

A Study On Worklife Balance

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Abstract

Work-Life Balance Is Considered To Be Important For Both, Professional Life And Private Life. Demands Of Work And Family Life Cause Conflict And Negatively Affect The Wellbeing Of Employees. This Study Is Focusing On Assessing The Impact Of Work-Life Balance Determined By Work-Family Conflict And Family Work Conflict On The Wellbeing Of Individuals.

The Study Identified The Existence Of Negative Effects On Poor Work Life Balance Determined By High Levels Of Work- Family Conflict And Family-Work Conflict On Family Satisfaction. This Study Also Confirmed Negative Effects Of Poor Work Life Balance Due To High Levels Of Work-Family Conflict On Work Satisfaction And Psychological Health. This Study Also Shows That The Main Causes Of Work Family Conflicts Were Excessive.

Issue Concerning Work-Life Balance Are Increased In Current Scenario. Equal Balance In Both Work And Personal Life Plays An Important Role For Attaining Personal Goal And Also Professional Goal. The Imbalances Have A Negative Impact On Both Personal Life And Professional Life, Maintaining An Adequate Balance Between Professional And Private Life Is Extremely Important. Well-Being State Of An Individual Allows Him / Her To Manage Multiple Responsibilities Effectively At Work And At Home.

The Aim Of This Paper Is To Know Firstly The Concept Of Work Life Balance, The Importance And Issues Affecting In Various Professions And Eventually To Find Out The Influence Of Work Life Balance On Various Aspects Like Physical, Occupational, Emotional, Social And Environmental Well- Being Of Employees. Achieving A Better Work Life Balance Yields More Dividend For Both Employees And Employers In Terms Of Being More Motivated Towards Work Which Results In Increased Productivity And Ultimately Creating Workforce Which They Feel Are Valued.

Key Words: Work–Life Balance, Work–Family Balance, Work–Health Balance, Diversity In The Workplace Job Satisfaction, Multiple Regressions, Interaction Analysis.

1. Introduction

In Organization, The Challenge Of Work/Life Balance Is Rising To The Very Best Of The Various Employers' And Employees' Consciousness. In Today's Fast-Paced Society, Human Resource Professionals Seek Options To Positively Affect Rock Bottom Line Of Their Companies, Improve Employee Morale, Retain Employees With Valuable Company Knowledge, And Continue With Workplace Trends. This Text Provides Human Resource Professional With An Historical Perspective, Data And Possible Solutions For Organizations And Employees Alike To Work-Life Balance.

Three Factors Global Competition, Personal Lives, Family Values, And An Aging Workforce Present Challenges Work- Life Balance. This Text Offers The Attitude That Human Resource Professionals Can Assist Their Companies To Maximise These Factors By Using Work Life Initiatives To Understand A Competitive Advantage Within The Market Place. Work Famil A Term More Frequently Utilized Within The Past Than Today. This Trend Is To Use Titles That Include The Phrase Work-Life, Giving A Broader Work-Life Connotation Or Labeling Concerning Specific Areas Of Support (E.G., Quality Of Life, Flexible Work Options, Life Balance, Etc.) Work Family Conflict Is That The Push And Pull Between Work And Family Responsibilities.

Work Life Balance Is Ability To Manage Resources To Satisfy Family And Work Demands So As That Individuals Can Show Effective Participation In Both Domains Of Life (Voydanoff, 2005).
Work Life Balance From The Worker Viewpoint: The Dilemma Of Managing Work Obligations And

Personal/Family Responsibilities. Work Life Balance From The Employer Viewpoint: The Challenge Of Creating A Supportive Company Culture Where Employees Can Specialize In Their Jobs While At Work. Family-Friendly Benefits: Benefits That Provide Employees The Latitude To Affect Their Personal And Family Commitments, While At The Same Time Not Compromising Their Work Responsibilities. Work-Life Balance Is About Effectively Managing The Juggling Act Between Paid Work And Other Activities That Are Important To Us - Including Spending Time With Family, Participating In Sport And Recreation, Volunteering Or Undertaking Further Study.

Research Suggests That Improving The Balance Between The Working Lives And Lives Outside Work Can Bring Real Benefits For Employers And Employees. It Can Help Build Strong Communities And Productive Businesses. During A Society Full Of Conflicting Responsibilities And Commitments, Work/Life Balance Has Become A Predominant Issue Within The Workplace. Three Major Factors Contribute To The Interest In, And Therefore The Importance Of, Serious Consideration Of Work-Life Balance: Global Competition; Renewed Interest In Personal Lives Family Values; And An Aging Workforce.

