



# A Study on Work Life Balance of Employees Working In Corporate Companies in Hyderabad

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## I. INTRODUCTION

All human beings aim their actions to maximise their happiness in the life. The happiness is individualistic, contextual, subjective and highly dynamic. The human being has become more productive at social and intellectual levels on account of his more cranial capacity to hold some control over the biological functions and needs when compared to any of the species in the nature. Though work culture has grown parallel with the evolution of human, the nature and amount of work has grown more progressive manner than the human dynamics, which bounced back on his productivity and thereby necessitated the need of balance between the work and non-work or life activities. The socio-cultural refinements coupled with labour movements have imparted the society with humanitarian and political values, liberty and empowerment during the last dozen centuries has further facilitated the culturing the so-called employee friendly, gender neutral work and feminisation environment for smooth going of the productivity and life enjoyment of the human being. Work-life Balance is a condition of equilibrium, in where the demands of a person's profession and life are in balance. Work life balance is a broader concept which deals with the work and beyond the work environment. We achieve life balance when we have sufficient time to give our best to the place we are working and personal interests for the loved ones. With the increasing competition among corporate entities not only changed the life style of the employees working corporate companies but also influenced among employees working in corporate entities. We can evident from the employees rushing here and there, working in day and night shifts, negative work culture and uncertainties about the future etc., Hence the present study will focuses on the work life balance of employees working in corporate entities.

## II. REVIEW OF LITERATURE:

- 1. Work-Life Balance Is a Cycle, Not an Achievement;** Ioana Lupu and Mayra Ruiz-Castro, (2021), in their in depth interview with the 78 professionals from London offices of global law firm and Accounting firm. The interview concluded that their jobs are demanding, exhausting and chaotic. The professionals responded that the working long hours in necessary for their professional success. The author found that the people continuously remember to pause, connect with their emotions, rethink their priorities and evaluate alternatives. The author suggested that the common mental process that consistently helped this group of professionals to change the way they worked and lived for better life.
- 2. A Study on Worklife Balance of Employees in Information Technolgy (IT) Sector at Chennai** by P. Ganapathi and Dr. D. Kanchana. The changing nature of the global economy, where organizations often operate on a 24/7 schedule and technological advances have made it possible for an employee to be connected at all times, has ushered the work-life balance issue into the forefront of the minds of many. The study concluded and suggested some of the strategies to be implemented to balance between the work and normal life.
- 3. A study on work life balance of the employees in the field of education: Strategic Human Resource Management** by Dr. K. Veena Latha ; the study highlighted the risks associated with the work life imbalance, benefits of healthy work life balance and suggested some of the strategies that can be employed to maintain the healthy work life balance. Author suggested that the employees should aware of the organizational

objectives and participate in framing the policies, organizations should improve innovative ways to cater the needs of the employees are essential to the balanced work life.

**4. Impact of Absolute and Relative Commute Time on Work–Family Conflict: Work Schedule Control, Child Care Hours, and Life Satisfaction;** Bing Bai et al, the study examined the direct and moderation effects of variables from multiple domains including work schedule control (work domain), childcare hours (family domain), and life satisfaction (overall life domain). The participants participated in the National Study of Changing Workforce and completed an online survey on many work and family related variables. Work family dynamics, importance of urbanization relative and absolute commute time is taken into consideration.

#### **STATEMENT OF THE PROBLEM:**

After the industrial revolution the working hours of employees, their welfare, employees' health etc., are considered as the important aspects of the corporate entities. It is evident that the healthy work culture and environment also influences the productivity of that the organization. A healthy work–life balance has been shown to have a positive effect on the experience of work and is effective in preventing negative psychological and physiological health effects (Chimote and Srivastava 2013). With the change in the

#### **SIGNIFICANCE OF THE STUDY:**

The study is to estimate the work life balance of employees working in corporate companies in Hyderabad. The study will identify and evaluate the relationship if any, that exists between employee demographics, perception, personality and work balance.

The relationship between employee demographics and work-life balance helps to determine the demographic fit of work-life balance construct. Similarly, identifying the relationship between personality and work-life balance helps to understand how employee personality is related with work-life balance.

Understanding the relationship between psycho-social factors and work-life balance if any helps the organisations to determine the curriculum and content of training and development programmes (that is, the magnitude and dimension of psychological/physical/psycho-physical interventions) provided to their employees in order to achieve work-life balance and to frame appropriate policies (the type of policies need to be implemented for example flexible leave facility, counselling, mentoring, etc..) in order to cur tile the work-life imbalance if any.

From an individual (employee) perspective, this study helps the employees to understand how to achieve (factors need to be taken care; attitudes, behaviours and patters to be adopted) work-life balance in their daily life.

