



A study on factors influencing the work life balance on beverages employees

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Abstract

Work–life balance refers to an individual's ability to allocate time and energy effectively between occupational responsibilities and personal life domains. It encompasses maintaining space for family, social relationships, community engagement, personal development, spirituality, self-care, and other private pursuits alongside professional commitments. An imbalance between work and personal life can lead to adverse consequences in both the workplace and the home environment. Therefore, achieving an optimal balance is essential for overall well-being and sustainable work performance. As a critical aspect of modern employment, work–life balance supports employees in managing the diverse demands of their professional and personal lives.

Keywords: Work stress, workload management, organizational support

Introduction

Work–life balance has emerged as a critical issue in today's fast-paced and highly competitive environment, significantly influencing both personal well-being and professional job satisfaction. In the manufacturing sector—particularly within the beverage industry and more specifically the packaged drinking water segment—employees often encounter unique and intensified challenges. These include long and irregular working hours, physically demanding tasks, stringent production targets, and continuous operational demands to meet market expectations. Such factors can lead to heightened stress, fatigue, and difficulty in maintaining a healthy equilibrium between work responsibilities and personal life.

Recognizing and addressing these challenges is essential not only for the growth and sustainability of beverage manufacturing firms but also for the overall development and career progression of their workforce. A clear understanding of the specific demands of the manufacturing environment, combined with the implementation of effective organizational strategies—such as flexible scheduling, employee wellness initiatives, supportive management practices, and adequate rest provisions—can significantly improve employees' work–life balance.

By fostering such supportive systems, organizations in the beverage sector can enhance job satisfaction, boost productivity, and strengthen employee retention. Ultimately, prioritizing work–life balance contributes to a more motivated, healthier, and efficient workforce, which in turn supports long-term organizational success.

Objectives of the Study

1. To examine the conditions influencing the work life balance.
2. To analyse the consequences of work life imbalance.
3. To identify the outcome of work life balance.
4. To suggest suitable measures to increase work life balance.

Need for Study

Studying work-life balance is crucial because it directly impacts employee personal well-being, profession job

satisfaction, productivity, talent attraction and retention, organizational culture, and societal well-being. Understanding the factors that subsidize to work-life balance allows organizations to create supportive environments, improve employee satisfaction and performance, and provide to a healthier society.

Research Methodology

Research methodology accepted for the research comprises numerous methods and they were as follows:

Research Design: The present research study accepted is a descriptive research design.

Sources of Data Collection: The data sources for the research are based on both i.e. primary and secondary sources.

Primary Data: Primary-data is collected through a Close-ended organized questionnaire, Observation, Interaction and discussion with Employees/Staffs and HR professionals.

Secondary Data: Secondary information was collected from corporate files, websites, books, journals, articles, and publications.

Literature Review

K. Thriveni Kumar et.al (2015)^[9]: The paper analyses that growing presence of women in the workforce underscores their significant contributions to organizations. Recognizing this, it becomes crucial for employers to offer tailored work-life balance initiatives for female employees. However, the importance of achieving healthy work-life equilibrium extends beyond gender and applies universally across industries. Collaboratively, employers and employees bear the responsibility of fostering a robust work-life balance, yielding mutually positive aftermaths for both individuals and the organization at large.

Elzbieta Robak et.al (2016)^[13]: The analysis highlights flexible work arrangements and work-life programs as crucial for addressing work-life balance (WLB) concerns.

While these initiatives offer substantial advantages, their formal implementation is more viable in larger organizations due to the constraints of SMEs. Nevertheless, the operational practices of SMEs reveal a promising avenue for enhancing WLB through informal means within the social work environment, emphasizing adaptable working time arrangements. This underscores the potential for cultivating WLB in diverse organizational settings, despite the challenges posed by size-related limitations.

