

**A STUDY ON WORKLIFE BALANCE OF WOMEN EMPLOYEES
WITH REFERENCE TO PRECOT MERIDIAN**

Project Report

Submitted in partial fulfillment of the requirements

For the award of the degree of

MASTER OF BUSINESS ADMINISTRATION



University of Calicut

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MBA 2022-2024

AUGUST 2024

DECLARATION

I, **ANNMARIA SHAJU (Reg No. YPAWMBA011)** hereby declare that the project report entitled “**A STUDY ON WORKLIFE BALANCE OF WOMEN EMPLOYEES WITH REFERENCE TO PRECOT MERIDIAN**” has been prepared by me and submitted to the University of Calicut in partial fulfillment of the requirement for the award of **Master of Business Administration**, is a record of research done by me under the supervision of Prof (Dr.) **Sabu Varghese Associate Professor**, Naipunnya Business School, Pongam, Koratty, East, Thrissur.

I also declare that the same has not previously formed as the basic for the award of any Degree, Diploma or fellowship or other similar title to this or any other Universities.

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AKNOWLEDGEMENT

I express my sincere thanks to **the Almighty**, without whom, this project would not have been completed.

I am greatly obliged to **Prof. Dr. Jacob P. M**, the Director, Naipunnaya Business School, Pongam, Koratty east, for their wholehearted support and encouragement.

I proudly utilize this privilege to express my heartfelt thanks and sincere gratitude to my research guide **Prof (Dr.) Sabu Varghese Associate Professor**, NBS Pongam, for his kind supervision, valuable guidance, continuous inspiration and encouragement in bringing out this project report in time with a deep sense of involvement and confidence.

I am indebted to **the company and higher officials** for granting permission to do this project work. I acknowledge my sincere thanks to all the staff and customers. Their co-operation proved to be of an immense value in completing the research work.

I am also thankful to my beloved **family, classmates and friends** for providing moral guidance, assistance and encouragement throughout my project work.

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TABLE OF CONTENTS

Chapter No	Content	Page No
1	Chapter I - Introduction	1-37
1.1	Introduction	1
1.2	Statement of the problem	8
1.3	Objectives of the study	9
1.4	Scope of study	10
1.5	Research methodology	11
1.6	Limitations of the study	16
1.7	Industry Profile	17
1.8	Company Profile	23
	Chapter II – Review of Literature & Theoretical Framework	38-67
2.1	Literature Review	38
2.2	Theoretical Framework	46
III	Chapter III - Data Analysis and Interpretation of Data	68-98
IV	Chapter IV - Summary, Findings and Recommendations.	99-103
4.1	findings	99
4.2	Recommendation	102
4.3	Conclusion	104
	Bibliography	
	Appendix	

LIST OF TABLES

Table No	Title of the Table	Page No.
3.1	Table showing age of the employees	68
3.2	Table showing Marital status of the employees.	69
3.3	Table showing experience of the employees.	70
3.4	Table showing normally working days in a week of the employees.	71
3.5	Table showing perception of employees about their work life	72
3.6	Table showing that Family matters reduce the time employees can devote to their job	73
3.7	Table showing that Family worries or problems distract employees from their work	74
3.8	Table showing that problems at work make employees irritable at home	75
3.9	Table showing that whether job reduces the amount of time employees can spend with their family	76
3.10	Table showing whether managing time between work and personal life of employees.	77
3.11	Table showing whether employees experience stress.	78
3.12	Table showing Stress Related Disease of the employees.	79

3.13	Table showing that whether employees worry about work while travelling	80
3.14	Table showing the amount of time employees spend with their children	81
3.15	Table showing the satisfaction of time spend on work by the employees.	82
3.16	Table showing the factors that motivate employees to work.	83
3.17	Table showing the frequency with which employees experience losing their temper at work.	84
3.18	Table showing employees flexibility to attend events during the workday.	85
3.19	Table showing the work pressure of the employees.	86
3.20	Table showing additional provision to the employees.	87
3.21	Table showing employees feelings of tiredness or depression.	88
3.22	Table presents factors that hinder employees from balancing work and family responsibilities.	89
3.23	Table showing factors that assist employees in achieving a work-life balance.	90
3.24	Table showing whether employees are provided with leave.	91
3.25	Table showing whether employees are satisfied with the balance between their personal life and work responsibilities.	92

3.26	Table showing the overall Mean	93
3.27	Table showing the relationship between workplace environment and work-life balance among women employees.	94
3.28	Table showing whether the influence of age affect on the work-life balance of women employees.	95
3.29	Table showing whether the influence of experience affect on the work-life balance of women employees.	97

LIST OF FIGURES

Figure No	Title of the Figure	Page No.
3.1	Figure showing age of the employees	68
3.2	Figure showing Marital status of the employees.	69
3.3	Figure showing experience of the employees.	70
3.4	Figure showing normally working days in a week of the employees.	71
3.5	Figure showing perception of employees about their work life	72
3.6	Figure showing that Family matters reduce the time employees can devote to their job	73
3.7	Figure showing that Family worries or problems distract employees from their work	74
3.8	Figure showing that problems at work make employees irritable at home	75
3.9	Figure showing that whether job reduces the amount of time employees can spend with their family	76
3.10	Figure showing whether managing time between work and personal life of employees.	77
3.11	Figure showing whether employees experience stress.	78
3.12	Figure showing Stress Related Disease of the employees.	79

3.13	Figure showing that whether employees worry about work while travelling	80
3.14	Figure showing the amount of time employees spend with their children	81
3.15	Figure showing the satisfaction of time spend on work by the employees.	82
3.16	Figure showing the factors that motivate employees to work.	83
3.17	Figure showing the frequency with which employees experience losing their temper at work.	84
3.18	Figure showing employees flexibility to attend events during the workday.	85
3.19	Figure showing the work pressure of the employees.	86
3.20	Figure showing additional provision to the employees.	87
3.21	Figure showing employees feelings of tiredness or depression.	88
3.22	Figure presents factors that hinder employees from balancing work and family responsibilities.	89
3.23	Figure showing factors that assist employees in achieving a work-life balance.	90
3.24	Figure showing whether employees are provided with leave.	91
3.25	Figure showing whether employees are satisfied with the balance between their personal life and work responsibilities.	92

CHAPTER 1
INTRODUCTION

1.1 INTRODUCTION

The work-life balance of women employees has become an essential topic as women increasingly participate in various professions and share responsibilities equally with men both at work and at home. Over the past three decades, numerous studies have highlighted the growing attention to work-life balance from organizations, employees, and researchers. Historically, gender roles were clearly defined: men were expected to provide for their families through external work, while women were responsible for household duties, such as childcare and cooking. However, with the advent of higher education and globalization, more women have entered the workforce. This shift has significantly altered the lives of women, offering them opportunities to develop self-identities and careers outside of their traditional domestic roles.

The transition of the Indian economy towards a knowledge-based economy has further emphasized the importance of work-life balance. Work-life balance is defined as achieving satisfaction and effective functioning in both professional and personal domains with minimal role conflict. In the current context, maintaining a work-life balance is crucial for employee well-being and is essential for a healthy society. It involves striking a balance between work and family responsibilities. Additionally, the concept of 'work' itself has evolved, underscoring the need for a comprehensive approach to balancing professional and personal life.

Many women and men would like women to be able to work and care for their families. However, achieving this balance is a significant challenge for working women. However, achieving this balance is a significant challenge for working women. As per the survey results, other issues, such as unfair treatment, abuse, harassment at work, lack of good-paying jobs, and unequal pay also emerged among the top problems in various regions of the world.

With rare exceptions, women and men in most regions of the world identify the same top challenges for working women in their countries and territories. In addition, the report suggests that working care responsibilities also can affect income, career progression, and status at retirement. According to the International Labour Organization (ILO), women often face challenges such as being less able to work extended hours, taking leave more frequently for caregiving responsibilities and family health issues, and taking career breaks to care for young children.

Work-life balance (WLB) involves achieving a harmony between one's professional duties and personal life. While promoting WLB can offer many benefits, it also comes with potential drawbacks and challenges. This thorough study delves into both aspects, offering a detailed insight into the effects of work-life balance on employees and organizations.

1.1.1 Advantages of Work-Life Balance

1. Enhanced Employee Well-being

Physical Health: Employees who maintain a good work-life balance are more likely to engage in regular physical activity, eat a healthy diet, and get enough rest. This comprehensive approach to health helps lower the risk of chronic diseases such as hypertension, diabetes, and cardiovascular problems. Healthier employees are less likely to take sick leave, ensuring a more stable and productive workforce.

Mental Health: A balanced work-life setup can significantly reduce work-related stress, giving employees more time to relax and pursue personal interests. This balance helps prevent burnout and lowers the likelihood of anxiety and depression. As mental health improves, employees experience a better quality of life, which leads to enhanced job performance and greater engagement at work.

2. Increased Productivity

Focused Work: Employees who effectively balance their work and personal lives tend to be more focused and efficient during work hours. Clear separation between work and personal time reduces distractions, allowing employees to concentrate fully on their tasks. This increased focus boosts productivity, as tasks are completed more efficiently and with higher quality.

Motivation: When employees are not overwhelmed by excessive work demands, they are more likely to remain enthusiastic and committed to their roles. This motivation drives creative problem-solving and innovative thinking, which are invaluable for organizations aiming to stay competitive and forward-thinking.

3. Higher Job Satisfaction

Work Environment: Employees who can dedicate sufficient time to personal interests and family life generally report higher job satisfaction. Feeling valued and respected by their employer fosters a positive work environment. Satisfied employees contribute positively to workplace culture, creating an atmosphere of mutual support and collaboration.

Loyalty and Commitment: Satisfied employees are more likely to develop a strong sense of loyalty and commitment to their organization, leading to lower turnover rates. This loyalty reduces recruitment and training costs and helps retain valuable institutional knowledge and experience.

4. Improved Employee Retention

Reduced Turnover: Organizations with strong work-life balance policies tend to retain their employees longer. Employees who enjoy a supportive work-life balance are less likely to leave for better conditions elsewhere, reducing recruitment and training costs and maintaining a more experienced and cohesive workforce.

Talent Attraction: A reputation for promoting a healthy work-life balance enhances an organization's ability to attract top talent. Potential employees are drawn to companies known for their supportive policies, giving the organization a competitive edge in the labor market.

5. Better Work Relationships

Team Dynamics: Employees who achieve a balanced life often exhibit a more positive and cooperative attitude at work, enhancing teamwork and collaboration. Strong team dynamics create a harmonious and productive work environment where employees feel comfortable and valued.

Management Relations: Improved work-life balance leads to better relationships between employees and management. When employees feel their personal needs are respected, they are more likely to trust and respect their managers. This mutual respect fosters a culture of open communication and understanding, enhancing overall organizational morale and effectiveness.

6. Innovation and Creativity

Mental Space: Allowing employees time to relax and pursue personal interests can spur creativity and innovative thinking. A balanced lifestyle provides mental space for exploring new ideas and approaches, which can then be applied to their work. This infusion of fresh ideas drives innovation and continuous improvement.

Diverse Experiences: Employees who engage in various activities outside of work bring diverse perspectives to the table, leading to more innovative approaches to problem-solving and decision-making. Leveraging these unique insights enhances creativity and provides a broader range of solutions to business challenges.

7. Reduced Absenteeism

Health-Related Absences: A balanced lifestyle that promotes good physical and mental health leads to fewer health-related absences. Employees who maintain their well-being are less likely to fall ill, resulting in fewer sick days and greater overall attendance.

Stress-Related Absences: Effective work-life balance practices reduce absenteeism related to stress and burnout. By providing employees with the support they need to balance work and personal lives, organizations minimize stress-induced absences, ensuring a more reliable and consistent workforce.

1.1.2 Disadvantages of Work-Life Balance

1. Potential for Reduced Work Hours

Output Concerns: Implementing work-life balance policies such as reduced work hours or flexible schedules may raise concerns about decreased work output and productivity. Some managers worry that shorter work hours could result in less work being completed, impacting organizational performance and ability to meet deadlines.

Coverage Issues: Ensuring adequate coverage during business hours can be challenging with flexible schedules. If employees have varied work hours, it may be difficult to coordinate team efforts and ensure smooth customer service and business operations.

2. Blurring of Work-Life Boundaries

Work Intrusion: Flexible work arrangements, such as remote work, can lead to work intruding into personal time. Employees may feel pressured to be available outside standard work hours, blurring the lines between work and personal life. This intrusion can negate the benefits of work-life balance, leading to increased stress and decreased overall well-being.

Personal Life Intrusion: Conversely, personal life can sometimes intrude into work hours, affecting productivity and focus. When personal issues arise during work time, employees may struggle to concentrate on tasks, leading to reduced efficiency and potential conflicts between work and personal responsibilities.

3. Dependence on Technology

Constant Connectivity: The use of technology to facilitate remote work can make employees feel the need to be constantly connected. This constant connectivity can blur the boundaries between work and personal life, making it difficult for employees to fully disconnect and recharge.

Digital Overload: Overreliance on digital communication tools can lead to digital overload, where employees feel overwhelmed by the volume of emails, messages, and virtual meetings. This overload can reduce face-to-face interactions, which are important for team cohesion and effective communication.

4. Management Challenges

Supervision Difficulties: Managing a flexible or remote workforce can be challenging. Traditional methods of supervision and performance assessment may not be as effective, requiring managers to develop new skills and approaches to support and evaluate their teams.

Training Requirements: Managers may need additional training to handle the complexities of a flexible work environment. This training involves significant time and resources, as managers learn how to effectively support employees and maintain productivity in a non-traditional setting.

5. Equity Issues

Perceived Inequality: Employees who cannot take advantage of flexible work options due to job nature may perceive inequality. This perception can lead to dissatisfaction and morale issues, as these employees may feel they are being treated unfairly compared to peers with more flexibility.

Inconsistent Application: Inconsistent application of work-life balance policies across departments or teams can create perceptions of favoritism or unfair treatment. If some employees feel they are not receiving the same benefits as others, it can undermine the effectiveness of work-life balance initiatives and lead to resentment.

6. Cost Implications

Implementation Costs: Introducing work-life balance programs can involve significant costs, including technology investments for remote work, redesigning office spaces for flexible schedules, and providing employee assistance programs to support well-being.

Administrative Burden: Managing flexible work arrangements and tracking compliance with work-life balance policies can increase the administrative workload and complexity, requiring more resources and management oversight to ensure effective and fair implementation.

7. Potential for Reduced Career Progression

Perception of Commitment: Employees who take advantage of flexible work arrangements or reduced hours may be perceived as less committed to their careers, impacting their opportunities for progression and advancement.

Visibility Issues: Spending less time in the office can lead to reduced visibility and networking opportunities, which are crucial for career development. Employees who are less visible may miss out on important interactions and chances to demonstrate their skills and contributions, potentially hindering career growth.

1.1.3 Improvements in Work-Life Balance for Employees

Improving work-life balance (WLB) is essential for fostering a healthy, productive, and satisfied workforce. Organizations that prioritize WLB can enjoy numerous benefits, including increased employee well-being, higher productivity, and improved retention rates. Here are several strategies organizations can implement to enhance WLB for their employees:

1. **Flexible Work Arrangements:** Implementing flexible work arrangements allows employees to adjust their working hours to better align with their personal responsibilities and preferences. This includes options such as flextime, compressed workweeks, job sharing, part-time schedules, and remote work or telecommuting.
2. **Supportive Organizational Culture:** Creating a supportive organizational culture is essential for enhancing WLB. Management should promote a culture where work-life balance is valued and respected, encouraging open communication and recognizing employees who manage their WLB successfully.
3. **Health and Wellness Programs:** Health and wellness programs are crucial for promoting WLB. Organizations can offer on-site fitness centers, yoga classes, meditation sessions, mental health support services, healthy food options, wellness challenges, and employee assistance programs (EAPs).
4. **Clear Boundaries and Time Management:** Helping employees establish clear boundaries between work and personal life is crucial for effective WLB. Organizations can provide training on time management and boundary-setting strategies, encourage regular breaks, use of vacation days, and disconnection from work-related communications outside office hours.
5. **Childcare and Family Support:** Offering childcare and family support services, such as on-site childcare facilities, partnerships with local providers, flexible parental leave policies, and resources for elder care, can significantly improve WLB for employees with family responsibilities.
6. **Career Development and Training:** Supporting career development and providing training opportunities can enhance WLB. Offering professional development programs, ensuring accessibility to all employees, and providing training on work-life balance strategies, stress management, and resilience can equip employees with

the skills needed to manage their work and personal lives effectively.

7. Technological Solutions: Leveraging technology can facilitate better WLB by enabling more efficient and flexible work practices. Implementing collaboration tools, project management software, communication platforms, and systems that support remote

Women in the workforce today are increasingly playing a vital role in the economy. However, they often face challenges in achieving a healthy work-life balance due to societal expectations and traditional gender roles. This can be particularly true for women employed in manufacturing or industrial settings. The work-life balance of women employees is an essential aspect of organizational well-being and productivity. However, it is often influenced by various factors such as workplace environment and personal circumstances. Despite advancements in workplace policies and gender equality initiatives, disparities may still exist, affecting women's ability to effectively manage their professional responsibilities alongside personal commitments. Understanding these dynamics is crucial for fostering a conducive work environment that promotes gender equality and employee satisfaction (www.researchgate.net). This study aims to investigate the work-life balance of women employees at Precot Meridian Limited, a company located in Walayar, India.

1.2 STATEMENT OF THE PROBLEM

The research aims to analyze the various factors influencing the work-life balance of women employees at Precot Meridian. It seeks to understand how workplace environment and demographic factors impact their ability to maintain a balanced professional and personal life. By examining these aspects, the study aims to uncover insights into the current state of work-life balance among women employees at Precot Meridian, identify potential areas for improvement, and provide recommendations to enhance their overall well-being and job satisfaction, thereby ensuring sustained organizational growth.

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women employees is an essential aspect of organizational well-being and productivity. However, it is often influenced by various factors such as workplace environment and personal circumstances. Despite advancements in workplace policies and gender equality initiatives, disparities may still exist, affecting women's ability to effectively manage their professional responsibilities alongside personal commitments.

Understanding these dynamics is crucial for fostering a conducive work environment that promotes gender equality and employee satisfaction. This study aims to investigate the work-life balance of women employees at Precot Meridian Limited, a company located in Palakkad, Kerala, India.

1.3 OBJECTIVES:

1. To analyze the work-life balance of women employees at Precot Meridian.
2. To Study relationship between workplace environment and work-life balance among women employees.
3. To determine whether the influence of demographic factors affect on the work-life balance of women employees.

1.4 SCOPE OF STUDY

Women have played fair as vital a part in the forming of human history as men have. Higher status for ladies in terms of business and work performed in society is, in reality, a key degree of a countries in general development. There are various reasons and Issues that have compelled Indian women to work. As a result, women in India who were already known for being homemakers are being driven to do work that is more worthy for men, such as working at night. Evaluate the work-life balance of women employees at Precot Meridian: This objective involves assessing the current status of work-life balance among women employees at Precot Meridian. It may include analyzing factors such as workload, flexibility in working hours, availability of support systems like childcare facilities, and the perception of work-life balance among employees.

Study the impact of the workplace environment on the work-life balance of women employees: This objective focuses on understanding how the workplace environment at Precot Meridian influences the work-life balance of women employees. It could involve examining factors such as company policies, organizational culture, leadership styles, communication channels, and the physical work environment.

Determine whether the influence of age affects the work-life balance of women employees: This objective aims to explore whether age plays a role in influencing the work-life balance of women employees at Precot Meridian. It may involve analyzing data to see if there are any correlations between age demographics and factors such as job satisfaction, stress levels, or utilization of work-life balance initiatives.

Even when well-qualified women are available, a male candidate with equal qualifications is given preference. Gender bias poses a barrier during the recruitment process. Even while the law declares equality in remuneration, it is not always followed. The ingrained belief that women are incapable of doing difficult work and are less effective than males has an impact on the payment of differential salaries and compensation for the same job.

1.5 RESEARCH METHODOLOGY

Methodology refers to the study of research methods and encompasses the methods themselves, as well as the philosophical discussions of associated background assumptions. In research, a method is a structured procedure aimed at achieving a specific goal, often involving the discovery or verification of knowledge. This typically involves several steps, such as selecting a sample, collecting data, and interpreting this data. The study of methods includes a detailed description and analysis of these processes, often evaluating different methods to assess their advantages and disadvantages relative to various research goals and situations. This evaluative aspect of methodology helps to make the research process more efficient and reliable by guiding researchers on the most appropriate method to employ at each step.

The descriptions and evaluations of methods often depend on underlying philosophical assumptions about how phenomena are conceptualized, what constitutes evidence, and the general goals of research. When understood broadly, methodology also includes discussions of these more abstract issues.

1.5.1 RESEARCH

Research is a systematic investigative process aimed at increasing or revising current knowledge by discovering new facts. It is generally divided into two categories:

1. Basic Research: This type of research aims to increase scientific knowledge.
2. Applied Research: This research uses basic research to solve problems or develop new processes, products, or techniques.

Research in management is primarily applied research, as it is directed towards aiding managers in decision-making. Research can be defined as a scientific and systematic search for pertinent information on a specific topic. It is an art of scientific investigation aimed at generating dependable data, reliable findings, and justifiable conclusions.

1.5.2 RESEARCH DESIGN

Research Design is the overall plan or structure of the research that provides a framework for the collection and analysis of data (Creswell, 2017). The research design adopted in this study is descriptive research, which focuses on describing the characteristics of a particular individual or group. This study aims to put knowledge into practice to find solutions to specific problems.

Quantitative methods will be employed, involving the development and distribution of a structured questionnaire aimed at assessing women employees' perceptions of work-life balance, job satisfaction, and related factors. The study will adhere to ethical guidelines, ensuring participant confidentiality and obtaining informed consent. Ultimately, the research aims to provide actionable insights and recommendations to enhance work-life balance initiatives tailored to the specific needs and experiences of women employees at Percot Meridian.

1.5.3 POPULATION OF THE STUDY

A population refers to the entire group about which you want to draw conclusions. In research, a sample is the specific group from which data is collected. According to Ormrod (2019), population refers to the entire group of individuals, events, or objects that meet specific criteria for inclusion in a research study.

For this study, the population consists of all the women employees of Percot Meridian Limited, totaling 228 individuals.

1.5.4 SAMPLE FRAME

A sample frame is a list of all sampling units or elements in a population from which a sample is drawn. In this study, the sample frame includes the women employees of Percot Meridian, Walayar.

