

Operational level employee perception about work life balance at Fomex PetPack Pvt. Ltd, Rajkot

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Abstract: The premise of this research was to investigate the state of work-life balance of employees at operational level. This research was to investigate how to develop a sense of psychological availability financial independence, support from family members, decrease workload and positive energy at work. The research examines the concept of balance and its implications for the study of the relation between work and the rest of life. With this inclination the self-report questionnaire data on Fomex PetPack Pvt.Ltd, Rajkot from 101 men and women is analyzed and discussed to enable organizations to have a keen attention towards employee's life, stress, family, flexible hours and time off.

Key Words: Work life balance, financial independence, decrease workload, perception, and Fomex PetPack pvt.ltd.

1. INTRODUCTION:

The work for a traditional employee begins and ends within the work timing but in the current 24/7 economy, the work extends beyond the normal hours. This leaves individuals very little time to balance their work and family. This question of balance was not as important in the past as it is today. An imbalance on social and personal life is observed due to the over emphasis on the work life and the inability of the individual to find time to perform other roles of life. Failure to strike the chord between work and family may lead to fatigue, poor performance and poor quality of life. Almost every employee is faced with challenges of work life balance. In this study, we aimed at investigating that what are the perceptions of employees regarding their work life balances who are at operational level. A case study, Fomex PetPack are considered where the collected information.

2. LITERATURE REVIEW:

Kondalkar (2009) noted that an appropriate organization culture enhances the quality of work life for the employee. Encouragement and engagement in relationships offer connections between our community and coworkers that let us feel happy. Further, he stated that contributions occur when the employee develops a sense of belonging to the organization. An employee must feel a part of something greater than themselves. This sense of belonging enhances the spirit and it is attained in an organization through quality work, truthful relationships and goodness.

Rathi et al. (2011) investigated the relationship of QWL, organizational commitment and psychological well-being. The results of the study revealed that QWL was positively and significantly related with organizational commitment and psychological well-being, and makes a theoretical contribution into understanding this relationship.

Lakshmi et al. (2012) highlights the issues connected with work life balance of women nurses working in various government and non-government organizations and the factors that determine the work life balance. It is found that government and private hospitals should address the work life balance related issues and to support the female nurses to manage their work life balance which would add to the performance of these staff members. The results also indicated that both government and private hospital nurse's the work life balance is challengeable one. Their needs have to be periodically reviewed in terms of their work and personal life satisfaction; otherwise they would be subject to severe stress.

Yuile,et.al (2012) opine that in traditional research the main focus of WLB is ,on initiating working parents rather than wider workforce. Working parents have to be pointed in attaining WLB since they are responsible with the dual duties of family and official duties.

Sinha (2013) has undertaken a study to find Work/Life Balance related issues and how to maintain a proper Work/Life Balance policy is helpful in increasing level of production and job satisfaction. The findings of this study indicates that employees who were more favorable towards their organization's efforts to support work-life balance also indicated a much lower intent to leave the organization, greater pride in their organization, a willingness to recommend it as a place to work and higher overall job satisfaction.

Parul Agarwal (2014) his study examined on “Work Life Balance with Special Reference to Indian Call Center Employees”. The study was collected a sample of 200 employees taken from 10 call centres in Delhi and NCR. The research analysis results shows that there is no significant impact of nature of job on work life balance with respect to call centre employees, Male and Female employees of both shifts i.e Day and Night employees observed different challenges with respect to work life balance. Therefore, the study concludes that work-life programs have the prospective to significantly improve employee morale, reduce absenteeism, and retain organizational knowledge particularly during the difficult economic times. Finally, the author suggested that it is necessary to understand the critical issue of work-life balance and to champion work-life programs. This would offer a win-win situation for employers and employees.

3. RESEARCH OBJECTIVE:

- To check an insight in to current work time, policies and practices, as well as work life balance issues in FOMEX PETPACK PVT.LTD.
- To find out employee’s perception about company’s policy regarding WLB.

