

To Study Excessive Work Can Affect Business and Employees Life

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Abstract: *Working overtime leads to lowering the company's productivity and ultimately brings loss to the company. Many employees work overtime without getting their employer's compensation or paid for overtime.*

Keywords: overtime, compensation, employees

I. INTRODUCTION

Even with the digital revolution, many people still feel that they cannot meet the demands of their employers on time and this puts them worried. Due to personal reasons and more involvement in personal lives, they ignore their work to get their jobs done and that's the reason why they are forced or pushed to leave their work or job. The weight of pressure makes them feel more stressed which makes them feel low.

Having excessive work makes people worried, due to which they gradually don't perform their duty very well. They feel that they don't have any life other than work and that thing gradually burns them out. Working continuously without any rest lowers productivity which brings a negative impact on the company's success and business

In the end, the company will have to face many employees asking for/sick leave or simply working below their previous level.

While it is widely assumed that overtime can increase a company's output or overall results, the reality is that it will only last for a short time. If jobs like working overtime continuously, workers will be exhausted from their daily routine.

PROPERTIES WHICH CAN AFFECT BUSINESS AND EMPLOYEES LIFE

Although many excellent employees complete urgent work, having urgent work does not mean you have to waste your time. When a company doesn't clearly prioritize its tasks, rush jobs arise.

When there is an increase in jobs in a company, even if the number of employees for the job is available, there can still be urgent work, especially when in a poorly organized company, some workers work is still . The purpose or motive of business is to win and attract more and more customers. Employees often work overtime or ask for overtime to cut costs, but this often results in extended working hours. And overtime can be harmful to employees' health.

If an employee works overtime every day, it will lead to lower productivity and ultimately loss to the business. However, many companies around the world tend to work at night without receiving any additional remuneration from the employer.

ADVANTAGES OF EMPOLYEES LIVES

The term social welfare refers to various types of indirect remuneration provided to workers in addition to their normal wages.

Employee benefits include benefits from a variety of sources, namely health insurance, life insurance, retirement benefits, fringe benefits, vacation pay, social security and other benefits. other specialized benefits.

Generally, employees who work under specific constraints and meet prior deadlines or complete work with full focus or dedication are the eligible candidates who receive the most benefits.

But there are still many employees who still want to join these companies. Moreover, you can also find employees working there who are not satisfied with their salary.

Now, if you're wondering how this is possible, you've probably never heard of the extra perks and perks their organizations offer them, beyond their salary.

Employee benefits and benefits are remuneration in addition to wages paid by a company to its employees. It doesn't have to be cash or hard money, it can be health insurance, overtime, paid time off, etc. In addition, the benefits of each company are also different.

DISADVANTAGES OF EMPLOYEES LIFE

While entrepreneurs can significantly increase their income over the years, employee income is limited due to a number of factors. The main reason is that since an employee is not the owner of the business, it is natural for the business and its owners to earn more than you are paid so that they can pay you as well as for other benefits. other staff.

As a result, an employee's earnings are limited to the agreed-upon salary or hourly rate discussed in their employment contract and cannot be significantly increased without a raise or overtime. Even if a person receives additional incentives or benefits, they are always limited and will only increase if a person can get a raise or change jobs. A limited income will eventually put a strain on other aspects of life.

As an employee, you simply don't have much control over the final decisions made in your organization, whether they affect you positively or negatively. For example, if you're looking for a promotion, you might be doing all the work you can and getting all the credit there, while being ignored by your boss in the event of a promotion. In other cases, you might think that a policy to which the organization is committed may not be useful in one form or another. While you are free to suggest your opinion, the final decision will not be made by you and this may lead to events with which you may not be satisfied.

II. REVIEW OF LITERATURE

In entrepreneurial studies marketers are described as marketplace entrants or younger companies which have currently entered the marketplace. Like in every other enterprise, entrepreneurship within the style enterprise combines the advent and control of an undertaking with the particular components of the enterprise, in this example style. As noted above, marketers make an applicable contribution to the monetary boom and the dynamics of the economy.

