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Work-Life balance of employees in selected Infra Units of Hyderabad

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Abstract
The present study focuses on the balance between work life and personal life among the employees working in infra units. The researcher has collected the data from 150 respondents working in NCC Ltd and IVRCL Ltd, Hyderabad for the study. Chi-square is used as statistical tool for the analysis. The researcher concluded that balanced work life and personal life are most important requirement of the employees who tries to carry on both at the same time. If it is not so then it becomes the major source of stress among employees. Careful planning and personal effort is the advice from those who have found balance in both career and home life. It is accomplished when an individual feels dually satisfied about their personal life and their occupation. It is mutually benefits the individual, business and society when a person's personal life is balanced with his or her own job. The work life balance strategy offers a variety of means to reduce stress levels and increase job satisfaction in the employee while enhancing business benefits for the employer.

Keywords: Work life - Balance, Personal life, Employees

1. Introduction
HRM is the process of managing people in organizations in a structured and thorough manner. This covers the fields of staffing (hiring people), retention of people, pay and perks setting and management, performance management, change management and taking care of exits from the company to round off the activities. It is a modern version of the Personnel Management function.

The changing economic conditions and social demands have changed the nature of work through the world. The work is viewed as a source of personal satisfaction. A good balance in work and life play important role in the attainment of personal and professional goals. The meaning of work-life balance has chameleon characteristics. It means different things to different groups, and meaning often depends on the context of the conversation and the speaker's viewpoint.

Work life balance is combination of interactions among different areas of one's life. It does not mean an equal balance. Trying to schedule an equal number of hours for each of various work and personal activities is usually unrewarding and unrealistic. Life is and should be more fluid than that. Your best individual work life balance will vary over time, often on a daily basis. The right balance for you today will probably be different for you tomorrow. The right balances for you when you are single will be different when you marry or if you have children; when you start a new career versus when you are nearing to retirement. The best work-life balance is different for each of us, because we all have different priorities and different lives.

2. Review of Literature
Abigail Gregory and Susan Milner (2009) [1], the articles highlight the work–life balance challenges posed by new organizational practices and strongly gendered organizational and national cultures. At the same time they give us some pointers for improving employees' work–life balance. Poelmans, Steven A. Y.; Kalliath, Thomas; Brough, Paula (2008) [2], facing the field including measurement of work– life balance, work–life balance theory, engagement with industry, the role of organisational culture and strategic management in influencing work–life balance.

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Smith, Jennifer; Gardner, Dianne (2007) [3], Factors influencing WLB initiative use and employee outcomes for initiative use were investigated. Female employees and younger employees used more WLB initiatives while employees reporting higher levels of management support and supervisor support, and perceiving fewer career damage and time demands also used more WLB initiatives. No support was found for the role of coworker support on WLB initiative use. Initiative use was related to reduce work-to-family conflict. Work-to-family conflict, family-to-work conflict, and commitment to the organisation were related to intention to turnover.

Janet Smithson[*] and Elizabeth H. Stokoe (2005) [4], this article examines current debates about gender equality, work life balance and flexible working, we contrast policy makers' and organizational discourses of flexible working and work-life balance with managers' and employees' talk about these issues within their organizations.

Tracey Warren (2004) [5], The paper shows that examining the financial situations and the leisure lives of female part-timers in lower level jobs reveals a less positive picture of their 'life balancing' than is portrayed in much work–family literature. Instead, they emerged as the least financially secure employees and, linked to this, less satisfied with their social lives too. It is concluded that since the work-life system is multi- and not just two-dimensional, it is important to examine how all life domains interrelate with each other.

3. Need of the study

"Work life" and "personal life" are interconnected and interdependent for organizational growth in the present global competitive business environment. The success and failure of an organization depends on the employees work life, managing a balance between the work and personal life was considered to be an issue by increasing work pressures, globalization and technological advancements has made it an issue, all professionals working across all levels and industries throughout the world. Achieving "Work-life balance" is not as simple as it sounds. Employees are finding difficulties in delivering the quality input and also satisfying the personal needs of the families which includes domestic requirements and reaching the expectations of the family members.

4. Objectives of the study

➢ To identify and analyze the factors of work life balance.
➢ To determine the factors of personal work life balance.
➢ To identify the organizational strategies of work life balance.

➢ To analyze the role of Human resource manager in work life balance.

5. Hypothesis

Null Hypothesis: There is a significant relation between the areas of work life balance among the employees who are working in infra units.

6. Methodology

The study is about work life balance of the employees in infra units. The required information has been collected with the help of primary and secondary sources. The study method adopted for drafting this paper based on primary and secondary data for analysis and examination of the original views. The primary data has been collected which the help of questionnaire which consists of 50 questions.