<u>RESEARCH TYPE</u>	<u>DESCRIPTIVE RESEARCH</u>
Data Source	Primary Data/ Secondary Data
Research Method	Survey Method
Research Techniques	Questionnaire
Sample Size	101
Type Of Questionnaire	Structured

4. RESEARCH DESIGN:

Here, we have used descriptive research design which is an elementary way of gathering and analyzing the data obtained from various resources;

SAMPLING DESIGN

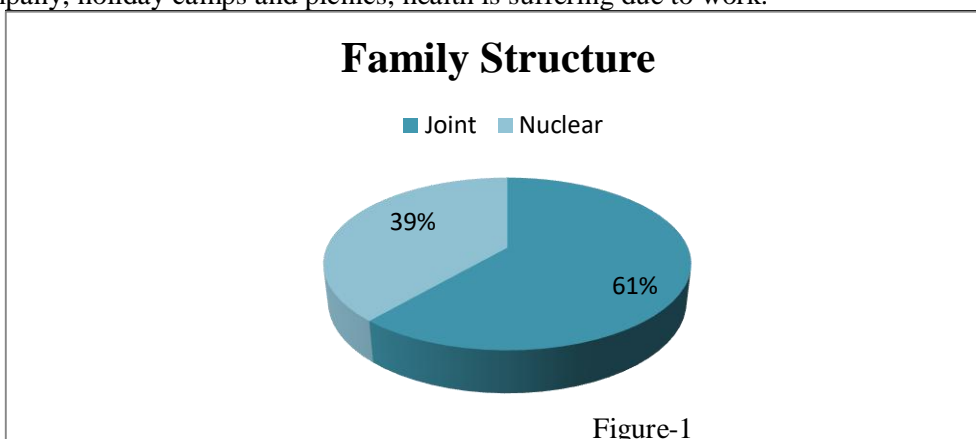
Population	350+ employees
Sampling Method	Convenience Sampling
Sample Size	101

DATA COLLECTION

For this study the primary data and Secondary data is collected from studies .Secondary data surveys, or experimentations that have been done by other persons or for other study.

5. DATA ANALYSIS AND IMPLEMENTATION:

A questionnaire is divided into 2 parts. Part-1 consists of general information such as gender, age and family structure. And Part-2 questions is based on how employees are balancing their work life, getting enough family time or not, often they think or worry about work, organization is taking the initiative to balance their work life, more pressure of work in the organization or it is evenly distributed, does employees feel due to work life management policy of the company they could balance their work life, flexible working hours due to current work life management policy, leave policy of the company, holiday camps and picnics, health is suffering due to work.



INTERPRETATION:

- The above table shows the family structure of employees of the company that shows how much workload has to be balanced.
- The most of the employees are living with joint family with 61%.
- The number of nuclear family is very less with 39% only.

