

Study on Work Life Balance and its Impact on Employee Performance with Reference to TCS, Nagpur

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Abstract: *In organizations and on the home front, the challenge of work/Life balance is rising to the top of many employers' and employees' consciousness. In today's fast-paced society, human resource professionals seek options to positively affect the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article 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 that exacerbate work-Life balance. This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work-Life initiatives to gain a competitive advantage in the marketplace. Work-family: a term more frequently used in the past than to days.*

Keywords: Employee Performance

I. INTRODUCTION

1.1 EMPLOYEE WORK LIFE:

As we have acknowledged about PLC, Product work life, same procedure very much applies to the "Employees work life balance". An employee Work Life is the method that the employees undergo from the time, when they enter a company till they leave. Generally HR experts focus their attention on the methods in this procedure in hopes of inventing an effect on the company's nuts and bolts. Their objective is to diminish the company's cost per employee hired. A concise introduction of the company and all the rules & regulations is given to the employees during the process of induction.

1.2 RECRUITMENT AND SELECTION

"Recruitment is the Process of searching and fascinating capable applicants for employment. The Process commence when there is new recruits are sought and conclude when their applications are submitted. The result is declared by the pool of application from which new employees are appointed."

Recruitment is one of the most important phases of Human resource, as if you acquire this process right you're halfway there, as you have reduced any potential employee's issues that can occur in future.

II. REVIEW OF LITRATURE

Maureen Hannay and Melissa Northam (2012) observed that the practical concern of most employers is, preventing, what can be termed, dysfunctional turnover. Dysfunctional turnover occurs when the best employees move on to new organizations; while the company's worst employees stay on with the employer. The study opinioned that the retention crisis cannot be solved by money alone instead, improved employee retention begins with effective, targeted recruitment and is sustained by a work environment that satisfies both the extrinsic and intrinsic needs of employees.

2.1 OBJECTIVES

- To study the relationship between work-life balance 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 employees.
- To give suggestion of provide feedback to the Employees.

2.2 HYPOTHESIS

H1:-That the methods and techniques of Work life Balance is Better in TCS.

III. RESEARCH METHODOLOGY

Research design

Sample size : 100

Sample techniques : Simple Random Sampling

Data Collection :

Primary Data :

These are those data, which will be collected a fresh and for the first time, and thus happen to be original in character. I will be used the structured questioners.

Secondary data:

These are those which have already been collected by someone else and which have already been passed through the statistical process. I will collect the data from the sources like internet, published data etc.

DATA ANALYSIS AND INTERPRETATION TECHNIQUES TO BE USED: Proposed chapter will deal with various types of data collected & analysis and interpretation of the result are carried out there of.

IV. CONCLUSION

The employees agree that there is an opportunity for career growth with their organization, but they need to adopt new practices to increase the opportunities for career growth for an employee. They do experience personal growth like updating skills. Their work gives them a feeling of personal accomplishment. Job requirements are clear to majority of the employees. Their job profile matches with their skills and qualifications. They have clearly defined quality goals. Superiors help them to improve their work by providing timely feedback and value their efforts. They are being encouraged to do things in a better way.

The tools and resources given to the employees to carry out their Work Life in the organization. Also they are provided with adequate opportunity to interact with other employees within the organization. Most of the employees are satisfied by the way in which their efforts are being rewarded. Overall we can conclude by saying that majority of the employees are satisfied with their Life cycle, but by implementing various practices the organization can further increase the level of Work Life within their employees