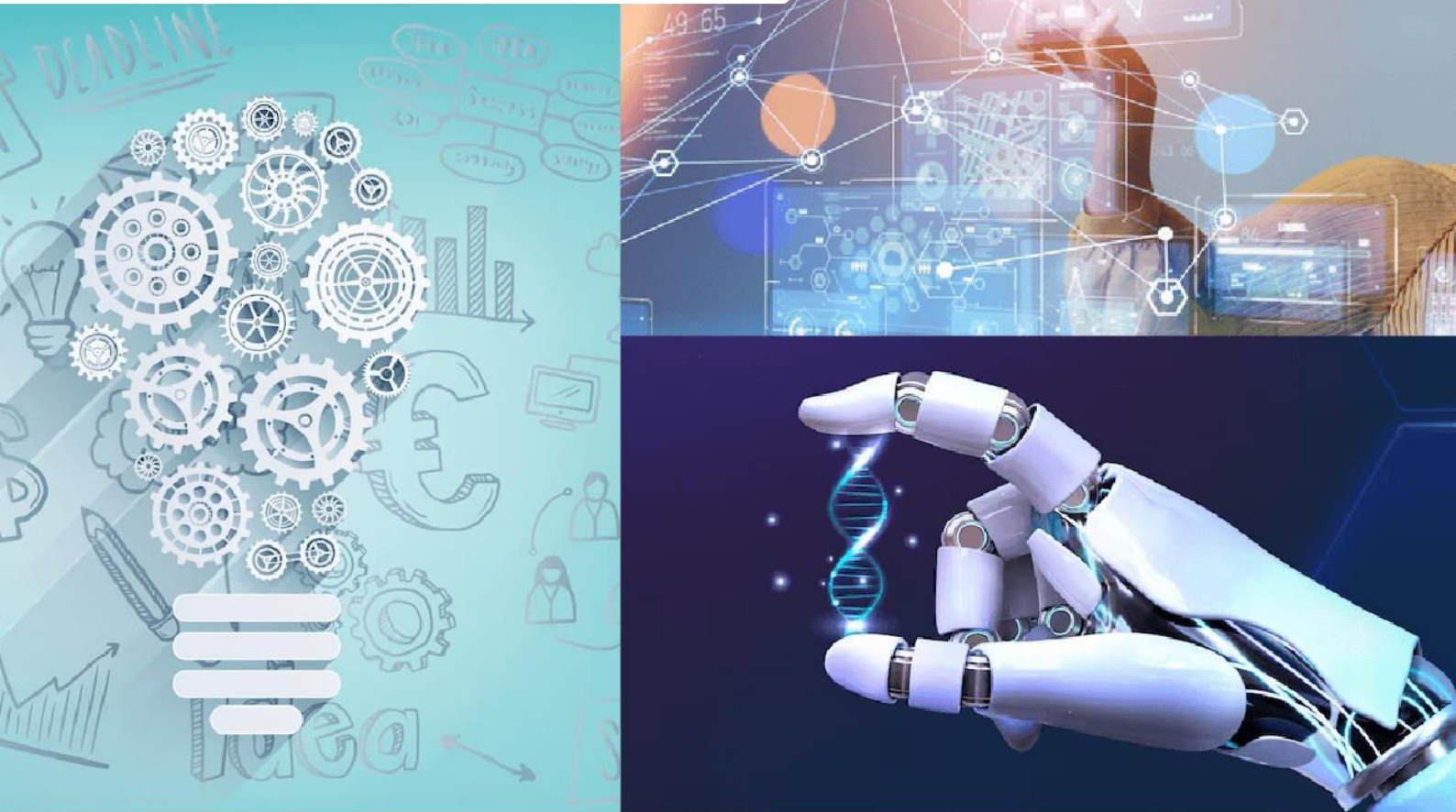




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A Study on Work Life Balance towards Employee Commitment

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ABSTRACT: Work-life balance has become an essential aspect of modern organizational practices, directly influencing employee commitment and overall performance. This study titled “A Study on Work-Life Balance towards Employee Commitment at Guru Integrated Services India Pvt. Ltd.” aims to examine the relationship between employees’ work-life balance and their level of commitment to the organization. The research focuses on understanding how factors such as working hours, workload, organizational support, and personal life management impact employee satisfaction and loyalty. Primary data was collected through structured questionnaires distributed among employees of Guru Integrated Services India Pvt. Ltd., while secondary data was gathered from journals, articles, and company records. The study analyzes employees’ perceptions of work-life balance policies and evaluates their effectiveness in enhancing commitment levels. Statistical tools such as percentage analysis and graphical representations were used to interpret the data. The findings indicate that a positive work-life balance significantly improves employee commitment, reduces stress, and enhances productivity. The study concludes that organizations that implement flexible work practices and supportive policies are more likely to retain motivated and committed employees, thereby achieving long-term organizational success.