(Davidson 2006; Zhao 2005; Parietal 2007). It is big to study the attention ratios of massive gamers and small businesses of the clothing enterprise, so that you can examine the monetary effect of small actors within the style enterprise. Especially the style enterprise is ruled via way of means of small groups. In the United Kingdom, for instance, the pinnacle 15 groups generate 25% of the final results as a percent of the overall. Compared to the variety of different industries just like the dairy enterprise, wherein the pinnacle 15 groups generate 57% of the overall final results or the pharmaceutical enterprise, right here the pinnacle 15 groups advantage 74% of the overall final results. It is seen that the clothing enterprise includes many small companies that make contributions to the enterprise output. Consequently, the small actors of the style enterprise maintain relevance in phrases in their monetary strength and dominate the style enterprise panorama. This isn't always best authentic for the United Kingdom however additionally for lots of different countries. In Germany micro groups with inside the layout enterprise generates 75% of the overall enterprise volume. The European Enterprise and Industry Commission defines micro groups as businesses, which hire fewer than ten people and whose annual turnover is beneath 2 million euro. Additionally, to the monetary relevance, the cultural contribution to society of the style enterprise needs to be considered. The not pricey overall performance needs to be enlarged via means of the "cultural fee of return". It is the cultural sales businesses create, which stands in assessment to the not pricey sales. Fashion layout marketers innovate internal those dimensions with creativity and regular alternatives. As Dickerson (2003) said to the point: "The regular in style is alternate." According to Schumpeter (1934) innovation is difficult to replicate and Drucker (1985) talked about the need for non-stop innovation. Both statements are authentic for style marketers who have to be constantly progressive in their sphere of activity; style may be copied however now no longer innovation. A style layout entrepreneur is the important individual that manages the entrepreneurial method and unites an enterprise to combine their layout thoughts into the marketplace.