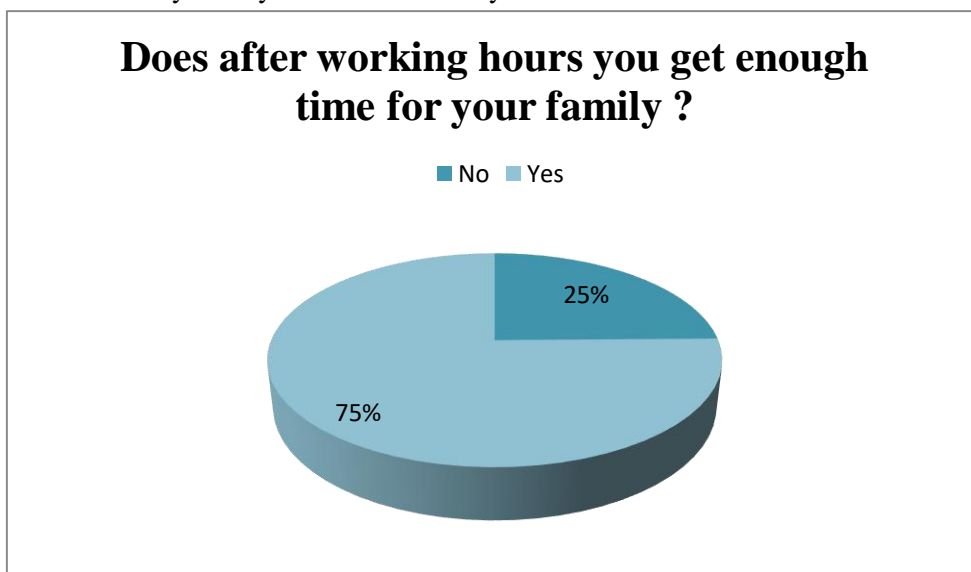


Figure-2

INTERPRETATION:

- The above table shows that do employees get enough quality time for their families.
- From the table 72% of employees say that they are getting their quality time.
- And only 25% of employees are dissatisfied that they not getting the enough time with their families as they lives in different city.

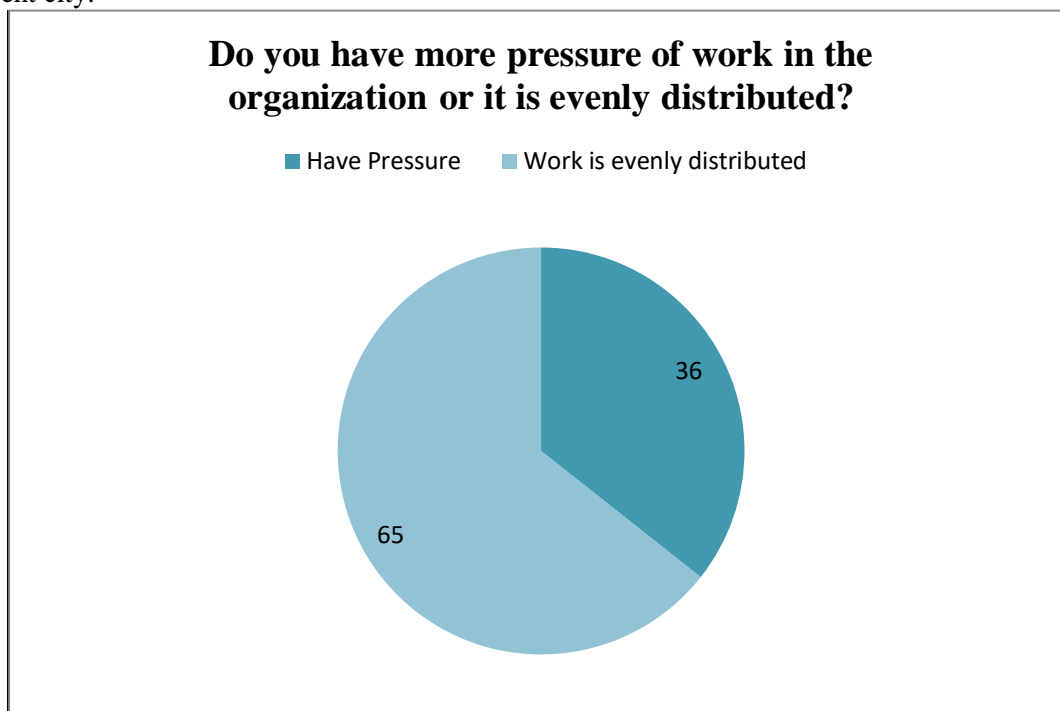


Figure-3

INTERPRETATION:

- In the above figure, 64% workers feel that there is even work pressure to all the workers.
- But there are also 36% workers who feel that they have more pressure of work compared to other worker.
- This clearly define that worker is not taking initiative or may be organization is unfair to certain worker.

