

Available online @ www.iaraindia.com
SELP Journal of Social Science - A Blind Review & Refereed Quarterly Journal
ISSN: 0975-9999 (P) 2349-1655 (O)
Impact Factor: 3.655 (CIF), 2.78(IRJIF), 2.5(JIF), 2.77(NAAS)
Volume XV, Issue 56, April-June 2024
Formally UGC Approved Journal (46622), © Author

BALANCING PROFESSIONAL AND PERSONAL COMMITMENTS AT CHRISTY FRIEDGRAM INDUSTRY: A HOLISTIC APPROACH

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Abstract

Examining the complex challenge of balancing work and personal life at Christy Friedgram Industry. Using a comprehensive approach, the study explores the interaction between employee well-being, retaining talent, and organizational performance. It investigates factors affecting work-life balance, such as employee involvement, morale, and legal issues. The research aims to provide new insights into creating a supportive work environment that promotes employee satisfaction and organizational effectiveness.

Keywords: *Work-life balance Employee well-being Organizational performance Employee satisfaction & Talent retention.*

INTRODUCTION

Achieving the balance between professional and personal commitments is essential for overall well-being, yet it poses numerous challenges. These include the blurring of boundaries between work and personal life due to technology, feelings of over-commitment leading to exhaustion, and disparities in workload distribution. Moreover, inadequate support systems, cultural norms, and technology dependence further complicate the pursuit of balance. Effective communication becomes paramount, but it can be hindered by miscommunication and societal expectations. Ultimately, the impact of imbalance extends beyond work performance to affect physical and mental health, highlighting the necessity for organizations and individuals alike to prioritize strategies for achieving and maintaining equilibrium.

OBJECTIVES OF THE STUDY

- To evaluate employees' satisfaction with workplace culture & conditions, and support systems.
- To pinpoint specific areas for enhancement in organizational policies and practices based on feedback.
- To enhance Employee Engagement and foster collaboration.
- To measure the perceptions on balancing professional responsibilities with personal life commitments
- To assess the alignment of organizational values and practices with employee needs.

NEED OF THE STUDY

This study emphasizes the significance of employee well-being at Christy Friedgram Industry, stressing the importance of balancing professional and personal lives. It aims to enhance the company's reputation as an employer of choice, fostering engagement and motivation among employees. By addressing challenges related to work-life balance, the study seeks to improve organizational performance and fulfill legal and ethical responsibilities, safeguarding against potential

liabilities and reputational damage.

SCOPE OF THE STUDY

The study delves into the intricate dynamics of professional and personal commitments among Christy Friedgram Industry employees, exploring organizational policies, employee perceptions, and support systems. It aims to uncover challenges and opportunities for achieving work-life integration, focusing on strategies and initiatives for improvement. Ultimately, the study seeks to enhance employee well-being and effectiveness through tailored recommendations for Christy Friedgram Industry

LIMITATION OF THE STUDY

Potential limitations of the study include sampling bias and questionnaire validity, while constraints like time and resource availability may restrict the comprehensiveness of findings and recommendations. Response bias could also impact data accuracy, potentially affecting the validity and reliability of the study's conclusions.

REVIEW OF LITERATURE

1. **Namitha (2019)** explored the importance of work-life balance in India for employee engagement, aiming to identify reasons for the imbalance between work and personal life. The study utilized descriptive research methods, suggesting the need for workplace cultures supportive of work-life balance policies and practices to benefit employees and organizations.
2. **Dr. K. Veena Latha (2019)** investigated work-life balance among educators, aiming to understand its impact on personal lives and identify influencing factors. Utilizing a descriptive research approach with statistical analysis, the study suggests involvement in organizational policy development and decision-making to enhance work-life balance for teachers.
3. **Priya Shougani (2022)** studied factors influencing work-life balance among TCS IT workers in Mumbai, revealing challenges faced and coping methods used. Findings indicate dissatisfaction among TCS IT staff with their work-life balance.