1.5.5 SAMPLING PLAN

Primary data will be collected through the simple random sampling method. This probability sampling method allows every member of the population an equal chance of being selected, ensuring unbiased representation. Interviewers will use this method based on their convenience.

1.5.6 SAMPLING TECHNIQUE

Sampling is the process of selecting a representative group from the population under study (Polit, 2017). There are various sampling techniques, which can be broadly classified into probability and non-probability sampling methods. Probability sampling methods include simple random sampling, stratified random sampling, and cluster sampling. Non-probability sampling methods include convenience sampling, purposive sampling, and snowball sampling.

In this study, random sampling, a probability sampling technique, will be employed. This method ensures that every member of the population has an equal chance of being selected for the sample. To implement random sampling, a random number generator—either software-based or an online tool—will be used. This tool generates random numbers within the range of unique identifiers in the sampling frame.

For example, if the desired sample size is 110, the random number generator will produce a series of random numbers such as 25, 103, 205, and so forth. These numbers will then be matched to the elements in the sampling frame to select the sample.

1.6.7 SAMPLING SIZE

Out of population of 228 employees, 150 respondents were selected by using random sampling method.

1.6.8 PERIOD OF THE STUDY

The period of the study is from eight week.

1.6.9 DATA COLLECTION SOURCE

Data is one of the most important and vital aspect of any research studies. Researchers conducted in different fields of study can be different in methodology but every research is based on data which is analyzes and interpreted to get information. Data is the basic unit in statistical studies. Statistical information like census, population variables, health statistics, and road accidents records are all developed from data. Data collection is the process of gathering and measuring information on targeted variables in an established systematic fashion, which then enables one to answer relevant questions and evaluate outcomes. Data collection is

a component of research in all fields of study including physical and social sciences, humanities, and business. While methods vary by discipline, the emphasis on ensuring accurate and honest collection remains the same. The goal is to provide actionable insights and recommendations to enhance work-life balance initiatives tailored to the specific needs and experiences of women employees at Precot Meridian

The goal for all data collection is to capture quality evidence that allows analysis to lead to the formulation of convincing and credible answers to the questions that have been posed.

There are two sources of data collection techniques. Primary and secondary data collection techniques, primary data collection uses surveys, experiments or direct observations. Secondary data collection may be conducted by collecting information from a device source of documents or electronically stored information, census and collection this way is called primary data. Primary data has not been published yet and is more reliable, authentic and objective. Primary data has not been changed or altered by human beings; therefore, its validity is greater than secondary data.

PRIMARY DATA

Primary data refers to original data that has been collected specifically for the purpose at hand. It involves gathering data directly from the original source. For this study, the data will correspond to the identifiers of individuals in the sampling frame, and individuals with those identifiers will be selected for the sample. This process will continue until the desired sample size of 110 is achieved.

By employing random sampling and using a random number generator, the study ensures that each member of the population has an equal opportunity to be selected. This approach minimizes bias and enables researchers to draw reliable conclusions and make generalizations about the entire population based on the characteristics observed in the sample.

SECONDARY DATA

Secondary data is the data that has been already collected by and readily available from other sources. When we use statistical method with primary data from another purpose for our purpose we refer to it as secondary data. It means that one purpose's primary data is another purpose's secondary data. So that secondary data is data that

is being reused. Such data are more quickly obtainable than the primary data. These secondary data may be obtained from many sources, including literature, industry surveys, compilations from computerized or and information systems, and computerized or mathematical models of environmental processes.

1.5.10 DATA COLLECTION TOOL

There are two sources of data collection techniques. Primary and secondary data collection techniques, primary data collection uses surveys, experiments or direct observations. Secondary data collection may be conducted by collecting information from a device source of documents or electronically stored information, census and market studies are examples of common sources of secondary data.

PRIMARY DATA COLLECTION TOOL

Following are the primary data collection tools-

QUESTIONNAIRE

A questionnaire is a set of questions that are asked to individuals or groups of people in order to gather information or data. The questions can be open ended or closed – ended and can cover a wide range of topics. (Merriam-Webster (2023))

PERSONAL INTERVIEW

A personal interview is a face-to-face conversation between an interviewer and a respondent. The interviewer asks questions to gather information or opinion from the respondent. (Babbie,E(2016))

OBSERVATIONS

Observations can be done while letting the observing person know that he is being observed or without letting him know. Observations can also be made in natural settings as well as in artificially created environment

1.5.11 HYPOTHESIS

H₁: There is significant relationship between work environment and work life balance.

H₂: Age has a significant effect on the work-life balance.

H₃: Experience has a significant effect on the work life balance.

1.6 LIMITATIONS OF THE STUDY

- Study is based mainly on the responses collected from the respondents
- The respondents may not have expressed their strong negative feelings about the organization.

1.7 INDUSTRY PROFILE

The textile industry is primarily concerned with the design, production, and distribution of yarn, cloth, and clothing. The raw materials used can be natural or synthetic, often sourced from the chemical industry. Natural fibers come from animals (such as sheep, goats, rabbits, silkworms), minerals (like asbestos), or plants (including cotton, flax, and sisal). Cotton is the world's most important natural fiber. Artificial fibers can be processed as long fibers or cut and batched to be treated like natural fibers.

1.7.1 An Overview of the Textile Industry

The Indian textile industry is one of the largest in the world, with a substantial base for raw material and textile manufacturing. The economy heavily relies on textile manufacturing and trade, alongside other major industries. Approximately 27% of India's foreign exchange earnings come from the export of textiles and clothing alone. The textiles and clothing sector contributes about 14% to the country's industrial production and 3% to the gross domestic product (GDP). Around 8% of the total excise revenue is collected from the textile industry. The sector also accounts for about 21% of the total employment generated in the economy, directly employing around 35 million people. Including those engaged in agriculturally based raw-material production like cotton, and related trade and handling, indirect employment could be stated to involve another 60 million people (texmin.nic.in).

The textile industry is the largest single industry in India and one of the biggest globally, contributing about 20% to total industrial production. It provides direct employment to around 20 million people. Textile and clothing exports represent one-third of the total value of the country's exports. There are 1,227 textile mills with a spinning capacity of about 29 million spindles. While yarn is primarily produced in mills, fabrics are produced in power loom and handloom sectors. The Indian textile industry remains predominantly based on cotton, with about 65% of raw materials consumed being cotton. The annual output of cotton cloth is about 12.8 billion meters (approximately 42 billion feet). The manufacture of jute products, totaling about 1.1 million metric

tons, is next in importance to cotton weaving.

Textile is one of India's oldest industries, with a significant presence in the national economy. It contributes around 14% of manufacturing value addition, accounts for about one-third of gross export earnings, and provides employment to millions. This includes cotton and jute growers, artisans, and weavers who work in organized, decentralized, and household sectors spread across the country. The Indian textile industry is not only a major industrial sector but also a vital part of the socio-economic fabric of India, supporting millions of livelihoods directly and indirectly.

1.7.2 Cotton Industry in India

Cotton plays a crucial role in the Indian economy, with the country's textile industry being predominantly cotton-based. India stands as one of the largest producers and exporters of cotton yarn. The Indian textile industry contributes about 11% to industrial production, 14% to the manufacturing sector, 4% to the GDP, and 12% to the country's total export earnings. In 2013-14, cotton cultivation in India was estimated at 37 million bales (170 kg each), making it the second-largest cotton producer globally.

During 2013-14, India saw a 2% increase in cotton yarn production, with cloth production by the mill and power loom sectors increasing by 5% and 6%, respectively. The industry provides significant employment opportunities, second only to agriculture. The major cotton-producing states include Gujarat, Maharashtra, Andhra Pradesh (AP), Haryana, Punjab, Madhya Pradesh (MP), Rajasthan, Karnataka, and Tamil Nadu (TN).

The Indian coir industry benefits from the growing awareness of eco-protection. Coir, a natural and environmentally friendly fiber, is considered the fiber of the future. Its eco-friendly qualities enable it to compete effectively with synthetic fibers in today's developing world.

The cotton industry meets one of the most basic human needs and is essential for sustained growth and quality of life improvement. It is a self-reliant industry, from raw material production to finished product delivery, with substantial value addition at each processing stage. This industry significantly contributes to the economy, providing vast

employment opportunities in both organized and decentralized sectors, as well as rural and urban areas, particularly for women.

The cotton industry holds a unique place in India, being one of the earliest established industries. It accounts for 14% of total exports and is the second-largest employment generator after agriculture. The Textile Policy of 2000 aims to achieve textile and apparel exports of US \$50 billion by 2010, with garments accounting for \$25 billion. The main markets for Indian textiles and apparel are the USA, UAE, UK, Germany, France, Italy, Russia, Bangladesh, and Japan.

The primary objective of the Textile Policy 2000 is to provide quality cloth at reasonable prices to the vast population, contribute to sustainable employment and economic growth, and increase India's share of the global market.

1.7.3 Structure of Textile Industry in India

The textile industry is divided into three segments:

1. Cotton Textiles
2. Synthetic Textiles
3. Others (wool, jute, silk, etc.)

Cotton textiles dominate with a 73% share. The cotton textile industry is complex, with a mix of traditional hand spinning and weaving alongside advanced automated spindles and looms. The structure includes a modern, mechanized mill sector, a hand loom sector, and a decentralized power loom sector. Unlike other major textile producers, India's industry consists mainly of small-scale, non-integrated operations, a result of government policies favoring labor-intensive, small-scale setups.

Composite Mills: These integrate spinning, weaving, and sometimes fabric finishing. India has about 276 composite mills, mostly public sector, producing 1,434 million square meters of cloth in 2003-2004, primarily located in Gujarat and Maharashtra.

Spinning: Spinning converts cotton or man-made fiber into yarn. This sector is technologically intensive and has become the most consolidated and efficient due to deregulation. However, average plant sizes remain small and technology outdated compared to global standards. In 2002-2003, the sector had about 1,146 small-scale and

1,599 large-scale units.

Weaving and Knitting: These processes produce fabrics through knitting (interconnected loops) and weaving (interlacing threads). In 2004-05, 46% of weaving sector production was cotton cloth, 41% non-cotton, and 13% blended cloth. The sector uses hand looms, power looms, and knitting machines, with about 3.9 million hand looms and 380,000 power loom enterprises operating 1.7 million looms. Modern shuttles looms account for less than 1% of capacity.

Fabric Finishing: This includes dyeing, printing, and other preparation before manufacturing clothing. About 2,300 processors operate in India, with 2,100 independent units and 200 integrated with spinning, weaving, or knitting units.

Clothing: Apparel is produced by about 77,000 small-scale units, classified as domestic manufacturers, exporters, and fabricators (sub-contractors).

Current Scenario of Cotton Industry

Despite flood damage in Gujarat, India's largest cotton-producing state, the 2017-18 cotton output is expected to increase by 10-15% due to favorable monsoon conditions in other key states like Maharashtra and Andhra Pradesh. The Union Ministry of Agriculture reported cotton sown on 111.55 lakh hectares, with Gujarat accounting for 25.84 lakh hectares. However, recent flooding in Gujarat could cause about 30% crop damage. The overall output for 2017-18 is estimated to be 10-15% higher than the previous year's 337.25 lakh bales of 170 kg each.

Global Textile Business in Markets

After experiencing ups and downs, the global textile and apparel industry is flourishing at high speed. The world is on a new corridor of the industrial revolution, and analysts are anticipating more expansion with the latest technologies in textile machinery. Key textile machinery hubs like China, Germany, Italy, Switzerland, and India have already entered a gigantic competition to craft and bid on the best technologies in textile machinery. According to Global Industry Analysts, Inc. (GIA), the global market for textile machinery is estimated to reach USD 24.9 billion by 2018.

The demand for sophisticated machines that produce high-quality clothes is increasing.

Regardless of the technology, purchasing decisions are greatly influenced by the machines' versatility, flexibility, and price offers. Key factors for dynamic growth in the textile machinery market include economic revival post-recession, rising demand for nonwoven disposable textile products, increasing demand from promising regions, especially Asia-Pacific, and growing demand for environmentally friendly fibers. This article analyzes some of the world's leading textile machinery manufacturing countries.

Global Textile Business & Apparel Business Overview

- The T & A trade was worth USD 773 billion in 2013 and is expected to grow at a CAGR of 5% over the next decade. The growth of the apparel trade is expected to outpace that of the fabric trade.
- China dominates global T&A exports with 40% share of made-ups, 37% of apparel, and 39% of fabric. Other major T&A exporters include India, Bangladesh, Vietnam, Turkey, and Pakistan.
- The top five textile & garment importing nations are the US, China, Germany, and Turkey. China is the single largest exporter with a 39 percent share, while India stands at a distant second place with a 5 percent share.
- The global fabric trade was worth USD 137 billion in 2013, while the global apparel trade was worth USD 428 billion. It is expected that the growth rate of trade in knit fabric and apparel will be higher than that for woven counterparts.
- Asia leads in terms of the installed capacity of textile machinery, with 86% of short-staple spindles, 45% of long-staple spindles, 55% of rotor spinning machines, 73% of shuttle-less looms, and 85% of shuttle looms installed in Asia alone. China, India, Pakistan, Indonesia, and Thailand are among the leaders in terms of this installed capacity.
- The US, EU-27 countries, and Japan remain the key apparel importers. However, apparel imports in emerging countries like Russia, China, and India have shown some momentum in recent times.

Leading Exporters in Global Textile Exports

- China consistently leads as the top exporter in the global textile market, with India, Italy, Germany, and Bangladesh also being significant players.
- In 2013, China's textile export business was worth USD 274 billion, whereas India's textile export stood at USD 40 billion.

- Comparing Indian and Chinese exports from 2012 shows significant changes. Indian exports increased by 21% compared to 2012, whereas China saw an 11% growth in export trading.
- Both the Indian and Chinese apparel markets have shown robust growth, despite global uncertainties and slackened demand. From 2009 to 2013, the Chinese market registered a CAGR of 13%, while the Indian market registered a growth of 10%.
- Per capita spend on apparel in India is only one-third of that in China, indicating that the Indian apparel market requires fewer imports than the Chinese apparel market, which increases the CAGR%.

The global textile and apparel industry is undergoing significant changes and expansion, driven by advancements in textile machinery and rising demand for high-quality and environmentally friendly products. As the industry continues to grow, major players like China and India will play crucial roles in shaping the future of global textile exports. The increasing competition and technological innovations are likely to further enhance the capabilities and efficiencies of the textile industry worldwide, paving the way for sustained growth and development.

1.8 COMPANY PROFILE

Precot Meridian is one of the oldest groups which started its mill in 1958, promoted by N. Damodaran. Precot Meridian Ltd (DML) was incorporated in 1962 in Palakkad, Kerala, to produce cotton yarns with an initial capacity of 12096 spindles. Precot Meridian Ltd made its maiden issue in 1962. Production of cotton yarns commenced during 1964. The Precot has symbolized Quality & Trust in the textile industry. With four decades of spinning experience and a diverse range of products that include cotton yarns, sewing threads, fabrics and garments: Precot is one of the few totally integrated textile players with a total turnover of 90 million US dollars. The group has state-of-the-art infrastructure facilities & skilled personnel to rise up to customer expectations. The group has been accorded the status of 'Export House' by the Cotton Textile Export Promotion Council of India (TEXPROCIL). Precot exports its products to Belgium, China, Italy, Japan, Turkey & UK. (www.precot.com)



Three-Dimensional Approach: Quality, Value & Delivery

Quality:

Precot Meridian emphasizes a strong commitment to quality across its operations. The company has implemented established quality assurance methodologies and processes to ensure that its products consistently meet high standards. A fine-tuned work culture further reinforces this focus on quality, reflecting the company's dedication to excellence in every aspect of its manufacturing processes.

Value:

The company achieves cost reduction through in-house Research and Development (R&D) and value engineering initiatives. By investing in R&D, Precot Meridian continuously innovates its products and processes, enhancing value for its customers while maintaining competitiveness in the market.

Delivery:

Delivery excellence is a cornerstone of Precot Meridian's customer satisfaction strategy. The company prides itself on keeping up with schedules through a committed workforce and high productivity levels. Additionally, a well-connected marketing and after-sales network ensures prompt customer service, contributing to overall customer satisfaction and loyalty.

1.8.1 History and Growth:

Since its inception, Precot Meridian has evolved into a symbol of quality, trust, and commitment in the textile industry. From its modest beginnings in 1964, the company has steadily expanded its capacity and product lines. Today, Precot Meridian's diverse range of over 20 product lines enjoys widespread acceptance among clients across various markets.

Key Figures at a Glance:

- Four decades of spinning experience
- Turnover: Rs 709 crores
- Installed capacity: 2,00,000 spindles
- Rotors: 1536
- Looms: 124

Milestones:

1964: Founded with 12,096 spindles at Kanjikode, Kerala

1983: Second unit established at Hindupur, Andhra Pradesh

1992: Third unit set up at Walayar, Kerala as a 100% Export Oriented Unit

1995: OE unit established at Gauribidanur, Karnataka

Precot Meridian's journey from a small-scale beginning to a prominent player in the textile industry exemplifies its resilience, growth, and commitment to quality and customer satisfaction.

to manufacture polyester sewing threads and its capacity is 8 tons per day.

In January 2004, yarn dyeing operations were started at Perundurai, with a capacity of 5 tons per day.

- In 2006, Meridian Industries merged with Precot Mills and the name was changed to Precot Meridian Ltd.
- Precot Meridian is looking towards green power generation and has invested in 17 windmills. These windmills cater 50% of the power requirements of units located in Tamil Nadu.

VISION

To be a company recognized for its art of textiles and best business practices.

MISSION

"To systematically train, develop and monitor employees to be a global leader in the manufacture of quality yarn and fabrics".

- Manufacturing of yarn and fabrics as per the customer requirements and market demand
- Exploring the global market with special emphasis on Belgium, China, Italy, Turkey and Far East.
- Keeping pace with the rapidly changing technology by continuously balancing, modernization and replacement of plant and machinery.
- Enhancing the profitability by improved efficiency and cost controls.
- Recruiting, developing, motivating and retaining the personnel having exceptional ability and dedication by providing them good working conditions, performance-based compensation, attractive benefit program and opportunity for growth.
- Protecting the environment and contributing towards the economic strength of the country function as a good corporate citizen.
- Total customer satisfaction

- Excellence in quality and services.
- Encourage all employees to develop their skills and knowledge

OBJECTIVE

- To attain global best practice and become a world class utility.
- To provide uninterrupted, affordable, quality, reliable, and clean power to the customers.
- To achieve excellence in service, quality, reliability, safety, and customer care
- To work with dedication and innovation.
- To consistently achieve high growth with the highest levels of productivity.

Three Dimensional Approaches

Precot has three-dimensional approach focusing on Quality, Value and Delivery for satisfying the customer is well known in the textile circles.

Quality

- Established Quality assurance methodologies and processes.
- Fine- tuned work culture with focus on Quality.
- Value
- Cost reduction through in-house Research and Development and Value Engineering.
- Delivery
- Keeping up schedules through a committed work force and high productivity.
- Customer Service through a well-connected marketing and after sales network.

1.8.2 Units of the Precot Meridian Ltd

Corporate Office, Coimbatore, Tamil Nadu.

- 'A' Unit, Kanjikode, Palakkad, Kerala
- 'B' Unit, Hindupur, Andhra Pradesh.
- 'C' Unit and O.E Unit, Walayar, Kerala.
- 'D' Unit, Walayar, Kerala.
- 'M' Unit, Pollachi, Tamil Nadu.
- 'K' Unit, Gowribidanur, Karnataka.
- 'H' Unit, Hassan Karnataka

1.8.3 Corporate Profile:

Corporate office is situated at "Suprem" P. B No: 7161737, Pulikulam Road, Coimbatore 641 045. Corporate office deals with raw material purchase, testing, approval and allotment to group mills. In addition to that finalization of sales contract, approval of production-planning, policy decisions etc. are also taken at corporate office.

A-Unit

Unit A is located at Kanjikode west, Palghat, Kerala and was established in the year 1964. The area used is 2 Hectors surrounded by 15 Hectors of its own land. Present spindle age of the Factory is 57600, working 24 hours in a day and 7 days in a week and Spinning Hosiery yarns, warp and weft yarns and doubled yarns counts ranging from 30s to 100s combed and cradle varieties. All are ring spun yarns only.

B-Unit

B unit is at Damodaran, H.S. Mandir, Hindupur(post), Andhra Pradesh and was established in the year 1983. Mill is located in an area of around 5 Hectors. Present installed capacity of the mill is 72000 spindles engaged in manufacturing of ring spun yarn and working 24 hours a day and 7 days a week continuously.

C-Unit

C-Unit is at Chandrapuram, Walayar Dam (post), Palghat (Dist.), Kerala. Unit was established in the year 1992. Factory is built up in an area of 9600 square meter. Present spindle age of the unit is 24720 company produces yarn ranging between 20s Ne to 40s Ne in both 100% Cotton Combed varieties to suit different end uses. At present the yarn produced from the mill is being widely used for knitting (Banians and Knitwear).

D-Unit

D-Unit is situated at Chandrapuram, Walayar Dam (post), Palghat (Dist.), Kerala and was established in the year 1995. This is located in an area of around 5.3 Hectors. Present capacity of the factory is 1344 rollers; manufacturing yarn ranging between 60s Ne in both 100% Cotton and Processed wastes in carded and combed varieties to suit different end uses. At present the yarn produced from the mill is being widely used for Industrial fabrics and bed sheets.

Infrastructure

Precot Meridian have state of the art infrastructure with advanced technology to meet customer demands. At Precot Meridian innovative techniques are introduced to manufacture efficient products that meet specific customer requirement in the field of spinning, weaving and dyeing.

Spinning

Blendomat and unifloc- Latest generation, high productivity, automatic tuft opening and feeding machine Contamination cleaners with a charge coupled camera reduces polypropylene, jute, hair and color threads Fourth generation cards from Trutzchler GmbH, Germany individualizes the fibres gently and separates the fine trash.

Sophisticated E62 combers from Richter for coarse and medium counts and LakshmiLK64 combers for fine counts.

Single delivery high production Draw frames from Reiter fitted with Reiter and quality monitors.

Speed frames from LMW and RIETER incorporated with latest 3-over-3 drafting systems ensure defect free roving packages for spinning.

LR60 ring Frames with Auto doffer and the link system is monitored by PROWIN monitoring systems for consistent performance.

Slub yarn system from CAIPO, Italy

Savio Orion, Murata 21C and Sclaffers AC X5 Autoconers integrated with Siro clearers ensure non-contaminated yarn. Wet splicer provides defect-free elitwist yarn.

Yarn Conditioning equipment maintain precise moisture levels in the yarn and ensure superior working performance.

