

A STUDY ON WORK LIFE BALANCE OF EMPLOYEES AT HYUNDAI MOTORS INDIA LIMITED, SRIPERUMBUDUR

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ABSTRACT

The project entitled “A STUDY ON WORK LIFE BALANCE OF EMPLOYEES AT “HYUNDAI MOTORS INDIA LIMITED, SRIPERUMBUDUR “ The objective of the study includes to study the Work Life Balance of employees at Hyundai Motor India Limited, Sriperumbudur, to study the level of stress among employees, to study the existing Work Life Balance policies, to analyse whether their designation affects their work life balance, to analyse the effectiveness of Work Life Balance and to study whether the employees are satisfied with their Work Life Balance. The research design used here is descriptive research design and the researcher adopted convenience sampling method. The sample size is taken as 70 and analysis was done based on the data collected from the questionnaire. The tools used to analyse the data are Percentage analysis, Correlation, One-way Anova and T-Test. Various suggestions were advised to the management that a coordinating committee with the representatives of management and employees should be constituted which is a great initiative from employee's point of view. The committee can give broad guidelines to the management in creating a family friendly and work support environment in their respective departments which can also become a platform for employees to voice their concerns about work-life issues.

Keywords- Work Life Balance, Employee, Balance policies

1. INTRODUCTION

Work life balance in today's world A lot of people face the problem of balancing work and family life. Many multinational companies remain open for 24hrs. Employees need to work in shifts. Day shift and night shift. Night shift employees feel hard to come up with family life and health. This in turn leads to divorces and bad health. Many Mothers feel difficult to continue work after delivery because her home becomes her first priority. She may be a very good worker but she quits to look after her new born and family. Many Corporates have come up with the option of Flexi time and work from home opportunity to tap these employees. Personal demands such as visiting school for report card or hospital or any emergency requires attention. In that case the employee need to take leave and remains absent from work. Companies have introduced flexi timings for working so that an individual employee can complete his scheduled work by coming to office any time. This lessens the burden of reaching office on time when personal life needs more attention. Yahoo India allows employees to work Flexi time.

2. LITERATURE REVIEW

Murthy, (2014) Work Life Balance at Hyundai Motors, in his paper compared the working experience of the employees with their work-life balance. The paper concluded that the impact of work pressure on work-life is varying for different work-experience groups.

Goyal & Agarwal, (2015) WORK LIFE BALANCE, reviewed and reported that the investment in the different schemes of Work-Life balance helps the organisation in increasing the efficiency, lower turnover, attaining better customer services, good health, adaptable working with a satisfied workforce in the banking industry.

Edison & Julius, (2015) The Impact Work-Life Balance toward Job Satisfaction and Employee Retention in their study on has concluded that the participants below 2 years of working experience do not have any perception on their existing work life balance, and those who have the experience between two to eight years stated that they are able to manage their work-life balance.

M.Sridhar Kumar (2019) The Importance of Work-Life-Balance the study concludes that the employees have high working arrangements, flexible working hours; they also have a good support from their managers and their team members. The complicatedness and commitment of the employees to the company is very high.

3. OBJECTIVES OF THE STUDY

- To determine whether employees are under more pressure due to their higher organizational positions.
- To investigate the impact of age on work-life balance.
- To evaluate the effectiveness of flexible work timing of employees in the organization.
- To investigate the impact of marital status on work-life balance.

4. RESEARCH METHODOLOGY

4.1 Research Design

The research design used in this project is DESCRIPTIVE RESEARCH. In a descriptive study, information is collected without manipulating or changing the environment (i.e., nothing is manipulated).

4.2 Population

The population used for “A STUDY ON WORK LIFE BALANCE OF EMPLOYEES AT HYUNDAI MOTORS INDIA LIMITED, SRIPERUMBUDUR” survey are the employees of Hyundai, India, Chennai.

4.3 Sample Size: The sample size for the project is 70

4.4 SOURCES OF DATA

This Study is the Combination of both Primary and Secondary Data . The Primary source of data has been collected through well structures questionnaire from employees of Hyundai Motors India Limited.

4.4.1 Primary data

Primary sources of data are sources of information from which the researcher directly collects data that has not been previously collected and are the first-hand information gathered through various methods such as interviewing, mailing, observation, and questionnaire. The primary data for this study was collected from the respondents through the questionnaire.

