



A STUDY ON WORK LIFE BALANCE OF EMPLOYEES IN LIFE INSURANCE INDUSTRY WITH REFERENCE TO COIMBATORE

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ABSTRACT

This is an endeavour to gift a progressive elaborate discussion on the work life. The Work life balance refers to the equalisation the private life and work. The person may or may not bear in mind of them. Work life balance could be a future –Oriented call whose main objective is to Identify and assess the equalisation of the workers to assume higher positions and responsibilities within the structure hierarchy. Work-Life balance is outlined because the balance between associate employee's work demands and out of doors interests or pressures could be a long-standing however ever-evolving space of company social responsibility. The safe work surroundings provide the premise for the person to get pleasure from operating. I had engineered a study workers [for workers] operating within the organization supported I even have tried to know the weather employees will balance their personal life and work. Once observant the results, Work-Life balance is outlined because the balance between associate employee's work demands and out of doors interests or pressures may be a long-standing however ever-evolving space of company social responsibility. The safe work setting provides the idea for the person to fancy operating. The work shouldn't cause a peril for the person. The leader and worker, conscious of their risks and rights, might deliver the goods los in their mutualist dialogue.

Keywords: Work life, Safe work Environment, Work life balance, Mutual benefit

INTRODUCTION

The success of any organization is critically depends on how it attracts, recruits, Motivates, and retain its talented manpower. Today's organizations are so flexible in working Hours and Concentrates in developing their work force and it particularly teaches the work Force in

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successful completion of projects by enjoying with commitments. Most of International companies or Organizations focused on teaching the change management techniques and strategies in making employees to adapt the required changes for personality development, organization development and also for the development of country. Work life and private life are intertwined for a vast majority of Indian workforce as significant technological development has created a 24x7 intrusion in the private lives of employees, says a study. "This trend is now catching up in our country, where employers have started recognizing the significance of providing a good work-life balance and are focusing on the well-being of their employees," he added. Nearly 0.5 the workers surveyed 49% per cent same that they attend to non-public matters throughout operating hours, whereas sixty nine per cent same they handle official matters throughout personal time. By gender, men appear to receive a rather higher level of work-related calls email throughout holiday after workplace hours than girls, the survey noted. A majority of the force have net property at their geographic point besides seventy percent of respondents had smart-phone with e-mail facility. But, despite easy accessibility to net and email, as several as seventy eight per cent same they like face-to-face contact.

ABOUT THE STUDY

The expression "work life adjust" alludes to the positivist or unfavourable of an aggregate employment condition for individuals. WLB programs are another route in which "associations perceive their adjusting of the representative's work and individual life to create employments and working conditions that are fantastic for individuals and also for financial soundness of the association". The components in an average WLB program incorporate – impartial reward frameworks, a worry for Employee employer stability and fulfilling vocations and cooperation in basic leadership. Numerous early WLB endeavours concentrate on work advancement. Not with standing enhancing the work framework. WLB programs for the most part accentuate improvement of worker abilities, the lessening of Occupational anxiety and the advancement of more co-agent work administration relations.

CONCEPT OF WORK LIFE BALANCE

Work life adjust is a non specific expression that covers a man's emotions about each measurement of work including monetary rewards and advantages, security, working conditions, authoritative and relational connections and its inborn significance in an individual life. It is a procedure by including them in choice influencing their work lives recognized qualities of the procedure is that its objectives are not just extraneous concentrating on the change of profitability and proficiency they are likewise inherent seeing what the specialists see as unavoidable and self upgrading closes is themselves. Amid 1979, the American culture of preparing and improvement made a team on the Work life adjust of

which characterized the idea of Work life adjust as takes afters' Work life Balance is a procedure of work associations which empowers its individuals at all levels to take part effectively and proficiently in molding the association's condition, techniques and results. It is an esteem included process which is pointed towards meeting the twin objectives of upgraded adequacy of the association and enhanced Work life adjust of representatives Watson gives eight criteria characterized s qualities of individual work encounters or workplace) to assess Work life adjust programs.

OBJECTIVES OF STUDY

1. To ponder the work life adjust of the representatives.
2. To distinguish the elements that influences the work life.
3. To examine Employees comfort in work life adjust with individual life.
4. To propose approaches to enhance work life adjust for Employees.