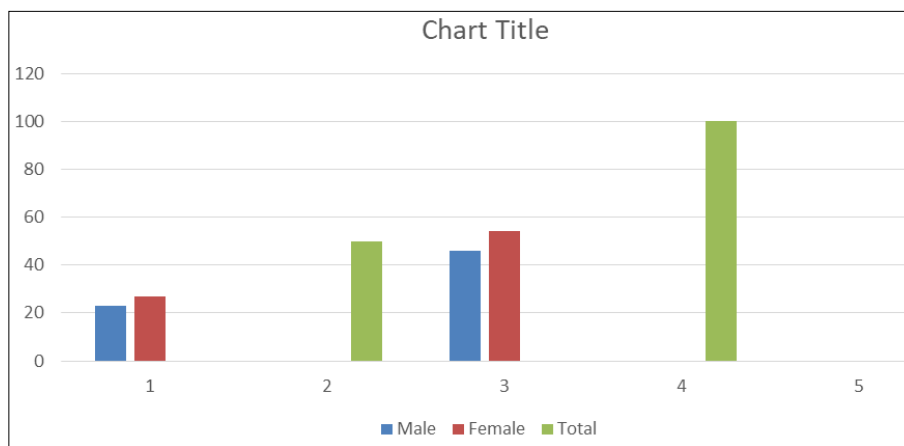
Husain Nurisman (2019) [18]: The study intricate interplay between work commitments and family dynamics underscores the potential for heightened conflicts and a subsequent imbalance in life. While technology offers convenience, it falls short in replacing the irreplaceable presence within one's family. Notably, both genders equally contribute to Work-Family and Family-Work conflicts, thereby holding a comparable impact on achieving work-life equilibrium. Thus, acknowledging the shared responsibility highlights that men and women alike possess the capacity to shape and foster a harmonious work-life balance

Sareena Umma M. A. G et.al (2020) [15]: The study delved into factors influencing work-life balance among school teachers, unveiling significant insights. Findings emphasize the substantial impact of workload, social support, and childcare on work-life balance. Analyzing data from both genders, it was manifest that shared support correlates positively, while workload and childcare exhibit negative associations with work-life balance. This study underscores the imperative for organizations to address these factors to enhance the well-being of school teachers, promoting a more harmonious integration of professional and personal spheres.

Data Interpretation

Table 1: Showing Percentage Distribution of Staff Members According to Gender Position (N = 50)

S/L	Gender	No of Respondents	Percentage %
1	Male	23	46
2	Female	27	54
Total		50	100

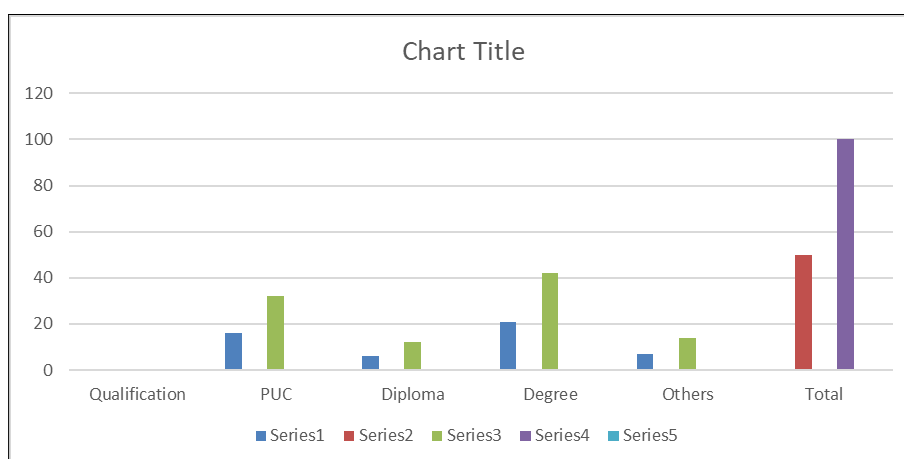


Interpretation: The gender position of the employees. Out of 50 participants, 46% of participants were male employees and 54% of were participants female employees. Thus, from

the investigation we can conclude many of the staff members were female staffs working at Beverages.

