

CHALLENGES AND CIRCUMSTANCES OF MEDIUM SIZE ENTERPRISES EMPLOYEES WORK LIFE BALANCE

*¹Mr. D. BabinDhas, ²Dr. S. C. Vetrivel

ABSTRACT--The analysis of the problem of work- life balance (WLB) expanded through the last few years, being transformed and connected with family life, into more general issue, concerning all the employees. The problem occurs especially with reference to the Medium Size Enterprises, which dominate in the enterprise structure in the world. At the same time these organizations represent relatively low standards in terms of realization of the basic rules of HR management, including WLB. It is caused not only by the system and organizational limitations, but it is also a result of a lack of the employers' awareness in relation with a given area. It also seems to be interesting that the peculiarity of the functioning of a SMEs may be recognized as a factor fostering efficient management of WLB (greater flexibility in decision- making process, greater flexibility in terms of structural and economic matters), but at the same time size of the company can be recognized as a factor creating an obstacles in implementation of the WLB idea (ad hoc management, lack of knowledge in the area of shaping activities concerning WLB, focus on profit in a short time, lack of strategic management, lack of formal representations of the employees' interests). The aim of the article is to present the results of authors' own research focusing on the Circumstances of WLB of SME's employees.

Keywords-- Small Business, Medium Size, Work life balance, Enterprise

I. Prologue

Work-life balance was the idea that a person's life outside of work was just as important as their working life. And that the time a person spends working should be balanced by time spent doing things such as spending time with friends and family, keeping fit, doing hobbies, travelling, etc.

On the plus side of work-life balance, the idea has brought attention to the fact that being a workaholic was detrimental to a person's physical and mental well-being. Socializing, physical activity, and being with friends and family were all activities that contribute to being healthier and happier.

On the minus side of work-life balance was the assumption that work was some drudgery and that the more you did of it, the worse off you will be (except, perhaps, financially). This whole 19th-century sweatshop idea of work being debilitating, grueling, and soul-destroying short changes the positive aspects of work, such as the

¹ *Research Scholar, Anna University, Chennai, India., Assistant Professor, Department of Management Studies, Loyola Institute of Technology, Anna University, Chennai, India. ORCID code: 0000-0001-7144-9081, babindhasmba@gmail.com

² Research Supervisor, Anna University, Chennai, India, Associate Professor, School of Management Studies, Kongu Engineering College, Erode, India, ORCID code: 0000-0003-3050-821, scvetrivel@gmail.com

satisfaction one derives from achieving goals, creating things, and exercising one's brawn and/or intellect to solve challenges.

II. WORK-LIFE BALANCE FOR SMALL BUSINESS OWNERS

The positive aspects of work were one of the great things about running your own small business; you get to do these things, sometimes daily. Therefore, you may be particularly prone to spending too much time on the work side of the teeter-totter and letting your work life interfere with your family/personal life to the detriment of your relationships.

We need to guard against this by making sure that we were giving your family and friends the time and attention they need and by looking after ourselves. If spending too much time working or letting work interfere with your personal life was or had been a problem, make some resolutions to improve our work-life balance. It may even be time for us to downsize your business.

Many people find that making an effort to incorporate some time management into their lives makes a considerable improvement in their work-life balance. Delegating or outsourcing at home or work frees up time

Many small business owners, particularly that had started their businesses from scratched, had a great deal of difficulty delegating even minor tasks to employees. Fear of loss of controlled or spending money was one of the usual reasons.

If finances were not an issue and you had employees, sat down and make a list of minor tasks that you could delegate (if you hasn't had employees considered hiring on a contract or permanent basis). Examples of tasks to delegate include:

- Bookkeeping
- Business website design/maintenance
- Social media postings (face book, twitter, etc)
- Creating and sending out promotional material, newsletters, etc.
- Customer support
- Data entry
- Deliveries/pickups
- Invoicing
- Filing (paper or digital)
- Purchasing office equipment and supplies
- Technical support
- Paying bills
- Making bank deposits
- Booking flights, hotels, rental vehicles
- Office cleaning

The same applies to your home environment. Did you enjoyed doing house and yard maintenance during your time off work? If not, considered outsourcing or engaging family members to perform some of these tasks:

- Yard maintenance - mowing lawns, maintaining shrubs and gardens, pruning trees, etc.

- Washing windows
- Cleaning gutters
- Housecleaning
- Laundry
- Grocery shopping
- Painting

III. STATEMENT OF THE PROBLEM

Work-Life balance is a concept with several connotations and varied consequences within and among different stakeholders. Over the past two decades the issue work-family and work-life balance have received significant attention from employers, workers, politicians, academics and the media. Concerns about work-life balance have become salient for number of reasons. In this view, the researcher has done a study to understand the employees work life balance with reference to Medium Size Enterprises in Chennai.

IV. OBJECTIVES

- 1) To know whether the workers are able to balance the work life and family life.
- 2) To identify whether the nature of the work is affecting their personal lives.
- 3) To identify the factors that impacts work – life balance.
- 4) To suggest some measures to improve work life balance.