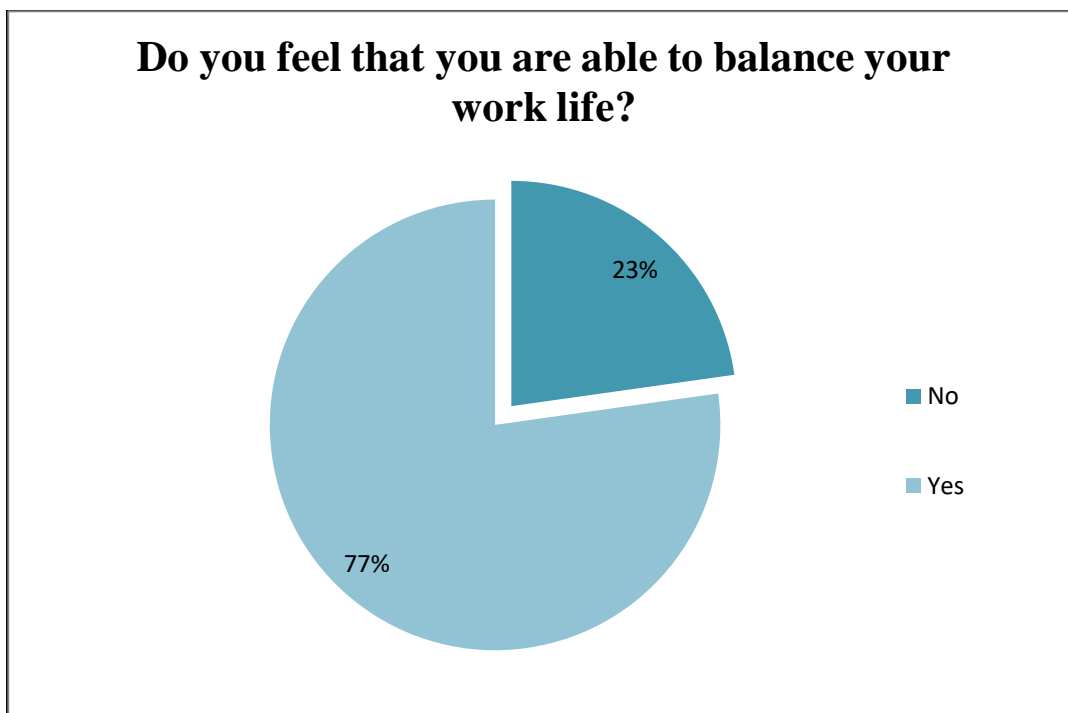


Figure-4

INTERPRETATION:

- In the above figure, it clearly define that organization is able to balance other workers personal life as well as professional life.
- More than 75% of workers feel organization is supporting them to balance their life.
- And the rest 23% workers are not satisfied.