Yarn singeing machines from RITE, Italy are used to produce quality yarn.

Weaving

- High speed sectional warping machines from Gametex
- Sizing machine from sucker Muller for uniform sizes and excellent performance in loom-shed
- 100 Promatech Rapier looms and 24 Toyota Air jet looms produce 600000 metres of yarn-dyed woven fabrics per month.
- Looms that have the capacity of producing fabrics with width of 190 cm (76") Desk loom with automatic controls and monitors accelerates sample development
- Single -end sizing machine expedites sample development and retains size in small lots
- Osthoff singeing machine with six chambers stenter for uniform fabric width control
- Ben-dimensa Mercerizing machine from Benninger
- Sample warper for quick yardage

Dyeing

Modern Fong's vertical dyeing machines for Gentle treatment of yarn during dyeing and also to achieve the required shades without variation

Precision soft winders from SSM, Switzerland

'Zero' discharge-ETP (Effluent Treatment Plant) as part of the social responsibility commitment of Precot meridian

Data color matching system

Automatic dispensing system from SALCE, Italy

Sales

Domestic: Tripura, Kolkata, Mumbai, Varanasi, Delhi

Exports: Belgium, china, Italy, japan, Malaysia, Portugal, South Korea, Turkey

etc.(40% domestic and 60% will be exports)

1.8.4 Product profile

Products

Precot Meridian B unit manufactures and market high quality Yarns like slub yarn organic yarn compact and elitwist yarn etc., domestic and international clients.

Slub yarn

Slub yarn is manufactured technical support of CA IPCC Italy and Lakshmi India Precot Meridian manufactures all type of sloppy and short medium long extra and reverse Luffy and sloppy and comes under the fancy and determine as it creates sir time visual effects in the resulting fabric sloppy and Fabric is characterized by the andevents if surface symbol colors seems appearing because of regular change in the texture right through the fabric

Organic yarn

Producing yarn that is certified it has been organic involves a long procedure committed to ecofriendly practices at various level the Cotton used to produce organicand is grown on farm the other two farming practices were in chemical herbicides growth stimulants and pesticides are not used sustainable agriculture practices are put into use to ensure that the water is used 100% organic

Precot Meridian sources this organic cotton at premium prices in order to ensure that the yarn manufactured is also organic this is certified by control Union Netherlands this certificate is renewed each other and are the guidance control Union Netherland after a street audit process apart from the measures taken to ensure that the organic quality of tea and due care is taken to comply with safety labour and other mandatory issues while producing organic yarn

Compact yarn

Precot Meridian has introduced a novel way of reducing the extra hairiness that characterize conventional yarn this is overcome by the world-class season combat which use the compact spinning technique This ensures that the and produced has quality characteristics such as even tensile strength and lowered hairiness.

Elistwist/compact yarn

Elistwist/ compact yarn is used in specific application the technology used has the tendency to reduce the twisting Triangle in the spinning machine is switched can with stand heavy lot because of its increased strength and elongation it maintains a good lecture as the hairiness fairly low

The enhanced strength of Elistwist yarn makes refiner product with customers warping breaks

Already used a great deal and sizes can be changed without too many cost implications it also lends itself to extensive dyeing possibilities

Precot Meridian as one of the most well-known manufactures of polyester swimming thread produce a wide range that suits the varied need of end-users. Bahut Kyon ply and 3 ply yarn that range from in Nc 20 to NC 60 are manufactured.

Polyester cotton Blend

Precot Meridian manufactures a wide range of polyester cotton blend ranging from NC 3242 different cotton blend manufactured include 4260 and 5050 polycotton these products are well known for their quality and the ultimate fabric appearance is an important factor of PC blends

Product Range

Combed cotton

Yarm

100% organic combed cotton yarn for knitting and weaving Ne 30/1 to 40/1

100% organic combed slub cotton yarn for knitting and weaving Ne 30/1 to

40/1 Elitwist yarn for knitting and weaving

Knitting yarn Ne 40/ to Ne 60/1 includes both domestic and international

cotton Weaving yarn Ne 40/1 to Ne 80/1

Doubled Yarn on TFO Ne 50/2, 56/2, 66/2 74/2 and 80/2

Gassed Yarn Ne 40/2 to 80/2

Compact Spun yarn for weaving Ne 40/1 to Ne. 60/1

Fancy yarn, Normal slub yarn, Reverse Slub yarn Ne 24/1 to 60/1 for knitting and weaving Open End Spun Yarn Ne 2 to Ne 10

Polyester sewing Thread

Bulk cones in raw white and optic white as per shade card

Around 600 shades have been manufactured with the help of shade card leaf lot card leaf lot.

Polyester sewing yarn ranges from Ne 20/2, 20/3, 48/2, 55/2, 55/3 and 60/3

Employees Welfare and Social Security

HRD department has to take necessary steps to comply with statutory requirements under education.

Details of benefits

No	Description	Fees	Transport	Hostel
1	School up to 10th standard	Rs 2000	Rs 700	Rs 800
2	HSC, UG, PD, Diploma	Rs 3000	Rs 700	Rs 3000
3	Professional courses	Rs 5000	Rs 700	Rs 4000

Educational Benefits

- All permanent employees and probationers on scale are eligible for this benefit
- The benefits will be extended for two children only

- Children of staff and EFI/ I grade employees are eligible for the benefits from school to the completion of college education.

Educational Loan

Company shall extend loan for the staff and the payment of capital fee if any for the children of the staff.

The loan amount shall be 75% of the tuition fees/ capitation fee subject to a maximum of 6-time monthly basic salary as on January

- a) Eligible: Those who have prior experience and fitted scale are eligible after one- year service in the company 3 year are also eligible.
- b) The loan application should be prepared and recommended by HRDO, HOD approved and forwarded by GM to central office.
- c) The repayment shall be made from salary and bonus over a period of 3 to 5 years inequal monthly installments
- d) Security: there will be no security for the above loan. However, before the disbursement of the loan a consent letter from the employee confirming that at the time of his/her leaving the company, the outstanding loan amount could be recovered from the dues that may be payable to him/her.

Grievance procedure

All possible efforts to be taken to redress the grievances of the employees timely and at the lowest level possible.

1. If any employee has any grievance, he should inform the same to the concerned staff member and the staff member must give him reply he can approach the HOD and HOD must replay him within 24hrs
2. If the employee is not satisfied with reply he can approach the HOD and HOD must replay him within 24 hrs.
3. If the employee is not satisfied with in consultation replay, he can approach HRDM/O and HRDM/O must replay him in consultation with him within 3 days and that shall be final.

Suggestion scheme

All employees must be encouraged to come out with suggestion to improve the different functional areas. The suggestion box has to be maintained in a convenient place and it must be opened fortnightly. All suggestion must be acknowledged and whenever a suggestion is implemented the concerned employee must be given a suitable reward.

Mentor system

As per this system each safety member shall be entrusted with a group of workers and the staff members shall be responsible for the attendance efficiently of those workers. The staff members should help the employee in settling the personal and work-related problem if any. It is suggested that the staff members have a personal discussion with the workers at least once in a month and visit his family once in a year.

HRD Audit

The HRD audit to be conducted periodically (once in 6 months) using the prescribed format in order to assess the functioning strength, Limitations and developmental requirements of the human resources of the unit. The findings of the audit shall be used to improve the effectiveness of functioning of the department and to plan future.

Exit interview

When an employee leaves the service of the mill or retires an exit interview shall be conducted using the prescribed format. The employee should be required to complete the format and clarifications if any shall be made by the HRDO.

General

1. For every employee should one personal file should be maintained by HRD dept and it should contain all documents and records related to that employees.
2. Every year's awards of prizes shall be given to employees for best attendance performance of work, suggestion etc.
3. If any accident of fire occurs in the mill proper investigation of accidents on fire causes, time intensity has to be carried out by HRD department and necessary steps to be taken to avoid the recurrence of such incidents.

Some of the welfare facilities in the organization are as follows:

- Medical facilities
- Canteen facilities Scooter and cycle sheds
- Lunch rooms
- Supply of drinking water
- Toilets/washing facilities
- Company stores
- Facilities, regulations
- Cycle shed provided for keeping vehicles ERC functions all 24 hours and provide food

Departments

- Production departments
- Maintenance department
- Electrical departments
- Quality assurance department
- Human resource department
- Accounts department
- Yarn department
- Cotton department

Important people of Precot meridian limited

Directors

Sumanth

Ramamurthi

Suresh Jaganathan

Vijay Mohan

Vijay Venkataswamy

Chairman & Managing Director

D Sarath Chandran

Joint Managing Director

Ashwin Chandran

Head-Finance & Accounts

R Murali

Company secretary

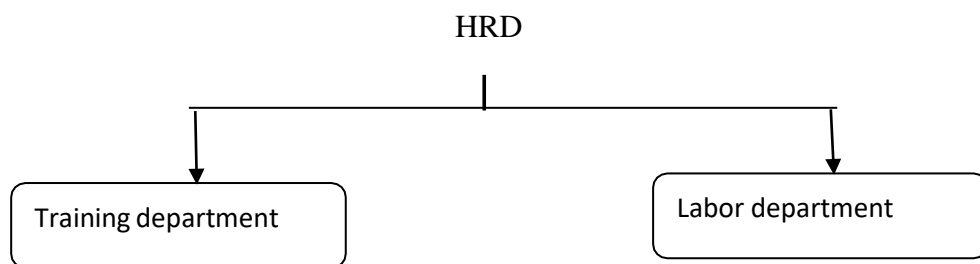
C Murugesh

Auditors

M/s Suri & Co

M/s KS G Subramanyam & Co

1.8.5 HRD DEPARTMENT



Structure of HRD department.

1.8.6 HR Department

Induction is a technique by which new employee is adjusted to the organization changes surroundings and introduced to the practices, policies and purpose of the organization it is a welcoming process idea is to welcome a newcomer make him feel at home and generate in him a feeling that this on job however small is meaningful and has a significance as a part of total organization to stop the new corner is explained what is expected on him and for this he is explain it with sales and regulation policies and procedure that directly affect him to stop the he is also briefed about.

- 1) Mill history and organization structure
- 2) company quality policy
- 3) Mill Process and job guidelines
- 4) Role and duties, responsibilities
- 5) ISO system

CHAPTER II
REVIEW OF LITERATURE AND THEORETICAL
FRAMEWORK

2.1 REVIEW OF LITERATURE

The objective of this review of literature is to allow the scholarly and research work that addresses the problem-based tasks of work-life balance and the issues associated with working women in specific. This study gives a wider knowledge of different aspects that are associated with woman WLB. The factors that disturb the women work-life are detailed and the way they handle plays a significant role. There are exclusive studies that mainly pay attention towards the WLB of women. The WLB decides the career building aspects and time spent on their family and responsibilities. These days' women are mainly stressed by balancing the work life to a major extent. Every woman in every level of the organization faces these problems.

Sirajunisa and Prof. Dr. N. Panchanatham (2010) conducted a study on the influence of occupational stress on work-life balance among women professionals. Women who manage dual roles, balancing household responsibilities, childcare, and emotional support for their partners, face unique challenges in maintaining relationships and supporting their partners' careers. This dual role often involves engaging in status enhancement work to bolster their partners' professional endeavors while navigating the complexities of balancing work and family responsibilities. Research indicates that these roles can lead to significant emotional responses, which are closely linked to psychological stress (Srivastava, 1999). Factors such as long and inflexible work hours, as well as a negative work environment, contribute significantly to work-family conflict. Occupational stress, stemming from the physical aspects of the work environment, also plays a role (Holt, 1982). The demands of parenthood further exacerbate stress, particularly in contexts where social support is lacking. These findings underscore the multifaceted nature of the challenges faced by women in dual roles. They highlight the importance of supportive work environments, flexible work policies, and robust social support systems in alleviating stress and promoting work-life balance for women managing multiple responsibilities both at home and in the workplace.

Shobha Sundaresan (2014) published a study on the implications of work-life balance for working women. Work-life balance is a critical concept that highlights the equilibrium between a person's personal and professional commitments. For working women, achieving a healthy work-life balance is particularly significant in today's context, where both the demands of family life and the pressures of the workplace present numerous challenges. The modern work environment places substantial stress on women, who often find themselves juggling what amounts to two full-time roles—one at work and another at home. Women often encounter greater difficulties than men in balancing their work and family responsibilities. Research indicates that women frequently experience job-related issues spilling over into their home lives more frequently than vice versa. Succeeding in one domain often requires sacrifices in the other, as each environment imposes different demands and norms. The factors influencing work-life balance among working women and explores the consequences of poor work-life balance. Data were gathered through a structured questionnaire administered to 125 randomly selected working women in Bangalore City, with a high response rate of 93%. Statistical analysis of the data revealed significant challenges faced by these women, including excessive work pressure, inadequate personal time, and the need to meet others' expectations. It highlights that many working women experience job-related stress that spills over into their personal lives, often due to long working hours. The major consequences of poor work-life balance include heightened levels of stress and anxiety, discord within the home, job burnout, and an inability to achieve their full potential. Feelings of irritability and resentment are common manifestations of the struggles to balance work and family responsibilities. These insights have profound implications for working women and underscore the importance of finding solutions to maintain a healthy work-life balance. The study proposes two models—the role-analysis model and the three-factor model—to help women address conflicts arising from poor work-life balance. These models provide frameworks for navigating multiple roles effectively, empowering women to achieve smarter, healthier, and more fulfilling lives both at work and at home. They are particularly valuable tools for women globally, offering strategies to manage the complexities of their personal and professional lives with greater ease and satisfaction.

Rajesh K. Yadav and Shriti Singh Yadav (2014) conducted a study on the impact of work-life balance and stress management on job satisfaction among working women in public sector banks. In today's competitive business environment, achieving work-life balance and effective stress management for women employees is increasingly recognized as crucial. When job satisfaction and regularity in life are lacking, it can significantly impact the well-being and performance of working women worldwide. Stress related to work-life balance affects individuals universally, becoming especially critical in the absence of job satisfaction. Work-life balance entails finding equilibrium between professional responsibilities and personal life to minimize conflict between work and home. The overall success of any organization hinges on the performance of its employees, which is influenced by numerous factors, notably job satisfaction. An empirical study conducted among women employed in public sector banks aimed to evaluate how work-life balance and stress management impact job satisfaction. Secondary data analysis highlighted several key observations. The study indicated that achieving work-life balance and effective stress management can enhance job satisfaction through various factors such as supportive social networks, favorable working conditions, mentally stimulating tasks, equitable rewards, and employee-centered policies. These elements play a crucial role in maintaining employee morale and productivity. Work-life balance and stress management are ongoing challenges that require continuous management rather than a one-time solution. By prioritizing supportive organizational practices and policies, companies can foster a conducive environment where employees, particularly women, can thrive professionally while maintaining a balanced personal life.

R. Balaji (2014) conducted a study on the work-life balance of women employees. Studying the experiences of women in their careers is crucial because they often juggle professional responsibilities alongside significant family roles. The stress and pressure they face are intensified by the need to manage time, jobs, children, and household tasks simultaneously. Understanding the conditions under which married women employees encounter conflicts between these roles is paramount for work-family research. Future research should focus on several key factors to deepen our understanding. These include examining the impact of the work environment, job satisfaction levels, availability of family support, and the number of working hours on work-family conflict (WFC). Methodologies in this area of research should be refined to capture diverse perspectives,

including insights into job stress, quality of life, mental health, and work demands. Moreover, longitudinal studies are essential to track how life stages such as marriage, childbirth, and child-rearing influence work and family dynamics over time. By collecting data across multiple time points, researchers can better comprehend the evolving nature of work-family roles. The current findings underscore that married women employees frequently experience WFC while striving to achieve work-life balance. Therefore, organizations should establish clear guidelines for managing WFCs, as these issues significantly impact employee job satisfaction and performance. Addressing these challenges proactively can enhance organizational effectiveness and support the well-being of employees managing dual roles in work and family life.

S. Vijayakumar Bharathi and E. Padma Mala (2016) conducted a study on the determinants of work-life balance of women employees in information technology companies in India. This research article explores the factors influencing the work-life balance (WLB) of women employees in Indian information technology (IT) companies. It identifies key challenges and enhancers affecting the professional and personal lives of 186 women across various IT firms. The study specifically examines the role of social media (SM) in their work lives. Drawing from an extensive literature review, the study categorizes 42 WLB factors into five main constructs: professional challenges, personal challenges, SM involvement, professional enhancers, and personal enhancers. Through exploratory factor analysis, the study identifies the most impactful factors. Notably, personal enhancers such as regular exercise, yoga, balanced diet, sufficient sleep, and engagement in hobbies are found to heavily influence WLB. Additionally, working from home emerges as a significant professional enhancer. Personal challenges such as inadequate self-care, insufficient time for family members, and health issues like depression or hypertension, along with professional challenges like extended or irregular working hours, constitute another heavily loaded component affecting WLB. Importantly, the research indicates that personal factors tend to have a greater impact on WLB perception than professional factors. The study reveals that social media involvement neither significantly challenges nor enhances WLB for these women employees. This finding contrasts with other factors that exert more pronounced effects on their overall work-life balance.

Nishanthi and Thalaspitiya (2017) studied the effect of work-life balance on job engagement among married female machine operators in Sri Lanka. The key findings of the research indicate a strong and positive correlation between both work-life balance (WLB) and family life balance with job engagement among married female machine operators in Sri Lanka's apparel industry. The study underscores the importance of measuring and improving WLB and family life balance to enhance job engagement among this demographic. In another study by Dam & Daphtardar (2013), focused on the work-life balance (WLB) of women staff employed in management universities in Pune. The research revealed that a significant number of women in these roles experience imbalance, which negatively impacts their health and often leaves them with inadequate personal time. Similar studies have also explored the financial status and dependence among women employees, highlighting broader implications for their well-being and work effectiveness.

Romli & Ghani (2018) performed study on advanced strategies of women entrepreneurs mixing work with family for maintaining a healthy balanced life . The study examined the various challenges encountered in achieving Work-Life Balance (WLB) among Terengganu Malay women entrepreneurs, identifying three key strategies they employ. These strategies include implementing stress management programs, effectively planning both work and home responsibilities, and leveraging technology. The challenges identified in achieving WLB encompass discussing professional issues with family members, neglecting family responsibilities, and coping with mental and physical health issues. To foster better work-life balance, women should continually explore new strategies such as involving family members and spouses in planning, participating in stress management programs, and adopting flexible work arrangements. Personal and financial difficulties often lead to absenteeism, increased stress levels, and reduced concentration at work. Therefore, enhancing work-life balance is crucial not only for improving overall effectiveness but also for boosting satisfaction among women entrepreneurs.

Dr. Kalpana K. Deshmukh (2018) conducted a study focused on the work-life balance of working women. The role of working women has evolved globally due to economic shifts and societal expectations. This transformation has placed significant pressure on

women to build careers as successful as their male counterparts while maintaining active involvement in their personal lives. Increasing workloads have exacerbated this challenge, leaving women with limited personal time. Moreover, technological advancements such as smartphones and tablets, while enhancing efficiency, blur the boundaries between work and personal life, adding stress across physical, emotional, and social dimensions in the modern era. Achieving work-life balance is thus crucial for working women to preserve their overall well-being. This paper aims to investigate the formidable challenges faced by working women in balancing their professional responsibilities with personal life commitments. It examines various factors influencing the work-life balance of married working women, utilizing the manual on work-life balance from The Industrial Society as a study tool. Descriptive statistics reveal that working women in Pune, Maharashtra, confront significant challenges regarding work-life balance. The findings underscore the critical impact of work-life balance on individuals' quality of life.

N. Lakshmi and V. Sai Prasanth (2018) conducted a study on work-life balance in working women. The role and purpose of working women have evolved significantly over time due to economic shifts and changing social dynamics. Today, working women face immense pressure to build careers as robust as their male counterparts while maintaining active engagement in their personal lives. The increasing workload has become burdensome, leaving women with limited time for themselves. Technological advancements like smartphones and tablets, while facilitating integration of work and personal life, also contribute to stress across physical, emotional, and social dimensions in this digital age. Achieving work-life balance is thus essential for working women to sustain a dignified quality of life. This report endeavors to explore the formidable challenges encountered by working women in balancing their personal and professional lives. It delves into various aspects affecting the work-life balance of married working women, using the manual on work-life balance from The Industrial Society (now the Work Foundation) by Daniels and McCarraher as a survey instrument. Through descriptive statistics, the study highlights that working woman in Visakhapatnam face significant challenges in terms of work-life balance. The findings underscore the impact of work-life balance on individuals' overall quality of life.

Swapna R (2019) conducted a study on the work-life balance of women employees in the IT sector of Kochi. Work-life balance is a comprehensive term that describes a self-defined state of well-being, allowing individuals to effectively manage their responsibilities both at work and in their personal lives. It encompasses achieving a balance across various dimensions, including organizational commitments, societal expectations, and personal fulfillment. For women employees, particularly in today's dynamic work environment, achieving work-life balance is crucial as they juggle multiple demands from work and family domains. Without adequate support, these demands can take a toll on women's health and well-being, adversely affecting both the individual and the organization. Therefore, it is imperative for every firm's human resource department to ensure that their workforce, especially women employees fulfilling multiple roles, can achieve a harmonious balance between their professional and personal lives. This not only enhances their effectiveness at work but also contributes to overall job satisfaction and organizational success. This study focuses on women employees in the IT sector of Kochi, Kerala, amidst a surge of IT job opportunities. It aims to explore women's perceptions of work-life balance dimensions and investigate the factors influencing work-life balance satisfaction, thereby improving work effectiveness.

Dr. G. Balamurugan and M. Sreeleka (2020) conducted a study on work-life balance of women employees in the IT sector. Achieving work-life balance is crucial for women employees as it significantly impacts their overall quality of life. Employee satisfaction hinges on their happiness and ability to perform at their best. Even in challenging circumstances, women tend to exhibit loyalty to their organization when they feel satisfied. The professional lives of women employees often support their families, underscoring the importance of their work-life balance. Women employees encounter various challenges including health issues, pregnancy discrimination, sexual harassment, and unequal pay. This study explores how women in the IT sector achieve balance and satisfaction, focusing on factors such as working hours, job satisfaction, and working conditions. The research employed statistical methods like Chi-square and correlation tests to analyze women employees' job satisfaction. Keywords: Work-Life Balance, Job Satisfaction, Personal Life, Professional Life.

