



## “A STUDY ON WORK LIFE BALANCE OF TECHVOLT SOFTWARE PRIVATE LTD”

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### **Abstract**

*This study focuses on the work-life balance of employees at Techvolt Software Private Limited, Coimbatore, and its effect on well-being and organizational performance. In the fast-paced IT industry, employees often struggle to balance professional and personal responsibilities due to continuous digital connectivity. This imbalance contributes to increased stress, decreased job satisfaction, and reduced productivity. The research identifies the main stress factors and evaluates the effectiveness of the company's work-life balance initiatives. A descriptive research design was used, with primary data collected from 133 employees through structured questionnaires, along with secondary sources such as company records and online references. The research aims to assess the existing work-life balance among employees at Techvolt Software, identify major stress factors, and evaluate the effectiveness of organizational practices designed to support balance.*

**Keywords:** *work Balance, Employee Satisfaction, Workplace Stress, Organization Performance, IT Industry.*

### **1. Introduction**

Work-life balance refers to the level of prioritization between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home.

Freethinker Paul Krasner said that anthropologists often define happiness as having little or no differentiation between an individual's professional and personal lives.

Work-life balance is a topical issue due to the increased amount of technology that removes the importance of physical location in defining the work-life balance.

Previously it was difficult or impossible to take work home and so there was a clear line between professional and personal.

A key issue in the work-life balanced beat is where responsibility lies for ensuring employees have a good work-life balance.

The general feeling is that employers have a responsibility to the health of their employees; apart from the moral responsibility, stressed-out employees are less productive and more likely to make errors.

1. Work relate stress costs the UK10.4 million working days every year.
2. More than 25%of workers feel depressed when working.
3. More than 40 % of workers neglect other aspects life due to work.
4. More woman 42% report being unhappy with their balance compared to men 29%. nearly 66% of employees have experienced some kind of negative impact on thei personal life. With statistics like these, it seems that it is more important than ever for Businesses and

managers to encourage a healthy work-life balance for the sake of their Employees.

## 2. Objectives of the Study

1. To assess the current state of work-life balance among employees at Techvolt Software Pvt Ltd.
2. To identify the key factors causing work-related stress and imbalance.
3. To examine the impact of work-life balance on employee satisfaction and well-being.
4. To evaluate the effectiveness of existing organizational policies and practices related to work-life balance.
5. To explore the relationship between demographic variables (age, gender, marital status, etc.) and work-life balance perceptions.
6. To analyze how work-life balance influences employee productivity and performance.
7. To recommend strategies and improvements for enhancing work-life balance within the organization.

## Scope of the Study

This study deals with the issues of balancing work and personal life among working employees. This study facilitates the good relationship between the management and employees for further improvement of the organization output.

**Industry Focus:** The study is specifically focused on the Information Technology (IT) sector, which includes software development companies, IT services, tech support, and other tech-based organizations.

**Geographical Coverage:** The research may focus on a particular region, city, or country (e.g., India, Bangalore, USA) depending on the project's scope and data availability.

**Target Population:** The study involves IT professionals at various levels—entry-level employees, team leads, managers, and HR personnel—to gather diverse perspectives on work-life balance.

## Key Dimensions Explored

1. Working hours and workload.
2. Stress and burnout levels.
3. Time for personal and family life.
4. Flexibility in work schedules.
5. Remote/hybrid work impacts.
6. Role of organizational support and policies.

**Time Frame:** The study may focus on current trends in the post-pandemic era, considering the shift to hybrid and remote work models.

## 3. Review of Literature

**Bailyn et al<sup>1</sup>(2001)**, in their study entitled, "Work Life Balance Integration as harmonious and holistic integration of work and non-work" it explained that men and women can achieve their potential across the domains in which they play out their life roles. People could be grouped according to their values and situational variables such as family structure, life stage, gender, career, or income level with varying definitions of WLB for different segments.

**Greenblatt<sup>2</sup>(2002)**, in her study described, "WLB as Acceptable Levels of Conflict between Work and Non-work demands", this according to her usually involves managing competing demands for resources. She suggested that achieving work life balances dependent on attaining and managing sufficient resources to make possible the achievements that people regard as the most important. The term from the viewpoint of employer, and of the employee. From Employees' viewpoint: "It is the dilemma of managing work obligations and personal/family responsibilities" and from Employer's viewpoint: "It is

the challenge of creating a supportive company culture where employees can focus on their jobs while at work". work/personal life integration as a working terminology to capture the synergies and connections between different parts of life and the way they flow into each other.

**Duxbury**<sup>13</sup> (2004), in her study entitled, "work life balance importance" stated that the role are overload, work to family interference and family to work interference. Role overload is having too much to do in the amount of time one has to do it in. Thus, it leads to the feeling of stress, fatigue and time crunch. Work to family interference occurs when work demands and responsibilities make it more difficult for an employee to fulfill family role responsibilities. Family to work interference occurs when family demands and responsibilities make it more difficult for an employee to fulfill work role responsibilities.

