

A Study on Work Life Balance towards Women Employees at Salzer Electronics Limited Coimbatore

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Abstract: *The participation of female employees is increasing in the industry. Advanced technology is playing a dynamic role in the current industry. But female employees are facing difficulties in the industry due to increasing work stress and change in technology. It is very difficult to adjust to her in both her professional and personal life due to financial problems and the progress of environmental conditions. In this review paper, the researcher will understand different angles of the professional and professional life of female employees such as work stress, work-family conflict and family work conflict, career growth, and child and family care which affect the work performance of employees in the industry.*

Keywords: Professional and personal life, work-life-balance, work stress, career growth, conflict

I. INTRODUCTION

Everyone required time for oneself, family, buddies, and other needs. A female employee consumes almost all of the time at the workplace and left our time with family and friends. Limited time is accessible for working women. Everyone is running hard in the present competitive situation that they didn't get sufficient time to complete their individual as well as family needs. The work-life cope up is rarely found in working people's life, especially for on-the-job females. Although a period altered, from the scenario when the male member victimized to gain and the female stayed at the interior, to the period of time when both earns but a female continuously has to look not only work but also to do good care of the home at the identical time. So, sustaining the cope up between job-life and individual- life is hard for a female employee.

When a working woman marries, her responsibilities grow, and when she becomes a mother, her responsibilities grow even more. Because they must care for their children as well as look after their home and family while walking on their career path.

1.1 STATEMENT OF THE PROBLEM

Work Life in an organization is essential for the smooth running and success of its employees. The work-life balance must be maintained effectively to ensure that Female employees are running at their peak potential and free from stress and strain. The Quality of Work Life can affect such things as employees 'timing, his or her work output, his or her available leaves, etc. Quality of Work Life helps the employees to feel secure and like they are being thought of and cared for by the organization in which they work. An organization's HR department assumes responsibility for the effective running of the Quality of Work Life for their employees. This being the real fact and since there was absenteeism and lack of job satisfaction among the workers, the investigator has made an attempt in this regard and has undertaken the current study to analyse the Quality of Work Life among workers with special reference to electronics industry. A hub and to offer suitable suggestions for the organization to take necessary steps to improve the Quality of Work Life among its Female Workers.

1.2 OBJECTIVES OF THE STUDY

- To identify the quality of work life in salzer electronics ltd.
- To measure the level of satisfaction as perceived by the women respondent employees on the varied determinants of work life balance.
- To identify the major factors that influences the work life balance among women employee in the study area.

1.3 RESEARCH METHODOLOGY

To fulfill any task, it is necessary to follow a systematic method. Research methodology is the main aspect of research studies. The methodology follow by research is detailed here.

A. RESEARCH PLAN DATA SOURCE

- Data source : Primary ana secondary Data
- Research Approach : Survey Method
- Research Instrument : Questionnaire
- Contact method : In person

B. RESEARCH DESIGN

The Experimental research design is used here to fulfill the research objectives in this case.

C. SAMPLE SIZE

The study based only on the quality of work life of employee. Total number of sample taken for the study is 120 respondents.

D. SAMPLING METHOD

This research employs the Random Sampling approach of Probability Sampling.

1.4 METHODS OF COLLECTION

DATA SOURCES

- Data in the study are of two types:
- Primary data
- Secondary data

After a research issue has been identified and a strategy has been laid out, the process of collecting data begins. The aim is to collect data from both primary and secondary sources.

1.5 ANALYTICAL DESIGN

- Simple Percentage Method
- Chi square analysis

1.6 SCOPE OF THE STUDY

Work is an integral part of our everyday life, be it our livelihood or career or business. On an average we spend around twelve hours daily in the work place, that is one third of our entire life; it does influence the overall quality of our life. It should yield job satisfaction, give peace of mind, a fulfilment of having done a task, as it is expected, without any flaw and having spent the time fruitfully, constructively and purposefully. Even if it is a small step towards our lifetime goal, at the end of the day it gives satisfaction and eagerness to look forward for the next day. A happy and a healthy employee will give better turnover, make good decisions and positively contribute to the organizational goal. An assured good quality of work life will not only attract young and new talent but also retain the existing experienced talent. This being the virtual fact, the current study on Quality of Work Life among workers with special reference to

electronics industry. A hub, is expected to prove extremely useful for the organization to improve the quality of work life among its workers with the help of the recommendations given by the investigator.

