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A Study on Work Life Balance In Mac Donald's At, Indore

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Abstract: Work–life balance is the term used to describe the balance that an individual needs between time allocated for work and other aspects of life. Areas of life other than work–life can be, but not limited to personal interests, family and social or leisure activities. The saying goes that 'all work and no play makes Jack a dull boy'. This paper studies Work Life Balance at Mac Donalds,Indore. The study collected data from 50 respondents. Hypothesis testing is made out in this study.

Introduction:

Work-life basically refers to the proper prioritizing of an individual between his work or career and his personal life or lifestyle. People talking about how they have to balance their work and family.

It is an important concept in the world of business as it helps to motivate the employees and increases their loyalty towards the company. It is an important concept in the world of business as it helps to motivate the employees and increases their loyalty towards the company.

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Literature Review :

Marisa de los Santos says that I think it's worth thinking hard about what "all" means to you personally. For me, it's having a thriving, happy marriage and family life, a handful of very close friends, a career I'm passionate about, and enough financial security to not worry about money constantly and to splurge on fun now and then. I also want to give something good to the world. When I take the time to step back and look at my life, which I don't do often enough, I think I do have it all, and I'm grateful.

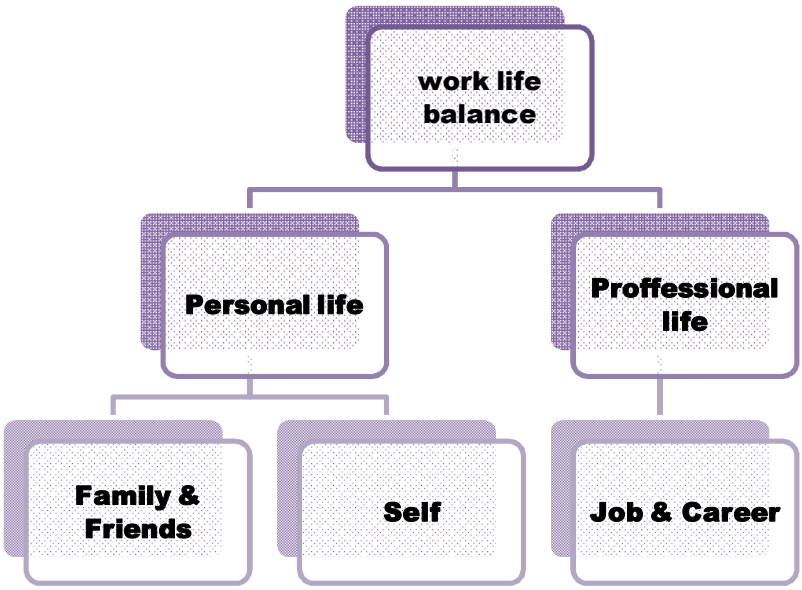
Jenna Blum States that I think women put so much pressure on themselves to do it all and do it 1000%, and I sometimes think those categories are mutually exclusive. I admire my friends whose philosophy has become, "My best at this moment is good enough." There are no right choices, there are the choices we make. And thank goodness, we have those choices.

Dorie Clarks says it's unrealistic to max out in every area of your life simultaneously—there's just not time for everything. But if you're able to prioritize certain elements of your life during certain periods, you can make everything work over time.

Liz Fenton said you have to make the most out of what you do have, live every day to the fullest, try not to see the glass as half-empty. It's great to strive for more, but you should be careful you aren't overlooking what's right in front of you in the process.

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Jane Ware quotes it as we have been able to produce more concrete, observable results, in less time for less money than more complex programs we have used to address these key work and life issues in the past.



Research Methodology

Descriptive type based research has been made in this study of Work Life Balance on respondents at Mac Donald's. The unit targeted was people working over there with sample size 50. Questionnaire was made to collect primary data. And secondary data was collected from Web, Journals, Magazines etc..

Data Analysis:

TABLE1: Working hours in a day:

