

## A STUDY ON "WORK LIFE BALANCE PROGRAMS AND THEIR EFFECTIVENESS IN ENHANCING EMPLOYEE WELL-BEING"

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### ABSTRACT

Work-life balance initiatives have grown in popularity as businesses realize how critical it is to assist staff members in juggling their personal and professional obligations. The goals of these initiatives, which can include wellness campaigns, telecommuting choices, flexible work schedules, and employee support programs, are to lower stress levels and improve general well-being. The impact of such programs in enhancing mental health, lowering burnout, and increasing employee happiness is examined in this research. Results indicate that work-life balance initiatives, when executed well, greatly enhance a more favorable work atmosphere, elevate employee engagement, and boost retention rates. However organizational culture, management buy-in, and tailoring initiatives to the workforce's varied needs are all necessary for these programs to succeed.

**Keywords:** Work-life balance, Employee well-being.

### 1. INTRODUCTION

The study project "Work-Life Balance Programs and Their Effectiveness in Enhancing Employee Well-Being" aims to investigate the effects of work-life policies on employees' quality of life. Examining the various work-life balance strategies that businesses use and how well they contribute to improving employee satisfaction, overall job performance, and well-being is the aim of the study. Many work-life balance strategies, such as telecommuting, flexible work hours, wellness programs, and childcare assistance, will be examined in this study. It will also examine the staff's perceptions of the programs and how they impact their overall well-being, stress levels, and work-life balance. work-life balance efforts. These factors include organizational culture, employee involvement, and work-life balance initiatives.

#### FACTORS OF THE STUDY:

##### Organizational factor:

- **Leadership Support:** Corporate leaders' level of support and commitment can greatly influence work-life balance programs. Proactive work-life balance programs and robust leadership support can enhance employees' well-being and participation.
- **Program Design and Implementation:** The idea, planning, and carrying out of the company's work-life balance programs have a significant impact on their effectiveness. The influence of programs on the well-being of employees and their acceptance can be attributed to a multitude of elements, such as program accessibility, flexibility, relevance to employees' needs, communication strategies, and manager training.
- **Policies and Practices of the Organization:** The effectiveness of work-life balance initiatives depends on how well they connect with the policies, practices, and values of the organization. Employee perceptions of support for work-life balance can be impacted by the consistency of formal policies (such as leave policies and flexible working arrangements) and their actual implementation.

#### STATEMENT OF THE PROBLEM:

Although work-life balance initiatives are being implemented in organizations more frequently, little is known about how successfully these initiatives affect employees' well-being. An empirical study is required to determine the degree to which these programs genuinely promote employee well-being, even though anecdotal data suggests that they help with stress reduction and work-life balance. More research is still needed to fully understand the precise processes by which work-life balance initiatives affect employees' well-being as well as any potential effects they may have on organizational outcomes. To fill these gaps, this study looks at how successfully work-life balance initiatives support employee wellbeing and how that affects organizational performance.

#### OBJECTIVES OF THE STUDY:

- To Study the work-life balance initiatives can improve employees' well-being.
- To pinpoint the precise processes via which work-life balance initiatives affect workers' wellbeing.
- To analyze the various kinds of work-life balance initiatives.

- To offer suggestions for improving work-life balance initiatives.

## 2. RESEARCH METHODOLOGY

It describes the procedure utilized to gather data and information to make business decisions. Publication research, interviews, surveys, and other research methods, together with current and historical data, could all be a part of the methodology.

### Research Design:

To systematize the research, the investigator must employ a specific methodology. Research methodology refers to the strategy used by the investigator to finish the work. Investigating a problem's solution is the goal of research, as it helps determine the course of action that will be taken in the future. In any field of knowledge, research is defined as "A careful investigation or inquiry, especially through search for new facts." New research projects are undertaken to supplement the previous ones.