#### **NEED FOR THE STUDY:**

Performance at both the work and individual / social ends is directly proportional to the Work life balance level in the environment in the organisations and their policies and practices followed for maintenance of work life balance. The imbalance in work life leads to poor psychological health and distress besides which in turn causes the increase in loss of man hours available. The study also helps to understand which factor (i.e., demographics, personality, perception) have large effect on work-life balance. Understanding the relative effect of each of the factors helps the employees as well as organisations to determine which factor should be considered with priority. Studying the interrelationship between work-life balance, demographics, perception, and personality helps to expose the interplay (i.e., how the three factors viz., demographics, perception and personality together effect work-life balance) in between demographics, perception, and personality leading the organisations as well as employees to manage work-life balance efficiently. The study helps to understand why there is a disparity in conclusion among researchers with regard to the relationship between work-life balance and employee demographics (i.e., by studying the role of intervening elements between employee demographics and work-life balance).

#### **OBJECTIVES:**

- To identify the work place support provided to the employees working in Corporate companies in Hyderabad.
- To evaluate interference of work with the personal life.
- To evaluate interference of personal life with the work performance.
- To study the satisfaction of employees working in corporate companies in Hyderabad with special reference to work life balance.

#### **HYPOTHESIS:**

**H0:** There is no support to the employee working in corporate companies from the Management.

**H0:** There is no relationship between the work life with personal life.

**H0:** There is interference personal life with work. Employees working corporate companies are not satisfied with the work life Balance.

### III. METHODOLOGY

**Research Methodology:** The present study is descriptive in nature, where the data is collected using structured online questionnaire. The respondents are software employees working various corporate offices in Hyderabad city in India.

**Population of the study:** the employees working in corporate companies working in Hyderebad city of India.

**Sample Size:** 56 employees working in Corporate Companies (respondents) from Hyderabad city.

**Data types:** Primary and secondary data

**Data collection Techniques:** Questionnaire is administered using google forms.

**Limitations of the study:** The evidences presented in the research are subject to some of the limitations, the questionnaire is administered to the employees through online mode only.

### IV. DATA ANALYSIS

AGE OF THE RESPONDENTS			
	20 -30 YEARS	40	71.4
	31-40 YEARS	12	21.4
	41-50 YEARS	4	7.1
	TOTAL	56	100.0
RESPONDENTS INCOME			
	BELOW 20,000/-	8	14.3
	20,001/-- 40,000/-	33	58.9
	40,001/-- 60,000/-	7	12.5
	60,000/- ABOVE	8	14.3
	TOTAL	56	100.0
MARITAL STATUS OF THE RESPONDENTS			
	MARRIED	16	28.6
	UNMARRIED	40	71.4
	TOTAL	56	100.0
FAMILY TYPE			
	JOINT	19	33.9
	NUCLEAR	37	66.1
	TOTAL	56	100.0
EXPERIENCE IN YEARS			
	0-3 YEARS	32	57.1
	4-5 YEARS	12	21.4
	5 YEARS ABOVE	12	21.4
	TOTAL	56	100.0
WORKING HOURS			
	STANDARD WORKING HOURS	53	94.6
	PAID OVER TIME	3	5.4
	TOTAL	56	100.0
	MALE	32	57.1
	FEMALE	24	42.9
	TOTAL	56	100.0

**Source: Primary Data**

From the above table it is observed that the respondents the most of the respondents are under the age group of 20 to 30 years, followed by 31 to 40 years. There are very less number of respondents from the age group of 40 years above. It is evident from the demographics of India most of the software employees are under the age group of median age group which is evident from the median age in India is 28.2 years<sup>1</sup>. It is observed from the data that most of the respondents family structure is nuclear, because soft ware companies situated in metropolitan cities and located in the outskirts. Difficult for the entire family to be there at the places located in cities. And in Hydeabad it is evident that the MNC are located in the outskirts and living cost too high to live at those places. So the employees working there mostly live in nuclear. It is observed that the most of the respondents income is between 20,000/- to 40,000/-. There is equal number of respondents under the income category of 20,000/- above and 60,000/- above.

<sup>1</sup> Updated on July 16, 2023 with the latest July 2023-July 2024 estimates from the United Nations, Department of Economic and Social Affairs, Population Division. [World Population Prospects: The 2022 Revision](#).

**RELIABILITY STUDY**

Scale: All Variables

Case Processing Summary			
		N	%
Cases	Valid	56	100.0
	Excluded <sup>a</sup>	0	.0
	Total	56	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability analysis has been done to test whether the questionnaire used and data collected is accurate and

Reliability Statistics	
Cronbach's Alpha	N of Items
.831	19

reliable or not. For this purpose cronbach's alpha has been done. We can evident from the above observations the cronbach's alpha value is 0.831, hence we can conclude that the questionnaire and data collected are more reliable and accurate.

**Gender of the respondent and Satisfaction with respect to distance to office**

Crosstab						
		Satisfaction with respect to distance to commute office				Total
		Strongly satisfied	satisfied	Neutral	Dissatisfied	
Gender of the respondent	Male	4	18	1	9	32
	Female	0	8	3	13	24
Total		4	26	4	22	56

Source: Primary Data

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.606 <sup>a</sup>	3	.035
Likelihood Ratio	10.123	3	.018
Linear-by-Linear Association	3.256	1	.071
N of Valid Cases	56		

a. 4 cells (50.0%) have expected count less than 5. The minimum expected count is 1.71.