RESEARCH METHODOLOGY

Research Design: Descriptive Research Design

Data Collection: Primary Data collected through Questionnaire

Sampling Technique: Simple Random Sampling

Sample Size:204; **Population Size:** 1200

Tools Used: Simple Percentage Analysis, Chi-square Analysis, Correlation Analysis

DATA ANALYSIS AND INTERPRETATION

SIMPLE PERCENTAGE

The survey results reveal a diverse demographic profile among respondents, with a significant portion aged between 30 and 50 (76%), predominantly male (76%), while in terms of income, a substantial portion earn below 15000 (44%). The majority work in the production department (51%), with varying levels of experience, with 43% having 3-5 years. Regarding workplace satisfaction, there's a general agreement on aspects such as idea-sharing comfort (49%), encouragement of collaboration (44%), and provision of reasonable working hours (45%). However, there are areas of concern, including only 39% agreeing on professional growth opportunities and 38% on adaptability to technology. The survey reveals that 39% of respondents agree that their organization offers family-friendly policies, while 41% feel confident about managing their workload effectively. Additionally, 43% of participants agree that their workplace fosters a supportive culture, and 44% believe their families are considered in decision-making. Moreover, 48% express satisfaction with having resources for work-life balance, and an equal percentage agree they have time for hobbies, refreshing breaks, and personal time. These findings indicate a significant positive sentiment toward various aspects of work-life balance and organizational support among respondents.

CHI-SQUARE ANALYSIS

Relationship between period of experience of employees and organizational benefits.

Test	Value	DF	p-value
Pearson	13.666 ^a	12	.323
Likelihood	11.099	12	.520
Linear-by-Linear	.101	1	.751

RESULT

The analysis shows that there is no significant association between the period of experience of employees in the Christy Friedgram Industry and the organization’s benefits or policies to help with family-related matters.

CORRELATION ANALYSIS

Correlation between age and perception of employees on having enough time for there activities.

Correlation Test	Value	Approx. T	Approx. Sig.
Pearson's R	.053	.075	.754
Spearman's ρ	.012	.073	.176

RESULT

The analysis indicates that there is no significant correlation between age and the perception of employees on having enough time for activities and hobbies outside of work.

FINDINGS

A simple percentage analysis of respondents indicates a predominant demographic of individuals aged 30-40, predominantly male, married, with educational backgrounds up to HSC, earning below 15000, employed in the production department, and originating from nuclear families. Regarding workplace factors, there's consensus on comfortable idea-sharing, collaboration encouragement, reasonable working hours, respect for personal time, and possession of problem-solving skills. While there's agreement on organizational provision for professional growth and transparent communication, adaptability to technology and training support show lower agreement. Work-life balance findings reflect a majority agreeing on a supportive work-life balance, access to resources, satisfaction with personal time, and opportunities for hobbies and refreshing breaks. However, chi-square analysis reveals no significant association between employees' experience period and family-related benefits or policies, and correlation analysis indicates no significant link between age and perceptions of free time outside work activities.

SUGGESTIONS

Implementing a continuous improvement process facilitates ongoing assessment of evolving employee needs and organizational priorities through feedback mechanisms. Mentorship programs and support networks offer platforms for guidance, experience-sharing, and community-building among employees. Recognition programs acknowledge and incentivize employee contributions, while qualitative interviews and focus groups provide deeper insights into work-life balance perceptions. Regular reviews of organizational policies ensure alignment with employee needs, nurturing a supportive work environment conducive to satisfaction and well-being.

CONCLUSION

In conclusion, the study highlights the significance of prioritizing employee well-being and work-life balance at Christy Friedgram Industry for organizational prosperity. By addressing workplace culture, policies, and support systems, it aims to elevate employee satisfaction, engagement, and morale. Through tailored recommendations, the study endeavors to bolster talent retention, organizational performance, and legal adherence, emphasizing the importance of fostering a supportive environment valuing both professional and personal aspects.

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