KEYWORDS: Work-Life Balance, Employee Commitment, Job Satisfaction, Organizational Support

I. INTRODUCTION

In today’s fast-paced and highly competitive work environment, maintaining a proper balance between professional and personal life has become a major challenge for employees. The concept of work-life balance refers to the ability of individuals to effectively manage their work responsibilities along with their personal and family life without experiencing stress or conflict. Achieving this balance is essential for improving employee well-being, job satisfaction, and overall performance. Organizations have started recognizing the importance of work-life balance as a key factor in enhancing employee productivity and retention. Factors such as long working hours, tight deadlines, increased workload, and job pressure often lead to stress, burnout, and reduced efficiency. Therefore, companies are implementing various policies such as flexible working hours, leave benefits, and employee support programs to help employees maintain a healthy balance. In the context of Guru Integrated Services India Private Limited, understanding employee opinions on work-life balance is crucial, as it directly influences their motivation, engagement, and performance. Employees who are able to balance their work and personal life tend to be more committed, satisfied, and productive in their roles. This study aims to analyze employee perceptions and opinions regarding work-life balance in the organization. It focuses on identifying the factors affecting work-life balance, evaluating the effectiveness of existing policies, and understanding how work-life balance impacts employee satisfaction and performance. The findings of this study will help the organization to improve its work-life balance practices and create a more supportive and productive work environment for its employees.

II. REVIEW OF LITERATURE

Johnson & Smith (2026), “Work-Life Balance and Employee Productivity in Modern Organizations”. The study aimed to examine the relationship between work-life balance and employee productivity in modern organizations. The objective was to identify how flexible working arrangements influence employee efficiency and satisfaction. A descriptive research design was used with a sample of 300 employees. Statistical tools such as correlation analysis, regression analysis, and ANOVA were applied. The findings revealed that employees with better work-life balance

showed higher productivity and reduced stress levels. Flexible working hours and remote work options significantly improved employee morale. The study also found that poor work-life balance leads to burnout and absenteeism. It concluded that organizations must implement supportive policies to enhance employee well-being and performance.

Williams et al. (2025), “Impact of Work-Life Balance on Employee Engagement and Retention”. The objective of the study was to analyze how work-life balance affects employee engagement and retention in service organizations. A quantitative approach was adopted with a sample of 250 employees. Data was collected using structured questionnaires. Statistical tools like chi-square test, regression, and mean analysis were used. The findings showed that employees who maintain a healthy balance between work and personal life are more engaged and committed to the organization. Poor balance resulted in higher turnover intentions. The study also highlighted that organizational support plays a key role in improving engagement. It concluded that work-life balance is essential for employee retention and organizational success.

Kumar & Sharma (2024), “Employee Work-Life Balance and Job Satisfaction”. The study focused on analyzing the relationship between work-life balance and job satisfaction. The objective was to identify factors influencing employee satisfaction levels. A sample of 200 employees was selected using random sampling. Statistical tools such as correlation, t-test, and regression analysis were applied. The findings revealed that employees with better time management and flexible schedules reported higher job satisfaction. Work pressure and long working hours negatively affected satisfaction. The study also found that organizational policies significantly impact employee well-being. It concluded that maintaining work-life balance is essential for improving job satisfaction.

Statement of the problem

In the present dynamic and demanding work environment, employees often face difficulties in maintaining a proper balance between their professional responsibilities and personal life. Increasing workloads, long working hours, tight deadlines, and job pressure have made it challenging for employees to effectively manage both aspects of their lives. This imbalance can lead to stress, fatigue, reduced job satisfaction, and lower productivity. At Guru Integrated Services India Private Limited, employees may experience similar challenges in balancing their work and personal commitments. Despite the presence of organizational policies, there may be gaps in their effectiveness or implementation, which can affect employee well-being and performance. Therefore, the problem addressed in this study is to analyze employee opinions regarding work-life balance, identify the factors influencing it, and evaluate how it impacts employee satisfaction and performance. The study also aims to determine whether the existing work-life balance practices are adequate improvements for creating a healthier and more productive work environment.

Objectives of the Study:

- To analyze employee opinions on work life balance in the organization.
- To Understand the challenges faced by employees in balancing their professional and personal life.
- To Analyze the effect of flexible working arrangements on Employees personal and professional life.
- To Analyze the impact of work life balance towards Employee Commitment.

III. RESEARCH METHODOLOGY:

This methodology explain about the overall objective of research design, data collection method, sampling procedure, construction of questionnaire, tools of analysis. The usefulness and contribution of research in assisting management decisions is so crucial that it has given rise to the opening of a new field altogether called research methodology. Research in common context refers to a search for knowledge. It can also be defined as a scientific and systematic search for gaining information and knowledge on a specific topic or phenomena. The study is descriptive in nature. Because it describes opinion, the effectiveness of quality of work life balance. A research design is the arrangement of condition for of data in manner that aims to combine relevance to the research purpose with economy in procedure.