A Well-Designed Questionnaire Consisting Four Variables Viz. Work Life Balance, Impact On Family Life, Compensation Factors And Suggestions For Work Life Balance, Comprises Of Twenty-Seven Items In Conjunction With Demographic Information Is Used Research Suggests That Forward-Thinking Human Resource Professionals Seeking Innovative Ways To Balance Challenges Offer A Win- Win Solution.

2. Need Of The Study

Work Life Balance Means Different Things To Different People And Different Things At Different Stages In Life. The Commitment Of Employees Can Make The Difference Between Those Companies Which Compete In The Market Place And Those Which Cannot. Employers Who Can Bestcombine The Wants Of Their Business For Flexibility With The Requirements Of Employees And Potential Employees Are Going To Be Well Placed To Succeed.

Employees May Have Their Own Reasons For Preferring One Pattern Of Working Time. For Example People With Responsibility For The Care Of Children, The Sick Or The Elderly May Not Be Able To Work Certain Shifts, Weekends. Meeting The Workers And Overall Business Needs Requires A Big Commitment From Senior Management. Each Workplace Should Tailor Its Work Life Policies To Suit Their Own Particular Needs. This 'Best Fit' Should Be Through With Frequent Consultation With The Employees.

As With Other Health And Safety Programs, For Work/Life Initiatives To Be Successful And Sustainable, Both Employers And Employees Must Take Responsibility For Making The Program Work Properly. An Evaluation Or Feedback System Should Even Be A Part Of That Process. A Program Handling Work Life Issues Could, For Instance, Be A Part Of An Entire Health And Safety Program. However, It Shouldn't Deduct Resources Or Distract Addressing Other Health And Safety Concerns.

It Is Vital To Recollect That For Several Workers Balancing Work Life Demands Is Simply One Among The Various Challenges They Face On A Daily Basis. While Most Of The People Would Agree That These Issues Should Be Addressed, They'll Not Know Where They Will Be Resolved. Research Is That The Need Of The Hour And It'll Be More Helpful For The Organizational Excellence In Information Technology Industries.

3. Scope Of The Study

This Study Emphasizes On The Work Life Balance Of Nurses In Private Hospital At Thoothukudi District. This Research Focuses On Analyzing The Wlb Of The Respondents. This Study Covers The

Working Environment, Employment Of Spouse, Relationship With Colleagues, Working Hours, And Stress Because Of Work & Family Role, Level Of Job

Satisfaction, Motivations And Other Issues Related To Work Life Balance Of The Respondents. This Study Also Covers The Social/Family Circumstances Of The Respondents And Also Probes The Intervention Strategies Expected By The Respondents. Scope Of Work-Life Balance Over Work-Family Balance In Relation To Personal Life Domain Scope Of Work- Life Balance Overwork-Family Balance In Relation To Personal Life Domain Scope Of Work-Life Balance Over Work- Family Balance In Relation To Personal Life Domain In Order To Evaluate The Scope Of Work-Life Balance Construct Over Work-Family Balance Construct In Relation To Personal Life Domain, Two Personal Life Domain Related Variables Were Considered Viz., Life Satisfaction And Happiness. The Analysis Proved That The Work-Life Balance Construct Can Explain Significant Amount Of Incremental Variance In Personal Life Domain (Life Satisfaction And Happiness) Related Variables When It Is Added To The Regression Model Subsequently To Work-Family Balance Construct (H1c1 And H1c2). On The Other Hand, The Work-Family Balance Construct Failed To Explain Any Significant Amount Of Incremental Variance In Personal Life Domain Related Variables Considered When It Is Added To The Regression Model Subsequently To The Work-Life Balance Construct (H2c1 And H2c2). That Is Work-Life Balance Construct Has The Potential To Explain Additional Variance In Personal Life Domain Of An Individual Than Work-Family Balance Can Explain. Whereas Work-Family Balance Construct Doesn't Have The Potential To Explain Any Additional Variance In The Personal Life Domain Of An Individual Than Work-Life Balance Can Explain. Which Postulates That Work-Life Balance Construct Not Only Can Explain All The Variance That The Work-Family Balance Construct Can Explain In The Personal Life Domain But Also Can Explain Additional Amount Of Variance In The Personal Life Domain, Which Work-Family Balance Construct Cannot Explain. Therefore, It Can Be Concluded That With Regard To Personal Life Domain Of An Individual Is Considered Work-Life Balance Construct Can Be Considered As A Superior Predictor Than Work-Family Balance Construct.

