

International Journal of Research in Human Resource Management



E-ISSN: 2663-3361
P-ISSN: 2663-3213
IJRHRM 2020; 2(2): 48-52
Received: 25-08-2020
Accepted: 27-10-2020

Keerthana S
Student, PSG Institute of
Advanced Studies,
Coimbatore, Tamil Nadu,
India

Pooja M
Student, PSG Institute of
Advanced Studies,
Coimbatore, Tamil Nadu,
India

Siva Sruthi VS
Student, PSG Institute of
Advanced Studies,
Coimbatore, Tamil Nadu,
India

Dr. D Divya Prabha
Associate Professor, PSG
College of Arts & Science,
Coimbatore, Tamil Nadu,
India

Dr. VB Mathipurani
Assistant Professor, PSG
College of Arts & Science,
Coimbatore, Tamil Nadu,
India

Corresponding Author:
Keerthana S
Student, PSG Institute of
Advanced Studies,
Coimbatore, Tamil Nadu,
India

A study on the employee work life balance in the MSME sector

Keerthana S, Pooja M, Siva Sruthi VS, Dr. D Divya Prabha and Dr. VB Mathipurani

Abstract

Work-Life Balance is a broad concept. The main objective of the study is to assess the level of work life balance of the respondents and to assess the level of work life balance of the respondents. For this purpose a sample of 116 will be collected from the employees of the MSME companies. Simple percentage analysis, descriptive statistics and Chi Square has been used as statistical tools for the study. The conclusion is that the MSME companies should take care of employees work load to balance the work life. Organization should consider every individual is unique and precious and should give time for their own personal needs. Increment should be given to the employees for balancing their work life. The organization should increase work life balance programs to reduce MSME companies work conflict.

Keywords: work life balance, MSME and employees

Introduction

Work Life Balance

The term simply means maintaining a balance between the professional and personal life and not sacrificing either of them. Life includes giving them to family members, pleasure, leisure time and spiritual development. The concept of work life balance has stemmed from the fact that an individual's work life and personal life may put forth conflicting demands on one another and the demands from both the domains are equally important. Work-life balance refers to maintaining the balance between responsibilities at work and at home. Work life balance is one of the most challenging issues being faced by the women employees in the 21st century because of the type of roles they play at home and the spillover of personal life over work life.

Employees in the present time prefer job between that entail the content of flexibility. Working people including dual career couples require availability of time at different points in different stages of their career to meet different personal and social needs. Resultantly, working people struggle to strike balance between working hours and personal obligations. Organizations in abroad appear to quite alarmed about Work-Life Balance, organizations in India have started realizing the urgency of the need of Work-Life Balance and taking the needed steps. Consequences of good Work-Life Balance benefit the organization in a variety of ways as improved performance, increased productivity, augmented employees satisfaction and happiness, sound well-being, enhanced organizational image, improved employee retention, reduced cost, reduced stress and improved quality of life and so on. Likewise, the consequences of poor WLB can be a low level of morale and motivation, increased number of grievances, work-family conflict, productivity level, poor organizational image, poor quality of work life, poor quality of life and so on.

Work-Life Balance does not mean an equal balance. It means the capacity to schedule the hours of professional and personal life so as to lead a healthy and peaceful life. It is not a new concept. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life. When a woman achieves a successful work-life balance, she has job satisfaction and becomes highly committed and productive and succeeds in her career. But, in certain cases the women is not able to succeed due to incapability in balancing her work and personal life. She is unable to set her priorities. As a result she withdraws from her work due to simple reasons like taking care of her children, aged in laws/parents, and other family pressures.

If the man is able to share some of her responsibilities, she would be successful women. A survey in the UK reveals that the majority of the women has had successful WLB, because their husbands shared an equal partnership both in professional and personal life. With the advancement in technology, and education and revolution in the industrial sector, there has been a little change in Indian men too. Both the partners need to schedule their working hours and personal hours so that they lead a professionally and personally healthy life. The women should also educate her children to share responsibilities to make life better and fruitful.

Need of the study

Work life balance is about people having a measure of control over the work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. This motivated the researcher to undertake the research. The study is based on the work life balance at the MSME companies. The time frame of the study is limited to 6 weeks. The study is undertaken to identify various causes for stress level and imbalance work life at work.

