

**National Conference on Recent Advances in
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**A Study on Work Life Balance in Chennai Petroleum Corporation Limited
(Cpcl) Chennai**

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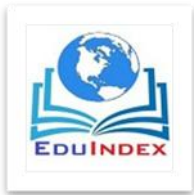
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INTRODUCTION

Work-life balance is a broad concept including proper prioritizing between "work" (career and ambition) on the one hand and "life" (Health, pleasure, leisure, family and spiritual development) on the other. Related, though broader, terms include "lifestyle balance" and "life balance". Most recently, there has been a shift in the workplace as a result of advances in technology. As Boswell and Olson-Buchanan stated, "increasingly sophisticated and affordable technologies have made it more feasible for employees to keep contact with work." Employees have many methods, such as emails, computers and cell phones, which enable them to accomplish their work beyond the physical boundaries of their office. Employees may respond to an email or a voice mail after-hours or during the weekend, typically while not officially "on the job."

According to a recent study for the Center for Work-Life Policy, 1.7 million people consider their jobs and their work hours excessive because of globalization. These difficult and



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exhausting conditions are having adverse effects. According to the study, fifty percent of top corporate executives are leaving their current positions. Although sixty-four percent of workers feel that their work pressures are "self-inflicted", they state that it is taking a toll on them. The study shows that seventy percent of US respondents and eighty-one percent of global respondents say their jobs are affecting their health. Between forty-six and fifty-nine percent of workers feel that stress is affecting their interpersonal and sexual relationships. Additionally, men feel that there is a certain stigma associated with saying "I can't do this".

PROFILE OF CPCL

Chennai Petroleum Corporation Limited (CPCL), formerly known as Madras Refineries Limited (MRL) was formed as a joint venture in 1965 between the Government of India (GOI), AMOCO and National Iranian Oil Company (NIOC) having a share holding in the ratio 74%: 13%: 13% respectively. Originally, CPCL Refinery was set up with an installed capacity of 2.5 Million Tonnes Per Annum (MMTPA) in a record time of 27 months at a cost of Rs. 43 crore without any time or cost over run.

As a part of the restructuring steps taken up by the Government of India, Indian Oil acquired equity from GOI in 2000-01. In July 2003, NIOC transferred their entire shareholding to Naftiran Intertrade Company Limited, an affiliate, in line with the Formation Agreement, as part of their organizational restructuring. Currently IOC holds 51.89% while NICO holds 15.40%. The Manali Refinery has a capacity of 10.5 MMTPA and is one of the most complex refineries in India with Fuel, Lube, Wax and Petrochemical feedstocks production facilities. CPCL's second refinery is located at Cauvery Basin at Nagapattinam. This unit was set up in



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Nagapattinam with a capacity of 0.5 MMTPA in 1993 and later enhanced to 1.0 MMTPA. The main products of the company are LPG, Motor Spirit, Superior Kerosene, Aviation Turbine Fuel, High Speed Diesel, Naphtha, Bitumen, Lube Base Stocks, Paraffin Wax, Fuel Oil, Hexane and Petrochemical feed stocks. The crude throughput for the year 2017-18 was 12.587 million metric tonnes (MMT). The company's turnover for the year 2017-18 was Rs.48385 crores and the Profit after Tax was Rs.67.73 crores. The Company has declared a dividend of 20% on the paid-up equity share capital of the Company for the year 2017-18.

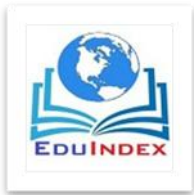
SCOPE OF THE STUDY

The study is to reveal the present status of work life balance of employees towards their work and company. We can also understand the effectiveness of motivational factors prevalent in Chennai Petroleum Corporation Ltd (CPCL), Chennai. The study reveals the thrust areas that have to be focused by the enterprise to increase their productivity. The study helps to improve the core aspects of comfortable work place environment for organizational development.

OBJECTIVES OF THE STUDY

- To study the importance of work life balance of employees in CPCL.
- To know whether the environment of work place is comfortable to the worker.
- To explore the balancing of life and work of the workers.
- To find and suggest the career development of the employees to improve the life style.
- To establish new ideas to improve work life balance of employees.

METHODOLOGY



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Methodology is the most vital part of the research work. It can be described as the key to understand the study. This provides scope to decide about the scientific nature of the study. Simply the method employed to carry out the present study. Both primary and secondary sources of data were used. Well structured questionnaire was designed to elicit necessary data and details from the employees of CPCL, Chennai. The secondary data was collected from the books, journals, web portals and various unpublished records of CPCL, Chennai etc. The study has been undertaken by survey method. 100 respondents were selected by using convenient sampling method, workers of CPCL, Chennai.

LIMITATIONS OF THE STUDY

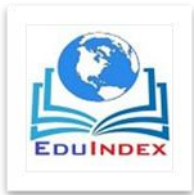
- ❖ This study has only taken 100 respondents.
- ❖ Short time is one of the main constraints of the study.
- ❖ The attitude of a worker is changing in nature.