Table 2: Showing Outcome of Percentage Distribution of Staff Members According to Qualification (N = 50)

S/L	Qualification	No of Respondents	Percentage
1	PUC	16	32
2	Diploma	6	12
3	Degree	21	42
4	Others	7	14
Total		50	100

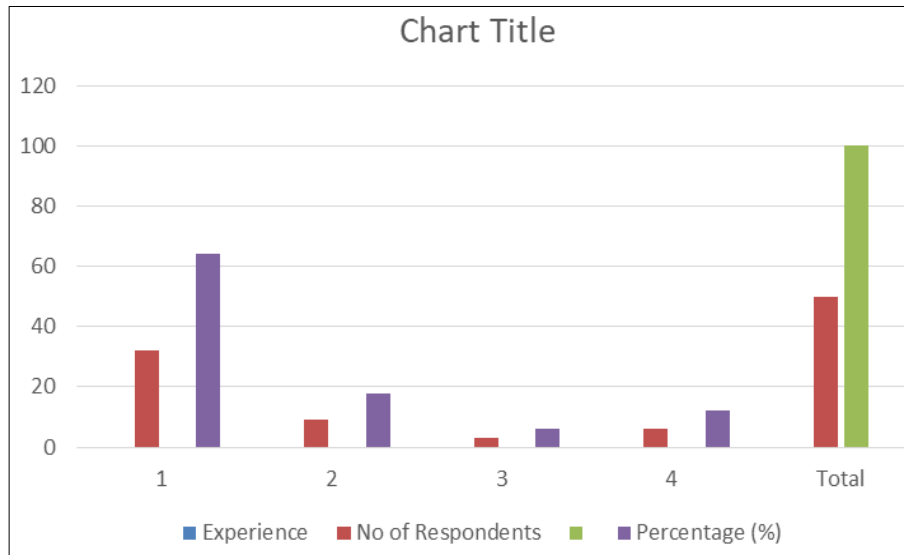


Interpretation: The qualifications of staff members. Out of 50 participants, 32% were PUC based staffs, 12% were Diploma based staffs, 42% of were Degree based staffs &

14% were others based staffs. Thus, from the investigation we can conclude many of the staff members were degree qualification at Beverages.

Table 3: Showing Outcome of Percentage Distribution of Staff Members According to Experience (N = 50)

S/L	Experience	No of Respondents	Percentage (%)
1	0-5	32	64
2	5-10	9	18
3	10-15	3	6
4	15 & above	6	12
Total		50	100

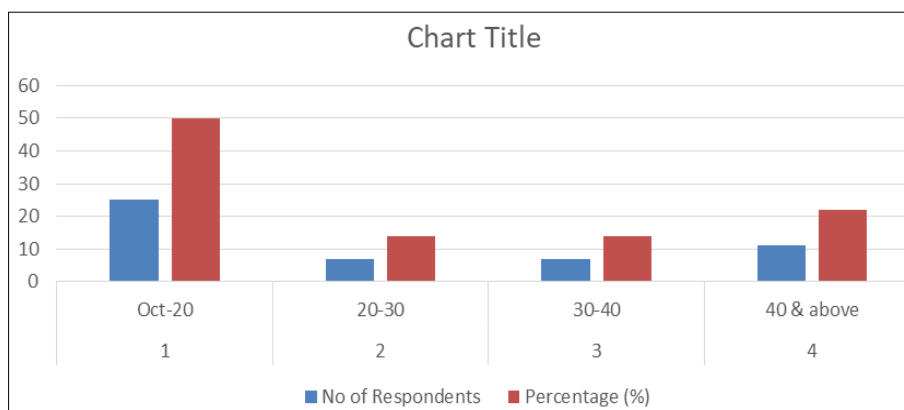


Interpretation: The experience of staff members. Out of 50 participants, 64% were consumed 0-5 years' experience, 18% were consumed 5-10 years experience, 6% were consumed 10-15 years' experience & 12% were consumed

15 & above years experience. Thus, from the investigation we can conclude many of the work member were having 0-5 years' experience at Beverages.