### Types of Research:

Descriptive research

### SAMPLE DESIGN:

- Simple Random sampling

### DATA COLLECTION:

#### Primary data:

- Questionnaire method
- Survey method

#### Secondary data:

- Literature review
- Company profile
- Internet

## 3. REVIEW OF LITERATURE

- According to Pranav Naithani (2005), the main causes of the recession have had a detrimental effect on employees' work-life balance. Also, significant benefits that companies can receive from improved employee work-life balance during the recession have been highlighted. These were followed by recommendations for how work-life balance programs could be modified both now and in the future. A wide range of organizations offer amenities that support work-life balance. The expansion and expansion of work-life balance initiatives at the organizational level has abruptly stopped during the current economic downturn.
- Emily Morrison (2015) asserts that it is ideal for businesses to provide a broad array of work-life benefits that employees can choose from at various stages of their lives and careers. Qualitative results suggest that excessive hours and weekend labor may contribute to some work-life conflict. It is claimed that to attract and retain competent workers, the construction industry in New Zealand should provide reasonable working hours, supportive workplace cultures, and practical work-life benefits.
- In a 2016 study, Linda Aldoory looked at the perceptions of male and female public relations practitioners regarding work-life balance. We held eight focus groups. The results showed a complicated and fluid work-personal continuum influenced by a variety of circumstances, including parenthood, new technology, organizational inconsistencies, professional identity, and societal standards. In 43 narratives, practitioners conveyed guilt and blame. Lastly, work-life balance guides an individual's behaviors from task implementation to work-life balance.
- According to Shobha Sundaresan's 2017 research, there is more job spillover into the family than there is home spillover into work, which causes conflict. Due to their required overtime, most working women encounter work-life balance issues. High levels of stress and worry, discord at home, job burnout, and the inability to reach one's full potential are some of the main effects of a poor work-life balance. Their frequent failure to manage their job and family life makes them bitter and agitated.
- Marie-Thérèse Letablier (2018) examines how policies have been implemented in response to the demands of families for government help for child care and of employees for additional time off for social and family obligations. This takes place in an environment where the government is highly legitimately able to meddle in matters of the home and workplace rules. Restructuring childcare and working-time policies is a step toward

achieving work-life balance. The unique efforts made to lower the legal number of working hours and the effect of this modification on the integration of work and family life are of particular relevance.

#### 4. ANALYSIS AND INTERPRETATION

##### 1. SIMPLE PERCENTAGE ANALYSIS:

**Table 1: DEMOGRAPHICS**

Demographics		No. of Respondents	Percentage
Age Group(in Years)	Below 18	6	5.8%
	18-25	34	33%
	25-35	41	39.8%
	35-45	14	16.5%
	45 and above	5	4.9%
	Total	100	100
Gender	Male	35	37.3%
	Female	61	58.8%
	Others	4	3.9%
	Total	100	100
Position/job level	Entry level	22	21.4%
	Mid-level	30	29.1%
	Senior level	34	35.9%
	Executive	9	8.7%
	Others	5	4.9%
	Total	100	100
Years with the company	Less than 1 year	25	24.5%
	1-3 years	27	26.5%
	4-6 years	33	32.4%
	7-10 years	16	14.7%
	More than 10 years	2	2%
	Total	100	100

##### Interpretation:

From the above table, 5.8% are belongs to below 18 age,33% are belongs to 18-25 age, 41% are belongs to 25-35 age, 16.5% are belongs to 35-45 age, 4.9% are belongs to 45 and above . Gender of the respondents 37.3% are belongs to Male, 58.8% are belongs to female,3.9% are belongs to others. Position/job level of the respondents 21.4% are belongs to entry level, 29.1% are belongs to mid level, 35.9% are belongs to senior level, 8.7% are belongs to exective,4.9% are belongs to others. Years with the company 24.5%% are belongs to less than 1 years, 26.5% are belongs to 1-3 years, 32.4% are belongs to 4-6 years, 14.7% are belongs to above 7-10 years,2% are belongs to more than 10 years.

##### 2.1 Table from the Chi-square test for age and work-life balance

ACTUAL VALUE						
	A	B	C	D	E	TOTAL
AGE	6	34	38	17	5	100
WORK-LIFE BALANCE	23	31	27	11	8	100
TOTAL	29	65	65	28	13	200

EXPECTED VALUE						
	A	B	C	D	E	TOTAL
AGE	6	34	38	17	5	100
WORK-LIFE BALANCE	23	31	27	11	8	100
TOTAL	29	65	65	28	13	200
	CHI.SQ	0.00				

CHI SQUARE= $X^2=0.00$

Hence, from the analysis, it is calculated that there is no significant relationship between Age and Work-life balance.

#### INTERPRETATION:

From the table,  $X^2=0.00$  is lesser than 0.05 for  $H_1$ = There is no significant relationship between Age and Work-life balance

#### Chi-square test for Age and Work-life balance.

$H_0$ = There is no significant relationship between Years within the company and Types of work-life balance.

$H_1$ = There are significant relationship between Years within the company and Types of work-life balance.

#### 2.2 Table from the Chi-square test for Years within the company and Types of work-life balance.

ACTUAL VALUE						
	A	B	C	D	E	TOTAL
YEARS WITHIN THE COMPANY	25	26	32	15	2	100
TYPES OF WORK-LIFE BALANCE	20	32	24	18	6	100
TOTAL						
	45	58	56	33	8	200
EXPECTED VALUE						
	A	B	C	D	E	TOTAL
YEARS WITHIN THE COMPANY	25	26	32	15	2	100
TYPES OF WORK-LIFE BALANCE	20	32	24	18	6	100
TOTAL	45	58	56	33	8	200
	CHI.SQ	0.00				

CHI SQUARE= $X^2=0.00$

Hence, from the analysis, it is calculated that there is no significant relationship between Years within the company and Types of work-life balance.

**INTERPRETATION:** From the table,  $X^2=0.00$  is less than 0.05 for  $H_1$ = There is no significant relationship between Years within the company and Types of work-life balance.

