A Study on Work Life Balance among the Papermill Employees of Tirunelveli District, Tamilnadu

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Abstract

Work-life balance has become a crucial aspect of employee well-being, significantly impacting productivity, job satisfaction, and overall quality of life. This study examines the factors influencing employees' ability to balance professional responsibilities with personal commitments. The researcher followed convenient samplingusing structured questionnaires for collecting data from 60 employees Nadukallur Village, Tirunelveli district. Through data collection methods such as interviews, key challenges like long working hours, role conflict, and limited flexibility were identified. Employees facing heavy workloads and tight deadlines reported higher stress levels, which negatively impacted their ability to balance professional and personal responsibilities. However, those who adopted effective time management strategies, such as task prioritization and goal setting, experienced improved balance. Flexible work arrangements, including remote work options and flexible hours, were identified as key contributors to better work-life integration, particularly for working parents and caregivers. Organizational support, such as wellness programs, mental health resources, and encouraging leadership, played a vital role in reducing employee burnout and improving overall satisfaction.

Keywords: *Work-life balance, Employee well-being, Flexible work policies, Job satisfaction, Organizational support*

Introduction

Work-life balance refers to the ability of employees to effectively manage their professional responsibilities while maintaining a fulfilling personal life. Achieving this balance is crucial for employee well-being, job satisfaction, and overall productivity. In

today's fast-paced work environment, employees often face challenges such as long working hours, high job demands, and increased personal commitments, which can disrupt this balance. This study aims to explore the factors influencing work-life balance, identify common challenges faced by employees, and provide insights into strategies that organizations can adopt to foster a more balanced and productive workforce.

Objectives

- To study the Socio demographic details of the respondents.
- To identify the factors that would lead or help in balancing the work life.
- To find the working conditions of the respondents.
- To analysis the work life balance of the respondents.
- To promote suitable suggestions to improve the work life balance of the respondents.

Methodology

The researcher collected data from PaperMills employees in Tirunelveli, TamilNadu. The primary data was collected directly from the 60 factory employee by convenient sampling technique which is a type of non probability sampling approach, adapted for the study. The data collection tool was structured interview schedule.

TABLE: 1 - Personal profile of the respondents

Age	18-25	25 -35	36- 45	46-55	
	10%	38.3%	50.0%	1.7%	100
Gender	Female	Gender	Male		
	31.1%	1.7%	36.7%		100
Marital Status	Divorced	Married	Single		
	1.1%	75.0%	23.3%		100
Education Qualification	Bachelor Degree	Diploma Degree	High School	Secondary School	
	20.0%	30.0%	46.7%	3.3%	100
Occupation	Employed	Self Employed			
	91.7%	8.3%			100
Monthly Income	10000-15000	15000-25000	25000-35000	Above 35000	
	20.0%	1.7%	61.7%	16.7	100
Family Type	Joint	Nuclear			
	6.7	93.3			100

Residence	Rural	Urban			
	88.3%	11.7%			100
Types of Housing	Owned	Rented			
	88.3%	11.7%			100

The majority of individuals are in the 36-45 age group. The majority of respondents are Female. The majority of individuals are Married. Most respondents have completed High School. The majority of individuals are Employed. The highest proportion of individuals earn between 25,000-35,000. Most respondents live in nuclear families. The majority live in Rural areas, with 88.3% of the population residing in rural locations. Most individuals live in Owned homes

TABLE 2: Factors Related to Worklife Balance

Work arrangement	Yes	No			
	91.7%	8.3%			100%
Working hours per day	less than 8 hours	more than 8 hours			
	70%	30%			100%
Working hours per week	5 days	6 days	7 days		
	5.0%	85.0%	10.0%		100%
Work over time 2 hr week	Yes	no			
	70.0%	30.0%			100%
Work night shift	frequently	never	occasionally	rarely	
	36.7%	21.7%	33.3%	8.3%	100%
Hazardous chemicals or dust	yes	no			
	51.7%	48.7%			100%
Temperature range in your workspace	comfortable	cold			
	96.7%	3.3%			100%
Workspace well ventilated	Yes	No			
	95.0%	5.0%			100%
Personal protective equipment (ppe)while working	always	sometimes	rarely	never	
	3.3%	75.0%	20.0%	1.7%	100%
Repetitive strain or musculoskeletal discomfort	yes	no			
	38.3%	61.7%			100%
Take breaks during work hours	occasionally	rarely	never		
	51.7%	40.0%	8.3%		100%

Often do you lift heavy objects	never	occasionally	rarely		
	6.7%	70.0%	23.3%		100%
Often do you take sick leave	frequently	never	occasionally	rarely	
	1.7%	35.0%	46.7%	16.7%	100%

The majority of respondents have a work arrangement that supports work-life balance, with 91.7% agreeing. Most individuals work less than 8 hours per day (70%), and 85.0% work 5 days a week. A significant portion (70%) works overtime of 2 hours per week. Regarding shifts, 36.7% work frequently night shifts, while 33.3% work them occasionally. 51.7% are exposed to hazardous chemicals or dust, and the workspace temperature is generally comfortable for 96.7%. Most workspaces are well ventilated (95%), and 75.0% use personal protective equipment sometimes. 38.3% report experiencing musculoskeletal discomfort, while 51.7% occasionally take breaks during work hours. The majority occasionally lift heavy objects (70%) and 46.7% take sick leave occasionally.

