WORK LIFE BALANCE- WITH SPECIAL REFERNCE TO AK MAXX PROPERTIES, NAGARBHAVI, BANGALORE.

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Abstract:

Human Resource management is the developing field where it is very important for proper functioning of any organization. Advanced technology are help to use new innovative techniques to improve the quality & for better corporate culture in working environment, which leads direct or indirect motivation of human capitals. Happier the workforce, level of job satisfaction will be more. Hence it is playing a vital role to practice & successful implementation of new version of human resources techniques in an organization.

The resent version in the human resources development fields are; hiring employees on contract basis, moon light saving employees, executive training programmes for work life balance, participation of workforce in management decision making process, human resource accounting, policies & practices of an organizations, exit policy...

This study is about how latest & recent versions of new techniques are used in the field of Human Resources Management for better adaptation in a Corporate Environment. Because Human Resources is integral part of any organization. Instead the term “Work Life Balance” the concept is to change as “Pressure to Pleasure”.

INTRODUCTION

In the mid 1800’s the work-leisure dichotomy was invented. Paul Krassneer was remarked that anthropologists use a definition of happiness that is to have as little separation as possible "between your work and your play". In the late 1970’s "work–life balance" was first used in the United Kingdom to describe the balance between an individual's work and ones
personal life. In 1986, it was also used in the United States.

Advancement in the technology results in shift of workplace in recent eras. Employees have many options like usage of emails, cell phones, computers, laptops, which enroll & enable workforce to complete the assigned task efficiently & effectively beyond the limits of physical environment of an organisation.

Many authors have a assumption that parents being affected by work life conflict. Each individuals view work life balance differently. There are many reasons for particular circumstances ranging from Individuals goals or because of obligation of personal life. According to the recent study of the Centre for Work Life Policy millions of people consider their work hours exceeds because of Globalization. However Globalizations increases the standard of living & more job opportunities & economic development, failed in providing leisure or break time for employees.

Work Life Balance means it is not exactly an equal balance but schedule an equal number of hours for each of your various work & personal life. It is going to be vary over a time on daily basis. You may have right balance when your single will be different when you marry or if you have children too.

It is effectively managing the jingling act between paid work & personal life. It should not be quoting a work is good or bad but work should not be over crowded which is disturbing your personal life. There is no “one size fit “to all problems.

Work life balance enumerates the relationship between work & personal life commitments & how they are interdependent & affect one another.

ISSUES
Work life balance has become an issue in our country because the reasons listed below;

➢ Most single parent & women are into working culture
➢ Most people are involved in more than one job
➢ Dynamic business environment encourages compete globally which enforces to skilled employees.

➢ Reasons for Work Life Imbalance
  ✓ Global economy
  ✓ Global Business
  ✓ More working Hours
  ✓ No flexibility
  ✓ Bossism
  ✓ Competition
  ✓ Individual career ambition

Overcome the Imbalance by

✓ Do not overbook
✓ Prioritize ruthlessly
✓ Learn how to say No
✓ Use technology
✓ Organize the assigned tasks

BENEFITS

➢ Helps in retaining existing employees & attracts potential employees towards an organisation.
➢ Diversified skill development among staff & increased morale & loyalty
Attrition & absenteeism will be decreased
Good relationship among colleagues in working environment
Employees are encouraged to take more initiatives
Encourage for team work
Increases production and satisfaction level
Decreases stress and burnout

SAMPLE INFORMATION

Collection of data: Survey

Methods of Data: Primary Data & Secondary Data

Sample Area: AKMAX Properties, Nagarabhavi, Bangalore.

Research Instruments: Questionnaires & face-to-face Interview

Statistical Tools Used: Column Charts

Sample Size: 25

Sampling Technique: Random Sampling

RESEARCH OBJECTIVES

1. To know the employees priorities for flexible schedules at workplace
2. To know the long working hours affects on individual performance efficiency
3. To know individuals are able attend the family as well as office gathering
4. To know the nature of the family structure influence the work stress

Data Analysis and Interpretation

Gender of Participants

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>5</td>
</tr>
</tbody>
</table>

Interpretation: From the above chart no of participants in the Ak Maxx Properties company, 60% are male & 40% females.

Family Structure of Participants

<table>
<thead>
<tr>
<th>Joint Family</th>
<th>Nuclear Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>20</td>
</tr>
</tbody>
</table>

Interpretation: 80% of the employees are lives in nuclear family & only 20% are lives in joint family.

Attend Family Get Together

<table>
<thead>
<tr>
<th>Most</th>
<th>Some</th>
<th>Always</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>5</td>
<td>20</td>
<td>0</td>
</tr>
</tbody>
</table>

Interpretation: From the above chart no of participants attend family get together, 20% are always, 5% are some, 10% are most.
Interpretation: Working less than 8 hours in a company are 24%, 8 to 10 hours are 16%, 10 to 12 hours are 40% and more than 12 hours are 20%.

![Flexible Schedule](image1)

Interpretation: Employees are working in flexible hours are 28% and regular hours are 72%.

![Working Hours](image2)

Interpretation: From the above table 32% of the employees are attend the family gathering most of the time, 28% employees are attend some times, 40% of the employees are always attend the family gathering. None of the employees are there without attending the family gathering.

![Attend Office Get together](image3)

Interpretation: From the above table 80% of the employees are attending office people gathering, 12% of the employees are attending some times, 8% of the employees are always attending. None of the employees are there without attending the office people gathering.

![Efficiency affects by long working Hour](image4)

Interpretation: From the above table 40% of the employees efficiency are affected by long working hours most of the time, 40% affected some times and 20% always affected the efficiency of the employees.

**FINDINGS**

When we see the gender participation, it is clear that 60% of male & 40% are of female. Company is recruiting male candidates.
more. Even women constitute an important role in workforce, the present situation many reasons & policies have been left out of their jobs needs to be considered.

Merely 16% of employees works in the assortment of 8-10 hours, this is positive development in the company but 40% employees works in the assortment of 10-12 hours & 20% employees work more than 12 hours a day, which indicate the increase in stress level. 28% of the employees are working in flexible schedule & 72% are on regular schedule. Which means fewer employees prefer flexible schedules, which generates maximum best performance during regular schedules?

40% of employees are attending their family get together always. This shows a proper balancing between work & their personal life. 80% of employees most of the time attend office get together. This shows people are concerned in presence office get together also.

Merely 40% of employees says most of the time, 40% employees says sometimes affects their efficiency.

CONCLUSION
The family & work life both are imperative to workforce & if these two are not balanced properly it creates imbalance that results in stress & strain which ultimately leads to serious health issues. This study is initiate essential because it tries to distinguish how the occupation life & family unit are unprejudiced.

Achieving a good sense of balance stuck between employment & family unit commitments is a intricate task. It is not surprising now there is increasing interest among organisation for introducing work-life balance policies in their organisation.

Some of the conclusions according to the study objectives are:

From the follow a line of investigation we get to identify that the 80% workforce are from nuclear family structure & 20% are from joint family unit, who say that their twofold life is slightly traumatic. So now employees are prefer joint family.

From the study it is clear that 72% of workforce is not functioning under bendable program. But if the bendable program is given to the entire workforce surveyed are prepared to take gain of it.40% of workforce says that extended functioning are occasionally affects their working competence. We preserve pronounce that in confidential organization shrink in competence is awfully frequent.

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