4. Objectives Of The Study

- To Know The Demographic Details Of The Respondents.
- To Study The Existing System Of Wlb Of Employees In Information Technology Sector.
- To Find Out The Factors Influencing Work Life Balance Of Employees.
- To Analyst The Benefits Of Work Life Balance.
- To Suggest Suitable Strategies To Improve The Level Of Wlb.
- To Study The Employees Work Life Balance.
- To Explore The Impact Of Working Hours On Person's Social Life And Personal Life.
- To Investigate Which Factors Influence Dissatisfaction On Job And Negative Impact On Person's Life?
- To Identify The Factors That Affects The Quality Of Life In Terms Of Career And Family.
- To Suggest The Ways And Means To Improve The Employees Work Life Balance
- To Study The Relationship Between Wlb And Various Demographic Variables.
- To Study The Influence Of Work-Life Balance On The Family Life Of The Employees
- To Study The Impact Of Compensation Factors On The Work Life Balance Of The Employees.

5. Review Of Literature On Study On Work Life Balance

Joanna Hughes, Nikos Bozionelos (2015) To Explore The Views Of Male Workers During A Male Dominated Occupation On Issues In Work Life Balance. It Emerged That

Work- Life Imbalance Wasn't Only A Source Of Concern, But Also That It Had Been The Main Source Of Dissatisfaction For Participants. Furthermore, Participants Made A Clear Connection Between Problems With Work Life Balance And Withdrawal Behaviors.

Kanwar Et Al. (2014) Stated About Work Life Balance And Burnout On Job Satisfaction Within The Context Of The Knowledge Technology (It) And It Enabled Services (Ites) Industries. Job Satisfaction Was Higher Among The Male Employees As Compared To The Feminine Employees. Reveal That While Work-Life Balance And Job Satisfaction Were Positively Related To Each Other, Demotivation, Exhaustion And Meaninglessness Were Negatively Related To Job Satisfaction

Yadav Et.Al (2013) Found That Respondents Reported Average Level Of Labor Life Balance And Are Generally Proud Of Their Working Arrangements. The Findings Of The Study Reveal That Balancing Appropriate Work Life Balance And Considered Wlb Is An Important Determinant Of Intrinsic Aspects Of Job Satisfaction. Most Of The Employees Enjoy The Job And Feel Comfortable At Their Work Place. According To Studies; It's Been Found That It's Important For Workers To Take Care Of A Healthy Balance Between Work And Their Private Lives.

S. Padma Et.Al (2013) Have The Role Of Family Support In Balancing Personal And Work Life. Similarly Employees Who Need To Take Careof Elder Parents And In-Laws Health Responsibility Have Lesser Work Life Balance Than Their Counterparts. The Study Concluded That Lower Balance May Cause Higher Absenteeism, Lower Job Satisfaction And Sometimes May Address Higher Employee Attrition. Organizations With Cooperative Work Culture May Help Them To Bring An Appropriate Balance In Their Professional And Private Life.

K. Santhana Et.Al (2013) Highlighted That Four Factors Legal Status, Working Hours, Requirement Of Flexibility, Additional Working Hours And Over Time Distort The Work Life Balance. This Is More Unique Within The Case Of Married

Women, As Any Additional Working Hours At The Organizational Level Deny Them The Time Required To Attend To The Youngsters And Therefore The Other Dependents. This Is Worsened By The Amount Of Young Children Who Got To Be Cared For And Tended [I.E., Larger The Dependents Lesser Is That The Balance And The Other Way Around, The Supportive Functional Head Can Always Help To Attenuate The Work Life Balance Related Consequences.

Jain (2013) Have Done A Comparative Study Of Labor Life Balance Among Ca, Doctors And Teachers Found That Working Condition, Time Management And Family Support, Role Expectation Is That The Most Influencing Factor Which Creates Work-Life Balance Among Professionals. The Researcher Also Found That Work-Life Imbalances Impact Job Satisfaction Level Of Execs. The Findings Of Study Reveals That There Exists A Difference Of Labor Life Balance Among Ca, Doctors, And Teachers And This Difference Is Additionally Visible Across The Family And Job Status.

