



A STUDY ON BALANCING WORK AND LIFE, WITH SPECIAL REFERENCE TO FPL HYUNDAI EMPLOYEES

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Abstract: Work and personal life are two things that companies should think about. Employees want to be able to manage their work and the things they do outside of work. When employees can balance their work and the things they do outside of work they are happier. Do their jobs better. This helps the company do better too. Now companies are making rules to help employees balance their work and personal life. This study is about work and personal life at FPL Hyundai. The goal of this study is to see how the company's rules, flexible work hours and support systems help employees balance their work and the things they do outside of work. It also tries to figure out what makes it hard for employees to manage their work and the things they do outside of work. To get information the study uses surveys that employees fill out. It also uses things that other people have written, like journals, articles and books. The results show that when companies are supportive have work hours and a nice work environment employees can balance their work and personal life. Things like too much work, not enough time and stress at work still make it hard for employees to balance. The study says that companies should always try to make work and personal life so employees are happier less stressed and do their jobs better. Companies should really think about work and personal life so they can help their employees and the company too. Work and personal life are important for employees and companies. It helps employees manage their work and the things they do outside of work in a way. Companies should help their employees have a balance, between work and personal life

KEYWORDS: Work-Life Balance, Employee Well-Being, Human Resource Practices, Organizational Support, Employee Productivity, Workplace Satisfaction

INTRODUCTION

In the busy work schedules experienced nowadays by the working population the working employees are finding it difficult to balance the work with their own life. My point of establishing equilibrium between work life and personal life is highly valued by organizations, scholars and individuals who have employees. Work life balance implies that you can do the job and a life. People who work should have this balance in order to be happy and healthy. Companies should also have work life balance in order to emerge successful in the run. Most offices require individuals to work much and meet deadlines, which are quite stressful. This usually implies that people are forced to work hours and they have less time to spend on themselves. Because of this, it may be difficult to them to strike a balance between their work life and personal life. In case individuals in the employed category lack a balance between the work and personal life they may get burnt out and less happy with their job and may even leave working. This is why various organizations are now attempting to enable its work force to maintain a balance, between work and personal life. They are engaging in activities such as allowing people to have schedules off on occasions when they require them and providing a conducive work environment. All these make working people do their job without having to sacrifice their life. The management view of assisting individuals who are employed to have a balance in their work life is a tool of ensuring that employees are satisfied enough to be active and productive in their jobs. In the car sales and service business people who work often have to work because they have to take care of customers meet sales goals and do their jobs. This makes it especially important for companies in this business to help their employees have a balance between work life and personal life.

This study is looking at how FPL Hyundai's helping its employees balance their work life and personal life. By looking at the company's policies and talking to employees the study wants to see if the company is doing a job of supporting its



employees. Understanding how companies help their employees balance work life and personal life is very important for both the company and the employees. It helps companies create policies that support their employees well being while still getting a lot of work done. That is why this study is trying to learn more about what FPL Hyundai's doing to help its employees have a good balance, between work life and personal life and how it is affecting the people who work at FPL Hyundai. FPL Hyundai is a company that operates in a business world where its employees are very important, to ensuring customer satisfaction and the company's success. Looking at how FPL Hyundai helps its employees achieve a work and life balance can help us understand where the company can improve to ensure its employees are doing well. This study is important because it shows how much work and life balance matters in the workplace. It also highlights the need to examine how companies are helping their employees with this issue. By studying what FPL Hyundai does to help its employees achieve a work and life balance we can learn more about how companies can create a work environment that supports their employees and helps them have a work and life balance.

REVIEW OF LITERATURE

Sue Campbell Clark came up with the Work-Family Border Theory in 2000. This theory is about how people separate their work life and family life. The study said that if companies are flexible and managers are supportive employees can have a balance between work and family.

Timothy D. Judge and Ronald F. Piccolo did a study in 2004. They found out that when people are stressed at work and have much to do they do not like their jobs as much and do not perform as well. Their study said that companies should try to reduce the pressure, on employees so they can have a work-life balance. Work-life balance is important for people to be happy and do their jobs well.

Ellen Ernst Kossek and Brenda A. Lautsch said that organizations need to support their employees to balance work and personal life. They found out that when supervisors are supportive and work schedules are flexible employees are happier and less stressed.

