



www . epratrust.com

August 2014 Vol - 2 Issue- 8

A STUDY ON WORK-LIFE BALANCE OF EMPLOYEES IN MANGALORE CHEMICALS AND FERTILIZERS LTD (MCF)

Dr. Ishwara. P¹

¹Associate Professor, Department of Commerce, Mangalore University, Mangala Gangaotri,
Konaje -574199, Karnataka, India.

ABSTRACT

In this paper an attempt has been made to study work-life balance of top level employees working in the Mangalore Chemicals and Fertilizers Ltd (MCF) Mangalore. In order to study their views and perception regarding working life and personal life, Likerts five point scale put to use. The statement in the questionnaire about family responsibilities, job expectation, personal problem, and whether work interferes family life or family life interferes job performance etc are included. The study result reveals that majority of the respondents are in the opinion that organization provides leaves to manage their family commitment. It is clear that majority of the respondents are happy with the present working life in the organization. It is found that majority of the respondents are in the opinion that work is evenly distributed in the organization. It is found that majority of the respondents are in the opinion that policy of the work life management increase the productivity in the organization. It is found that majority of the respondents spend less than 2 hours in domestic activities. Majority of the respondents have the opinion that company organize holiday camps and picnic to manage work life and personal life of the employees. Majority of the respondents have the opinion that rarely they will work for long hours or over time or even on holiday. Majority of the respondents say that they do not suffer from the stress and they do not engage themselves in stress relieving activities. Majority of the respondents are satisfied with the current work life management policy of the organization.

KEYWORDS: Chemicals, Fertilizers, Employees, Growth, Community.

INTRODUCTION

Work life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work – life balance is a daily effort to make time for family, friend, community participation, spirituality, personal growth, self care, and other personal activities, in addition to the demands of the work place. Work life balance is assisted by employees who instituted policies, procedures, actions, and expectations that enable employees to easily pursue more balanced lives.

FACTORS AFFECTING WORK-LIFE BALANCE

Stress:-

Employees must be ever performing and ever learning to adapt themselves to the dynamic market conditions. Adding to this is constant pressure from their superiors to meet the targets that keep the employees on their toes. Thus, employees have no other choice but to sacrifice most of their personal space. The entire process is creating stress on the employees which is the root cause for many other problems.

Physical problem:-

The number of employees suffering from many ailments including hypertension, diabetes and heart attacks has considerably in the recent past. Women employees are the worst affected because of the long and stressful working hours and are facing severe problems like cancer, abortions etc.

Relational problems:-

Employees are spending more time at the workplace rather than at home. Spouses, parents, children and family are no longer given the time they deserve.

Hangover:-

The employee tends to stay in their professional world (mentally) through they are physically at home. Not only this, the effect of

professional anger is also carried on to their personal life. For example, if there is a conflict in the organization, the irritated behavior of the individual may reflect in the family thereby igniting many negative effects in the family.

Disturbed families:-

The worst hit people in the entire scenario are the families of the Employee. Fighting with time to achieve the organizational targets, family is Often overlooked. The number of broken families has gone up drastically. If the reasons are carefully observed, they are simple but affect the psychological being of the individual.

Decreased performance:-

Employees in the organization are never at peace. When they are at workplace, the personal issues are a concern and when they are at home, the professional issues are a concern. They try to balance both in vain if there is no organizational support. Unknowingly, the employees get into a frustrated mode and cannot give their best in their profession.

Organization jeopardy:-

It all stalls with stress and ultimately the employee ability and performance is at crossroads. The output of this situation may be that the organization may not achieve its goals or the employee is no longer satisfied with the organization. In either case, the entire organization is in jeopardy.

COMPONENTS OF WORK-LIFE BALANCE

Self Management:-

Sufficiently managing one's self can be challenging, particularly getting proper sleep, exercise, and nutrition. Self-management is the recognition that effectively using the spaces in our lives is vital, and that life, time, and available resources are finite. It means becoming captain of our own ship.

Time Management:-

Effective time management involves making optimal use of the day and the supporting resources that can be summoned, for keeping pace when the resources match the challenges. Time management is enhanced by creating appropriate goals and discerning what is both important and urgent versus what is important OR urgent. It entails understanding what you do best and when you do best, and assembling the appropriate tools to accomplish specific tasks.

Stress Management:-

By nature, societies tend to become more complex over time. In the face of increasing complexity, stress on the individual is inevitable. More people, more noise, and more distractions - independent of one's individual circumstances - require each of us to become more adept at maintaining tranquility and being able to work themselves out of pressure-filled situations. Most forms of multi-tasking ultimately increase their stress, while focusing on one thing at a time helps decrease stress.

Change Management:-

In our fast-paced world, change is virtually the only constant. Continually adopting new methods, adapting old methods, and re-adapting all methods are vital to a successful career and a happy home life. Effective change management involves offering periodic and concentrated efforts, so that the volume and rate of change at work and at home does not overwhelm or defeat. Too much change at once and we will see people revert back to old ways.