V. Madhusudhan Et.Al (2013) Have Identified The Factors Liable For Work Life Balance And, Extracted That Dependents, Time Flexibility, Role Clarity, Co-Worker Support, Family Culture, Working Hours And Head Support Are Liable In Work Life Balance. Management Has Got To Consider Time Flexibility, Role Clarity, Co-Worker Support, Working Hours And Head Support For Managing Work Life Balance.

G. Kanthi (2013) Has Found That An Honest Number Of Respondents Expressed Positively Or Confident Enough To Balance Their Routine Work Smoothly/Comfortably. Due To Some Economic, Family Problems, Inefficiency, Lack Of Commitment A Number Of The Respondents Expressed Their Inability To Balance Their Work. The Research Reveals That Long Working Hour, Compulsory Overtime, Gives More Stress Related Job Activities, Non- Flexible And Closing Time And Other Factors Partially Influencing The Workers In Sort Of Absenteeism, Turnover, Frustration, Low Morale And Motivation Which Results In Imbalance Of Both Work And Life. A Happy And Healthy Employee Will Give Better

Turnover, Observe Decisions And Positively Contribute To The Organizational Goal.

Pandu (2013) Analyzed Work Life Balance Of Professional Life Of Women Among It And Ites Based On Demographic Information, Work Load, Work Environment, Feelings About Work, Family Dependent And Absence From Work. The Sector Wise Regression Analysis Demonstrated That

Feelings About Work, Family Dependent And Absence From Work Are The Strong Contributors For A Sense Of Balance For An Employee.

The Basis Of Work Life Balance Departs From Personal And Work Life Of The Employees. Work Life Balance Is Claimed To Be The Balance Of The Time Someone Spends Working Compared To The Time Spent On One's Personal Life. Work Life Balance Is Also Helps In Finding How To Create A Healthy And Supportive Work Environment, Which Allows Employees To Have A Balance Between Work And Personal Responsibility And Thereby Improve Employee Performance. Work-Life Balance Is Supported By Two Concepts, Achievement And Happiness. Someone Must Have Both. This Is The Rationale Why Those That Are Considered Successful Don't Feel As Happy Or Unhappy. A Person's Success Is Not Only Shows How Much Money He Has, But Also Ensures You Have A Good Family Life. Poorly Managed Schedules, Domestic Life Conflicts Thanks To Lack Of Your Time To Collect And Communicate Can Cause Depression And Poor Performance Within The Company.

The Dimensions Of The Work Life Balance Itself Include The Individual Himself Who Is The Most Important Factor In The Wlb. Second, Family Factors Where Marital, Child And Parent Relationships Affect The Wlb. The Most Effective Work-Life Balance Policy Is Implemented After A Dialogue Between The Corporate And Employees.

Some Formal Work Life Balance Strategies Can Be Adopted By Companies, Namely:

- a. Flexible Working Time Even Without Attendance, But Employee Performance Targets Must Be Met And Ultimately Employee Satisfaction Will Be Created.
- b. Teleconference And Telecommuting Where Employees Can Still Work From Home Without Burdening Household Life And Can Save Energy, Time And Money.
- c. Provision Of Policies To Employees Who Want To Increase The Burden Of Working Time Is Getting Longer At A Certain Time For Employees To Reduce Workdays In A Week.
- d. Policy To Permit Shift Work For Workers Who Want To Continue Their Studies To Extend The Capacity Of Those Employees.

The Sort Of Informal Support Is Within The Form Of Support And Permission From Relations, Colleagues, And Supervisors To Scale Back Employee Workload. This, Of Course, Is Predicted To Enhance The Performance Of Those Employees. Employee Performance Is That The Results Of An Individual's Add Completing The Tasks Assigned To Him And The Way Much The Worker Contributes To The Organization. Employee Performance Is How An Individual Is Predicted To Function And Behave By The Tasks Assigned To Him.

Finally, With The Inclusion Of Millennial Generation Within The Industrial World, It's Important To Understand Who The Millennial Generation Is. Characteristics And Nature Of The Millennial Generation That Is Very Intelligent With Technology, Multitasking, Wants Freedom And Flexibility In Working Time And Tends To Be Open To Communicating With Leaders. Millennials Have A Negative Aspect That Is Not Loyal To The Company.