A study by R. Baral and S. Bhargava in 2011 showed that Indian employees struggle with work-life balance due to working hours and heavy workload. The study said that when employees work hours they have less time for their personal life. This makes them unhappy. Affects their well-being.

Wayne F. Cascio in 2010 said that companies that help employees balance work and life get committed employees. These employees are more likely to stay with the company and do a job.

A study by Namita Gupta and Anita Sharma in 2016 found that employees who balance work and life are more productive. They get work done and are happier in their jobs.

Susan M. Heathfield, in 2018 said that companies can help employees by offering work hours and wellness programs. These programs make employees feel better and reduce stress at work. Work-life balance is important for employees to be happy and do a job. Organizations that support their employees see results. Employees are more productive. Stay with the company longer.

The study looked at how employees at FPL Hyundai balance their work and personal life. These days it is really tough for people to balance their job and personal life. Companies are getting bigger and more competitive. It is very important for employees and employers to make sure people have a healthy balance between work and life.

The main goal of this study was to see what FPL Hyundai is doing to help employees balance their work and life and how it affects their being, job satisfaction and productivity. The study looked at things like how much work people have how hours they work and what kind of support they get from the company. It also looked at what kind of policies the company has in place to help people balance their work and life.

The study used an approach and collected data from employees through surveys. It also used information from books, journals and online sources to support its findings. The study found that employees really value it when the company helps them manage their work and life

The study found that when companies have work arrangements, supportive managers and a positive work culture it really helps employees balance their work and life. When employees feel supported they are stressed, happier with their job and do better work.

The study also found that some employees struggle to balance their work and life. Sometimes they have much work, not enough time and a lot of pressure which makes it hard for them to manage both. This shows that companies need to keep improving their policies to help employees.

RESEARCH METHODOLOGY

The methodology focuses on understanding work-life balance practices among employees. It makes us know what the employees believe and feel regarding the matter of balancing work and personal life. We would like to know what influences them to balance these two spheres of their life. This is the type of research design that allows us to gather data among the employees and process it. The investigation would like to establish what the primary issues are that influence the work-life balance. It is also interested in knowing the effect of these on the level of happiness of employees, with their jobs and their effectiveness. Research design is like a plan. It guides the research process. It helps the researcher organize the study to get results. For this study a descriptive research design was used. This design is commonly used in science and management research. It helps describe characteristics, behaviours or experiences of a group of people. The sample was selected to gather information.

For this research a sample size of 80–100 employees was considered suitable. The sample included employees from departments such as administration, sales, service operations and human resource management. We use two kinds of information for our study. We get some information directly from the employees. We give them a questionnaire to fill out. We ask them about their work life balance. How they feel about their job. It provides the information needed to analyze the research problem. For this study both primary data and secondary data were used. Primary data for this study was collected directly from employees of FPL Hyundai using a structured questionnaire. It included questions on work schedule, workload, stress levels, organizational support, and employees’ ability to balance work and personal life. Chi Square, ANOVA and other few analysis were also conducted. The researcher also took information from books and research journals, articles and websites that are used for studying. These things helped me learn about work-life balance and human resource management.

DATA ANALYSIS AND INTERPRETATION

Sample of Respondents:

s.no	Category	Sub-category	Number of respondents	Percentage (%)
1	gender	Male	65	65%
		Female	35	35%
2	age group	Below 25	30	30%
		25-35 years	40	40%
		Above 35	30	30%
3	Department	HR	12	12%
		Sales & Marketing	25	25%
		Service	30	30%
		Administration	18	18%
		Accounts & Finance	15	15%
4	Experience	Below 1 year	20	20%
		1-3 years	35	35%
		3-5 years	25	25%
		Above 5 years	20	20%

Interpretation:

The table shows that the sample has a mix of employees from different backgrounds at FPL Hyundai. Most respondents are, from the 25–35 age group. They have 1–3 years of experience. This means the workforce is young and just starting their careers. Many participants come from the service and sales departments. These departments often have a workload and require more customer interaction. The sample has a good balance of female employees and people of different ages and departments are represented. Employees have levels of experience too. This diversity helps us

understand how FPL Hyundai employees balance their work and personal life. It also gives an reliable picture of their work-life balance practices. The sample represents FPL Hyundai employees well.