TABLE 3: Working conditions of the respondents

Receive feedback from supervisors	Regularly	Occasionally	Rarely	
	1.7%	71.7%	26.7%	100%
Do you feel supported by colleagues	Yes	No		
	78.3%	21.7%		100%
Are your concerns addressed promptly	Yes	No		
	51.7%	48.3%		100%
Are opportunities for career advancement available	Yes	No		
	75.0%	25.0%		100%
Feel valued by your employer	Yes	No		
	95.0%	5.0%		100%
Experienced work related stress	Yes	No		
	83.3%	16.7%		100%
Safety protocols clearly communicated	Yes	No		
	85.0%	15.0%		100%
Combine family and career	Cant easy	Different	Very easy	
	63.3%	8.3%	28.3%	100%
Feel that my family problems affect my job performance	Yes	No		
	66.7%	33.3%		100%
Enough support from my family members	High level	Moderate		
	80.0%	20.0%		100%

Recommend this workplace	Likely	Neutral	Unlikely	
	11.7%	83.3%	5.3%	100%

The majority of employees occasionally receive feedback from supervisors (71.7%) and feel supported by colleagues (78.3%). 51.7% believe their concerns are addressed promptly, and 75.0% see career advancement opportunities available. A large majority feel valued by their employer (95.0%) and experience work-related stress (83.3%). 85.0% report that safety protocols are clearly communicated. In balancing family and career, 63.3% find it difficult to combine the two. 66.7% feel their family problems affect their job performance, but 80.0% receive high-level support from family. Most employees would recommend their workplace, with 83.3% being neutral on the matter.

TABLE 4: Work Life Balance

Prepare yourself in household works for next day job.	pre meal preparation	laundry/ ironing	vessels cleaning	all of the above	
	1.7%	73.3%	1.7%	23.3%	100%
Spouse helps for household works	yes				
	100.0%				100%
Problems do you faced as working women	difficult to balance family &job	lack of support from family	stress		
	40.0%	1.7%	58.3%		100%
Would you rate your physical health	fair	good			
	80.0%	20.0%			100%
Would you rate your mental health	excellent	fair	good	poor	
	3.3%	68.3%	25.0%	3.3%	100%
experience stress due to Work-life balance	yes	no			
	85.0%	15.0%			100%
Place where i work, i am treated with respect	agree	disagree	strongly disagree	strongly agree	
	93.3%	3.3%	1.7%	1.7%	100%
Colleagues backbite each other	yes	no			
	51.7%	48.3%			100%
Given adequate and fair compensation for the work you do.	agree	disagree			
	86.7%	13.3%			100%
Experience eye strain or headaches due to work	frequently	never	occasionally	rarely	
	1.7%	5.0%	73.3%	20.0%	100%

The majority of individuals engage in laundry/ironing (73.3%) when preparing for household work the next day. 100% of spouses help with household work. The primary challenge faced by working women is stress (58.3%), followed by difficulty in balancing family and job (40.0%). In terms of physical health, 80.0% rate it as fair, while 68.3% rate their mental health as fair. Most respondents experience stress due to work-life balance (85.0%). A significant majority feel respected at their workplace (93.3%), though 51.7% report that colleagues backbite each other. Most employees agree that they are given adequate and fair compensation (86.7%) for their work. Regarding work-related strain, 73.3% experience eye strain or headaches occasionally.

Opinion of Improving work life balance

The majority believe that clear boundaries between work and personal life are essential for their well-being, with 68.3% strongly agreeing. Regarding work-life balance satisfaction, 50.0% are dissatisfied, as they disagree with the statement. 35.0% find their work-life balance inadequate. A significant portion of individuals feel overwhelmed by work demands on their personal life (23.3% agree). Flexible scheduling is considered important by 18.3%, and 25.0% would benefit from more control over their work schedule. Support from their supervisor is important for 25.0% of respondents in managing work and personal responsibilities. Finally, 21.7% experience work-related stress as a significant issue.

Conclusion

The data suggests that work-life balance is a significant concern for many employees. A clear majority emphasize the importance of boundaries between work and personal life, with 68.3% strongly agreeing that such boundaries are essential for their well-being. However, despite this recognition, many individuals report dissatisfaction with their current work-life balance, with 50.0% expressing dissatisfaction and 35.0% considering their work-life balance inadequate.

There is a notable need for flexibility in scheduling, as 18.3% view it as essential to maintaining balance, and 25.0% would benefit from having more control over their work schedules. The role of supervisory support is also crucial, with 25.0% highlighting its importance in managing both work and personal responsibilities. Additionally, a significant

portion of employees report experiencing stress due to work-life imbalance, and many feel overwhelmed by work demands encroaching on their personal life.

In conclusion, while employees recognize the need for work-life balance, the data indicates that many face challenges in achieving it. There is a clear desire for more flexibility, support, and control over work schedules to better manage the demands of both work and personal life.

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