**Liz**<sup>4</sup>(2004) , in their study explored the "WLB Main Barriers To Women's Progression" highlights the long hours associated with managerial roles as a major problem. The research presents the business case which underpins diversity management and a voluntary approach to WLB may only deliver positive benefits to women when the labor market is tight, and even the benefits for women in management are far from demonstrated. A stronger equal opportunities approach is also shown to be problematic, as it draws attention to women's 'difference' to men and their need for special treatment. It is further argued that more work needs to be done with male managers in order to humanize the workplace for men and women who wish to lead rounded lives.

#### **4. ResearchMethodology**

The research methodology adopted for the study on work-life balance is primarily descriptive in nature, aimed at understanding the current state of work-life balance among employees and the factors influencing it. Primary data was collected through a structured questionnaire distributed to working professionals across different sectors, focusing on aspects such as working hours, stress levels, personal time, and job satisfaction

#### **5.1Research Design**

This study adopts a descriptive research design to explore the concept of work-life balance among employees. The objective is to understand current work-life balance trends, identify influencing factors, and analyze their impact on employee well-being and productivity.

##### **5.1.1objectives of the Study**

To study work-life balance of employees in Tech Volt Software Private Limited - Coimbatore”

1. To identify the factors causing stress among the employees.
2. To study the significant relationship, if any, between opinions about various aspects of work life balance and age, gender, marital status, experience and income.
3. To find out the satisfaction level of employees towards the work life balance practices Intech Volt software private limited.

##### **5.2 Data Collection Method**

**Primary Data:** Collected through a structured questionnaire distributed to working professionals across various industries. The questionnaire included both close-ended and Likert-scale questions to gather quantitative data.

**Secondary Data:** Sourced from existing literature, research articles, company reports, and online databases to support and validate the findings.

### 5.3 Sampling Technique

A convenience sampling method was used due to ease of access and time constraints. The target population included full-time employees in both public and private sectors.

### 5.4 Data Analysis

Data was analyzed using descriptive statistics such as percentages, mean scores, and standard deviation. For further analysis, correlation and cross-tabulation were used to determine relationships between variables like gender, working hours, job role, and satisfaction levels.

### 5.5 Limitations of the study

The sample size may not be fully representative of all industries or geographical locations. Responses may be

Biased due to self-reporting. Limited to a specific time frame and does not account for seasonal work patterns.

## Results and Discussion

**Table 1: Age Wise Classification of the Respondent**

S.No	Age	No. of Respondents	Percentage (Percent)
1	Below 25	37	27.8
2	26-35	62	46.6
3	36-45	18	13.5
4	46-55	14	10.5
5	Above 55	2	1.5
<b>Total</b>		<b>133</b>	<b>100</b>

**Result:** Table 4.1 shows that 46.6 per cent of the respondents are in the age group of 26 years - 35 years, 27.8 per cent of respondents are in the age group of below 25 years, , 13.5 per cent of the respondents are in the age group of 36 years – 45 years, 10.5 per cent of the respondents are in the age group of 46 years – 55 years and 1.5 per cent of the respondents are in the age group of above 55 years. Thus the majority of the respondents are in the age group of 26 years - 35 years.

**Table 2: Designation of the Respondents**

S.No	Particulars	No. of Respondents	Percentage (Per cent)
1	Employees	55	41.4
2	Team leader	11	8.3
3	Department head	27	20.3
4	Assistant manager	32	24.1
5	Manager	8	6.0
<b>Total</b>		<b>133</b>	<b>100.0</b>

### Result

Table 4.6 shows that 41.4 per cent of respondent are employees, 24.1 per cent of the respondents are assistant manager, 20.3 per cent of the respondents are department head, 8.3 per cent of the respondents are team leader, and 6 per cent of the respondents are manager towards the designation of the respondents. Thus the majority of the respondents are employees towards the designation of the respondents.

**Table 3: Health Program**

Particulars	No. of Respondents	Percentage (Percent)
Highly satisfied	21	15.8
Satisfied	36	27.1
Neither satisfied nor dissatisfied	34	25.6
Dissatisfied	24	18.0
Highly dissatisfied	18	13.5
<b>Total</b>	<b>133</b>	<b>100.0</b>

**Result:** Table shows that 15.8 Per cent of the respondents are highly satisfied, 27.1 Per cent of the respondents are satisfied, 25.6 Per cent of the respondents are neither satisfied nor dissatisfied, 18 Per cent of the respondents are dissatisfied , 15.8 Per cent of the respondents are highly satisfied and 13.5 Per cent of the respondents are highly dissatisfied towards the health program.

**Table 4: Heavy Work Load**

S.No	Particulars	No. of Respondents	Percentage (Percent)
1	Always	56	42.1
2	Often	27	20.3
3	Sometimes	23	17.3
4	Rarely	10	7.5
5	Never	17	12.8
	<b>Total</b>	<b>133</b>	<b>100.0</b>

**Result:** Table 4.25 shows that 42.1 Per cent of the respondents said that always, 20.3 Per cent of the respondents said that often, 17.3 Per cent of the respondents said that sometimes, 12.8 Per cent of the respondents said that never and 7.5 Per cent of the respondents said that rarely towards the heavy work load. Thus the majority of the respondents said that always towards the heavy work load.

