

A
Project Report
On
**“Understanding Work Life Balance of Working Individuals During
Lockdown”**

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Declaration

I Pooja Dnyaneshwar Saraf , of MBA-2 , Seat No 2019134 hereby declare that the Project work titled “Understanding Work Life Balance Of Working Individuals During Lockdown” which has been submitted to Savitribai Phule Pune University, is an original work of the undersigned and has not been reproduced from any other source. I further declare that the material obtained from other sources has been duly acknowledged in the report.

Date:

Signature:

Place:

Name: Pooja Dnyaneshwar Saraf

Acknowledgment

A word of thanks is much less the word encouragement which we have received from people going out of the way to make us feel comfortable & to make the things simple.

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EXECUTIVE SUMMARY

This study aims to understand work life balance in individuals during lockdown. Work life balance is one of the key factors for the employees to achieve success. As individuals with various choices and knowledge, people have various perceptions towards work life balance. Many factors has influenced work life balance, including conflicts between work life and personal life. .

A total of 49 questions were distributed. The study collected the data from 124 respondents in Pune District .The participants were randomly selected from wide range of occupations and their perceptions of work life balance were studied. The measures used in study were adopted from previous study. The Questionnaire used contained existing scales used by Hayman (2009) for was on point 7 scale for section A containing 19 items and other scale used by Swarnalatha was on point 5 containing 14 items . The Data was analysed using statistical techniques like T – test, ANOVA in Statistical Package for Social Sciences (SPSS).

Majority of respondents were male respondent. Female respondents were few. But results show that female respondents experience work life balance more than male respondents .The study reveals that different age groups have different point of view towards work life balance. It is found that married people have better understanding of work and personal life balance than unmarried. The study found that work life balance of individuals gives both positive and negative results.

Keywords: Work – Life Balance, interference, time management.

CHAPTER 1
INTRODUCTION

INTRODUCTION

Work life balance is the interaction between the work and the other activities that includes family, community, leisure and personal development. It is about the right or the balanced combination of the individual's participation in the work and other aspects of their life and this combination doesn't remain the same it can be changed over the time.

Work life balance is where the tensions between the work life and personal life is minimized by having a proper policies, systems, supportive management and provisions at work place and a good relations in personal life. Performance and the job satisfaction of the employees are said to be affected by the work life balance. Work life balance of the employees helps in reducing the stress level at work and increases the job satisfaction.

Companies have realized the importance of the work life balance with respect to the productivity and the creativity of the employees. Employers offer a different programs such as flexible hours, shifts, team outing, day care centers, health care centers , etc. to motivate the employees to work efficiently. Employees feel motivated and become loyal and committed towards the organization as it puts an extra effort to provide a healthy balance between work and life.

Organizations face many challenges in implementing the policies on Work life balance as employees today are not just look out for a job but they also want the organization to take of their wellbeing.

Therefore organizations are adopting for new policies where employees can give time to enjoy and spend time with their family.

Work-Life-Balance is how one priorities career and lifestyle. In Psychology, Work-Life-Balance looks at both positive and negative aspects of balancing between professional and personal life.

There have been many studies that throw light on work-life conflict. The current study throws a light on various aspects of Work-Life-Balance and the coping strategies utilized by the employees to maintain the balance. All of us play Multiple Roles in our lives and trying to manage and fulfill responsibilities expected in each of these roles without letting down any of the roles might be difficult and might lead to some issues.

The past 20 years have seen extraordinary changes in our workplaces and families. Women have entered the workforce in unprecedented numbers and improved their earnings relative to men. At the same time, men have begun to share women's traditional family roles and men and women have both increased the time they spend with children. But even as men spend more time with their kids, the challenges of balancing a career and parenting duties are taking their toll.

According to a study by the Families and Work Institute, three out of five men reported some or a lot of stress related to workplace-family life balance—about 25% more than in the late 1970s.

(For women the numbers have stayed virtually the same, at around 45%) Our workplace policies have not caught up with these new realities. We still behave as though it is the primary job of men to be breadwinners, and the primary job of women to be homemakers and caretakers of children and the elderly. Companies and other organizations that want to continue to attract and retain superior talent—men as well as women—need to develop policies that allow their employees to be successful both at home and at work. The suggestion that work-life balance is a women's issue not only serves as a gross generalization that harms the image of otherwise hard-working, driven women – it's also untrue. Another study released by the Families and Work Institute, called —The New Male Mystique¹ found that men experience more work-family conflict than women. —Men are experiencing what women experienced when they first entered the workforce in record numbers – the pressure to 'do it all in order to have it all',² the research showed. Thus WLB is considered to be an important issue to be handled by both men and women of today's busy world.

Work-Life Balance does not mean an equal balance. Trying to schedule an equal number of hours for each of your various work and personal activities is usually unrewarding and unrealistic. Life is and should be more fluid than that.

However, WLB is defined as - —The amount of time you spend doing your job compared with the amount of time you spend with your family and doing things you enjoy. It can be difficult to get the right work-life balance. Experts say success lies not only in carefully defining how you want to spend your time, but in making sure you adjust your life and work as your needs change. Sometimes even small changes can make a difference. An unmanageable schedule and out-of-control home life can lead to depression, poor performance at work, and conflict with family and a feeling of burnout that can lead physicians to question whether to stay in medicine at all. WLB is a comfortable state of equilibrium achieved between an employee's primary priorities of their employment position and their private lifestyle. Most psychologists would agree that the demands of an employee's career should not overwhelm the individual's ability to enjoy a satisfying personal life outside of the business environment.

It is really difficult to give a standardized definition for "work life-balance", however, Kalliath & Brough, (2008) have defined work-life-balance as "Work-life balance is the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities"

OBJECTIVES

- ❖ To explore the perception of Work Life Balance of working individuals.
- ❖ To give suggestion based on findings of the study.

CHAPTER 2
THEORETICAL BACKGROUND

THEORETICAL BACKGROUND

❖ Work Life balance

Defining work-life balance involves looking at how working people manage time spent at and outside of work. Time outside of work may include managing relationships, family responsibilities, and other outside interests and hobbies. Work-life balance is the optimal arrangement of an individual's on-the-job and private time to facilitate health and personal satisfaction without negatively impacting productivity and professional success. Work-life balance is an important aspect of a healthy work environment. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace.

The actual term “work-life balance” first appears in the U.K. in the 80's as a plank in the Women's Liberation Movement. The movement advocated for flexible schedules and maternity leave for women. But while men were socially unencumbered to pursue their career goals without worrying about housekeeping and family-raising, working women were expected to work and maintain responsibility for housekeeping and family rearing. In the 80s a frequent refrain pointed out this obvious work-life imbalance asking could women in the workplace really work-life balance.

Work Life Interface

The work-family interface can be understood in terms of two approaches – conflict and enrichment. The conflict approach is supported by the scarcity or role stress perspective, which assumes that people have limited resources and energy (Marks, 1977; Parasuraman and Greenhaus, 2002; Weer et al., 2010). The enrichment approach is supported by the multiplicity or expansionist perspective (Baruch and Barnett, 1986; Nordenmark, 2004), which argues that participation in multiple roles need not necessarily create conflict for individuals. Indeed, the advantages of participation in multiple roles can outweigh the disadvantages (Marks, 1977; Sieber, 1974).

❖ **Work Interference in Personal Life**

Work interference in personal life means due to work life it also affects our personal life. This interference affects in both positive and negative way. Due to work load, stress, pressure, disappointments, failure in work life one gets upset and these effects on personal life too. The employee gets upset in his or her personal life too. Author Sourabh Munjal (June -15) said that this type of role conflict occurs when work demands and responsibilities make it more difficult to fulfill family role responsibilities. For example, long hours paid or non-paid work prevent active enjoyment of family life, work stresses adversely affect the home environment and increases conflict with the family as the less time left for family.

❖ **Personal Life Interference in Work Life**

In this one's personal life effects on work life. This interference also affects in both positive and negative way. Author Sourabh Munjal mentioned that this type of role conflict occurs when personal life demands and responsibilities make it more difficult to fulfill work role responsibilities. (i.e. a child's illness prevents attendance at work; conflict at home makes concentration at work difficult).

❖ **Work Life Conflict**

Work family conflict is termed as a type of interrole conflict and is defined as, "a form of interrole conflict in which the role pressures from the work and family domains are mutually incompatible in some respect. That is, participation in the work (family) role is made more difficult by virtue of participation in the family (work) role (Kahn et al., 1964; Greenhaus & Beutell 1985).

Derived from a scarcity hypothesis that assumes a fixed amount of time and human energy, proponents of the conflict perspective assume that individuals who participate in multiple roles (such as work and family) inevitably experience conflict and stress that detract from their quality of life.

❖ **Work Life Enrichment**

Work-family enrichment is defined as “the extent to which experiences in one role improve the quality of life in the other role” (Greenhaus & Powell, 2006, p. 73). Work life enrichment is describes how positive experience in work and non-work (home) lives interact to produce gains in satisfaction, health and performance enrichment is also bidirectional. Work-to-family enrichment occurs when work experiences improve the quality of family life, and family-to-work enrichment occurs when family experiences improve the quality of work life (Greenhaus and Powell, 2006).

CHAPTER 3
LITERATURE REVIEW

LITERATURE REVIEW

- ❖ Mohammad niaz (2008) in his research titled – “Work life balance practices and gender gap in job satisfaction” : examines the role of the work life balance practices by explaining the paradox of the contented women worker”. In his research he finds out that woman reports higher levels of job satisfaction than that of men. The main finding is that WLB is the important determinant of the intrinsic extrinsic, aspects of job satisfaction.

- ❖ Rebecca (2009) quotes in - “Work life balance- Men and Women” that women and men have a different perception generally on balance the work and life. She tells that women devote more time on her family and the men spend more time pursuing his personal interests. She also quotes that balance is not only about dividing the time spent on work and personal life, but also establishing harmony that reflects on the individuals priorities.