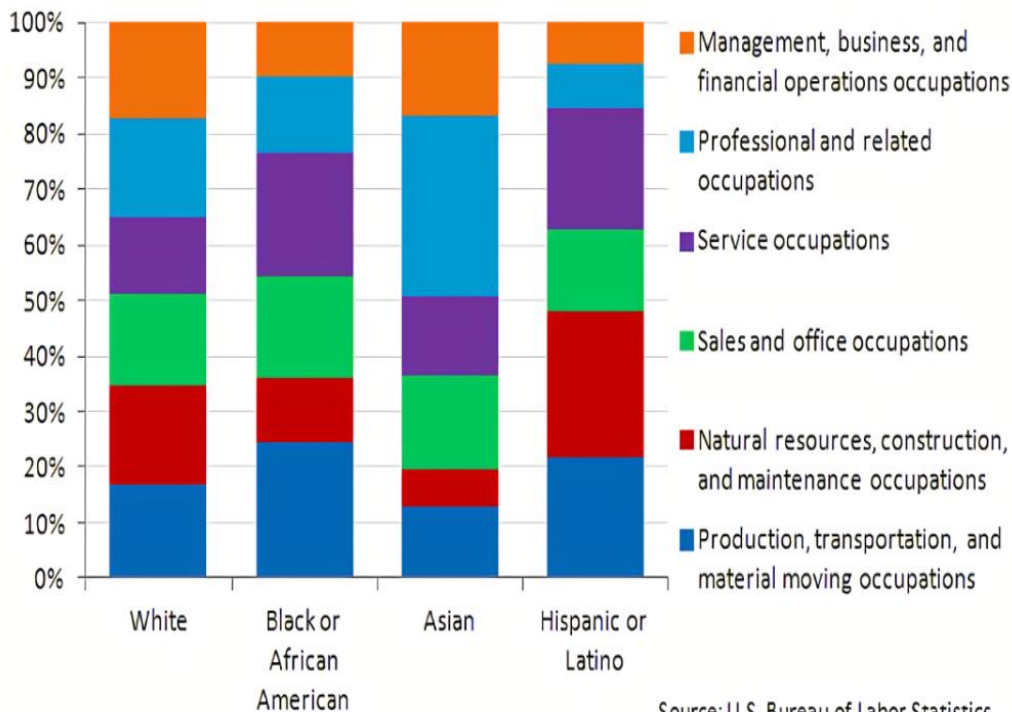
III. RESEARCH ANALYSIS, FINDINGS AND TERMINOLOGY

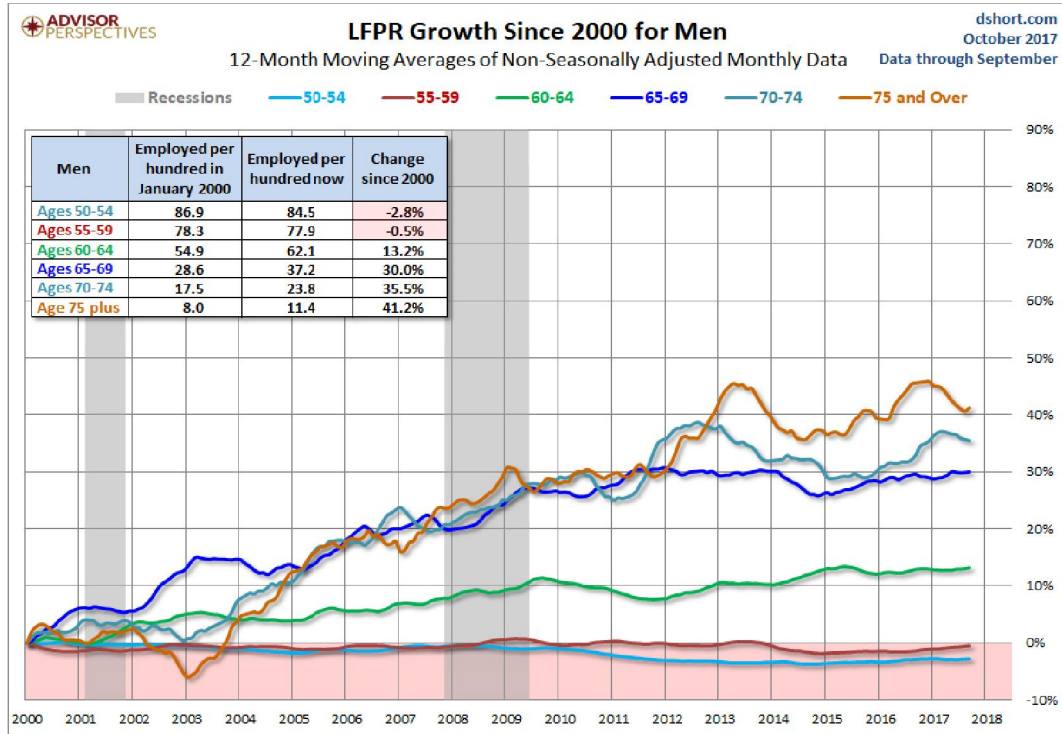
The research method is a strategy of inquiry, which moves from the underlying assumptions to research design, and data collection (Myers, 2009). In this research study we used these ways to prove the relationship developed. Entire group of persons that conform to certain specifications that are of interest to the researchers and on which results of the study can be generalized is termed as population (Polit & Hungler, 1999). Our target population was teaching faculty and non-teaching staff of (BPS-16 and above) of Public Sector University of Gujranwala Division which was estimated at about 430. Employee engagement and job satisfaction has an impact on any organization which leads to turnover and absenteeism in terms of low performance and low productivity. For engaging employees, organizations used better compensation plans and strong relationships with coworkers. To hold employees happy and engaged, organizations used HR practices and SHRM customized services with higher satisfaction and higher engagement (Kennedy & Malveaux, 2012). This research study found the relationship between job engagement and organizations citizen behavior and counterproductive behavior. Result shows that there is a positive relationship between job engagement and JCB and a negative relationship between job engagement and counterproductive behavior (Ariani, 2013).