Jigyasa Singh and Dr. Bharti Shukla (2020) conducted a study on work-life balance among women employees in Gorakhpur. Balancing work and family life is crucial for women. Working women often face continuous struggles in both their personal and professional lives. Work-life balance involves managing work responsibilities and personal priorities on a daily basis. For women, this means balancing paid work with household duties, which is essential for their overall well-being. The stress and challenges women face are increasing, largely because many women work overtime as they are the primary caregivers in their families. Women are often more sensitive and dedicated to their families, which can lead to health issues. They frequently lack proper support from their families and face ongoing societal criticism, leading to a diminished quality of life. Work-life balance is about having control over the terms, conditions, and norms at work. Women tend to feel more satisfied when their personal and professional lives are equally balanced. The information was gathered and analyzed to explore the sensitivity of women and their perspectives towards society, emphasizing their values, attitudes, and beliefs within formal work settings and family systems. The findings revealed that job conflict, lack of recognition, workplace politics, gender discrimination, childcare issues, health concerns, time management problems, and insufficient social support are significant factors influencing the work-life balance of women professionals in Gorakhpur. Additionally, demographic factors such as income, age, experience, environment, education, and marital status also affect the work-life balance of women employees.

2.2 THEORETICAL FRAMEWORK

Work-life balance is defined here as an individual's ability to meet their work and family commitments, as well as other non-work responsibilities and activities. Work life balance, in addition to the relations between work and family functions, also involves other roles in other areas of life. In this study, due to its more extensive associations, the concept of work–life balance is preferred. Work-life balance has been defined differently by different scholars. In order to broaden our perspectives, some definitions will be presented. Greenhaus (2002) defined work –life balance as satisfaction and good functioning at work and at home with a minimum of role conflict.

Felstead et al. (2002) defines work-life balance as the relationship between the institutional and cultural times and spaces of work and non-work in societies where income is predominantly generated and distributed through labor markets. Aycan et al. (2007) confined the subject only with work and family and put forward the concept of “life balance” with a more whole perspective. Scholars defined life balance as fulfilling the demands satisfactorily in the three basic areas of life; namely, work, family and private. Work demands work hours, work intensity and proportion of working hours spent in work. Additional work hours subtract from home time, while high work intensity or work pressure may result in fatigue, anxiety or other adverse physiological consequences that affect the quality of home and family life (White et al., 2003).

Kalliath and Brough (2008) defines work-life balance as the perception of employees regarding how well their work and personal activities are integrated and balanced, contributing to their overall life satisfaction and mental health. Work –life balance is not the allocation of time equally among work, family and personal demands. In literature, it is also emphasized that work-life balance is subjective phenomenon that changes from person to person. In this regard, work-life balance should be regarded as allocating the available resources like time, thought and labor wisely among the elements of life. While some adopt the philosophy of ‘working to live’ and sees work as the objective, others consider “living to work” and situated work into the centre of life.

Work-life balance for women employees is profoundly shaped by the work environment, which includes organizational culture, policies, practices, and support systems. In a supportive work environment, women can achieve a harmonious balance between their professional and personal lives through various means. Flexible work arrangements, such as telecommuting, flextime, and part-time work options, allow women to manage their time more effectively and accommodate their responsibilities outside of work, such as childcare, eldercare, and household duties. Comprehensive family-friendly policies, including generous maternity and paternity leave, on-site childcare facilities, and parental support programs, further alleviate the pressures faced by women in balancing work and home life.

Moreover, an inclusive organizational culture that actively promotes gender equality and supports diversity can help reduce the stigma associated with utilizing work-life balance initiatives, thereby encouraging more women to take advantage of these opportunities without fear of career penalties. Mentorship programs and employee resource groups focused on women's professional development can also provide crucial support and advocacy within the workplace.

Conversely, a demanding and rigid work environment that lacks these supportive measures can significantly hinder women's ability to maintain a healthy work-life balance. High job demands, inflexible schedules, and a lack of support for family responsibilities can lead to increased stress, burnout, and dissatisfaction, impacting both personal well-being and professional performance. Therefore, creating a work environment that prioritizes and supports work-life balance is essential for the well-being and career advancement of women employees, ultimately leading to greater job satisfaction, retention, and productivity within the organization.

Work-life balance for women employees is intricately influenced by demographic factors such as age and experience, which play significant roles in shaping their needs and challenges. Younger women, often at the early stages of their careers, may face the dual pressures of establishing themselves professionally while managing personal milestones such as marriage and starting a family. The need for career advancement might lead to longer work hours and higher job demands, making it difficult to achieve work-life balance. In contrast, women in mid-career stages, who often have more professional experience and potentially higher positions, may face different

challenges. This group is often sandwiched between responsibilities to their growing children and aging parents, leading to increased caregiving responsibilities that can strain their ability to maintain a balanced life. Additionally, women in this demographic might experience role overload as they strive to excel in senior roles while managing substantial family commitments.

On the other hand, more experienced women employees might have greater control over their schedules and more resources at their disposal, such as higher incomes that can afford external help for household tasks. They may also benefit from organizational recognition and support for their established track record, allowing for more flexible working arrangements. However, the pressures of maintaining high professional standards and meeting organizational expectations can still present significant challenges.

Furthermore, demographic factors such as marital status and number of dependents interact with age and experience to further complicate work-life balance. Single women or those without children might focus more intensively on career development but may still face social expectations and personal aspirations that challenge their work-life balance. In contrast, older women nearing retirement might experience a shift in their work-life balance needs, seeking more personal time and less professional pressure as they transition into retirement.

Ultimately, achieving work-life balance requires tailored strategies that consider the unique demographic profiles of women employees. Organizations must recognize these varying needs and implement diverse, inclusive policies that accommodate women at different life and career stages, ensuring that support systems are flexible and adaptable to the evolving demands faced by women across their professional journeys.

The workplace environment significantly influences employees' ability to achieve a work-life balance. Various aspects of the workplace, such as organizational culture, policies, and physical environment, play critical roles in either facilitating or hindering this balance.

Organizational Culture and Leadership:

A supportive organizational culture that values and promotes work-life balance can have a profound impact on employees' well-being. When leadership prioritizes work-life balance, it sets a tone that permeates throughout the organization. Managers who lead by example and encourage their teams to maintain a healthy balance can help reduce stress and prevent burnout. An inclusive culture that recognizes and accommodates diverse needs, such as flexible working hours and the ability to work from home, empowers employees to manage their professional and personal responsibilities effectively.

Policies and Benefits:

Workplace policies are essential tools for promoting work-life balance. Policies that offer flexible working arrangements, such as flextime, compressed workweeks, and telecommuting, provide employees with the autonomy to structure their workday around personal commitments. Comprehensive benefits, including parental leave, childcare support, and employee assistance programs, further enable employees to handle family responsibilities without compromising their professional performance. Additionally, clear and fair leave policies ensure that employees can take time off for personal matters or emergencies, contributing to their overall satisfaction and productivity.

Physical Environment:

The physical layout and design of the workplace also impact work-life balance. Ergonomically designed workspaces, access to natural light, and the provision of relaxation areas can enhance employees' physical and mental well-being. Workplaces that offer on-site amenities, such as gyms, childcare centers, and cafeterias, help employees manage their daily routines more efficiently, reducing the stress associated with juggling work and personal tasks.

2.2.2 DETERMINANTS OF WORK-LIFE BALANCE

Many things in life are the determinants of work life balance. The subjects in the literature that are related the most with work life balance are grouped here.

INDIVIDUAL

An individual is the most important determinant of work –life balance. Two American cardiologists Rosenman and Friedman determined two different types of personality depending on heart disorders and individual behaviours: type A and type B. Type A expresses someone who is more active, more work oriented, more passionate and competitive, while Type B is calm, patient, balanced and right minded. It can be argued that since type A is more work oriented, there will be a negative reflection of it to work –life balance. Yet work holism, which is considered as an obsessive behavior, is another thing that destroys work-life balance. When work holism connotes over addiction to work, being at work for a very long time, overworking and busy with work at times out of work. Since life is not only about work, workaholics suffer from alienation, family problems and some health problems. Porter (1996) states that alcoholics, workaholics neglect their families, friends, relations and other social responsibilities.

FAMILY

The demands that one experience in family life and that have effects on life balance can be given as the demand of workload and time, role expectations in family and support to be given to the spouse. It is also included in the literature that such variances as marriage, child rising, caring of the elderly at home have effect on work- life balance since they demand more family responsibilities. Those who have to look after a child or the elderly might sometimes have to risk their career by shortening their working hours, which becomes a source of stress for them. On the other hand, those without children or any elderly to look after at home experience less work-life imbalance.

WORK AND ORGANISATION

Work environment is more effective in work-life imbalance than the family environment. The job and the institution one works in both demands on his time, efforts and mental capacity. Among the efforts to increase organizational efficiency, , one of the subjects managers focus on is to raise the organizational loyalty of the staff.

SOCIAL ENVIRONMENT

Another determinant of work-life balance is social environment. Especially in countries that stand out with their culturally collectivist characteristics, an individual also has responsibilities towards certain social groups he belongs.

WORKLOAD AND JOB DESIGN:

The nature of the workload and job design directly affects employees' ability to achieve work-life balance. Jobs that demand excessive hours or have high levels of stress can negatively impact employees' personal lives. Conversely, roles that are well-defined, with manageable workloads and clear expectations, enable employees to complete their tasks within reasonable hours and avoid carrying work stress into their personal time. Encouraging regular breaks and setting realistic deadlines can further help employees manage their workload effectively.

COMMUNICATION AND TECHNOLOGY:

Advancements in communication and technology have blurred the lines between work and personal life. While technology facilitates remote work and flexible schedules, it can also lead to the expectation of constant availability. Organizations need to establish clear boundaries and guidelines regarding after-hours communication to prevent work from encroaching on personal time. Encouraging employees to disconnect from work during non-working hours is essential for maintaining a healthy work-life balance.

SOCIAL SUPPORT AND NETWORKING:

Having a supportive network of colleagues and supervisors can significantly enhance work-life balance. Social support at work can provide employees with the emotional and practical assistance they need to navigate work and personal challenges. Organizations that foster teamwork and collaboration create an environment where employees feel valued and supported, which can positively impact their ability to balance work and life demands.

The workplace environment encompasses various factors that collectively influence employees' work-life balance. Organizations that prioritize a supportive culture, flexible policies, conducive physical environments, manageable workloads, clear communication boundaries, and social support systems can help their employees achieve a harmonious integration of work and personal life, leading to higher job satisfaction, productivity, and overall well-being.

The influence of demographic factors, specifically age and experience, significantly affects the work-life balance of women employees. Both age and professional experience play pivotal roles in shaping how women manage their careers alongside personal responsibilities.

Firstly, age is a crucial demographic factor influencing work-life balance. Younger women may face different challenges compared to older counterparts. For instance, younger women often deal with early career pressures, such as establishing themselves professionally while potentially managing household responsibilities or starting a family. Balancing these roles can be particularly challenging as they navigate their careers and personal lives simultaneously. On the other hand, older women might encounter different challenges, such as caregiving responsibilities for aging parents or grown children, which can also impact their work-life balance.

Secondly, experience in the workplace also significantly impacts work-life balance for women. More experienced employees often have established networks, greater authority in decision-making, and potentially more flexibility in work arrangements. This can empower them to negotiate better work-life balance accommodations, such as flexible working hours or remote work options. However, with more experience may also come higher job demands or responsibilities, which can increase stress and challenge work-life balance.

Furthermore, both age and experience intersect with other factors such as industry

norms, organizational policies, and cultural expectations, further complicating the work-life balance dynamic. Industries with demanding work cultures or long hours may disproportionately affect younger or less experienced women who are still establishing themselves. Conversely, industries with progressive policies and cultures that value work-life balance may offer more supportive environments for women at various stages of their careers.

In conclusion, demographic factors like age and experience are pivotal in shaping the work-life balance experiences of women employees. Understanding these factors allows employers and policymakers to implement targeted strategies that support women across different stages of their careers, thereby fostering a more inclusive and supportive work environment where all employees can thrive professionally and personally.

The relationship between work life and the work environment is crucial, as the work environment significantly impacts employees' well-being, productivity, and overall job satisfaction.

1. Physical Work Environment

Ergonomics: Proper ergonomic design reduces physical strain and discomfort, which can decrease fatigue and improve productivity. Comfortable seating, appropriate lighting, and well-designed workspaces are essential.

Safety: A safe work environment minimizes the risk of accidents and injuries, contributing to employees' physical well-being and reducing absenteeism.

Cleanliness and Organization: A clean and well-organized workspace can enhance focus and efficiency. It also reflects the company's commitment to providing a healthy work environment.

2. Work Environment

Stress Levels: High stress levels due to poor work environment factors (e.g., high noise levels, poor air quality, or high job demands) can lead to burnout and negatively impact mental health.

Work-Life Balance: A supportive work environment that promotes work-life balance can improve job satisfaction. Flexible working hours, remote work options, and understanding management can help employees manage their personal and professional lives more effectively.

Job Security: Feeling secure in one's job reduces anxiety and allows employees to

focus better on their tasks, increasing productivity and job satisfaction.

3. Social Work Environment

Interpersonal Relationships: Positive relationships with colleagues and supervisors foster a supportive and collaborative atmosphere. Social support at work can help mitigate stress and improve morale.

Culture of Respect and Inclusion: A culture that values diversity and inclusion ensure that all employees feel respected and valued, enhancing their engagement and loyalty to the company.

Communication: Open and transparent communication channels between employees and management can lead to better understanding, fewer conflicts, and a more cohesive work environment.

Organizational Environment

Leadership Style: Leadership that is approachable, supportive, and communicative can significantly enhance the work environment. Good leaders inspire and motivate employees, fostering a positive work culture.

Recognition and Rewards: Acknowledging and rewarding employees' hard work and achievements can boost morale and motivation, leading to higher productivity and job satisfaction.

Professional Development Opportunities: Providing opportunities for career growth and development shows that the company values its employees' future, which can increase loyalty and reduce turnover.

Technological Environment

Tools and Resources: Providing employees with the necessary tools and resources to perform their jobs efficiently is crucial. Outdated or inadequate technology can hinder performance and cause frustration.

Work Processes: Streamlined and efficient work processes facilitated by technology can enhance productivity and reduce unnecessary stress.

The work environment encompasses various factors that collectively influence an employee's work life. A positive work environment supports physical health, mental well-being, social interactions, and professional growth, leading to enhanced job satisfaction, higher productivity, and better overall work-life balance. Conversely, a negative work environment can lead to stress, dissatisfaction, and high turnover rates. Employers must therefore strive to create and maintain a supportive and

healthy work environment to ensure the well-being and success of their employees. Balancing both personal and work life for women employees involves creating an environment where they can effectively manage their professional responsibilities while also nurturing their personal well-being and family commitments. Here are several strategies to achieve this balance:

Flexible Work Arrangements: Offering flexible work schedules, such as remote work options, flexible hours, or compressed workweeks, allows women employees to better integrate work with personal responsibilities. This flexibility enables them to attend to family needs, such as childcare or eldercare, while still fulfilling their work obligations. Employers benefit from increased employee satisfaction and retention, as well as potentially higher productivity due to reduced stress and improved morale.

Supportive Organizational Policies: Implementing supportive policies can significantly impact work-life balance. This includes policies for parental leave, childcare support, flexible benefits packages, and wellness programs. These initiatives demonstrate an organization's commitment to the well-being of its employees, fostering loyalty and reducing turnover. Providing resources for stress management, mental health support, and work-life balance workshops can also empower women employees to navigate challenges effectively.

Clear Communication and Expectations: Establishing clear communication regarding work expectations, deadlines, and availability can help manage boundaries between work and personal life. Encouraging employees to set realistic goals and priorities, and providing avenues for them to voice concerns about workload or scheduling conflicts, fosters a supportive work culture. Managers should lead by example in respecting employees' personal time and promoting a healthy work-life balance.

Promoting Wellness and Self-Care: Encouraging wellness practices such as regular exercise, mindfulness activities, and promoting a healthy work environment contributes to overall well-being. Providing access to fitness facilities, wellness programs, and ergonomic workstations supports physical health. Additionally, promoting mental health awareness and offering counseling services can help women employees manage stress and maintain resilience in both their personal and professional lives.

Career Development and Advancement: Supporting women's career growth through mentorship programs, leadership training, and opportunities for advancement fosters a sense of fulfillment and purpose in their careers. Clear pathways for career progression, equitable opportunities for promotion, and recognition of achievements contribute to job satisfaction and motivation. When women feel valued and supported in their professional growth, they are more likely to maintain a healthy work-life balance.

Workplace Culture of Respect and Inclusion: Cultivating a workplace culture that values diversity, inclusion, and respect contributes to a positive work environment. Encouraging teamwork, collaboration, and mutual support among colleagues promotes a sense of belonging and reduces workplace stress. Addressing issues of discrimination, harassment, or bias ensures that all employees, including women, feel safe and valued, enhancing their overall work experience and work-life balance.

Regular Feedback and Evaluation: Conducting regular feedback sessions and performance evaluations provides opportunities to discuss work-life balance challenges and identify potential solutions. Managers can offer constructive feedback, recognize achievements, and adjust workload or responsibilities as needed to support work-life balance. Open communication channels allow for ongoing adjustments and improvements to support women employees in achieving their professional and personal goals.

2.2.3 REASONS FOR POOR WORK LIFE BALANCE:

Poor work-life balance can stem from various factors, each contributing differently to the challenges individuals face in managing their professional responsibilities alongside personal and family commitments. Here are several reasons for poor work-life balance explained in detail:

Long Working Hours: Working excessively long hours is a common factor contributing to poor work-life balance. When employees spend significant portions of their day at work or are frequently expected to work overtime, it leaves less time for personal pursuits, family activities, and relaxation. This imbalance can lead to stress, fatigue, and reduced overall well-being. Employers and employees alike should

consider strategies to limit excessive working hours and promote a healthier balance between work and personal life.

Inflexible Work Schedules: Rigidity in work schedules can severely impact work-life balance. When employees have little control over their work hours or face constraints that prevent them from adjusting their schedules to accommodate personal obligations (such as childcare or eldercare), it can create stress and conflict. Flexible work arrangements, such as telecommuting, flexible hours, or compressed workweeks, can help mitigate this issue by providing employees with more autonomy over their time.

High Job Demands: Jobs with high demands in terms of workload, responsibilities, or emotional labor can contribute to poor work-life balance. When the demands of a job exceed a person's capacity to manage them effectively, it can lead to burnout, exhaustion, and difficulties in maintaining personal relationships or pursuing hobbies and interests outside of work. Addressing workload distribution, providing adequate resources and support, and fostering a culture of work-life balance are essential for mitigating the negative effects of high job demands.

Lack of Organizational Support: Organizational culture and policies play a crucial role in shaping work-life balance. When companies do not prioritize or support initiatives that promote work-life balance, employees may feel pressured to prioritize work over personal life. Supportive policies can include parental leave, flexible work arrangements, wellness programs, and resources for stress management. Organizations that actively promote and model work-life balance are more likely to retain satisfied and productive employees.

Technological Intrusion: While technology has enhanced workplace efficiency, it has also blurred the boundaries between work and personal life. Constant connectivity through emails, instant messaging, and mobile devices means that employees may feel compelled to remain available outside of regular work hours, leading to work encroaching on personal time. Establishing clear boundaries and expectations around after-hours communication, encouraging digital detoxes, and promoting mindful use of technology can help mitigate the negative impact of technological intrusion on work-life balance.

Personal and Family Obligations: Outside pressures from personal and family obligations, such as caregiving responsibilities, parenting, or supporting elderly relatives, can strain work-life balance. Balancing these responsibilities alongside a demanding job requires careful planning, support networks, and sometimes external assistance such as childcare services or eldercare options. Employers can support employees facing these challenges through family-friendly policies and resources that acknowledge and accommodate diverse family dynamics.

Balancing personal and work life is essential for maintaining overall well-being and productivity. Here are some practical tips to achieve a harmonious balance between these two domains:

Set Priorities and Goals: Start by defining your priorities both at work and in your personal life. Identify what matters most to you and set realistic goals accordingly. This helps in focusing your time and energy on activities that align with your values and long-term objectives.

Establish Boundaries: Create clear boundaries between work and personal life. Define specific work hours and stick to them as much as possible. Avoid checking work emails or taking work calls during personal time unless it's absolutely necessary. Setting boundaries helps in maintaining mental and emotional separation between the two spheres.

Manage Time Effectively: Develop strong time management skills to optimize productivity at work and maximize personal time. Use tools like calendars, planners, or time-blocking techniques to organize tasks and allocate time for both work-related responsibilities and personal activities. Prioritize tasks based on deadlines and importance to avoid feeling overwhelmed.

Practice Self-Care: Prioritize self-care activities that promote physical, mental, and emotional well-being. This includes getting enough sleep, eating nutritious meals, exercising regularly, and taking breaks throughout the day. Self-care rejuvenates your energy levels and enhances your ability to cope with stress from both work and personal challenges.

Communicate Effectively: Open communication is crucial for balancing personal and work commitments. Clearly communicate your availability and boundaries to colleagues, supervisors, and family members. Discuss workload expectations and negotiate flexible work arrangements when needed. Effective communication fosters understanding and support from others, reducing conflicts and stress.

Delegate and Collaborate: Learn to delegate tasks at work and share responsibilities at home. Delegate tasks that others can handle effectively, freeing up your time for higher-priority tasks or personal activities. Collaborate with colleagues and family members to distribute workload fairly and ensure collective success in both professional and personal endeavors.

Set Realistic Expectations: Avoid perfectionism by setting realistic expectations for yourself in both work and personal life. Recognize that it's okay to prioritize and sometimes compromise on certain tasks or activities. Striving for balance doesn't mean achieving equal attention to every aspect of life at all times, but rather finding a sustainable equilibrium that meets your needs and obligations.

Seek Support and Flexibility: Don't hesitate to seek support from colleagues, supervisors, or family members when needed. Build a support network that you can rely on during challenging times. Advocate for flexible work arrangements or seek out resources offered by your employer, such as employee assistance programs or wellness initiatives, to help manage stress and maintain balance.

2.2.4 THEORIES OF WORK-LIFE BALANCE

Work-life balance is a complex and multifaceted concept that has been examined through various theoretical frameworks.

Segmentation Theory

Segmentation Theory, originating from early work by Blood and Wolfe (1960), asserts that the work and family domains operate independently of one another. This theory emerged primarily in the context of blue-collar workers, suggesting that dissatisfaction in one area does not inherently affect the other. According to this perspective,

individuals can maintain distinct boundaries between their professional and personal lives without interference.

Young and Kleiner (1992) further supported this notion, emphasizing that work and family are separate entities that do not influence each other. This viewpoint underlines the idea that experiences in the workplace, such as job-related stress, do not spill over into family life, and vice versa.