- ❖ Peter (2009) in his study on - “Work life balance and subjective wellbeing” explains about the work life balance and the wellbeing of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the wellbeing of the employees as it helps in satisfying personal needs. The finding in this research was that the perceived sufficiency of time available for personal life and works tells the level of well being only if the individual’s needs are fulfilled in the given time.

- ❖ R Baral and S Bhargava (2011) in their research titled - “HR interventions for Work life balance” quotes that work life balance is the concern for both research scholars and the business leaders in the view of technological, demographic and organizational changes related to it. They have explained about the challenges that the HR managers face while effectively implementing the policy in their organization. They suggest that the organizations

must implement Work life balance policies and incorporate the organizational culture that ensures employee commitment and productivity.

- ❖ Mathew and Panchanatham (2011) conducted a study to develop the tool to find out the issues and factors faced by women entrepreneurs in work-life balance. Using cluster random sampling the data was collected and analyzed through factor analysis, student t-test and anova found that major factors that are affecting the work life balance of women are role overload, followed by dependent care issue, increase in health problems, problem in managing family and work time and lastly lack of social support.

- ❖ Sarah Holly and Alwine Mohnen (2012) in their study titled - “Impact of working hours on Work Life balance” their main objective was to examine the influence of the working hours of the employees on their satisfaction on the job. They explain that the overall number of the employees wants to reduce their working hours is influenced mainly by the overtime compensation. Their study result shows that generally the long working hours do not lead to the dissatisfaction among the employees, but long working hours have a positive effect on the employee’s life and job satisfaction and the desire to reduce the long working hours have a negative impact on the job satisfaction of the employees.

- ❖ Senthilkumar et al. (2012) conducted a review for work-life balance in teaching profession to identify the relationship between demographic variables and stress level in balancing teaching profession in terms of work and personal life. It was found that old age and female has underwent maximum level of stress in order to manage and balance their personal and work. It was also suggested that institutions should adopt flexible policies by providing special leave facilities, family support and conducting health care programs at regular intervals.

- ❖ Soemaryani and Rakhmadini (2013) in their study titled - Work Life Balance and Organizational Culture in Creating Engagement and Performance . This research is conducted to find out how women performing in middle level management banks directly or indirectly influenced by work-life balance, culture of the organization and employee engagement. The results showed that about 44.8% of employee performance is affected by work-life balance and culture of organization and about 37.9% of employee performance effect was due to employee engagement. In totality 50.9% of the performance of employee effect was because of culture of organization, programs of work-life balance and employee engagement.

- ❖ Deepika and Rani (2014) suggested that two major factors for workforce under 30s are career growth and work-life balance. It can be achieved through combination of various efforts in the form of discipline, juggling and diplomacy. It was suggested that rather than finding factors related to work-life balance it is important for employees to understand how to tackle various problems in life which are resulting into increased stress levels.

- ❖ Deery and Jago (2015) found that work life balance is one of the important variable within organization to manage and retain their employees. Few other variables like attitude of employees in terms of commitment towards organization and job satisfaction. Thus, organizations in order to retain their best talent within organization it is important to provide them work-life balance which with benefit both employee and organization

- ❖ Tiwari (2017) in their study titled - Work Life Balance of Female Employees in Private Institutions. She pointed out that employees especially females plays dual role in their life of which one at workplace and other at home. The study was within private organizations which was taken up by 150 female employees. It was found that 93.32% employees believe that due to changing environment and challenges associated with it is obstructing both work and family life. Also, 56.67% employees say their organization culture and leaders are not

supportive to help employees manage their personal and professional life whereas 83.32% employees get full support from family in order to pursue job and compromising family obligations.

- ❖ Alegre and Pasamar (2018) gave a new approach and benefits of work-life balance which focuses on innovativeness i.e., use of technology in performing task both at work and personal life. It also suggested that organizations should provide its employees with motivation, engagement and connecting creativity at workplace.

- ❖ Pandita and Singhal (2017) investigated the relationship between employee engagement in IT sector with work-life balance. It was found that engaging employees in fast changing environment is difficult without providing them work-life balance in terms of flexible timing, leave policy, compensation etc. Thus, the role of HR has increased to engage its employee strategically in this changing business paradigm to compete and sustain in market

CHAPTER 4
RESEARCH METHODOLOGY

RESEARCH METHODOLOGY

Data Collection Design

Current study is a descriptive study. Considering the research question and type of information needed for current study, the communication approach of data collection was used. The communication approach involves surveying or interviewing people and recording their responses for analysis (Cooper & Schindler, 2006). For current covid condition it is not possible to connect the company so all questionnaires are distributed electronically (via goggle form).

Data Collection

Primary Data

Primary data is an original data, that is one in which the data is collected first hand by the researcher for a specific research purpose or project. The primary data for study was collected by conducting a survey on understanding work life balance during lockdown through questionnaires.

Data Collection technique

Data was first entered into an excel sheet. It was then checked for accuracy and imported into SPSS datasheet. Here, the data was recoded and prepared for further analysis. Then the analysis was done through T-test and Anova test.

Sampling Design

Sample method

In current study, Convenience sampling is non-probability sampling and involves the selection of sample members based on easy availability or accessibility. Hence, non-probability convenient sampling method was used to reach the respondents in this study.

Sample Size

Sample size denotes the number of elements selected for the study. Total 124 individuals have been taken as sample for the purpose of the study.

MEASURES

Various scales have been used to measure the variables in this study . We decided to use following scale in this study because these measures have been used extensively in the past various contexts and have shown high validity.

The following is the scales were included in the questionnaire to measure the study variables. Section b (part 1) was measured using 19 items scale adapted by Hayman (2009) from an instrument reported by Fisher – McAulley , Stanton, Jolton and Gavin(2003) .

Section b (part 2) was measured using 13 items scale adapted by Swarnalatha, T. “An Empirical analysis of work life balance on women employees a study with reference to banking sector at Chennai.” (2013).

Respondents were asked to indicate their responses on a 7-point scale in part 1

(1 =Never , 2 = Rarely, 3 =Occasionally , 4 =Sometimes , 5 = Frequently , 6 = Usually , 7 = Every time). And in part 2 the scale was a 5- point scale. (1 = Strongly agree, 2 = Agree , 3 = Neutral, 4 = Disagree , 5 = Strongly disagree)

Final survey questionnaire thus had 48 items. Demographic data was collected on following parameters – gender, age, educational qualification, designation, department, work experience working days in week, weekly working hours, annual income, and marriage status, , family type, do you have children.

LIMITATIONS

- This study is based on self – reported responses of the individuals
- For the purpose of study all sectors are not considered .
- Due to the current covid situation, data was collected through online questionnaires, so the information given by respondents may be wrong.
- Further, considering the sample profile on this study, the representation of male respondents is more than female respondents in the current study.
- For this study we have used the convenient sampling method to approach participants and hence the issue arises regarding whether the findings of this study will generalize to the entire population.
- Some of the respondents of the survey were unwilling to share their information.

CHAPTER 5

DATA ANALYSIS AND DATA INTERPRETATION

DATA ANALYSIS & INTERPRETATION

Sample Profile

Section A of the questionnaire contained demographic profile related information of respondents like name, gender, educational qualification, family type, designation etc. The details of sample profile are given in the below table.

Gender	Number	Percent
Male	90	69.4
Female	34	27.4

Highest education qualification	Number	Percent
10 th	7	5.6
12 th	16	12.9
Graduation	63	50.8
Post-graduation	42	33.9
Diploma	10	8.1
Any other	8	6.5

Are you married	Number	Percent
Yes	40	42.7
No	50	57.3

Family type	Number	Percent
Joint	49	47.6
Nuclear	41	52.4

Do you have children	Number	Percent
Yes	28	72.6
No	62	27.4

Is your spouse working	Number	Percent
Yes	9	27.8
No	53	72.2

Age (in years)	23
Work experience	1
Working days in a week	6
Working hours	8
Annual income(in r s)	6

Sample was 124 male and female respondents. Approximately 50% respondents were graduate, while 33% had post graduate degrees . 47.6% were from joint family and 52.4% from nuclear family. On average respondents worked 6 days a week with average 48 working hours per week and average annual income of 6 lakhs Rupees. Average work experience was 1 years.

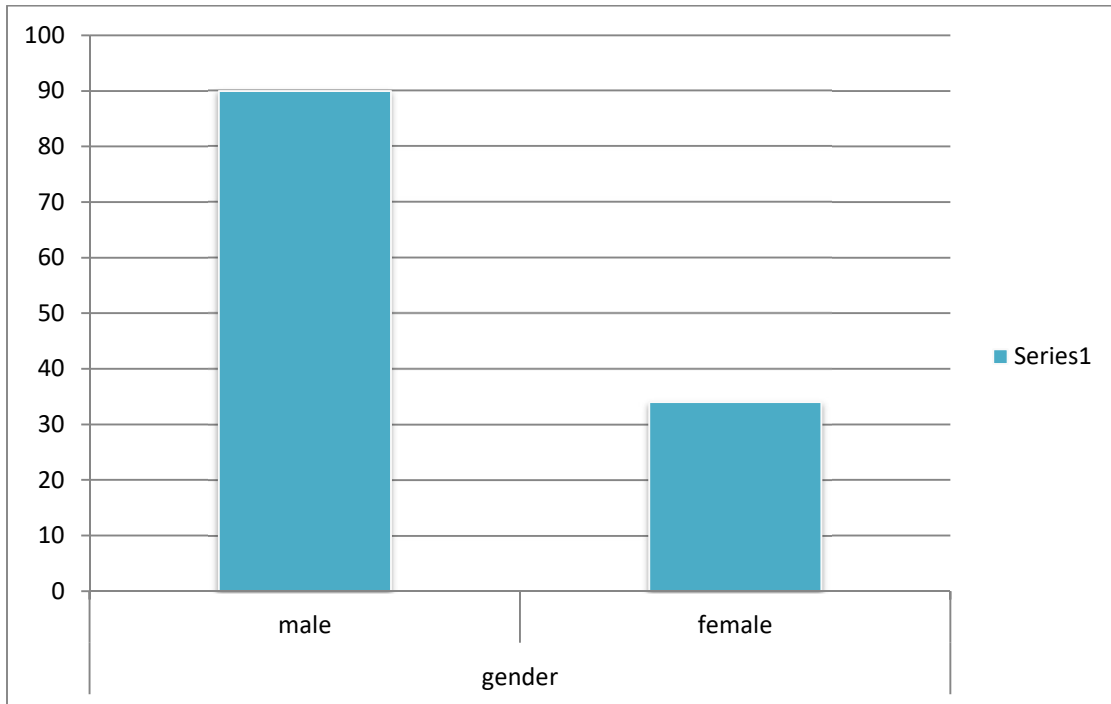
Graphical Presentation of Sample Profile