Technology' Management:-

Effectively managing technology requires ensuring that technology serves rather than abuses you. Technology has always been with us, since the first walking stick, spear, flint, and wheel. Today, the rate of technological change is accelerating, brought on by vendors who seek to expand .The market share. Often, we have no choice but to keep up with the technological.

Leisure Management:-

It's vital to acknowledge the importance of rest and relaxation you just can't short-change leisure! "Time off" is a vital component of the human experience, curiously, too much of the same leisure activity, however enjoyable, can lead to monotony.

OBJECTIVES OF THE STUDY

The present research carried out with the following specific objectives.

1. To know the causes for work life imbalance of employees
2. To study the affect of personal life of employees on their work life
3. To know about the level of work stress of the employees
4. To understand the reaction of the employees towards the work life balance
5. To suggest measures to improve the work life balance in MCF limited based on the findings of the study.

RESEARCH METHODOLOGY

The present study aims at assessing the level of quality of working life of the employees. In order to carry out research 100 employees working in the Mangalore Chemicals and fertilizers (MCF) located at Mangalore have been randomly selected as sample. The respondents working at higher level from HR, Finance, and Service, procurement, project, safety and security are selected. The views and perception of the employees collected through questionnaire. The statements in the questionnaire designed by using Likerts five point scale starting from Strongly Agree(5) to Strongly Disagree(1).

MAJOR FINDINGS

1. It is found that most of employees are in the age group of 50-60 years. This may be due to, the respondents selected from to level management

2. It is found majority of the respondents are males and few are females
3. The educational qualification of most of the respondents are degree and above.
4. Majority of the employees are married.
5. It is found that most of the respondents have 10 and above years of experience.
6. Majority of the respondents are earning above Rs 40,000 of salary per month.
7. Majority of the respondents (58%) are highly satisfied with the working hours of the organization.
8. It is found that majority of the respondents have the opinion that after working hour they will get enough time for their family to meet family requirement.
9. Majority of the respondents are satisfied with that organization takes initiative to manage their work life.
10. Majority of the respondents are in the opinion that organization provides leaves to manage their family commitment.
11. It is clear that majority of the respondents are happy with the present working life in the organization.
12. It is found that majority of the respondents are in the opinion that work is evenly distributed in the organization.
13. It is found that majority of the respondents are in the opinion that policy of the work life management increase the productivity in the organization.
14. It is found that majority of the respondents spend less than 2 hours in domestic activities.
15. Majority of the respondents have the opinion that company organize holiday camps and picnic to manage work life and personal life of the employees.
16. Majority of the respondents have the opinion that rarely they will work for long hours or over time or even on holiday.
17. Majority of the respondents say that they do not suffer from the stress and they do not engage themselves in stress relieving activities.
18. Majority of the respondents have the opinion that rarely they will miss out the quality time with family and friends.
19. Majority of the respondents say that organization do not has social functions with suitable time for familiars.
20. Majority of the respondents agree that flexible working hours will balance their work life.
21. It is found that personal factor which highly motivates the employees to work hard in the organization.
22. Majority of the respondents are satisfied with the current work life management policy of the organization.
23. Majority of the respondents have that opinion that employees work life balance leads to organization effective and successful.

SUGGESTION

1. Management should adopt new technology at work place which can reduce over workload of employees
2. Organization can provide yoga and meditation programs to reduce stress of employees.
3. Conducting work –life balance programs can provide substantial benefits to the employees as well as organization.
4. Organization can give option of more flexi hours and five day work per week to maintain work life.
5. Organization should frequently provide counseling services for employee.

6. Organization should hire more employees so that the work pressure of employees can be reduced.

CONCLUSION

Work life management is the important tool for the organization in this globalized world. Balancing work and life gives a relief to all the employees and employers who suffer heavily due to this concern. If it is strategically implemented in the organization then it will benefit both organization as well as the employees. So, implementation of the work life balance strategy and continuously monitoring and supporting will make the organization to keep away from day to day problem faced by the organization.

BIBLIOGRAPHY

1. Bhatia. S.K, *Emerging Human Resource Management HRM Blue print to optimize Human assets latest concepts practices and strategies approaches*, (2008), Deep& Deep Publications Pvt Ltd.

2. Bhatia, S. K. *New horizons in Management: Explore Strategies for success: Principles, Process and practices*. (2008). Deep and Deep publications, India
3. James O, Loghlin. *How to balance your life*. (2009), accessible publishing systems PTY ltd, Australia.
4. Muller –Camen, Groucherleigh, *Human resource Management a case study approach*,(2008), Jaico Publishing house.
5. David Clutter buck. *Managing work- life balance*. (2003). Chartered Institute of Personnel and development. London.
6. Lucy Gaskell, *Work-life balance, Essential guide to work life balance* (2002). Department of trade and Industry, Scotland.

WEBSITES

- ✓ www.human.resourceabout.com
- ✓ www.worklifebalance.com