In contrast, Lambert (1990) argued that while segmentation can be a conscious strategy employed by individuals to manage stress, it is not necessarily a natural state. Individuals may strive to create this separation as a coping mechanism to handle work-related pressures effectively.

A significant contribution to this theory was made by Parasuraman et al. (1992), who conducted a detailed study on dual-career couples. They discovered that while work-related variables—such as role ambiguity, workload, and conflict—affect job satisfaction, these factors do not correlate with family satisfaction. Similarly, issues arising within the family, such as parental challenges, impact family satisfaction without influencing job satisfaction. This separation highlights the unique characteristics of each domain and reinforces the core tenets of Segmentation Theory.

This theory contrasts sharply with ****Spillover Theory****, which posits that experiences and emotions from one domain can transfer into another, influencing overall well-being. Segmentation Theory offers insights into how individuals can effectively compartmentalize their work and family lives. It suggests that family life is characterized by emotional bonds, love, and care, whereas work life is often seen as a space for competition, achievement, and material pursuits (Piotrkowski, 1978).

Enrichment Theory

Enrichment Theory, initially proposed by Sieber in 1974, emphasizes the benefits of engaging in multiple roles. This theory posits that when individuals participate in various roles—be it at work, home, or in the community—they draw upon a wide array of resources. These resources can be utilized to enhance their overall performance and satisfaction across different spheres of life. Marks (1977) expanded on this notion by suggesting that humans possess an infinite reservoir of energy. When individuals

engage deeply in a particular role, this engagement not only fulfills them but also allows their energy to proliferate, enabling them to invest in activities they genuinely enjoy. Rather than viewing work-life balance solely as a struggle between work and family obligations, this perspective highlights the positive spillover that can occur between these domains. Frone (2003) further articulated this idea, emphasizing that the interactions between work and family can yield beneficial outcomes in both areas. Greenhaus and Powell (2006) provided a comprehensive definition of enrichment, describing it as the extent to which positive experiences in one domain, such as work, enhance experiences in another, such as family life. This dual benefit underscores the importance of fostering environments that encourage individuals to pursue diverse roles, ultimately leading to a more balanced and fulfilling life.

Spillover Theory

Spillover Theory explores the dynamic relationship between work and family life, positing that emotions, attitudes, and behaviors can transfer between these two domains. This concept has been supported by numerous researchers, including Piotrkowski (1979), Piotrkowski and Crits-Christoph (1981), Crouter (1984), Belsky et al. (1985), and Kelly and Voydanoff (1985). These studies collectively emphasize that the experiences individuals have in one area of their lives can significantly influence their experiences in another. Staines (1980) introduced the idea of a "dual zone" relationship between work and family. In this framework, positive experiences at work—such as recognition, job satisfaction, and fulfilling relationships with colleagues—can lead to a more positive attitude at home. Conversely, positive family experiences, such as supportive relationships and emotional fulfillment, can enhance an individual's performance and outlook at work. This reciprocal influence underscores the interconnectedness of personal and professional life.

However, the spillover effect is not exclusively positive. Doby and Caplan (1995) highlighted that negative experiences at work can create a significant threat to an individual's self-image. Employees who face criticism or develop a negative reputation in their professional environment may carry that stress and tension into their personal lives. This phenomenon can manifest as irritability, withdrawal, or decreased emotional availability at home, impacting relationships with family and friends. Williams and Alliger (1994) further examined how emotional spillover occurs in the workplace. They

found that when employees experience stress, frustration, or dissatisfaction at work, these feelings can easily spill over into their personal lives. The cumulative effect of such emotional carryover can lead to decreased overall well-being, as individuals struggle to separate their work-related stress from their home life. This emotional spillover can also result in challenges for individuals striving to maintain work-life balance. For instance, an employee who encounters conflict or stress during the workday may find it difficult to engage positively with family members later in the evening. As a result, the quality of family interactions may suffer, leading to a cycle of negative experiences that perpetuates stress and dissatisfaction in both areas.

Social Identity Theory

Social Identity Theory, developed by Henri Tajfel and John Turner in 1979, explores how individuals derive their self-concept from their membership in various social groups. While this theory has been extensively studied in psychology, its application to work-life balance (WLB) is still underexplored. Nevertheless, understanding social identity can provide valuable insights into how individuals navigate the complexities of balancing personal and professional lives. Social Identity Theory posits that individuals categorize themselves and others into various social groups based on shared characteristics, such as work affiliation, family roles, and social connections. This categorization influences how individuals perceive themselves and how they behave in different contexts. According to Turner et al. (1987), people often activate their self-concept based on the social groups they identify with, which can affect their attitudes and behaviors in both personal and professional settings.

The interplay between self-identity and group dynamics is crucial in understanding work-life balance. For example, an individual who identifies strongly with their professional role may prioritize work commitments over personal life, potentially leading to stress and imbalance. Conversely, a strong identification with family roles may prompt an individual to seek flexibility in their work arrangements, emphasizing the importance of personal life.

Compensation Theory

Compensation Theory, as discussed by Piotrkowski (1979), posits that individuals often seek to balance dissatisfaction in one aspect of their lives—such as work—by finding pleasure or fulfillment in another area, typically their home or family life. This theory provides a framework for understanding how workers navigate the emotional and psychological challenges that arise from competing demands in their professional and personal lives. The essence of Compensation Theory lies in the idea that work and family life are interconnected, functioning as parts of the same overarching experience. Lambert (1990) emphasizes that when individuals encounter distress in one domain, they often turn to the other domain for solace and satisfaction. This compensatory mechanism allows individuals to mitigate feelings of dissatisfaction by seeking positive experiences elsewhere. For instance, if an employee feels overwhelmed or unfulfilled at work, they may look to their family life to provide the emotional support and happiness that is lacking in their professional environment. Conversely, stressors at home might prompt individuals to invest more energy into their work as a means of distraction or reward. Compensation Theory offers valuable insights into how individuals seek to balance dissatisfaction between work and family life. By understanding the mechanisms of compensation and the interplay between different domains, both individuals and organizations can develop strategies to enhance well-being and foster a more harmonious work-life balance. Recognizing the compensatory nature of these experiences allows for a holistic approach to addressing the challenges that arise in today's multifaceted work environments.

Congruence Theory

Congruence theory addresses variables that, while not directly tied to work or family balance, can influence it significantly. These variables are often extraneous but can impact how individuals manage and perceive the balance between their professional and personal lives (Staines, 1980; Zedeck, 1992; Edwards and Rothbard, 2000). For instance, personal hobbies or social commitments might not seem directly related to one's job or family responsibilities. However, they can indirectly affect an individual's ability to manage both areas by providing stress relief or, conversely, by adding additional demands on their time and energy.

Conflict Theory

Conflict theory posits that incompatibility between work and home roles leads to difficulties in fulfilling the demands of both domains, a phenomenon known as inter-role conflict (Greenhaus and Beutell, 1985). This theory is sometimes referred to as opposition or incompatibility theory (Edwards and Rothbard, 2000). Guest (2002) developed a model explaining that individuals often face tough decisions due to high demands in various life areas. Essentially, people might have to sacrifice in one domain to meet the unmet demands of another (Zedeck and Mosier, 1990). Recently, seventeen models of conflict have gained significant attention, especially concerning dual-earning couples (Guest, 2002). These models explore the complexities and pressures that arise when both partners in a relationship have demanding careers.

Instrumental Theory

Instrumental theory suggests that activities in one domain can serve as instruments for another (Zedeck and Mosier, 1990; Guest, 2002). This means that the skills, energy, or satisfaction gained from one area can positively influence another. For instance, problem-solving skills honed at work might help in managing family issues more effectively. Conversely, emotional support from family can enhance job performance. This theory underscores the interconnectedness of different life spheres and how they can mutually benefit each other.

Resource Drain Theory

Resource drain theory describes a negative correlation between family and work, indicating that the exhaustion of resources in one sphere reduces the available resources in the complementary sphere (Frone et al., 1997; Bakker et al., 2009). According to this theory, since all resources are limited, the allocation of resources like time, energy, and attention to one domain necessarily detracts from the other (Morris and Madsen, 2007). This perspective highlights the zero-sum nature of resource distribution, where an increase in investment in one area leads to a corresponding decrease in another.

Conservation of Resources Theory

Conservation of resources (COR) theory is an amalgamation of role theory and spillover theory (Grandey and Cropanzano, 1999). The fundamental premise of this model is the scarcity of resources available to an individual. In the context of work-life balance, COR theory suggests that every task demands a certain amount of energy, which can create challenges in performing other roles effectively (Grandey and Cropanzano, 1999). This theory emphasizes the need to manage and conserve resources carefully to maintain balance across different life domains. The idea is that resource depletion in one area can significantly impact an individual's overall ability to function effectively in other areas, necessitating strategic resource management.

Ecological Systems Theory

Ecological systems theory, developed by Grzywacz and Marks (2000), describes how an employee's development and growth are shaped by interactions with their immediate environment. This theory emphasizes that both work and family are interconnected systems involving processes, individuals, contexts, and time. It posits that one's professional and personal environments are not isolated but rather influence each other continuously. For instance, a supportive work environment can enhance family interactions, just as a stable family life can improve work performance. This holistic approach underscores the importance of considering the broader ecological context when examining work-life balance, as multiple layers of environment impact an individual's overall development and well-being.

Border Theory

Border theory, introduced by Clark (2000), is an extension of spillover and compensation theories. It addresses the limitations of these theories by explaining the conditions under which work and family domains overlap. Clark argued that although work and family are distinct spheres, there is a significant interconnection between them, and individuals often navigate and manage the borders between these domains. This theory suggests that individuals actively engage in defining and managing the boundaries between their work and personal lives, seeking to create a balance that allows for fulfilling both sets of responsibilities. The concept of border management

includes how individuals negotiate and transition between roles, aiming to minimize conflict and maximize harmony between work and family.

2.2.5 MODELS OF WORKLIFE BALANCE

Boundary Theory (Kreiner,2006)

Boundary Theory focuses on the permeability and flexibility of boundaries between work and personal life. It suggests that individuals actively manage and negotiate these boundaries to maintain balance. With advancements in technology blurring traditional boundaries, this model emphasizes the importance of boundary management strategies, such as setting clear work hours, using technology mindfully, and establishing rituals that signal transitions between work and personal life.

Job Demands-Resources Model(Bakker&Demerouti,2007)

The Job Demands-Resources (JD-R) Model proposes that job demands (e.g., workload, time pressure) and job resources (e.g., social support, autonomy) influence work engagement and burnout. It posits that high job demands paired with sufficient resources can lead to positive outcomes like work engagement, whereas high demands coupled with low resources may lead to burnout. This model underscores the importance of balancing job demands with resources to promote employee well-being and work-life balance.

The Work-Family Interface Model(Greenhaus&Beutell,1985)

The Work-Family Interface Model examines the bidirectional relationship between work and family roles. It identifies two main constructs: work-family conflict and work-family enrichment. Work-family conflict occurs when pressures or demands from work interfere with family responsibilities, or vice versa, leading to stress. Work-family enrichment, on the other hand, occurs when positive experiences and resources from one domain (work or family) enhance the other domain, promoting overall well-being. This model emphasizes the need for organizations to support employees in managing work and family roles effectively through policies that reduce conflict and enhance enrichment.

Job Demands-Control Model(Karasek,1979)

The Job Demands-Control Model focuses on the impact of job characteristics on employee stress and health. It suggests that high job demands (e.g., workload) combined with low job control (e.g., decision authority) can lead to increased stress and negative health outcomes. Conversely, jobs with high control can mitigate the negative effects of high demands. This model highlights the importance of designing jobs that provide employees with adequate resources and decision-making authority to manage their workload effectively, thereby promoting work-life balance and well-being.

CHAPTER III

DATA ANALYSIS AND INTERPRETATION OF DATA

3. PERCENTAGE ANALYSIS

Table 3.1

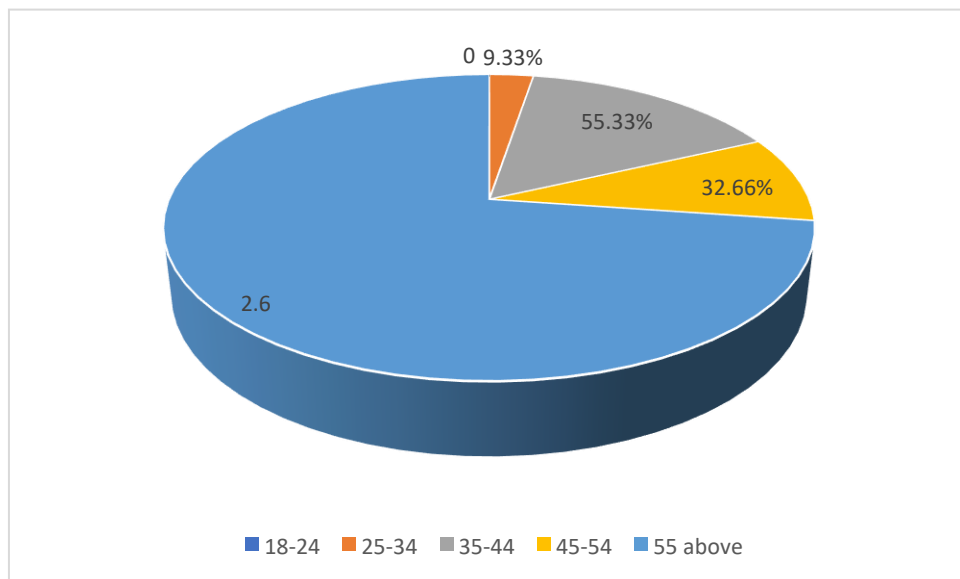
Table showing age of the employees.

Age	No of respondents	Percentage
18-24	0	0
25-34	14	9.33%
35-44	83	55.33%
45-54	49	32.66%
55 above	4	2.60%
Total	150	100

(Source: primary data)

Figure 3.1

Figure showing age of employees.



INTERPRETATION:

The data shows that the majority of employees are aged 35-44 (55.33%), followed by those aged 45-54 (32.66%). The 25-34 age group makes up 9.33% of respondents, while those aged 55 and above account for 2.6%. There are no respondents in the 18- 24 age group.

Table 3.2

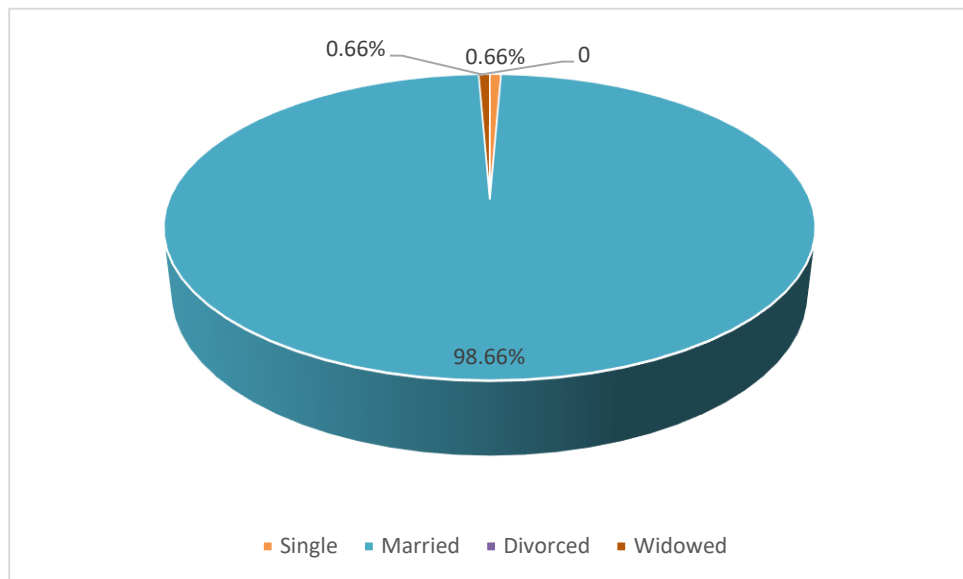
Table showing Marital status of the employees.

Marital status	No of respondents	Percentage
Single	1	0.66%
Married	148	98.66%
Divorced	0	0
Widowed	1	0.66%
Total	150	100

(Source: primary data)

Figure 3.2

Figure showing marital status of employees.



INTERPRETATION:

The data on marital status reveals that the vast majority of employees are married (98.66%). Only a small fraction are single (0.66%) or widowed (0.66%), with no respondents reporting being divorced.

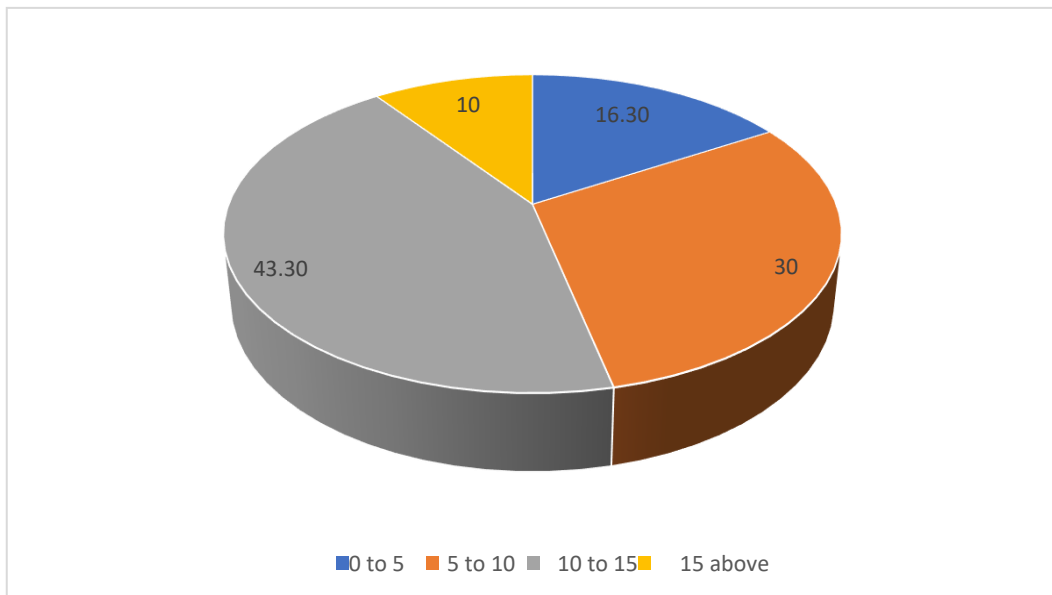
Table 3.3
Table showing experience of the employees.

experience	No of respondents	Percentage
0-5	25	16.66%
5-10	45	30%
10-15	65	43.33%
15 above	15	10%
Total	150	100

(Source: primary data)

Figure 3.3

Figure showing experience of employees.



INTERPRETATION:

The data on employees' experience shows that the largest group has 10-15 years of experience (43.33%), followed by those with 5-10 years of experience (30%). Respondents with 0-5 years and over 15 years of experience constitute 16.66% and 10% of the total, respectively.

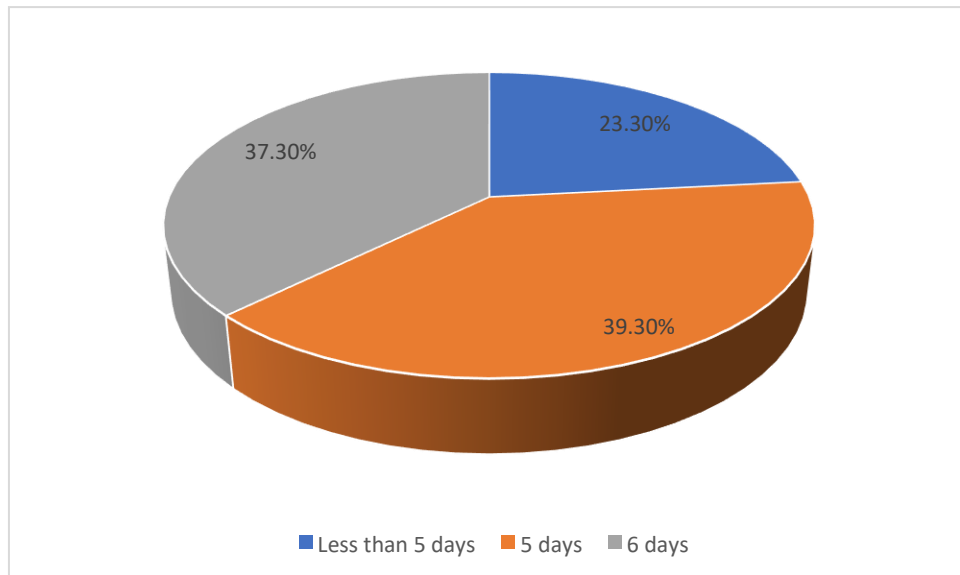
Table 3.4
Table showing normally working days in a week of the employees.

Particular	No of respondents	Percentage
Less than 5 days	35	23.3%
5 days	59	39.3%
6 days	56	37.3%
Total	150	100

(Source: primary data)

Figure 3.4

Figure showing normally working days in a week of the employees.



INTERPRETATION:

The data on respondents' working days per week shows that most employees, work either 5 days (39.3%) or 6 days (37.3%) each week. A smaller portion (23.3%) works less than 5 days a week. This indicates that the majority have a traditional or extended workweek schedule.

Table 3.5

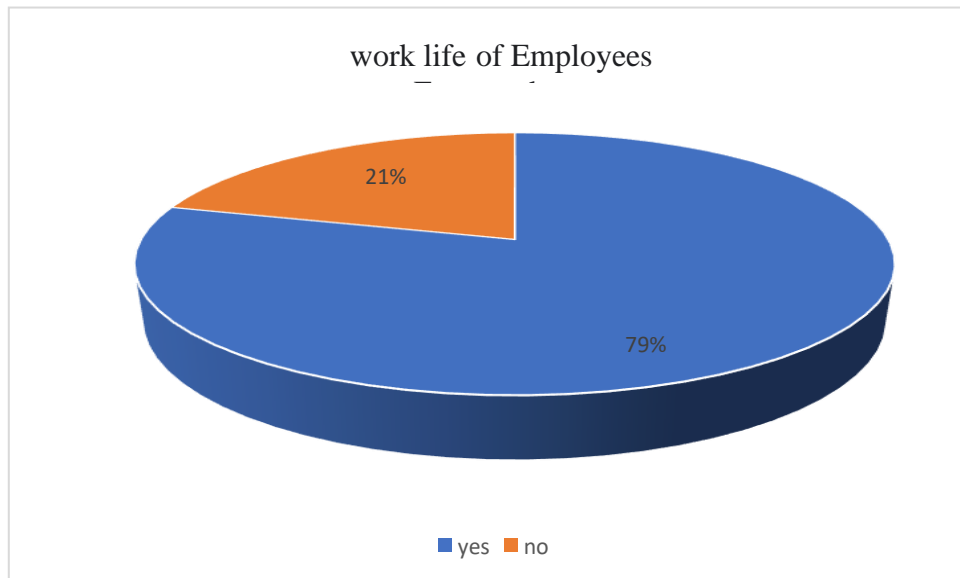
Table showing perception of employees about their worklife

PARTICULAR	respondents	percentage
Yes	119	79.3%
No	31	20.7%
Total	150	100%

(Source: primary data)

Figure 3.5

Figure showing whether there is balance worklife of the respondents



INTERPRETATION:

The data on work-life balance indicates that a majority of the employees. (79.3%) feel they have a balanced work-life, while 20.7% do not. This suggests that most participants perceive a satisfactory balance between their work and personal life.