They Are Willing To Leave Their Jobs And Look For Better Career Opportunities For The Millennial Generation, Which Means A Lack Of Commitment To The Organization. Conversely, The Millennial Generation Has Positive Aspects As Well Where They Are Very Optimistic, Have Confidence And Do Not Hesitate To Give The Best Performance And Maximum To Get Promotions And Awards From The Company. Millennials Are Thirsty For The Challenge Of Achieving What They Need.

6. Spss Tools Inferential Analysis:

Inferential Analysis Is A Process Whereby A Conclusion Is Drawn Without Complete Certainty, But With Some Degree Of Probability Relative To The Evidence On Which It Is Based. The Researcher Has Applied T-Test, Chi-Square And Correlation To Measure The Level Of Significance Or Relationship By Framing Hypothesis.

T - Test:

A T-Test Is Used As A Hypothesis Testing Tool, Which Allows Testing Of An Assumption Applicable To A Population. A T-Test Looks At The T-Statistic, The T-Distribution Values, And The Degrees Of Freedom To Determine The Statistical Significance. To Conduct A Test With Three Or More Means, One Must Use An Analysis Of Variance

Chi - Square Test:

A Chi-Square (X^2) Statistic Is A Test That Measures How A Model Compares To Actual Observed Data. The Data Used In Calculating A Chi-Square Statistic Must Be Random, Raw, Mutually Exclusive, Drawn From Independent Variables, And Drawn From A Large Enough Sample.

Chi-Square Tests Are Often Used In Hypothesis Testing. The Chi-Square Statistic Compares The Size Any Discrepancies Between The Expected Results And The Actual Results, Given The Size Of The Sample And The Number Of Variables In The Relationship. For These Tests, Degrees Of Freedom Are Utilized To Determine If A Certain Null Hypothesis Can Be Rejected Based On The Total Number Of Variables And Samples Within The Experiment. As With Any Statistic, The Larger The Sample Size, The More Reliable The Results.

Karl Pearson Correlation:

Correlation Is A Statistical Measure That Indicates The Extent To Which Two Variables Fluctuate Together. A Positive Correlation Indicates The Extent To Which Those Variables Increase Or Decrease In Parallel. A Negative Correlation

Indicates The Extent To Which One Variable Increases As The Other Decreases. The Karl Pearson's Correlation Measures The Degree Of Linear Relationship Between Two Variables

The Above Independent Sample T-Test Shows That There Is No Significant Difference ($P>0.05$) Between Level Of Job Satisfaction And Years Worked In The Organization

Since The Significance Is 0.139 H_0 (Null Hypothesis) Is Accepted And H_1 (Alternative Hypothesis) Is Rejected

Independent Samples T-Test

Years Worked In The Organization And Level Of Job

Years' Work In The Organiza Tion				T-Test For Equality Of Means		
	N	Mean	Std. Deviation	T	D F	Sig. (2-Tailed)
Less Than 3 Months				-1.526	27	0.139
	27	2.78	2.025			
More Than 3 Year	2	5	0			

H_0 - Level Of Job Satisfaction Does Not Differs By The Years Work In The Organization

H_1 - Level Of Job Satisfaction Differs By The Years Work In The Organization

	Events At Work Affecting Personal Life	Total
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		Alwa Ys	Rare 1 Y		
Years Worked In The Organization	Les s Tha n 3 Mont Hs	Count	2	0	2
		% Within Years Work In The Organisation	100.0 0%	0.00 %	100.00 %
		% Within Events At Work Affect Your Personal Life	50.00 %	0.00 %	9.50%
	3 Mont Hs - 1 Year	Count	2	11	13
		% Within Years Work In The Organisation	15.40 %	84.6 0%	100.00 %
		% Within Events At Work Affect Your Personal Life	50.00 %	64.7 0%	61.90 %
	1-2 Year	Count	0	3	3
		% Within Years Work In The Organisation	0.00 %	100. 00%	100.00 %
		% Within Events At Work Affect Your Personal Life	0.00 %	17.6 0%	14.30 %
Chi-Square	2- 3year	Count	0	3	3
		% Within Years Work In The Organisation	0.00 %	100. 00%	100.00 %
		% Within Events At Work Affect Your Personal Life	0.00 %	17.6 0%	14.30 %
Years The *Events At Affecting Hypothesis :	Total	Count	4	17	21
		% Within Years Work In The Organisation	19.00 %	81.0 0%	100.00 %
		% Within Events At Work Affect Your Personal Life	100.0 0%	100. 00%	100.00 %