SECTION A : DEMOGRAPHIC PROFILE

GENDER

Gender	Number	Percent
Male	90	69.4
Female	34	27.4

Table no : 1 .1



Graph no : 1.1

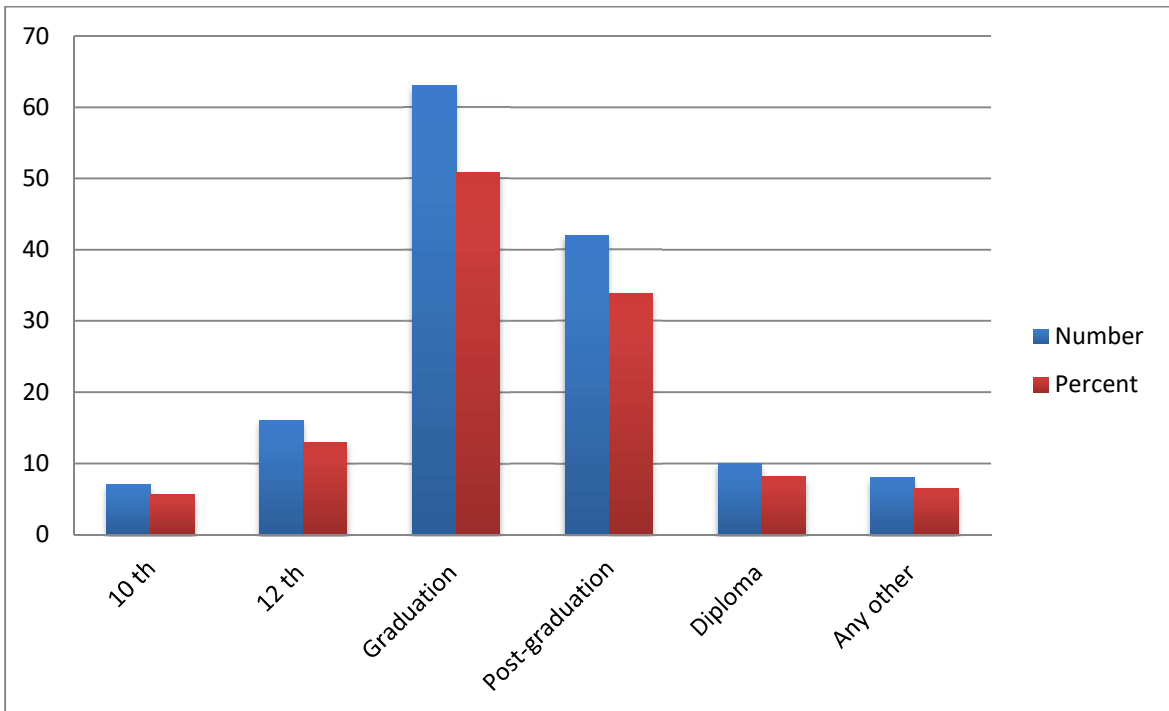
Interpretation :

For research there are more number of male respondents than female respondents as percentage of male is 69.4 % and female is 27.4 % only

EDUCATIONAL QUALIFICATION

Highest education qualification	Number	Percent
10 th	7	5.6
12 th	16	12.9
Graduation	63	50.8
Post-graduation	42	33.9
Diploma	10	8.1
Any other	8	6.5

Table no: 1.2



Graph no: 1.2

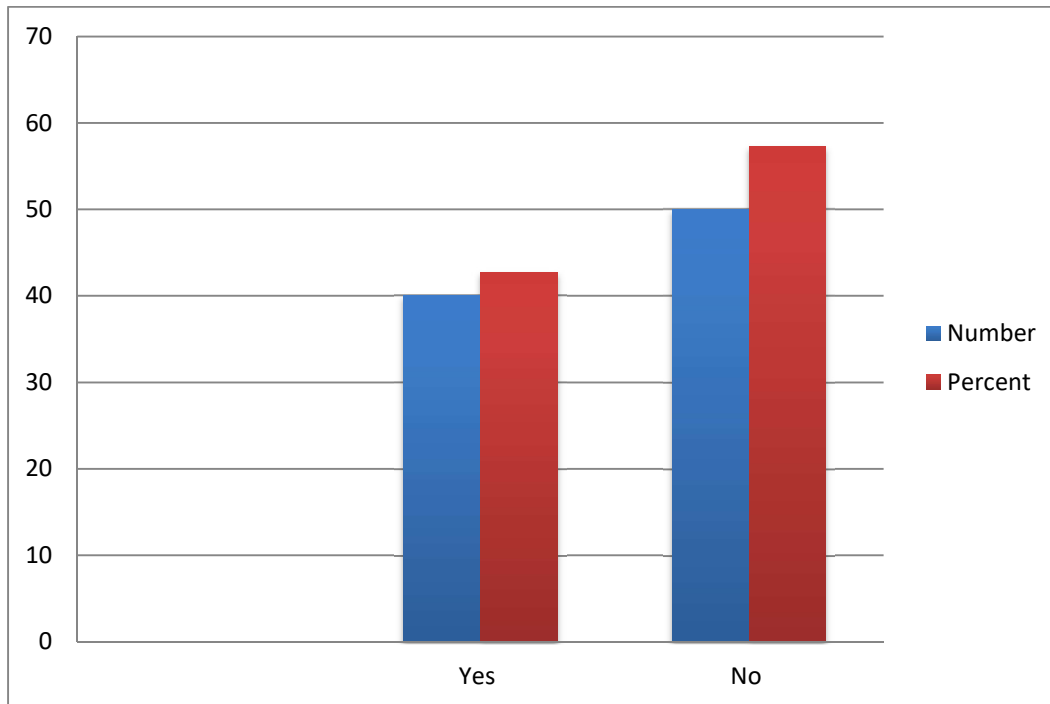
Interpretation :

From research it was found that the highest education qualification is graduated that is 50.8 %.

MARITAL STATUS

Are you married	Number	Percent
Yes	40	42.7
No	50	57.3

Table no: 1.3



Graph no: 1.3

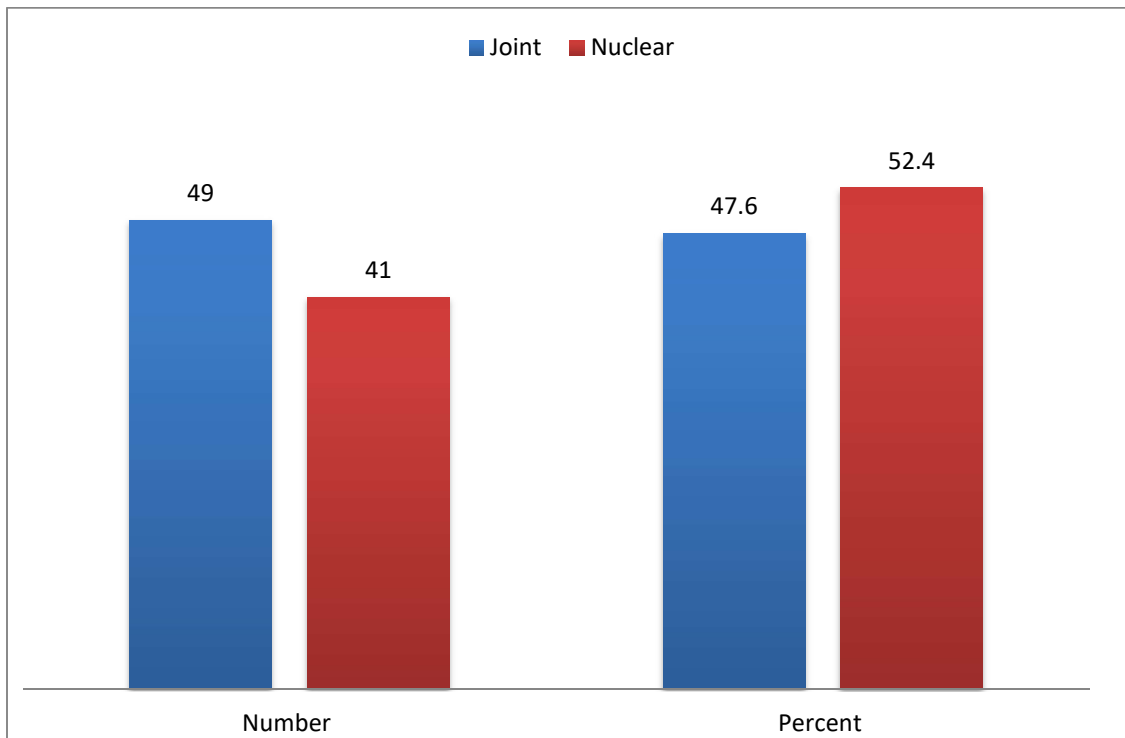
Interpretation:

From research it was found that 42.7 % were married and 57.3 % were unmarried

FAMILY TYPE

Family type	Number	Percent
Joint	49	47.6
Nuclear	41	52.4

Table no: 1.4



Graph no: 1.4

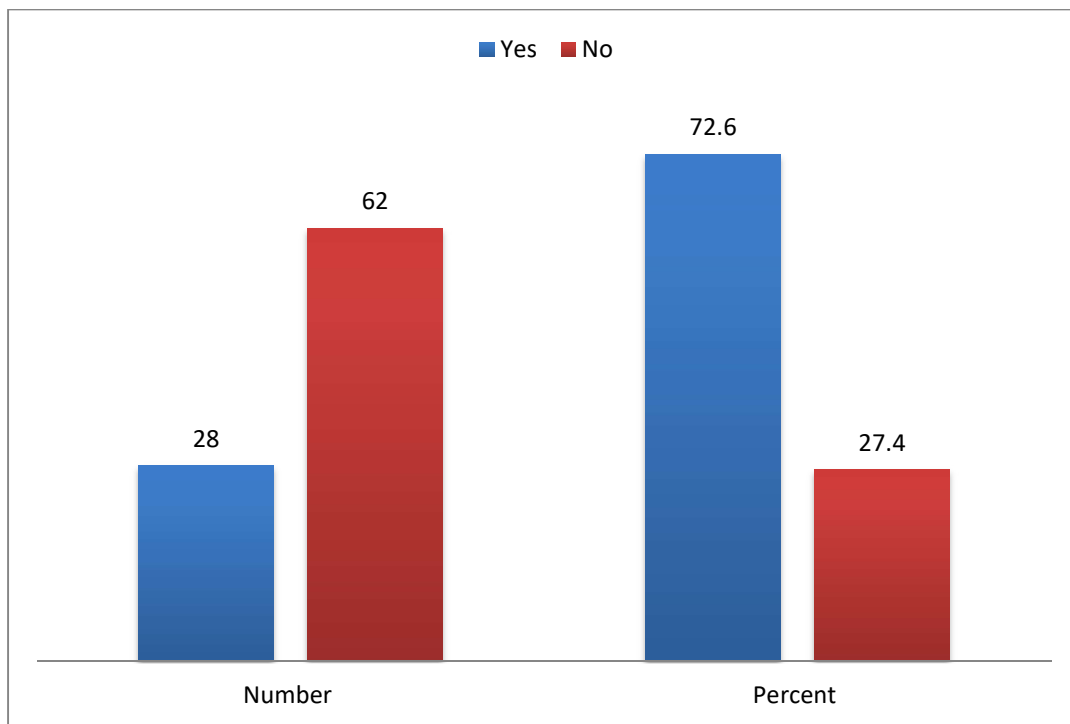
Interpretation :

From the research it was found that respondents from nuclear family was more than joint family as the percentage of nuclear is 52.4 % and joint is 47.6 % .

CHILDREN

Do you have children	Number	Percent
Yes	28	72.6
No	62	27.4

Table no: 1.5



Graph no: 1.5

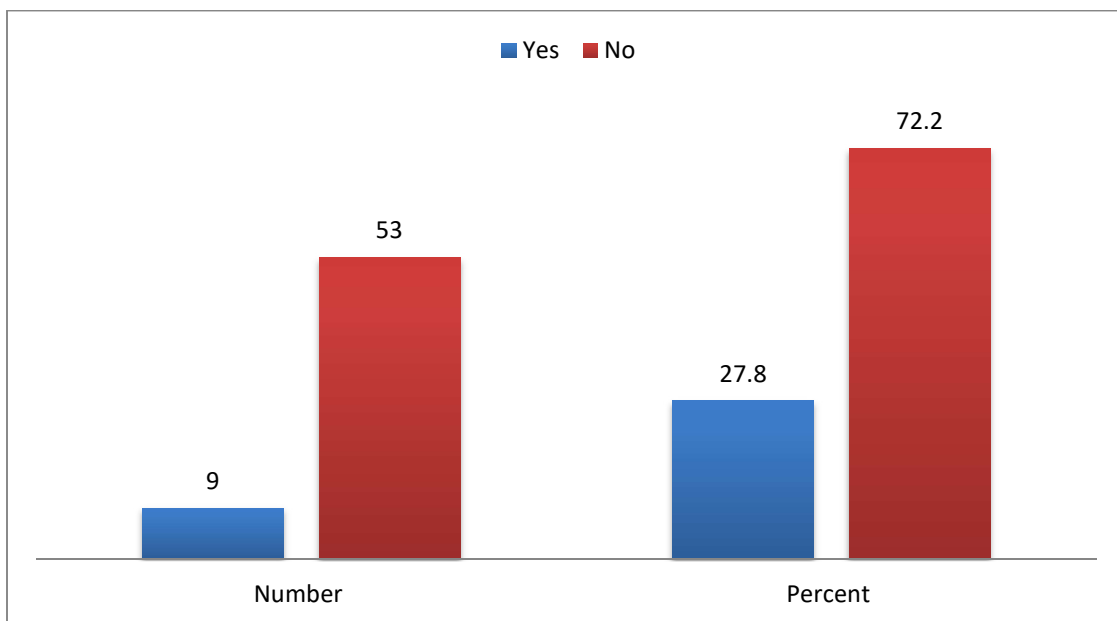
Interpretation

From the research it was found that 72.6% respondents were having children and 27,4 % do not have children .

WORKING SPOUSE

Is your spouse working	Number	Percent
Yes	9	27.8
No	53	72.2

Table no: 1.6



Graph no: 1.6

Interpretation :

From the research it was found that most of respondents spouse were not working.

GENDER

T- TEST

	Gender	Mean	S.D	F.	Sig.
Work life balance	Male	3.89	.785	3.624	0.59
	Female	3.91	.965		

Table no: 1.7

Interpretation :

Analysis of variance Table 1.7 showed that an average work life balance of male was 3.89 (SD = .785) ; for female respondents it was 3.91 (SD = .965)The effect of gender of respondents (Male and female) on their perception of work life balance was found to be significant $F = 3.624$, $p = \underline{0.59}$

AGE (In years)

ANNOVA TEST

	Age	Mean	SD	F	Sig.
	Below 25	3.685	.8904		
Work life balance	25 -35	2.759	1.1947	11.325	0.00
	35-45	2.206	1.1464		
	Above 45	2.000	1.4142		

Table no: 1.8

Interpretation :

Analysis of variance Table 1.8 showed that an average of work life balance for age below 25 was 3.685 (SD =.8904) ; for age 25 – 35 was 2.759 (SD =1.1947) ; for age 35 – 45 it was 2.206 (SD = 1.1464) and for age above 45 was 2.000 (SD = 1.4142) . The effect of Age of respondents (below 25 , 25- 35, 35-45 , above 45) on their perception of work life balance was found to be significant F =11.325 , p = **.0,00**

EDUCATIONAL QUALIFICATION

ANOVA TEST

	Highest education qualification	Mean	SD	F	Sig.
	10 th	1.254	.3536		
	12 th	2.600	1.4491		
	Graduation	3.431	1.0063		
Work life balance	Post – graduation	2.631	1.2300	.3582	.003
	Diploma	3.000	1.3887		
	Any other	2.375	1.3769		

Table no: 1.9

Interpretation :

Analysis of variance Table 1.9 showed that an average work life balance of 10 th individuals was 1.254 (SD =.3536) ; for 12 th individuals was2.600 (SD = 1. 4491) ; for graduate it was 3.431 (SD = 1.0063) , for post – graduate individuals it was 2.631 (SD = .1.2300); for diploma it was 3.000 (SD= 1.3877) and for other it was 2.375 (SD = 1.3769) The effect of educational qualification of respondents (10 th , 12 th , Under graduation, Graduation and Post- Graduation , Diploma , any other) on their perception of work life balance was found to be significant F = .3582 , p = **.003**

MARITAL STATUS

T – TEST :

	Are you married	Mean	SD	F	Sig.
Work life balance	Yes	4.00	.588	12.405	.001
	No	3.82	.976		

Table no: 1.10

Interpretation :

Analysis of variance Table 1.10 showed that an average work life balance for married was 4.00 (SD = .588); for unmarried respondents it was 3.82 (SD =12.405). The effect of marital status of respondents on their perception of work life balance was found to be significant F =12.405 ,

p = .001

FAMILY TYPE

T – TEST:

	Family type	Mean	SD	F	Sig.
Work life balance	Joint	3.3649	.61029	2.756	.099
	Nuclear	3.1879	.57636		

Table no: 2.1

Interpretation :

Analysis of variance Table 2.1 showed that an average work life balance for joint family was 3.3649 (SD = .61029); for nuclear it was 3.1879 (SD = .59636) . The effect of family type of respondents on their perception of work life balance was found to be significant F = 2.756 , **p = 0.99**

CHILDREN

T- TEST :

	Do you have children	Mean	SD	F	Sig.
Work life balance	Yes	4.03	6.27	4.909	.029
	No	3.84	.898		

Table no : 2.2

Interpretation :

Analysis of variance Table no 2.2 showed that an average work life balance for respondents having children was 4.03 (SD = 6.27); for respondents not having children it was 3.84 (SD = .898) The effect of having children or not on their perception of work life balance was found to be significant F = 4.909, p = .029

WORKING SPOUSE

T – TEST :

	Is your spouse working	Mean	SD	F	Sig.
Work life balance	Yes	2.3571	.54236	5.556	.005
	No	2.5293	.73092		

Table no: 2.3

Interpretation :

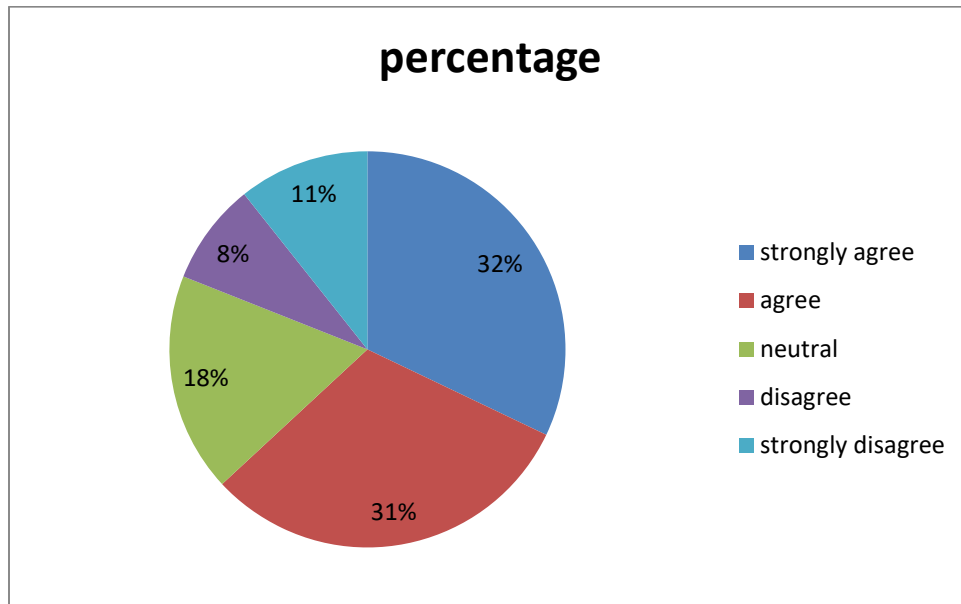
Analysis of variance Table 2.3 showed that an average work life balance for if spouse is working it was 2.3571 (SD = .54236); if spouse is not working then it was 2.5293 (SD = .73092). The effect of if is spouse working or not on individuals on their perception of work life balance it was found to be significant $F = 5.556$, **p = .005**

SECTION B

1 . My spouse equally shares household activities and child caring responsibilities.