Objectives

The main objectives of the present investigation are:

1. To study the demographic profile of the respondents
2. To assess the level of work life balance of the respondents.
3. To analyze the relationship between parental investment and work life balance of the respondents.
4. To suggest suitable measures to enhance work life balance of the respondents.

Scope of the study

Scope of the study is the general outline of what the study will cover and defines the boundaries of the study. It states the extend of the study and hence is very vital to a project.

Work life balance is about people having a measure of control over the work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity.

The study helps the employers to identify employees work life balance. This knowledge will help him in improving the work life balance in the organisation which leads to increase in productivity. This study helps to know the importance of work life balance in the organisation.

Research Methodology

Research design: Descriptive research has been implemented with the study.

Descriptive research

The study follows descriptive research method. Descriptive studies aims at portraying accurately the characteristics of a particular group or situation. Descriptive research is concerned with describing the characteristic of particular individual or group.

Source of data

The task of data collection begins after a research design has been planned out. The primary data are those which are collected a fresh and for the first time, and thus happen to be original in character. The secondary data are those which have already existing collected data by some other else and which have already have been passed through the statistical process.

Method of data collection

Data collection is an important aspect of any type of research study. Inaccurate data collection can impact the result of a study and ultimately to invalid results.

Quantitative data collection method is used for this study where standard questionnaire was provided to the employees and also relevant data was obtained from the management.

Sampling unit

A decision has to be taken concerning a sampling unit before selecting the sample. Employees of the MSME companies are taken as the sampling unit as the study was conducted only at Coimbatore. The employees include 116 staff members from various organisations.

Sampling procedure: The researcher must decide about the technique to be used in selecting the items for the sample, Accidental Sampling is a type of non-profitability sampling which involves the sample being drawn from the part of the population which is close to hand.

Sample size

The size refers to the number of items or the units to be selected from the population or the universe to constitute a sample. The sample size for the study includes 116 respondents.

Limitations of the study

- The study is limited of 116 respondents of the MSME companies.
- The respondents did not co-operate due to their busy schedule.
- Possibility of biased answers from some of the respondents due to the fear of superior.

Analysis and Interpretation

Table 1: Demographic profile of the respondents

Demo-graphic profile	Particulars	Frequency	Percent
Age	Below 30 years	61	52.6
	31 – 40 years	31	26.7
	41 – 50 years	12	10.3
	Above 50 years	12	10.3
	Total	116	100
Type of family	Joint	3	2.6
	Nuclear	113	97.4
	Total	116	100
Educational qualification	Higher Secondary	8	6.9
	Under Graduate	36	31
	Post Graduate	62	53.4
	Professional	10	8.6
	Total	116	100
Occupation	Private employee	7	6
	Government employee	62	53.4
	Business	34	29.3
	Others	13	11.2
	Total	116	100
Total house hold income	<10,000	11	9.5
	10,001-20,000	19	16.4
	20,001-30,000	41	35.3
	30,001-40,000	10	8.6
	40000 and above	35	30.2
	Total	116	100

The above table shows about the demographic profile of the respondents were out of 116 respondents 52.6% are from the age group of below 30, 26.7% are from the age group of 31-40, 10.3% are form the age group of 41-50, 10.3% are form the age group of above 50. 2.6% are from joint family, 97.4% are from nuclear family. 6.9% are from higher secondary, 31% are under graduates, 53.4% are post

graduates and 8.6% are professionals. 6% are private employees, 53.4%. 5% are earning house hold income less than 10000, 16.4% are earning house hold income from 10001-20000, 35.3% are earning from 20001-30000, 8.6% are earning from 20001-30,000, 8.6% are earning from 30001-40000, 30.2% are earning above 40,000.

Table 2: Descriptive statistics for acceptance of employees working in MSME industry