7. Scope of the study

The scope of the study is purely concentrated to make a comprehensive analysis of different opinions of employees about the prevailing Work-life-Balance conditions and this is to take effective decisions against the draw backs if any faced by the employees in the organization.

8. Data Sources

The information used in this work is through primary sources i.e., personally interacting the employees in the organization and getting the first hand information. Secondary sources are company files, organization records, magazines and other research reports.

9. Research Design

The survey method was adopted to collect the data. It is concerned with opinions that are held, processes that are going on. For the purpose of collecting primary data simple random sampling technique was adopted. The questionnaire was designed for collecting feedback.

10. Sample

The sample size is 150 which are collected from different levels of employees who are working in NCC Ltd and IVRCL Ltd, Hyderabad.

Organization name	No of employees	Sample	Percentage
NCC Ltd	800	100	12.5
IVRCL Ld	400	50	12.5

11. Data Analysis and Interpretation
11.1 Observed Values

Areas	Never	Seldom	Sometimes	Often	Very often	Total
1.Personal work-life balance	154	215	595	324	227	1515
2.Managing work-life balance	280	187	572	361	118	1518
3.Organization strategies on work-life balance	292	219	539	308	97	1455
4.Role of HRM in work-life balance	450	211	466	239	130	1496
Total	1176	832	2172	1232	572	5984

11.2 Expected Values

Areas	Never	Seldom	Sometimes	Often	Very often	Total
1.Personal work-life balance	298	211	550	312	144	1515
2.Managing work-life balance	298	211	551	312	146	1518
3.Organization strategies on work-life balance	286	202	528	300	139	1455
4.Role of HRM in work-life balance	294	208	543	308	143	1496
Total	1176	832	2172	1233	572	5984

11.3 Chi-Square

Areas	Never	Seldom	Sometimes	Often	Very often
1.Personal work-life balance	69.39	0.09	3.7	0.47	46.64
2.Managing work-life balance	1.13	2.74	0.8	7.52	5.06
3.Organization strategies on work-life balance	0.13	1.38	0.22	0.24	12.73
4.Role of HRM in work-life balance	82.78	0.04	10.92	15.46	1.18

Calculated value of chi-square = 262.615

Degree of freedom = (r-1) (c-1)=(4-1)(5-1) = 12

Table value of chi-square for degree of freedom = 12@5% level of significance = 21.88

12. Result
Calculated value of chi-square 262.615 is greater than the table value of chi-square value (21.88). Hence, it is rejected. There is no significant relation between areas of work-life balance with reference to infra units.

13. Findings and Suggestions
13.1 Findings
➢ 90% of employees are not interested to leave the present job and profession.

➢ Maximum number of employees are taking leave because of child or dependent or partner unwell.

➢ Most of the employees are showing interest in service activities in additional of home and work activities.

➢ 75% of employees are accepting that they are satisfied with the personal work-life balance

➢ 70% of employees are saying that organization and employees are supporting to manage work-life balance.

➢ 65% of employees are satisfied with the strategies of the organization towards work-life balance.

➢ 56% of employees are accepting that human resource manager is involving to maintain proper work-lie balance.

13.2 Suggestions
➢ Employees have to track their time by scheduling their daily tasks, including work and personal. In this they have to rank the tasks, which one is important.

➢ Managing the time by organizing household activities and put family events at least monthly, with this a little bit of stress will be reduced.

➢ Discussing problems with their colleagues, so that they may give better suggestions.

➢ Attending development programmes which will be helpful for work and personal life.

➢ Organization has to support their employees for balancing work and life, so that they can work creatively, and show extraordinary in their performance.

➢ The employers should take care of the wellbeing and provide eco-friendly environment by encouraging informal and social gathering whenever required, if possible the select organisations may provide periodical counseling to the employees and make them to overcome from their work imbalance.

14. Conclusion
The balanced work life and personal life the most important requirement of the employees who tries to carry on both at the same time. If it is not so then it becomes the major source of stress among employees. By this study there is a balance between work life and personal life among the employees who are working in infra units. The organization is supporting their employees at work place to complete their task. And family members are supporting to make their life happy so that the employees can manage their personal life and for filling their tasks.

Careful planning and personal effort is the advice from those who have found balance in both career and home life. It is accomplished when an individual feels dually satisfied about their personal life and their occupation. It is mutually benefits the individual, business and society when a person's personal life is balanced with his or her own job. The work life balance strategy offers a variety of means to reduce stress levels and increase job satisfaction in the employee while enhancing business benefits for the employer.

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