Chi-Square
Years
The
***Events At**
Affecting
Hypothesis :

H0 –
No A

Total

Test
Worked In
Organization
Work
Personal Life

There Is
Significant

Relationship Between Higher The Years Work And The Events At Work Affecting Their Personal Life

H1 - There Is Significant Relationship Between Higher The Years Work And The Events At Work Affecting Their Personal Life

Pearson Chi-Square Value: 10.0.25a Degrees Of Freedom: 3
Level Of Significance: .018

From The Above Table It Is Presented That There Is A Significant Relationship (P<0.05) Between Years Worked In The Organization And The Events Relating To Work Affecting Their Personal Life.

Since The Level Of Significance Is 0.18 Which Is Lesser Than P Value Ho (Null Hypothesis) Will Be Rejected And H1 (Alternative Hypothesis) Is Accepted.

Karl Pearson Correlation**Level Of Education And Job Satisfaction**

		Educati on	Job Satisfacti on
Education	Pearson Correlati on	1	.550**
	Sig. (2-Tailed)		0
	N	69	69
Job Satisfaction	Pearson Correlati on	.550**	1
	Sig. (2-Tailed)	0	
	N	69	70
**. Correlation Is Significant At The 0.01 Level (2-Tailed).			

H0 – There Is No Significant Relationship Between The Level Of Education And Job Satisfaction

H1- There Is A Significant Relationship Between The Level Of Education And Job Satisfaction

Karl Pearson Correlation Between Education And Job Satisfaction Shows That The Level Of Significance Is Less Than The P Value. Thus It Is Inferred That There Is A Significant Relationship Between The Level Of Education And Job Satisfaction As P Value = 0.000. So Ho(Null Hypothesis) Is Rejected And H1 Alternative Hypothesis Is Accepted.

7. Findings

- 77.1 Percentage Of Respondents Belong To Male Gender.
- 61.4 Percentage Of Respondents Are In The Age Group Of 20 – 29.
- 71.4 Percentage Of Respondents Have Done Post Graduate.
- 68.8 Percentage Of Respondents Are Employees
- 37.1 Percentage Of Respondents Have Been Working In The Same Organization For More Than 3 Years.
- 38.6 Percentage Of Respondents Have Wish To Work In Their Organization
- 41.4 Percentage Of Respondents Always Work 9 Hour In A Day
- 44.3 Percentage Of Respondents Have Work Overtime/Unpaid Job Related Performance
- 44.3 Percentage Of Respondents Rarely Get Affect By The Events That Are Conducted In Their Organization
- 38.6 Percentage Of Respondents Have Sacrifice Their Personal Commitments Due To Work
- 41.4 Percentage Of Respondents Are Neutrally Satisfied With The Current Job
- 41.4 Percentage Of Respondents Are Satisfied With Their Work Environment
- 35.7 Percentage Of Respondents Have Agree That They Will Recommend Their Job To Someone Else

8. Suggestions

- Since Majority Of The Respondents Are In The Age Group Of 20- 29, Training On Prioritizing Work And More Supervising Of Work Would Be Imperative

- The Management Can Do A Weekly Review On Task Which Are Assigned To The Employees
- As Employees Are Willing To Work For More Than 3 Year, Succession Planning And Rotation Of Work Can Be Considered
- Reward And Recognition Can Be Benefited To All The Levels Of Employees According To Their Performance And Working Hours
- Weekly Performance Feedback Can Be Conducted To Review Not Only On The Task But Also His/Her Work Life

9. Conclusion

Work Life Balance As A Key To Be Focus In The Organization For The Growth And Development Through The Most Important Asset, The Employees. As In In Today's Work Culture, The Unconventional Working Hours Have Made Employee Difficult To Cope Up With The New Pattern. As Most Of The Employer Fails To Adopt Constructive Solution

Which Had Cause Such Problems And This Need To Be Pondered.

Study On Work Life Balance Had Few Limitation Such As Time Constraint And Limited Study Materials. Nevertheless The Knowledge Had Added Robust Knowledge And Understand Particularly On Work Life.

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