

A Study on Employee Job Satisfaction and Employee Work Life Balance

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Abstract: *This study investigates about employee's job satisfaction and employees work life balance with the sample size of 171. The aim of the research is to analyze the employee's opinion, whether they are satisfied with their job and are they able to balance work life. The study incurs a quantitative research approach, utilizing surveys as the primary data collection method. The survey questionnaire incurs satisfaction level of employees, and are they able to balance work life. The sample size of 171 employee's opinion is been collected from the organization. The data analysis that is been included are means, frequency and percentage to provide an overview of employee's perception. Additionally, other analysis such as correlation and regression analysis, is conducted to identify the relationship between employee's job satisfaction and the measures that is been initiated to balance their work life. The findings of this study will contribute the employee's opinion towards their work, and how much they are satisfied with their job. As well as are they able to balance their work life and personal life.*

Keywords: Job Satisfaction, Work Life, Personal Life, Data Analysis, Employee's Perception, Quantitative Research

I. INTRODUCTION

Corporate businesses are extremely important in today's economy. The business world is characterised by a variety of IT and non-IT sectors. So many people prefer to work for companies, where employees are trained to adapt to changing circumstances and thrive in cutthroat markets. Since both positive and bad effects can be found in the corporate sector. This topic seeks to examine how employees view their jobs, their degree of satisfaction, and their ability to maintain a work-life balance. Measures to improve employee satisfaction level can be started by looking at the employees' attitudes and behaviours towards their work. It is important to understand how people feel about their employment. Whereas it will assist the organisation in taking appropriate action to correct it. Employees may face numerous challenges in both their personal and professional lives, therefore the employer should be happy with the work they have done. The study will give a thorough understanding of the employees' perceptions in numerous areas. The good and negative effects that the employees are experiencing may be evaluated by looking at these aspects, and appropriate action can be taken to improve the working environment even more. The overall goal of this research is to determine whether the employees are satisfied with their jobs and to recommend relevant actions to meet their expectations. As well as to identify their ability to balance work life and personal life.

Statement of the problem

This study examines the work-life balance and job satisfaction of employees at Park Intelli Solutions. Employees today deal with stress at work and are dissatisfied with the work they do. Therefore, this study examines if Park Intelli Solution employees face challenging circumstances and what steps can be implemented to raise employee status.

1.1 Objective of the Study

- To Understand the Park Intelli Solution's Employee Profile
- To Measure the Level of Employee's Job Satisfaction
- To Measure the Level of Employee's Work Life Balance

1.2 Research Methodology

The research methodology involves a systematic and structured approach to collect, analyzes, and interprets the data for the purpose of answering the questions or testing hypotheses.

A. Research Plan data source:

The research strategy adopted is the survey method, and the research instrument used to conduct the survey is based on a questionnaire. The data source selected is primary data collection. The questionnaire is finally emailed to the appropriate employees

B. Research Design

Research which is used here is “Descriptive research”. This study uses Survey methods with closed ended question.

C. Sample Size

The primary characteristics of the study's data are described using descriptive research. In this study, descriptive research is used to characterise the population's traits and the qualities that are the subject of the investigation.

D. Sampling Method

As the population size is to 300, sample size for the study at 95% of confidence level and 4.92% of error of is margin and the sample size is 171.

E. Sampling Technique

The researcher has used random sampling method for this study. A random sampling is a probability sampling method where a sample is taken from a group of people through survey method.

1.3 Methods of data collection

This study uses both primary data and as well as secondary data.

A. Primary Data

The researcher used well- structured questionnaires, which contained open ended and closed ended questions. The researcher personally went to collect data from the respondents

B. Secondary Data

Data that was obtained from secondary sources, such as websites, journal articles, and magazines.

1.4 Scope of the Study

The study's objective is to identify the various measurements the organisation provides for employee work-life balance, and job satisfaction. To find out what employees expect from the company and what they think of the policies that have been implemented. To measure how satisfied employees are with the variety of activities that are offered to them. To ascertain whether the measures improve employee performance, productivity, and workplace morale. And the study in done in Park Intelli Solutions, Coimbatore.

1.5 Statistical Tools used for Analysis

- Chi- square Test
- Descriptive Statistics
- Correlation Analysis
- Regression Analysis

1.6 Limitation of the Study

This study took a limited sample size.

The findings are applicable only to Park Intelli Solutions, Coimbatore.