V. METHODOLOGY

This study conducted was analytical in nature. The sampling plan was stratified random sampling. The sampling covers 5 Medium Size Enterprise. In each approximately 12 sample respondents were survived and ultimately we firm up 52 samples for the study. The data analysing tools such as chi-square, factor analysis and simple ranking method were used.

VI. LIMITATIONS

- 1) The sample was limited to Medium Size Enterprise in Chennai.
- 2) The study was conducted under the assumption that the information given by the respondents will be authentic
- 3) The outcome of the study cannot be generalized as the data is collected only from a section of employees and not from all the employees
- 4) The study is mainly concentrated only on the Medium Size Enterprise. Hence it becomes difficult to judge the importance of work life balance across other industries.

VII. DATA ANALYSIS AND INTERPRETATION

The below table show the level of satisfaction about workers in Medium Size Enterprises and the result is stated that the factors are significance for the workers work life balance. They are responsible on current work role (position), current work load, obligations of work and personal life balance and opinion about time spent at work. But, they insignificance about improvements provide by management for balancing work life.

Table 1: Chi-square analysis

S.No	Factors	Chi-Square
1	Satisfaction of current work role (position) on	Significant
2	Satisfaction of current work load on work life	Significant
3	Improvements provided by management for	Not -
4	Obligations of work and personal life balance	Significant
5	Opinion about time spent at work	Significant

The table 2 – Relationship between Work Load and Work Life Balance were analysed by Factor analysis shows. In this that the six factors are shortlisted as two factors, the factors such as workload is heavy to have work and family balance, workload is emotionally challenging to maintain a work-life balance, greater demands placed on employees, employees are paid a fair amount for the work they do to promote a balanced working life and employee job responsibilities are clear and precise to plan for a balanced working life, which are named as stress and procedural issues.

The factor 2 were loaded by work procedures and reporting relationships, work Circumstances, time spent at work, time for taking good care of families which are named as imbalance of family and work.

Table 2: Factor analysis

Work Load and Work Life Balance (Factors)	Factor 1	Factor 2
The workload is heavy to have work and family balance	0.548	
The workload is emotionally challenging to maintain a work-life balance.	0.756	
There are greater demands placed on employees at the workplace.	0.951	
The employees are paid a fair amount for the work they do to promote a balanced working life.	0.711	
The employee job responsibilities are clear and precise to plan for a balanced work-life balance.	0.588	
The work procedures and reporting relationships are good for a balanced work-life balance.		0.869
The work Circumstances are clean to promote work-life balance.		0.684
There is too much time spent at work.		0.774
A lot of time is spent taking good care of families.		0.695

The table 3 ranked the problem faced by medium size enterprise workers are as follows:

Table 3: Rank analysis

S.No	Problems	Rank
1	Occupational problems as stress	2
2	Mental harassment	4
3	Discrimination at Workplace	3
4	Control over schedule and hours worked	1
5	Sufficient salary package	6
6	Family support	5

VIII. SUGGESTION

- 1) Medium Size Enterprise must come up with effective and efficient work life balance policies
- 2) Medium Size Enterprise can provide a flexible hours in general helps to balance work life
- 3) Additional provisions can be provided to the employees(Such as health program, Counselling, Parenting Care, Telecommuting etc.,)
- 4) Work life balance programs can be customized to individual needs
- 5) There can be some flexibility in hours during the workdays to take care of the personal and family matters
- 6) Workers carrying work from home at night and or on weekends should be analyzed and considered carefully.
- 7) The work schedule present makes them difficult to fulfil domestic obligations, so it can be rescheduled
- 8) Work load make the employees cancel important social arrangement which should be analysed and make alternatives.

IX. CONCLUSION

Evidence suggests that improvements in people management practices, especially work time and work location flexibility, and the development of supportive managers, contribute to increased work-life balance. Work-life balance programs have been demonstrated to have an impact on employees in terms of recruitment, retention/turnover, commitment and satisfaction, absenteeism, productivity and accident rates. Companies that have implemented work-life balance programs recognize that employee welfare affects the “bottom line” of the business. Parameters are required to ensure that programs are having the desired effect on both employees and the company. Six parameters that can be used to evaluate work life balance programs are: extent of management buy-in and training, how programs are communicated to employees, corporate culture, management controls, human resources policies and employee control. Finally, self-management is important; people need to control their own behaviour and expectations regarding work-life balance.

X. AUTHOR BIOGRAPHY

Mr. D. Babin Dhas is currently doing his Ph.D Management Sciences in Anna University, Chennai, India. His research interests are work life balance, entrepreneurship and innovation policy. He has 10 years teaching experience and one year from Industry. He holds a master's degree in Management Sciences (specialization: Human Resource Management and Marketing) from Anna University.

Dr. S. C. Vetrivel, Associate Professor. He has 15 years of teaching experience and 20 years from Industry. He is specialized in HRM, Marketing Management, Entrepreneurship, and Business Law. He published 52 journals in both National and International Journals.

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