Table 4: Outcome of Percentage Distribution of Staff Members According to Income (000' s) (N = 50)

S/L	Experience	No of Respondents	Percentage (%)
1	10-20	25	50
2	20-30	7	14
3	30-40	7	14
4	40 & above	11	22
50			100

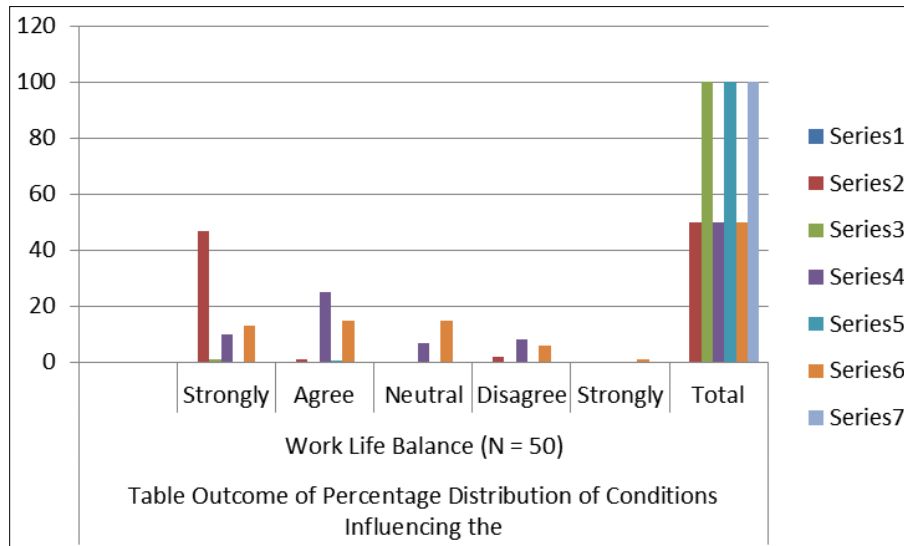


Interpretation: The experience of staff members. Out of 50 participants, 50% were getting 10-20k as income, 14% were getting 20-30k as income, 14% were getting 30-40k as

income of & 22% were getting 40k & above as income. Thus, from the study we can conclude many of the work members were getting 10-20k as income at Beverages.

Table 5: Outcome of Percentage Distribution of Conditions Influencing the Work Life Balance (N = 50)

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Family Situation	47	1	0	2	0	50
	94%	2%	0%	4%	0%	100
Working Conditions	10	25	7	8	0	50
	20%	50%	14%	16%	0%	100
Economic Aspects	13	15	15	6	1	50
	26%	30%	30%	12%	2%	100