RESULTS & DISCUSSIONS

Table - 1 Satisfaction level about working conditions

Satisfaction level	No. of Respondents	Percentage (%)
Highly satisfied	46	46%
Satisfied	21	21%
Indifferent	13	13%
Dissatisfied	09	09%
Highly dissatisfied	11	11%
Total	100	100%

Source: Primary data



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The above table reveals that majority (46%) of the respondent says that the working condition was highly satisfied and only 9% of the respondents are dissatisfied with the same working conditions.

Table - 2 Satisfaction level about working time

Satisfaction level	No. of Respondents	Percentage (%)
Highly satisfied	42	42%
Satisfied	32	32%
Indifferent	16	16%
Dissatisfied	07	07%
Highly dissatisfied	03	03%
Total	100	100%

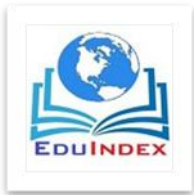
Source: Primary data

The above table reveals that 42% of the respondents says that the decision making process was highly satisfied and only 03% of the respondents are highly dissatisfied with the decision making process.

Table – 3 Respondents Opinion over Separate Work Life Balance Policy of the Company

Opinion	No. of Respondents	Percentage (%)
Yes	81	81%
No	11	11%
Not aware	08	08%
Total	100	100%

Source: Primary data



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The above table reveals that 81% of the respondents are says that the company having separate work life balance policy and only 08% of the respondents are not aware of such a policy.

Table – 4 Opinions about the Relation with Organisations Work Life Balance Policy and Individual Needs

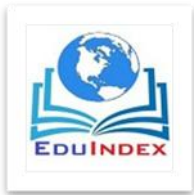
Opinions	No. of Respondents	Percentage(%)
Strongly Agree	52	52%
Agree	18	18%
Indifference	13	13%
Disagree	05	05%
Strongly disagree	12	12%
Total	100	100%

Source: Primary data

The above table reveals that 52% of the respondents strongly agree the statement of the organization's work life policy should be customized to individual needs and only 5% of the respondents are disagree the same.

FINDINGS

- ❖ 76% of the respondents are comes under the age group between 30-40yrs and only 02% of the respondents are working under the age group of above 50yrs.
- ❖ 56% of the respondents are male and 44% of respondents are female.
- ❖ 46% of the respondent says that the working condition was highly satisfied and only 11% of the respondents are highly dissatisfied with the same working conditions.

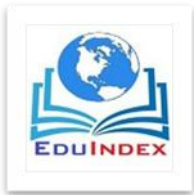


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- ❖ 72% of the respondent says that they work 6 days in a week and only 04% of the respondents are work less than 5 days in a week.
- ❖ 44% of the respondent says that the nature of job was highly satisfied and only 12% of the respondents are highly dissatisfied with the same nature of job.
- ❖ 38% of the respondent says that the counseling was highly satisfied and only 08% of the respondents are highly dissatisfied with the same counseling.
- ❖ 42% of the respondents says that the decision making process was highly satisfied and only 03% of the respondents are highly dissatisfied with the decision making process.
- ❖ 64% of the respondent says that their resident is near to the company and remaining 36% of the respondents are having their homes far away from the company.
- ❖ 39% of the respondents are using bus as their mode of transport and only 07% of the respondents are using four wheelers as their mode of transport.
- ❖ 81% of the respondents are says that the company having separate work life balance policy and only 08% of the respondents are not aware of such a policy.
- ❖ 52% of the respondents strongly agree the statement of the organization's work life policy should be customized to individual needs and only 12% of the respondents are strongly disagree the same.
- ❖ 76% of the respondents are married and remain 24% of the respondents are unmarried.
- ❖ 62% of respondents are highly satisfied with the given salary and 12% of the respondents are highly dissatisfied with the same.
- ❖ 82% of respondents are says that they doesn't have any mental stress on their work place and remaining 18% of the respondents having mental stress on their work place.



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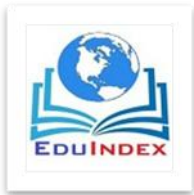
- ❖ 40% of respondents are says entertainment is the technique used to manage their stress and 12% of the respondents are says dance as their stress managing technique.
- ❖ 72% of respondents are says that their company will provide career developments and remaining 28% of the respondents says company doesn't provide any career developments.
- ❖ 68% of respondents are says that they are having improvements in their job and remaining 32% of the respondents says that they didn't get any improvements in their job.
- ❖ 83% of respondents are says that the company will providing ESI benefits and remaining 17% of the respondents says that they didn't get any such facilities.
- ❖ 76% of respondents are says that the company will providing PF benefits and remaining 24% of the respondents says that they didn't get any such facilities.

SUGGESTIONS

The company has to pay some special attention to improve the working condition, shift hours, rotation of shifts, work time. To take some efforts to re alter the work life balance policy of the company with consultation with the employees and make awareness over the existing policy. The company has to give some encouragement to the employees to take necessary steps to balance their work and life.

CONCLUSION

The researcher under took a systematic analysis to know the work life balance of workers in Chennai Petroleum Corporation Ltd (CPCL), Chennai. From this effective analysis the researcher comes to conclude that the existing work life balance of workers is more satisfactory and the company has a well image among its employees. The statement is that "the work life



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balance of employees is essential in this scenario which will increase the morale level of employees and satisfaction level which was directly linked with the companies' productivity and growth". Hence that the company's future goals are easily achieved with the increase in productivity by way tuning the employees in an effective manner.

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