Particulars	No. of Respondents	Percentage
Strongly agree	27	32.1
Agree	26	31
Neutral	15	17.9
Disagree	7	8.3
Strongly Disagree	9	10.7

TABLE no : 2.4



Graph no : 1. 7

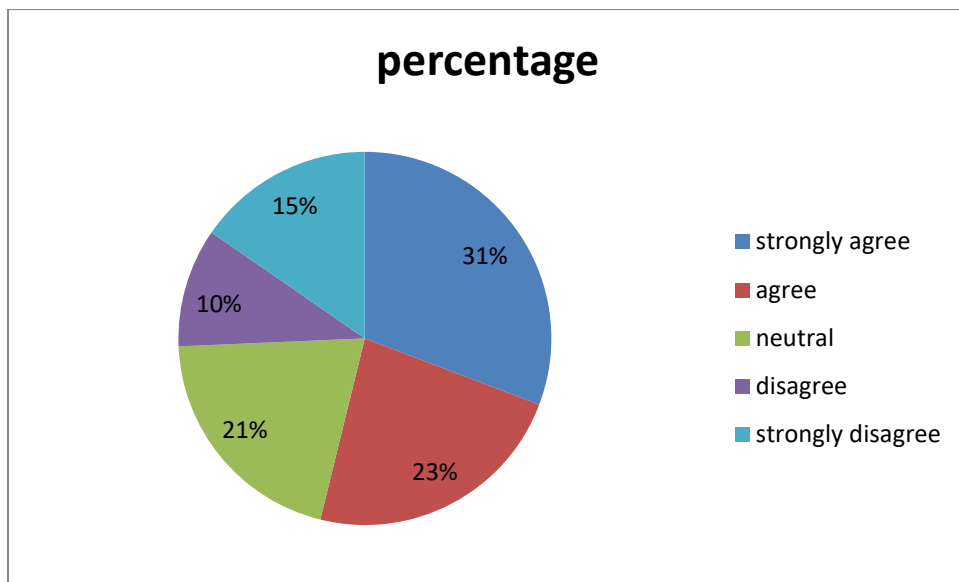
Interpretation :

32.1 % strongly agree and 31 % agree that their spouse equally shares household activities and in child caring activities .17.9% are neutral in there Reponses whereas 8.3 % were disagree and 10.7 were strongly disagree.

2 . My spouse equally concentrates in children studies.

Particulars	No. of Respondents	Percentage
Strongly Agree	24	30.8
Agree	18	23.1
Neutral	16	20.5
Disagree	8	10.3
Strongly Disagree	12	15.4

Table no : 2.5



Graph no : 1.8

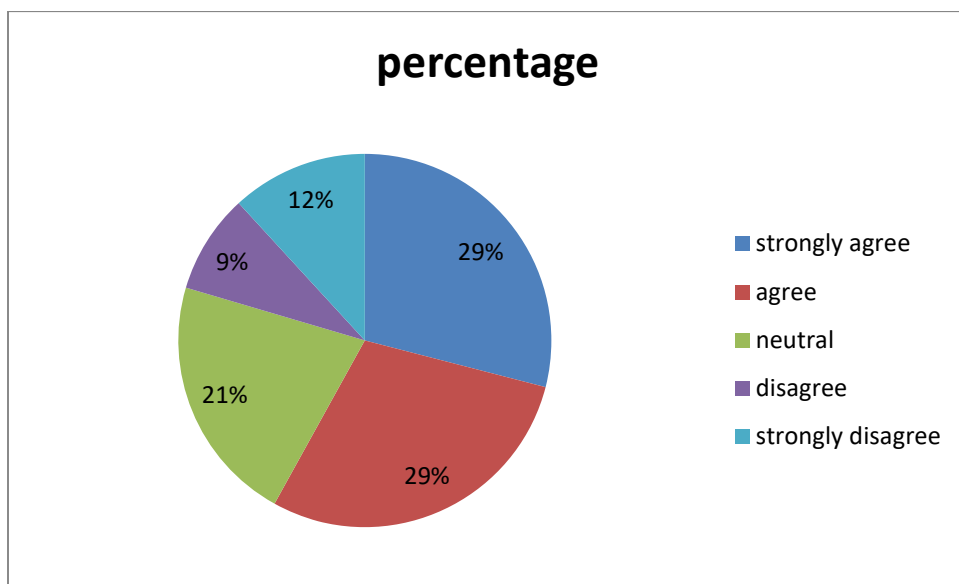
Interpretation:

30.8% strongly agree and 23.1% agree that their spouse equally concentrates in their children studies. While 20.5% were neutral whereas 10.3% were disagree & 15.4 % were strongly disagree with this statement .

3. Cooking activity is easier for me because I am getting support from extended family.

Particulars	No. of Respondents	Percentage
Strongly Agree	27	29
Agree	27	29
Neutral	20	21.5
Disagree	8	8.6
Strongly Disagree	11	11.8

Table no : 2.6



Graph no : 1. 9

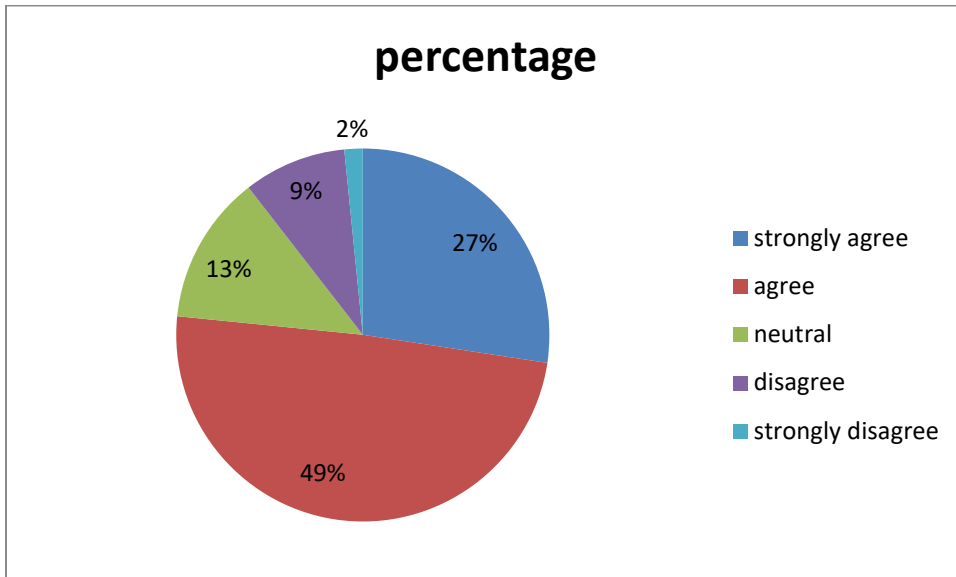
Interpretation:

29% of respondents were equally strongly agree and agree that cooking activities were easier for them because of their family support . while 21.5 % neutral and 8.6% disagree and 11.8 % strongly disagree .

4. I can spend time I want on my own self development.

Particulars	No. of Respondents	Percentage
Strongly Agree	34	27.4
Agree	61	49.2
Neutral	16	12.9
Disagree	11	8.9
Strongly Disagree	2	1.6

Table no : 2.7



Graph no : 1.10

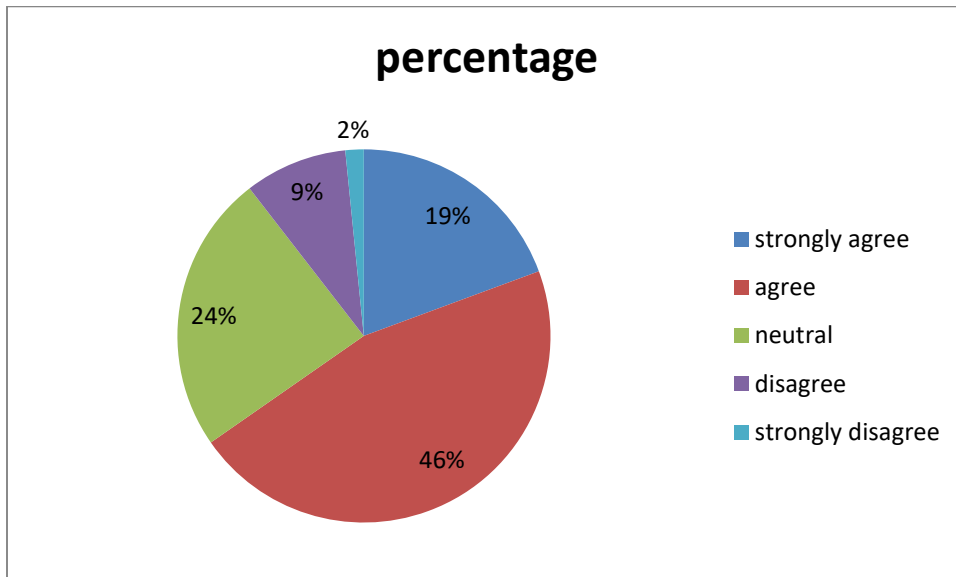
Interpretation:

From above analysis we can know that most of the people spend time on self –development . 27% strongly agree & 49 % agree with this . While 12.9 % were neutral . And 8.9 % disagree & 1.6 strongly disagree .