1.7 LIMITATIONS OF THE STUDY

- This study confined only electronics industries employees, sample size is limited to 120.
- The Female employees and workers were interviewed during the course of their working time, so they were in a hurry to respond to the questions, which may have affected the quality of data.
- Time constraint was another limiting factor. The time available for the study was very much limited

II. REVIEW OF LITERATURE

According to **G Nasl Saraji, and H Dargahi (2017)**, survey QWL is a comprehensive, department wide program designated to improve employee satisfaction, strengthening workplace learning and helping employees had better manage change and transition by conducting descriptive and analytical study they showed that the majority of employees were dissatisfied with occupational health and safety, intermediate and senior managers, their income, balance between the time they spent working and with family and also indicated that their work was not interesting and satisfying.

Gardon (2017), Both employers and employees now better appreciate the importance of the Quality of work life in an organization. Quality of worklife is important to organizational performance (Grayson, 1973). Quality of work life is an important factor that affects motivation at work (Ghosh, 1992). Quality of work life programmes has two objectives: to enhance the productivity and the satisfaction of employees. Quality of work life is the quality of the content of relationship between employees and their total working environment with human dimensions added to the usual technical and economic ones.

Glasier (2017) thinks that quality of work life implies job security, good working conditions, adequate and fair compensation, more even than equal employment opportunity all together.

Katzell et. Al (2018), viewed quality of work life more broadly as an individual's evaluation of the outcome of the work relationship. They observed that a employee may be said to enjoy a high quality of working life when he has positive feelings towards his job and its future prospects, is motivated to stay on the job and performs well and feels his working life fits well with his private life to afford him a balance between the two in terms of his personal values. Walton (2003) suggested eight major conceptual areas for understanding quality of work life. These were adequate and fair compensation, safe and healthy working conditions, development of human competencies, growth and security, social integration, constitutionalization and total life space and social reliance. Various other studies conducted on quality of work life include employment conditions, employment security, income adequacy, profit sharing, equity and other rewards, employee autonomy, employee commitment, social interaction, self- esteem, self- expression, democracy, employee satisfaction, employee involvement, advancement, relations with supervisors and peers and job enrichment.

Runcie (2018), remarked that should an employee have positive perception of the quality of worklife in the company, he would further probably strive to further improve the working conditions, increase production and quality products. The experiences of a fair number of organizations indicate that a number of specific roles and structures and the support systems, must be in place and functioning effectively in order that the quality of work life programmes remain viable grow, involve, permeate the organizational culture and produce long term success and benefits. The cross nation experiences amply demonstrate that improvement in quality of work life has definite potential and scope in improving productivity and overall organizational effectiveness as also reducing grievances, turnover and absenteeism and industrial accidents. Yet inspire of the plethora of research on the subject, the efforts on the part of researchers to identify the factors of quality of work life in the Indian context have not been encouraging. Thompson indicated quality of work life programs a movement toward greater engagement with the cooperation, knowledge and tactic skills of the work force.

Delamotte and Walker (2018), indicated that the number of emphasis have been made in the humanization of work including: the need to protect the worker from hazards to health and safety, the wage work bargain, the protection of workers from hazards of illness and unemployment.

According to Guna Seelan Rethinam, Maimunah (2019) QWL is a multi-dimensional construct, made up of a number of interrelated factors that need careful consideration to conceptualize and measure. It is associated with job satisfaction, job involvement, motivation, productivity, health, safety and well-being, job security, competence development and balance between work and non-work life and he concluded as QWL from the perspective of IT professionals is challenging both to the individuals and organizations. Described that, the elements that are relevant to an individual's quality of work life include the task, the physical work environment, social environment within the organization, administrative system and relationship between life on and off the job. Chan, C.H. and W.O. Einstein, (1990) pointed out QWL reflects a concern for people's experience at work, their relationship with other people, their work setting and their effectiveness on the job.

European Foundation for the Improvement of Living Conditions (2020) described that the QWL is a multi-dimensional construct, made up of a number of interrelated factors that need careful consideration to conceptualize and measure. It is associated with job satisfaction, job involvement motivation, productivity, health, safety, job security, competence development and balance between work and non-work life. Hackman and Oldhams highlight the constructs of QWL in relation to the interaction between work environment and personal needs. The work environment that is able to fulfill employees' personal needs is considered to provide a positive interaction effect, which will lead to an excellent QWL. They emphasized that the personal needs are satisfied when rewards from the organization, such as compensation, promotion, recognition and development meet their expectations.