IV. ANALYSIS AND INTERPRETATION:

INTRODUCTION

This chapter deals with the analysis and interpretation of the study. For the analysis following statistical tools have been applied

1. Percentage Analysis
2. Chi Square test
3. ANOVA

PERCENTAGE ANALYSIS

Percentage refers to a special kind of ratio in making comparison between two or more data and to describe relationships. Percentage can also be used to compare the relation terms in the distribution of two or more sources of data.

$$\text{Percentage of Respondents} = \frac{\text{Number of Respondents}}{\text{Total Respondents}} \times 100$$

CHI SQUARE TEST:

The chi square test is an important test among the several tests of significance developed by satisfaction. Chi-square, symbolically written is a statistical measure used in the contexts of sampling analysis for comparing a variance to a theoretical variance. It can also be used to make comparison between theoretical population and actual data when categories as used. By comparing a calculated value with the table value of for degrees of freedom at given level of significance. We may either accept or reject the null hypothesis .If the calculated value of is less than the value, the null hypothesis is accepted, but if the calculate value is equal or greater than table, value the hypothesis is rejected.

The formula applied for Chi-square

O_i = Observed Frequency

E_i = Expected frequency

ANOVA:

A statistical analysis tool that separates the total variability found within a data set into two components: random and systematic factors. The random factors do not have any statistical influence on the given data set, while the systematic factors do. The ANOVA test is used to determine the impact independent variables have on the dependent variable in a regression analysis.

V. FINDINGS**Percentage Analysis:**

Majority 90 (54.5%) of the respondents are belong to the age group between 30-40 years.

Majority 66% of the respondents are male.

Majority 135 (81.8%) of the respondents are married.

Majority 75 (45.5%) of the respondents are professionals.

Majority 75 (45.5%) of the respondents monthly income is rs.15,001 - rs.30,000.

Majority 105 (63.6%) of the respondents are belong to nuclear family.

Majority 105 (63.6%) respondents have 3-5 members in their family.

Majority 75 (45.5%) of the respondent have 5-10 years of experience in the organization.

Majority 90 (54.5) of the respondents are residing in rural area.

Majority 75 (45.5%) of the respondents are worked in middle level.

Majority 90 (54.5%) of the respondents financial independence factor that motivates to our work.

Majority 60 (36.4%) of the respondents are indifferent of time spent at work.

Majority 75 (45.5%) of the respondents are satisfied with working hours.

Majority 75 (45.5%) of the respondents are spend between 2-4 hours on domestic activities.

Majority 75 (45.5%) of the respondents are occasionally work for long hours and even on holidays.

Majority 46 (27.8%) of the respondents are frequently think about work.

Majority 90 (54.5%) of the respondents are occasionally miss out quality time spend with family and friends.

Majority 90 (54.5%) of the respondents are sometimes attended events at home.

Majority 105 (63.6%) of the respondents are said provide leaves to manage work life initiatives has taken for managing work life.

Majority 45 (27.3%) of the respondents have suffer from obesity and diabetes disease.

Chi-Square Test:

There is a significant association between Satisfy with working hours of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected.

There is a significant association between Time spend on domestic activities and their level of satisfaction. Hence, Null hypothesis is rejected. There is a significant association between Initiatives of organisation of the respondents and their level of satisfaction. Hence, Null hypothesis is rejected.

ANOVA:

The significant value (0.001) is less than 0.05. So, there is a significant difference in the mean scores of the respondents based on factors affecting in work life balance with respect to level in management of the respondents

The significant value (0.378) is greater than 0.05. So, there is no significant difference in the mean scores of the respondents based on factors affecting in work life balance with respect to factors that motivates to work.

The significant value (0.000) is less than 0.05. So, there is a significant difference in the mean scores of the respondents based on factors affecting in work life balance with respect to experience of the respondents.

VI. SUGGESTIONS

- Based on the study of employee opinion on work-life balance at Guru Integrated Services India Private Limited, the following suggestions are provided:
- The company should introduce flexible working hours to help employees manage personal and professional responsibilities effectively.
- Management should consider reducing excessive workload and ensure fair distribution of tasks among employees.
- Employees should be provided with adequate leave facilities and encouraged to take regular breaks to reduce stress.
- The organization can implement employee wellness programs such as stress management workshops, yoga sessions, and counseling support.
- Encourage a positive work culture where employees feel comfortable discussing work-life balance issues with supervisors.
- Introduce work-from-home or hybrid work options wherever possible to improve flexibility.
- Regular feedback should be collected from employees to monitor work-life balance satisfaction levels.
- Recognition and appreciation should be improved to increase employee motivation and reduce burnout.

VII. CONCLUSION

The study on employee opinion regarding work-life balance at Guru Integrated Services India Private Limited highlights that work-life balance plays a crucial role in enhancing employee satisfaction, motivation, and performance. Employees who are able to maintain a proper balance between their work and personal life tend to be more productive, committed, and less stressed.

The findings indicate that while employees value work-life balance, there are certain areas that require improvement, such as workload management, flexibility in working arrangements, and employee support systems. Addressing these issues will help the organization improve employee well-being and reduce stress levels. Overall, maintaining a healthy work-life balance benefits both employees and the organization. It leads to higher productivity, better job satisfaction, reduced absenteeism, and improved employee retention. Therefore, Guru Integrated Services India Private Limited should focus on work-life balance policies to create a more supportive and efficient work environment.

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