NO. OF HOURS	SAMPLE	PERCENTAGE
5	12	24
5.5	4	8
6	30	60
More than 7	4	8
TOTAL	50	100

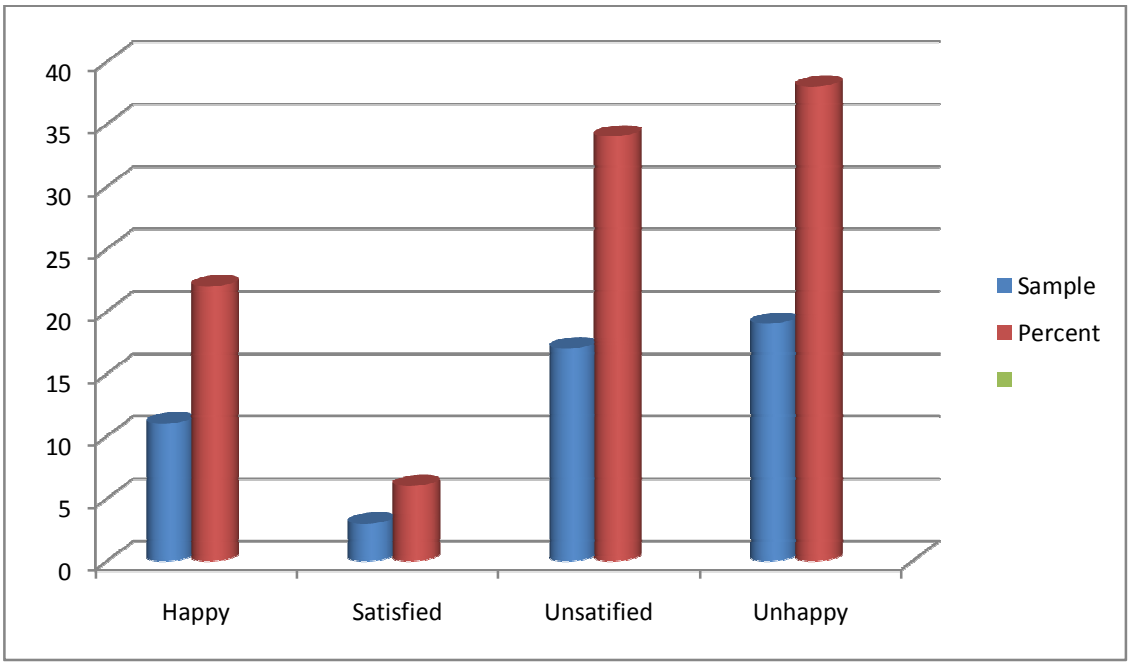
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From above table we can study that 12 people work for 5 hours,4 for 5.5 hours,30 for 6 hours & 4 for more than 7 hours.

TABLE 2: Lesiure Time In Work Life Management:

PARTICULARS	SAMPLE	PERCENT
Happy	11	22
Satisfied	3	6
Unhappy	17	34
Okay	19	38
TOTAL	50	100

This table dipicts that thelesiuretime provided tothe employees. In which 11 people are happy,3 are satisfied,17 number of respondants are unhappy & 19 are okay with the lesiure time provided.



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TABLE 3: Policy On Work Life Balance:

SNO.	SAMPLE	PERCENT
Yes	25	50
No	15	30
Unaware	10	20
Total	50	100

This shows that 25 unit are aware & know about policy of work life balance, 15 have no idea about it & 10 people are unaware of the policy.

TABLE 4:Lack Of Quality Time with Family Because Of Work:

Sno.	Sample	Percent
Never	5	10
Sometimes	37	74
Many times	6	12
Always	2	4
TOTAL	50	100

It shows that employees feel dicey about the time they are provided to spend with their family.2 of them feel that because of work lack of quality time with family gets ruined always. While 5 of them never feel so. And 6 so them feel that because of work pressure the lack family time.

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TABLE 5: Employees With Successful Work Life Balance

Sno.	Sample	Percent
Strongly Disagree	1	2
Disagree	0	0
Neither agree or disagree	0	0
Agree	40	80
Strongly agree	9	18
TOTAL	50	100

By this observation we can see that1 employee Strongly disagrees and 40 of them agree that it is important to have effective and efficient work life balance together. And 9 of them strongly agree to it.

Hypothesis Test

SNO.	R	R square	slope	Y intercept	St. Error of estimate
1.	01	01	02	0	0

As thevalue of r=+1.0 and n>4 than calculated value of r is significant beyound 0.01 for two-tail test.

NOTE:

H0: Denotes a no relation between employees work & personal life.

H1: Denotesa relationship between employees work & personal life.

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Degree of Freedom	Sum Of Squares	F stat	Mean square	P value
04	591.00	0.338	147.75	0.576

As the significant value of the data collected is 0.576 which is not significant at p< 0.05 & states that we reject H0 and there is imperfect relation between work & personal life .And has greater degree of imbalance between two variables.

FINDINGS:

It was found out through the study that workers at MacDonald's are aware about policy provided to them in context to work life balance.

There are few of the employess who are involved into longer working hours at the floor.

Many employees sometime feel that their should be less ofwork stress so that there is more quality time for their family.

Major findings have pooled out a negative impact over the two variables that are work life & family.

Many of them are well aware with the policy provided at Mac Donald's. As well as many of them agree to leisure hours provided during working hours.

CONCLUSION:

Since, balancing of work and family roles is one of the key issues in the coming years, the organization should improvise and innovate the ways to cater the employees having diverse needs and these should be the integral to core business but not the optional.

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There should be utmost care taken in taking decisions in adopting and implementing the policies as it impacts both employee and the organization. There must be proper communication made to the employees regarding the company's policies and must be encouraged.

It can be said that Work Life Balance is a very important issue in the Human Resource Management field and it has a vital impact on the productivity and growth of both the organisation and the employee.

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