56% of respondents are said no, 44% of respondents are said yes with respect to feeling pressured to meet the deadline.

Table 13: Table showing feeling pressured to meet the deadline

Pressured	Respondents (%)
Yes	44
No	56

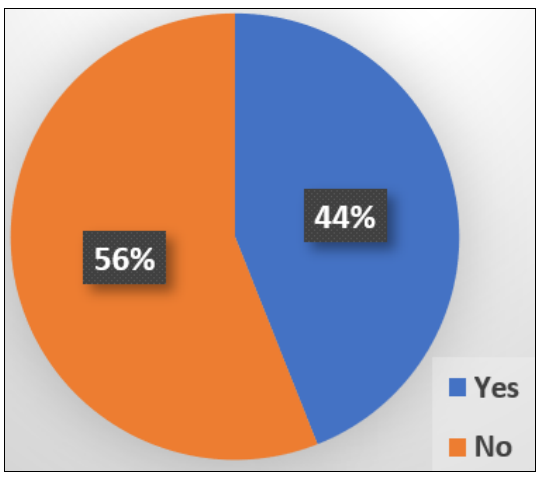

Fig 13: Showing feeling pressured to meet the deadline

Hypothesis

- **H0 (Null hypothesis):** Respondents are not using strategies to balance your work life balance.
- **H1 (Alternative hypothesis):** Respondents are using strategies to balance your work life balance.

Strategies	Respondents (%)	(O-E)	$(O-E)^2$	$(O-E)^2/E$
Make Schedule and prioritising work	32	23.7	561.69	67.6
Working remotely	21	12.7	161.29	19.3
Taking regular interval of break	8	-0.3	0.09	0.0108
Support from family or friends help	26	17.7	313.29	37.7
Involve in physical exercise	6	-2.3	5.29	0.63
Meditation	7	-1.3	1.69	0.23

Expected frequency (E) = 50 / 6 = 8.3

$\chi 2 = \Sigma((O-E)2 / E) = 125.4$

Chi square value = 125.47

Degree of freedom = (n-1) = (6-1) = 5

Conclusion: The calculated of $\chi 2$ is 125.4 and table value at 6% level of significance (degree of freedom = 5) is 12.833. Therefore calculated value is greater than table value so null hypothesis is rejected and alternative hypothesis is accepted.

Finding

1. A large part of the workforce is young, with 58% under 25 and 21% between 25-35. Younger workers may face unique challenges, like longer hours and less stable jobs.
2. 70% of respondents work full-time, and 30% work part-time.
3. There is a range in hours worked, with 39% working fewer than 20 hours and 6% working more than 50 hours.
4. 72% of respondents have the option to work from home.
5. 32% of respondents use scheduling to prioritize, while others rely on family support, remote work, or regular breaks.
6. While 37% are satisfied with their work-life balance, some feel neutral or dissatisfied.
7. 52% feel that their job moderately affects their personal relationships, with some feeling a strong impact.
8. 30% rarely or occasionally bring work home, while 2% always do.
9. 44% feel pressured by deadlines.

Suggestion

1. Offer flexible schedules and mentorship programs to help younger employees manage work expectations while keeping a balanced personal life.
2. Support part-time employees in keeping a balanced schedule and offer full-time employees options for breaks, flexible hours, and time-off policies to avoid frustration.
3. For those working more than 40 hours, set limits or monitor overtime to promote balance and avoid frustration.
4. Keep the WFH option available, and provide resources on remote work best practices to help employees stay productive while keeping personal boundaries.
5. Offer workshops on time management, prioritizing, and wellness practices like exercise and meditation to help employees improve work-life balance.
6. Conduct surveys to understand dissatisfaction areas and adjust workplace policies to improve balance and job satisfaction.
7. Encourage open discussions on job expectations and promote teamwork to help employees manage workloads and maintain healthy relationships.
8. Encourage employees to complete tasks within work hours and set clear boundaries to avoid work affecting personal time.
9. Improve project planning and clarify deadlines to reduce last-minute stress. Provide training on time management to help employees manage deadlines more effectively.

Conclusion

Work-life balance is essential for both personal well-being and workplace success. This analysis shows that different factors-such as age, gender, family roles, and job types-affect how people manage work and personal life. The findings highlight the importance of supportive policies, flexible work options, and wellness programs to help employees handle their workload, stay productive, and maintain good mental and physical health. By focusing on these areas, organizations can create a more balanced and enjoyable work environment, helping employees thrive both at work and in their personal lives.

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