

**A STUDY ON IMPACT OF WORK LIFE BALANCE ON JOB SATISFACTION LEVEL OF EMPLOYEES AT WIPRO COMPANY**

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**ABSTRACT**

*Modern living now includes the idea of work-life balance as a fundamental principle. The meaning of this expression is clear, but it seems to be difficult to put into practice. Work-life imbalance is a problem that affects both men and women. The objective of this study is to identify the factors related to work life balance at Wipro company and to study the impact of work life balance on job satisfaction level of employees in IT industry. To gather the data structured five- point Likert's scale questionnaire was used. A survey was conducted with the sample size of 126. To test the hypotheses correlation and regression statistical tests were applied. According to the findings it is found that employees have job satisfaction level while working at Wipro company.*

**Keywords: work-life balance, IT industry, job satisfaction.**

**INTRODUCTION:**

Work-life balance is critical in today's competitive workplace, and employees may experience difficulties if they lack job satisfaction and consistency in their lives. There is stress associated with finding a work-life balance all over the world, which affects everyone. It becomes critical when there is no job satisfaction. Gaining consistency between professional and personal work is essential for achieving work-life balance and reducing conflict between professional and household life. The overall performance of any organisation is determined by the performance of its people, which is determined by a number of variables. Work-life balance refers to an individual's ability to manage both personal and professional life. Job satisfaction is defined as a pleasurable or positive emotional state caused by an evaluation of one's job or experience.

**OBJECTIVES OF THE STUDY**

- To identify the factors related to work life balance at Wipro company.
- To study the impact of work life balance on job satisfaction level of employees in IT industry.

**LIMITATIONS OF THE STUDY:**

This study is limited to Bangalore city. This study is limited to only Wipro company and received less respondents also. For this study we could use only regression and correlation as we were studying the relationship and the impacts. A happy job is essential for a successful professional life nevertheless, one of the main disadvantages of job satisfaction is that it can lead to an unwillingness to move outside of your comfort zone

**REVIEW OF LITERATURE:**

Ms. Priya Sahrawa and Prabhat Singh Rawat (2021): The title of the paper is “Work life balance and job satisfaction among corporate employees” and found that Worklife balance and job satisfaction are strongly intertwined. People with a satisfied work life balance and job happiness are more likely to be highly productive and maintain their employment better. This also results in a large decrease in personnel turnover in the corporate sector. As a result, it is an essential component of business policy to keep their personnel content.

Dr. S. Ramesh, Vignan, Dr. Haniefuddin Shaik, Dr. Shaik Shamshuddin Assistant Professor (2020): A sizeable portion of respondents are happy with their jobs, the outcomes of job satisfaction are dependent on the organisational climate. He added that for the purposes of this study, he had selected the private and public sectors, and that the results of employment-related aspects play a crucial part in the job satisfaction of employees.

K. Agha, F. T. Azmi, and A. Irfan (2017): The title of the paper is “Work-Life Balance and Job Satisfaction: An Empirical study Focusing on Higher Education Teachers in Oman” and found that the structural equation model's values suggested that WIPL and PLIW have a strained relationship with education. WPLE had a higher level of pleasure and work satisfaction, whereas WPLE had a lower level of satisfaction and job satisfaction.

There is a good link between teaching satisfaction and work satisfaction. Furthermore, instructor satisfaction had a favourable impact. job satisfaction correlation. As a result, it was clear that in the present scenario, the anticipated model holds true because all hypotheses were acceptable.

**DATA AND METHODOLOGY:**

The research method used in this study is descriptive research design. 120 random samples were obtained for data analysis and interpretation using the questionnaire method of data collection. In this questionnaire we have used five-Likert scale. The scores ranged strongly disagree (1) to strongly agree (5). In this study, descriptive statistics were performed for data analysis, there was a total of four sections in the questionnaire. Questions relevant to the respondents' fundamental information were asked in the first segment. The objective of the second session is to know the causes for disturbed work life balance in organizational and personal related factors. The purpose of the next section is to discover the impact for disturbed work life balance in both personal as well as organisational related factors. The final part discussed the suggestive measures to relieve work life balance and job satisfaction.