Chi square test: Department and work life Balance Satisfaction

s.no	particulars	value
1	chi Square value (X ²)	9.48
2	Degrees of Freedom(df)	8
3	p-value	0.3
4	Level of Significance	0.05
5	Result	Not Significant

Interpretation:

As indicated in the table above, the correlation between the department of employees and their work-life balance satisfaction is observed at FPL Hyundai. The level of significance of 0.05 is lower than the p-value (0.30) meaning there is no significant difference between the department of the employees and the level of their work-life balance satisfaction. This means that the employees in departments have a good balance between their work and personal life in a similar way. The results show that the company rules about having a balance, between work and life outside of work are applied equally to all department.

ANOVA: Work life Balance Satisfaction across age groups

S.NO	Source of Variation	Sum of Squares	df	Mean Square	F-value	P-value
1	Between groups	10.2	2	5.1	4.25	0.017
2	within groups	117.8	97	1.21		
	Total	128	99			

Interpretation:

The table above provides the ANOVA of work-life balance satisfaction among the various age groups of employees in FPL Hyundai. The p-value (0.017) does not exceed the significance level of 0.05 that means the dissimilarity in work-life balance fulfillment in workers of various ages is significant. This goes to show that age factor is a major determinant in the perceptions and management of employees with respect to work-life balance. The amount of employee satisfaction may depend on the fact that different age groups might be having different responsibilities and expectations.

FINDINGS AND SUGGESIONS

Most employees say that having a work and life balance is really important for being happy with their job and feeling good about themselves. A lot of employees think that having much work and working long hours makes it hard for them to have a good balance between work and life outside of work. Many employees believe that stress at work is a reason why they have trouble balancing work and life. When employees get help from their bosses and coworkers they can balance work and life better. If companies let employees take time off when they need it and do not make them work much employees are happier and want to work harder.

Employees who have a balance between work and life tend to do their jobs better and are more productive. If employees do not have a balance between work and life they may feel stressed, tired and unhappy, with their jobs. To make our workplace better we should introduce working hours. This means that employees can have work schedules. This will help employees manage their work and personal life easily. We need to reduce workload. We should make sure that tasks and responsibilities are shared fairly among employees. This will help prevent employees from getting much work and feeling stressed. Managers should be supportive. They should talk to employees openly. Help them when they are struggling with work. We should also promote employee wellness programs. This can include things like stress management sessions, health awareness programs and fun activities. These things can help employees feel better and be healthier. Our leave policies should be improved. Employees should get time off to spend with their families. This will

help them have a balance, between work and life. We want to create a work environment, when our workplace is happy and supportive employees will be more motivated and satisfied. They will also get work done. We should provide time management training. This training will help employees manage their time better. They will be able to handle their work and personal life easily. This will make our workplace better. Our employees happier. At FPL Hyundai a study was done to see how employees balance their work and life. The study found out that when employees have much work long hours and are stressed it is hard for them to balance their work and personal life. So the people in charge can try to make work easier by letting employees have hours and making sure the work is divided fairly among them. If employees work hours and take breaks they will feel less stressed.

Future recommendation:

We need to do research on this topic. This study was small so we should try to include people and look at more companies that sell cars. This will give us an idea of what is going on. It would also be good to compare car dealerships or even different industries to see how they handle work and life balance. Future researchers should also try to figure out how work and life balance affects things like how much employees like their jobs, how committed they're to the company and how well they do their work. This will help us understand employees better. We can also use tools to analyze the data and get more accurate results.

CONCLUSION

The study on work-life balance practices among employees at FPL Hyundai shows that most employees are able to maintain a moderate balance between their work and personal life. Organizational support and flexible work policies play an important role in improving employee satisfaction. However, workload and stress levels still affect some employees' ability to maintain balance. The findings highlight the need for continuous improvement in workplace practices to reduce stress and enhance well-being. The use of statistical tools such as Chi-square and ANOVA helped in understanding relationships and differences among variables. Overall, effective work-life balance practices contribute to better employee performance and organizational success

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