Seyed Mehdi Hosseini (2021) argues that career satisfaction, career achievement and career balance are not only the significant variables to achieve good quality of work life but quality of work life (QWL) or the quality of work system as one of the most interesting methods creating motivation and is a major way to have job enrichment which has its roots in staff and managers' attitude to motivation category that is more attention to fair pay, growth opportunities and continuing promotion improves staff's performance which in turn increases QWL of employees.

Raduan Che Rose (2023), says QWL programs will benefit both faculty and management, By mutually solving work-related problems, building cooperation, improving work environments, restructuring tasks carefully and fairly managing human resource outcomes and payoffs . The result indicates that three exogenous variables are significant: career satisfaction, career achievement and career balance in QWL. However from the literature we can summarize that QWL may be is viewed as a wide ranging concept, which includes satisfaction towards work, participative management and improve work environment.

III. FINDINGS AND STUDY

- It is Majority 30.8% of the respondents' age group between 31 – 40 years.
- It is Majority, 86.7% of the respondent are Married person.
- It is Majority 45.8% of the respondents are having 2 children.
- It is Majority 49.2% of the respondents are qualified in Graduate.
- Majority 37.5% of the respondents designation are non critical.
- Majority 30.8% of the respondents experience is less than 5 years.
- Majority 31.7% of the respondents are earned income of below Rs 5,000.
- It is Majority, 80% of the respondent feel that balance our work life.
- 37.5% of the respondents are satisfied the Drinking water, 35.8% of the respondents are Highly satisfied the Rest room, 36.7% of the respondents are Highly satisfied the canteen, 37.5% of the respondents are Highly satisfied the Medical facilities, 31.7% of the respondents are Highly satisfied and satisfied the Health insurance, 40.8% of the respondents are satisfied the Accidental insurance, 36.7% of the respondents are satisfied the compensation, 33.3% of the respondents are satisfied the fringe benefits.
- It is Majority, 35.8% of the respondent are utilize Maternity benefits.
- It is Majority, 34.2% of the respondent are receiving benefits is paid time off.
- It is Majority, 34.2% of the respondent are refreshment work hours is once.
- It is Majority, 32.5% of the respondent are Strongly Agree that work life balance police need to individual.
- It is Majority, 35.8% of the respondent are Excellent for utilize our skills and abilities.

- It is Majority, 29.2% of the respondent are find our job is Monotous and Just able to manage.
- It is Majority, 35.8% of the respondent are Agree that Job allows to productivity in all situation
- It is Majority, 33.3% of the respondent are Satisfied the present job
- It is Majority, 37.5% of the respondent are Satisfied the develop our own skill.
- It is Majority, 46.7% of the respondent are Satisfied the provide training.
- It is Majority, 30.8% of the respondent are Satisfied the working hours.
- 35% of the respondents are Strongly agree the More flexible working hours, 33.3% of the respondents are Strongly agree that job sharing, 32.5% of the respondents are agree that leave / Time adjustment, 31.7% of the respondents are Strongly agree that Good working conditions, 34.2% of the respondents are strongly agree that Yoga / Refreshment center.
- 25.8% of the respondents are Rarely worry about work, 30.8% of the respondents are Never Feel tired or depressed in our work, 30% of the respondents are Never Missed our family or friends.
- It is Majority, 30.8% of the respondent are Diabetes job stress.
- It is Majority, 27.5% of the respondent are influencing factors for women employees is child care.

IV. SUGGESSTIONS

- The compensation package must be improved further
- It should be given opportunities to develop their career
- Organization should give proper instruction to complete the job effectively
- There must be improvement in rewarding and awarding policies.
- It must be introducing of promotion policy at operation level.
- It needs to provide high motivation from the top management of the company.
- There must be mutual relationship with co-workers
- It needs to provide special training from the company to their job during work period.
- The company should discuss with the women employees in taking any important decision that makes them to involve in their work fully.
- Work pressure given to employees should be at the normal.

V. CONCLUSION

In every organization, Human Resource is the vital resource which could raise the productivity, goodwill and quality of standards of the company. The main purpose of work life balance of women employees is to boost them up to do their work effectively and efficiently. It is the employer's responsibility to provide the good environment to the employees, which could not affect them physically and mentally.

A magnificent building is strong if a foundation is strong, so also company performance depends upon the contribution made by its employees with an esteemed and well established name, and it is widely found obstacle such as with commitment and determination of the Electronics can successfully overcome this obstacle to attain success.

This research highlights some of the small gaps in employee's satisfaction towards the Electronics Industry. The company aims to promote the peaceful industrial relations and good organization which is highlighted by management and the employees. Since employees are the backbone of the company, company should satisfy them in order to improve the business in the higher competitive market of the liberalized economy.

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