**DATA ANALYSIS AND INTERPRETATION:**

Hypothesis 1: Correlation on work life balance and job satisfaction

H0= There is no significant relationship between the work life balance and job satisfaction level of employees at Wipro.

H1= There is a significant relationship between the work life balance and job satisfaction level of employees at Wipro.

**Correlation**

		Are you satisfied with the training opportunities provided by y	Do you think by providing fair pay can improve employee job satisfaction level?
Are you satisfied with the training opportunities provided by y	Pearson's r p-value N	- - -	
Do you think by providing fair pay can improve employee job satisfaction level?	Pearson's r p-value N	0.402 <.001 126	- - -

Interpretation: Based on the above table  $p= 0.01$  which is  $< .005$ , we conclude that there is a significant relationship between Wipro employees' work-life balance and job satisfaction level

H0 is rejected and H1 is accepted that is there is a significant relationship between the work life balance and job satisfaction level of employees at Wipro.

Hypothesis 2: Regression on work life balance and working hours

H0= There is no significant impact of working hours of employees on work life balance

H1= There is a significant impact of working hours of employees on work life balance

**Normality Test (Shapiro-Wilk)**

Statistics	p
0.927	<.001

Interpretation: From the above table it is observed that  $p= 0.01$  which is  $< 0.05$ , we conclude that there is a significant impact of working hours of employees on work life balance.

H1 is accepted and H0 is rejected there is a significant impact of working hours of employees on work life balance.

Hypothesis 3: Regression on Gender and job satisfaction

H0= There is no significant impact of gender on work life balance and job satisfaction.

H1= There is a significant impact of gender on work life balance and job satisfaction.

**Normality Test (Shapiro-Wilk)**

Statistics	p
0.895	<.001

Interpretation: From the above table it is observed that  $p = 0.01$  which is  $< 0.05$ , we conclude that there is no significant impact of gender on work life balance on job satisfaction and the  $f = 3.41$  which is  $< 2.56$ .

H1 is rejected and H0 is accepted that is there is no significant impact of gender on work life balance on job satisfaction.

**FINDINGS:**

1. As per the study 101 respondents are comfortable with their work schedule is (80%) and the 25 respondents are not comfortable with their work schedule is (20%)
2. The above study tells that the 63 respondents belong to the under graduate that is (50%) and the 14 respondents belong to the group of others that is (11%).
3. From the above analysis it tells that majority of the responders comes under the monthly income of 35,000-50,000 per month (36%) and the least number of respondents comes under the monthly income of up to 90,000 per month (13%).
4. We founded that the 37 respondents take 10 minutes to go to work (29%) and 28 respondents take more than an hour (22%).

**SUGGESTIONS:** The study we got to know that majority of the employees are comfortable with their work schedule, to reach to work most of them take maximum 10 minutes from their home, there is a lack of a healthy work life balance may be caused by higher expenses without rise in pay, majority of responders feel that unsatisfied work life balance may result from increased responsibilities at work place. By receiving frequent feedback can increase productivity and also by providing fair pay can motivate the employees. Also by promoting yoga, meditation can reduce stress for employees. Empowering employees can increase the job satisfaction. By providing training opportunities for willing employees make them to be loyal and knowledgeable. Even by providing the counselling sessions can improve work life balance and job satisfaction level of each individual

**CONCLUSIONS:** The idea of work-life balance is not new in the field of human resources, so it always be scrutinised in numerous studies. The more workers believe they have control regarding their workplace, the better they will be able to juggle family and work. From the study we got to know that employees feel that the work will be equally distributed so that there is no bias done inside organisation. The employees gives response as due to lack of work load they are facing sleeping disorder. The overall analysis concludes that work-life balance in organisations can be achieved only by increasing employees' autonomy and capability to perform well at the work and the home, work life balance practises, once available and used, will reduce work-life conflict and increase organisational productivity. Majority of the responders says that they have missed some specific moment of their lives due to workload and time constraint. The work load the organisation is providing to their employees are causing mental health so they need to take care of that.

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