



A Study On Work Life Balance Of Employee In Armsoftech Private Limited.

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Abstract: This study investigates work-life balance (WLB) among employees at Armsoftech Pvt. Ltd., a BPO company in Chennai. Using a sample of 132 employees and tools like correlation, ANOVA, and regression, the research explores how organizational practices, job stress, and personal satisfaction interact. Results suggest that while support exists, factors like long hours and stress hinder effective WLB. The study recommends flexible policies and better support systems to enhance well-being and productivity.

Keywords: Work-Life Balance, Stress, BPO, Job Satisfaction, Employee Productivity, Organizational Policy, flexible work.

I. INTRODUCTION

Work-life balance refers to the equilibrium between professional responsibilities and personal life. In today's demanding work culture, especially in service sectors like BPOs, achieving this balance is increasingly difficult. A lack of WLB affects employee health, job satisfaction, and overall productivity. **Background:** Importance of balancing work and personal life for mental and physical health. **Definition:** WLB means effectively allocating time and energy between professional and personal spheres **Problem Statement:** Modern work culture often leads to stress and imbalance. **Importance of Study:** Contributes to enhancing employee wellness and productivity in BPO sector.

II. REVIEW OF LITERATURE

Past studies (Niveditha & Vasavi, 2023; Rani, 2023; Rao & Maseeha, 2019) highlight the increasing stress faced by employees in BPOs due to irregular work hours, inadequate rest, and job insecurity. Key theories discussed include Work-Life Spillover, Segmentation Theory, and Border Theory.

III. OBJECTIVES:

Primary Objective

- To study the work-life balance of employees at Armsoftech Pvt. Ltd.

Secondary Objectives:

- To identify the degree of balance between employees' work and personal life.
- To analyze levels of stress resulting from workload.
- To assess employee perception about organizational support.
- To study the relationship between job satisfaction and work-related stress.

IV. RESEARCH METHODOLOGY

Research Design

The study adopts a descriptive research design using a structured questionnaire distributed among Employees. Primary data was collected and analyzed quantitatively to understand the factors influencing employee performance in the selected organization.

- Design: Descriptive Research
- Population: 200 employees
- Sample Size: 132 employees
- Sampling Technique: Convenience Sampling
- Data Collection: Primary data questionnaire; secondary data from literature
- Analysis Tools: Correlation, ANOVA, Regression

V. DATA ANALYSIS

S. NO	TOOLS USED	TEST VALUE	SIGNIFICANCE (P VALUE)	INFERENCE
1.	Correlation	r-0.041	0.05	Moderate positive correlation
2.	ANOVA	F- 4.68	0.003	Significant of stress primary causes of stress
3.	Regression	Coefficient 0.43	0.05	Significant impact on Stress-related health issues

Tools used for analysis

Statistical tests indicates

- A moderate positive correlation between income and job satisfaction.
- Significant ANOVA results linking primary stress causes with stress frequency.
- Regression shows gender has a minor impact on stress-related health issues

VI. FINDING

- 64% of employees sometimes work beyond regular hours.
- 30% cite lack of job satisfaction as main stressor.
- 43% agree their company offers training to reduce work-related issues.
- Neutral responses were high, indicating either lack of awareness or engagement.
- No significant correlation between monthly income and job satisfaction.
- No significant difference in primary cause of work-related stress and feeling stressed due To work.
- No significant relationship between gender and stress-related diseases due to work

VII. SUGGESTIONS

- Implement flexible working hours and remote work options
- Conduct regular employee wellness programs
- Improve communication channels between management and staff
- Recognize employee achievements to increase satisfaction.
- Encourage involvement of family in workplace celebrations to improve morale.

VIII RESULTS AND DISCUSSION

- Majority of employees work 5–6 days/week and 5–6 hours/day.
- 64% report working beyond regular hours occasionally.
- 49% sometimes feel stressed due to work; 30% cite job dissatisfaction as the primary cause

XI. CONCLUSION

The study concludes that although organizational policies at Armsofttech are supportive in parts, there's a pressing need to enhance initiatives that directly promote work-life balance. Organizations that prioritize employee well-being are likely to experience higher retention, better productivity, and improved workplace harmony.

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