Table 3.6

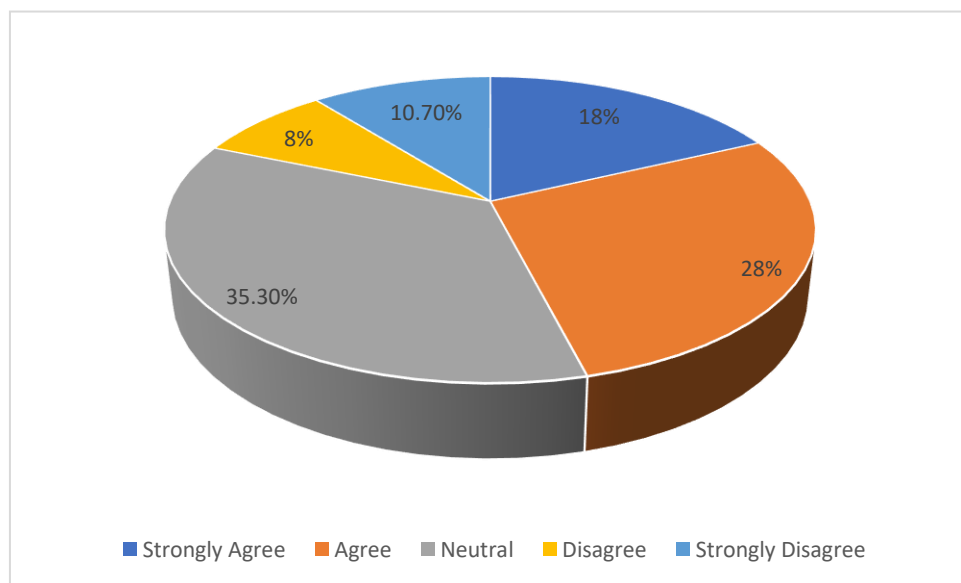
Table showing that Family matters reduce the time employees can devote to their job

Particular	Respondents	percentage
Strongly Agree	27	18%
Agree	42	28%
Neutral	53	35.3%
Disagree	12	8%
Strongly Disagree	16	10.7%
total	150	100

(Source: primary data)

Figure 3.6

Figure showing that Family matters reduce the time employees can devote to their job



Interpretation:

The data indicates that 46% of employees believe family matters significantly reduce the time they can devote to their job, highlighting family obligations as a considerable factor for nearly half of the participants. Meanwhile, 35.3% remain neutral, suggesting a balanced view or minimal impact from family matters on their worktime. In contrast, 18.7% of respondents disagree, feeling that family matters do not significantly interfere with their job time.

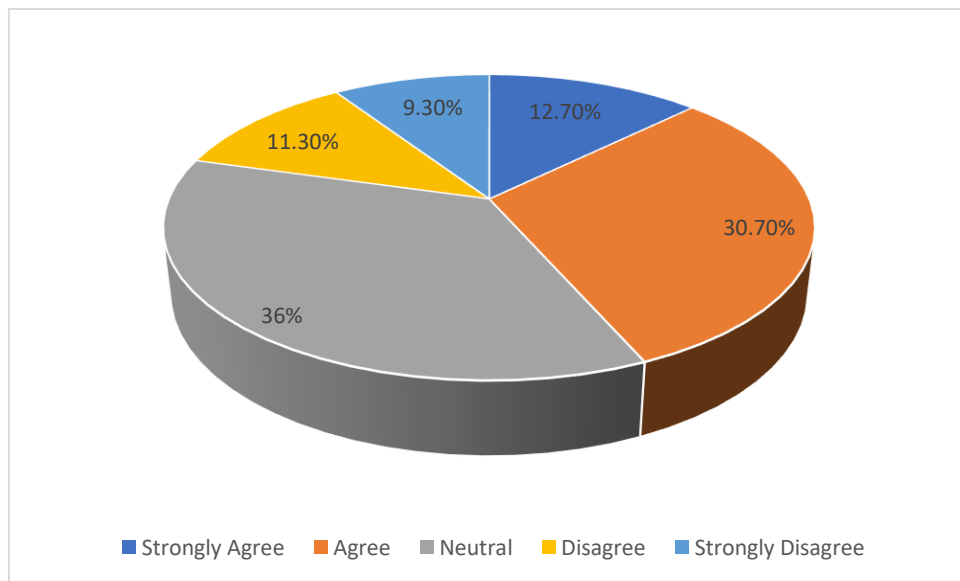
Table 3.7

Table showing that Family worries or problems distract employees from their work

particular	respondents	percentage
Strongly Agree	19	12.7%
Agree	46	30.7%
Neutral	54	36%
Disagree	17	11.3%
Strongly Disagree	14	9.3%
total	150	100

(Source: primary data)Figure 3.7

Figure showing that Family worries or problems distract employees from their work



INTERPRETATION

The data reveals that 43.4% of employees believe family worries or problems distract them from their work, indicating that a significant portion finds these issues to be considerable distractions. Meanwhile, 36% remain neutral, suggesting a balanced view or minimal impact from family worries on their work focus. In contrast, 20.6% of respondents disagree, feeling that family worries do not significantly interfere with their work.

Table 3.8

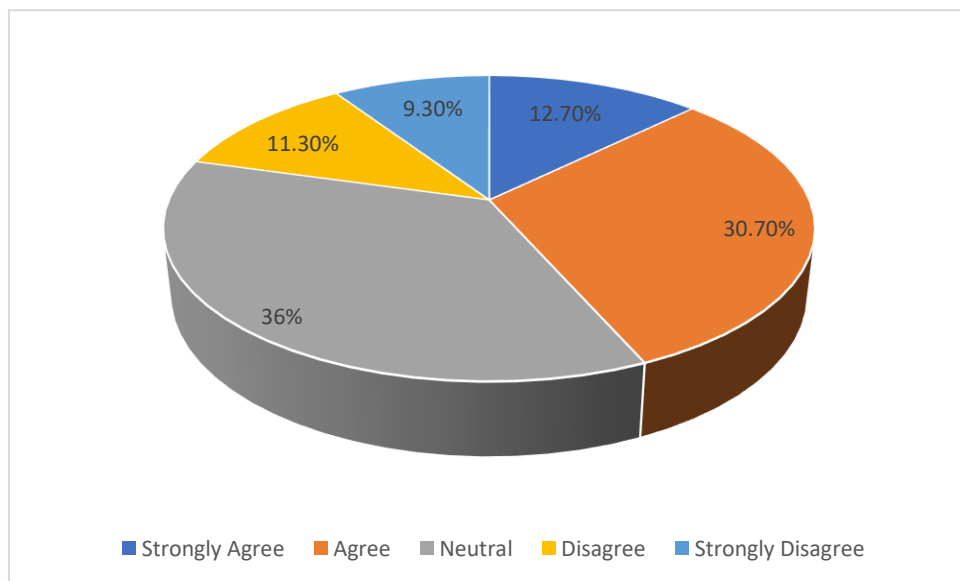
Table showing that problems at work make employees irritable at home

particular	respondents	percentage
Strongly Agree	19	12.7%
Agree	46	30.7%
Neutral	54	36%
Disagree	17	11.3%
Strongly Disagree	14	9.3%
total	150	100

(Source: primary data)

Figure 3.8

Figure showing that Problems at work make you irritable at home



INTERPRETATION

The data shows that 43.4% of employees believe problems at work make them irritable at home, indicating a significant spillover effect from work to home life. Meanwhile, 36% remain neutral, suggesting either a balanced view or minimal impact of work problems on their home irritability. In contrast, 20.6% of respondents disagree, feeling that work issues do not significantly affect their mood at home.

Table 3.9

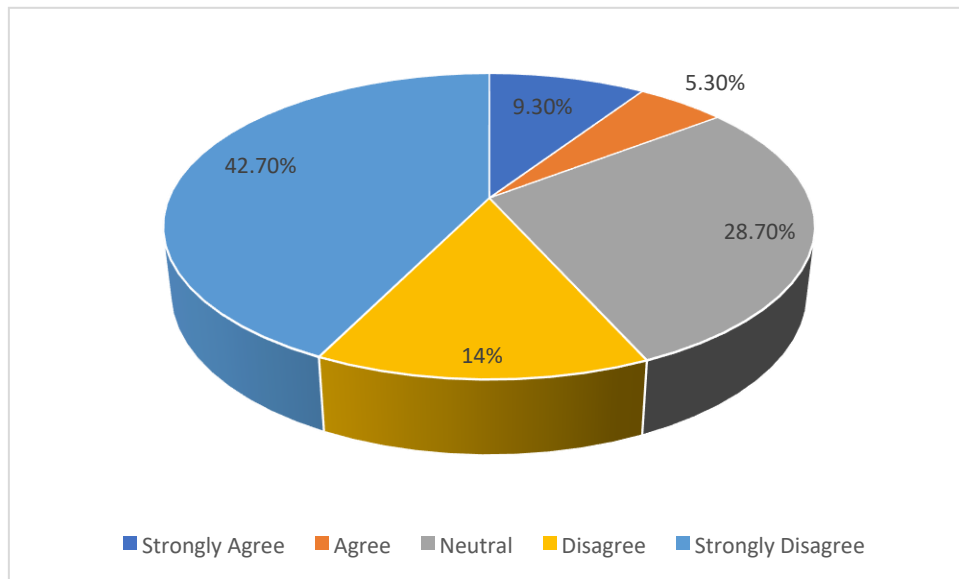
Table showing that whether job reduces the amount of time employees can spend with their family

particular	respondents	percentage
Strongly Agree	14	9.30%
Agree	8	5.30%
Neutral	43	28.70%
Disagree	21	14%
Strongly Disagree	64	42.70%
total	150	100

(Source: primary data)

Figure 3.9

Figure showing that whether job reduces the amount of time employees can spend with their family



INTERPRETATION

The data shows that 14.6% of employees believe their job significantly reduces the time they can spend with their family, indicating a notable impact for a small portion. Meanwhile, 28.7% are neutral, suggesting either a balanced view or minimal impact. In contrast, a majority of 56.7% disagree, indicating that most respondents do not see their job as a significant barrier to family time.

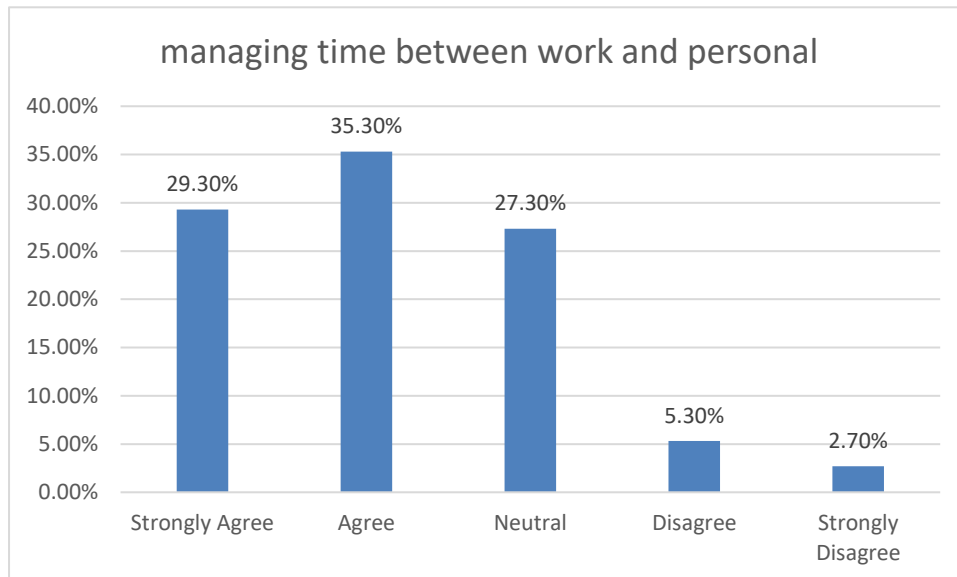
Table 3.10

Table showing whether managing time between work and personal life of employees

particular	respondents	percentage
Strongly Agree	44	29.3%
Agree	53	35.3%
Neutral	41	27.3%
Disagree	8	5.3%
Strongly Disagree	4	2.7%

Figure 3.10

Figure showing whether managing time between work and personal life of the employees



Interpretation:

The data on managing time between work and personal life shows that a majority of employees (64.6%) either strongly agree (29.3%) or agree (35.3%) that they manage their time well. Meanwhile, 27.3% are neutral, and a small minority (8%) disagree or strongly disagree.

Table 3.11

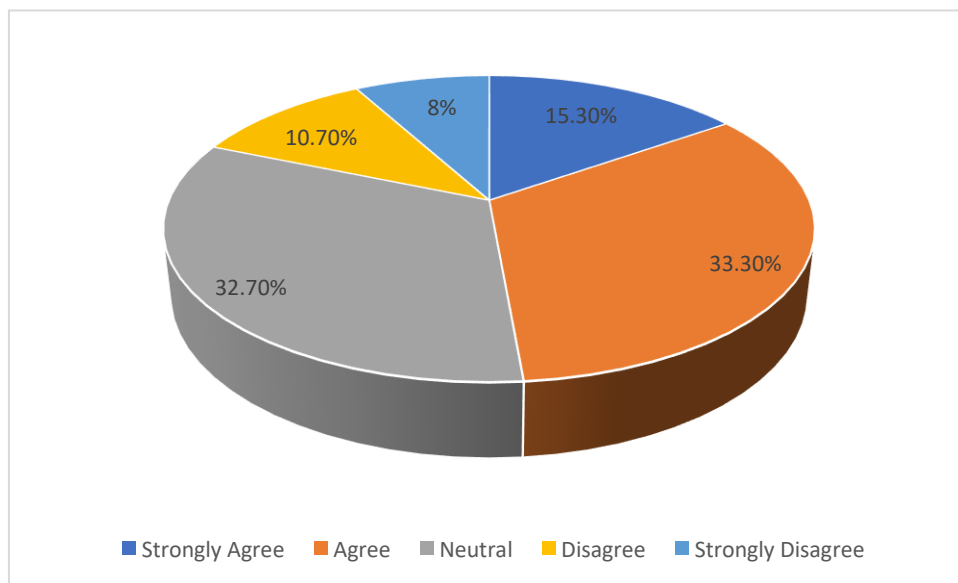
Table showing whether employees experience stress.

particular	respondents	percentage
Strongly Agree	23	15.3%
Agree	50	33.3%
Neutral	49	32.7%
Disagree	16	10.7%
Strongly Disagree	12	8%
total	150	100

(Source: primary data)

Figure 3.11

Figure showing whether employees experience stress.



Interpretation:

The data on stress factors among employees. reveals that a substantial portion, comprising 48.6% (15.3% strongly agree, 33.3% agree), acknowledge experiencing significant stress factors. Another 32.7% remain neutral on the issue, while a smaller proportion, 18.7% (10.7% disagree, 8% strongly disagree), do not feel stressed.

Table 3.12

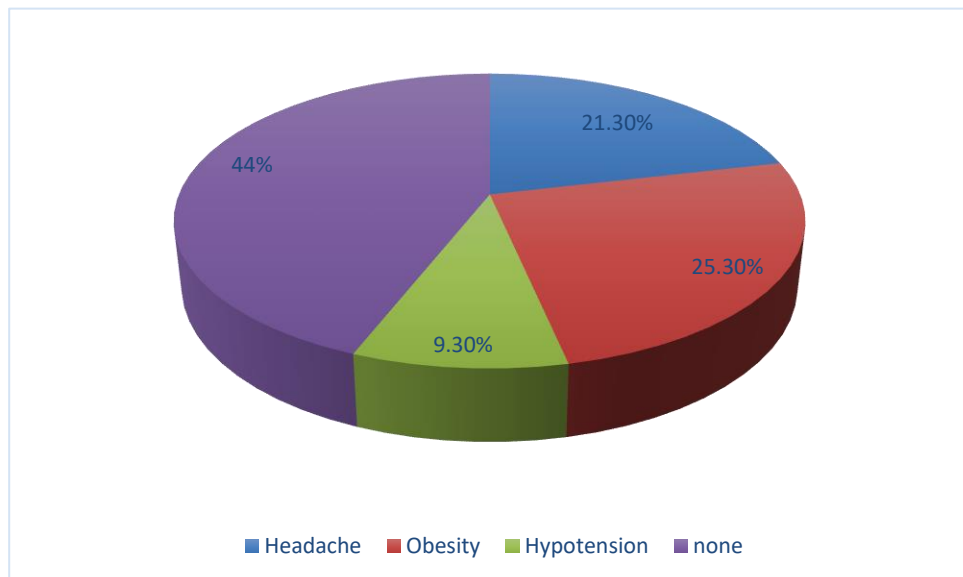
Table showing Stress Related Disease of the employees.

Disease	Respondents	percentage
Headache	32	21.3%
Obesity	38	25.3%
Hypotension	14	9.3%
none	66	44%
Total	150	100

(Source: primary data)

Figure 3.12

Figure showing Stress Related Disease of the employees



Interpretation:

The data revealed that headaches were reported by 32 individuals, constituting 21.3% of the total. Obesity was noted by 38 respondents, accounting for 25.3%. Hypotension was identified in 14 cases, representing 9.3%. A significant portion, 66 respondents (44%), reported none of these conditions.

Table 3.13

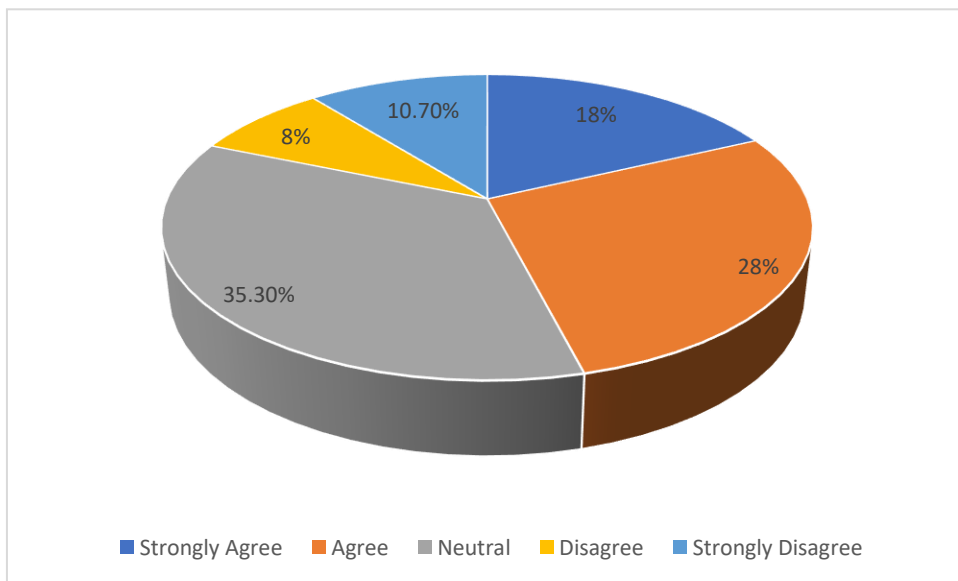
Table showing that whether employees worry about work while travelling

particular	Respondents	percentage
Strongly Agree	27	18%
Agree	42	28%
Neutral	53	35.3%
Disagree	12	8%
Strongly Disagree	16	10.7%
total	150	100

(Source: primary data)

Figure 3.13

Figure showing that whether employees worry about work while travelling.



Interpretation:

Table 3.13 presents employees' feelings about worrying about work while traveling: 18% (27 respondents) strongly agree, 28% (42 respondents) agree, 35.3% (53 respondents) are neutral, 8% (12 respondents) disagree, and 10.7% (16 respondents) strongly disagree. In summary, over half of the respondents (46%) experience work-related worries while traveling, while a smaller portion (18.7%) do not.

Table 3.14

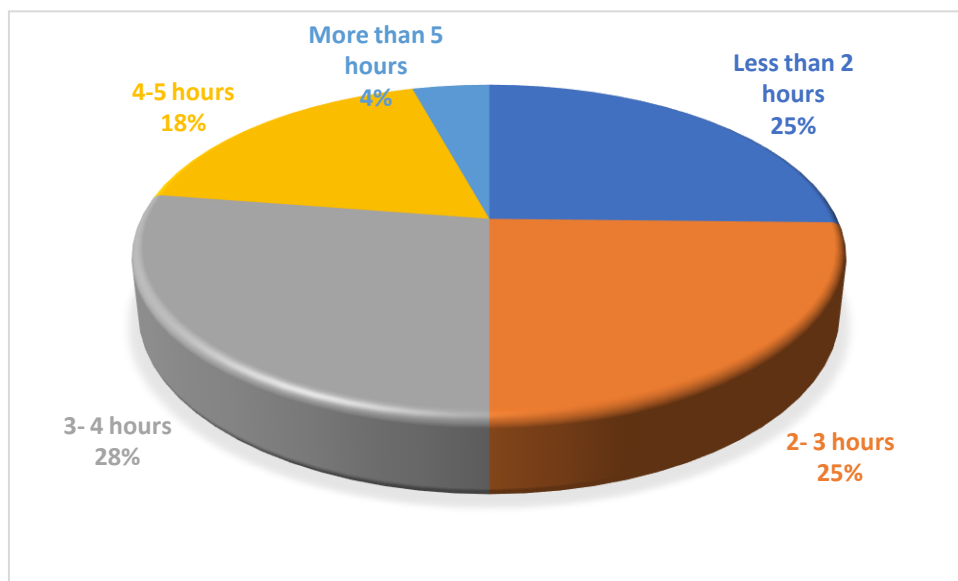
Table showing the amount of time employees spend with their children.