4.4.2 Secondary Data

Secondary Data includes Books, Related Websites, Journals, Articles, Company details (internal sources).

4.5 Sampling Method & Type

The researcher adopted the convenience sampling type for this study. Convenience sampling is a non-probability sampling technique where sample respondents are selected based on convenient accessibility and proximity to the researcher

4.6 Tools used for Analysis:

Data Analysis is the act of transforming data to extract useful information and facilitate conclusions.

The data analysis tools used in this study are:

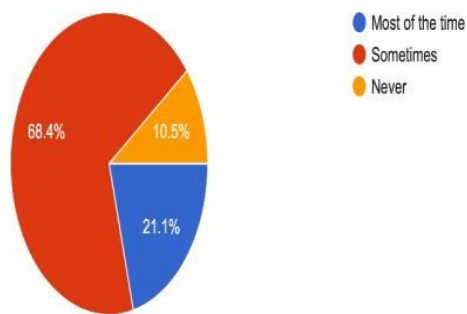
- T-Test
- One-Way ANOVA
- Correlation

4.7 DATA ANALYSIS AND INTERPRETATION

4.7.1 How often can you take a break during working hours?

Sl.no	Break during working hours	Number of respondents	Percentage %
1.	Most of the time	15	21.1%
2.	Sometimes	48	68.4%
3.	Never	7	10.5%
	Total	70	100

Source: Primary Data

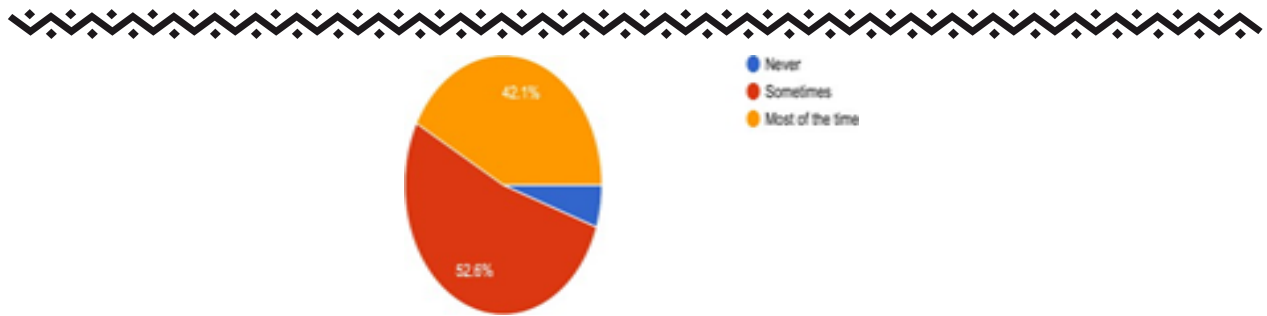


INFERENCE: From the above table, it is inferred that 68.4% respondents are satisfied with current Work Life balance, 26.3% respondents are neutral with current Work Life balance and 5.3% are dissatisfied with current Work Life balance.

4.7.2 Does long working hours affect your efficiency?

Sl.no	Long working hours affect efficiency	Number of respondents	Percentage %
1.	Most of the time	29	42.1%
2.	Sometimes	37	52.6%
3.	Never	4	5.3%
	Total	70	100

Source: Primary Data

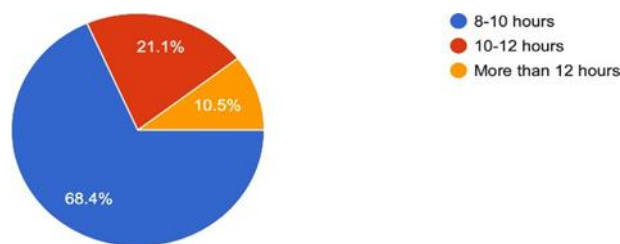


INFERENCE: From the above table, it is inferred that 52.6% respondents states that sometimes long working hours affect their efficiency, 42.1% respondents states that long working hours most of the time affect their efficiency and 5.3% respondent's states that long working hours never affect their efficiency.

4.7.3 How many hours do you typically work in a day?

Sl.no	Hours of Work in a day	Number of Respondents	Percentage %
1.	8-10 hours	48	68.4%
2.	10-12 hours	15	21.1%
3.	More than 12 hours	7	10.5%
4	Total	70	100%

Source: Primary Data



INFERENCE: From the above table, it is inferred that 68.4% respondents are working 8-10 hours in a day, 21.1% respondents are working 10-12 hours in a day and 10.5% respondents are working more than 12 hours in a day.