**Table 5: Conflict With Coworkers**

S.No	Particulars	No. of Respondents	Percentage (Percent)
1	Always	16	12.0
2	Often	38	28.6
3	Sometimes	42	31.6
4	Rarely	17	12.8
5	Never	20	15.0
	<b>Total</b>	<b>133</b>	<b>100.0</b>

**Result:** Table 4.24 shows that 31.6 Per cent of the respondents said that sometimes, 28.6 Per cent of the respondents said that often, 15 Per cent of the respondents said that never, 12.8 Per cent of the respondents said that rarely and 12 Per cent of the respondents said that always towards the conflict with co-workers.

**Table 6:Flexible Working Hours**

S.N	Particulars	No. of Respondents	Percentage (Per cent)
1	Highly satisfied	52	39.1
2	Satisfied	56	42.1
3	Neither satisfied nor dissatisfied	15	11.3
4	Dissatisfied	8	6.0
5	Highly dissatisfied	2	1.5
<b>Total</b>		<b>133</b>	<b>100.0</b>

**Result:**Table shows that 42.1 Per cent of the respondents are satisfied, 39.1Per cent of the respondents are highly satisfied, 11.3 Per cent of the respondents are neither satisfied nor dissatisfied, 6 Per cent of the respondents are dissatisfied and 1.5P er cent of the respondents are highly dissatisfied towards the flexible working hours.

### 5. Findings of the Study

1. 55.6Per cent of the respondents are male.
2. 35.4Per cent of the respondents said that joint family.
3. 46.6Per cent of the respondents are in the age group of 26 years - 35 years.
4. 55.6Per cent of the respondents said that unmarried.
5. 41.4Per cent of the respondents are employees towards the designation of the respondents.
6. 33.1Per cent of the respondents have Rs. 15,000 to 20,000 as their income level.
7. 47.4Per cent of the respondents said that 5 hours towards the no. Of hours work in a day.
8. 38.3Per cent of the respondents said that 4 days towards the no. Of days work in a week.
9. 39.1Per cent of the respondents said that games towards manage if stress arises in work.
10. 51.9Per cent of the respondents are highly satisfied towards the separate policy for work life balance.
11. 40.6Per cent of the respondents are neither satisfied nor dissatisfied towards the counseling services for employees.
12. 27.1Per cent of the respondents are satisfied towards the health program.
13. 28.6Per cent of the respondents are highly dissatisfied towards the exercise facilities.
14. 31.6Per cent of the respondents are highly satisfied towards the family support program.
15. 42.1Per cent of the respondents are satisfied towards the flexible working hours.
16. 40.6Per cent of the respondents are highly satisfied towards the holidays / paid time off.
17. 42.1Per cent the respondents are highly satisfied towards the job sharing.
18. 38.3Per cent of the respondents are neither satisfied nor dissatisfied towards the career break.

### 6. Suggestions

1. Even though job satisfaction of employees in Techvolt Software Private Limited is found to be good, the statement "most of the work is done in the organization" has obtained the least score.
2. Hence, it is suggested that the employees have to be given optimal work load. Next to this, three statements namely, 'Satisfied with the working hours of the organization', Have time to do physical exercise and take care of health and 'satisfied with the present job' have got low scores.
3. Hence the management may take steps to make the employees satisfied with the present job by making the present job interesting and by giving proper training. With regard to factors affecting work life balance, even though all the factors obtained scores above the neutral point, the score

for the statement 'on the job, I have so much work to do that it takes me away from personal interest' is the least.

4. Hence the management has to take steps to find the optimal work for them and also proper training and motivation is to be given to them so that it reduces the feeling of burden. With regard to miscellaneous factors, health measures take the last position.
5. So the organization has to provide medical facilities and regular medical check up. The welfare measures in the organization are also to be improved. The Organization can also review the promotion policies.

## 7. Limitations of the Study

This study has several limitations that should be considered when interpreting the findings on work–life balance. First, the data rely primarily on self-reported responses, which may be influenced by social desirability bias or individual perceptions rather than objective measures of work and personal life boundaries. Second, the study sample may not fully represent all occupational sectors, income levels, or cultural contexts, limiting the generalizability of the results. Third, work–life balance is a dynamic concept that can change over time; however, the cross-sectional design of the study captures experiences at only one point in time and does not account for long-term variations. Additionally, external factors such as organizational policies, economic conditions, and personal responsibilities were not examined in depth, which may also influence work–life balance outcomes.

## 8. Conclusion

The family and work life are both important to employees in any sector and if these two are not maintained properly it creates stress and strain and result in to various diseases. This study is important because it tries to know the work life and family life INFERENCE:. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organization. There is now mounting evidence-linking work-life imbalance to reduced health and wellbeing among individuals and families. Work life balance policy are most likely to be successfully mainstreamed in organizations which have a clear understanding of their business rationale and which respect the importance of work-life balance for all employees. The researcher analyzed work life balance of employees of Tech Volt Software Private Limited and based on the findings suggestions are given. If these suggestions are considered while reviewing their HR policy, that will further improve the work life balance of their employees.

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