Particular	Respondents	percentage
2 hours	36	25.4%
2- 3 hours	35	24.60%
3- 4 hours	39	27.50%
4-5 hours	26	18.30%
More than 5 hours	6	4.20%
total	150	100

(Source: primary data)

Figure 3.14

Figure showing the amount of time employees spend with their children.



Interpretation:

Table 3.14 presents the amount of time employees spend with their children: 25.4% (36 respondents) spend 2 hours, 24.6% (35 respondents) spend 2-3 hours, 27.5% (39 respondents) spend 3-4 hours, 18.3% (26 respondents) spend 4-5 hours, and 4.2% (6 respondents) spend more than 5 hours. In summary, the majority of respondents(77.5%) spend between 2 to 4 hours with their children daily, while a smaller percentage (22.5%) spend either less than 2 hours or more than 4 hours.

Table 3.15

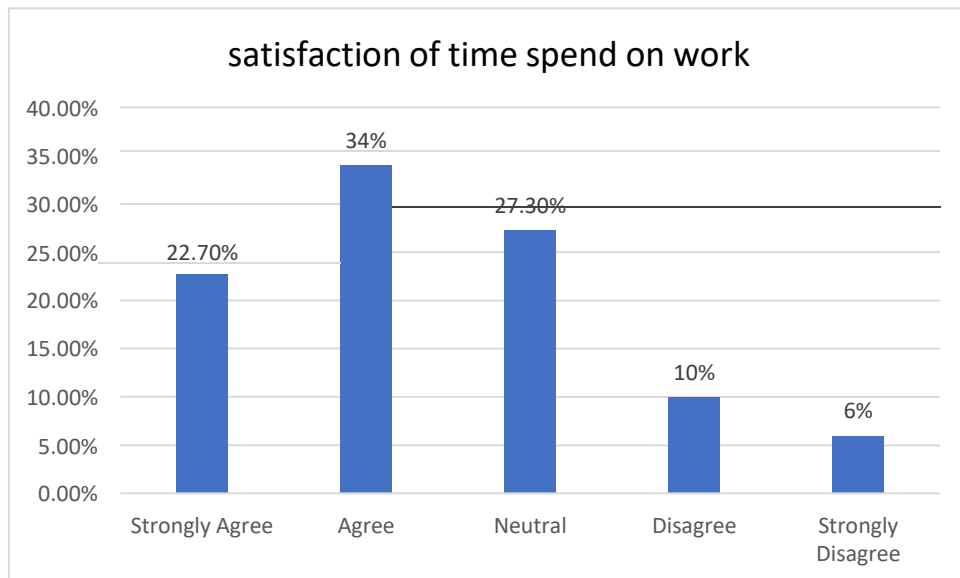
Table showing the satisfaction of time spend on work by the employees.

particular	respondents	percentage
Strongly Agree	34	22.70%
Agree	51	34%
Neutral	41	27.30%
Disagree	15	10%
Strongly Disagree	9	6%
total	150	100

(Source: primary data)

Figure 3.15

Figure showing the satisfaction of time spend on work by the employees.



Interpretation:

Table 3.15 presents employees ' satisfaction with the time spent on work: 22.7% strongly agree they are satisfied, 34% agree, 27.3% are neutral, 10% disagree, and 6%strongly disagree. In summary, a majority of respondents (56.7%) are satisfied with the time they spend on work, while a smaller portion (16%) are dissatisfied. A significant number (27.3%) remain neutral on the issue.

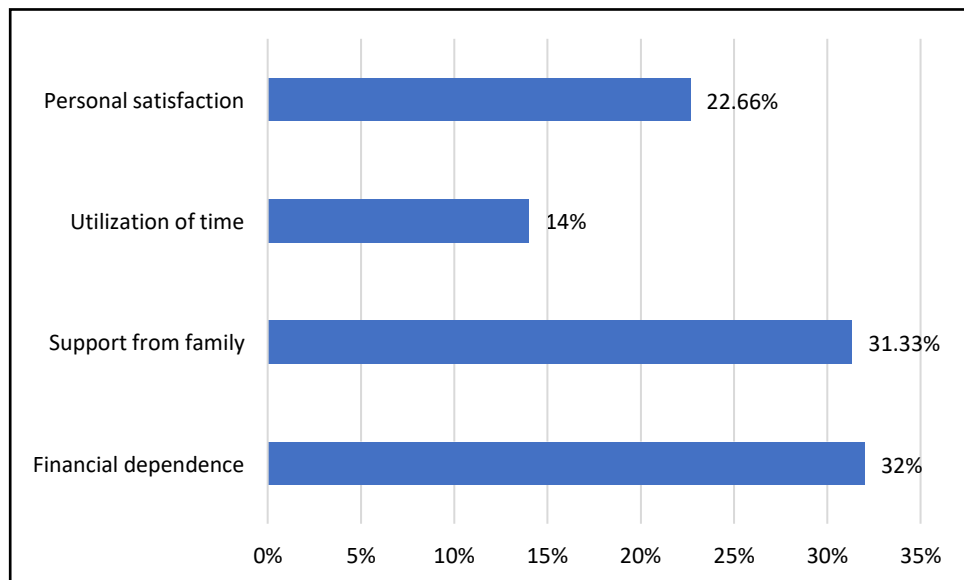
Table 3.16

Table showing the factors that motivate employees to work.

Factors	respondents	percentage
Financial dependence	48	32%
Support from family	47	31.33%
Utilization of time	21	14%
Personal satisfaction	34	22.66%
Total	150	100

(Source: primary data)Figure 3.16

Figure showing the factors that motivate employees to work.



Interpretation:

Table 3.16 outlines the motivation factors driving employees to work. The data reveals that 32% prioritize financial dependence, while 31.33% are motivated by family support. Additionally, 22.66% find personal satisfaction crucial in their work, and 14% value the utilization of time. Overall, financial dependence and family support collectively account for 63.33% of the motivations, with personal satisfaction being significant for 22.66% of respondents, and time utilization being a factor for 14% of them.

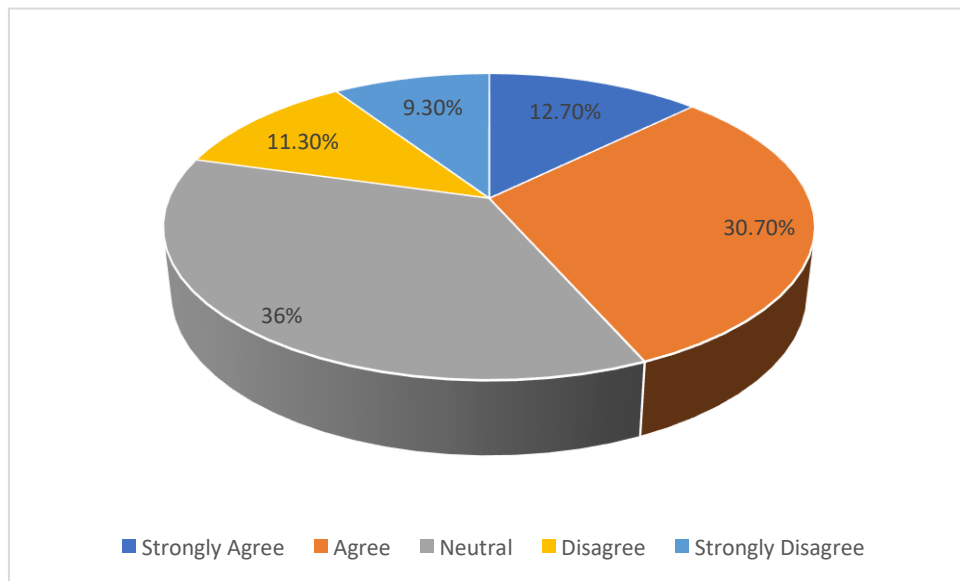
Table 3.17

Table showing the frequency with which employees experience losing their temper at work.

Particular	respondents	Percentage
Strongly Agree	19	12.7%
Agree	46	30.7%
Neutral	54	36%
Disagree	17	11.3%
Strongly Disagree	14	9.3%
Total	150	100

(Source: primary data)Figure 3.17

Figure showing the frequency with which employees experience losing their temper at work.



Interpretation:

In Table 3.17, respondents' experiences of losing their temper at work are depicted. A majority of employees (43.4%) either strongly agree (12.7%) or agree (30.7%) that they have experienced losing their temper at work. Additionally, a significant proportion (36%) remain neutral on the matter. However, a smaller portion of respondents disagree (11.3%) or strongly disagree (9.3%) with having experienced such occurrences.

Table 3.18

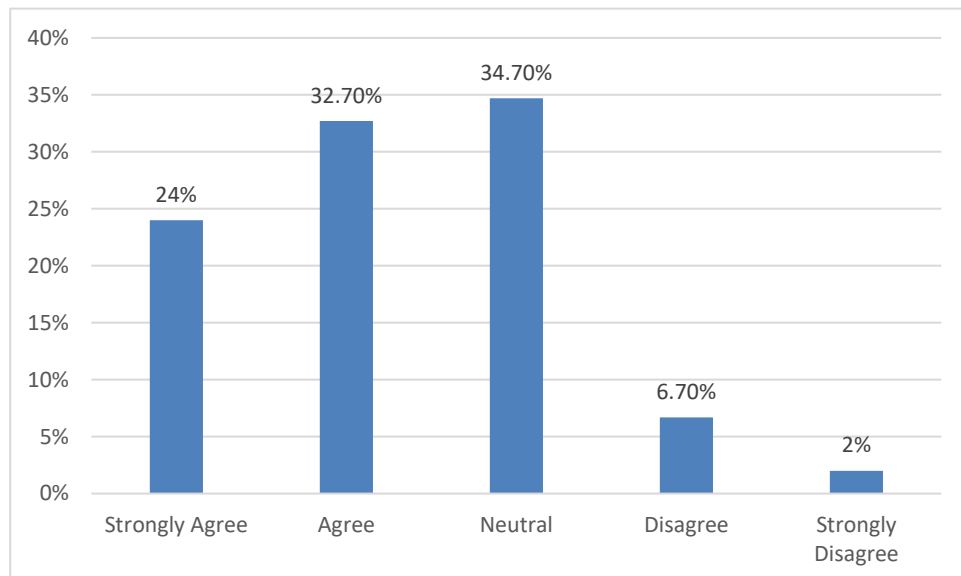
Table showing employees flexibility to attend events during the workday.

Particular	respondents	Percentage
Strongly Agree	36	24%
Agree	49	32.70%
Neutral	52	34.70%
Disagree	10	6.70%
Strongly Disagree	3	2%
total	150	100

(Source: primary data)

Figure 3.18

Figure showing employees flexibility to attend events during the workday.



Interpretation:

In Table 3.18, employees' perceptions of flexibility to attend events during the workday are detailed. A majority of respondents (56.7%) either strongly agree (24%) or agree (32.7%) that they have flexibility to attend events during the workday. However, a sizable portion (34.7%) remains neutral on the matter. Fewer respondents disagree (6.7%) or strongly disagree (2%) with the notion of having flexibility for attending events during work hours.

Table 3.19

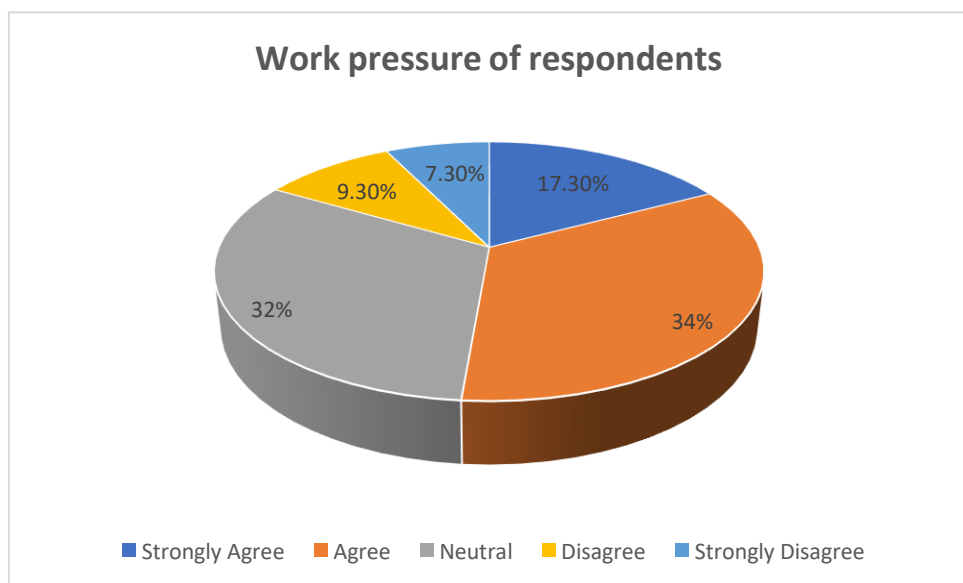
Table showing the work pressure of the employees.

particular	respondents	percentage
Strongly Agree	26	17.3%
Agree	51	34%
Neutral	48	32%
Disagree	14	9.3%
Strongly Disagree	11	7.3%
total	150	100

(Source: primary data)

Figure 3.19

Figure showing the work pressure of the employees.



Interpretation:

Table 3.19 presents employees perceptions of work pressure. The data indicates that a significant portion of respondents acknowledge experiencing work pressure to some degree, with 51 respondents (34%) agreeing and 26 respondents (17.3%) strongly agreeing. However, a notable number of respondents (32%) are neutral on the matter. A smaller proportion disagree (9.3%) or strongly disagree (7.3%) with experiencing work pressure.

Table 3.20

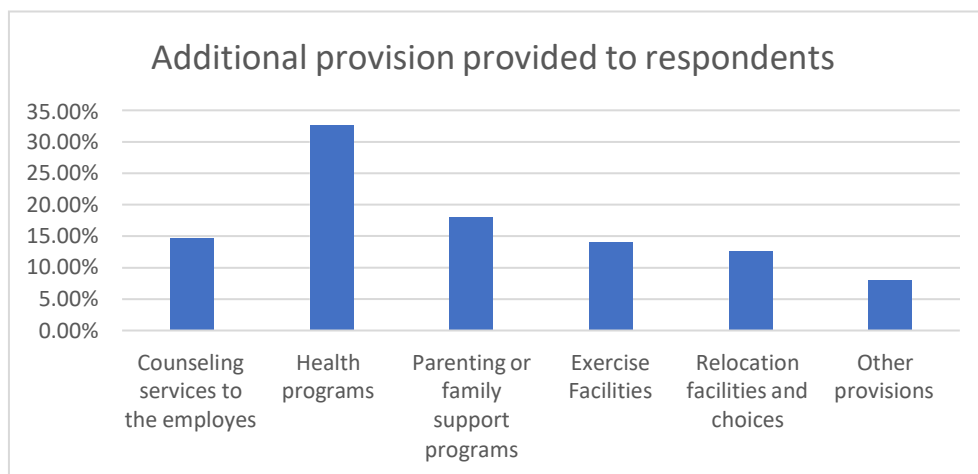
Table showing additional provision to the employees.

Additional provisions	respondents	percentage
Counseling services to the employees	22	14.7%
Health programs	49	32.7%
Parenting or family support programs	27	18%
Exercise Facilities	21	14%
Relocation facilities and choices	19	12.7%
Other provisions	12	8%
Total	150	100

(Source: primary data)

Figure 3.20

Figure showing additional provision to the employees.



Interpretation:

The data in Table 3.20 outlines additional provisions provided to the employees. Health-related provisions, such as health programs and exercise facilities, seem to be the most common additional provisions, with 32.7% and 14% of respondents, respectively. Parenting or family support programs are also significant, accounting for 18% of respondents. Counseling services to employees and relocation facilities and choices are provided to a smaller extent, with 14.7% and 12.7% of respondents, respectively. Additionally, 8% of respondents mentioned other provisions not specified in the table.

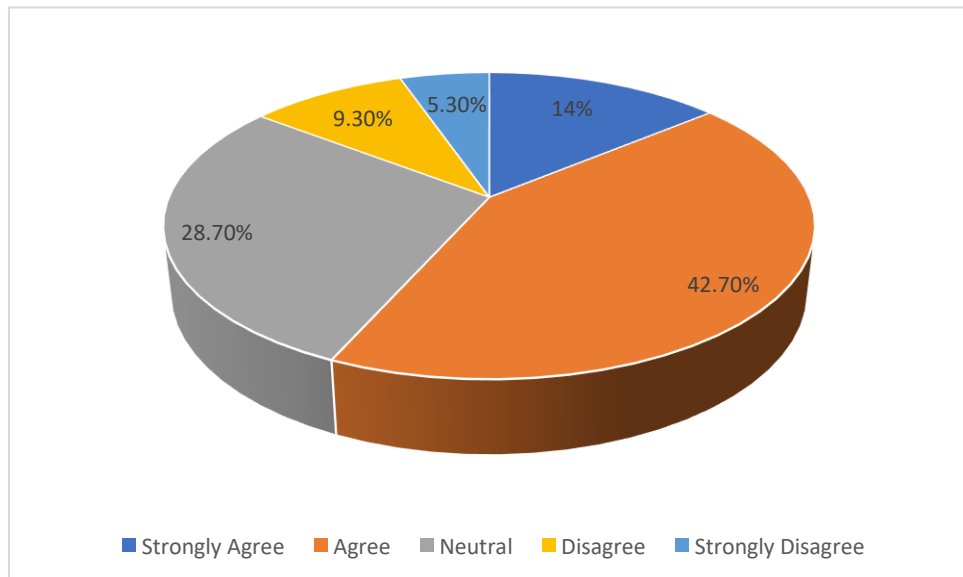
Table 3.21
Table showing employees feelings of tiredness or depression.

Particular	respondents	percentage
Strongly Agree	21	14%
Agree	64	42.70%
Neutral	43	28.70%
Disagree	14	9.30%
Strongly Disagree	8	5.30%
Total	150	100

(Source: primary data)

Figure 3.21

Table showing employees feelings of tiredness or depression.



Interpretation:

The data in Table 3.21 shows employees' feelings of tiredness or depression. A majority of respondents (56.7%) either strongly agree (14%) or agree (42.7%) that they experience feelings of tiredness or depression. A significant portion (28.7%) is neutral, indicating neither agreement nor disagreement. A smaller group (14.6%) disagrees (9.3%) or strongly disagrees (5.3%) with experiencing such feelings.

Table 3.22

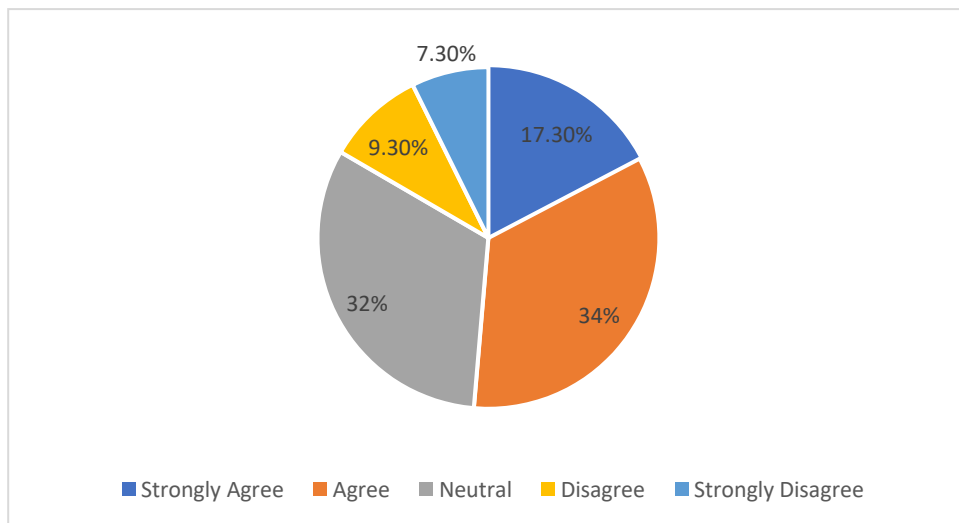
Table presents factors that hinder employees from balancing work and family responsibilities.

particular	respondents	percentage
Strongly Agree	26	17.3%
Agree	51	34%
Neutral	48	32%
Disagree	14	9.3%
Strongly Disagree	11	7.3%
Total	150	100

(Source: primary data)

Figure 3.22

Figure presents factors that hinder employees from balancing work and family responsibilities.



Interpretation:

The data in Table 3.22 presents employees views on factors that hinder balancing work and family life. A significant portion of respondents (51.3%) either strongly agree (17.3%) or agree (34%) that there are factors hindering their ability to balance work and family life. Meanwhile, 32% of respondents are neutral, indicating that they neither agree nor disagree with this statement. A smaller portion of respondents (16.6%) disagree (9.3%) or strongly disagree (7.3%), suggesting they do not perceive significant hindrances in balancing work and family life.

Table 3.23

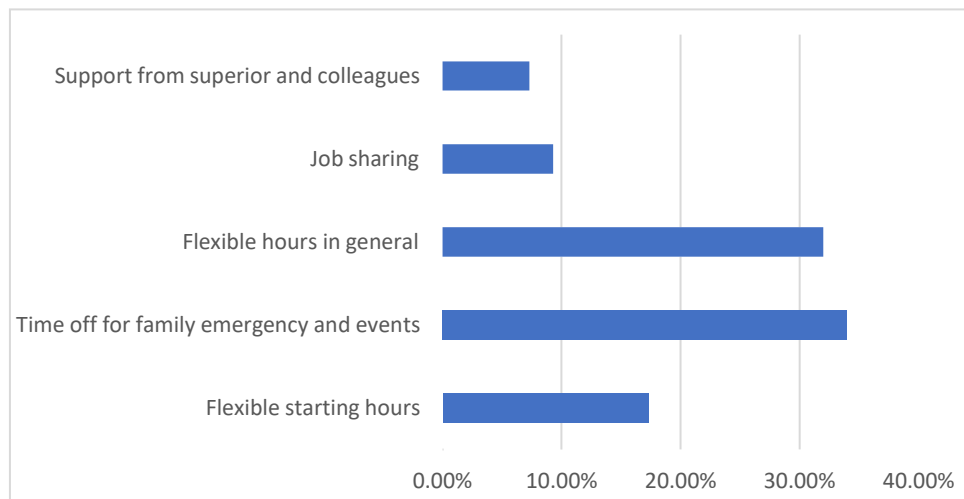
Table showing factors that assist employees in achieving a work-life balance.

Factors	respondents	percentage
Flexible starting hours	26	17.3%
Time off for family emergency and events	51	34%
Flexible hours in general	48	32%
Job sharing	14	9.3%
Support from superior and colleagues	11	7.3%
Total	150	100

(Source: primary data)

Figure 3.23

Figure showing factors that assist employees in achieving a work-life balance.