5. I have enough time to think, plan and to schedule my day –to-day activities.

Particulars	No. of Respondents	Percentage
Strongly Agree	24	19.4
Agree	57	46
Neutral	30	24.2
Disagree	11	8.9
Strongly Disagree	2	1.6

Table no : 2.8



Graph no : 2.1

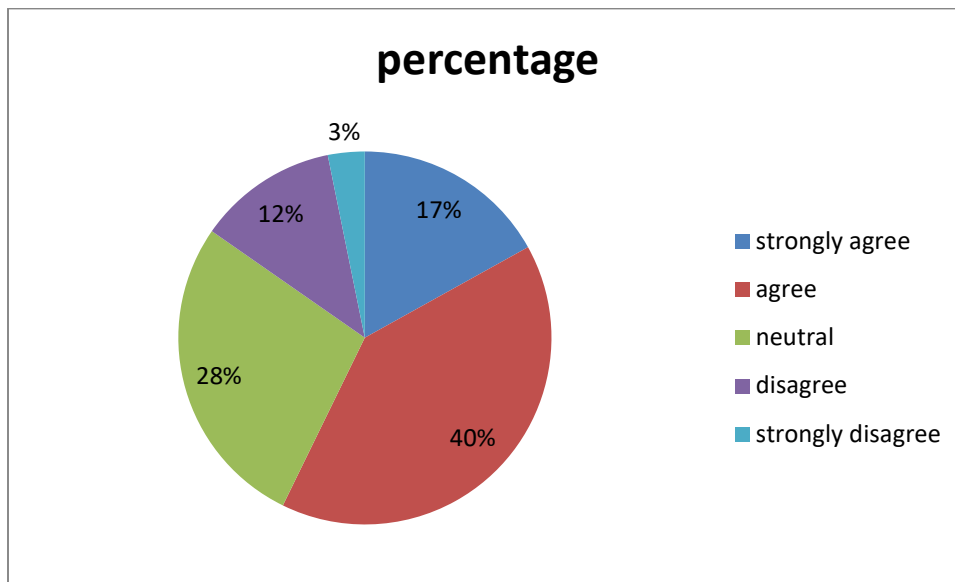
Interpretation:

19.4 % strongly agree and 46 % agree that they have enough time to think, plan & schedule their daily activities .24.2 % are neutral . whereas 8.9% disagree & 1.6 % strongly disagrees .

6. I have sufficient time to relax myself.

Particulars	No. of Respondents	Percentage
Strongly Agree	21	16.9
Agree	50	40.3
Neutral	34	27.4
Disagree	15	12.1
Strongly Disagree	4	3.2

Table no : 2.9



Graph no : 2.2

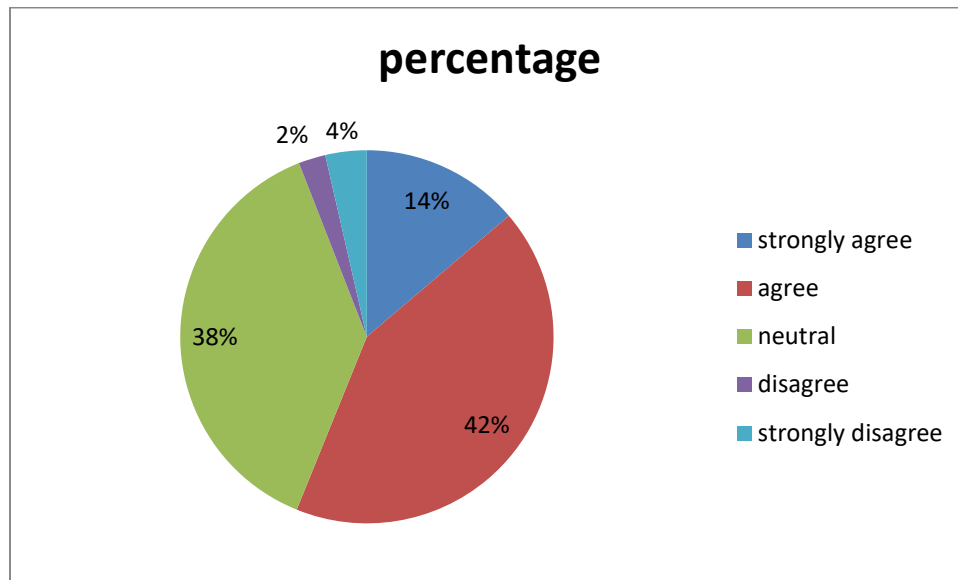
Interpretation :

16.9 % strongly agree & 40.3 % agree that they have enough time to relax themselves . 27.4 % are neutral whereas 12.1% disagree & 3.3 5 strongly disagree with this statement .

7. I have time and energy to engage in any leisure activities that I want to do.

Particulars	No. of Respondents	Percentage
Strongly Agree	16	12.3
Agree	47	41.9
Neutral	42	37.9
Disagree	15	2.1
Strongly Disagree	4	3.2

Table no : 2.10



Graph no : 2.3

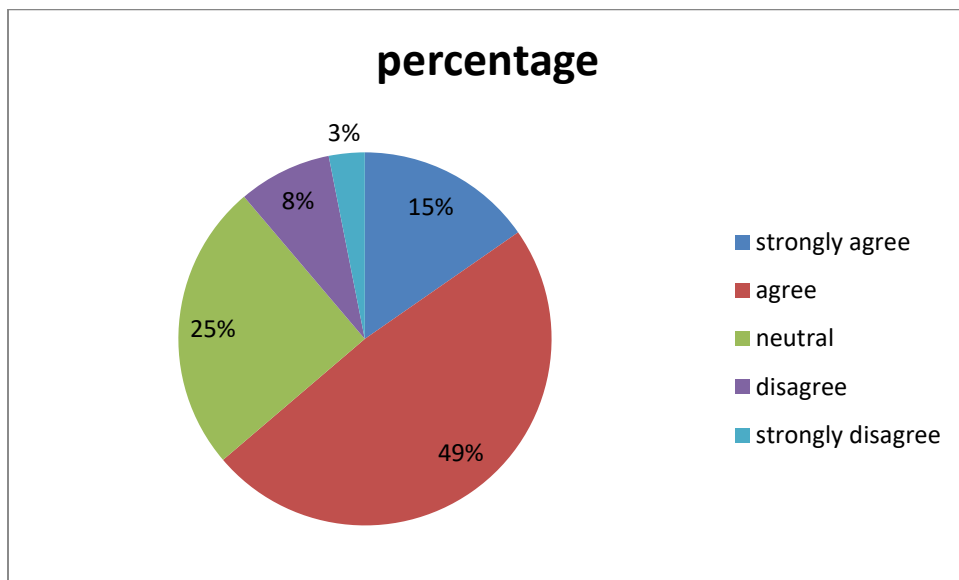
Interpretation :

From above analysis we come to know that most of people agree that they have time to engage themselves in their free time . 12.3 % strongly agree & 41.9 % agree while 37.9 % are neutral . 2.1 % disagree and 3.2 % strongly disagrees.

8. I feel satisfied with my free / leisure hours

Particulars	No. of Respondents	Percentage
Strongly Agree	19	15.3
Agree	60	48.4
Neutral	31	25
Disagree	10	8.1
Strongly Disagree	4	3.1

Table no : 3.1



Graph no : 2. 4

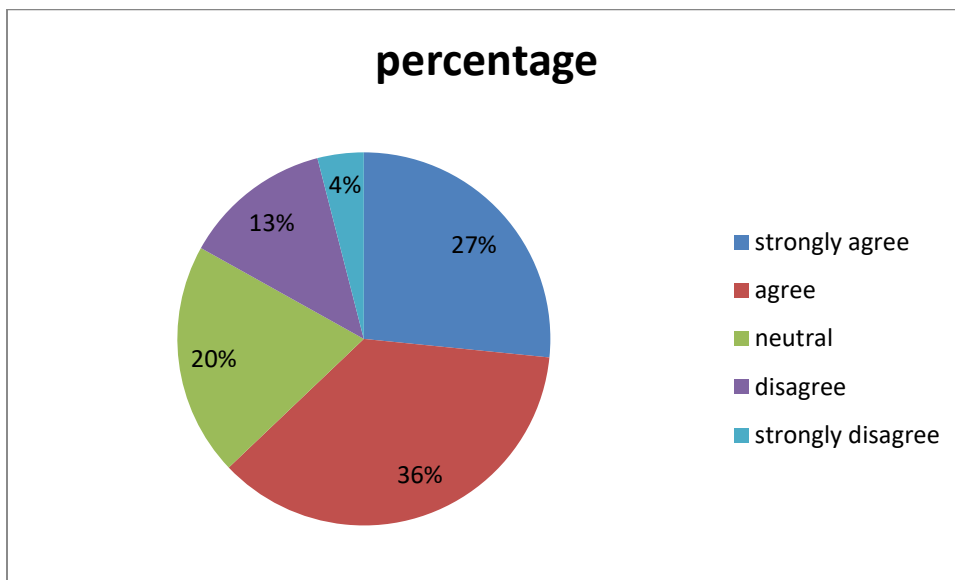
Interpretation :

From above analysis we come to know that most of the people feel satisfied with their free hours. 25 % were neutral . While 8.1 % disagree and 3.1 % strongly disagree .