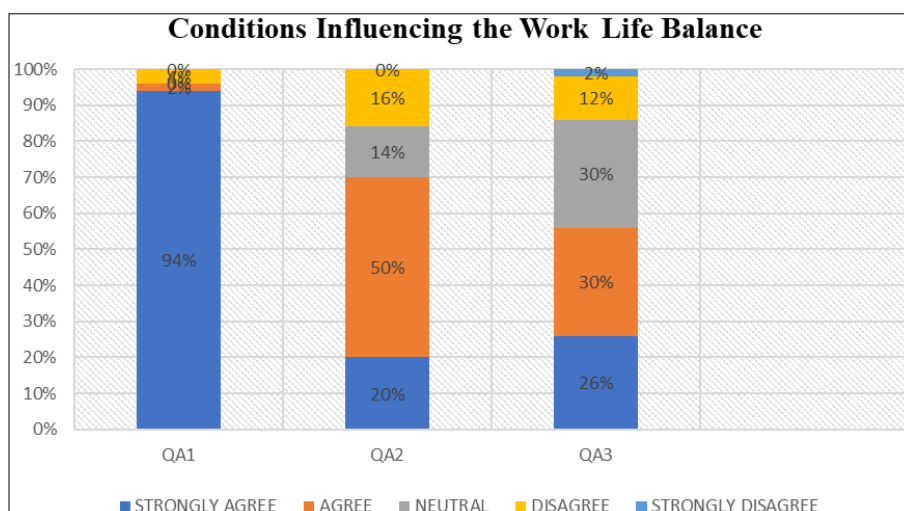


Interpretation: The conditions influencing the work life balance of employees, out of 50 respondents, 94% remained agreed strongly nearby family situation, 50% were agreed towards working conditions & 30% were agreed for economic aspects. Therefore, from the research we can

regulate majority of the work member were agreed strongly and agreed towards conditions influencing the work life balance. But major study preaches for family situation as a conditions influencing the work life balance of employees at Beverages.

Table 6: Outcome of Percentage Distribution of Consequences of Work Life Balance (N = 50)

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
At Individual Level	35	10	5	0	0	50
	70%	20%	10%	0%	0%	100%
At the Society Level	14	20	8	6	2	50
	28%	40%	16%	12%	4%	100%
At the Organization Level	15	6	19	10	0	50
	30%	12%	38%	20%	0%	100%

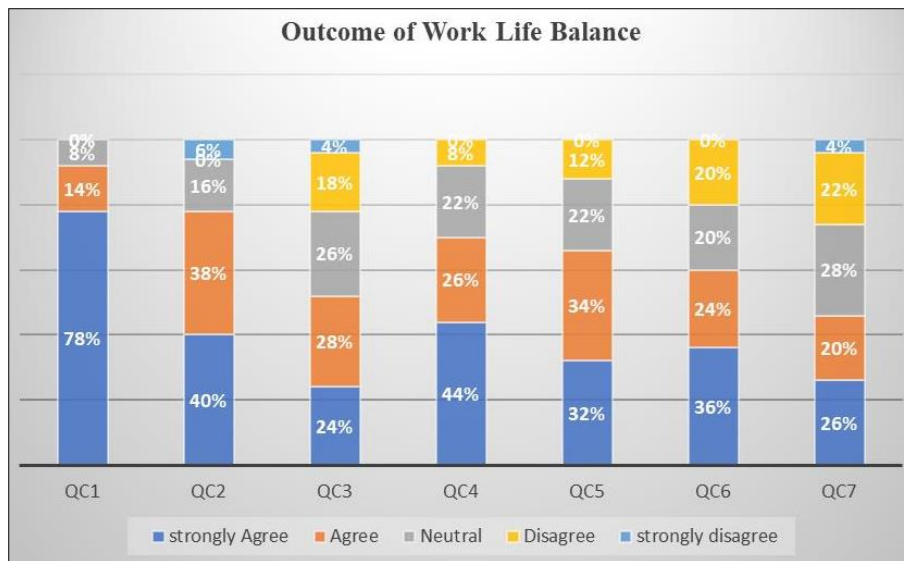


Interpretation: The consequences of work life balance of employees, out of 50 participants, 70% were agreed strongly towards individual level, 40% were agreed for society level & 38% were neutral towards organizational level. Consequently, from the study we can regulate majority of

the employees were agreed, agreed strongly & neutral towards consequences of work life balance. But major study preaches for individual level as a consequences of work life balance at Beverages.