Interpretation:

The data in Table 3.23 highlights the factors that employees believe help them balance their work and personal life. The most significant factor helping respondents balance work and personal life is time off for family emergencies and events (34%). This is closely followed by having flexible hours in general (32%). Flexible starting hours are also important, as indicated by 17.3% of respondents. Job sharing (9.3%) and support from superiors and colleagues (7.3%) are considered less influential but still relevant.

Table 3.24

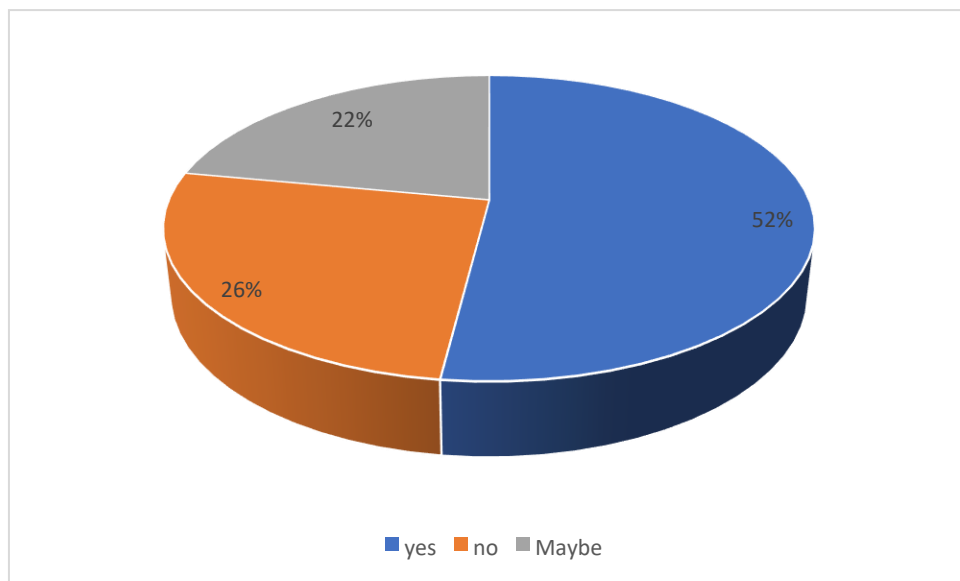
Table showing whether employees are provided with leave.

PARTICULAR	Respondents	percentage
yes	78	52%
no	39	26%
Maybe	33	22%
Total	150	100

(Source: primary data)

Figure 3.24

Figure showing whether employees are provided with leave.



Interpretation:

The data in Table 3.24 shows the responses regarding whether leave is provided to the employees. A majority of respondents (52%) confirm that they are provided with leave, indicating that more than half of the respondents have access to leave benefits. However, 26% of respondents do not have leave provided, and 22% are unsure.

Table 3.25

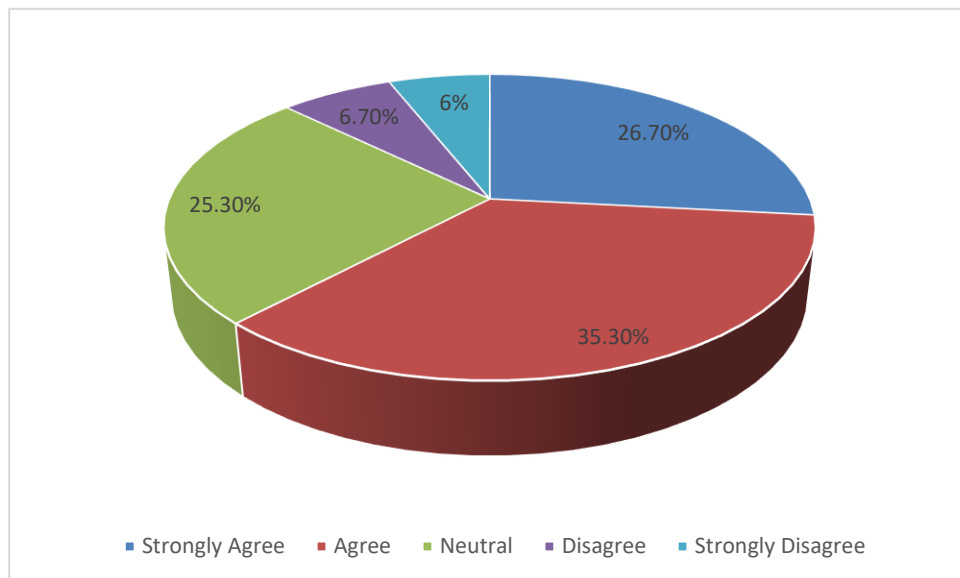
Table showing whether employees are satisfied with the balance between their personal life and work responsibilities.

Particular	Respondents	percentage
Strongly Agree	40	26.7%
Agree	53	35.3%
Neutral	38	25.3%
Disagree	10	6.7%
Strongly Disagree	9	6%
Total	150	100

(Source: primary data)

Figure 3.25

Figure showing whether employees are satisfied with the balance between their personal life and work responsibilities.



Interpretation:

The data in Table 3.25 shows that the majority of employees (62%) are satisfied with their balance between personal life and work responsibilities, with 26.7% strongly agreeing and 35.3% agreeing. A quarter of the respondents (25.3%) are neutral on the matter. A smaller portion (12.7%) are dissatisfied, with 6.7% disagreeing and 6% strongly disagreeing. Overall, most individuals feel positively about their work-life balance, though some remain neutral or dissatisfied.

OVERALL MEAN OF WORKLIFE BALANCE

Descriptive statistics

	N	Range	Minimum	Maximum	Mean	Std.deviation	Variance
Worklife balance	150	2.07	1.93	4.00	2.8822	.43139	.186
Valid N (listwise)	150						

Interpretation:

The descriptive statistics for the work-life balance survey, which includes 150 respondents, provide insight into how individuals perceive their work-life balance. The range of scores is from 1.93 to 4.00, indicating some variability in responses, but not extreme. The mean score is 2.88, suggesting that, on average, respondents feel their work-life balance is moderately positive, though not overwhelmingly so. The standard deviation of 0.43139 indicates a moderate level of dispersion around the mean, meaning that while most responses are close to the average, there is still some variation in how work-life balance is experienced among the participants. The variance, at 0.186, further quantifies this variability, showing that there is a relatively consistent perception of work-life balance within this group. Overall, these statistics suggest that while the average work-life balance is somewhat positive, there is a range of experiences among the respondents.

THE RELATIONSHIP BETWEEN WORKPLACE ENVIRONMENT AND WORK-LIFE BALANCE AMONG WOMEN EMPLOYEES.

H₁: There is significant relationship between work environment and work life balance.

Correlations			
		WLB	WE
WLB	Pearson Correlation	1	.223**
	Sig. (2-tailed)		0.006
	N	150	150
WE	Pearson Correlation	.223**	1
	Sig. (2-tailed)	0.006	
	N	150	150

Correlation is significant at the 0.01 level (2-tailed).

Interpretation:

The Pearson correlation coefficient between WLB and WE is .223**. This positive value indicates a weak positive relationship between work-life balance and work environment. The correlation is significant at the 0.01 level (2-tailed), with a p-value of .006. This implies that the probability of observing this correlation by chance is very low (less than 1%), and we can conclude that there is a statistically significant relationship between WLB and WE.

DETERMINE WHETHER THE INFLUENCE OF AGE AFFECT ON THE WORK-LIFE BALANCE OF WOMEN EMPLOYEES.

ANOVA

- Null Hypothesis (H₀): Age has no significant effect on the work-life balance
- Alternative Hypothesis (H₁): Age has a significant effect on the work-life balance.

Descriptives

WLB

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum
					Lower Bound	Upper Bound	
18-24	14	36.7857	5.40909	1.44564	33.6626	39.9088	27
25-34	83	40.7349	6.75004	0.74091	39.261	42.2089	27
35-44	49	40.3061	5.13243	0.7332	38.8319	41.7803	30
45-54	4	40	2.58199	1.29099	35.8915	44.1085	37
Total	150	40.2067	6.12432	0.50005	39.2186	41.1948	27

The descriptive statistics show that the mean work-life balance scores vary slightly across age groups. The age group 25-34 has the lowest mean WLB score (36.79), indicating they might experience more challenges in balancing work and life compared to other age groups. The mean WLB scores for the 35-44, 45-54, and 55+ age groups are quite similar (around 40), suggesting a relatively better work-life balance. The 95% confidence intervals for the means overlap across age groups, which implies that the differences in work-life balance scores might not be statistically significant.

ANOVA

WLB

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	187.659	3	62.553	1.691	0.172
Within Groups	5400.93	146	36.993		
Total	5588.59	149			

The ANOVA test shows an F-value of 1.691 with a significance level (p-value) of 0.172. This p-value is greater than the commonly used significance threshold of 0.05, indicating that the differences in mean work-life balance scores among the different age groups are not statistically significant.

DETERMINE WHETHER THE INFLUENCE OF EXPERIENCE AFFECT ON THE WORK-LIFE BALANCE OF WOMEN EMPLOYEES.

- Null Hypothesis (H0): Experience has no significant effect on the work-life balance
- Alternative Hypothesis (H1): Experience has a significant effect on the work-life balance

Descriptives

WLB

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum
					Lower Bound	Upper Bound	
0-5	25	38.32	4.7585	0.9517	36.3558	40.2842	27
10-May	45	40.4444	5.24645	0.78209	38.8682	42.027	30
15-Oct	65	41.0308	7.02889	0.87183	39.2891	42.7724	27
15 above	15	39.0667	6.0765	1.56894	35.7016	42.4317	32
Total	150	40.2067	6.12432	0.50005	39.2186	41.1948	27

The descriptive statistics for work-life balance (WLB) based on years of experiences show that mean WLB scores range from 38.32 for employees with 0-5 years of experience to 41.03 for those with 10-15 years of experience. The standard deviations, indicating variability within each group, range from 4.76 to 7.03. Confidence intervals for the means overlap, suggesting that differences between groups may not be statistically significant.

ANOVA WLB

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	155.17	3	51.723	1.39	0.248
Within Groups	5433.42	146	37.215		
Total	5588.59	149			

ANOVA test was conducted to determine if there is a significant effect of work experience on work-life balance (WLB). The results show that the between-groups sum of squares is 155.170 with 3 degrees of freedom, and the within-groups sum of squares is 5433.423 with 146 degrees of freedom. The mean square between groups is 51.723, and the mean square within groups is 37.215. The F-value is 1.390 with a significance level (p-value) of 0.248. Since the p-value is greater than 0.05, we fail to reject the null hypothesis, indicating that there is no statistically significant effect of work experience on work-life balance among the employees.

CHAPTER IV
SUMMARY, FINDINGS AND RECOMMENDATIONS.

4.1 FINDINGS:

- The mean score of 2.88 suggests that, on average, respondents perceive a moderately balanced work-life scenario in the sample of 150 employees. This indicates that employees feel their work and personal lives are somewhat balanced. Additionally, while the balance is moderate, there is room for improvement in the company's work-life balance policies.
- There is a weak positive relationship between work-life balance and work environment, suggesting that improvements in the work environment are slightly associated with better work-life balance perceptions.
- The One-way anova on the effect of age on work-life balance (WLB) among employees. The results indicate that age does not have a significant effect on the work-life balance of employees.
- The One-way anova examined how work experience influences work-life balance (WLB) among employees, it can be inferred that work experience alone does not have a significant impact on the work-life balance of employees
- In the analysis of frequency and percentage distribution of the employees regarding their age, most employees fall within the 35-44 age range, followed by those aged 45-54. The 25-34 age group represents a smaller portion, with minimal representation from those aged 55 and above, and no respondents from the 18-24 age group.
- Regarding marital status, a high percentage of respondents are married, indicating a predominant representation of individuals in committed relationships. Single individuals comprise a minimal portion.
- In the analysis of employees' experience levels, the largest group has 10-15 years of experience, followed by those with 5-10 years. Smaller proportions include those with 0-5 years and over 15 years of experience.

- Respondents' working days per week show that most work either 5 or 6 days each week, with a smaller portion working less than 5 days a week, indicating traditional or extended workweek schedules.
- In the analysis of employees' work-life balance, a significant majority of respondents feel they have a balanced work-life, while a smaller portion do not perceive their work-life balance as balanced.
- Many respondents feel that work problems lead to irritability at home, indicating a significant spillover effect between work and home life. A considerable number remain neutral, suggesting a balanced view or minimal impact, while a smaller portion disagree, feeling that work issues do not significantly affect their mood at home.
- Most respondents believe their job significantly reduces family time, highlighting a notable impact. A larger portion are neutral, indicating a balanced view or minimal perceived impact on family time, while most disagree, indicating that they do not consider their job a significant barrier to family time.
- Most respondents feel they manage their time well between work and personal life. Additionally, a significant number are neutral on this issue, with a small minority disagreeing.
- A substantial portion of respondents acknowledge experiencing significant stress factors, while many remain neutral on the issue, and a smaller proportion do not feel stressed.
- Headaches are the most commonly reported stress-related issue among respondents, followed by obesity, hypotension, and diabetes.
- Many respondents experience work-related worries while traveling. Conversely, a smaller portion do not experience such worries.
- Most respondents spend between 2 to 4 hours with their children daily. A smaller percentage spend either less than 2 hours or more than 4 hours with their children.
- Many respondents are satisfied with the time they spend on work. Conversely, a smaller portion are dissatisfied, with a significant number remaining neutral on the issue.
- Financial dependence and family support are the primary motivations

driving respondents to work, followed by personal satisfaction and time utilization.

- Many respondents acknowledge experiencing losing their temper at work, while a significant number remain neutral. A smaller portion of respondents disagree with having experienced such occurrences.
- Many respondents feel they have flexibility to attend events during the workday. However, a sizable portion remains neutral, while fewer respondents disagree with having such flexibility.
- A significant portion of respondents acknowledge experiencing work pressure. However, a notable number are neutral on the matter, while a smaller proportion disagree.
- Health-related provisions, including health programs and exercise facilities, are the most common additional provisions provided to respondents, followed by parenting or family support programs. Counseling services and relocation facilities are provided to a smaller extent, with some respondents mentioning other provisions not specified.
- Many respondents experience feelings of tiredness or depression. A significant portion remains neutral, while a smaller group disagrees with experiencing such feelings.
- A significant portion of respondents acknowledge factors hindering their ability to balance work and family life. A notable number are neutral, while a smaller portion disagree, suggesting they do not perceive significant hindrances.
- Time off for family emergencies and events is the most significant factor helping respondents balance work and personal life, closely followed by having flexible hours. Flexible starting hours, job sharing, and support from superiors and colleagues are also relevant.
- Many respondents confirm that they are provided with leave, indicating access to leave benefits. However, some respondents do not have leave provided, and others are unsure about their leave entitlements.

4.2 DISCUSSION AND SUGGESTIONS

The work-life balance of women employees is a critical issue that impacts their overall well-being and job satisfaction. Women often juggle multiple roles at work and home, leading to significant stress and time management challenges. To address these issues, organizations should implement flexible working hours, remote work options, and provide robust support systems such as childcare facilities and parental leave policies. Encouraging a culture that values work-life balance and actively supports women's career progression without penalizing them for familial responsibilities is essential. Additionally, mentorship programs and professional development opportunities tailored for women can enhance their skills and career growth, fostering a more inclusive and supportive work environment.

The major suggestions from this study are,

- To improve the poor balanced work-life scenario, Precot should consider implementing policies that promote greater work-life balance. Introducing flexible work schedules, encouraging the use of leave benefits, and providing wellness programs can help employees better manage their personal and professional responsibilities.
- To strengthen the weak positive correlation between work-life balance and work environment, the organization should consider implementing targeted improvements in the work environment. Enhancing workplace amenities, fostering a supportive culture, and providing resources for stress management could help to more significantly improve employees' perceptions of their work-life balance.
- One-way anova, which indicates that age and experience does not have a significant effect on work-life balance (WLB) among employees at Precot Meridian, it is recommended to focus on enhancing WLB through policies and practices that apply to all employees, regardless of their tenure. Instead of targeting initiatives based on work experience, the organization should implement universal measures such as flexible work schedules, robust support systems including childcare and parental leave, health and wellness programs, and opportunities for

professional development.

- A significant portion of employees work 5 or 6 days a week. Consider implementing more flexible work schedules where feasible to help employees better manage their work-life balance.
- Since family matters significantly impact work-life balance for many respondents, investing in more robust family support programs, such as childcare assistance or flexible leave policies, could alleviate these concerns.
- Many employees acknowledge significant stress factors. Initiatives like stress management programs or regular employee counseling services could help mitigate stress levels and improve overall well-being.
- Despite many employees having access to leave, ensuring all are aware of and encouraged to use these benefits can contribute positively to their work-life balance satisfaction.
- Continuously assess workplace policies and their impact on work-life balance. Regular surveys and feedback mechanisms can provide insights into what is working well and where adjustments are needed.

4.3 CONCLUSION

This study was conducted on the topic employee relationship management at Precot meridian Palakkad there are a total of 228 women employees in the company 150 employees were taken as sample. The objective of this study was to To analyze the work-life balance of women employees at Precott Meridian and study the affect of the workplace environment on the work-life balance of women employees and Determine whether the influence of demographic factors affect on the work-life balance of women employees.

The study concludes that while a majority of women employees at Precot Meridian feel they manage their work-life balance effectively, there are significant challenges, particularly related to stress, family responsibilities, and workplace flexibility. The demographic factors, including age and marital status, play a crucial role in influencing their work-life balance. The workplace environment, characterized by traditional work schedules and significant work pressure, impacts their ability to maintain a healthy balance between professional. .The positive value indicates a weak positive relationship between work-life balance and work environment. The Study indicate that age and experience does not have a significant effect on work-life balance (WLB) among employees at Precot Meridian. Based on the findings and suggestions from the study at Percot Meridian, it is evident that work-life balance remains a significant concern among women employees. The average perception of moderately balanced work-life scenarios suggests room for improvement in company policies and practices. Implementing flexible work schedules and enhancing leave benefits could empower employees to manage their personal and professional responsibilities more effectively.

The weak positive correlation between work-life balance and the work environment indicates a need for targeted improvements in workplace conditions. By enhancing amenities, fostering a supportive culture, and providing resources for stress management, Percot Meridian can potentially improve employees' perceptions of work-life balance. The study on the work-life balance of women employees at Precot Meridian reveals that the current policies and practices effectively enable employees to balance their professional and personal lives. Despite initial concerns, the results demonstrate that women employees are successfully managing their work and personal responsibilities. This positive outcome highlights the effectiveness of the company's

supportive policies, such as flexible working hours, remote work options, and robust support systems like childcare and comprehensive parental leave. Continued focus on these areas, along with regular feedback and adjustments based on employee needs, will be essential to maintain and further enhance the work-life balance for women employees, ensuring their ongoing well-being and job satisfaction.

Percot Meridian should prioritize enhancing its work-life balance initiatives to foster a more supportive and productive work environment. By addressing the specific concerns highlighted in the study and implementing targeted improvements, the company can enhance employee satisfaction, retention, and overall organizational effectiveness. Regular assessment and adaptation of policies based on employee feedback will be crucial in sustaining these improvements over time. Achieving a better work-life balance not only benefits employees individually but also contribute to a more resilient and motivated workforce at Percot Meridian.

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https://www.researchgate.net/publication/321126509_Work_Life_Balance_of_Women_Employees

APPENDIX

“A STUDY ON WORK LIFE BALANCE ON WOMEN EMPLOYEES WITH SPECIAL REFERENCE TO PRECOTTMERIDIAN”

RESPECTED sir/madam,

I am Ann maria Shaju, fourth semester MBA student at NAIPUNNYA BUSINESS SCHOOL, THRISSUR. I am conducting a study on Worklife Balance on women employees for the preparation of a major project which is the academic requirement of Calicut University. I request you to kindly spend a few minutes of your time to fillout this questionnaire which forms a comprehensive part of my research. This survey is being done purely for academic purposes and will not be used for anything other than for this study.

Thank you

Ann maria shaju

OBJECTIVES:

- 1.To evaluate the work-life balance of women employees at Precott Meridian.
- 2.To study the impact of the workplace environment on the work-life balance ofwomen employees.
- 3.Determine whether the influence of age affect on the work-life balance of womenemployees

PERSONAL INFORMATION:

1.Age:

- 18-24
- 25-34
- 35-44
- 45-54
- 55 above

2. Marital Status:

- Single
- Married
- Divorced
- Widowed

3. Experience:

- 0-5
- 5-10
- 10-15
- 15 above

4. How many days in a week you normally work?

- Less than 5 days
- 5 days
- 6 days

WORKLIFE BALANCE

Do You Feel That You Are Able To Balance Your Work Life?

- Yes
- No

How strongly do you agree with the following statement: 'I am able to effectively manage my time between work and personal commitments?'

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Family matters reduce the time you can devote to your job

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Family worries or problems distract you from your work

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Problems at work make you irritable at home

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Your job reduces the amount of time you can spend with the family

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Do you Agree that you experience stress due to work-life imbalance?

- Strongly Agree
- Agree
- Neutral

- Disagree
- Strongly Disagree

Do You Suffer From Any Stress Related Disease?

- Hypertension
- Obesity
- Diabetics
- Headache

How many hours a day do you spend time with your child/children?

- Less than 2 hours
- 2-3 hours
- 3-4 hours
- 4-5 hours
- More than 5 hours

I am satisfied with the amount of time I spend working.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Work pressure frequently interferes with my ability to spend quality time with myfamily or friends.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Do any of the following hinder you in balancing your work and family commitments?

- Long working hours.
- Compulsory overtime
- Shift work
- Meetings/ training after office hours

How would you rate your overall feedback about the worklife balance between personal life and organization?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

WORK ENVIRONMENT

I often think or worry about work when I am not at work or traveling to work.

Do you agree with the statement.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

From the following tick/underline the factor that motivates you to work.

- Personal satisfaction
- Financial independence
- Support from family
- Utilization of time

I experience instances of losing my temper at work.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Flexibility to attend events during the workday or shift, such as a child's school play, a medical appointment of an elderly relative or a key sports event is important to many people to help them with work life balance?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Does your organization provide you with the following additional work provision?

- Counseling services to the employees
- Health programs.
- Parenting or family support programs
- Exercise facilities
- Relocation facilities and choices
- Other provisions

Do you personally feel any of the following will help you to balance work life?

- Flexible starting hours
- Time off for family emergency and events
- Flexible hours in general
- Job sharing
- Support from superior and colleagues

Does the company provide maternity and paternity leave to the employees?

- Yes
- No