	N	Mean	Std. Deviation
Level of acceptance towards personal life	116	2.44	1.113
Level of acceptance towards difficulty in personal life because of job	116	3.28	1.454
Level of acceptance towards neglecting personal needs	116	3.03	1.087
Level of acceptance towards neglecting personal needs	116	2.61	1.070
Level of acceptance towards putting personal life on hold for work	116	2.95	1.215
Level of acceptance towards personal activities because of work	116	2.83	1.121
Level of acceptance towards juggle work and non-work	116	2.65	.877
Level of acceptance towards amount of time for non-work activities	116	2.70	.998
Level of acceptance towards energy for work	116	2.97	1.149
Level of acceptance towards effectiveness at work	116	2.92	1.073
Level of acceptance towards suffering because of personal life	116	2.58	.815
Level of acceptance towards find it hard to work because of personal matters	116	2.95	1.062
Level of acceptance towards personal life giving them energy for their job	116	2.88	1.006
Level of acceptance towards job giving them energy to pursue personal activities	116	2.60	1.149
Level of acceptance towards better mood at work because of their personal life	116	3.04	.964
Level of acceptance towards working long hours	116	2.70	.925
Level of acceptance towards not having tie for relaxation with their partner	116	3.54	1.247
Level of acceptance towards work home most evenings	116	3.58	1.031
Level of acceptance towards working late at weekends to deal with paperwork without interruptions	116	3.29	1.157
Level of acceptance towards relaxing and forgetting about work issues	116	2.72	.861
Level of acceptance towards effect of work stress on their health	116	2.97	.959
Level of acceptance towards partner is suffering because of the pressure and long hours of my work	116	2.66	1.415
Level of acceptance towards family are missing out their input	116	3.02	1.150
Level of acceptance towards finding time for hobbies	116	2.97	1.261
Level of acceptance towards willingness to reduce their working hours and stress levels	116	3.22	1.209
Level of acceptance towards lack of control over their work	116	3.33	.949
Level of acceptance towards recognition for work done	116	3.46	1.247

Level of acceptance towards job insecurity	116	3.34	.960
Level of acceptance towards job insecurity	116	3.04	1.190
Level of acceptance towards fear of layoffs	116	2.96	1.247
Level of acceptance towards harassment	116	3.14	1.338
Level of acceptance towards lack of respect from supervisors	116	2.58	1.073
Level of acceptance towards age discrimination	116	2.94	1.129
Level of acceptance towards inadequate pay	116	3.24	1.191
Level of acceptance towards isolation from fellow employees either physically or psychologically	116	4.57	7.760
Level of acceptance towards lack of promotion opportunities	116	3.40	1.215
Level of acceptance towards contracting out work	116	3.67	1.053
Level of acceptance towards job declassification	116	3.25	1.376
Level of acceptance towards poor ventilation and heating	116	3.09	1.305
Level of acceptance towards poor lighting	116	3.46	1.182
Level of acceptance towards forced overtime	116	3.06	1.082
Level of acceptance towards shift-work	116	3.11	1.425
Level of acceptance towards speed-ups	116	2.59	1.172
Level of acceptance towards conflicting job demands	116	3.32	1.269
Level of acceptance towards physical danger	116	3.67	1.037
Level of acceptance towards fear of accident or even death on the job	116	3.19	1.179
Level of acceptance towards poor computer workstation design, Monitoring	116	3.19	1.250

The above table shows the descriptive statistics of various factors related to level of acceptance of variables were the factors above the average mean (3.07) are taken in to consideration for the decision making process of the study. The factors are level of acceptance towards not having tie for relaxation with their partner, Level of acceptance towards work home most evenings. Level of acceptance towards working late at weekends to deal with paperwork without interruptions, Level of acceptance towards willingness to reduce their working hours and stress levels, Level of acceptance towards lack of control over their work, Level of acceptance towards recognition for work done, Level of acceptance towards job insecurity, Level of acceptance towards harassment, Level of acceptance towards inadequate pay, Level of acceptance towards contracting out work, Level of acceptance towards job

declassification, Level of acceptance towards poor ventilation and heating, Level of acceptance towards poor lighting, Level of acceptance towards shift-work, Level of acceptance towards conflicting job demands, Level of acceptance towards physical danger, Level of acceptance towards fear of accident or even death on the job, Level of acceptance towards poor computer workstation design, Monitoring.

Chi-Square

H0: There is no significant relationship between age of the respondents and level of acceptance of various factors used for the study.

H1: There is a significant relationship between age of the respondents and level of acceptance of various factors used for the study.