REVIEW OF LITERATURE

MIRVIS AND LAWLER (1984)

Proposed that Quality of working life was related with fulfilment with wages, hours and Working conditions, portraying the "fundamental components of a decent nature of work life" as; safe workplace, even-handed wages, rise to business openings and open doors for Advancement.

ROBBINS (1989)

QWL as "a procedure by which an association reacts to representatives needs by creating components to enable them to share completely in settling on the choices their plan their lives at work".

ELIZUR AND SHYE (1990)

Reasoned that nature of work execution is influenced by Quality of Life and in addition Quality of working life. In any case, it will be contended here that the particular regard for business related parts of personal satisfaction is substantial.

BABA AND JAMAL (1991)

They depicted as common place markers of nature of working life, including: work fulfilment, work inclusion, work part vagueness, work part struggle, work part over-burden,



and work stretch, authoritative duty and turn-over goals. Baba and Jamal likewise investigated reutilisations of occupation content, recommending that this feature ought to be examined as a component of the idea of nature of working life.

RICHARD E WALTON (Harvard teacher)

Has recorded eight noteworthy applied classifications in term of human needs and goals for the change of work life: "satisfactory and reasonable pay, wellbeing and sound working conditions, prompt chance to utilize and create human limits, open doors for proceeded with development and security, social incorporation in the work association, work and the aggregate life space and the social importance of work".

GLASIER (1976)

Feels that the term QWL implies more than professional stability, great working conditions, satisfactory and reasonable pay, more even than an equivalent business opportunity.

SEASHORE (1975)

Has called attention to that a great part of the exploration and theoretician in the nature of work life has been construct principally in light of the presumption that it is the people claim individual fulfilment or disappointment that characterizes the nature of his or her work as opposed to any goals basis. However because of individual contrasts in culture, social class, family raising, instruction and Identity, an extensive variety of human inclinations exists and any appraisal of enhancements in the nature of work life would be particularly subject to these distinctions in individual desires. Exclusive's meat might be another man's toxic substance.

WARR AND COLLEAGUES (1979)

In an examination of Quality of working life, considered a scope of clearly significant elements, including work contribution, inborn employment inspiration, higher request require quality, saw natural occupation attributes, work fulfilment, life fulfilment, bliss, and self evaluated uneasiness. They talked about a scope of relationships got from their work, for example, those between work association and employment fulfilment, inborn occupation inspiration and occupation fulfilment, and saw inherent employment qualities and employment fulfilment. Specifically, where by any means. Discovered confirmation for a direct relationship between add up to work fulfilment and aggregate life fulfilment and joy, with a less solid, however huge relationship with self-appraised uneasiness.

RESEARCH METHODOLOGY

Research procedure is the methods for efficiently tackling the examination issue. It might be comprehended as art of examining how look into is done logically and efficiently.

RESEARCH DESIGN

An exploration configuration is a game plan of conditions for accumulation and examination of information in a way that expects to consolidate with significance to the exploration reason with economy in strategy. The analyst had done an enlightening exploration for concentrate in the state of mind of the representatives.

TEST DESIGN

Test is that by choosing a portion of the components in a populace we may make determinations about the whole populaces.

Examining Size:

80 test measure

Examining Techniques:

In this examination, the vital information are gathered through analyst has chosen the straightforward by irregular testing.

Essential Data:

The essential information is gathered straightforwardly from the representatives

Auxiliary Data:

The auxiliary information implies effectively accessible information here the information is gathered from Company Records, Websites, Annual Reports, Journals and other organization distributed sources and so on.

DATA ANALYSIS & INTERPRETATION

Table 1: Satisfaction level of work life balance

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S. No		No of Respondents	Percentage
1	Highly satisfied	6	8 %
2	Satisfied	20	25 %
3	Average	30	37%
4	Dissatisfied	15	19 %
5	Highly Dissatisfied	9	11 %
	Total	80	100 %

Inference:

The table above reveals that 8% of the respondents are highly satisfied, 20% of the respondents are satisfied, 37% of the respondents are average, 19% of the respondents are dissatisfied and 11% of the respondents are highly dissatisfied

Table 2: Satisfaction level of work load

S. No		No of Respondents	Percentage
1	Highly satisfied	11	14 %
2	Satisfied	16	20 %
3	Average	21	26 %
4	Dissatisfied	18	23 %
5	Highly Dissatisfied	14	17 %
	Total	80	100 %