4.8 CORRELATION HYPOTHESIS:

Work life Balance and Age

NULL HYPOTHESIS (H0): There is no significant relationship between Work life balance and Age

ALTERNATIVE HYPOTHESIS (H1): There is a significant relationship between Work life balance and Age.

Correlation Matrix

Correlation Matrix		1. Age	Total
1. Age	Pearson's r	—	—
	p-value	—	—
Total	Pearson's r	0.159	—
	p-value	0.118	—

INFERENCE: From the above test the calculated value is greater than table value. Therefore, there is

no significant relationship between Work life balance and Age

4.9 ONE WAY ANOVA:

Work life balance and working hours.

NULL HYPOTHESIS (H0): There is no significance relationship between Work life balance and working hours.

ALTERNATIVE HYPOTHESIS (H1): There is significance relationship between Work life balance and working hours.

One-Way ANOVA

One-Way ANOVA (Welch's)				
	F	df1	df2	p
AB	12.5	2	7.80	0.004

Group Descriptives					
	H	N	Mean	SD	SE
AB	1	10	35.0	2.261	0.715
	2	7	37.0	3.606	1.363
	3	2	39.5	0.707	0.500

INFERENCE: From the above test the calculated value is less than table value. Therefore, there is a significant relationship between Work life balance and working hours.

4.10 T- TEST ANALYSIS

Work life balance and marital status.

NULL HYPOTHESIS (H0): There is no significant relationship between the Work life balance and marital status.

ALTERNATIVE HYPOTHESIS (H1): There is a significant relationship between the Worklife balance and marital status.

Independent Samples T-Test

Independent Samples T-Test				
		Statistic	df	p
Y	Student's t	2.06	17.0	0.028

Note. $H_a: \mu_{\text{Married}} > \mu_{\text{Unmarried}}$

INFERENCE: From the above test the calculated value is lesser than table value. Therefore, there is a significant relationship between Work life balance and marital status.

4.11 FINDINGS

- ❖ 68.4% of the employees are satisfied with their current work life balance, 26.3% are neutral with current work life balance and 5.3% of the employees are dissatisfied with their work life balance.
- ❖ 68.4% of the respondents typically work for 8-10 hours, 21.1% of the respondents work for 10-12 hours, 10.5% of the employees work more than 12 hours.
- ❖ 42.1% of the respondents are working more than normal working hours, 52.6% of the respondents are working more than normal working hours, 5.3% of the respondents are not working more than normal working hours.
- ❖ 63.2% of the respondents agree that pressure at work increases with higher designation, 1.6% of the respondents neutral that pressure at work increases with higher designation, 5.2% of the respondents does not agree that pressure at work increases with higher designation.

4.12 SUGGESTIONS

- ❖ The management need to create counselling services by appointing full time counsellors who can help



employees in balancing their work and personal life.

- ❖ The working hours of the organisation must be considered, as the employees who belongs to general shift work for more than 10 hours.
- ❖ It is recommended that the employees need to be known about the WLB policy of the company and most of the employees are not satisfied with the paternity policy of the company. Hence revising the paternity leave policy helps to satisfy the employees.
- ❖ Cost effective retention strategies like creating a retention culture in the organization, ensuring freedom of expression to employees, creating friendly work environment and instituting competitive reward schemes are a few strategies the management can experiment with regard to work life balance.
- ❖ Organisation must take additional care on new employee in maintaining good relationwith them in order to retain the employees.

5. CONCLUSION

The investigation uncovers that Work-life balance remains an issue that requires impressive consideration from society. The changing idea of the worldwide economy, where associations regularly work on a day in and day out timetable and mechanical advances have made it feasible for a representative to be associated consistently, has introduced work-life balance issue into the cutting edge of the brains of many. Work- life balance programs have been shown to affect representatives as far as enlistment, maintenance/turnover, responsibility and fulfilment, non-attendance, efficiency and mishap rates. From the examination it very well may be inferred that the workers of HMIL have great profession development which demonstrates that the organization gives numerous approaches to improving the productivity of the representatives whichstraightforwardly impacts the organization development in a worldwide situation. It additionally plans numerous strategies for keeping up the WLB of the representative and furthermore discovers ways for its advancement. At long last, self-administration is significant; individuals need to control their very own conduct and assumptions about work-life balance

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