Table 3: Age and Level of acceptance of various factors used for the study

Demographic Profile	CHI-Square Value	P Value	Result
Level of acceptance towards difficulty in personal life because of job	30.647	0.002	Reject
Level of acceptance towards not having tie for relaxation with their partner	36.628	0.000	Reject
Level of acceptance towards work home most evenings	9.026	0.435	Accept
Level of acceptance towards working late at weekends to deal with paperwork without interruptions	28.230	0.001	Reject
Level of acceptance towards willingness to reduce their working hours and stress levels	15.261	0.227	Accept
Level of acceptance towards lack of control over their work	34.135	0.001	Reject
Level of acceptance towards recognition for work done	13.716	0.319	Accept
Level of acceptance towards job insecurity	17.136	0.145	Accept
Level of acceptance towards harassment	24.176	0.016	Reject
Level of acceptance towards inadequate pay	30.539	0.002	Reject
Level of acceptance towards poor lighting	14.468	0.272	Accept
Level of acceptance towards conflicting job demands	27.006	0.008	Reject
Level of acceptance towards fear of accident or even death on the job	20.946	0.051	Accept
Level of acceptance towards poor computer workstation design, Monitoring	25.432	0.013	Reject

The above table shows about the relationship between age and level of acceptance of various factors used for the study. It shows that there is a relationship between age and Level of acceptance towards difficulty in personal life because of job, Level of acceptance towards not having tie for relaxation with their partner, Level of acceptance towards working late at weekends to deal with paperwork without interruptions, Level of acceptance towards lack of control over their work, Level of acceptance towards harassment, Level of acceptance towards inadequate pay, Level of

acceptance towards conflicting job demands and Level of acceptance towards poor computer workstation design, Monitoring as the level of significance is less than 0.05. It shows that while taking decision on these factors age can be taken on to consideration for the decision making process of the study.

Findings

- Maximum of the respondents are from the age group of below 30 years.

- Most of the respondents are from nuclear family.
- Maximum of the respondents are post graduates in our survey.
- Most of the respondents are post graduates in our survey.
- Maximum of the respondents are earning from 20001 to 30000.
- Most of the respondents agree about their personal life.
- Maximum of the respondents strongly disagree about difficulty in personal life because of job.
- Most of the respondents agree towards neglecting personal needs.
- Maximum of the respondents agree towards neglecting personal needs.
- Most of the respondents are neutral about putting personal life on hold for work.
- Maximum of the respondents agree about personal activities because of work.
- Most of the respondents agree about juggle work and non-work.
- Maximum of the respondents are neutral about amount of time for non-work activities.
- Most of the respondents agree about energy for work.
- Maximum of the respondents are neutral about effectiveness at work.
- Most of the respondents agree about suffering because of personal life.
- Maximum of the respondents are neutral about find it hard to work because of personal matters.
- Most of the respondents agree about personal life giving them energy for their job.

Suggestions

- Maximum of the respondents said that they strongly disagree about difficulty in personal life because of job. For this the MSME companies can give counseling and can conduct stress related programs so that the employees will be able to balance their job and personal life with out any stress.
- The non work activities can be increased by making a circular within the MSME companies for participating in recreation events conducted by the MSME companies which leads to a clear picture of managing their nature of work with the organisation.
- The MSME companies can be more keen towards corporate governance related with performance appraisal of the MSME companies so that effectiveness at work can be increased in future period of time.

Conclusion

The MSME companies should take care of employees work load to balance the work life. Organization should consider every individual is unique and precious and should give time for their own personal needs. Increment should be given to the employees for balancing their work life. The organization should increase work life balance programs to reduce MSME companies work conflict.

References

1. Adem Sav, Neil Harris, Bernadette Sebar. Work-life conflict and facilitation among Australian Muslim men, Equality, Diversity and Inclusion: An International Journal 2013;32(7):671-687.
2. Adriana Roseli Wünsch Takahashi, Mariane Lemos

- Lourenço, Josué Alexandre Sander, Carla Patricia da Silva Souza. Competence development and work-family conflict: Professors and gender, Gender in Management: An International Journal 2014;29(4):210-228.
3. Amy Lubitow, Kathrin Zippel. Strategies of Academic Parents to Manage Work-Life Conflict in Research Abroad, in Vasilikie Demos, Catherine White Berheide, Marcia Texler Segal (ed.) Gender Transformation in the Academy (Advances in Gender Research, Volume 19) Emerald Group Publishing Limited 2014, 63-84.
 4. Andrews. Strategy Content and Organizational Performance 2006;66(1):52-63. January 2006 DOI: 10.1111/j.1540-6210.2006.00555.x
 5. Annalisa Murgia, Barbara Poggio. Stories of work/life transitions from the Italian public sector, Equality, Diversity and Inclusion: An International Journal 2011;30(1):8-21.
 6. Barker JR. Tightening the iron cage: Concertive control in self-managing teams. Administrative science quarterly 1993, 408-437.