9. I am happy to get nice sleep of minimum 8 hours at night.

Particulars	No. of Respondents	Percentage
Strongly Agree	33	26.6
Agree	45	36.3
Neutral	25	20.2
Disagree	16	12.9
Strongly Disagree	5	4

Table no : 3.2



Graph no : 2.5

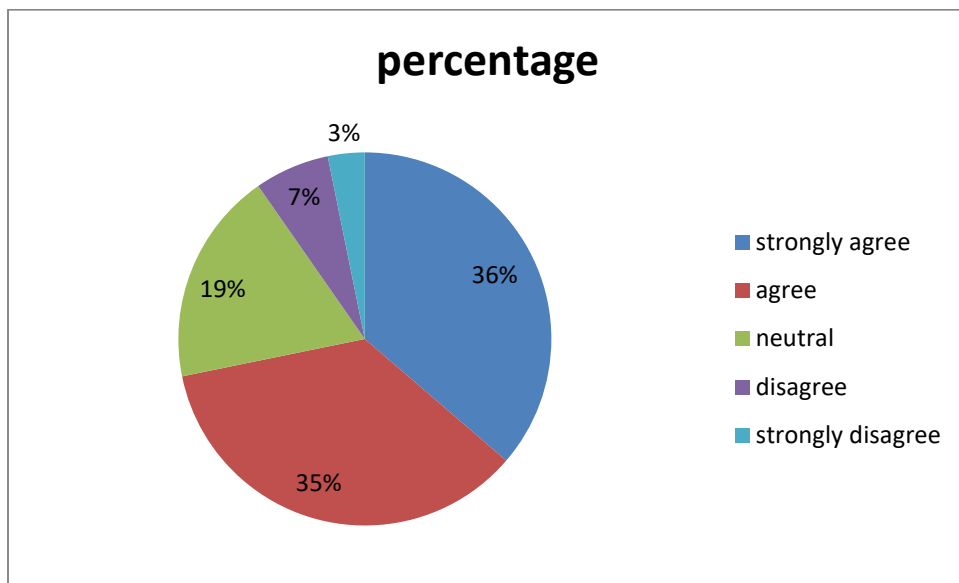
Interpretation :

26.6 % strongly agree and 36.6% agree with their sleeping hours . While 20.2 % are neutral whereas 12.9 % disagree and 4 % strongly disagree .

10. I get more satisfaction for good co- operation from my family members for cooking and serving a balanced , healthy diet.

Particulars	No. of Respondents	Percentage
Strongly Agree	45	36.3
Agree	44	35.5
Neutral	23	18.5
Disagree	8	6.5
Strongly Disagree	4	3.2

Table no : 3.3



Graph no : 2.6

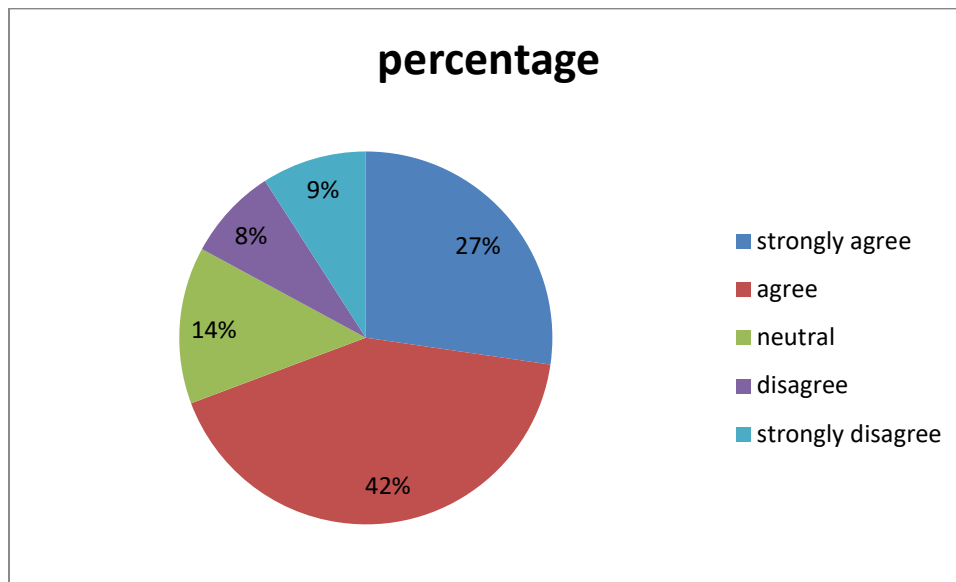
Interpretation :

36.6 % strongly agree & 35.5 % agree for getting satisfaction from family members in cooking and other activities . 18.5 % are neutral whereas 6.5 % disagree & 3.2 % strongly disagree in this.

11. I feel satisfactory with the time I am spending with my partner.

Particulars	No. of Respondents	Percentage
Strongly Agree	24	27.3
Agree	37	42
Neutral	12	13.6
Disagree	7	8
Strongly Disagree	8	9.1

Table no : 3.4



Graph no : 2.7

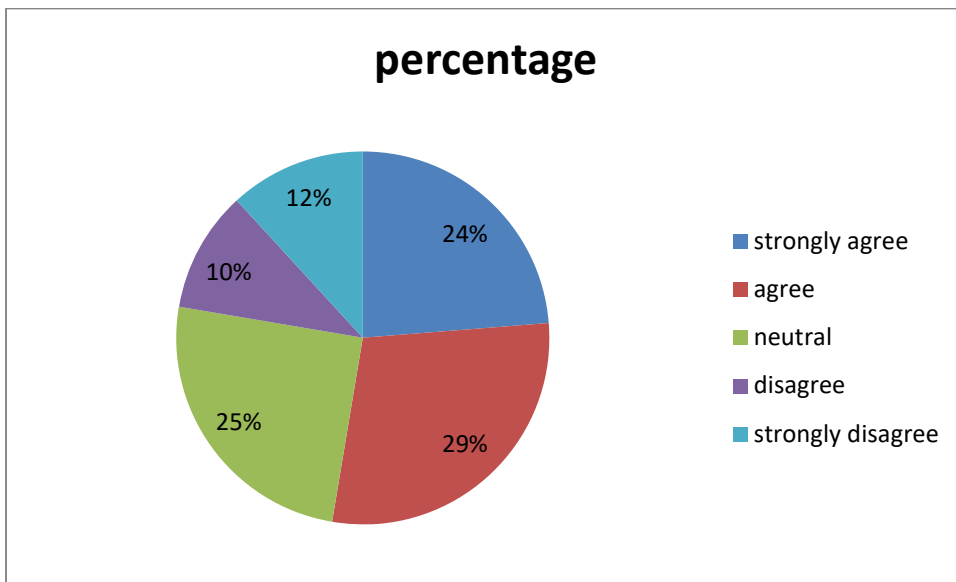
Interpretation :

27.3 % strongly agree and 42 % agree that they are satisfied with the time they get to spend there partner . While 13.6 % are neutral whereas 8 % disagree and 9.1 % strongly disagree .

12. I am satisfied about sparing quality time with my children.

Particulars	No. of Respondents	Percentage
Strongly Agree	18	23.7
Agree	22	28.9
Neutral	19	25
Disagree	8	10.5
Strongly Disagree	9	11.8

Table no : 3.5



Graph no : 2.8

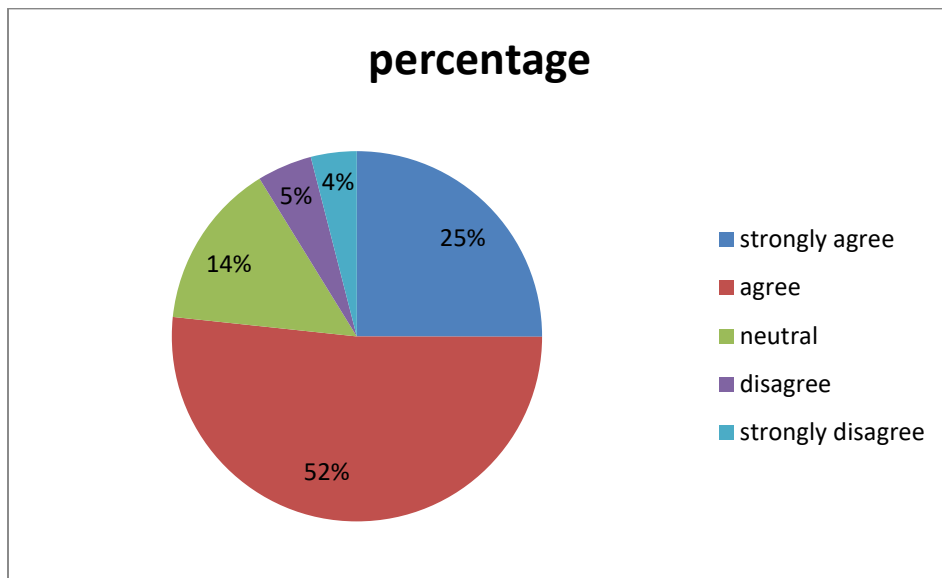
Interpretation :

23.7 % strongly agree & 28.9 % agree for being satisfied with the time they get for their children . 25 % are neutral whereas 10.5 % disagree and 11.8 % strongly disagree .

13. I am satisfied about spending quality time with myself.

Particulars	No. of Respondents	Percentage
Strongly Agree	31	25
Agree	64	51.6
Neutral	18	14.5
Disagree	6	4.8
Strongly Disagree	5	4

Table no : 3.6



Graph no : 2.9

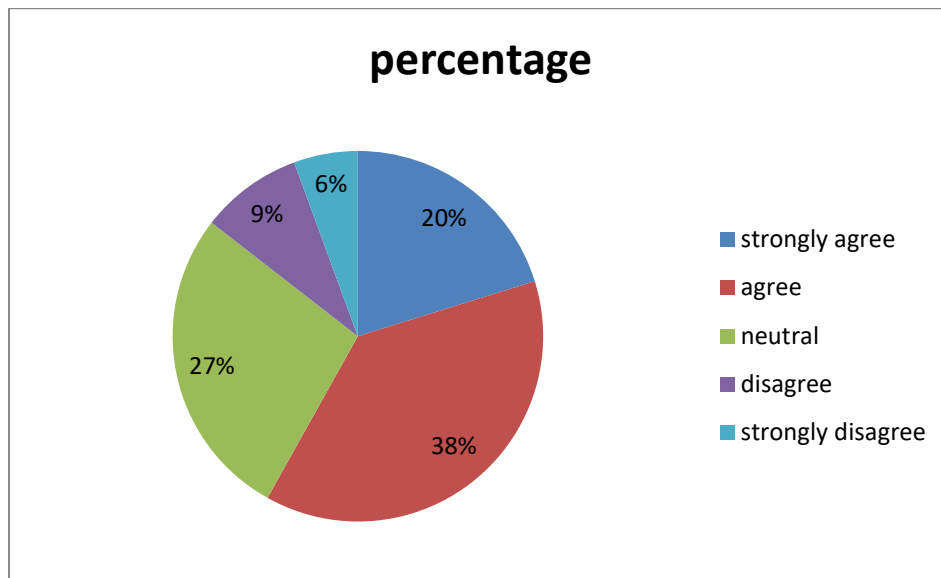
Interpretation :

From above analysis we come to know that half of the people agree for being satisfied for spending time with themselves. 25 % strongly agree & 51.6 % agree while 14.5 % are neutral . Whereas 4.8 % disagree and 4 % strongly disagree .