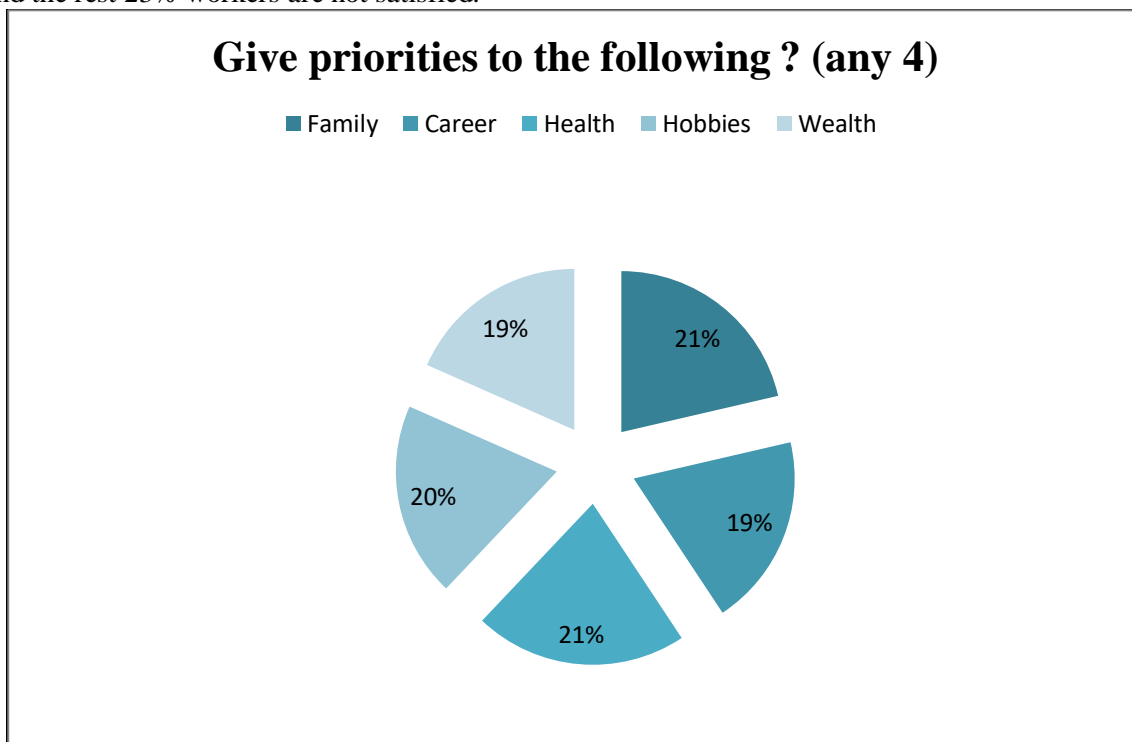


Figure-5

INTERPRETATION:

- As shown in the figure, 21% of workers of Fomex PetPack Pvt.Ltd prefer more family and their health.
- As compared to their things which define if organization wants their workers to stay with them for longer duration than they need to focus on family of the workers and their health as well.



Figure-6

INTERPRETATION:

- From the above figure, we analyze that 25% workers feel that support from family members is very important to balance work life and personal life and in certain way it is correct as if family will be supportive then worker will work efficiently and effectively in order to increase their livelihood.
- The 23% workers feel that decrease in workload will help them to maintain their work life balance which is kind of inappropriate as worker need to complete the task as per plan then only organization will run smoothly.
- The other 21% of workers feel that financial independence is also one factor that can be able to balance their work and personal life.
- 16% of workers feel that time of during emergencies and events can help to balance the work life, these re those workers who are not willing to work.
- And at last 15% workers feel that flexible working hour can help to balance their work life, but company have 2 shifts timing (Day and night) so this should not be the factor but these are the workers who are not willing to work effectively and efficiently.

6. LIMITATION:

- Since this study has done as a part of our particular semester due to which we have studied only one company.
- Some of the employees were left to give feedback due to different shifts timing of the organization.
- Since the project has to be completed within a short period of time the information collected could be biased.

7. FINDINGS:

- In this we found out that company need more men than women as they have more physical work of lifting and machine handing which men can perform better.
- We also found out that this company appoint more workers from 26-35age which shows that, organizations need workers who can handle work pressure and who are physically capable.
- In data it also reflects more than 75% of workers are satisfied with the working hours and they also get time for their family member. And data also shows that they are somehow able to manage their work life and personal life.
- The above data also show that organization also takes certain step for the workers so that they can take enough time for their loved one by providing leaves when required, flexible working hours etc.
- We also found out that the organization has policies for work life balance and these policies also help workers in certain ways.
- And 80% of workers think that work life balance policies are effective due to which it is easy to achieve target and organization will be successful.
- In this research, we got to know that workers main priorities are family and health which organizations need to focus when planning about new policies.
- In the end, worker expresses that they required these types of policies because they can spend and support their family member when needed and for decreasing their workload.

8. CONCLUSION:

To conclude the study, it is found that the work life balance among the employees at company is moderate to good. The organization believes that the work life balance practices will ensure higher levels of productivity from employees thereby reaping benefits for the organization in the long run. The company is quite innovative in implementing employee centric policies and considers human resource to be its most valuable assets. From the study it is identified that large number of employee has positive perception about the company's policies of work life balance.

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