Inference: The table above reveals that 14% of the respondents are highly satisfied, 20% of the respondents are satisfied, 26% of the respondents are average, 23% of the respondents are dissatisfied and 17% of the respondents are highly dissatisfied

Table 3: Satisfaction level of Time spending with family

S. No		No of Respondents	Percentage
1	Highly satisfied	7	9 %
2	Satisfied	14	18 %
3	Average	19	24 %
4	Dissatisfied	22	27 %
5	Highly Dissatisfied	18	22 %
	Total	80	100 %

Inference :The table above reveals that 9% of the respondents are highly satisfied, 18% of the respondents are satisfied, 24% of the respondents are average, 27% of the respondents are dissatisfied and 22% of the respondents are highly dissatisfied.

Table 4: Satisfaction level of work Time

S. No		No of Respondents	Percentage
1	Highly satisfied	9	11 %
2	Satisfied	16	20 %
3	Average	21	26 %
4	Dissatisfied	18	23 %
5	Highly Dissatisfied	16	20 %
	Total	80	100 %

Inference: The table above reveals that 11% of the respondents are highly satisfied, 20% of the respondents are satisfied, 26% of the respondents are average, 23% of the respondents are dissatisfied and 20% of the respondents are highly dissatisfied

Table 5: Satisfaction level of Fun at work place

S. No		No of Respondents	Percentage
1	Highly satisfied	12	15 %
2	Satisfied	14	18 %
3	Average	26	32 %
4	Dissatisfied	15	19 %
5	Highly Dissatisfied	13	16 %
	Total	80	100 %

Inference: The table above reveals that 15% of the respondents are highly satisfied, 18% of the respondents are satisfied, 32% of the respondents are average, 19% of the respondents are dissatisfied and 16% of the respondents are highly dissatisfied.

Table 6: Satisfaction level of Motivation level

S. No		No of Respondents	Percentage
1	Highly satisfied	7	9 %

2	Satisfied	15	19 %
3	Average	23	29 %
4	Dissatisfied	22	27 %
5	Highly Dissatisfied	13	16 %
	Total	80	100 %

Inference: The table above reveals that 9% of the respondents are highly satisfied, 19% of the respondents are satisfied, 29% of the respondents are average, 27% of the respondents are dissatisfied and 16% of the respondents are highly dissatisfied.

Table 7: Satisfaction level of Leaves & Holidays

S. No		No of Respondents	Percentage
1	Highly satisfied	11	14 %
2	Satisfied	19	24 %
3	Average	20	25 %
4	Dissatisfied	18	22 %
5	Highly Dissatisfied	12	15 %
	Total	80	100 %

Inference:

The table above reveals that 14% of the respondents are highly satisfied, 24% of the respondents are satisfied, 25% of the respondents are average, 22% of the respondents are dissatisfied and 15% of the respondents are highly dissatisfied

FINDING

1. It is derived that 37% of the respondents are said Average in Quality of work life.
2. It is gathered that 20% of the respondents are fulfilled in work stack.
3. It is induced that 27% of the respondents are profoundly disappointed with the Time going through with family
4. It is construed that 20% of the respondents are happy with the work time. It is surmised that 19% of the respondents are disappointed with the Fun at work in organization.
5. It is surmised that 29% of the respondents are normal with the Motivational given by the organization.

6. It is derived that 14% of the respondents are very happy with the occasions gave by the organization.

SUGGESTION

- ❖ Amusement like move, yoga, music, sports, and so forth ought to be improving the situation the workers in the association.
- ❖ Hierarchical visit or excursion should gave to the representatives, its rouse them. Ends of the week must be occasion and Week end festivity will be composed.
- ❖ Flexi work hours will be Improve Employee execution.
- ❖ Virtual office is rising at this point. Organization needs to consider this and attempt to Implement. Association needs to improve the Recognitions, Rewards, Appreciation
- ❖ Association needs to expand the Employee Engagement action.
- ❖ Association needs to orchestrate the Family get together, Family excursion its Improve the Productivity.

CONCLUSION

The fundamental motivation behind enhancing of Work life adjust is to change the atmosphere as work with the goal that human mechanical Hierarchical interface prompts a superior of Work life adjust. From the investigation, analyst discovered the of Work life adjust is great. The representatives are happy with the present of Work life adjust in the association. Past that the analyst has given some proposal and suggestion. The association may actualize these, which will help them in enhancing the quality and consequently expanding efficiency.

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