II. FINDINGS AND STUDY

2.1 To Understand the Park Intelli Solution's Employee Profile

- Majority (51.5%) of the respondents belongs to female employees.
- Most (48.0%) of the respondents belongs to age group 20 – 30 years,
- Majority (51.5%) of the respondents completed undergraduate.
- Most (33.9%) of the respondents receive monthly income of INR 30,001 – INR 50,000
- 3.2 To Measure the Level of Employee's Job Satisfaction
- Most (38.0%) respondents are feeling encouraged for coming up with new better ways of doing the work.
- Most (39.8%) respondents receive tools and resources.
- Most (36.3%) respondents feel that work gives them a feeling of personal accomplishment.
- Most (32.2%) respondents accept clearly defined quality goals.
- Most (32.2%) respondents agree stating that their job makes good use of the skills and abilities.
- Majority (59.6%) respondents agrees that they receive information from management.
- Most (40.4%) respondents feels that the involvement in decisions affect work.
- Most (43.9%) respondents are satisfied with the Workshops.
- Most (38.0%) respondents are satisfied with the Salary.
- Most (48.0%) respondents are satisfied with the Benefits.
- Most (35.7%) respondents accept that Training and guidance are provided by the company.
- Most (37.4%) respondents are fine with the Safety measures provided by the organization.
- Most (41.5%) respondents are satisfied with the Rewards / awards.
- Most (39.2%) respondents are satisfied with the Job outcome.
- Most (38.0%) respondents are satisfied with the Incentives.
- Most (42.7%) respondents are satisfied with the Friendly environment work.
- Most (39.2%) respondents are satisfied with the Working culture.
- Most (38.0%) respondents are satisfied with the Opportunity for career advancement.
- Most (40.9%) respondents are satisfied with the Leave Policy.
- 3.2 To Measure the Level of Employee's Work Life Balance
- Most (31.0%) respondents opted stating that they frequently work more than 6 days in a week.
- Most (33.9%) respondents stated that they are able to balance work life.
- Most (40.4%) respondents opted that think or worry about work
- Most (28.7%) respondents are flexible to work in shifts
- Most (36.8%) respondents opted that unable to spend enough time with family,
- Most (35.7%) respondents opted that they miss out quality time with family or your friends because of pressure of work.
- Most (31.6%) respondents opted that they are Tired or depressed because of work.
- Most (41.5%) respondents are flexible to work on weekend.
- Most (39.8%) respondents have set strict boundaries between work and life.
- Most (38.0%) respondents prefer extra help to complete the work task.
- Most (32.7%) respondents stated that workplace needs changes to help promote emotional well – being.
- Most (38.6%) respondents feel supported by employer in maintaining positive mental health.
- Most (36.8%) respondents feel that teammates have a healthy work life balance.
- Most (38.0%) respondents cope with the current workload.
- Most (31.6%) respondents states that organization take initiatives to manage work life of its respondents.
- Most (37.4%) respondents states that policy for work Life Management helps to increase productivity of the organization.
- Most (33.3%) respondents states that the company provide maternity and paternity leave to the respondents.

- Most (35.1%) respondents states that they prioritize the job over personal life.
- Most of the respondents states that the company organize holiday camps and picnics to manage work life and personal life, secures (32.2%)

III. SUGGESTIONS

The company can survey its employees to learn more about their interest in working, Fun tasks can be given to staff to increase productivity and promote a positive attitude. To inspire employees, incentives and benefit schemes should be changed. Shift timings can be modified, as employees are feeling low to work in the specified period. Appropriate training can be provided for employees to make them work efficiently. To motivate the employees holidays can be arranged in order to relax them from working. The working days can be limited, so that the employees can have their own personal space.

IV. CONCLUSION

The purpose of this study is to determine how satisfied employees are with their jobs and how well their work and personal lives are balanced. It is concluded that in order to manage their work and personal lives well and to keep employees engaged, organisations must take further steps. To ensure the mental health of the respondents, it is advised to plan enjoyable events each month based on the findings. And ask respondents about their interest in their jobs via a survey each month. Given the number of shifts in operation, the necessary benefits can be offered to boost respondents' productivity and assist them in striking a balance between their professional and personal lives. The respondents' view of their work may change as a result of this. This research is concluded with the employees perception towards job satisfaction and work life balance, where relevant measures are been discussed.

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