Table 7: Outcome of Percentage Distribution of Outcome of Work Life Balance (N = 50)

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Job satisfaction	39	7	4	0	0	50
	78%	14%	8%	0%	0%	100%
Less turnover	20	19	8	0	3	50
	40%	38%	16%	0%	6%	100%
Work engagement	12	14	13	9	2	50
	24%	28%	26%	18%	4%	100%
Job performance	22	13	11	4	0	50
	44%	26%	22%	8%	0%	100%
Job involvement	16	17	11	6	0	50
	32%	34%	22%	12%	0%	100%
Career growth	18	12	10	10	0	50
	36%	24%	20%	20%	0%	100%



Intrepretation: The outcome of work life balance, out of 50 participants, 78% were agreed strongly towards job satisfaction, 40% were agreed strongly for less turnover, 28% were agreed towards work engagement, 44% were agreed strongly for job performance, 34% were agreed towards job involvement, 36% were agreed strongly towards profession growth & 28% were neutral for increase in self beliefs & positive spillover. Thus, from the study we can regulate majority of the employees were agreed strongly, agreed & neutral towards. But foremost study preaches for job satisfaction as outcome of work life balance at Beverages.

Findings and Suggestions

1. Conditions Influencing the Work Life Balance

Overall findings of workers towards the conditions of influencing the work life balance at Beverages many of the workers have agreed strongly that household work, age structure of the family, care to members & professional grade of the family members are influencing the work life balance. Participants have agreed job security, form of employment, working hours, job responsibilities & organizational culture are influencing the work life balance. Respondents are agreed that economic aspects such as level of income, level of financial obligations, macroeconomic situation of the country & cost of living are influencing the work life balance. Therefore, from the study we can regulate majority of the workers were agreed strongly and agreed towards conditions influencing the work life balance. But major study preaches for family situation as a condition influencing the work life balance of employees at Beverages

2. Consequences of Work Life Balance

Overall findings of workers towards consequences of work life balance at Beverages Mysore. Many of the plaintiffs have agreed strongly that stress level, exhaustion, family conflicts, insecurity, addiction & burnouts are the significances of work life balance. Participants have agreed that demographic changes, diseases, inequality, inadequate home care & change in attitudes & behaviours are the significances of work life balance. Majority of respondents are neutral that absenteeism, stress, less involvement & poor interpersonal relations are the consequences of work life balance. Thus, from the study we can regulate many of the work member were agreed strongly, agreed & neutral towards consequences of work life balance. But major study preaches for individual level as a consequences of work life balance at Beverages.

3. Outcomes of Work Life Balance

Overall findings of workers towards outcomes of work life balance at Beverages. Majority of the respondents agreed strongly that job satisfaction, less turnover, job performance & career growth are outcomes of work life balance. Participants have agreed that work engagement & job involvement are the outcomes of work life balance. Respondents are neutral that increase in self beliefs & positive spillover are the outcomes of work life balance. Thus, from the study we can regulate many of the employees were agreed strongly, agreed & neutral towards. But major study preaches for job satisfaction as outcome of work life balance at Beverages

Suggestion of Work Life Balance

Conditions Influencing Work Life Balance

From the research we can regulate majority of the workers were agreed strongly and agreed towards conditions influencing the work life balance. But major study preaches for family situation as conditions influencing the work life balance of employees at Beverages. Hence organization/HR should consider & care accepted conditions influencing WLB of SSB and other conditions influencing WLB also be cared and considered and not to be neglected.

Consequences of Work Life balance

From the study we can regulate many of the workers were agreed strongly, agreed & neutral towards consequences of work life balance. But major study preaches for individual level as a consequence of work life balance at Beverages. Hence organization/HR should consider & care accepted consequences of WLB of SSB and other consequences of WLB also be cared and considered and not to be neglected.

Outcome of Work Life Balance

From the research we can regulate majority of the workers were agreed strongly, agreed & neutral towards. But major study opines for job satisfaction as outcome of work life balance at Beverages. Hence organization/HR should consider & care accepted outcome of WLB of SSB and other outcome of WLB also be cared and considered and not to be neglected.

Conclusion

A learning of "Conditions Influencing the Work Life Balance on Beverages have analysed that conditions influencing and consequences of work life balance are independent and there is a positive relation between conditions influencing and the result of work life balance. From these two proven hypothesis the human resource department at Beverages can implement the effective work life balance amid the staff members to increase the productivity and increase the work life balance of the employees at Sai Sankalp Beverages.

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