IV. QUESTIONNAIRE

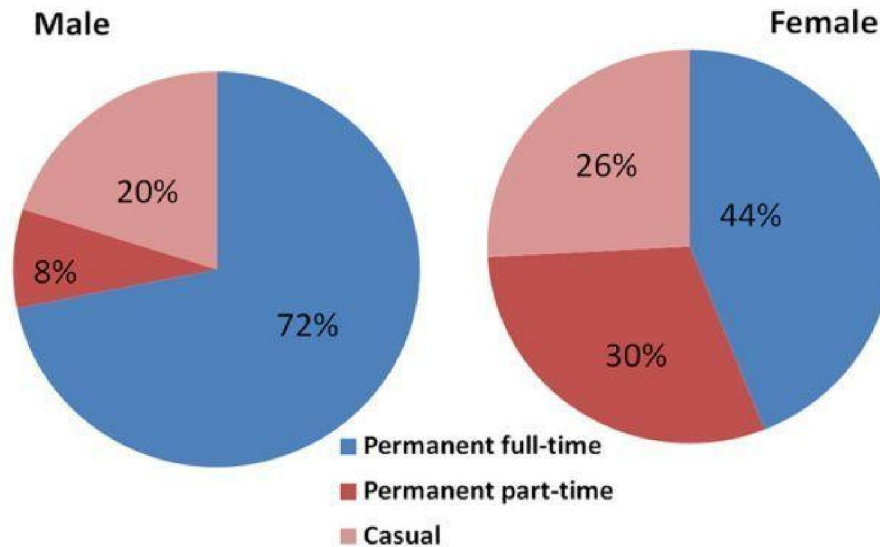
This research study population was divided into two strata of teaching faculty and non-teaching staff that include 269 teaching faculty members and 161 non-teaching members. In total population, 207 samples were drawn from strata in which 42% samples drawn from teaching faculty strata and 58% sample drawn from non-teaching strata of university by using proportionate stratified sampling.

Percent distribution of employed men by occupation, race, and Hispanic or Latino ethnicity, 2011 annual averages



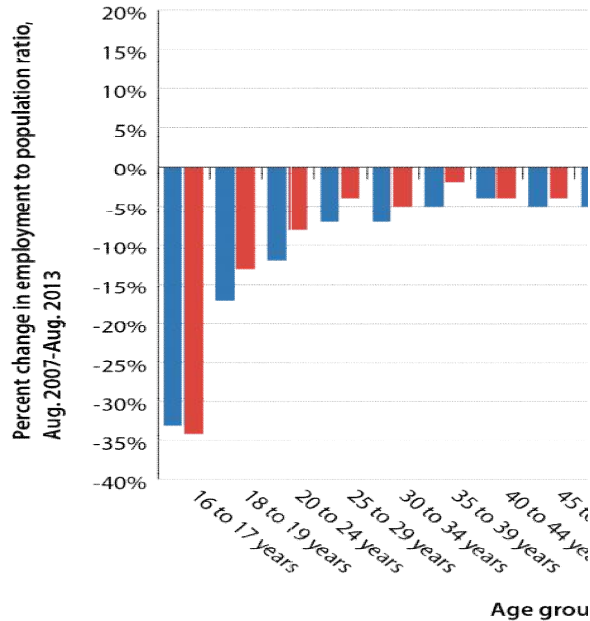


Work arrangements by sex, 2012



The jobs crisis by

Source: Bureau of Labor Stati



V. CONCLUSION

Work life balance is the process of minimizing the role conflict of a person by maintaining his perceptions about work and his personal time and family welfare (Clark S. C. 2000). Work life balance can be defined as the perception of an employee to maintain and integrate multiple domains of personal, time, family care and work with minimum role conflict. Work life balance can be different to different people depending upon the different stages of life. It basically includes the problems of exhaustion and lack of time. Research shows that failure to achieve a satisfactory balance of effort is directly connected to lack of energy to fulfill personal commitments and lack of control over the workload. The imbalance here leads to consequences such as fatigue, poor quality of life and most importantly poor performance. Work life balance is the relationship between personal commitments and work and its impact on one another.

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