14. I have satisfaction with the exercise I undergo every day.

Particulars	No. of Respondents	Percentage
Strongly Agree	25	20.2
Agree	47	37.9
Neutral	34	27.4
Disagree	11	8.9
Strongly Disagree	7	5.6

Table no : 3.7



Graph no : 2.10

Interpretation :

20.2 % strongly disagree and 37.9 % agree that they have satisfaction with the exercise they undergo every day . 27.4 % are neutral whereas 8.9 % disagree and 5.6% strongly disagree with this.

CHAPTER 6

FINDINGS AND RECOMMENDATIONS

FINDINGS

- ❖ The study reveals that age is important factor which affects work life balance of individuals .
- ❖ The study says that married people have difficulty in maintaining work life balance .
- ❖ The study reveals that individuals from different designation has different perception towards work life balance .
- ❖ Work life balance in individuals life has both positive and negative impact .
- ❖ It is found that most of the individuals spouse equally help in their household activities.
- ❖ It is found that most of the respondents spouse concentrate on their children which help them to balance their work & family life .
- ❖ It is found that most of the respondents family support them in cooking activities .
- ❖ It reveals that most of the individuals agree that they get time for themselves
- ❖ It is found that most of the individuals get enough time to think about their daily activities.
- ❖ The study says that many of people get sufficient time to relax

- ❖ It is found that most of the individuals have energy to get engage in their free time to do their activities .
- ❖ It reveals that many of them are satisfied with their free hours .
- ❖ It says that individuals get satisfied with their sleeping hours .
- ❖ It is found that most of the individuals are satisfied with the co- operation of family for them .
- ❖ The study says that people feel satisfied with the time they get for their partners .
- ❖ It is found that few of the respondents get time for their children .
- ❖ The study reveals that individuals get satisfied about time they get for them .
- ❖ It is found that 47 of the respondents agree that they have satisfaction with their daily exercise.

RECOMMENDATIONS

- ❖ From the analysis of the reports through questionnaire survey it is seen that the individuals have good understanding of work life balance.
- ❖ Since, balancing of work and family roles is one of the key issues in the coming years; the individuals should improvise their work life and personal life for betterment of their future.
- ❖ Organizations need to work on their policies to improve working environment so that individuals work positively.
- ❖ To maintain positive work life balance organizations need to arrange healthy working hours, and for both male and female employees according to their needs and family organization should give them some kind of considerations.
- ❖ For the employees who lives with their old parents and children's employers need to give them some facilities so that they can work without worries.
- ❖ For encouraging employers should involve them in communication it helps to motivate employees.
- ❖ In this current situation majority of employees working from home, employees facing more problems to overcome with these situation employers need to develop HR. policies considering employees who live with their family and for those who do not have all facilities.

CHAPTER 7
CONCLUSION

Conclusion

It can be said that Work Life Balance is a very important issue in the Human Resource Management field and it has a vital impact on one's individuals. The study concludes that work life balance is different of individuals according to their view of perception . There is difference in work life balance in male and female respondents . The study reveals that different age group of individuals have different point of view towards work life balance . Most of the individuals from different sectors responded and gave positive results which shows work life balance is different depending on their type of work . Many factors are acting as supporting elements for individual's to achieve balance between work and personal life. . Also, work-life balance is changing on a daily basis and there is no universal formula on how to achieve a perfect balance between work and life. Even though , there are many benefits of work-life balance , there are also negative impacts of work life balance. It is important to have positive work life balance for greater success. From the findings it is clear that there is some level of understanding towards work life balance .

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ANNEXURE
QUETIONNAIRE

Understanding Work Life Balance of Working Individuals during Lockdown

Dear Respondent,

I am Pooja Dnyaneshwar Saraf pursuing M.B.A from Savitribai Phule Pune University. As a part of my curriculum this study is being conducted purely for academic purpose.

All the information provided by you will be kept completely confidential.

Thank you in advance for participation. I am extremely appreciative of your time and efforts.

SECTION A – Demographic Profile

Please provide the following information

1. Name (optional) - _____

2. Gender –

Male Female

3. Age (in years) - _____

4. Are you married? Yes No

5. Highest Educational Qualifications- (Please tick all that is applicable)

10th 12th Diploma

Graduation Please Specify _____

Post Graduation Please Specify _____

Any other, please Specify _____

6. Designation – _____

7. Department - _____

8. Total Work Experience (in years) - _____

9. How many days in a week do you work?

4 days 5 days 6 days 7days

10. Average **Weekly** Working Hours - _____ Hours

11. Your Annual Income (in Rs.)- _____

12. Your Family type – Nuclear Family Joint Family

13. Do you have children? Yes No

14. If yes, what are their ages?

Child 1 - _____ Child 2 - _____ Child 3 - _____

15. Do you have people other than your wife/husband and children who are dependent on you and stays with you?

Yes Please Specify _____ No

16. Is your spouse working? Yes No

Section –B

Part 1 –

Instruction - Please indicate the frequency with which you have felt in a following way during the past three months.

- 1 – Never
- 2 – Rarely
- 3 – Occasionally
- 4 – Sometimes
- 5 – Frequently
- 6 – Usually
- 7 – Every time

	<u>Statement</u>	1	2	3	4	5	6	7
1.1	My personal life gets adversely affected due to my work.							
1.2	My personal life has become difficult because of my job.							
1.3	My personal needs get neglected due to my work.							
1.4	I overlook my personal life for my work.							
1.5	I miss my personal activities due to my work.							
1.6	I struggle to maintain a balance between my work and personal life.							
1.7	I am happy about the time I get for other activities apart from my work.							
1.8	I get so tired in my personal life that I feel lack of energy for work.							
1.9	I get so tired (in my personal life) that I cannot work effectively.							
1.10	My work gets adversely affected due to my personal life.							
1.11	I find it difficult to work due to my personal matters.							
1.12	My personal life gives me energy for my job.							
1.13	My work gives me energy for personal activities.							
1.14	I can maintain good mood at work due to my personal life.							
1.15	I can maintain good mood in my personal life due to my work.							
1.16	My involvement in personal life puts me in good mood that helps me to work effectively.							
1.17	My job gives me sense of success that helps put me in a better mood in personal life.							
1.18	To get involved in my personal life requires me to avoid wasting time, which helps me for timely completion of work activities.							
1.19	My job involvement makes me happy that makes my personal life happy.							

Part 2 –

Instruction – Given below are thoughts / feelings you with regard to your life. Using the following scale , please indicate the extent to which you degree with the following statements.

- SA – Strongly Agree
- A-Agree
- N- Neutral
- DA- Disagree
- SDA-Strongly disagree

	<u>Statement</u>	SA	A	N	DA	SDA
2.1	My spouse equally shares household activities and child caring responsibilities.					
2.2	My spouse equally concentrates in children studies.					
2.3	Cooking activity is easier for me because I am getting support from extended family.					
2.4	I can spend time I want on my own self development.					
2.5	I have enough time to think, plan and to schedule my day – to-day activities.					
2.6	I have sufficient time to relax myself.					
2.7	I have time and energy to engage in any leisure activities that I want to do .					
2.8	I feel satisfied with my free / leisure hours .					
2.9	I am happy to get nice sleep of minimum 8 hours at night.					
2.10	I get more satisfaction for good co- operation from my family members for cooking and serving a balanced , healthy diet.					
2.11	I feel satisfactory with the time I am spending with my partner.					
2.12	I am satisfied about sparing quality time with my children.					
2.13	I am satisfied about spending quality time with myself.					
2.14	I have satisfaction with the exercise I undergo every day.					

ANNEXURE 2

Coding Information of Data

1	Gender	Male	0
		female	1
2	Age	Below 25	1
		25-35	2
		35-45	3
		Above 45	4
3	Marital status	Yes	1
		No	2
4	Education	10 th	1
		12 th	2
		Graduation	3
		Post –graduation	4
		Diploma	5
		Any other	6
5	Total work experience	0-10	1
		10-20	2
		20-30	3
		30-40	4
6	Days worked in a week	4	1
		5	2
		6	3
		7	4
7	Daily working hours	4-6	1

		7-9	2
		10-12	3
		12-18	4
8	Family type	Joint	1
		Nuclear	2
9	Children	Yes	1
		No	2
10	Other people dependent	Yes	1
		No	2
11	Working spouse	Yes	1
		No	2
12	Designation	Executive	1
		Designer	2
		Marketer	3
		Officer	4
		Accountant	5
		Admin	6
		Advocate	7
		Architect	8
		Assistant	9
		Business	10
		Employee	11
		Engineer	12
		Lecturer	13
		Police	14
		Manager	15
		Proprietor	16
13	Section A	Never	1
		Rarely	2
		Occasionally	3
		Sometimes	4
		Frequently	5
		Usually	6

		Every time	7
14	Section B	Strongly Agree	1
		Agree	2
		Neutral	3
		Disagree	4
		Strongly Disagree	5

Thank you again for your time, effort and contribution!