## 5. RANKING METHOD

**TABLE NO: 5.1** WORK-LIFE BALANCE PROGRAMS IN TERMS OF EFFECTIVENESS IN ENHANCING YOUR OVERALL WELL-BEING, USING A RANKING METHOD

S.NO	FACTORS	TOTAL SCORE	MEAN SCORE	RANK
1	Flexible work hours	63.84	6384	1
2	Telecommunicating options	51.8	5180	2
3	Paid parental leave	47.31	4731	3
4	Employee assistance programs	43.18	4318	4
5	On-site childcare facilities	43.7	4370	5

**INTERPRETATION:** From this study, it is found from the table that.

- 1). Flexible working hours are ranked as no.1 and the total score is 6384
- 2). Telecommunicating options are ranked as no.2 and the total score is 5180
- 3). Paid parental leave is ranked as no.3 and the total score is 4731
- 4). Employee assistance programs are ranked as no.4 and the total score is 4318
- 5). On-site childcare facilities are ranked as no.5 and the total score is 4370

**TABLE NO: 5.2** IMPACT OF WORK-LIFE BALANCE PROGRAMS ON REDUCING YOUR STRESS LEVELS,  
USING A RANKING METHOD

S.NO	FACTORS	TOTAL SCORE	MEAN SCORE	RANK
1	Being extremely effective	50.27	5027	2
2	Being very effective	48.25	4825	5
3	Being moderately effective	50.16	5016	3
4	Being slightly effective	48.38	4838	4
5	Being not effective at all	55.8	5580	1

**INTERPRETATION:** From this study, it is found from the table that.

- 1). Being not effective at all hours is ranked as no.1 and the total score is 5580
- 2). Being extremely effective is ranked as no.2 and the total score is 5027
- 3). Being moderately effective is ranked as no.3 and the total score is 5016
- 4). Being slightly effective is ranked as no.4 and the total score is 4838
- 5). Being very effective is ranked as no.5 and the total score is 4825

#### ANOVA test for

Ho= There is no significant relationship between gender and Early adopters of new technologies and innovations

H1= There are significant relationship between gender and Early adopters of new technologies and innovations

#### 3.3 Table

ANOVA					
	Sum of Squares	Df	Mean Square	F	Sig.
AGE	5.016	4	1.254	1.273	.286
POSITION/JOB LEVEL	93.574	95	.985		
Total	98.590	99			

**Interpretation:** The F-Statistic is 1.273.

The p-value is 0.286.

Since the p-value (0.286) is greater than 0.05, we fail to reject the null hypothesis. This means there is not enough evidence to conclude that there are significant differences in the means of the groups. In other words, the age differences among the groups are not statistically significant based on this ANOVA test.

H0= There is no significant relationship.

H1= There are significant relationships.

#### 3.3 Table

ANOVA					
	Sum of Squares	Df	Mean Square	F	Sig.
GENDER	3.555	4	.889	3.076	.020

AWARE OF WORK LIFE BALANCE	27.445	95	.289		
Total	31.000	99			

**Interpretation:** 1. F-Statistic (3.076): The F-value measures the ratio of variance between the groups to the variance within the groups. A higher F-value indicates more variance between groups relative to within groups.

2. p-Value (0.020): This is the probability that the observed differences between the group mean happened by chance. A common threshold for significance is 0.05. If the p-value is less than this threshold, we reject the null hypothesis that all group means are equal.

ANOVA					
age					
	Sum of Squares	Df	Mean Square	F	Sig.
POSITION/JOB LEVEL	4.904	4	1.226	1.243	.298
AWARE OF WORK LIFE BALANCE	93.686	95	.986		
Total	98.590	99			

**INTERPRETATION:** The F value is 1.243 with a significance level (p-value) of 0.298. Since the p-value is greater than the conventional alpha level of 0.05, we fail to reject the null hypothesis. This means there is no statistically significant difference in the mean ages between the groups at the 5% significance level.

ANOVA					
	Sum of Squares	Df	Mean Square	F	Sig.
GENDER	3.812	4	.953	3.330	.013
YEARS WITH THE COMPANYS	27.188	95	.286		
Total	31.000	99			

**Interpretation:** 1. F-Statistic (3.330): The F-value measures the ratio of variance between the groups to the variance within the groups. A higher F-value indicates more variance between groups relative to within groups.

2. p-Value (0.013): This is the probability that the observed differences between the group mean happened by chance. A common threshold for significance is 0.05. If the p-value is less than this threshold, we reject the null hypothesis that all group means are equal.

## 6. CONCLUSION

Work-life balance initiatives that lower stress, boost job satisfaction, and boost general productivity have been shown to improve employee well-being. These initiatives support workers in better juggling their personal and professional obligations by offering flexible work schedules, remote work choices, and wellness programs. This leads to a more engaged and motivated workforce as employees feel less fatigue and have higher morale. Better workplace culture and lower turnover rates are enjoyed by organizations that fund these initiatives, proving that employers and employees alike gain from emphasizing work-life balance.

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