Source: Primary Data

From the above table it is observed from the data analysis that there is a difference in the satisfaction of the respondents with respect distance they travelled. Study found that the distance to commute is negatively associated with the family life satisfaction and satisfaction with life<sup>2</sup>. In general, active travel mode, such as walking and biking, has been found to be associated with the least commuting stress or the highest travel satisfaction compared to public transit and automobile.

H0: There is no relationship between the age of the respondents and their satisfaction with respect culture they follow.

Crosstab						
		Satisfaction with respect to work culture				Total
		Strongly Satisfied	Satisfied	Neutral	Strongly Dissatisfied	
age of the employee	18-30 Years	14	15	7	4	40
	31-40 Years	12	0	0	0	12
	41-50 Years	0	4	0	0	4
Total		26	19	7	4	56

Source: Primary Data

<sup>2</sup> Lorenz O. Does commuting matter to subjective well-being? *Journal of Transport Geography*. 2018;66:180–199. doi: 10.1016/j.jtrangeo.2017.11.019.

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	24.168 <sup>a</sup>	6	.000
Likelihood Ratio	29.554	6	.000
Linear-by-Linear Association	3.493	1	.062
N of Valid Cases	56		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .29.

**Source: Primary Data**

From the above table it is observed that there is difference in satisfaction with respect to the work culture in the organization respondents working. We can observe that the employee's patterns of aging differ across cultures, particularly in the areas of personality, social relationships and cognition. One previous study suggests that cultural differences in aging are not random<sup>3</sup>.

Relation between the Salary/Compensation paid and their satisfaction within different age groups.

H0: There is no relationship between the age of the respondents and their satisfaction with respect salary or compensation they received.

Crosstab							
		Do you agree that the salary/ compensation provided meet the family needs?					Total
		Strongly Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Strongly Dissatisfied	
Age of the Employee	18-30 years	10	8	11	7	4	40
	31-40 years	4	8	0	0	0	12
	41-50 years	0	4	0	0	0	4
Total		14	20	11	7	4	56

**Source: Primary Data**

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	20.747 <sup>a</sup>	8	.008
Likelihood Ratio	26.053	8	.001
Linear-by-Linear Association	4.945	1	.026
N of Valid Cases	56		

a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .29.

**Source: Primary Data**

It is observed that the different age groups have their different opinions, satisfaction levels and acceptances with respect to salary or compensation they received. It is also conclude from the above table where the chi-square value is 0.008 which is less than 0.05, Hence null hypothesis is rejected and conclude that there is relationship between the age of the respondents and their satisfaction with respect to salary or compensation they received.

<sup>3</sup> Aging in culture, Helene H., the gerontologist, volume 53, issues 3, june 2013.

**Marital status of the respondent and Job Security cross tabulation**

Crosstab						
		Job Security				Total
		Strongly Satisfied	Satisfied	Neutral	Strongly Dissatisfied	
Marital status of the respondent	Married	4	8	0	4	16
	Unmarried	18	10	12	0	40
Total		22	18	12	4	56

Source: Primary Data

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	18.186 <sup>a</sup>	3	.000
Likelihood Ratio	21.413	3	.000
Linear-by-Linear Association	3.798	1	.051
N of Valid Cases	56		

a. 3 cells (37.5%) have expected count less than 5. The minimum expected count is 1.14.

Source: Primary Data

From the above table it is observed that there is significant difference in the opinion of the respondents with respect to job security with the married and unmarried groups. Satisfaction in the unmarried couple is different with respect to the married couple. Results show that there significant relationship exists between work life balance and marital status<sup>4</sup>.

**V. Conclusion:**

Greater gender equality can enhance economic productivity, improve development outcomes and make institutions and policies more representative. One research, which is backed up by evidence in the study, is that presence of gender disparity in any economy, both developing and developed, requires attention and corrective measures for achieving the overall development in terms of “society” (NSO 2022). A positive relationship between the work-life balance and career advancement stimulation was identified in this study. Segregating the time and prioritising the works will give sufficient time and efforts increase the well being and satisfaction. The study is focused on the work life balance in the different age groups, between male and female; marital status etc. It is observed that there are differences in the opinion of the different groups. The study also focused on the other aspects of work life balance of employees working culture, environment they work, distance they commute, compensation they receive for their work etc has been studied. The findings of this study seem even more consequential in an era when the younger generations enter the workplace valuing, indeed expecting, work life balance and believing that work and family are equally important in one’s lives. It is also advisable to the younger generations that don’t underestimate the importance of the spending time with the loved ones, working for your by sufficient time to sports or other hobbies whatever one is having which further give more satisfaction.

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